



# CONSTRUCTION INSIGHTS— EmployerOne 2022

A total of 558 businesses in Waterloo Wellington and Dufferin responded to the 2022 EmployerOne Survey. Nearly 70 of the respondents surveyed were from the Construction Industry.

This report provides an overview of the construction industry results to help businesses, job-seekers and service providers make better informed decisions as it relates to tradespeople, construction occupations and industry trends.

Canada

EMPLOYMENT  
ONTARIO

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Workforce Planning Board  
of Waterloo Wellington Dufferin

This project is funded by the Government of Canada and the Government of Ontario.

“The labour market for construction is very competitive right now and workers have the opportunity to leave if a better/more lucrative opportunity is offered to them.”

**Survey employers in construction hired 557 people and lost 432 in 2021.**

## Plans to Hire in 2022

### Top 5 Occupations Employers Plan to Hire In:

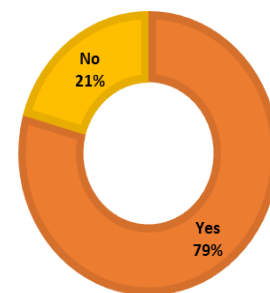
1. Carpenters
2. Construction Laborers
3. Project Managers
4. Estimators
5. Plumbers

### Top 5 Competencies Employers Look For:

1. Work Ethic—Good Attitude
2. Teamwork and Interpersonal Skills
3. Dependability
4. Communications Skills
5. Self-motivated/ability to work with little or no supervision

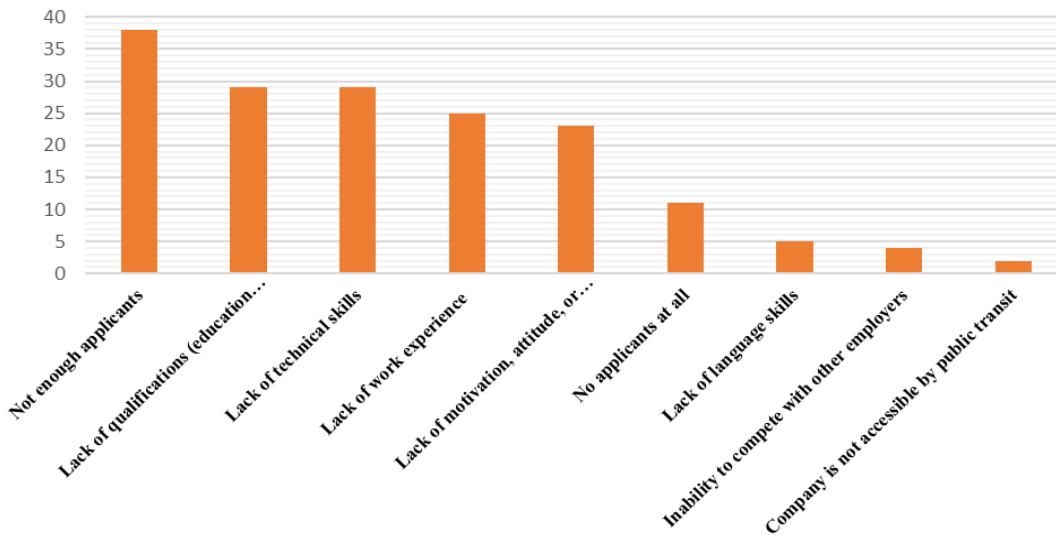
### DO YOU PLAN ON HIRING ANYONE OVER THE NEXT 12 MONTHS?

Yes No



“Keeping good people means continuously striving to hire people to maintain the positive culture and environment.”

## Reasons why employers had a hard time filling positions

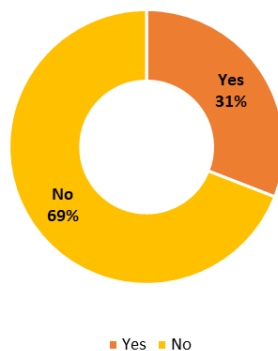


### 62: Level of agreement with the statement below

Hiring with a lens to diversifying my workforce is an important part of my company's business strategy.

**“Lack of workers in the industry is leading some competitors to offer over the top salaries to attract talent, even if those waes are unsustainable”**

Have you used government incentives in the past 3 years to train your staff?



### Top 5 Reasons Why Employers Had a Hard time Filling Positions:

1. Not enough applicants
2. Lack of qualifications (education level/ credentials)
3. Lack of technical skills
4. Lack of work experience
5. Lack of motivation, attitude, interpersonal abilities

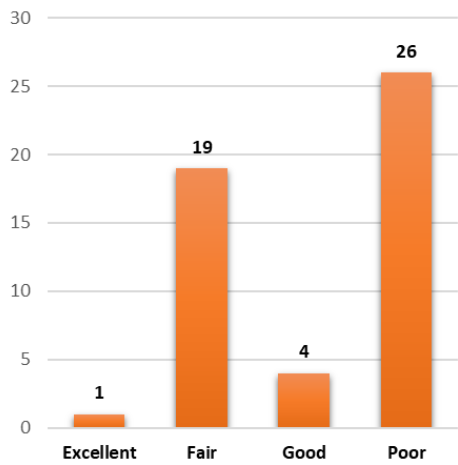


### Top 5 Hard to Fill Positions:

1. Carpenters
2. Project Managers
3. Construction Labourers
4. Equipment Operators
5. HVAC Technicians

The majority of employers surveyed stated that the quality of construction workers were either **poor or fair** within the regions of Waterloo, Wellington and Dufferin.

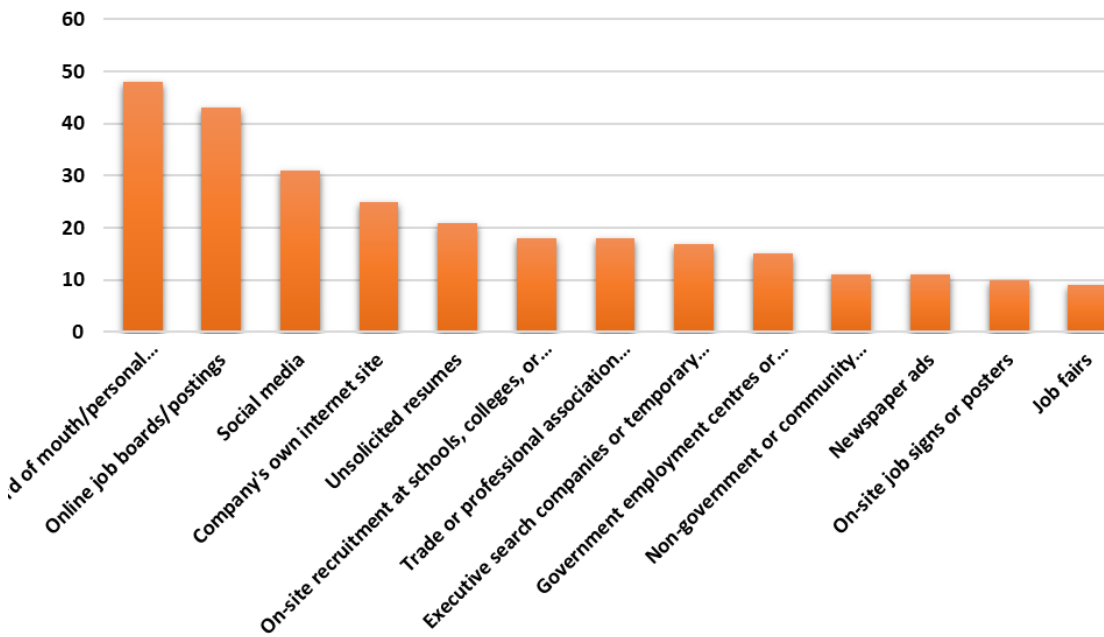
Availability of Qualified Workers in Waterloo Wellington and Dufferin



**“All construction companies are fighting over the same work pool that doesn't have enough people in it.”**

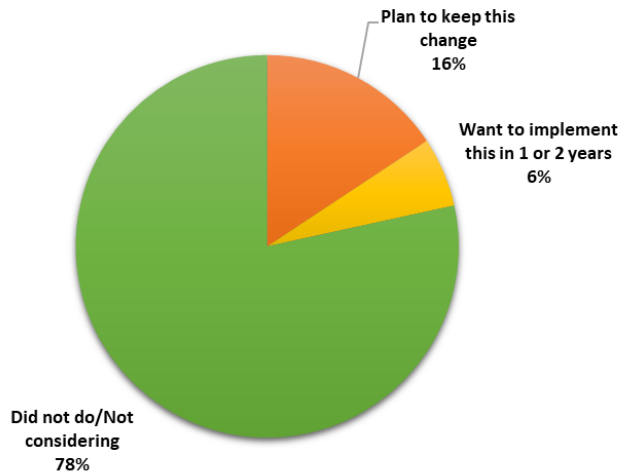
Word of mouth, online job postings and social media were employers’ top recruitment methods.

Employer's Top Recruitment Methods



# Looking to the Future and Trends

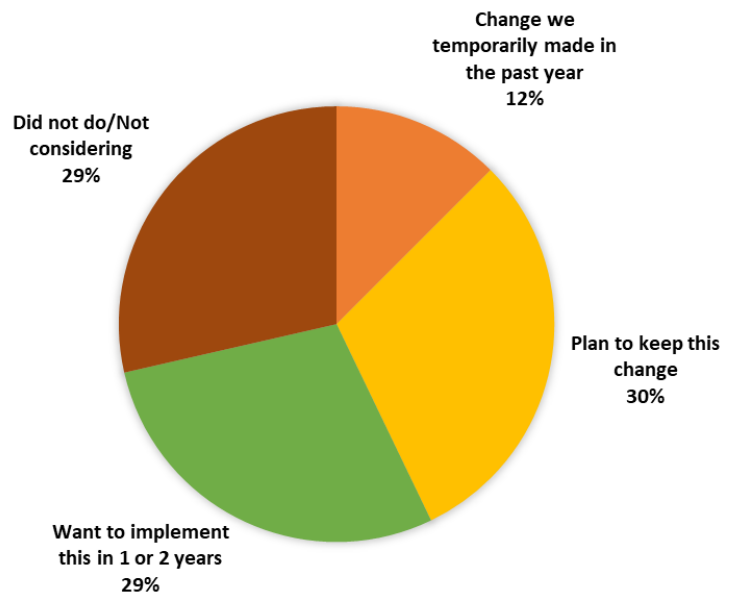
The use of flexible work arrangements like gig work, freelance roles and role sharing programs to help recruit workers.



With the current labour market changes, only 16% of construction employers surveyed stated that they initiated, and plan to keep, flexible work arrangements for their employees. This is compared to 78% of employees who stated that they did not, or have not, considered flexible work arrangements.

Based on the survey, 12% of employers surveyed stated that they implemented new technologies to their workplace and 30% stated that they plan to keep the technological changes moving forward.

## EMPLOYERS WHO INDICATED THAT THEY IMPLEMENTED NEW TECHNOLOGY IN THEIR ORGANIZATIONS



Does your organization have a strategy or plan in place to deal with the lack of labour supply in the next 3 to 5 years?

