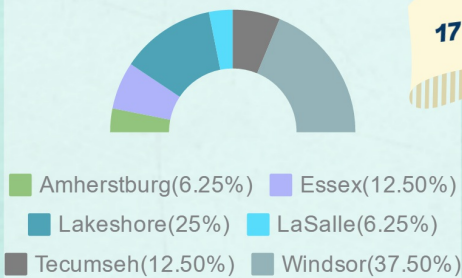


Quarterly Employer Bulletin One: The Construction Sector

June 2016

Location of Respondents



17 Respondents



53%
Hired employees in the last 3 months

Full-time: 36%
Part-time: 7%
Contract: 5%
Seasonal: 52%

Top Positions Hired For
Operations Manager Landscape Labourer
Health and Safety Representative
Detailer/Drafter Cement Finisher
Landscape Technician General Labourer
Vacuum Truck Operator Project Coordinator

This quarter, local employers participated in the Quarterly Survey. Respondents were asked to provide information on their organization's workforce. The aggregated responses are found on this page.

Join in the conversation at www.workforcewindsor.essex.com

36% Of new hires were youth



Top 3 Reasons Positions Were Hard to Fill

- 1 Lack of technical skills
- 2 Lack of qualifications (educational level/credentials)
- 3 Lack of work experience



33%
Had hard-to-fill positions

Top Hard-to-Fill Positions

Finance Manager \$25.01-\$30.00
Landscape Foreman \$15.01-\$20.00
Landscape Maintenance 9.80-\$15.00
Mechanic \$15.01-\$20.00
Plumber \$25.01-\$30.00
Project Coordinator \$15.01-\$20.00
Structural Engineer \$40.01-\$45.00
Welder \$45.01+

53%
Experienced separations

Quits: 29%
Retirements: 2%
Temporary Layoffs: 58%
Permanent Layoffs: 4%
Dismissals: 8%

37%
Plan to hire in the next 3 months



Anticipated Hires
Electrical Apprentice \$9.80-\$15.00
Finance Manager \$25.01-\$30.00
Landscape Foreman \$15.01-\$20.00
Mechanic \$15.01-\$20.00
Plumber \$25.01-\$30.00
Project Coordinator \$15.01-\$20.00
Structural Engineer \$40.01-\$45.00
Welder \$45.01+

Top Barriers to Growth Experienced by Organizations

- Workforce skills shortage
- High turnover rate
- Industry slowdown



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