



Your Workforce. Our Future.



EAST CENTRAL ONTARIO TRAINING BOARD

The EmployerOne Survey was designed to collect information from local businesses and organizations on a range of workforce issues. This is the third year the survey has been conducted in the Hastings, Prince Edward, and Lennox & Addington Counties.

Overview of 2018 Results

- **164** employers completed the survey
 - Compared to **64** employers in **2017**
- **8,397** employees represented by the contributing businesses
 - Compared to **4,156** employees in **2017**
- **68%** of employers reported at least one separation over the last 12 months
- **72%** of employers hired over the last 12 months.
- **67%** of employers anticipate hiring in the next 12 months.

The material contained in this report has been prepared by the
East Central Ontario Training Board (ECOTB).

**Please note that comparisons made between 2017 and 2018
EmployerOne Survey data are included where possible to
show ‘snapshots’ in time. Readers must take into
consideration the significant difference in sample sizes
when reading this report.**

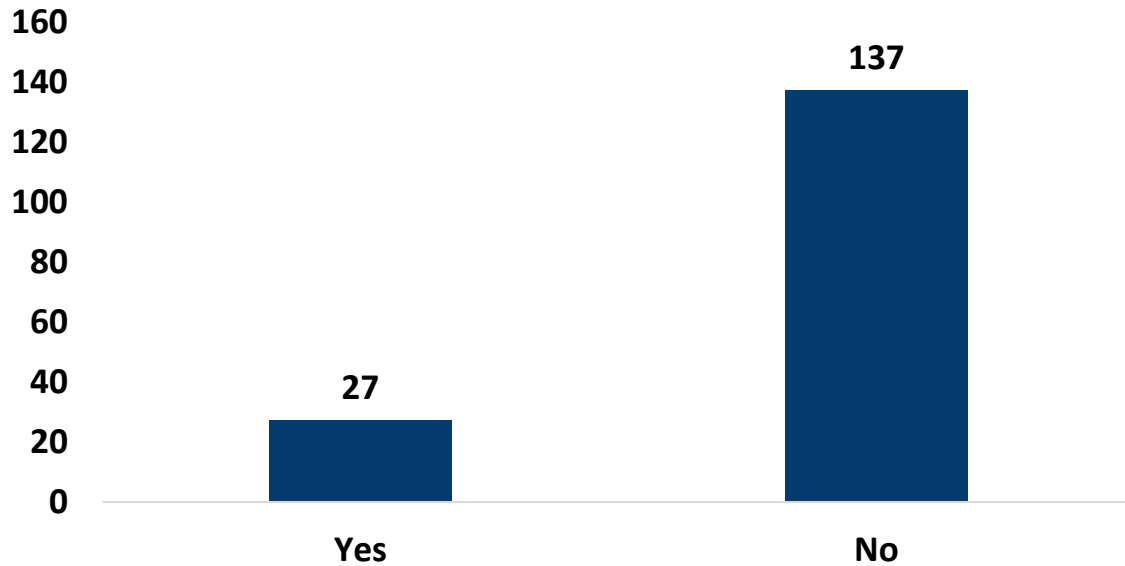
The views expressed do not necessarily reflect those of the
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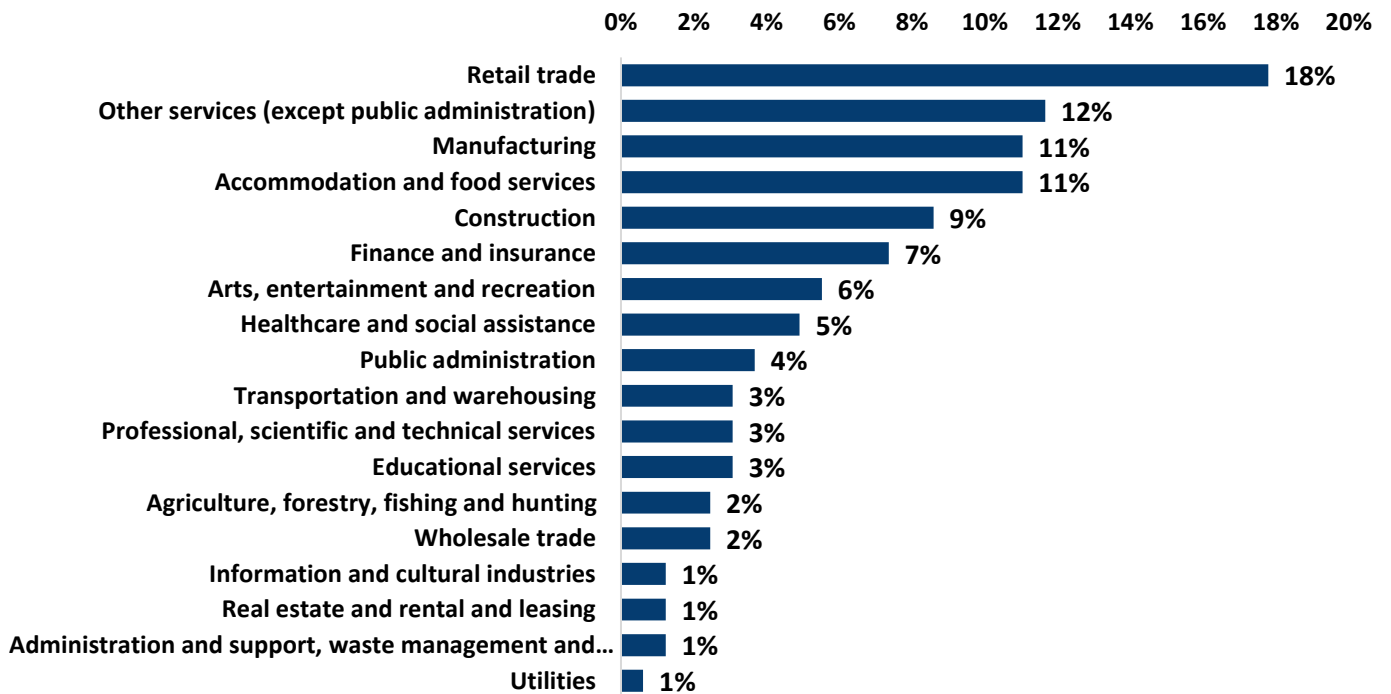


Overview:

Did your organization complete this survey last year?



Respondents by Sector:



- It is interesting to note that in 2017, *Manufacturing* was the top sector representing 27% of respondents and *Retail Trade* was 4th at 9%.
- Additionally, 2% of respondents in 2017 represented the *Mining, Quarrying and Oil, and Gas Extraction* Sector. Whereas in 2018, no businesses completing the survey were from this sector.

Workforce Composition:



63% of employees were in full time positions.

➤ Compared to 83% in 2017



15% of employees were in seasonal positions.

➤ Compared to 4% in 2017



16% of employees were in part time positions.

➤ Compared to 17% in 2017



6% of employees were in contract positions.

➤ Compared to 1% in 2017

- The significant decrease in full time positions between the 2017 and 2018 survey results warrants further investigation to understand the significance of this data.

15%

of the
respondent's
workforce is
under the age
of 25.

31%

of the
respondent's
workforce is
over the age
of 55.

54%

of the
respondent's
workforce is
made up of
women.

- In 2017, 21% of the respondent's workforce was over the age of 55.
- Additionally, 28% of the respondent's workforce was made up of women in 2017.
- The increase in the percentage of women in 2018 can be attributed to the fact that certain organizations completing the survey have a higher ratio of women in their workforce (e.g. small businesses, health care and government offices).



653
Full Time
Hires



1767

Total Hires

In past 12 months



379
Part Time
Hires

169
Contract
Hires



550
Seasonal
Hires



16
Paid Co-ops

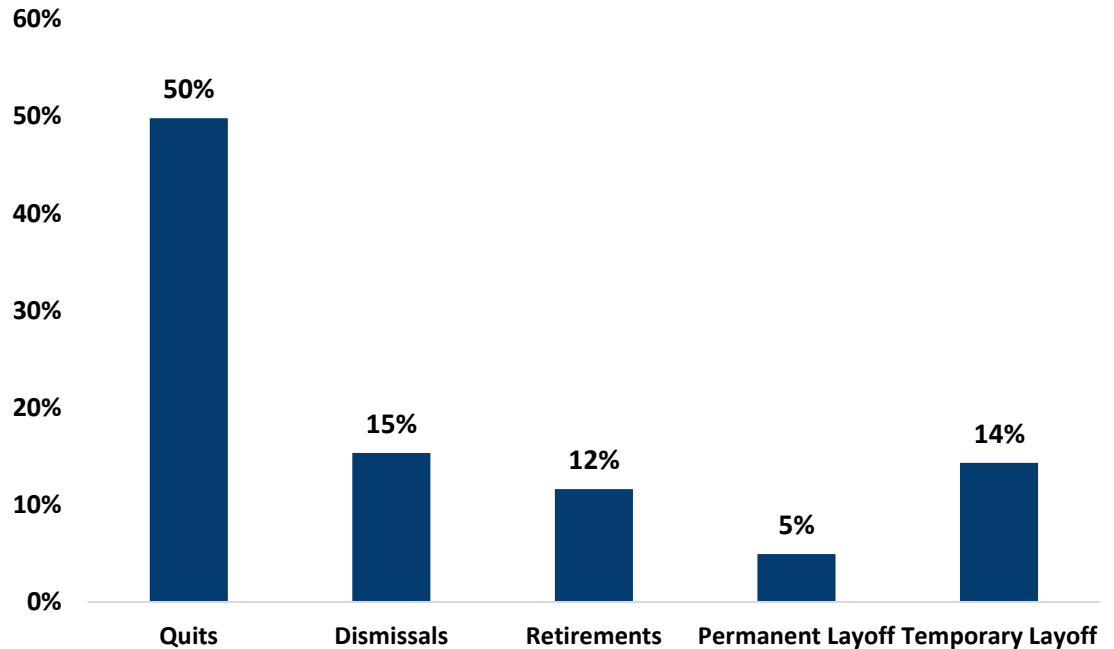
68%

of employers experienced at least one separation.

Accounting for a total of

1,341

separations in the past 12 months.



The sectors with the most **Quits** were:

1. **Retail Trade**
2. Accommodation and Food Services
3. Manufacturing



The sectors with the most **Dismissals** were:

1. **Manufacturing**
2. Retail Trade
3. Public Administration



The sectors with the most **Retirements** were:

1. **Manufacturing**
2. Public Administration
3. Transportation and Warehousing



Education:



42% of employers require a **high school diploma** as a minimal education level.



19% of employers require a **college or trade certificate** as a minimal education level.

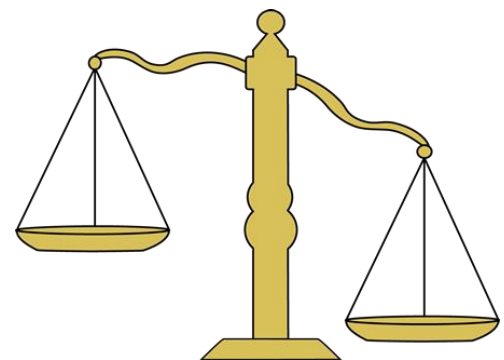


2% of employers require an **undergraduate degree** as a minimal education level.

- In 2017, 45% of employers required a college or trade certificate as a minimal level.
- In addition, 23% of employers required a university degree as a minimal education level.

Co-op Placements:

Of the 137 internship and co-op placements recorded, 66% were unpaid opportunities and 33% were paid opportunities.



Recruitment:

59%

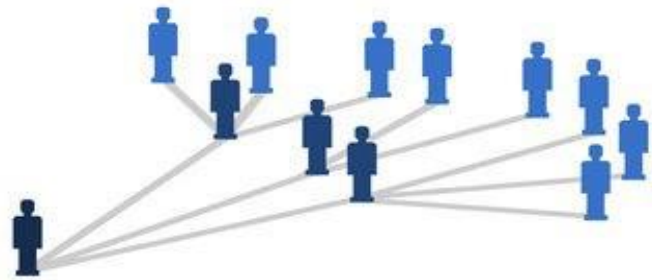
of employers found jobs hard-to-fill when hiring.

- In 2017, 39% of employers found jobs hard-to-fill when hiring.
- Thus, the 2018 finding highlights that employers are continuing to struggle when hiring.

Why? Top 3 Reasons:

1. Not enough applicants.
2. Lack of motivation, attitude, or interpersonal abilities.
3. Lack of qualifications (education level/credentials).

#1 method of recruitment was through **Word of Mouth/Informal Networks**.



91% of employers recruited strictly from the local region.

16% of employers recruited provincially.

Availability of Qualified Workers:



22%

Poor



42%

Fair



33%

Good



4%

Excellent

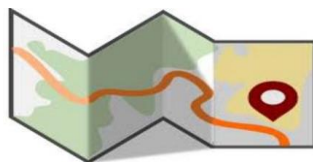
- In 2017, 6% of employers rated the availability of qualified workers in the ECOTB Region as *Poor*

Greatest Barriers to Training:

Employers ranked the following challenges as the greatest barriers to providing their employees training:



Cost



Relevant training not offered locally



Loss of productivity during training time

Extremely Important!

The top three most important competencies for employees, as ranked by employers:

1. **Work ethic, dedication, dependability**
2. Willingness to learn
3. Customer Service

Anticipated Job Openings in 2018



Of the 164 employers surveyed, **67%** anticipate hiring over the next 12 months. There were different occupations recorded, totaling **1,145** hires expected in the next year. The following is a breakdown of expected hires by category:



19%
Food &
Beverage



15%
General
Labourer



11%
Trades



10%
Sales



7%
Education



7%
Administration



6%
Transportation



5%
Management



4%
Health Care



4%
Customer
Service



3%
Finance



2%
Production



2%
Engineering



2%
Professional

#1 reason for anticipated hires in the next twelve months was
Expansion or Reconstruction

Bill 148-Minimum Wage Increase:

Bill 148 encompasses many changes to the *Employment Standards Act*. In order to effectively understand these changes and their impact on the business community, the 2018 EmployerOne survey asked employers about this legislative change.

- **23%** of employers indicated a *decrease in staffing levels*
- **22%** of employers indicated a *decrease in staffing hours*
- **40%** of employers indicated *no effect*
- **28%** of employers indicated *not sure at this point*

The ECOTB will be following up with businesses at 6 and 12 months to receive an update on the effects of Bill 148.

We thank everyone who took the time to complete the 2018 EmployerOne Survey. Your input is valuable in helping address local labour market issues.



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