



Your Workforce. Our Future.

2017 Survey Results



Ontario

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



Proud Partner

Chatham-Kent

Cultivating Growth, Shore to Shore

EmployerOne Survey Results - 2017

..... 1

Background 3

Methodology..... 3

Observations About Chatham-Kent’s Workforce 4

Summary of Next Steps 4

2017 Survey Results..... 5

Demographics of Employees 8

Employment Status:..... 8

Separations: 10

Recent Hires: 12

Education Levels When Hiring 14

Recruitment Methods: 15

Hard To Fill Positions: 17

Top In-Demand Job Skills:..... 18

Planned Hires 19

Summary 23

Background

In collaboration with community partners, the Chatham-Kent Workforce Planning Board (CKWPB) launched its fourth-annual EmployerOne Survey in January 2018 throughout the communities of Chatham-Kent.

The EmployerOne Survey provides a way for employers and stakeholders to receive reliable local labour market information. It is designed to get this information while respecting employer's confidentiality and limited time. Once a year, this survey allows employers a chance to communicate their workforce needs directly to stakeholders who provide solutions.

For the purposes of this report, Chatham-Kent refers to “the Municipality of Chatham-Kent” and all of its geographic areas.

This year's survey was conducted from January 1 – 31, 2018. Collection took place online in the form of a survey. It asked employers to reflect on the hiring and separation trends they experienced in the 2017 calendar year. It also asked them to project anticipated hires for the 2018 calendar year.

This year there were 284 completed surveys, a 68% increase over 2016 participation numbers. Responses were received from all key sectors and geographic areas. Further, the survey achieved a completion rate of 79%. There was a 9% response rate from the 3,040 registered organizations (with employees) that call Chatham-Kent home.

The EmployerOne Survey has run for 4 years in Chatham-Kent. Each year, the survey response rate has increased: 98 (2014); 148 (2015); 198 (2016); 284 (2017). The increasing response rates are approaching the goal of 365 responses (which represents a 12% response rate, which is considered statistically relevant).

Local businesses use the information collected in the EmployerOne Survey for workforce and succession planning. Educators and employment organizations use the information for program planning and informing students and job seekers.

This valuable information could not be gathered or shared without the support of many Chatham-Kent employers.

Methodology

The EmployerOne Survey is a partnership project delivered by the CKWPB as part of the Local Board Agreement. The data is shared with the community at large, employers and educational organizations, The Ministry of Advanced Education and Skills Development (MAESD), local government, and other key stakeholders.

Participation in the 2017 EmployerOne Survey was promoted to the Chatham-Kent community in a variety of ways: presence at the Chatham-Kent Chamber of Commerce ‘Business after Hours’ events; promotional videos played at movie theatres; local radio interviews and online through various social media outlets.

The EmployerOne Survey is also a tool that was developed by members of the Western Region Workforce Planning Board Network. It was modeled after Statistic Canada's former “Business Research and Development” survey. The survey uses 14 key questions to provide a regional comparator; additional questions were developed with the CKWPB.

During the month of January 2018, local businesses were visited by CKWPB representatives who provided a USB loaded with previous year's EmployerOne Survey results; a link to the active survey; and contact information for the CKWPB. These businesses were encouraged to review the information and consider completing the survey based on their experiences from 2017.

Previous respondents, companies that completed a 'Memorandum of Understanding' to participate, partners, and organizations that were represented under reported sectors were contacted via email with a direct link to the survey between January 1-5, 2018. Responses were monitored through the month and incomplete surveys received an email with a direct link to rejoin their survey, followed up with a phone call. Survey data was analyzed within the excel platform. For the purposes of this report, only responses from the 284 completed surveys have been included unless otherwise noted.

Observations About Chatham-Kent's Workforce

1. Many employers only focus their recruitment efforts locally. Frequently these employers also identify hard to fill positions within their organizations. Learning about expanded recruitment efforts may be beneficial to help employers meet hiring demands.
2. Employee soft skills continue to be recognized as an area for development. Awareness of soft skills training programs that can strengthen current and future workforce's soft skills would be beneficial to employers and job seekers alike.

Summary of Next Steps

- CKWPB will continue to target sectors with a response rate lower than 12% - including Retail Trade; Transportation and Warehousing; Health Care and Social Assistance; and Accommodation and Food Service.
- CKWPB will continue to market to employers in the outlying areas of Chatham-Kent to ensure that all employers have the opportunity to have their voices heard.
- For the question about 'education levels when hiring', the preferred levels of education options will be expanded to include an option of "less than a high school diploma or equivalent" to provide employers another category for consideration in future surveys.
- In the "reasons for separations" question, 'Quits and Dismissals' will be offered as separate options to gain a better understanding of why employees exited in future surveys.
- Recruitment methods and community supports will be shared with employers who indicated that they will be hiring in 2018.
- CKWPB will continue to work with the Resident Attraction and Retention division of the Municipality of Chatham-Kent to look at ways to promote national and international recruitment options to employers.
- CKWPB will host the CK Works! Community Job Fair on October 23, 2018. This will bring together a group of employers who are hiring and will allow for a greater number and variety of job seekers to attend.
- CKWPB and the Chatham-Kent Employment Resource Centres will continue to work with educational institutions, employers and community groups to deliver the "Bring Your A-Game to Work" soft skills training program.
- CKWPB will be looking at what is happening in Chatham-Kent in relation to succession planning in the small business community.

2017 Survey Results

This year the focus was on increasing the response rate in four key sectors. In all cases, modest increases were shown.

Response Rate Targets - 2017

Sector	Increase Target	Increase Actual
Agriculture, forestry, fishing, hunting	1.0%	1.6%
Construction	1.0%	1.8%
Other Services (except Public administration)	1.5%	1.2%
Retail Trade	2.0%	2.4%

Response Rate Rates by Sector - 2017

Sector	Last Year	This Year
Accommodation and food service (181)	12	20
Admin and support, waste mgmt., remediation (107)	1	0
Agriculture, forestry, fishing, hunting (331)	20	32
Arts, entertainment and recreation (33)	8	10
Construction (336)	9	17
Educational services (18)	11	6
Finance and insurance (104)	13	8
Healthcare and social assistance (222)	23	22
Info and cultural industries (33)	4	1
Management of companies and enterprises (26)	0	1
Manufacturing (145)	21	37
Other Services (except public administration) (281)	29	35
Professional, Scientific, and technical services (149)	9	18
Public administration (5)	3	10
Real estate and rental and leasing (93)	8	4
Retail Trade (391)	18	44
Transportation and warehousing (139)	4	3
Utilities (6)	2	8*
Wholesale trade (125)	3	4

The above table demonstrates growth in responses from several sectors. The numbers in brackets show the total number of organizations in those sectors (according to Canada Business Pattern data, (CBP) Dec 2017) in Chatham-Kent, versus the number of responses each year in the right-hand columns, for context. The * indicates that more organizations identified as being part of that sector than the CBP reflects.

Sectors were identified where responses have reached a response rate of at least 12% of the total number of registered business in that sector. These sectors have been highlighted green. Other sectors with representation that is close to that response rate (in this case, 8-11% of the total number of businesses in that sector) - these sectors have been highlighted in yellow - ; as well as low response areas with less than 8% response rate in the sector (these sectors have been highlighted red) were also identified.

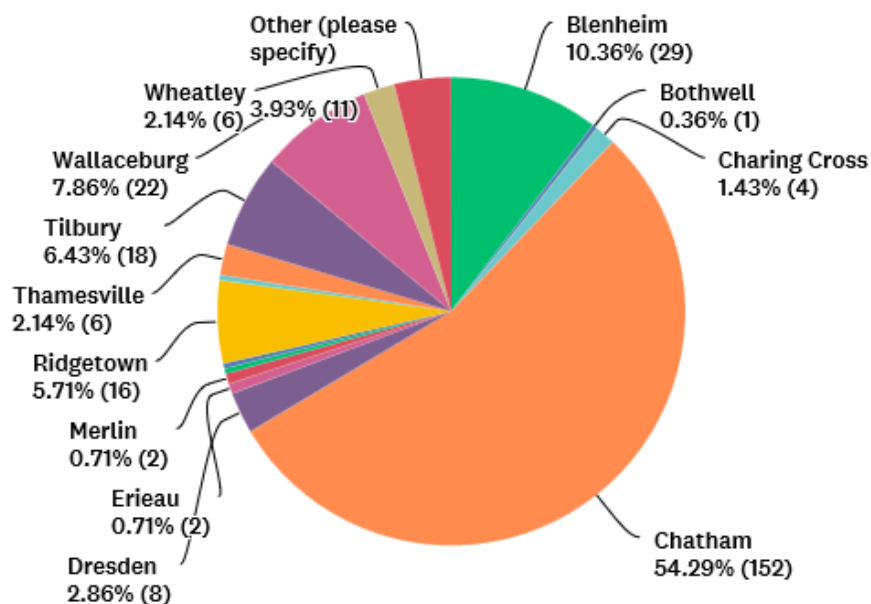
Change in Absolute Numbers and Percentage of Change by Sector - 2017

Sector	Change	% Change
Accommodation and food service (181)	8	67%
Admin and support, waste mgmt., remediation (107)	-1	-100%
Agriculture, forestry, fishing, hunting (331)	12	60%
Arts, entertainment and recreation (33)	2	25%
Construction (336)	8	89%
Educational services (18)	-5	-45%
Finance and insurance (104)	-5	-38%
Healthcare and social assistance (222)	-1	-4%
Info and cultural industries (33)	-3	-75%
Management of companies and enterprises (26)	1	100%
Manufacturing (145)	16	76%
Other Services (except public administration) (281)	6	21%
Professional, Scientific, and technical services (149)	9	100%
Public administration (5)	7	233%
Real estate and rental and leasing (93)	-4	-50%
Retail Trade (391)	26	144%
Transportation and warehousing (139)	-1	-25%
Utilities (6)	6	300%
Wholesale trade (125)	1	33%

This year the largest growth by absolute number was found in the Retail Trade sector. This could be due to recruitment efforts that were focused predominately in retail areas.

Next year, these areas will continue to be targeted to increase their response rate, as well as Transportation and Warehousing; Health Care and Social Assistance; and Accommodation and Food Service.

Physical Location of your Business or Organization - 2017



The above chart shows that the majority of responses this year came from Chatham. There were increases in almost all geographic areas compared to 2016 responses.

The geographic areas of Wallaceburg and Blenheim were targeted in particular during this year's survey as areas for growth.

This year saw the following notable increases:

Targeted Areas of Growth 2016/2017

Area	2016 Target	2016	2017 Target	2017
Ridgetown	5	8	15	16
Tilbury	5	6	20	18
Wheatley	1	1	5	6

Overall, modest growth was found in Chatham (+27), Blenheim (+8) and Wallaceburg (+2).

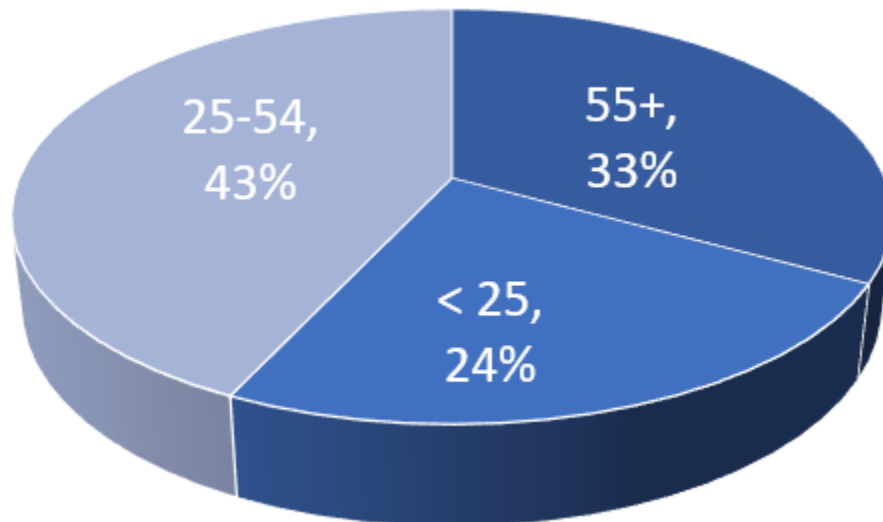
While the majority of responses did come from Chatham, it is exciting to see that response rates are growing in the outlying areas of Chatham-Kent. There were concentrated efforts in Ridgetown and Tilbury that were successful.

The CKWPB will continue to work in these areas to ensure that the voices of all employers may be heard.

Demographics of Employees

Employers reported on the demographics of their employees. Combined, the 284 employers reported that they employed a total of 11,384 employees in 2017. The age breakdown of employees is as follows:

Employees Ages - 2017



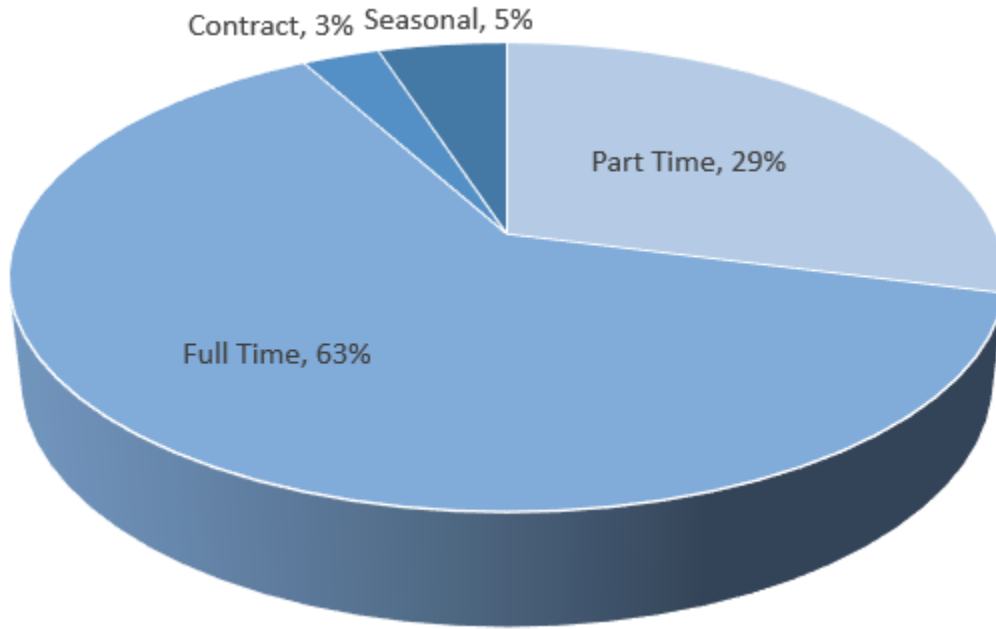
This year has shown a leveling out trend that could be indicative of the greater sample size. Previously, there were greater variances between the three categories, and this year, there is much less of a difference.

The largest percentage of employees were reported in the 25-54 (or “core working age” group) with 43% (down from 67% in last year’s responses). Under 25 years of age accounted for 24% of employees (up from 11% last year), while those 55 and over represented 33% of the workforce (up from 22% last year).

Employment Status:

Employers were asked to estimate what percentage of their workforce fell into the following categories: Full Time (35+ hours per week, full year); Part Time (less than 35 hours per week, full year); Contract (has a definitive end-date); and Seasonal (short term and temporary).

Job Status of Employees - 2017



Graph 3: Job status of current employees, 2017

The majority of workers were reported as follows:

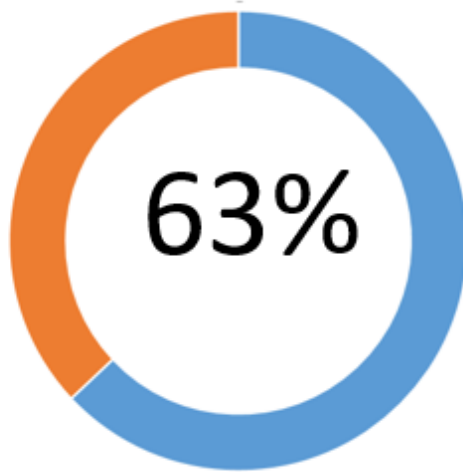
Employee Status with Changes - 2016/2017

Status	2016	2017	Change
Full Time	69%	63%	-6%
Part Time	26%	29%	+3%
Contract	2%	3%	+1%
Seasonal	3%	5%	+2%

The increase reported in seasonal work could be representative of the increased responses received in sectors that traditionally rely more heavily on seasonal workers, such as agriculture, forestry, fishing, and hunting, but is likely attributed to a greater sample size that provides a look into other sectors.

Separations

Staffing Loss - 2017



of respondents reported a staffing loss in 2017 for a total of

2231 separations

OF NOTE: In 2016, 70% of respondents reported experiencing separations in the amount of 1,638

Reasons for Separations in 2016 & 2017

Response	2016	2017
Quit/Dismissal	909	1630
Retirement	199	145
Lay-off	530	456
Total	1638	2231

Responses showed an increase of separations in the quits/dismissals category in 2017, but fewer retirements and layoffs were reported last year.

It is also interesting to review the separations by sector to get a more detailed view of what they were experiencing in 2017.

Reasons for Separations by Sector - 2017

Sector	Retirements	Quit/Dismissal	Layoff
Agriculture, forestry, fishing and hunting	2%	26%	72%
Construction	0%	83%	17%
Manufacturing	10%	90%	0%
Wholesale trade	50%	50%	0%
Retail Trade	5%	93%	2%
Transportation and warehousing	0%	100%	0%
Information and cultural industries	0%	100%	0%
Finance and insurance	13%	87%	0%
Real estate and rental and leasing	0%	100%	0%
Professional, scientific and technical services	9%	87%	4%
Educational Services	76%	24%	0%
Healthcare and Social assistance	15%	75%	10%
Arts, Entertainment and Recreation	0%	9%	91%
Accommodation and Food Services	4%	82%	14%
Other Services (except public administration)	2%	98%	0%
Public administration	28%	65%	7%

Lay offs comprise the largest percentage of reported reasons behind separations for the Agriculture, forestry, fishing and hunting (72%) and Arts, Entertainment and Recreation (91%) sectors. This seems to follow the seasonal nature of this type of employment.

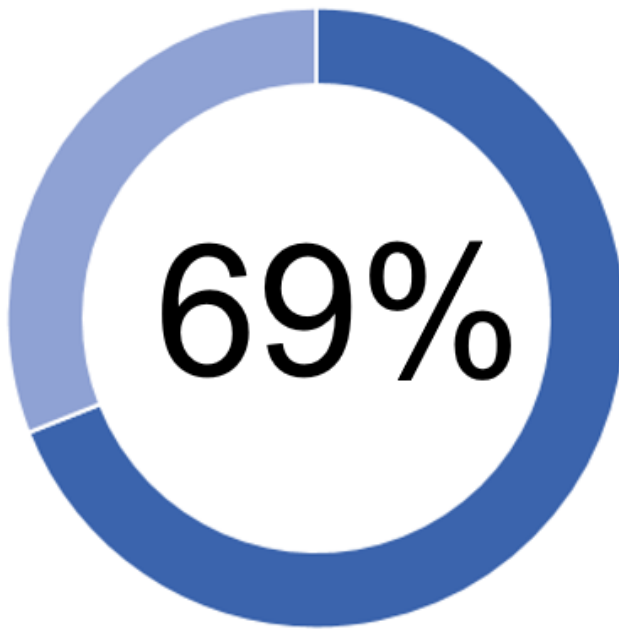
Respondents from the Educational Services sector report 76% of their separations last year were attributed to retirements, which may speak to the aging workforce in that sector.

The large percentage of employers who reported 'quits and dismissals' as the main reason for separations in 2017 indicates that the majority of separations were employees leaving employment for a variety of reasons. They could have been at the employees' discretion (ie, leaving for a job elsewhere or because of a relationship breakdown between the employee and company).

It was determined that this broad category does not provide the full story. Next year's survey will break the categories out and ask for 'quits and dismissals' to be reported separately.

Recent Hires

Reasons for Separations by Sector - 2017



of organizations in CK hired new employees in 2017 for a total of **2189** new hires

Number of Hires by Job Status - 2016/2017

Status	2016	2017
Full Time	869	1252
Part-Time	491	450
Contract	196	132
Seasonal	286	355
Total	1842	2189

269 of these new hires were **recent post-secondary graduates**

58 of these new hires were **newcomers** to Chatham-Kent.

The chart that follows identifies job status by sector in the new hires of 2017.

Hires by Job Status by Sector - 2017

Sector	Full Time	Part Time	Contract	Seasonal
Agriculture, forestry, fishing and hunting	32%	2%	4%	62%
Utilities	100%	n/a	n/a	n/a
Construction	98%	2%	n/a	n/a
Manufacturing	98%	0.5%	1.5%	n/a
Wholesale trade	100%	n/a	n/a	n/a
Retail Trade	9%	83%	2%	6%
Transportation and warehousing	100%	n/a	n/a	n/a
Information and cultural industries	n/a	n/a	100%	n/a
Finance and insurance	26%	32%	42%	n/a
Real estate and rental and leasing	100%	n/a	n/a	n/a
Professional, scientific and technical services	53%	30%	17%	n/a
Educational Services	33%	2%	65%	n/a
Healthcare and Social Assistance	21%	75%	4%	n/a
Arts, Entertainment and Recreation	19%	32%	2%	47%
Accommodation and Food Services	44%	41%	n/a	15%
Other Services (except public administration)	90%	10%	n/a	n/a
Public administration	22%	42%	26%	10%

The most prominent status in each sector has been highlighted green. Over half of all sectors (9/16 with responses) reported that their hires were mainly full time. Reported full time hires are important to Chatham-Kent’s economic health.

Major variances were found in Retail Trade and Health Care and Social Assistance sectors that report the majority of their hires were part time. Part time employment, which can include rotating shifts, short hours, on call shifts, and lack of benefits could be contributing factors to some of the staffing challenges experienced in this sector, specifically in the area of senior care.

Agriculture, Forestry, Fishing and Hunting and Arts, Entertainment, and Recreation sectors reported the majority of their hires were classified as seasonal, which is in line with the nature of work represented in these sectors.

Education Levels When Hiring

Employers were asked about the preferred level of education required for a new hire. The majority of employers reported looking for a 'High School Diploma or Equivalent' or a 'College Diploma' as the preferred level of education.

Preferred Levels of Education in New Hires - 2017

Education Level	Percentage
High School Diploma or Equivalent	38%
College Diploma	30%
Trade Certificate	12%
Undergraduate Degree	10%
Professional Accreditation or Graduate	10%

Please note that an option of 'less than a high school diploma' was not offered in the original creation of the survey. This option will be included in the future surveys to provide a full range of options for employer consideration. In this survey, it is possible that 'less than high school' numbers are being captured under 'high school or equivalent'.

Responses were broken down into job categories, which provided a more detailed look at the educational requirements. The top two educational levels are included for each category.

Preferred Levels of Education in New Hires by Job Category - 2017

Category	Educational Requirement	Percentage
General Labour Positions	High School Diploma or Equivalent	85%
General Labour Positions	College Diploma	13%
Skilled Labour Positions	Trade Certificate	55%
Skilled Labour Positions	College Diploma	33%
Management Positions	College Diploma	59%
Management Positions	Undergraduate Degree	30%
Professional Positions	College Diploma	42%
Professional Positions	Professional Accreditation or Graduate	35%
Seasonal Positions	High School Diploma or Equivalent	89%
Seasonal Positions	College Diploma	9%
Administrative Positions	College Diploma	65%
Administrative Positions	High School Diploma or Equivalent	26%
Non-Technical Positions	High School Diploma or Equivalent	24%
Non-Technical Positions	College Diploma	74%

For general labour and non-technical positions, a large percentage of employers reported they were more likely to accept a 'High School Diploma or Equivalent' certification when filling a vacancy.

College diplomas were identified as either a first or a second choice for every category while Management and Professional positions looked for Undergraduate Degree and Professional Accreditation or Graduates, respectively.

Chatham-Kent's educational attainment rates continue to improve. According to the 2016 Census, 24% of Chatham-Kent's population report having "no certificate, diploma, or degree"

EmployerOne Survey Results - 2017

(down from 27% in 2011 NHS); and 30% report a “high school diploma or equivalent” as their highest level of education obtained (compared to 31% in the 2011 NHS). It should be noted that based on the employers’ responses above, up to 54% of the workforce in Chatham-Kent may not have the educational requirements that employers are seeking.

Recruitment Methods

Employers were asked about how they recruit for open positions. Their responses are as follows:

Most Commonly Used Recruitment Methods When Hiring - 2017

Response	Percent
Word of mouth/personal contacts/referrals/informal networks	78%
Online job boards/postings	64%
Social Media	47%
Company's own internet site	42%
Government employment centres or websites	28%
Unsolicited resumes	26%
On-site job signs or posters	22%
Newspaper ads	19%
Non-government or community employment service centres or websites	14%
On-site recruitment at schools, colleges, or universities	14%
Job fairs	10%
Trade or professional association publications/sites	10%
Executive search companies or temporary help agencies	9%
Other (please specify)	2%

Word of mouth has consistently been the top response for the four years of data collection in the survey. Reports of using electronic means including social media and online sites have continued to grow.

The following chart looks at sectors and how they recruit. Many respondents in a majority of sectors reported recruiting locally and provincially. Very few sectors reported looking nationally for workers when recruiting, and even fewer reported looking internationally.

This may represent an untapped market for sectors who report hard to fill positions. The board will continue to work with the Municipality’s Resident Attraction and Retention division to look at ways to promote this recruitment option to employers.

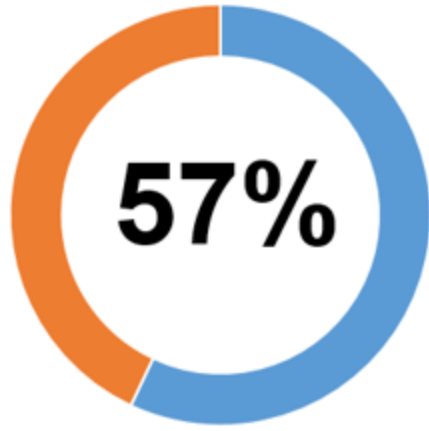
CKWPB will also share information on local support programs for hiring managers with employers.

Areas of Recruitment When Hiring - 2017

Sector	Local	Provincial	National	International
All Sectors	94%	27%	8%	3%
Agriculture, forestry, fishing and hunting	89%	44%	19%	11%
Construction	100%	25%	6%	n/a
Manufacturing	89%	33%	11%	7%
Wholesale trade	100%	n/a	n/a	n/a
Retail Trade	100%	8%	n/a	n/a
Transportation, warehousing	100%	n/a	n/a	n/a
Information, cultural industries	100%	100%	n/a	n/a
Management of companies, enterprises	100%	100%	n/a	n/a
Real estate, rental, leasing	100%	25%	n/a	n/a
Professional, scientific, technical services	94%	59%	18%	n/a
Educational Services	100%	13%	n/a	n/a
Healthcare, social assistance	95%	21%	5%	n/a
Utilities	100%	71%	29%	14%
Arts, Entertainment, Recreation	100%	11%	n/a	n/a
Accommodation, Food Services	100%	11%	n/a	n/a
Other Services (except public admin)	86%	17%	10%	n/a
Public administration	50%	50%	17%	n/a

Hard To Fill Positions

Hard to Fill Positions - 2017



of organizations in CK reported a hard time **filling positions** in 2017

This year's survey results show that 143 organizations (up from 73 last year) reported hard to fill positions. The survey identified 115 unique positions that were challenging to fill.

Organizations reported that they were unable to fill positions because

1. they did not get enough applicants;
2. the applicants who applied lacked soft skills qualifications; and
3. the applications received lacked educational or credential qualifications.

Trouble Filling Positions - 2017

Top 3 reasons...



Not enough applicants



Lack of motivation, attitude or interpersonal skills



Lack of qualifications (education level/credentials)

As mentioned, the survey respondents identified 115 positions they classified as hard to fill. These responses were divided out by sector to get a better understanding of the specific skills needed (please see appendix A for detailed list of individual hard to fill positions by sector).

Respondents reported that there were a variety of hard to fill positions in the 2017 calendar year. The number one reason given was that there were not enough applicants. In October 2017, the CKWPB will be hosting their second annual CK Works! Job Fair, which will expand on the 24 employers who participated last year, with a goal to bring in an active job seeking pool larger than the 460 attendees last year. Representatives from the education sector and employment agencies will also be on site to share programming information to promote increased skills development and educational attainment to job seekers.

Top In-Demand Job Skills

Top In-Demand Job Skills - 2017

Response	Percent
Work ethic, dedication, dependability	81%
Self-motivated/ability to work with little or no supervision	69%
Teamwork/interpersonal	57%
Communication (both oral and written)	51%
Willingness to learn	46%
Customer service	42%
Problem solving, reasoning, creativity	35%
Technical	27%
Professionalism	22%
Time management or organizational	19%
Computer literacy	15%
Other (please specify)	7%
Analytical/research	1%

The top five in demand job skills in Chatham-Kent in 2017 are highlighted in yellow.

For the last three years of data collection from the survey, the responses have not differed significantly. This year, however responses indicate that there has been some movement in the list, with “willingness to learn” ranking slightly higher than customer service; problem solving, reasoning, creativity; and technical skills.

The CKWPB and the Employment Resource Centres will continue to work with employers, educational institutions and community partners to deliver the “Bring Your A-Game to Work” soft skills training program to youth and adult jobseekers.

Planned Hires

Planning to Hire - 2017



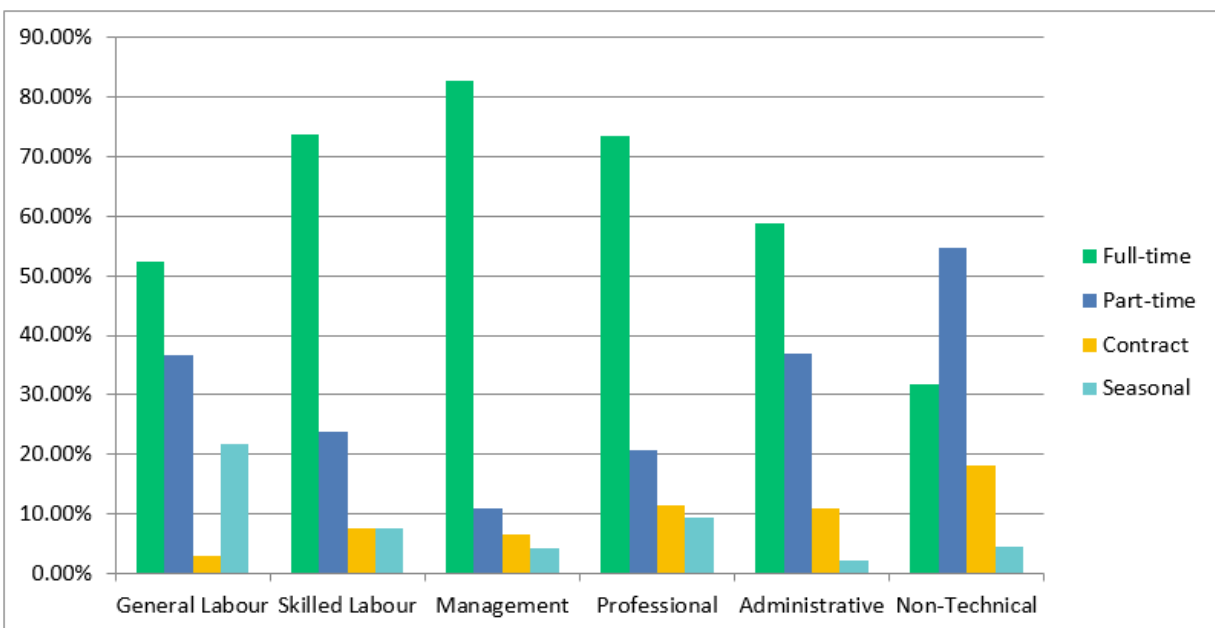
71% of organizations in CK plan to hire in **2018**

For a combined total of **2068** anticipated hires in 2018

One hundred seventy eight (178) of the 251 respondents reported they plan to hire in 2018, totalling 2,068 positions (up from 1036 anticipated hires by 120 companies last year). This indicates that there continues to be movement in these businesses.

The chart following represents the anticipated planned hires by job category and status. A majority of planned hires fall in the full time category.

Anticipated Hires by Job Category - 2017



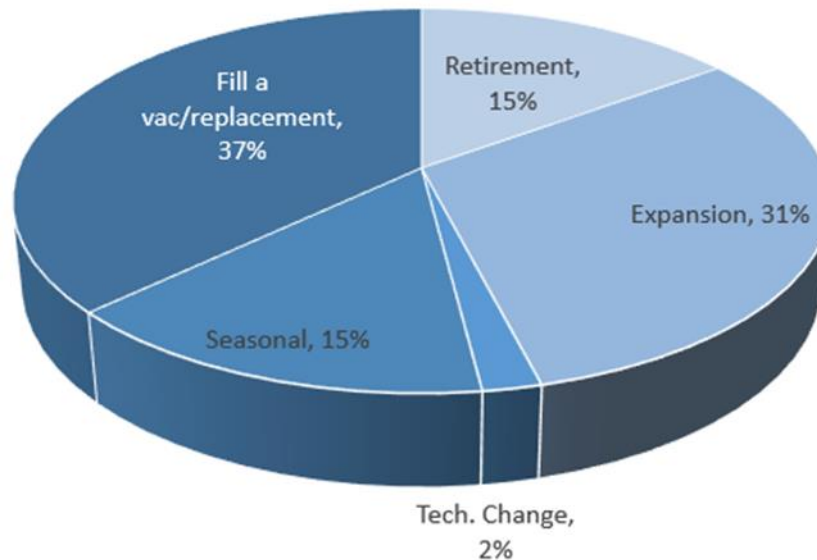
Looking at planned hires by sector helps to identify some possible growth opportunities in Chatham-Kent.

Plan to Hire by Sector - 2017

Sector	Anticipated Hires
Accommodation and Food Services	118
Agriculture, forestry, fishing and hunting	327
Arts, Entertainment and Recreation	48
Construction	57
Educational Services	26
Finance and insurance	19
Healthcare and social assistance	197
Manufacturing	178
Other Services (except public administration)	616
Professional, scientific and technical services	41
Public Administration	223
Real estate and rental and leasing	6
Retail Trade	119
Transportation and warehousing	8
Utilities	58
Wholesale trade	5

The reasons that employers report they are planning to hire in 2018 tells another part of the story.

Reasons CK Employers are Planning to Hire - 2017



Employers reported that overall, filling a vacancy /replacing an employee was the main reason they were anticipating hiring in 2018. Generally, this is seen neither growth nor loss, but more of a “maintaining” trend in their businesses.

When looking at the job category breakdowns, filling a vacancy/replacing an employee is still the most prominent response. Bolded numbers in the chart below indicate the top reason identified by respondents in each category.

Reasons for Planned Hires by Job Category - 2017

Category	Retirements	Expansion	Tech. Change	Seasonal	Fill a Vacancy/ Replacement
General Labour	11%	30%	1%	29%	53%
Skilled Labour	18%	41%	5%	13%	41%
Management	30%	41%	2%	7%	30%
Seasonal	5%	18%	0%	45%	36%
Professional	22%	51%	2%	12%	29%
Administrative	24%	37%	4%	9%	43%
Non-Technical	5%	37%	0%	21%	53%

Filling a vacancy or finding a replacement for an open position make up the majority of reasons for planned hires. This can be challenging for companies as they may have to focus on maintaining employee levels instead of putting efforts into other areas such as sales, expansion, staff training or succession planning for upcoming retirements.

The Management, Professional, and Administrative categories all show upcoming retirements as strong reasons for planned hires in 2017. With Chatham-Kent's aging population, succession planning is becoming more and more important. The CKWPB will be looking at what is happening in Chatham-Kent businesses related to succession planning in 2018.

By sector, the reasons for planned hires is a bit more telling:

Reason for Hire by Sector – 2017

Sector	Reason For Plan To Hire
Agriculture, forestry, fishing and hunting	Fill vacancy/replacement
Construction	Expansion
Manufacturing	Expansion
Wholesale trade	Retirement
Retail Trade	Fill vacancy/replacement
Transportation and warehousing	Expansion
Management of companies and enterprises	Fill vacancy/replacement
Real estate and rental and leasing	Retirement and Expansion
Professional, scientific and technical services	Expansion
Educational Services	Fill vacancy/replacement
Healthcare and social assistance	Fill vacancy/replacement
Utilities	Fill vacancy/replacement
Arts, Entertainment and Recreation	Seasonal
Accommodation and Food Services	Fill vacancy/replacement
Other Services (except public administration)	Expansion
Public administration	Retirement

The Construction; Manufacturing; Transportation and Warehousing; Real Estate and Rental and Leasing; Professional, Scientific and Technical Services' as well as Other Services (except public administration) sectors all report "expansion" as the main reason for planning to hire this year, which is encouraging for CK's job seekers.

Summary

- EmployerOne survey response rates are approaching the statistically relevant value of 12%. The response rate in 2016's data collection was 6%, and 2017 represented 9%.
- Employers report that the majority of their positions are classified as full time (35+ hours a week).
- Employers reported a total of 2,231 separations and 2,189 new hires. Overall, these employers did not experience any growth, but worked to maintain their workforce levels.
- Education is important to employers. When asked about preferred education levels when hiring, 38% of employers reported that they require at least high school levels. Those requirements (and/or preferences) vary when looking at job categories.
- Word of mouth continues to be reported as the most common way employers recruit for open positions.
- One hundred forty three (143) employers reported experiencing hard to fill positions in 2017 with 115 unique positions.
- One hundred seventy eight (178) employers reported that they plan to hire in 2018 for 2,068 positions.

HOW DID WE DO?

This document may be freely quoted and reproduced without the permission of the Chatham-Kent Workforce Planning Board (CKWPB) provided the content remains the same and the organization is acknowledged as the author of the document.

www.ckworkforcedev.com

240 King Street West
Chatham, ON N7M 1E7

519.436.3299
CKWorkforce@chatham-kent.ca



CKWPB is committed to ongoing research to enhance local labour market planning in the Chatham-Kent region.

CKWPB assumes no responsibility for its use or for the consequences of any errors or omissions.

The views expressed in this document do not necessarily reflect those of Employment Ontario or the Government of Ontario.

APPENDIX A

Hard to Fill Positions by Sector – 2017

Sectors			
Manufacturing	Retail Trade	Health Care	Other Services
Accounting	310S Mechanic	Casual Support	Automotive Apprentices
Administration	Administrative assistant	Workers	Automotive Mechanics
Business Analyst	Autobody level 1	Certified Orthoptist	Certified Service
Customer Service	Autobody level 2	Chef	technicians
Designer	Autobody tech	Child and Family Well-	Child Management
Electrical Engineer	Body Shop technician	Being	Collision Repair/ Body
Electrician	CNC operator	Chiropodist	Person
Equipment installers	Counter associate	Construction supervisor	Contact Centre Agent
Fitters	Delivery Associate	Cook	Customer Service
General labour	Designer	Cook* skilled trade	Representatives
General operators	Drivers	LCQC	Direct Support
HR Generalist	Fabricator	Dental Assistant	Professionals
Inventory Analyst	Full time sales rep	Dietary Aide	Director of Corporate
Lathe Operator	general labour	Dining Services	Services
Lead Maintenance	Grocery Manager	Manager	Early child educators
Machine Builder	industry specific	Director Planning	(registered)
Machinists	Meat cutter	Fundraising	Esthetician
Maintenance	Mechanic	Coordinator	IPTV Product Architect
Apprentices	Mechanic / Technician	Health Promoter	IPTV Specialist
Engineering	Midnight part time stock	Management	Nail Technician
Marine Engineers	crew	Nurse Practitioner	Operation Manager
Mechanical Designer	Office/Cashier	Occupational Nurse	Parent Coach
Millwrights	part time employee	Occupational Therapist	Photographer
Operator	Parts Pro	Personal Support	Service Writers
Painter	Produce Clerk	Worker	Sewage Cleaner
Pipe fitters	Recycler	Physiotherapist	Supervisor
Production Supervisor	sales delivery driver	Project Manager	Technical Support
Programmer	Seasonal General	Registered Nurse	Representatives
Purchaser	Labour	Registered Practical	Test Ontario certified
Quality Control	Team Lead	Nurse	instructors
Shift Supervisor	technical	Respiratory Therapy	
Site Manager	Templator		
Skilled Labour			
Technical Supervisor			
Welders			

Sectors			
<p>Agriculture, forestry and fishing Accountant Accounting Clerk Apprentice Millwright Construction Supervisor Construction Labour Filleters Fishermen Food Safety General Labour Greenhouse workers Harvester Machinery Sales Machinery Operator/Sprayer Management Millwright Operations Manager (Manitoba Facility) Pepper Labour Sales Representative (Ontario) Science Skilled Trade (Truck Driver) Tobacco Labour Truck Driver Yard Co-ordinator</p>	<p>Professional Administration Clerk Bookkeeper Controls Electrician Controls Technologist - Intermediate Electronics Technician Engineering positions Funeral Director Assistant In Home Support Intermediate architect Intermediate civil engineer Municipal Drainage Engineers NLP Engineer Professional accountant Purchasing Quality Assurance Manager SEO Specialist Skilled Technician Strategic Sourcing Specialists Structural Engineers Web Developer</p>	<p>Construction Carpenter Electrician Gas Fitter Technicians General Labourer Heavy Equipment Operator Insulation Installer Manager Millwrights Refrigeration technicians Sheet Metal Technicians Shop Assembly Labour Sidewalk Cutter Skilled Labour Skilled Workers Tradesmen Welders</p>	<p>Accommodation and food service Banquet Server Cashier/counter person Chef Closer Cook Cooks assistant Customer Service Drive Thru General cleanup General Labourer Janitor Kitchen Help Management Opener Room Attendant</p>
<p>Arts Advertising Sales Representatives Broadcast Technician Kitchen Staff Level 1 recreational Coach Level 2 Competitive Coach Line Cooks Marketing On Air Talent Purchasers Product Management Sr. Marketing Wait staff</p>	<p>Public admin Arts Assistant position but included cleaning Building Inspector Culture Education Manager Financial Analyst IT Service Technician Maintenance Worker</p>	<p>Finance and insurance Advisor role Customer Representative Customer Service Financial Advisor Insurance Adjuster Sales Advisors</p>	<p>Transportation and warehousing 310T Maintenance Technician AZ Driver Operators General Labour Motor coach Driver</p>
<p>Whole Sale Trade Account Manager Delivery Driver</p>	<p>Utilities New Technology Business Development Manager Manager Technical Field positions (Welders, Operators)</p>	<p>Real Estate Bookkeeper Sales Representatives</p>	<p>Educational Services Cooks Early Childhood Educators</p>



Think clean and green. Please recycle me!
To compost, simply remove the binding and shred