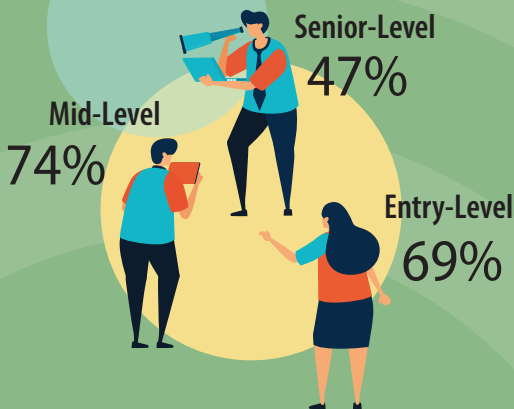


2022

## PEEL HALTON EMPLOYER SURVEY

# Recruitment of Workers in a Tight Labour Market

Percentage of Job Recruitment (6 months preceding the survey) based on skill levels:



The focus of the survey was on recruitment challenges faced by employers, skill gaps, and remote work.

Job recruitment based on skill levels across Industries:

Manufacturing and Transportation & Warehousing firms were about twice as likely as all other firms to have been hiring in all three categories Entry-level Mid-level Senior-level (around 40% of firms in both industries).

40%+

- Manufacturing
- Transportation
- Warehousing

Over 30% of employers recruited more than 20 entry-level positions:

30%+

- Accommodation & Food Services
- Administrative & Support
- Waste Management
- Finance & Insurance

Over 15% of employers recruited more than 20 mid-level positions:

15%+

- Administrative & Support
- Waste Management
- Finance & Insurance
- Transportation & Warehousing

# Recruitment Challenges

## Recruitment of Workers in a Tight Labour Market

Around half of the employers (52%) mentioned facing a very high degree of recruitment challenges in relation to entry-level occupations, and an even higher 61% to 62% mentioned it was very challenging also for mid-level and senior-level occupations.

Almost two-thirds (63%) of employers agreed that the lack of job candidates for each level of occupation was a recruitment challenge that arose very often.

This degree of the challenge was even more pronounced in the following categories:

Entry-Level Occupations	Mid-level Occupations	Senior-Level Occupations
		
Employers in Halton and Employers with 1-4 employees	Construction sector employers	Employers with 1-4 employees

Otherwise, the next two challenges by level of occupation were as follows:

Entry-Level Occupations	Mid-level Occupations	Senior-Level Occupations
The job candidate did not appear job ready	Lacked the experience qualifications we were looking for	Lacked the experience qualifications we were looking for
Lacked the experience qualifications we were looking for	Wage expectations are higher than what we were offering	Wage expectations are higher than what we were offering

Low levels of commitment to a job on the part of many job candidates, being ghosted for a job interview or having new hires quit work after a few days were other few areas of concern that came up.

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# Employee Recruitment Strategies

## PEEL HALTON EMPLOYER SURVEY Recruitment of Workers in a Tight Labour Market

Employers used the same strategies **whether recruiting for entry-level, mid-level or senior positions**. Only the order of importance assigned to each strategy varied slightly:



The two least likely recruitment strategies used across all three levels of occupations were:



Placing advertisements in traditional media



Offering a signing bonus

The Manufacturing sector made greater use of a multitude of different strategies when trying to recruit for entry-level positions.

Employers were equally divided between the following two options when asked how they would respond to difficulty in finding the right job candidate for a mid-skilled or high-skilled position:

45%

*Hire someone with the right soft skills who is a good fit with your organization and then provide them with the necessary training*

41%

*Keep searching until you find someone with the right technical skills*

Only 17% said they would be very likely to adjust the offered wage (although 58% said they would be somewhat likely to adjust the wage). A larger proportion was not likely to adjust either the experience or the education requirements.



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## Sought-after Soft Skills

## PEEL HALTON EMPLOYER SURVEY Recruitment of Workers in a Tight Labour Market

The most important soft skills cited by employers for entry-level occupations are **Communication Skills** followed by **Positive Attitude**.

The other soft skills commonly cited by employers were **Teamwork; Willingness to Learn; Interpersonal Skills; Punctuality; and Self-starter**.

## Addressing Skill Shortages



Employers should partner more with educational institutions, to inform curriculum and help prepare students for employment



Job candidates should do more to better prepare themselves for the labour force



Employers should provide more training to new or existing employees

## Remote Work



Employers with 100 or more employees are much more likely to make use of hybrid work arrangements for non-essential employees.

There had been a shift towards remote work during the pandemic as 61% of the non-essential employees primarily worked in the office space as compared to 92% prior to COVID.

27% OF EMPLOYERS

Non-essential employees work 30-70% from home

18% OF EMPLOYERS

Non-essential employees work 80-100% from home



It appears that a significant minority of employers now rely on either hybrid work or largely remote work.