



Local Lens on Construction 2017



49 construction-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.

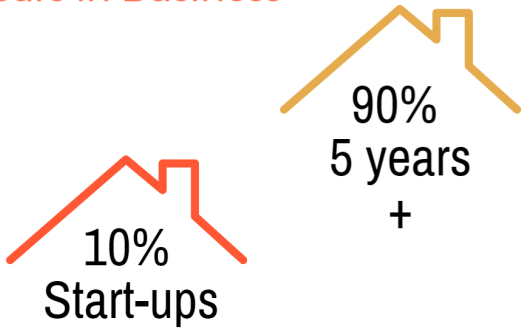
Survey Key Findings



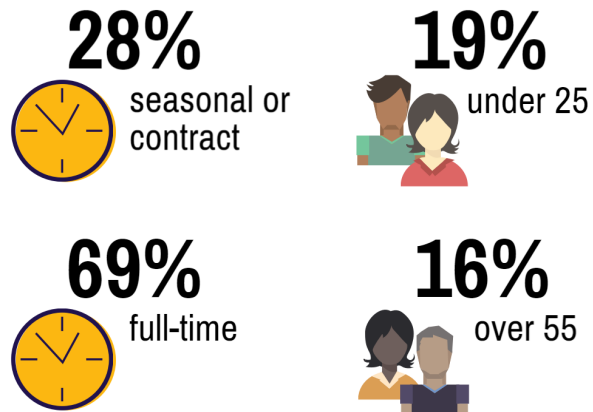
- 88% of employers hired in 2016
- 70% had hard-to-fill positions
- 78% plan to hire in 2017

Economic Profile

Years in Business

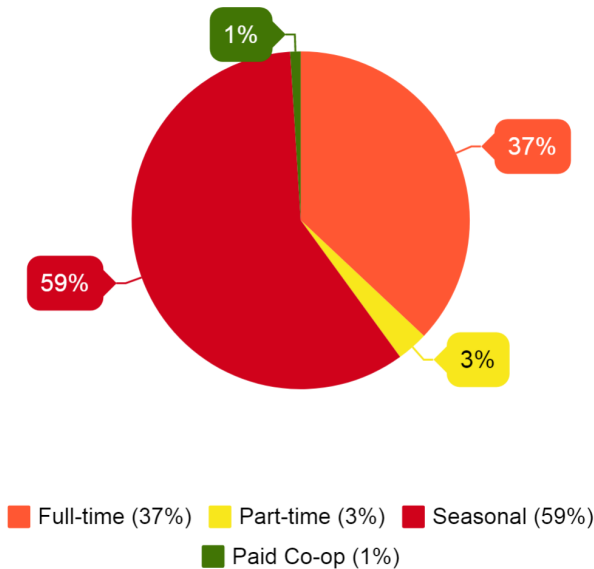


Construction Workforce



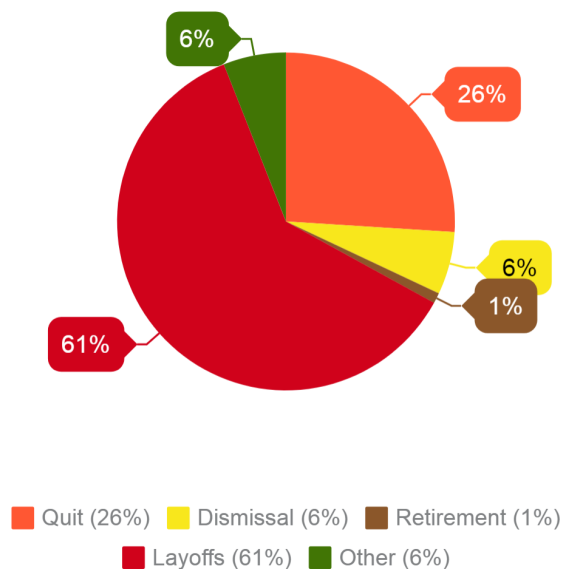
Hiring Trends

43 employers filled **264** positions



Retention Trends

39 employers experienced **311** separations



Skill Shortage

Employers rate the availability of skilled workers as

18%

EXCELLENT-GOOD



82%

FAIR-POOR

Hard-to-Fill Jobs

38% 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 technical skills

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

- Labourer
- Carpenter
- Sheet Metal Worker

Recruitment

Top Recruitment Methods



Word of Mouth



Online job boards/postings



Newspaper ads

Positions Filled in 2016

- Labourer
- Truck driver
- Office Assistant

TOP 3

Training

86% of employers supported ongoing training

14% of employers could not support ongoing training

Top 3 Barriers to supporting training



- Loss of productivity during training time
- Cost
- 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