

2015 EmployerOne Results

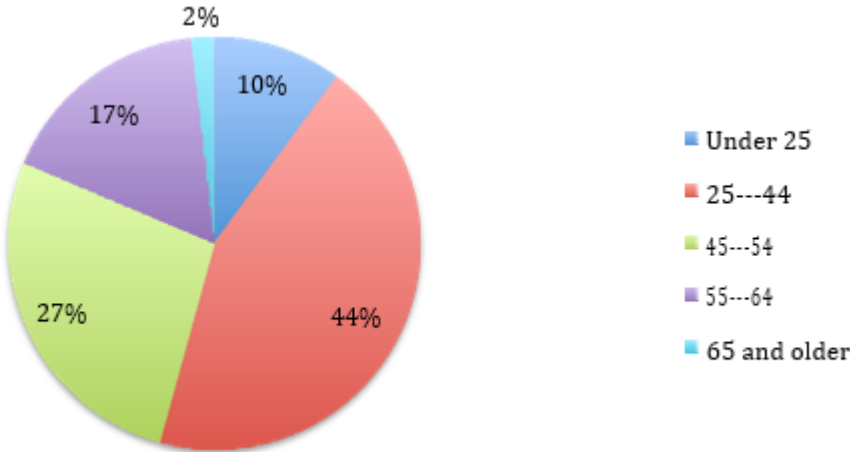
Chatham-Kent Workforce Planning Board

In collaboration with community partners, the Chatham-Kent Workforce launched the EmployerOne Survey in January 2015. There were 206 attempts and we were able to use information from 80 surveys in this report as not all employers fully completed the survey. Please keep in mind throughout the report that not all employers answered every question. The information presented is not representative of all employers in the community. Insights on the demand-side of the local workforce are gained but can be more valuable in 2016 with a higher number of participants. For more information, please contact Brittany at (519) 352-7540 ext. 44 or by email at brittany.johnston@ckworkforcedev.com. To learn more about the Chatham-Kent Workforce Planning Board visit our website at www.ckworkforcedev.com.

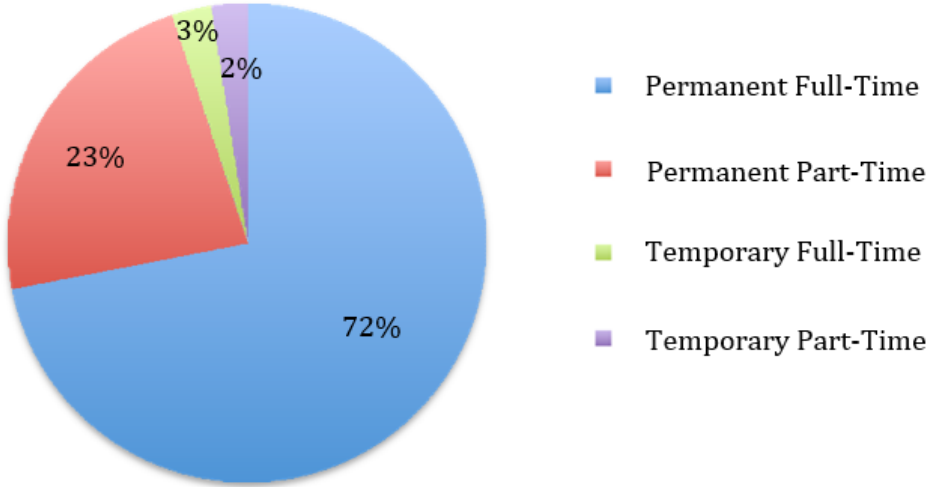
Demographics

Employers reported on the demographic of their employees; the first chart shows the reported age demographic and the second shows the type of employment that employees hold (full time, part time, etc.).

Age of Employees



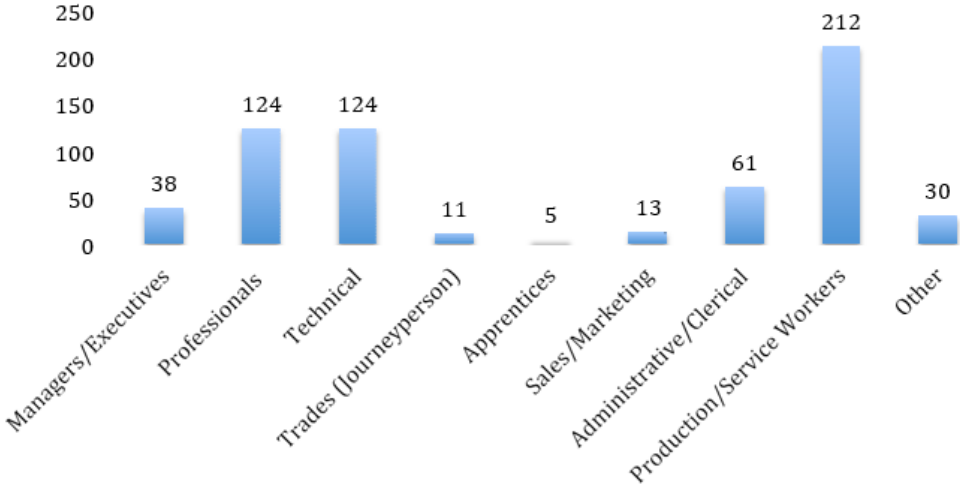
Employment Status



Recent Hires

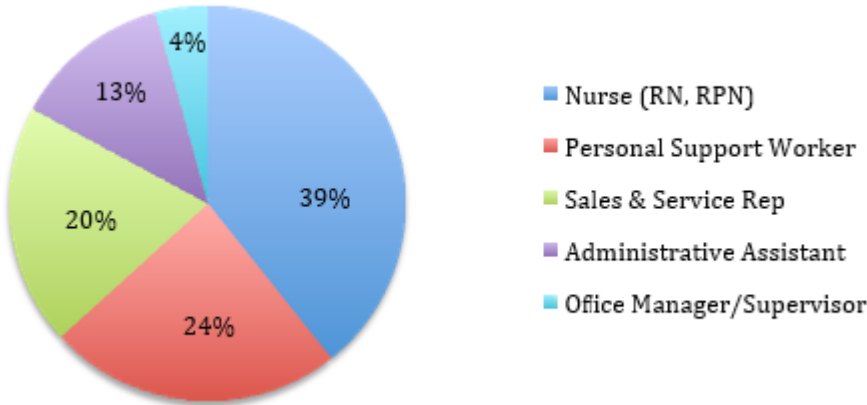
62% of employers reported hiring in 2014 for a total of 1,061 new hires. New graduates filled 438 of these positions.

Category of New Hires



Further specification was asked about the occupations for which employers hired the most employees over the last 12 months: specifically job titles and the number of hires for each. The top five positions employers reported hiring for is listed below.

Top Five Reported Positions



The Chatham-Kent Economic Region was the primary location targeted for recruitment. Few employers used a paid recruitment agency or a free employment service agency. The chart below displays the top recruitment methods that employers in Chatham-Kent used to recruit employees.

Top Recruitment Methods



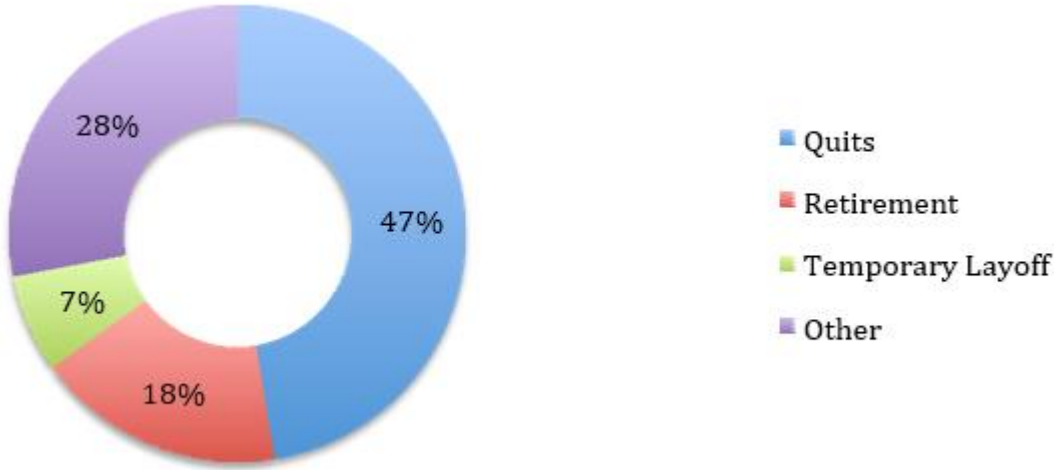
Minimum Education Attainment for New Hires by Occupational Category

Category	High school diploma or equivalent	Trade certificate	College diploma	Undergraduate degree or higher
Managers/Executives	9	2	19	27
Professionals	2	1	8	20
Technical	6	9	14	5
Trades	5	16	4	0
Apprentices	14	10	1	0
Sales/Marketing	22	1	6	1
Administrative/Clerical	25	0	19	0
Production Worker	17	1	2	0
Service Worker	26	2	7	1
Total	126	42	80	54

Please use **caution** when reading this table. Each occupation category has a low number. The table is shown to showcase the kind of information gathered.

Separations

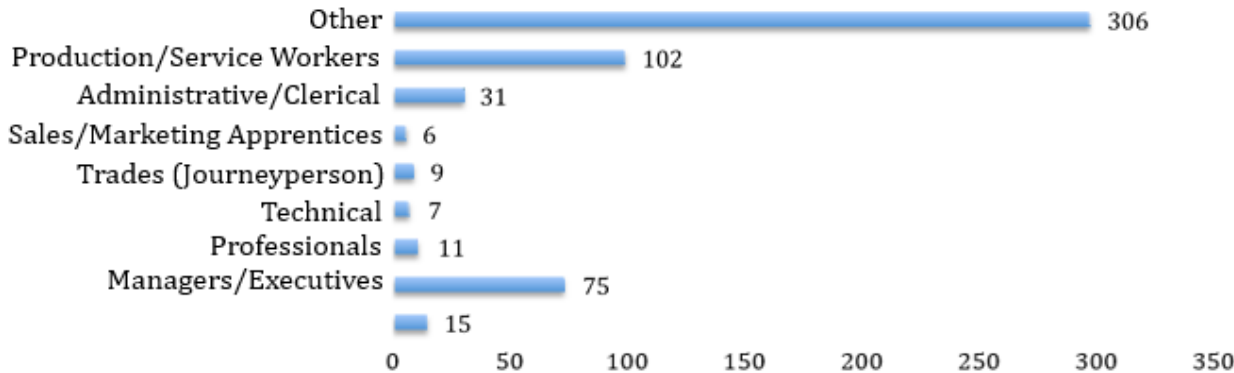
62% of employers surveyed experienced a separation in 2014 with a total of 561 reported separations. Most separations were a result of employees quitting.



Anticipated Hires

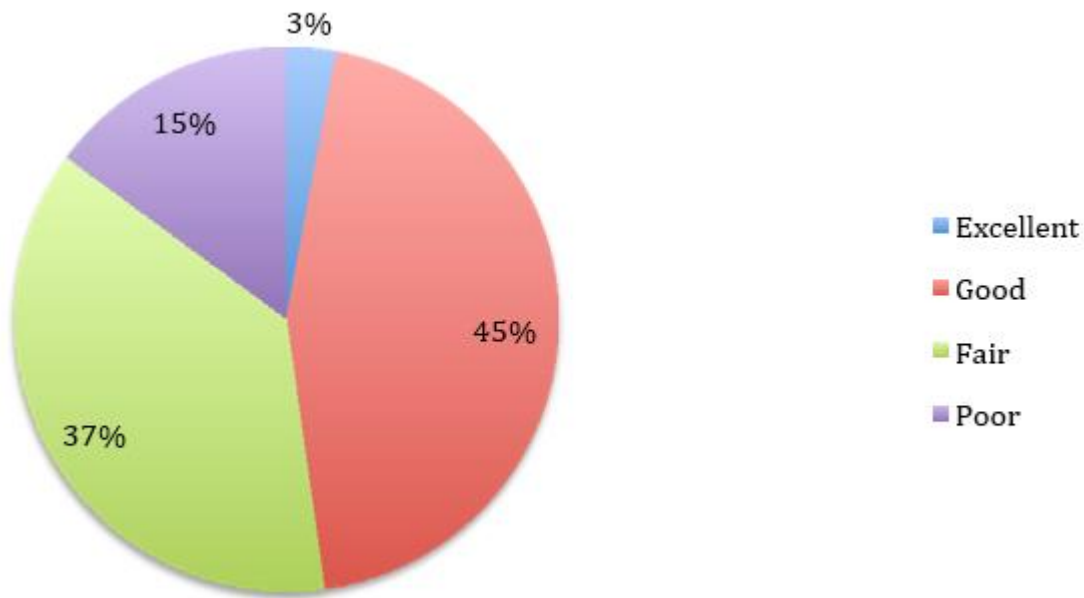
61% of employers reported planning to hire a total of 562 in 2015. The number one reason employers are planning to hire is expansion/restructuring.

Anticipated Hires



Skills, Training and Education Needs

How Would You Rate The Quality Of Workers In Chatham-Kent?



The Most In-Demand Job Related Skills According to Chatham-Kent Employers:

Strong work ethic	Problem-solving skills
Good communication skills	Acting as a team player
Time management abilities	Flexibility/adaptability
Customer service skills	Working well under pressure
Computer skills	

Specific Training Programs Needs as Reported By Chatham-Kent Employers:

Securities License	Safety Training
Mutual Fund License	WHIMIS
Personal Financial Planner (PFP)	First Aid/CPR
AZ/DZ Driving License	Food Safety
TESL Ontario Certification	Floral Training
Forklift Training	Licensed Trailer Mechanics
Advanced Life Cardiac Support	Critical Care Courses
Infection Control	Ministry of Health Courses

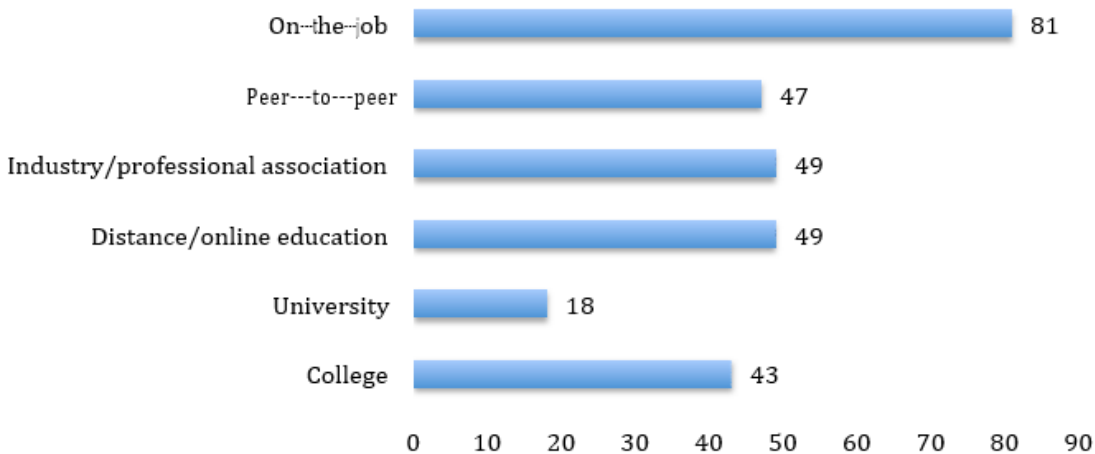
Specific Education Needs As Reported by Chatham-Kent Employers:

Business Degree	Bachelor of Commerce
Administrative Diploma	Graphic Design
College of Trades Certificate	Technologist Diploma
Library Diploma	Engineering Degree
Post-secondary Degree in Related Field	Early Childhood Education
Ontario Police College Training	Masters of Business Administration
Social Services Degree/Diploma	College of Nurses
Public Relations	Biological Sciences Collegiate Division

Top Competencies Current And Future Employees Need To Possess:

Customer service	Self-motivated/Work independently
Communication	Work ethic, dedication, dependability

Common Sources of Training or Education

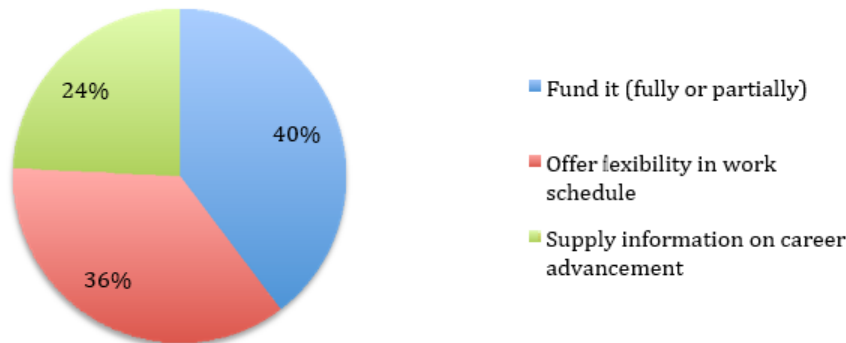


The chart above shows the number of positions employers were able to provide or support ongoing training or education. Overall, 79% of employers surveyed were able to provide or support ongoing training for select positions.

The top three training needs employers' support their employees for are:

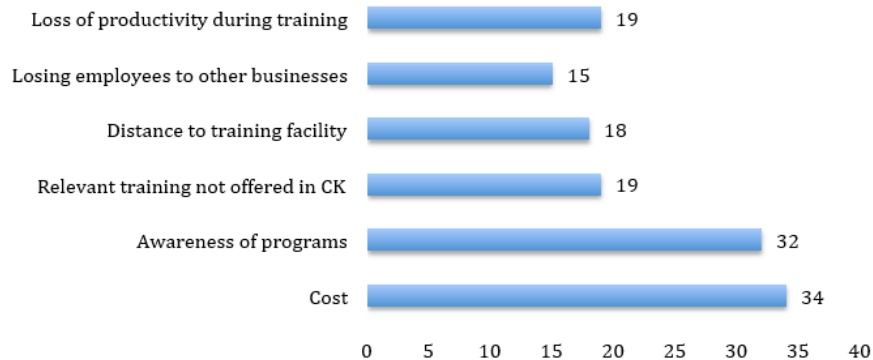
- Computer training
- Continued up skilling/maintaining certification
- Sales training

How Do Employers Support Their Employees?



While employers are generally open to supporting their employees training needs, there are challenges to this as well. The chart below reports what Chatham-Kent employers find to be the greatest challenges to supporting ongoing education/training for employees.

Challenges to Providing Ongoing Support for Employees



This Employment Ontario project is funded by the Ontario government. The views expressed in this document do not necessarily reflect those of Employment Ontario or the Government of Ontario.

