

*Based on 2014 activities

Your Workforce. Our Future.

LOCAL LENS ON PERTH COUNTY

76 business in Perth County identified their workforce needs in this year's EmployerOne survey. This report summarizes the results from Perth County with 26% of all survey respondents.



SURVEY KEY FINDINGS

- Employers are facing challenges finding enough applicants and finding job applicants that meet skills; motivation, attitude or interpersonal abilities; and meet qualifications
- 62% of employers hired in 2014 and 58% had hard-to-fill positions
- 7% of the workforce in Perth County is temporary, and 72% is full-time

66% plan to hire in 2015

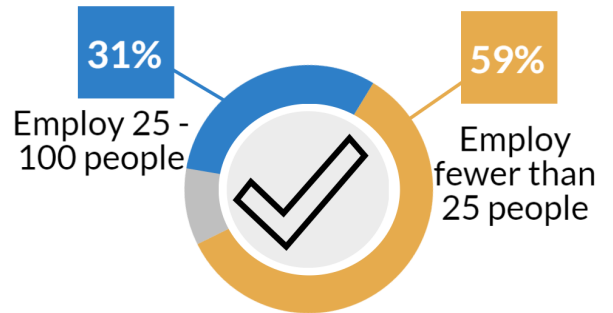


ECONOMIC PROFILE

Perth County Workforce

- 7%** of employees are temporary
- 18%** of employees are under 25
- 72%** of employees are full-time
- 19%** of employees are over 55

Survey Respondents



RECRUITMENT

Top Recruitment Methods

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



Positions Filled in 2014

- Accounting Clerks
- Administration & Sales
- Production Associates
- Farrowing Room Technician
- Automation Technician
- Labourers



HIRING TRENDS

How Many? 47 employers filled 674 positions

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



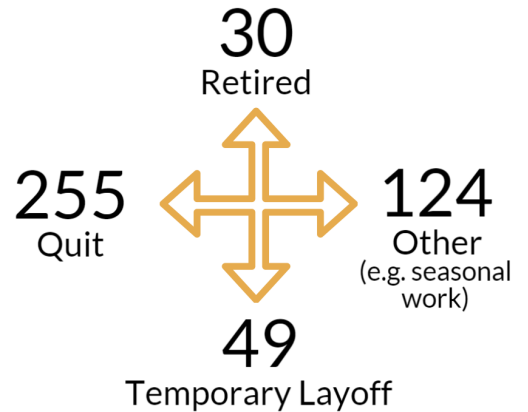
RETENTION CHALLENGES

Who Separated?

43 employers experienced
458
separations

Majority of separations occurred in production worker positions and were due to quits, retirement and seasonal work.

Reason for Separation



HARD-TO-FILL JOBS

58%

of employers experience hard-to-fill jobs including: Management, Millwright, Production Workers and Sales positions

Why?

- 1 Applicants not meeting skills
- 2 Applicants not meeting qualifications
- 3 Applicants not meeting motivation, attitude or interpersonal abilities



TRAINING



49% of supporting employers funded training

80%

 of employers supported ongoing training

Top Training Challenges

- > Cost
- > Loss of productivity during training time & distance to travel to facility

20%

 of employers could not

- ### Why?
- 1 Cost
 - 2 Loss of productivity during training time
 - 3 Awareness of existing training programs



EDUCATION

Minimum level of education that companies require for new hires.

University

Engineers and accountants (73%)
Managers and executives (52%)
Technical (24%)

College or Trade Certificate

Skilled trades (73%)
Administrative and clerical (38%)
Sales and Marketing (25%)

High School or Equivalent

Production occupations (76%)
Service occupations (52%)
Apprentices (42%)

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