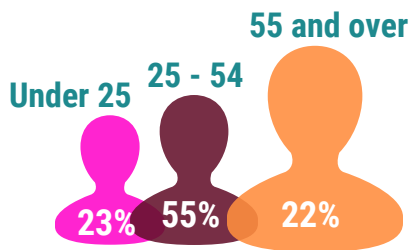


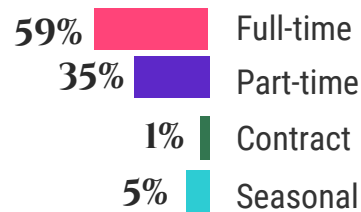
2019 Employer One Survey Results: RETAIL TRADE

16% of the Employer One survey results collected emerged from the retail trade industry. A total of 51 surveys were collected.

EMPLOYED BY AGE GROUP



EMPLOYMENT TYPE



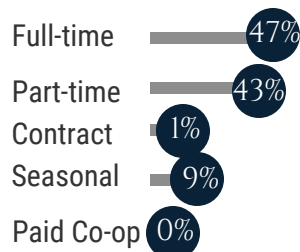
NEW HIRES

Did your organization hire in the last 12 months?



RECENT HIRES BY:

EMPLOYMENT TYPE



OCCUPATIONAL CATEGORY

Management	- 12
Business, finance and administration	- 8
Natural and applied sciences and related occupations	- 0
Health	- 3
Education, law and social, community and government services	- 0
Art, culture, recreation and sport	- 1
Sales and service	- 133
Trades, transport and equipment operators and related	- 37
Natural resources, agriculture and related production	- 0
Manufacturing and utilities	- 27

HARD TO FILL POSITIONS:

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

Yes, 57% **No, 43%**



TOP 5

JOB TITLES IN HARD TO FILL POSITIONS

- Retail salesperson (Top)
- Manager
- Cook
- Automotive Mechanic
- Baker

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




- 64 Sales representatives and salespersons - wholesale and (Top) retail trade
- 75 Transport and heavy equipment operation and related maintenance occupations
- 62 Retail sales supervisors and specialized sales occupations
- 76 Trades helpers, construction labourers and related occupations
- 96 Labourers in processing, manufacturing, and utilities

2019 Employer One Survey Results: RETAIL TRADE

HARD TO FILL POSITIONS:

TOP 3

REASONS POSITIONS WERE HARD TO FILL

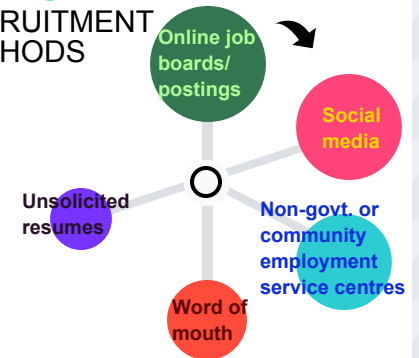
-  Lack of motivation/attitude
-  Lack of work experience
-  Lack of qualification



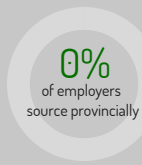
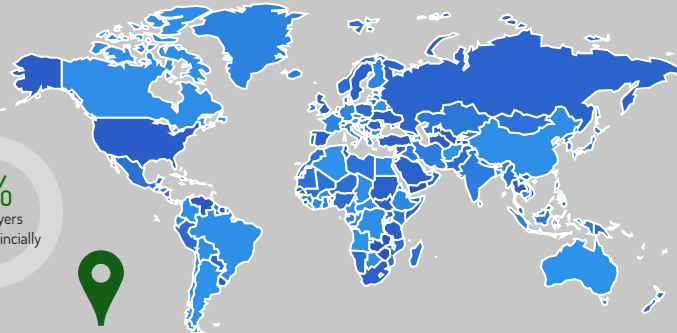
AVERAGE PERIOD OF TIME POSITIONS REMAIN UNFILLED

- Less than 3 months - 24%
- 3 - 6 months - 40%
- 6 - 9 months - 8%
- 9 - 12 months - 16%
- More than a year - 12%

TOP 5 RECRUITMENT METHODS

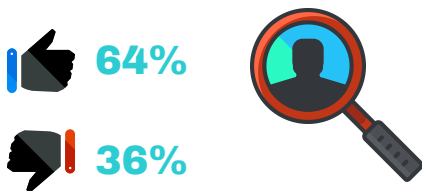


GEOGRAPHIC AREAS TARGETED FOR EMPLOYMENT

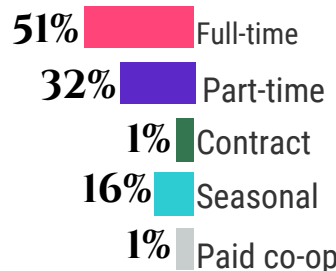


PLANNED HIRING:

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 - 10
- Business, finance and administration - 3
- Natural and applied sciences and related occupations - 0
- Health - 5
- Education, law and social, community and government services - 2
- Art, culture, recreation and sport - 1
- Sales and service - 68
- Trades, transport and equipment operators and related - 12
- Natural resources, agriculture and related production - 0
- Manufacturing and utilities - 16

2019 Employer One Survey Results: RETAIL TRADE

SEPARATIONS:

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

Yes, 61%


No, 39%

Number of separations by Occupational category:

Management	- 7
Business, finance and administration	- 1
Natural and applied sciences and related occupations	- 0
Health	- 7
Education, law and social, community and government services	- 2
Art, culture, recreation and sport	- 0
Sales and service	- 60
Trades, transport and equipment operators and related	- 23
Natural resources, agriculture and related production	- 0
Manufacturing and utilities	- 32


Number of separations by type:

 Quits - 76

 Layoffs - 9

 Other - 7

 Retirements - 9

 Dismissals - 32

MINIMUM WAGE INCREASE:

Was your organization affected by the increase in minimum wage?

Yes, 53%

No, 35%

Unresponded, 12%



Which way was your organization affected?



Prices of products adjusted accordingly

We cut costs other than labour

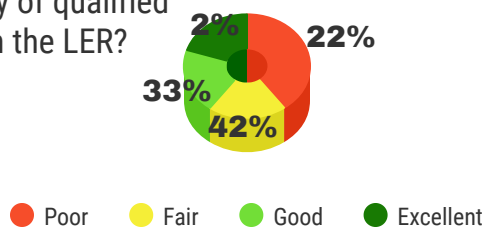
Reduced number of working hours

Decrease in profit

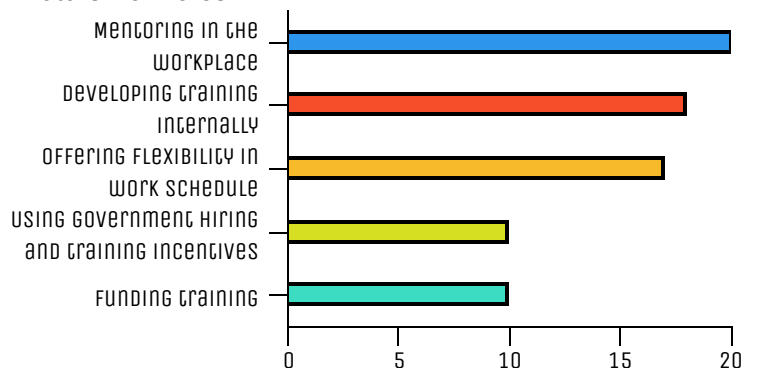
Temporarily froze future hiring

AVAILABILITY OF TALENT:

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



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



2019 Employer One Survey Results: **RETAIL TRADE**



Your Workforce. Our Future.

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

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