

# LOCAL LENS ON

# GREY COUNTY

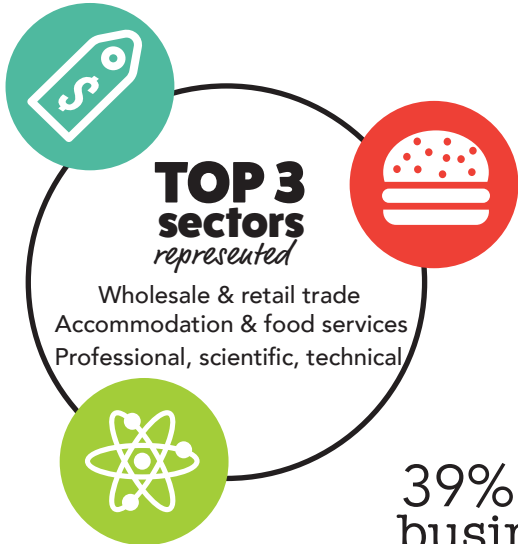
# 20 18

225 businesses identified their workforce needs in this year's EmployerOne survey. This represents 8% of all businesses in Grey County.

## ECONOMIC SUMMARY



**80%** OF EMPLOYERS **HIRED** in 2017



**56%** of employers had **HARD-TO-FILL** positions in 2017

**73%** Plan to hire in **2018**

**39%** of surveyed businesses **IDENTIFIED** over **25%** of their business as relating to **TOURISM**

### Grey County Workforce

**Full-Time**  
**51%**

**Part-Time**  
**19%**

**Contract**  
**3%**

**Seasonal**  
**27%**

**Under 25**  
**26%**

**Over 55**  
**22%**

### Grey 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

in 2017

**COOKS/CHEFS**

**KITCHEN SUPPORT STAFF**

**SALES**

# HIRING TRENDS

175 employers filled 2678 positions



- 32% Full-time
- 13% Part-time
- 3% Contract
- 52% Seasonal
- <1% Paid Co-op

# RETENTION TRENDS



- 36% Quits
- 3% Retirements
- 51% Temporary Layoffs
- 2% Permanent Layoffs
- 8% Dismissals

# TRAINING



## Top 3 Barriers to TRAINING



- Cost
  - Relevant training is not offered locally\*
  - Loss of productivity during training time\*
- \*Tied for second most frequent reason

# SKILLS SHORTAGE

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



# HARD-TO-FILL POSITIONS

56% OF EMPLOYERS experienced HARD-TO-FILL positions in 2017

27% 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 motivation, attitude, or interpersonal abilities
- 3 Lack of qualifications (education/credentials)

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

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 Customer service