

# CONSTRUCTION

39 construction-related firms in Bruce, Grey, Huron and Perth counties identified their workforce needs in this year's EmployerOne Survey. Construction 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



75% of employers hired in 2015  
49% had hard-to-fill positions



27% of the construction workforce is temporary, and 69% is full-time



63% plan to hire in 2016

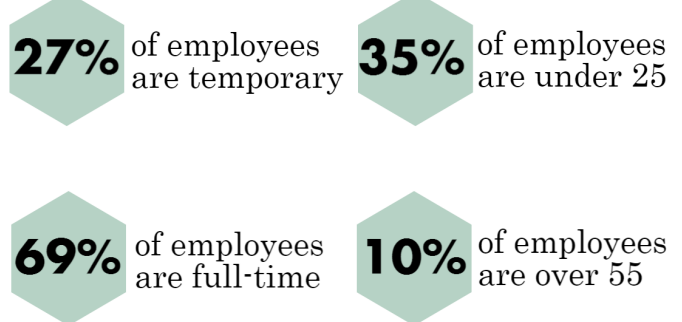
### Construction Sector Profile

#### Survey Respondents



Start-up company (<5 years) (5%)  
Not a start-up company (95%)

#### Four County Region Workforce



Hired!

### Hiring Trends

#### How Many?

27 employers filled 108 positions

#### How?

Employers usually recruit for local talent, but sometimes look outside the Four County region.

### Recruitment

#### Top Recruitment Methods

1. Word of Mouth
2. Newspaper Ads
3. Government employment centre or websites

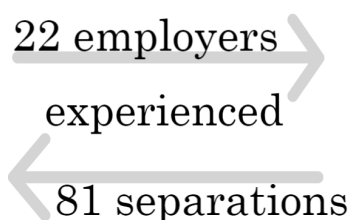


#### Positions Filled in 2015

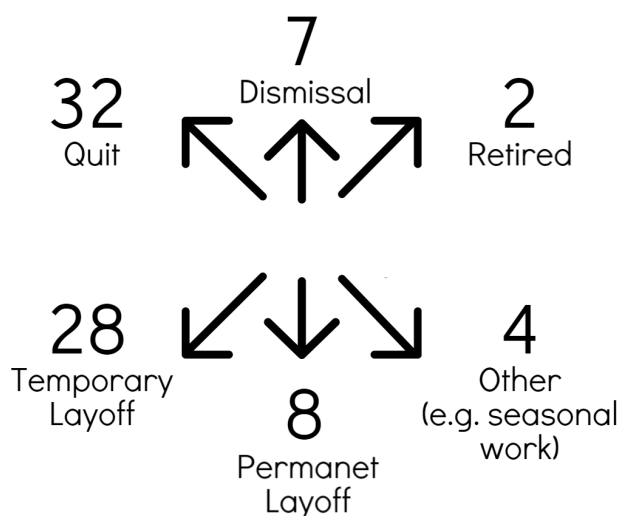
- Labourers
- Electricians
- HVAC Apprentices
- Estimator/Project Manager
- Heavy Equipment Operators

## Retention Challenges

### Who Separated?



### Reason for Separation



## Training

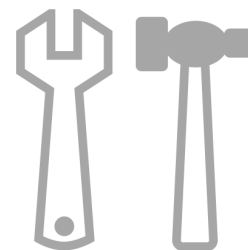
79% of employers supported ongoing training

21% of employers could not

### Why?

- Loss of productivity during training time
- Cost
- Relevant training not offered locally; distance to travel to facility; losing trained employees to other businesses

70% of supporting employers funded training



## Education

Minimum level of education that companies require for new hires



### University

Engineers and accountants (0%)  
Managers and executives (17%)  
Technical (0%)



### College or Trade Certificate

Skilled trades (92%)  
Administrative and clerical (30%)  
Sales and marketing (0%)



### High School or Equivalent

Production occupations (100%)  
Service occupations (50%)  
Apprentices (67%)

## Hard-to-Fill Jobs

49%

of employers experienced hard-to-fill jobs including:

- heavy equipment operators
- service technicians
- licensed trades persons

### Why?

- Not enough applicants
- Lack of motivation, attitude or interpersonal skills
- Lack of work experience