

HEARST HIGHLIGHTS

41

In total, 41 employers answered the survey. 18 respondents indicated that they had been part of the survey last year, when 26 employers had participated (in 2014, 20 employers had participated).

SURVEYED IN 2016

Sectors represented

	PRIMARY SECTOR		SECONDARY SECTOR	
	Number	%	Number	%
Agriculture, Forestry, Fishing and Hunting	5	12.2	1	5.9
Mining, Quarrying and Oil and Gas Extraction	0	0.0	1	5.9
Utilities	0	0.0	1	5.9
Construction	3	7.3	1	5.9
Manufacturing	2	4.9	0	0.0
Wholesale Trade	0	0.0	1	5.9
Retail Trade	7	17.0	4	23.5
Transportation and Warehousing	1	2.4	0	0.0
Information and Cultural Industries	0	0.0	0	0.0
Finance and Insurance	3	7.3	1	5.9
Real Estate and Rental and Leasing	0	0.0	0	0.0
Professional, Scientific and Technical Services	2	4.9	0	0.0
Management of Companies and Enterprises	0	0.0	1	5.9
Administration and Support, Waste Management and Remediation Services	0	0.0	1	5.9
Educational Services	3	7.3	0	0.0
Healthcare and Social Assistance	1	2.4	0	0.0
Arts, Entertainment and Recreation	1	2.4	0	0.0
Accommodation and Food Services	5	12.2	1	5.9
Public Administration	1	2.4	1	5.9
Other Services (except Public Administration)	7	17.0	3	17.6
TOTAL	41	100.0	17	100.0

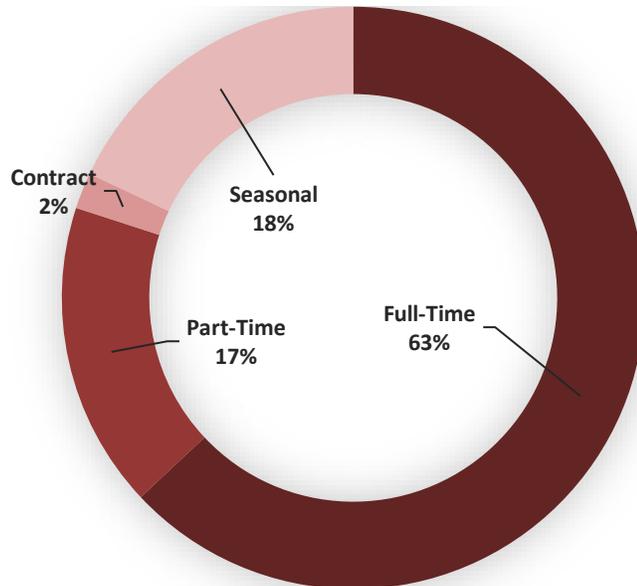
63%

OF THE TOTAL EMPLOYMENT

Overall, the respondents represented 1,650 employees. In the 2011 National Household Survey, the Hearst area accounted for 2,640 jobs. The number of jobs has declined slightly in Northeast Ontario, but assuming the level of employment in 2011, the respondents in the survey represent somewhere around 63% of all local jobs.

According to the respondents:

- 1,037 of these jobs were full-time
- 284 were part-time
- 27 were contract jobs
- 302 were seasonal jobs.



Separations in the past 12 months:

389

Separations



- 56% of the 41 responding companies reported a total of 389 separations in the previous 12 months, resulting in an annual turnover rate of 24.0%, superior to last year's estimated turnover rate of 20.0%.
- Data on separations by type of employment and by type of separation reveals that:
 - 20% of employees (79) quit their job
 - 2% (9) retired
 - 68% (263) were laid-off temporarily
 - 1.5% (6) were permanently laid-off
 - 5% (18) were dismissed
- Seasonal jobs make up 69% of all separations, and full-time jobs come in second at 21%.

Hires in the past 12 months:

422
Hires


- 38 employers reported hiring 422 people in the previous 12 months:
 - 32% (136) of those were for full time positions
 - 27% (115) were part-time positions
 - 2% (10) were contract positions
 - 38% (161) were seasonal
- The top three occupations with the highest total number of hires in the past 12 months were:
 - Labourers
 - Restaurant staff
 - Sales and customer services

Projected hires in the next 12 months:

374
Projected hires


- 63% of respondents to this question indicated that they planned on hiring in the next 12 months. The total number of anticipated new hires is 374 of which:
 - 49 are full-time
 - 49 are part-time
 - 1 is contract worker
 - 275 are seasonal
- Occupations with the highest number of anticipated new hires are:
 - Salesperson/Customer Service
 - Restaurant staff
 - Receptionist/front desk
 - Labourers

Recruitment methods:

The most frequently reported methods of recruitment are:



Word of mouth and personal contacts/
networks/referrals



Newspaper ads



Online job boards/postings



Government employment centres
or websites

Top 3 methods or sources of training:

- On the job (53%)
- Peer-to-Peer (27%)
- University & Distance/online education (20% each)

Top 3 most important competencies for employees:

- The most frequently reported competencies are:
 - Customer service
 - Teamwork/interpersonal
 - Work ethic, dedication, dependability, Professionalism & Willingness to learn

It is important to note that this report contains the results of a survey conducted with a limited number of employers. The answers are therefore influenced by the relevance of the questions and/or the interest of those responding employers, and by the economic situation at the time that the survey was conducted.

Nonetheless, the results provide insight on some of the key hiring and recruitment challenges and opportunities. That information is essential to assist local stakeholders with the planning and tailoring of employment and training services to better meet the requirements of the local labour market.