Training & Employment Network: Key Survey Findings

November 1, 2020

About the Training and Employment Network

The Training and Employment Network (TEN) works with chambers across Saskatchewan to identify gaps in regional labour markets and create opportunities for employers and workers. The intent of the TEN is to provide clear and locally coordinated pathways for workers to be identified, as well as to present learning opportunities to enhance skills using a combination of existing and new training for employers.

The TEN is specifically targeted to underrepresented groups including Indigenous peoples, women, gig workers, youth workers (ages 18-24), students (under 18), and newcomers (in Canada less than 5 years).

The Saskatchewan Chambers' Training and Employment Network (TEN) is funded through Western Economic Diversification Canada (WD) and administered through the Saskatchewan Chamber of Commerce (SCC).

About the Survey

The TEN Survey was circulated to businesses across the province to identify current labour demands by region. Using localized survey analysis, chambers of commerce are working to develop and implement action plans specific to their communities. Community Action Plans will include elements such as training offerings, community attraction guides, labour market research and sponsorship opportunities.

The TEN Survey was open from October 5, 2020 to October 23, 2020 and received 578 total responses.

Overall Survey Findings

General key findings:

- 20.1% of responses are from Saskatoon & area (excluding Warman & Martensville).
    - 17.3% from Lloydminster.
    - 14.5% from Warman & Martensville.

- 47% of respondents are owners of their business.
- 17.6% of respondents described their business as the catch-all “Other” category.
    - “Other” responses included: Accounting, Advertising, Auto Repair, Beauty Trade & Retail, Funeral Industry, Plumbing & HVAC, Waste & Recycling, etc.
- On average, 51.2% of respondents estimated employing between 0-10 employees, or full-time equivalent employees.
- 97.6% of respondents do not identify as a newcomer to Canada (in Canada 5 years or less).
- 40% of respondents are not currently hiring, but plan to hire in the next 3 years.
    - 31% of respondents are currently hiring.
- 43.3% of respondents indicate that in general, their business’s biggest barrier to hiring is lack of applicants with experience.
    - 26.1% of respondents indicate lack of applicants with professional/soft skills.
    - 26% of respondents indicate lack of applicants with technical skills.

Key findings related to Indigenous people in the workforce:

- 78.8% of respondents have 0-10 employees at their business that self-identify as Indigenous.
- The mean/average is 9.7% employees that self-identify as Indigenous.
- 29.1% of respondents are *very interested* in hiring more Indigenous workers.
- 43.6% of respondents indicate that their business’s biggest barriers to hiring Indigenous people is lack of applicants applying for employment.
    - 34.4% indicate lack of applicants with experience.
    - 22.7% indicate lack of applicants with technical skills.

Key findings related to newcomers (in Canada 5 years or less) in the workforce:

- 84.9% of respondents have 0-10 employees that are considered newcomers.
- The mean/average is 6.6% employees that are considered newcomers.
- 25% of respondents are *neutral* on hiring more newcomers.
- 31.5% of respondents indicate that their business’s biggest barriers to hiring newcomers is lack of experience.
    - 27.7% indicate lack of applicants with professional/soft skills (including language).
    - 25% indicate lack of applicants applying for employment.

Key findings related to women in the workforce:

- 17.5% of respondents have 91-100 employees that are women.
- The mean/average is 53.5% employees are women.
- 35.7% of respondents are *very interested* in hiring more women.
- 25.8% of respondents indicate that their business's biggest barriers to hiring women is that all positions are filled.
    - 23.4% indicate lack of applicants applying for employment.
    - 21.8% indicate lack of applicants with experience.

Key findings related to youth workers (ages 18-24) in the workforce:

- 66.4% of respondents have 0-10 employees that are considered youth workers.
- The mean/average is 12.4% employees are youth workers.
- 65.2% of respondents say their business *does not* currently participate in a work experience program for students.
    - 34.8% do currently participate in a work experience program for students.
- 23.5% of respondents are *very interested* in participating in a work experience program for students in the future.
    - 20.2% of respondents are *not at all interested*.
- 26% of respondents are *neutral* on hiring more youth workers.
- 33.3% of respondents indicate that their business's biggest barriers to hiring youth workers is lack of applicants with experience.
    - 26.2% indicate lack of applicants applying for employment.
    - 24.1% indicate that all positions are filled.

Key findings related to students (under 18 years of age) in the workforce:

- 92.1% of respondents have 0-10 employees that are considered students.
- The mean/average is 3% employees are students.
- 65.2% of respondents say their business *does not* currently participate in a work experience program for students.
    - 34.8% do currently participate in a work experience program for students.
- 23.5% of respondents are *very interested* in participating in a work experience program for students in the future.
    - 20.2% of respondents are *not at all interested*.
- 47.3% of respondents are *not at all interested* in hiring more students.
- 25.1% of respondents indicate that their business's biggest barriers to hiring students is that all positions are filled.
    - 24.6% indicate lack of applicants with experience.

  - 24.6% indicated the catch-all “Other” category.
    - “Other” responses included: Age restrictive industry, Not meeting education requirements, lack of work ethic, not enough resources to train and supervise, too physical demanding, Require significant experience, etc.

Key findings related to contracted individuals or gig workers in the workforce:

- 64.9% of respondents *do not* work with contracted individuals or gig workers to fill labour-related gaps.
  - 35.1% *do* work with contracted individuals or gig workers to fill labour-related gaps.
- 44.8% of respondents use contracted individuals or gig workers in the catch-all ““Other”” category.
  - “Other” responses included: Art & Photography, Delivery Drivers, General & Casual Labour, Construction, Human Resources, Legal Services, Janitorial, Safety Training, etc.
  - 38.4% use contracted individuals or gig workers for Computer & IT.
  - 33.5% use contracted individuals or gig workers for Communications, website, and social media management.
- 45.4% of respondents are *not at all interested* in using contracted individuals or gig workers in the future.
  - 18.6% of respondents are *very interested* in using contracted individuals or gig workers in the future.
- 43.1% of respondents are interested in using contracted individuals or gig workers in Communications, website, and social media management.
  - 36.5% of respondents are interested in using contracted individuals or gig workers in Computer & IT
  - “Other” responses included: Emergency Management, Food Service, Inventory, Marketing, Sales, Trucking, etc.