

Local Lens on

CONSTRUCTION

EMPLOYER ONE SURVEY OBSERVATIONS 2019

38 businesses identified their workforce needs in this year's EmployerOne survey.

ECONOMIC PROFILE


89% HIRED IN 2018

78% *Reported* HARD-TO-FILL POSITIONS IN 2018

91% PLAN TO HIRE IN 2019

WORKFORCE

FULL-TIME 67% 

PART-TIME 3% 

CONTRACT <1% 

SEASONAL 30% 

UNDER 25 15%  OVER 55 20% 

RECRUITMENT

TOP 3 METHODS

WORD OF MOUTH



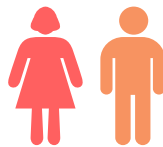
ONLINE JOB BOARDS



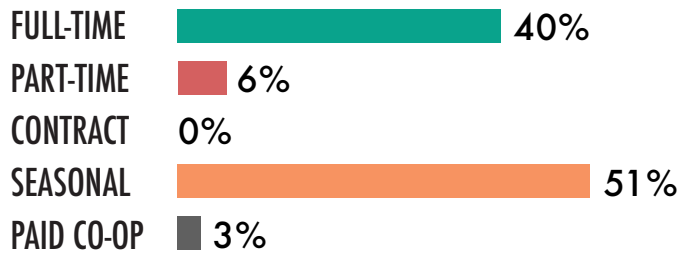
NEWSPAPER ADS



HIRING DYNAMICS



TOTAL NUMBER OF HIRES 32 EMPLOYERS filled 357 positions IN 2018



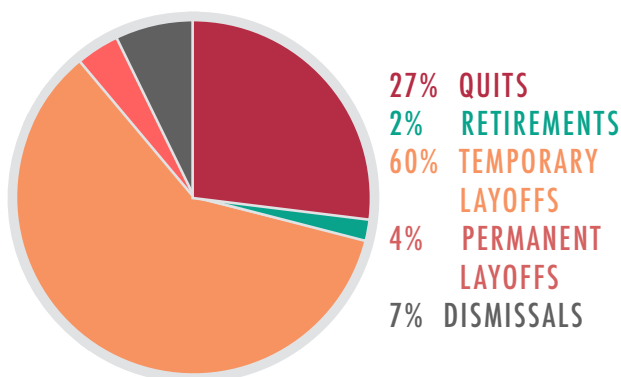
POSITIONS FILLED IN 2018

LABOURERS
DRIVERS
CARPENTERS

RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS

35 EMPLOYERS experienced
442 separations IN 2018



88% OF EMPLOYERS supported TRAINING IN 2018

TOP 3 TRAINING BARRIERS:

- LOSING TRAINED EMPLOYEES TO OTHER BUSINESSES
- LOSS OF PRODUCTIVITY DURING TRAINING TIME
- RELEVANT TRAINING IS NOT OFFERED LOCALLY

TRAINING

SKILLS SHORTAGE

Employers rated the availability of qualified workers as:

EXCELLENT-GOOD 3% **FAIR-POOR 97%**

HARD-TO-FILL POSITIONS

78% Experienced HARD-TO-FILL POSITIONS IN 2018

TOP HARD-TO-FILL POSITIONS IN 2018:

LABOURERS
DRIVERS
CARPENTERS

48% of employers have spent OVER A YEAR TRYING TO FILL hard-to-fill positions

VS.

25% of job seekers have spent OVER A YEAR TRYING TO FIND A JOB*

*Employee Survey 2018

TOP 3 REASONS POSITIONS WERE HARD-TO-FILL:

LACK OF MOTIVATION
NOT ENOUGH APPLICANTS
LACK OF QUALIFICATIONS



TOP 3 COMPETENCIES EMPLOYERS ARE LOOKING FOR:

WORK ETHIC
SELF-MOTIVATED
TEAMWORK