

Quarterly Employer Survey

SUMMARY OF RESULTS

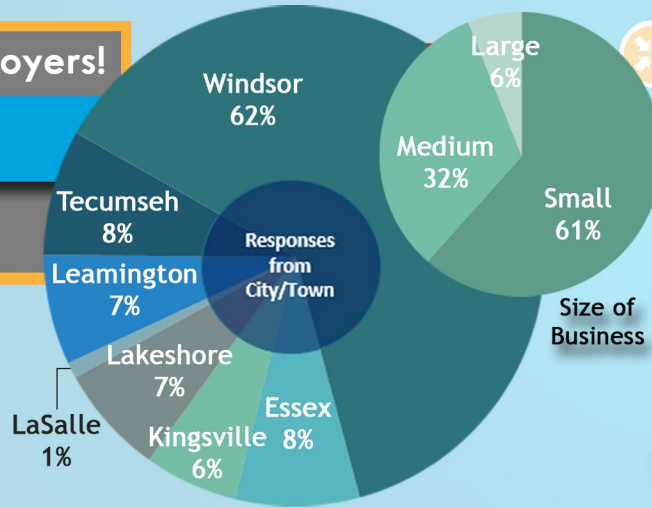
BULLETIN THREE

October - December 2016

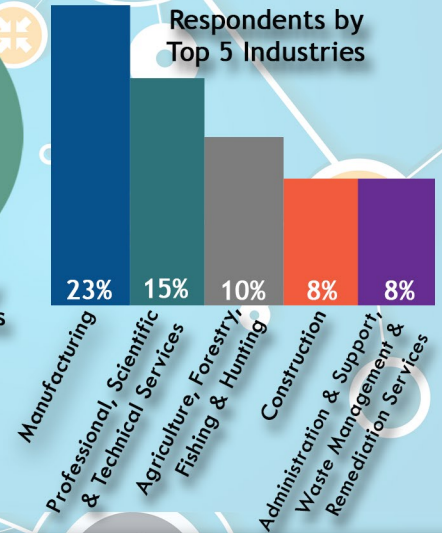
The voice of local employers!

- 52% YES
- 47% NO

Of the 71 respondents, 52% answered that they have positions that are hard to fill



Respondents by Top 5 Industries



75% hired employees in the last 3 months

Full-time	63%
Part-time	26%
Contract	8%
Seasonal	3%

45% of new hires were youth

33% were students
27% were recent grads

70%

Plan to hire in the next 3 months

Anticipated Hires

- Administrative Clerk
- AZ Driver
- Chief Financial Officer
- CNC Machinist
- Construction Project Manager
- Delivery Driver
- Director of Finance
- General Labourer
- Human Resources Co-ordinator
- Measurement Technician
- Personal Support Worker
- Servers
- Theatre Attendant
- Welder

Top Hard-to-Fill Positions

- Administrative Clerk
- Assistant Manager
- AZ Driver
- CNC Machinist
- Construction Project Manager
- Controls Engineer
- General Labourer
- Marketing & Communications Specialist
- Mechanic
- Millwright
- Programmer
- Quality Assurance Technician
- Welder

Top 3 Reasons Positions Were Hard to Fill

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

65% Experienced Separations

Quits:	32%	Permanent layoffs:	12%
Retirements:	16%	Dismissal:	9%
Temporary layoffs:	30%	Other:	1%

21%



foresee retirements in the coming quarter

71%



have a succession plan for these retirements

Locations Employers Actively Recruit In

Windsor-Essex
63%

Ontario
20%

Throughout Canada
14%

Outside of Canada
3%

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.

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