

LOCAL LENS

RETAIL TRADE

EmployerOne
2023



27 businesses in the Retail Trade sector identified their workforce needs in this year's EmployerOne survey

Skills Shortage

Employers rate the availability of skilled workers as:

★★★★ 12% Excellent-Good

★★ 88% Fair-Poor

Top Reasons Positions were Hard-to-fill

- > Not enough applicants
- > Lack of motivation, attitude, or interpersonal abilities
- > No applicants at all

Top Recruitment Methods



Word of Mouth



Online Job Boards



Social Media

Top Retention Methods



Employee "perks"



Regular increases in salaries or benefits



Recognition for service and/or outstanding work

Separations

Quits	55%
Retirements	23%
Dismissals	14%
Temporary layoff	14%
Permanent layoff	0%

Top Barriers to Training Employees



Loss of productivity during training time



Cost of the training required to upskill



Risk of losing trained employees

27% of employers have spent over a year trying to fill hard-to-fill positions

