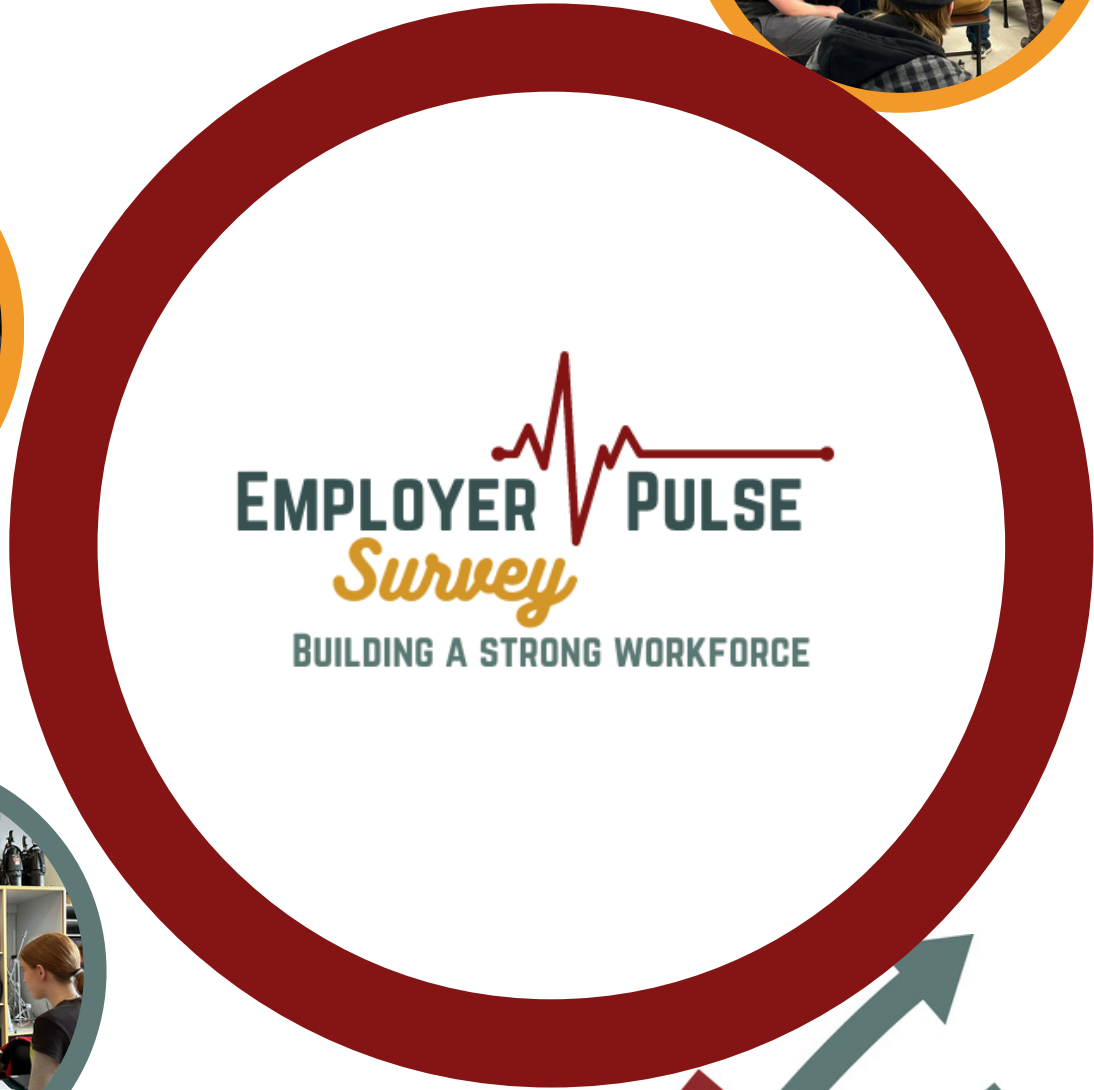


EMPLOYER PULSE SURVEY 2022



EMPLOYER PULSE
Survey
BUILDING A STRONG WORKFORCE



ACKNOWLEDGEMENTS



The Labour Market Group of Renfrew and Lanark (LMG) extends sincere thanks to all the employers in Renfrew and Lanark Counties who participated in the 2022 Employer Pulse Survey. Your input is invaluable to various stakeholders, including local municipalities, employment services providers, Chambers of Commerce, industry groups, and individual employers. We also appreciate the support from stakeholders and community partners who encouraged employer participation in the survey, including organizations focused on business support, economic development, and job seekers.

In the fall of 2022, the Local Labour Market Group of Renfrew and Lanark introduced the Employer Pulse Survey to gather insights into current labour market conditions experienced by employers in the region. This survey replaced the former, more time-consuming EmployerOne survey and was designed to provide localized intelligence for labour market planning and strategy development. Moving forward, the LMG plans to refine and use the pulse survey more frequently to stay updated on changing labour market conditions.

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

We acknowledge the Anishinaabe Algonquin People whose traditional unceded, unsundered territory is where the newsletter was produced.



Mission

TO WORK COLLABORATIVELY WITH COMMUNITY PARTNERS ON THE CREATION OF INNOVATIVE LABOUR MARKET SOLUTIONS THAT MEET LOCAL WORKFORCE DEVELOPMENT NEEDS.



Highlights

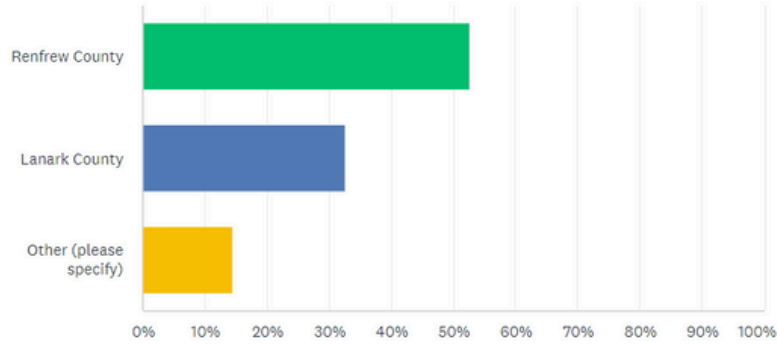
The Employer Pulse Survey took place over a 10-week period from October to December of 2022, providing valuable insights that aligned with the assumptions made by the LMG. These assumptions were based on a comprehensive review of unemployment statistics, client activity levels within employment services offices, local intelligence gathered through community consultations, and our own observations derived from monitoring job postings online, within businesses, and through media channels.

In total, the survey elicited responses from 55 employers. The majority of respondents (53%) are situated in Renfrew County, with 33% located in Lanark County. Additionally, 14% of respondents were located outside of the region but had a need to hire within the region.

- 40% of employers boosted resources for mental health support, while 42% invested in training to tackle recruitment and retention challenges.
- Only 5% of employers laid off workers in the past year.
- 70% of employers faced difficulty hiring employees.
- 53% of employers introduced incentives like higher wages, flexible work options, and bonuses to address hiring needs.
- Almost 50% of employers faced job vacancies due to retirements.
- 27% of employers hired newcomers/immigrants.
- Only 14% of employers adjusted operating hours due to labor shortages.
- Almost 62% of employers reposted job positions due to a lack of applications.
- Almost 64% of employers reposted positions due to unqualified applicants.
- More than 56% of employers lost employees to competitors.
- 50% of employers offered remote/hybrid work opportunities.

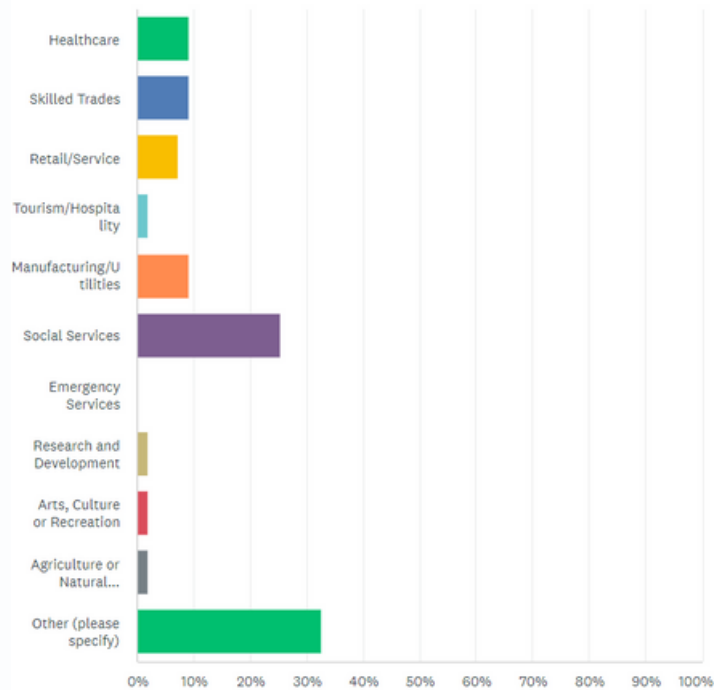


Q.1 MY BUSINESS/ORGANIZATION IS PRIMARILY LOCATED IN:



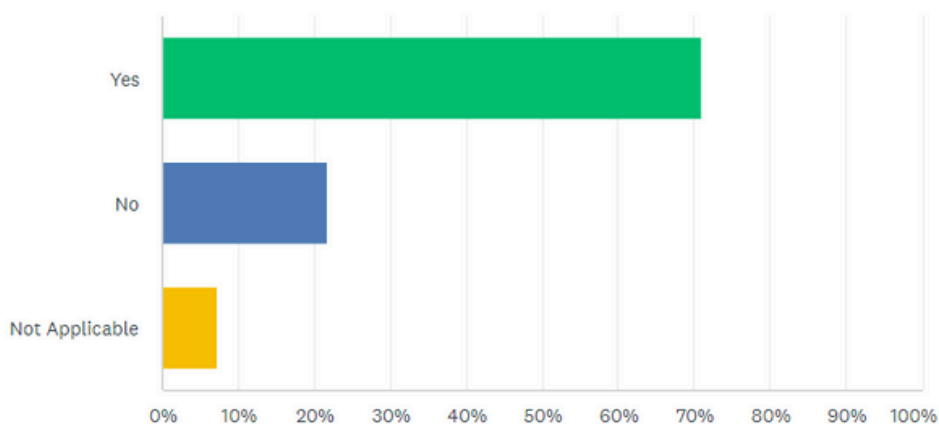
ANSWER CHOICES	RESPONSES	
Renfrew County	52.73%	29
Lanark County	32.73%	18
Other (please specify)	Responses 14.55%	8
TOTAL		55

Q.2 IDENTIFY THE LABOUR MARKET SECTOR THAT YOUR BUSINESS/ORGANIZATION PRIMARILY RESIDES IN:



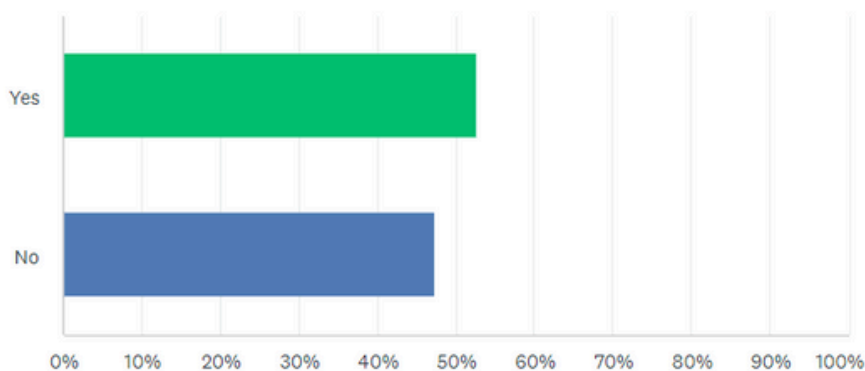
ANSWER CHOICES	RESPONSES	
Healthcare	9.09%	5
Skilled Trades	9.09%	5
Retail/Service	7.27%	4
Tourism/Hospitality	1.82%	1
Manufacturing/Utilities	9.09%	5
Social Services	25.45%	14
Emergency Services	0.00%	0
Research and Development	1.82%	1
Arts, Culture or Recreation	1.82%	1
Agriculture or Natural Resources	1.82%	1
Other (please specify)	Responses 32.73%	18
TOTAL		55

Q.3 HAS YOUR BUSINESS/ORGANIZATION HAD DIFFICULTY HIRING EMPLOYEES IN THE PAST YEAR?



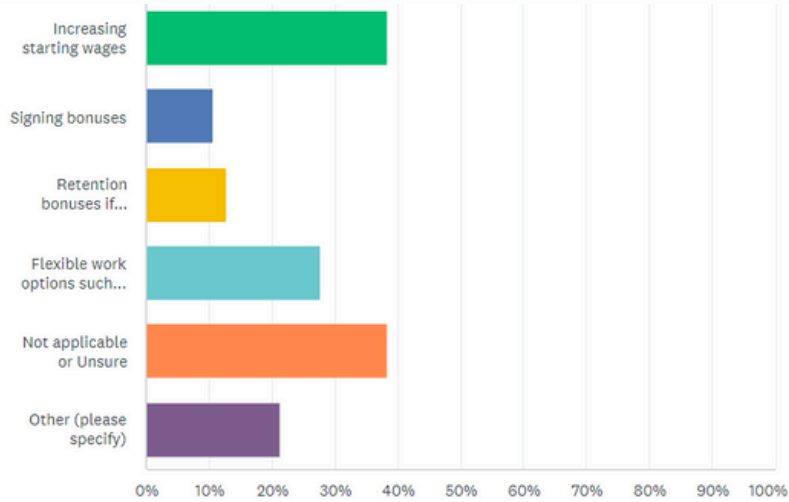
ANSWER CHOICES	RESPONSES
Yes	70.91% 39
No	21.82% 12
Not Applicable	7.27% 4
TOTAL	55

Q.4 HAS YOUR BUSINESS/ORGANIZATION INTRODUCED INCENTIVES TO ADDRESS YOUR HIRING NEEDS?



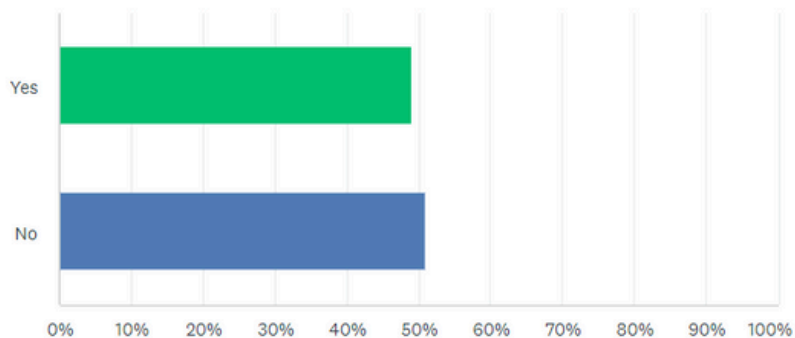
ANSWER CHOICES	RESPONSES
Yes	52.73% 29
No	47.27% 26
TOTAL	55

Q.5 WHAT TYPE OF INCENTIVES HAVE BEEN INTRODUCED? PLEASE CHECK ALL THAT APPLY.



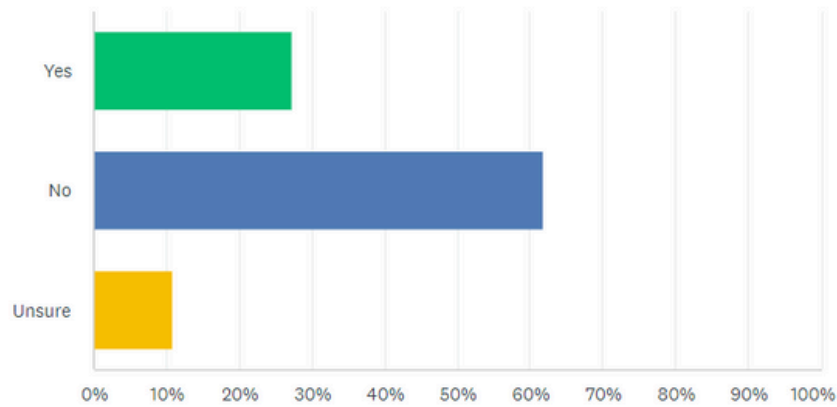
ANSWER CHOICES	RESPONSES	
Increasing starting wages	38.30%	18
Signing bonuses	10.64%	5
Retention bonuses if still employed over a period of time	12.77%	6
Flexible work options such as working from home or hybrid work shifts	27.66%	13
Not applicable or Unsure	38.30%	18
Other (please specify)	21.28%	10
Total Respondents: 47		

Q.6 HAS YOUR BUSINESS/ORGANIZATION HAD EMPLOYEE RETIREMENTS IN THE PAST YEAR?



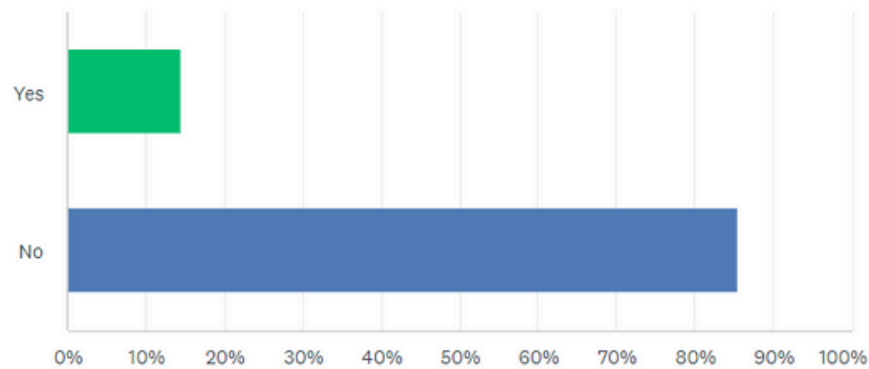
ANSWER CHOICES	RESPONSES	
Yes	49.09%	27
No	50.91%	28
TOTAL		55

Q.7 HAS YOUR BUSINESS/ORGANIZATION HIRED A NEWCOMER/IMMIGRANT IN THE PAST YEAR?



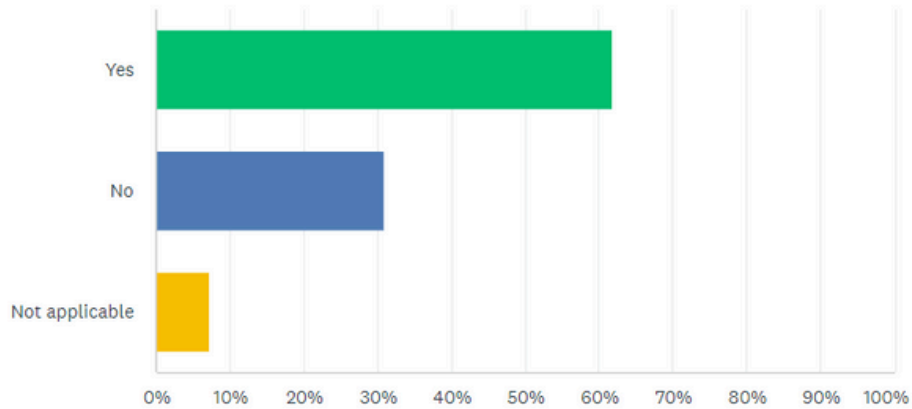
ANSWER CHOICES	RESPONSES
Yes	27.27% 15
No	61.82% 34
Unsure	10.91% 6
TOTAL	55

Q.8 HAS YOUR BUSINESS/ORGANIZATION HIRED A NEWCOMER/IMMIGRANT IN THE PAST YEAR?



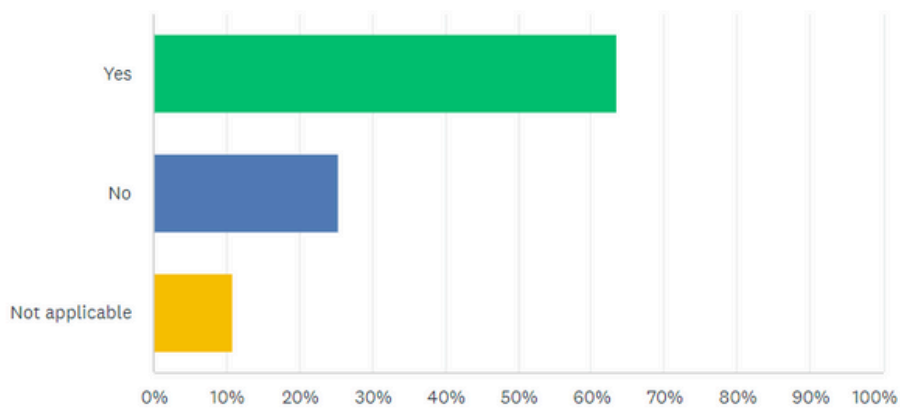
ANSWER CHOICES	RESPONSES
Yes	14.55% 8
No	85.45% 47
TOTAL	55

Q.9 HAS YOUR BUSINESS/ORGANIZATION HAD TO POST POSITIONS MORE THAN ONCE IN THE PAST YEAR BECAUSE OF LIMITED APPLICATIONS?



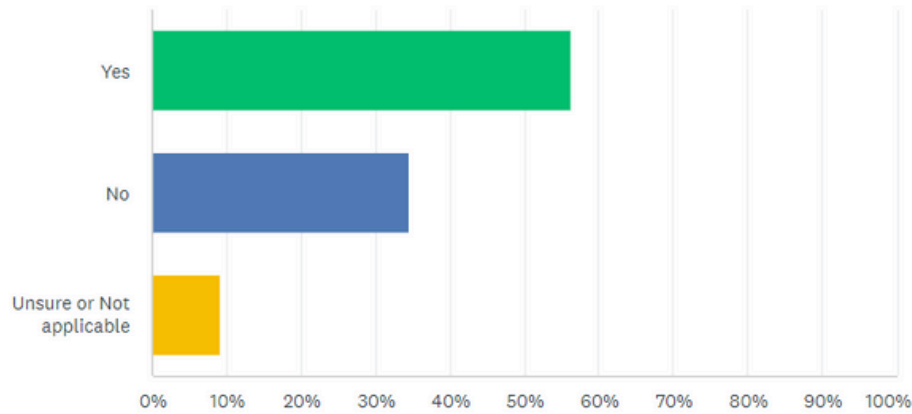
ANSWER CHOICES	RESPONSES
Yes	61.82% 34
No	30.91% 17
Not applicable	7.27% 4
TOTAL	55

Q.10 HAS YOUR BUSINESS/ORGANIZATION HAD TO POST POSITIONS MORE THAN ONCE IN THE PAST YEAR BECAUSE APPLICANTS WERE NOT QUALIFIED?



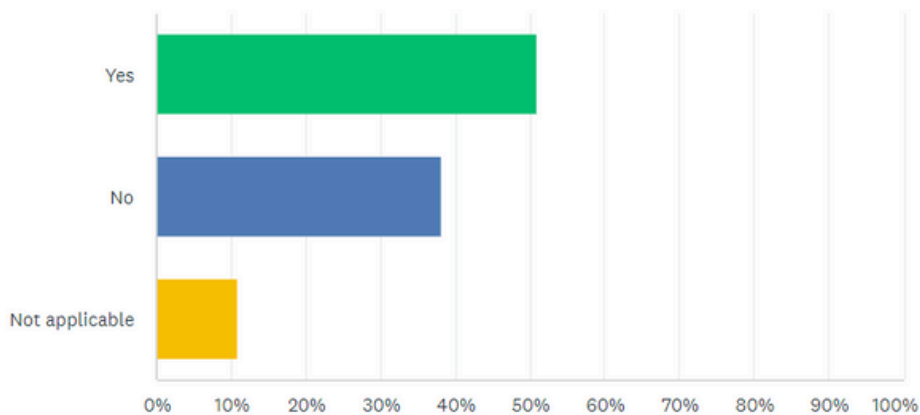
ANSWER CHOICES	RESPONSES
Yes	63.64% 35
No	25.45% 14
Not applicable	10.91% 6
TOTAL	55

Q.11 HAS YOUR BUSINESS/ORGANIZATION LOST EMPLOYEES TO COMPETING EMPLOYERS IN THE PAST YEAR?



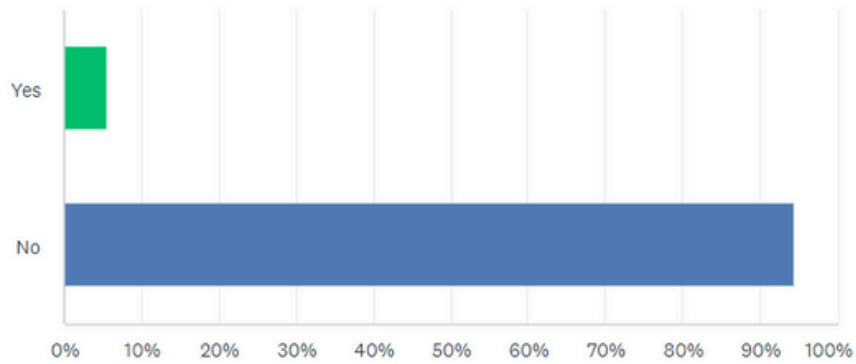
ANSWER CHOICES	RESPONSES
Yes	56.36% 31
No	34.55% 19
Unsure or Not applicable	9.09% 5
TOTAL	55

Q.12 DOES YOUR BUSINESS/ORGANIZATION OFFER HYBRID OR REMOTE WORKING OPPORTUNITIES TO EMPLOYEES?



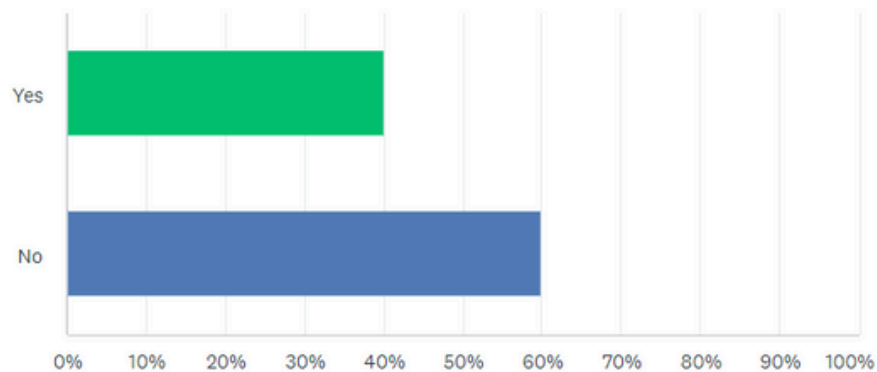
ANSWER CHOICES	RESPONSES
Yes	50.91% 28
No	38.18% 21
Not applicable	10.91% 6
TOTAL	55

Q.13 HAS YOUR BUSINESS/ORGANIZATION HAD TO LAY OFF ANY EMPLOYEES IN THE PAST YEAR?



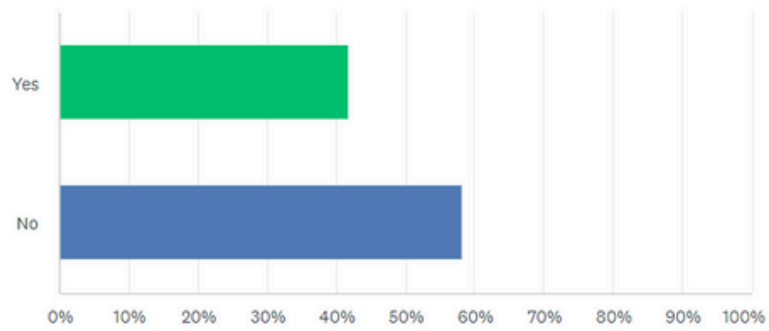
ANSWER CHOICES	RESPONSES
Yes	5.45% 3
No	94.55% 52
TOTAL	55

Q.14 HAS YOUR BUSINESS/ORGANIZATION HAD TO PUT ADDITIONAL RESOURCES IN PLACE TO SUPPORT EMPLOYEE MENTAL HEALTH IN THE PAST YEAR?



ANSWER CHOICES	RESPONSES
Yes	40.00% 22
No	60.00% 33
TOTAL	55

Q.15 HAS YOUR BUSINESS/ORGANIZATION PURSUED TRAINING IN THE PAST YEAR TO TRY TO ADDRESS THE RECRUITMENT AND/OR RETENTION OF EMPLOYEES?



ANSWER CHOICES	RESPONSES
Yes	41.82% 23
No	58.18% 32
TOTAL	55

Q.16 PLEASE SHARE ANY ADDITIONAL COMMENTS ABOUT THE CURRENT STATE OF THE LABOUR MARKET FOR YOUR BUSINESS/ORGANIZATION.

THESE STATEMENTS PROVIDE VALUABLE INSIGHTS INTO THE CHALLENGES FACED BY EMPLOYERS ACROSS VARIOUS SECTORS. HERE'S A SUMMARIZED OVERVIEW OF THE KEY POINTS:

- **EMPLOYERS NEED MORE JOB SEEKERS AND TRANSPORTATION SUPPORT FOR THEIR WORKFORCE.**
- **MANY POSITIONS ARE SUBSIDIZED OR FUNDED BY GRANT PROGRAMS WITH LIMITED BUDGETS, PROMPTING STRATEGIES LIKE BUILT-IN WAGE HIKES.**
- **RECRUITMENT DIFFICULTIES PERSIST, ESPECIALLY IN HEALTHCARE AND FOR CLIENTS NEEDING SKILLS UPGRADING.**
- **THERE'S DECREASED INTEREST IN JOB APPLICATIONS ACROSS VARIOUS POSITIONS, FROM STUDENTS TO FULL-TIME ROLES.**
- **FINDING QUALIFIED CANDIDATES IS CHALLENGING, COMPOUNDED BY HOUSING ISSUES FOR OUT-OF-TOWN CANDIDATES.**
- **CONCERNS ABOUT WORK ETHICS AMONG STUDENTS EXITING THE EDUCATION SYSTEM ARE NOTED.**
- **SMALL BUSINESSES STRUGGLE TO FIND PART-TIME EMPLOYEES AND MAY RESORT TO CREATIVE SOLUTIONS LIKE SPLITTING ROLES.**
- **EMPLOYMENT AGENCIES FACE CHALLENGES IN FINDING OPPORTUNITIES FOR INDIVIDUALS WITH DISABILITIES DUE TO TRANSPORTATION ISSUES AND MISMATCHED SKILLS.**
- **NON-PROFIT ORGANIZATIONS ALSO STRUGGLE TO FILL OPENINGS, INDICATING A BROADER LABOR MARKET CHALLENGE.**
- **THE NEED FOR AFFORDABLE HOUSING AND SUPPORT SERVICES LIKE CHILDCARE AND TRANSPORTATION IS HIGHLIGHTED AS CRUCIAL FOR ATTRACTING WORKERS TO CERTAIN REGIONS.**
- **THERE'S A CALL FOR PRIORITIZING ON-SITE FUNDED TRAINING IN INDUSTRIES LIKE LUMBER, EMPHASIZING THE IMPORTANCE OF PRACTICAL EXPERIENCE.**
- **SEASONAL BUSINESSES FACE DIFFICULTIES IN RETAINING EMPLOYEES FOR LONGER DURATIONS, PARTICULARLY DURING PEAK SEASONS.**

THESE INSIGHTS COLLECTIVELY UNDERSCORE THE MULTIFACETED NATURE OF THE LABOR MARKET CHALLENGES FACED BY EMPLOYERS, RANGING FROM RECRUITMENT AND RETENTION ISSUES TO BROADER SOCIOECONOMIC FACTORS IMPACTING WORKFORCE AVAILABILITY AND READINESS.



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For more information on the Labour Market Group of Renfrew and Lanark, please visit our website at www.labourmarketgroup.ca or follow us on social media.

The views expressed in this document do not necessarily reflect those of Employment Ontario.

