Quarterly Employer Bulletin Four:
The Professional, Scientific, and Technical Services Sector
### March - April 2017

33 Respondents

Location of Respondents

- Essex (6%)
- Kingsville (3%)
- Leamington (15%)
- Tecumseh (6%)
- Windsor (70%)

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.

Join in the conversation at
www.workforcewindsoressex.com
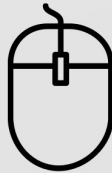
In the last year, organizations hired a variety of positions...

Full-time:	65%
Part-time:	7%
Contract:	2%
Seasonal:	26%

Top Positions Hired For

Systems Analyst
$15.01-$20.00
Graphic Designer
$15.01-$30.00
Programmer
$15.01-$20.00
Web Developer
$25.01-$30.00

Controls Engineer
$45.00+
Electrical Engineer
$30.01-$45.00+
Software Developer
$20.01-$25.00
Systems Engineer
$35.01-$40.00

38% Of new hires were youth

Hard-to-Fill Positions

CFD Engineer
$45.00+
Civil Engineer
$45.00+
Controls Engineer
$45.00+
Electrical Engineer
$25.01-$45.00+
Programmer
$15.01-$20.00
Software Developer
$25.01-$30.00
Systems Engineer
$45.00+
Web Developer
$12.01-$35.00

70% Plan on expanding in the next 18 months

In the last year, businesses lost employees due to...

Quits:	78%
Retirements:	7%
Permanent Layoffs:	4%
Dismissals:	17%

100% Believe the outlook of the industry is stable or growing

62% Plan to hire in the next 3 months

31% Rated the availability of a qualified workforce as "poor"

76% Rated the stability of the workforce as "fair" or "good"

42% Believe their ability to attract new employees is "good"

51% Believe their ability to retain new employees is "good" or "excellent"

Top 3 Barriers to Growth Being Experienced by Organizations

- Workforce skills shortage
- Marketing
- Financing