

LOCAL LENS ON

PERTH COUNTY 2018

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%

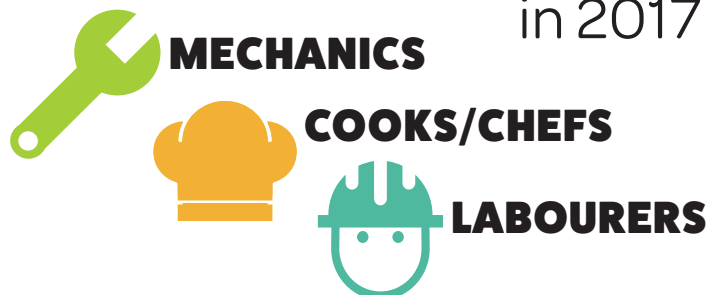
RECRUITMENT



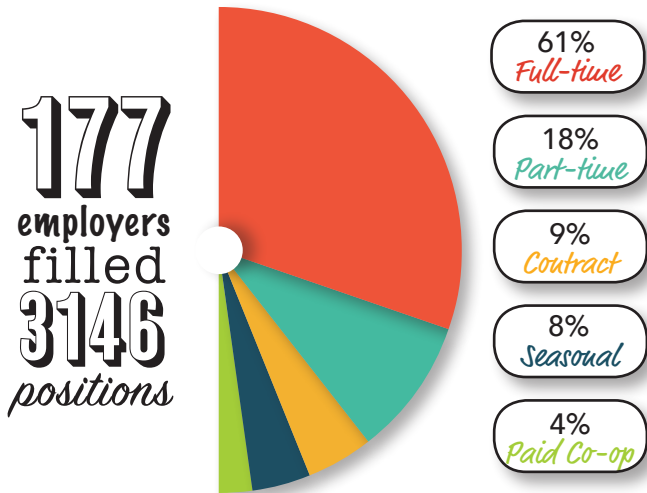
TOP 3 RECRUITMENT METHODS:

- Word of mouth
- Online job postings
- Social media

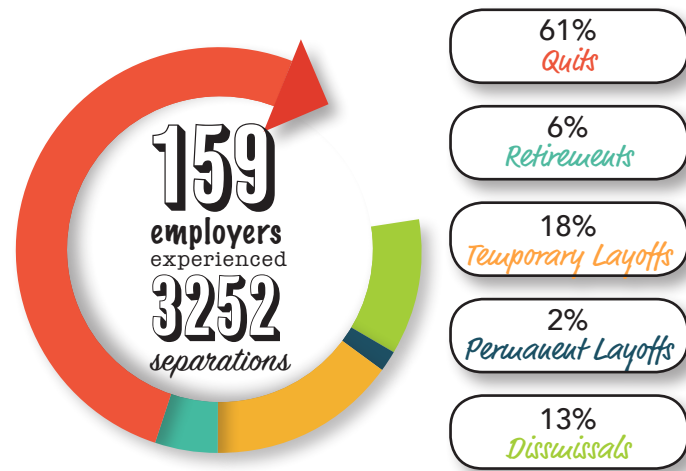
TOP HARD-TO-FILL JOBS in 2017



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

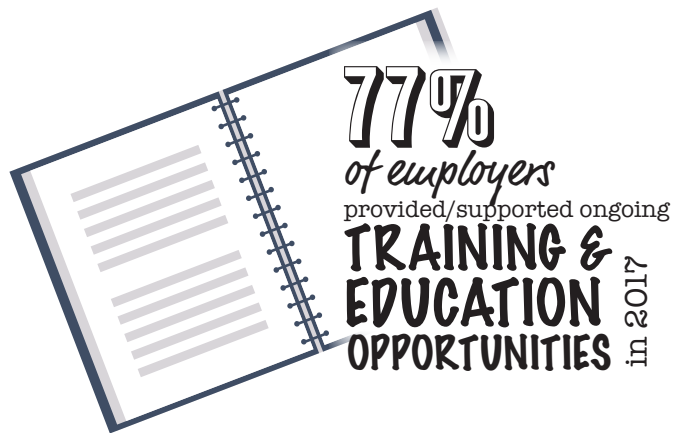
TOP 3 COMPETENCIES

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

- 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%