

Manufacturing

2020 EmployerOne Industry Insights



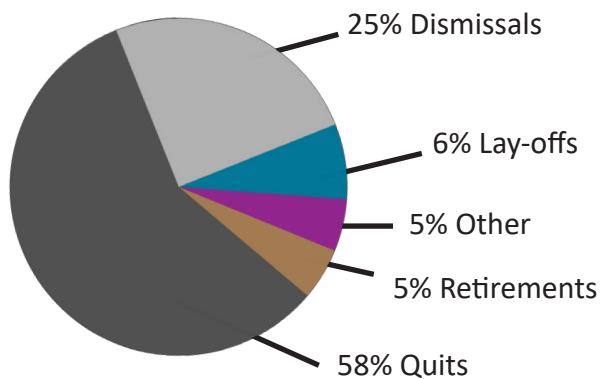
A total of 90 manufacturing businesses in Waterloo Wellington Dufferin completed the 2020 EmployerOne Survey. These businesses represented 21% of all survey respondents

Hired in 2019



98% of the manufacturing businesses surveyed hired in 2019. That represented a total of 2,048 hires. 1,685 of those hired were permanent full time, 33 were permanent part time and 330 were contract/seasonal/casual.

Separations



The manufacturing businesses surveyed reported 1,702 separations in 2019. 984 of them (58%) were quits, 418 (25%) were dismissals, 125 (6%) were lay-offs, 87 (5%) were retirements and 88 (5%) were in the other category.

Hard to fill positions

72%

Reported they had positions that were hard to fill in the last 12 months

Top positions reported as hard to fill

CNC Machinist

Welder

General Labour

Top reasons positions were hard to fill

Lack of technical skills

Lack of work experience

Not enough applicants

Recruitment

Top recruiting methods

Online Job Boards/Postings
 Word of mouth/personal contacts/referrals/informal networks
 Executive search companies or temporary help agencies

Top competencies they were looking for

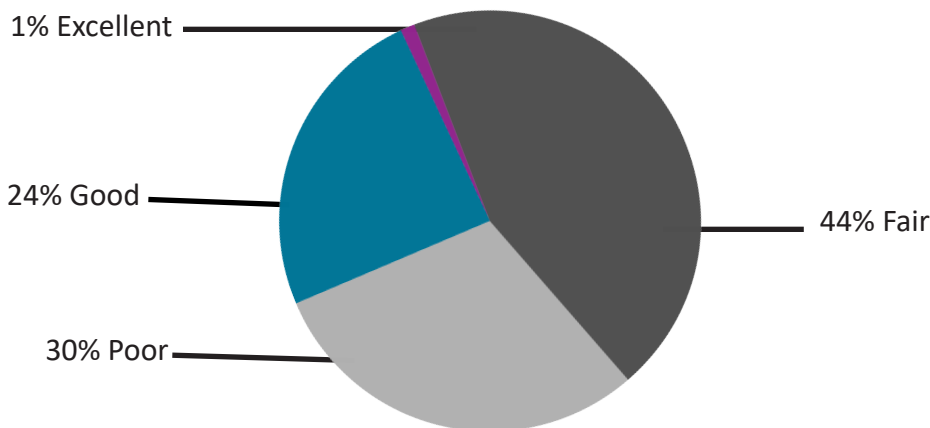
Work Ethic
 Dependability
 Willingness to Learn

Technical Skills in Demand

The most sought after credential was a trades diploma.

On the job training	Unique industry skills	Essential skills
Operating tools	Maintenance experience	Writing and reading
Equipment operating	Troubleshooting	Numeracy
Material handling and processing	Reading blueprints	Computer skills

Respondents rating of availability of qualified workers



Retention

60%

Reported retention was an issue

Top Retention Strategies

Regular increases in salary
 Training opportunities
 Recognition for service and/or outstanding work
 Clear promotional paths or advancement opportunities

Plans to hire

86%

of businesses surveyed in Manufacturing plan to hire in the next 12 months

Top planned occupations to hire

General Labour
 Welder
 CNC Machinist

COVID-19 Update

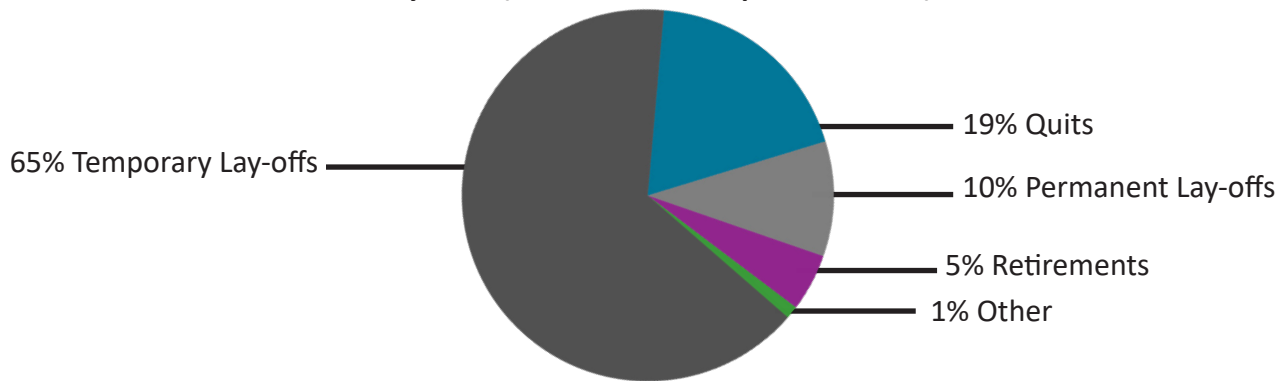
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The EmployerOne Survey is conducted annually from January 2 to 31 and the first 2 pages are reflective of the answers in that period. With the on-set of the COVID-19 pandemic, we decided to collect further data from businesses to determine how COVID-19 had changed their workforces and their expectations for 2020 hiring since January 31, 2020. 49 Manufacturing employers gave us an update.

Separations Since January 31 (625 total separations)

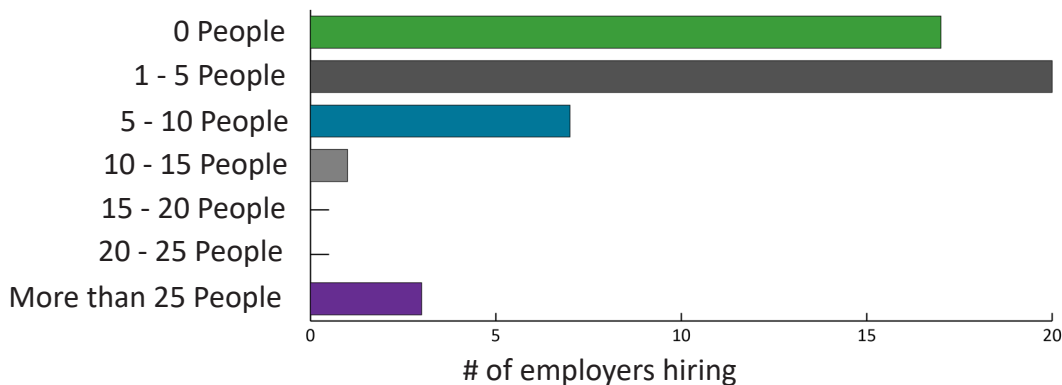


Hiring

The 49 Manufacturing related businesses that responded to our updated survey have hired a total of 367 employees since January 31st.

Hiring in the next 6 months

Of the 49 companies responding to the updated survey, 20 companies reported they intend to hire 1 to 5 people in the next 6 months



Top planned occupations to hire

- General Labour/Production Assembler
- CNC Machinist
- Maintenance
- Welders
- Engineer
- Millwright

33%

Reported retention was a concern during the COVID - 19 pandemic