



# TOP EMPLOYER WORKFORCE CHALLENGES 2022

IBA 10<sup>th</sup> Biennial Global Business Immigration Conference - London 2022



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# KEY EMPLOYER CONCERNS

1. Lack of Talent
2. Costs
3. Flexibility With People Refusing to Work in Person
4. Employee Performance While Working From Home
5. Overregulation
6. Housing Affordability



# LACK OF TALENT

- Nearly one million job openings across Canada
- In the fourth quarter of 2021, 915,500 positions remained unfilled
- Job vacancies remain unfilled for more than 60 days
- Indeed job postings up 69% as of March 18, 2022



## Top 10 Occupation Vacancies

1. Food Counter Attendants and Kitchen Helpers
2. Retail Salespersons
3. Food and Beverages Servers
4. Registered Nurses and Registered Psychiatric Nurses
5. Cooks
6. Construction Trades
7. Helpers and Labourers
8. Nurse aids, Orderlies and Patient Associates
9. Light Duty Cleaners
10. Store Shelf Stockers, Clerks and Order Fillers

CBC - <https://www.cbc.ca/news/business/job-skills-shortage-1.6409237>

Statistics Canada - <https://www150.statcan.gc.ca/n1/daily-quotidien/220322/t001a-eng.htm>



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# COSTS

- Conference Board of Canada Report – Skills shortage cost the Canadian economy billions of dollars and estimated the unrealized value of skills vacancies was \$25 billion in 2020
- Inflation
  - CPI increased 7% as the Bank of Canada continues to raise interest rates.
  - Businesses struggling with costs and having to transfer employees from other countries increase costs.
  - Canadian Chamber of Commerce Chief Economist Stephen Tapp: “Running a business right now, it’s extremely expensive and it’s hard to do given the lack of access to workers and input costs rising pretty considerably.”



Yahoo - <https://www.yahoo.com/now/inflation-tops-list-concerns-canadian-100011597.html>

CBC - <https://www.cbc.ca/news/business/job-skills-shortage-1.6409237>



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# EMPLOYEES REFUSING TO RETURN TO THE OFFICE

- Banks now requiring employees to return to the office at least three days a week
- Over 80% of teleworkers indicated that they would like to work at least half of their hours from home.
- 41% would prefer working about half of their hours at home and the other half elsewhere while 39% preferred working most (24%) or all (15%) of their hours at home.
- The remaining 20% would prefer working most (11%) or all (9%) of their hours outside the home.
- RBC asking employees to come to the office
  - CEO: “technology cannot replicate the energy, spontaneity, big ideas, true sense of belonging and fun” of being together in person

Statistics Canada - <https://www150.statcan.gc.ca/n1/pub/45-28-0001/2021001/article/00012-eng.htm>

Bloomberg - <https://www.bloomberg.com/news/articles/2022-08-16/royal-bank-of-canada-asking-employees-to-come-to-the-office-more>

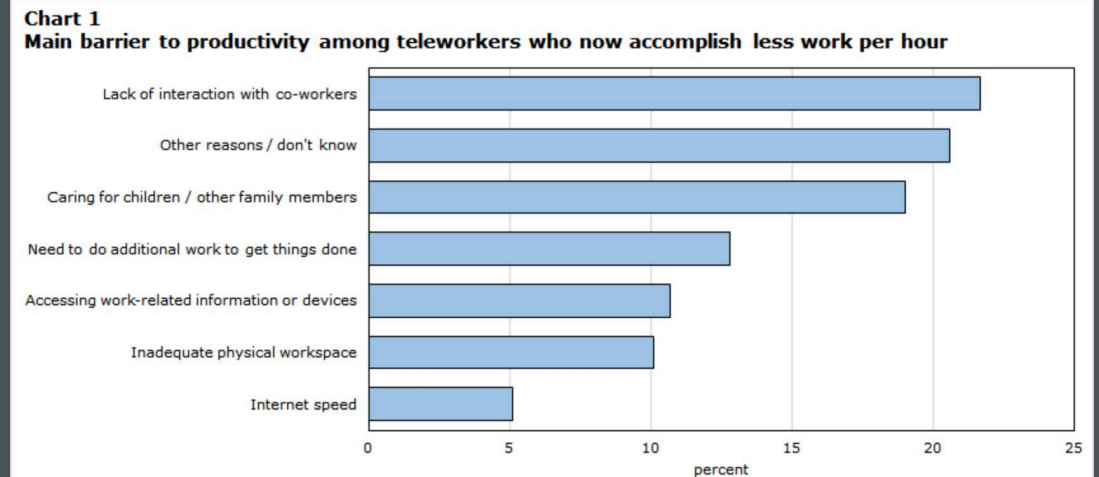


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# EMPLOYEE PERFORMANCE WHILE WORKING FROM HOME

- Lack of interaction with co-workers as the main reasons (22%)
- Other reasons that are unknown (21%)
- Having to care for children or other family members (20%)
- Need to do additional work to get things done (13%)
- Accessing work-related information or devices (11%)
- Inadequate physical workspace (10%)
- Having trouble with internet speed (5%)



# OVERREGULATION

- New employer obligations by IRCC meant to protect temporary foreign workers.
- New regulations apply to the Temporary Foreign Worker Program (TFWP) (LMIA) and the International Mobility Program (IMP)
- Obligations include:
  - Providing TFWs with information regarding their rights in Canada
  - Providing an employment agreement to the TFW
  - No longer charging or recovering fees from employees
  - Protecting the health and safety of TFWs



# HOUSING AFFORDABILITY

Angus Reid Institute and Publicis Media survey of 500 newcomers showed that almost half intended to leave Canada or considered leaving due to high cost of living and housing market .



Financial Post - <https://financialpost.com/news/economy/victor-dodig-canada-immigration-housing-affordability>



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# THANK YOU FOR JOINING US

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