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**2018  
SUMMARY REPORT**



Your Workforce. Our Future.

**579**

employers completed the  
EmployerOne Survey

↑ from 400 in 2017

**76%**

had separations in 2017

↑ from 62% in 2016

**88%**

hired in 2017

same as in 2016

**59%**

had positions that were  
difficult to fill in 2017

↑ from 56% in 2016

**62%**

rated the availability of  
qualified workers fair/ poor

↑ from 54% in 2016

**77%**

plan to hire in 2018

↑ from 76% in 2016

Sector Participation	Count	Percentage
Manufacturing	107	18%
Construction	74	13%
Healthcare and social assistance	70	12%
Professional, scientific and technical services	64	11%
Retail trade	34	6%
Agriculture, forestry, fishing and hunting	31	5%
Other services (except public admin)	28	5%
Educational services	26	4%
Finance and insurance	24	4%
Accommodation and food services	19	3%
Wholesale trade	12	2%
Arts, entertainment and recreation	12	2%
Public administration	11	2%
Transportation and warehousing	8	1%
Information and cultural industries	7	1%
Real estate and rental and leasing	7	1%
Utilities	6	1%
Management of companies and enterprises	3	1%
Mining, quarrying, oil and gas extraction	2	0%
Administration, support, waste, remediation	1	0%
Other	33	6%



= significant changes in survey findings from 2017 to 2018

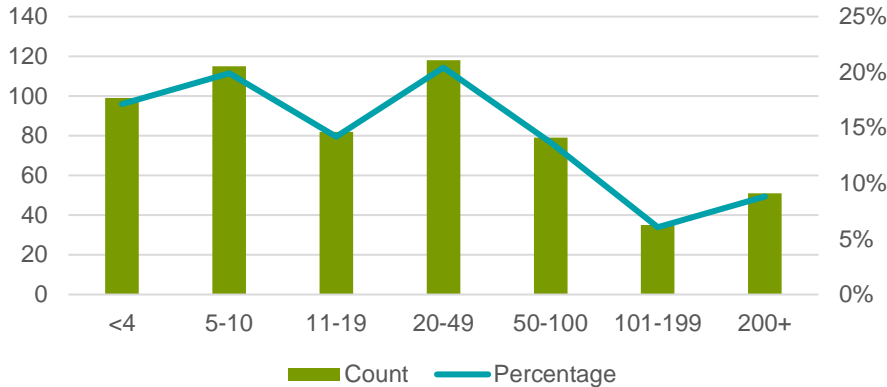


# Workforce Represented

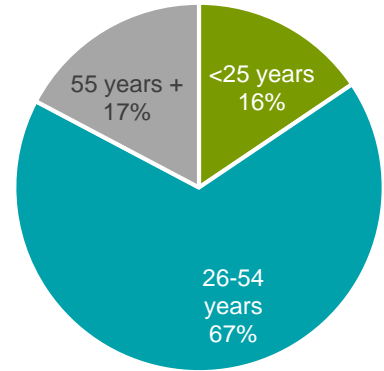


**44,094** workers were represented in the survey  
**72%** were full-time employees

**Survey Participation by Business Size  
 (Number of Employees)**

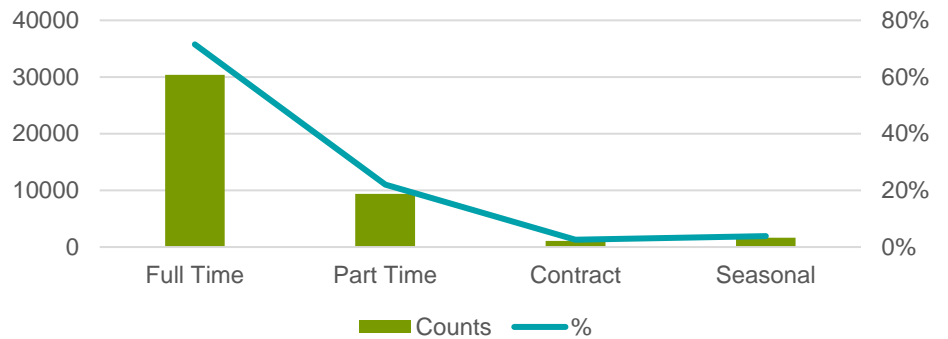


**Workforce by Age**



**70** Start-up  
 businesses  
 participated

**Employment by Type**



# Separations in 2017

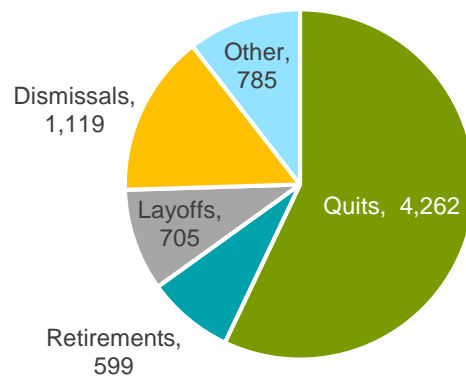


**76%**  
 of respondents had  
 separations in 2017

⚠️ ↑ from 62% in 2016


Respondents reported a total  
 of **7,470** separations

**Types of Separations**



Top 5 Sectors Reporting the Highest Number of Separations in 2017	Total Separations	Quits	Retirements	Layoffs	Dismissals	Other*
Manufacturing	1,660	879	220	107	400	54
Healthcare and social assistance	1,490	1,160	95	13	186	36
Public administration	884	242	41	0	40	561
Construction	606	229	23	250	86	18
Professional, scientific and technical services	519	253	11	134	77	44

Note: \*Other includes seasonal employment and co-ops

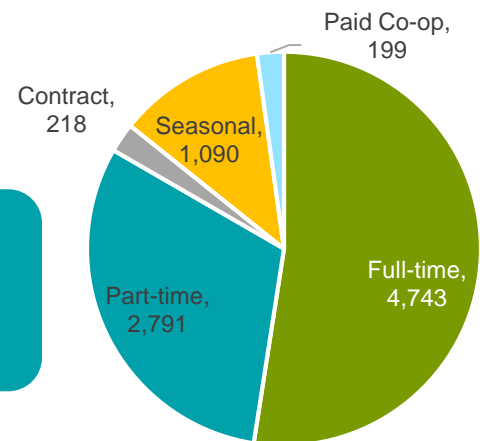
 In 2017, Health Care and Social Assistance surpassed Manufacturing as the sector with the highest number of quits

## Hires in 2017

 **88%** of respondents hired in 2017  
**8,982** workers were hired


**22%** of the hires were in the Manufacturing Sector  
**21%** were in the Health Care and Social Services Sector

### Types of Hires

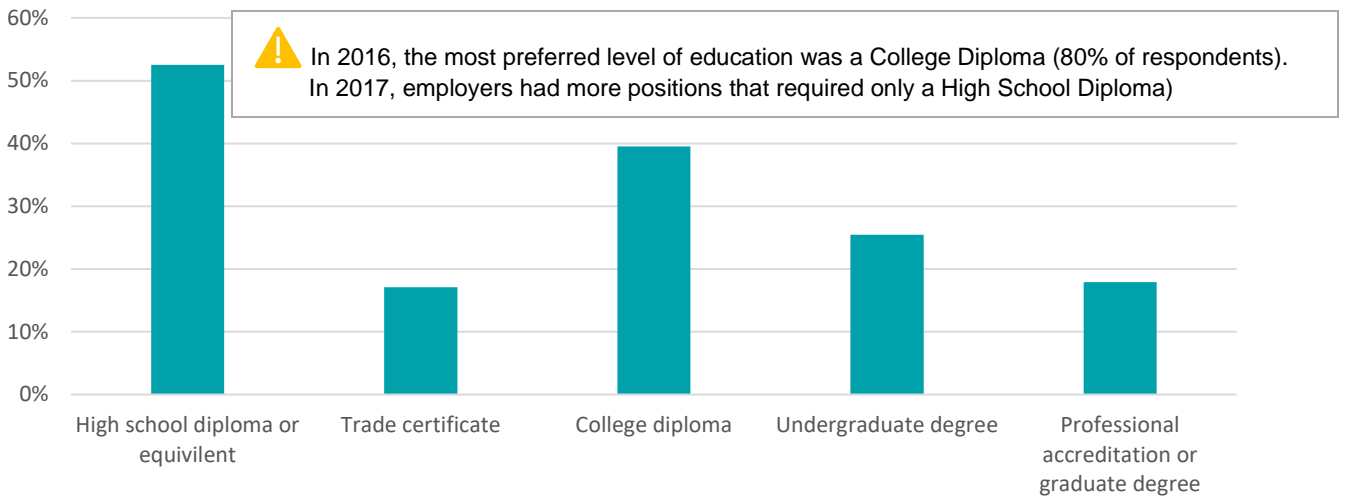


Top 5 Sectors Reporting Hires in 2017	Total jobs	Full-time	Part-time	Contract	Seasonal	Paid Co-op
Manufacturing	1,966	1,770	76	30	46	52
Healthcare and social assistance	1,864	529	1,231	80	40	1
Public administration	1,007	178	447	4	343	25
Professional, scientific & technical services	776	483	12	8	221	71
Construction	705	394	13	9	268	23

**66%** of respondents hired post-secondary graduates

 ↑ from 46% in 2016

## Overall Preferred Education Levels of New Hires in 2017\*



\* Note: Respondents could select more than one required education level. The chart above shows that 53% of employers have positions that required only a High School Diploma. Those same businesses may also have other positions that require a higher level of education.

## Hard-to-Fill Positions in 2017



**59%** of respondents had positions that were hard to fill in 2017

⚠ ↑ from 56% in 2016

Top 10 Sectors Reporting the Most Hard-to-Fill Positions*	Number of Respondents	% with Hard-to-Fill Positions
Transportation and warehousing	8	75%
Manufacturing	107	75%
Construction	74	74%
Healthcare and social assistance	70	64%
Accommodation and food services	19	63%
Retail trade	34	62%
Other services (except public administration)	28	54%
Agriculture, forestry, fishing and hunting	31	52%
Educational services	26	50%
Wholesale trade	12	50%

\*of sectors with 5 or more respondents

⚠ 75% of Health Care Sector businesses had difficulty in 2017 ↑ from 42% in 2016

⚠ 74% of Construction Sector businesses had difficulty in 2017 ↑ from 59% in 2016

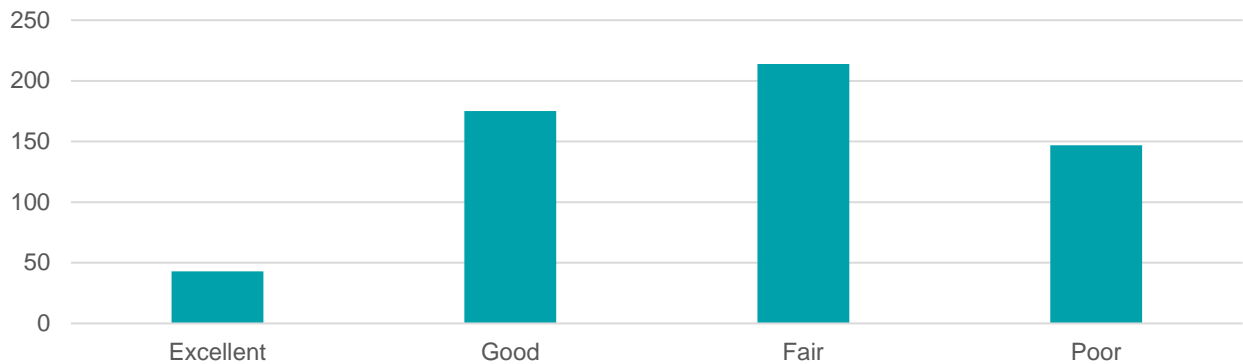
### Top 5 Reasons Positions Were Difficult to Fill

1. Not enough applicants (57%)
2. Lack of qualifications (46%)
3. Lack of technical skills (41%)
4. Lack of motivation/attitude (40%)
5. Lack of work experience (37%)


### Top Competencies Employers Were Looking For

1. Work ethic, dedication (59%)
2. Technical (41%)
3. Self-motivated (39%)
4. Teamwork/interpersonal (31%)
5. Communication (30%)

### Rating of Available Qualified Workers



**62%** of respondents rated the availability of qualified workers as poor or fair

 ↑ from 54% in 2016

## Anticipated Hires in 2018



**77%** of respondents plan to hire in 2018

**Main reasons:**  
Expansions and to fill a vacancy

Top 5 Sectors with Anticipated Hires in 2018	Total	Full-time	Part-time	Contract	Seasonal	Paid Co-op
<b>Manufacturing</b>	1,354	1,209	53	31	30	40
<b>Healthcare and social assistance</b>	1,145	136	379	33	54	3
<b>Public administration</b>	1,034	210	500	11	223	30
<b>Professional, scientific and technical services</b>	743	485	31	13	171	70
<b>Transportation and warehousing</b>	515	489	16	5	0	5

## Recruitment Methods

Top 5 Recruitment Methods by Employers	Percentage who use
Word of mouth/personal contacts	78%
Online job boards/postings	71%
Company's own internet site	42%
Social media	41%
On-site recruitment at schools, colleges, or universities	21%

**94%** of respondents recruit locally

**19%** of respondents who hired used a free employment agency

**19%** of respondents who hired used a paid recruitment agency

## Training in 2017



**86%** of respondents provided training to their workers

36% of those who provided training indicated that they had some barriers

Greatest barriers were cost and time commitments

**24%** of respondents provided apprenticeship training in 2017

Most Common Apprenticeships	Number of Apprentices in 2017
Millwright	16
Electrician	13
Truck and Coach Technician	11
Carpenter	11
Machinist	10
Plumber	10
Tool and Die	10

## Succession Planning

**55%** of respondents have a business succession plan

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