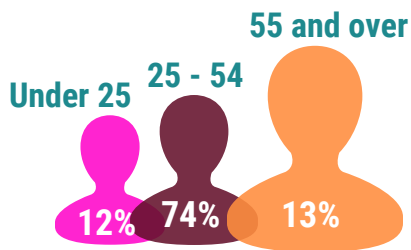


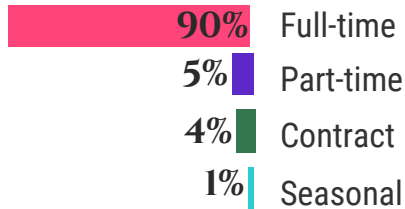
# 2019 Employer One Survey Results: **PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES**

**14%** of the Employer One survey results collected emerged from the manufacturing industry. A total of 46 surveys were collected.

## EMPLOYED BY AGE GROUP



## EMPLOYMENT TYPE



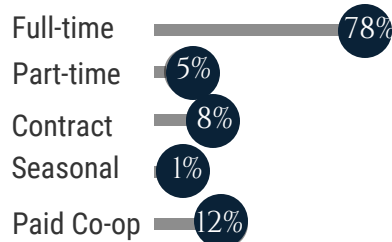
## NEW HIRES

Did your organization hire in the last 12 months?



## RECENT HIRES BY:

### EMPLOYMENT TYPE



### OCCUPATIONAL CATEGORY

Management	- 10
Business, finance and administration	- 108
Natural and applied sciences and related occupations	- 93
Health	- 2
Education, law and social, community and government services	- 23
Art, culture, recreation and sport	- 1
Sales and service	- 47
Trades, transport and equipment operators and related	- 0
Natural resources, agriculture and related production	- 0
Manufacturing and utilities	- 4

## HARD TO FILL POSITIONS:

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

**Yes, 49%**    **No, 51%**



## TOP 5

### JOB TITLES IN HARD TO FILL POSITIONS

- Business Development Specialist (Top)
- Senior Software Developers
- Legal Assistant
- Actuarial Analyst
- Intermediate Engineering Technologist

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

- 22 Technical occupations related to natural and applied (Top) sciences
- 41 Professional occupations in law and social, community and government services
- 21 Professional occupations in natural and applied sciences
- 11 Professional occupations in business and finance
- 64 Sales representatives and salespersons - wholesale and retail trade

# 2019 Employer One Survey Results: **PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES**

## HARD TO FILL POSITIONS:

### TOP 3 REASONS POSITIONS WERE HARD TO FILL

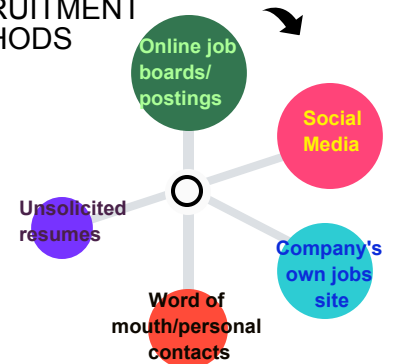
- Lack of Work experience
- Not enough applicants
- Lack of technical skills



### AVERAGE PERIOD OF TIME POSITIONS REMAIN UNFILLED

- Less than 3 months - 19%
- 3 - 6 months - 38%
- 6 - 9 months - 19%
- 9 - 12 months - 10%
- More than a year - 14%

### TOP 5 RECRUITMENT METHODS

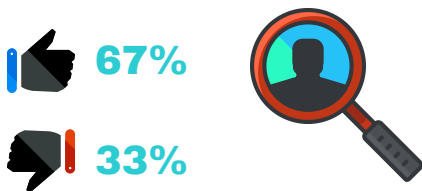


### GEOGRAPHIC AREAS TARGETED FOR EMPLOYMENT

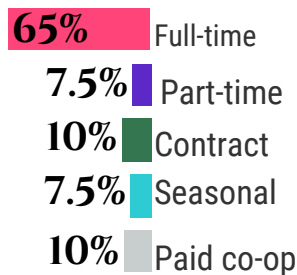


## PLANNED HIRING:

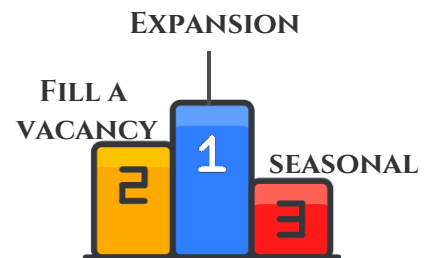
Do you have plans to hire in the next 12 months?



### TOTAL NO. OF ESTIMATED HIRINGS BY EMPLOYMENT TYPE



### TOP 3 REASONS FOR PLANNED HIRING



### Occupational category of planned hires:



- Management - 6
- Business, finance and administration - 15
- Natural and applied sciences and related occupations - 7
- Health - 3
- Education, law and social, community and government services - 6
- Art, culture, recreation and sport - 10
- Sales and service - 2
- Trades, transport and equipment operators and related - 2
- Natural resources, agriculture and related production - 4
- Manufacturing and utilities - 0

# 2019 Employer One Survey Results: **PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES**

## SEPARATIONS:

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

**Yes, 57%**


**No, 43%**

### Number of separations by Occupational category:

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

### Number of separations by type:

 Quits - 17

 Layoffs - 3

 Other - 4

 Retirements - 6

 Dismissals - 14

## MINIMUM WAGE INCREASE:

Was your organization affected by the increase in minimum wage?

**Yes, 69%**

**No, 22%**

**Unresponded, 9%**



Which way was your organization affected?



Prices of products adjusted accordingly

We cut costs other than labour

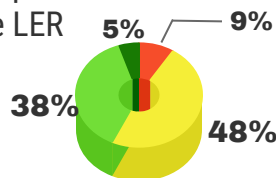
Invested in new technology

Temporarily froze future hiring

Reduced perks and benefits for the staff

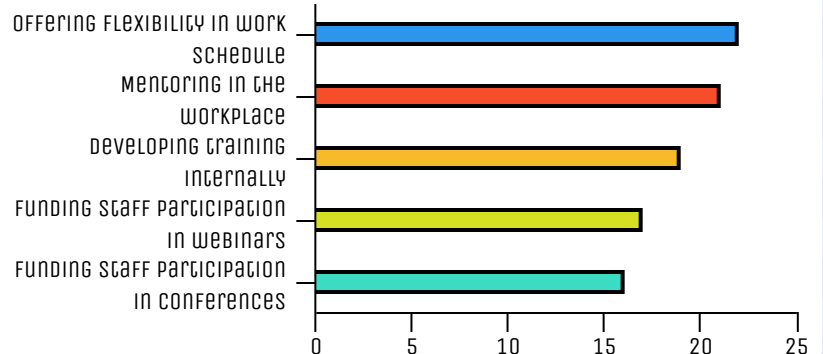
## AVAILABILITY OF TALENT:

How would you rate the availability of qualified workers in the LER?



● Poor ● Fair ● Good ● Excellent

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





*Your Workforce. Our Future.*

If you have any question or suggestion regarding the contents of this report, please contact:

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**lepc** | Local Employment  
Planning Council



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