



**FOUR COUNTY LABOUR MARKET PLANNING BOARD**



*Local Labour Market Plan*  
FOUR COUNTY LABOUR MARKET PLANNING BOARD

A decorative graphic above the year '2018' featuring several overlapping circles and rings in green, yellow, orange, and grey. The year '2018' is written in large, white, bold, sans-serif font with a slight shadow effect.

2018





## LOCAL LABOUR FORCE PARTICIPATION RATE

INCREASED



BETWEEN 2017 & 2018

## 2018 LOCAL UNEMPLOYMENT RATE

LOWEST



IN ONTARIO

## LOCAL UNEMPLOYMENT RATE

DECREASED



BETWEEN 2017 & 2018



# EmployerOne

SURVEY OBSERVATIONS 2019

BRUCE  
GREY  
HURON  
PERTH





ECONOMIC PROFILE

88% HIRED  
IN 2018

78% *Reported* HARD-TO-FILL  
POSITIONS  
IN 2018

79% PLAN TO HIRE  
IN 2019



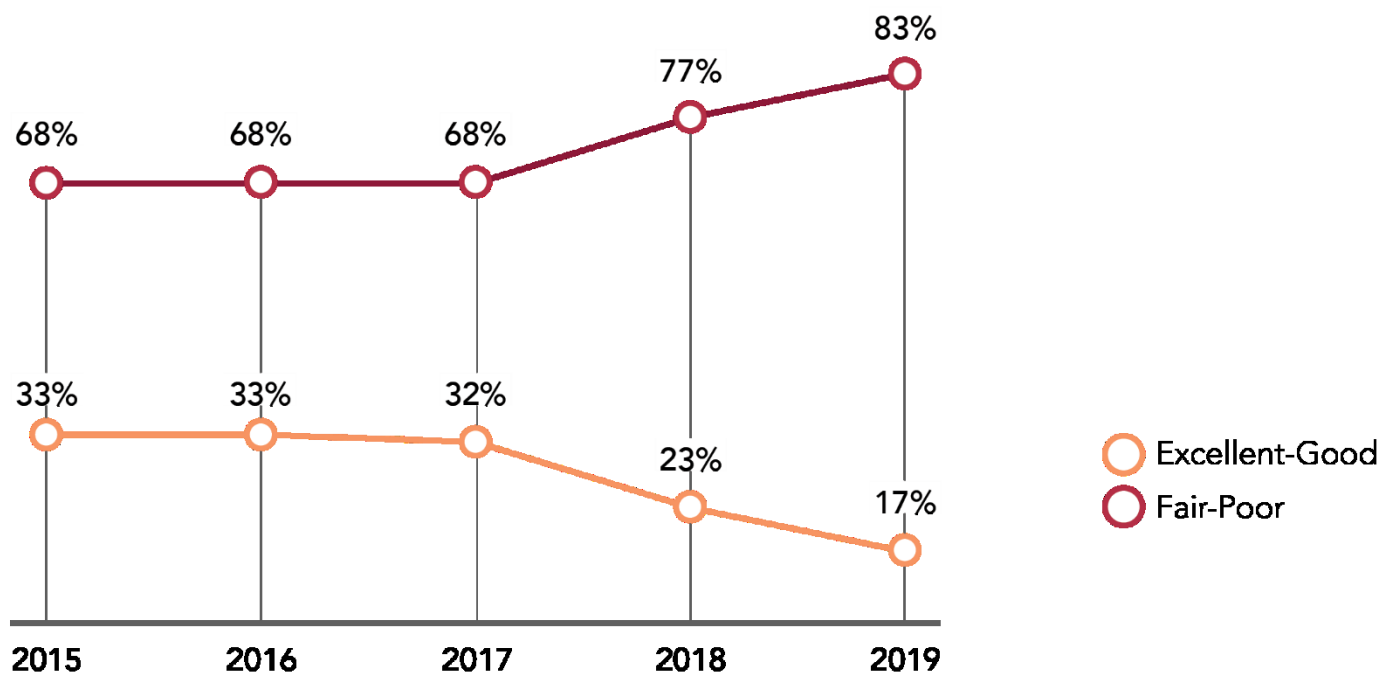
## SKILLS SHORTAGE

*Employers rated the availability of qualified workers as:*

EXCELLENT-GOOD 18%

FAIR-POOR 82%

### AVAILABILITY OF QUALIFIED WORKERS OVER A FIVE-YEAR PERIOD



\* Totals do not always equal 100% due to rounding



## HIRING DYNAMICS



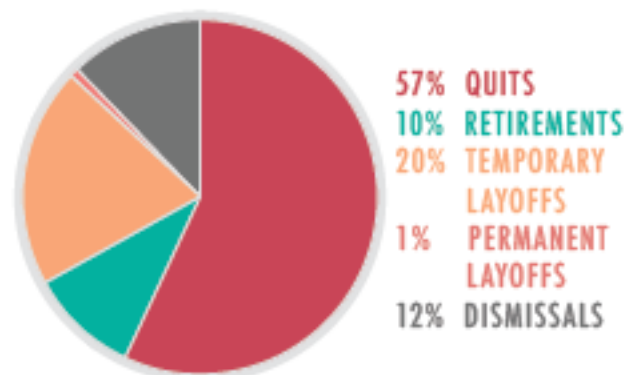
TOTAL NUMBER OF HIRES  
**68** EMPLOYERS **509** *positions*  
*filled* IN 2018



POSITIONS FILLED IN 2018  
MANAGERS/DIRECTORS/SUPERVISORS  
ADMINISTRATIVE ASSISTANTS  
SALES REPRESENTATIVES

## RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS  
**52** EMPLOYERS **526** *separations*  
*experienced* IN 2018







**78%**  
*Experienced*  
**HARD-TO-FILL  
POSITIONS  
IN 2019**

**TOP HARD-TO-FILL  
POSITIONS  
IN 2018:**

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**MANAGERS**  
**PERSONAL SUPPORT  
WORKERS**  
**NURSES\***  
**RETAIL/CASHIERS\***

\*Need for additional frequent response

**31%**  
*of employers have spent*  
**OVER A YEAR  
TRYING TO FILL**  
hard-to-fill positions

**VS.**  
**25%**  
*of job seekers have spent*  
**OVER A YEAR  
TRYING TO  
FIND A JOB\***

\*Employee Survey 2018



 **77%** OF EMPLOYERS *supported*  
**TRAINING IN 2018**

### TOP 3 TRAINING BARRIERS:



**COST**



**RELEVANT TRAINING IS  
NOT OFFERED LOCALLY**



**DISTANCE TO TRAINING  
FACILITY**



# Employee Survey 2018



We asked.  
You answered.



This project is funded in part by the Government of Canada and the Government of Ontario.



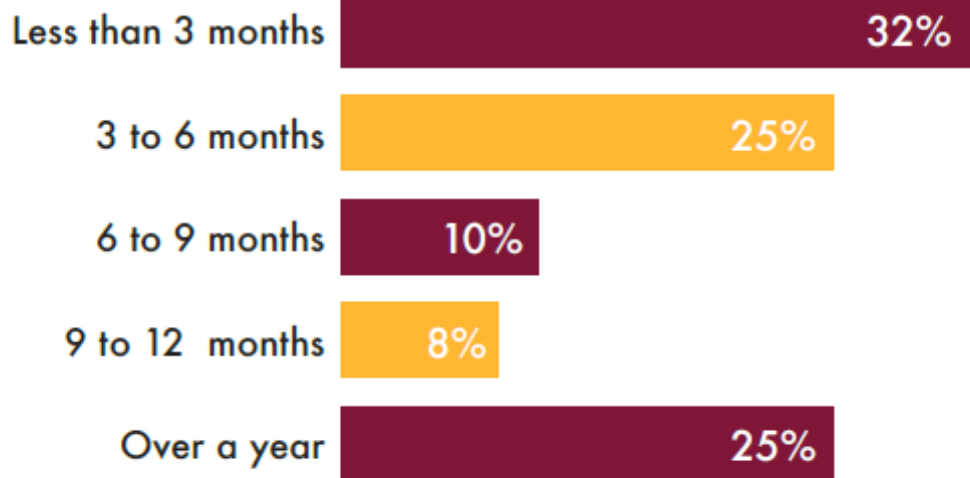
Online Job Boards



Word of Mouth



Social Media





|  |      |
|--|------|
| I experienced harassment or bullying   | 37%  |
| My schedule was unpredictable  | 31%  |
| I found a different job that paid more   | 26%* |
| I was not using my skills/experience/education/training in my work   | 26%* |
| There were no opportunities for variety at work<br>(i.e., learning new things, moving into a different role) | 26%* |
| I was not given enough hours   | 25%  |
| I had health concerns (including mental health) that required me to leave my job                             | 24%  |
| There was no grievance process for addressing concerns in the workplace                                      | 22%  |

Total does not equal 100% because respondents were asked to select up to three responses

\*Tied for third most frequent response



## *Top 3* BARRIERS to employment



### YOUNGER WORKERS

- Lack of transportation getting to/from work
- Need to improve training/education to be eligible for available jobs
- Lack of postings in chosen field of employment

### MIDDLE-AGED WORKERS

- Lack of postings at a desirable pay or salary level
- Lack of postings in chosen field of employment
- Need to improve training/education to be eligible for available jobs\*
- Lack of postings in preferred geographical area\*

\*Tied for third most frequent response

### OLDER WORKERS

- Lack of postings at a desirable pay or salary level\*\*
- Lack of postings in preferred geographical area\*\*
- Lack of postings in chosen field of employment

\*\*Tied for most frequent response



