

*Based on 2014 activities

Your Workforce. Our Future.

LOCAL LENS ON HURON COUNTY

74 businesses in Huron County identified their workforce needs in this year's EmployerOne survey. This report summarizes the results from Huron County with 25% of all survey respondents.



SURVEY KEY FINDINGS

- Employers are facing challenges finding job applicants that meet skills and motivation, attitude or interpersonal abilities
- 73% of employers hired in 2014 and 56% had hard-to-fill positions
- 6% of the workforce in Huron County is temporary, and 59% is full-time

62% plan to hire in 2015

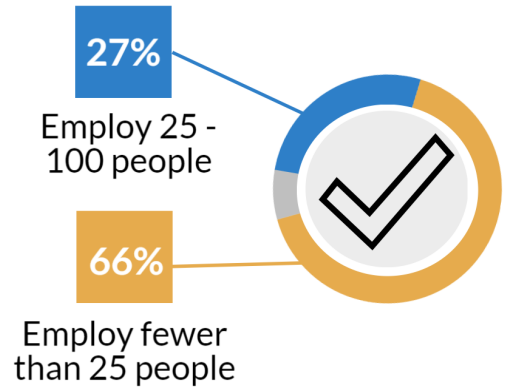


ECONOMIC PROFILE

Huron County Workforce

- 6% of employees are temporary
- 11% of employees are under 25
- 59% of employees are full-time
- 18% of employees are over 55

Survey Respondents



RECRUITMENT

Top Recruitment Methods

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



Positions Filled in 2014

- Labourers
- Administration & Sales
- IT Technicians
- Education Assistants
- Managers
- Truck Drivers



HIRING TRENDS

How Many? 48 employers filled 300 positions

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



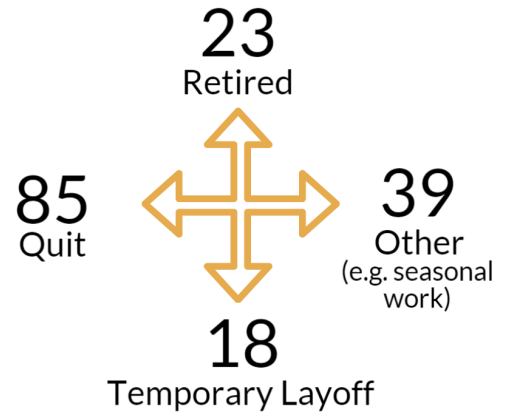
RETENTION CHALLENGES

Who Separated?

43 employers experienced
165
separations

Majority of separations occurred in production worker or service worker positions and were due to quits, temporary layoffs, retirement and seasonal work

Reason for Separation



HARD-TO-FILL JOBS

56% of employers experience hard-to-fill jobs including: kitchen positions, managers, and personal support workers

Why?

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



TRAINING

74% of employers supported ongoing training

Top Training Challenges

- > Distance to travel to facility
- > Cost



80% of supporting employers funded training

26% of employers could not

- Why?
- 1 Cost
 - 2 Relevant training not offered locally and unfamiliar with available training support programs
 - 3 Distance to travel to facility



EDUCATION

Minimum level of education that companies require for new hires.

University

Engineers and accountants (97%)
Managers and executives (56%)
Technical (29%)

College or Trade Certificate

Skilled trades (95%)
Administrative and clerical (47%)
Sales and Marketing (60%)

High School or Equivalent

Production occupations (75%)
Service occupations (57%)
Apprentices (32%)

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