

# Construction

## 2020 EmployerOne Industry Insights



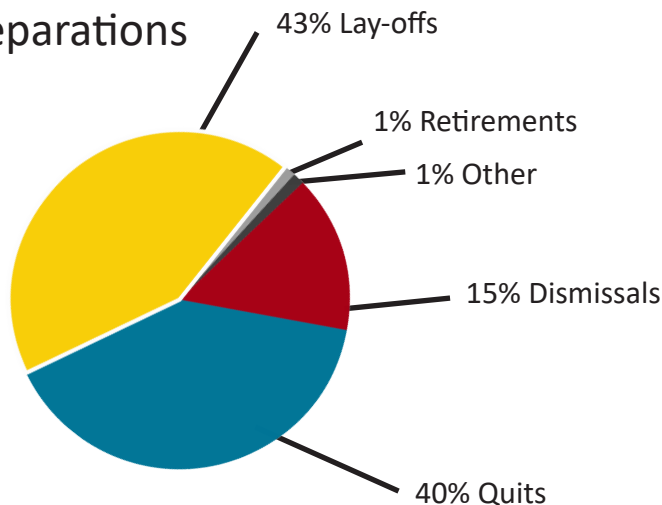
A total of 49 Construction businesses in Waterloo Wellington Dufferin completed the 2020 EmployerOne Survey. These businesses represented 11% of all survey respondents

### Hired in 2019



88% of the Construction businesses surveyed hired in 2019. That represented a total of 543 hires. 355 of those were permanent full time, 162 were contract/seasonal/casual and 26 were permanent part time.

### Separations



The Construction businesses surveyed reported 345 separations in 2019. 43% were lay-offs, 40% were quits, 15% were dismissals, 1% were retirements and another 1% were in the other category.

### Hard to fill positions

# 84%

Reported they had positions that were hard to fill in the last 12 months

#### Top positions reported as hard to fill

Skilled Trades/Labour

Millwright

Truck Driver

#### Top reasons positions were hard to fill

Lack of work experience

Lack of technical skills

Not enough applicants

# Recruitment

## Top recruiting methods

Word of mouth/personal contacts/referrals/informal networks  
Online job boards/postings  
Company's own internet site

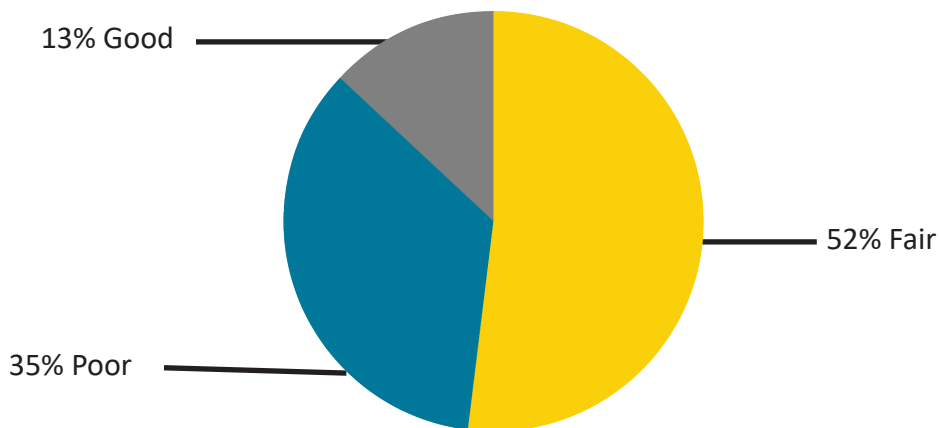
## Top competencies they were looking for

Work ethic  
Willingness to learn  
Dependability

# Technical Skills in Demand

The top credentials in demand by Construction businesses were a Trade Diploma, Red Seal Diploma, and Drivers Licence. The top on the job training was tool operating and blueprint reading and the top essential skills were reading and writing.

## Respondents rating of availability of qualified workers



# Retention

# 69%

Reported retention was an issue

## Top Retention Strategies

Regular increases in salary  
Training opportunities  
Employee "perks" (i.e., discounts on merchandise, staff celebrations, etc.)

# Plans to hire

# 92%

of those surveyed in Construction plan to hire in the next 12 months

## Top planned occupations to hire

Labourer  
Site Supervisor/Lead Hand

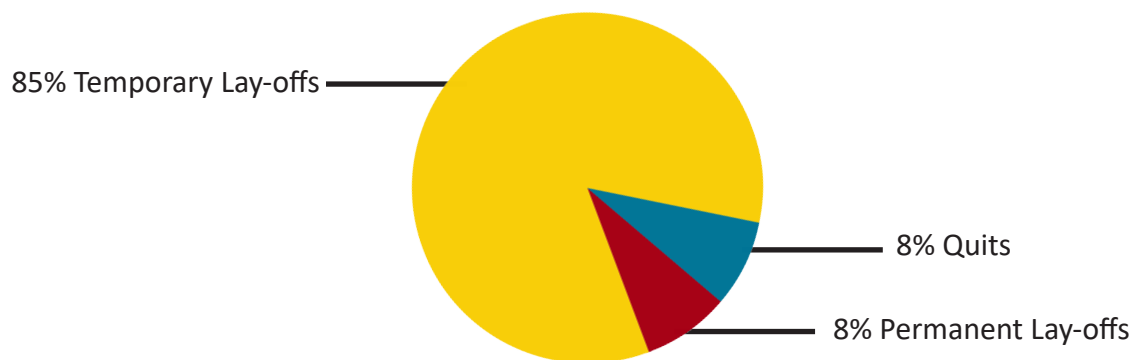
# COVID-19 Update

# Construction

## 2020 EmployerOne Industry Insights

The EmployerOne Survey is conducted annually from January 2 to 31 and the first 2 pages are reflective of the answers in that period. With the on-set of the COVID-19 pandemic, we decided to collect further data from businesses in this industry to determine how COVID-19 had changed their workforces and their expectations for 2020 hiring since January 31, 2020. 15 employers in this sector gave us an update.

### Separations Since January 31 (117 total separations)

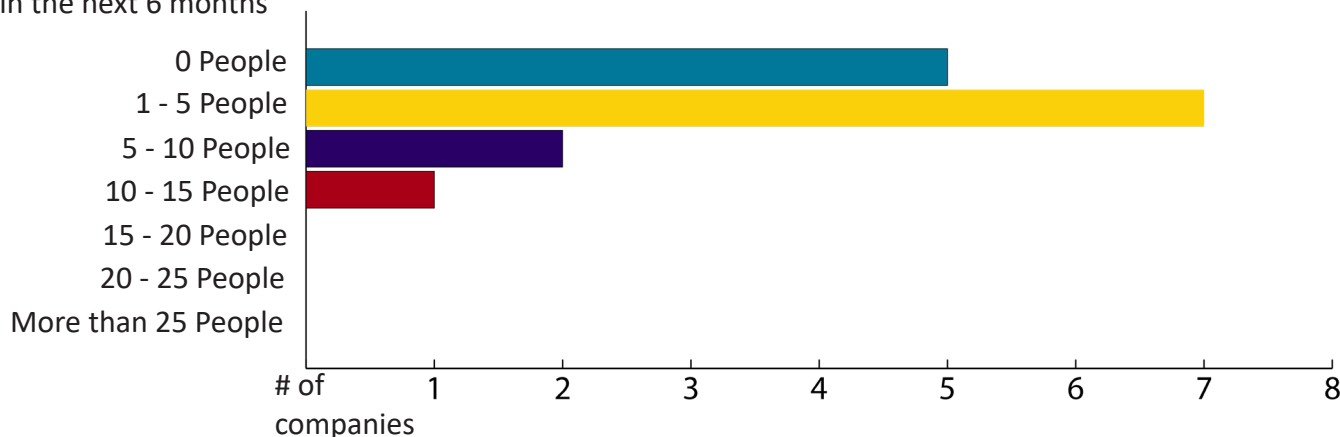


### Hiring

The 15 Construction related businesses that responded to our updated survey have hired a total of 38 employees since January 31st.

### Hiring in the next 6 months

Of the 15 companies responding to the updated survey 7 companies reported they intend to hire 1 to 5 people in the next 6 months



### Top planned occupations to hire

- Electrician
- Construction Labour
- Skilled Labour

# 60%

Reported retention is a concern during the COVID - 19 pandemic