

LABOUR MARKET INFORMATION

FOR EMPLOYERS AND JOB SEEKERS

OF RENFREW AND LANARK COUNTY

2019/2020



Your Workforce. Our Future.





THE MISSION: To work collaboratively with community partners on the creation of innovative labour market solutions that meet local workforce development needs.

The Labour Market Group of Renfrew and Lanark Counties represents one of 26 workforce planning areas in the province of Ontario. Funded by the Ministry of Economic Development, Job Creation and Trade, the group works to provide accurate and timely labour market information to employers, job seekers and organizations that use labour market data for strategic planning purposes. The group

provides annual labour market reports that outline trends in the local labour force using statistical data from several sources, as well as intelligence gathered from local employers and employment agencies.

This Employment Ontario Service is funded in part by the Government of Canada and the Government of Ontario.

THE TEAM



MATT LEMAY
PROJECT MANAGER



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We wish to thank the following groups:

- Regional Economic Development agencies
- Community Futures Development Corporations
- Regional Chamber of Commerce groups
- Employment Ontario agencies
- Algonquin College
- Community partners and local employers

Thank you all for participating in Employer One.

Questions regarding this report? Contact us:

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INTRODUCTION

Initiated by the Ministry of Training Colleges and Universities (MTCU), the Employer One survey provides a significant opportunity to gather comprehensive and detailed workforce data from every range of industry within Renfrew and Lanark Counties. The study serves as a vehicle for the employer community to express their needs on a variety of HR issues, such as labour turnover, hard to fill positions, recruitment difficulties, current and future skills shortages, as well as issues in training and education practices.

The results of the Employer One Survey are intended to provide a better understanding of employer occupational and skills requirements to inform job search and employment decision making.

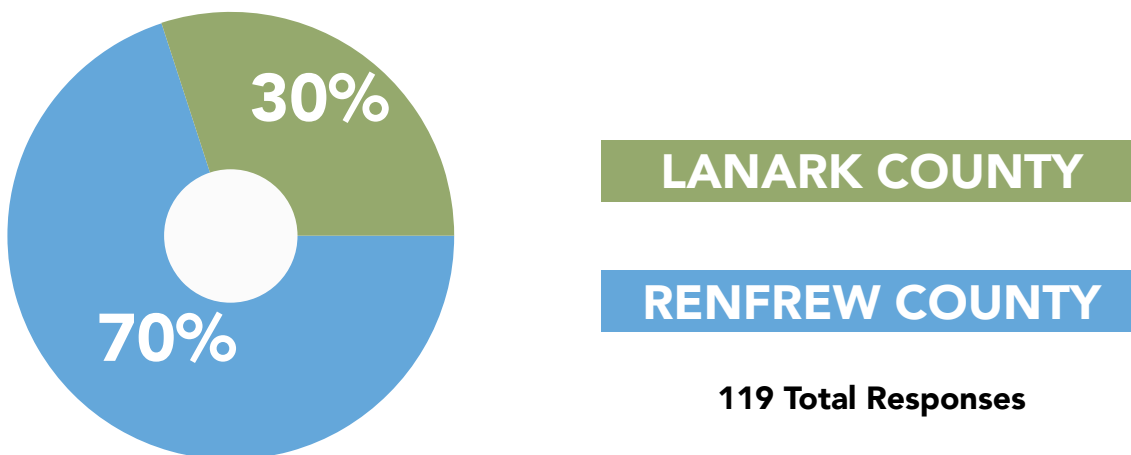
Additionally, the results of the survey can inform professional development and training courses that directly relate to the local labour market demand as identified by employers.

This survey is the fourth in a series and represents our second comparison year. The value will be increased in the years following as we establish labour force trends with our local employers. There was a 5% increase in the number of respondents this year from last year. This increase was a result of extensive outreach to local employers.

To learn more about the Labour Market Group of Renfrew and Lanark please visit our website at: www.renfrewlanark.com

SURVEY RESULTS

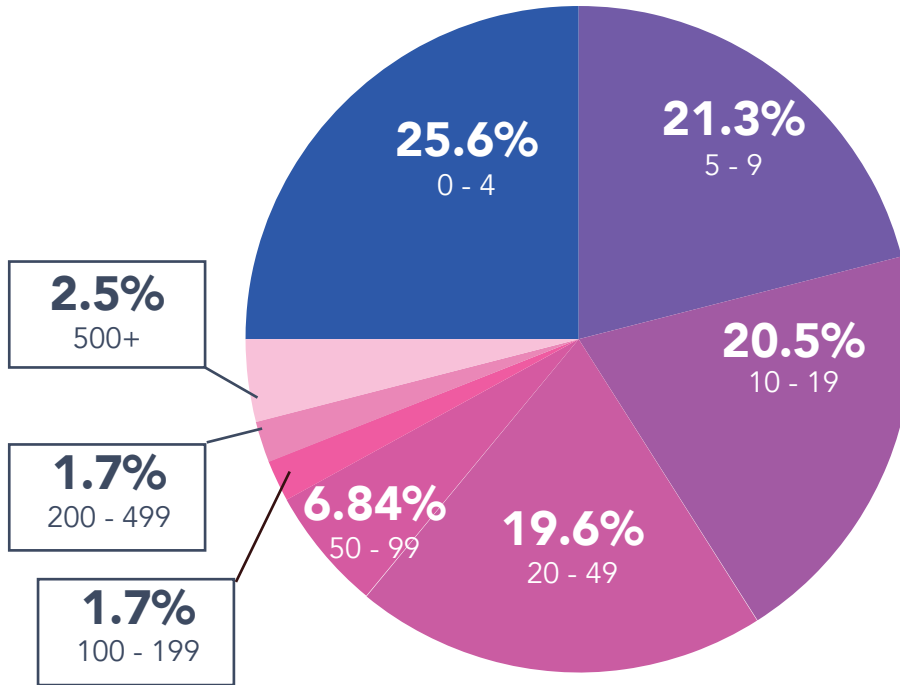
Q1: Location of your business, company or organization:



Q2: What is the industry sector in which you operate?

| | | | |
|-------|---|---|--|
| 17.6% | - | ■ | Retail Trade |
| 16.8% | - | ■ | Accommodation and Food Services |
| 11.7% | - | ■ | Construction |
| 10.9% | - | ■ | Health Care and Social Assistance |
| 10.0% | - | ■ | Manufacturing |
| 5.8% | - | ■ | Educational Services |
| 5.0% | - | ■ | Agriculture, Forestry, Fishing and Hunting |
| 3.3% | - | ■ | Informational and Cultural Industries |
| 3.3% | - | ■ | Professional, Scientific, and Technical Services |
| 1.6% | - | ■ | Administration and Support, Waste Management, and Remediation Services |
| 1.6% | - | ■ | Arts, Entertainment, and Recreation (includes Tourism) |
| 1.6% | - | ■ | Public Administration |
| 0.8% | - | ■ | Finance and Insurance |
| 0.8% | - | ■ | Other services (includes Non-profit and Charity) |
| 0.8% | - | ■ | Real Estate, Rental, Leasing |
| 0.8% | - | ■ | Transportation and Warehousing |
| 0.0% | - | | Wholesale Trade |
| 0.0% | - | | Utilities |
| 0.0% | - | | Mining, Quarrying and Oil and Gas Extraction |
| 0.0% | - | | Management of Companies and Enterprises |

Q3: How many people does your company employ?



Q4: How many employees are employed full year, full time?

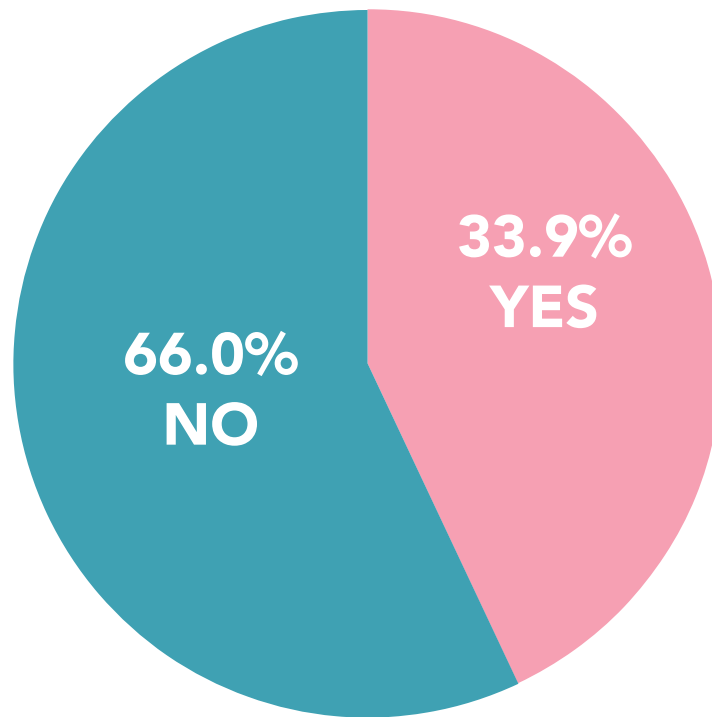
Average: 19 Employees
Total number: 2137

Q5: How many employees are in each age category?

Average Under Age 25: 8
Total under 25: 631

Average Over Age 55: 10
Total under 55: 920

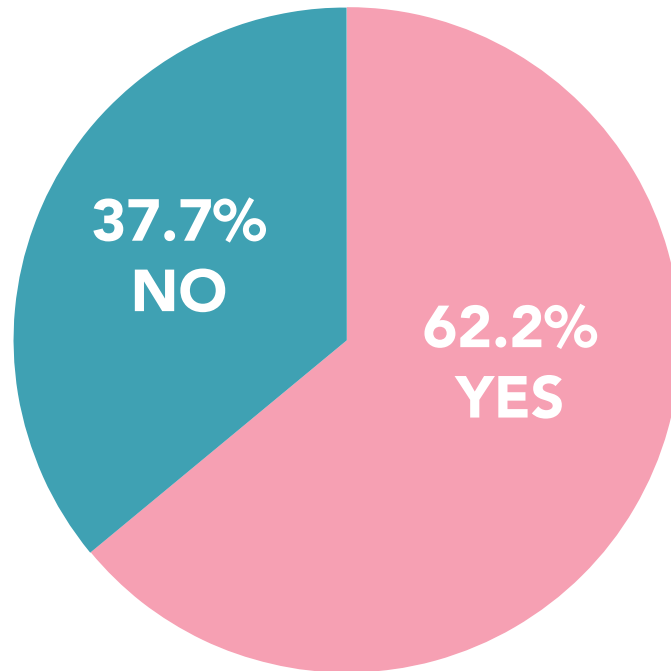
Q6: Did you increase your workforce in the last 12 months?



Q7: If yes, in which occupations did these staff changes occur?



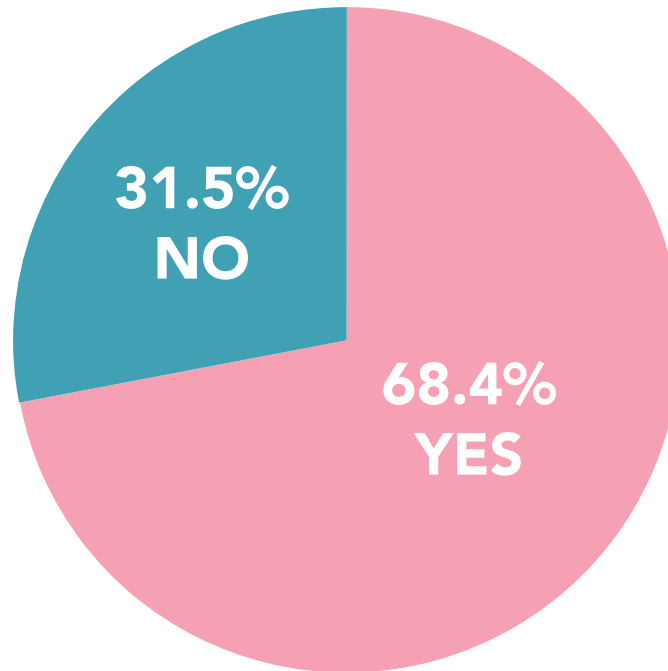
Q8: Does the business plan on hiring anyone over the next 12 months?



Q9: If yes, in which occupations will these staff changes occur?



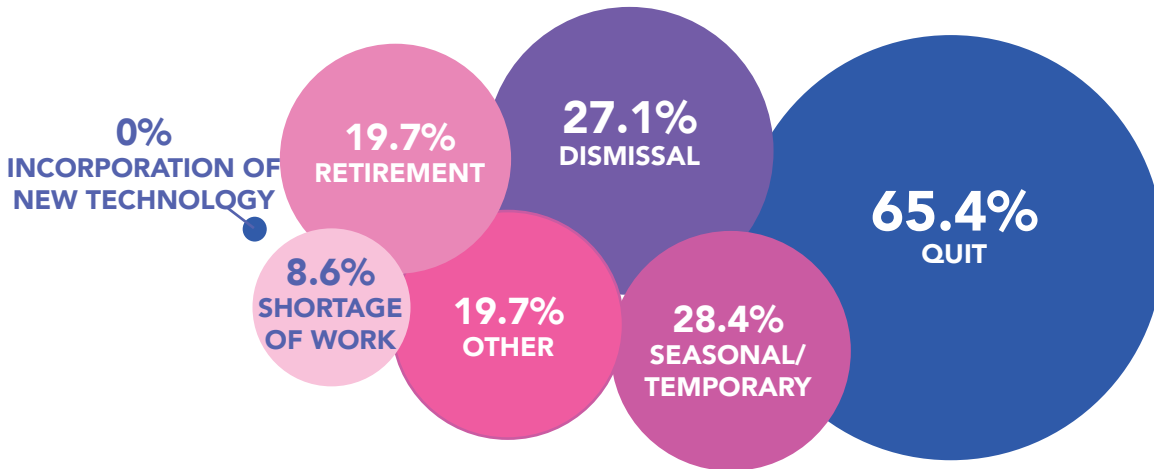
Q10: Did you experience any separations (employee's departure from the job) over the past 12 months?



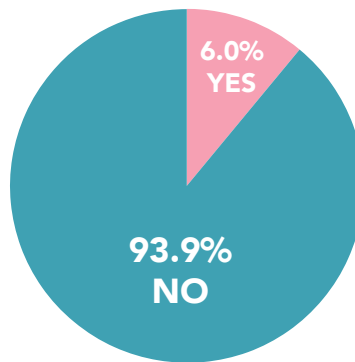
Q11: If yes, in which occupations did these staff changes occur?



Q12: Please indicate the reason for any separations.



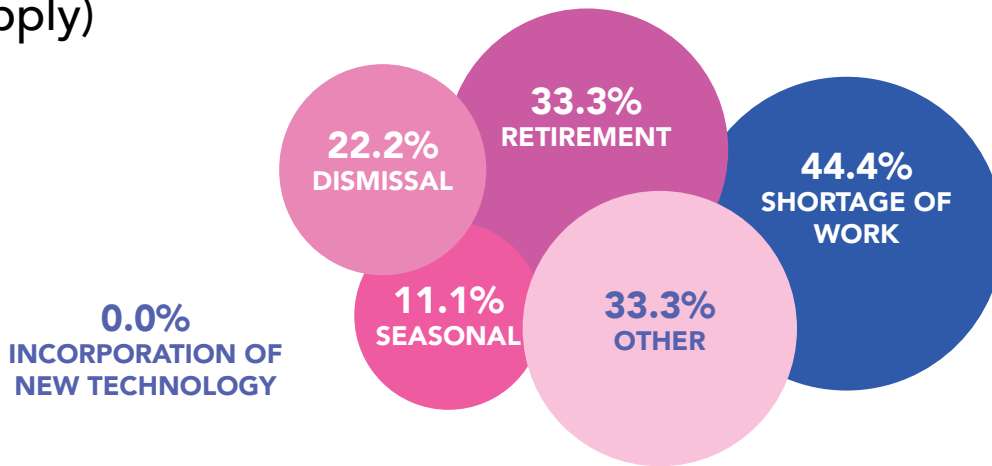
Q13: Do you anticipate downsizing your workforce over the next 12 months?



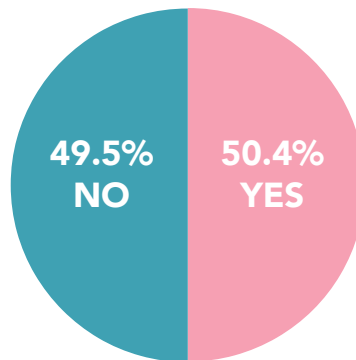
Q14: If yes, in which occupations will these staff changes occur?

- 42.8% Occupations in education, law and social, community and government services
- 28.5% Sales and service occupations
- 28.5% Other
- 14.2% Management occupations
- 14.2% Trades, transport and equipment operators and related occupations
- 14.2% Natural resources, agriculture and related production occupations
- 0% Business, finance and administration occupations
- 0% Health occupations
- 0% Occupations in art, culture, recreation and sport
- 0% Occupations in manufacturing and utilities
- 0% Natural and applied sciences and related occupations

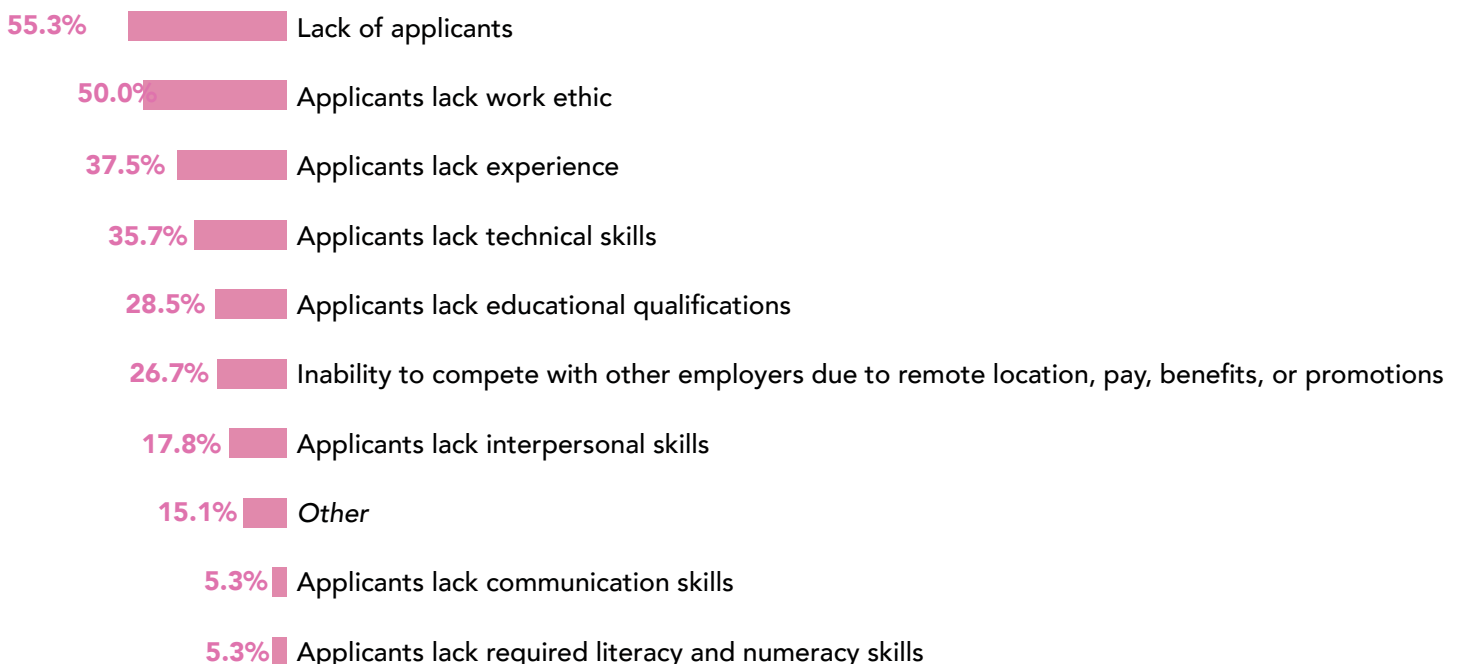
Q15: Please indicate the reasons for downsizing. (Check all that apply)



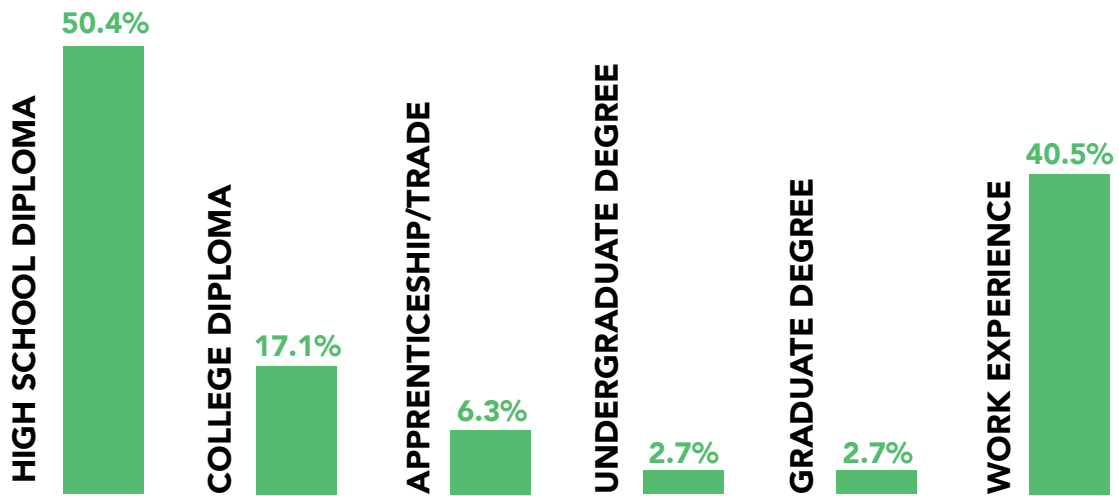
Q16: Has the business had difficulty filling positions over the last 12 months?



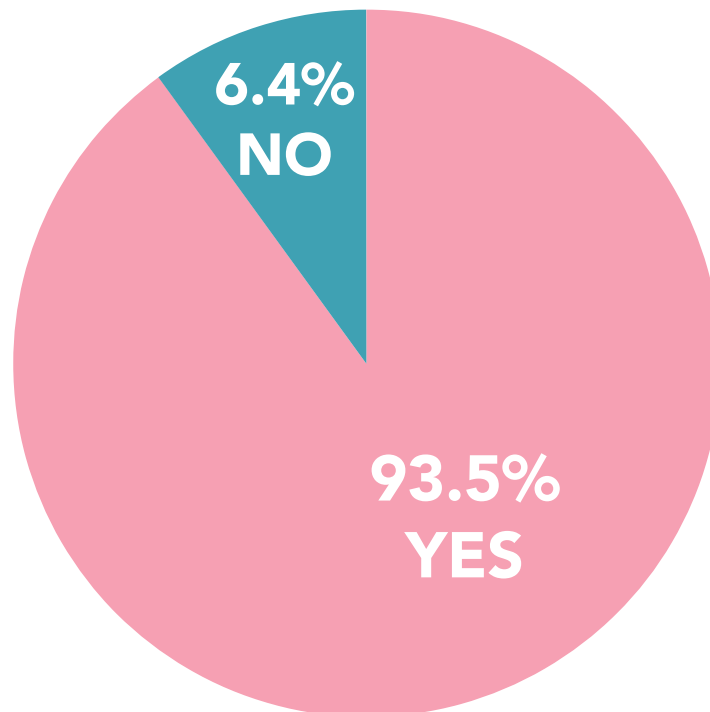
Q17: If yes, please select the reasons they were hard to fill. (Check all that apply)



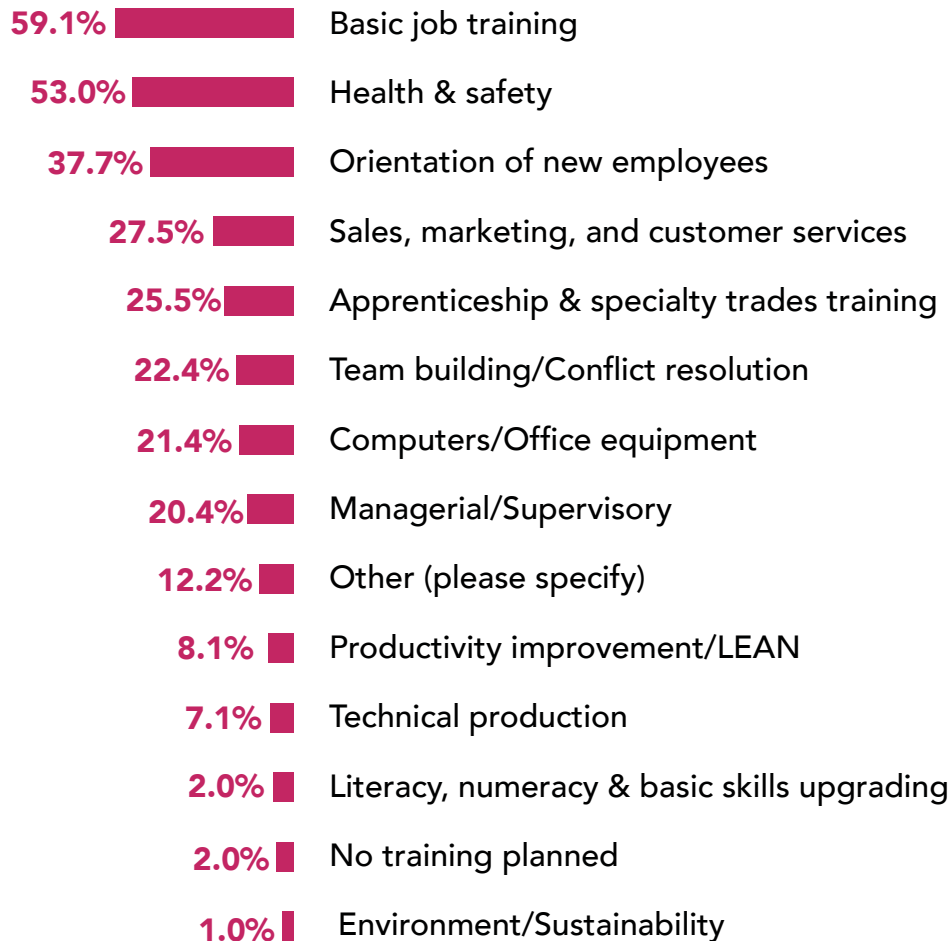
Q18: In general what is the minimum level of education that the staff require upon hire?



Q19: Is the business able to access the training the staff require?



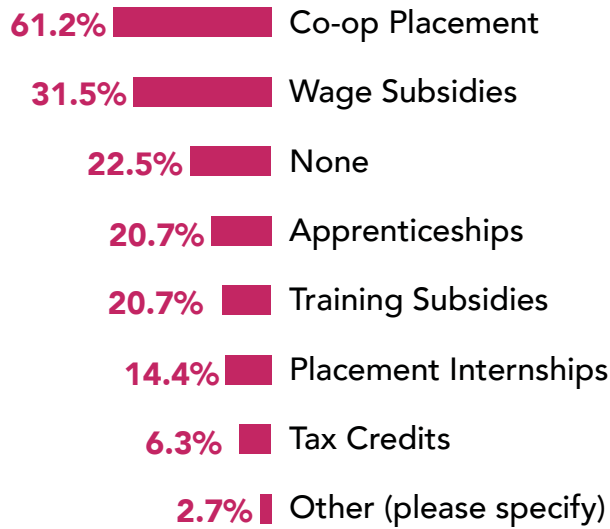
Q20: If yes, what are types of training will the business focus on over the next year? (Check all that apply)



Q21: If no, why has the business been unable to access the training the staff require?

- Health and safety fees are excessive too excessive to pay wages as well as fees
- Some training for trades can't be accessed locally
- Many people lack the basic numerical skills required and must have that taught as well
- Gov. website wims/ Peninsula
- Staff must be trained before being hired for the positions as per legislation

Q22: Which of the following programs have been used by the business? (Check all that apply)



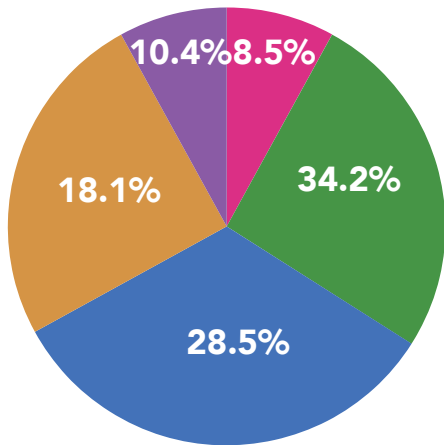
Q23: Select the top competencies the business seeks in future employees. (Check all that apply)



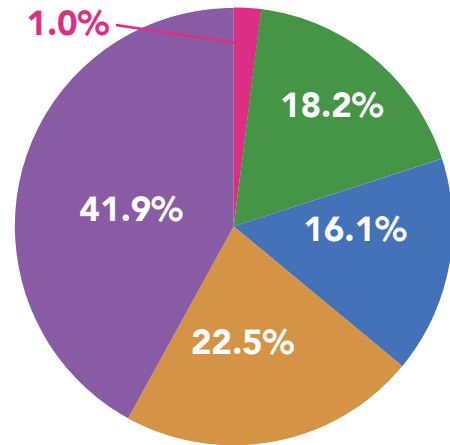
Q24: Overall, how would you rate the availability of qualified works in Renfrew/Lanark County?

■ - EXCELLENT
 ■ - GOOD
 ■ - FAIR
 ■ - POOR
 ■ - NOT APPLICABLE

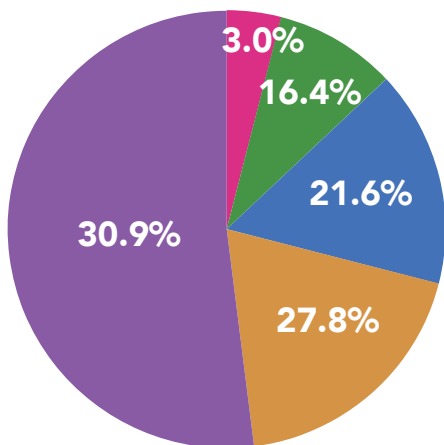
ENTRY LEVEL



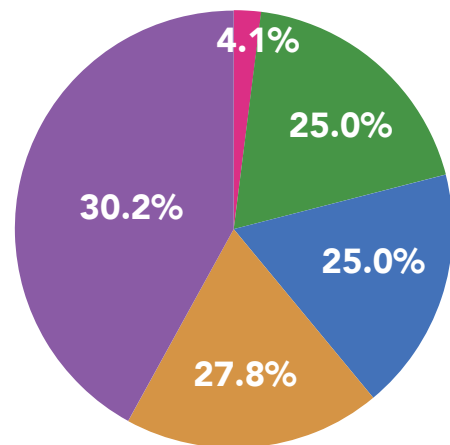
TECHNICIAN/TECHNOLOGIST



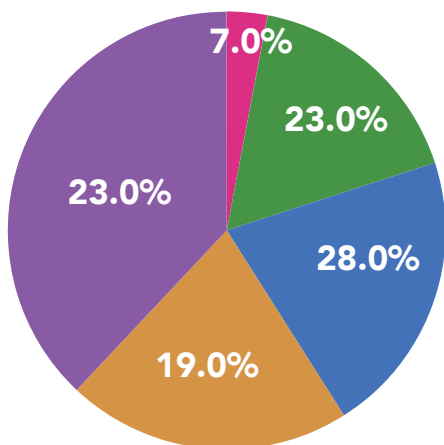
TRADES



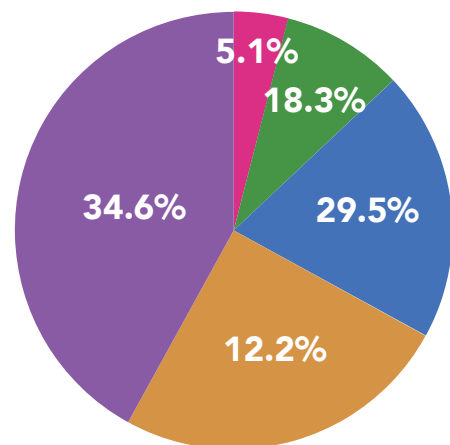
PROFESSIONAL



MANAGEMENT/SUPERVISORY



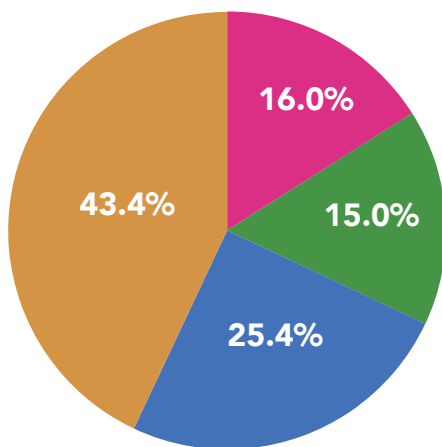
SALES/MARKETING



Q25: Please Share any Additional Comments (up to 5000 characters)

- Still a large shortage of RPN's in the area, up to 25 Rn vacancies at a time
- we need a hair/beauty school in this area to produce more hairstylists in the area
- people want to work minimum hours so that they can be covered by disability/welfare/social assistance programs people that are here to work, suffer from others doing minimum work and effort
- We are a dairy farm. There is a lack of willingness to work and work ethics in young people. It seems students are almost illiterate and cannot read text messages nor can they retain oral instructions for changes in their employment. Willingness to switch shifts is lacking but the willingness to give up shifts is there. In our area there are few students or people who want to work in the agricultural field

Q26: Indicate which statement best describes how your business prioritizes workplace wellness:



Workplace wellness activities ARE NOT a priority for my business and I DO NOT want more information.

Workplace wellness activities ARE NOT a priority for my business, but I WANT more information.

Workplace wellness activities ARE a priority for my business, but I need support to implement them within my business.

Workplace wellness activities ARE a priority for my business and I am already implementing activities.

Q27: If you answered "Workplace wellness activities ARE a priority for my business and I am already implementing activities" What kind of activities are you doing?

- Health Benefits, pension, DPSP, Team Building Activities
- Wellness Wednesday; photo competition; wellness posters for information; partnership with local wellness centres
- Activities are team tailored with a lot of staff input.
- promoting healthy workplace culture; some employees have sit/stand workstations to reduce time sitting in one place; we have flex hours and allow flexibility in terms of people attending appointments and making up their time; we have a health and wellness committee and try to implement strategies to promote wellness; we invest in training for good leadership to ensure our supervisors are able to motivate and engage the workforce in a healthy way; some employees do yoga at lunch in the boardroom

- New policy and training for sector specific health and safety pieces
- We work within the College's framework. This includes employee engagement surveys, regular check ins with staff, direct access to our HR dept.
- Mindfulness training, EAP walking groups. Would accept ideas
- Wellness days with various activities
- health and wellness benefits
- staff events eating out together
- shortage of rental housing
- smart server, health, and safety
- the biggest issue is the seasonal aspect of the work.
- healthy eating, psychologist
- employee webinars
- employee family assistance program
- team events
- Social committee on going events
- time management, conflict resolution, and respect/work ethic
- Regular meetings, open communication with different apps, team building events
- Wellness support through health benefits plan
- workshops and in house training
- Free Gym+SPA+Sports equipment
- No bullying environment. Mental wellness in equally important physical wellness
- team building
- BBQ's twice a year, annual get together
- Employee and Family Assistance Program; In-house Wellness Committee
- Continual application for grants to cover Professional Development / Team meetings every week / Board members and team workshops / Extra two weeks of paid holidays
- EAP, staff fun days, investment in continued professional development, free family responsibility days, 'happy' fridays, and association with Big Brothers Big Sisters