

# Professional, Scientific & Technology

## 2020 EmployerOne Industry Insights



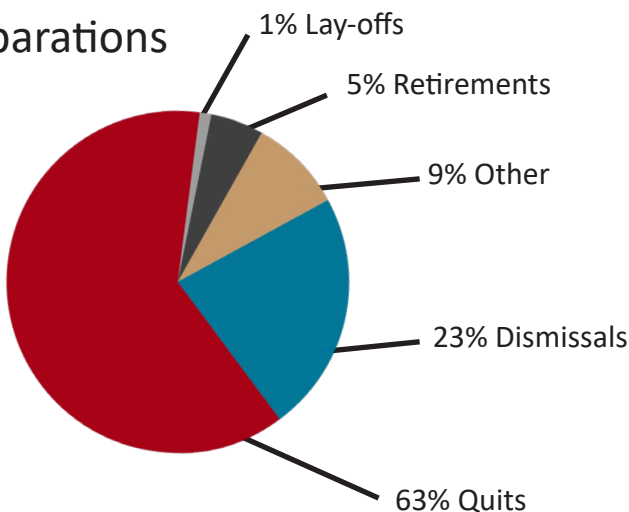
A total of 55 Health Care and Social Assistance related businesses in Waterloo Wellington Dufferin completed the 2020 EmployerOne Survey. These businesses represented 13% of all survey respondents

### Hired in 2019



87% of the Professional, Scientific and Technology related businesses surveyed hired in 2019. That represented a total of 555 hires. 387 of those hired were permanent full time, 159 were contract/seasonal/casual and 9 were permanent part time.

### Separations



The Professional, Scientific and Technology related businesses surveyed reported 341 separations in 2019. 63% were quits, 23% were dismissals, 5% were retirements, 1% were lay-offs and 9% were in the other category.

### Hard to fill positions

# 51%

Reported they had positions that were hard to fill in the last 12 months

#### Top positions reported as hard to fill

- Programmer
- Architecture Technologist
- Project Manager

#### Top reasons positions were hard to fill

- Lack of work experience
- Lack of qualifications (education level/credentials)
- Lack of technical skills

# Recruitment

## Top recruiting methods

Word of mouth/personal contacts/referrals/informal networks  
Online job boards/postings  
Company's own internet site

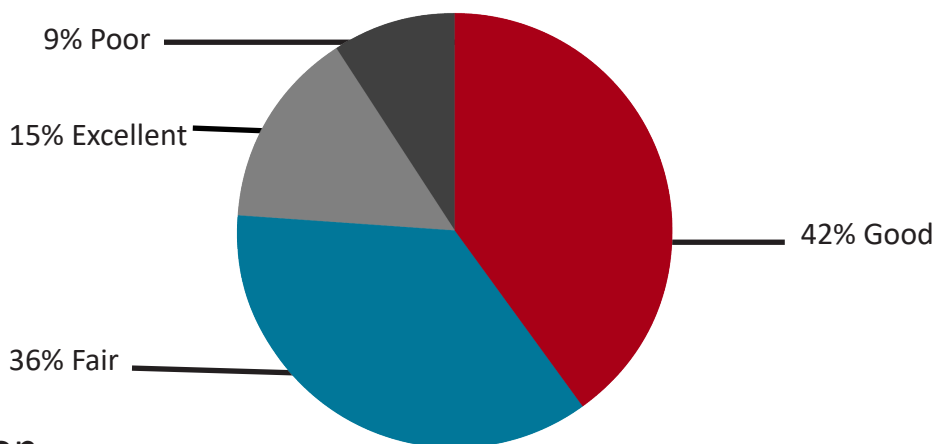
## Top competencies they were looking for

Problem solving, reasoning  
Work ethic  
Self-motivated/ability to work with little or no supervision  
Communication (both oral and written)

## Technical Skills in Demand

The top credentials in demand by Professional, Scientific and Technology related businesses were a post secondary degree or diploma. The top on the job training experiences were software and industry related training. The most in demand industry related skills were software development, statistical analysis, graphic design, mechanical design and the top essential skills were reading, writing, communications and documentation experience.

## Respondents rating of availability of qualified workers



## Retention

# 53%

Reported retention was an issue

### Top Retention Strategies

Job flexibility (i.e., work from home arrangements, flex time, job sharing)  
Regular increases in salary  
Recognition for service and/or outstanding work  
Training opportunities

## Plans to hire

# 82%

of those surveyed in Professional, Scientific and Technology plan to hire in the next 12 months

### Top planned occupations to hire

Software Developer  
Engineer  
Sales Representative/ Business Development

# COVID-19 Update

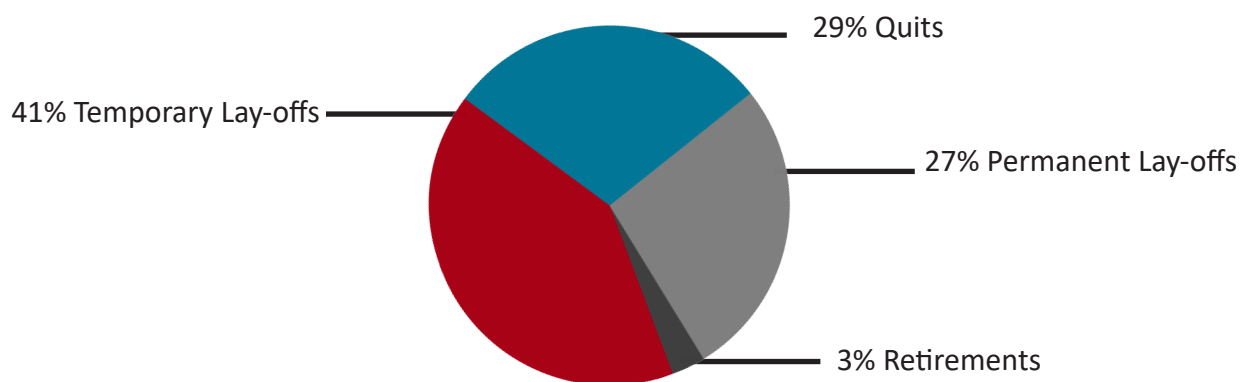
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## 2020 EmployerOne Industry Insights

The EmployerOne Survey is conducted annually from January 2 to 31 and the first 2 pages are reflective of the answers in that period. With the on-set of the COVID-19 pandemic, we decided to collect further data from businesses in this industry to determine how COVID-19 had changed their workforces and their expectations for 2020 hiring since January 31, 2020. 26 employers in this sector gave us an update.

### Separations Since January 31 (335 total separations)

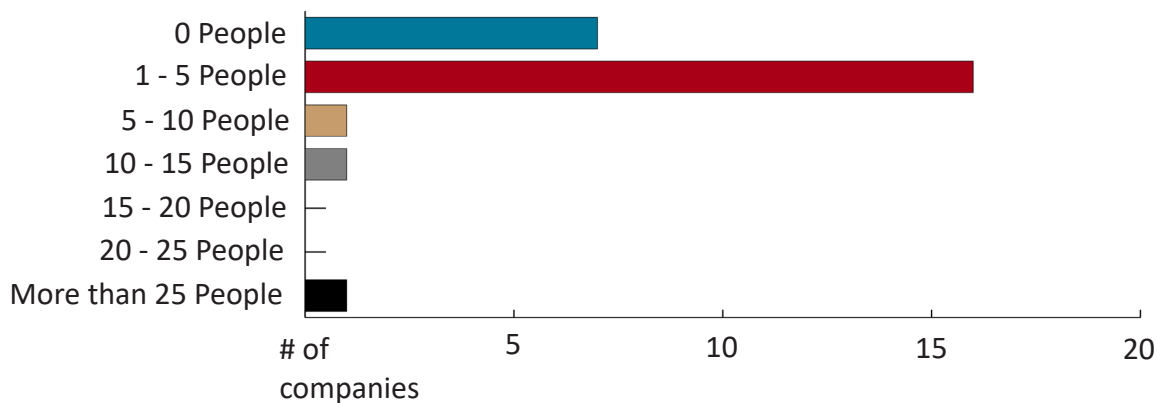


### Hiring

The 26 Professional, Scientific and Technology related businesses that responded to our updated survey have hired a total of 204 employees since January 31st.

### Hiring in the next 6 months

Of the 26 companies responding to the updated survey 16 companies reported they intend to hire 1 to 5 people in the next 6 months



### Top planned occupations to hire

- Engineers
- Lawyers/Law Clerks
- Project Coordinator

# 23%

Reported retention is a concern during the COVID - 19 pandemic