

Local Lens on the FOUR COUNTY AREA

EMPLOYERONE SURVEY OBSERVATIONS 2019

499 businesses identified their workforce needs in this year's EmployerOne survey.
This represents a statistically valid sample size.

ECONOMIC PROFILE


85% HIRED
IN 2018

72% *Reported* HARD-TO-FILL
POSITIONS
IN 2018

80% PLAN TO HIRE
IN 2019

WORKFORCE

FULL-TIME
67% 

PART-TIME
20% 

CONTRACT
2% 

SEASONAL
11% 

UNDER 25
20%  OVER 55
25%

RECRUITMENT

TOP 3 METHODS

WORD OF MOUTH



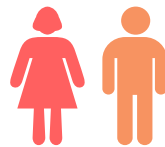
ONLINE JOB BOARDS



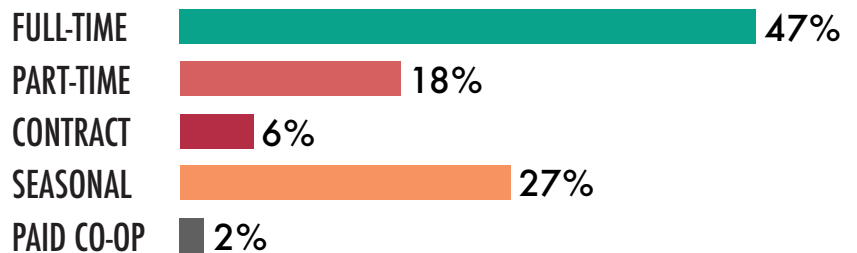
COMPANY'S OWN
INTERNET SITE



HIRING DYNAMICS



TOTAL NUMBER OF HIRES
414 EMPLOYERS *filled* 9069 *positions*
IN 2018



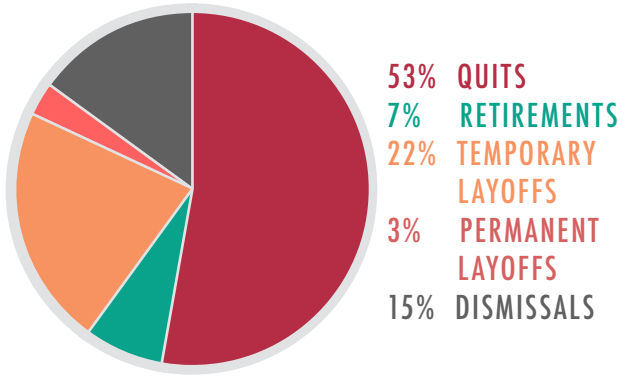
POSITIONS FILLED IN 2018

LABOURERS
ADMINISTRATIVE ASSISTANTS
MANAGERS/DIRECTORS/SUPERVISORS

RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS

352 EMPLOYERS experienced
7588 separations IN 2018



✓ **80%** OF EMPLOYERS *supported*
TRAINING IN 2018

TOP 3 TRAINING BARRIERS:

TRAINING

- COST**
- RELEVANT TRAINING IS NOT OFFERED LOCALLY**
- LOSS OF PRODUCTIVITY DURING TRAINING TIME**

SKILLS SHORTAGE

Employers rated the availability of qualified workers as:

EXCELLENT-GOOD 17% FAIR-POOR 83%

HARD-TO-FILL POSITIONS

72%
Experienced
HARD-TO-FILL POSITIONS
IN 2018

TOP HARD-TO-FILL POSITIONS IN 2018:

- LABOURERS
- DRIVERS
- SALES REPRESENTATIVES

36%
of employers have spent
OVER A YEAR TRYING TO FILL
hard-to-fill positions

VS.

25%
of job seekers have spent
OVER A YEAR TRYING TO FIND A JOB*

*Employee Survey 2018

TOP 3 REASONS POSITIONS WERE HARD-TO-FILL:

- NOT ENOUGH APPLICANTS
- LACK OF MOTIVATION
- LACK OF QUALIFICATIONS



TOP 3 COMPETENCIES EMPLOYERS ARE LOOKING FOR:

- WORK ETHIC
- SELF-MOTIVATED
- TEAMWORK