

Local Lens on

# HURON COUNTY

EMPLOYER ONE SURVEY OBSERVATIONS 2019

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

## ECONOMIC PROFILE


**89%** HIRED IN 2018

**82%** *Reported* HARD-TO-FILL POSITIONS IN 2018

**88%** PLAN TO HIRE IN 2019

## WORKFORCE

FULL-TIME  
66% 

PART-TIME  
22% 

CONTRACT  
3% 

SEASONAL  
9% 

UNDER 25  
16%  OVER 55  
30% 

## RECRUITMENT

### TOP 3 METHODS

ONLINE JOB BOARDS



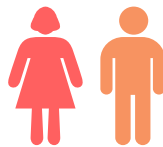
WORD OF MOUTH



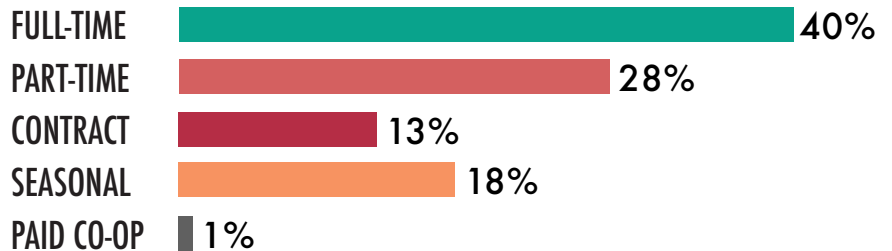
COMPANY'S OWN INTERNET SITE



## HIRING DYNAMICS



TOTAL NUMBER OF HIRES  
**77** EMPLOYERS **1271** *positions* filled IN 2018



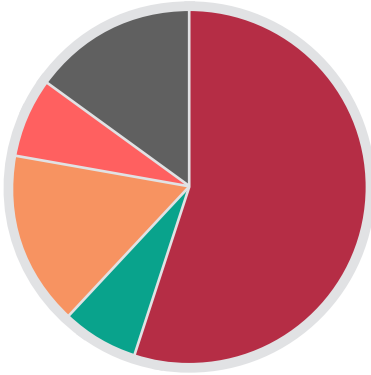
### POSITIONS FILLED IN 2018

LABOURERS  
ADMINISTRATIVE ASSISTANTS  
PRODUCTION WORKERS

RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS

72 EMPLOYERS experienced <img alt="72 bars of varying lengths" data-bbox="155 85 295 125"/> 1264 separations IN 2018



55% QUITS  
7% RETIREMENTS  
16% TEMPORARY LAYOFFS  
7% PERMANENT LAYOFFS  
15% DISMISSALS

<img alt="Green checkmark icon" data-bbox="555 45 635 125"/> 83% OF EMPLOYERS supported TRAINING IN 2018

TOP 3 TRAINING BARRIERS:

<img alt="Clock icon" data-bbox="598 205 650 245"/> LOSS OF PRODUCTIVITY DURING TRAINING TIME

<img alt="Dollar sign icon" data-bbox="608 265 650 315"/> COST

<img alt="Location pin icon" data-bbox="602 328 650 375"/> RELEVANT TRAINING IS NOT OFFERED LOCALLY

TRAINING

SKILLS SHORTAGE

Employers rated the availability of qualified workers as:

EXCELLENT-GOOD 13% FAIR-POOR 87%

HARD-TO-FILL POSITIONS

82% Experienced HARD-TO-FILL POSITIONS IN 2018

TOP HARD-TO-FILL POSITIONS IN 2018:

- LABOURERS
- WELDERS
- DRIVERS\*
- NURSES\*

\*Tied for third most frequent response

54% 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
- WILLINGNESS TO LEARN