



Local Lens on Agriculture 2017



53 agriculture-related firms in Bruce, Grey, Huron and Perth counties identified their workforce needs in this year's EmployerOne survey. This represents 7% of all survey respondents.

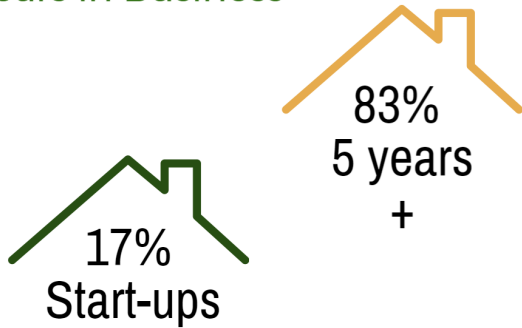
Survey Key Findings



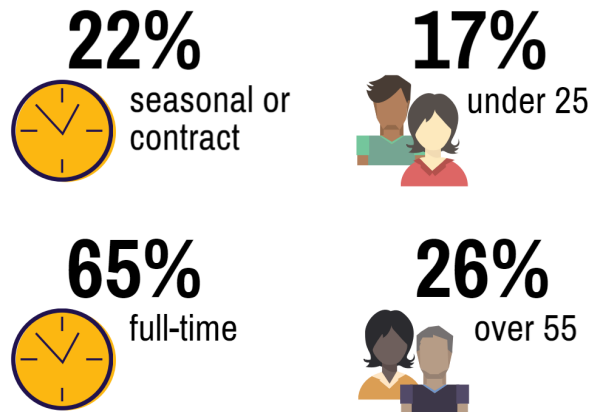
- 73% of employers hired in 2016
- 60% had hard-to-fill positions
- 72% plan to hire in 2017

Economic Profile

Years in Business

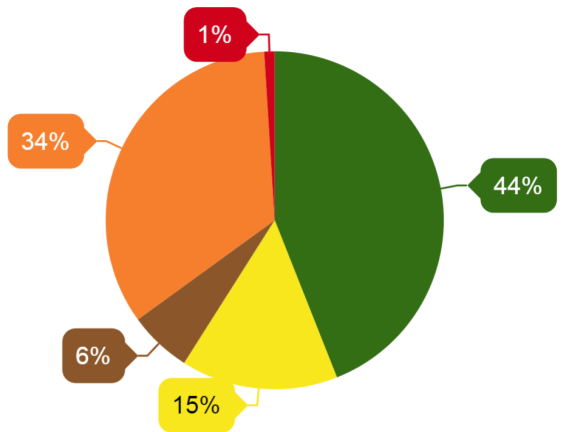


Agricultural Workforce



Hiring Trends

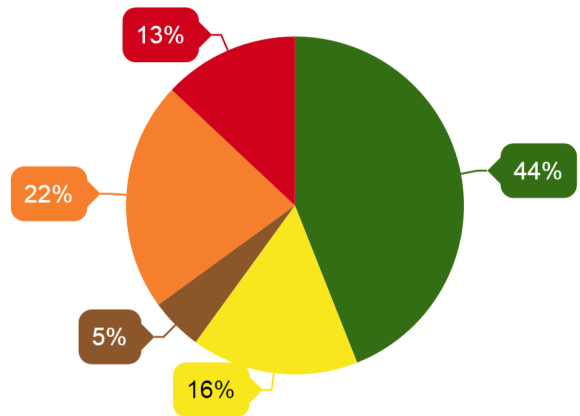
38 employers filled **131** positions



■ Full-time (44%) ■ Part-time (15%) ■ Contract (6%)
 ■ Seasonal (34%) ■ Paid Co-op (1%)

Retention Trends

33 employers experienced **99** separations



■ Quit (44%) ■ Dismissal (16%) ■ Retirement (5%)
 ■ Layoffs (22%) ■ Other (13%)

Skill Shortage

Employers rate the availability of skilled workers as

22%

EXCELLENT-GOOD



78%

FAIR-POOR

Hard-to-Fill Jobs

23% of employers have spent over a year trying to fill hard-to-fill jobs

Top 3 reasons positions were hard to fill:

Lack of motivation, attitude, or interpersonal abilities

Not enough applicants

Lack of qualifications (education level/credentials)

Top 3 Competencies needed in hard-to-fill positions:

Work ethic, dedication, dependability

Self-motivated/ability to work with little or no supervision

Teamwork/interpersonal ability

Top Hard-to-Fill Jobs

Farm hand
Truck driver
Labourer

Recruitment

Top Recruitment Methods



Word of Mouth



Online job boards/postings



Social Media

Positions Filled in 2016

Labourers
Sales
Customer Service



Training

73% of employers supported ongoing training

27% of employers could not support ongoing training

Top 4 Barriers to supporting training



Not aware of existing training programs

Cost

Loss of productivity during training time

Relevant training not offered locally

For more information about EmployerOne or to sign up for next year's survey (January 2018), contact the Four County Labour Market Planning Board