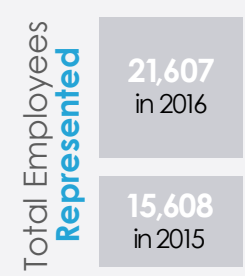
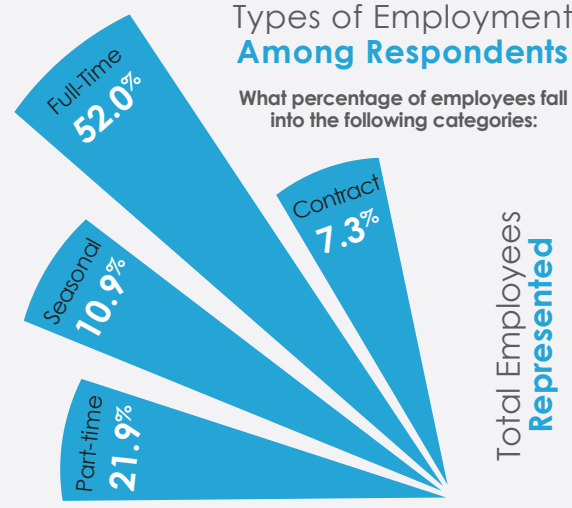


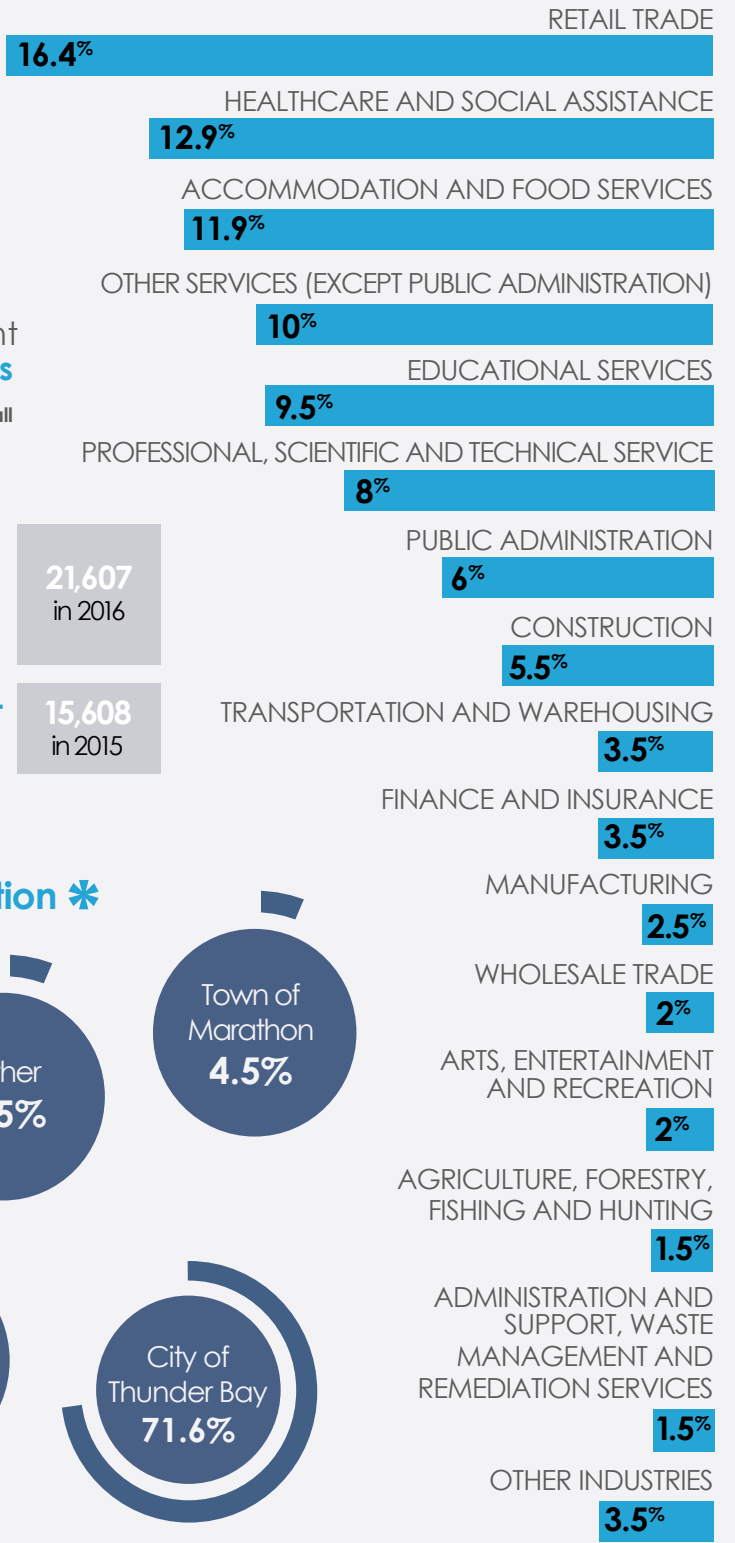


# employerone

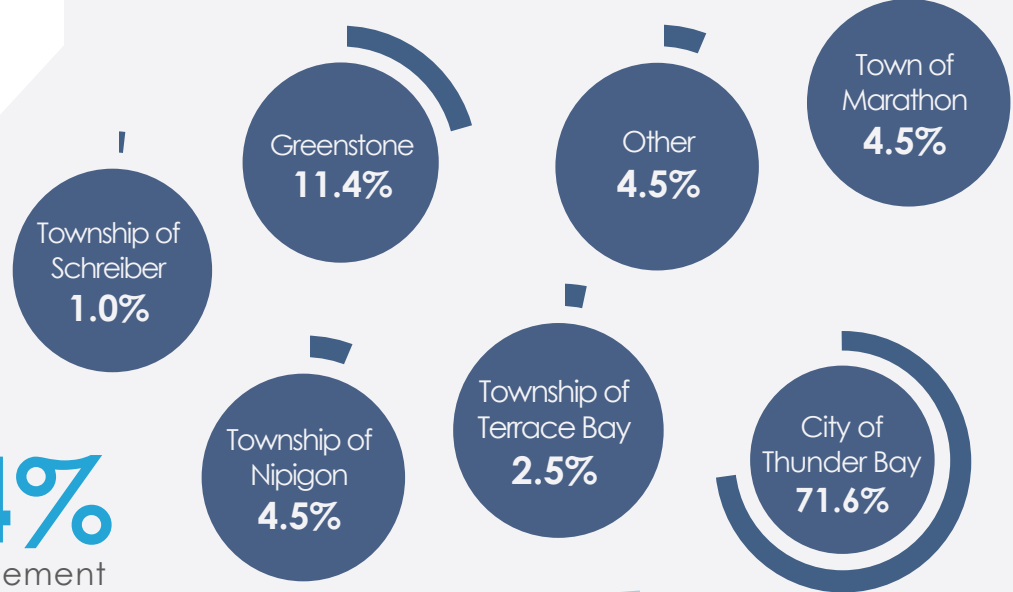
## SURVEY RESULTS 2016



### Responses by Sector \*



### Responses by Location \*



**64%**  
improvement in survey completions from 2015

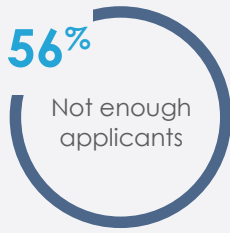
\*For a comparison of the respondents to the survey and the actual breakdown of employers in the Thunder Bay District by size, location and industry, according to Statistics Canada Business Counts June 2016, please see the EmployerOne 2016 Survey Report at [www.nswpb.ca/lepc](http://www.nswpb.ca/lepc)

## RESPONSES

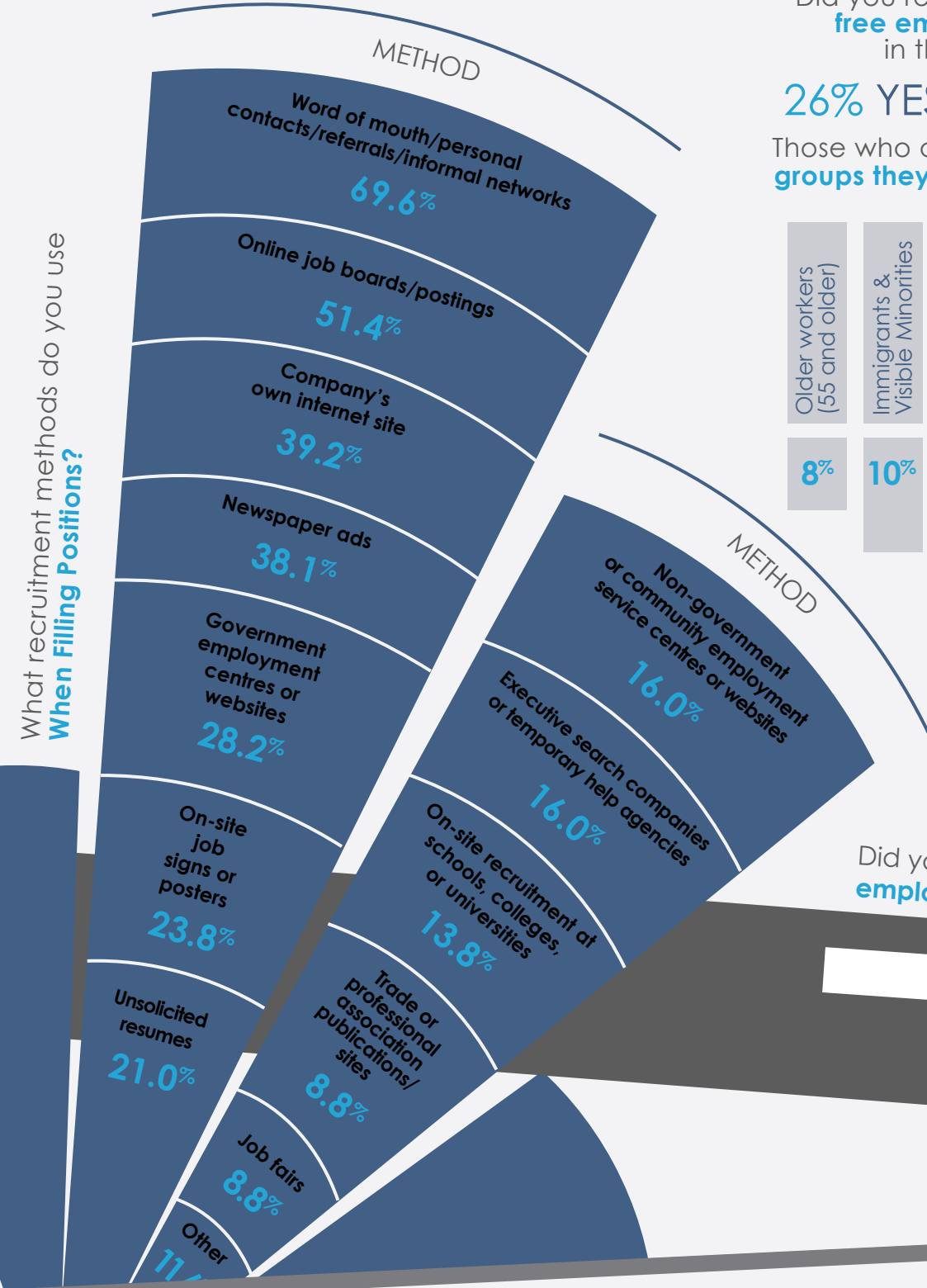
The EmployerOne survey is an annual survey of employers conducted by the North Superior Workforce Planning Board and other workforce planning boards in Ontario.

In 2016, 187 local employers completed the survey compared to 114 who completed the survey in 2015. This represents a 64% improvement in survey completions from the previous year.

Why were some jobs **hard to fill?**



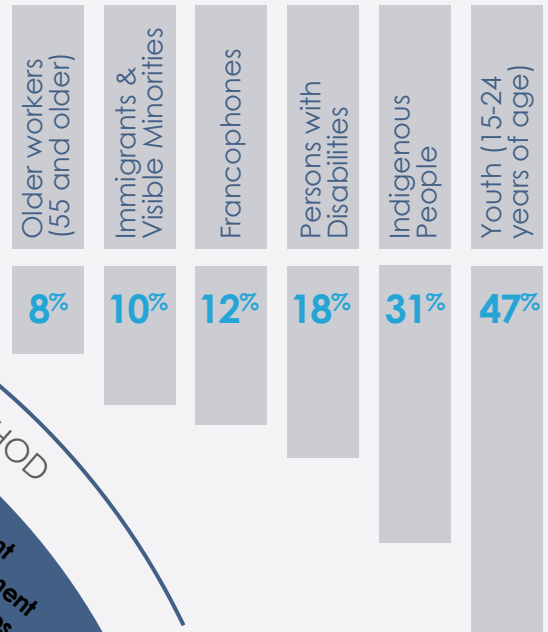
What recruitment methods do you use **When Filling Positions?**



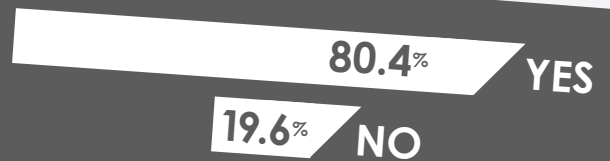
Did you receive assistance from **free employment services** in the community?

**26% YES** • **74% NO**

Those who did were asked **which groups they received assistance for**



Did your organization **hire any employees** over the last 12 months?



What is the **minimum level of education** required for specific occupations?



**Professionals**

Professional accreditation or graduate degree

**44%**



**Managers & Executives**

College diploma

**21%**

**19%**  
Inability to compete with other employers (pay and benefits)

**16%**  
No applicants at all

**14%**  
Inability to compete with other employers (work type)

**9%**  
Applicants not meeting language requirements

**7%**  
Inability to compete with other employers (promotions)

**7%**  
Inability to compete with other employers (location/transit)

Do you provide any workplace-relevant training through any of **these opportunities?**

(40% said they did not provide any of these opportunities)

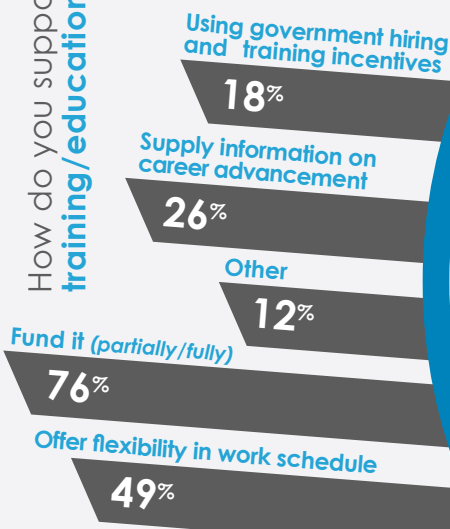
	HIGH SCHOOL	COLLEGE	UNIVERSITY
Paid co-op	7%	12%	12%
Unpaid co-op	40%	28%	19%
Paid internship	2%	18%	20%
Unpaid internship	2%	9%	11%
Apprenticeship	5%	12%	4%

Did your organization provide training last year?

**YES 80.4%**

**19.6% NO**

How do you support training/education?

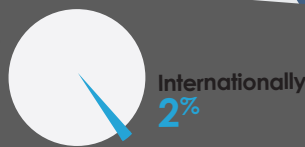
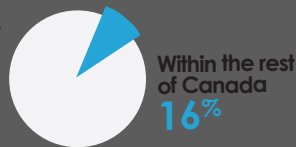


Reasons some employers did not provide training

Cost	54%
Awareness of existing training programs	34%
Awareness of training support programs	14%
Relevant training is not offered locally	37%
Distance to travel to facility	26%
Losing trained employees to other businesses	17%
Awareness of legislated training	6%
Loss of productivity during training time	26%
Other	17%

How do you rate the availability of qualified workers in the Thunder Bay District?

	2015	2016
GOOD	5%	33%
EXCELLENT	5%	34%
POOR	5%	28%
FAIR	35%	21%
NO RESPONSE	37%	n/a
		3%



What geographies do you target for recruitment? (More than one answer could be selected)

Were any of these positions hard to fill?

**YES 53.6%**

**NO 46.4%**



Service Workers

None  
30%



Trades

Trade certificate  
51%



Apprentices

High school diploma  
26%



Sales & Marketing

College diploma  
26%



Administrative & Clerical

High school diploma  
32%



Production Workers

None/High school diploma  
35%

Do you plan on hiring in the next 12 months?

68%

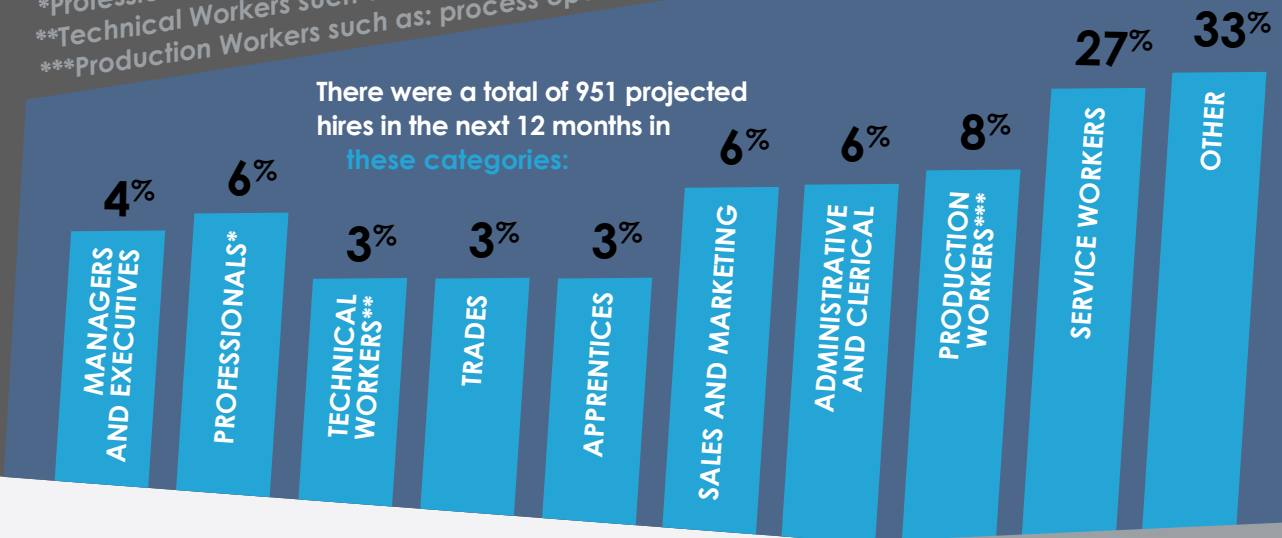
YES

32%

NO

\*Professionals such as: engineers, accountants, social workers  
 \*\*Technical Workers such as: technicians, paralegals, dental hygienists, early childhood educators  
 \*\*\*Production Workers such as: process operators, assemblers, labourers

There were a total of 951 projected hires in the next 12 months in these categories:

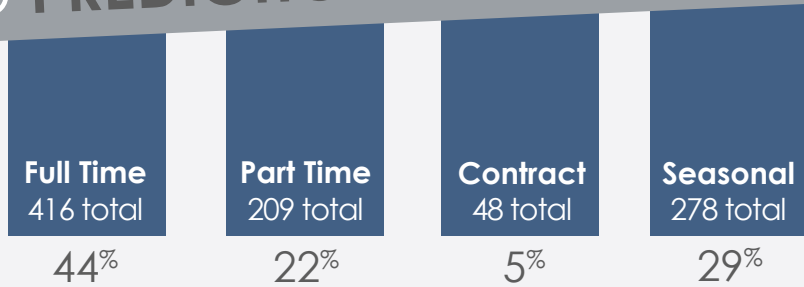


Did your organization experience any separations over the last 12 months?

YES 66%  
NO 34%

## FUTURE HIRING PREDICTIONS

Employment type for projected hires?



The top 3 competencies for most of employees, both current and future, were:

- 1 Work ethic, dedication, dependability
- 2 Customer service
- 3 Self-motivated/ability to work with little or no supervision

For more information on the 2016 EmployerOne survey and to read the full report, visit [nswpb.ca/lepc](http://nswpb.ca/lepc)

The EmployerOne survey provides a snapshot of challenges affecting local businesses.

Participate at [employeroneresurvey.ca](http://employeroneresurvey.ca)



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