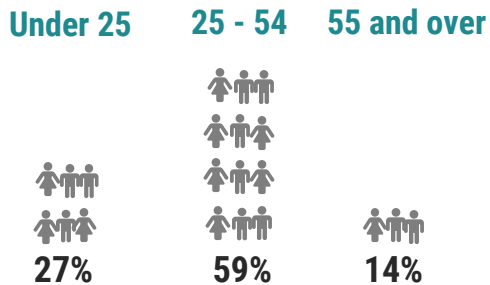


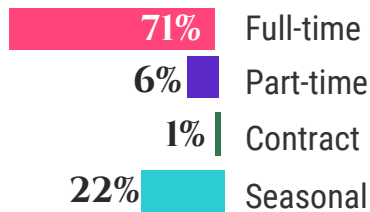
2019 Employer One Survey Results: AGRICULTURE, FORESTRY, FISHING AND MINING

7% of the Employer One survey results collected emerged from the Agriculture, Forestry, Fishing and Mining Industry. A total of 31 surveys were collected.

EMPLOYED BY AGE GROUP

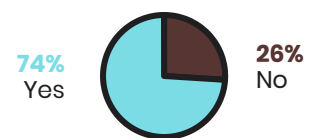


EMPLOYMENT TYPE



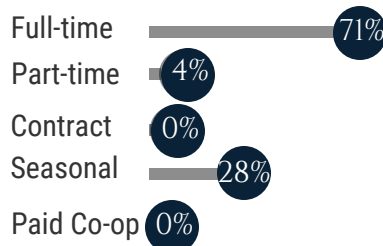
NEW HIRES

Did your organization hire in the last 12 months (2018)?



2018 HIRES BY:

EMPLOYMENT TYPE



OCCUPATIONAL CATEGORY BY NOC CODE

NOC 0 Management	- 1
NOC 1 Business, finance and administration	- 5
NOC 2 Natural and applied sciences and related occupations	- 0
NOC 3 Health	- 1
NOC 4 Education, law and social, community and government services	- 0
NOC 5 Art, culture, recreation and sport	- 0
NOC 6 Sales and service	- 8
NOC 7 Trades, transport and equipment operators and related	- 3
NOC 8 Natural resources, agriculture and related production	- 338
NOC 9 Manufacturing and utilities	- 54

HARD TO FILL POSITIONS:

Were any positions hard to fill in the last 12 months (2018)?

Yes: 57% **No: 43%**



TOP 5

JOB TITLES IN HARD TO FILL POSITIONS

- Fish processor (Top)
- Harvester
- Horticultural assistant
- Farm Labourer
- DZ/AZ Driver

Top 5 Occupational category of Hard to fill positions (2-digit NOC):




- (Top) 96 Labourers in processing, manufacturing, and utilities
- 84 Workers in natural resources, agriculture, and related production
- 86 Harvesting, landscaping and natural resources labourers
- 75 Transport and heavy equipment operation and related maintenance occupations
- 82 Supervisors and technical occupations in natural resources, agriculture and related production

2019 Employer One Survey Results: AGRICULTURE, FORESTRY, FISHING AND MINING

HARD TO FILL POSITIONS:

TOP 3

REASONS POSITIONS WERE HARD TO FILL

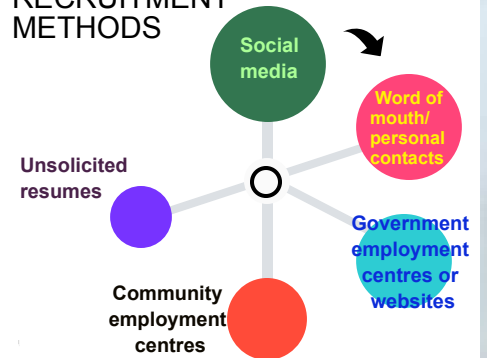
-  Lack of Motivation, attitude
-  Not enough applicants
-  Lack of transportation

AVERAGE PERIOD OF TIME POSITIONS REMAIN UNFILLED

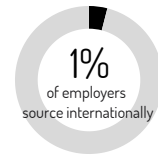
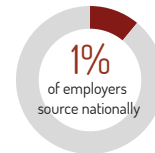
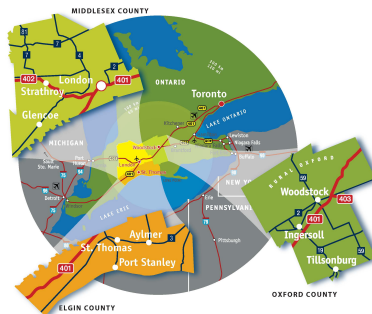
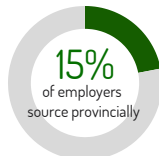


- Less than 3 months - 33%
- 3 - 6 months - 27%
- 6 - 9 months - 20%
- 9 - 12 months - 13%
- More than a year - 7%

TOP 5 RECRUITMENT METHODS

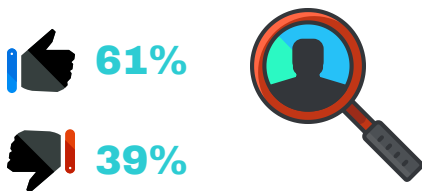


GEOGRAPHIC AREAS TARGETED FOR EMPLOYMENT

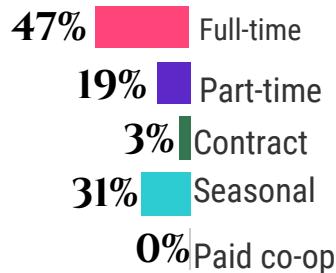


PLANNED HIRING:

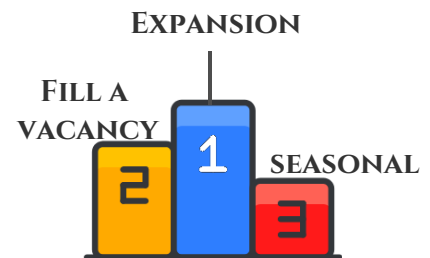
Do you have plans to hire in the next 12 months(2019)?



TOTAL NO. OF ESTIMATED HIRINGS BY EMPLOYMENT TYPE



TOP 3 REASONS FOR PLANNED HIRING



Occupational category of planned hires in 2019 by NOC Code:



- NOC 0 Management - 0
- NOC 1 Business, finance and administration - 0
- NOC 2 Natural and applied sciences and related occupations - 0
- NOC 3 Health - 0
- NOC 4 Education, law and social, community and government services - 0
- NOC 5 Art, culture, recreation and sport - 0
- NOC 6 Sales and service - 6
- NOC 7 Trades, transport and equipment operators and related - 10
- NOC 8 Natural resources, agriculture and related production - 168
- NOC 9 Manufacturing and utilities - 36

2019 Employer One Survey Results: AGRICULTURE, FORESTRY, FISHING AND MINING

JOB SEPARATIONS:

Did your organization experience any separation in the last 12 months (2018)?

Yes: 43%

No: 57%

Number of separations in 2018 by Occupational category:

NOC 0 Management	- 0
NOC 1 Business, finance and administration	- 3
NOC 2 Natural and applied sciences and related occupations	- 0
NOC 3 Health	- 0
NOC 4 Education, law and social, community and government services	- 0
NOC 5 Art, culture, recreation and sport	- 0
NOC 6 Sales and service	- 1
NOC 7 Trades, transport and equipment operators and related	- 11
NOC 8 Natural resources, agriculture and related production	- 154
NOC 9 Manufacturing and utilities	- 10


Number of separations by type in 2018:

 Quits - 61

 Layoffs - 87

 Other - 3

 Retirements - 1

 Dismissals - 27

MINIMUM WAGE INCREASE:

Was your organization affected by the increase in minimum wage?

Yes: 55%

No: 36%

Unresponded: 9%



Which way was your organization affected?



Prices of products adjusted accordingly

We cut costs other than labour

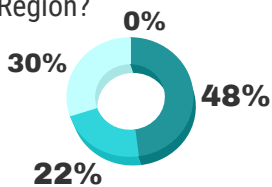
Reduced staff's working hours

Invested in new technology to recoup

Reduced perks and benefits for the staff

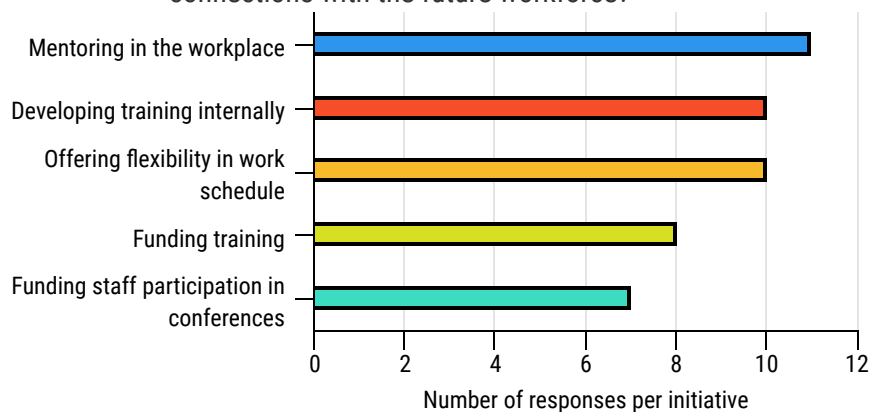
AVAILABILITY OF TALENT:

How would you rate the availability of qualified workers in the London Economic Region?



● Excellent ● Good ● Fair ● Poor

In the last 12 months, how did you develop connections with the future workforce?



2019 Employer One Survey Results: AGRICULTURE, FORESTRY, FISHING AND MINING



Your Workforce. Our Future.

To view the full 2019 Employer One Survey report, visit Worktrends.ca

If you have any questions or suggestions regarding the contents of this report, please contact:

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lepc | Local Employment
Planning Council



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