



# Employment Forecast Survey

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For the 1st Quarter of 2019

Created by the Job Developers of the Employment Help Centre  
January 2019

**EMPLOYMENT  
ONTARIO**

This *Employment Ontario* service is funded by the Ontario government.

The Employment Help Centre Employment Forecast Survey is released quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter in the West Niagara area.

The views expressed in this publication are based on the results and findings of a survey conducted by the Employment Help Centre and do not necessarily reflect those of the Ministry.



## Employment Forecast Survey – Lincoln, Grimsby & West Lincoln

The Employment Help Centre (EHC) *Employment Forecast Survey* for the First Quarter of 2019 was conducted by our team of Job Developers by performing telephone interviews with local employers in the Lincoln, Grimsby and West Lincoln areas. The total number of local businesses in our survey for the First Quarter was 580 employers. Our findings are based on a sample of 290 surveys that were completed. The percentage of employers that completed our survey was 50%.

All survey participants were asked, “Over the course of the next 3 months and based on your current business demands, are you forecasting that your company will need to: Increase Staff, Decrease Staff or Remain the Same?”

Overall employers in the Lincoln, Grimsby and West Lincoln area anticipate a significant increase in hiring needs during the First Quarter of 2019, increasing from the hiring activities of the previous Fourth Quarter of 2018. We can also anticipate seasonal hiring activities will increase in comparison to the First Quarter of 2018. Our results show that 45% of employers expect staffing levels to increase; 1% forecast a decrease, and the majority of employers (54%) foresee no change in their staffing levels. The Net Employment Forecast continues to remain very healthy and at a seasonal average of +44% in the First Quarter of 2019. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>1<sup>st</sup> Quarter 2019</b>	<b>45%</b>	<b>1%</b>	<b>54%</b>	<b>+ 44%</b>
<b>4<sup>th</sup> Quarter 2018</b>	36%	6%	58%	+ 30%
<b>3<sup>rd</sup> Quarter 2018</b>	33%	5%	62%	+ 28%
<b>2<sup>nd</sup> Quarter 2018</b>	45%	0%	55%	+ 45%
<b>1<sup>st</sup> Quarter 2018</b>	34%	2%	64%	+ 32%

When broken down by industry sectors, employers in the Lincoln, Grimsby and West Lincoln area are predicting a significant increase to staffing levels. All five industry sectors that were surveyed for the First Quarter anticipate a steady increase in staffing levels. The largest growth in jobs is anticipated to come in the **Manufacturing Sector** with a net of 69% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>Service</b>	41%	0%	59%	+ 41%
<b>Retail /Wholesale</b>	36%	5%	59%	+ 31%
<b>Hospitality</b>	59%	0%	41%	+ 59%
<b>Manufacturing</b>	69%	0%	31%	+ 69%
<b>Construction</b>	39%	0%	61%	+ 39%

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## Employment Forecast Survey – Grimsby

The Employment Help Centre (EHC) *Employment Forecast Survey* for the First Quarter of 2019 was conducted by our team of Job Developers by performing telephone interviews with local employers in the Grimsby area. The total number of local business in our sample for the First Quarter was 222 employers. Our findings are based on a sample of 98 surveys that were completed. The percentage of employers that completed our survey was 44%.

All survey participants were asked, “Over the course of the next 3 months and based on your current business demands, are you forecasting that your company will need to: Increase Staff, Decrease Staff or Remain the Same?”

Overall employers in the Grimsby area anticipate a healthy increase in hiring needs during the First Quarter of 2019, with a significant increase expected in comparison to the hiring activities of the previous Fourth Quarter of 2018. We can anticipate seasonal hiring activities will have a large increase in comparison to the First Quarter of 2018. Our results show that 51% of employers expect staffing levels to increase; 1% forecast a decrease and 48% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains strong at +50% for the First Quarter of 2019. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>1<sup>st</sup> Quarter 2019</b>	<b>51%</b>	<b>1%</b>	<b>48%</b>	<b>+ 50%</b>
<b>4<sup>th</sup> Quarter 2018</b>	27%	2%	71%	+ 25%
<b>3<sup>rd</sup> Quarter 2018</b>	35%	1%	64%	+ 34%
<b>2<sup>nd</sup> Quarter 2018</b>	48%	0%	52%	+ 48%
<b>1<sup>st</sup> Quarter 2018</b>	36%	1%	63%	+ 35%

When broken down by industry sectors, employers in the Grimsby area are predicting a positive increase to staffing levels. All five industry sectors that were surveyed for the First Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Manufacturing Sector** with a net of 100% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>Service</b>	45%	0%	55%	+ 45%
<b>Retail /Wholesale</b>	50%	7%	43%	+ 43%
<b>Hospitality</b>	77%	0%	23%	+ 77%
<b>Manufacturing</b>	100%	0%	0%	+ 100%
<b>Construction</b>	30%	0%	70%	+ 30%

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## Employment Forecast Survey – Lincoln

The Employment Help Centre (EHC) *Employment Forecast Survey* for the First Quarter of 2019 was conducted by our team of Job Developers by performing telephone interviews with local employers in the Lincoln area. The total number of local business in our sample for the First Quarter was 219 employers. Our findings are based on a sample of 102 surveys that were completed. The percentage of employers that completed our survey was 47%.

All survey participants were asked, “Over the course of the next 3 months and based on your current business demands, are you forecasting that your company will need to: Increase Staff, Decrease Staff or Remain the Same?”

Overall employers in the Lincoln area anticipate a steady increase in hiring needs during the First Quarter of 2019, remaining consistent with hiring activities in comparison to the previous Fourth Quarter of 2018. We can also anticipate a noticeable increase in seasonal hiring activities in comparison to the First Quarter of 2018. Our results show that 36% of employers expect staffing levels to increase; 0% forecast a decrease and 64% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains positive at +36% for the First Quarter of 2019. See Chart below:

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>1<sup>st</sup> Quarter 2019</b>	<b>36%</b>	<b>0%</b>	<b>64%</b>	<b>+ 36%</b>
<b>4<sup>th</sup> Quarter 2018</b>	38%	14%	48%	+ 24%
<b>3<sup>rd</sup> Quarter 2018</b>	29%	13%	58%	+ 16%
<b>2<sup>nd</sup> Quarter 2018</b>	50%	0%	50%	+ 50%
<b>1<sup>st</sup> Quarter 2018</b>	25%	3%	72%	+ 22%

When broken down by industry sectors, employers in the Lincoln area are predicting a positive increase to staffing levels. All five of the industry sectors that were surveyed for the First Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Manufacturing Sector** with a net of 75% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>Service</b>	31%	0%	69%	+ 31%
<b>Retail /Wholesale</b>	25%	0%	75%	+ 25%
<b>Hospitality</b>	43%	0%	57%	+ 43%
<b>Manufacturing</b>	75%	0%	25%	+ 75%
<b>Construction</b>	25%	0%	75%	+ 25%

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## Employment Forecast Survey –West Lincoln

The Employment Help Centre (EHC) *Employment Forecast Survey* for the First Quarter of 2019 was conducted by our team of Job Developers by performing telephone interviews with local employers in the West Lincoln area. The total number of local business in our sample for the First Quarter was 139 employers. Our findings are based on a sample of 90 surveys that were completed. The percentage of employers that completed our survey was 65%.

All survey participants were asked, “Over the course of the next 3 months and based on your current business demands, are you forecasting that your company will need to: Increase Staff, Decrease Staff or Remain the Same?”

Overall employers in the West Lincoln area anticipate a steady increase in hiring needs during the First Quarter of 2019, with a slight increase in hiring activities anticipated when compared to the previous Fourth Quarter of 2018. We can also anticipate a healthy increase to seasonal hiring activities in comparison to the First Quarter of 2018. Our results show that 48% of employers expect staffing levels to increase; 1% forecast a decrease and 51% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains strong at +47% for the First Quarter of 2019. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>1<sup>st</sup> Quarter 2019</b>	<b>48%</b>	<b>1%</b>	<b>51%</b>	<b>+ 47%</b>
<b>4<sup>th</sup> Quarter 2018</b>	45%	1%	54%	+ 44%
<b>3<sup>rd</sup> Quarter 2018</b>	37%	0%	63%	+ 37%
<b>2<sup>nd</sup> Quarter 2018</b>	34%	2%	64%	+ 32%
<b>1<sup>st</sup> Quarter 2018</b>	41%	2%	57%	+ 39%

When broken down by industry sectors, employers in the West Lincoln area are predicting a solid increase to staffing levels. All five industry sectors that were surveyed for the First Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Hospitality Sector** with a net of 60% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>Service</b>	46%	0%	54%	+ 46%
<b>Retail /Wholesale</b>	33%	11%	56%	+ 22%
<b>Hospitality</b>	60%	0%	40%	+ 60%
<b>Manufacturing</b>	50%	0%	50%	+ 50%
<b>Construction</b>	30%	0%	70%	+ 30%

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