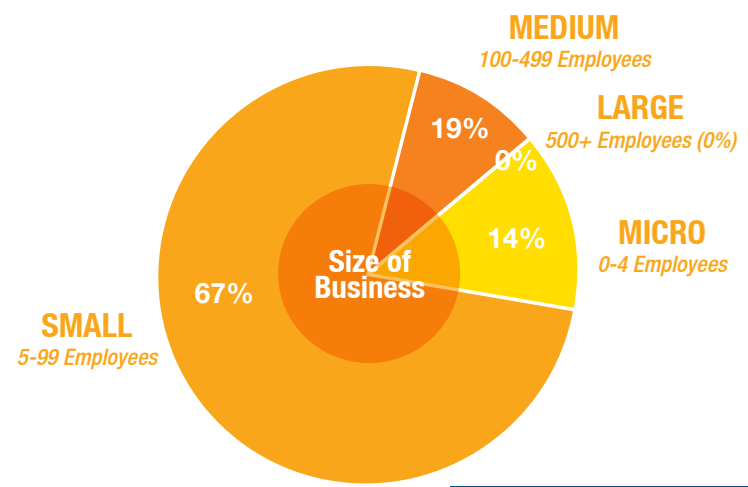
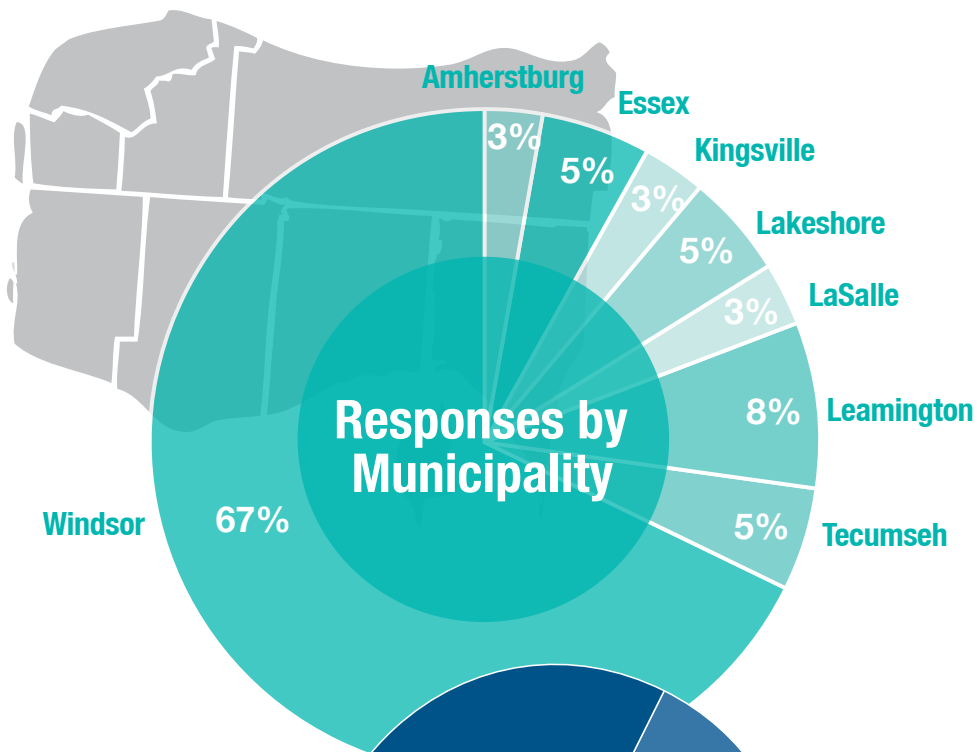


QUARTERLY EMPLOYER SURVEY

BULLETIN ELEVEN | OCTOBER - DECEMBER 2018

36 Respondents

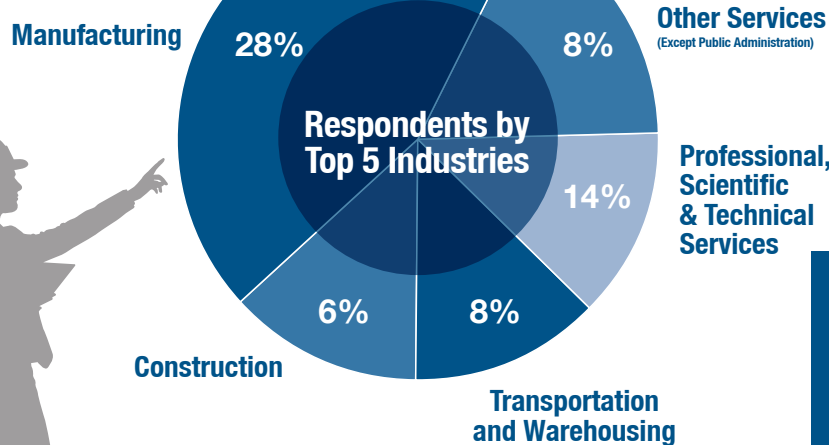


61% of employers plan to hire someone between October and December 2018.

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

Organizations hosted the following experiential learning opportunities...

| | |
|--------------------------------|-----|
| Co-operative Education Student | 33% |
| Intern | 8% |
| Apprentice | 22% |
| Youth Apprentice (OYAP) | 14% |



72% of organizations experienced separations. Organizations lost employees between October and December 2018 due to...

| | | |
|-------------------|----|-----|
| Quits | 37 | 37% |
| Retirements | 6 | 6% |
| Permanent Layoffs | 20 | 20% |
| Dismissals | 29 | 29% |
| Other | 7 | 7% |

69% of organizations hired employees between October and December 2018.

| | | |
|-----------|----|-----|
| Full-time | 58 | 41% |
| Part-time | 37 | 26% |
| Seasonal | 37 | 26% |
| Contract | 9 | 6% |

Top Positions Employers Hired

- Security Guard
- General Machinist
- General Labourer
- CNC Machinist
- Welder
- Accountant
- Water Heater Installer

Top Hard-to-Fill Positions

- Welder
- General Machinist
- CNC Machinist
- Moldmaker
- Truck Driver
- Software Developer
- Security Guard

44% of employers had hard-to-fill positions.

Top Anticipated Hires

- Greenhouse Worker
- Security Guard
- Loss Prevention Investigator
- General Machinist
- Welder
- Moldmaker
- CNC Machinist

47% of those hired were youth. (between the ages of 15 and 29)

Top 5 reasons positions were hard-to-fill:

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

TOP BARRIER TO GROWTH: **WORKFORCE SKILLS SHORTAGE 36%**