

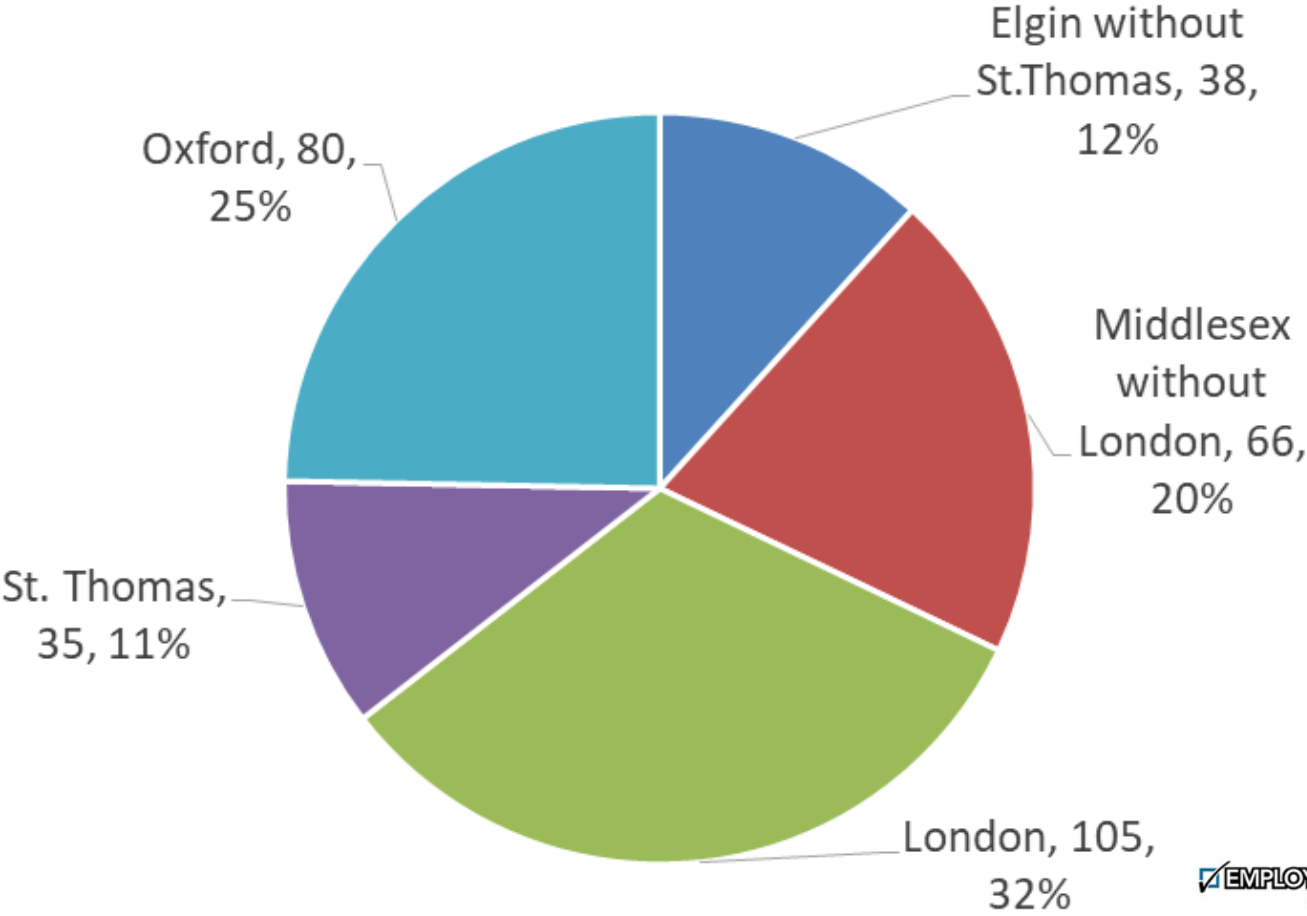


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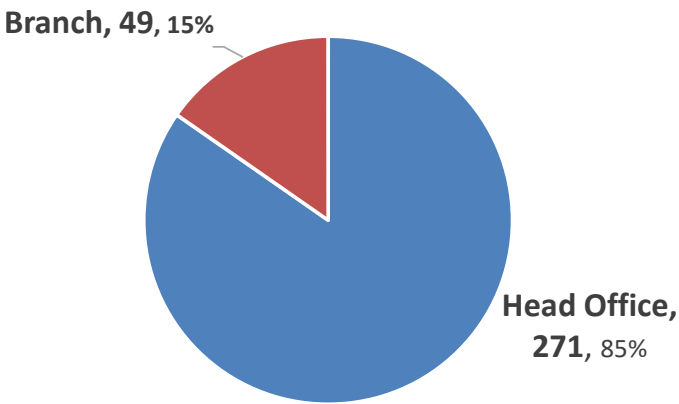
2018 Results



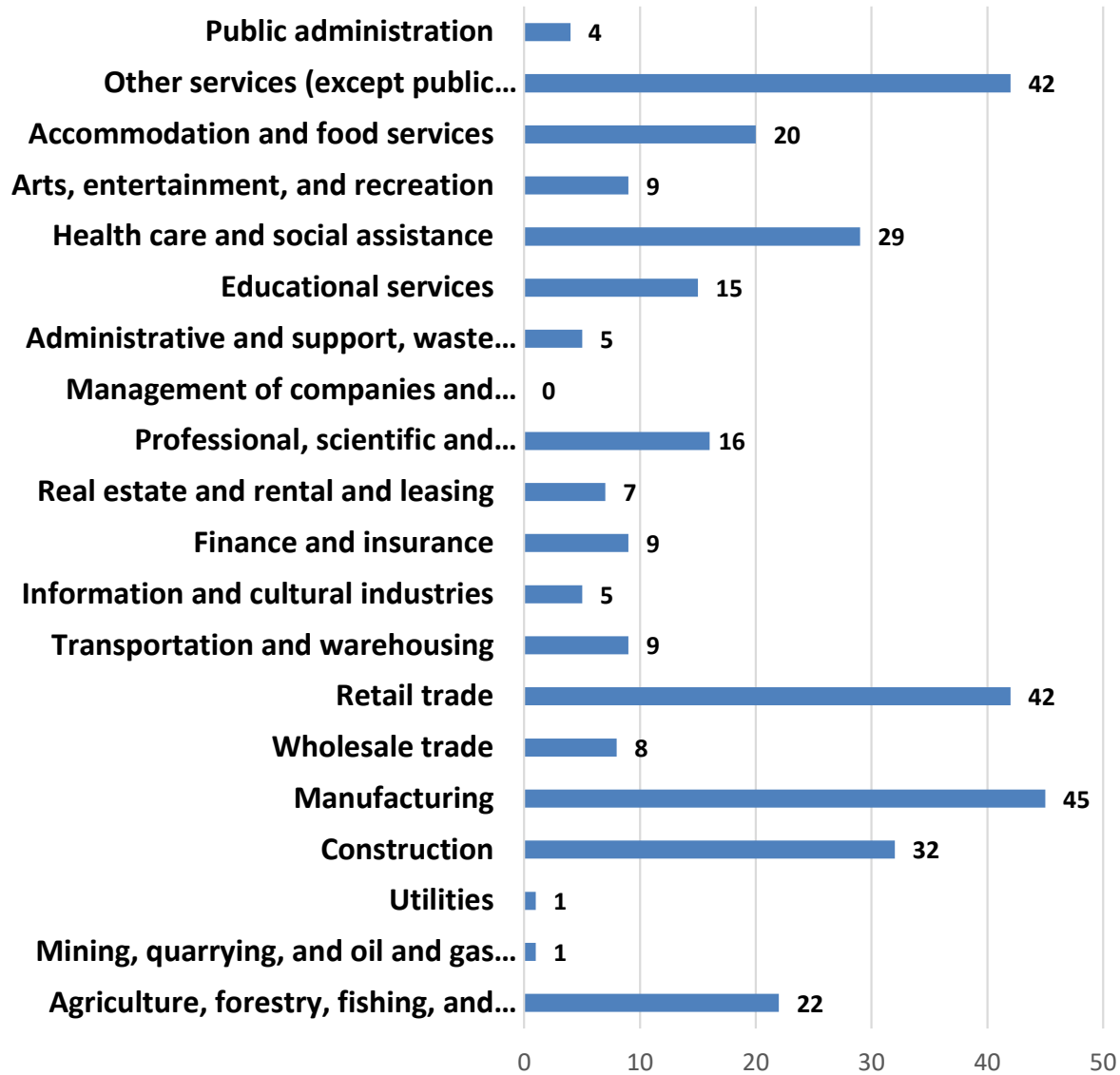
EmployerOne Survey 2018 - collected surveys by location (n=324)



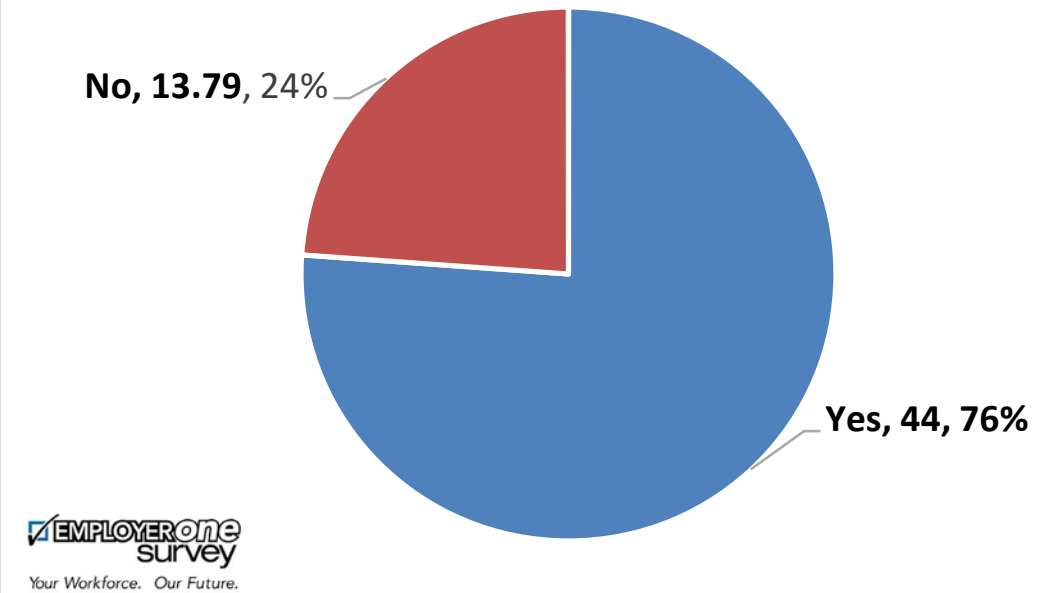
EOS 2018 - collected surveys by business location (n=320)



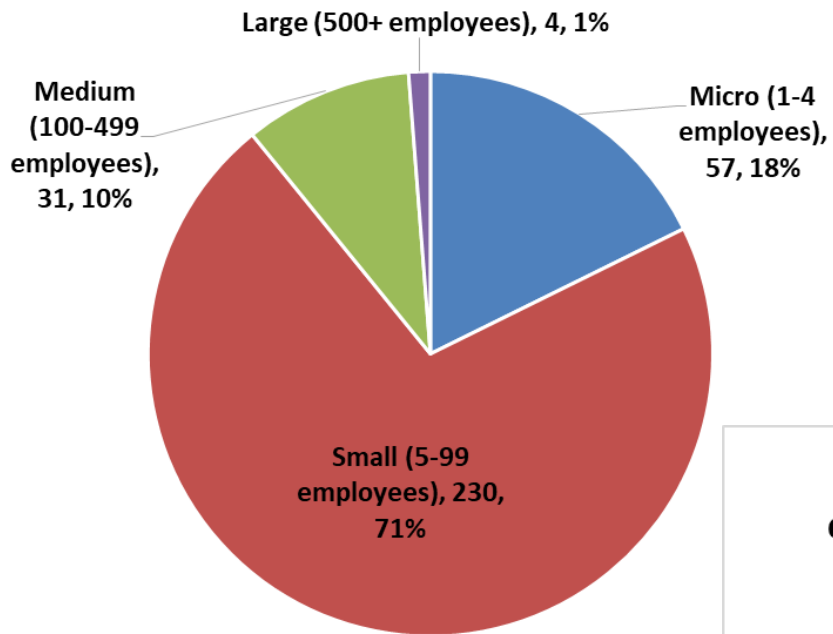
EOS 2018 - collected surveys by economic subsector (n=321)



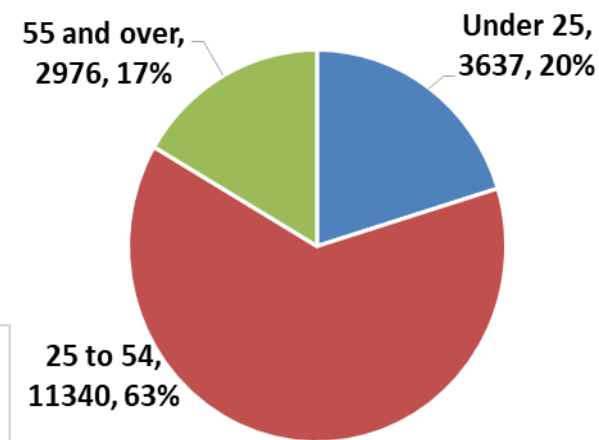
EOS 2018 - Is your business or organization a start-up (established in the last five years)? (n=319)



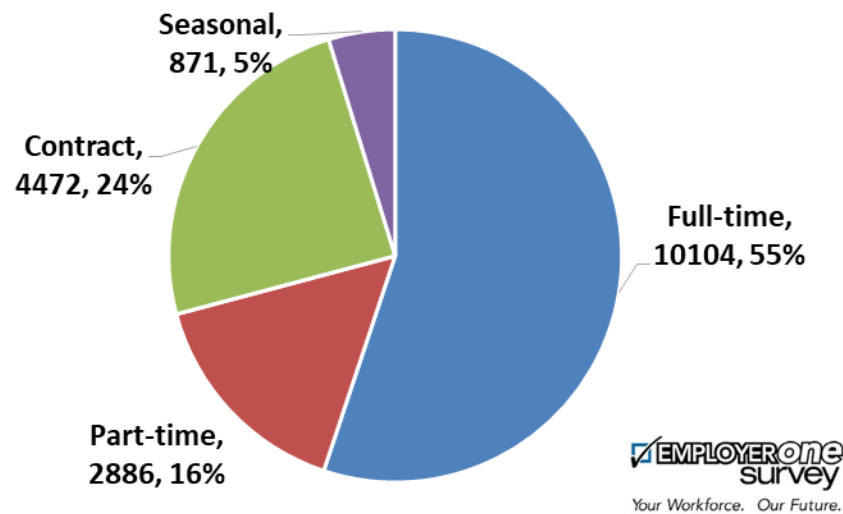
EOS 2018 - respondents by business size (n=322)



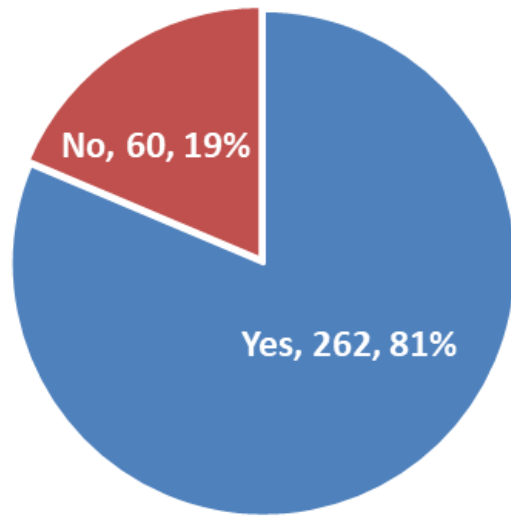
EOS 2018 - aggregate workforce of the employers who responded to the question by age group



EOS 2018 - aggregate workforce of the employers who responded to the question by employment type

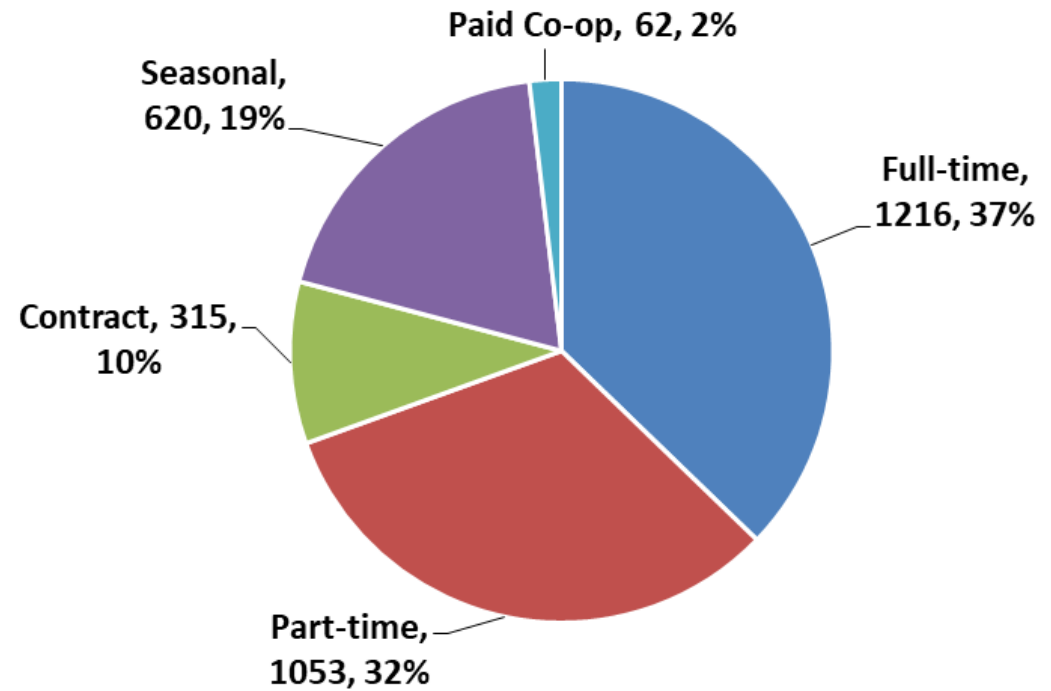


EOS 2018 - Did your organization hire any employees over the last 12 months? (n=322)

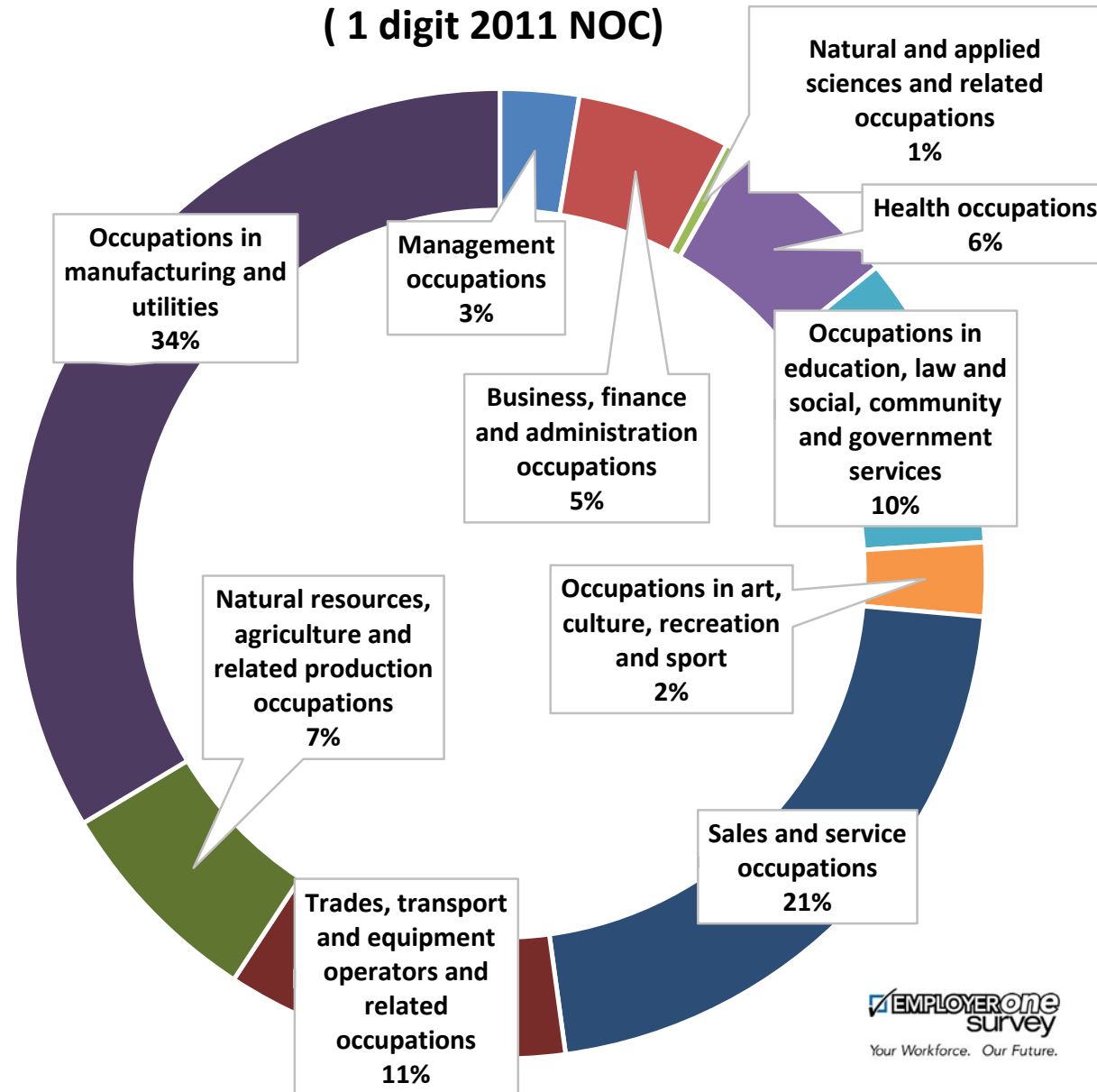


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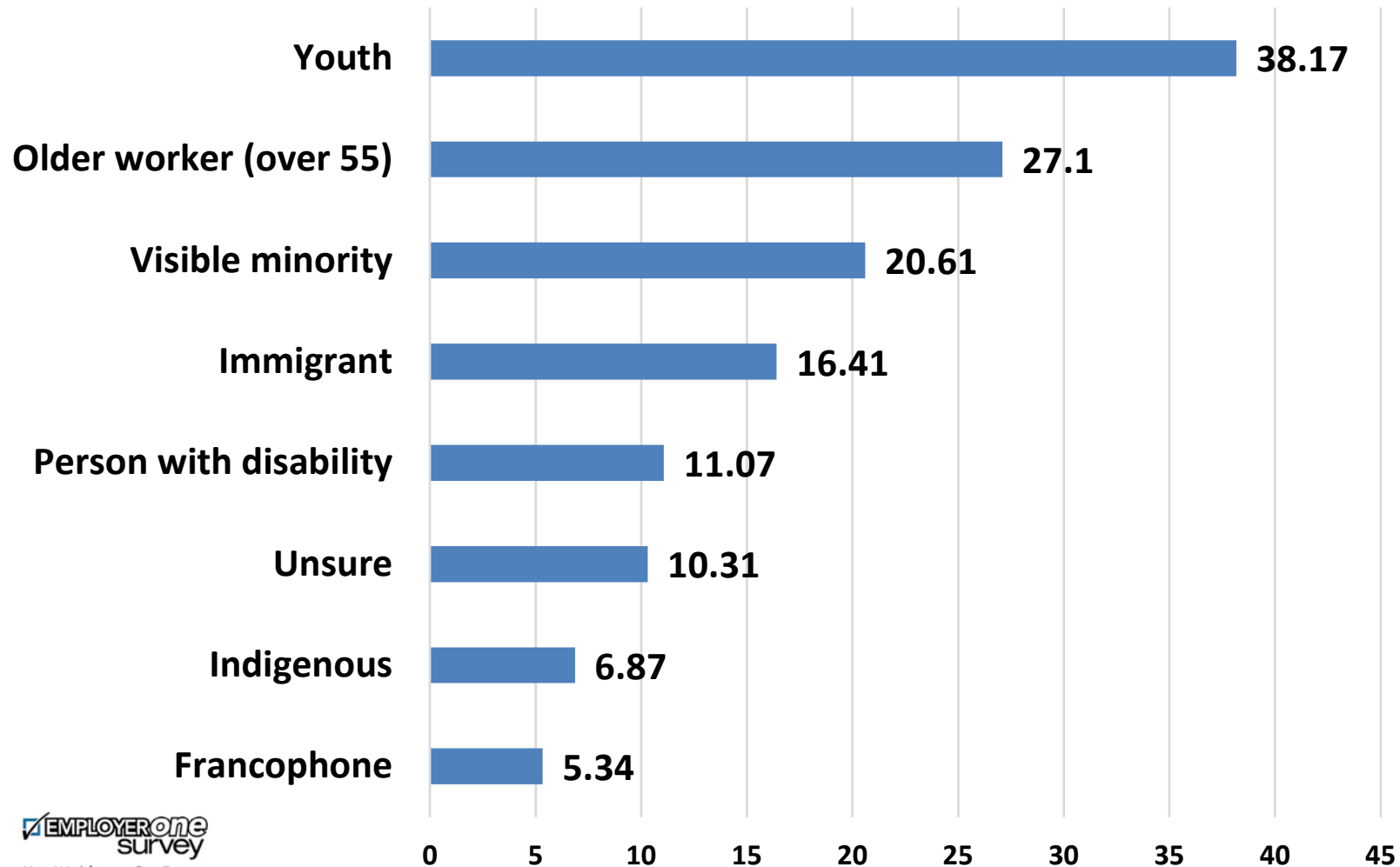
EOS 2018 - The hired in 2017 by employment type



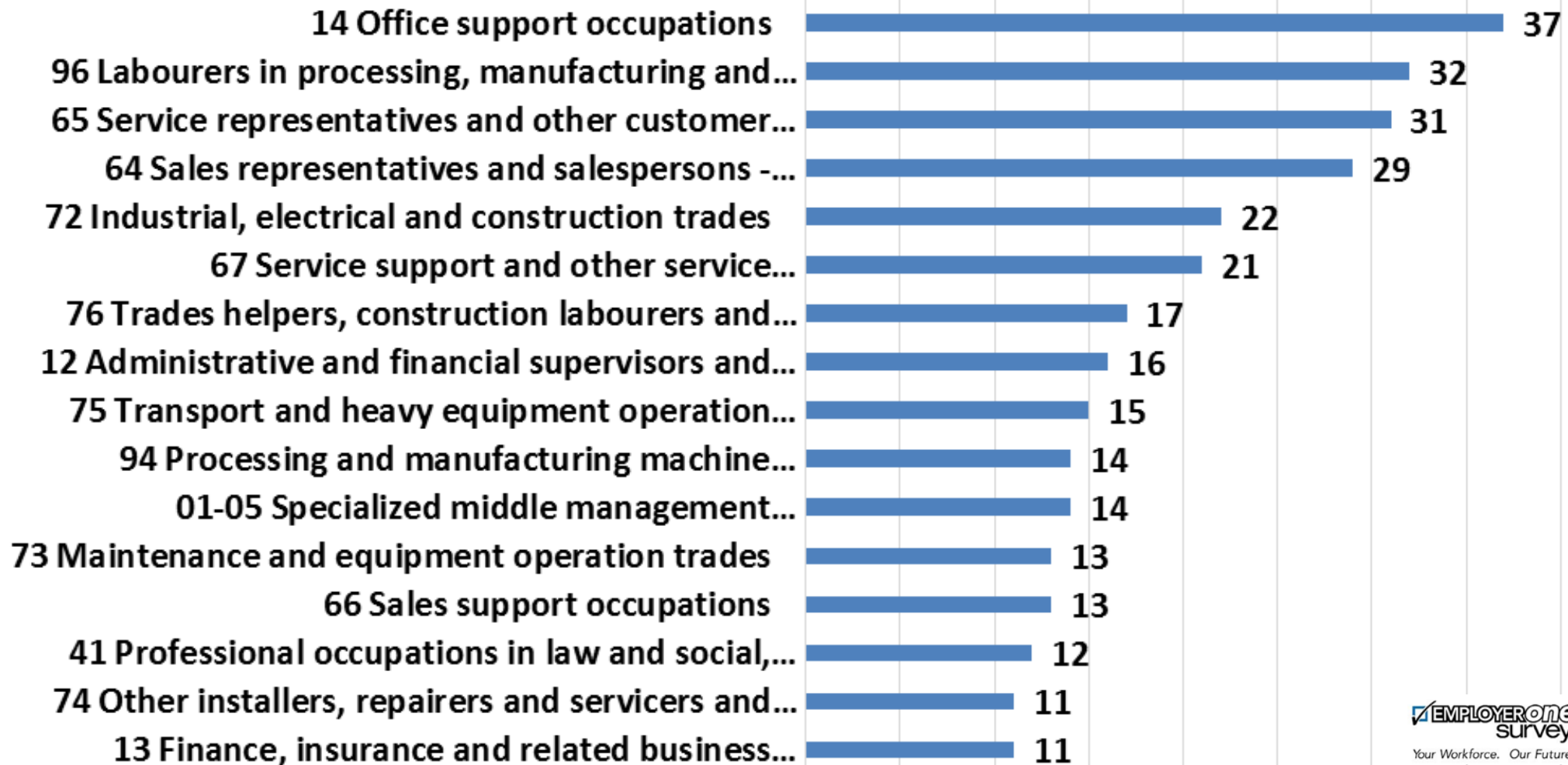
EOS 2018 - Hired in 2017 by occupational category (1 digit 2011 NOC)



EOS 2018 - Hired one or more of the following categories in 2017 (% of the total - 262 - that indicated they hired in 2017)



EOS 2018 - Counts of employers that hired in 2017 the specific occupational category. Totals across 3 occupational categories for which they hired the most.

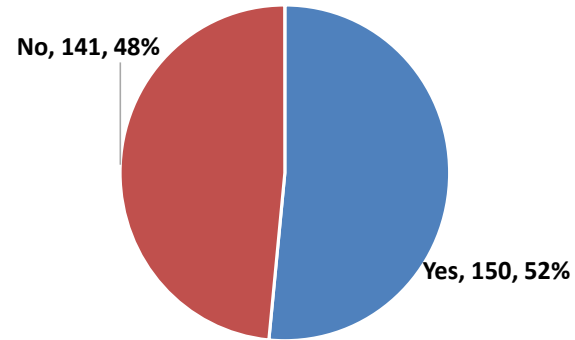


EOS 2018 - Top 3 competencies for the new hires



HARD-TO-FILL JOBS

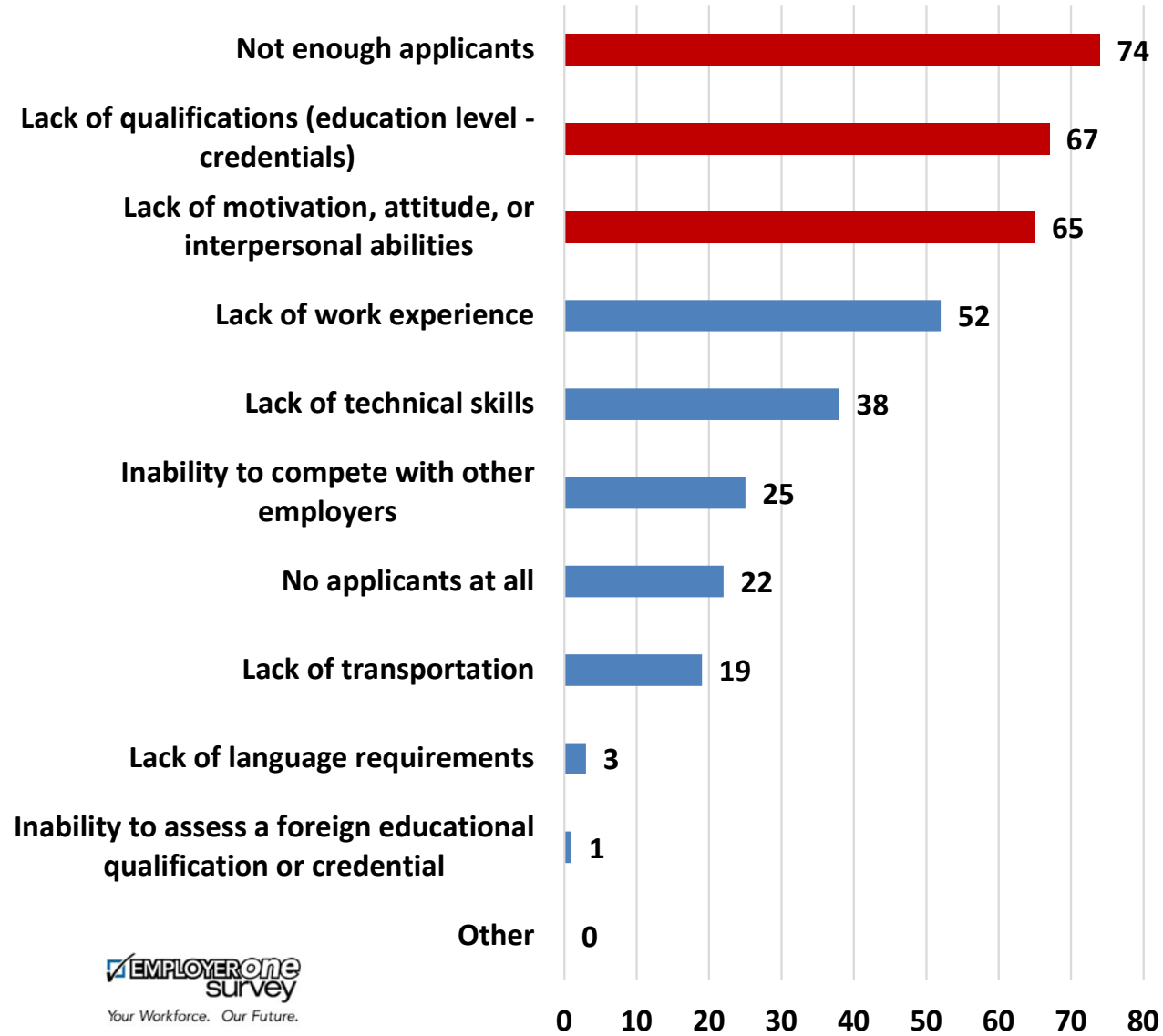
EOS 2018 - Were any positions/jobs hard to fill in the last 12 months? (n=291)



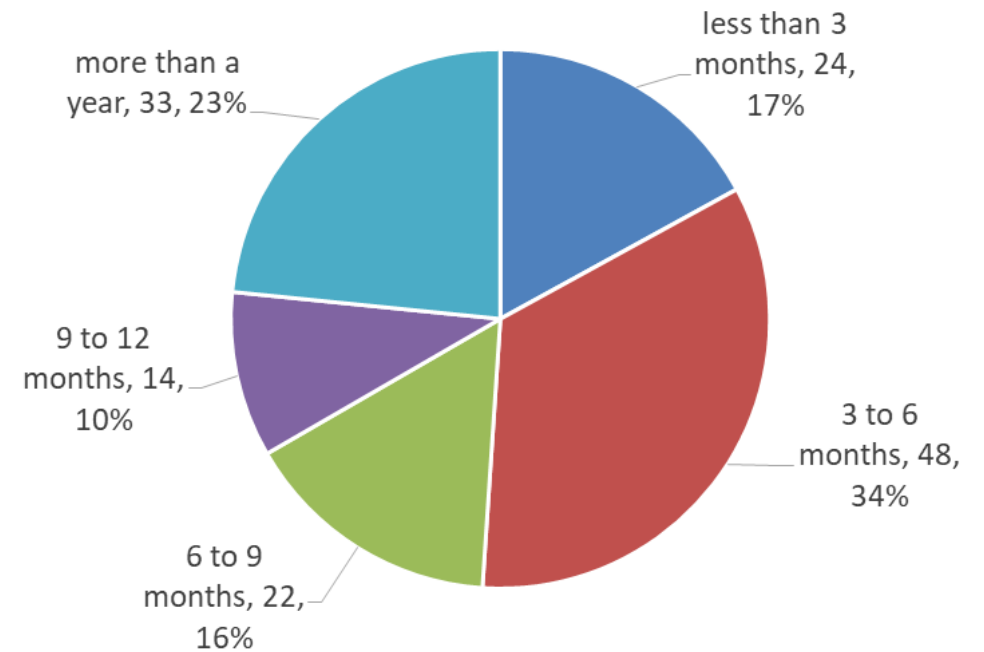
EOS 2018 - Hard-to-fill jobs by occupational category.
Number of employers across three positions



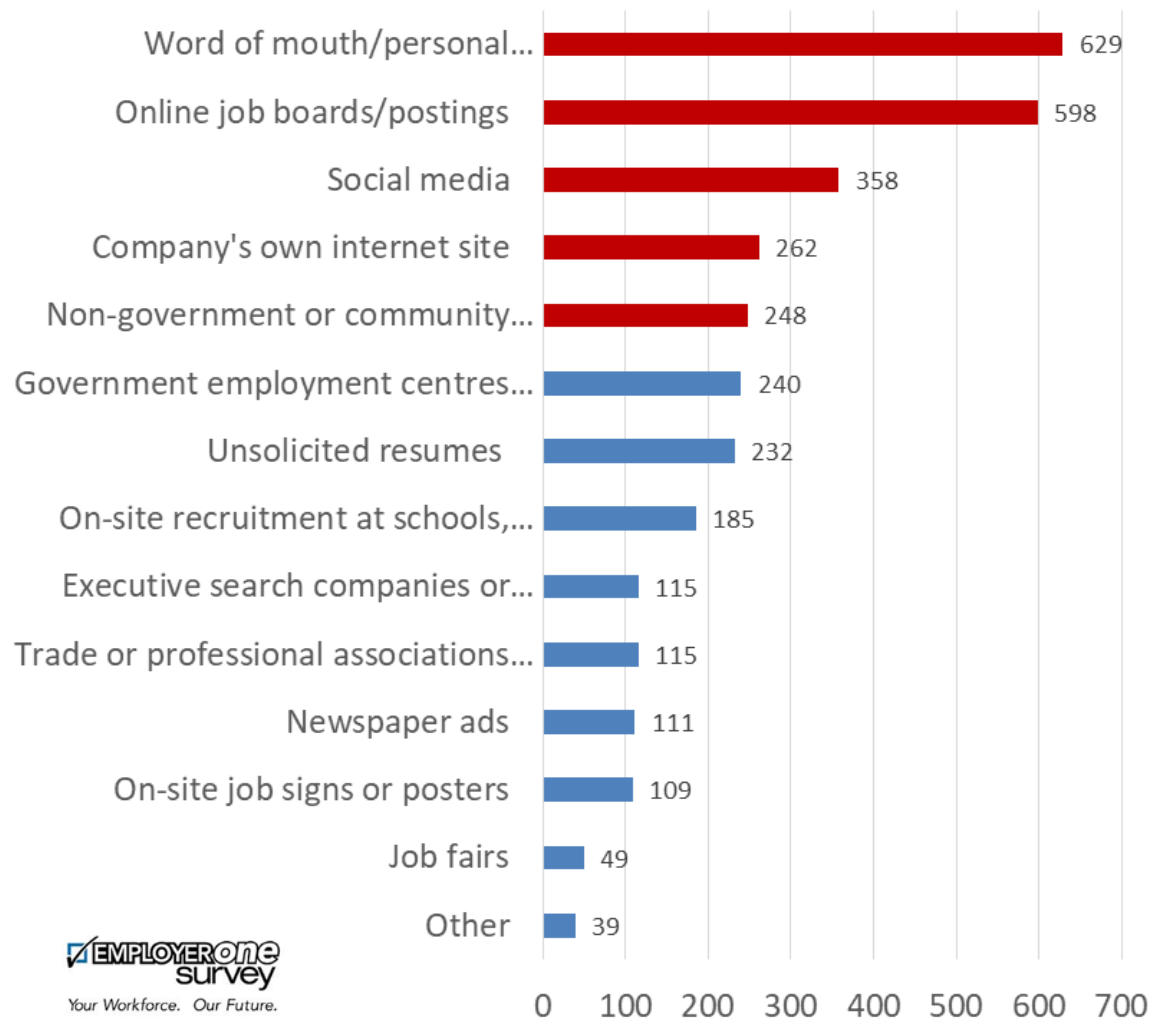
Top 3 reasons why the positions were hard to fill



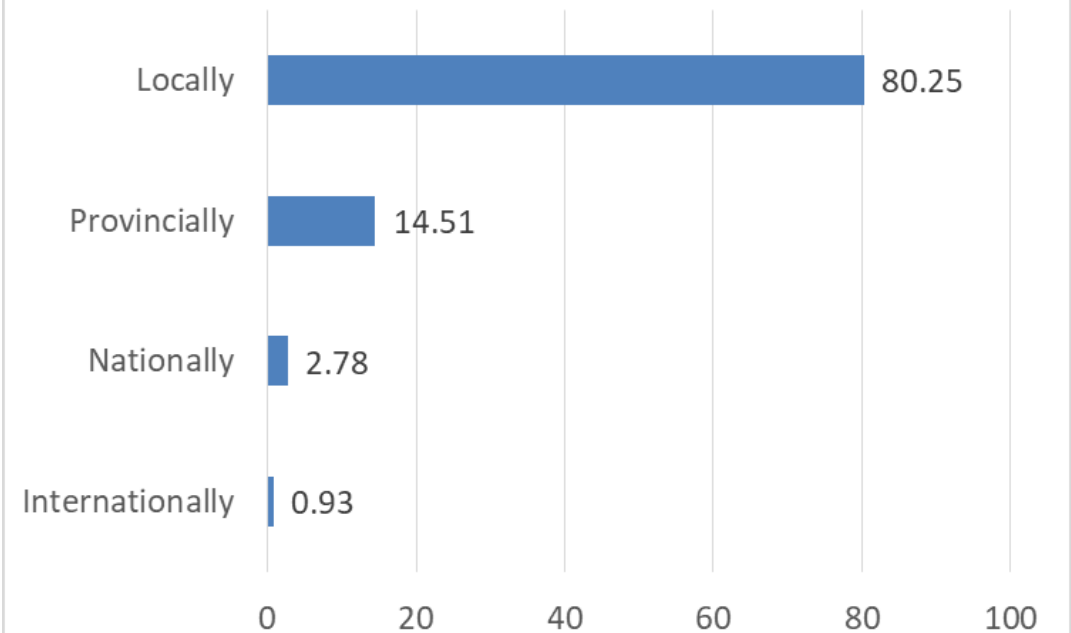
EOS 2018 - On average, how long have you been trying to fill your hard-to-fill positions? (n=141)



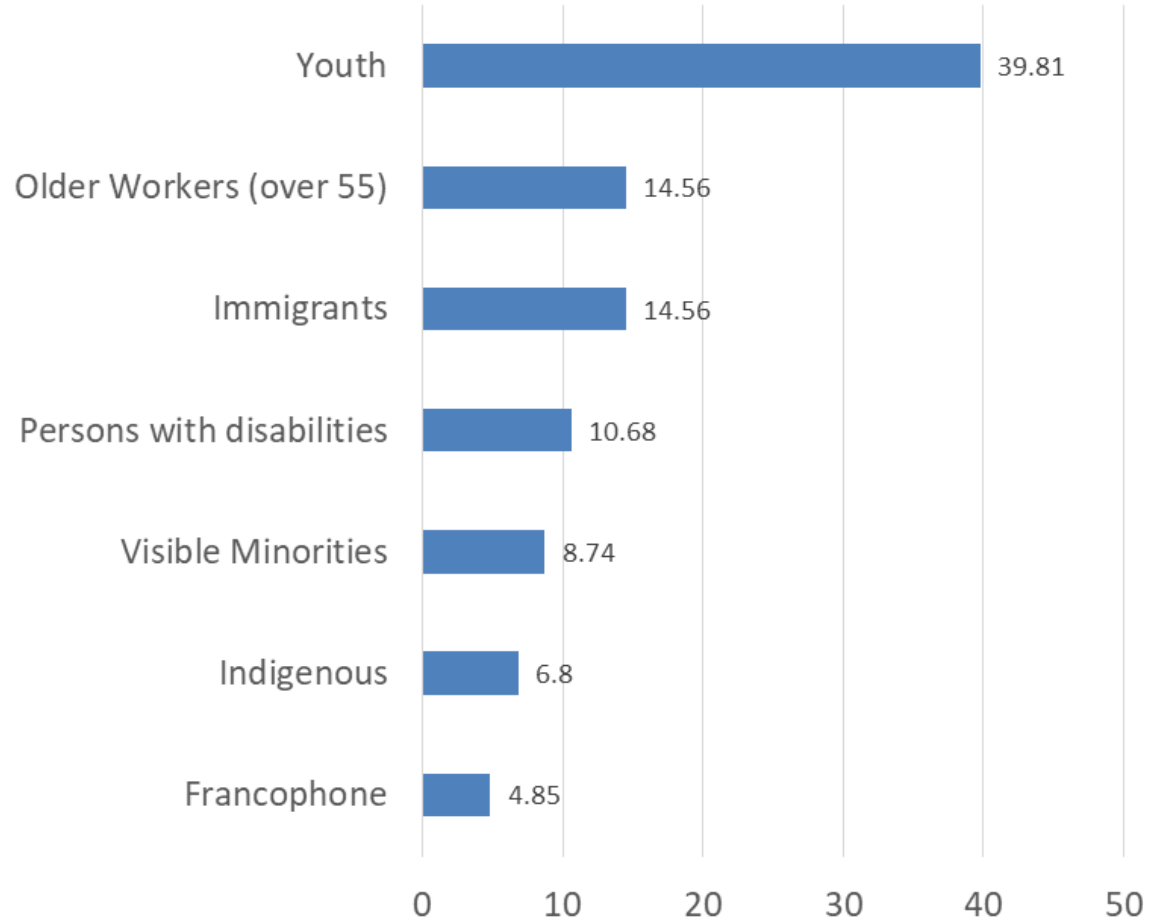
EOS 2018 - Top 5 recruitment methods used to hire (score)



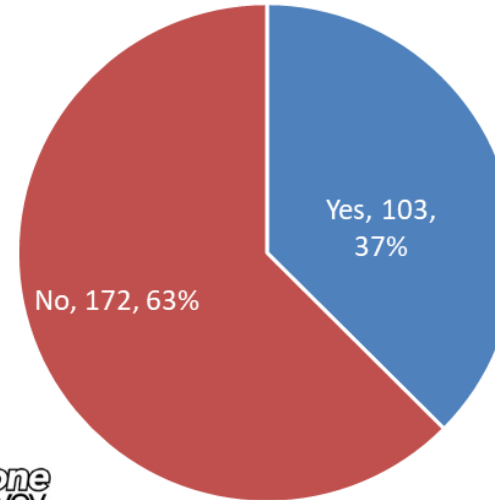
EOS 2018 - Targetted geographic areas for recruitment (%) (n=324)



EOS 2018 - Used a free government funded employment agency to recruit the following (%) (n=103)

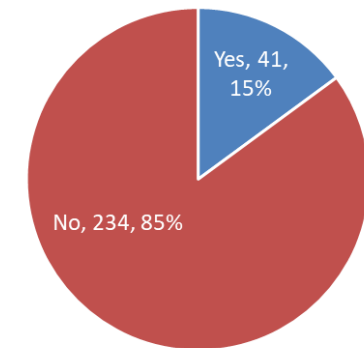


EOS 2018 - Did you use (e.g. post any jobs) a free government funded employment service agency for general employment?

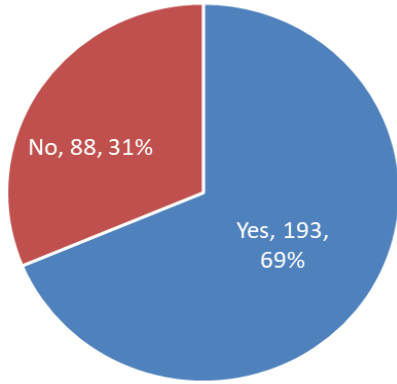


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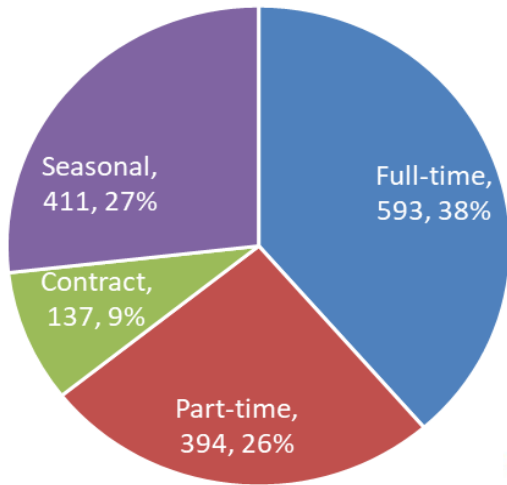
EOS 2018 - Did you use a paid recruitment agency? (n=275)



EOS 2018 - Do you plan on hiring anyone over the next 12 months?

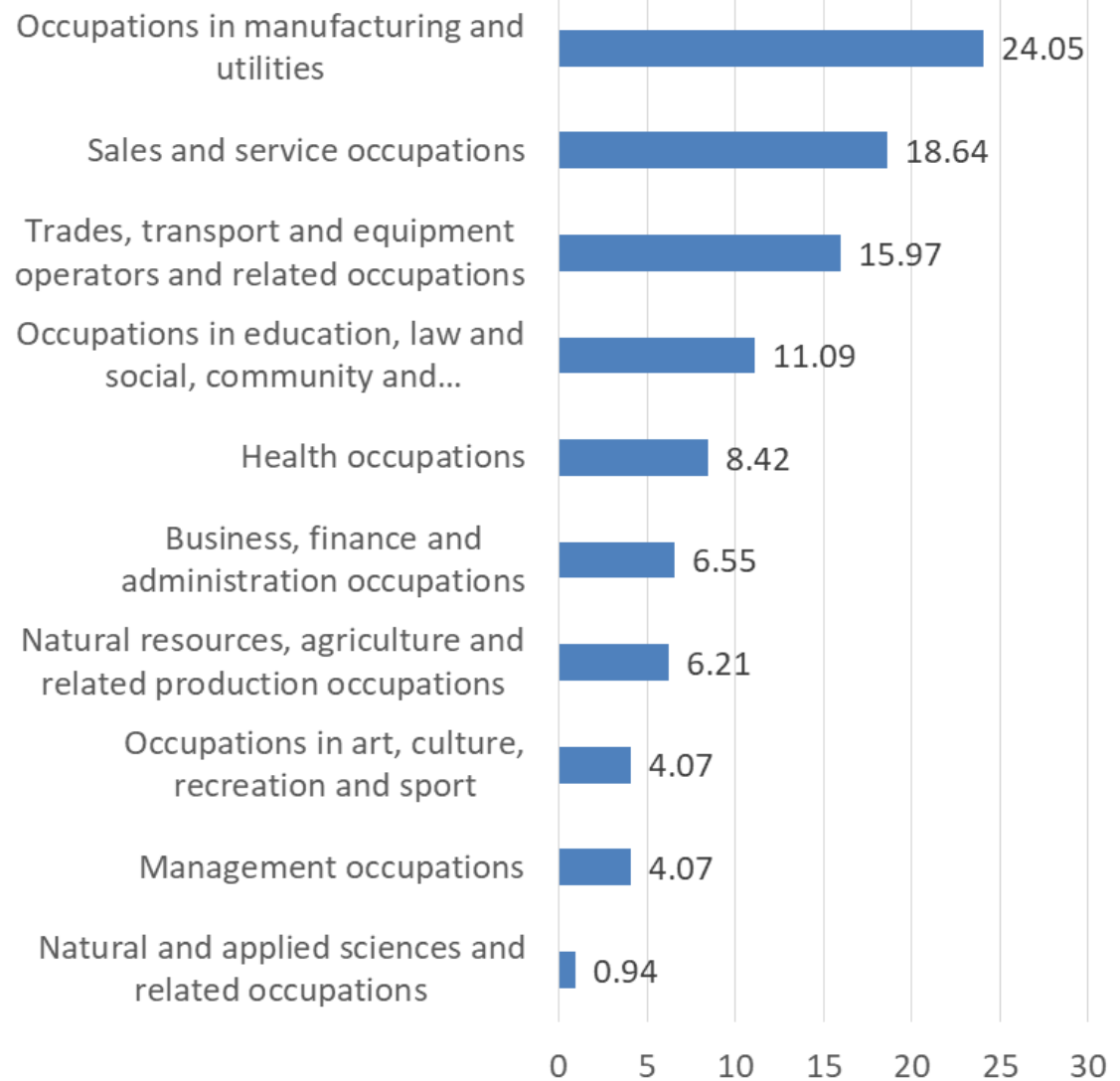


EOS 2018 - The estimated aggregate numbers of anticipated hires for the next 12 months (n=1535)

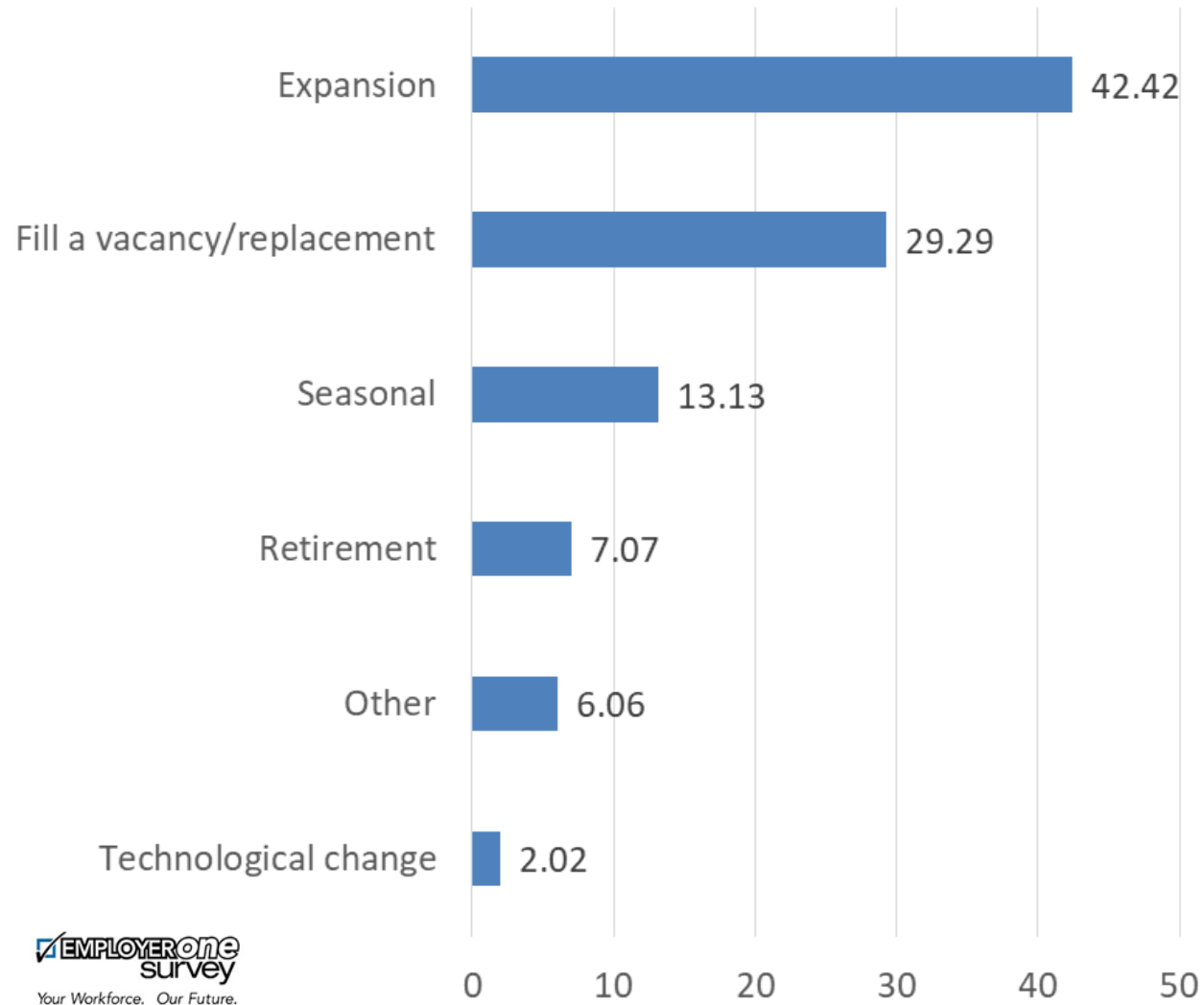


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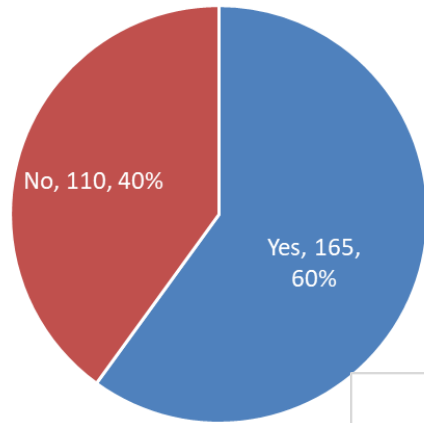
EOS 2018 - Percent of anticipated hiring by occupational group (%)



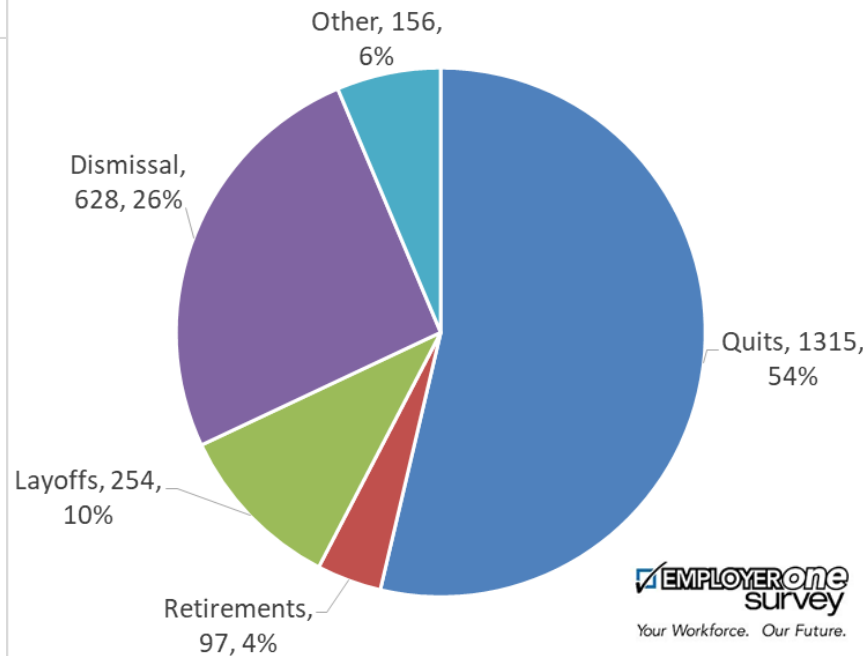
EOS 2018 - Main reasons for anticipated hiring over the next 12 months (%) (n=297)



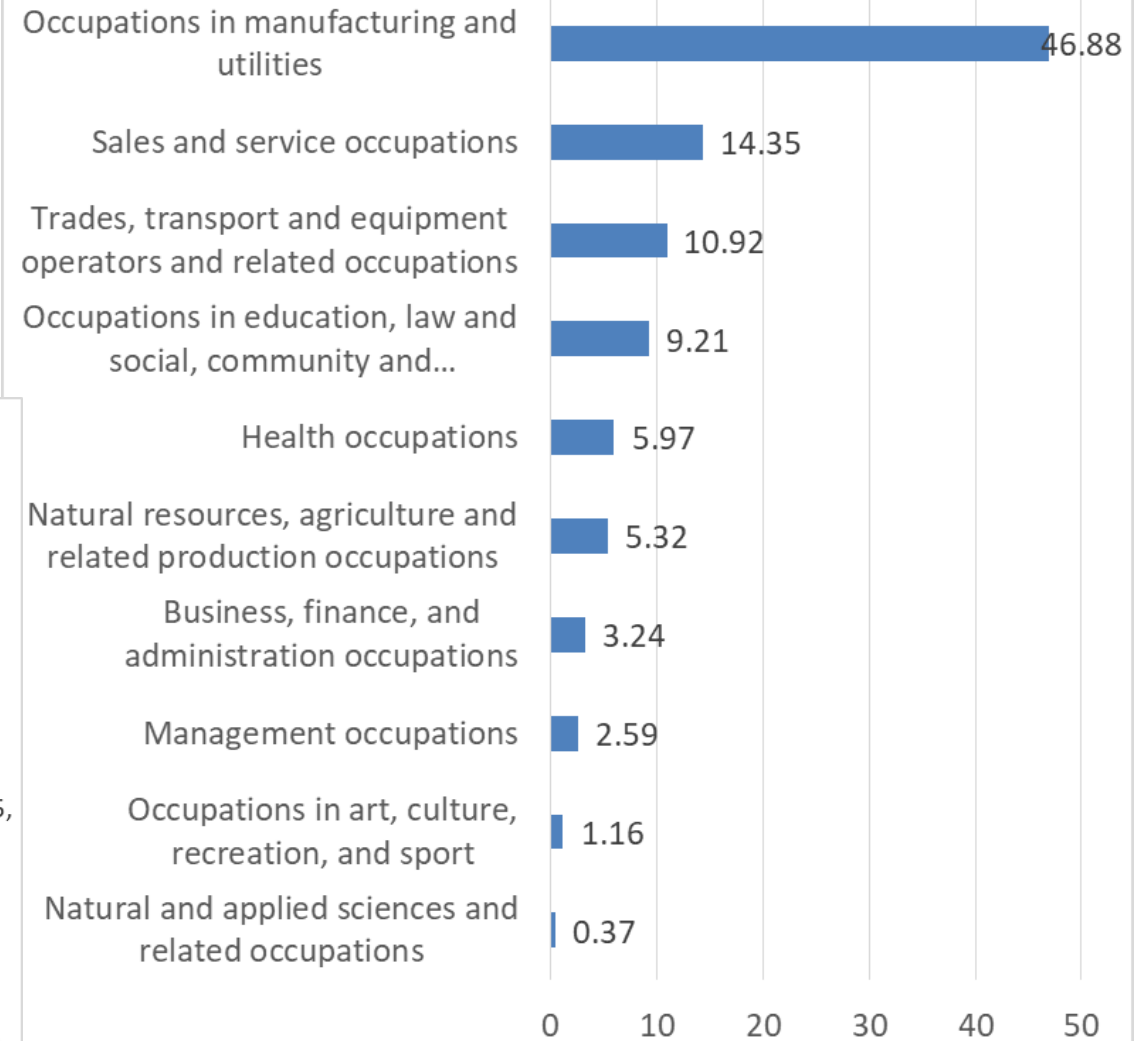
EOS 2018 - Did your organization experience any separations over the last 12 months?



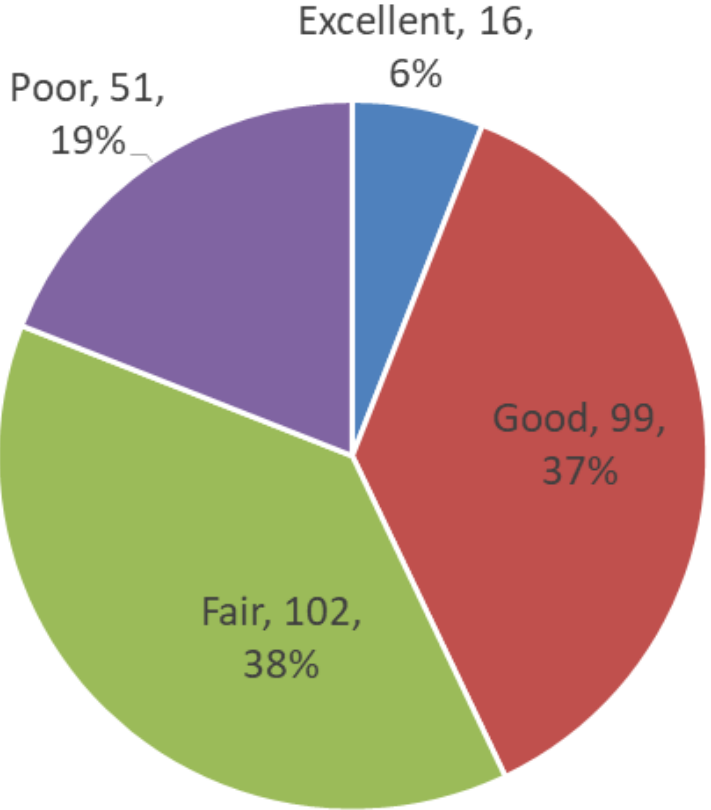
EOS 2018 - Separations by type (n=2450)



EOS 2018 - Separations by occupational category (%) (n=2161)

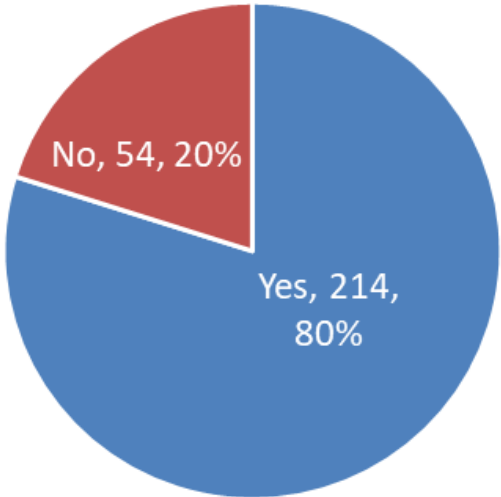


EOS 2018 - How do you rate the availability of qualified workers in Elgin, Middlesex and Oxford region? (n=268)

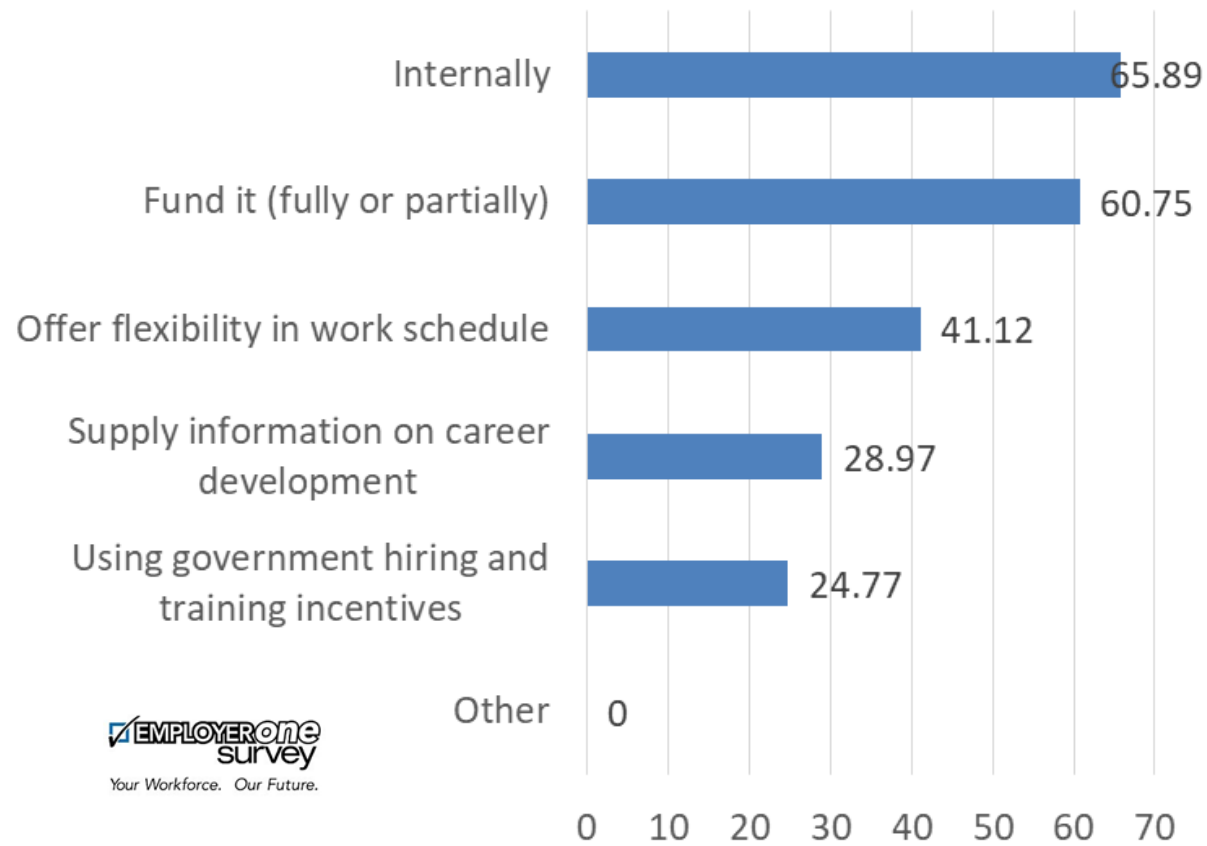


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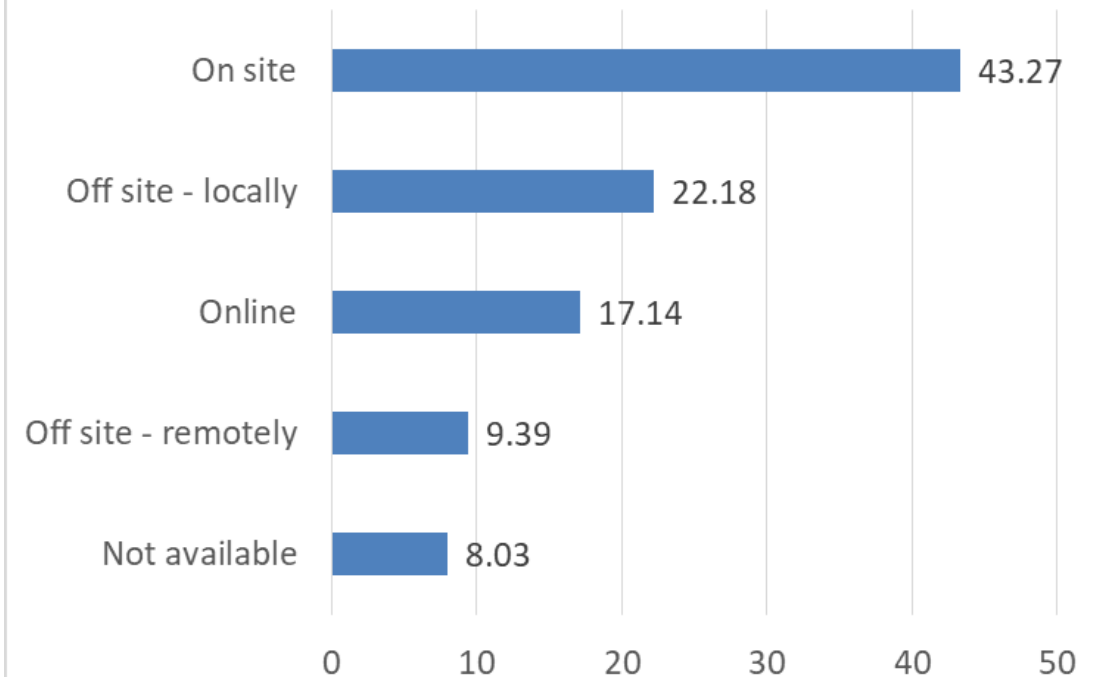
EOS 2018 - Was your organization able to provide or support professional development or training opportunities for your employees last year? (n=268)



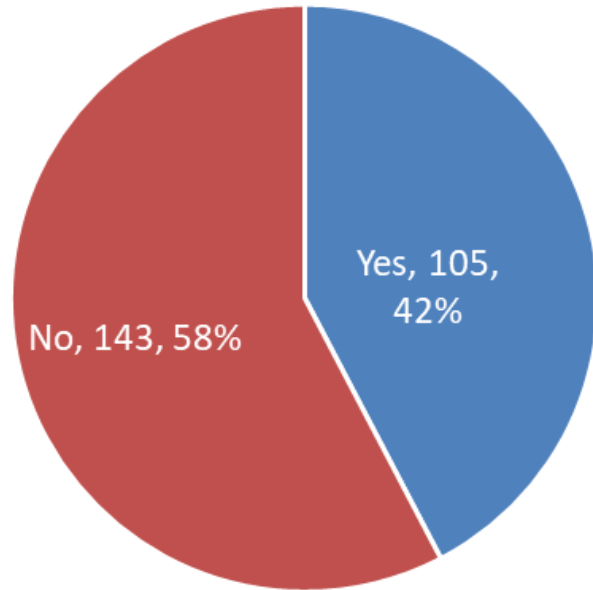
EOS 2018 - How do you support training/professional development opportunities? (n=214)



EOS 2018 - Offered training by location (%) (n=735)



**EOS 2018 - Do you have challenges/barriers to your employees receiving ongoing training and education?
(n=248)**

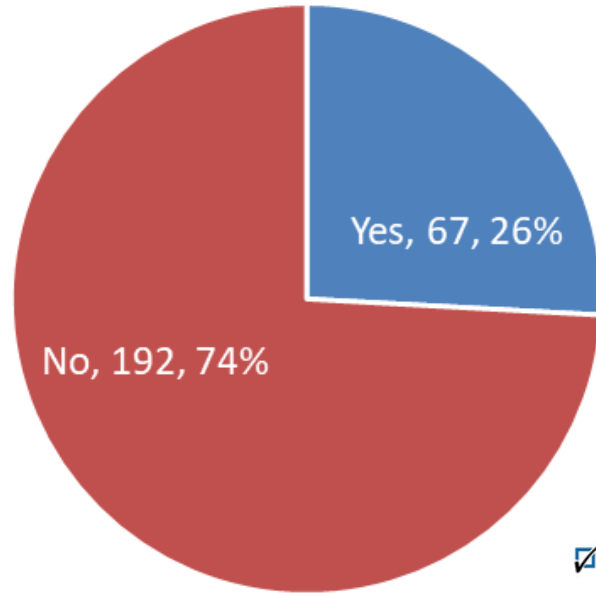


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**EOS 2018 - Rank order of up to 5 challenges/barriers to your employees receiving ongoing training and education
(score)**

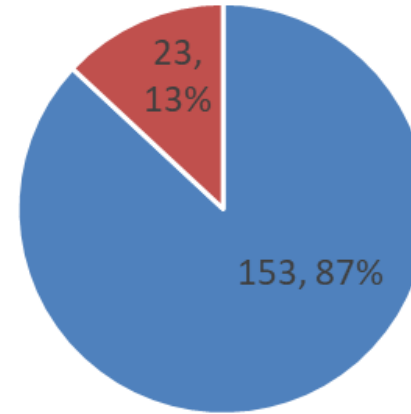


EOS 2018 - Did your organization provide any apprenticeship training in the last 12 months? (n=259)



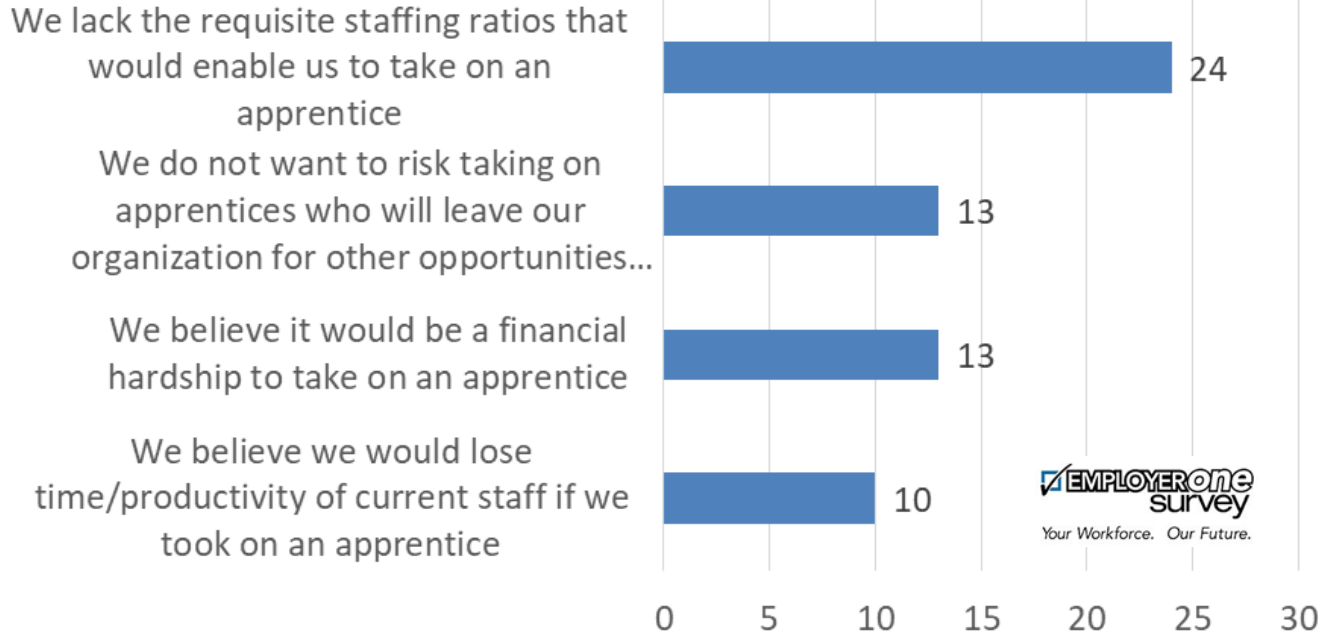
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EOS 2018 - Primary reason for inability to provide apprenticeship opportunities in skilled trades (n=176)

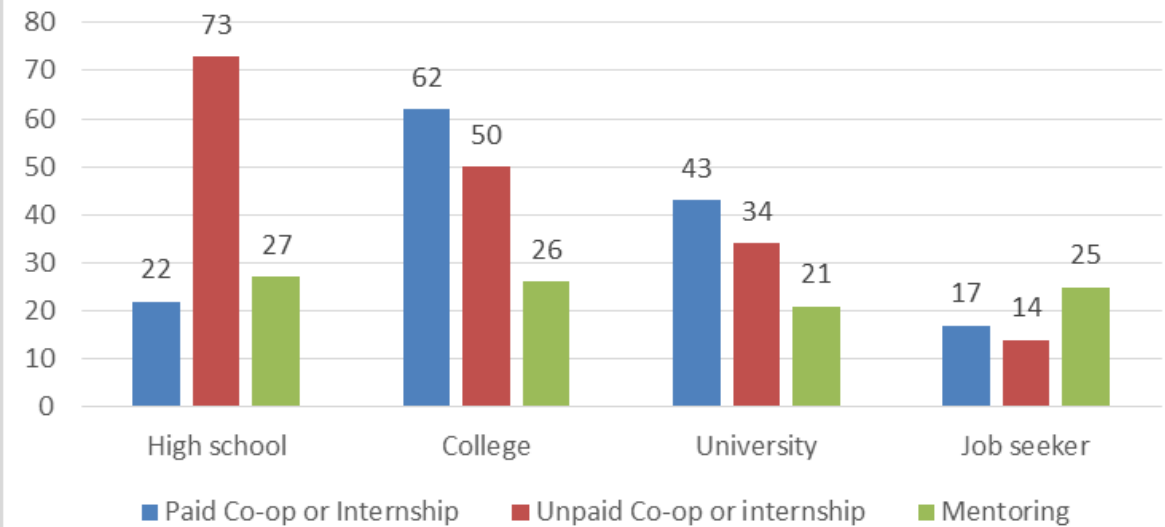


- My organization does not have any apprenticeship opportunities in the skilled trades
- My organization does have apprenticeship opportunities in the skilled trades, but we are unable to take on apprentices at this time

EOS 2018 - Other reasons for inability to currently take on apprentices



EOS 2018 - Do you provide any of the following opportunities to students or job seekers?





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2018 Results

For more information or to request a specific cross-tabulation please contact:
Tricia Flatley: tricia@workforcedevelopment.ca

Communications Director, Elgin Middlesex Oxford Workforce Planning and
Development Board

