



Employment Forecast Survey

For the 3rd Quarter of 2019

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

**EMPLOYMENT
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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 Third 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 Third Quarter was 560 employers. Our findings are based on a sample of 408 surveys that were completed. The percentage of employers that completed our survey was 73%.

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 healthy increase in hiring needs during the Third Quarter of 2019, although decreasing from the hiring activities of the previous Second Quarter of 2019. We can also anticipate seasonal hiring activities will increase in comparison to the Third Quarter of 2018. Our results show that 34% of employers expect staffing levels to increase; 3% forecast a decrease, and the majority of employers (63%) foresee no change in their staffing levels. The Net Employment Forecast continues to remain very healthy and at a seasonal average of +31% in the Third Quarter of 2019. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
3rd Quarter 2019	34%	3%	63%	+ 31%
2nd Quarter 2019	48%	0%	52%	+ 48%
1st Quarter 2019	45%	1%	54%	+ 44%
4th Quarter 2018	36%	6%	58%	+ 30%
3rd Quarter 2018	33%	5%	62%	+ 28%

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 Third Quarter anticipate a steady increase in staffing levels. The largest growth in jobs is anticipated to come in the **Hospitality Sector & Manufacturing Sector** both with a net of 48% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
Service	28%	1%	71%	+ 27%
Retail/Wholesale	28%	11%	61%	+ 17%
Hospitality	55%	7%	39%	+ 48%
Manufacturing	48%	0%	52%	+ 48%
Construction	44%	3%	53%	+ 41%

Beamsville

4520 Ontario Street, Unit 10
 Beamsville, ON L0R 1B5
 t: 905-563-WORK (9675)
 f: 905-5639698
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

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



Employment Forecast Survey – Grimsby

The Employment Help Centre (EHC) Employment Forecast Survey for the Third 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 Third Quarter was 211 employers. Our findings are based on a sample of 129 surveys that were completed. The percentage of employers that completed our survey was 61%.

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 Third Quarter of 2019, with a slight decrease expected in comparison to the hiring activities of the previous Second Quarter of 2019. We can anticipate seasonal hiring activities will slightly increase in comparison to the Third Quarter of 2018. Our results show that 38% of employers expect staffing levels to increase; 3% forecast a decrease and 59% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains strong at +35% for the Third Quarter of 2019. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
3rd Quarter 2019	38%	3%	59%	+ 35%
2nd Quarter 2019	49%	0%	51%	+ 49%
1st Quarter 2019	51%	1%	48%	+ 50%
4th Quarter 2018	27%	2%	71%	+ 25%
3rd Quarter 2018	35%	1%	64%	+ 34%

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 Third Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Hospitality Sector** with a net of 67% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
Service	35%	3%	63%	+ 32%
Retail/Wholesale	20%	10%	70%	+ 10%
Hospitality	67%	0%	33%	+ 67%
Manufacturing	55%	0%	45%	+ 55%
Construction	50%	0%	50%	+ 50%

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Grimsby, ON, L3M 4H1
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Employment Forecast Survey – Lincoln

The Employment Help Centre (EHC) Employment Forecast Survey for the Third 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 Third Quarter was 212 employers. Our findings are based on a sample of 166 surveys that were completed. The percentage of employers that completed our survey was 78%.

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 Third Quarter of 2019, with a slight reduction in hiring activities in comparison to the previous Second Quarter of 2019. We can also anticipate a slight increase in seasonal hiring activities in comparison to the Third Quarter of 2018. Our results show that 31% of employers expect staffing levels to increase; 5% forecast a decrease and 63% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains positive at +26% for the Third Quarter of 2019. See Chart below:

	Increase	Decrease	Remain	Net
	%	%	%	%
3rd Quarter 2019	31%	5%	63%	+ 26%
2nd Quarter 2019	47%	0%	53%	+ 47%
1st Quarter 2019	36%	0%	64%	+ 36%
4th Quarter 2018	38%	14%	48%	+ 24%
3rd Quarter 2018	29%	13%	58%	+ 16%

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 Third Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Manufacturing Sector** with a net of 47% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
Service	25%	1%	74%	+ 24%
Retail/Wholesale	24%	14%	62%	+ 10%
Hospitality	48%	12%	40%	+ 36%
Manufacturing	47%	0%	53%	+ 47%
Construction	38%	8%	54%	+ 30%

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Employment Forecast Survey –West Lincoln

The Employment Help Centre (EHC) Employment Forecast Survey for the Third 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 Third Quarter was 137 employers. Our findings are based on a sample of 113 surveys that were completed. The percentage of employers that completed our survey was 82%.

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 Third Quarter of 2019, with a slight reduction in hiring activities when compared to the previous Second Quarter of 2019. We can also anticipate a very slight decrease to seasonal hiring activities in comparison to the Third Quarter of 2018. Our results show that 35% of employers expect staffing levels to increase; 0% forecast a decrease and 65% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains strong at +35% for the Third Quarter of 2019. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
3rd Quarter 2019	35%	0%	65%	+ 35%
2nd Quarter 2019	48%	1%	51%	+ 47%
1st Quarter 2019	48%	1%	51%	+ 47%
4th Quarter 2018	45%	1%	54%	+ 44%
3rd Quarter 2018	37%	0%	63%	+ 37%

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 Third Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Retail/Wholesale Sector** with a net of 63% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
Service	25%	0%	75%	+ 25%
Retail/Wholesale	63%	0%	38%	+ 63%
Hospitality	57%	0%	43%	+ 57%
Manufacturing	44%	0%	56%	+ 44%
Construction	46%	0%	54%	+ 46%

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