

Construction Sector

WORKFORCE INSIGHTS 2019

59 Construction related businesses in Waterloo, Wellington and Dufferin completed the 2019 EmployerOne Survey. This represented 11% of all survey respondents. There were 2,487 Construction workers represented in the survey.



90%

Have been in business more than 5 years!
 ✓ from 95% in 2018

Workforce

Full-time 75%

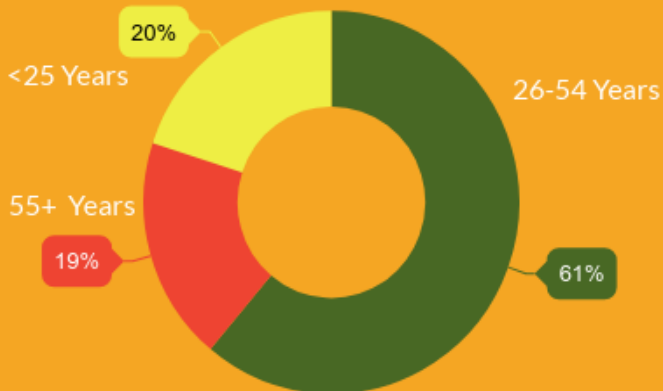
Seasonal 20%

Part-time 5%

Contract 0.1%

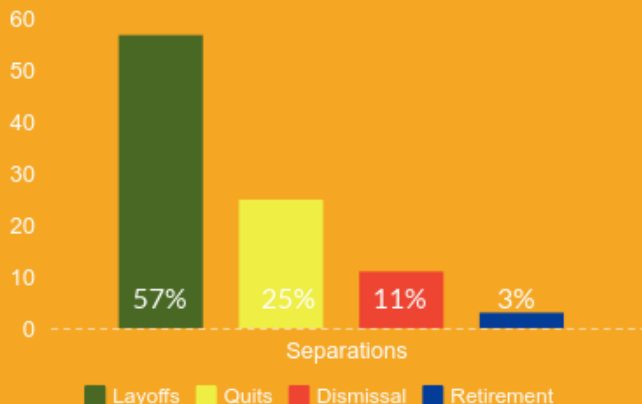


Age of Workforce



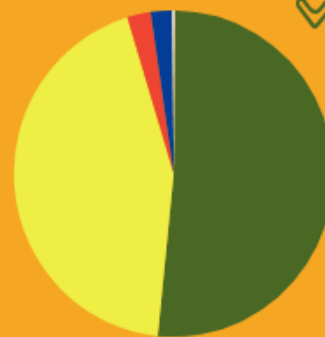
Separations

86% of Construction businesses had separations in 2018



Hires in 2018

88% of Construction businesses hired a total of 922 workers
 ✓ from 93% in 2017



Top Positions Hired in 2018



- Labourers (General, Winter, Landscaping, Concrete, Maintenance, Utility, Insulation)
- Project Manager/Coordinator
- Installer
- Operators (Equipment, Hydro-Vac, Heavy Equipment, Concrete Cutter)
- Welders and fitters
- Carpenters

Top Competencies Employers Seek

- Work Ethic
- Self Motivated
- Technical Skills
- Willingness to Learn
- Teamwork

Hiring Challenges

Employers rate the availability of skilled workers as:

Good-Excellent rating decreased from 24%

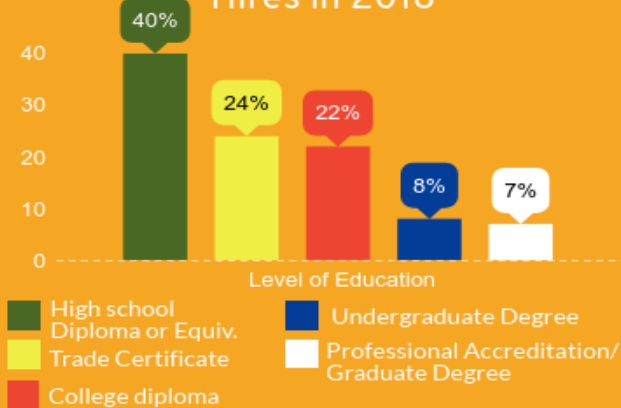


76% of Construction businesses had hard to fill positions.

Top 4 Reasons

- Lack of work experience
- Lack of technical skills
- Lack of motivation, attitude
- Not enough applicants

Preferred Education Levels of New Hires in 2018



Training in 2018

71% of employers provide professional development opportunities.
 (down from 93% in 2018)

Top Recruitment Methods

1. Personal contacts, word of mouth, informal networks and referrals
2. On-line job boards
3. Social media
4. Company website

Looking Ahead

86% of Construction businesses plan to hire 758 positions in 2019

Main Reasons for Hiring

- Expansions
- Fill a Vacancy

For more information about EmployerOne or to sign up for next year's survey contact: www.workforceplanningboard.com



Workforce Planning Board
of Waterloo Wellington Dufferin



Ontario

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