



Local Lens on

PERTH COUNTY

191 businesses in Perth County identified their workforce needs in this year's EmployerOne survey. This represents 26% of all survey responses in the Four County area, and 7% of all businesses in Perth County. Perth County includes Stratford (26% of responses) and St. Marys (23% of responses).

Survey Key Findings



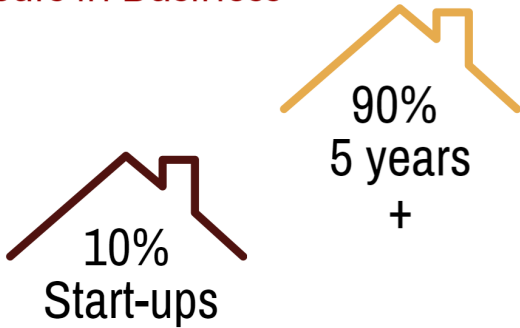
82% of employers hired in 2016

58% had hard-to-fill positions

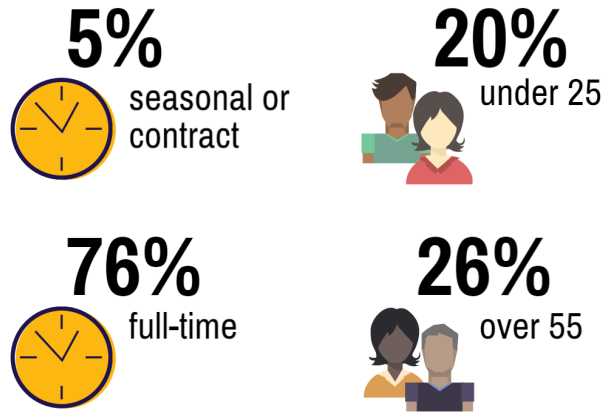
74% plan to hire in 2017

Economic Profile

Years in Business

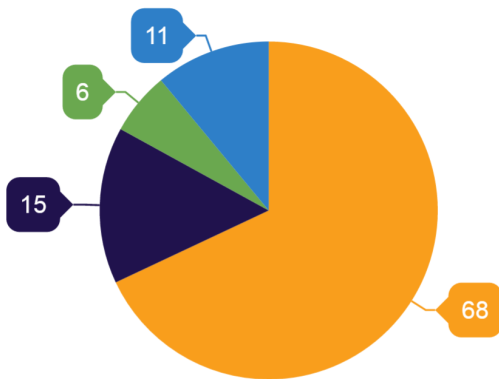


Perth County Workforce



Hiring Trends

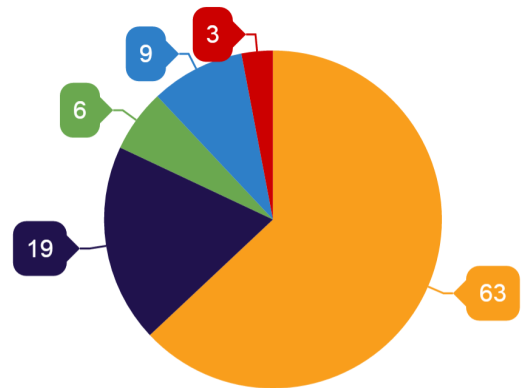
153 employers filled **3224** positions



■ Full-time (68%)
 ■ Part-time (15%)
 ■ Contract (6%)
 ■ Seasonal (11%)

Retention Trends

136 employers experienced **2595** separations



■ Quit (63%)
 ■ Dismissal (19%)
 ■ Retirement (6%)
 ■ Layoffs (9%)
 ■ Other (3%)

Skill Shortage

Employers rate the availability of skilled workers as

31%

EXCELLENT-GOOD



69%

FAIR-POOR

Hard-to-Fill Jobs

24%

of employers have spent over a year trying to fill hard-to-fill jobs

Top 3 reasons positions were hard to fill:

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

Top 3 competencies needed in hard-to-fill positions:

- Work ethic, dedication, dependability
- Self-motivated/ability to work with little or no supervision
- Customer service

Top Hard-to-Fill Jobs

- Labourer
- Truck driver
- Chef/cook

Recruitment

Top Recruitment Methods



Word of Mouth



Online job boards/postings



Social Media

Positions Filled in 2016

- Labourer
- Sales
- Customer service

TOP 3

Training

79%

of employers supported ongoing training

21%

of employers could not support ongoing training

Top 3 Barriers to supporting training



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

For more information about EmployerOne or to sign up for next year's survey (January 2018), contact the Four County Labour Market Planning Board