



Local Lens on

GREY COUNTY

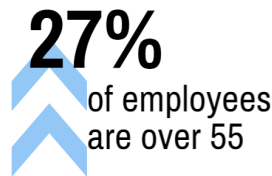
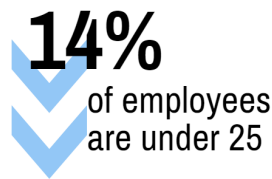
153 businesses in Grey County identified their workforce needs in this year's EmployerOne survey. This report summarizes the results from Grey County with 29% of all survey respondents.

Survey Key Findings 2016



Economic Profile

Grey County Workforce



Survey Respondents



■ Start-up company (<5 years) (14%)
 ■ Not a start-up company (86%)

Recruitment



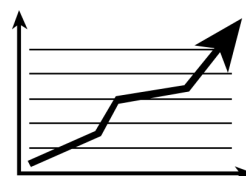
Top Recruitment Methods

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

Positions Filled in 2015

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- Line Workers
 - Technical Analysis
 - Project Coordinator
 - Sales & Marketing Assistant
 - Cook
 - Customer Service

Hiring Trends

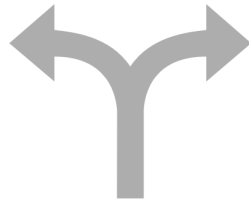


98 employers filled
831 positions

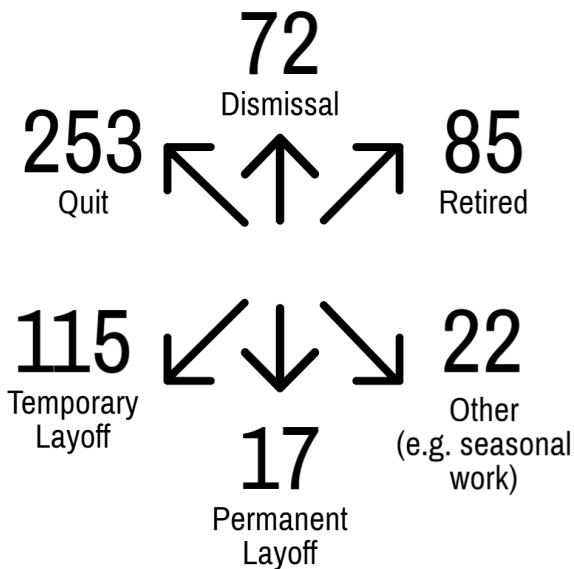
Employers usually recruit for local talent, but sometimes look outside the Four County region

Retention Challenges

77 employers experienced
564 separations



Reason for Separation



Training

71% of employers supported ongoing training

29% of employers could not

Why?

- ■ Cost
- ■ Relevant training not offered locally
- ■ Loss of productivity during training time

78% of supporting employers funded training



Education

Minimum level of education that companies require for new hires



University

Engineers and accountants (78%)
Managers and executives (76%)
Technical (27%)



College or Trade Certificate

Skilled trades (86%)
Administrative and clerical (55%)
Sales and marketing (45%)



High School or Equivalent

Production occupations (97%)
Service occupations (68%)
Apprentices (65%)

Hard-to-Fill Jobs

44% of employers experienced hard-to-fill jobs including:

- »»» Speech Language Pathologist
- »»» Light Equipment Operators
- »»» Skilled Labourers
- »»» Radio Advertising Sales

Why?

- ■ Not enough applicants
- ■ Applicants not meeting qualifications (education level/credentials)
- ■ Applicants not meeting work experience

For more information about EmployerOne or to sign up for next year's survey (January 2017), contact the Four County Labour Market Planning Board

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