



Employment Forecast Survey

For the 4th Quarter of 2019

Created by the Job Developers of the Employment Help Centre
October 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. 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 Fourth 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 Fourth Quarter was 552 employers. Our findings are based on a sample of 372 surveys that were completed. The percentage of employers that completed our survey was 67%.

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 Fourth Quarter of 2019, although slightly decreasing from the hiring activities of the previous Third Quarter of 2019. We can also anticipate seasonal hiring activities will decrease in comparison to the Fourth Quarter of 2018. Our results show that 31% of employers expect staffing levels to increase; 7% forecast a decrease, and the majority of employers (62%) foresee no change in their staffing levels. The Net Employment Forecast continues to remain healthy and at a seasonal average of +24% in the Fourth Quarter of 2019. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
4th Quarter 2019	31%	7%	62%	+ 24%
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%

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 Fourth 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 36% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
Service	28%	4%	68%	+ 24%
Retail/Wholesale	29%	9%	62%	+ 20%
Hospitality	38%	12%	50%	+ 26%
Manufacturing	38%	2%	60%	+ 36%
Construction	39%	21%	40%	+ 18%

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Employment Forecast Survey – Grimsby

The Employment Help Centre (EHC) Employment Forecast Survey for the Fourth 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 Fourth Quarter was 206 employers. Our findings are based on a sample of 110 surveys that were completed. The percentage of employers that completed our survey was 53%.

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 Fourth Quarter of 2019, remaining consistent with the hiring activities of the previous Third Quarter of 2019. We can anticipate seasonal hiring activities will significantly increase in comparison to the Fourth Quarter of 2018. Our results show that 37% of employers expect staffing levels to increase; 3% forecast a decrease and 60% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains strong at +34% for the Fourth Quarter of 2019. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
4th Quarter 2019	37%	3%	60%	+ 34%
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%

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

	Increase	Decrease	Remain	Net
	%	%	%	%
Service	36%	0%	64%	+ 36%
Retail/Wholesale	35%	6%	59%	+ 29%
Hospitality	25%	25%	50%	+/- 0 %
Manufacturing	44%	0%	56%	+ 44%
Construction	100%	0%	0%	+ 100%

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Employment Forecast Survey – Lincoln

The Employment Help Centre (EHC) Employment Forecast Survey for the Fourth 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 Fourth Quarter was 211 employers. Our findings are based on a sample of 176 surveys that were completed. The percentage of employers that completed our survey was 83%.

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 Fourth Quarter of 2019, with a reduction in hiring activities in comparison to the previous Third Quarter of 2019. We can also anticipate a substantial decrease in seasonal hiring activities in comparison to the Fourth Quarter of 2018. Our results show that 23% of employers expect staffing levels to increase; 11% forecast a decrease and 66% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains positive at +12% for the Fourth Quarter of 2019. See Chart below:

	Increase	Decrease	Remain	Net
	%	%	%	%
4th Quarter 2019	23%	11%	66%	+ 12%
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%

When broken down by industry sectors, employers in the Lincoln area are predicting a positive increase to staffing levels. Four of the five of the industry sectors that were surveyed for the Fourth Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Hospitality Sector** with a net of 22% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
Service	22%	8%	70%	+ 14%
Retail/Wholesale	17%	13%	70%	+ 4%
Hospitality	33%	11%	56%	+ 22%
Manufacturing	22%	4%	74%	+ 18%
Construction	21%	36%	43%	- 15%

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Employment Forecast Survey –West Lincoln

The Employment Help Centre (EHC) Employment Forecast Survey for the Fourth 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 Fourth Quarter was 135 employers. Our findings are based on a sample of 110 surveys that were completed. The percentage of employers that completed our survey was 64%.

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 Fourth Quarter of 2019, with a healthy increase in hiring activities when compared to the previous Third Quarter of 2019. We can also anticipate a slight decrease to seasonal hiring activities in comparison to the Fourth Quarter of 2018. Our results show that 40% of employers expect staffing levels to increase; 3% forecast a decrease and 57% of employers foresee no change in staffing levels. The overall or Net Employment Forecast remains strong at +37% for the Fourth Quarter of 2019. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
4th Quarter 2019	40%	3%	57%	+ 37%
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%

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 Fourth Quarter anticipate an increase in staffing levels. The largest growth in jobs is anticipated to come in the **Hospitality Sector** with a net of 71% of employers surveyed anticipating an increase in staff. See Chart below.

	Increase	Decrease	Remain	Net
	%	%	%	%
Service	26%	4%	70%	+ 25%
Retail/Wholesale	60%	0%	40%	+ 60%
Hospitality	71%	0%	29%	+ 71%
Manufacturing	70%	0%	30%	+ 70%
Construction	45%	10%	45%	+ 35%

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