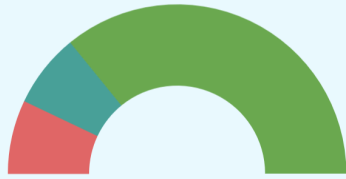


QUARTERLY EMPLOYER BULLETIN TWO: AGRICULTURE, FORESTRY, FISHING & HUNTING SECTOR

SEPTEMBER 2016

Respondents by Location



■ Kingsville (14.14%)
 ■ Lakeshore (14.14%)
■ Leamington (71.72%)

8 Respondents

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.

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75%

Hired employees in the last 3 months

Full-time: 82%
 Part-time: 16%
 Seasonal: 2%

Top Positions Hired For

Field Crew Member \$12.01-\$15.00	General Labourer \$9.80-\$20.00
Maintenance Worker \$12.01-\$20.00	Retail Worker \$12.01-\$15.00
Server \$9.80-\$12.00	Shipper/Receiver \$12.01-\$15.00

77% Of new hires were youth

57%

Had hard-to-fill positions



Top 3 Reasons Positions Were Hard to Fill

- 1 No applicants at all
- 2 Not enough applicants
- 3 Wage expectations unrealistic



Top Hard-to-Fill Positions

General Labourer
\$9.80-\$12.00
Greenhouse Worker
\$9.80-\$15.00
Maintenance Worker
\$15.01-\$20.00
Packline Worker
\$9.80-\$12.00
Pepper Picker
\$9.80-\$12.00
Supervisor
\$15.01-\$20.00

63%

Experienced separations

Quits: 85%
 Dismissals: 10%
 Other: 5%

67%

Plan to hire in the next 3 months



Anticipated Hires

Drainage Machinery Operator
\$15.01-\$20.00
General Labourer
\$9.80-\$20.00
Greenhouse Labourer
\$9.80-\$12.00
Scout
\$12.01-\$15.00
Supervisor
\$15.01-\$20.00
Warehouse Worker
\$9.80-\$12.00

Top Barriers to Growth Experienced by Organizations



High turnover rate
 Marketing



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