



Full Technical Report

EmployerOne Reponses – January 2016

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This Employment Ontario project is funded by the Government of Ontario.

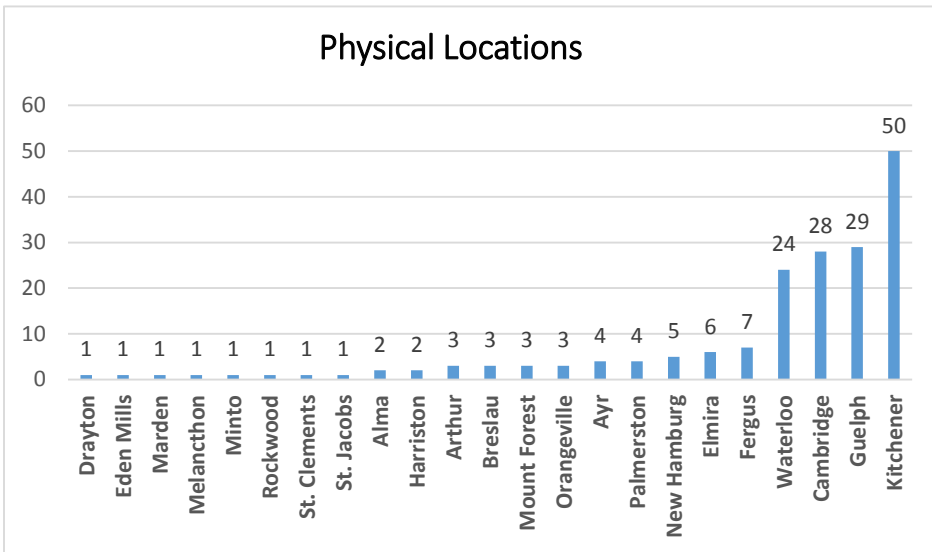
**EMPLOYMENT
ONTARIO**

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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
 - **2285** hires in 2015
 - **1411** anticipated hires in 2016
- **51%** of all forecasted hiring is within the manufacturing sector

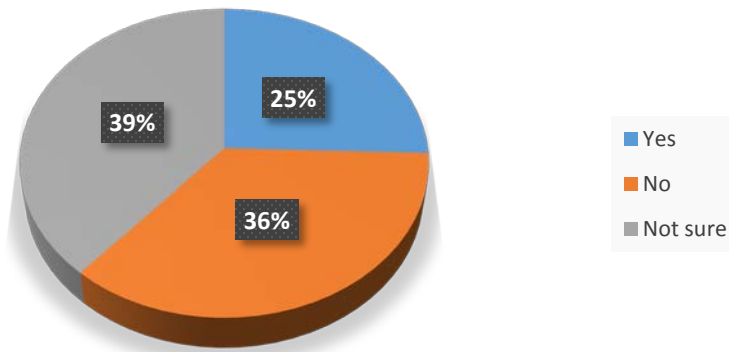


71% of all respondents were in the four largest municipalities.



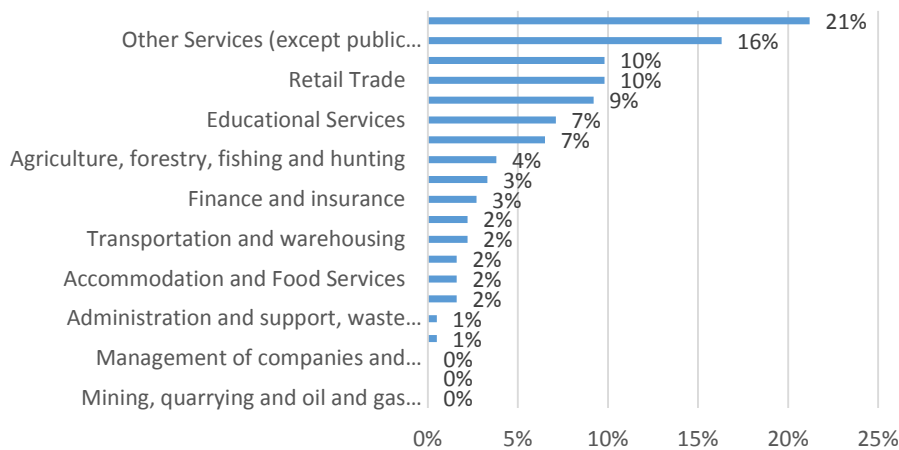
8% of all respondents indicated that they have been in business for five (5) years or less.

Did Your Organization Complete the Survey Last Year?



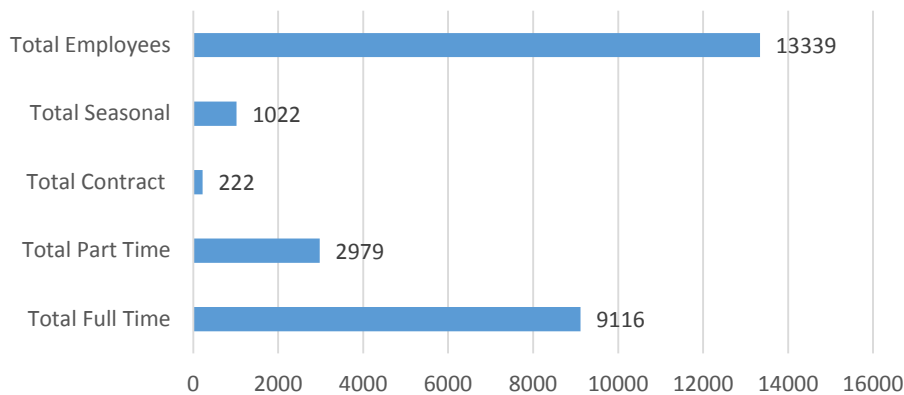
Out of the 184 responses, **71** employers were not sure if their organization completed the survey last year.

Respondents by Industry Sector

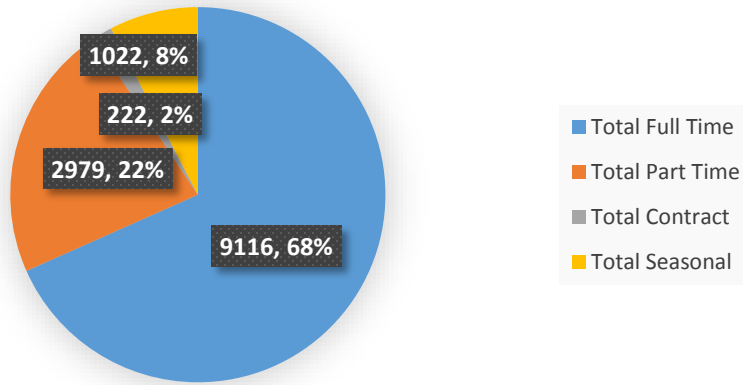


The top four (4) sectors represent 73% of all respondents.

Workforce Represented by the Survey in Waterloo Wellington Dufferin

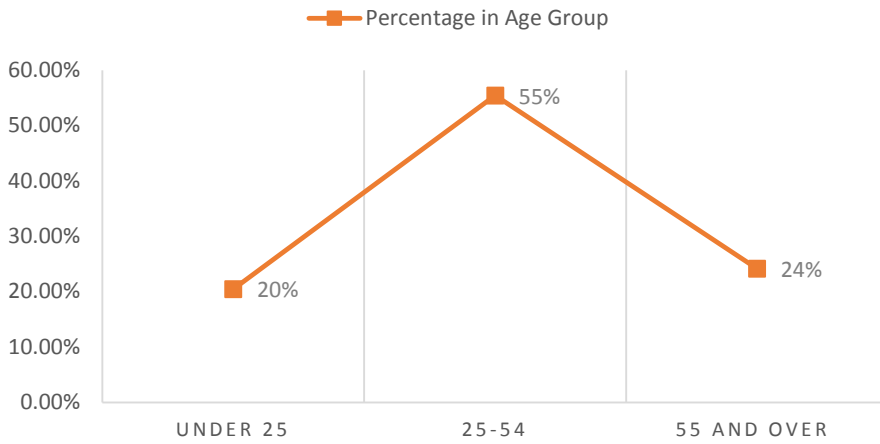


Surveyed Workforce in Waterloo Wellington Dufferin

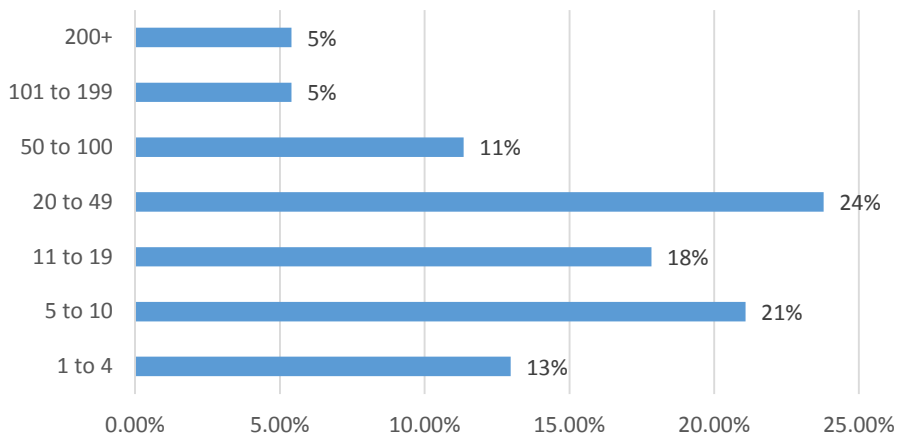


68% of all workers represented were employed full-time.

Surveyed Workforce by Age Range



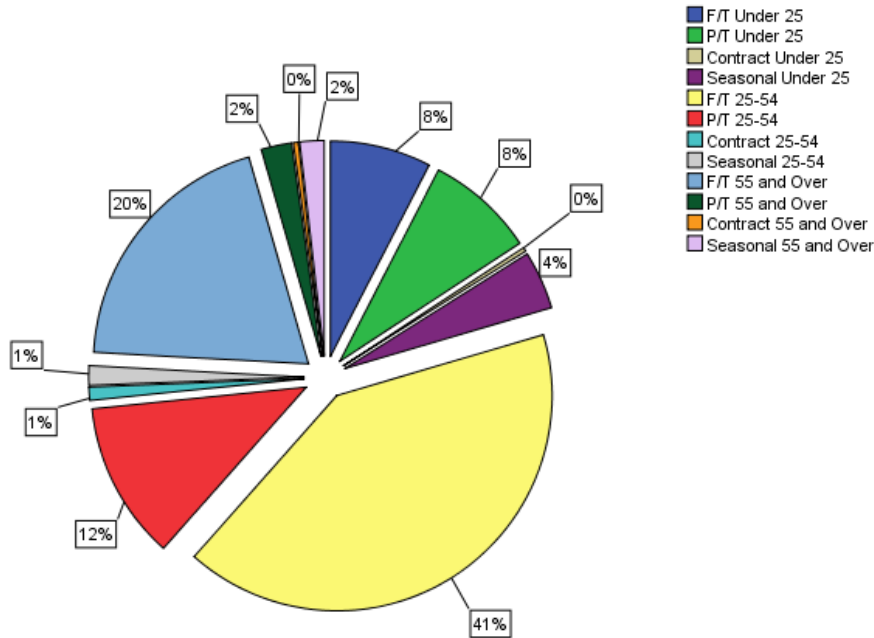
Business Size by Number of Employees



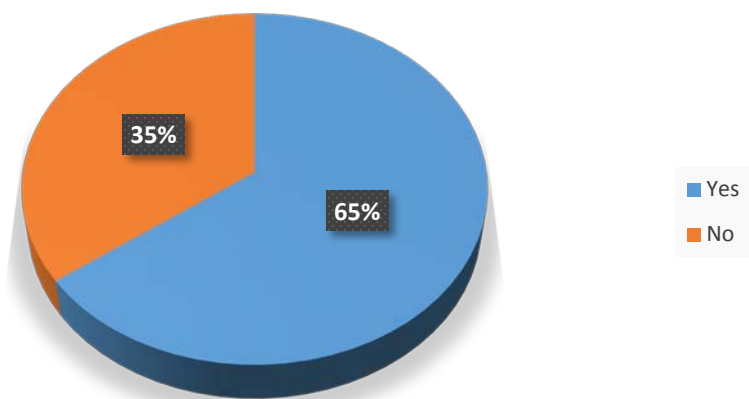
Business size calculated across all sectors.

Size Range	Amount of Responses to the Question by Size of Business
1-4	24
4-10	39
11-19	33
20-49	44
50-100	21
101-199	10
200+	10

Surveyed Workforce by Age Group



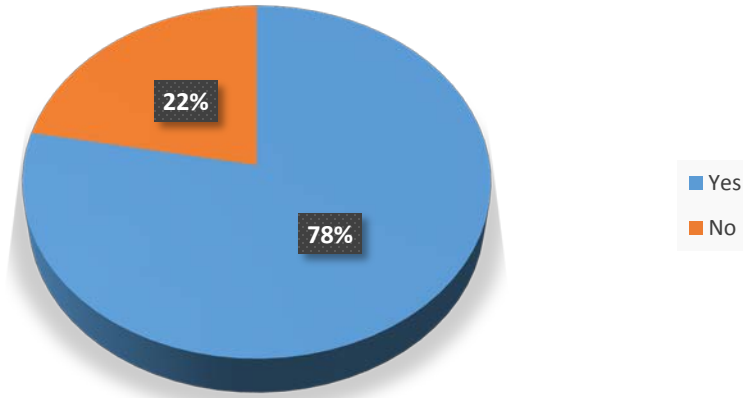
Separations in 2015



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.

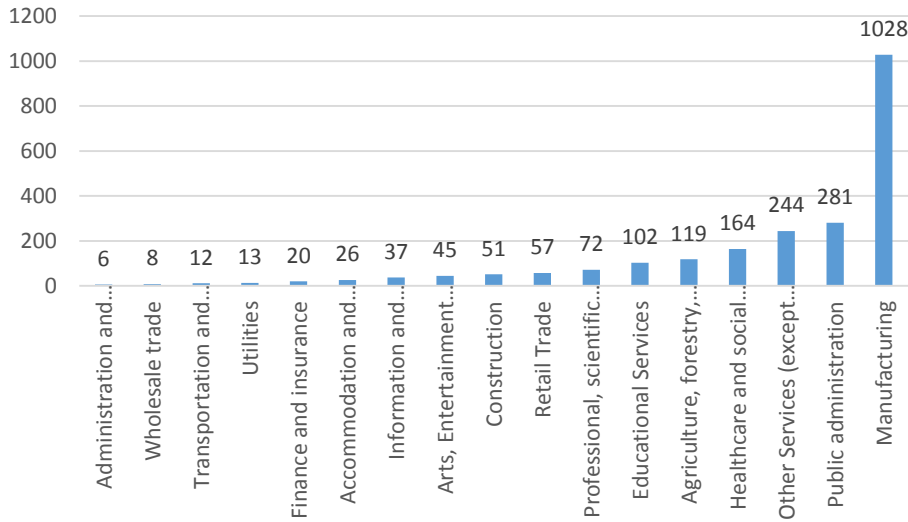
Within the Health Care sector, 100% of separations among Professionals and Managers were due to retirements.

Hiring Over the Last 12 Months



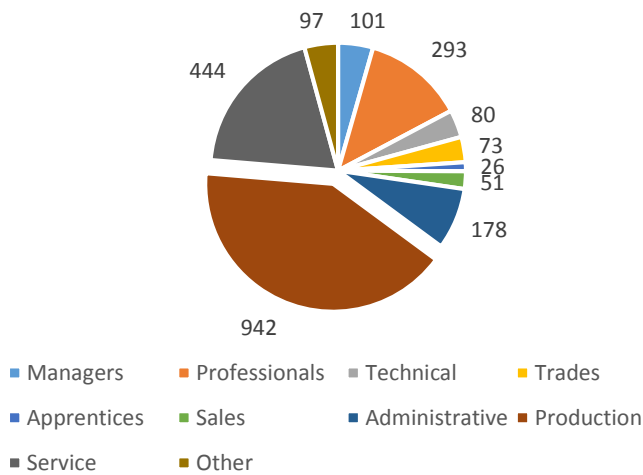
78% of respondents hired over the last 12 months and 22% of respondents did not hire.

Hires in 2015 by Industry



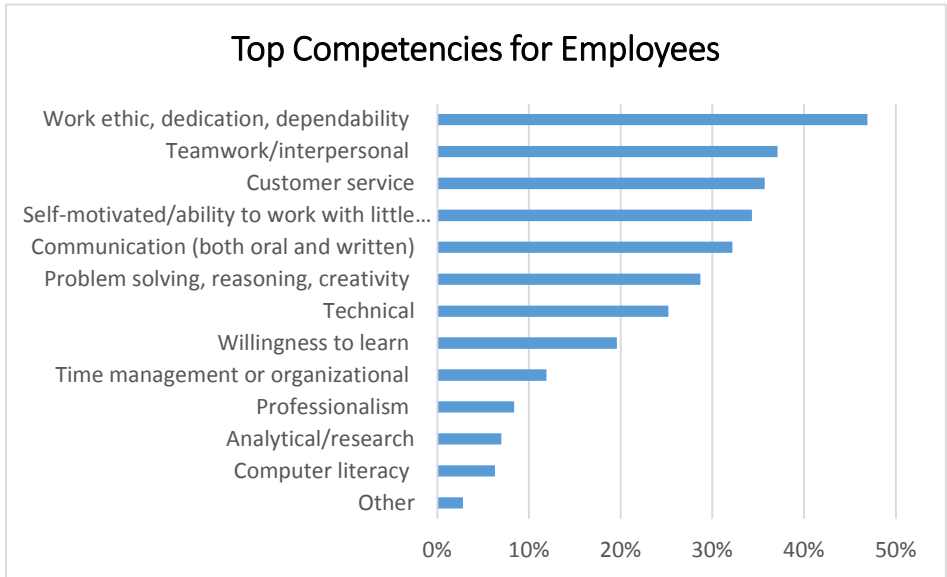
66% of hires in 2015 were for permanent full time positions; 34% were for temporary full and part time positions.

Categories of Workers Hired in 2015

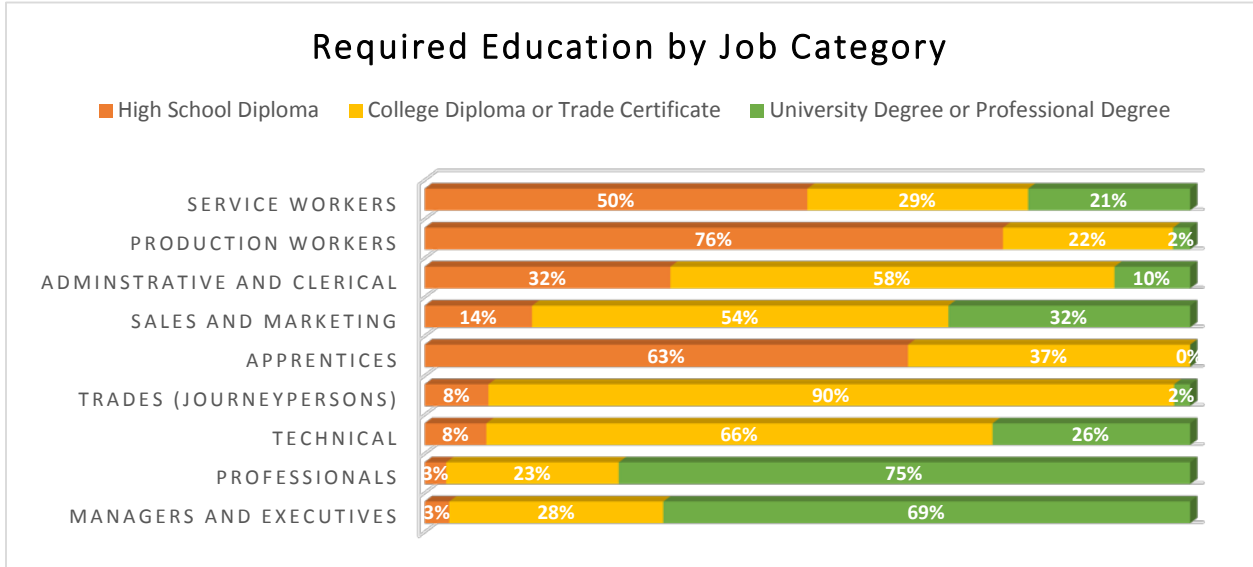


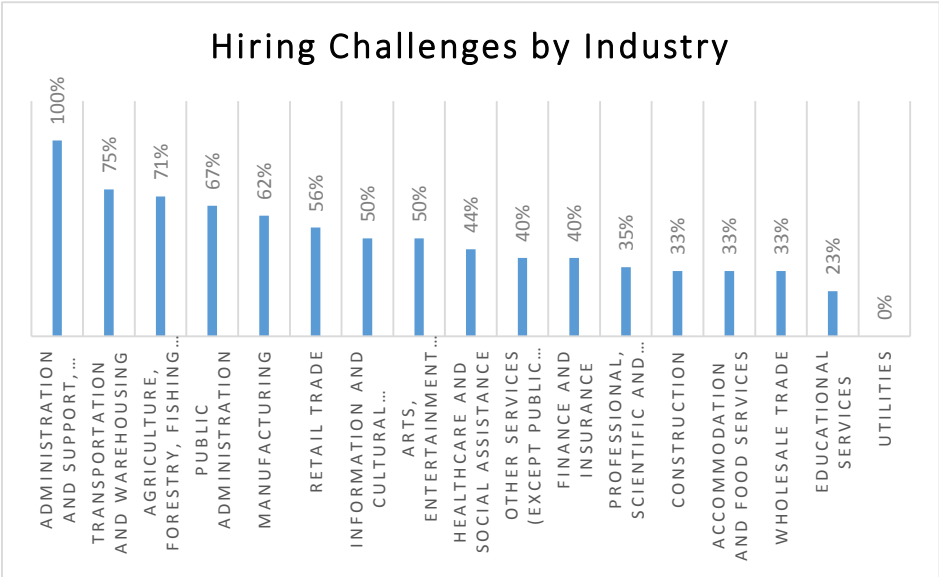
New Graduates

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.

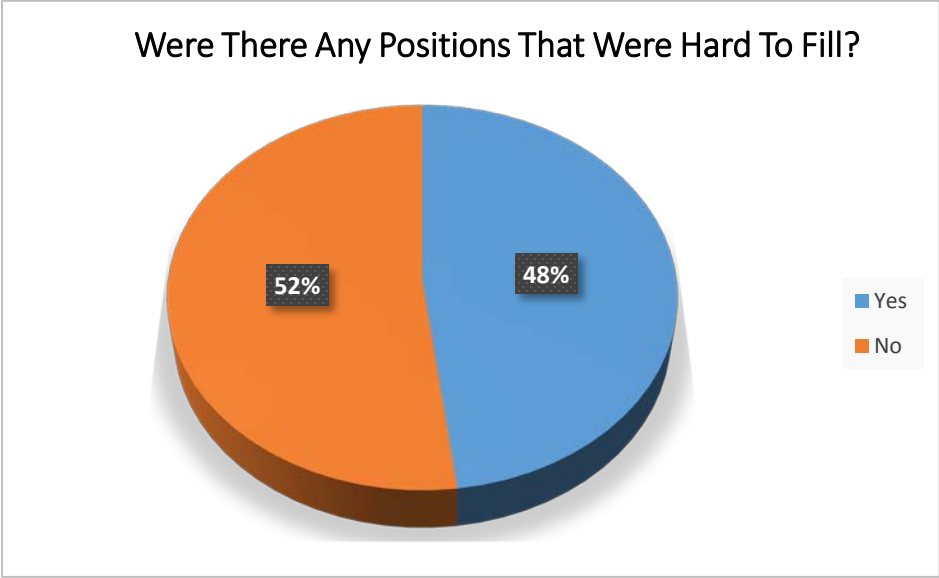


Top Competencies that employers look for include work ethic, dedication and dependability which is the primary competency that is being sought after. Followed by team work and customer service skills. Self-motivation and communication skills round out the top five (5) competencies.





71% of Agriculture sector respondents indicated they had hiring challenges.



Examples of Hard to Fill Jobs

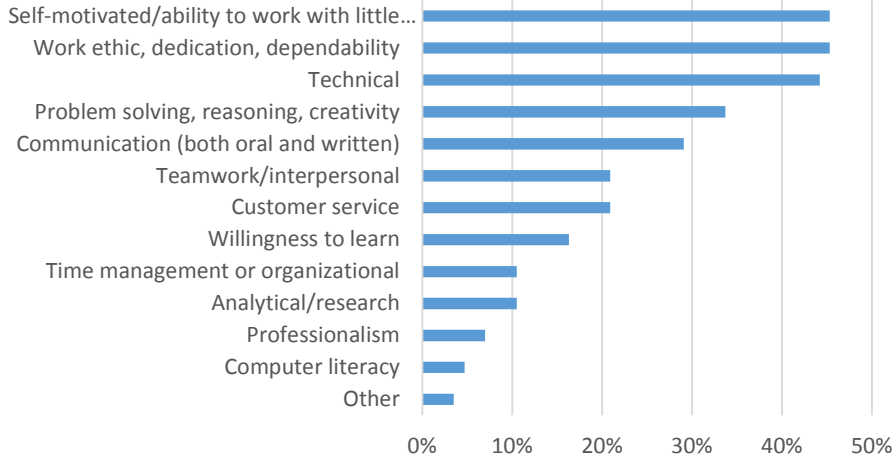
- Sales and Services
- Production (General Labour, Machine Operator/CNC)
- Managers

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.

Top Competencies for Hard to Fill Positions

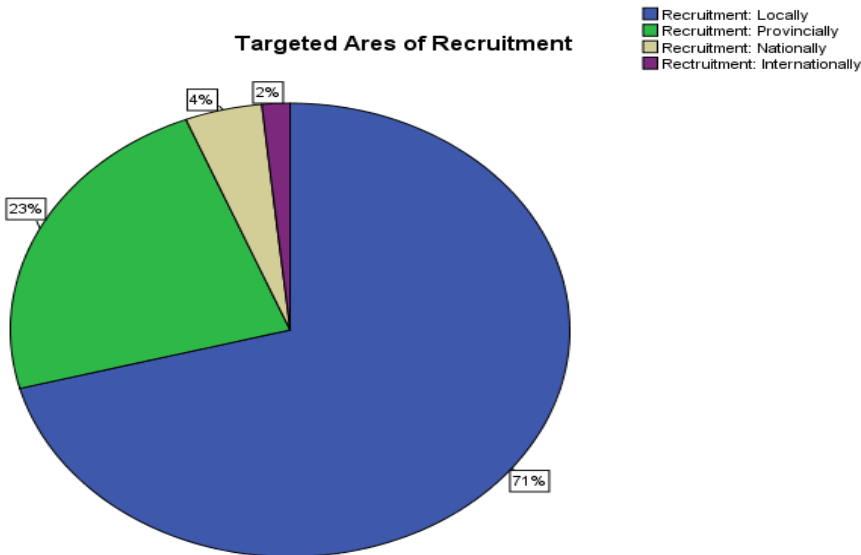


Self-motivation and the ability to work with little supervision and work ethic, dependability and dedication are the primary competencies for hard to fill positions. Technical skills only came in third.

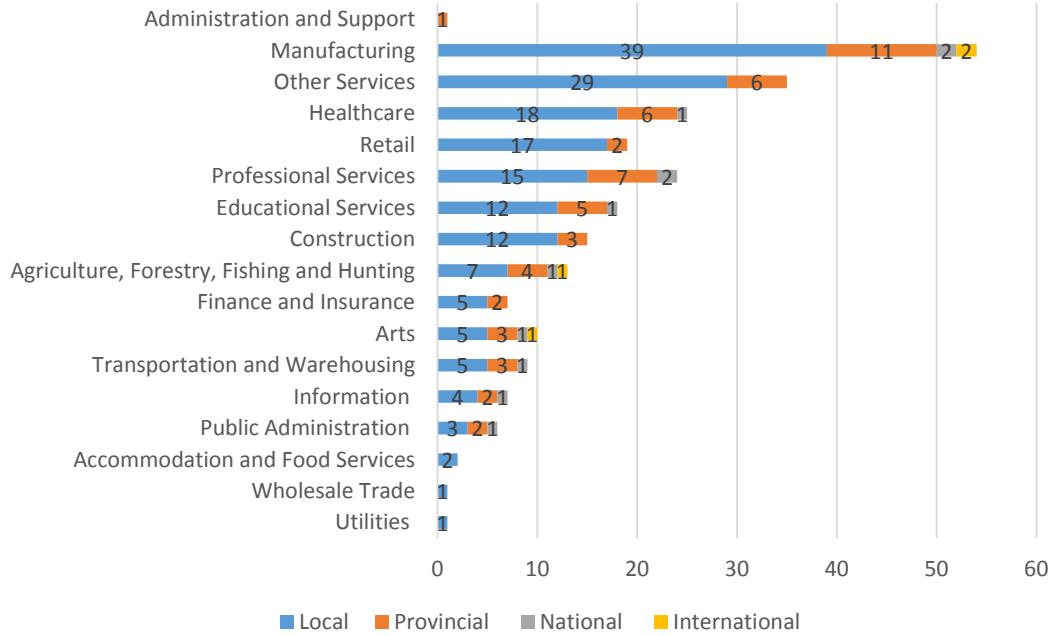
Top 5 Recruitment Methods

1. Online Job Boards/Postings
2. Word of mouth/personal contacts/referrals/informal networks
3. Company's own Internet Site.
4. Non-government or community employment service centres or websites
5. Newspaper Ads

Targeted Areas of Recruitment

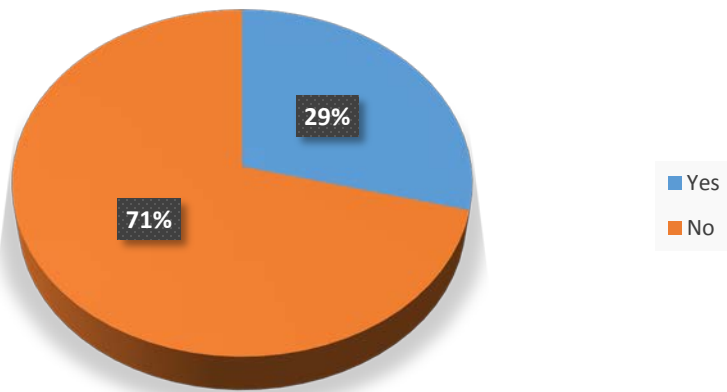


Breakdown of Recruitment by Sector



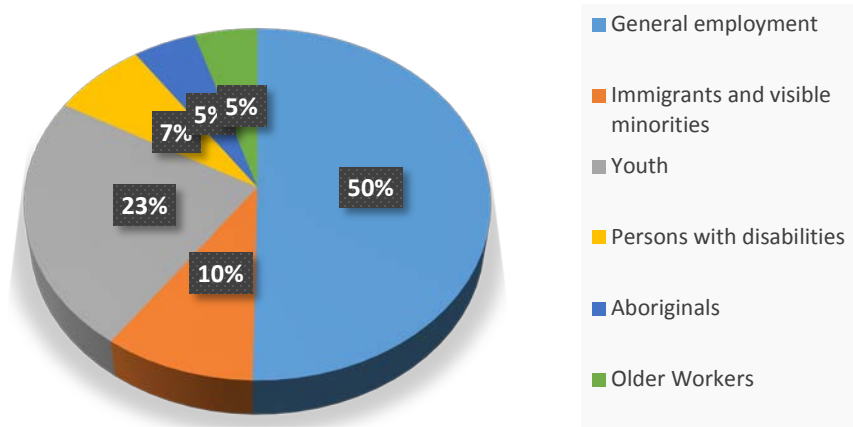
This chart contains a breakdown of recruitment by sector. Please note 1 employer may use all 4 areas of recruitment e.g. 2 of the 39 responding manufacturers hired used all 4 areas.

Employers Who Accessed a Free Employment Agency

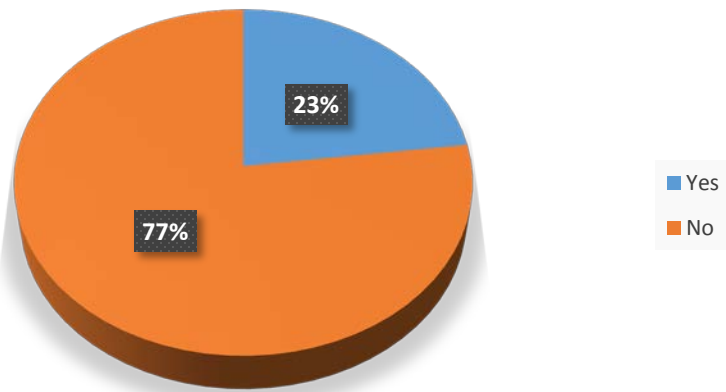


Only 29% of respondents indicated that they had utilized the free services of a government funded employment agency.

For Which Groups Did You Receive Assistance from a Free Employment Agency?



Employers Who Accessed Paid Recruitment Services

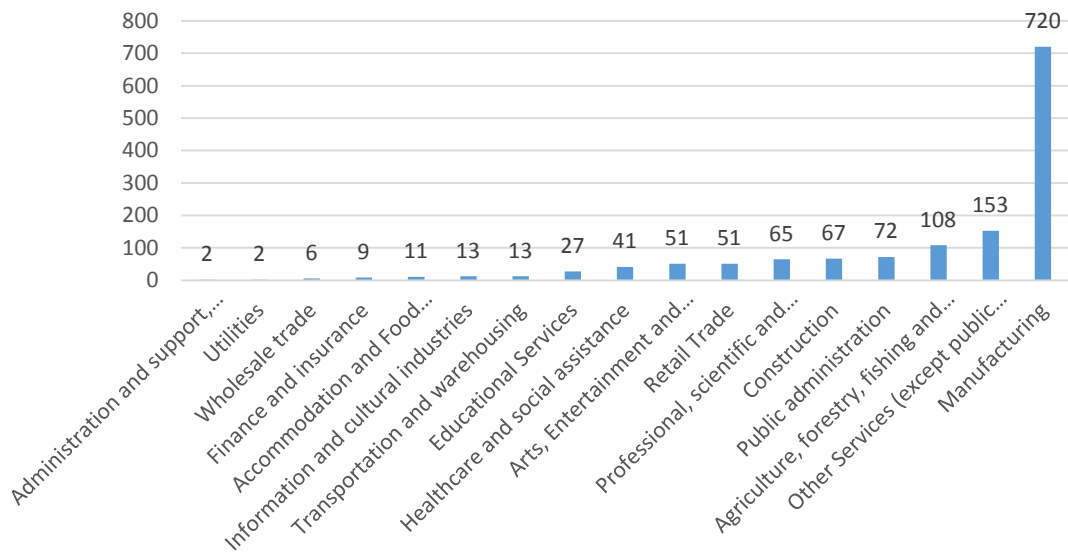


Only 23% of employers accessed a paid recruitment agency.

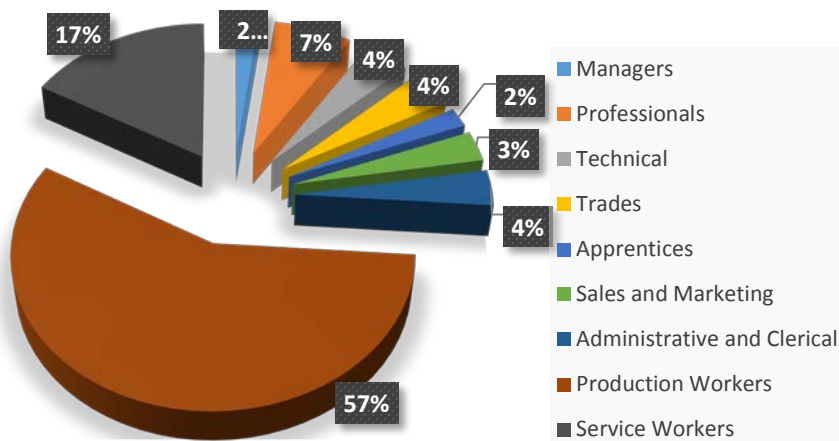
Anticipated Hires over the Next 12 Months

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.

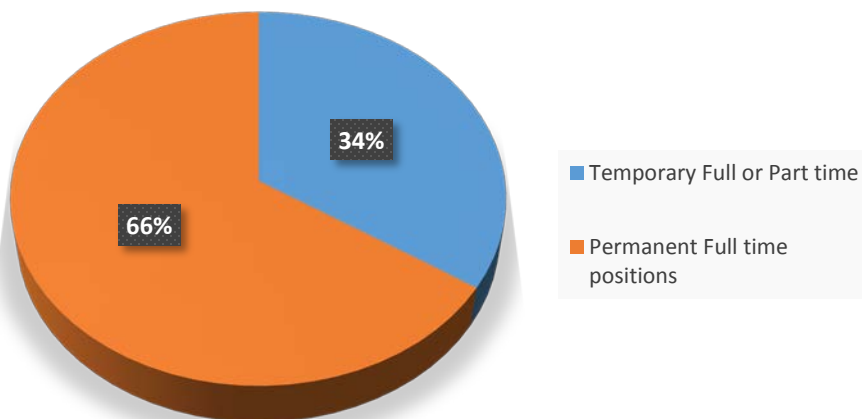
Anticipated Hires in 2016 by Industry



Categories of Anticipated Hires in 2016



Categories of Positions Being Hired



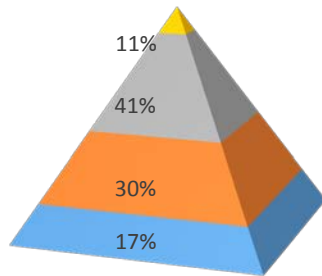
Main reasons given for hiring over the next 12 months are to fill existing vacancies or expansion.

Seasonal work, retirement and technological change are responsible for a relatively small source of available openings.

Over one half of planned hires over the next 12 months will be for production workers.

Rating of Qualified Workers

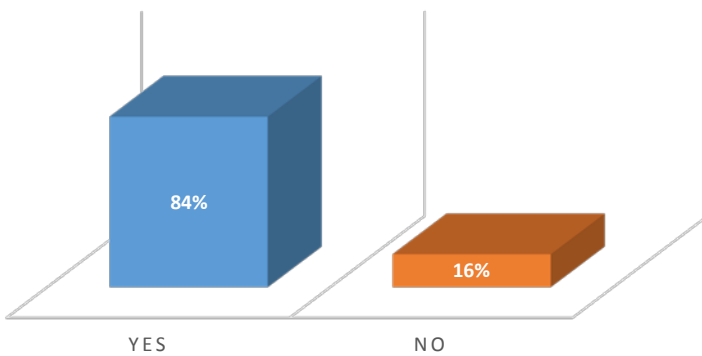
■ Poor ■ Fair ■ Good ■ Excellent



47% of respondents felt the rating of qualified workers was fair or poor.

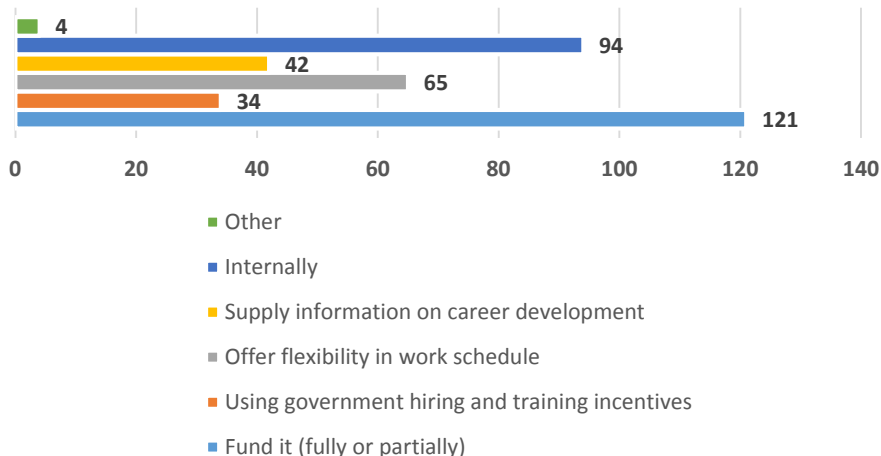
Was the Organization Able to Provide Training?

■ Yes ■ No



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

How Does the Organization Support Training/Professional Opportunities

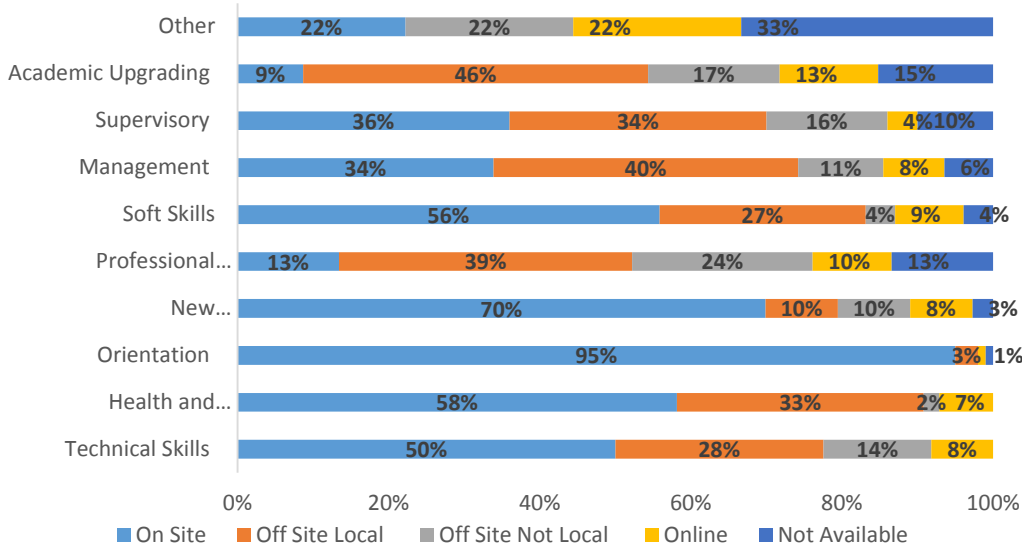


This graph represents how organizations provide training and professional opportunities. The values are the number of responses to each category of the question.

Types of training that is offered most frequently:

- New Employee orientation
- Technical Skills
- Health & Safety/First Aid

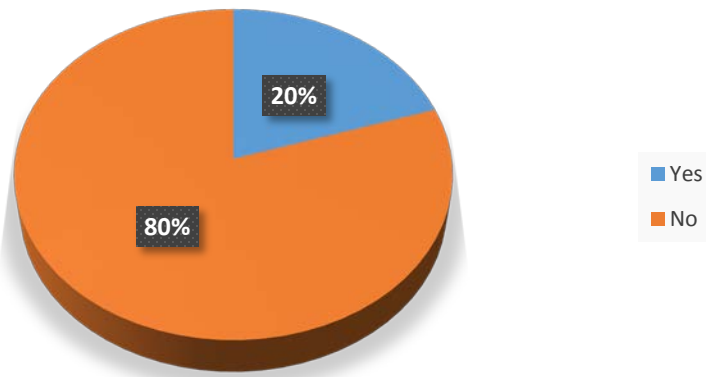
Locations where Training was Provided



Employers have identified three main challenges with providing training

- Cost
- Loss of productivity
- Awareness of existing training

Organizations that Provided Apprenticeship Training

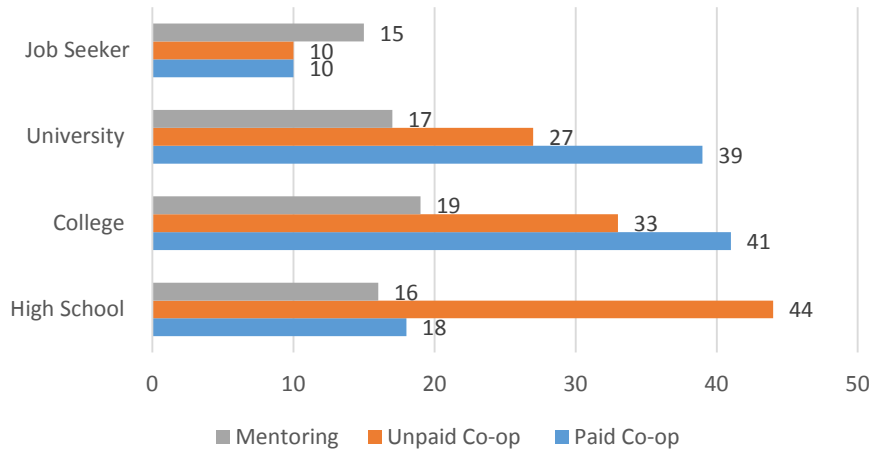


A sample of trades where apprenticeships have been provided includes Carpenter, Truck Trailer Mechanic and Electrician.

Top 3 Apprenticeships include:

- Millwright
- Machinist (General/CNC)
- Welder

Opportunities to Students or Job Seekers



Most common type of workplace relevant training offered to high school students are un-paid co-ops. While College and University students can benefit from Paid Co-op training.