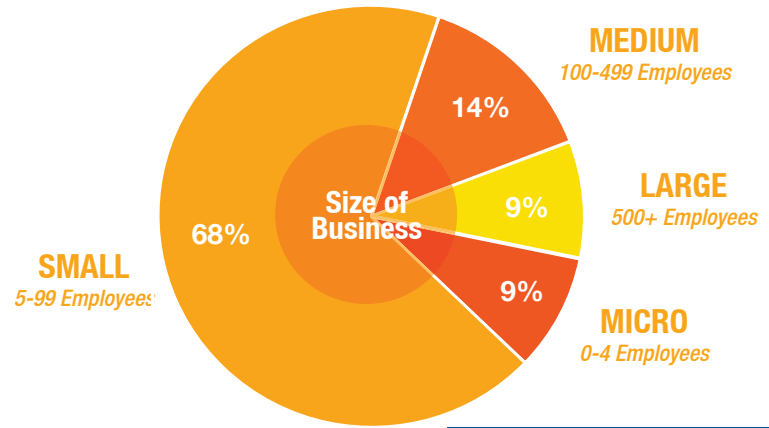
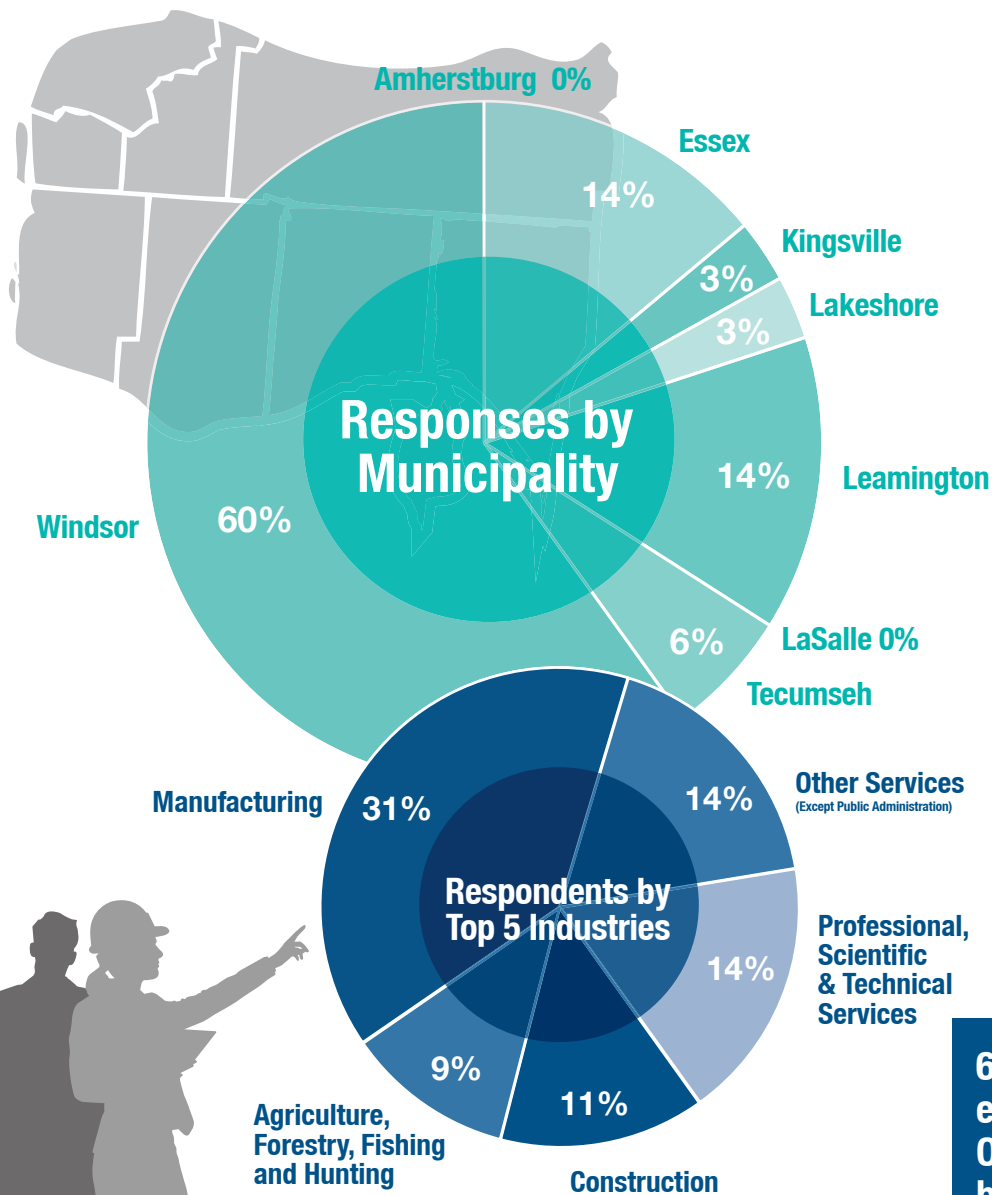


# QUARTERLY EMPLOYER SURVEY

BULLETIN TWELVE | JANUARY - MARCH 2019

35 Respondents



**60%** of employers plan to hire someone between April and June 2019.

JOIN IN THE CONVERSATION ONLINE AT: [workforcewindsor.essex.com](http://workforcewindsor.essex.com)

Organizations hosted the following experiential learning opportunities...

Co-operative Education Student	34%
Intern	6%
Apprentice	23%
Youth Apprenticeship (OYAP)	14%

66% of organizations experienced separations. Organizations lost employees between January and March 2019 due to...

Quits	66	35%
Retirements	10	5%
Layoffs	89	47%
Dismissals	22	12%
Other	2	1%

60% of organizations hired employees between January and March 2019.

Full-time	58	34%
Part-time	36	21%
Seasonal	68	40%
Contract	8	5%

## Top 6 Positions Employers Hired

- Security Guard / Event Security
- Greenhouse Labourer
- Community Support Worker
- CNC and/or General Machinist
- Mold Designer
- Welder

## Top 6 Hard-to-Fill Positions

- Welder
- CNC Machinist
- Truck Driver
- Press Operator
- Mold Maker
- Project Manager (Manufacturing)

**43%** of employers had hard-to-fill positions.

## Top 5 Anticipated Hires

- Community Support Worker
- Security Guard / Event Security
- CNC Machinist
- Truck Driver
- Welder

**52%** of those hired were youth. (ages 15-29)

## Top 5 reasons positions were hard-to-fill:

- 1 Not enough applicants
- 2 Lack of technical skills
- 3 Lack of work experience
- 4 Lack of qualifications (Education level/credentials)
- 5 Lack of motivation, attitude, or work ethic

**TOP** BARRIER TO GROWTH: **WORKFORCE SKILLS SHORTAGE 34%**