

Local Lens on

HURON COUNTY

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

Survey Key Findings 2016

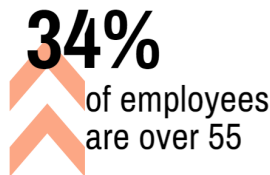
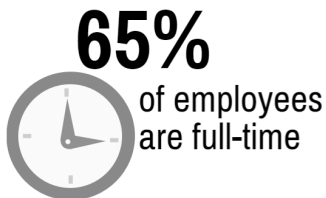
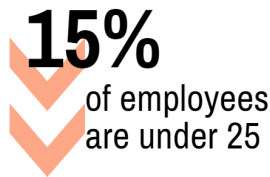
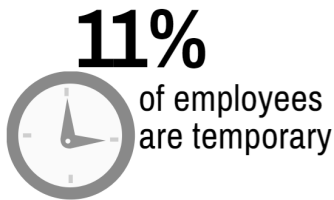
68% of employers hired in 2015

39% had hard-to-fill positions

59% plan to hire in 2016

Economic Profile

Huron County Workforce



Survey Respondents



■ Start-up company (<5 years) (15%)
■ Not a start-up company (85%)

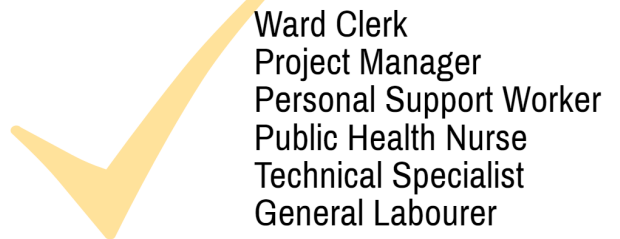
Recruitment



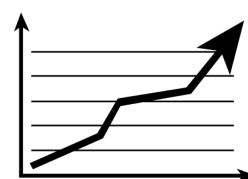
Top Recruitment Methods

Word of Mouth
Newspaper Ads
Social Media

Positions Filled in 2015



Hiring Trends

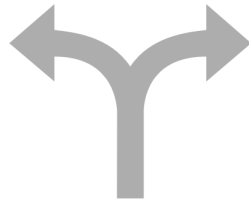


102 employers filled
692 positions

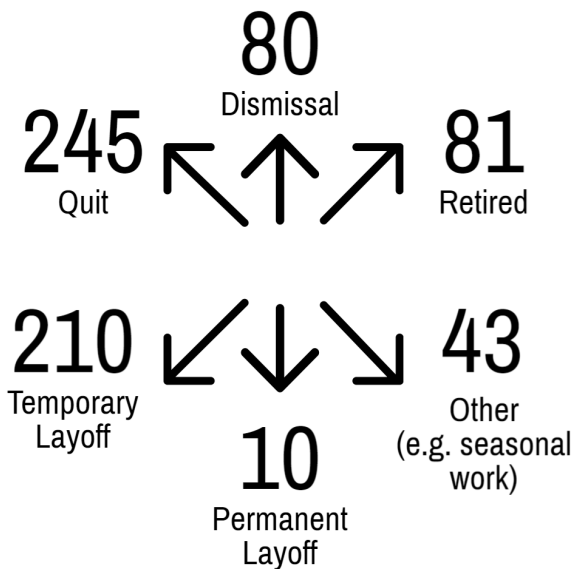
Employers usually recruit for local talent, but sometimes look outside the Four County region

Retention Challenges

85 employers
experienced
669 separations



Reason for Separation



Training

72% of employers supported
ongoing training

28% of employers could not

Why?

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

**72% of supporting
employers funded
training**



Education

Minimum level of education that
companies require for new hires



University

Engineers and accountants (65%)
Managers and executives (63%)
Technical (15%)



College or Trade Certificate

Skilled trades (76%)
Administrative and clerical (64%)
Sales and marketing (41%)



High School or Equivalent

Production occupations (77%)
Service occupations (70%)
Apprentices (56%)

Hard-to-Fill Jobs

39% of employers experienced hard-to-fill
jobs including:

- »»» Electricians
- »»» Line Cooks
- »»» Registered Nurses
- »»» Insurance Broker

Why?

- ■ Applicants not meeting qualifications
(education level/credentials)
- ■ Not enough applicants
- ■ Applicants lack motivation, attitude or
interpersonal abilities

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