



# 2016 Workforce Development Issues in Greenstone Survey Results

*Prepared for Greenstone Workforce Preparedness Committee*

*August 2016*

**REPORT FOR PUBLIC DISTRIBUTION**



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## **i. Introduction**

The Greenstone Workforce Preparedness Committee was created pursuant to the mutual goal of engaging in meaningful and ongoing discussions and information sharing about anticipated workforce preparedness for the Greenstone region. The Committee 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 Greenstone Region;
- Proposed workforce development priorities for the Greenstone Region; and
- Required resources and timing for Greenstone workforce preparedness components.

The committee is comprised of the following representative groups: Confederation College, Greenstone Gold Mines, GEDC Business Centre, MTW Employment Services, Contact North, Greenstone Regional Skills Centre, Municipality of Greenstone, Thunderbird Friendship Centre and Private Sector; with Ex-Officio members FedNor and Ministry of Northern Development and Mines (MNDM)

The Committee'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 French and English surveys providing baseline data for the committee to review and action plan on.

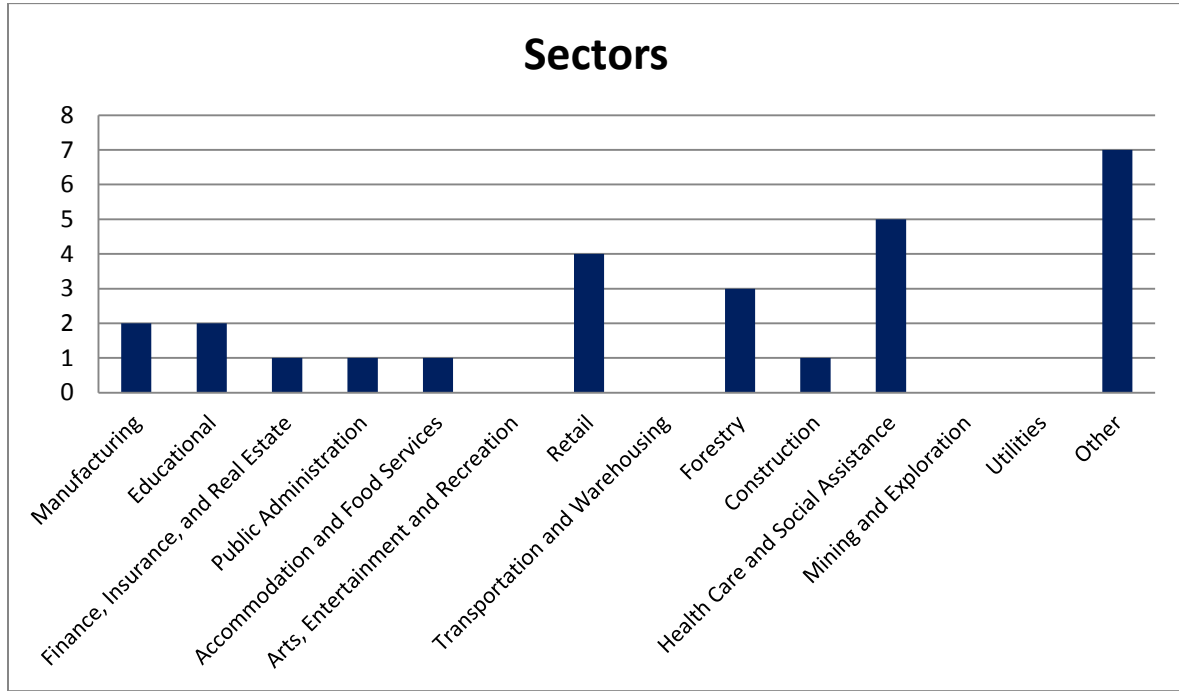
Greenstone Survey reaped 25 survey results (21 English and 4 French); however some answers may reflect more responses as some questions allowed multiple answers. The survey was offered in both official languages where the results have been compiled into one document.

*Note:*

*The original version of this report has been revised for public distribution in order to retain confidentiality. The committee felt it was important to make the report available to bring awareness of the Workforce Development Issues in Greenstone, in order to help community partners come together in attempt to address them.*

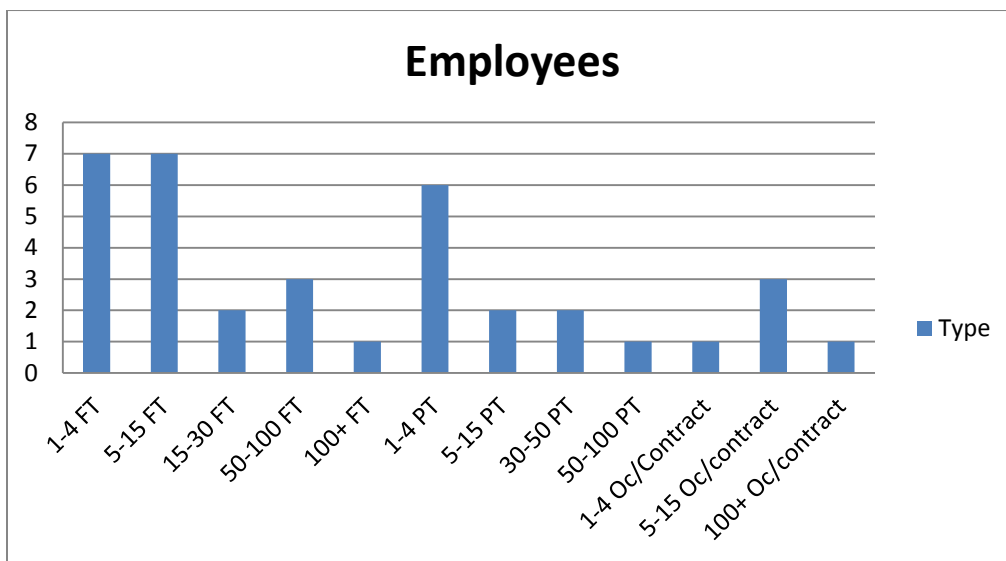
**ii. Results**

**1. Please choose the sector that best describes your organization:**



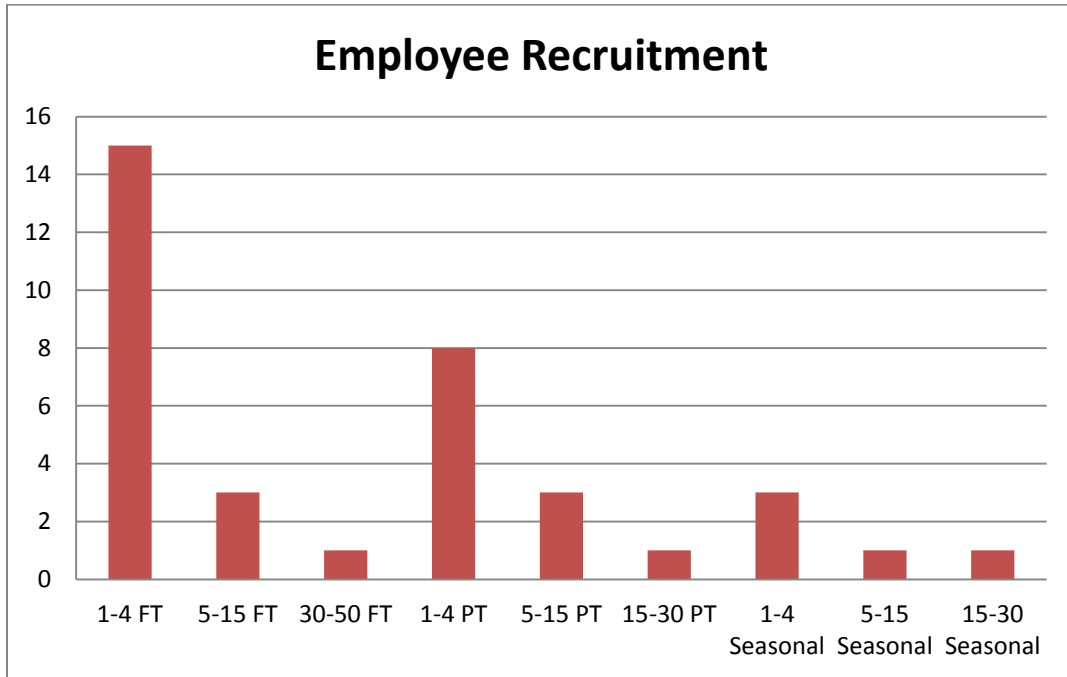
*Other - Corporation, Employment, Wine-making, Emergency Response, CFDC*

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



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

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



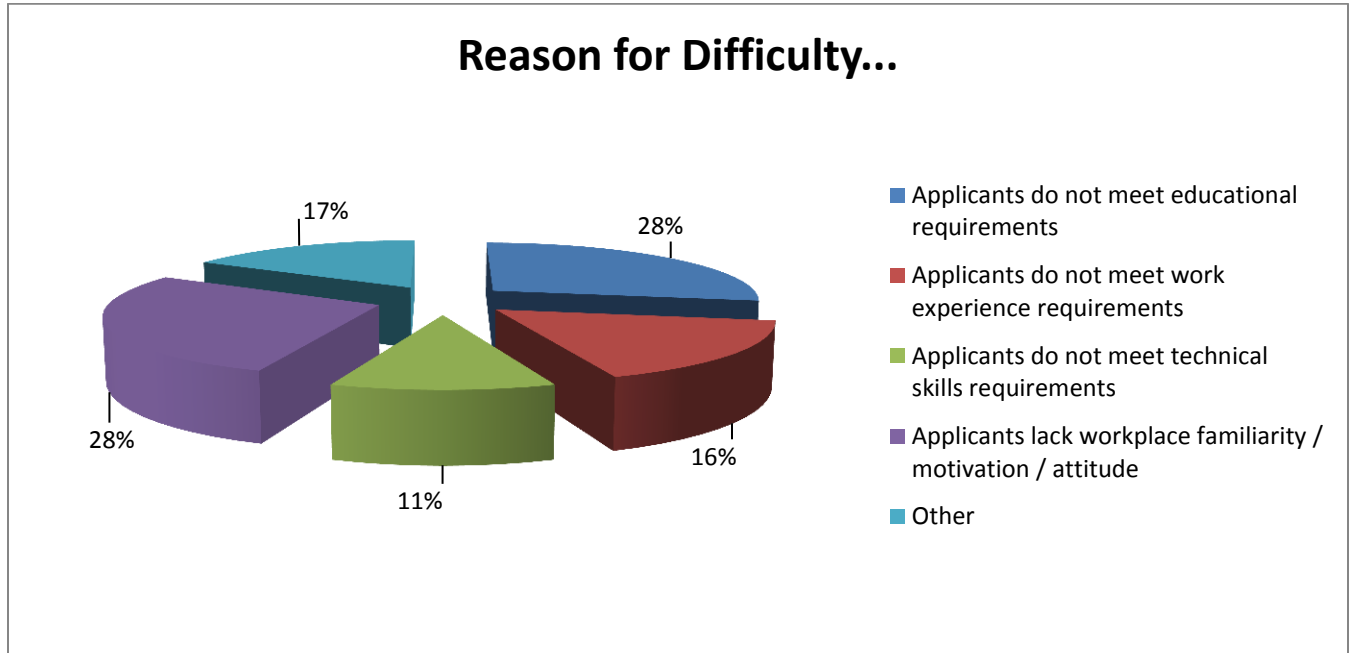
Comments - seasonal are summer students, also recruiting physicians

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



Other - NA, Trades

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



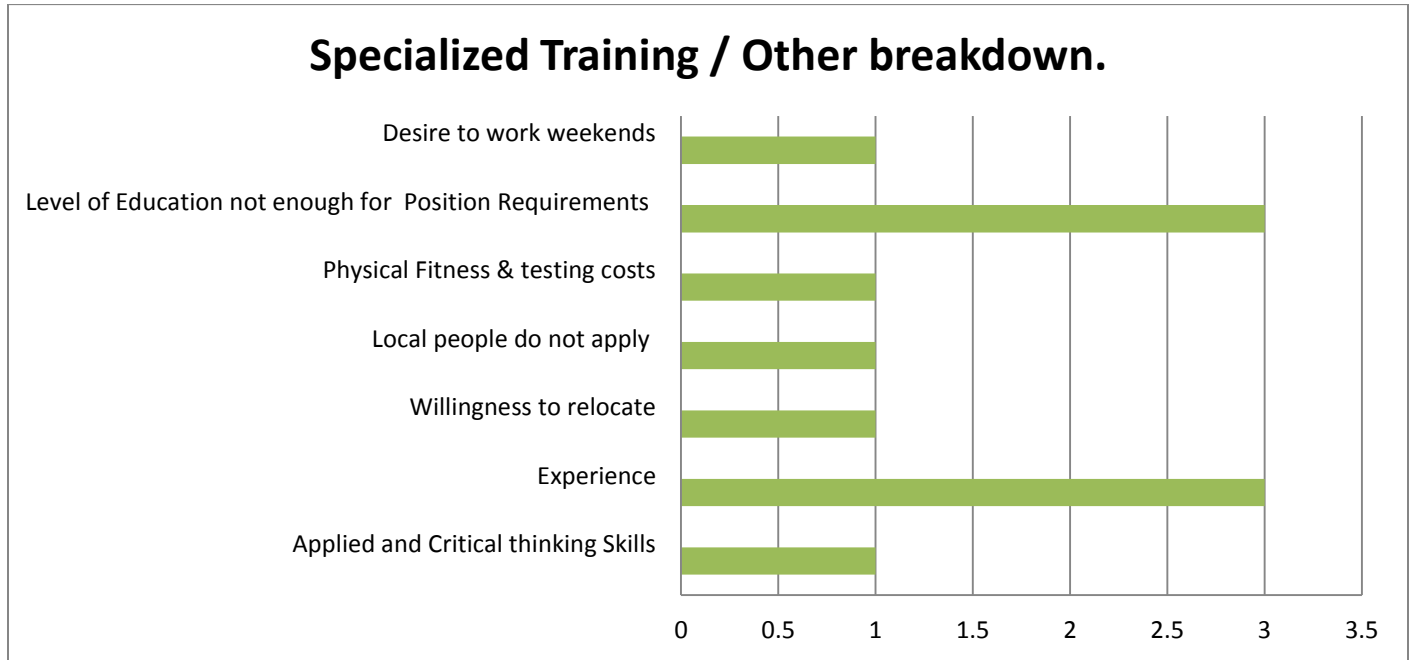
*Other: Qualified applicants not willing to relocate to this area; it's both lacking education and experience of the role; not a lot of people post their resume.*

**6. What best describes the qualifications job applicants' lack?**



*Other: see chart on next page*

For Question 6, there were a few comments made for the Specialized Training and Other options which can be viewed in the following chart:



### 7. Comments:

This question allowed the respondent to comment further on workforce issues, below is a summary of the results from question 7 and also further issues that were filled out in question 8. Due to confidentiality reasons the full responses cannot be shared.





**8. Optional: contact information.**

Due to confidentiality reasons this information cannot be shared.

**iii. Closing Remarks**

The data results were collected by Survey Monkey managed by GEDC in two separate surveys for French and English respondents. This report has been compiled to summarize that data collected in a more readable format for the Workforce Preparedness Committee 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 Greenstone Area, however, further data analysis and recommendations will be implemented by the committee.

*To contact the committee; please email [info@gedc.ca](mailto:info@gedc.ca) and we will forward your request onto the committee.*

