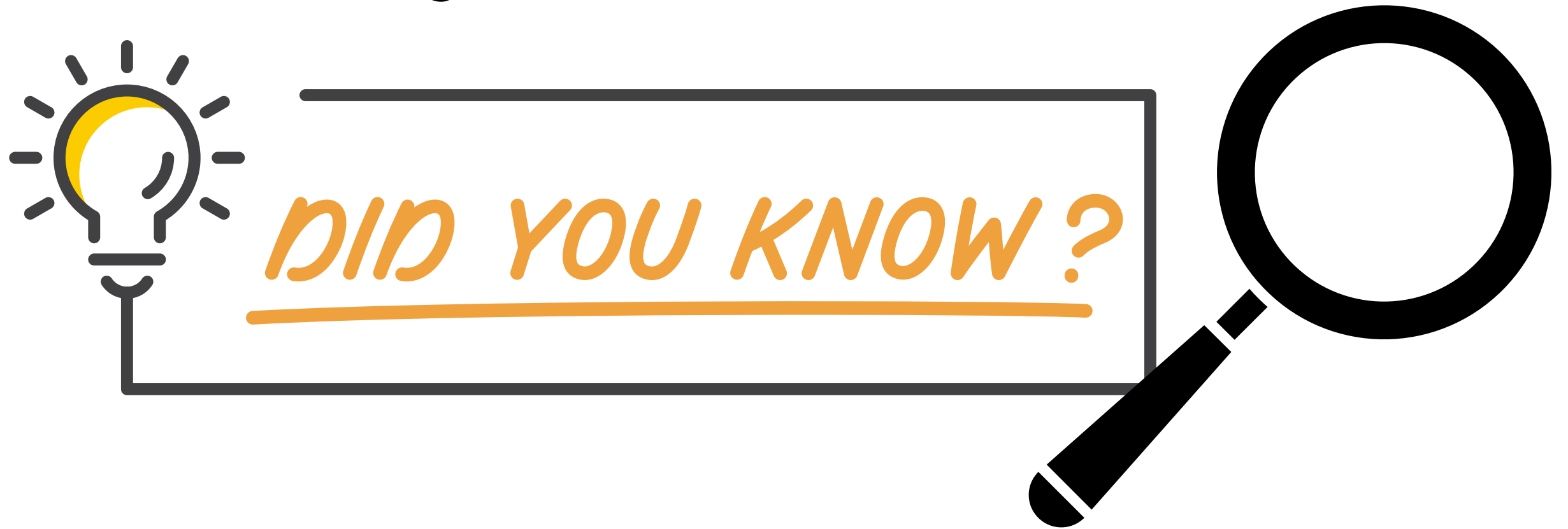


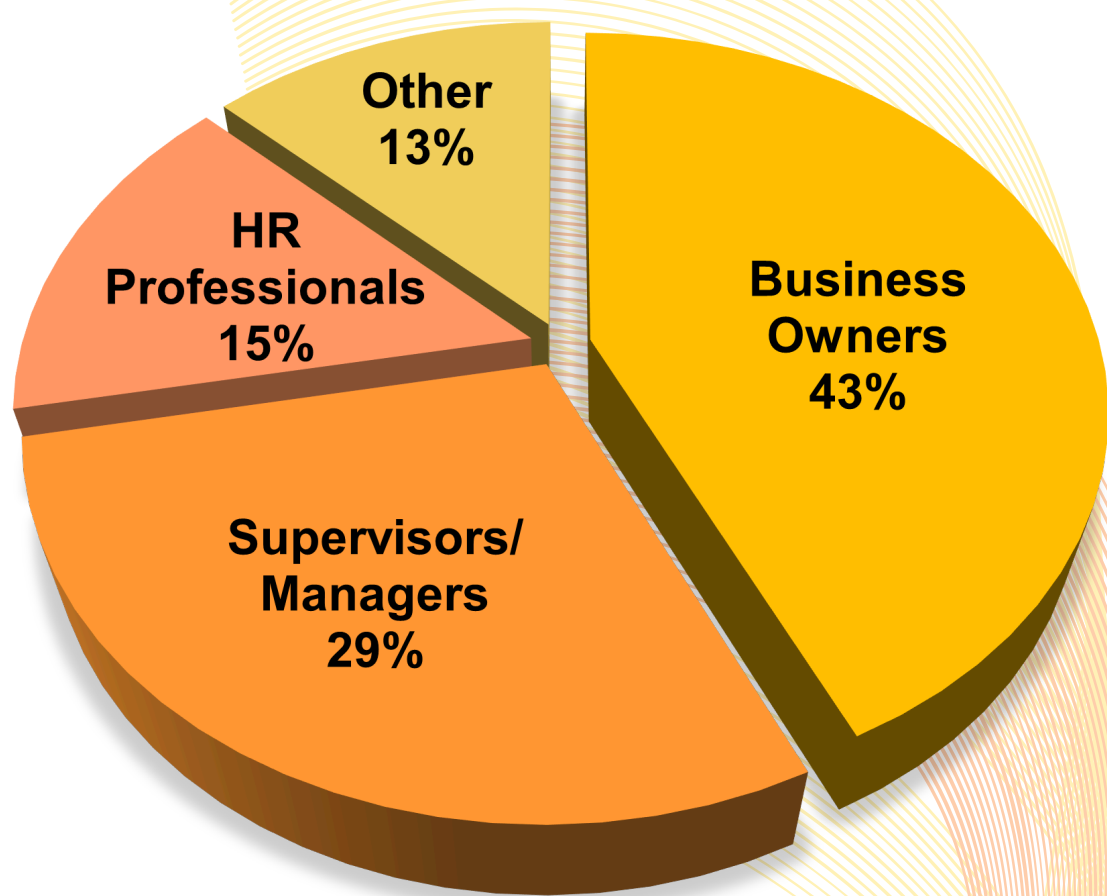
EMPLOYMENT RECRUITMENT, TRAINING & RETENTION Survey Results

Algoma District



Employer Profile

112 employers across the Algoma District participated (May-June 2025), with 75% providing complete responses



Workforce Trends

01

- 58% say workforce issues are their biggest challenge in the next 3 years.
- Main Concerns: Lack of qualified workers, Too few job applicants, Retention & replacing retirees

High Turnover

02

- 72% experienced employee separations in 2024
- Top Reasons: Employees quitting (87%), Termination (68%), Retirement (41%)

Strong Hiring Demand

03

- 83% hired in 2024 and 76% plan to hire in 2025
- Main reason: filling existing vacancies (80%+)

Hard-to-Fill Jobs

04

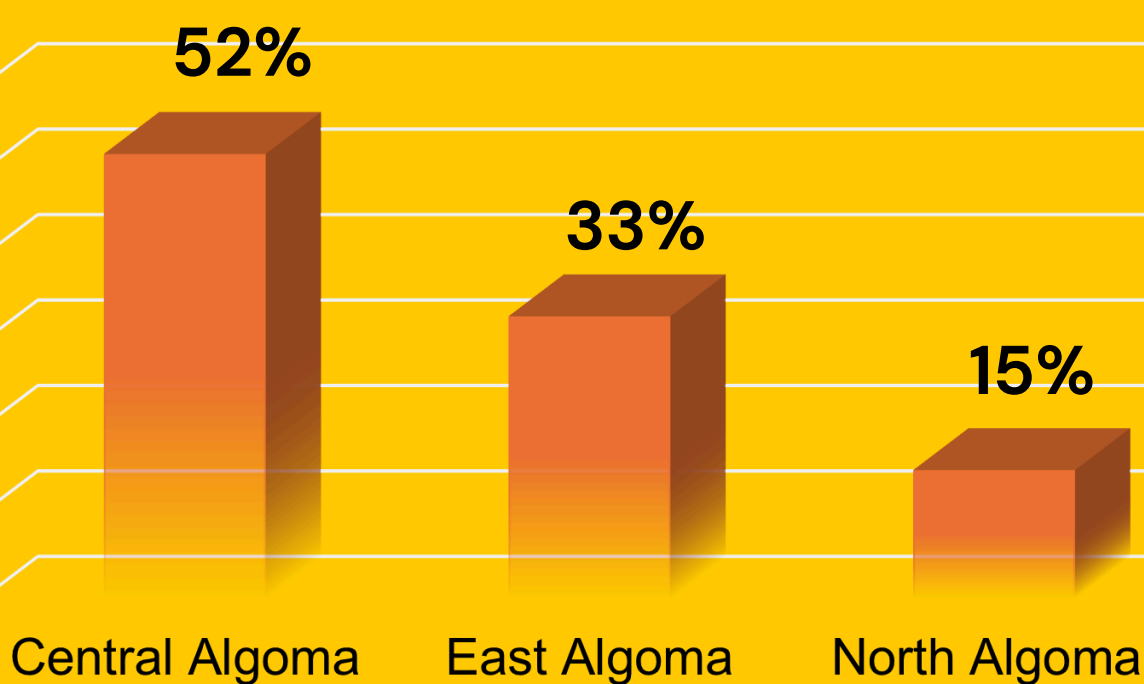
- Cooks and kitchen staff
- Managers and Supervisors
- Labourers and skilled trades
- Admin and Finance Staff
- Early Childhood Educators

Biggest Hiring Challenges

05

- 60% - Applicants lack skills
- 54% - Not enough applicants
- 55% - Lack Qualifications
- 41% - Weak Soft Skills
- 54% - Lack experience

GEOGRAPHIC COVERAGE



Respondents came from Central Algoma (52%), East Algoma (33%), and North Algoma (15%), providing district-wide representation

Barriers Beyond the Workforce

01

- 37% – Lack of rental housing
- 18% – Few homes to buy
- 20% – Daycare shortages
- 19% – Limited public transportation

Recruitment Practices

02

- 87% – Word of mouth & referrals
- 63% – Social media
- 61% – Free online job boards
- 57% – Employment Services

Skills Employers Value Most

03

- Work ethic and dependability
- Willingness to learn
- Teamwork and interpersonal skills
- Communication and customer service

Bottom Line

Algoma employers continue to hire, but many are struggling to grow due to workforce shortages, housing barriers, and ongoing skill gaps. While job opportunities remain strong, challenges in attracting, retaining, and preparing workers are limiting business expansion. At the same time, investments in training, technology adoption, and youth engagement present strong pathways forward, offering employers practical solutions to build a more skilled, adaptable, and resilient workforce for the future.

Training and Youth Employment

04

- 77% fund employee training or education
- 81% use on-the-job training
- 82% offer student/youth work opportunities

External Pressures (US Tariffs)

05

- 48% say supply chains are affected
- 41% expect to raise prices
- 30% may restrict spending

Opportunities Ahead

10%

Economic growth
(tourism, mining,
population)

8%

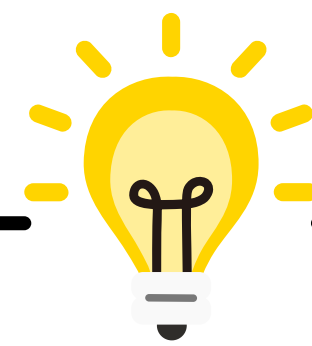
Technology
adoption

18%

Workforce
upskilling &
cross-training

35%

Business
Expansion



To read the full report
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www.awic.ca