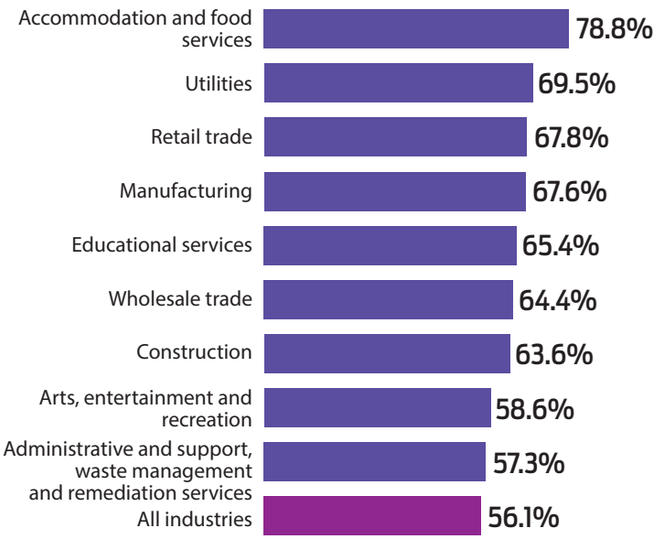
Skills gaps and recruitment difficulties in Canada: Findings from the Survey of Employers on Workers' Skills

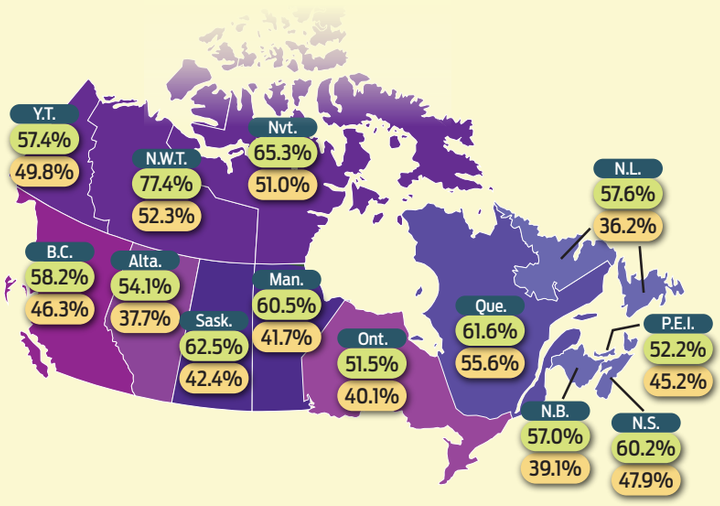
The majority of employers in Canada reported skills gaps[1] in their workforce.

Top 10 industries with the highest percentage of businesses that reported skills gaps in their workforce



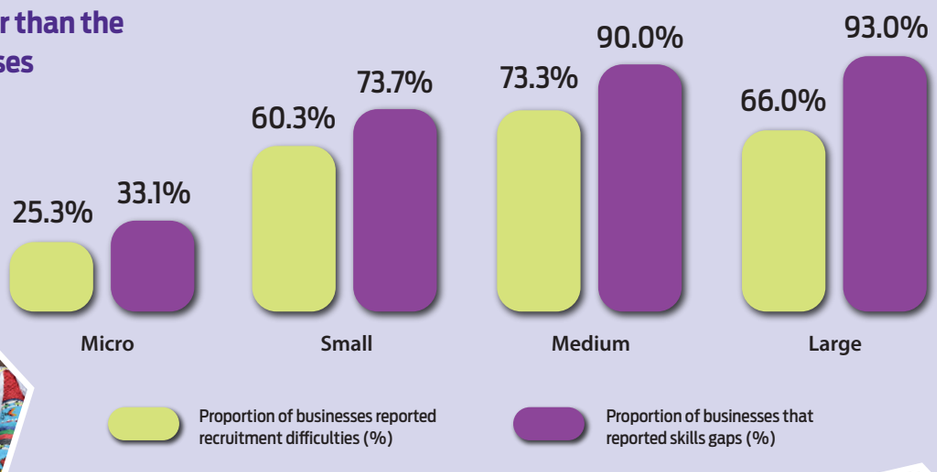
Proportion of businesses that reported skills gaps in their workforce, by region

Proportion of businesses that experienced difficulties recruiting employees



The proportions of micro and small businesses that reported skills gaps and recruitment difficulties are substantially lower than the proportions of other size businesses

Skills gaps and recruitment difficulties, by business size[2]



Skills with the highest gaps

More than **half (57.5%)** of businesses that reported skills gaps in their workforce said that the skills requiring the most improvement were **technical, practical, or job specific skills**, followed by problem-solving skills (46.2%).

Fewer than 1 in 10 businesses reported that their employees needed improvement in reading comprehension (3.6%) and basic math and calculating skills (6.8%).

1. If a business reported that less than 100% of its employees were fully proficient to do their job to the required level, based on the skills needed to do their job, it was considered to have a skills gap in its workforce.

2. Micro businesses have 1 to 4 employees; small businesses, 5 to 19 employees; medium-sized businesses, 20 to 99 employees; and large businesses, 100 or more employees.

Source: Statistics Canada, Survey of Employers on Workers' Skills, 2022.

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