

LOCAL LENS ON

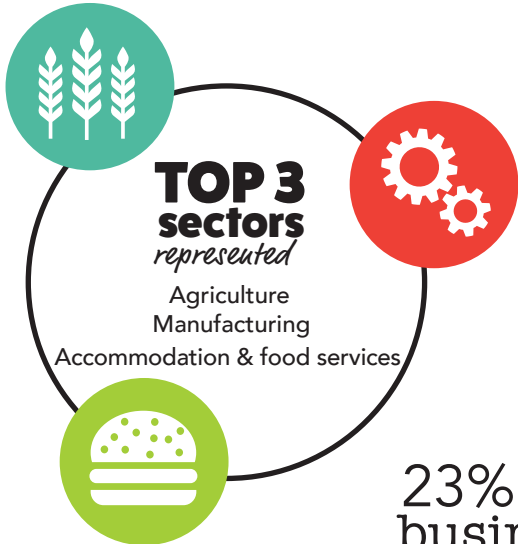
HURON COUNTY 2018

79 businesses identified their workforce needs in this year's EmployerOne survey. This represents 3.8% of all businesses in Huron County.

ECONOMIC SUMMARY



77% OF EMPLOYERS **HIRED** in 2017



67% of employers had **HARD-TO-FILL** positions in 2017

79% Plan to hire in **2018**

23% of surveyed businesses **IDENTIFIED** over 25% of their business as relating to **TOURISM**

Huron County Workforce

Full-Time
63%

Part-Time
24%

Contract
5%

Seasonal
9%

Under 25
32%

Over 55
29%

Huron County Businesses

Start-up
13%

Established
87%

RECRUITMENT



TOP 3 RECRUITMENT METHODS:

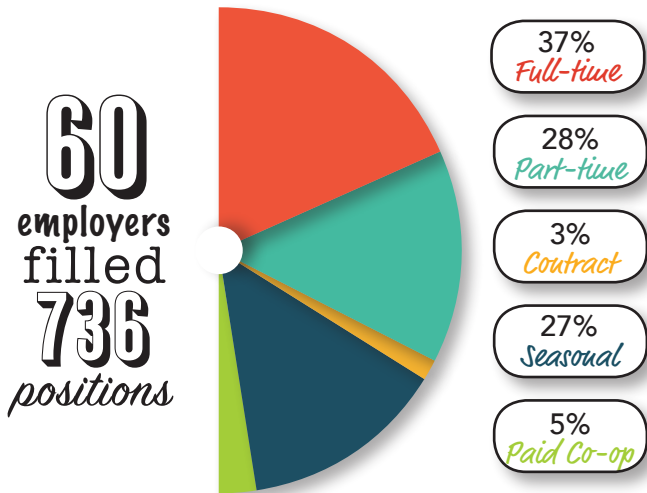
- Word of mouth
- Online job postings
- Social media

TOP HARD-TO-FILL JOBS in 2017

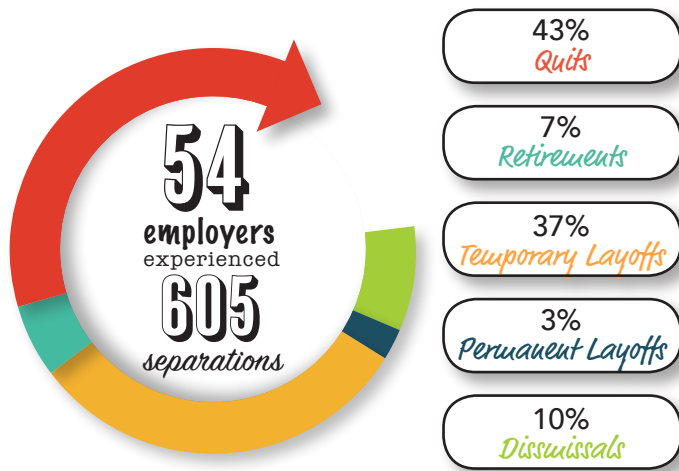


*tied for third most frequent response

HIRING TRENDS



RETENTION TRENDS



HARD-TO-FILL POSITIONS

67% OF EMPLOYERS experienced **HARD-TO-FILL** positions in 2017

35% 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 motivation, attitude, or interpersonal abilities
- 3 Lack of qualifications*
Lack of technical skills*
*Tied for third most frequent reason

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

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

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:

