

LOCAL LENS ON

FOUR COUNTY

20
18

640 businesses identified their workforce needs in this year's EmployerOne survey. This represents 6.5% of all businesses in the four county area.

ECONOMIC SUMMARY



82% OF EMPLOYERS **HIRED** in 2017



60% of employers had **HARD-TO-FILL** positions in 2017

75% Plan to hire in **2018**

28% of surveyed businesses **IDENTIFIED** over 25% of their business as relating to **TOURISM**

Four County Workforce

Full-Time
59%

Part-Time
27%

Contract
2%

Seasonal
12%

Under 25
19%

Over 55
23%

Four County Businesses

Start-up
12%

Established
88%

RECRUITMENT



TOP 3 RECRUITMENT METHODS:
Word of mouth
Online job postings
Social media

TOP HARD-TO-FILL JOBS

COOKS/CHEFS
LABOURERS
SALES

in 2017

HIRING TRENDS

510
employers
filled
7835
positions



- 45% *Full-time*
- 21% *Part-time*
- 6% *Contract*
- 26% *Seasonal*
- 2% *Paid Co-op*

RETENTION TRENDS



- 46% *Quits*
- 8% *Retirements*
- 33% *Temporary Layoffs*
- 3% *Permanent Layoffs*
- 10% *Dismissals*

TRAINING



Top 3 Barriers to TRAINING



- Cost
- Relevant training is not offered locally
- Loss of productivity during training time

SKILLS SHORTAGE

Percentage of employers who rate the availability of qualified workers as:

Excellent - Good

23%

Fair - Poor

77%

HARD-TO-FILL POSITIONS

60% OF EMPLOYERS
experienced
HARD-TO-FILL
positions in 2017

30% of employers
have spent
1+ YEAR
trying to fill
HARD-TO-FILL positions

TOP 3

Reasons positions were **HARD-TO-FILL**

- 1 Not enough applicants
- 2 Lack of qualifications (education/credentials)
- 3 Lack of motivation, attitude, or interpersonal abilities

COMPETENCIES
employers are looking for in
hard-to-fill positions

- 1 Work ethic, dedication, dependability
- 2 Self-motivated/ability to work with little or no supervision
- 3 Teamwork/interpersonal abilities