

Quarterly Employer Bulletin Three:

The Professional, Scientific, and Technical Services Sector

October - December 2016



11 Respondents

Location of Respondents



■ Leamington [9%] ■ Windsor [91%]

This quarter, local employers participated in the quarterly survey. Respondents were asked to provide information on their organization's workforce. The aggregated responses can be found on this page.

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64%
Hired employees
in the last 3
months

Full-time: 70%
Part-time: 0%
Contract: 30%
Seasonal: 0%

Top Positions Hired For

CAD Engineer \$15.01-\$20.00	Controls Specialist \$25.01-\$30.00
Graphic Designer \$12.01-\$20.00	Measurement Technician \$15.01-\$20.00
Recruiter \$12.01-\$15.00	Software Developer \$20.01-\$30.00

35% Of new hires were youth

13% Were students **75%** Were recent grads

55%

Had hard-to-fill positions



Hard-to-Fill Positions

Controls Specialist \$35.01-\$40.00
Measurement Technician \$15.01-\$20.00
Programmer \$20.01-\$35.00
Project Engineer \$40.01-\$45.00
Software Developer \$25.01-\$30.00

Employers indicated this was due to:

1. Lack of qualifications (education level/credentials)
2. Lack of technical skills
3. Lack of work experience
4. Unrealistic wage expectations

55%
Experienced separations

Quits:	38%
Permanent Layoffs:	23%
Dismissals:	38%
Other:	17%

64%

Plan to hire in the next 3 months



Anticipated Hires

Graphic Designer \$15.01-\$20.00
Measurement Technician \$15.01-\$20.00
Mobile Developer \$30.01-\$35.00
Project Engineer \$40.01-\$45.00
Senior Controls Engineer \$35.01-\$40.00
Senior Manager in Accounting \$45.01+
Software Developer \$25.01-\$30.00
Web Developer \$20.01-\$25.00

Top 3 Barriers to Growth Being Experienced by Organizations

Workforce skills shortage
Marketing
R&D Supports

