Off-the-Job Stats and Facts

The most recent statistics from the Association of Workers' Compensation Boards of Canada (AWCBC) tell us that in 2018, 1027 workplace fatalities were recorded in Canada, an increase of 76 from the previous year. Among these deaths were 27 young workers aged 15-24.

Add to these fatalities the 264,438 accepted claims (an increase from 251,508 the previous year) for lost time due to a work-related injury or disease, including 33,058 from workers aged 15-24, and the fact that these statistics only include what is reported and accepted by the compensation boards, there is no doubt that the total number of workers impacted is even greater.

And it's not just these numbers on which we need to reflect. With each worker tragedy there are loved ones, family members, friends and co-workers who are directly affected, left behind, and deeply impacted – their lives also forever changed.

One of the challenges in workplace safety and health is the rapid growth of new occupations like the solar photovoltaic installer, which is expected to grow by nearly 105% over the next several years, and the wind turbine service technician, which is expected to grow by over 96%.

Several other rapidly growing occupations include jobs in the healthcare field:

- Home health aide, expected to grow 47.3% by 2016;
- Personal care aide, expected to grow 38.6%;
- Physician's assistant, expected to grow 37.5%;
- Nurse practitioner, expected to grow by 36.1%; *and*
- Physical therapist assistant, expected to grow by 31%.

Digital transformation, globalization, and technological innovations have accelerated the speed at which work changes, according to NIOSH. Complex, emerging workforce issues confronting both employers and workers include:

- An aging workforce;
- Concerns about gender pay and employment disparities;
- Recruiting and retaining workers in highly competitive labor markets;
- Shifting employment relationships like contingent or “gig” employment; *and*
- Uncertainty about how best to manage new technologies entering into the workplace

Statistics:

- 90% of job seekers say that it’s important to work for a company that embraces transparency.
- 79% of job seekers say they are likely to use social media in their job search
- On average, each corporate job offer attracts 250 resumes. Of those candidates, 4 to 6 will get called for an interview, and only one will get the job.
- 1 in 6 candidates who applied for a job were asked for an interview.
- Recruiters take an average of 6 seconds to scan a resume.
- 87% of recruiters use LinkedIn to check candidates.
- After finding a job offer, 64% of candidates said they research a company online and 37% said they will move on to another job offer if they can’t find information on the company.
- **Top 5 pieces of information job seekers want employers to provide as they research where to work:**
    - Details on compensation packages
    - Details on benefits packages
    - Basic company information
    - Details on what makes the company an attractive place to work
    - Company mission, vision and values
- 91% of employers prefer their candidates to have work experience, and 65% of them prefer their candidates to have *relevant* work experience.

- 87% of Millennials rate professional career growth and developmental opportunities as important to them in a job.
- Nearly 80% of Millennials look for people and culture fit with employers, followed by career potential.
- In 2015, 51% of those who did have jobs were searching for new ones or watching for openings.
- American Millennials are now more likely to say they will stay 5+ years with a company than to leave within 2 years.
- Average time-to-hire a new employee was 39 days in 2016, down from 43 days in 2015.
- 50% of candidates say they wouldn’t work for a company with a bad reputation – even for a pay increase.
- 92% would consider leaving their current jobs if offered another role with a company that had an excellent corporate reputation.
- 69% of job seekers are likely to apply to a job if the employer actively manages its brand.
- Average cost per hire for companies is $4,129.
- 33% of American workers are engaged at work vs. 70% of workers at the world’s best organizations.
- 61% of employees say the realities of their new job differ from expectations set during the interview process.
- 80% of job seekers believe their companies foster diversity at work.
- Ethnically diverse companies are 35% more likely to have a financial performance above the industry mean.
- 41% of US employers plan to use text messages to schedule job interviews.
- By 2016, only 19% of recruiters were investing in a mobile career website.
- 78% of 2017 grads completed an internship or apprenticeship.
- 97% of 2017 grads said they will need on-the-job training to further their careers.
- Current unemployment rate in the US is 4.4% with the number of unemployed people at 7 million.
- Long-term unemployed (longer than 6 months) make up 24.3% of the unemployed at 1.7 million.
- The average length of a workweek was 38.7 hours in 2015, up

from 38.1 hours in 1980.
- Average number of weeks worked per year increased from 43 in 1980 to 46.8 in 2015. (Combined, it adds up to an additional month of work per year.)
- In 2015, 51% of those who did have jobs were searching for new ones or watching for openings.
- 89% of Glassdoor users are either actively looking for jobs or would consider better opportunities.
- 87% of organizations cite culture and engagement as one of their top challenges, and 50% call the problem "very important."
- **Current job satisfaction statistics for American workers:**
    - Very Satisfied – 49%
    - Somewhat Satisfied – 30%
    - Dissatisfied – 9%
    - Very Dissatisfied – 6%
- In 2014, 51% of workers had worked for their current employer for 5+ years compared to 46% in 1996.
- Job seekers will spend an average of 11 hours a week looking for work.
- Only 12% of employees agree that their company does a good job of onboarding new employees.
- 33% of American workers are engaged at work vs. 70% of workers at the world's best organizations.
- In 2015, Millennials became the dominant demographic on the labor market.
- Millennials have the highest rates of unemployment and underemployment.
- **Do workers think their credentials and qualifications match up with the requirements of their jobs:**
    - Overqualified – 41%
    - Qualified – 50%
    - Underqualified – 9%
- 68% of employees believe they are overqualified for their current job.
- 44% of recent grads found it difficult or extremely

difficult to find a job.

- 49% of recent grads accepted a lower salary or compromised on benefits.
- Jobs requiring social skills have grown 83%.
- Jobs requiring analytical skills (computer / critical thinking) grew 77%.
- Jobs requiring both social and analytical skills have grown 94% since 1980.
- **Top trends for the future of recruiting:**
    - More Diverse Candidates – 37%
    - Focus on Soft Skills Assessment – 35%
    - Investment in Innovative Interviewing Tools – 34%
    - Company Mission Used as a Differentiator – 33%
    - Big Data – 29%
- 95% of recruiters say that hiring will remain as competitive in 2017 as it was in 2015 and 2016.
- On average, each corporate job offer attracts 250 resumes. Of those candidates, 4 to 6 will get called for an interview, and only one will get the job.
- Average number of applicants per job was 52 in 2016, down from 59 in 2015.
- 63% of recruiters say talent shortage is their biggest problem.
- Average time-to-hire a new employee was 39 days in 2016, down from 43 days in 2015.