

AGRICULTURE SECTOR

WORKFORCE INSIGHTS 2017

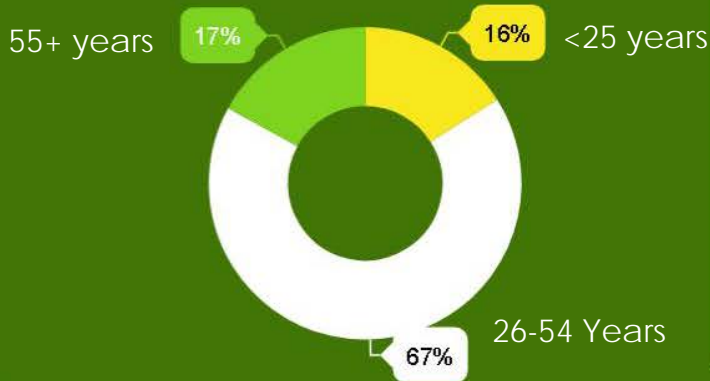
28 Agriculture related businesses in Waterloo, Wellington and Dufferin completed the 2017 EmployerOne Survey. This represented 5% of all survey respondents. There were 1,828 Agriculture workers represented in the survey.



96%

have been in business more than 5 years

Age of Workforce



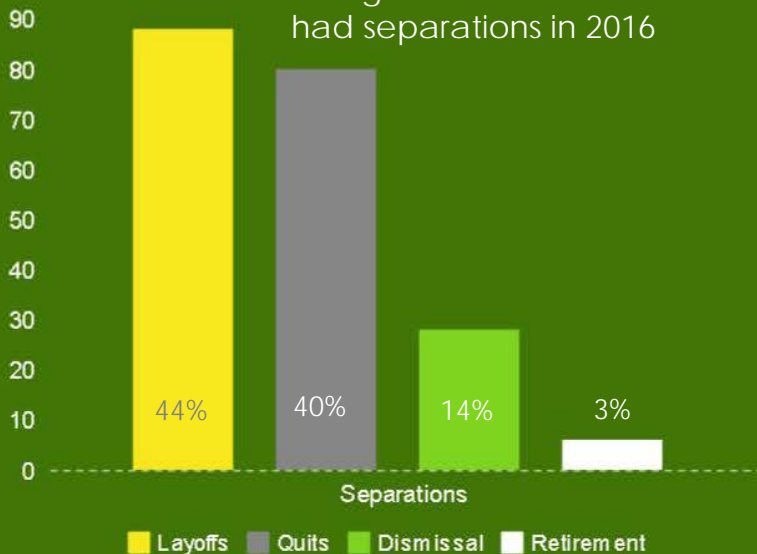
Workforce



Separations

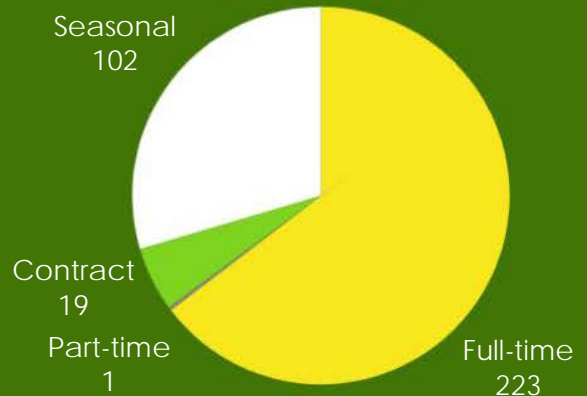
65%

Of Agriculture businesses had separations in 2016



Hires in 2016

90% of Agriculture businesses hired a total of 345 workers



Top Positions Hired in 2016



Labourers/Production Workers
Accounting positions
Agronomists
Sales Representatives/Managers
Technicians
Drivers
Installers/Assemblers

Top Competencies Employers Seek

- Technical Skills
- Work Ethic
- Dependability
- Self Motivated

Hiring Challenges

Employers rate the availability of skilled workers as:

Good-Excellent

27%

73%

Poor-Fair

80%

of Agriculture businesses had hard to fill positions

Top 5 Reasons

- Not enough applicants
- Lack of motivation
- Lack of qualifications
- Lack of experience
- Lack of technical skills

Training



93%

of employers provide professional development opportunities

* Technical Skills * New Employee Orientation * Soft Skills * Health and Safety/First Aid * Professional Qualifications

Top Recruitment Methods

1. Personal contacts, word of mouth, informal networks and referrals
2. On-line job boards
3. Temporary Help Agencies
4. Company's website
5. Newspaper Ads



Looking Ahead

80%

of Agriculture businesses plan to hire in 2017

Main Reasons for Hiring

- Fill a vacancy
- Expansions

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



Your Workforce. Our Future.

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