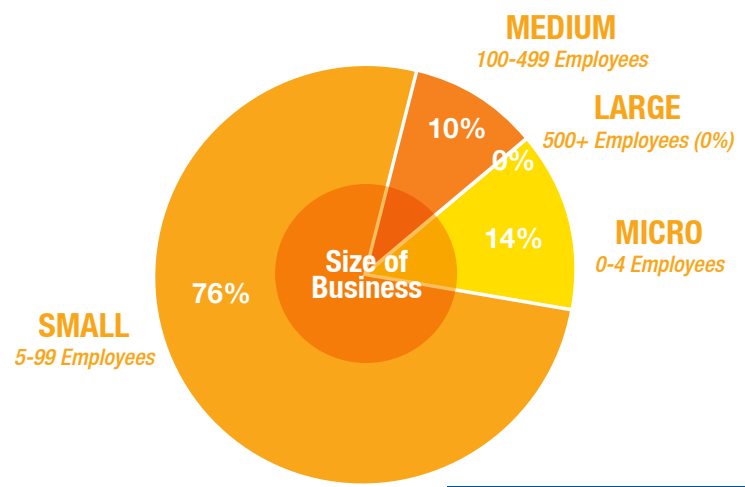
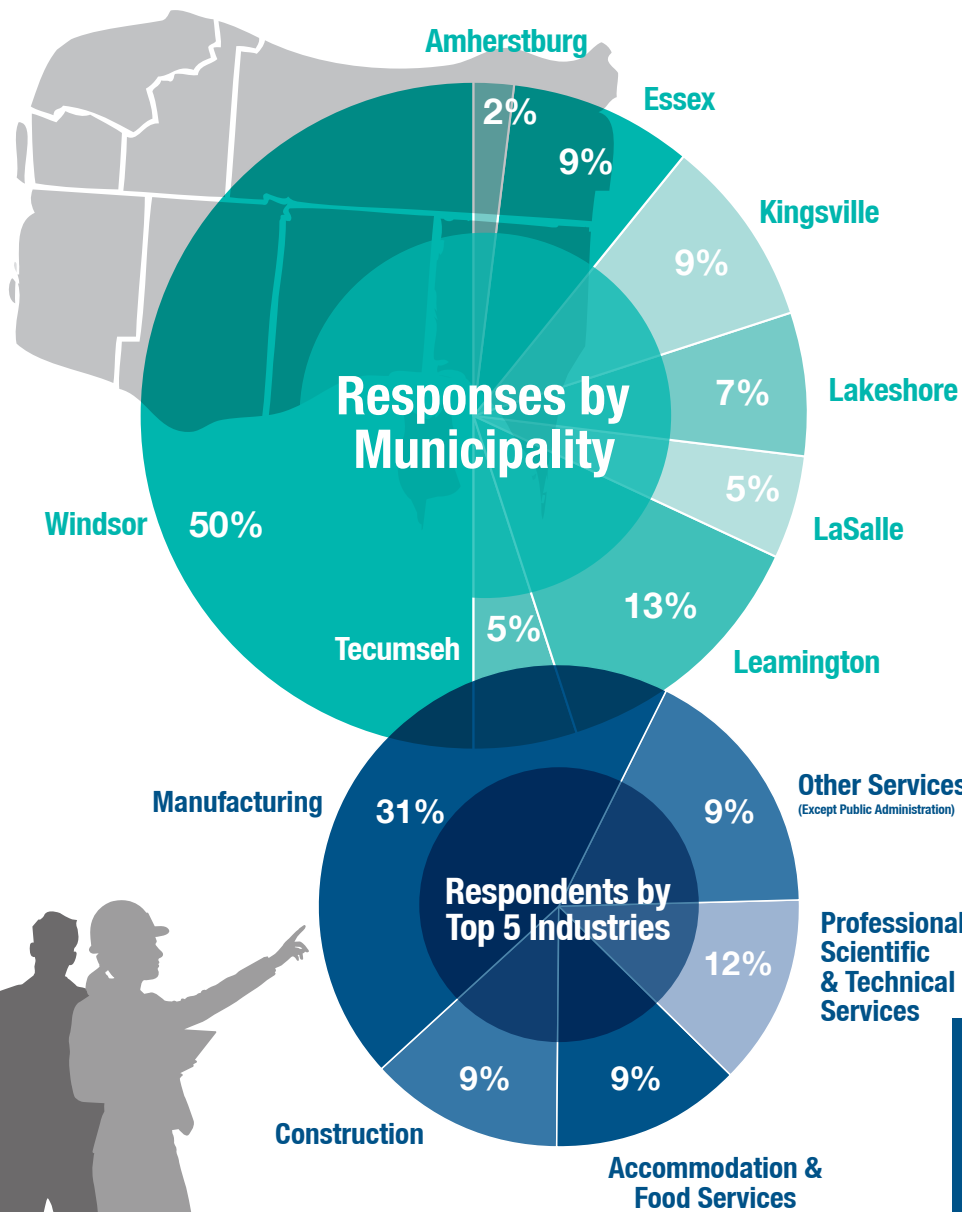


QUARTERLY EMPLOYER SURVEY

BULLETIN TEN | JULY 2018 - SEPTEMBER 2018

58 Respondents



69% of employers plan to hire someone between July and September 2018.

JOIN IN THE CONVERSATION ONLINE AT: workforcewindsor.essex.com

Organizations hosted the following experiential learning opportunities...

Co-operative Education Student	33%
Intern	16%
Apprentice	22%
Youth Apprentice (OYAP)	14%

66% of organizations experienced separations. Organizations lost employees between July and October 2018 due to...

Quits	82	53%
Retirements	6	9%
Permanent Layoffs	81	10%
Dismissals	41	33%
Other	49	10%

77% of organizations hired employees between July and November 2018.

Full-time	177	66%
Part-time	84	31%
Seasonal	47	9%
Contract	11	12%

Top Positions Employers Hired

- General Farm Worker
- Food and Beverage Server
- Welder
- General Labourer
- Accountant
- Cook
- Customer and Information Services Representative

Top Hard-to-Fill Positions

- Cook
- Welder
- Machinist
- Tool and Die Maker
- Accountant
- Electrician
- Personal Support Worker

62% of employers had hard-to-fill positions.

Top 5 reasons positions were hard-to-fill:

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

Top Anticipated Hires

- General Labourer
- Welder
- Tool and Die Maker
- Machinist
- Food & Beverage Server
- Customer and Information Services Representative
- Cook

31% of those hired were youth. (between the ages of 15 and 29)

TOP BARRIER TO GROWTH: **WORKFORCE SKILLS SHORTAGE 38%**