

LOCAL LENS ON

20

AGRICULTURE

18

53 agriculture businesses identified their workforce needs in this year's EmployerOne survey.

ECONOMIC SUMMARY



81% OF EMPLOYERS **HIRED** in 2017

56% of employers had **HARD-TO-FILL** positions in 2017

Agriculture Workforce

Full-Time
71%

Part-Time
11%

15% of surveyed businesses **IDENTIFIED** over 25% of their business as relating to **TOURISM**

77% Plan to hire in **2018**

Contract
1%

Seasonal
17%

Under 25
20%

Over 55
23%

RECRUITMENT



TOP 3 RECRUITMENT METHODS:

- Word of mouth
- Online job postings
- Newspaper ads

Agriculture Businesses

Start-up
9%

Established
91%

TOP POSITIONS FILLED

LABOURERS

in 2017



SERVICE TECHNICIANS



MILKERS

TOP HARD-TO-FILL JOBS

MECHANICS

in 2017

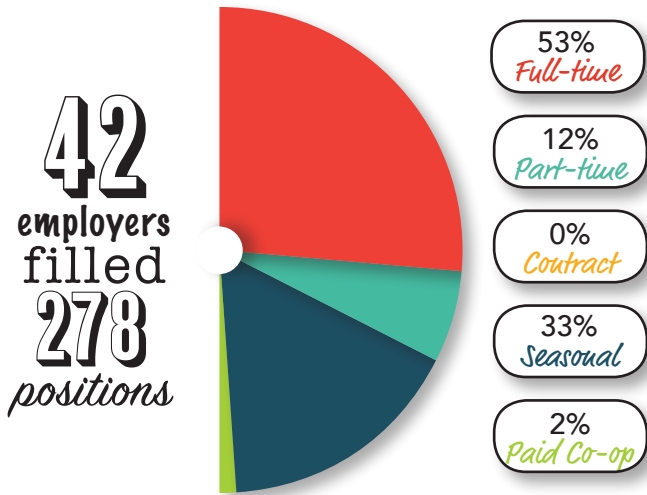


LABOURERS

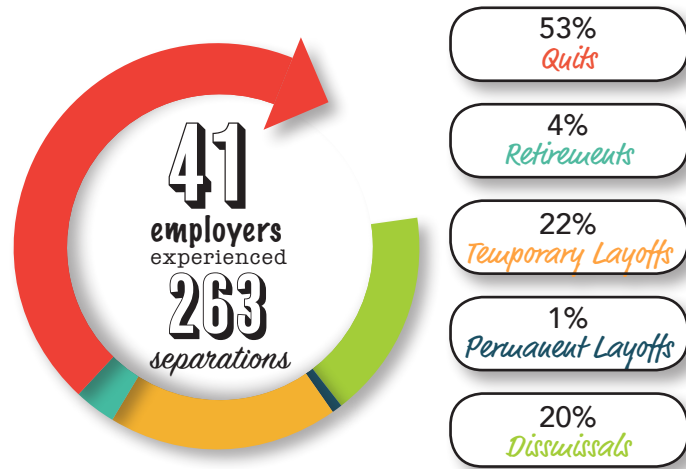
SERVICE TECHNICIANS



HIRING TRENDS



RETENTION TRENDS



HARD-TO-FILL POSITIONS

56% OF EMPLOYERS experienced **HARD-TO-FILL** positions in 2017

39% of employers have spent **1+ YEAR** trying to fill **HARD-TO-FILL** positions

TOP 3 REASONS POSITIONS WERE HARD-TO-FILL

Reasons positions were **HARD-TO-FILL**

- 1 Not enough applicants
- 2 Lack of motivation, attitude, or interpersonal abilities
- 3 Lack of technical skills

TOP 3 COMPETENCIES employers are looking for in hard-to-fill positions

employers are looking for in *hard-to-fill positions*

- 1 Work ethic, dedication, dependability
- 2 Self-motivated/ability to work with little or no supervision
- 3 Technical

TRAINING



Top 3 Barriers to TRAINING



- Cost
 - Relevant training is not offered locally*
 - Loss of productivity during training time*
- *Tied for second most frequent response

SKILLS SHORTAGE

Percentage of employers who rate the availability of qualified workers as:

