



# Employment Forecast Survey

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For the 2<sup>nd</sup> Quarter of 2020

Created by the Job Developers of the Employment Help Centre  
April 2020

**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. The Government of Ontario and its agencies are in no way bound by the recommendations contained in this document.



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

The Employment Help Centre (EHC) Employment Forecast Survey for the Second Quarter of 2020 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 Second Quarter was 519 employers. Our findings are based on a sample of 262 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 an increase in hiring needs during the Second Quarter of 2020, with a notable decrease in the hiring activities in comparison to the First Quarter of 2020. We can also anticipate seasonal hiring activities will decrease significantly in comparison to the Second Quarter of 2019. Our results show that 25% of employers expect staffing levels to increase; 14% forecast a decrease, and the majority of employers (61%) foresee no change in their staffing levels. The Net Employment Forecast continues to remain positive at +11% in the Second Quarter of 2020. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>2<sup>nd</sup> Quarter 2020</b>	<b>25%</b>	<b>14%</b>	<b>61%</b>	<b>+ 11%</b>
<b>1<sup>st</sup> Quarter 2020</b>	32%	1%	67%	+ 31%
<b>4<sup>th</sup> Quarter 2019</b>	31%	7%	62%	+ 24%
<b>3<sup>rd</sup> Quarter 2019</b>	34%	3%	63%	+ 31%
<b>2<sup>nd</sup> Quarter 2019</b>	48%	0%	52%	+ 48%

When broken down by industry sectors, employers in the Lincoln, Grimsby and West Lincoln area are predicting an increase to staffing levels. Four of the five industry sectors that were surveyed for the Second 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 62% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>Service</b>	20%	11%	69%	+9%
<b>Retail/Wholesale</b>	23%	18%	59%	+ 5%
<b>Hospitality</b>	19%	18%	63%	+1%
<b>Manufacturing</b>	70%	8%	22%	+ 62%
<b>Construction</b>	20%	24%	56%	- 4%

### Beamsville

4520 Ontario Street, Unit 10  
 Beamsville, ON L0R 1B5  
 t: 905-563-WORK (9675)  
 f: 905-5639698  
[info@employmenthelp.org](mailto:info@employmenthelp.org)

### Grimsby

69 Main Street West, Unit 6  
 Grimsby, ON, L3M 4H1  
 t: 905.309.WORK (9675)  
 f: 905.309.5594  
[grimsby@employmenthelp.org](mailto:grimsby@employmenthelp.org)

### Smithville

249 St. Catharine Street, Unit 10  
 P.O. 906 Smithville, ON L0R 2A0  
 t: 905-957-WORK (9675)  
 f: 905-957-6073  
[smithville@employmenthelp.org](mailto:smithville@employmenthelp.org)



## Employment Forecast Survey – Grimsby

The Employment Help Centre (EHC) Employment Forecast Survey for the Second Quarter of 2020 was conducted by our team of Job Developers by performing telephone interviews with local employers in the Grimsby area. The total number of local businesses in our sample for the Second Quarter was 195 employers. Our findings are based on a sample of 87 surveys that were completed. The percentage of employers that completed our survey was 45%.

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 an increase in hiring needs during the Second Quarter of 2020, with a slight decrease in the hiring activities in comparison to the First Quarter of 2020. We can anticipate seasonal hiring activities will see a sizable decrease in comparison to the Second Quarter of 2019. Our results show that 28% of employers expect staffing levels to increase; 15% forecast a decrease and 57% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains strong at +13% for the Second Quarter of 2020. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>2<sup>nd</sup> Quarter 2020</b>	<b>28%</b>	<b>15%</b>	<b>57%</b>	<b>+ 13%</b>
<b>1<sup>st</sup> Quarter 2020</b>	30%	2%	68%	+ 28%
<b>4<sup>th</sup> Quarter 2019</b>	37%	3%	60%	+ 34%
<b>3<sup>rd</sup> Quarter 2019</b>	38%	3%	59%	+ 35%
<b>2<sup>nd</sup> Quarter 2019</b>	49%	0%	51%	+ 49%

When broken down by industry sectors, employers in the Grimsby area are predicting an increase to staffing levels. Three out of five industry sectors that were surveyed for the Second Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Manufacturing Sector** with a net of 56% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>Service</b>	25%	9%	66%	+ 16%
<b>Retail/Wholesale</b>	34%	13%	53%	+ 21%
<b>Hospitality</b>	10%	20%	70%	- 10%
<b>Manufacturing</b>	71%	15%	14%	+ 56%
<b>Construction</b>	13%	50%	37%	- 37%

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## Employment Forecast Survey – Lincoln

The Employment Help Centre (EHC) Employment Forecast Survey for the Second Quarter of 2020 was conducted by our team of Job Developers by performing telephone interviews with local employers in the Lincoln area. The total number of local businesses in our sample for the Second Quarter was 195 employers. Our findings are based on a sample of 100 surveys that were completed. The percentage of employers that completed our survey was 51%.

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 slight increase in hiring needs during the Second Quarter of 2020, with a minor decrease in hiring activities in comparison to the First Quarter of 2020. We can also anticipate a major decrease in seasonal hiring activities in comparison to the Second Quarter of 2019. Our results show that 15% of employers expect staffing levels to increase; 20% forecast a decrease and 65% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains negative at -5% for the Second Quarter of 2020. See Chart below:

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>2<sup>nd</sup> Quarter 2020</b>	<b>15%</b>	<b>20%</b>	<b>65%</b>	<b>- 5 %</b>
<b>1<sup>st</sup> Quarter 2020</b>	28%	1%	71%	+ 27%
<b>4<sup>th</sup> Quarter 2019</b>	23%	11%	66%	+ 12%
<b>3<sup>rd</sup> Quarter 2019</b>	31%	5%	63%	+ 26%
<b>2<sup>nd</sup> Quarter 2019</b>	47%	0%	53%	+ 47%

When broken down by industry sectors, employers in the Lincoln area are predicting an increase to staffing levels. Two of the five industry sectors that were surveyed for the Second Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Manufacturing Sector** with a net of 51% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>Service</b>	11%	19%	70%	- 8%
<b>Retail/Wholesale</b>	6%	25%	69%	- 19%
<b>Hospitality</b>	22%	21%	57%	+ 1%
<b>Manufacturing</b>	63%	12%	25%	+ 51%
<b>Construction</b>	0%	25%	75%	- 25%

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## Employment Forecast Survey –West Lincoln

The Employment Help Centre (EHC) Employment Forecast Survey for the Second Quarter of 2020 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 businesses in our sample for the Second Quarter was 129 employers. Our findings are based on a sample of 75 surveys that were completed. The percentage of employers that completed our survey was 58%.

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 Second Quarter of 2020, with a minimal decrease in hiring activities in comparison to the First Quarter of 2020. We can also anticipate a small decrease to seasonal hiring activities in comparison to the Second Quarter of 2019. Our results show that 35% of employers expect staffing levels to increase; 4% forecast a decrease and 61% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains strong at +31% for the Second Quarter of 2020. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
<b>1<sup>st</sup> Quarter 2020</b>	<b>35%</b>	<b>4%</b>	<b>61%</b>	<b>+ 31%</b>
<b>1<sup>st</sup> Quarter 2020</b>	40%	0%	60%	+ 40%
<b>4<sup>th</sup> Quarter 2019</b>	40%	3%	57%	+ 37%
<b>3<sup>rd</sup> Quarter 2019</b>	35%	0%	65%	+ 35%
<b>2<sup>nd</sup> Quarter 2019</b>	48%	1%	51%	+ 47%

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 Second 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>	26%	4%	70%	+ 22%
<b>Retail/Wholesale</b>	38%	12%	50%	+ 26%
<b>Hospitality</b>	33%	0%	67%	+ 33%
<b>Manufacturing</b>	75%	0%	25%	+ 75%
<b>Construction</b>	44%	0%	56%	+ 44%

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