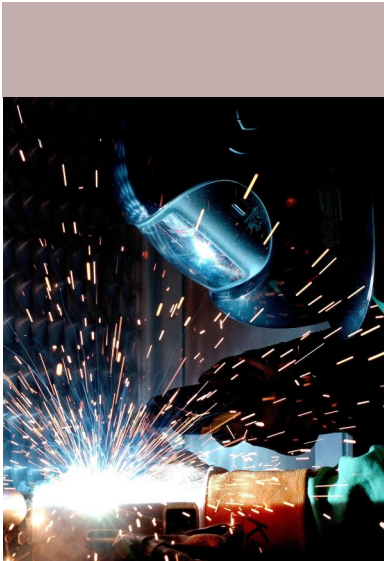


# MANUFACTURING INSIGHTS EmployerOne 2022



## Employer characteristics

A total of 119 businesses in Waterloo, Wellington and Dufferin completed the EmployerOne 2022 Survey. This represents 21.3% of all survey respondents—a similar proportion to EmployerOne 2020

100% of surveyed Manufacturing employers have been in operation for over 5 years. No start-ups in 2021.

## Hiring in the past 12 months

According to a conservative estimate, over 3, 175 people were hired for manufacturing jobs in 2021.

Permanent Part-time	Permanent Full-time	Contract
270	2,456	449

*In 2021, the Manufacturing industry experienced the highest number of separations – 3224 employees (almost 40% of all separations across the local labour market)*

## Separations and Hard-to-fill positions

17.6%



82.4%

82.4% of employers reported separations. It represents 39.7% of all separations in the survey.

<b>Quits</b>	<b>Retirements</b>
44.4% (1430)	5.7% (183)
<b>Layoffs</b>	<b>Dismissals</b>
27.9% (900)	15.5% (500)

\*Other reasons accounted for 6.5%.

91.8%

Reported they had positions that were hard-to-fill.

Top positions that were hard-to-fill:

- Production associate
- Machine operator
- Welder
- Millwright
- Machinist
- CNC Programmers

## Top reasons for hard-to-fill positions:

66.7%

Not enough applicants

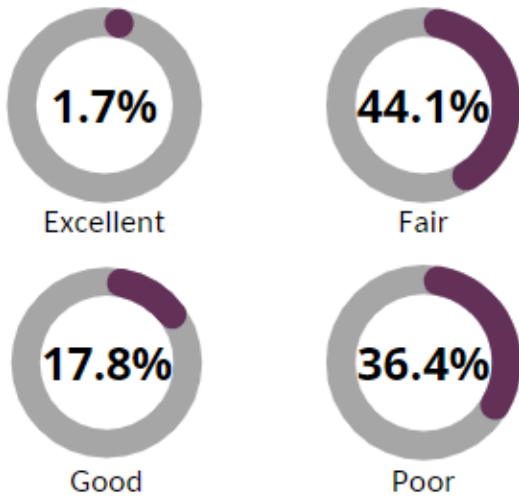
52.9%

Lack of technical skills

50.9%

Lack of motivation, attitude, interpersonal skills

### Worker Availability Rated



### Recruitment Methods

Online job boards/postings	84.0%
Word of mouth/personal contacts/referrals/informal networks	64.7%
Social media	58.0%
Company's own internet website	46.2%
On-site job signs or posters	37.0%
Executive search companies or temporary help agencies	36.1%

### Top competencies employers were looking for:



## Retention Issues and Strategies

**61.3 %** of employers indicated having issues with retention.

### Technical skills in demand

#### Credentials:

- CNC operations and programming
- Skilled trades certification/training (especially welders)
- Red seal trades
- Project management

#### On the job training:

- Health and safety training
- Equipment/product training
- On the job training according to the role, industry, and company's mission

#### Unique industry skills:

- Fork lift operating and safety
- Machining and machine operation
- Blueprint reading
- Knowledge of special computer programs and software

#### Essential skills:

- Reading
- Numeracy and math
- Writing
- Computer literacy

#### Issues:

- 47.9% - pay less than others in the industry, or those with similar roles
- 30.1% - other\*
- 21.9% - not a lot of positions people can move into
- 21.9% - employee did not fully understand the job
- 21.8% - shift work

#### Strategies:

- 47.9% - regular increases in salaries
- 30.3% - training opportunities
- 29.4% - recognition for service or work
- 24.4% - employee perks
- 21.0% - regular increases in benefits

\*Other: challenging work environment, excessive absenteeism, no benefits, stigma against manufacturing, too many opportunities for moving around, desire to work remotely.



**93.7% of employers are willing to train if a candidate is a right fit.**

### Planned Hires for 2022

**93%** of surveyed employers are planning to hire a conservative estimate of **589** workers.

#### Top positions to hire

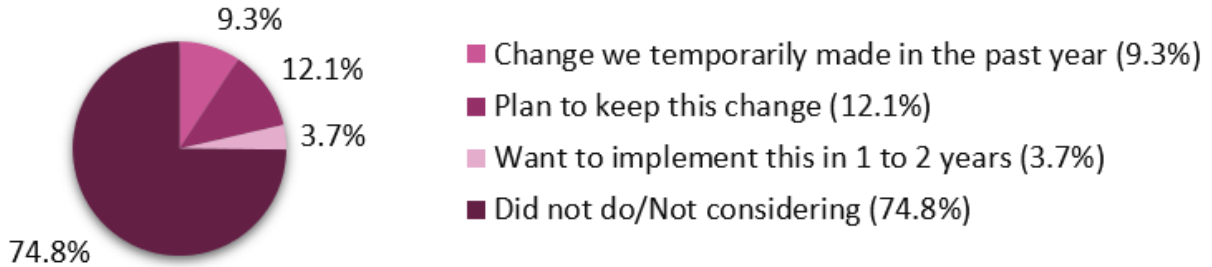
Machine operators
General labourers
Machinist
Mechanical, electrical and other assemblers
Material handlers

**55.33 out of 100** - average level of agreement with EDI practices and a lens to diversity being important when hiring in the manufacturing industry.

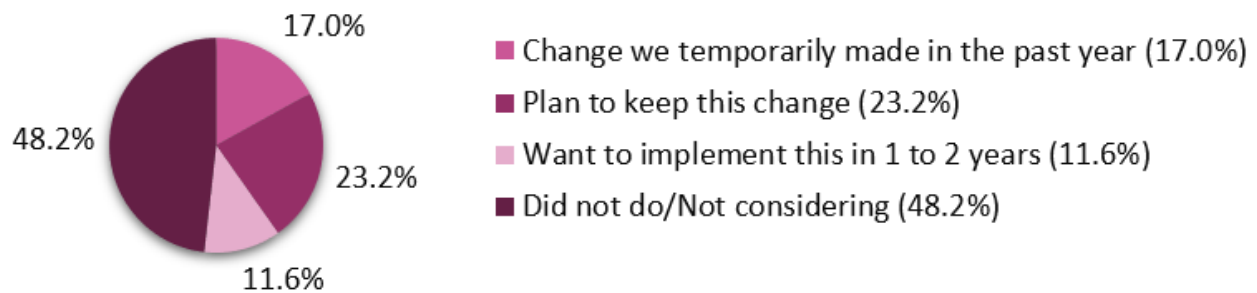
## Labour Market Changes

With the current labour market making hiring a challenge, we asked employers about the changes they have implemented and if they are planning to keep these changes.

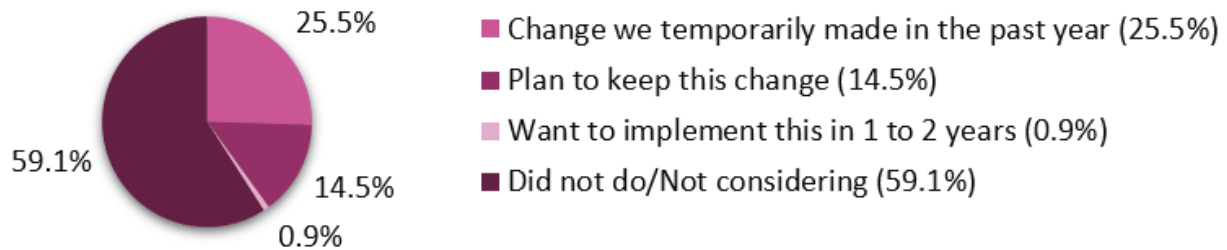
### 1. Increase in flexible work arrangements like gig work, freelance roles, role sharing, etc.



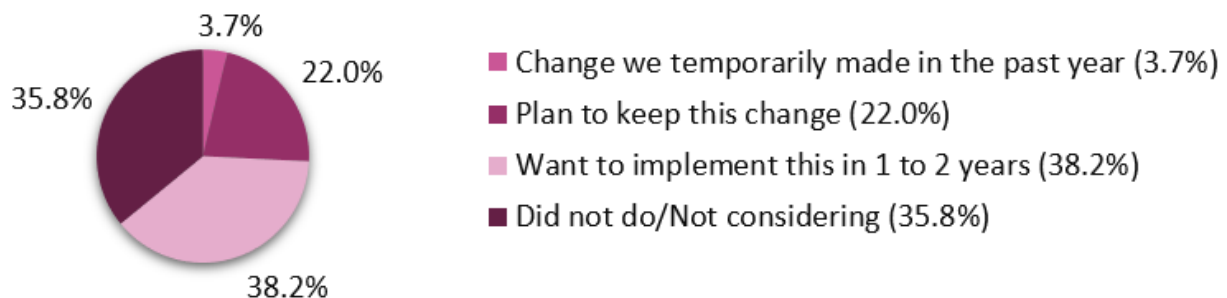
### 2. Offer more flexible work hours to promote work-life balance.



### 3. Shift to work from home (part-time or full-time) for at least some of workforce.

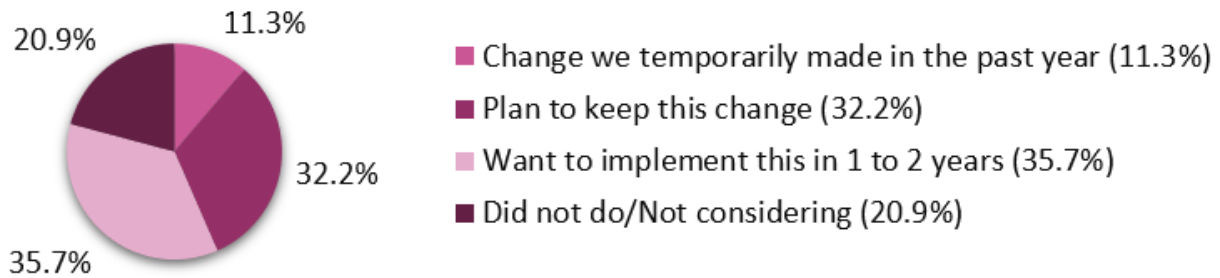


### 4. Introduce automation or artificial intelligence to some roles.

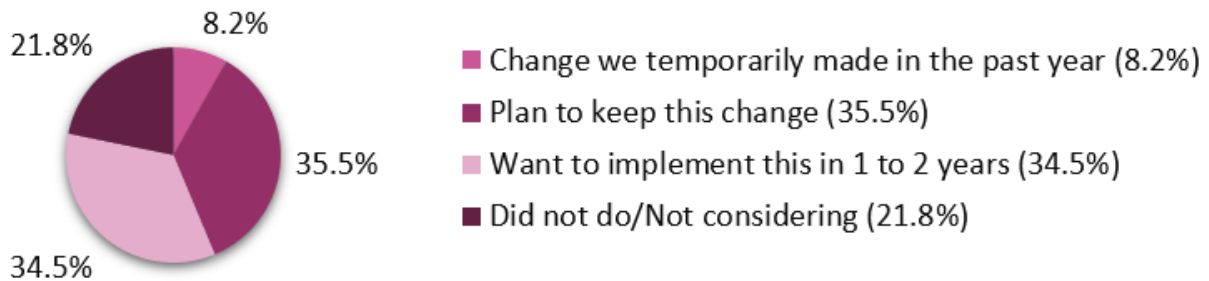


## Labour Market Changes

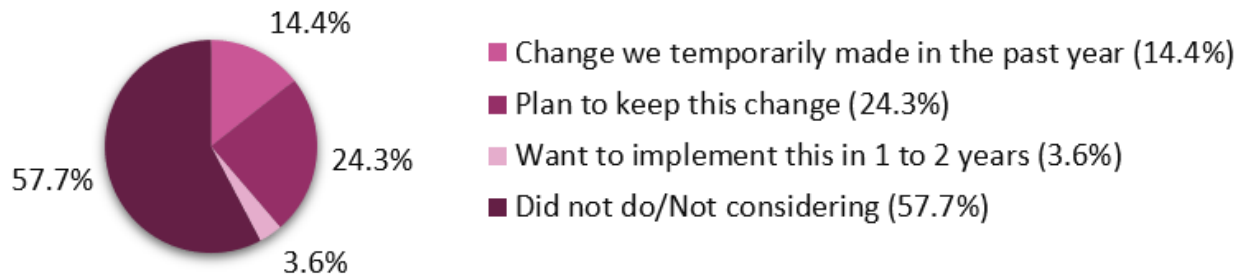
### 5. Add new types of technology to the workplace to promote productivity and collaboration.



### 6. Provide formal training for all staff on new technology introduced.



### 7. Change workplace set-up to accommodate collaboration, working at office on occasion.



### 8. Provide support/tools to employees working remotely.

