

In 2018, 324 local employers participated in the EmployerOne Survey.

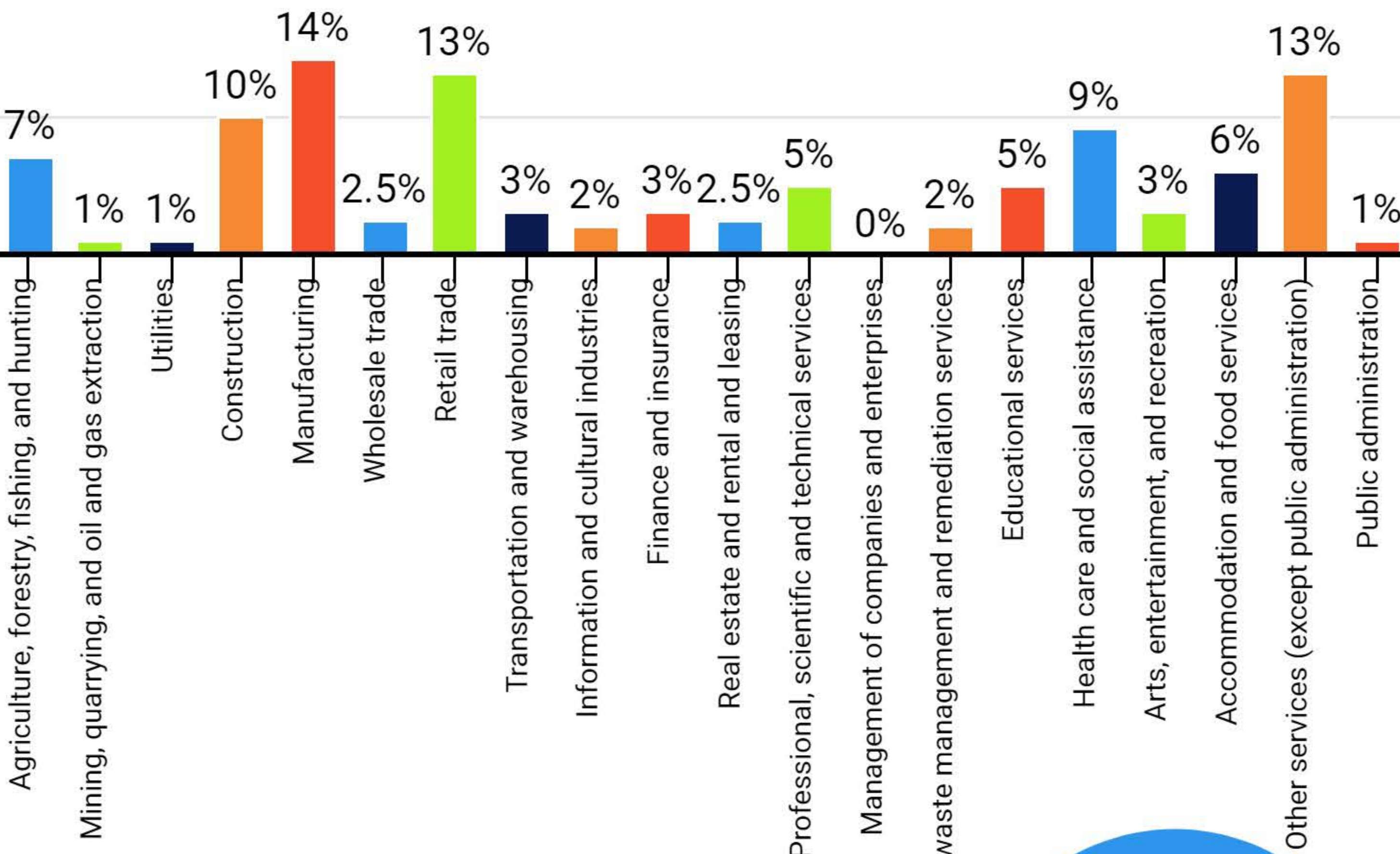
Respondents were asked to provide information on their organization's workforce

The aggregated responses and key themes are found on this page.

The Voice of Local Employers

✓ **150 (52%) YES** 52% of respondents had positions that were hard to fill
 ✗ **141 (48%) NO**

Respondents by industry/sector



42%
of organizations plan to hire due to expansion in 2018

81%
of organizations hired in 2017!

69%
say they plan on hiring in 2018!

Hired in the following categories in 2017

Youth	38%
Older worker (over 55)	27%
Visible minority	21%
Immigrant	16%
Person with disability	11%

Planned new hires by employment type

Full Time	593	38%
Part Time	394	26%
Contract	137	9%
Seasonal	411	27%

Why were they hard to fill?

- Not enough applicants **49%**
- Lack of qualifications **44%**
- Lack of motivation, attitude, or interpersonal skills **43%**
- Lack of work experience **34%**
- Lack of technical skills **25%**

Hard to fill occupations

- Trades helpers, construction labourers and related
- Industrial, electrical and construction trades
- Labourers in processing, manufacturing, and utilities
- Service representatives and other customer and personal services occupations



Top recruitment methods

- Word of mouth/personal contacts/referrals/informal networks
- Online job boards/postings
- Social media
- Company's own internet site
- Non-government or community employment service centres or websites

80% say they search for candidates locally

Planned new hires by occupation

- Occupations in manufacturing and utilities
- Sales and service occupations
- Trades, transport and equipment operators and related occupations
- Occupations in education, law and social, community and government services