



# EMPLOYER ONE SURVEY

2020

Results for the County of Middlesex



# INTRODUCTION TO RESULTS

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The Employer One Survey was conducted in January 2020 to gain insight from employers on their workforce issues in Middlesex County. The survey was delivered by the Middlesex Workforce Development Partnership as part of a broader survey across South West Ontario.

Employers told us what workforce issues they experienced in 2019 and what they were expecting for 2020. Covid-19 has been a set-back in those plans, but it is important to know any under-lying workforce issues as we move forward past this crisis.



# TOTAL SURVEYS COLLECTED

## MIDDLESEX COUNTY

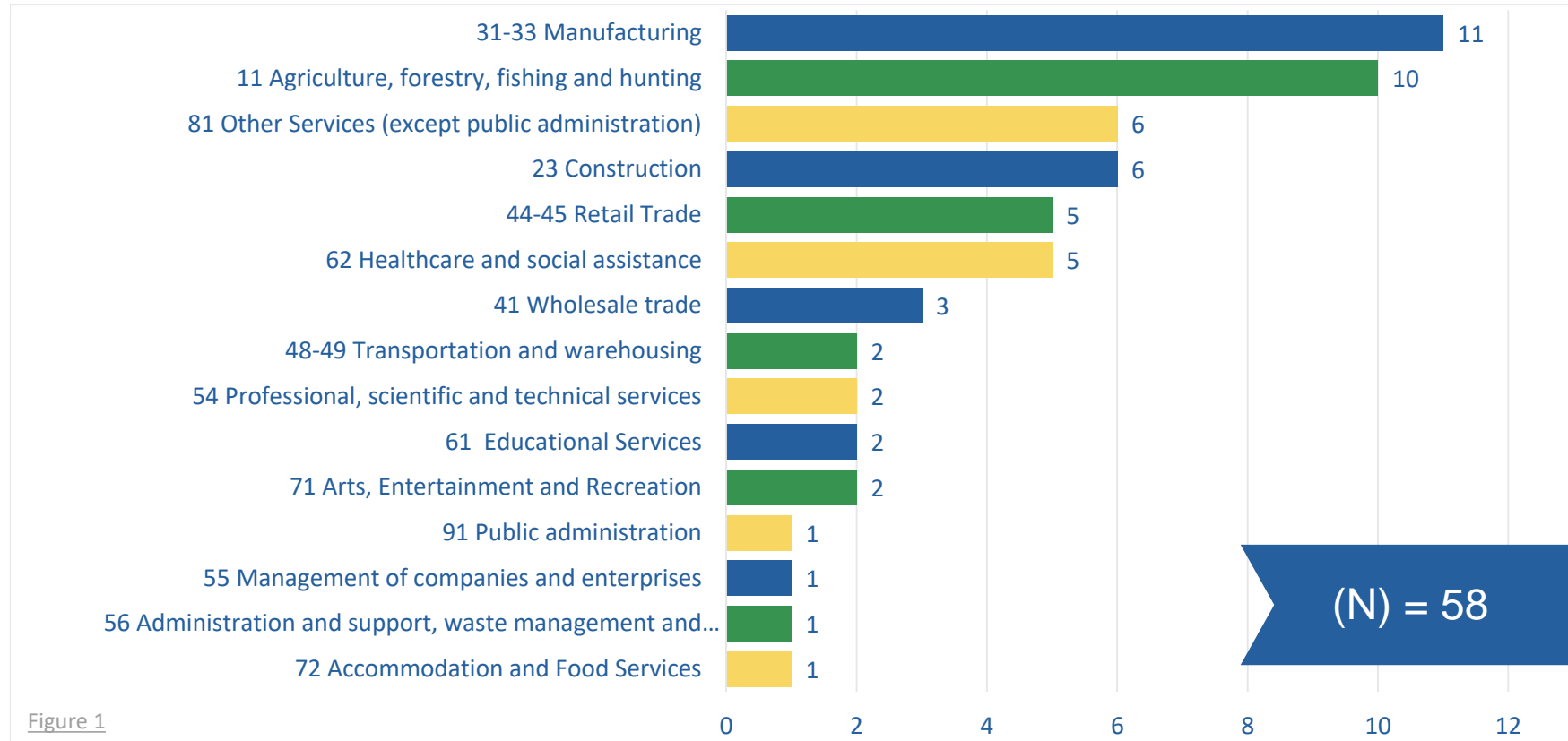
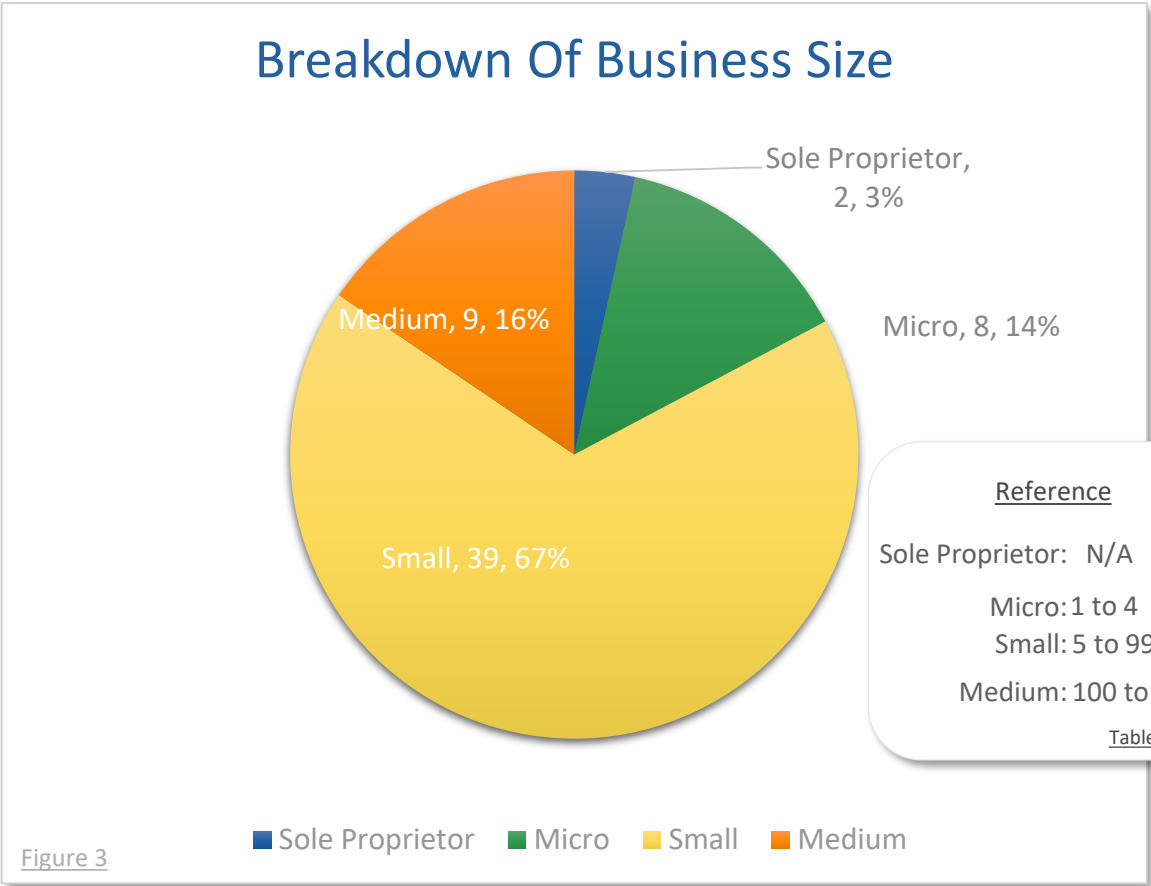
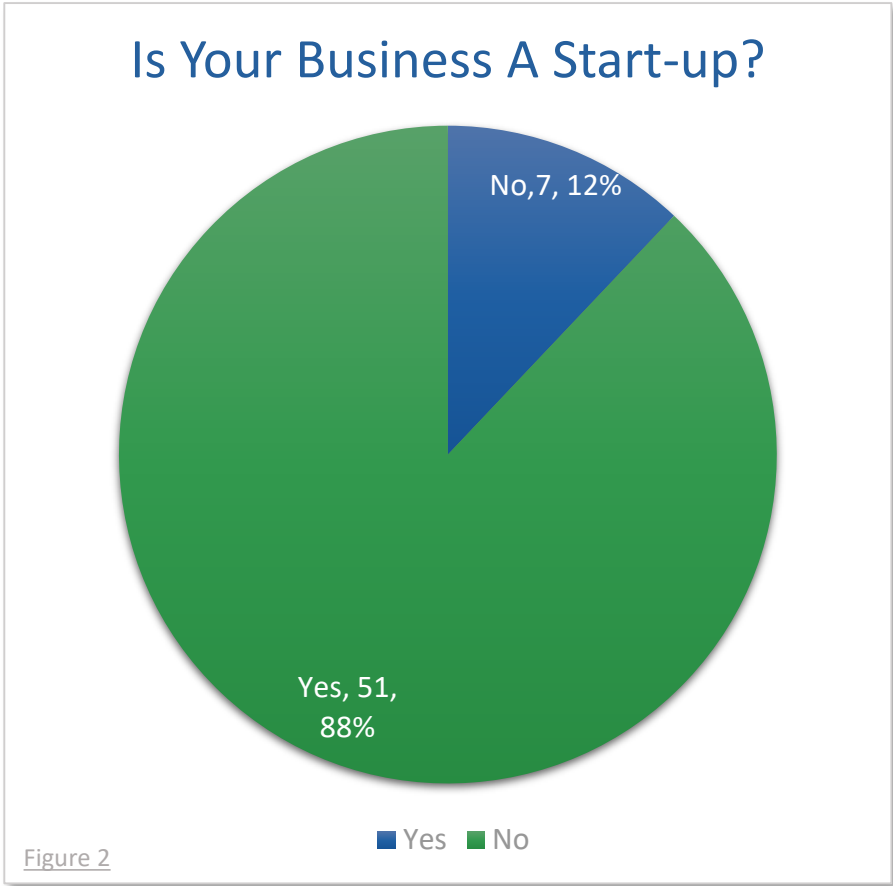


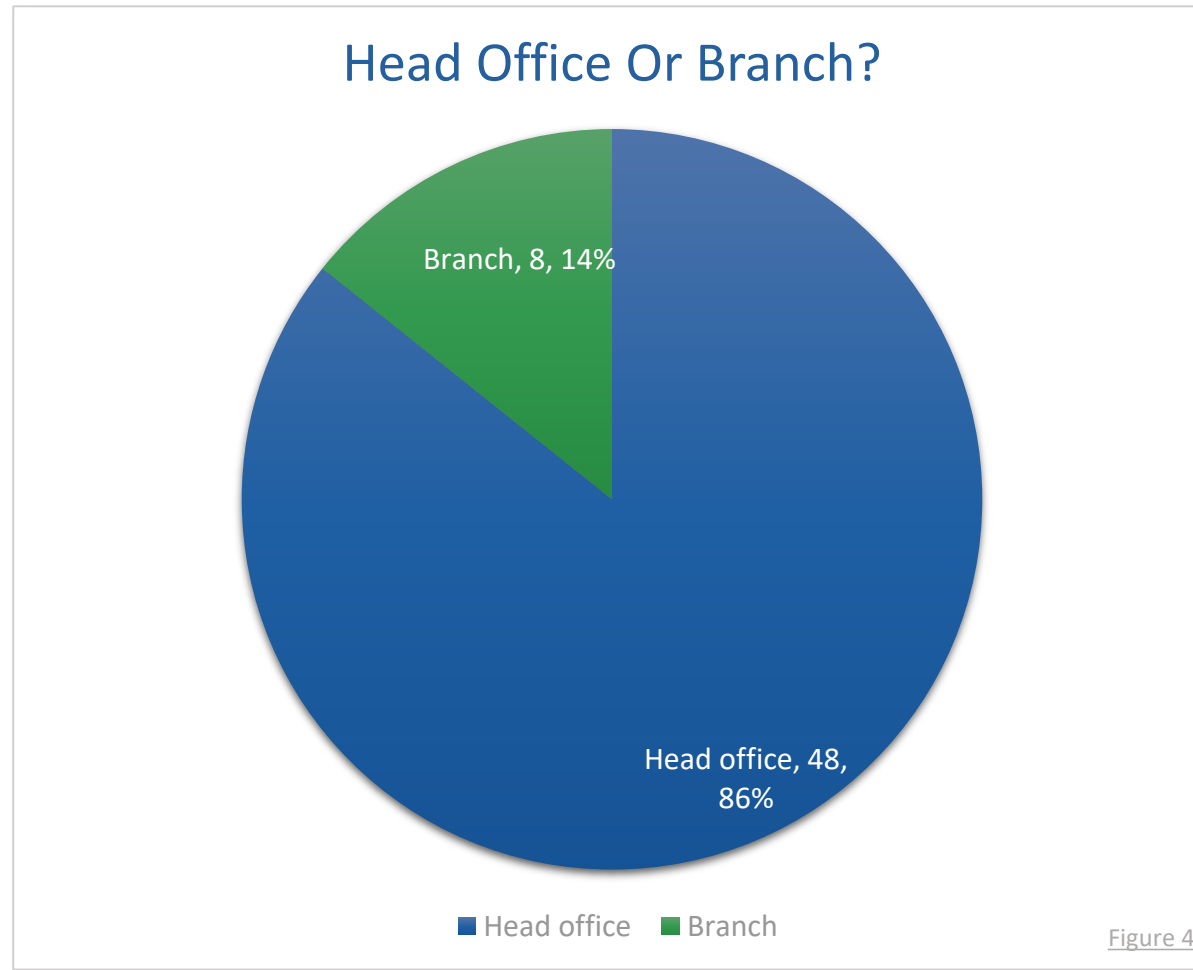
Figure 1

# MORE SAMPLE DETAILS

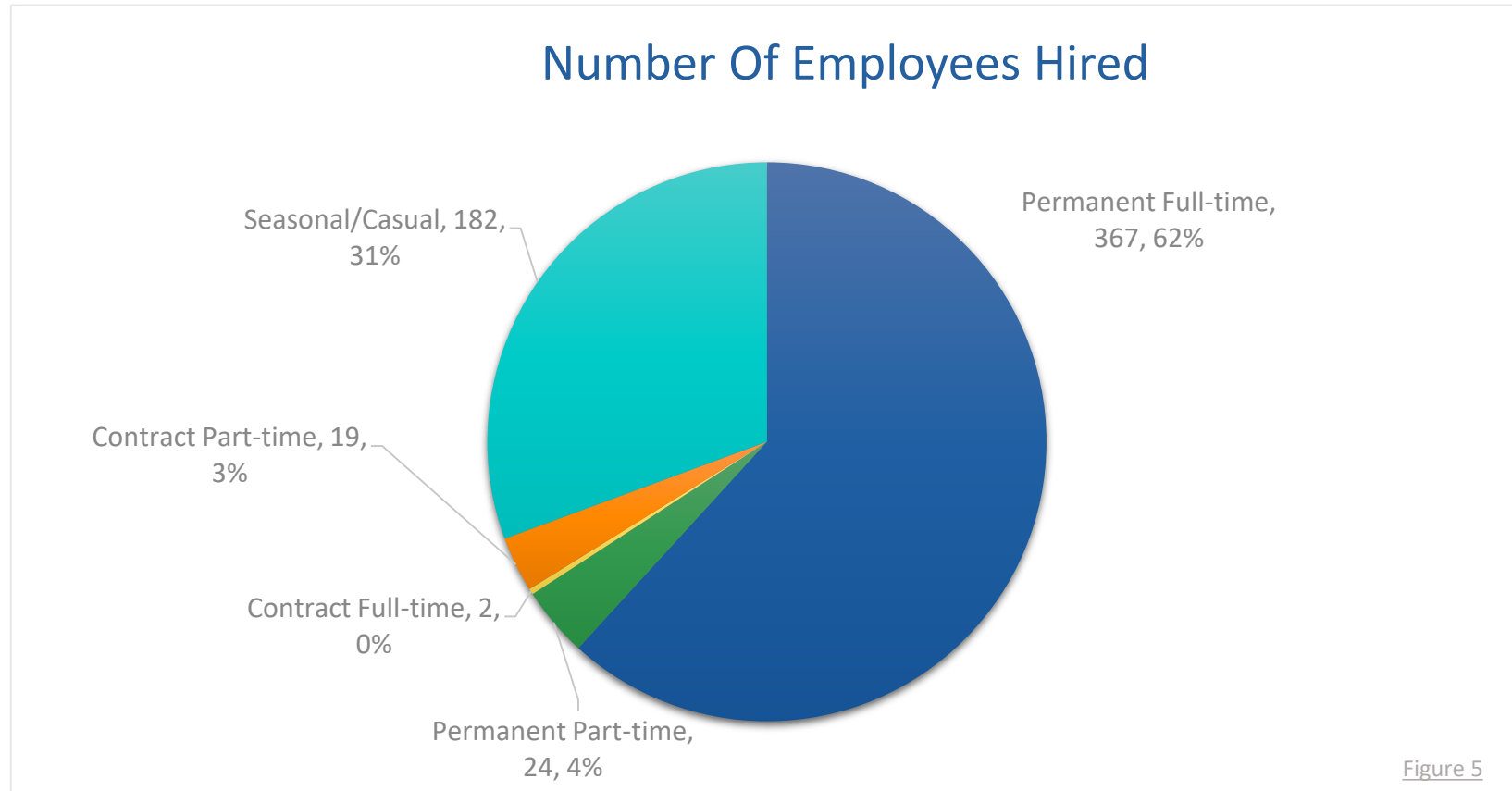


# MORE SAMPLE DETAILS

CONTINUED



# HIRED IN THE PAST YEAR



# SEPERATIONS IN THE PAST YEAR

2019

## Did You Experience Any Separations In The Past Year?

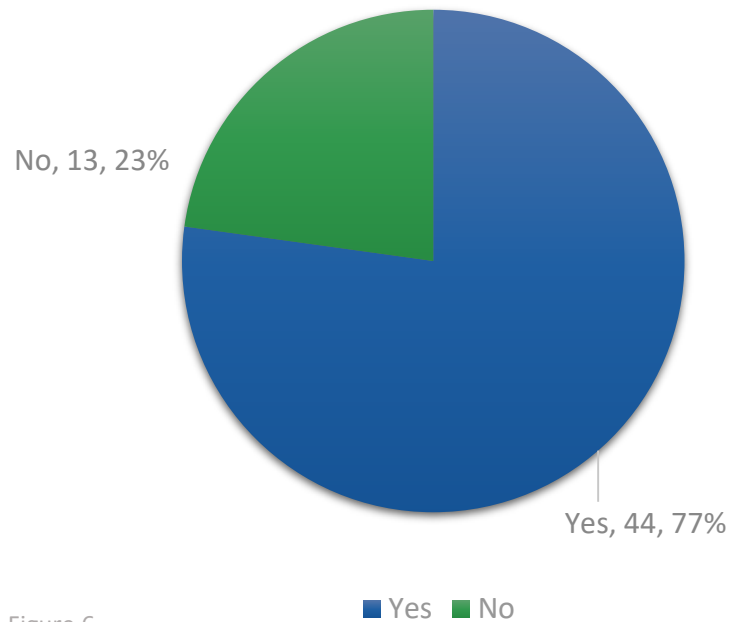


Figure 6

## Separations By Type

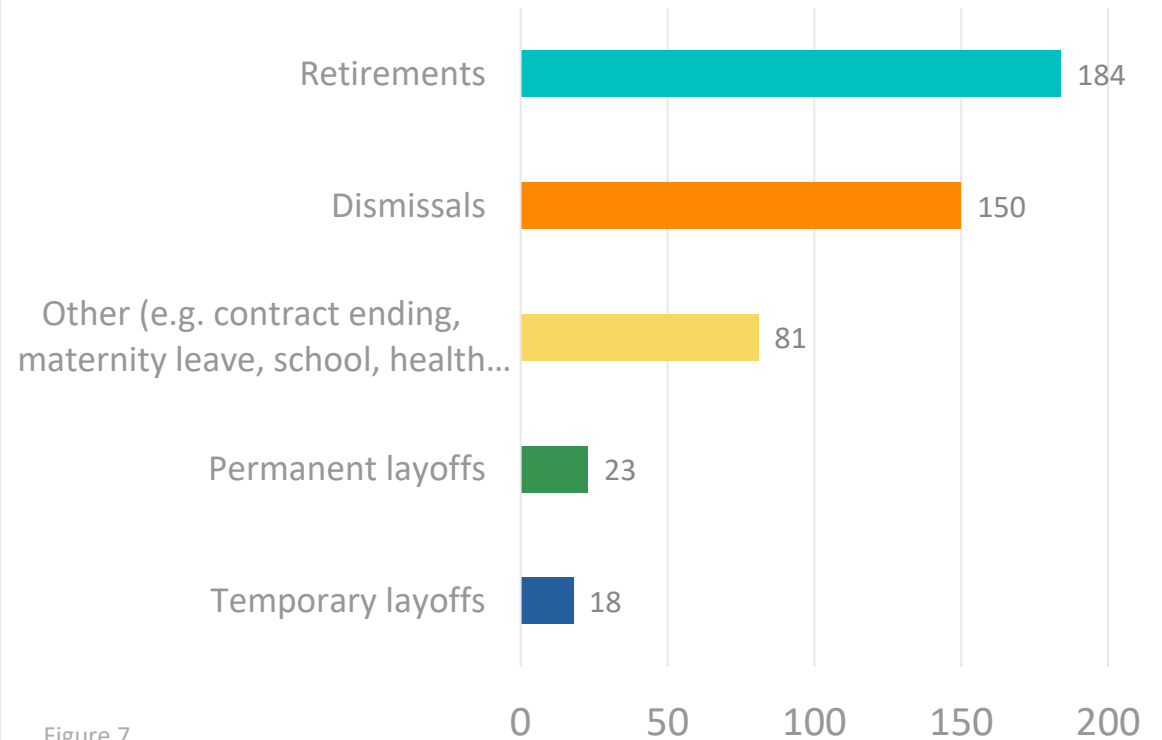


Figure 7

# SEPERATIONS IN THE PAST YEAR



## Top Reasons For 'Quits'

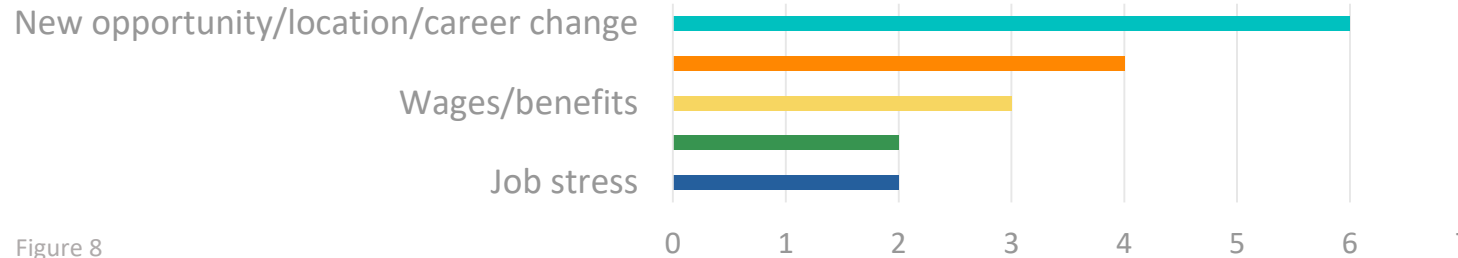


Figure 8

## Top Reasons For 'Dismissals'

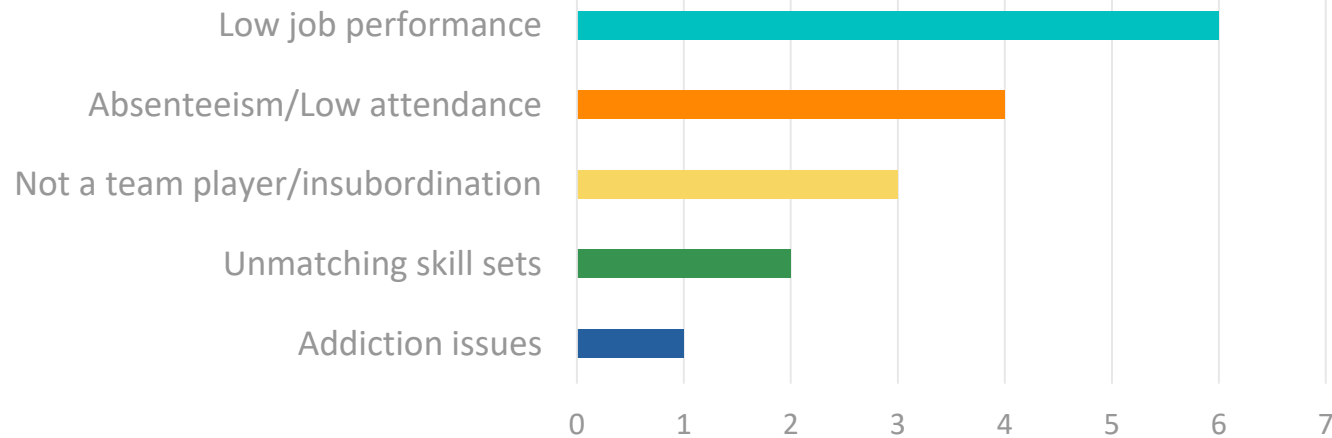


Figure 9



### Reasons for permanent layoffs...

were in single responses and they include “Downturn in business”, “Funding cuts positions eliminated”, “Restructuring”, “Seasonality” and “Shortage of work”. A total of seven(7) employers all indicated “Seasonality” as a **reason for temporary layoff** of employees.



# RETENTION

## CHALLENGES AND STRATEGIES

### Is Retention A Challenge For Your Organization?

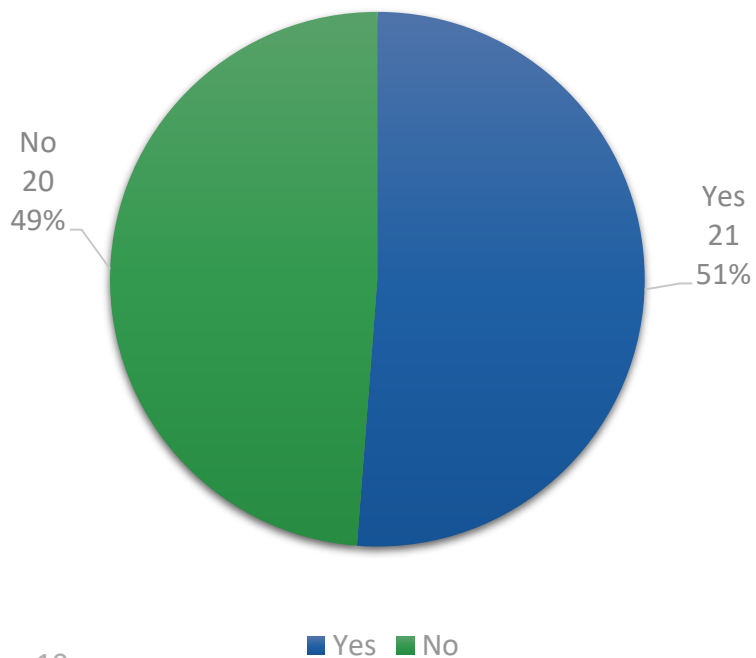


Figure 10

### What Strategies Are Employers Currently Using To Encourage Retention?

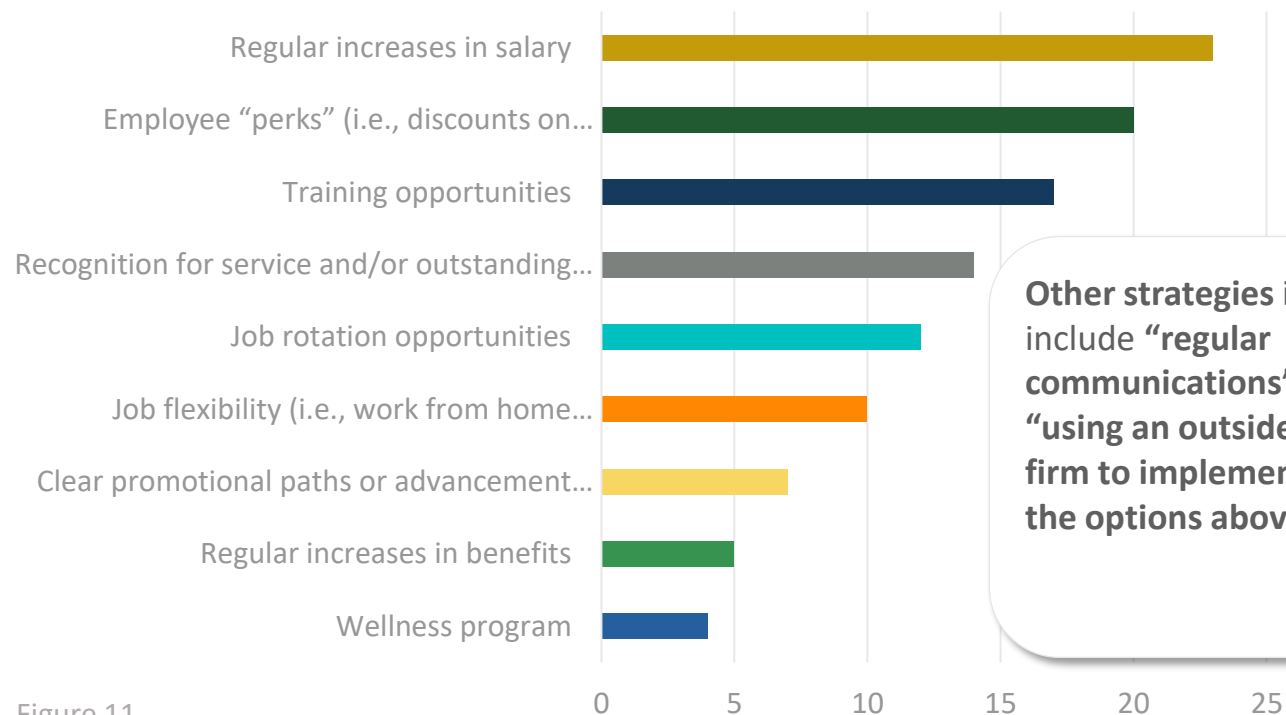


Figure 11

Other strategies indicated include "regular communications" and "using an outside consulting firm to implement some of the options above"



# HARD-TO-FILL POSITIONS

IN THE PAST YEAR - 2019

## Were Any Positions Hard-to-fill In The Past Year?

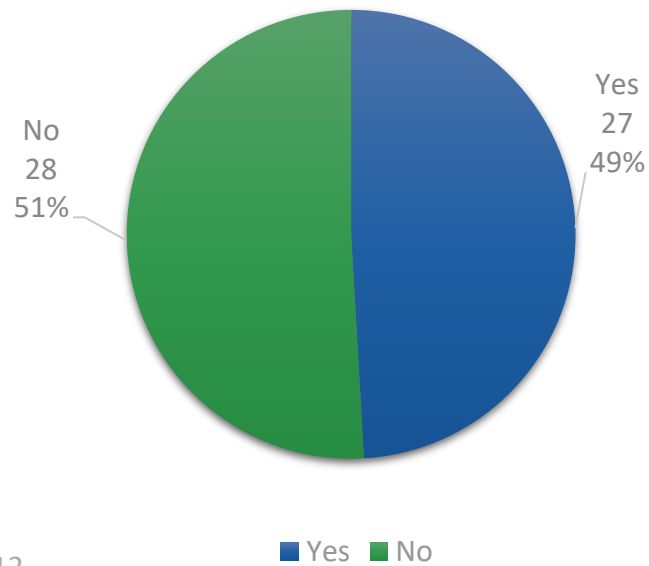


Figure 12

## Top 10 Hard-to-fill Jobs

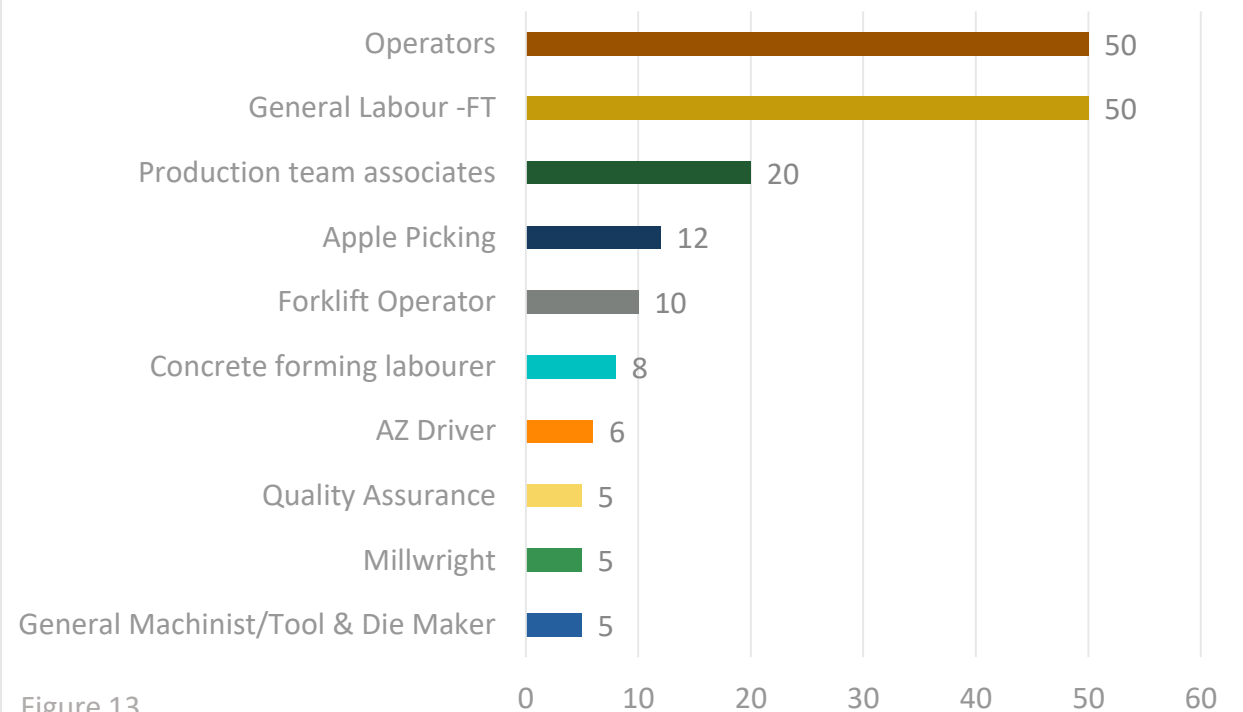


Figure 13

# HARD-TO-FILL POSITIONS

CONTINUED



# SOURCING FOR TALENT

## How Does Your Organization Find Recruitment?

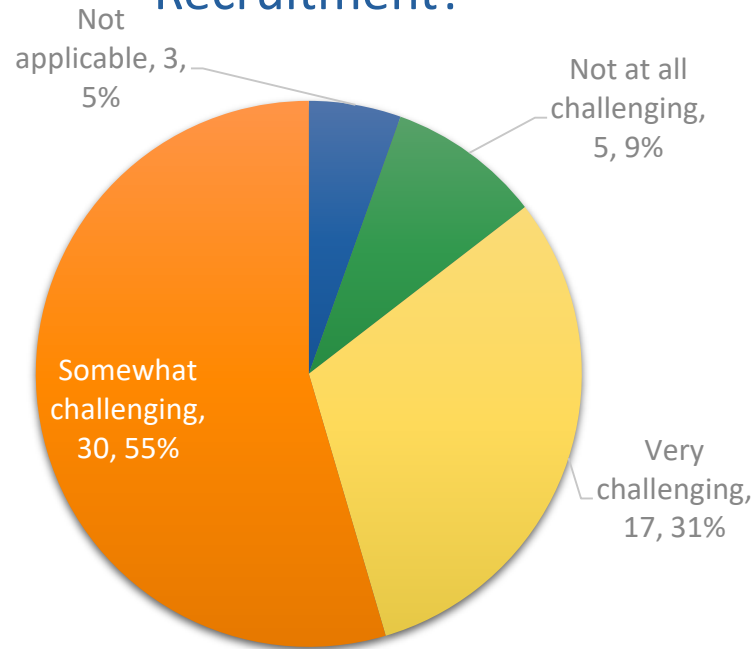


Figure 15

## How Would You Rate The Availability Of Qualified Workers In The Region?

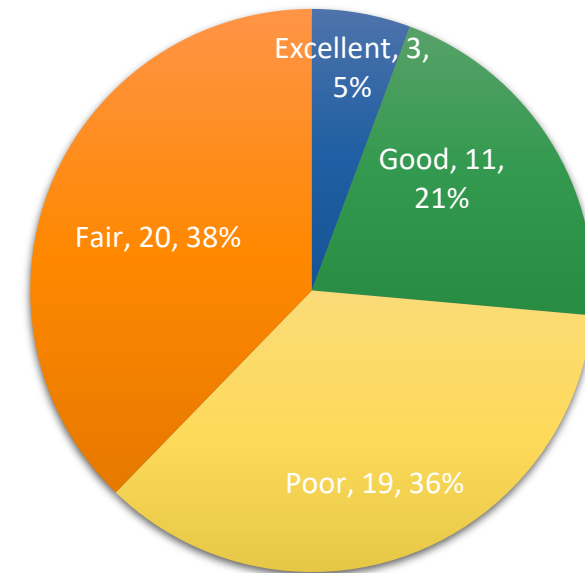


Figure 16

# SOURCING FOR TALENT

CONTINUED

## Top Recruitment Methods Employers Use To Hire

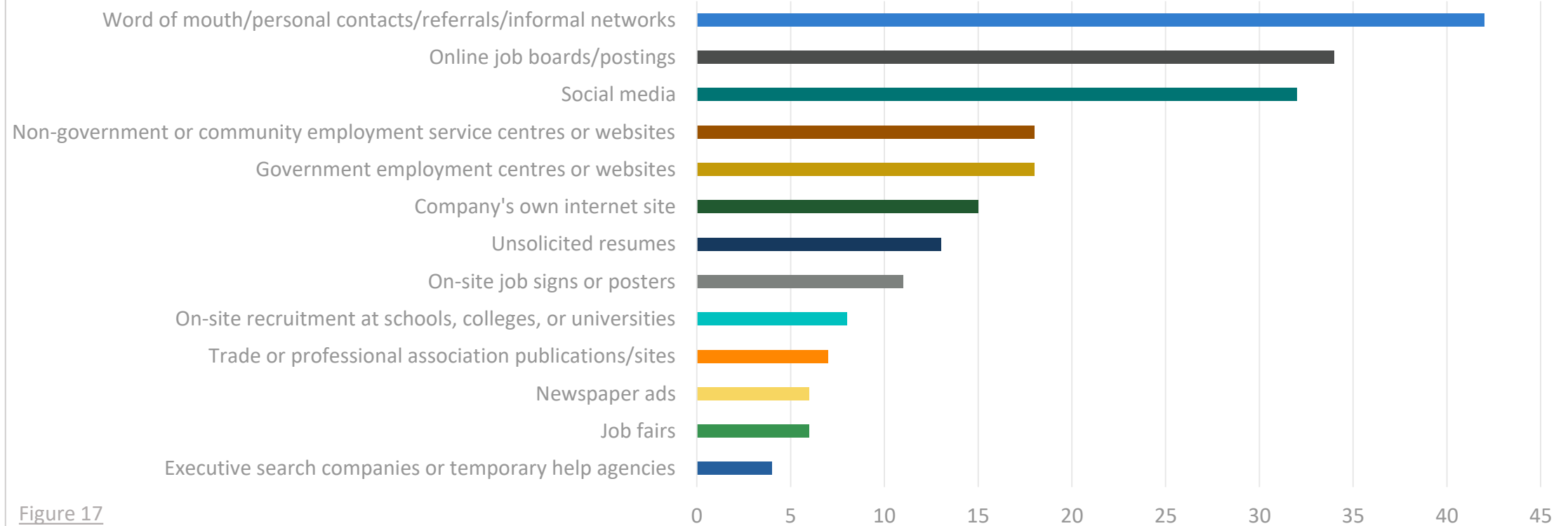


Figure 17

# EFFORTS TO STRENGTHEN THE WORKFORCE

Does Your Organization Have A Workforce Succession Plan To Handle Any Transformation?

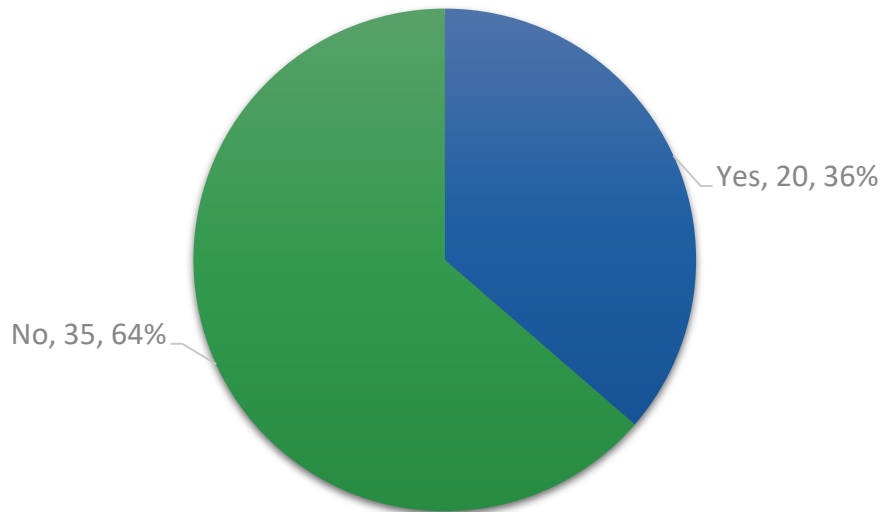


Figure 18

Top Competencies Employers Look For In Their Hires



Figure 19

# SKILLS SOUGHT BY EMPLOYERS



## Top Technical Skills In Greatest Demand

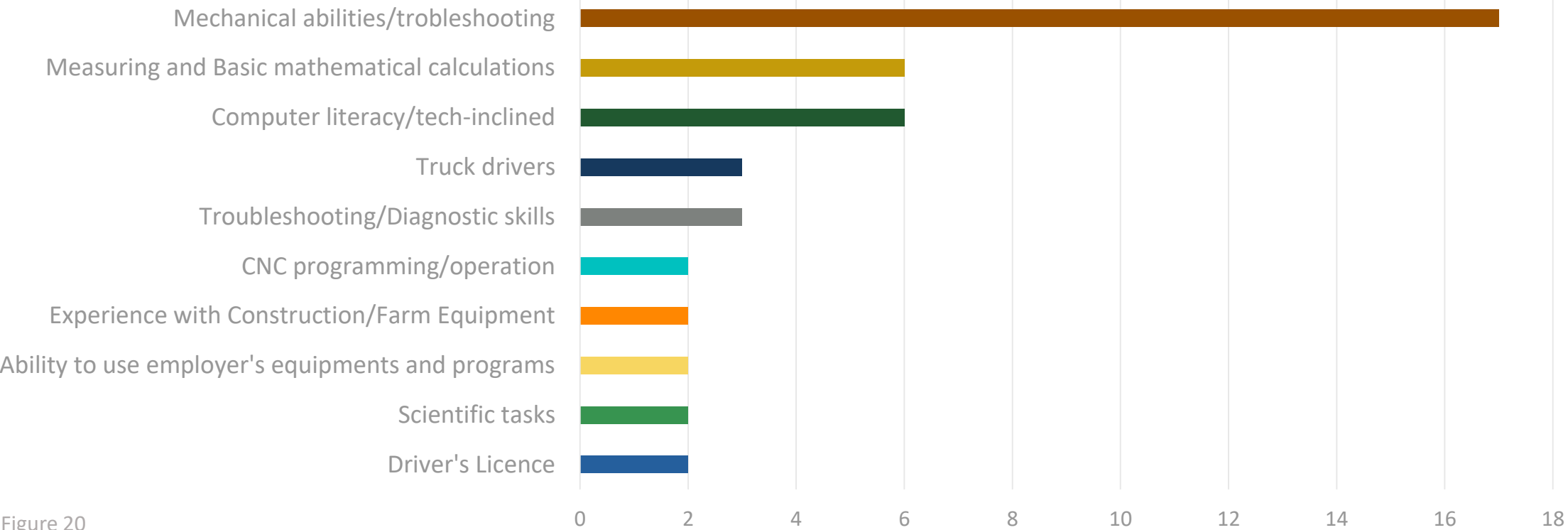
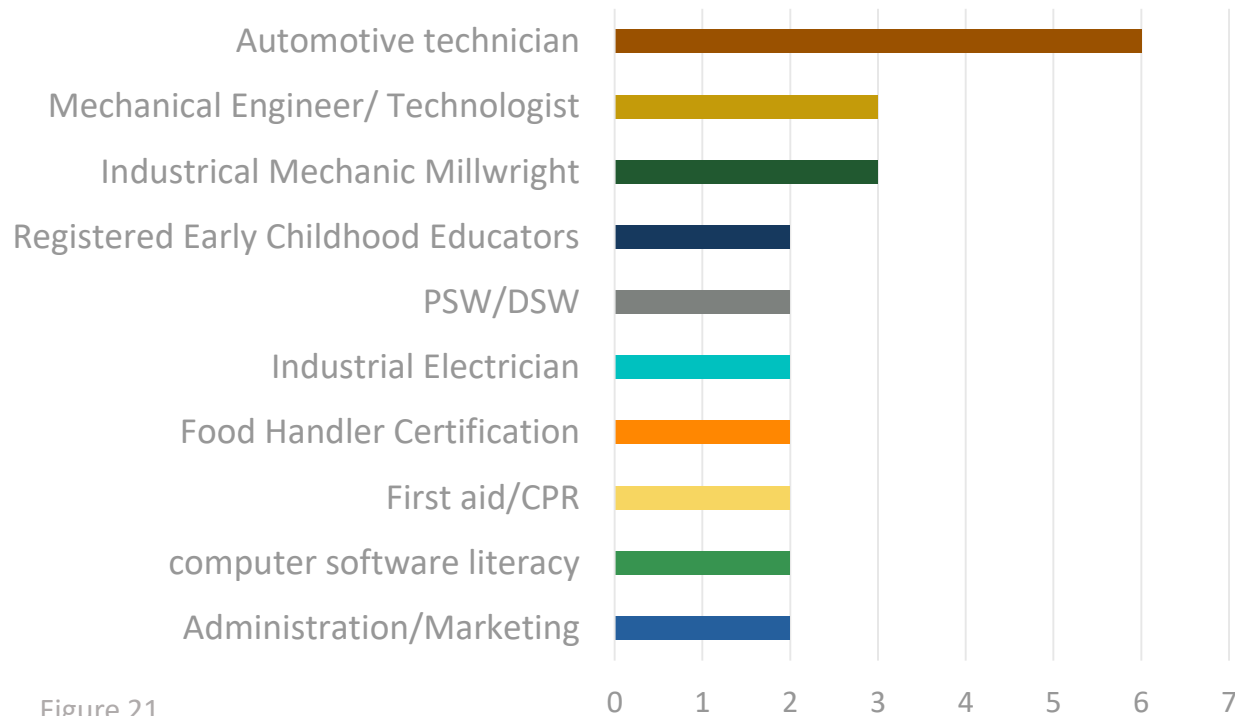


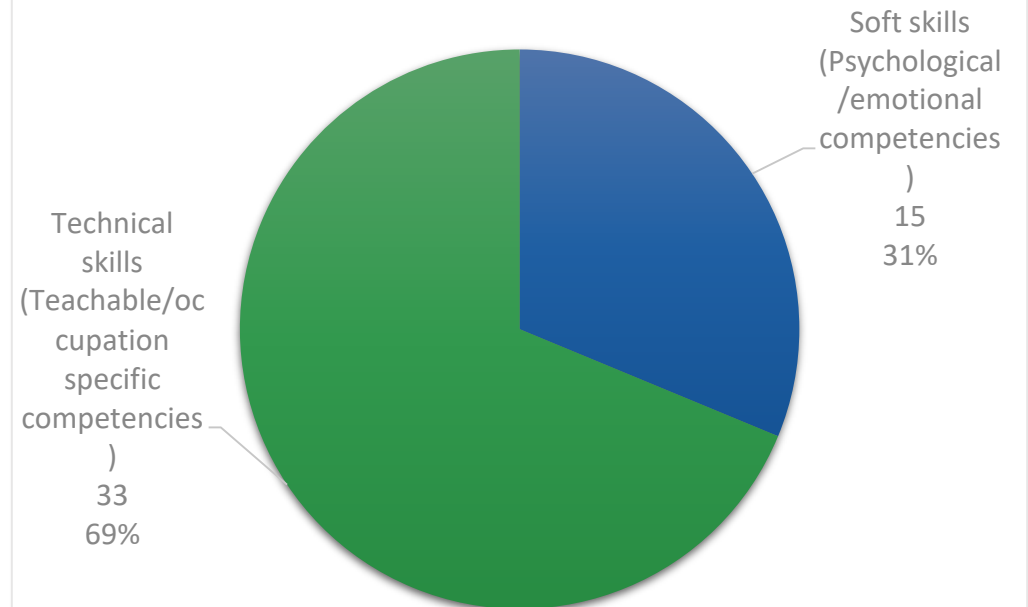
Figure 20

# SKILLS SOUGHT BY EMPLOYERS

## Which industry-specific certifications were in greatest demand



## Which category of skills are the most sought-after by your organization?





# NEEDS IN TRAINING

Do you have entry-level employees that lack essential or foundational skills for the job?

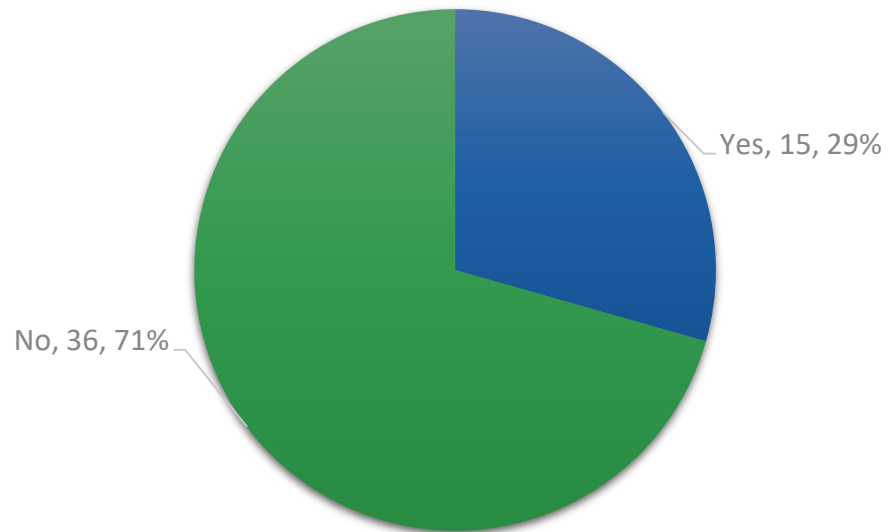


Figure 23

If yes, please select the top 3 essential skills that they are lacking?

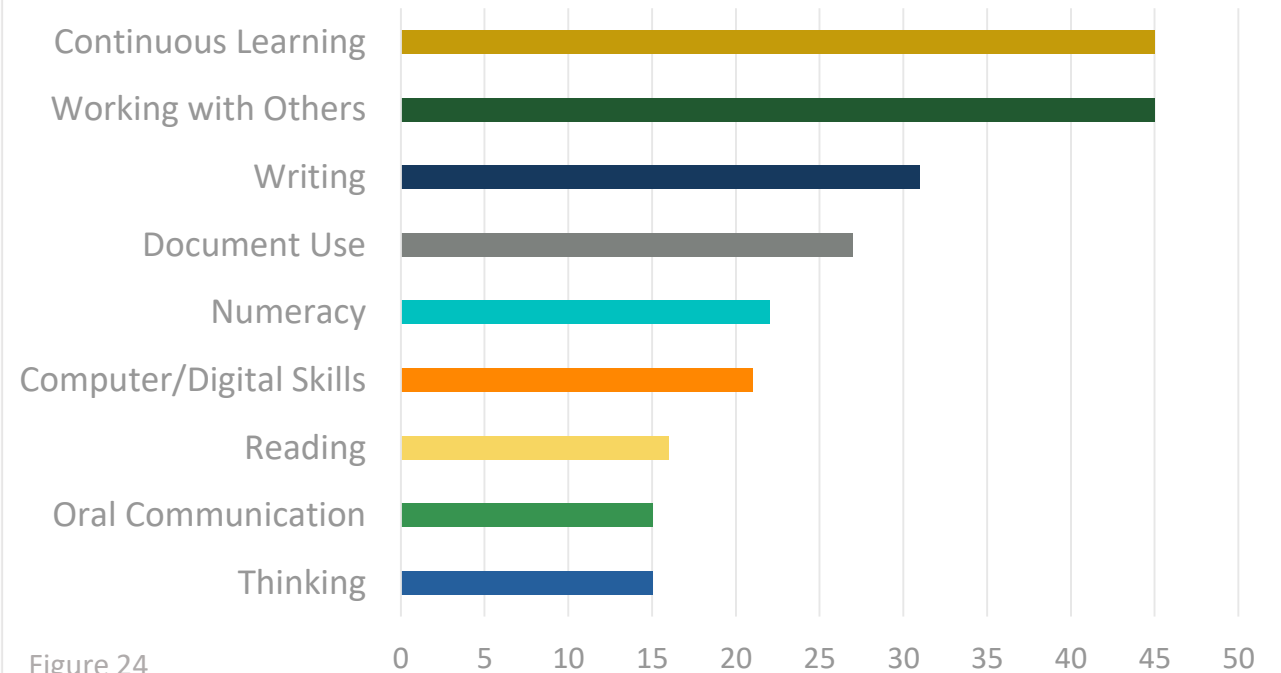


Figure 24

Figure 23

# PLANNED HIRING 2020

## Do You Plan On Hiring Anyone Over The Next 12 Months?

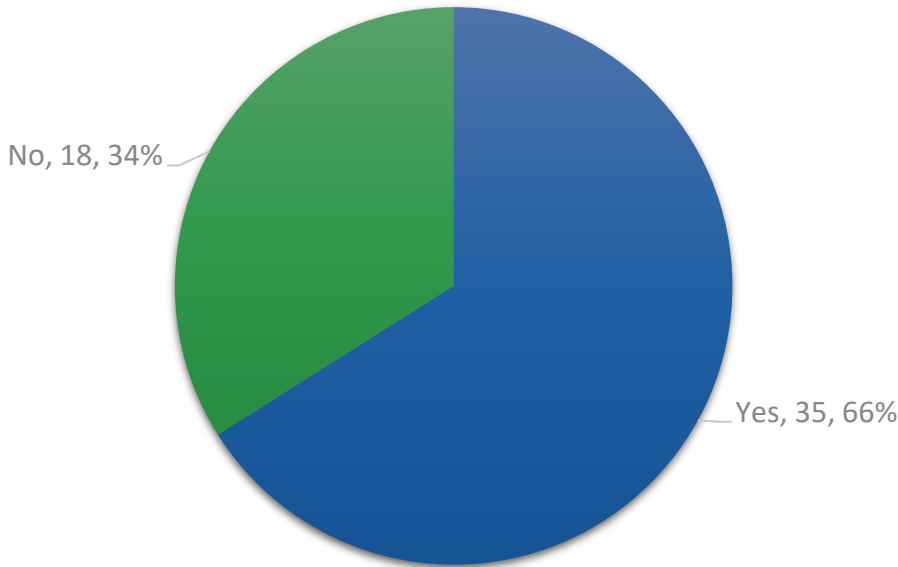


Figure 25

## Top Occupations For Planned Hires

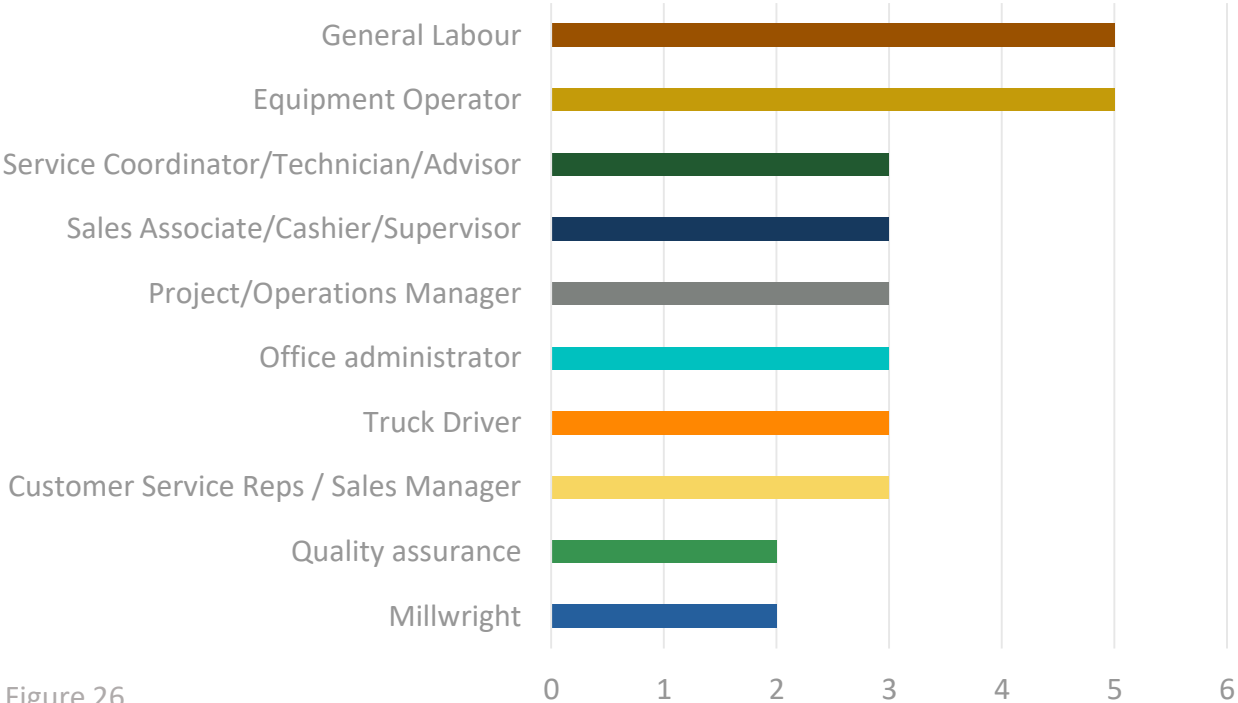


Figure 26

# PLANNED HIRING 2020



### Breakdown Of Employee Size For Planned Hires

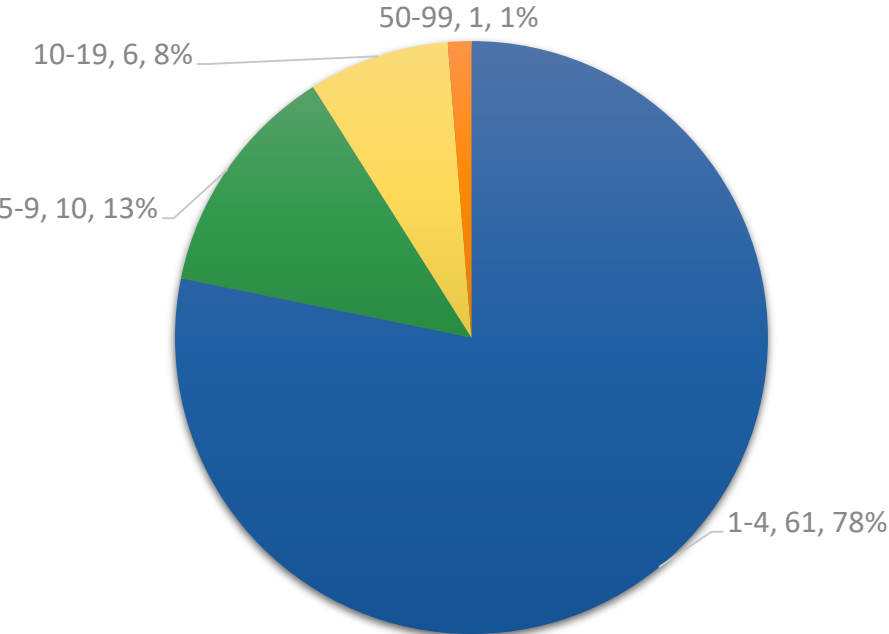


Figure 27

### Reasons for Planned Hires

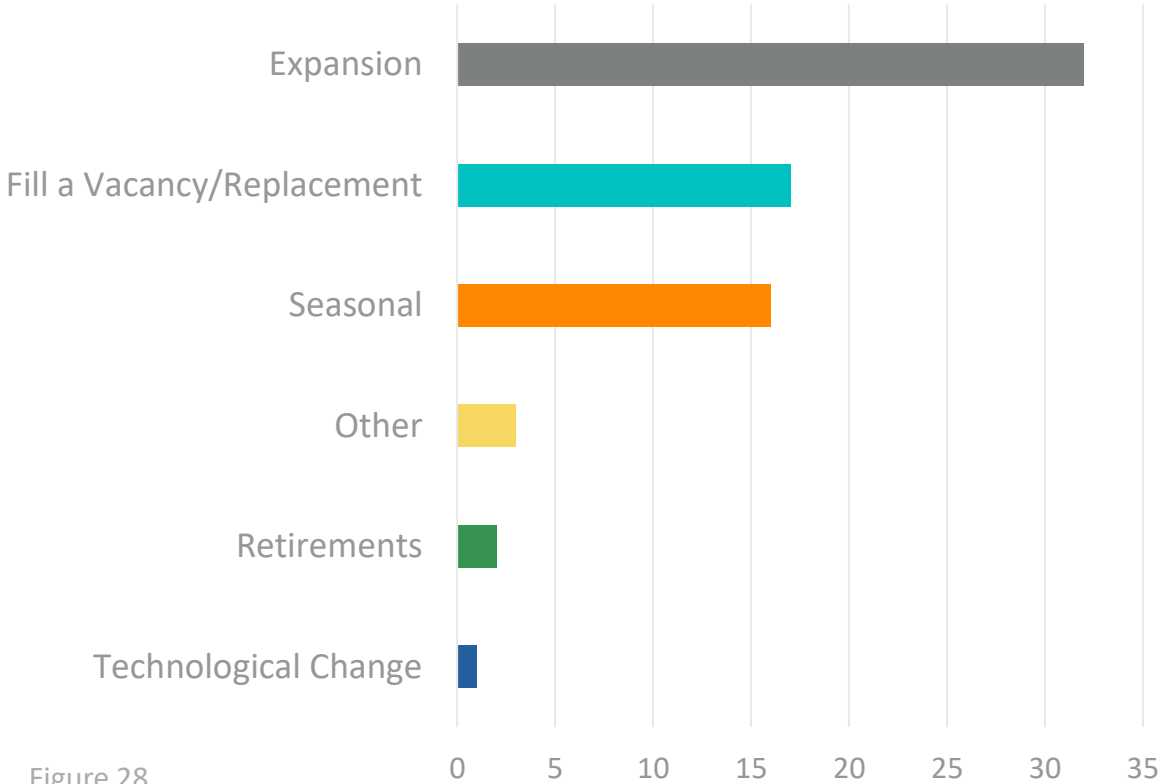


Figure 28

# EFFECT OF TECHNOLOGY ON THE WORKFORCE

In 2020, How Much Do You Estimate That Technology Will Affect The Following In Your Organization

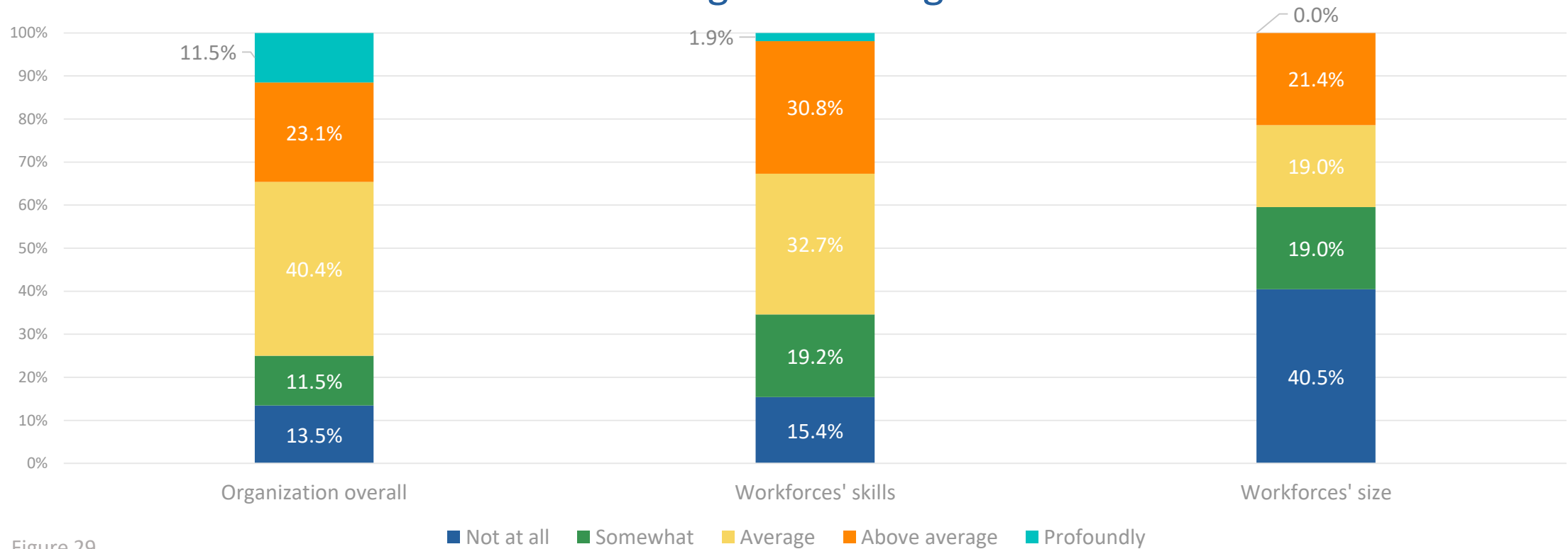


Figure 29

# CONCLUSIONS OF RESULTS

## Employees were on the move in Middlesex

- 77% of respondents to the survey had employees who left in 2019
- 51% of employers considered employee retention a challenge

## Need for more job candidates in Middlesex

- Hard-to-fill positions were at all skill levels
- Not enough applicants was the primary reason

## Employers are hopeful for the future

- 66% of employers planned to hire in 2020
- Top reason for hiring – expansion
- Top skills needed - technical





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For more information or if you have any questions regarding the content of this report, please contact:

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Your Workforce. Our Future.