

NIAGARA WORKFORCE PLANNING BOARD

Employer One 2016

Results Overview

Overview

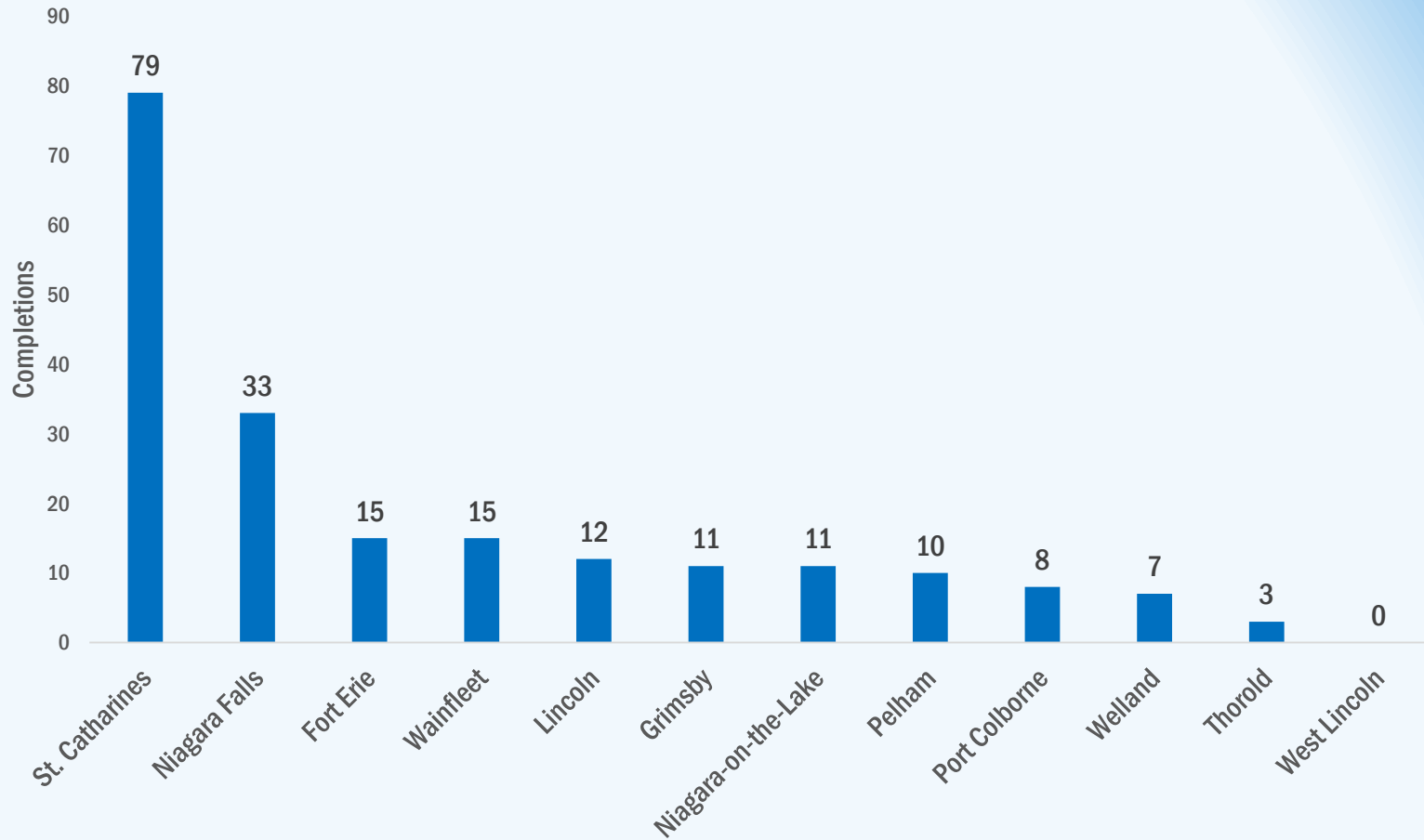
- **The 2016 delivery of the Employer One survey received 204 completed responses from Niagara-based businesses and organizations. This is a 173% increase over 2015's Employer One completions.**
- **A strong majority of completions came from businesses or organizations that were more than five-years-old.**
- **58% of the workforce among Employer One respondents worked in a full-time capacity.**
- **59% of respondents experienced separations (quits, layoffs, et cetera) in 2015.**
- **37% of all separations were quits.**
- **72% of respondents hired new personnel in 2015. Among them, 54% of hires were for full-time positions.**
- **39% of hires were for positions deemed, "hard-to-fill"**

Overview

- **68% of respondents reported they anticipated hiring in 2016.**
- **73% of respondents rated the availability of qualified workers in Niagara as either “good” or “fair”.**
- **23% of respondents reported that word-of-mouth/informal recruitment was their top means of recruiting; 66% reported using word-of-mouth recruiting at some point in 2015.**
- **28% of respondents reported using a free employment service agency in some aspect of their recruiting.**
- **68% of respondents provided support, professional development, or training to their workforce.**
- **21% of respondents facilitated apprenticeship training**
- **62% of respondents reported a willingness to participate in no-cost mentoring as a professional development tool.**

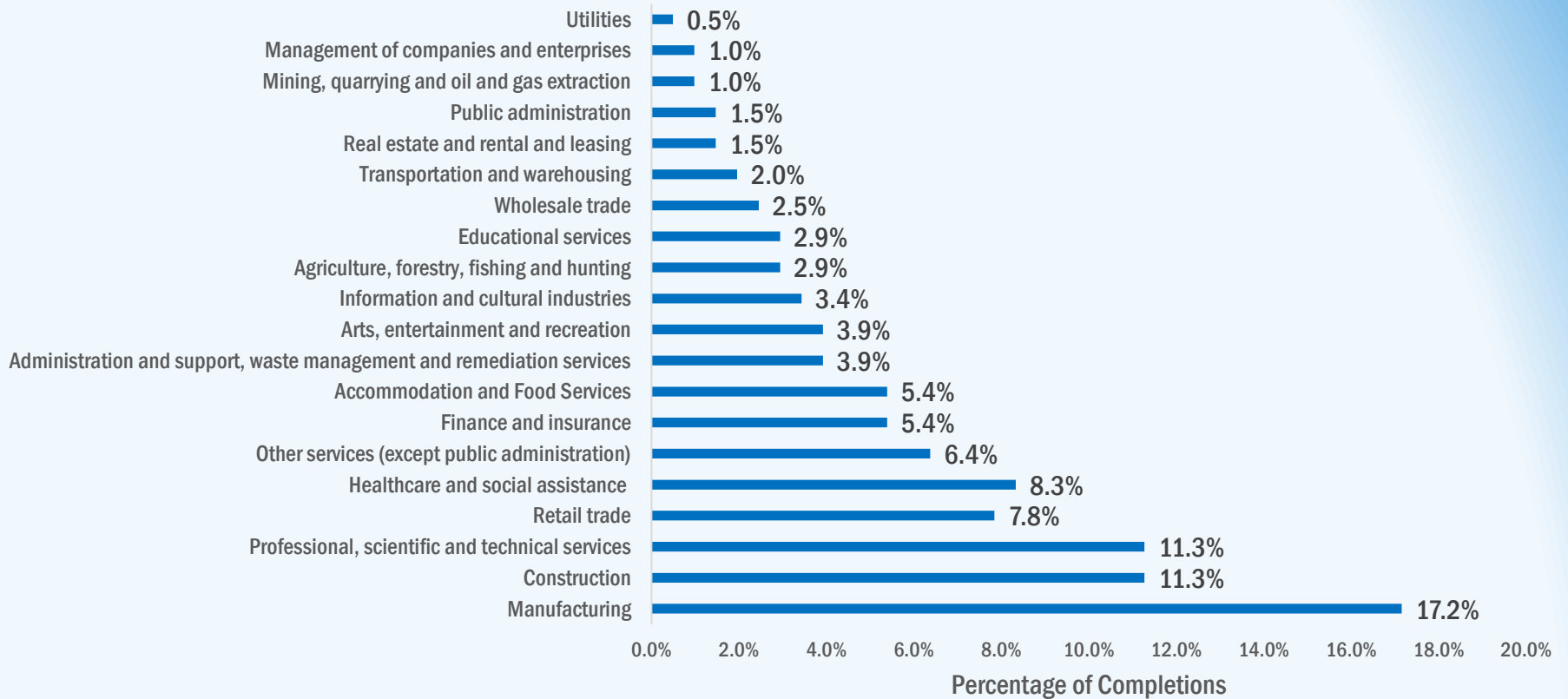
Demographics

Employer One completions categorized by municipality



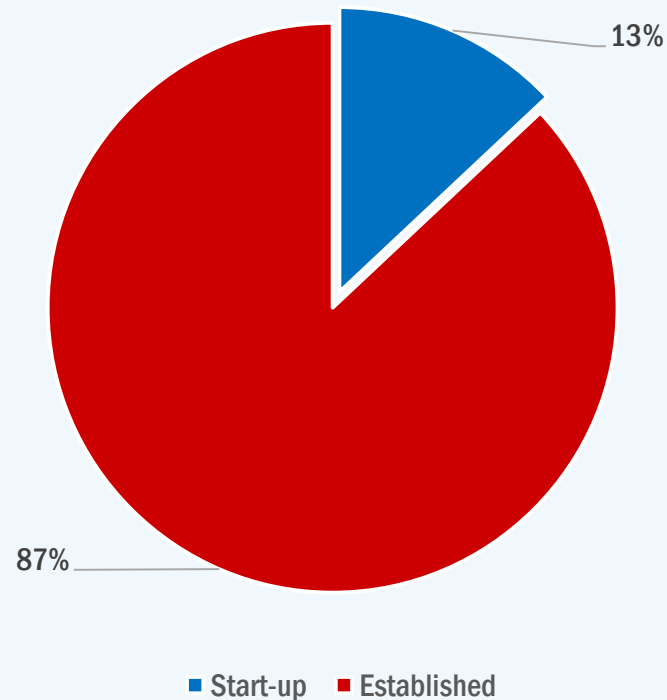
Demographics

Primary industry of operation among Employer One respondents



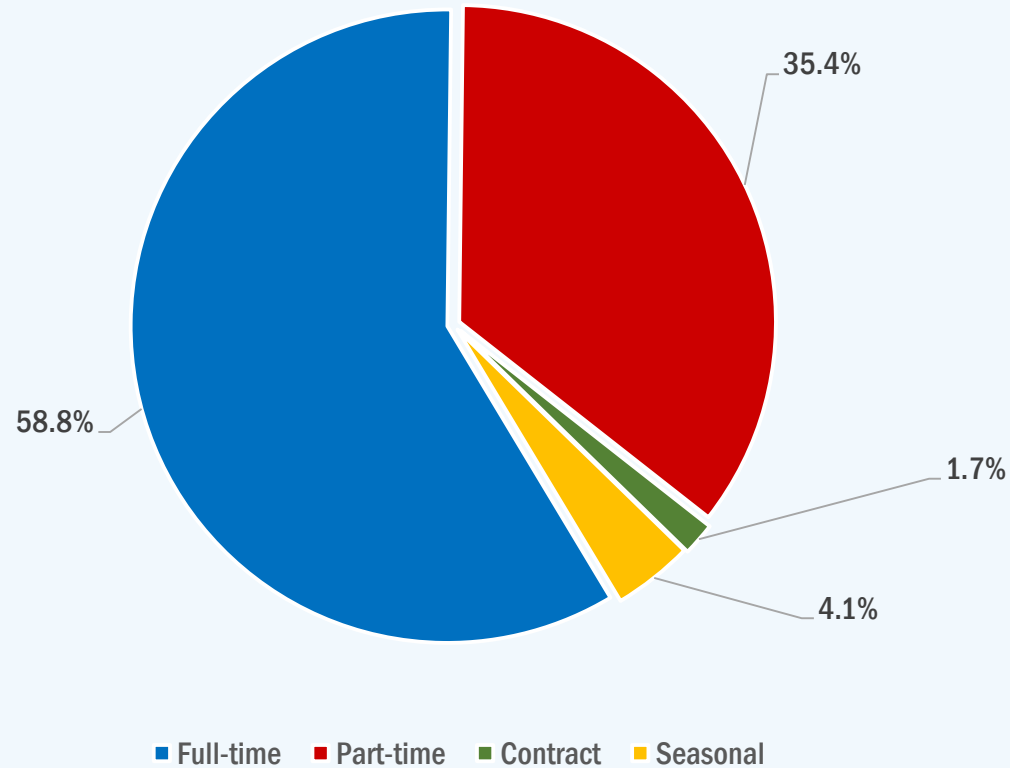
Demographics

Start-ups (i.e. businesses started between 2010 and 2015) versus established organizations among Employer One respondents



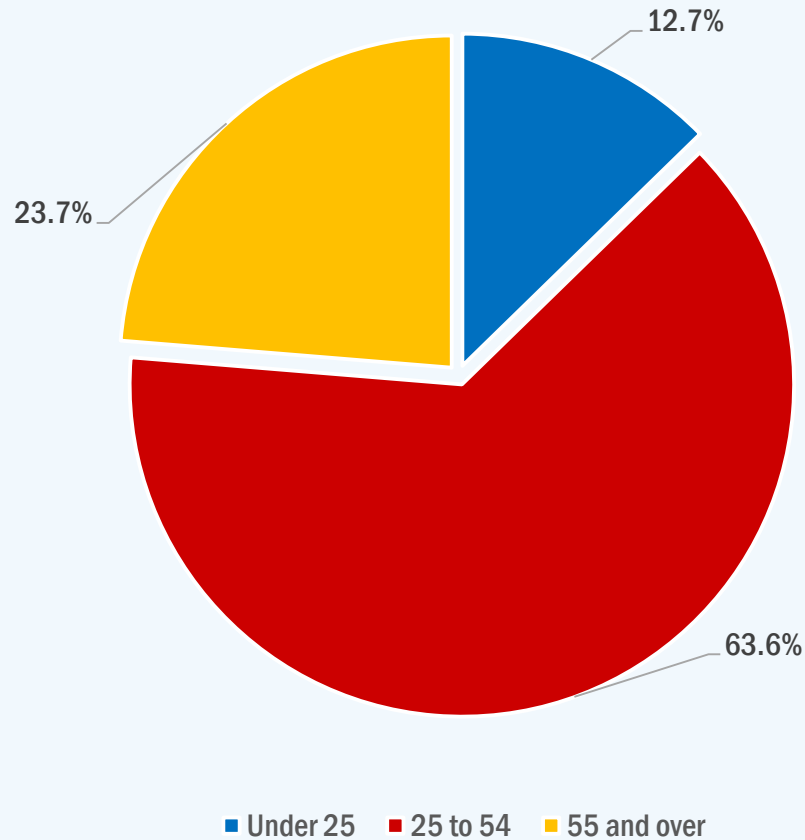
Workforce Patterns

Workforce classification among Employer One respondents



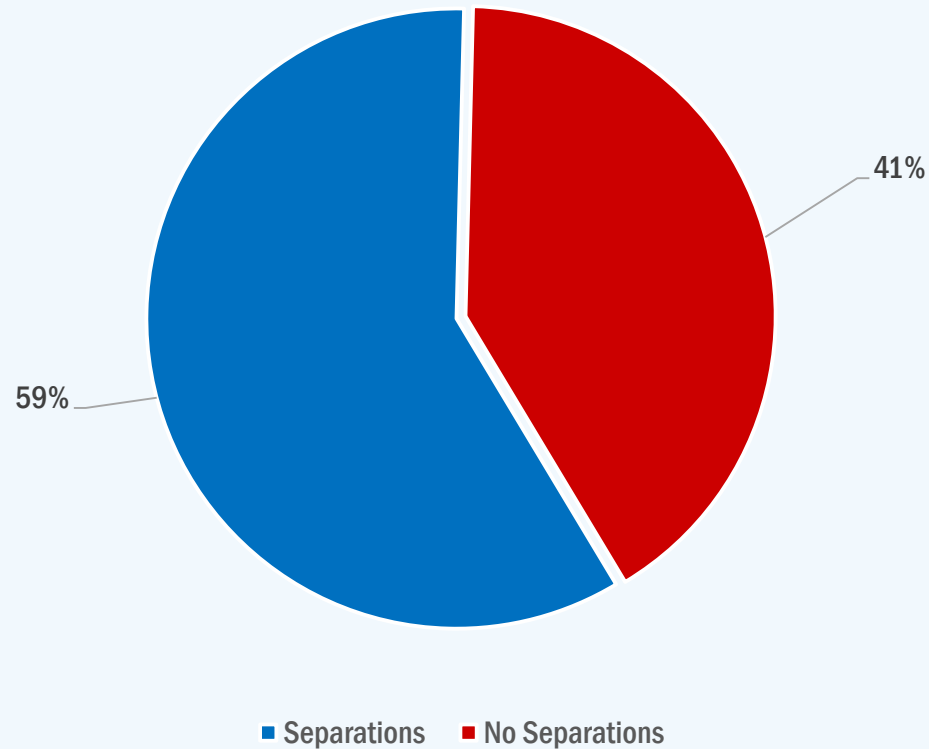
Workforce Patterns

Age of workforce among Employer One respondents



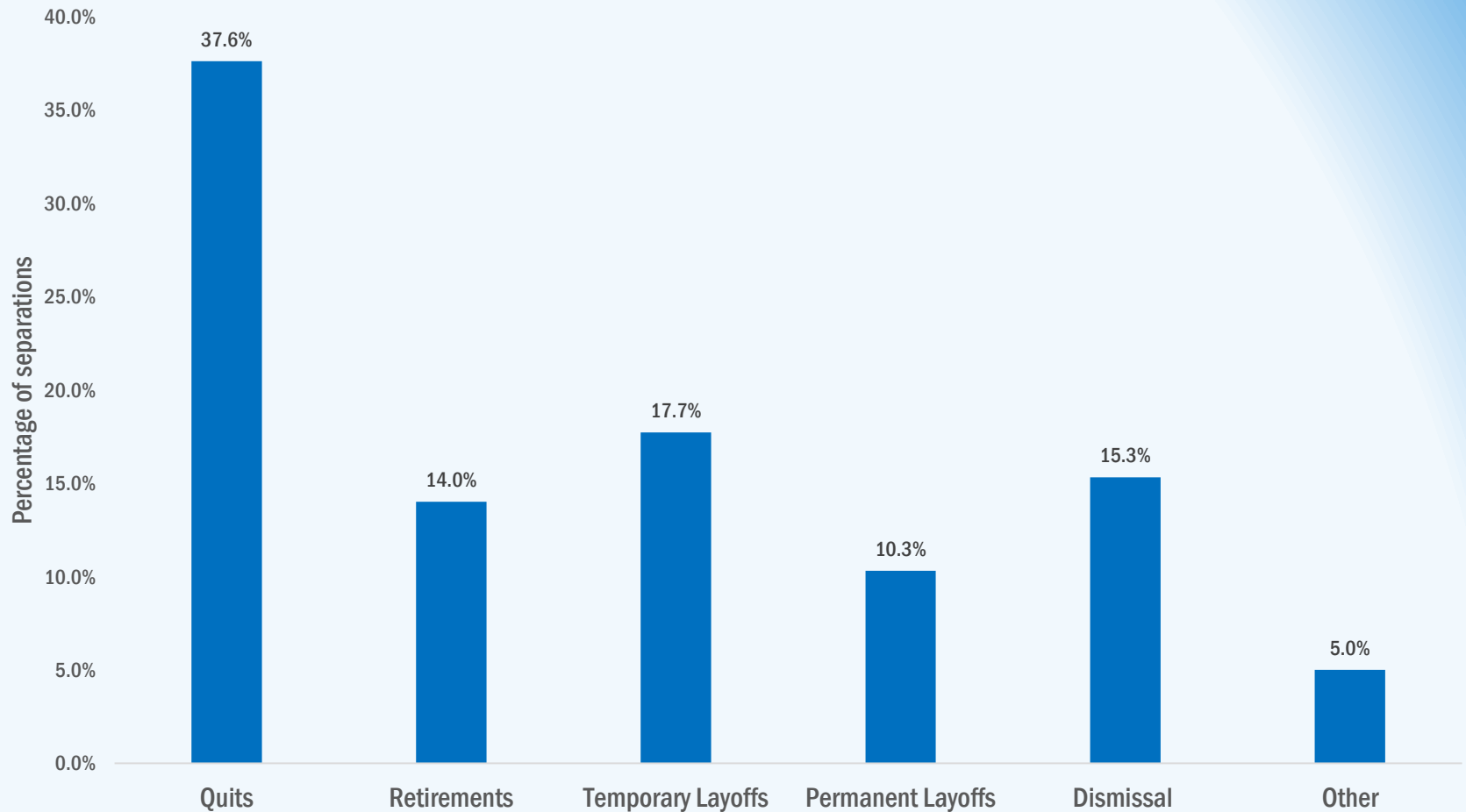
2015 Separations

Employer One respondents that experienced any employee separations in 2015



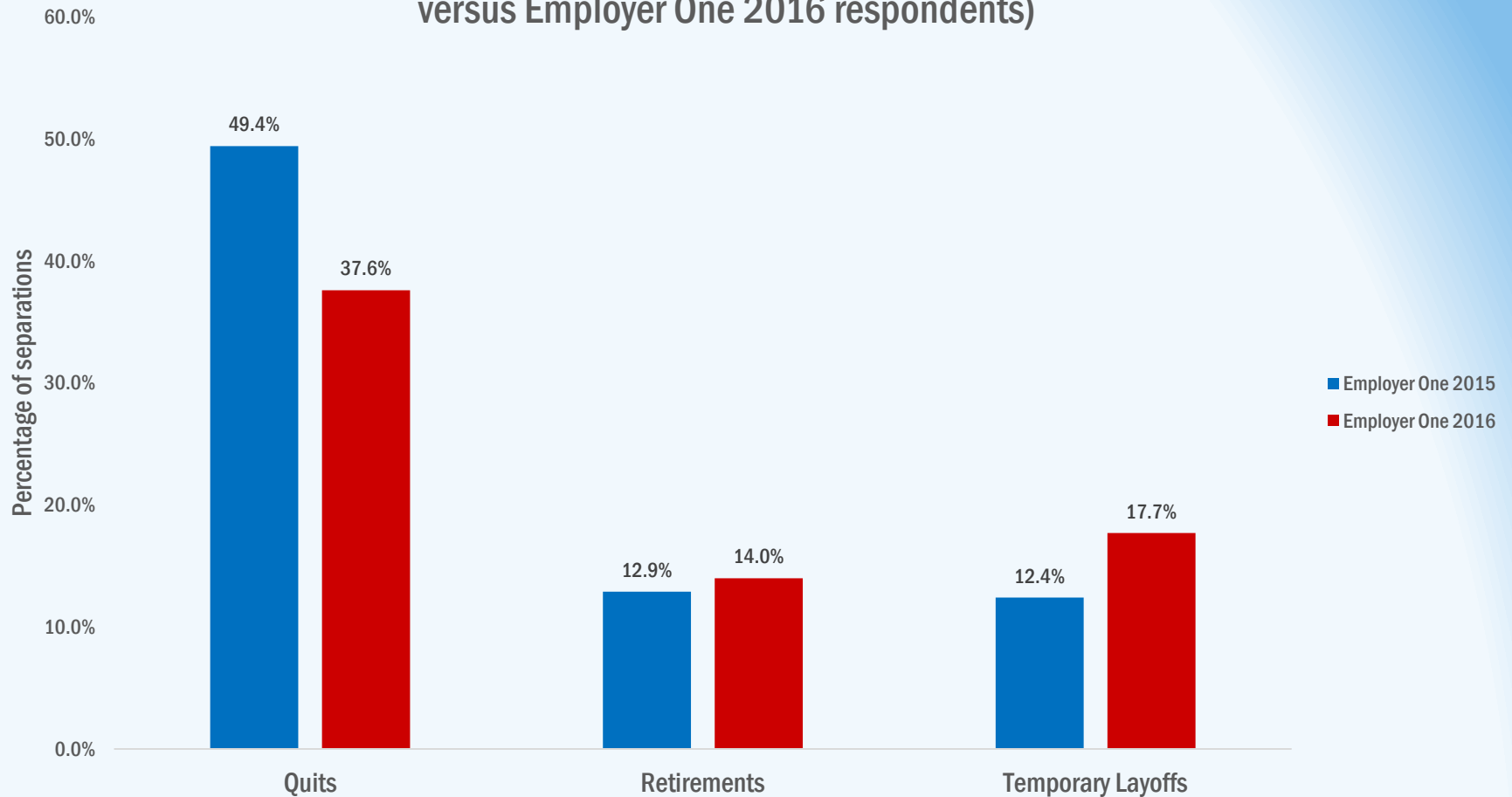
2015 Separations

Most frequent reason for employee separation among Employer One respondents



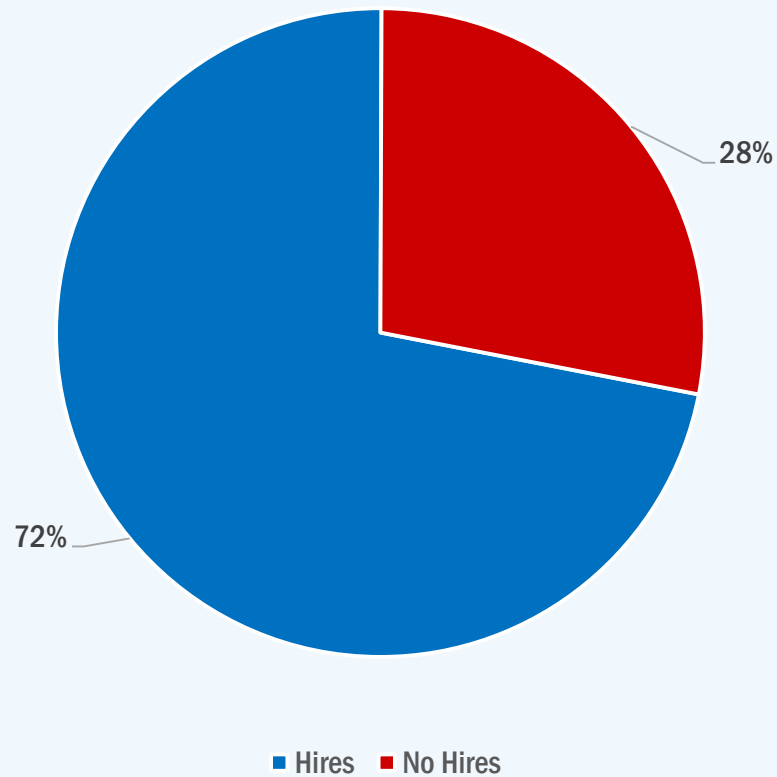
2015 Separations

Most frequent reason for employee separation (Employer One 2015 respondents versus Employer One 2016 respondents)



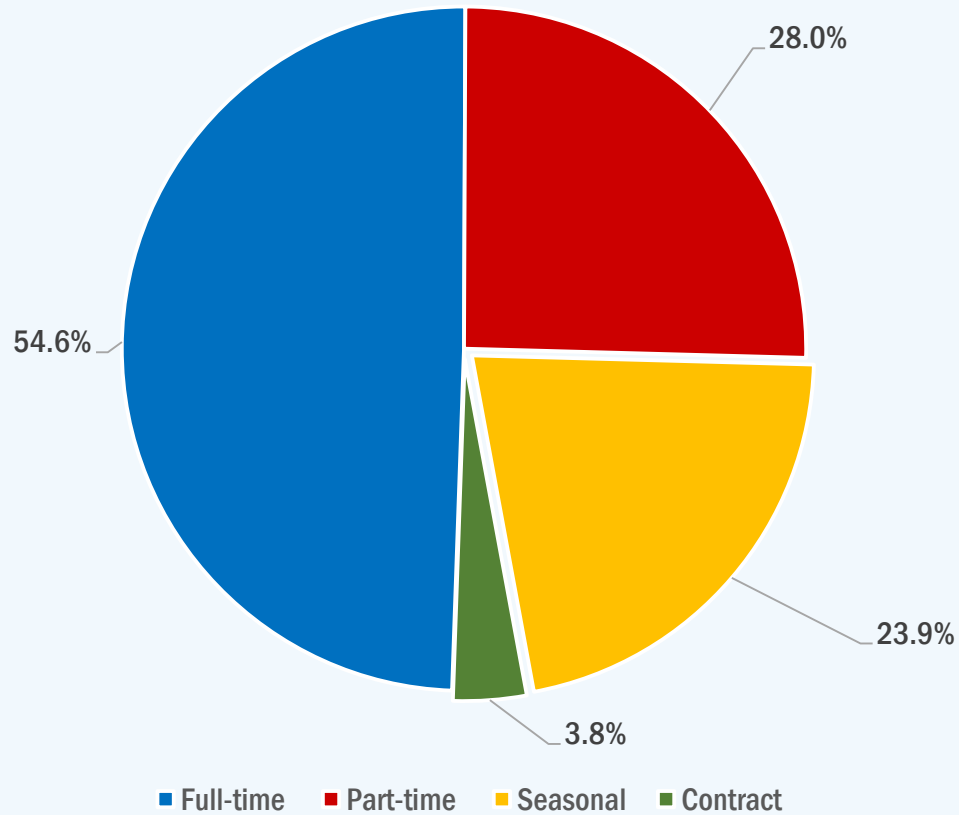
2015 Hires

Employer One respondents that hired in 2015



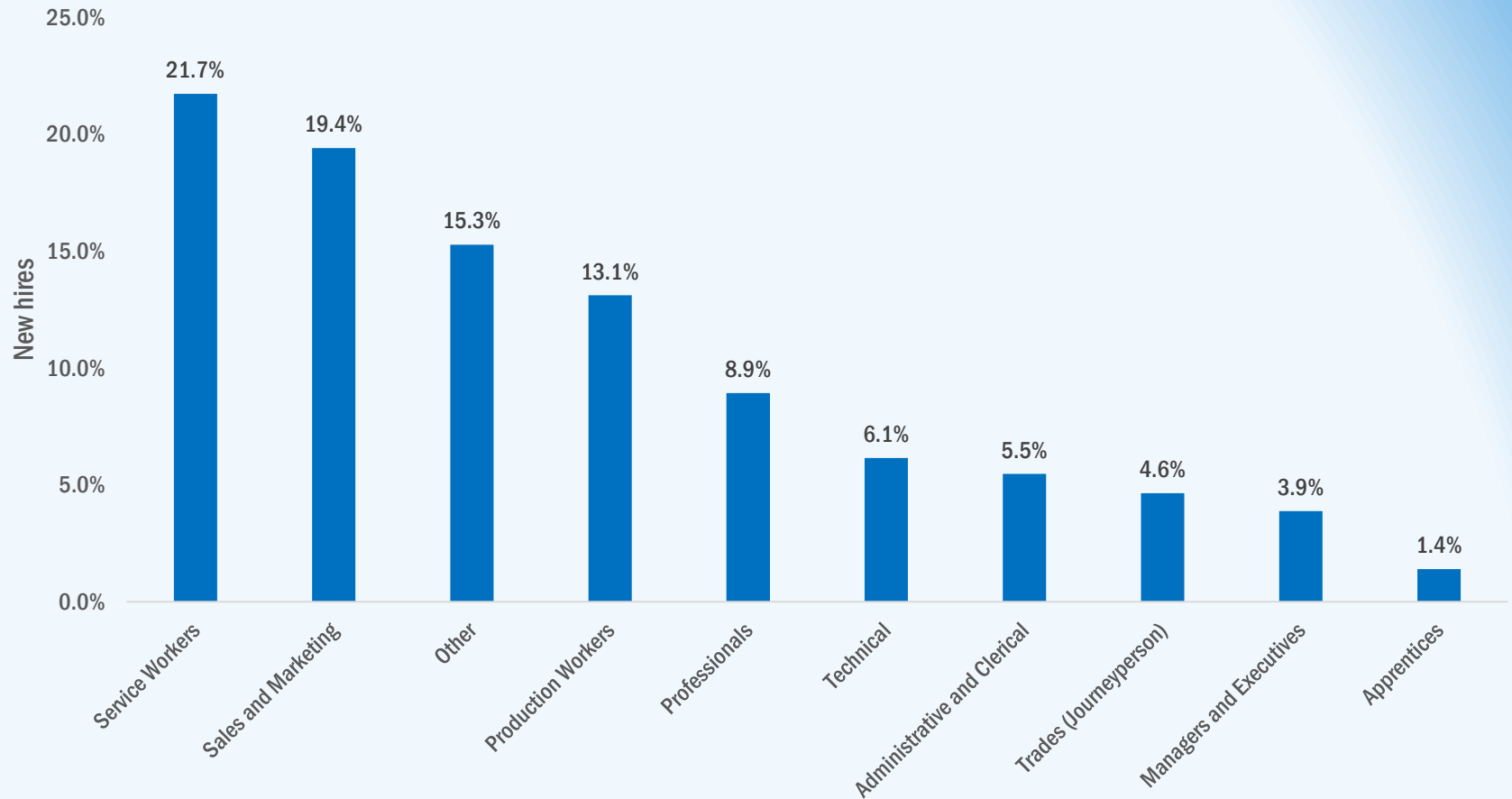
2015 Hires

Job status of Employer One respondent hires in 2015



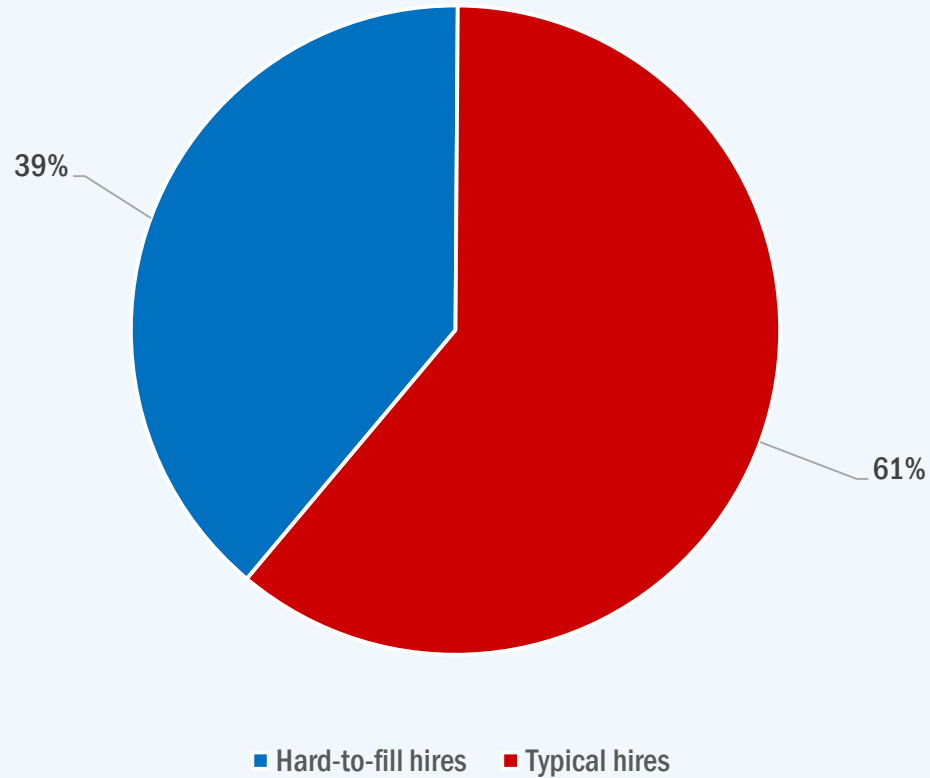
2015 Hires

Classification of new hires among Employer One respondents



2015 Hires

Employer One respondents who reported hiring for hard-to-fill positions



2015 Hires

Top reasons why positions were hard-to-fill

Employer One 2015 Respondents

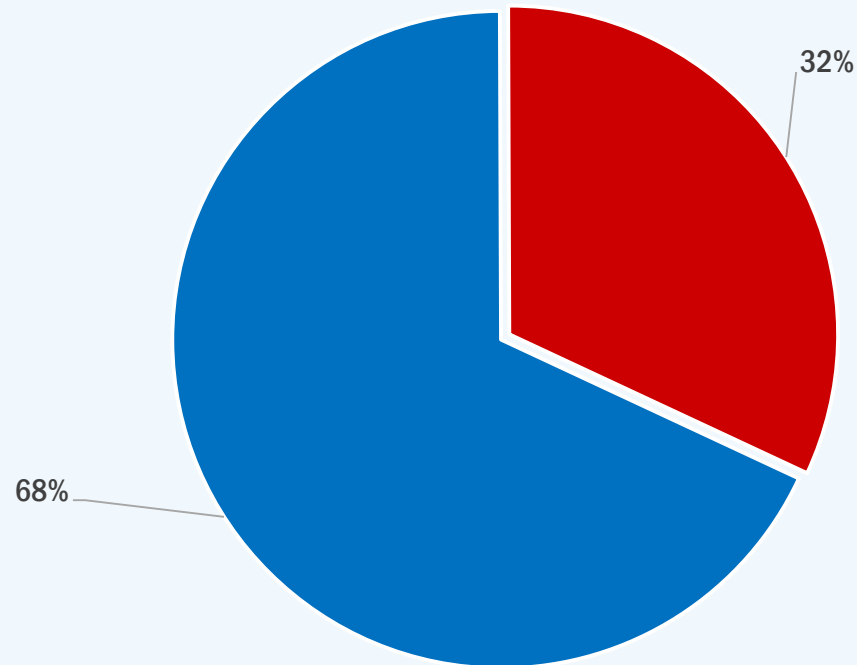
1. Applicants not meeting skills
2. Applicants not meeting work experience
3. Applicants not meeting motivation, attitude, or interpersonal abilities

Employer One 2016 Respondents

1. Insufficient applicants
2. Applicants not meeting technical skill requirements
3. Applicants lacking qualifications (education level/credentials et. cetera)

2016 Projected Hires

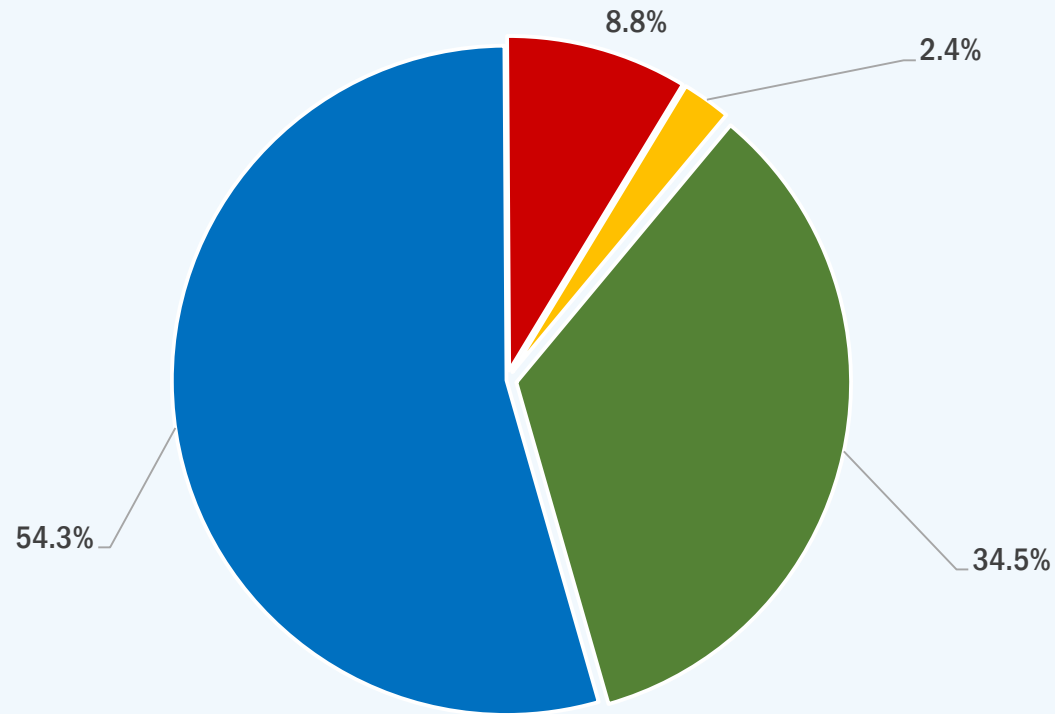
Employer One respondents planning to hire in 2016



■ Planning to hire in 2016 ■ Not planning to hire in 2016

2016 Projected Hires

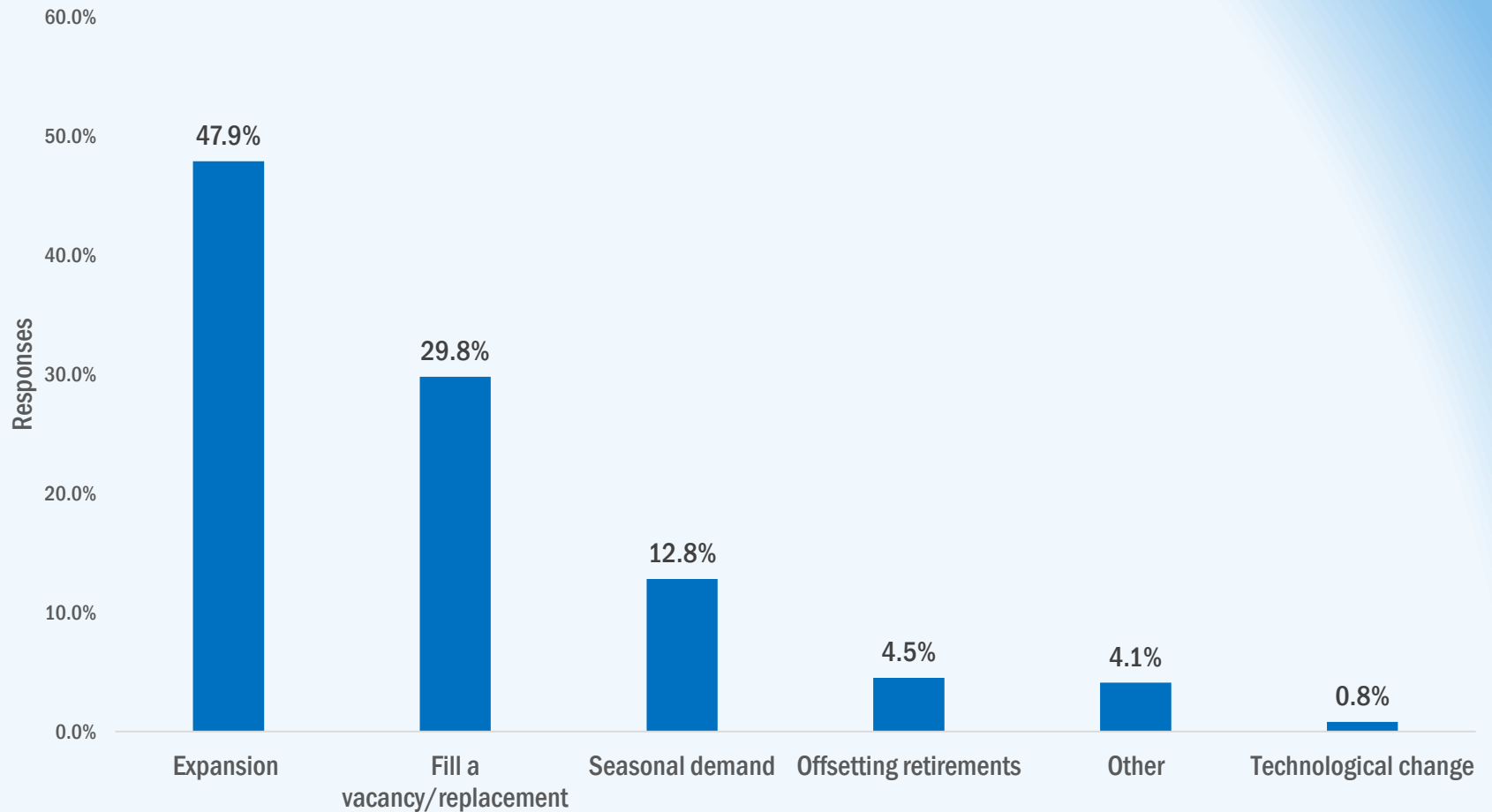
Projected classification of 2016 hires among Employer One respondents



■ Full-time hires ■ Part-time hires ■ Contract hires ■ Seasonal hires

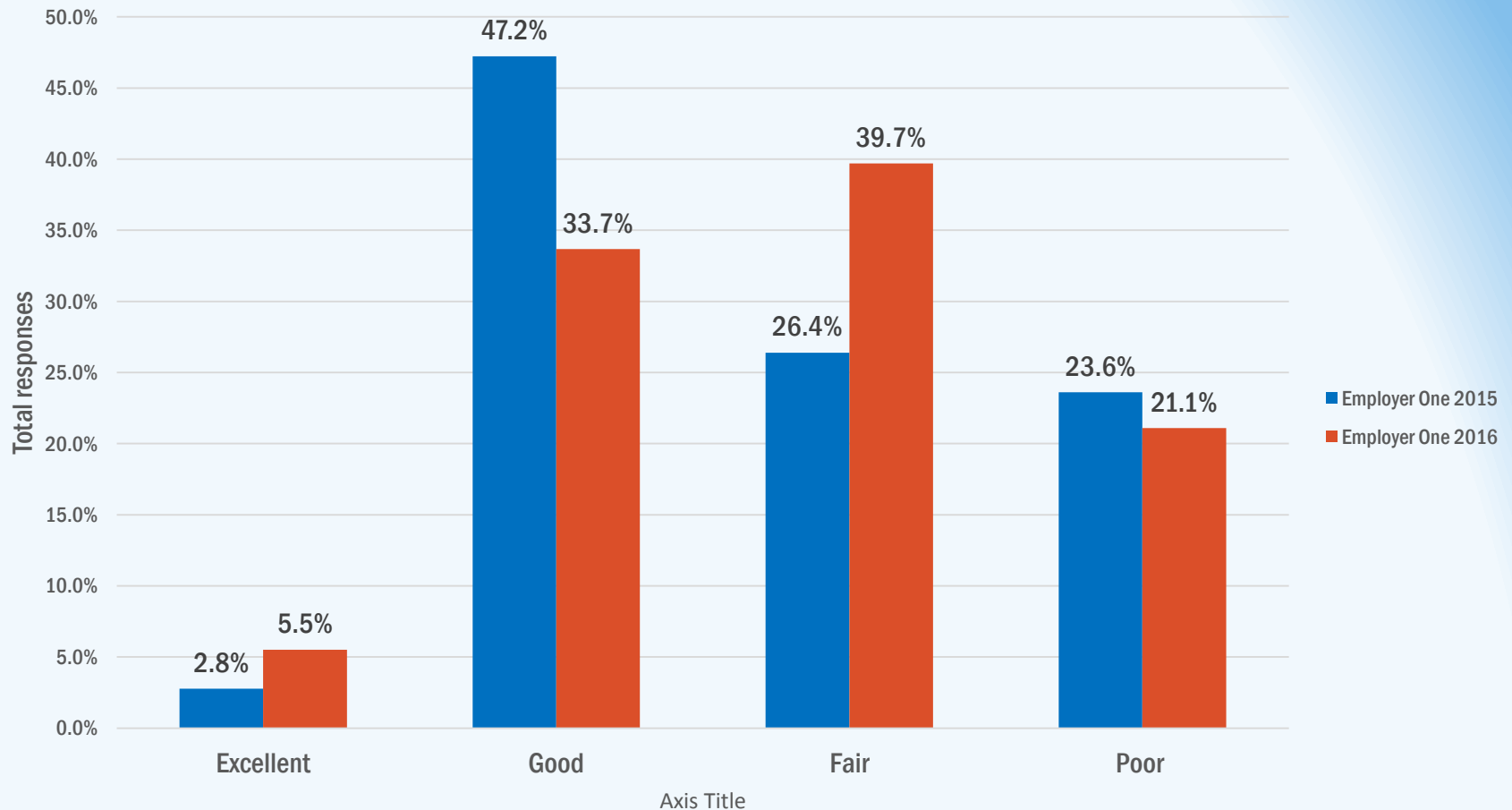
2016 Projected Hires

Anticipated reasons for Employer One respondent hires in 2016



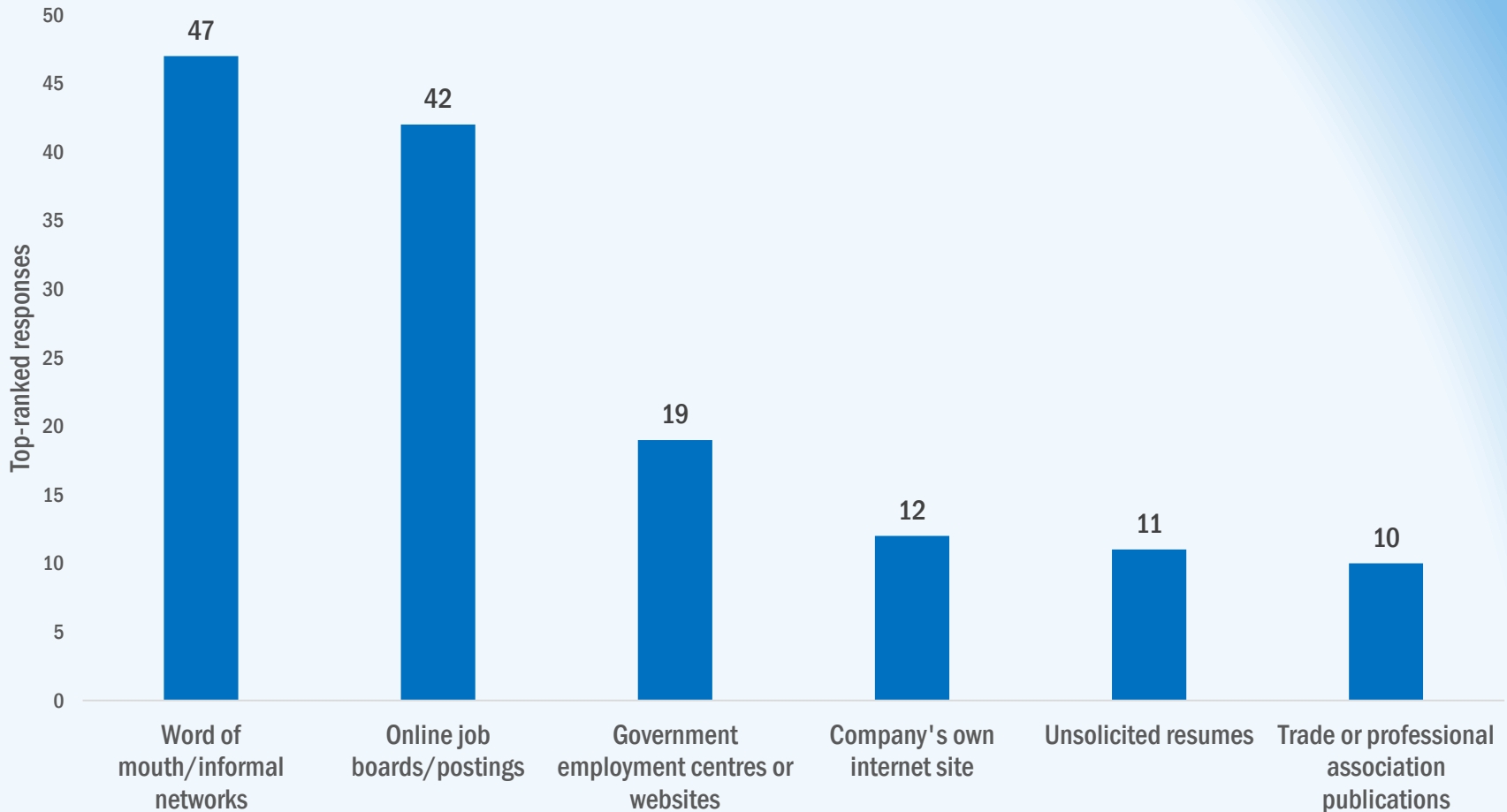
Recruitment and Labour Availability

Employer One respondent rating of available qualified workers in Niagara (2015 vs 2016)



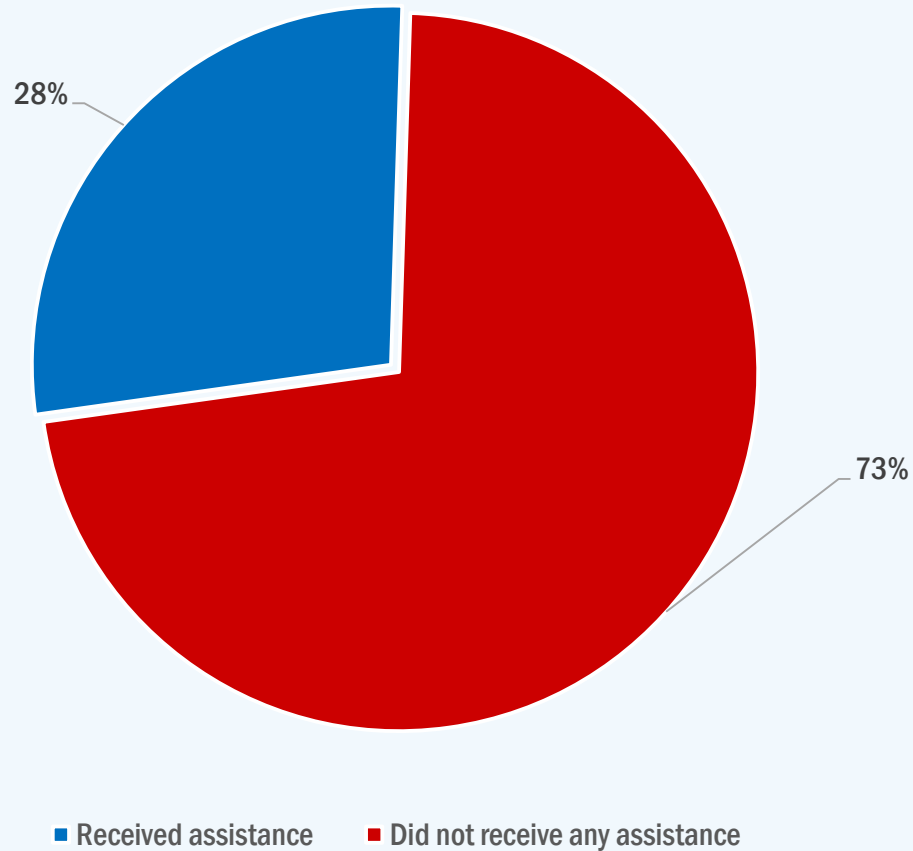
Recruitment and Labour Availability

Top-ranked recruitment methods among Employer One respondents



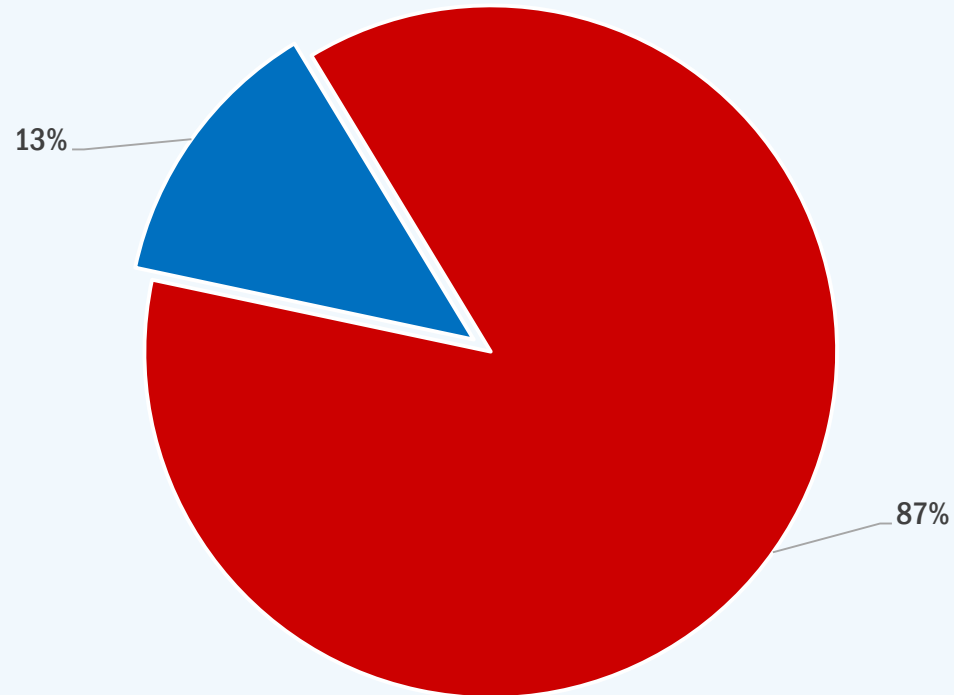
Recruitment and Labour Availability

Employer One respondents who used a free employment service agency in recruiting



Recruitment and Labour Availability

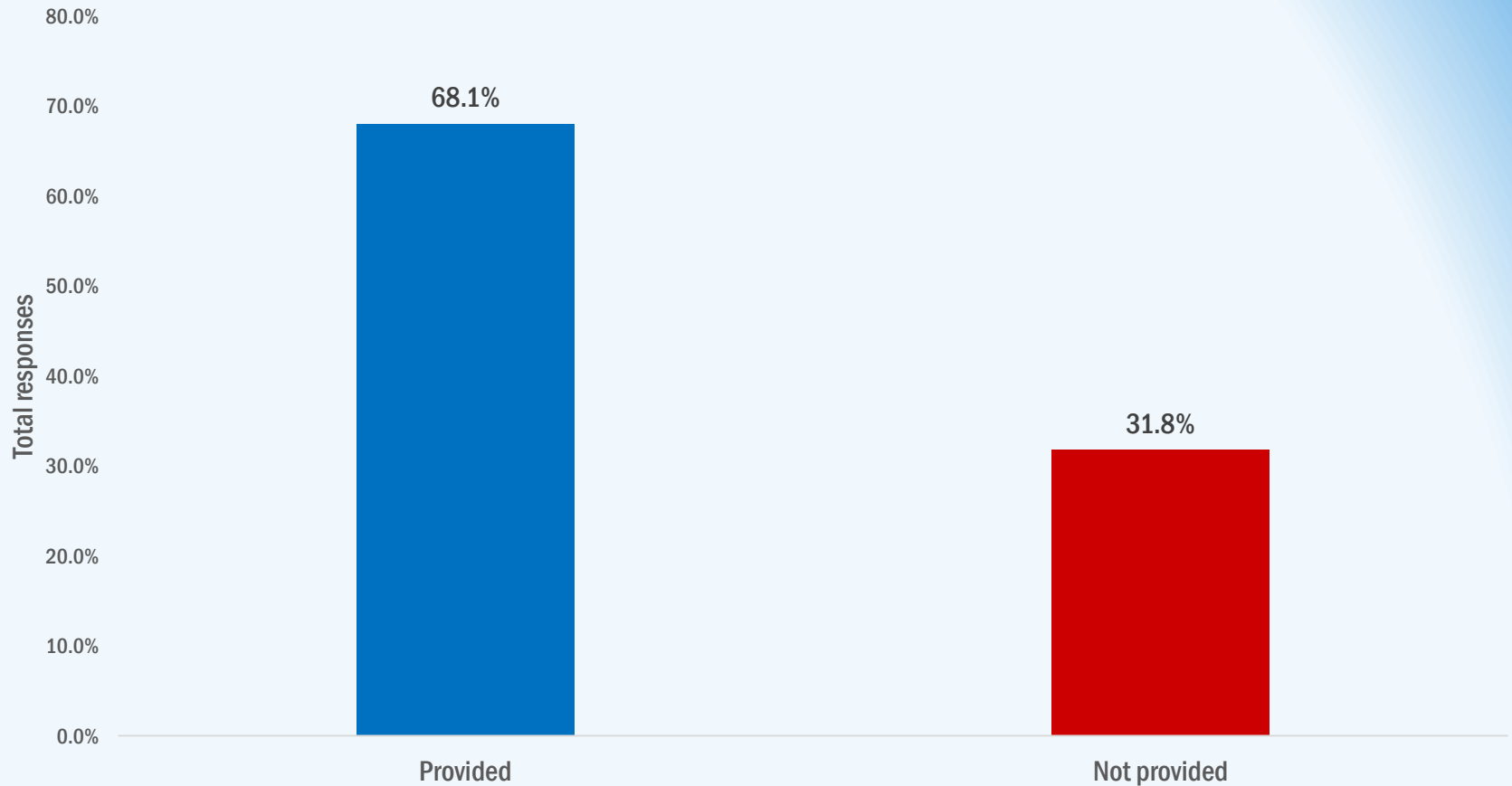
Employer One respondents who used a paid recruiting agency



■ Used a paid recruiting agency ■ Did not use a paid recruiting agency

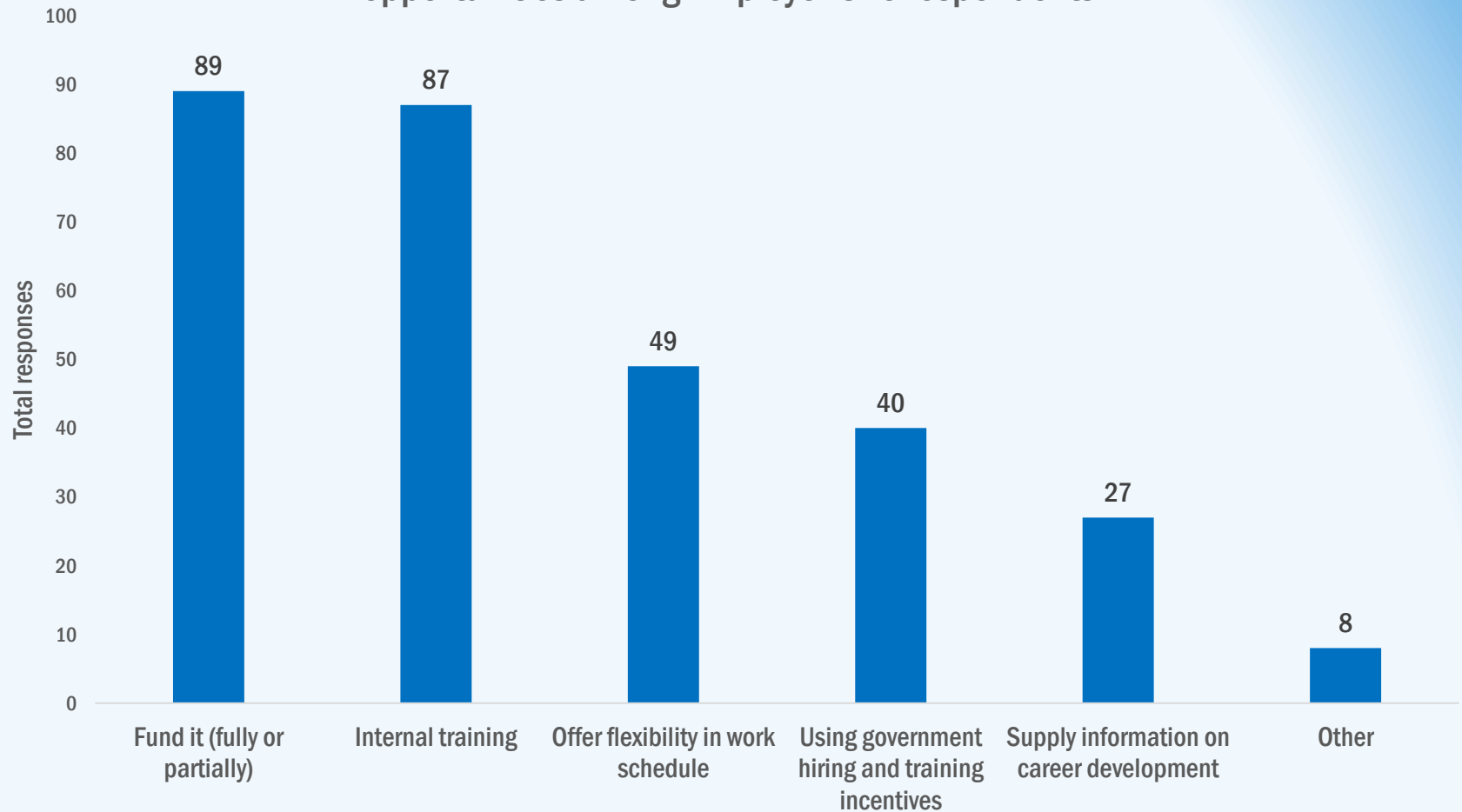
Training

Employer One respondents who provided support, professional development, or training opportunities to employees



Training

Methods for supporting training and professional development opportunities among Employer One respondents



Training

Barriers to training among Employer One respondents

Employer One 2015

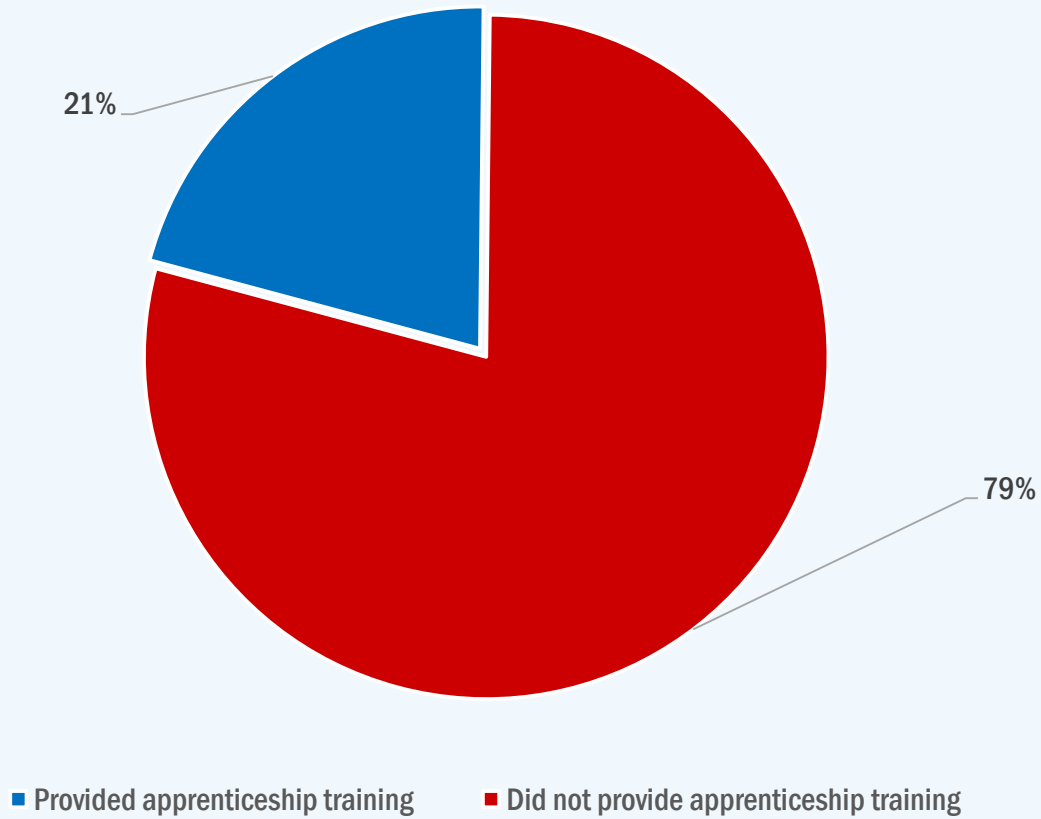
1. Cost
2. Loss of productivity during training time
3. Relevant training is not offered in Niagara
4. Loss of employees to other businesses
5. Lack of awareness of existing training programs

Employer One 2016

1. Cost
2. Loss of productivity during training time
3. Relevant training is not offered locally
4. Lack of awareness of existing training programs
5. Distance to travel to training facility

Training

Employer One respondents who facilitated apprenticeship training



Training

Employer One respondents who indicated a willingness to participate in mentoring as a no-cost professional development tool

