

Construction Sector

WORKFORCE INSIGHTS 2018

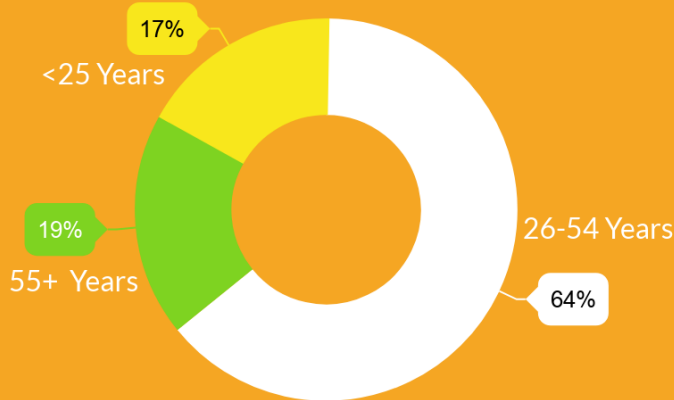
74 Construction related businesses in Waterloo, Wellington and Dufferin completed the 2018 EmployerOne Survey. This represented 13% of all survey respondents. There were 2,632 Construction workers represented in the survey.



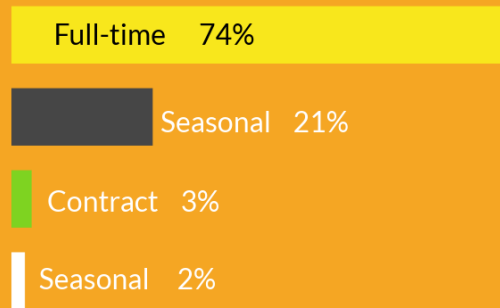
95%

Have been in business more than 5 years!

Age of Workforce

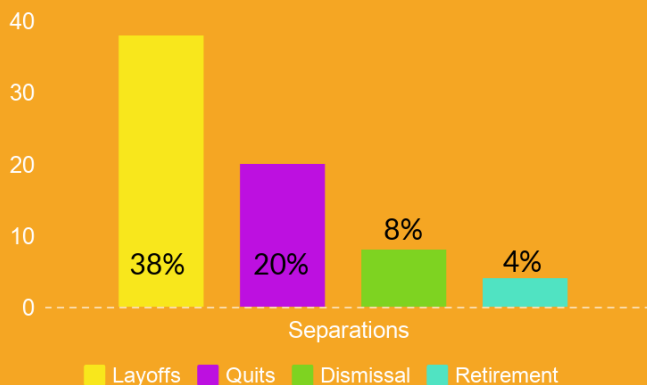


Workforce



Separations

84% of Construction businesses had separations in 2017.

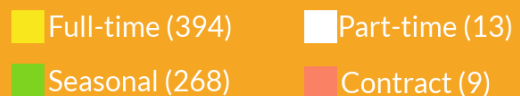
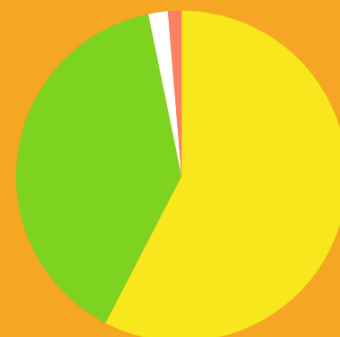


* 10% of separations were unclassified



Hires in 2017

93% of Construction businesses hired a total of 705 workers.



Top Positions Hired in 2017



Labourers
Trades/Apprentices
Managers/Coordinators/Supervisors
Technicians
Office Administration
Sales/Estimators

Top Competencies Employers Seek

- Work Ethic
- Self Motivated
- Technical Skills
- Teamwork
- Customer Service

Hiring Challenges

Employers rate the availability of skilled workers as:



■ Good-Excellent (24%) ■ Fair-Poor (76%)

74% of Construction businesses had hard to fill positions.

Top 4 Reasons

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

Training



93%

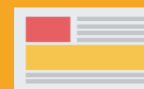
of employers provide professional development opportunities.

* 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. Social media
4. On-site recruitment at schools, colleges and universities



Looking Ahead

89% of Construction businesses plan to hire in 2018.

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



EMPLOYERone
survey

Your Workforce. Our Future.

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