

Quarterly Employer Survey

SUMMARY OF RESULTS

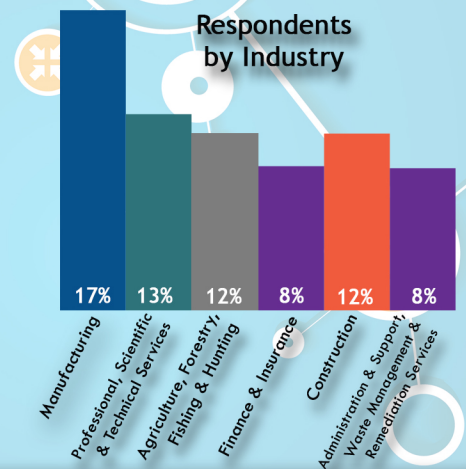
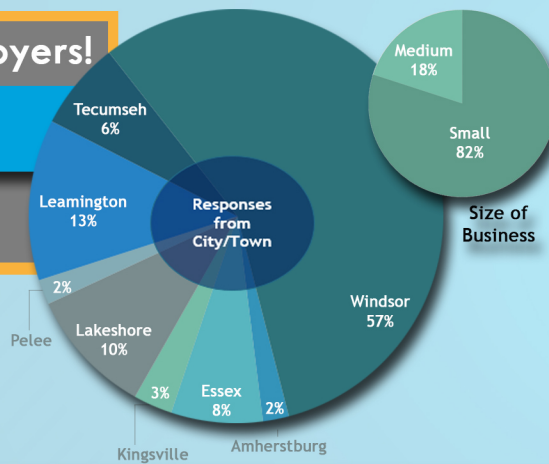
BULLETIN TWO

SEPT 2016

The voice of local employers!

51% YES
 49% NO

Of the 65 respondents, 51% answered that they have positions that are hard to fill



Do you plan on hiring in the next 3 months?
 59% YES 41% NO

Top Positions Being Hired for Over the Next 3 Months

Top 3 Reasons Positions Were Hard to Fill

1. Lack of work experience
2. Lack of qualifications (educational level/credentials)
3. Not enough applicants

Top Hard-to-Fill Positions

Construction Estimator
 Mould Designer
 Greenhouse Worker
 Machinists
 Welder
 Mould Estimator
 Greenhouse Production Associate



Director of Construction & Quality
 Project Coordinator
 Mould Maker
 General Labourer
 Drainage Machinery Operator
 Project Manager
 Toolmaker
 Welder
 Mould Designer
 Machinist

New Hires Based on Type of Role

Did your organization hire anyone in the last 3 months?

73% YES
 27% NO

How many new hires were youth?
 50% of Hires

Category	Count	Percentage
Students	47	18%
New Grads	58	22%
Recent Immigrants	65	13%

Role Type	Percentage	Count
Full Time	63%	327
Part Time	17%	87
Contractor	11%	57
Seasonal	9%	49

Breakdown of Total Separations

Quits	200 (59%)
Retirements	13 (4%)
Temp Layoffs	48 (14%)
Perm Layoffs	4 (1%)
Dismissal	35 (10%)
Other	40 (12%)
Total Separations	340

Did your organization experience any separations over the last 3 months?

57% YES
 43% NO

Top 3 Barriers to Growth Experienced by Organizations

Financing

Workforce skills shortage

Marketing

This quarter, local employers participated in the Quarterly Survey.

Respondents were asked to provide information on their organization's workforce.

The aggregated responses and key themes are found on this page.

Now read the report and join in the conversation online at www.workforcewindsor-essex.com...