

2023

Ayr Workforce Development Plan



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1/1/2023

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1. Introduction

As a step to support the continued economic development of local, rural, and small communities within the region of Waterloo, the Canadian Institute for Safety, Wellness & Performance (CISWP) conducted an environmental scan to identify employment gaps within the small township of Ayr, Ontario workforce.

Specifically, researchers at the Canadian Institute for Safety, Wellness and Performance (CISWP) in partnership with the Ayr, Ontario community, aim to:

1. Understand the current community workforce.
2. Understand immediate community workforce needs.
3. Identify anticipated future community-level workforce demands.
4. Identify unique barriers to recruiting and retaining workers in the communities.

Findings from this environmental scan will be used to develop an evidence-informed community workforce plan that consists of the 1) information on communities' current workforce; 2) short-, medium-, and long-term community workforce needs; 3) skills and training needed to support learners, jobseekers, and workers in meeting the needs of employers.

2. Methods

This environmental scan was conducted by reviewing data from 5 sources:

1. 2021 Ayr population census from Statistics Canada
2. Job boards (i.e., Monster.ca, Indeed, LinkedIn, Google, Workopolis, FindYourJob.ca)
3. Previous co-op positions with students from Conestoga Colleges in the past three years.
4. Community specific data from the 2022 EmployerOne Survey by the Workforce Planning Board of Waterloo Wellington Dufferin.
5. Township of Woolwich Official Plan, Chapter 8 – Economic Policies (Updated and released June 2022).

Additional information about each source of data, how the data was reviewed/retrieved, and how it contributes to the informing the Community Workforce Plan is further described below.

Statistics Canada

The 2021 Statistics Canada Population Census of Ayr, ON was reviewed for relevant information about the community and their workforce. The data from Statistics Canada used in this report is based on a census survey that is completed and updated every five years.

Job boards

A variety of job boards (i.e., Monster.ca, Indeed, LinkedIn, Google, Workopolis, FindYourJob.ca) were searched to gain an understanding of immediate workforce needs within the communities. Job postings in St. Jacobs were searched and extracted between July 13th and

14th. Job postings in Ayr were searched and extracted between July 14th and July 19th. During the extraction, job postings for DoorDash drivers were not extracted. From each unique job posting we extracted the position opening, the hiring organization, the length of the time posted, and any explicitly stated requirements of the position, including education, experience, and skills.

Previous co-op positions with students from Conestoga College

Conestoga College has an extensive co-op program to provide students with opportunities to apply knowledge acquired in the classroom into the workplace. Previous co-op positions that Conestoga College students held, were reviewed to identify trends in the types of organizations that tended to hire co-op students, and the types of positions that are available or in demand. Job titles from the job postings were relabeled using the 2021 5-digit National Occupational Classification system to allow for interpretation between datasets.

2022 EmployerOne survey

The 2022 EmployerOne survey, conducted by the Workforce Planning Board of Waterloo Wellington Dufferin (WPBWWD), is an annual survey that is promoted to industries across the Waterloo Region and the Counties of Dufferin and Wellington. This survey gathers information from the past year related to organization skills, needs practices around recruitment and hiring, separation activity, and proposed future hiring needs over the next 12 months. The survey was conducted between Dec 2021, and Jan 2022. A total of 538 employers completed the survey, of which, 23 employers identified as being in Woolwich and 13 employers were in North Dumfries. The WPBWWD shared a subset of the raw 2022 EmployerOne Survey data with CISWP for further analysis of the region.

Township Plan

Ayr, Ontario is located in the Township of North Dumfries. The township official plan identified 3 areas of growth and development:

1. To promote the expansion of existing businesses and the attraction of new businesses to the township to provide for a balance of residential and employment opportunities, and to support a strong and competitive economy.
2. To promote land use and development patterns that are freight-supportive and transit-supportive, support energy conservation and efficiency, improved air quality, and climate change mitigation and adaptation.
3. To foster the development of compact, vibrant, and complete communities and to achieve the re-urbanization and density targets set out in this plan.

3. Results

3.1 Current community workforce and their immediate workforce needs

3.1.1 Current community workforce

Ayr Ontario is located within the township of North Dumfries and is a part of the regional municipality of Waterloo. Ayr occupies 5.76 km² of land and is situated south of Kitchener and west of Cambridge. Within Ayr there are 1840 private dwellings, of which 76% are single-detached homes and the average household is 2.9 people. The population of Ayr is 5383 people, and of those, 33% are either under the age of 15 or over 65. As a result, the entire working population of Ayr is 3570 residents. Of the working population, the largest age group is those between 35 and 44 years of age (17%) (Figure 1). Additionally, most of the population over the age of 15 are married or living in common law (69%), and the average family size of census families is 3.1 people. The majority (83%) of the population is either of European or British Isles decent. All but 15 residents speak English.

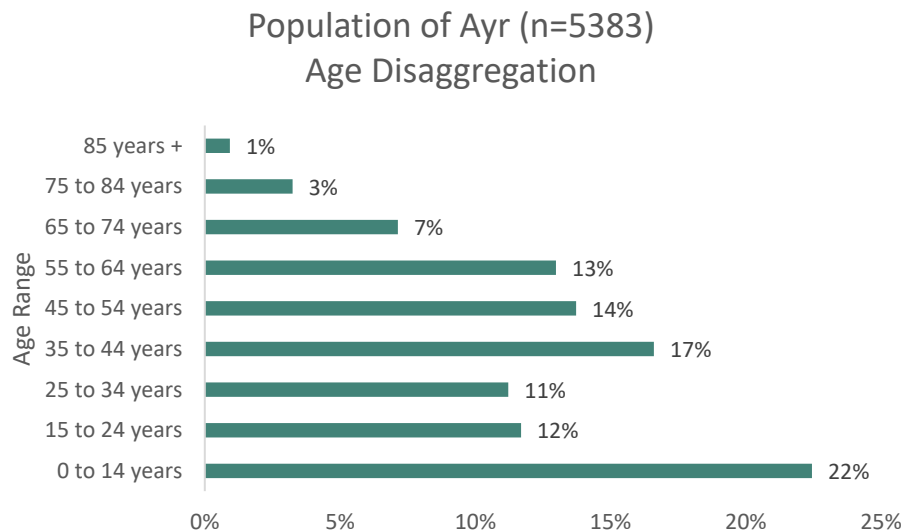


Figure 1. Population of Ayr

Looking at the education of the residents, 61% have some post-secondary education with the most common education level being a college diploma (e.g., 28% of the population). Additionally, 11% of the population have no education and 26% hold a secondary school diploma. Lastly, 17% of the residents have a bachelor’s degree, and 5% have a graduate degree (i.e., master’s or doctorate). Of those who have a post-secondary education the most common field of study is engineering (24%), followed by business (17%) (Figure 2). The next most common fields of study include health related fields (12% of the population) and behavioural sciences (12% of the population). Uncommon fields of study include arts and agriculture, making up a combined 6% of the population. Canada was the most common country that residents reported attending (93%) and the other seven percent reported attending schools in the United States (3%), Europe (2%), and Asia (2%). Within Ayr there are three schools: Cedar

Creek Public School, Ayr Public School, and St. Brigid Catholic Elementary School. All elementary schools within Ayr end after completion of grade 8 and as a result, students must travel out of town to attend secondary school.

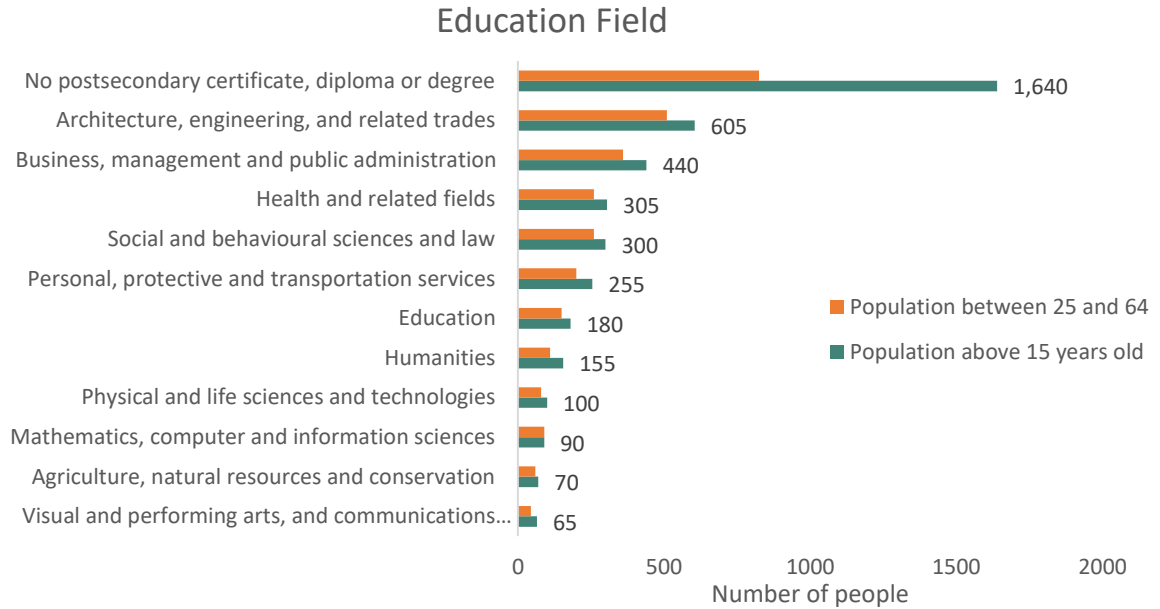


Figure 2. Major field of study for the population aged 15 years and over as well as those aged 25-64, for those living in private households using 25% sample data.

Within Ayr, 8% of the working population is unemployed, which is 3% higher than the national average (5.2% as of May 2023). Of those that are employed, the most common occupational category includes sales/service (22% of the population), followed closely by trades and transport (18%), and business (16%) (Figure 3). The least common occupational categories are recreation, legislation, and natural resources, making up a combined 5% of the population. In terms of income, the median after-tax income for the area is \$46,800 and the average after-tax household income is \$115,300. Additionally, the majority of the population does commute to work. For example, most residents reported their commute to be between 15 and 29 minutes (39%), followed by >15 minutes and 30-44 minutes at 24% and 25% respectively. Only 5% of the population has a commute of greater than 60 minutes in duration (Figure 4).

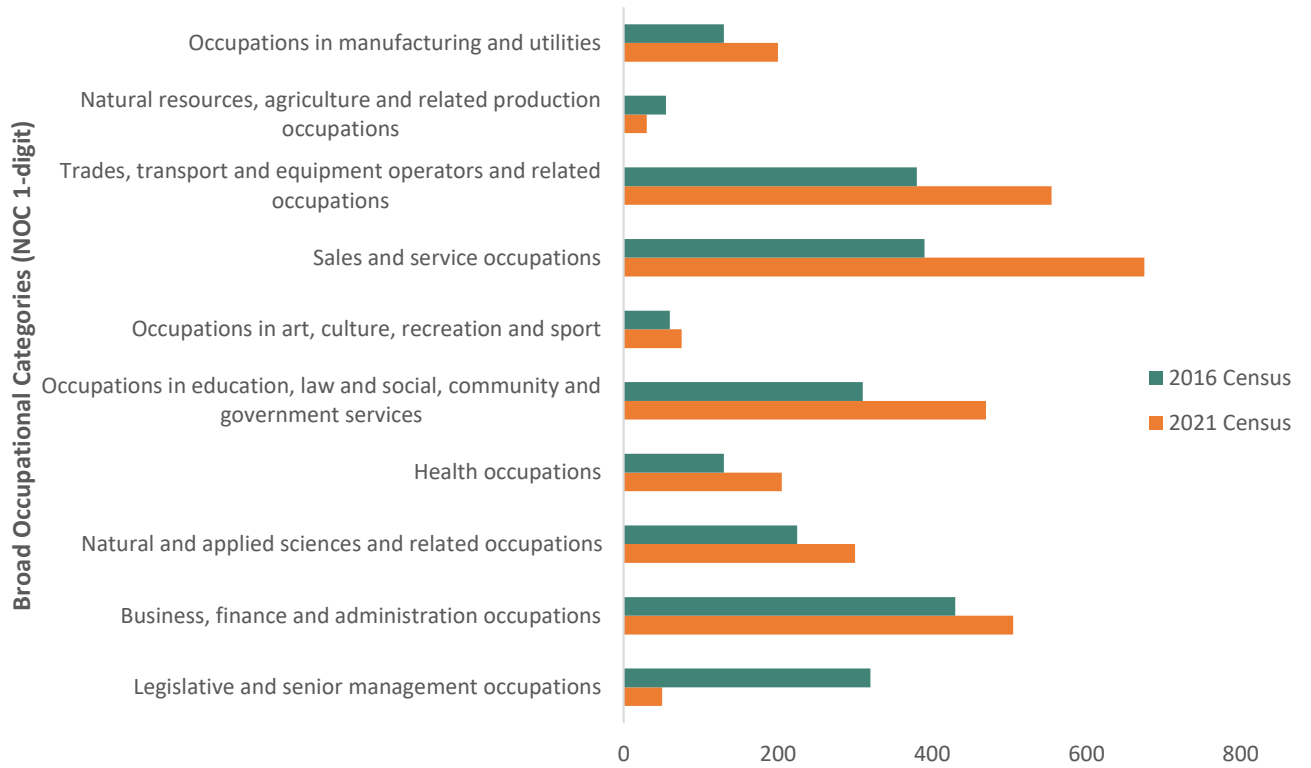


Figure 3. Broad occupational category in the population of St. Jacobs from the 2016 and 2021 census.

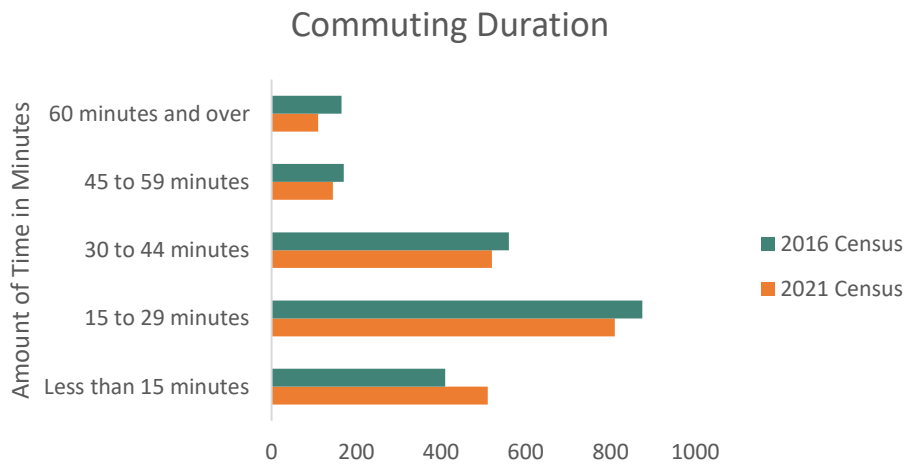


Figure 4. Commuting duration.

3.1.2 Immediate workforce needs

After searching job boards previously identified, a total of 371 job postings were identified and 130 of them were unique postings (Table 1). The majority (77%) of the job listings stated that post-secondary education or secondary education was not required; however, to obtain the required knowledge, attending a trades school would be needed. Of the current job postings, 43% are trades, transport and equipment operators. The next highest in demand occupation includes business, finance and administration occupations at 18% (Figure 5). Furthermore, of the 130 unique job postings, several were posted by the same companies. For example, the Brandt Group, Clickjobs.io, and GFL Environmental Inc. each had 6 job postings. While many job postings required some basic education to gain the required skills or base knowledge to qualify for the job, no pre-requisite education, aside from secondary school was mentioned in most cases. Overall, most job postings involved skilled trades.

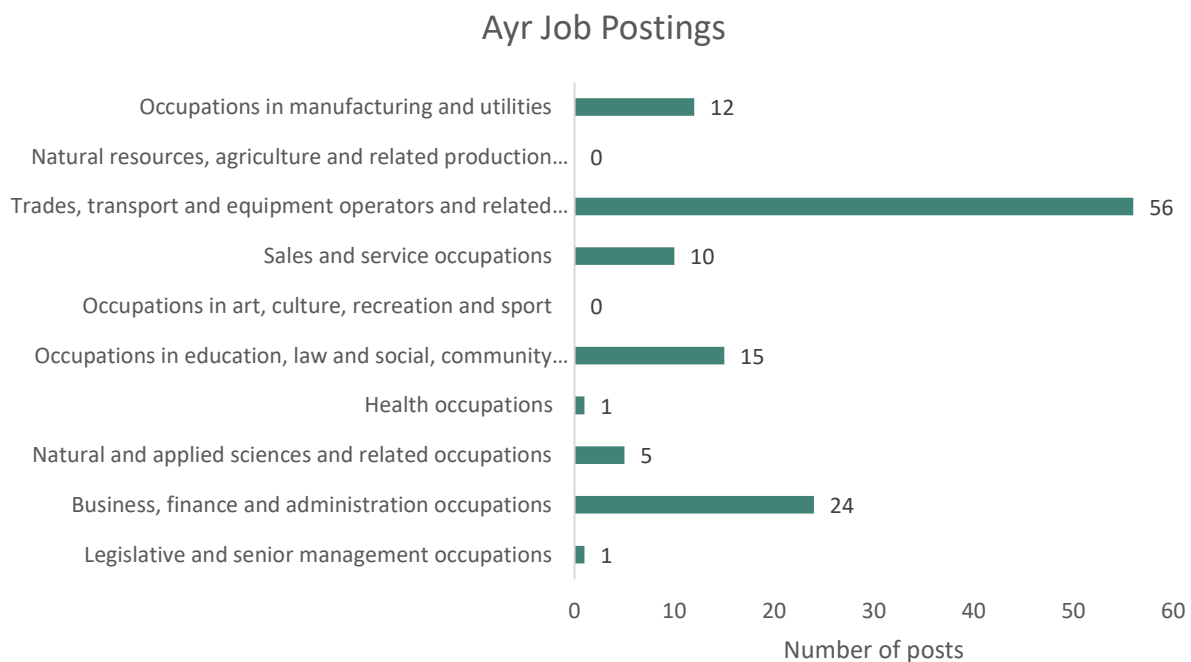


Figure 5. Number of job postings categorized by their NOC broad occupational category. (Source: Job postings in Ayr from five job boards)

Table 1. Breakdown of the job postings in Ayr, categorized by the National Occupational Classification, identified from five job search boards on July 13th and 14th (Source: Job postings in Ayr from five job boards).

Broad Occupational Categorization (1-digit NOC)	Occupational Unit Group (5-digit NOC)
Business, finance, and administration occupations (n=25)	<ul style="list-style-type: none"> • Administrative officers (n=11) • Other administrative services managers (n=3) • Purchasing managers (n=2) • Supervisors, supply chain, tracking and scheduling coordination occupations (n=2) • Human resources and recruitment officers (n=2) • Shippers and receivers (n=2) • Human Resources managers • Supervisors, general office and administrative support workers • Supervisors, finance and insurance office workers
Trades, transport and equipment operators and related occupations (n=56)	<ul style="list-style-type: none"> • Transport truck drivers (n=29) • Automotive service technicians, truck and bus mechanics and mechanical repairers (n=11) • Construction millwrights and industrial mechanics (n=8) • Material Handlers (n=5) • Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations (n=2) • Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations
Natural and applied sciences and related occupations (n=5)	<ul style="list-style-type: none"> • Landscape and horticulture technicians and specialists (n=3) • Drafting technologists and technicians • Industrial engineering and manufacturing technologists and technicians
Sales and service occupations (n=10)	<ul style="list-style-type: none"> • Technical sales specialists - wholesale trade (n=3) • Other services supervisors (n=2) • Cleaning supervisors • Food service supervisors • Food counter attendants, kitchen helpers and related support occupations • Customer and information services supervisors • Corporate sales managers
Health occupations (n=1)	<ul style="list-style-type: none"> • Veterinarians
Occupations in education, law and social, community and government services (n=15)	<ul style="list-style-type: none"> • Home child care providers (n=6) • Other instructors (n=6) • Other managers in public administration (n=2) • Early childhood educators and assistants
Occupations in manufacturing and utilities (n=13)	<ul style="list-style-type: none"> • Other labourers in processing, manufacturing and utilities (n=10) • Motor vehicle assemblers, inspectors and testers (n=2) • Other labourers in processing, manufacturing and utilities

3.2 Future community-level workforce demands

One question from the EmployerOne survey asks employers about their proposed future hiring needs over the next 12 months. The sectors with the most anticipated job postings were as follows: *Trades, Transport and Equipment Operators and Related Occupations (26-53)*, *Sales and service occupations (9-25)*, and *Natural and applied sciences and related occupations (4-16)* (Table 2). These patterns strongly reflect the current openings as *Trades, transport and equipment operators and related occupations* is the sector with the most current job postings.

Table 2. Positions need to be filled in the next 12 months (Source: 2022 EmployerOne data set).

Broad Occupational Categories (1-digit NOC)	Occupational Unit Group (5-digitsNOC)	Number of planned hires
Trades, transport and equipment operators and related occupations (26-53 planed hires)	- Contractors and supervisors, carpentry trades	1-4
	- Machinists and machining and tooling inspectors	2-8
	- Transport Truck Drivers	1-4
	- Material handlers	20-29
	- Construction trades helpers and labourers	1-4
Occupations in manufacturing and utilities (1-4 planed hires)	- Manufacturing Managers	1-4
Occupations in education, law and social, community and government services (3-12 planed hires)	- Early childhood educators and assistants	3-12
Business, finance and administration occupations (3-12 planed hires)	- Storekeepers and partspersons	1-4
	- Shippers and receivers	1-4
	- Administrative officers	1-4
Sales and service occupations (9-25 planned hires)	- Food and beverage servers	6-13
	- Cooks	1-4
	- Technical sales specialists - wholesale trade	1-4
Natural and applied sciences and related occupations (4-16 planned hires)	- Other customer and information services representatives	1-4
	- Mechanical engineers	2-8
	- Electrical and electronics engineers	1-4
Natural resources, agriculture and related occupations (1-4 planned hires)	- Industrial instrument technicians and mechanics	1-4
	- Livestock Labourers	1-4

Within the community of Ayr, there has typically been between 15 and 25 co-op positions, peaking at 26 openings in 2021, and reducing back to 15 in 2022 and 2023 (Figure 6). The company with the most postings is New Age Robotics and Controls inc., followed by Atlantic Industries Limited with 18 and 14 postings respectively (Figure 7). Lastly, the most common type of co-op position includes mechanical designers and junior mechanical/structural designers with 11 openings each between 2018 and 2023. These were followed closely by mechanical engineering and electrical/PLC with nine openings each (Tables 3 and 4).

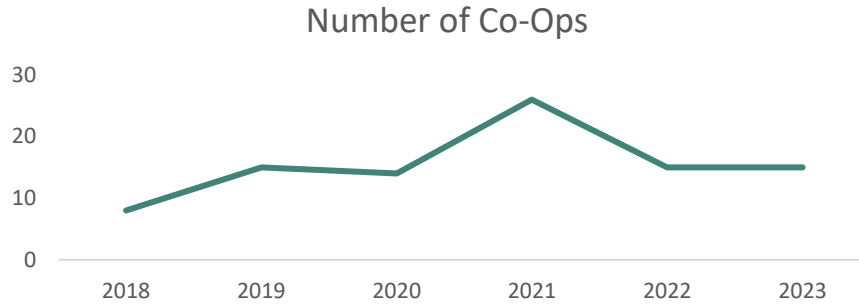


Figure 6. Co-op opportunities in Ayr between 2018 and 2023.

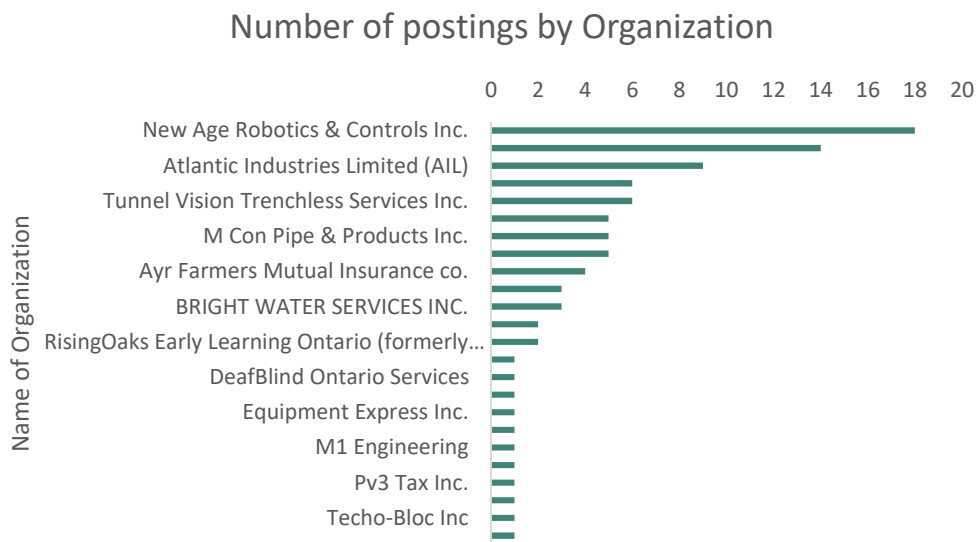


Figure 7. Co-op posting by organization.

Table 3. Top Conestoga co-op student hirers and positions available (Source: Conestoga College).

Top hiring organizations for Conestoga Co-op Students	Most common positions offered to Conestoga Co-op Students
1. New Age Robotics & Controls Inc. (n=18)	1. Industrial engineering and manufacturing technologists and technicians (n=25)
2. Lifesafe Engineering & Service Group Inc. (n=14)	2. Mechanical engineers (n=9)
3. Atlantic Industries Limited (n=9)	3. Electricians (except industrial and power system) (n=9)
4. Consolequip Inc. (n=6)	4. Utilities managers (n=9)

Table 4. Co-op positions with Conestoga College Students since 2018 to present (Source: Conestoga College).

Conestoga Students' Co-op Positions (2021 NOC)	2018	2019	2020	2021	2022	2023...
Financial managers				MCP (1)		
Advertising, marketing, and public relations managers				LES (1)		JRH (1), LES (1)
Human resources professionals	JRH (1)					
Accounting technicians and bookkeepers	Pv3 (1)			RWH (1)		
Insurance underwriters		AFM (1)				
Administrative officers		AFM (1), DBO (1)		AIL (1),	AFM (1),	
Software developers and programmers	BAA (1)		WBW (1)			
Web designers	DCI (1)					
Civil engineers		TVT (2)		TBI (1)		
Mechanical engineers		NAR (1)	NAR (2)	NAR (2)	NAR (2)	NAR (2)
Drafting technologists and technicians		AIL (3),	AIL (1),	AIL (2),		
User support technicians	AFM (1)			LES (1), MCP (1)		MCP (1)
Industrial engineering and manufacturing technologists and technicians	CSI (1), LES (2)	CSI (2), LES (2)	AIL (2), CSI (3), LES (2)	EEL (1), LES (2)	LES (2)	LES (1), OLS (5)
Early childhood educators and assistants			ROE (1)	AEL (2), ROE (1)	AEL (1)	AEL (2)
Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations				MCP (1)	MCP (1)	
Contractors and supervisors, carpentry trades						CHS (1)
Machinists and machining and tooling inspectors					MSG (1)	
Structural metal and platework fabricators and fitters		M1E (1)				
Electricians (except industrial and power system)		NAR (1)	NAR (2)	NAR (2)	NAR (2)	NAR (2)
Utilities managers			BWS (1)	BWS (1)	BWS (1)	
Woodworking machine operators				HCW (1)		
Other			BAA (1), TVT (1)	BAA (1)	TVT (3)	
Total number of co-op positions per year	7	15	14	26	15	15

Legend: AIL – Atlantic Industries Limited, AEL – Ayr Early Learning Centre, AFM – Ayr Farmers Mutual Insurance co., BAA – Bend All Automotive Inc., BWS – Bright Water Services Inc., CHS – Cachet Homes, CSI – Consolequip Inc., DBO – DeafBlind Ontario Services, DCI – DriverCheck Inc., EEL – Equipment Express Inc., HCW – Heffner Cabinetry and Woodworking, JRH – J&R Hall Transport, LES – Lifesafe Engineering & Service Group Inc., MCP – M Con Pipe & Products Inc., M1E – M1 Engineering, MSG – Martin Sprocket and Gear Inc., NAR – New Age Robotics & Controls Inc., OLS – OLS-NA Inc., Pv3 – Pv3 Tax Inc., ROE – RisingOaks Early Learning Ontario, RWH – RWH Engineering Inc., TBI – Techo-Bloc Inc., TVT – Tunnel Vision Trenchless Services Inc., WBW – Workforce Planning Board of Waterloo Wellington Dufferin

3.3 Barriers to recruiting and retaining workers

The EmployerOne Survey also covers specific barriers for retaining and recruiting employees. Within the township of North Dumfries, 12 companies participated. Of those companies 75% stated retention as an issue for their company and 25% had a plan for retention. Furthermore, many companies struggled to find qualified workers as just over 90% of companies rated the availability of qualified employees as poor (58%) and fair (33%) (Figure 8). In contrast, one company reported the availability of qualified workers as excellent (Figure 9). The main issues

seen for retention were no room for advancement, pay less than across the industry, shift work, and lack of transportation (Figure 10). Over the course of the past 12 months a total of 677 employees left the workforce via quitting, retirement, layoffs, dismissals, or other reasons. Of these, the largest method of departure was layoffs (500 people), followed by quits (113 people) and dismissals (35 people) (Table 6).

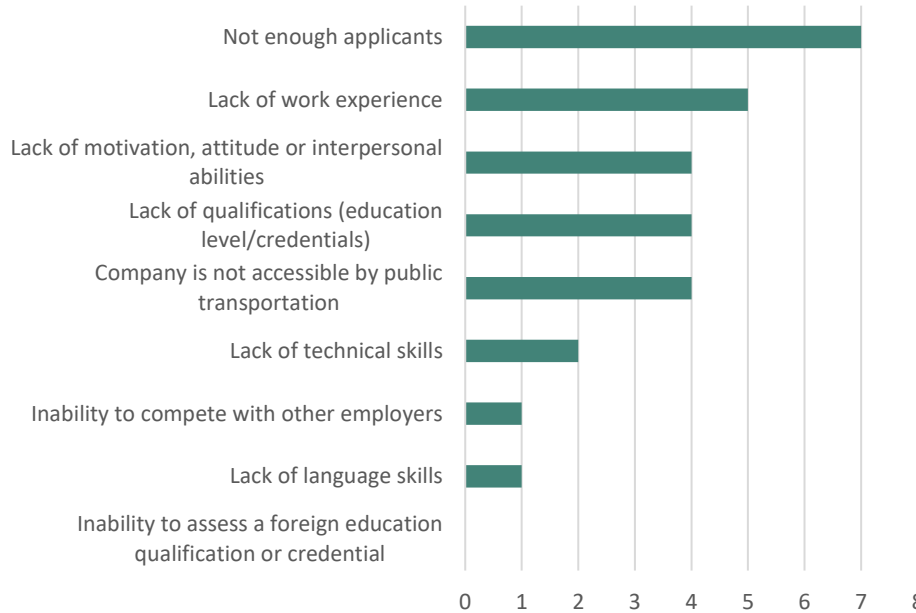


Figure 8. North Dumfries employers' perspective for why the positions were hard-to-fill (Source: 2022 EmployerOne data set).

Availability of Qualified Workers in North Dumfries

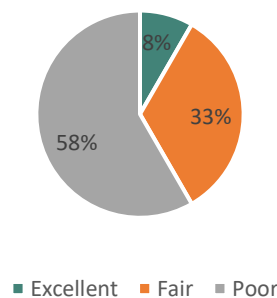


Figure 9. Perceptions of work force quality in The Township of North Dumfries as of 2021.



Figure 10. North Dumfries employers’ perspective for why retention is an issue for their organization (Source 2022 EmployerOne data set).

Table 5. Hard to fill positions identified by Woolwich employers, grouped by the National Occupational Classification (Source: 2022 EmployerOne data set)

NOC (1-digit)	NOC (5-digit)
Business, finance, and administration occupations	- Storekeepers and partspersons
Natural and applied sciences and related occupations	- Mechanical engineering technologists and technicians
Occupations in education, law and social, community and government services	- Early childhood educators and assistants
Occupations in art, culture, recreation and sport	- Authors and writers (except technical) - Graphic designers and illustrators
Sales and service occupations	- Bakers - Food and beverage servers
Trades, transport and equipment operators and related occupations	- Automotive service technicians, truck and bus mechanics and mechanical repairers - Machinists and machining and tooling inspectors - Transport truck drivers - Public works maintenance equipment operators and related workers - Construction trades helpers and labourers
Health occupations	- Veterinarians

Table 6. Breakdown of hires and separations over the last 12 months according to employers in North Dumfries (Source: 2022 EmployerOne data set).

		Hires (from the last 12 months)			Separations (from the last 12 months)					NET Change		
Sector of Organization	Size of Organization	Full-time	Contract/Seasonal/Casual	Part-time	Quits	Retirements	Layoffs	Dismissals	Other	Hired	Separations	Total Change
Accommodation and Food Services	20-49	15		15	28				2	30	30	0
Agriculture, forestry, fishing, and hunting	5-9		1		1				1	1	2	-1
Construction	10-19	6			5	1		1		6	7	-1
Construction	50-99	3								3	0	3
Educational Services	10-19	4			3					4	3	1
Manufacturing	1-4									0	0	0
Manufacturing	20-49	4			1	1				4	2	2
Manufacturing	500+	14	1		50	10	500	30	10	15	600	-585
Professional, scientific and technical services	10-19			4	3			2		4	5	-1
Retail Trade	10-19	1		1		1				2	1	1
Retail Trade	5-9		2						2	2	2	0
Transportation and warehousing	200-499	8	3	1	22	1		2		12	25	-13

4. Evidence synthesis and identification of Community Workforce Development needs

Table 7 summarizes information retrieved from the five chosen databases (i.e., Township Official Plan, jobs boards, EmployerOne Survey, Statistics Canada, and co-op positions) and categorizes this information based on Broad Occupational Categories (1-digit NOC). Table 8 summarizes the community needs for specific Occupational Unit Groups (5-digit NOC). Based on the 2021 Ayr population census, just over 70% of the population work within one of the four broad occupational group: *Sales and service occupations* (22%), *Business, finance, and administration occupations* (16%), *Trades, transport and equipment operators and related occupations* (18%), and *Occupations in education, law and social, community and government services* (15%). Broad occupational categories that have shown recent increases in job postings include *Sales and service occupations* (+73%), *Health occupations* (+58%), and *Occupations in education, law and social, community and government services* (+52%). While 18% of the population is already in *Trades, transport and equipment operators and related occupations*, the 2022 EmployerOne Survey data indicates that these occupations are the highest in demand, particularly *Material Handlers, and Machinists and machining and tooling inspectors*. North Dumfries employers that completed the 2022 EmployerOne Survey are planning hiring between 20 and 29 material handlers collectively, within 2022.

Short-term community workforce needs are based on job postings that have been posted for over 30 days. Short-term community workforce needs include the following occupations:

- Shippers and receivers
- Administrative officers
- Other administrative services managers
- Landscape and horticulture technicians and specialists
- Construction millwrights and industrial mechanics
- Transport truck drivers
- Automotive service technicians, truck and bus mechanics and mechanical repairers
- Motor vehicle assemblers, inspectors and testers
- Other labourers in processing, manufacturing and utilities

Some of these short-term community workforce needs can be fulfilled immediately by students at Conestoga Colleges. Of these needs, only one (i.e., Administrative Officers) has been previously filled by a Conestoga Co-op student.

Medium-term workforce development needs are based on occupations that employers are planning to hire within the next 12-months, but that have also been identified as those occupations that are hard-to-fill. Medium-term community workforce needs include the following occupations:

- Storekeepers and partspersons
- Early childhood educators and assistants
- Food and beverage servers
- Construction trades helpers and labourers
- Machinists and machining and tooling inspectors
- Transport truck drivers

Long-term needs are based on occupations that have been identified as hard-to-fill in the EmployerOne Survey and are also occupations that employers are not planning to hire within the next 12-months. Long-term community workforce needs include the following occupations:

- Veterinarians
- Bakers
- Public works maintenance equipment operators and related workers

It is also important to discuss occupations that support North Dumfries plan, as the Township moves to support transport related occupations, based off the roles that have been listed as in demand, hard-to-fill, and planned hires. There are several occupations that fit these criteria, specifically transport truck drivers, material handlers, and automotive service technicians. Based off the Statistics Canada data, the trend of the increasing number of occupations in the trades and sales/service industries coincides with the economic plan. Lastly, layoffs in manufacturing remain a main area of concern. For example, layoffs may be contributing to a shrinking workforce within townships, and with a smaller workforce long-term economic growth may be halted. Further research should be conducted to identify specific impacts that layoffs might have on long-term economic growth.

Table7. Evidence synthesis of the broad occupational categories based on all data sources.

Broad Occupational Categories (1-digit NOC)	Guiding principle in Woolwich's official economic development plan	2022 EmployerOne Survey (Township of Woolwich)				Statistics Canada (St. Jacobs)		Number of past co-ops in St. Jacobs (2018-present)
		Planned hires	Have hard-to-fill positions	Job Boards (St. Jacobs) Job posting (n(%))	Job posted > 30 days	Population working in occupational group	% Change since 2016	
Occupations in art, culture, recreation and sport	YES	0	n/a	0 (0%)		75	+25%	0
Trades, transport and equipment operators and related occupations	YES	26 to 53	YES	56 (43%)	YES	555	+46%	14
Natural resources, agriculture and related production occupations	YES	1 to 4	n/a	0 (0%)		30	-45%	0
Sales and service occupations		9 to 25	YES	10 (8%)		675	+73%	0
Business, finance and administration occupations		3 to 12	YES	25 (19%)	YES	505	+17%	12
Occupations in education, law and social, community and government services		3 to 12	YES	15 (12%)		470	+52%	7
Natural and applied sciences and related occupations		4 to 16	n/a	5 (4%)	YES	300	+33%	52
Health occupations		0	YES	1 (1%)		205	+58%	0
Occupations in manufacturing and utilities	YES	1 to 4	n/a	12 (9%)	YES	200	+54%	4
Legislative and senior management occupations		0	n/a	0 (0%)		50	-84%	0

Table 8. Summary of the demand and supply of occupations identified from the 2022 EmployerOne Survey, job boards, and previous co-op positions with Conestoga students.

Occupational Unit Group	Number needed Immediately	Number needed in next 12 months	Posted for over 30 days	Hard-to-fill	# of co-op positions offered
<u>Business, finance and administration occupations</u>					
Shippers and receivers	2	1-4	1		
Administrative officers	11	1-4	4		4
Storekeepers and partspersons		1-4		Yes	
Human resources managers	1				
Human resources professionals					1
Purchasing managers	2				
Other administrative services managers	3		2		
Supervisors, general office and administrative support workers	1				
Supervisors, supply chain, tracking and scheduling coordination occupations	2				
Supervisors, finance and insurance office workers	1				
Human resources and recruitment officers	2				
Financial managers					1
Advertising, marketing and public relations managers					3
Accounting technicians and bookkeepers					2
Insurance underwriters					1
<u>Natural and applied sciences and related occupations</u>					
Mechanical engineers		2-8			9
Electrical and electronics engineers		1-4			
Industrial instrument technicians and mechanics		1-4			
Landscape and horticulture technicians and specialists	3		1		
Drafting technologists and technicians	1				6
Industrial engineering and manufacturing technologists and technicians	1				25
Software developers and programmers					2
Web designers					1
Civil engineers					3
User support technicians					4
<u>Health occupations</u>					

Occupational Unit Group	Number needed Immediately	Number needed in next 12 months	Posted for over 30 days	Hard-to-fill	# of co-op positions offered
Veterinarians	1			Yes	
<u>Occupations in education, law and social, community and government services</u>					
Early childhood educators and assistants	1	3-12		Yes	7
Other managers in public administration	2				
Other instructors	6				
Home childcare providers	5				
<u>Sales and service occupations</u>					
Food and beverage servers		6-13		Yes	
Cooks		1-4			
Technical sales specialists - wholesale trade		1-4			
Other customer and information services representatives		1-4			
Bakers				Yes	
Corporate sales managers	1				
Food service supervisors	1				
Customer and information services supervisors	1				
Cleaning supervisors	1				
Other services supervisors	2				
Technical sales specialists - wholesale trade	3				
Food counter attendants, kitchen helpers and related support occupations	1				
<u>Trades, transport and equipment operations and related occupations</u>					
Construction trades helpers and labourers		1-4		Yes	
Machinists and machining and tooling inspectors		2-8		Yes	1
Material Handlers	5	20-29			
Contractors and supervisors, carpentry trades		1-4			1
Construction millwrights and industrial mechanics	8	1-4	1		
Transport truck drivers	29	1-4	3	Yes	
Automotive service technicians, truck and bus mechanics and mechanical repairers	11		2	Yes	
Public works maintenance equipment operators and related workers				Yes	
Contractors and supervisors, machining, metal forming, shaping	2				2

Occupational Unit Group	Number needed Immediately	Number needed in next 12 months	Posted for over 30 days	Hard-to-fill	# of co-op positions offered
and erecting trades and related occupations					
Motorcycle, all-terrain vehicle and other related mechanics	1				
Structural metal and platework fabricators and fitters					1
Electricians (except industrial and power system)					9
<u>Natural resources, agriculture and related production occupations</u>					
Livestock labourers		1-4			
<u>Occupations in manufacturing and utilities</u>					
Manufacturing managers		1-4			
Motor vehicle assemblers, inspectors and testers	2		1		
Other labourers in processing, manufacturing and utilities	9		2		
Utilities managers					9
Woodworking machine operators					1

Appendix A. Job postings from in Ayr

Organization	Job Posting Based on 2021 NOC
13319041 Canada Inc.	<ul style="list-style-type: none"> 62020 – Food service supervisors
About Staffing	<ul style="list-style-type: none"> 62100 – Technical sales specialists - wholesale trade
Aevitas/ Aevitas Inc.	<ul style="list-style-type: none"> 13100 – Administrative officers Dismantler*
Amazon	<ul style="list-style-type: none"> 75101 – Material handlers
Atlantic Industries Limited	<ul style="list-style-type: none"> 62100 – Technical sales specialists - wholesale trade Student Window Wells*
Ayr Animal Hospital	<ul style="list-style-type: none"> 31103 – Veterinarians
Ayr Early Learning Centre	<ul style="list-style-type: none"> 42202 – Early childhood educators and assistants
Ayr Transportation Group Inc.	<ul style="list-style-type: none"> 73300 – Transport truck drivers
Ayr Welding (1977) Ltd	<ul style="list-style-type: none"> 22212 – Drafting technologists and technicians
Battlefield Equipment Rentals	<ul style="list-style-type: none"> 72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers
Bend All Automotive	<ul style="list-style-type: none"> 22302 – Industrial engineering and manufacturing technologists and technicians
Beyond Transportation Inc	<ul style="list-style-type: none"> 73300 – Transport truck drivers
Brandt Group of Companies	<ul style="list-style-type: none"> 10019 – Other administrative services managers (n=2) 13100 – Administrative officers 14400 – Shippers and receivers 72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers Partsperson*
Bright Water Services	<ul style="list-style-type: none"> 73300 – Transport truck drivers
Cachet Homes	<ul style="list-style-type: none"> 12010 – Supervisors, general office and administrative support workers
Canadian Nanny	<ul style="list-style-type: none"> 44100 – Home child care providers (n=5)
Carling Fleet Service	<ul style="list-style-type: none"> 72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers
CB Canada	<ul style="list-style-type: none"> 12013 – Supervisors, supply chain, tracking and scheduling coordination occupations
Chanian Transport	<ul style="list-style-type: none"> 73300 – Transport truck drivers
CIBC	<ul style="list-style-type: none"> 13100 – Administrative officers
ClickJobs.io	<ul style="list-style-type: none"> 43109 – Other instructors (n=6)
Custom Truck One Source	<ul style="list-style-type: none"> 60010 – Corporate sales managers
Davidson Contract Services	<ul style="list-style-type: none"> 73300 – Transport truck drivers (n=2)
Dawn Staffing Solutions	<ul style="list-style-type: none"> 72400 – Construction millwrights and industrial mechanics

Organization	Job Posting Based on 2021 NOC
DeafBlind Ontario Services	<ul style="list-style-type: none"> 62100 – Technical sales specialists - wholesale trade
Deep Reach Excavating	<ul style="list-style-type: none"> 73300 – Transport truck drivers
DLH Transportation Inc.	<ul style="list-style-type: none"> 13100 – Administrative officers
DSM-Firmenich	<ul style="list-style-type: none"> 10019 – Other administrative services managers 10012 – Purchasing managers 62023 – Customer and information services supervisors 94200 – Motor vehicle assemblers, inspectors and testers (n=2)
Expressway Trucks Waterloo	<ul style="list-style-type: none"> 10012 – Purchasing managers 73300 – Transport truck drivers (n=2)
Farrow	<ul style="list-style-type: none"> 13100 – Administrative officers (n=5)
Flying K Truck & Trailer Repair	<ul style="list-style-type: none"> 13100 – Administrative officers
FS Partners	<ul style="list-style-type: none"> 73300 – Transport truck drivers Crop Scout*
Fuze HR Solutions	<ul style="list-style-type: none"> 10011 – Human resources managers
GFL Environmental Inc.	<ul style="list-style-type: none"> 72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers (n=2) 73300 – Transport truck drivers (n=4)
GLS Canada	<ul style="list-style-type: none"> 95109 – Other labourers in processing, manufacturing and utilities
Grand River Personnel	<ul style="list-style-type: none"> 95109 – Other labourers in processing, manufacturing and utilities
Green Brier Landscaping inc.	<ul style="list-style-type: none"> 95109 – Other labourers in processing, manufacturing and utilities (n=3)
Growmark	<ul style="list-style-type: none"> Crop Scout*
Heidelberg Materials North America	<ul style="list-style-type: none"> 73300 – Transport truck drivers
Highway Motors Truck and Trailer	<ul style="list-style-type: none"> 73300 – Transport truck drivers
Housekeeper	<ul style="list-style-type: none"> 44100 – Home child care providers
Kavin Group	<ul style="list-style-type: none"> 72010 – Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations (n=2)
Kinzie landscaping	<ul style="list-style-type: none"> 95109 – Other labourers in processing, manufacturing and utilities
Kooner Transport Group	<ul style="list-style-type: none"> 73300 – Transport truck drivers
Liberty Linehaul	<ul style="list-style-type: none"> 73300 – Transport truck drivers (n=2)
Liberty Staffing	<ul style="list-style-type: none"> 12101 – Human resources and recruitment officers 75101 – Material handlers
Martin Sprocket & Gear	<ul style="list-style-type: none"> 95109 – Other labourers in processing, manufacturing and utilities (n=2)
Mill Creek Motor Freight Ltd	<ul style="list-style-type: none"> 73300 – Transport truck drivers (n=2)
Openlane	<ul style="list-style-type: none"> 73300 – Transport truck drivers
PeopleReady	<ul style="list-style-type: none"> 95109 – Other labourers in processing, manufacturing and utilities

Organization	Job Posting Based on 2021 NOC
Pilot Company	<ul style="list-style-type: none"> 65201 – Food counter attendants, kitchen helpers and related support occupations 95109 – Other labourers in processing, manufacturing and utilities
Premier Equipment Ltd.	<ul style="list-style-type: none"> 72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers (n=3)
Premier Spring & Manufacturing Limited	<ul style="list-style-type: none"> 75101 – Material handlers
Primemax Energy Inc.	<ul style="list-style-type: none"> 73300 – Transport truck drivers
Prodigy Personnel	<ul style="list-style-type: none"> 75101 – Material handlers
Pure Staffing Solutions	<ul style="list-style-type: none"> 12013 – Supervisors, supply chain, tracking and scheduling coordination occupations
Puwar Logistics	<ul style="list-style-type: none"> 73300 – Transport truck drivers
QTL - Ayr	<ul style="list-style-type: none"> 72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers
Quiet Nature	<ul style="list-style-type: none"> 22114 – Landscape and horticulture technicians and specialists (n=3)
Region of Waterloo	<ul style="list-style-type: none"> Other
Rockstar Recruiting	<ul style="list-style-type: none"> 72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers
Sherway Group	<ul style="list-style-type: none"> 12101 – Human resources and recruitment officers 62029 – Other services supervisors
Stinger Trailer Inc.	<ul style="list-style-type: none"> 13100 – Administrative officers
Team Logistics System Inc.	<ul style="list-style-type: none"> 73300 – Transport truck drivers
Team Vincent Motorsports	<ul style="list-style-type: none"> 72423 – Motorcycle, all-terrain vehicle and other related mechanics
Techo-Bloc	<ul style="list-style-type: none"> 72400 – Construction millwrights and industrial mechanics (n=2) 73300 – Transport truck drivers 75101 – Material handlers
The lifesafe group of companies	<ul style="list-style-type: none"> 72400 – Construction millwrights and industrial mechanics
The Metro Truck Group	<ul style="list-style-type: none"> 14400 – Shippers and receivers
The Ridge Social Eatery	<ul style="list-style-type: none"> 62029 – Other services supervisors
The Township of North Dumfries	<ul style="list-style-type: none"> 40019 – Other managers in public administration (n=2) 12011 – Supervisors, finance, and insurance office workers
Thermo King Eastern Canada	<ul style="list-style-type: none"> 73300 – Transport truck drivers (n=2)
Truckker, a TPI Company	<ul style="list-style-type: none"> 73300 – Transport truck drivers
Unilock	<ul style="list-style-type: none"> 62024 – Cleaning supervisors 72400 – Construction millwrights and industrial mechanics (n=3)
Waste Industries	<ul style="list-style-type: none"> 72410 – Automotive service technicians, truck and bus mechanics and mechanical repairers

Organization	Job Posting Based on 2021 NOC
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Wessex Precision Machining	<ul style="list-style-type: none">• 72400 – Construction millwrights and industrial mechanics
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**NOC codes do not exist for these job titles, thus only job titles are reported*