

# EMPLOYERone survey

The Employer One survey is a multi-year survey conducted by the Niagara Workforce Planning Board and other workforce planning boards in Ontario. 204 local employers completed the survey this year, which is a 175% improvement in completions compared to NWPB's 2015 delivery of Employer One.

## TYPE OF EMPLOYMENT AMONG EMPLOYER ONE RESPONDENTS

**58.8%**  
Full-time

**35.4%**  
Part-time

**1.7%**  
Contract

**4.1%**  
Seasonal

**3.9%**  
Managers and Executives

**8.9%**  
Professionals

**6.1%**  
Technical Workers

**4.6%**  
Trades (Journeyperson)

**1.4%**  
Apprentices

**19.4%**  
Sales and Marketing

**5.5%**  
Administrative and Clerical

**13.1%**  
Production Workers

**21.7%**  
Service Workers

**15.3%**  
Other

Did your organization  
hire any employees  
over the last 12 months?



**72%**



**28%**

Funded by

**EMPLOYMENT  
ONTARIO**

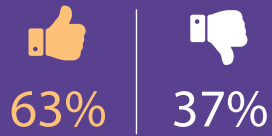
Your job is out there. We'll help you find it.

\* Professionals: engineers, accountants, social workers, etc

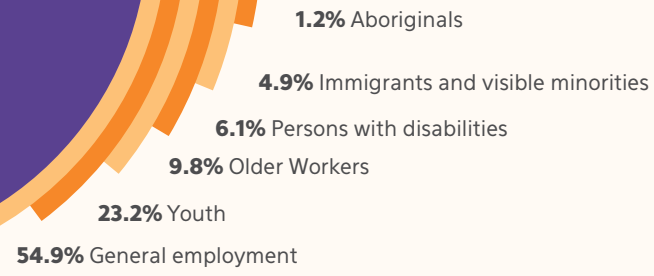
\* Technical Workers: technicians, paralegals, dental hygienists, early childhood educators, etc

\* Production Workers: process operators, assemblers, labourers, etc

## HARD TO FILL POSITIONS



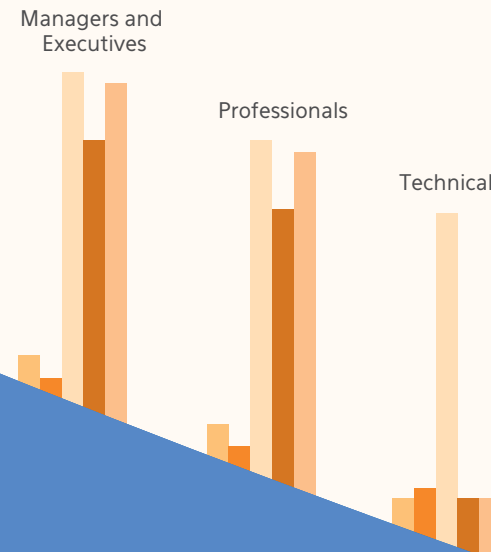
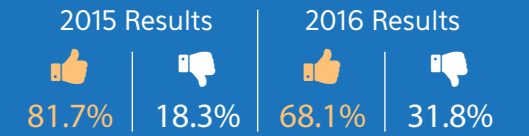
## ASSISTANCE FROM A FREE EMPLOYMENT AGENCY



## HIRES

## TRAINING

## ABILITY TO PROVIDE SUPPORT, PROFESSIONAL DEVELOPMENT, AND TRAINING



### PREFERRED LEVEL OF EDUCATION OF NEW HIRES

## YEAR-OVER-YEAR COMPARISONS

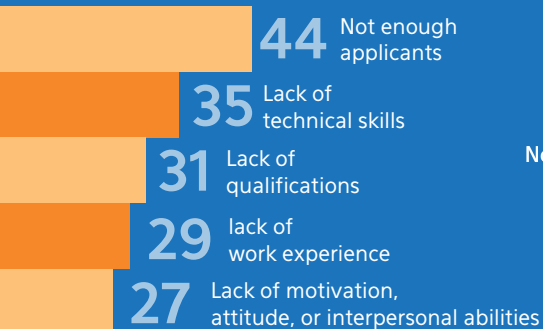
How do you rate the availability of qualified workers in Niagara

	2015 Results	2016 Results
Excellent	★★★ 2.8%	5.5%
Good	★★ 47.2%	33.7%
Fair	★ 26.4%	39.7%
Poor	☆ 23.6%	21.1%

## GEOGRAPHY TARGETED FOR RECRUITMENT



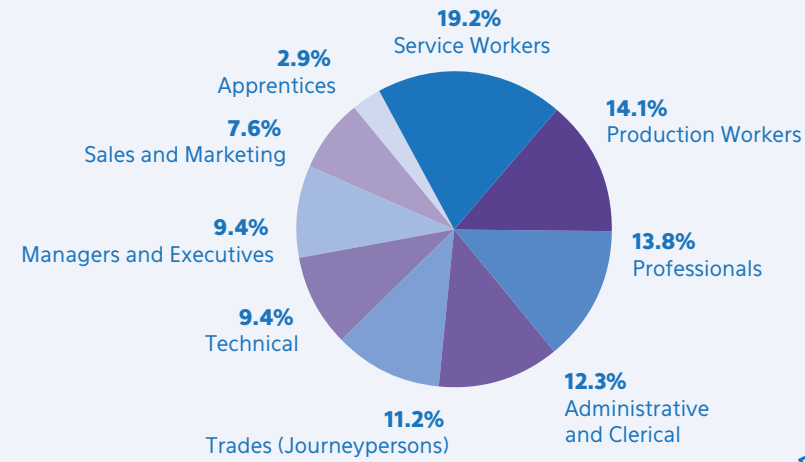
## WHY POSITIONS WERE HARD TO FILL



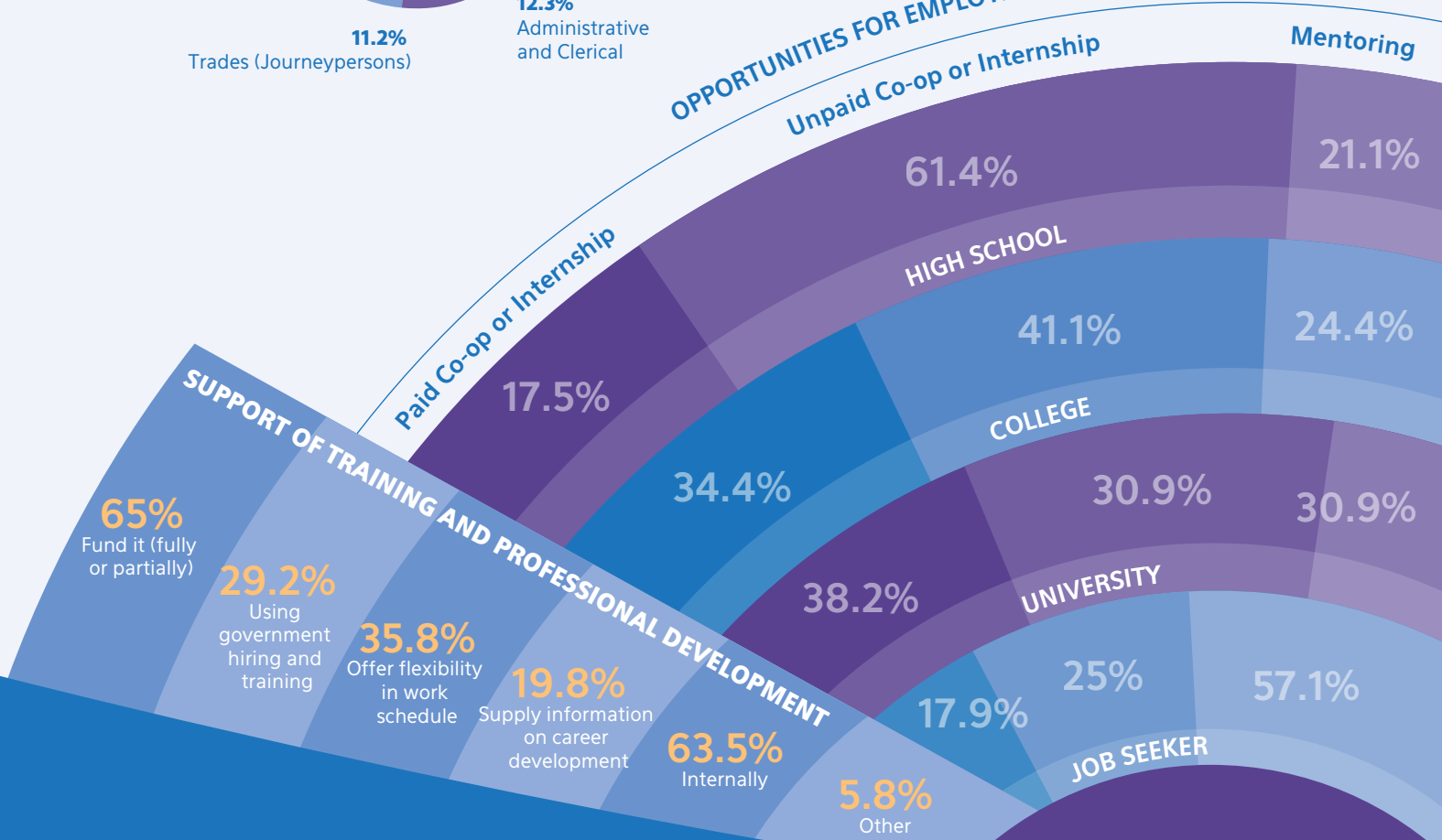
## RECRUITMENT METHOD



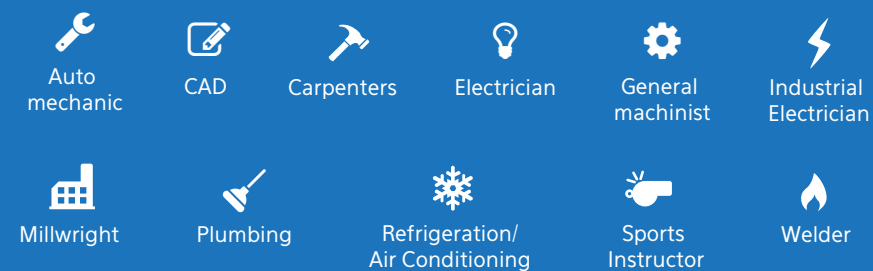
## OCCUPATIONS MOST FREQUENTLY TRAINED



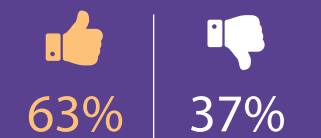
## OPPORTUNITIES FOR EMPLOYEES IN 2016



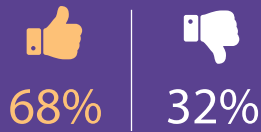
## EXAMPLES OF APPRENTICESHIPS



## WILLINGNESS TO PARTICIPATE IN MENTORING PROGRAMS



## HIRING INTENTIONS IN 2016



1139 Total hires

4.5% Retirements (11)

47.9% Expansion (116)

0.8% Technological Change (2)

12.8% Seasonal (31)

4.1% Other (10)  
29.8% Fill a Vacancy/ Replacement (72)

## REASONS FOR HIRING

Employer One's 2016 respondents predict hiring a total of 1,139 individuals in 2016. The majority of these hires will be full-time positions in sales and marketing. Among part-time hires, service workers (e.g. cooks, servers, customer service associates) are expected to see the most hires. Likewise, seasonal hire are projected to be largest among service workers.

## PROJECTED HIRES IN 2016

Among the 68% of employers who completed Employer One and reported plans to hire within the next twelve months, the most common reason for hiring was expansion. This is the case across all types of workers from executives to service workers.



**Venture Niagara**  
**Entrepreurise Niagara**  
Community Futures Development Corporation  
Société d'aide au développement des collectivités

NWPB would like to thank our sponsor, Venture Niagara, for their contribution of an iPad Mini as a giveaway to one lucky respondent in the Employer One Survey. Venture Niagara provides financing to small businesses and is active in economic development projects to support and strengthen communities, utilizing resources to help create permanent and sustainable employment in Niagara. Services are available in both of Canada's official languages.

This year's winner is **Adam Shields** of Business Link Niagara.

The **Niagara Workforce Planning Board** provides relevant information on industry and employment indicators adding value to economic and educational planning at a localized level. This information will assist you in addressing current and forecasting issues affecting the growth and development of your organization and economy.

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