



An initiative of



What is MB Pulse?

MB Pulse is a subscription-based community insights and polling platform intended to strengthen our members' collective voice, while providing the Manitoba Chambers of Commerce with point-in-time trends data and opinion snapshots.

The data derived from our topical and timely surveys will support our efforts to influence business-friendly government policy and decision-making on emerging issues of relevance.

Through quick polls, short surveys, and questionnaires that we send MB Pulse members by email, we invite you to contribute confidentially to our advocacy efforts, and serve as the province's key drivers of the economy.

INSIDE THIS SURVEY REPORT...

WORKFORCE WOES? ASSESSING EMPLOYER CHALLENGES WITH LABOUR ATTRACTION

SEPTEMBER 2022



Workforce Woes?

Assessing Employer Challenges with Labour Attraction

A REPORT BY THE MANITOBA CHAMBERS OF COMMERCE

ABOUT THE SURVEY

Business leaders and representatives of Manitoba employers were invited to share their insights on if and how workforce challenges and talent shortages are affecting their businesses. This survey was open to MB Pulse members from September 15 to 21, 2022. A total of 54 surveys were completed.

WHAT WE HEARD

"We are an industry support organization and we are seeing the labour shortage across our entire sector and in almost all job classifications."

"For as much as I believe in a living wage, my business cannot afford to pay that. We are restructuring and offering less services that require less labour to try to make a profit next year."

"I am a small, seasonal business owner and I have so many challenges over and above labour, including the lack of labour, the price you have to pay them, rising cost of goods and shipping costs are all making it difficult to make a profit."

"One of the largest challenges we are facing as an employer is how we can continue to support an employee's success with ever-changing family dynamics, COVID supports, and with inflation."

"Lack of housing for new employees is a major barrier to hiring qualified employees in my business."

Here are the survey results...

20%

say they've reduced operating hours because of challenges associated with finding staff.

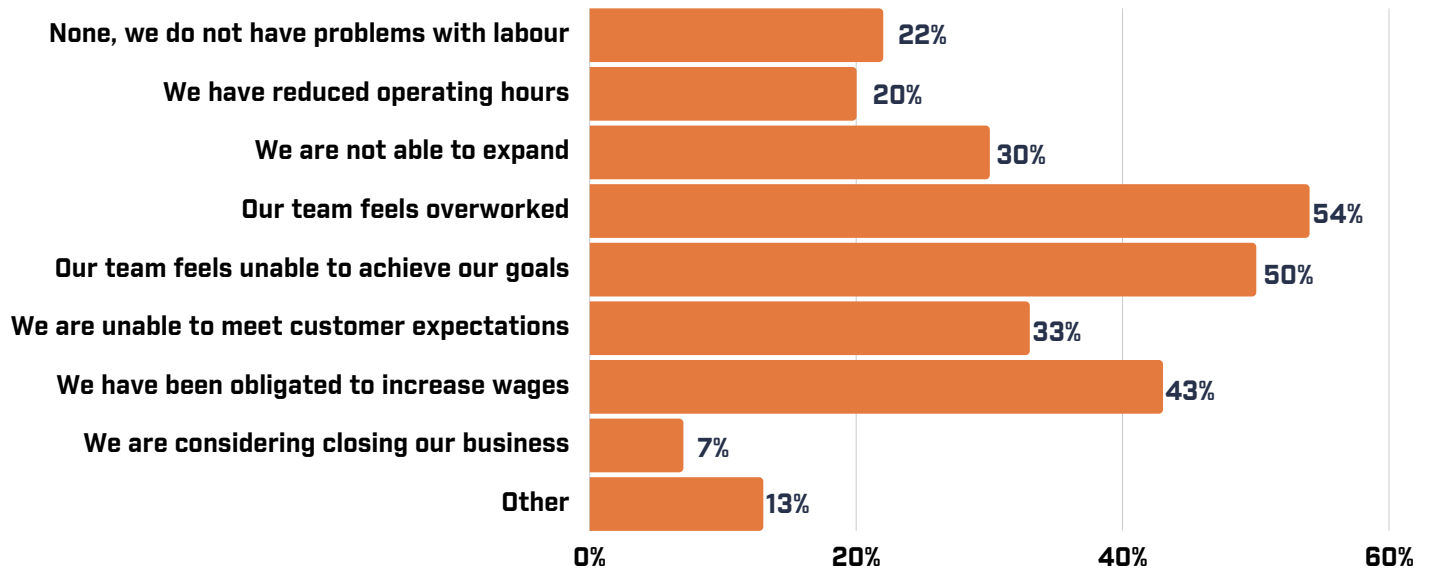
43%

say they've been obligated to increase wages considerably to attract staff.

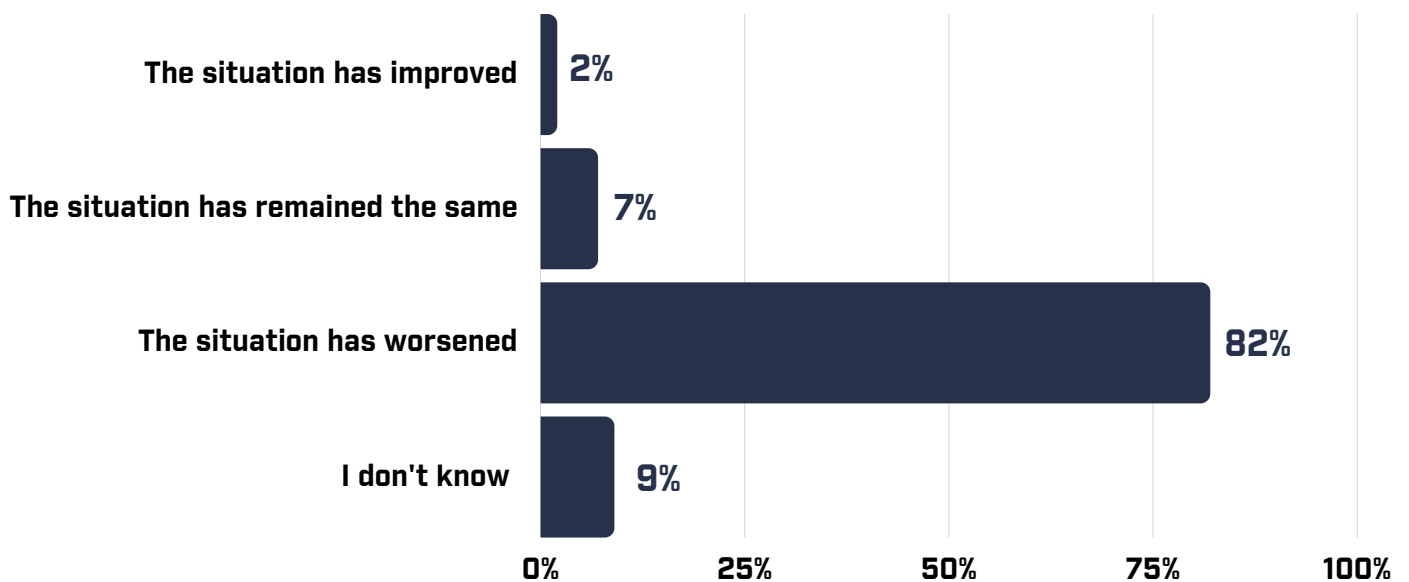
82%

say the situation related to access to skilled labour has worsened compared to 2-3 years ago.

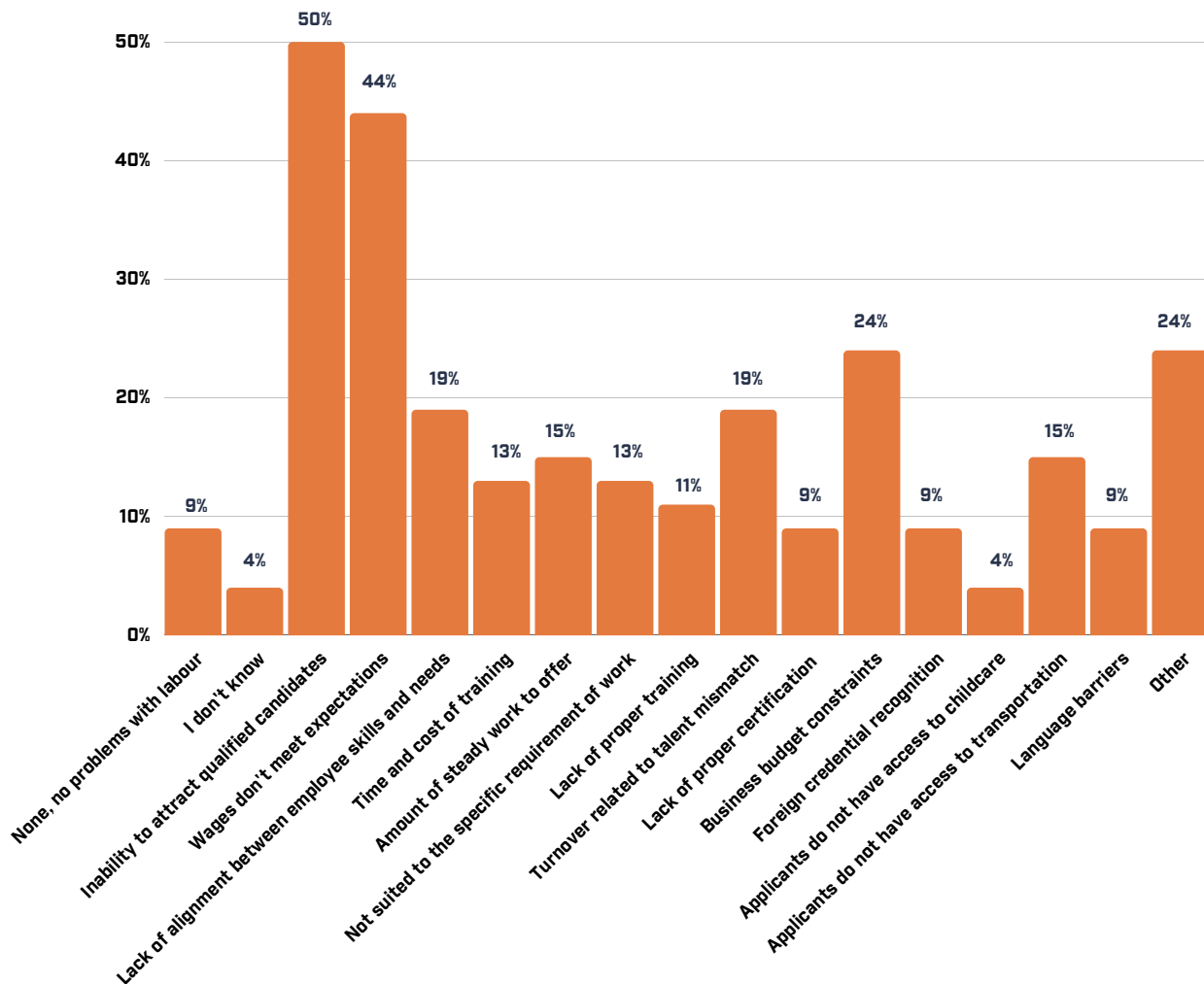
**QUESTION 1:
WHAT IMPACT ARE WORKFORCE CHALLENGES AND LABOUR
SHORTAGES HAVING ON YOUR BUSINESS/ORGANIZATION?
SELECT ALL THAT APPLY.**



**QUESTION 2:
IN YOUR OPINION, HAS THE SITUATION RELATED TO ACCESS TO SKILLED
LABOUR IN MANITOBA IMPROVED, WORSENERD, OR STAYED THE SAME
COMPARED TO 2 TO 3 YEARS AGO?**



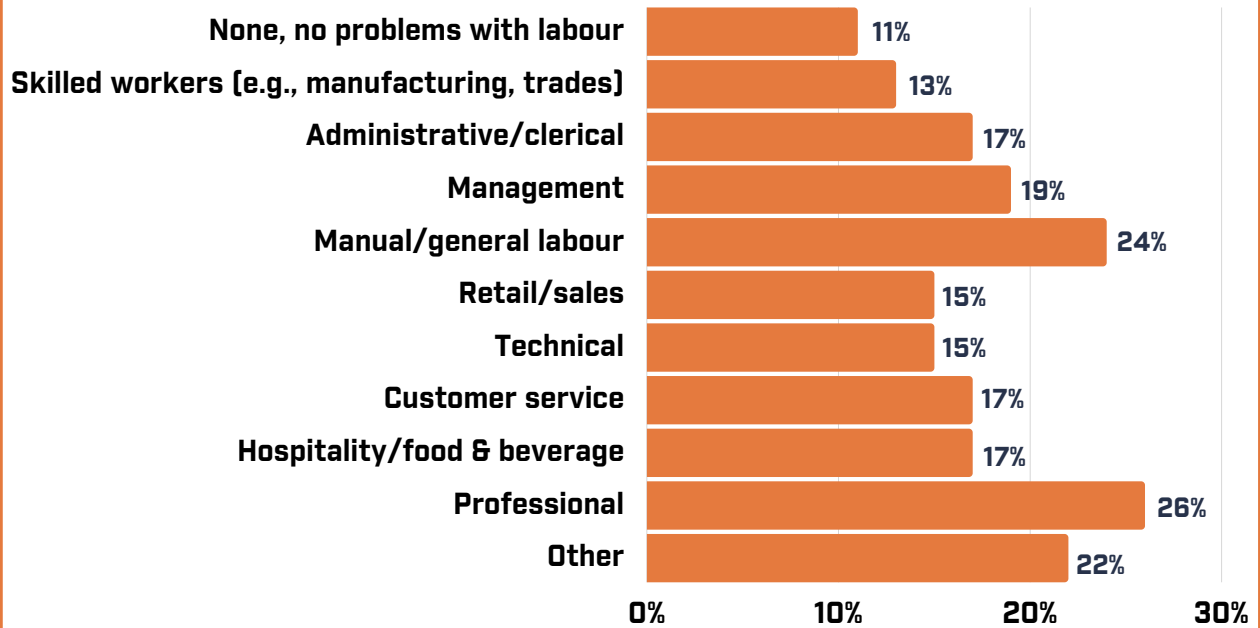
QUESTION 3: WHAT DO YOU BELIEVE ARE THE BIGGEST BARRIERS TO HIRING QUALIFIED EMPLOYEES IN YOUR BUSINESS/ORGANIZATION? SELECT ALL THAT APPLY.



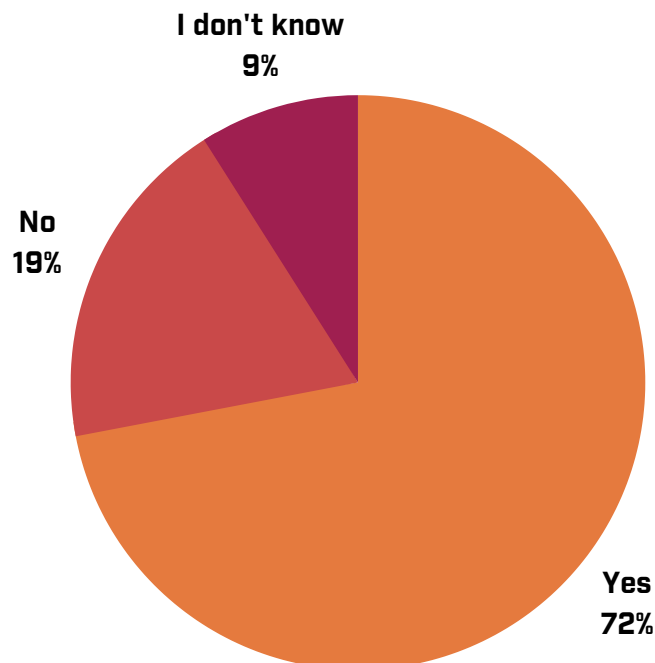
Top responses - "Other" selection

1. Difficulty bringing in foreign workers
2. Lack of housing supply for new employees
3. Difficulty attracting qualified employees to rural Manitoba
4. Competition for employees
5. Disconnect between a business' ability to pay with what prospective employee expects in remuneration

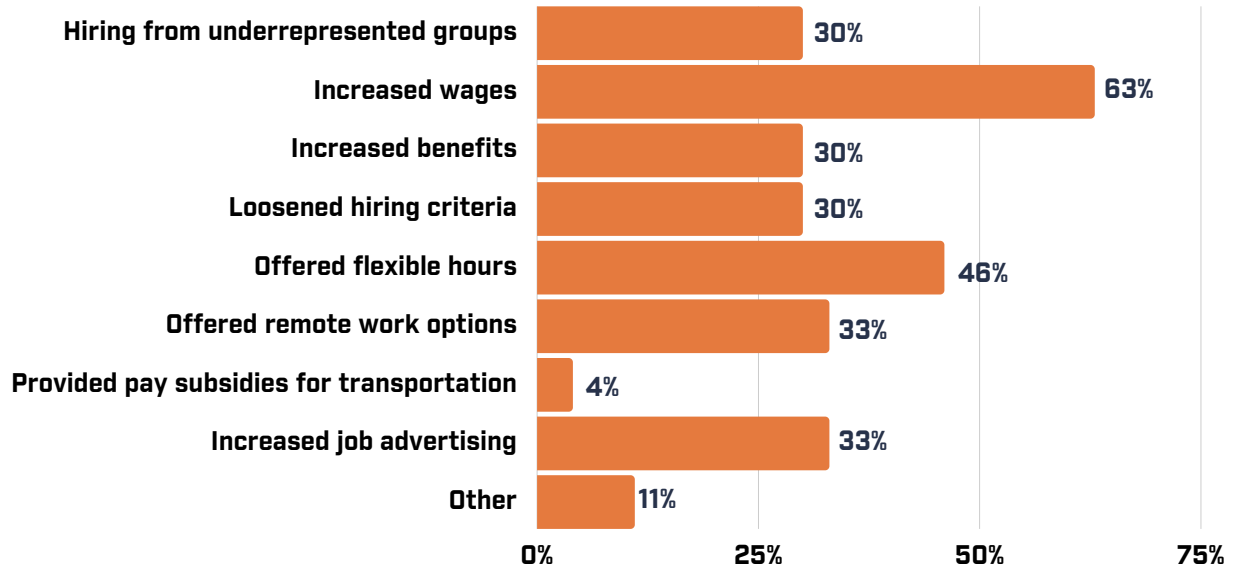
**QUESTION 4:
WHAT POSITIONS IS YOUR BUSINESS/ORGANIZATION HAVING
THE MOST DIFFICULTY FILLING? SELECT ALL THAT APPLY.**



**QUESTION 5:
IS YOUR BUSINESS/ORGANIZATION PLANNING TO HIRE NEW
EMPLOYEES IN THE NEXT SIX MONTHS?**



**QUESTION 6:
WHAT ACTIONS HAS YOUR ORGANIZATION TAKEN IN THE LAST 12 MONTHS TO RECRUIT AND RETAIN EMPLOYEES? SELECT ALL THAT APPLY.**



**QUESTION 7:
WHAT STATEMENT BEST DESCRIBES YOUR WORK SITUATION?**

