

Survey Results

2017/2018

EMPLOYEROne survey

Your Workforce. Our Future.



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Ontario's employment and training network.

Table of Contents

Acknowledgments	2
Highlights	3
Industry Sectors	4
Size Range of Business	4
Employment Status of the Workforce	5
Separations and Hires	5
Difficult to Fill Positions	6
Availability of Qualified Workers	6
Planned Hiring	7
Training Needs	7
Appendix 1	2
Appendix 2	3



Acknowledgments

The Eastern Ontario Training Board would like to thank the employers of the United Counties of Stormont, Dundas and Glengarry and Prescott and Russell United Counties for taking the time to complete our survey. Without your assistance it would be impossible to bring this valuable information to our community.

We would also like to acknowledge Employment Ontario, Ministry of Advanced Education and Skills Development for providing the resources and guidance required to produce the EmployerOne report.

Additional information including survey results for SDG and PR individually can be obtained by contacting:

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Highlights

This report provides a summary of responses to the EmployerOne Survey conducted in the United Counties of Stormont, Dundas and Glengarry (SDG) and Prescott-Russell United Counties (PR) conducted by the Eastern Ontario Training Board between April 1, 2017 and March 31, 2018.

Respondents from almost all sectors continue to demonstrate net job growth and are optimistic about anticipated hiring in the coming year. In SDG, 67 or 92% of respondents indicated that they plan to hire in the coming year while 10 or 77% of responding companies located in PR indicate they plan to hire in the coming year.

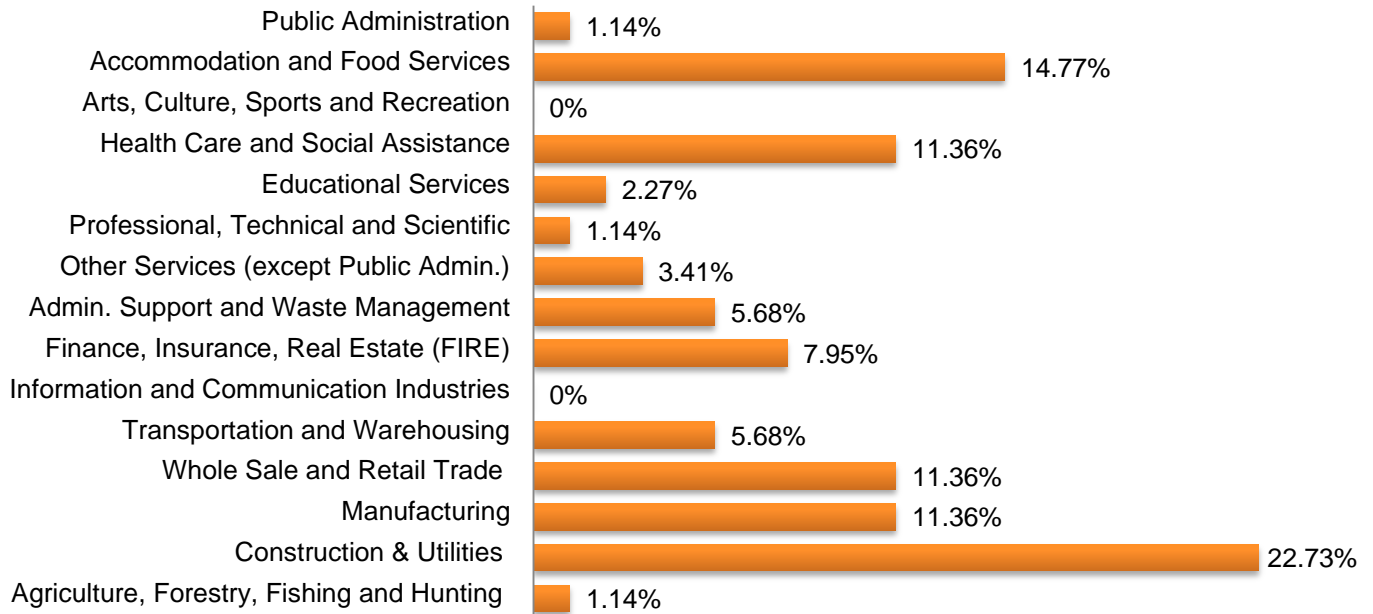
However, since the EmployerOne Survey was launched in 2014, business satisfaction with labour market supply is becoming increasingly worse. During the period from 2014 to 2016, with the exception of Manufacturing and Transportation and Warehousing, two of every three employers in SDG ranked worker availability as either Excellent or Good. Today, two of every three SDG employers rank availability as either Fair or Poor.

In Prescott Russell, with the exception of Health Care, over 76% of employers ranked worker availability as Excellent or Good. In PR, over 58% of responding employers now rank worker availability as either Fair or Poor.



Industry Sectors

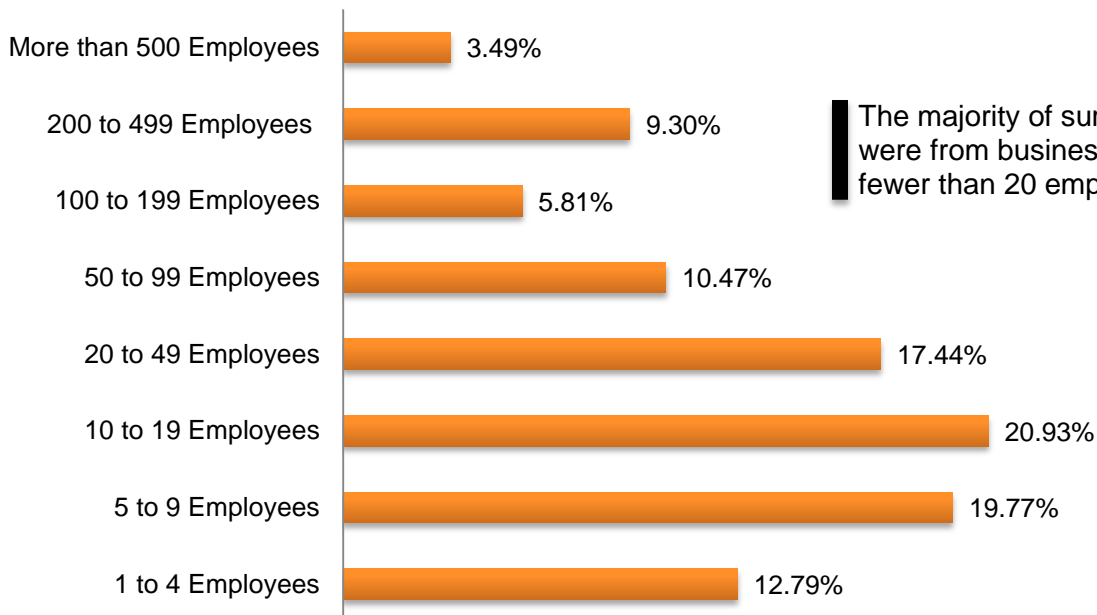
Industries in which SDG and PR respondents operate:



At 37.5% of the total responses, the greatest number of surveys were received from the Construction & Utilities, and Accommodation & Food Services.

Size Range of Business

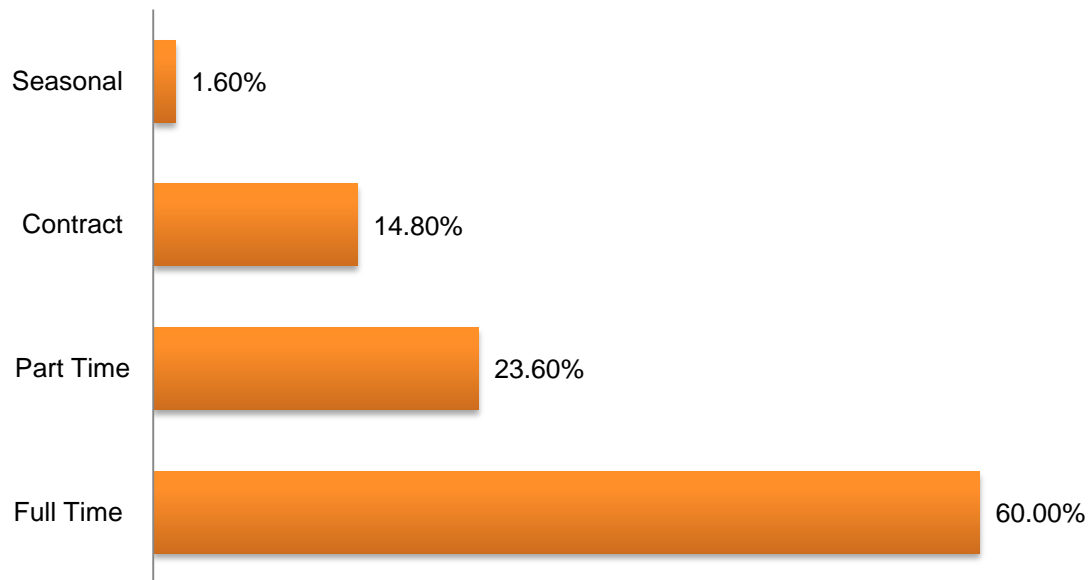
Responses by employee size range in SDG and PR:



The majority of survey respondents were from businesses employing fewer than 20 employees.

Employment Status of the Workforce

Responses by employee size range in SDG and PR:



Total Employees: 7,691

Separations & Hires

All separations and hires by sector within SDG and PR:

Sectors	No. of Responses	Total Separations	Total Hires	Net New Jobs +/-
Agriculture, Forestry, Fishing and Hunting	1	2	22	20
Construction and Utilities	9	59	28	(-31)
Manufacturing	8	138	190	52
Wholesale and Retail Trade	5	12	13	1
Transportation and Warehousing	5	881	948	67
Information and Communication Industries	0	0	0	0
Finance, Insurance, Real Estate (FIRE)	4	7	5	(-2)
Admin Services/ Waste Management	5	167	165	(-2)
Professional, Technical and Scientific	0	0	0	0
Educational Services	2	2	3	1
Health Care and Social Assistance	9	346	368	22
Arts, Culture and Recreation	0	0	0	0
Accommodation and Food Services	11	80	139	59
Other Services (except Public Admin)	3	7	4	(-3)
Public Administration	1	1	6	5

With the exception of Construction & Utilities, Finance, Insurance, Real Estate, Admin. Service/ Waste management and Other Service (except Public Admin) net job creation took place in most sectors. The greatest net job creation took place in Transportation and Warehousing and Accommodation & Food Services sectors.

Difficult to Fill Positions

Positions described as “Difficult to Fill” in SDG and PR:

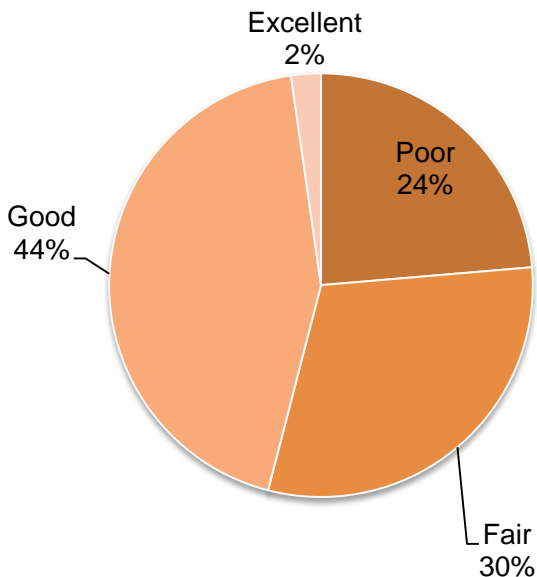
Of 73 respondents in SDG, 45 or 62% stated that there were positions that were difficult to fill. These include a wide range of food service occupations including managers; customer service representatives; construction labourers; registered massage therapists; chiropractor; development support workers; personal support workers; registered nurses; registered practical nurses; labourers in manufacturing; bus drivers and warehouse workers.

In Prescott-Russell, 8 of 13 responding employers (62%) indicated that there were positions that were difficult to fill. These include sales, retail managers, agronomist, financial managers and brokers.

More details on separations and hires can be found in [Appendix 1](#).

Availability of Qualified Workers

Rating of qualified workers in SDG & PR:



Employers indicated that the availability of qualified workers in SDG and PR is between good (44%) and Fair (30%).

66% or two of every three SDG employers rank worker availability as either “Fair” or “Poor”.

In PR, over 58% of employers assigned this ranking.

Employers’ view of the available local workforce has declined considerably in the last two to three years.

Planned Hiring

Positions SDG and PR employers intend to fill in the coming year:

In SDG, 67 or 92% of companies indicated that they plan to hire in the coming year while 10 or 77% of responding companies located in PR indicate they plan to hire in the coming year.

A complete list can be found in [Appendix 2](#).

Training Needs

Training needs of current employees in SDG and PR:

- Bilingualism
- Computer Skills/ MS Office and Keyboarding
- Conflict Resolution
- Customer Service
- Essential Skills
- Fall Arrest
- Financial/ Mortgage Training
- First Aid
- Leadership Skills
- Reading Measuring Tape
- Mechanics for Truck Drivers
- Safe Food Handling
- Safety
- Smart Serve
- Truck Driving Licence
- WHMIS

Appendices

Appendix 1: Occupations identified as Difficult to Fill in 2017-2018

NOC	Occupation	Number of Businesses Responding
0111	Financial Manager	1
0121	Financial Broker	1
0421	Educational Manager	1
0621	Retail Manager	1
0631	Restaurant Manager	1
0911	Manufacturing Manager	1
1414	Receptionist	1
2123	Agricultural Specialist	1
3012	Registered Nurse	1
3122	Chiropractor	1
3141	Audiologists and Speech Language Pathologist	1
3142	Physiotherapist	1
3233	Licensed Practical Nurse	1
3236	Registered Massage Therapist	1
4412	Home Support Worker	3
5124	Communication Coordinator – Health Care	1
6221	Technical Sales (Manufacturing)	2
6235	Financial Advisor/Sales	2
6322	Cook / Kitchen Staff	5
6513	Servers	1
6551	Customer Service Rep – Financial Services	1
6552	Customer Service Rep – Contact Centre	2
6611	Cashier	1
6641	Dishwasher	1
7205	Construction Supervisor	1
7242	Industrial Electrician	1
7311	Construction and Industrial Millwright	3
7312	Heavy Duty Equipment Mechanic	2
7452	Material Handler	1
7511	Truck Driver	1
7512	Bus Driver	1
7611	Construction Trades Helper/Labourer	9
9227	Manufacturing Supervisor	2
9241	Operating Engineer – Third Class	1
9619	Manufacturing Labourer	7

Appendix 2: Anticipated hiring in 2018-2019

NOC	Occupation	Number of Businesses Responding
0111	Financial Manager	1
0311	Health Care Manager	2
0631	Restaurant Manager	1
1223	Human Resource and Recruitment Officers	1
1311	Accounting Technician	2
1411	General Office Worker	5
1414	Receptionist	3
1521	Shipper and Receiver	1
1522	Parts person	1
2263	Inspectors in Public and Environmental Health	1
3012	Registered Nurse	1
3112	Doctor	1
3122	Chiropractor	1
3132	Dietician	1
3233	Licensed Practical Nurse	1
3236	Registered Massage Therapist	1
4212	Community Developer	1
4214	Early Childhood Educator	1
4215	Instructor of persons with disabilities	2
4412	Home Support Worker	2
6235	Financial Advisor/Sales	2
6241	Retail Customer Service Rep	5
6315	Cleaning Supervisor	1
6322	Cook / Kitchen Staff	5
6513	Servers	3
6551	Customer Service Rep – Financial Services	1
6552	Customer Service Rep – Contact Centre	2
6611	Cashier	2
6621	Service Station Attendant	1
6732	Specialized cleaners	1
6733	Janitor	2
6742	Teacher's Aide	1
7205	Construction Supervisor	2
7235	Plate work metal fabricators and fitters	1
7237	Welders	1
7242	Industrial Electrician	2
7291	Rofer	1
7311	Construction and Industrial Millwright	3

Appendix 2: Anticipated hiring in 2018-2019 (Continued)

NOC	Occupation	Number of Businesses Responding
7312	Heavy Duty Equipment Mechanic	1
7321	Automotive Service Technician	1
7334	Lift Truck Mechanic	1
7441	Residential and Commercial Installers	1
7452	Material Handler	1
7511	Truck Driver	5
7512	Bus Driver	1
7514	Delivery Driver	3
7521	Heavy Equipment Operators	2
7611	Construction Trades Helper/Labourer	14
8431	General Farm Worker	1
9227	Manufacturing Supervisor	1
9241	Operating Engineer – Third Class	1
9411	Manufacturing Machine Operator	2
9614	Labourers in Wood	1
9619	Manufacturing Labourer	8



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