

MEDIA RELEASE

for immediate release

May 4, 2016 – Survey shows area employers looking for ready-trained and skilled workers

According to a recent employer survey, small, medium and large employers in the Districts of Sudbury & Manitoulin are saying the same thing. They want workers that are skilled and experienced. But they also want workers with good customer service, interpersonal, oral and written communication skills, and have a strong work ethic and are self-motivated - in other words, ready-trained.

Workforce Planning for Sudbury & Manitoulin, a local workforce planning board funded by the Ministry of Training, Colleges and Universities has surveyed area employers over the last two years. Reggie Caverson, Executive Director of the local board says “that it is very difficult to know what employers want and need from an HR perspective without going directly to them.” Caverson adds that “our survey confirms what we have been hearing in the field by those looking for work and from agencies helping people find jobs - many employers want fully trained and skilled workers.”

The employerone survey asks employers about various HR issues such as labour turn-over in the last 12 months, hard-to-fill positions, recruitment difficulties, current and future skills shortages as well as training practices. In 2015, 130 employers who represent 21,359 employees, roughly 27% of the workforce in the Districts of Sudbury & Manitoulin responded to the survey.

The results are interesting. When asked about job separations, with the exception of one large employer who accounted for almost a thousand separations, area employers reported a turnover rate of 6.2%. Close to 1,500 people left or lost their job with half of them quitting.

Far more people were hired in that same time period. Of the 5,491 people who were hired, half were for contract positions, just under a quarter were for contract trade-workers and only 3% were rehires. Most jobs were in the trades, health and administration, but last year’s survey also showed hiring of student interns and faculty. Projections for hiring over the next 12 months are less than half of what they were the previous year. Only 16% of those projected hires are expected to be full time jobs and 66% are contract positions which Caverson says is concerning.

Most employers recruit from the Sudbury & Manitoulin Districts and word of mouth and personal contacts continues to be the most frequent method of recruitment followed by online job boards and a company’s own website.

Close to 80% of employers provide ongoing support for employee training but far fewer provide experiential learning opportunities for job-seekers and students through co-op placements, internships or apprenticeships, in other words offer limited training opportunities.

While the employerone survey provides insights into the needs of employers, Caverson is concerned about the growing disconnect between employer needs and the education/training system. She adds “that while academic learning is the cornerstone of a good paying job, we need to find better ways to prepare and train students and job-seekers for employment now and into the future. It is critical that we find ways to better align education with employment and employment with education.”

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for a copy of the **2015 employerone survey results** go to labour market info/publications at:
www.planningourworkforce.ca