

Workforce Insights 2018 for the Transportation Sector

This insight provides information derived from the 2018 EmployerOne Survey responses for the transportation sector.

There were 12 Transportation related business in Waterloo, Wellington, and Dufferin which Completed the 2018 EmployerOne Survey. This represented 2% of all survey respondents, and 1,121 Transportation sector workers represented in the survey.

All businesses which completed the survey have been in business 5 years or more.

Workforce Characteristics

The employers surveyed provided an age breakdown of their employees:

- 5% of workers are 25 years or younger
- 63% of workers are between the ages of 26 and 54
- 32% of workers are 55 years and older

Full time workers make up 93% of the workforce surveyed. Part time employees are 7% of the workforce. Both Contract and Seasonal workers make up less than 1% of workforce.

Separations in 2017

Out of the transportation businesses surveyed, 92% had separations in 2017. Separations are divided into 4 categories:

- Quits are 73% of separations
- Dismissals are 10%
- Layoffs are 9%
- Retirement is 5%
- Overall, 3% of separations were not classified into a category

Hires in 2017

A majority of transportation businesses (92%) hired in 2017. A total of 359 workers were hired by the surveyed businesses:

- 332 were full-time hires
- 17 were part-time hires
- 5 were contract hires
- 3 were seasonal hires
- 2 were co-op hires

The top positions hired in 2017 were:

- Various technicians
- Truck drivers
- Apprentices
- Customer service
- Detailers

The top competencies employers seek are:

- Technical skills
- Self motivation
- Work ethic
- Dependability
- Dedication.

A majority of employers (75%) rated the availability of skilled workers as fair or poor and 25% of employers rated it as good.

Hard to Fill Positions

Hard to fill positions were common with 75% reporting these. The top 5 reasons behind hard to fill positions are:

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

Professional development opportunities were provided by most employers (83%). Some of the common professional development opportunities provided were: health and safety/first aid, technical skills, new employee orientation, soft skills and professional qualifications.

Recruitment

The top five recruitment methods are:

1. On-line job board
2. Personal contacts, word of mouth, informal networks and referrals
3. Social media
4. Company's website
5. Newspaper ads

Looking ahead, 75% of Transportation businesses plan to hire in 2018. The main reasons for hiring are to fill a vacancy and expansions.