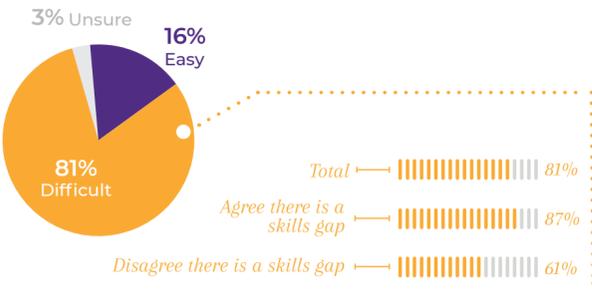


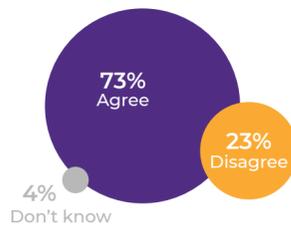
# National Business Survey: Career Development in the Canadian Workplace

Report of survey findings  
January 2022

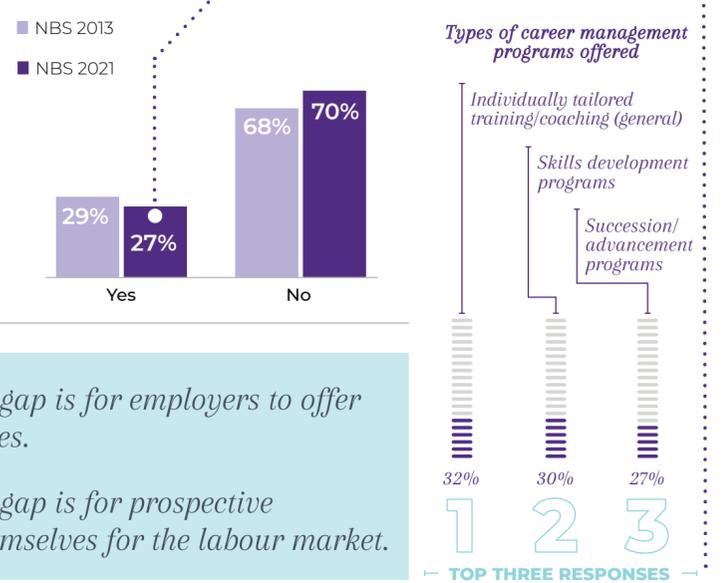
How easy or difficult is it to find people with the right skill set to fill positions in your company?



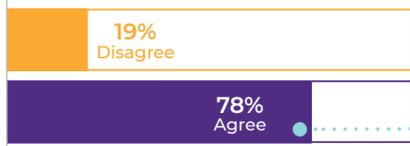
Agree employers have a responsibility to provide career management programs for their employees.



Does your organization provide career management programs?



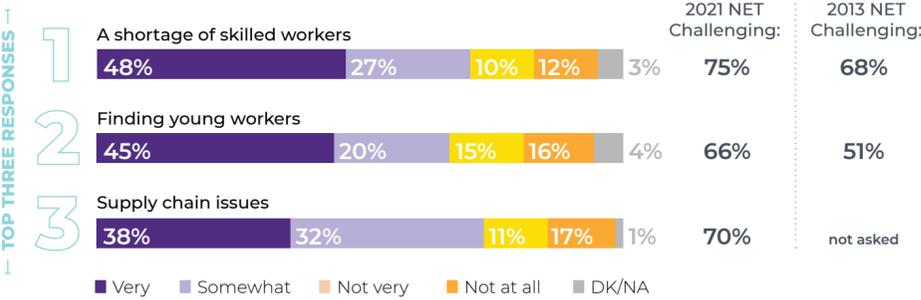
Agree there is a 'skills gap'.



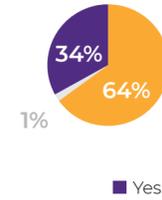
**47%** The best way to close the skills gap is for employers to offer more training for new employees.

**36%** The best way to close the skills gap is for prospective employees to better prepare themselves for the labour market.

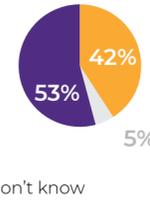
To what extent would you say that each of the following presents a challenge to your business right now?



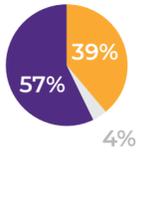
Do you have employees who work from home?



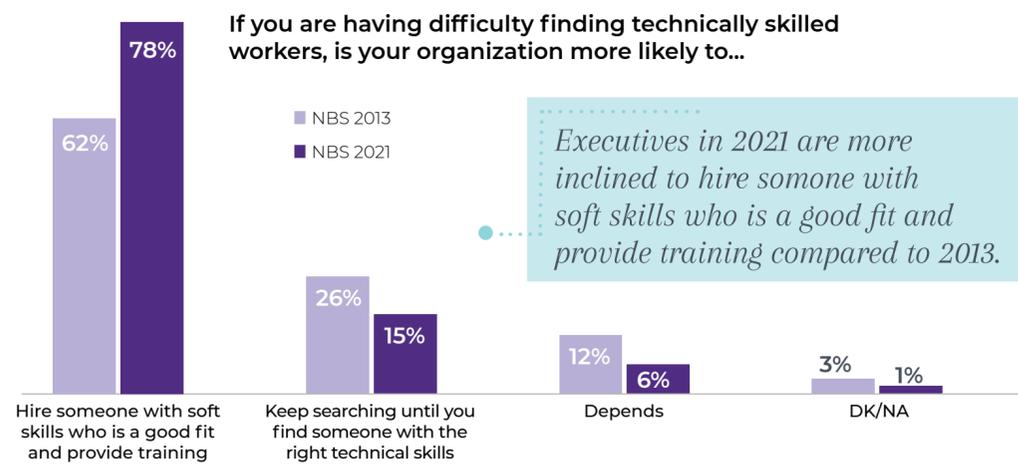
Do you provide career management support to employees who WFH?



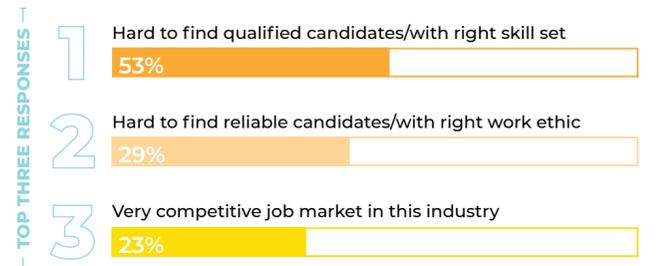
Do you provide mental health support to employees who WFH?



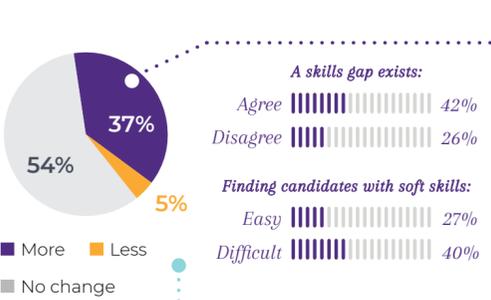
If you are having difficulty finding technically skilled workers, is your organization more likely to...



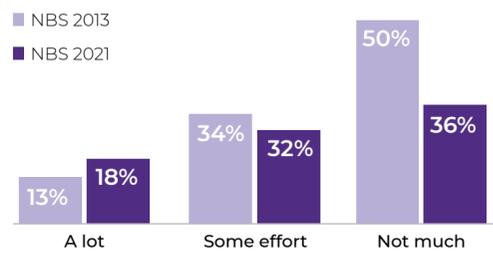
What are the main reasons it is difficult to find the right candidates?



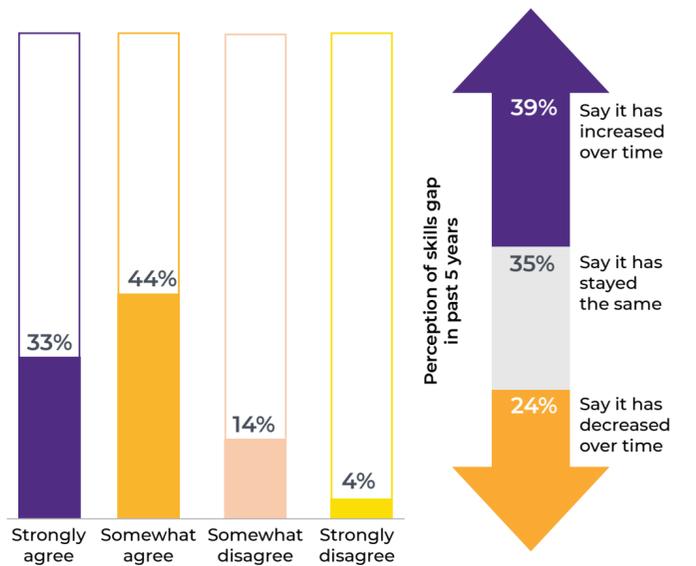
Compared to 2 years ago, before the pandemic, has retention of employees at your business become more difficult, less difficult or has there been no change?



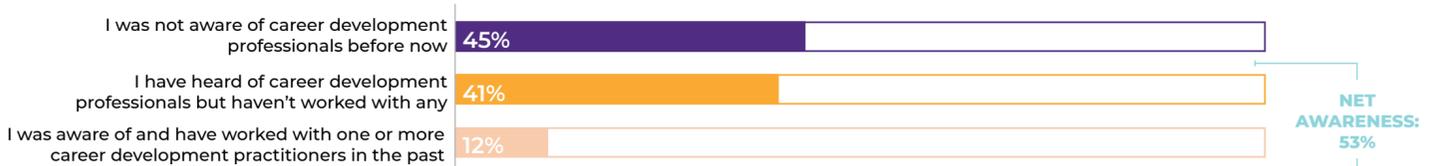
How much effort would you say your company puts into customizing the recruitment approach in order to reach and attract members of underrepresented groups?



There is a gap between the skill level and experience that prospective employees have, and what organizations in my industry are looking for.



In your capacity as an employer, which of the following best describes your experience with CDPs?



## DEMOGRAPHICS

