

Summary of the job vacancy survey in the United Counties of Prescott and Russell

NOVEMBER 23RD 2022













Novembre 2022

1



SUMMARY

The Job Vacancy Survey across the municipalities of the United Counties of Prescott and Russell is a survey that was conducted jointly by the municipalities of: The Nation, Alfred-Plantagenet, Hawkesbury, Champlain, Casselman, Russell, and to a lower extent, Clarence-Rockland. A questionnaire was developed and distributed to as many businesses as possible by the economic development departments of each municipality.

Thanks to the participation and financial support of the Employment Services Centre of Hawkesbury, the statistical survey methodology was carried out and the sampling steps were supervised by a senior Statistics Canada methodologist to produce reliable results.

Novembre 2022

3

Goals

The main purpose of the survey was simple; survey local businesses to find out the number of vacancies in each municipality, as well as some related characteristics. The results of the survey will allow us to develop a targeted action plan. It will also be an additional tool in order to determine the number of housing units that are missing in each municipality for the required workers and their families to establish in the area.

The survey was structured so that it could be replicated over time. This is essential if the effectiveness of the actions undertaken is to be measured at a later stage.

















The survey was conducted in English and in French.

The survey consisted of 9 questions and took approximately 5 minutes to complete.

The survey asked questions about:

- · The Company
- · The respondent
- Vacancies within the company as of June 1, 2022. Where applicable, a range of salaries offered for these positions was requested.
- Some information about recent hires made in the last year.



5

Survey Methodology

We retained a methodologist from Statistics Canada to assist us with the survey and data processing

ovembre 2022

Survey data collection

The economic development officers of each of the participating municipalities worked very hard to update the business directory of their respective municipalities.

To reach the companies, the strategy was to advertise the survey in various media and send the link to the questionnaire to almost 100% of the companies in the directory, who had at least one employee. When possible, sending the survey by email was prioritized. Otherwise, letters were mailed providing information to connect to the questionnaire on the Internet.



Novembre 2022

/

Estimation Methodology

The estimation methodology had previously been established by the survey methodologist, in collaboration with Mr. Benjamin Bercier. This corresponds to an adequate, proven, and regularly used survey methodology for the needs of Statistics Canada business surveys.

Quantitative variables (e.g., number of vacancies) were to be estimated as totals, while qualitative variables (e.g., reasons for recent hires) were to be estimated as proportions. For each estimate, the variance would be calculated as well as a 95% confidence interval determined, according to standard statistical formulas.

To do this, the sampling weights would be adjusted by **reweighting** within specific and known groups (e.g., NAICS groups, classes of # of employees, municipality, etc.) as precise and adapted as possible depending on the response rate that would be obtained.

Only questionnaires mostly completed would be kept for estimation purposes. **Partial imputation** would then be applied to the few unanswered questions if any.

Confidentiality and dissemination rules would be the same as those normally used for official Statistics Canada publications.

lovembre 2022

Survey Highlights

Directory for all of Prescott-Russell containing 2317 businesses counted by municipal economic development officers. More than 750 people started a questionnaire, but in the end, only 360 questionnaires were filled accordingly and kept for processing.

16% response rate.

Given the relatively high non-response rate, getting reliable estimates by the industrial activity sector (NAICS) was not conceivable. However, when possible, we have published most of the variables collected at the level of each municipality.

The fact remains that in regard to the United Counties of Prescott-Russell, the survey results are reliable and paint a relatively precise picture of the state of the situation affecting the shortage of personnel in the region as of June 1st, 2022 (the reference date).

N.B. Just over 50% of respondents indicated that they had one or more vacancies for which they were actively recruiting as of June 1st, 2022.













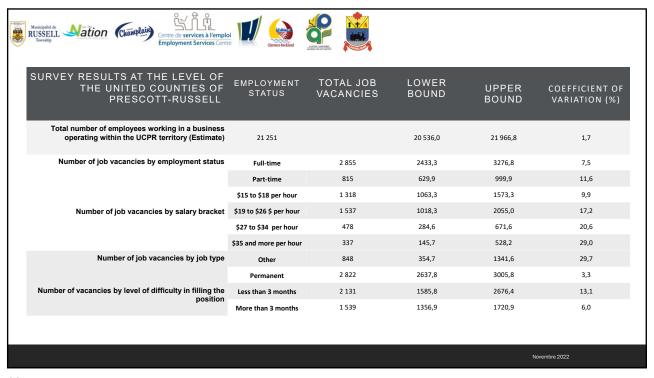


Novembre 2022

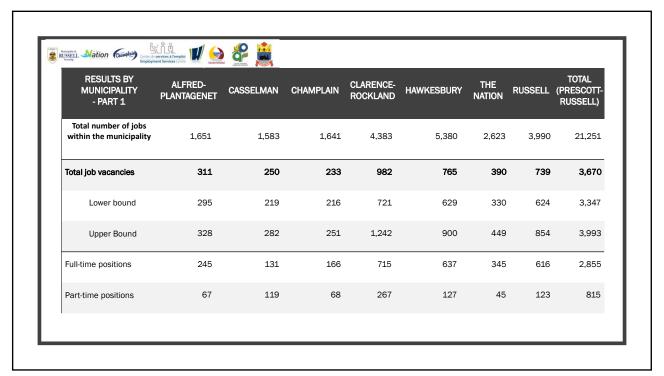
9

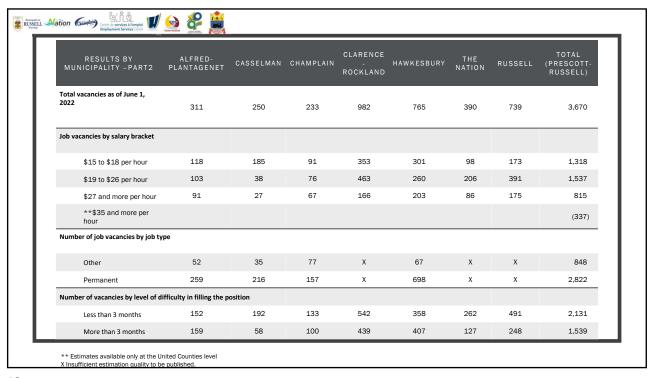
Survey Estimates

Here are some results of the survey in the form of estimates (UCPR level and municipalities). A full estimate document is available upon request.

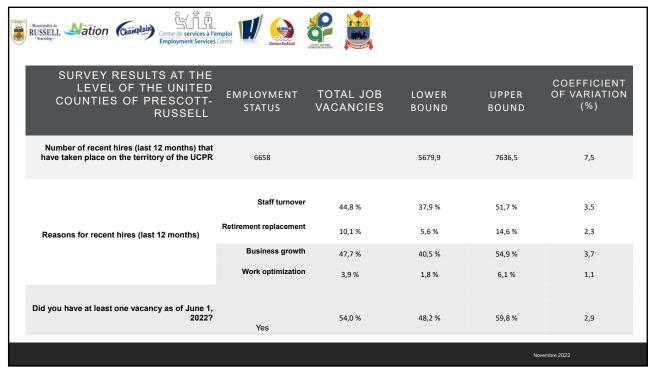


11





13



Housing: 4 principles to consider

That the housing unit is:

- 1. Affordable: represents 30% or less of the family's gross salary.
- Consistent with the desired retention period (seasonal, temporary, permanent)
- 3. At an optimal distance from the workplace allowing the use of more than one means of transportation (e.g., car, public transit, walking, cycling, carpooling)
- 4. Supporting/stimulating areas of professional expertise in need in the region, now and for the next generation

15

serve as a tool for the various regional stakeholders in their efforts to promote the economic development of our beautiful region.

It would be desirable for the results of the job vacancy survey to

Next Steps

It seems reasonable to us to say that a significant portion of vacancies must be filled by workers from outside the United Counties of Prescott-Russell = > need for attraction strategies.

From today's results, we can link to the number of units required to meet estimated labor needs. Joint research with CMHC would better measure the vacancy rate in the housing inventory. At the very least, an attraction strategy, including a real estate development plan, should be put in place by the various partners.

lovembre 2022

Thanks for your attention Questions?

Novembre 2022