

# LOCAL LENS ON

# 20

# PERTH COUNTY 18

213 businesses identified their workforce needs in this year's EmployerOne survey. This represents 7.4% of all businesses in Perth County. Perth County includes Stratford (27%) and St. Marys (16%).

## ECONOMIC SUMMARY



**86%** OF EMPLOYERS **HIRED** in 2017



**62%** of employers had **HARD-TO-FILL** positions in 2017

**78%** Plan to hire in **2018**

14% of surveyed businesses **IDENTIFIED** over 25% of their business as relating to **TOURISM**

### Perth County Workforce

**Full-Time**  
70%

**Part-Time**  
21%

**Contract**  
1%

**Seasonal**  
8%

**Under 25**  
19%

**Over 55**  
20%

### Perth County Businesses

**Start-up**  
9%

**Established**  
91%

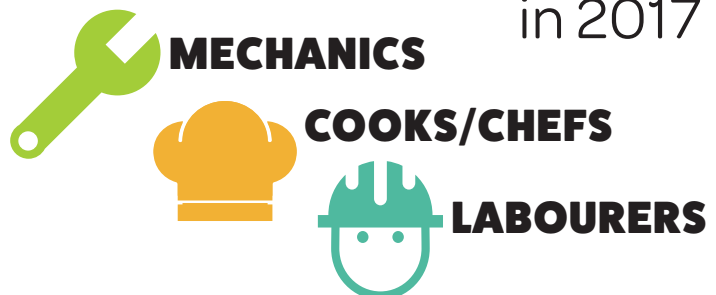
## RECRUITMENT



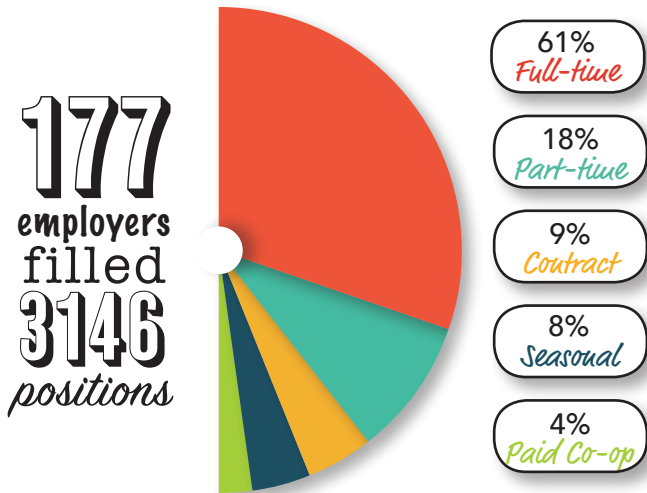
### TOP 3 RECRUITMENT METHODS:

- Word of mouth
- Online job postings
- Social media

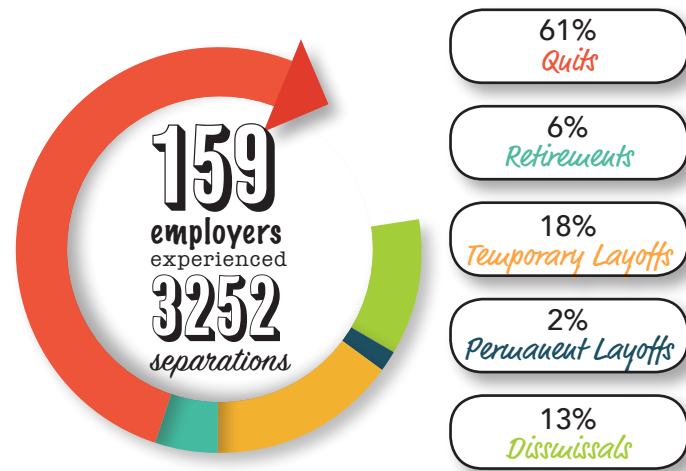
## TOP HARD-TO-FILL JOBS in 2017



# HIRING TRENDS



# RETENTION TRENDS



# HARD-TO-FILL POSITIONS

**62%** OF EMPLOYERS experienced **HARD-TO-FILL** positions in 2017

**34%** of employers have spent **1+ YEAR** trying to fill **HARD-TO-FILL** positions

# TOP 3 REASONS POSITIONS WERE HARD-TO-FILL

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

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

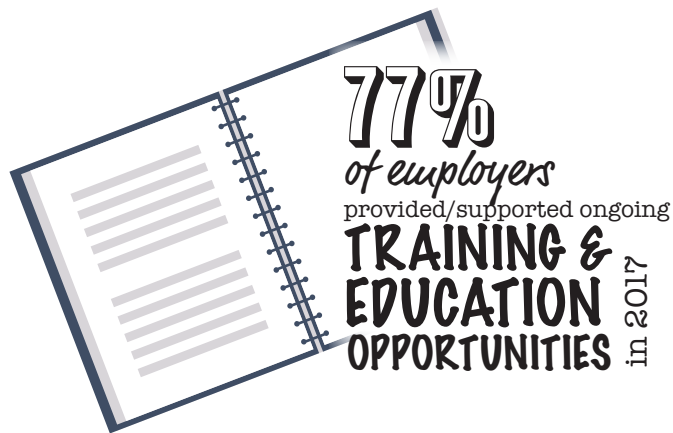
# TOP 3 COMPETENCIES EMPLOYERS ARE LOOKING FOR IN HARD-TO-FILL POSITIONS

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

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

\*Tied for second most frequent reason

# TRAINING



## Top 3 Barriers to TRAINING



- ▶ Cost
- ▶ Relevant training is not offered locally
- ▶ Distance to training facility

# SKILLS SHORTAGE

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

Excellent - Good

**23%**

Fair - Poor

**77%**