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**2019
SUMMARY REPORT**



Your Workforce. Our Future.

542

employers completed the
EmployerOne Survey

76%

had separations in 2018
same as in 2017

88%

hired in 2018
same as in 2017

64%

had positions that were
difficult to fill in 2018

↑ from 59% in 2017

65%

rated the availability of
qualified workers fair/ poor

↑ from 62% in 2017

80%

plan to hire in 2019

↑ from 77% in 2018

Sector Participation	Count	Percentage
Manufacturing	111	20%
Professional, scientific and technical services	68	13%
Construction	59	11%
Healthcare and social assistance	50	9%
Retail trade	38	7%
Other services (except public administration)	30	6%
Agriculture, forestry, fishing and hunting	24	4%
Educational services	23	4%
Finance and insurance	19	4%
Wholesale trade	18	3%
Arts, entertainment and recreation	17	3%
Accommodation and food services	15	3%
Transportation and warehousing	12	2%
Information and cultural industries	11	2%
Administration and support, waste management and remediation services	9	2%
Public administration	9	2%
Utilities	3	1%
Real estate and rental and leasing	2	0%
Management of companies and enterprises	1	0%
Other	23	4%



= significant changes in survey findings from 2017 to 2018



Ontario

This project is funded in part by the
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Government of Ontario

Workforce Represented

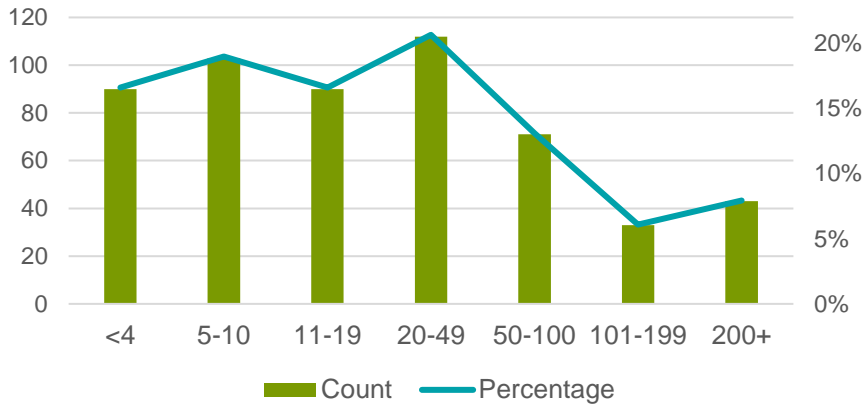


47,992 workers were represented in the survey

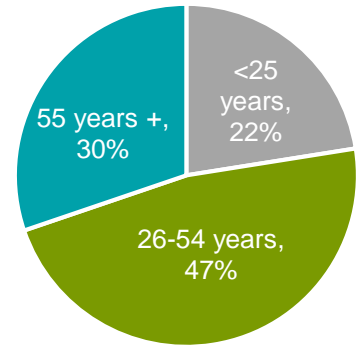
70% were full-time employees

↓ from 73% in 2017

Survey Participation by Business Size (Number of Employees)



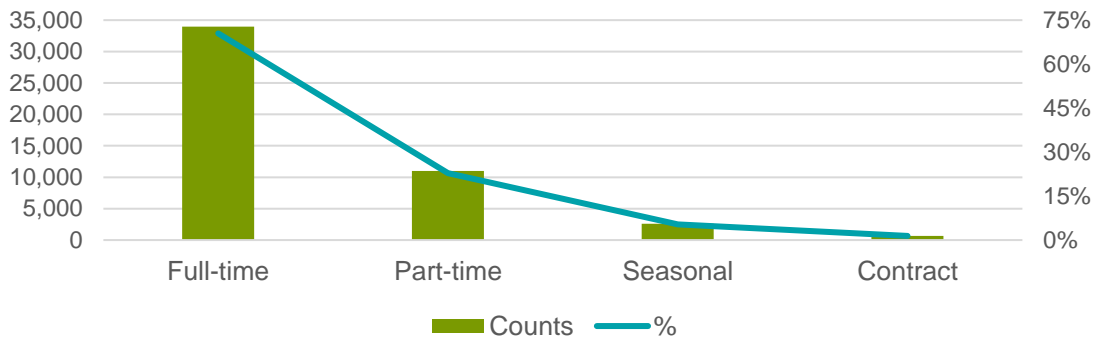
Workforce by Age



Workers ages 25-54 ↓ from 67% in 2017
Workers 55+ years old ↑ from 17% in 2017

66 Start-up businesses participated

Employment By Type

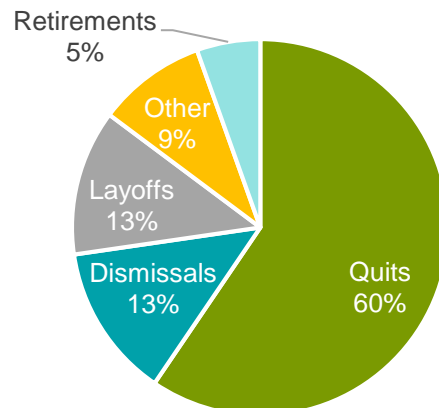


Separations in 2018

76% of respondents had separations in 2018 same as in 2017

Respondents reported a total of **7,436** separations

Types of Separations



Top 5 Sectors Reporting the Highest Number of Separations in 2018	Total Separations	Quits	Retirements	Layoffs	Dismissals	Other*
Manufacturing	2,148	1,337	144	156	448	63
Construction	1,034	261	31	592	109	41
Healthcare and social assistance	772	624	53	3	50	42
Public administration	459	215	33	-	13	198
Arts, entertainment and recreation	434	346	4	80	4	-

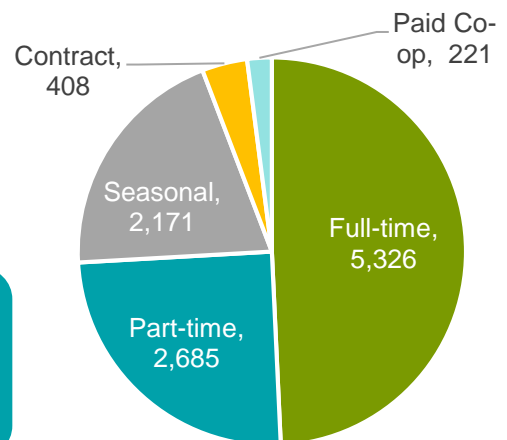
Note: *Other includes seasonal employment and co-ops

⚠ In 2018, Construction surpassed Healthcare and Social Assistance in the total number of separations. Manufacturing remained the sector with the highest number of separations and quits

Hires in 2018

➔ **88%** of respondents hired in 2018
14,249 workers were hired
 ↑ from 8,982 workers in 2017 ⚠

Types of Hires

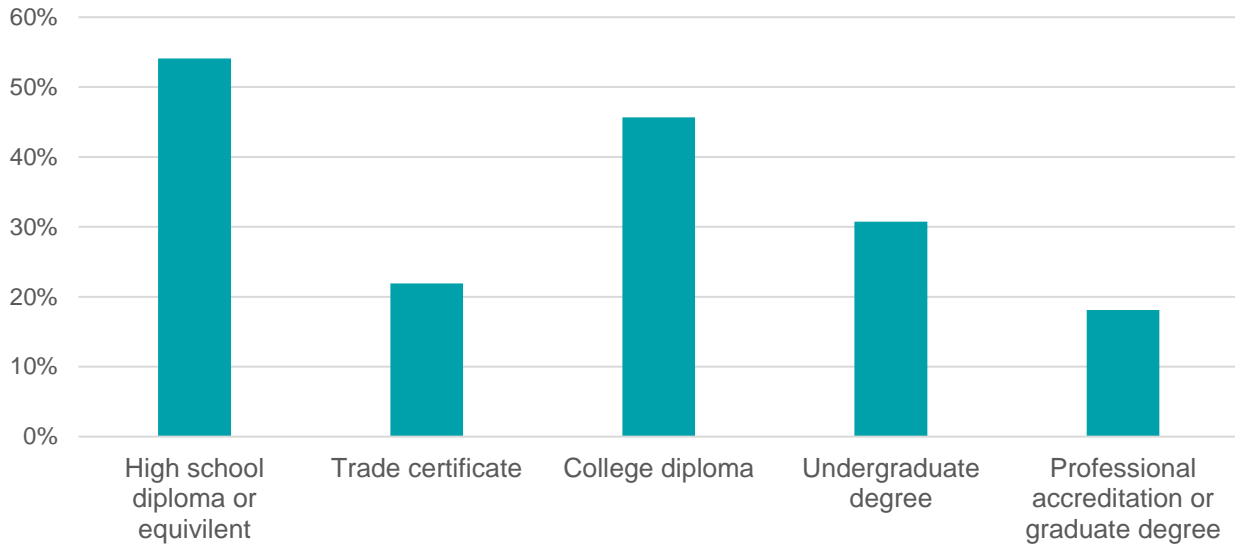


25% of the hires were in the Manufacturing Sector
15% were in the Educational Services sector

Top 5 Sectors Reporting Hires in 2018	Total Jobs	Full-time	Part-time	Contract	Seasonal	Paid Co-op
Manufacturing	2,755	2,419	121	18	150	47
Educational services	1,600	411	513	204	470	2
Healthcare and social assistance	1,048	257	689	69	25	8
Construction	922	475	20	2	403	22
Other services (except public administration)	779	235	305	28	207	4

68% of respondents hired post-secondary graduates
 ↑ from 66% in 2017

Overall Preferred Education Levels of New Hires in 2018*



* Note: Respondents could select more than one required education level. The chart above shows that 54% 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 2018



64% of respondents had positions that were hard to fill in 2018



↑ from 59% in 2017 and 56% in 2016

Top 10 Sectors Reporting the Most Hard-to-Fill Positions*	Number of Respondents	% with Hard-to-Fill Positions
Manufacturing	111	80%
Accommodation and food services	15	80%
Administration and support, waste management and remediation services	9	78%
Construction	59	76%
Transportation and warehousing	12	75%
Agriculture, forestry, fishing and hunting	24	71%
Arts, entertainment and recreation	17	65%
Healthcare and social assistance	50	62%
Finance and insurance	19	58%
Educational services	23	57%

*of sectors with 5 or more respondents



65% of Arts, Entertainment and Recreation Sector businesses had difficulty in 2018 ↑ from 42% in 2017



71% of Agriculture, Forestry, Fishing and Hunting Sector businesses had difficulty in 2018 ↑ from 52% in 2017

Top 5 Reasons Positions Were Difficult to Fill

1. Not enough applicants (54%)
2. Lack of qualifications (48%)
3. Lack of motivation/attitude (44%)
4. Lack of work experience (39%)
5. Lack of technical skills (36%)

Top Competencies Employers Were Looking For

1. Work ethic, dedication (60%)
2. Technical (41%)
3. Self-motivated (38%)
4. Teamwork/interpersonal (32%)
5. Communication (25%)



65% of respondents rated the availability of qualified workers as poor or fair
 ↑ from 62% in 2017

Anticipated Hires in 2019



80% of respondents plan to hire in 2019
 ↑ from 77% 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
Manufacturing	1,494	1,187	103	12	142	50
Healthcare and social assistance	1,096	196	597	29	36	19
Construction	758	357	4	7	376	14
Educational services	675	178	255	24	217	1
Transportation and warehousing	635	587	32	5	5	6

Recruitment Methods

Top 5 Recruitment Methods by Employers	Percentage who use
Word of mouth/personal contacts	81%
Online job boards/postings	77%
Social media	42%
Company's own internet site	41%
On-site recruitment at schools, colleges, or universities	23%

96% of respondents recruit locally

21% of respondents who hired used a free employment agency

22% of respondents who hired used a paid recruitment agency

Training in 2018



84% 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

19% of respondents provided apprenticeship training in 2018

↓ from 24% in 2017

Most Common Apprenticeships	Number of Apprentices in 2018
Electrician	18
Millwright	13
Machinist	12
Tool and Die	10
Truck and Coach Technician	9
Automotive Technician	8
Heavy Equipment Operator	5

Succession Planning

50% of respondents have a business succession plan

⚠️ ↓ from 55% in 2017

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Please visit www.workforceplanningboard.com under Projects/EmployerOne to find a copy of the 2019 Full Technical Report.