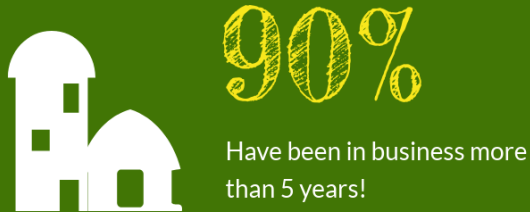


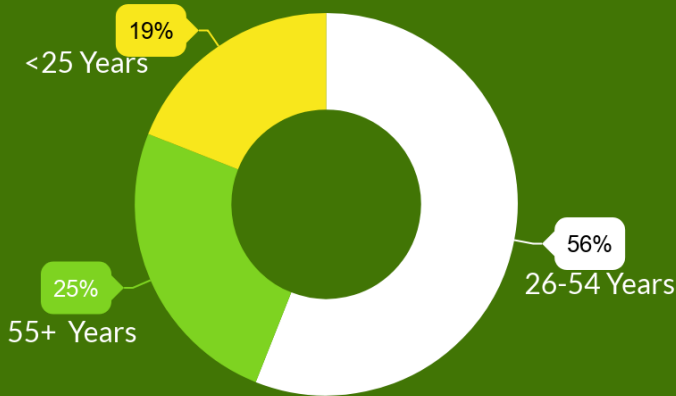
# Agriculture Sector

## WORKFORCE INSIGHTS 2018

31 Agriculture related businesses in Waterloo, Wellington and Dufferin completed the 2018 EmployerOne Survey. This represented 5% of all survey respondents. There were 1,132 Agriculture workers represented in the survey.



### Age of Workforce



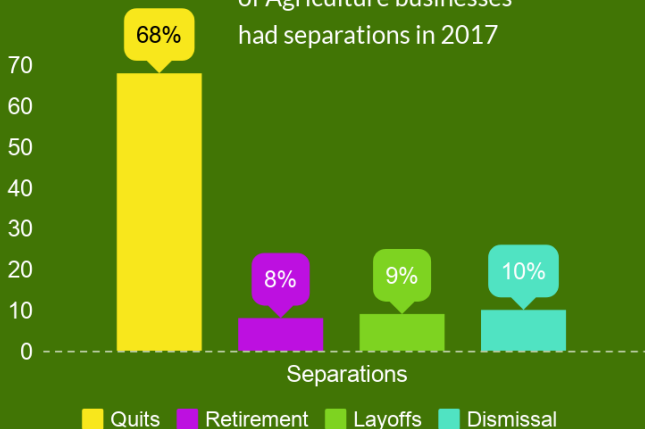
### Workforce



### Separations

**65%**

of Agriculture businesses had separations in 2017

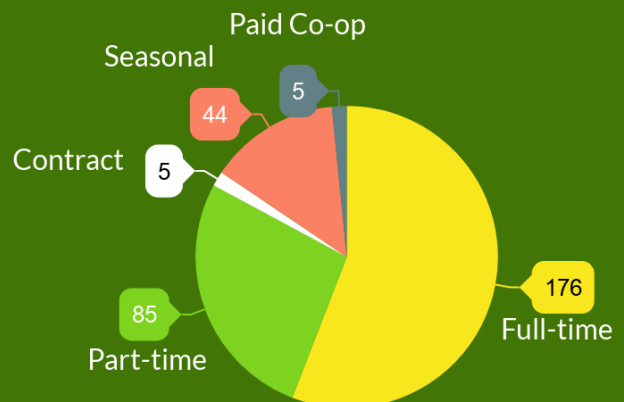


\* 5% of separations were unclassified

### Hires in 2017

**87%**

of Agriculture businesses hired a total of 310 workers.



## Top positions Hired in 2017



Technicians (Various)  
 Labourers/Production Workers  
 Sales Representatives  
 Managers  
 Accounting Positions  
 Engineering  
 Biologists/Agronomists  
 Installers

## Top Competencies Employers Seek

- Work Ethic
- Dependability
- Self-Motivation
- Ability to work with little supervision
- Technical Skills

## Hiring Challenges

Employers rate the availability of skilled workers as:



■ Good-Excellent (39%) ■ Fair-Poor (61%)

Of the 31 Agriculture Businesses that reported in 2017, 16 of them reported having hard-to-fill positions. This accounts for **52%**.



### Top 5 Reasons

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

## Training



**84%**

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. Company's website
4. Social media
5. Newspaper ads



## Looking Ahead

**87%**

Of Agriculture businesses plan to hire in 2018



### 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](http://www.workforceplanningboard.com)



**Workforce Planning Board**  
 of Waterloo Wellington Dufferin



**Ontario**

**EMPLOYERone**  
 survey

Your Workforce. Our Future.

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