



FAR NORTHEAST TRAINING BOARD (FNETB) 2014 REPORT



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Your local labour market planning network

COMMISSION DE FORMATION DU NORD-EST (CFNE)

Votre réseau local de planification du marché du travail

This *Employment Ontario* project is funded by the Ontario Government



INTRODUCTION

- In November 2014, MTCU North Region decided to undertake the EmployerOne survey on a pilot basis. The FNETB and the five other Northern Workforce Planning Boards were asked to lead the initiative in their respective regions.
- EmployerOne was designed to collect information annually from local employers on HR issues, such as labour turnover, hard-to-fill positions, recruitment difficulties, current and future skill shortages, as well as issues in training and education practices.
- The long term objective = develop a mechanism to collect information in a coordinated, timely and standardized way
- The ultimate goal: better support local industries with the training and recruitment of their current and future workforce.

BACKGROUND

- Employer One was piloted in the North Region using a standardized survey developed by the Elgin Middlesex Oxford Workforce Planning Board.
- The rationale for using the standardized format was to ensure that all of the data collected through the surveys can be compiled and compared across regions.
- Northern Workforce Planning Boards were given flexibility of when the tool would be distributed, as long as it was completed and the results compiled by March 31st, 2015.

PROCESS

- The Northern Boards chose to target a set number of employers for this year. The group opted for an evidence-based approach.
- Based on the most recent labour market indicator data (June 2013), each Board was to survey at minimum, 5% of the top ten industries sectors by number of employers. Individual boards had the option to add to the list of sectors based on their region's realities.
- The Employer One survey was available online between Oct and Dec 2014. The data collection and compilation was done in Jan and Feb 2015. During the month of March, a pan-northern report was produced which involved a roll-up of the results from across the Northern Ontario Region.

RESPONSE RATE

- For this first year of Employer One, in the FNETB region, a total of 114 employers (88 complete) answered the survey (*the target was 270*)
- Collectively, responding companies employ a total of 6,401 workers, 86% of which are permanent full-time employees. That number represents 9.5% of the total employed workforce in the region.
- This was the second employer survey administered by the FNETB in 2014, with the first survey generating a total of 386 responses. Interestingly, both surveys point to the same occupations in terms of forecasted employment opportunities, hiring challenges, and required skills and competencies.

Separations and New Hires

Past 12 months

Employer One Survey Results		FNETB	
Total No. of Companies responding to survey		114	
Total # of Companies with Separations		62	
Total # of Separations - past 12 month		845	
No. of Quits	% of Total Number of Separations	369	43.7
No. Retirements		78	9.2
No. Temp. lay off		246	29.1
No. of Other		152	18.0
Total # of Companies with Hires		66	
Total Number of Hires - past 12 months		1182	
No. of Permanent FT	% of Total Number of Hires	623	52.6
No. of Temporary FT		423	35.8
No. of Permanent PT		98	8.3
No. of Temporary PT		36	3.0
No. of Ind. Contractor		2	0



Separations and New Hires

Past 12 months, by Broad Occupational Categories

	Broad Occupational Categories									
	Managers and Executives	Professionals (eg. Engineers, Accountants)	Technical	Trades (Journey person)	Apprentices	Sales and Marketing	Administrative and Clerical	Production Worker	Service Worker	Other
Separations – Far Northeast Training Board										
Quits	10	9	3	22	5	9	10	143	65	82
Retirements	5	1	1	20	0	1	5	39	2	4
Temporary Lay-Off	2	1	0	30	4	0	6	198	3	2
Other	3	9	5	17	1	5	12	54	9	6
Total	20	20	9	89	10	15	33	434	79	94
Hires – Far Northeast Training Board										
Permanent Full Time	16	21	19	83	26	10	25	161	50	220
Permanent Part Time	7	2	1	3	0	0	2	30	39	5
Temporary Full Time	100	17	21	3	0	0	23	160	3	95
Temporary Part Time	2	0	0	0	0	4	3	7	20	1
Contractor	0	0	0	0	0	1	0	0	0	7
Total	125	40	41	89	26	15	53	358	112	328
Net Job Creation / (Loss)	105	20	32	0	16	0	20	(-76)	33	234

Largest Number of New Hires by Specific Occupations

80 different specific occupations were named. The following is a list of occupations with at least 20 new hires

Occupations	Number
Construction Workers and Labourers	117
Produce Clerk	60
Mine Operations Equipment Operators	59
Sawmill and Planer Workers and Labourers	46
Millwrights	44
Cashier and Front End Clerks	40
Housekeeping	39
Heavy Equipment Operators	30
Process Plant Operator	30
Cleaners	27
Waitress and Servers	27
Truck Drivers	22
Front Counter Workers	20
Production Workers	20
Welders	20



Geographic Target Areas For Recruitment

- For the most part, responding employers recruit within the FNETB region (74%) with smaller proportions in other jurisdictions: Ontario (17%), Canada (7%) and international (3%).

Geographic Area	Number of Employers
Within the FNETB Region	62
Within the Province	19
Within the rest of Canada	7
Internationally	3



Top 10 Recruitment Methods by Frequency of Use

Recruitment Methods	Frequency of Use
Word of mouth / Personal Contacts / Referrals / informal networks	93
Online job boards / postings	49
Newspaper Ads	46
Unsolicited resumes	34
Company's Own Internet Site	34
Government employment centres or websites	31
On-Site job signs or posters	26
Job fairs	15
Other	11
Non-government or community employment service centres or websites	10



Use of employment service agencies

Figure A

Use of free employment service agencies

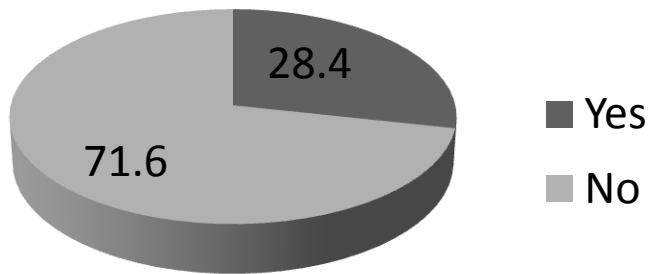
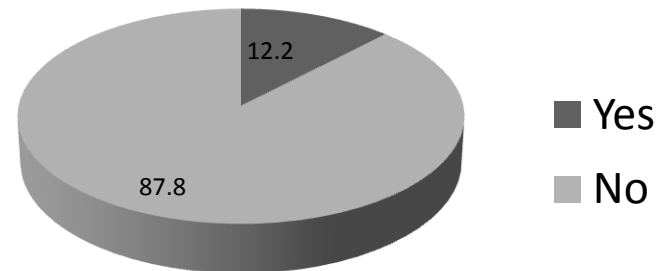


Figure B

Use of a paid recruitment agency



HARD TO FILL POSITIONS

When asked if the occupations with the highest frequency of new hires were hard to fill positions, 61.1% of respondents indicated that they were hard-to-fill positions. The reasons mentioned most often by responding employers in regards to hard-to-fill positions are:

- Not enough applicants
- Applicants not meeting qualifications (education level/credentials)
- Applicants not meeting skills
- Applicants not meeting motivation, attitude, or interpersonal abilities
- Applicants not meeting work experience.



Number of Expected New Hires

Next 12 months - by Occupational Category and Type of Employment

	Full-Time		Part-time		Independent Contractor		Total	
	#	%	#	%	#	%	#	%
Managers and Executives	12	2.0	52	8.6	1	0.2	65	10.8
Professionals (eg. Engineers, Accountants)	14	2.3	0	0.0	1	0.2	15	2.5
Technical	10	1.7	2	0.3	0	0.0	12	2.0
Trades (journeypersons)	59	9.8	18	3.0	0	0.0	77	12.8
Apprentices	12	2.0	2	0.3	0	0.0	14	2.3
Sales and Marketing	7	1.2	4	0.7	0	0.0	11	1.8
Administrative and Clerical	10	1.7	7	1.7	0	0.0	17	2.8
Production Worker	116	19.2	162	26.9	0	0.0	278	46.1
Service Worker	44	7.3	51	8.5	1	0.2	96	15.9
Other	9	1.5	7	1.7	2	0.3	18	3.0
Total	293	48.6	305	50.6	5	0.8	603	100



SKILLS IN HIGHEST DEMAND BY FREQUENCY

Work ethic	133
Self-motivation	127
Problem solving/Analytical skills	115
Teamwork	96
Communications	89
Customer/client service	79
Professionalism	69
Time management skills	60
Motivation/willingness to learn	59
Computer skills	47
Technical skills	30



Most Common Source of Training by Frequency

Source of training/education	Number of jobs
College (including continuing studies)	23
University (including continuing studies)	5
Distance/Online education	26
Industry and professional association	32
Peer-to-Peer	36
On-the job	73
Other	10
TOTAL	205

Support for Training and Education Opportunities

Support for training/education	Number of jobs
Fund it (fully or partially)	71
Offer flexibility in work schedule	37
Supply information on career advancement	28
Other	14
TOTAL	150



Challenges and Barriers to Offering More Training Opportunities

Greatest challenges/barriers	#	%
Cost	26	54.2
Awareness of existing training programs	15	31.3
Awareness of training support programs	15	31.3
Relevant training is not offered locally (FNETB Region)	13	27.1
Distance to travel to facility	23	47.9
Losing trained employees to other business	20	41.7
Awareness of legislated training	5	10.4
Loss of productivity during training time	25	52.1
Other	3	6.3

