

# WHOLESALE AND RETAIL TRADE

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

## ECONOMIC PROFILE

**78%** HIRED IN 2018

**56%** *Reported* HARD-TO-FILL POSITIONS IN 2018

**63%** PLAN TO HIRE IN 2019

## WORKFORCE

FULL-TIME  
57% 

PART-TIME  
34% 

CONTRACT  
1% 

SEASONAL  
8% 

UNDER 25  
28%  OVER 55  
25% 

## RECRUITMENT

### TOP 3 METHODS

WORD OF MOUTH



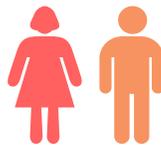
ONLINE JOB BOARDS



ON-SITE JOB SITE OR POSTERS

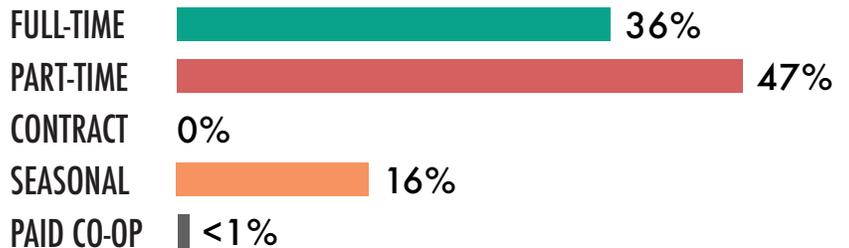


## HIRING DYNAMICS



### TOTAL NUMBER OF HIRES

**43** EMPLOYERS *filled* **165** *positions* IN 2018



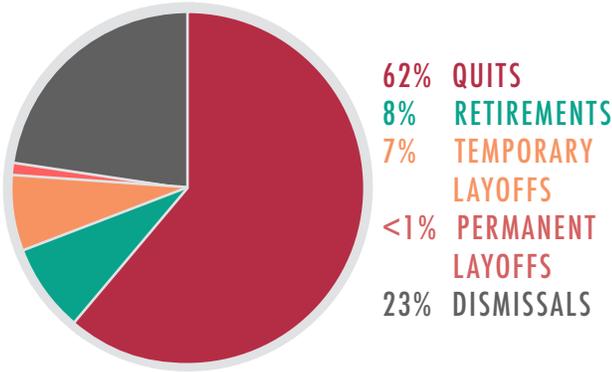
### POSITIONS FILLED IN 2018

CASHIERS  
SALES REPRESENTATIVES  
MANAGERS

RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS

35 EMPLOYERS experienced <img alt="35 chevron icons" data-bbox="158 82 295 125"/> 120 separations IN 2018



<img alt="Green checkmark icon" data-bbox="550 38 630 125"/> 66% OF EMPLOYERS supported TRAINING IN 2018

TOP 3 TRAINING BARRIERS:

- <img alt="Dollar sign icon" data-bbox="608 203 645 245"/> COST
- <img alt="Location pin icon" data-bbox="600 255 645 300"/> RELEVANT TRAINING IS NOT OFFERED LOCALLY\*
- <img alt="Person with X icon" data-bbox="600 315 645 355"/> LOSING TRAINED EMPLOYEES TO OTHER BUSINESSES\*

TRAINING

\*Tied for second most frequent response

SKILLS SHORTAGE

Employers rated the availability of qualified workers as:

EXCELLENT-GOOD 21%      FAIR-POOR 79%

HARD-TO-FILL POSITIONS

56% Experienced HARD-TO-FILL POSITIONS IN 2018

TOP HARD-TO-FILL POSITIONS IN 2018:

- CASHIERS
- SALES REPRESENTATIVES
- MANAGERS

20% 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 QUALIFICATIONS
- LACK OF MOTIVATION
- NOT ENOUGH APPLICANTS



TOP 3 COMPETENCIES EMPLOYERS ARE LOOKING FOR:

- CUSTOMER SERVICE
- WORK ETHIC
- TECHNICAL\*
- SELF-MOTIVATED\*

\*Tied for third most frequent response