

LOCAL LENS ON

CONSTRUCTION 18

37 construction businesses identified their workforce needs in this year's EmployerOne survey.

ECONOMIC SUMMARY



81% OF EMPLOYERS **HIRED** in 2017

78% of employers had **HARD-TO-FILL** positions in 2017

Construction Workforce

Full-Time
57%

Part-Time
2%

3% of surveyed businesses **IDENTIFIED** over 25% of their business as relating to **TOURISM**

86% Plan to hire in **2018**

Contract
<1%

Seasonal
40%

Under 25
19%

Over 55
28%

RECRUITMENT



TOP 3 RECRUITMENT METHODS:

- Word of mouth
- Online job postings
- Social media

Construction Businesses

Start-up
5%

Established
95%

TOP POSITIONS FILLED

LABOURERS

in 2017



TRUCK DRIVERS



ELECTRICIANS

TOP HARD-TO-FILL JOBS

LABOURERS

in 2017



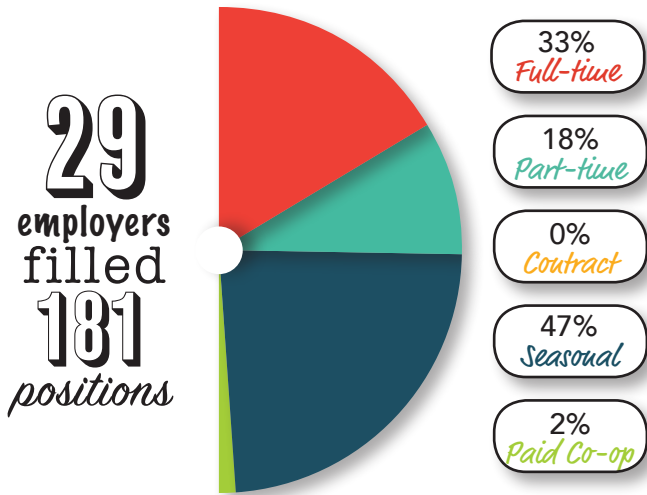
ELECTRICIANS



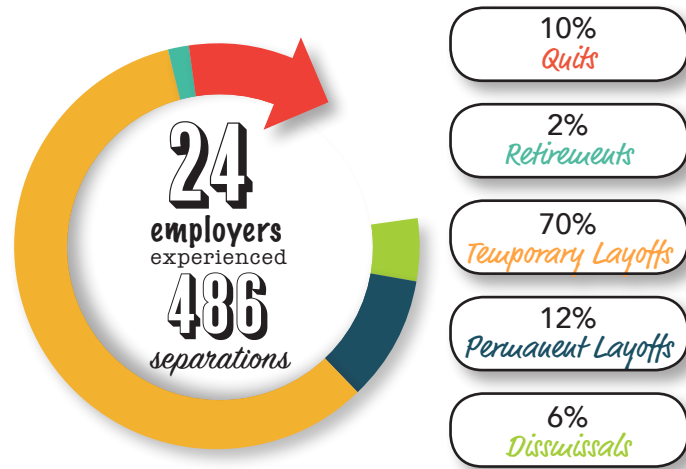
TRUCK DRIVERS



HIRING TRENDS



RETENTION TRENDS



HARD-TO-FILL POSITIONS

78% OF EMPLOYERS experienced **HARD-TO-FILL** positions in 2017

55% 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 work experience

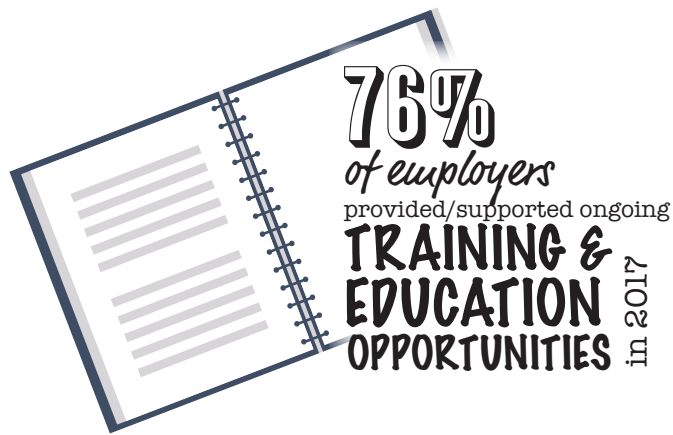
*Tied for most frequent response

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

COMPETENCIES 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 Teamwork/interpersonal abilities

TRAINING



Top 3 Barriers to TRAINING



- ▶ Cost
- ▶ Loss of productivity during training time
- ▶ Distance to training facility

SKILLS SHORTAGE

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

