

Employee Recruitment, Training and Retention

2025 Employer Survey Results

Northern Corridor



FAR NORTHEAST TRAINING BOARD (FNETB)
your local labour market planning network

COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre réseau local de planification du marché du travail

Canada

EMPLOYMENT ONTARIO EMPLOI ONTARIO

Ontario



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The views expressed in this document do not necessarily reflect those of the
Government of Ontario.

The information presented in this report is current at the time of its release.

LIMITATIONS:

While the survey results are a snapshot based on the input of employers who responded across various industry sectors, it is important to note that it is not representative of all employers in the FNETB.

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ACKNOWLEDGEMENTS

The FNETB would like to thank the employers who took the time to answer the 2025 survey. Employer outreach is greatly enriched by the collaboration and support of the local organizations that assist and support this project by distributing the survey to their members. The participating business organizations in 2025 were:

- Cochrane Board of Trade
- Northern Corridor Chamber of Commerce
- Kirkland Lake District Chamber of Commerce
- Temiskaming Shores & Area Chamber of Commerce
- Timmins Chamber of Commerce

EMPLOYEE RECRUITMENT, TRAINING AND RETENTION

2025 Employer Survey Results

INTRODUCTION

There are twenty-five workforce planning board across Ontario funded by the Ministry of Labour, Immigration, Training and Skills Development. The Far Northeast Training Board (FNETB) is one of four workforce planning boards across northeastern Ontario. Other workforce planning boards in the northeast include Algoma Workforce Investment Corporation), the Labour Market Group and Workforce Planning for Sudbury and Manitoulin.

A key mandate of workforce planning boards is to conduct research and analyze what is happening in the local labour market. In addition to using various data sources such as business data from Statistics Canada and the Census, workforce planning boards also conduct industry-specific research, consult key stakeholders throughout the year and lead partnership projects. All of this is used to support and inform local workforce development strategies and local actions.

An important part of the community outreach is to collect input from employers about the challenges they are facing with their workforce in terms of recruitment, training and retention. As a result, the four workforce planning boards in the northeast conducted a survey of employers in their respective areas.

METHODOLOGY

All four workforce planning boards across the northeast developed a common assessment tool and timeline for implementation of the survey. Employers were asked to answer key questions related to: industry demographics, workforce changes in 2024 and anticipated changes in 2025, hard-to-fill positions, recruitment practices, skills and training requirements, impact of technological and environmental changes and challenges/opportunities moving forward.

The survey was administered between April 30th to May 30th, 2025. Survey Monkey was used as the platform to administer the survey. Various strategies were used to get the word out, including direct emails and the use of social media. Each workforce planning board across the northeast conducted their own survey. This report is an analysis of the results for the Northern Corridor (Constance Lake to Matheson).

PROFILE OF RESPONDENTS AND THEIR BUSINESS

For the Northern Corridor region (from Constance Lake to Matheson), a total of 92 employers started the survey and while there was some drop-off in respondents as the survey progressed, around three-quarters completed the survey.

INDUSTRIES REPRESENTED (92 responses)

Respondents reflect a range of industries. Table 1 provides the breakdown of respondents by industry and compares the percentage distribution with the actual percentage distribution of businesses in the Northern Corridor region. The color-coding in Table 1 highlights where the survey percentage share is significantly greater (green) or significantly lower (red) than the actual distribution based on the Canadian Business Counts data as of December 2024.

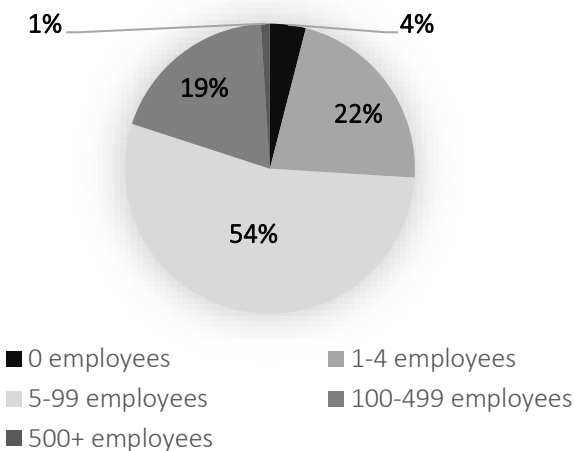
TABLE 1: NUMBER AND PERCENT OF RESPONDENTS BY INDUSTRY			
INDUSTRY	SURVEY		ACTUAL PERCENT
	NUMBER	PERCENT	
Agriculture, Forestry, Fishing and Hunting	8	8.7	5.1%
Mining, Quarrying and Oil and Gas Extraction	2	2.2%	1.4%
Utilities	2	2.2%	0.6%
Construction	6	6.5%	12.9%
Manufacturing	3	3.3%	3.6%
Wholesale Trade	0	0.0%	3.3%
Retail Trade	18	19.6%	16.8%
Transportation and Warehousing	2	2.2%	5.2%
Information and Cultural Industries	3	3.3%	1.4%
Finance and Insurance	3	3.3%	3.4%
Real Estate, Rental and Leasing	0	0.0%	3.3%
Professional, Scientific and Technical Services	1	1.1%	5.6%
Management of Companies and Enterprises	0	0.0%	0.3%
Administration and Support, Waste Mgmt	2	2.2%	3.4%
Educational Services	7	7.6%	1.3%
Healthcare and Social Assistance	12	13.0%	12.5%
Arts, Entertainment and Recreation	2	2.2%	1.6%
Accommodation and Food Services	8	8.7%	6.6%
Other Services (Except Public Administration)	8	8.7%	9.6%
Public Administration	5	5.4%	2.1%
TOTAL	92	100.0%	100.0%

Actual figures are from Statistics Canada's Canadian Business Counts, December 2024, Timiskaming and Cochrane

PERSON COMPLETING THE SURVEY (92 responses)

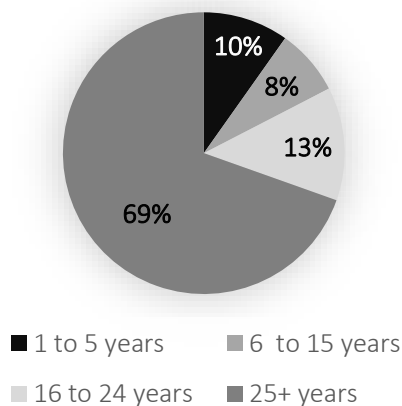
Seventy-seven percent of the surveys were completed by a senior person in the organization as follows: owner (27%); human resources (16%); and supervisor/manager (34%). Others (23%) included in that category are those in an Executive Director’s role, in an administrative or frontline position.

NUMBER OF EMPLOYEES (92 responses)



54%
of the 92 respondents
had between 5 and 99
employees.

YEARS OF OPERATION (92 responses)



69%
of the 92 respondents
were in business for 25
years or more.

Note: For the following questions in this section, the respondent was allowed to pick more than one selection.

TYPE OF BUSINESS (92 responses)

- 51% private for-profit sector
- 20% not for profit/registered charity employer
- 16% Francophone business
- 10% non-government funded not for profit employer
- 8% Indigenous business
- 4% franchise
- 3% government-funded for-profit employer.



51%
of the 92 respondents
were private sector for
profit businesses.



45%
of the respondents
have employees who
are 65 or over

CURRENT WORKFORCE BY AGE COHORT: (92 responses)

- 70% employ someone under 25 years old
- 98% employ someone between 25 and 55
- 73% employ someone 55 or over
- 45% employ someone 65 or older.

DEMOGRAPHICS OF CURRENT WORKFORCE (92 responses)

Respondents were asked about the demographic composition of their workforce. Almost all respondents hire both males and females, and slightly more than three-quarters (76%) employ Francophones. Nearly half employ either Indigenous persons (45%) or immigrants or other cultural groups (42%). A slightly smaller proportion (41%) employ domestic students, while 19% indicate that they hire international students. One out of four (25%) employ people with a known physical disability while 19% indicate that they hire people with a known developmental disability.

- Males (86%) and females (95%)
- Francophones (76%)
- Indigenous (45%)
- Immigrants/other cultural groups (42%)
- Students: local students (41%), International students (19%)
- People with a known disability: physical disability (25%), developmental disability (19%)

SUCCESSION PLAN (92 responses)

When asked about succession planning, over a third of respondents have a succession plan in place either for key roles or for some key roles:

- 40% acknowledge that they do not have a formal succession plan
- 20% say that they have a succession plan in place for key roles
- 11% say that they have a succession plan in place for some key roles
- 11% say they are currently developing a succession plan
- 18% of respondents say they do not know if their business had a succession plan.

40%
of the 92 respondents
do not have a formal
succession plan



SURVEY FINDINGS

Limitations: While the survey results are a snapshot in time and based on the input of employers who responded across various industry sectors, it is important to note that it is not representative of all employers in the Northern Corridor region but rather a reflection of the experience and current situation of those who responded to the survey.

WORKFORCE HIRINGS AND SEPARATIONS IN 2024

SEPARATIONS IN 2024 (92 responses)

A separation is defined as a retirement, a dismissal/termination, an employee who left or quit, a permanent layoff, a temporary layoff, or any other termination of employment.

Respondents were asked if their business or organization experienced any separations in 2024. Of all respondents, 76% said yes and 24% said no. Among those who did experience a separation, a further question explored why and approximately how many employees this impacted. Table 2 illustrates the responses provided. A category called 'other' was included and respondents provided a wide range of reasons including that their contract, internship or summer position ended, parental leave, change in career, contracted work, and moving out of town.

By far, the single largest reason for separation was that the employee quit (74%), followed by termination (47%) and retirement (44%). In most instances, the separation involved 1-9 employees.

REASONS FOR SEPARATIONS IN 2024 (76 responses)

Table 2: Type of separation and approximate number of employees involved

	Any number of employees	1-9 employees	10-24 employees	25-49 employees	50+ employees
Employee quit	74%	65%	13%	3%	0%
Employee retired	44%	42%	2%	0%	0%
Temporary layoff	15%	12%	2%	2%	0%
Permanent layoff	9%	9%	0%	0%	0%
Dismissal/Termination	47%	44%	2%	2%	0%
Left for more flexible work (i.e., remote work)	9%	7%	0%	2%	0%
Other	22%	22%	0%	0%	0%

HIRING IN 2024 (91 responses)

Similarly, respondents were asked whether they hired any employees in 2024. Seventy-nine percent (79%) of respondents indicated that their business had hired in 2024 and 21% did not. The total number of respondents who indicated that they had hired was 71, while the total number who indicated they had experienced a separation was 70, virtually an identical number.

By far, the primary reason for hiring was to fill an existing vacancy (74%), followed by a hiring in response to growth or expansion (37%) or to replace a person who retired (35%). “Other” responses included hiring summer students, seasonal workers, intern or to replace employees who are not showing up. As in the case of separations, the large majority of these hirings involve 1-9 employees.

REASONS FOR HIRES IN 2024 (74 responses)

Table 3: Reasons for new hires in 2024					
	Any number of employees	1-9 employees	10-24 employees	25-49 employees	50+ employees
Retirements	35%	31%	4%	0%	0%
Filling existing vacancies	74%	57%	10%	6%	0%
Growth/expansion	37%	32%	3%	2%	0%
Restructuring	13%	10%	3%	0%	0%
Technological changes	4%	4%	0%	0%	0%
Other	10%	7%	3%	0%	0%

OCCUPATIONS FOR WHICH RESPONDENTS HIRED IN 2024 (66 responses)

Respondents were then asked to list the occupations for which they hired the greatest number of employees.

- Labourers
- Administrative staff, clerical
- Cleaners, housekeepers, janitors
- Managers, executive directors
- Cashiers
- Drivers
- Social and community services workers
- Accountants and bookkeepers
- Heavy equipment operators
- Maintenance workers
- Personal support workers
- Registered practical nurses
- Sales associates, customer service representatives
- Shippers, receivers

ANTICIPATED WORKFORCE CHANGES IN 2025

HIRING IN 2025 *(85 responses)*

Respondents were further probed about whether they had already hired in 2025 (January to May 2025) as well as whether they planned to hire between June and December 2025.

Table 4: Already hired or plan to hire in 2025					
	Any number of employees	1-9 employees	10-24 employees	25-49 employees	50+ employees
Already hired in 2025	87%	43%	0%	0%	0%
Plan to hire in 2025	67%	32%	0%	0%	0%

REASONS FOR HIRING IN 2025 *(56 responses)*

The proportion by reason is very similar to the reasons provided for the hires in 2024. The only noticeable difference is that in 2024 some hiring was reported in the “25-49 employees” and “50+ employees” categories.

Table 5: Reasons for new hires in 2025					
	Any number of employees	1-9 employees	10-24 employees	25-49 employees	50+ employees
Retirements	36%	32%	4%	0%	0%
Filling existing vacancies	71%	57%	8%	0%	0%
Growth/expansion	46%	43%	4%	0%	0%
Restructuring	13%	13%	0%	0%	0%
Technological changes	9%	9%	0%	0%	0%
Other	18%	16%	2%	0%	0%

OCCUPATIONS FOR WHICH RESPONDENTS HIRED OR PLAN TO HIRE IN 2025 (48 responses)

The occupations for which respondents had hired or expected to hire in 2025 were generally similar to those for which they had hired in 2024, notably among the larger categories: labourers, administrative staff, cleaners and managers and sales associates, with somewhat more mechanics, and heavy equipment operators.

HIRING CHALLENGES

BIGGEST HIRING CHALLENGES (78 responses)

Respondents were asked about the challenges they face when hiring. Table 6 illustrates the biggest challenges employers face when recruiting new employees.

The two biggest challenges were that applicants lacked the skills required and the low number of applicants, cited by 56% of the respondents for both statements. Only one other challenge was noted by around half of the respondents: applicants lacked the qualifications required (50%).

Table 6: Biggest challenges when recruiting new employees	
Challenge	Percent
Applicants lack the skills required	56%
Low number of applicants	56%
Applicants lack the qualifications required	50%
Applicants lack work experience required	45%
Applicants lack soft skills (communication, work ethics, etc.)	39%
Competition from other employers	37%
Compensation expectations	36%
Location challenges	28%
Other	13%

The “Other” category (13%) included: funding and financial issues, specific skills needed, and not being bilingual.

OTHER CHALLENGES TO EMPLOYEE RECRUITMENT AND RETENTION: (54 responses)

64%

Identify housing as a challenge

Respondents were further asked about other factors which affected their ability to recruit and retain employees. Responses were as follows:

- Lack of houses or apartments to rent (64%)
- Lack of daycare (38%)
- Lack of public transportation (26%)
- Lack of houses to purchase (17%)
- Lack of reliable and affordable high-speed internet (2%)

HARD TO FILL POSITIONS (75 responses)

Respondents were next asked to list the occupations that are the hardest to fill for their business or organization. The most commonly cited occupations were:

- Labourers
- Managers and executive directors
- Mechanics
- Administrative staff, clerical
- Instructors, teachers or professors
- Millwrights
- Sales associate and customer service representatives
- Drivers
- Technicians
- Accountants and bookkeepers
- Cooks
- Electricians
- Heavy equipment operators
- Sylviculture workers



ADAPTING WHEN VACANCIES CANNOT BE FILLED (77 responses)

Respondents were asked how they adapt or will adapt where they cannot fill all their vacancies, for each of 2024 and 2025. Table 7 shows their responses as a percentage of all those who replied to this question.

As shown on Table 7, having current staff work more overtime is the most common way of coping with unfilled vacancies. It is noteworthy that the proportion choosing this option declined for 2025 – this might suggest that relying on overtime has reached its limits.

Table 7: Strategies to adapt when vacancies cannot be filled		
	2024	2025
More overtime for current staff	53%	49%
Redistribution of work	43%	48%
Cross training for current employees	29%	33%
Subcontract/Outsourcing	25%	29%
Offer job placements and internships	16%	19%
Access staffing agencies	13%	12%
Diversify our workforce	12%	15%
Offering remote work options	8%	9%
Implementation of technology/automation	4%	15%
Reduction of our workforce	11%	7%
Other	5%	4%

The "Other" option included the following:

- Limiting projects and reducing workflow
- Hiring less seasonal workers
- Owners are doing overtime
- Turning down contracts due to staff shortages



RECRUITMENT AND TRAINING PRACTICES

METHODS USED TO RECRUIT CANDIDATES: (79 responses)

Table 8 shows the selections of respondents from a list which was provided expressed as a percentage of all those who answered this question, for each of 2024 and 2025.

Around two-thirds of the employers are using social media and the old “low-tech” strategies of employee referral and word-of-mouth to recruit job candidates. More than half are using free online job boards/online postings and their own website.

Table 8: Recruitment methods used to find candidates for job vacancies		
	2024	2025
Word of mouth, personal contacts, referrals, and informal networks	63%	67%
Employee referrals	65%	67%
Free online job boards/online postings	56%	55%
Social media (Facebook, LinkedIn)	67%	68%
Our business/organization's own website	55%	54%
Local employment service agencies	45%	47%
Job fairs	35%	32%
On-site job signs or posters	39%	41%
Paid online job boards/online postings	22%	21%
Onsite recruitment at schools, colleges and universities	22%	19%
Print and online news media	22%	24%
Trade or professional publications or websites	18%	15%
Radio ads	15%	14%
Executive search companies/Headhunters	5%	3%
Other	1%	3%

In the “Other” category, respondents mentioned that the methods used depend on the role and that they sometimes hire from customers they know and trust.

AREAS WHERE RESPONDENTS RECRUIT (80 responses)



Respondents were asked where they search for new employees by choosing as many options as applied from a list of five: within their community/district, in other Northern Ontario communities/districts, in Southern Ontario, in other provinces, or internationally.

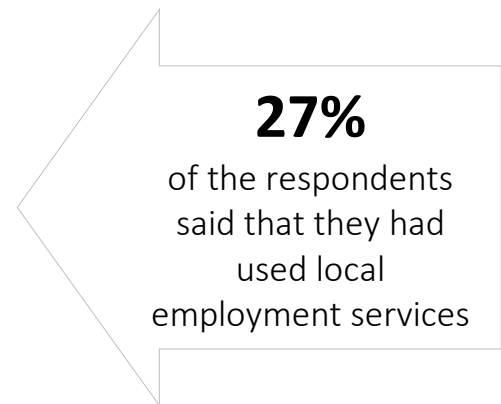
- 80% recruit within their community/district
- 58% recruit from other Northern Ontario regions
- 31% recruit in Southern Ontario
- 20% from other provinces
- 9% said they also recruited internationally.

USE OF LOCAL EMPLOYMENT SERVICES

Thirty-four respondents, representing slightly 27% in the answers in Table 8, said they had used local employment services.

When asked to name the service they had made use of, the most frequently named service was local employment services. A number cited Canada Job Bank, Indeed, a private recruitment agency, a local newspaper or radio station, services from the college and the university.

Others mentioned a specific program, such as Canada-Ontario Jobs Grant, Canada Summer Jobs, Young Canada Works and Northern Ontario Heritage Fund. Corporation



SKILLS REQUIREMENTS AND TRAINING (79 responses)

Respondents were asked to select the five most important skills that they look for when hiring from a list of thirteen. The percentage responses of all respondents to this question are listed in Table 9.

Table 9: Most important skills when hiring	
Skill	Percent
Work ethics, dedication and dependability	76%
Teamwork and interpersonal skills	66%
Oral and written communication	48%
Customer service	47%
Self-motivation and independence	46%
Willingness to learn	43%
Ability to follow instructions	35%
Professionalism	35%
Time management and organization skills	30%
Problem solving and creativity	25%
Technical	23%
Computer literacy	19%
Analytical/Research skills	6%

The ‘TOP 5’ skills responding employers look for when hiring are:

1. Work ethic, dedication and dependability
2. Teamwork and interpersonal skills
3. Oral and written communication
4. Customer service
5. Self-motivation and independence

SUPPORT FOR EMPLOYEE TRAINING (79 responses)


Employers were asked if they provide or support training for their employees. Respondents were once again given a list of options and could choose as many that apply. In response to this question:

- 60% of respondents said they fund employee training or education (either fully or in part)
- 51% supply information on opportunities available
- 44% offer flexible work schedules
- 27% use government hiring and training incentives
- 13% ‘other’ (which consisted of onsite training, allowing high school students to participate in coop placements, having the more experienced employees take care of the training and the use of video training).

SOURCES OF TRAINING (76 responses)

Respondents were asked to choose as many responses as relevant to their business regarding common sources of training for their employees. Options and responses include:

- On-the-job training (79%)
- Online webinars/workshops (55%)
- Peer-to-peer training (37%)
- Distance/online education (33%)
- College (30%)
- Private trainer (24%)
- Industry professional association (20%)
- University (15%)
- Adult learning center (7%)
- Local union (3%)
- School board (1%)
- Other (9%)



79%
of the respondents identify
on-the-job training as the
most common source of
training for employees

The “Other” category responses reiterated one of the above choices.

OBSTACLES TO TRAINING (77 responses)

A list of obstacles was provided, and respondents were asked to choose all obstacles that were relevant to their business:

- Cost of training (56%)
- Distance to travel for training (42%)
- Relevant programs not offered in the region (29%)
- Loss of productivity during training periods (28%)
- Loss of trained employees to other employers (25%)
- Lack of awareness of training programs available (22%)
- Lack of awareness of support for employee training (16%)
- Lack of awareness of legislated training requirements (3%)
- Other (16%).

In the “Other” category, almost half of the comments mentioned lack of time or inability to release workers for training. Other comments mentioned were the lack of training opportunities and keeping track of training.

EMPLOYMENT EXPERIENCE OPPORTUNITIES FOR STUDENTS (79 responses)

Respondents were asked whether they provide employment experience opportunities to students and youth. The survey provided 12 categories of experiences, including paid and unpaid coop placements for high school, college or university students, paid and unpaid internships, high school and college apprenticeships, summer jobs and part-time jobs.

Table 10: EMPLOYMENT EXPERIENCE FOR STUDENTS	
Employment experience opportunity	Percent
Summer jobs for students	66%
Part-time jobs for students	47%
Unpaid high school Coop placements	44%
Unpaid university Coop placements	22%
College apprenticeships	20%
Unpaid college Coop placements	17%
Paid college Coop placements	17%
High school apprenticeships	15%
Unpaid internship	15%
Paid high school Coop placements	14%
Paid internship	13%
Paid university Coop placements	11%

Of all respondents who answered this question, 85% provided at least one of these opportunities and 67% provided at least three such opportunities.

11 respondents mentioned not offering any of these opportunities to students and youths.



TECHNOLOGICAL AND ENVIRONMENTAL CHANGES

IMPACT OF TECHNOLOGICAL AND ENVIRONMENTAL CHANGES (76 responses)

Respondents were asked about the impact of technological and environmental changes on their industry, both currently and in the future. Forty percent said that none of these changes had a current impact and 34% mentioned it will not have a future impact on their business or organization. There were three technological/environmental changes identified by 21% to 30% of the respondents as having a current impact, namely: digitalization, cyber-security, and environmental regulations.

And for future impact, the following were identified: artificial intelligence, digitalization, cyber-security and cloud-based technology.

Three issues showed larger increases in concern for their future impact:

1. Artificial intelligence
2. Autonomous equipment
3. Electrification

Changes	Current	Future
No impact on our business/organization	40%	34%
Cloud-based technology	16%	20%
Digitalization	30%	26%
Cyber-security	29%	25%
Real time data collection, management and analysis	18%	17%
Artificial intelligence	18%	29%
Automation and robotics	11%	15%
Autonomous equipment	5%	12%
Environmental regulations	21%	13%
Electrification	4%	9%
Climate change	9%	11%
Other	4%	4%

IMPACT OF TECHNOLOGICAL AND ENVIRONMENTAL CHANGES ON THE WORKFORCE

(76 responses)

When asked about what impact these technological and environmental changes will have specifically on their workforce. The biggest impact predicted by respondents was on the need for upskilling and reskilling:

- Our workforce will need continuous upskilling or reskilling (41%)
- Our workforce will need advanced computer skills (29%)
- Our workforce will decrease – some jobs will be lost (21%)
- Workforce productivity will improve (21%)
- Health and safety requirements will change (20%)
- Our workforce will need data management skills (18%)
- Our workforce will need project management skills (13%)
- It will facilitate remote work arrangements (9%)
- Our workforce will increase – new jobs will be created (7%)
- Other (17%) respondents who chose this mostly said they did not know or that it was not applicable to them. Two other respondents mentioned that things are mostly done on the web and the fact that technological advancement is costly but necessary.

Respondents were invited to name the occupations which they thought would be most impacted by technological and environmental change. The most common responses (five or more) were the following:

- Administrative staff, clerical
- Managers, executive directors
- Mechanics
- Financial advisors
- Heavy equipment operators
- Labourers

CHALLENGES AND OPPORTUNITIES MOVING FORWARD

CURRENT AND FUTURE IMPACT OF TARIFFS (72 responses)

Given the current news, regarding the US tariffs, respondents were asked about the impact that US tariffs have or could have on their business or organization. Table 12 shows the percentage of respondents selecting each impact, both currently and in the future.

In most instances, a higher percentage of respondents are expecting a future impact than they currently experience, which is understandable since clarity on those tariffs were still unpredictable at the time of the survey (May 2025).

The need to raise prices, restricting spending due to uncertainty and supply chain disruptions are the three most common impacts selected. While fewer are currently delaying growth or expansion plans, close to a quarter (24%) expect that will be the case in the future.

Table 12: Current and future impact of US tariffs on business or organization		
Nature of impact	Current	Future
Our supply chain will be impacted	29%	36%
We will have to raise our prices	32%	44%
We will have to restrict spending because of uncertainty	36%	26%
No impact on our business/organization	24%	18%
We will delay growth/expansion plans	14%	24%
We will have difficulty honoring existing contracts	10%	15%
We will reduce our hours, staff and operations	8%	14%
Other	11%	6%

Among those who chose “Other,” respondents mentioned difficulty with recruitment because of the uncertainty, and increase in merchandise prices.

CONCLUSION

The Northeast Ontario Employee Recruitment, Training and Retention Survey was administered to employers in the Far Northeast Training Board area during the month of May 2025. In total, 92 employers in the Northern Corridor region started the survey and while there was some drop-off in respondents as the survey progressed, around three-quarters completed the survey.

While this report reflects the insight of those who responded to the survey, it nevertheless confirms a number of workforce issues related to recruitment, training and retention that have been fairly consistent across the region over the past years.

More specifically, it is not surprising that three quarter view workforce issues as the biggest challenge for their business or organization in the next three years, either the challenge of recruiting or retaining employees, concerns regarding the large number of retirements, and worry that there are not enough qualified job candidates to fill labour needs.

That being said, many felt genuine optimism for the local economy because of growth opportunities, including high expectations arising from expansion of the mining sector. And while new technologies pose new challenges, these advancements are also viewed as tools to increase productivity and expand their businesses.

In closing, while the insights gained from this survey highlight what we might already understand about local workforce needs and issues, they also show that employers appear to be resilient and optimistic about the local economy and new paths moving forward. They see growth opportunities, are seeking new markets and are looking at ways to improve their business.

All of the topics discussed here are important as we move into the future to ensure a prosperous and growing economy with a robust workforce that is ready, trained and balanced to meet the needs of employers.

