LABOUR MARKET INFORMATION

FOR EMPLOYERS AND JOB SEEKERS

OF RENFREW AND LANARK COUNTY

EMPLOYERone survey

Your Workforce. Our Future.

The Labour Market Group of Renfrew & Lanark

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 Training, College & Universities 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 an 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

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TABLE OF CONTENTS

INTRODUCTION____PAGE 4
SURVEY RESULTS_____PAGE 4-15

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:

renfrewlanark@gmail.com

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.

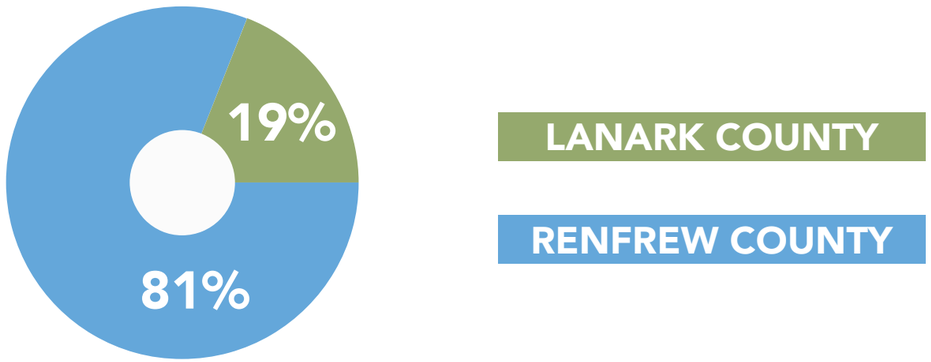
Additionally, the results of the survey can inform professional development and training courses that directly relate to the local labour market demand as identified by employers.

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

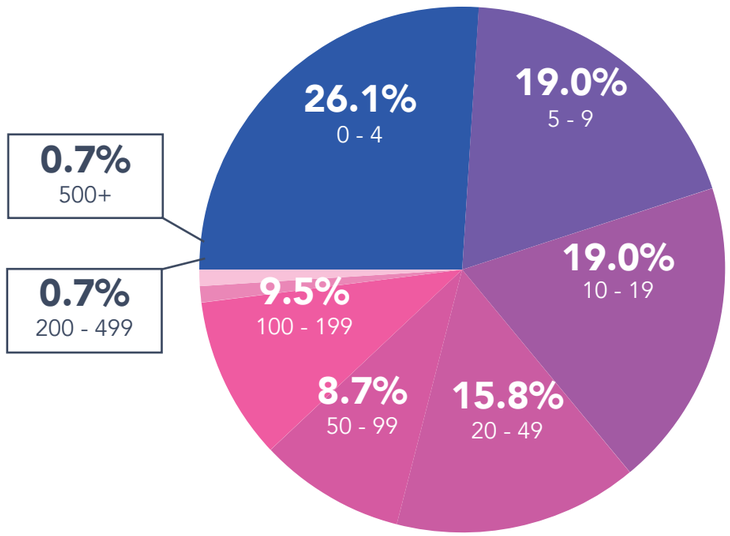
Q1: Location of your business, company or organization:



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

- 19.2% - Accommodation and Food Services
- 17.3% - Retail Trade
- 13.4% - Health Care and Social Assistance
- 10.5% - Manufacturing
- 10.5% - Mining, Quarrying and Oil and Gas Extraction
- 8.6% - Agriculture, Forestry, Fishing, and Hunting
- 7.6% - Construction
- 6.7% - Arts, Entertainment, and Recreation (includes Tourism)
- 6.7% - Educational Services
- 5.7% - Finance and Insurance
- 3.8% - Professional, Scientific, and Technical Services
- 2.8% - Real Estate, Rental, Leasing
- 2.8% - Transportation and Warehousing
- 1.9% - Wholesale Trade
- 0.9% - Administration and Support, Waste Management, and Remediation Services
- 0.9% - Public Administration
- 0.9% - Informational and Cultural Industries
- 0.0% - Utilities
- 0.0% - Management of Companies and Enterprises
- 0.0% - Other services (includes Non-profit and Charity)

Q3: How many people does your company employ?



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

Average: 21 Employees

Total number: 2695

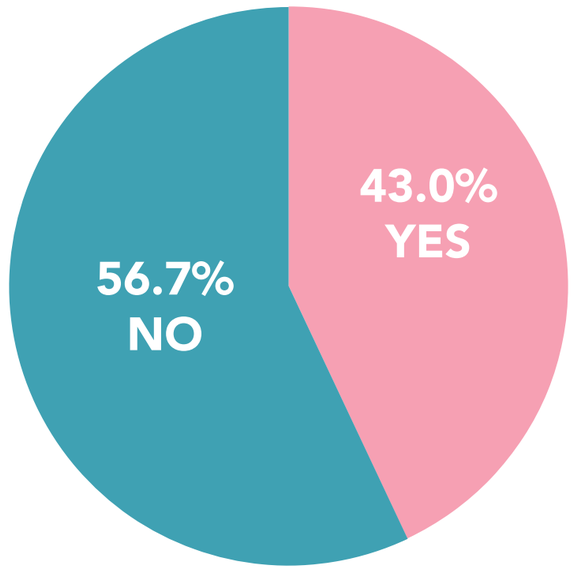
Q5: How many employees are in each age category?

Average Under Age 25: 8
Total under 25: 950

Average Over Age 55: 8
Total under 55: 915

Under 25 - 35.2% of total full time employees represented in the survey and over 55 - 34.0 %

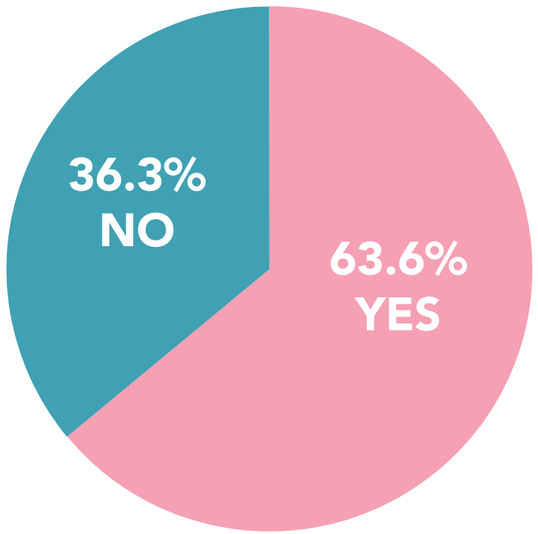
Q6: Did you increase your workforce in the last 12 months?



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

35.8%	Sales and service occupations
20.7%	Trades, transport and equipment operators and related occupations
16.9%	Management occupations
15.0%	Business, finance and administration occupations
13.2%	Occupations in manufacturing and utilities
11.3%	Occupations in education, law and social, community and government services
9.4%	Health occupations
5.6%	Natural and applied sciences and related occupations
3.7%	Natural resources, agriculture and related production occupations
1.8%	Occupations in art, culture, recreation and sport
20.7%	*Other*

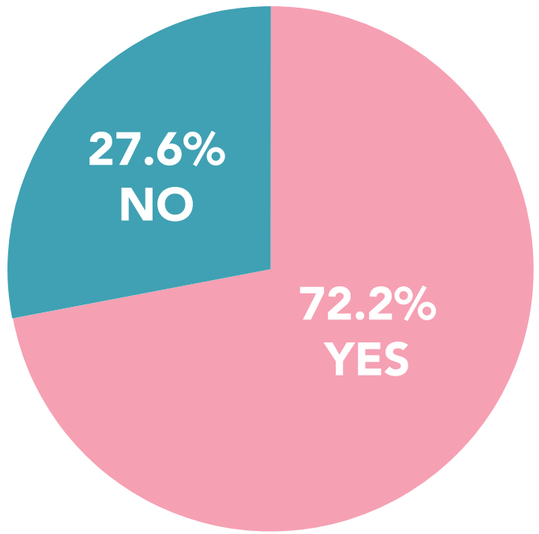
Q8: Does the business plan on hiring anyone over the next 12 months?



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

- 29.4% Sales and service occupations
- 15.3% Trades, transport and equipment operators and related occupations
- 14.1% Occupations in manufacturing and utilities
- 11.5% Health occupations
- 10.2% Management occupations
- 8.9% Business, finance and administration occupations
- 8.9% Occupations in education, law and social, community and government services
- 3.8% Natural resources, agriculture and related production occupations
- 2.5% Natural and applied sciences and related occupations
- 2.5% Occupations in art, culture, recreation and sport
- 25.6% *Other*

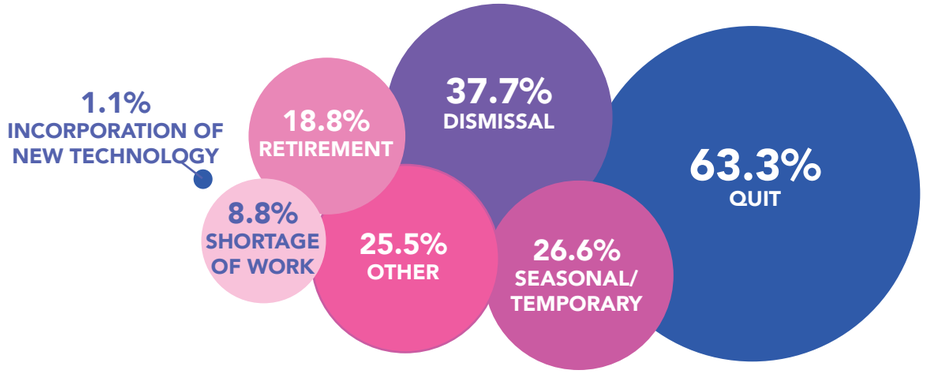
Q10: Did you experience any separations (employee's departure from the job) over the past 12 months?



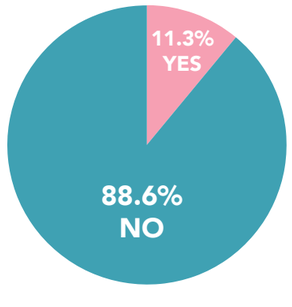
Q11: If yes, in which occupations did these staff changes occur?

- 33.3% Sales and service occupations
- 13.9% Trades, transport and equipment operators and related occupations
- 11.4% Occupations in manufacturing and utilities
- 10.3% Health occupations
- 8.0% Management occupations
- 8.0% Business, finance and administration occupations
- 5.7% Occupations in education, law and social, community and government services
- 2.3% Natural resources, agriculture and related production occupations
- 2.3% Natural and applied sciences and related occupations
- 1.1% Occupations in art, culture, recreation and sport
- 31.0% *Other*

Q12: Please indicate the reason for any separations.



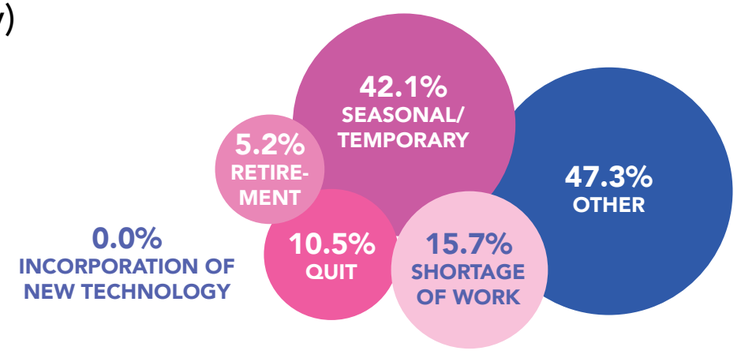
Q13: Do you anticipate downsizing your workforce over the next 12 months?



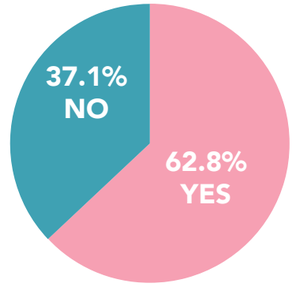
Q14: If yes, in which occupations will these staff changes occur?

- 35.2% Sales and service occupations
- 11.7% Trades, transport and equipment operators and related occupations
- 5.8% Management occupations
- 5.8% Business, finance and administration occupations
- 5.8% Health occupations
- 5.8% Occupations in art, culture, recreation and sport
- 5.8% Occupations in manufacturing and utilities
- 0% Natural and applied sciences and related occupations
- 0% Occupations in education, law and social, community and government services
- 0% Natural resources, agriculture and related production occupations
- 41.1% *Other*

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



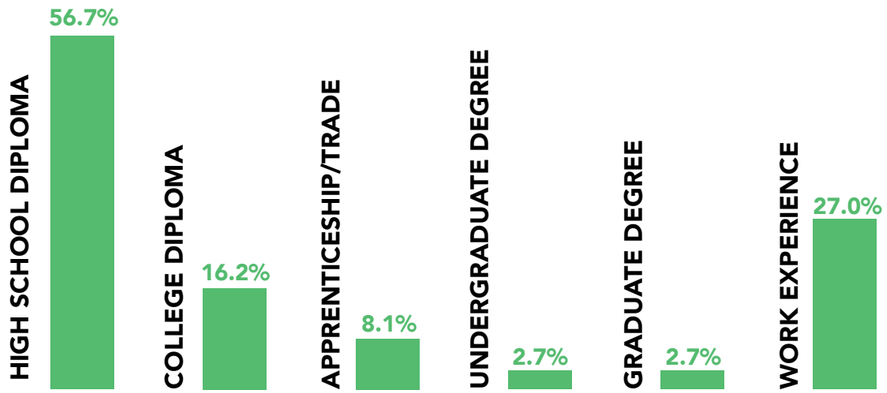
Q16: Has the business had difficulty filling positions over the last 12 months?



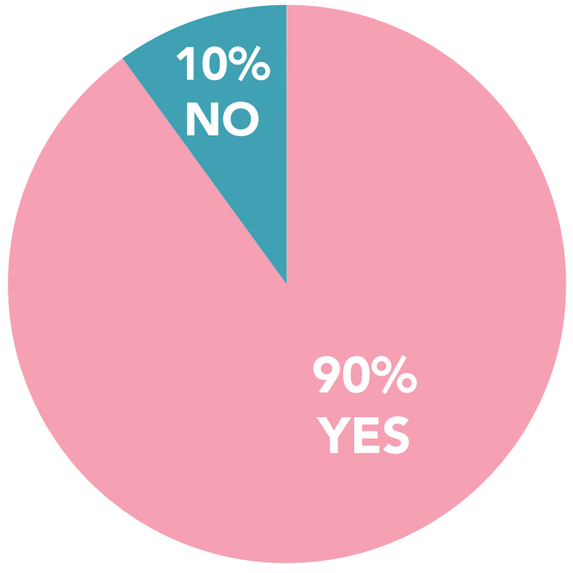
Q17: If yes, please select the reasons they were hard to fill. (Check all that apply)

- 65.8% Lack of applicants
- 41.7% Applicants lack work ethic
- 36.7% Applicants lack experience
- 31.6% Inability to compete with other employers due to remote location, pay, benefits, or promotions
- 25.3% Applicants lack educational qualifications
- 24.0% Applicants lack technical skills
- 20.2% Applicants lack interpersonal skills
- 15.1% Applicants lack communication skills
- 5.0% Applicants lack required literacy and numeracy skills
- 12.6% *Other*

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?

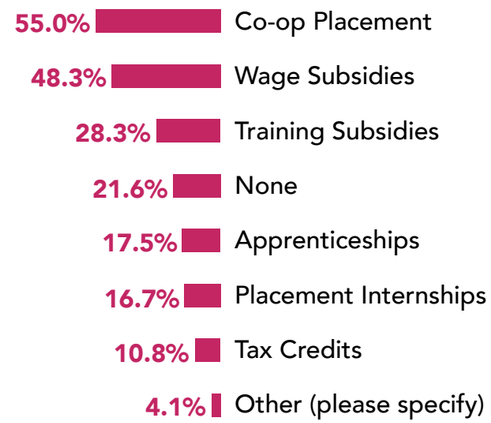


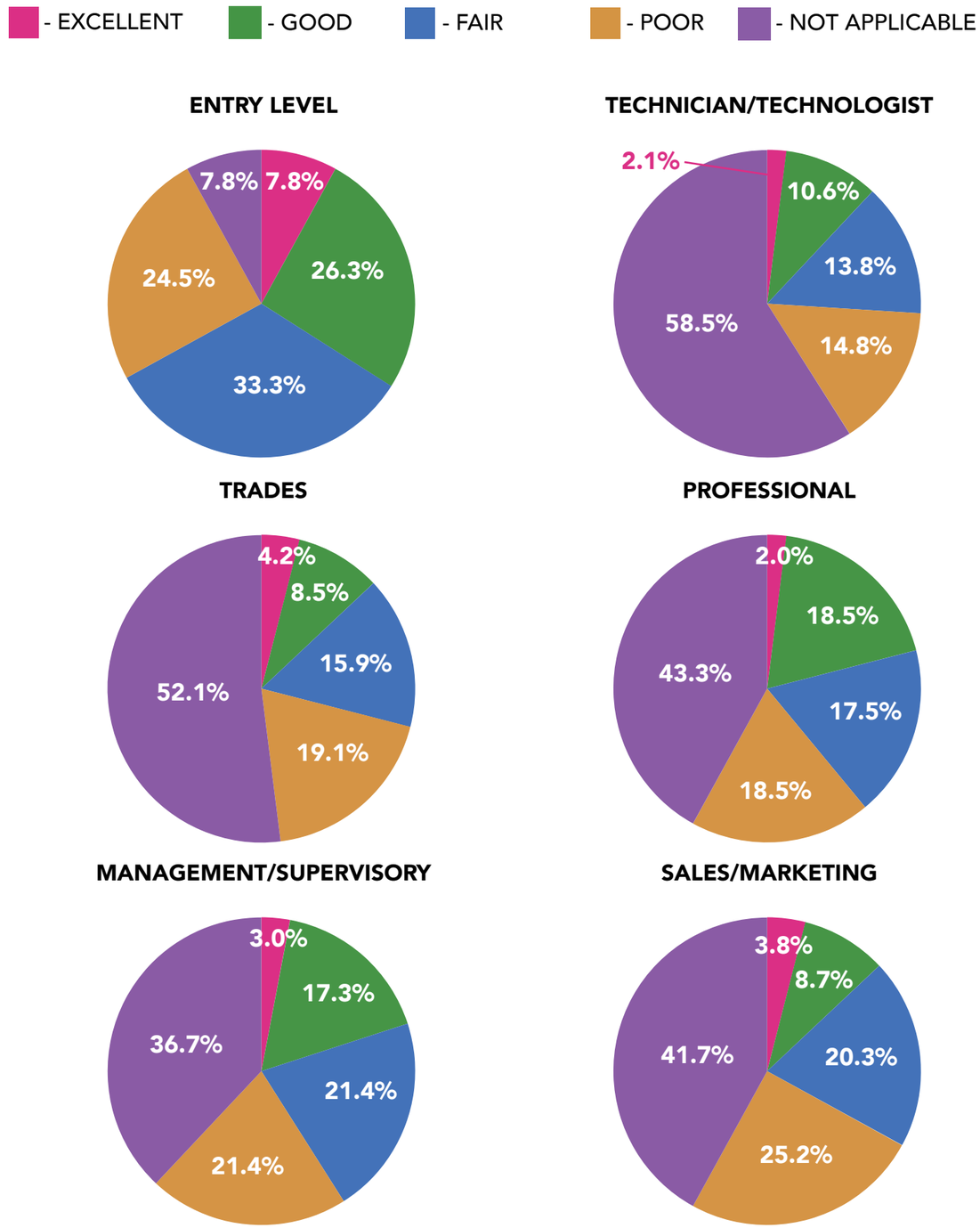
Q20: If yes, what are types of training will the business focus on over the next year? (Check all that apply)

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

- Lack of funding and availability of courses
- Some training is far too expensive. Employers must cover the cost of the session plus pay the time cost, plus EI, CPP, vacation pay, etc. WSIB planned a course. It was canceled. We have been unable to contact anyone there who knows when another course will be offered.
- Remote location in Eastern Ontario, Industry training is in Southern Ontario.
- We are always training
- Small company-can't afford to train from beginning
- Staff must be trained before hire 9/24/2018 12:21 PM
- Limited by remote location and lack of space for onsite training.
- Part time start up- unable to find willing workers
- There is a lack of trades training in some areas and in others there are not enough spots and they become filled quickly.
- Staff must be qualified BEFORE hire.
- There is no training offered for specific job related skills to sawmills such as sawyer

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?