

EMPLOYEROne Survey

WATERLOO WELLINGTON DUFFERIN

SUMMARY

2016

The EmployerOne Survey was conducted for the second time in Waterloo Wellington Dufferin in January 2016. With a completion rate of 38%, 184 employers provided valuable insights into the area's labour market. The next EmployerOne survey will take place in January 2017.

HIGHLIGHTS OF THE SURVEY

(Numbers in brackets are numbers from January 2015 survey)

184 employers completed the Survey (155)

65% of surveyed employers had a separation over the last 12 months (72%)

There are **13,339** workers within the Region represented (11,000)

2,285 hires in 2015

1,411 anticipated hires in 2016

51% of all forecasted hiring is within the Manufacturing sector



Workforce Planning Board
of Waterloo Wellington Dufferin

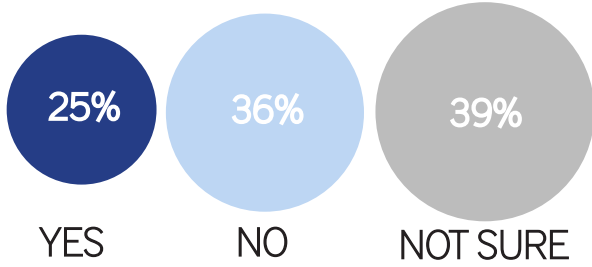
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**EMPLOYMENT
ONTARIO**

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DID YOUR ORGANIZATION COMPLETE THE SURVEY LAST YEAR?

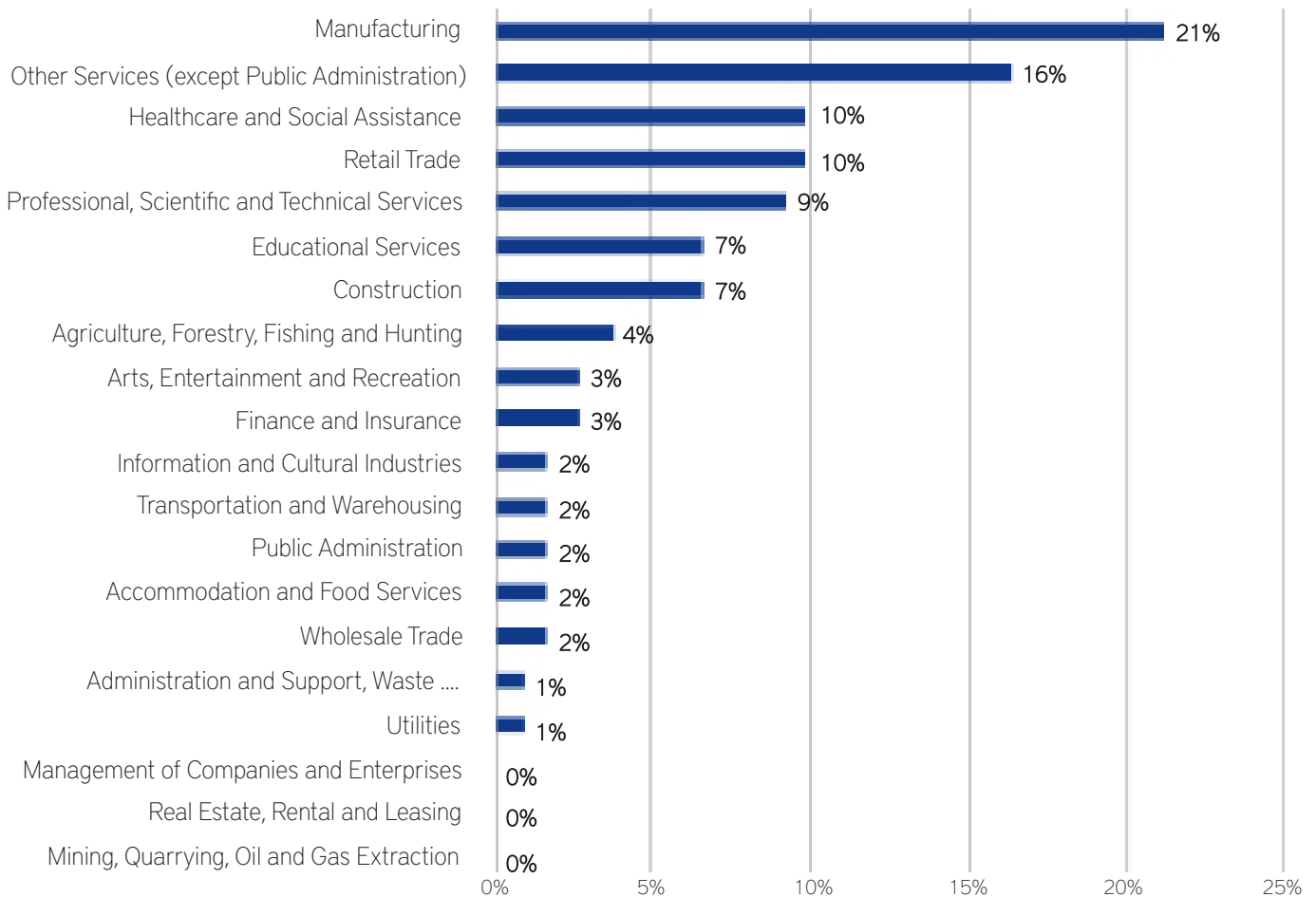


Out of the 184 responses, 71 employers were not sure if their organization completed the survey last year.

1 in 4 (25%) completed the survey last year.

RESPONDENTS BY INDUSTRY SECTOR

The top four (4) sectors represent 57% of all respondents.



WORKFORCE REPRESENTED IN WATERLOO WELLINGTON DUFFERIN



WORKFORCE BY AGE RANGE



UNDER 25

20%



25-54

55%



55+

24%

SEPARATIONS IN 2015



65% Separations



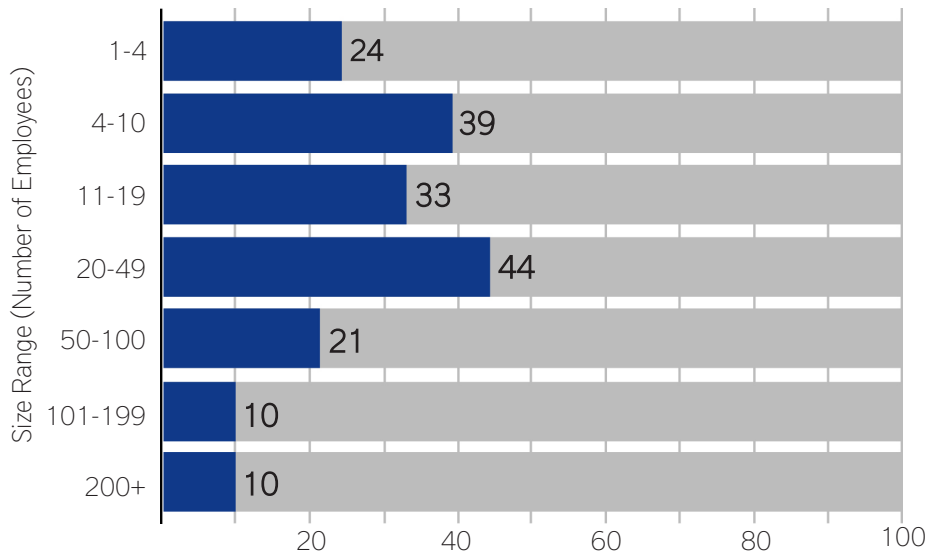
35% No Separations

65% of respondents saw separations in 2015, down from 72% in 2014. Within the job categories of Production Workers and Service Workers, quits accounted for the majority of separations.

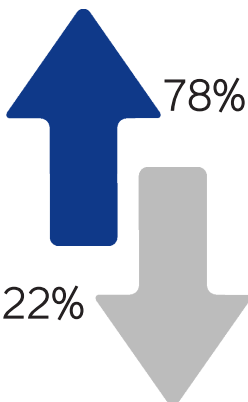
Within the Health Care sector, 100% of separations among Professionals and Managers were due to retirements.

NUMBER OF EMPLOYEES IN 2015

Amount of Responses to the Question by Size of Business



HIRING OVER THE LAST 12 MONTHS



Over the last 12 months 78% of respondents hired over the last 12 months and 22% of respondents were not hiring.

CATEGORIES OF WORKERS HIRED IN 2015



101
Managers



51
Sales



293
Professionals



178
Administrative



80
Technical



942
Production



73
Trades



444
Service



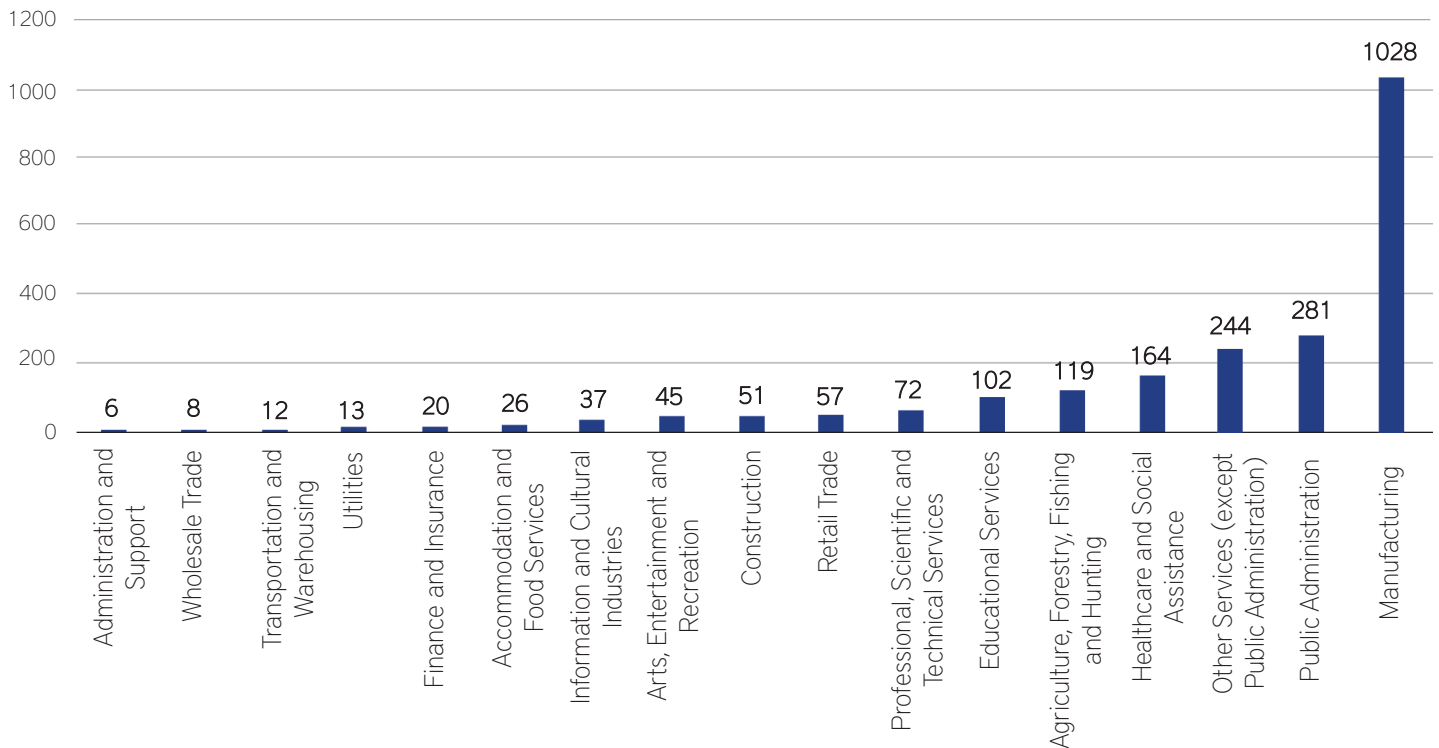
26
Apprentices



97
Other

HIRES IN 2015 BY INDUSTRY

66% of hires in 2015 were for permanent full time positions; 34% were for temporary full and part time positions.



NEW GRADUATES

Out of the 114 responses to the question of whether employers brought on any new graduates, 78 employers said they hired a total of 315 new graduates

TOP COMPETENCIES FOR EMPLOYEES

0%- 13%

TIME MANAGEMENT
ORGANIZATIONAL
PROFESSIONALISM
ANALYTICAL
COMPUTER LITERACY
OTHER

14%- 26%

TECHNICAL
WILLINGNESS TO
LEARN

27%- 40%

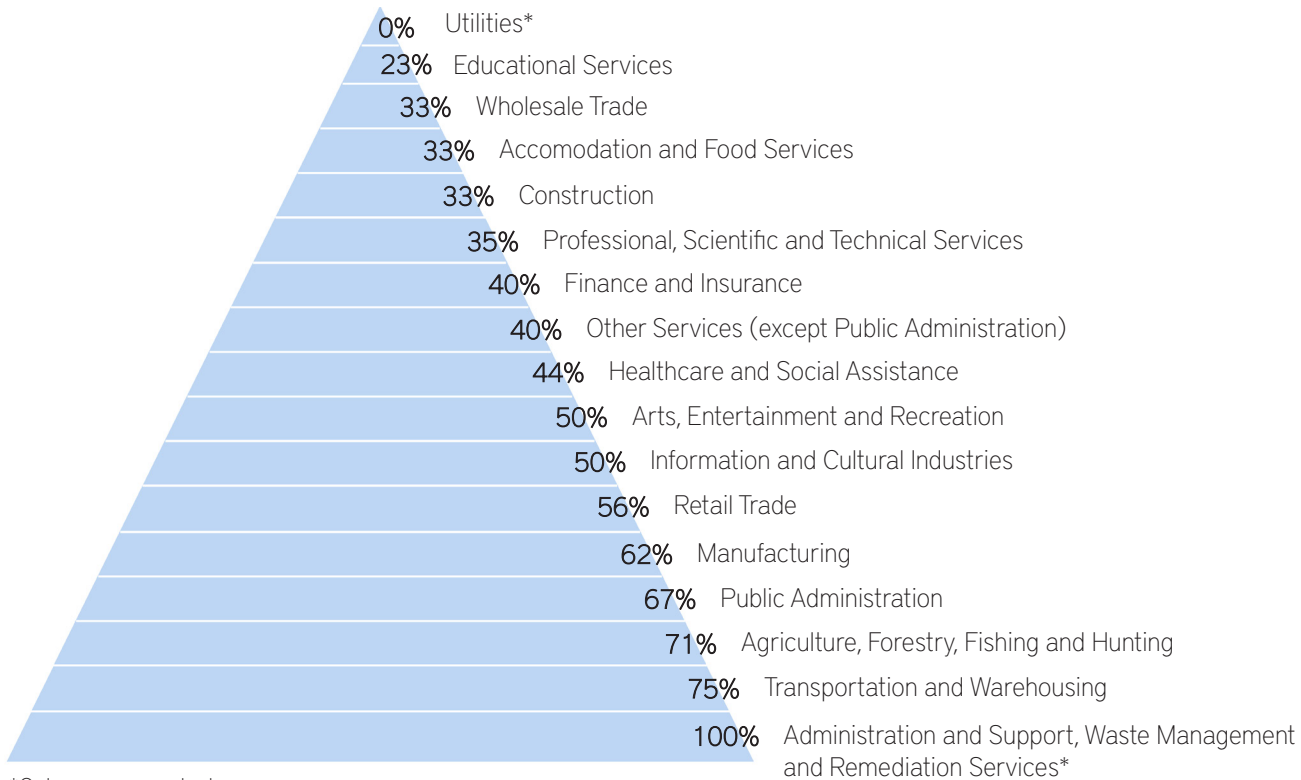
CUSTOMER SERVICE
COMMUNICATION
PROBLEM SOLVING
REASONING
CREATIVITY

41%- 50%

WORK ETHIC
DEDICATION
DEPENDABILITY
TEAM WORK
INTERPERSONAL

The top competencies that employers look for include work ethic, dedication and dependability which is the primary competency that is being sought after. Followed by team work and customer service skills. Self-motivation and communication skills round out the top five (5) competencies. (Percent of employers reporting in that category.)

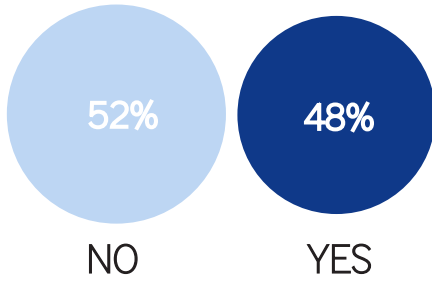
HIRING CHALLENGES BY INDUSTRY



*Only one respondent.

75% of transportation and warehousing reported hiring challenges last year and that percentage is the same this year. 71% of Agriculture sector respondents indicated they had hiring challenges, more than the 50% reported last year.

WERE THERE ANY POSITIONS THAT WERE HARD TO FILL?

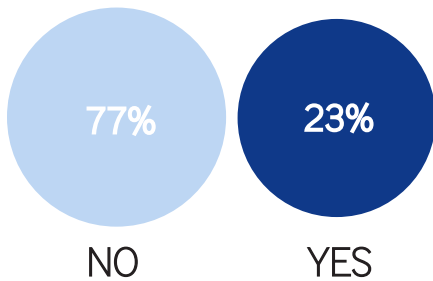


TOP 5 REASONS JOBS ARE HARD TO FILL

1. Not enough applicants (61%)
2. Lack of qualifications (45%)
3. Lack of work experience (40%)
4. Lack of motivation, attitude, or interpersonal skills (38%)
5. Lack of technical skills (36%)

'Not enough applicants (61%)' and 'no applicants (15%)' account for 76% of why jobs are hard to fill.

EMPLOYERS WHO ACCESSED PAID RECRUITMENT SERVICES

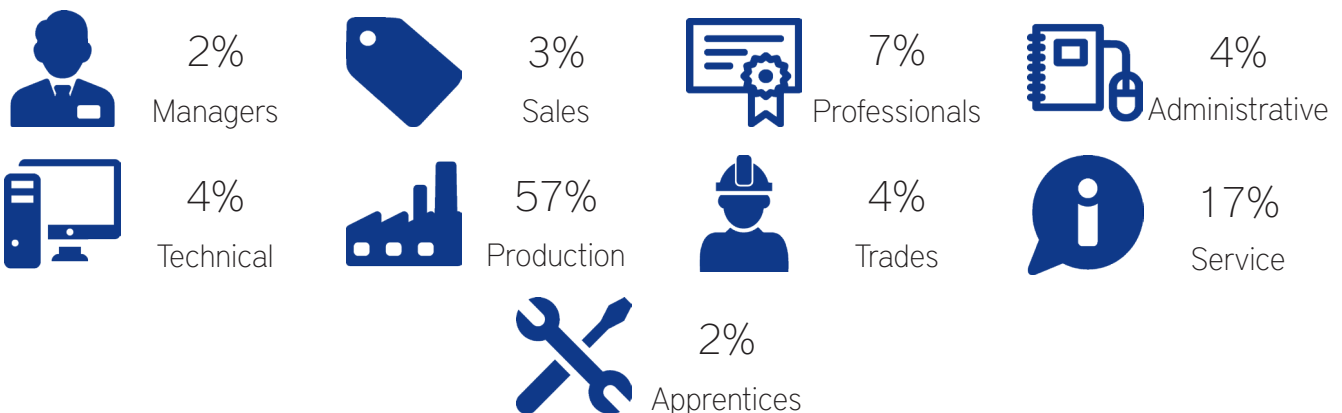


23% of employers accessed a paid recruitment agency. Last year this was only 19%.

ANTICIPATED HIRES OVER THE NEXT 12 MONTHS

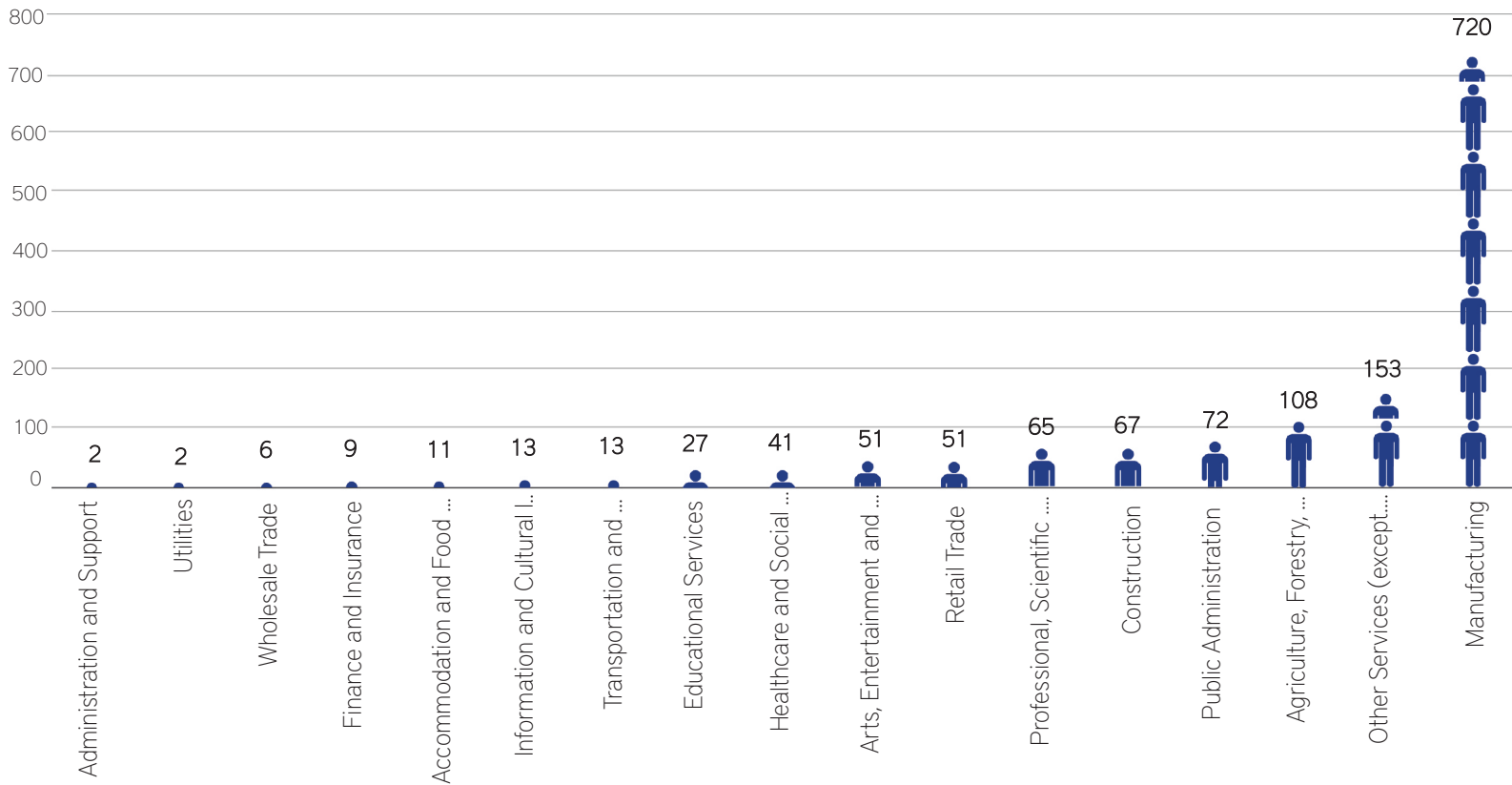
184 employers completed the question asking if they planned to hire over the next 12 months, 76% (139) said 'yes' they planned to hire a total of 1,411 positions in 2016.

CATEGORIES OF ANTICIPATED HIRES IN 2016

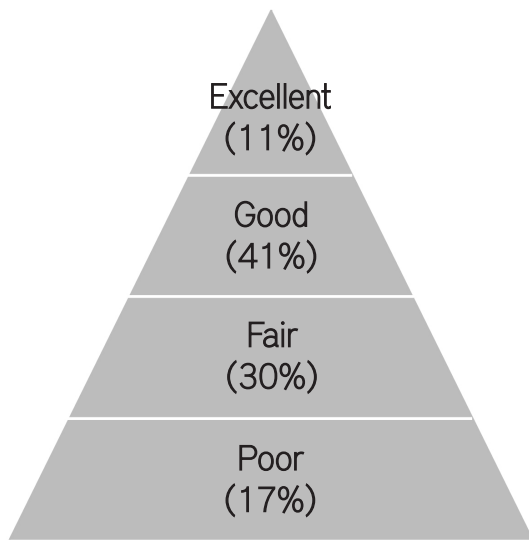


Main reasons given for hiring over the next 12 months are to fill existing vacancies or expansion.

ANTICIPATED HIRES IN 2016 BY INDUSTRY

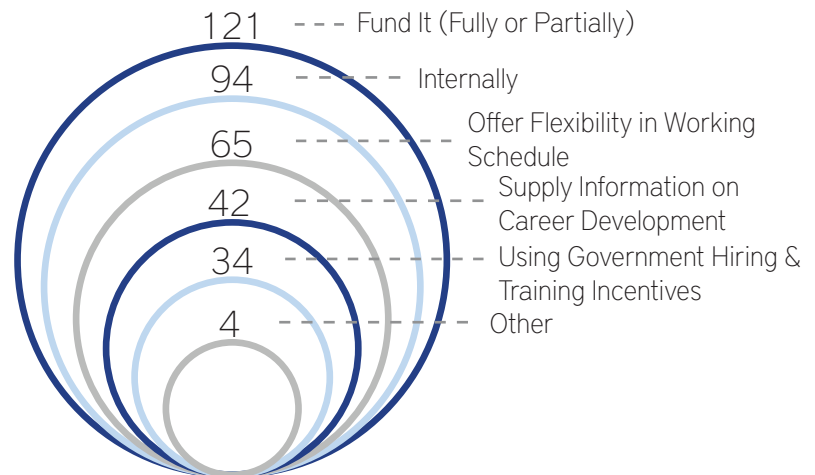


RATING OF QUALIFIED WORKERS



84% of employers were able to provide professional development or training to their employees.

HOW DOES THE ORGANIZATION SUPPORT TRAINING/PROFESSIONAL OPPORTUNITIES



For more information about EmployerOne or to sign up for next year's survey (January 2017), contact the Workforce Planning Board of Waterloo Wellington Dufferin.

