

*Based on 2014 activities

Your Workforce. Our Future.

LOCAL LENS ON GREY COUNTY

90 business in Grey County identified their workforce needs in this year's EmployerOne survey. This report summarizes the results from Grey County with 31% of all survey respondents.



SURVEY KEY FINDINGS



Employers are facing challenges finding enough applicants and finding job applicants that meet skills; and motivation, attitude or interpersonal abilities



68% of employers hired in 2014 and 62% had hard-to-fill positions



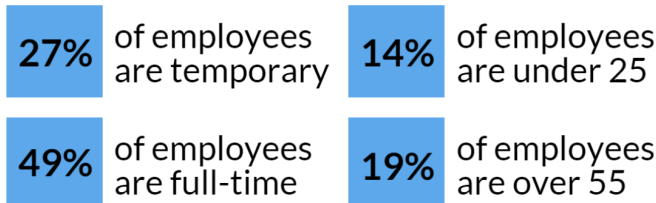
27% of the workforce in Grey County is temporary, and 49% is full-time

67% plan to hire in 2015

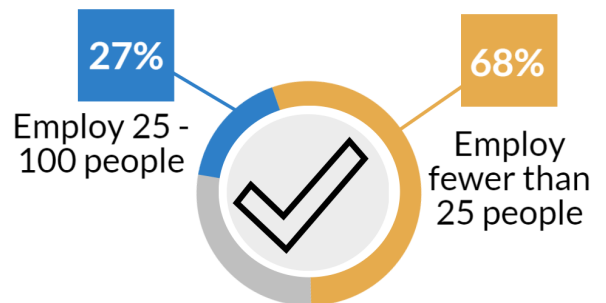


ECONOMIC PROFILE

Grey County Workforce



Survey Respondents



RECRUITMENT

Top Recruitment Methods

- ★ Word of Mouth
- ★ Online job boards/postings
- ★ Newspaper ads



Positions Filled in 2014

- Pharmacy Technicians
- Administration & Sales Engineers
- Registered Nurses
- Auto Technicians
- Soil Technicians



HIRING TRENDS

How Many? 61 employers filled 1791 positions

How? Employers usually recruit for local talent, but sometimes look outside the Four County region



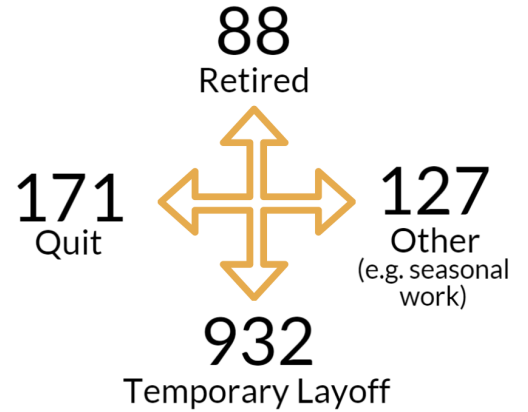
RETENTION CHALLENGES

Who Separated?

56 employers experienced
1318
separations

Separations occurred in service worker, production worker and professional positions and were due to quits, retirement and seasonal work. Majority of temporary layoffs were in service worker positions.

Reason for Separation



HARD-TO-FILL JOBS

53%

of employers experience hard-to-fill jobs including: Registered Nurses, Project Coordinator, IT Technician and Irrigation Technician

Why?

- 1 Applicants not meeting skills
- 2 Not enough applicants
- 3 Applicants not meeting motivation, attitude or interpersonal abilities



TRAINING



46% of supporting employers funded training

85%

 of employers supported ongoing training

Top Training Challenges

- > Cost
- > Loss of productivity during training time

15%

 of employers could not

Why?

- 1 Cost
- 2 Unfamiliar with available training
- 3 Loss of productivity during training time and distance to travel to facility



EDUCATION

Minimum level of education that companies require for new hires.

University

Engineers and accountants (91%)
Managers and executives (51%)
Technical (14%)

College or Trade Certificate

Skilled trades (79%)
Administrative and clerical (37%)
Sales and Marketing (36%)

High School or Equivalent

Production occupations (67%)
Service occupations (76%)
Apprentices (50%)

For more information about EmployerOne or to sign up for next year's survey (January 2016), contact the Four County Labour Market Planning Board