



2018-2019 Workforce Development Issues in Hornepayne Survey Results

Prepared for Township of Hornepayne

February 2019



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i. Introduction

The Hornepayne Economic Development Corporation has been contracted by the Township of Hornepayne to complete a Labour Force Study. The first step is to complete a Workforce Preparedness Survey. The HEDC will work collaboratively in examining issues with a view to providing guidance including multi-party approaches to address labour shortage concerns.

Objectives:

- Highlight workforce development issues in the Township of Hornepayne & Region;
- Proposed workforce development priorities for the Township of Hornepayne; and
- Required resources and timing for Township of Hornepayne workforce preparedness components.

The HEDC's first action item was to produce a survey for local employers to complete in order to clearly determine the challenges they are facing when it comes to hiring and keeping new employees. This brief report outlines the results from the survey providing baseline data for the HEDC to review and action plan on.

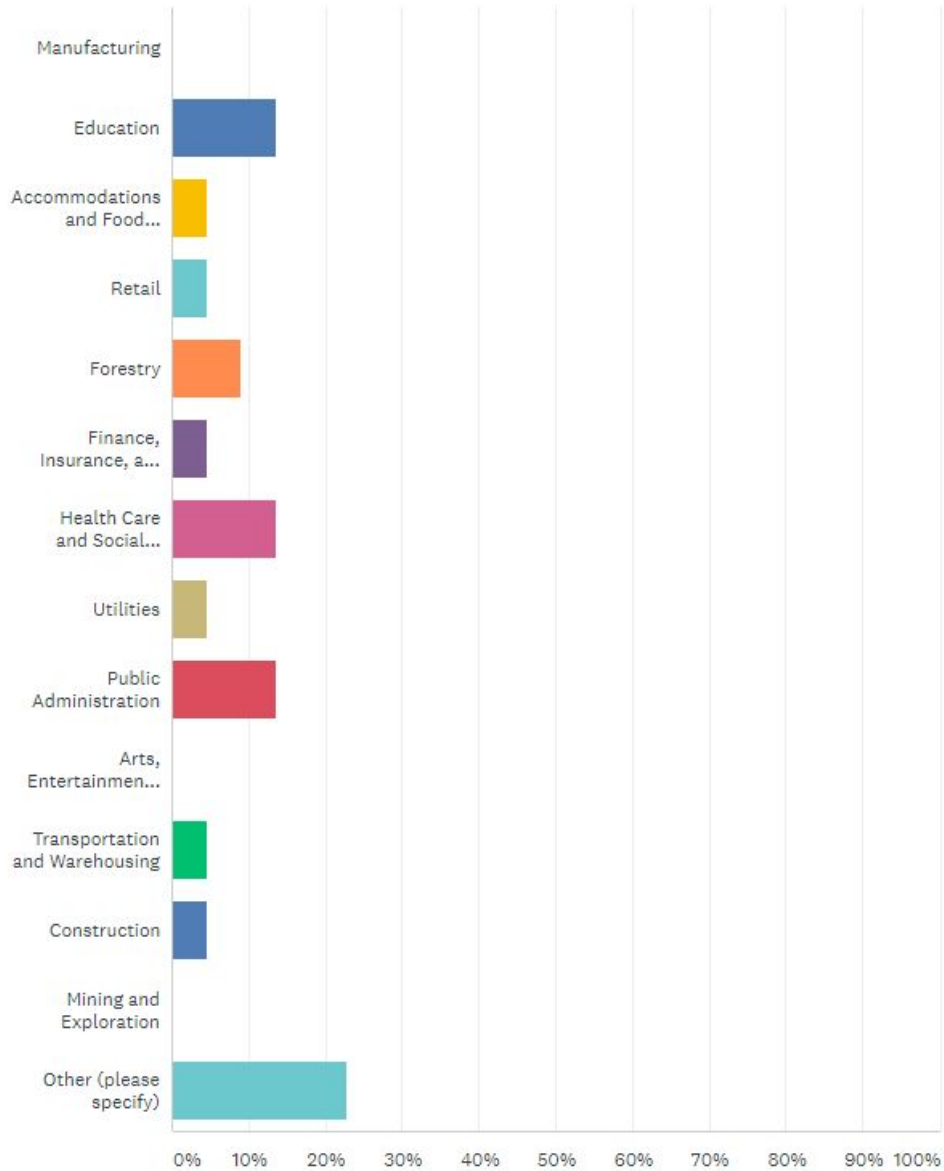
Hornepayne Survey reaped 22 survey results; however some answers may reflect more responses as some questions allowed multiple answers.

ii. Results

1. Sectors

Please choose the sector that best describes your organization:

Answered: 22 Skipped: 0

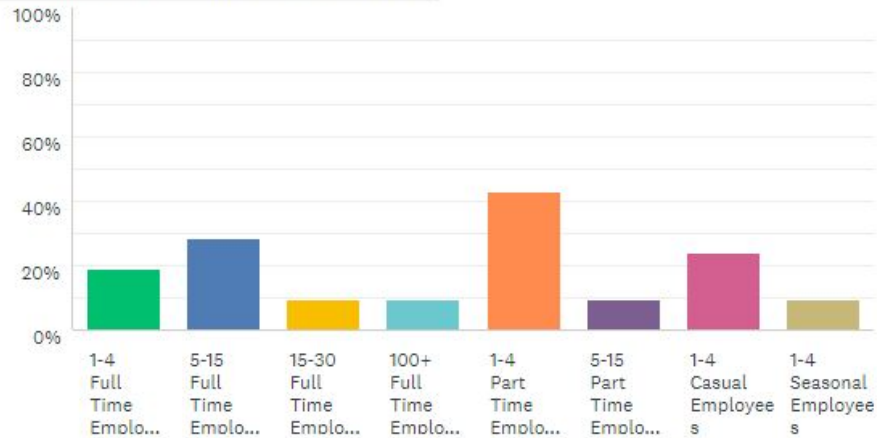


2. Employees

How many employees do you currently have working for your organization?

Answered: 21 Skipped: 1

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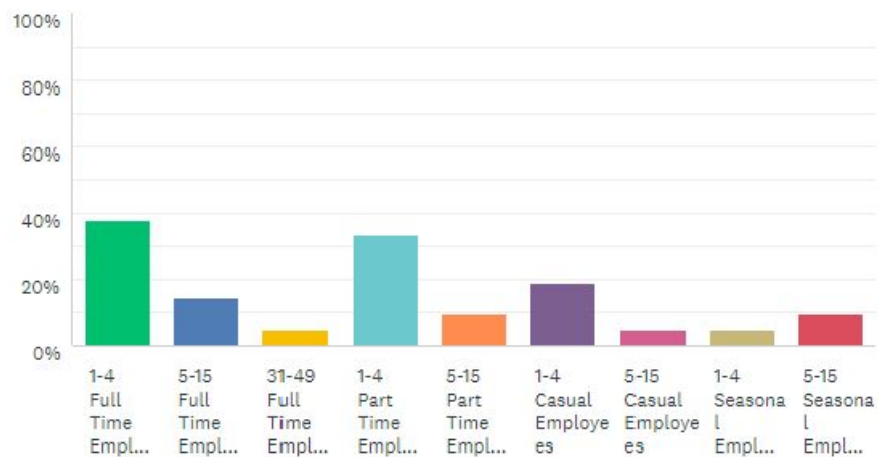


Comments - no employees owner/operator run, lots of casual staff

3. Employee Recruitment

How many positions have you actively recruited for in the past 2 years?

Answered: 21 Skipped: 1

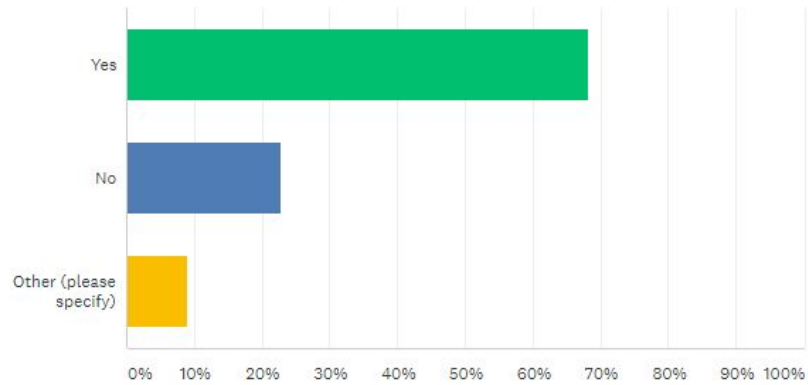


Comments - seasonal are summer students, also recruiting physicians

4. Difficulty recruiting

Have you experienced any difficulty recruiting and hiring local qualified candidates for these positions in the last two years?

Answered: 22 Skipped: 0



Any difficulty Recruiting?

Yes 68%

No 23%

Other 9%

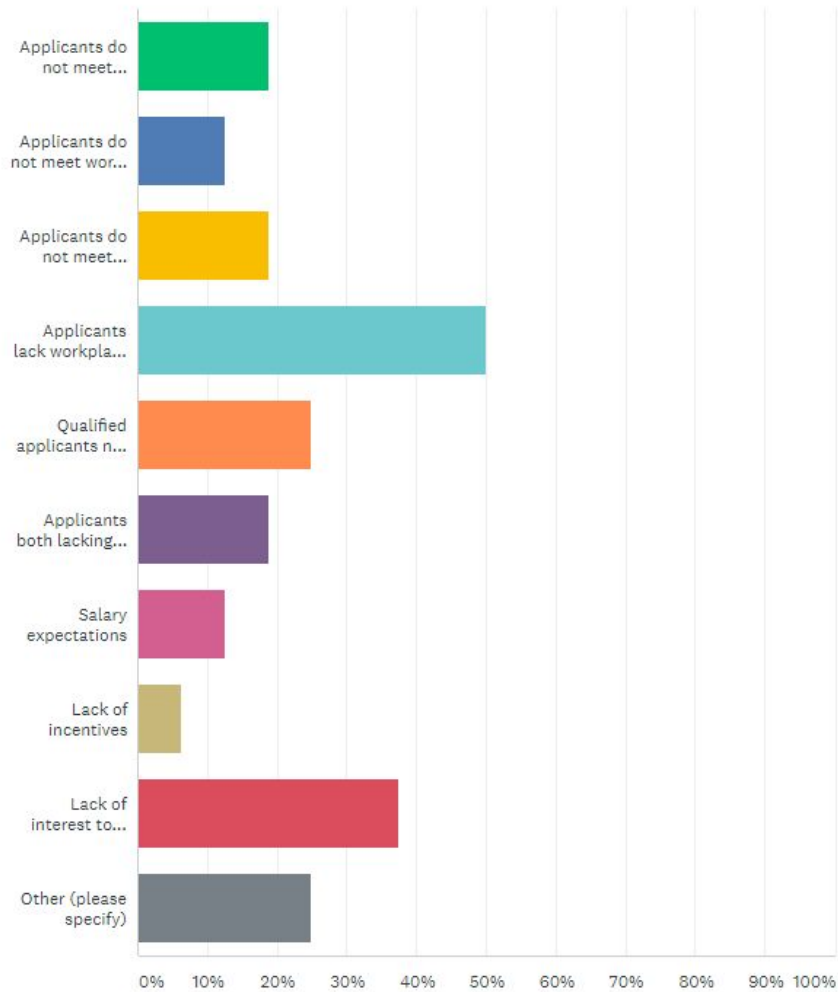
5. Difficulty recruiting

Yes 68%

If you answered yes to the previous question, please select the primary reason for the difficult recruiting?

If you answered yes to the previous question, please select the primary reason for the difficult recruiting?

Answered: 16 Skipped: 6

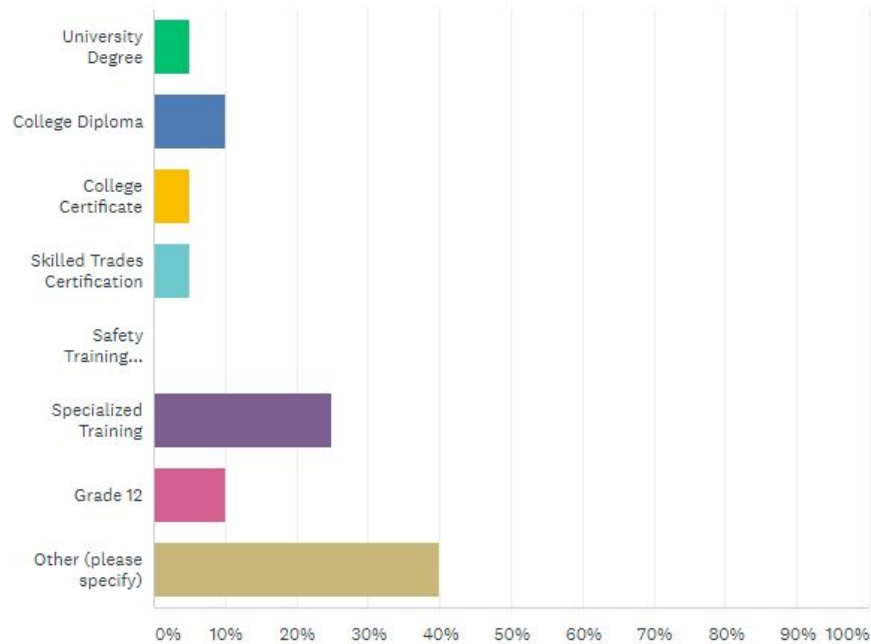


28% Other: Qualified applicants not willing to relocate to this area; lack of interest is driving long-haul trucks, and especially hard to get seasonal workers

6. Qualifications Lacking

What best describes the qualifications job applicants' lack?

Answered: 20 Skipped: 2

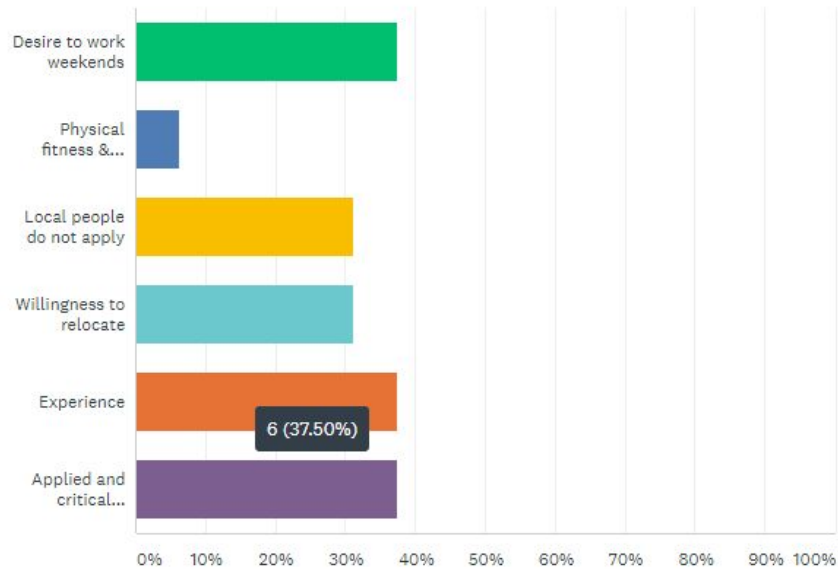


Other: Lack Smart serve & Food handlers training, dedication to report to work when required, work ethic and dedication to the organization, lack of people wanting to drive, and for full time, work and formal education experience, for seasonal just a lack of applicants.

7. Specialized Qualifications Lacking

What other specialized training or other qualifications do job applicants' lack?

Answered: 16 Skipped: 6



8. Comments: This question allowed the respondent to comment further on workforce issues, below is a summary of the results from question 8 and also further issues that were filled out in question 6 & 7.

-OCWA Employs 3 operators in Hornepayne ON

-Some interest in applying ,however they do not want to pay for obtaining a smart serve certificate

-The right person is very difficult to find in specific areas

-Finding local staff that are willing to work on our schedule and requirements is very difficult. They want to set their own hours, schedules and duties.

-Lack of applications No interest in applying Requires Smart serve certification No customer service skills

-Lack people who want to work but want to collect a paycheck.

-Shortage of skilled tradesmen.

-Generally, I believe people are being drawn to the high wage jobs, leaving a glut in the service industry as well as the seasonal department. There are also fewer students here than before and it seems there are some that are just not motivated to work, at least not for the wage we can offer.

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Reason for Difficulty...

Applicants do not meet educational requirements 55%

Applicants do not meet work experience requirements 38%

Applicants do not meet technical skills requirements 25%

Applicants lack workplace familiarity / motivation / attitude 38%

Other

Qualification Lacking...

University

College Diploma/Certificate

Skilled Trades Certification

Safety Training (Smart Serve, Food Handlers)

Specialized Training

Grade 12 Other

Summarized Comments to issues

Recruitment of healthcare of professionals

Applicants decline job offer

Trades Employees relocate

Lack of experience

Lack of incentives

Salary Expectations

Lack of interest to work

iii. Closing Remarks

The data results were collected by Survey Monkey managed by HEDC in a survey for respondents. This report has been compiled to summarize that data collected in a more readable format for the Township of Hornepayne to review and action plan on. As indicated in the responses it is evident there are several common barriers and issues being faced by Employers in the Township of Hornepayne, however, further data analysis and recommendations will be implemented by the contactor.

To contact; please email hedc2010@gmail.com

Survey Statistics

ANSWER CHOICES		RESPONSES	
Contact Person	Responses	100.00%	22
Company/Employer	Responses	95.45%	21
Address	Responses	81.82%	18
Address 2	Responses	36.36%	8
Town	Responses	90.91%	20
Province	Responses	90.91%	20
Postal Code	Responses	86.36%	19
Country	Responses	0.00%	0
Email Address	Responses	95.45%	21
Phone Number	Responses	86.36%	19