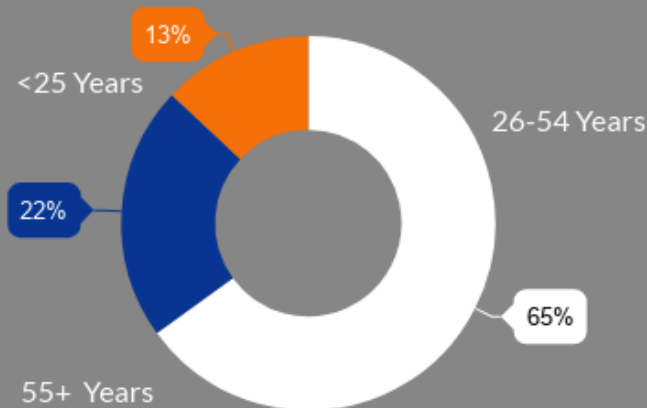


Manufacturing Sector

WORKFORCE INSIGHTS 2018

107 Manufacturing related businesses in Waterloo, Wellington and Dufferin completed the 2018 EmployerOne Survey. This represented 19% of all survey respondents. There were 11,996 Manufacturing workers represented in the survey.

Age of Workforce



91%

Have been in business more than 5 years.



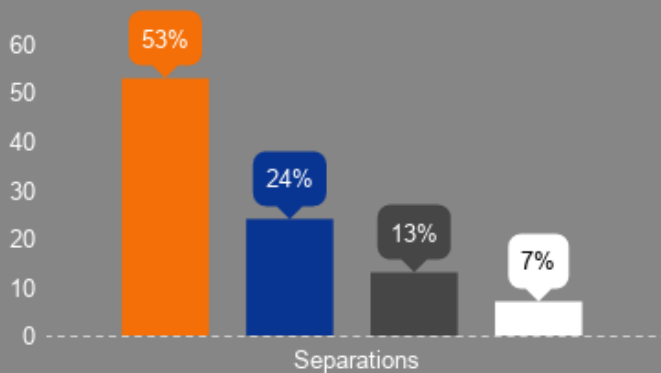
95%

of Manufacturing positions are full-time permanent.



Separations

82% of Manufacturers had separations in 2017.



Quits Dismissal Retirement Layoffs

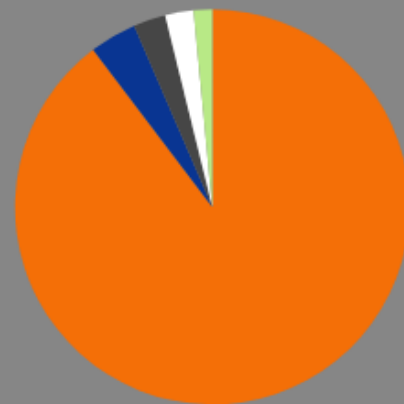
* 2% of separations were unclassified

* In 2016, Retirements accounted for 4% of all Separations. In 2017 they accounted for 13%



Hires in 2017

97% of Manufacturers hired a total of 1,974 workers.



Full-time (1,770) Part-time (76) Co-op (52)
Seasonal (46) Contract (30)

Top positions Hired in 2017



General Labourers
Machine Operators
Welders
Production Operators
Shipping/Receiving
Drivers

Top Competencies Employers Seek

- Work Ethic
- Dependability
- Technical
- Self-motivated
- Teamwork

Hiring Challenges

Employers rate the availability of skilled workers as:



■ Good-Excellent (17%) ■ Fair-Poor (83%)

75% of Manufacturers had hard to fill positions.



Top 5 Reasons

- Not enough applicants
- Lack of motivation
- Lack of qualifications
- Lack of work experience
- Lack of technical skills

Training



81%

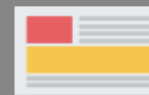
of employers provide professional development opportunities.



* Technical Skills * New Employee Orientation * Soft Skills * Health and Safety/First Aid * Professional Qualifications

Top Recruitment Methods

1. On-line job boards
2. Personal contacts, word of mouth, informal networks and referrals
3. Social media
4. Temporary help agencies
5. Company's website



Looking Ahead

79%

Of Manufacturing businesses plan to hire in 2018



Main Reasons for Hiring

- Expansions
- Fill a vacancy

For more information about EmployerOne or to sign up for next year's survey contact: www.workforceplanningboard.com



Workforce Planning Board
of Waterloo Wellington Dufferin



Ontario

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