

LOCAL LENS ON CONSTRUCTION

SURVEY OBSERVATIONS 2015



Your Workforce. Our Future.

*Based on 2014 activities

24 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 construction, 8% of all survey responses.

SURVEY KEY FINDINGS

Construction employers are facing challenges finding enough job applicants that meet skill requirements and have motivation, attitude and interpersonal abilities.

71% of employers hired in 2014 and 54% had hard-to-fill positions
78% of the construction workforce is full-time, and 13% is temporary

82% plan to hire in 2015



CONSTRUCTION SECTOR PROFILE



Survey Respondents

Four County Region Workforce

86% employ fewer than 25 people

25% are growth companies

13% of employees are temporary

21% of employees are under 25

9% employ 30+ people

71% are established companies

78% of employees are full-time

16% of employees are over 55

RECRUITMENT

Top Recruitment Method

54% of employers used **WORD OF MOUTH** to recruit new employees.



Positions Filled in 2014

Labourers
Equipment or Machine Operators
Administrative

HIRING TRENDS

How Many?

17 employers filled 50 positions



How?

Employers recruited within the Bruce, Grey, Huron and Perth economic region.

RETENTION CHALLENGES

Who Separated?

17 employers experienced

57

separations

Separations were balanced across all occupations and the majority were due to quits and temporary layoffs.

Reason for Separation

16

Quit

0

Retired

35

Temporary Layoff

6

Other (e.g. seasonal work)

HARD-TO-FILL JOBS

54%

of employers experienced hard-to-fill jobs

Why?

- 1 Applicants not meeting motivation, attitude, or interpersonal abilities
- 2 Not enough applicants
- 3 Applicants not meeting skills

84%

of employers supported ongoing training

Greatest barriers to providing ongoing training

Relevant training is not offered locally

Losing trained employees to other businesses

Loss of productivity during training time

TRAINING

16%

of employers could not.

Top Training challenges:

42%

of supporting employers funded training

- > Cost
- > Losing trained employees to other businesses
- > Loss of productivity during training time

EDUCATION

Minimum level of education that companies require for new hires

UNIVERSITY

Engineers and accountants (67%)
Managers and executives (33%)
Technical (100%)

COLLEGE OR TRADE CERTIFICATE

Skilled trades (67%)
Administrative and clerical (75%)
Sales and marketing (100%)

HIGH SCHOOL OR EQUIVALENT

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

For more information about EmployerOne or to sign up for next year's survey (January 2016), contact the Four County Labour Market Planning Board