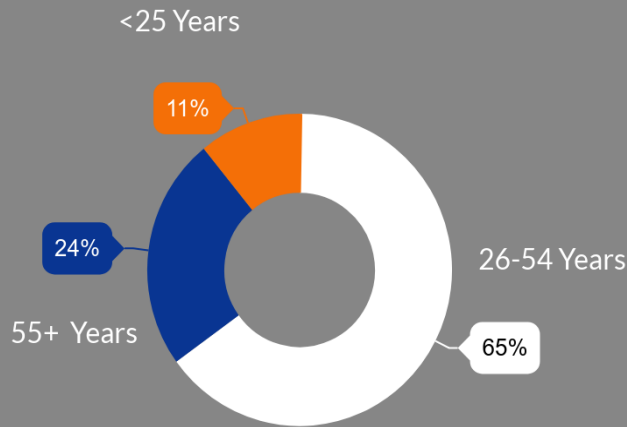


# Manufacturing Sector

## WORKFORCE INSIGHTS 2019

111 Manufacturing related businesses in Waterloo, Wellington and Dufferin completed the 2019 EmployerOne Survey. This represented 20% of all survey respondents. There were 10,176 Manufacturing workers represented in the survey.

### Age of Workforce



94%

have been in business for more than 5 years.

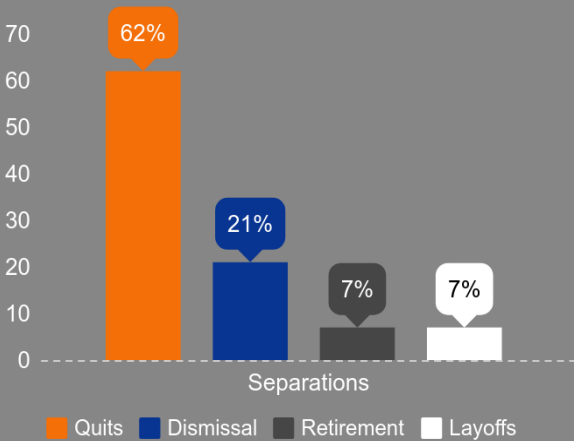


94%

of Manufacturing positions are full-time permanent.

### Separations

90% of Manufacturers had separations in 2018.    
  from 82% in 2017

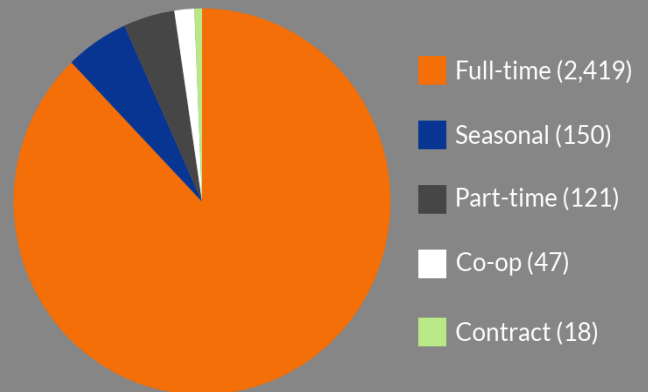


- 3% of separations were unclassified
- Quits increased from 53% in 2017
- Retirements decreased from 13% in 2017

### Hires in 2018



94% of Manufacturers hired a total of 2,755 workers.



## Top positions Hired in 2018



- General & Production Labourers
- Machine Operators
- Welders/Fitters
- Engineers
- Quality Assurance/Control
- Machinist

## Top Competencies Sought by Employers

- Work Ethic
- Technical
- Willingness to Learn
- Teamwork/Interpersonal
- Self-motivated

## Hiring Challenges

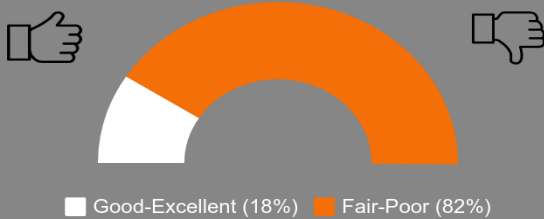
80%

of Manufacturers had hard to fill positions.



from 75% in 2017

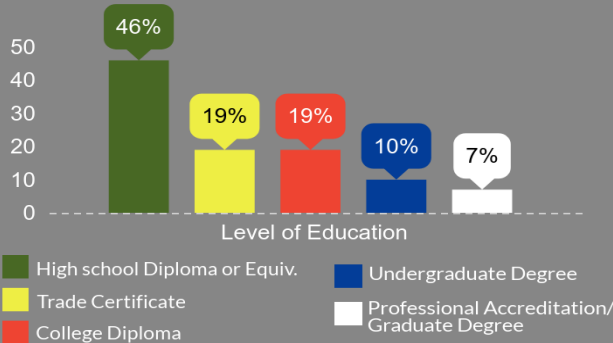
Employers rate the availability of skilled workers as:



## Top 5 Reasons

- Not enough applicants
- Lack of motivation, attitude, or interpersonal skills
- Lack of work experience
- Lack of technical skills
- Lack of qualifications

## Preferred Education Levels of New Hires in 2018



## Training

91%

of employers provide professional development opportunities.



from 81% in 2017

## Top Recruitment Methods

1. On-line job boards
2. Personal contacts, word of mouth, informal networks and referrals
3. Company's website
4. On-site job signs/posters

## Looking Ahead

91% of manufacturing business plan to hire in 2019, totaling 1,494 positions.



from 79% in 2018

## Main Reasons for Hiring

- Fill a vacancy
- Expansions

For more information about EmployerOne or to sign up for next year's survey contact: [www.workforceplanningboard.com](http://www.workforceplanningboard.com)



**Workforce Planning Board**  
of Waterloo Wellington Dufferin

**Ontario**



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