



ADDISON COUNTY
Economic Development Corporation
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Workforce Development Summit

SEPTEMBER 12, 2018



Middlebury



Vermont Adult Learning
Education That Changes Lives!



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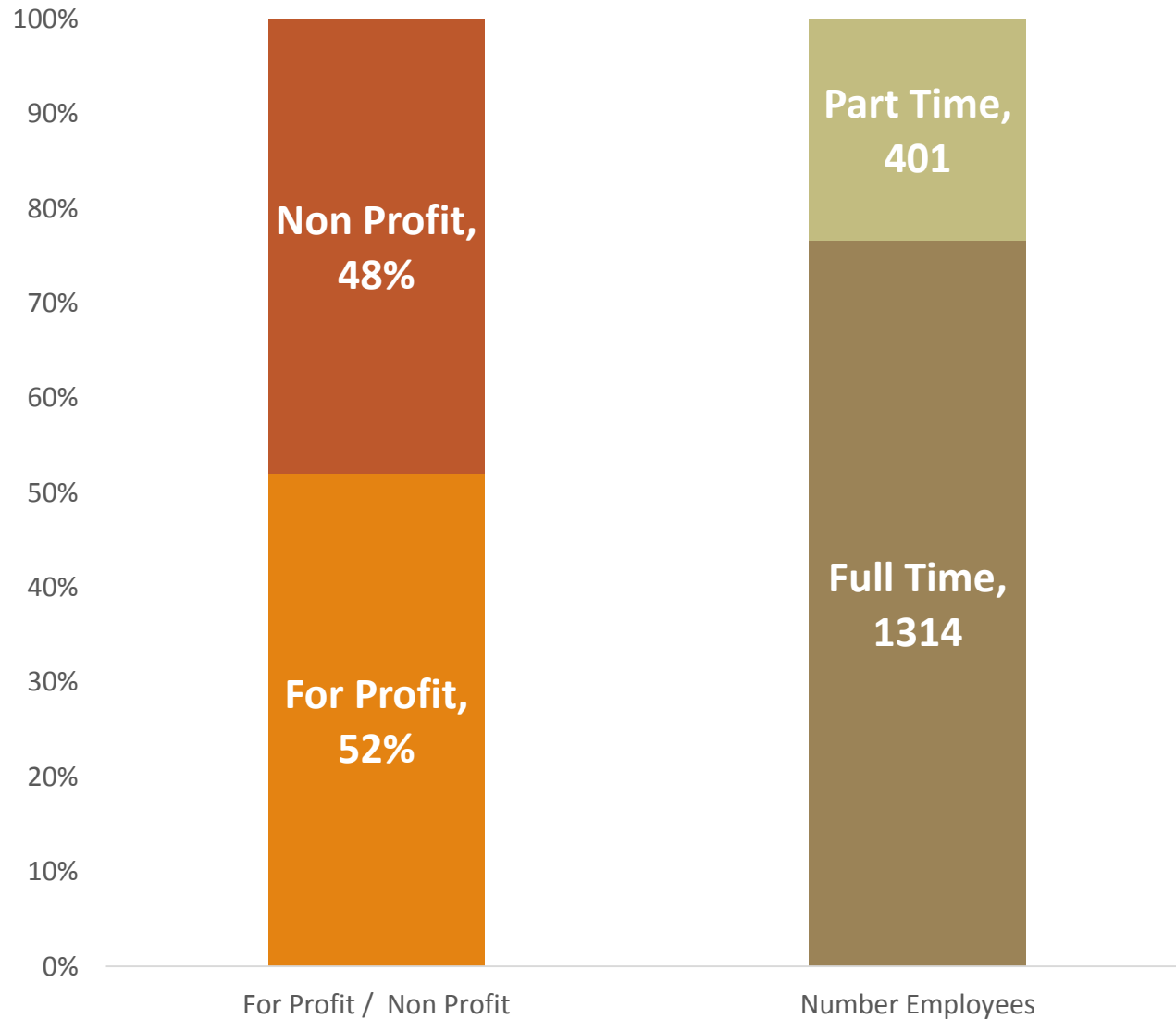
ADDISON COUNTY
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ADDISON COUNTY
Chamber of Commerce
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Respondent Profile



Survey Results – Company Type and Number of Employees

116 SURVEYS COMPLETED
BETWEEN AUGUST 1 AND
SEPTEMBER 5, 2018

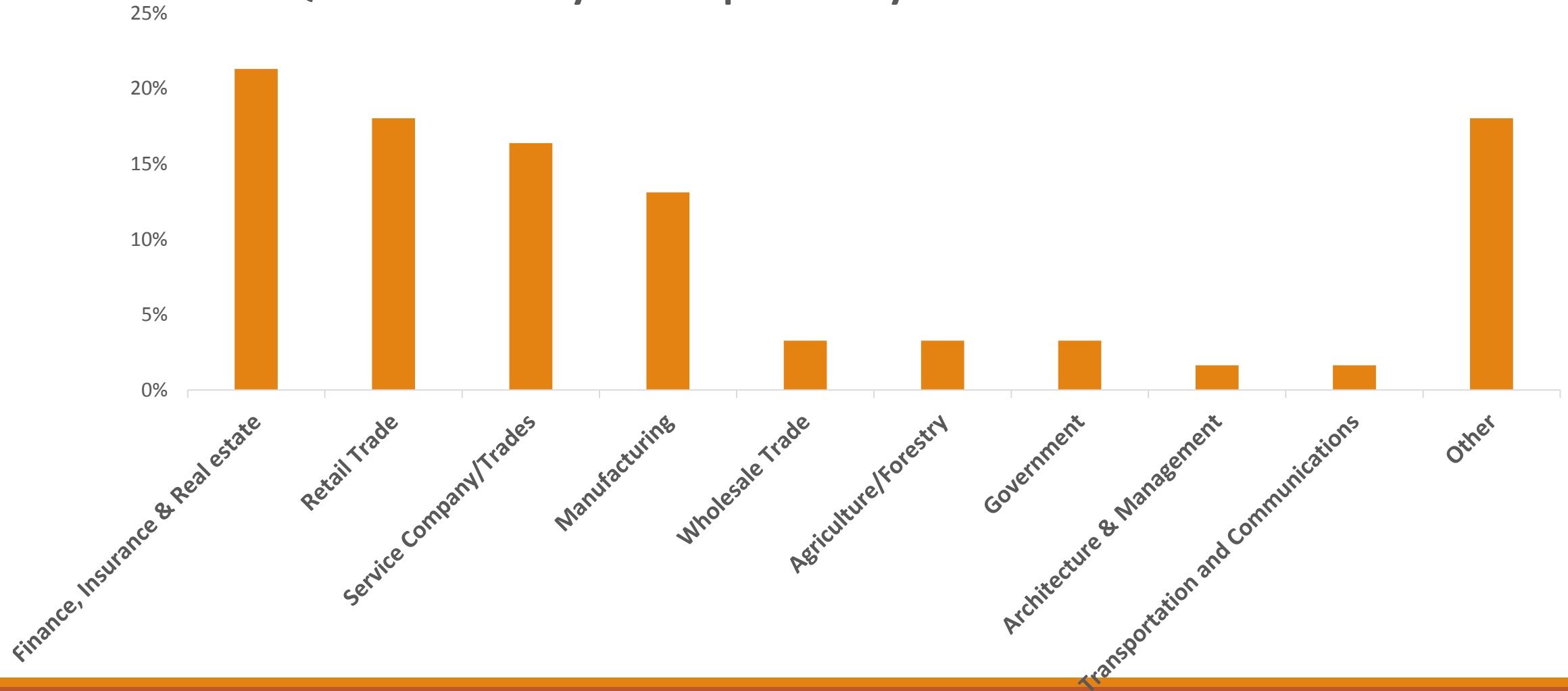
FOR PROFIT/NON PROFIT
RESPONSES FAIRLY EVEN

RESPONDERS REPRESENT 1314
FULL TIME EMPLOYEES AND 401
PART TIME

For Profit Industry Representation

Finance/Insurance/Real Estate, Retail Trade and Service Trades represent majority of respondents

Q. What industry best represents your For Profit Business?



Not For Profit Representation

Q. What is the service you provide or mission of your organization?

programs needs **development** workforce **community** families
school Vermont **mission** Employment
education child **Care** training **early** high
workforce **development** services **Health Public**

Note: Free Form responses best represented by word cloud.

WHAT TYPES OF CANDIDATES DO YOU PREFER?

■ Trained ■ We Will Train ■ We Need Both



EMPLOYEE TYPE

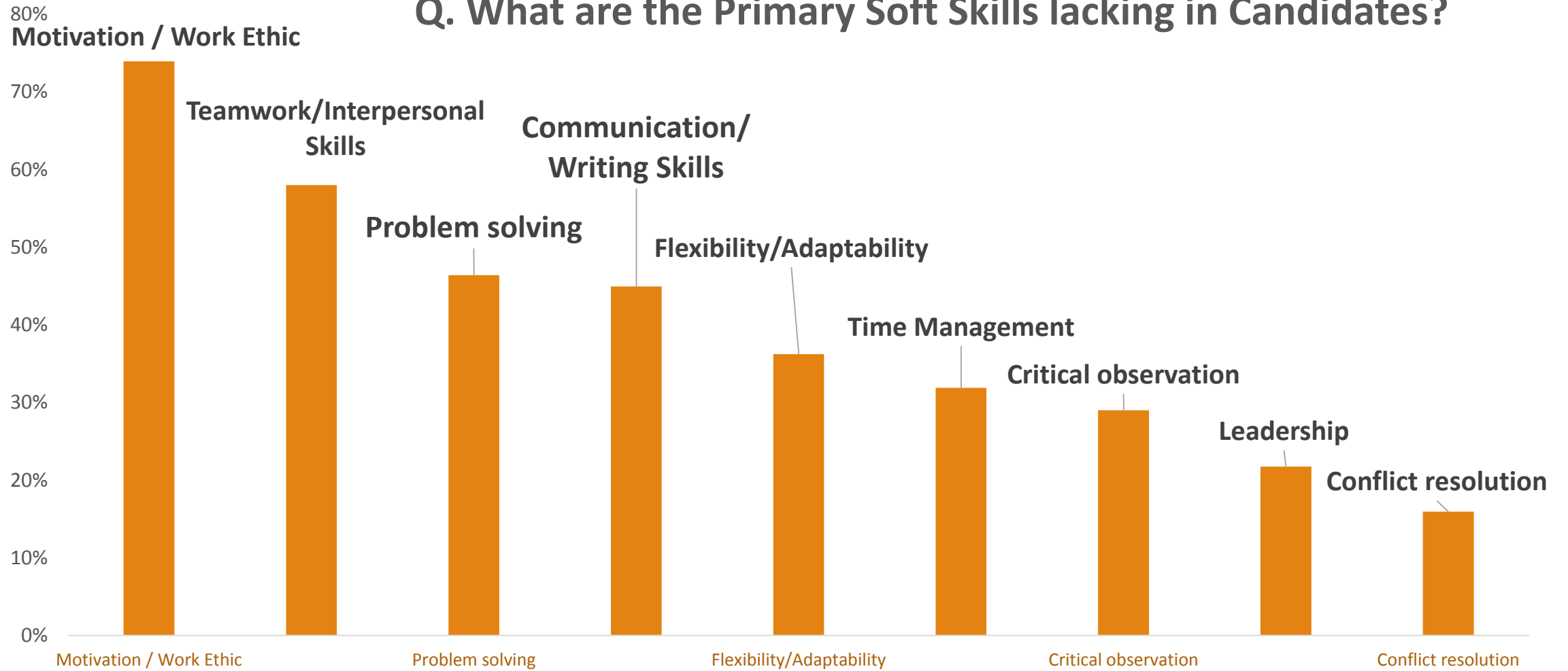
Training

NEARLY TWO THIRDS OF EMPLOYERS NEED BOTH TRAINED AND UNTRAINED EMPLOYEES

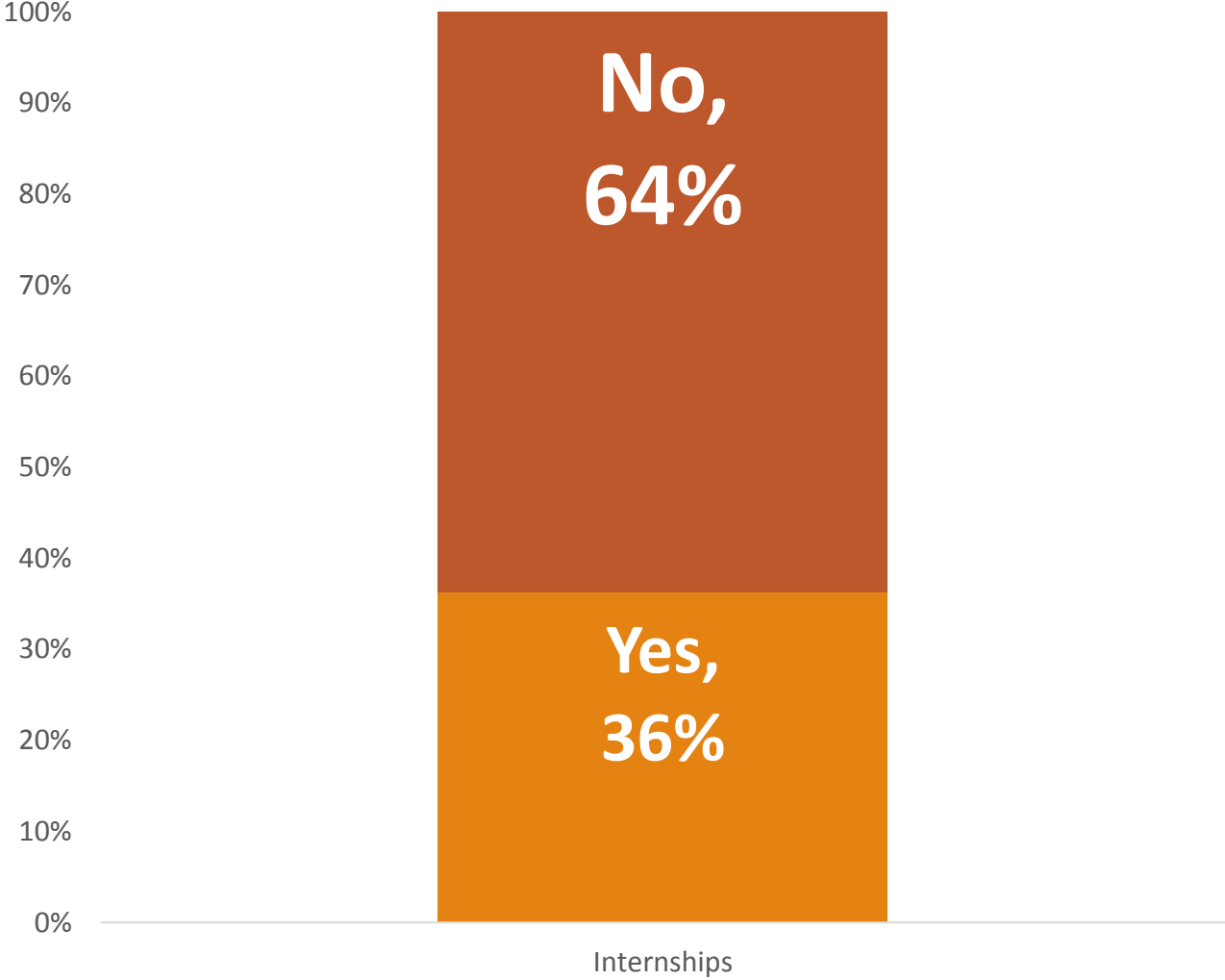
The Need for Soft Skills

Lackluster work ethic is significant challenge to employers, followed by teamwork and problem solving

Q. What are the Primary Soft Skills lacking in Candidates?



Do you offer paid Internships?



Internships

Approximately one-third of businesses offer internships

Top Reasons Why Internships Are Not Offered:

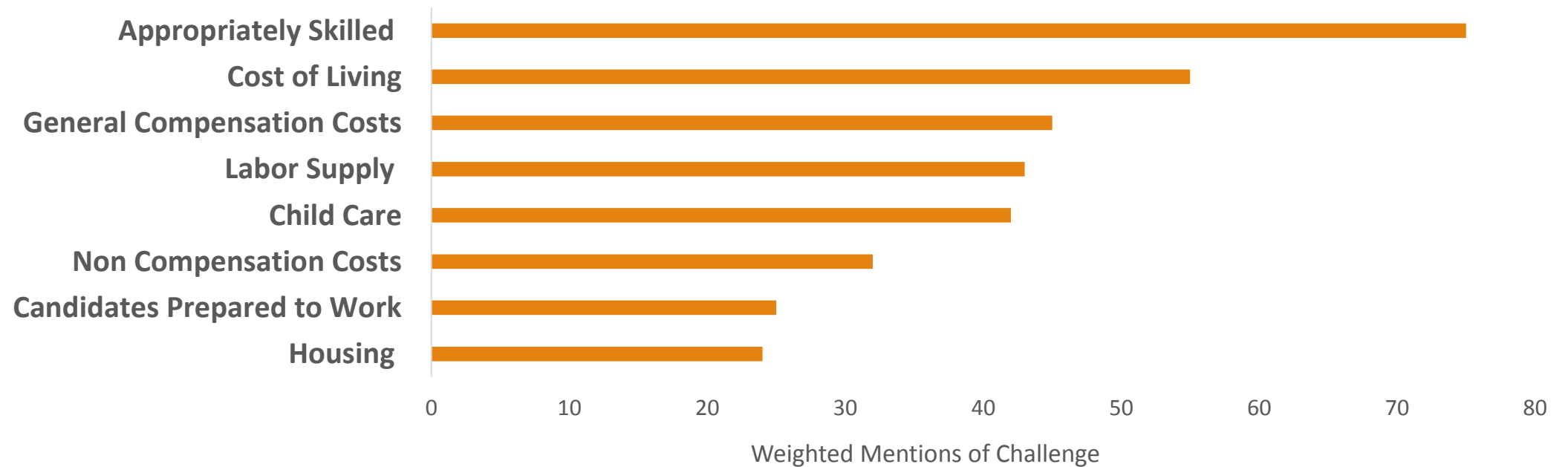
- Cost*
- Time*
- Not a fit*

Biggest Challenges

Appropriately Skilled workers reported to be greatest challenge

Cost of Living is next followed by General Compensation Costs, Labor Supply and Child Care

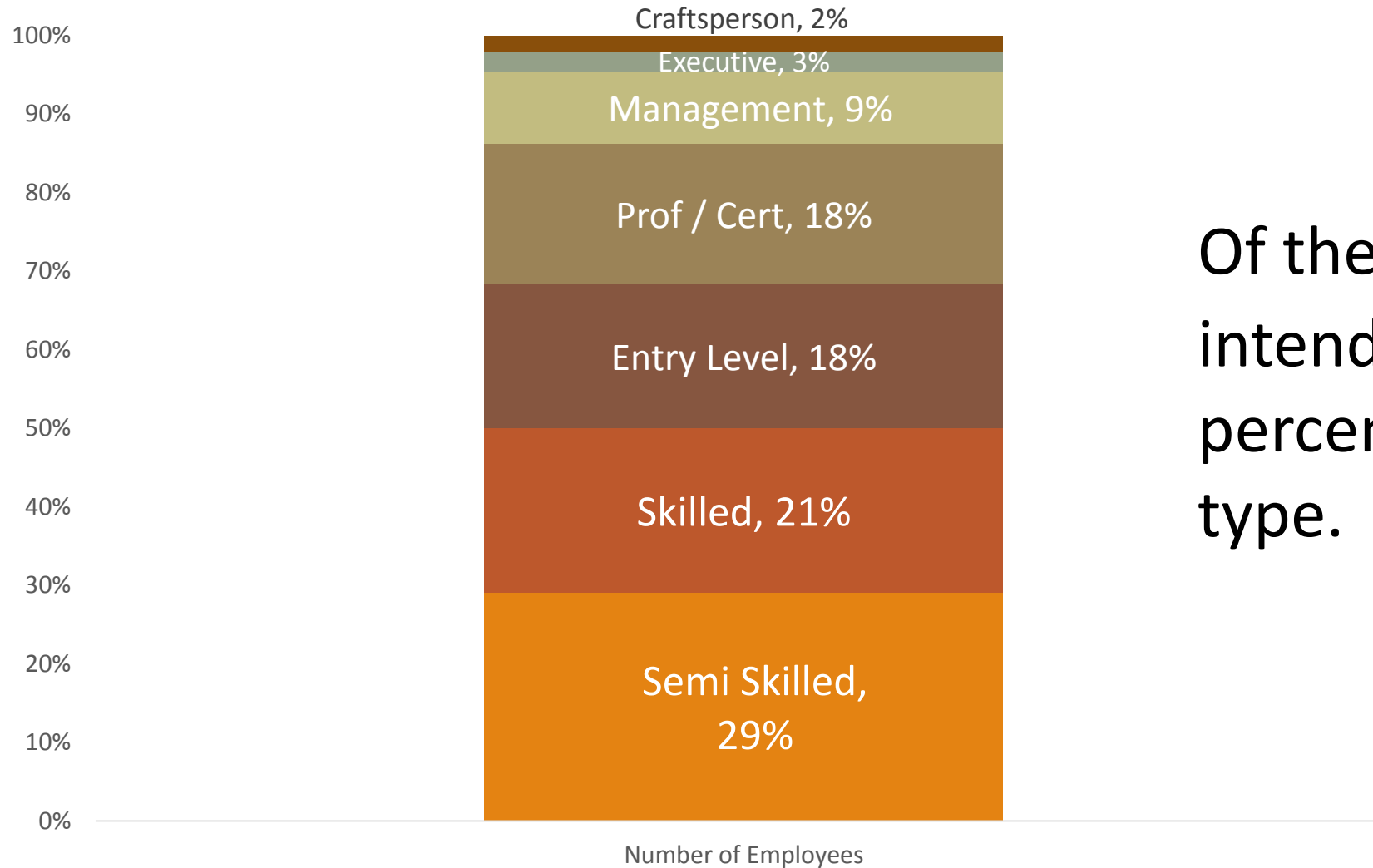
Q. What are the three most critical workforce issues facing your business/organization and/or the region?



Note: Responses were weighted 3pts = 1st most critical, 2pts = 2nd most critical, 1pt for 3rd most critical

How Many Employees Do You Plan to Hire, by Type, in Next 5 Years?

Fifty percent of identified hires in next 5 years are for skilled and semi skilled roles



Of the **306** intended hires, percentages, by type.