

Local Lens on AGRICULTURE

EmployerOne Survey 2016

39 agriculture-related firms in Bruce, Grey, Huron and Perth counties identified their workforce needs in this year's EmployerOne Survey. Agricultural businesses are key to our rural economy. This report summarizes the results from agriculture, 7% of all survey responses.

*Based on 2015 Activities



Survey Key Findings



67% of employers hired in 2015
52% had hard-to-fill positions



16% of the agricultural workforce is temporary, and 74% is full-time



70% plan to hire in 2016

Agriculture Sector Profile

Survey Respondents



■ Start-up company (<5 years) (18%)
■ Not a start-up company (82%)

Four County Region Workforce

16% of employees are temporary

14% of employees are under 25

74% of employees are full-time

63% of employees are over 55

Hired! Hiring Trends

How Many?

26 employers filled 113 positions

How?

82 % of employers recruit for local talent. 10% recruit nationally

Recruitment

Top Recruitment Methods

1. Word of Mouth
2. Newspaper ads
3. Social media



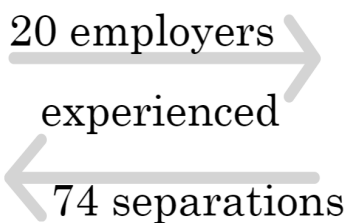
Positions Filled in 2015

- Labourer
- Forester
- Milkers
- Assistant Plant Manager
- Accounting Clerk

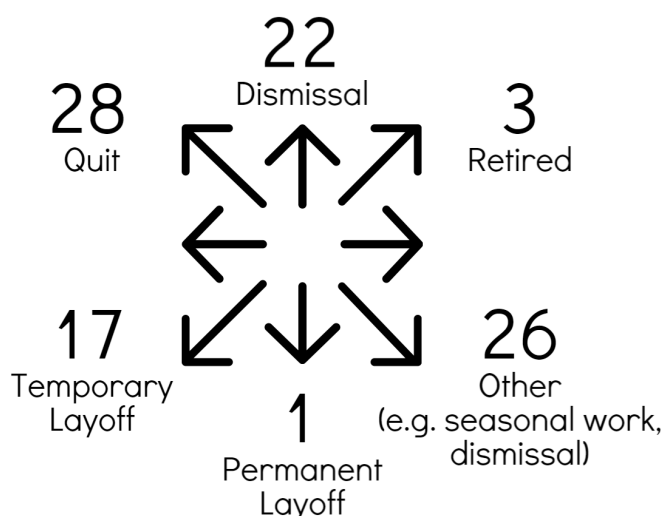


Retention Challenges

Who Separated?



Reason for Separation



Training

55% of employers supported ongoing training

46% of employers could not

Why?

- Cost
- Relevant training not offered locally
- Distance to travel to facility

77% of supporting employers funded training



Education

Minimum level of education that companies require for new hires



University

Engineers and accountants (43%)
Managers and executives (38%)
Technical (33%)



College or Trade Certificate

Skilled trades (43%)
Administrative and clerical (20%)
Sales and marketing (33%)



High School or Equivalent

Production occupations (82%)
Service occupations (80%)
Apprentices (100%)

Hard-to-Fill Jobs

52%

of employers experienced hard-to-fill jobs including:

- farm and general labourer
- equipment installation technicians
- IT personnel
- professional foresters

Why?

- Lack of motivation, attitude or interpersonal skills
- Not enough applicants or no applicants
- Lack of work experience