

Local Lens on

AGRICULTURE

EMPLOYER ONE SURVEY OBSERVATIONS 2019

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

ECONOMIC PROFILE


89% HIRED IN 2018

72% *Reported* HARD-TO-FILL POSITIONS IN 2018

91% PLAN TO HIRE IN 2019

WORKFORCE

FULL-TIME 77% 

PART-TIME 7% 

CONTRACT 1% 

SEASONAL 15% 

UNDER 25 21%  OVER 55 19% 

TOP 3 METHODS

ONLINE JOB BOARDS



WORD OF MOUTH



COMPANY'S OWN INTERNET SITE*



ON-SITE RECRUITMENT AT SCHOOLS*

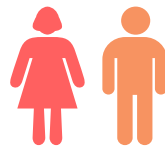


NEWSPAPER ADS*



*Tied for third most frequent response

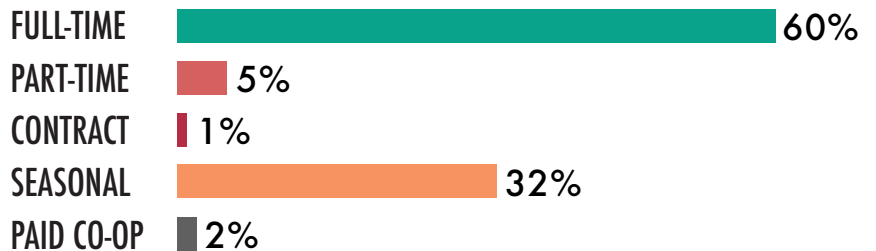
RECRUITMENT



TOTAL NUMBER OF HIRES

31 EMPLOYERS filled 302 positions IN 2018

HIRING DYNAMICS



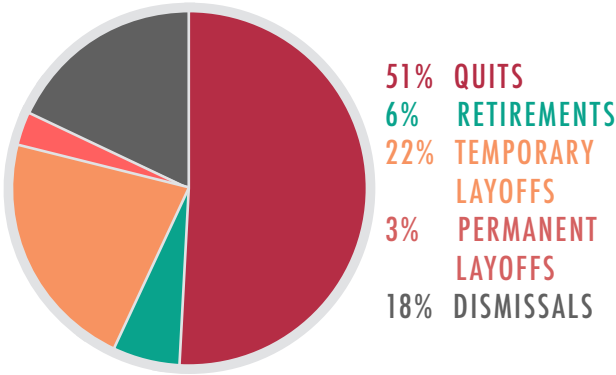
POSITIONS FILLED IN 2018

LABOURERS
TRUCK DRIVERS
MECHANICS

RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS

21 EMPLOYERS experienced 264 separations IN 2018



 68% OF EMPLOYERS supported TRAINING IN 2018

TOP 3 TRAINING BARRIERS:

- RELEVANT TRAINING IS NOT OFFERED LOCALLY
- COST*
- DISTANCE TO TRAINING FACILITY*
- 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 6% FAIR-POOR 94%

HARD-TO-FILL POSITIONS

72% Experienced HARD-TO-FILL POSITIONS IN 2018

26% 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:

- NOT ENOUGH APPLICANTS
- LACK OF MOTIVATION
- LACK OF QUALIFICATIONS*
- LACK OF WORK EXPERIENCE*

*Tied for third most frequent response



TOP 3 COMPETENCIES EMPLOYERS ARE LOOKING FOR:

- WORK ETHIC
- SELF-MOTIVATED
- TEAMWORK