

# LOCAL LENS ON

# MANUFACTURING 18

71 manufacturing businesses identified their workforce needs in this year's EmployerOne survey.

## ECONOMIC SUMMARY



**86%** OF EMPLOYERS **HIRED** in 2017

**73%** of employers had **HARD-TO-FILL** positions in 2017

### Manufacturing Workforce

**Full-Time**  
**94%**

**Part-Time**  
**3%**

4% of surveyed businesses **IDENTIFIED** over 25% of their business as relating to **TOURISM**

**85%** Plan to hire in **2018**

**Contract**  
**2%**

**Seasonal**  
**<1%**

**Under 25**  
**18%**

**Over 55**  
**18%**

## RECRUITMENT



### TOP 3 RECRUITMENT METHODS:

- Online job postings
- Word of mouth
- Newspaper ads

### Manufacturing Businesses

**Start-up**  
**7%**

**Established**  
**93%**

## TOP POSITIONS FILLED

**PRODUCTION WORKERS**



**LABOURERS**



**WELDERS**

in 2017

## TOP HARD-TO-FILL JOBS

**MACHINISTS**



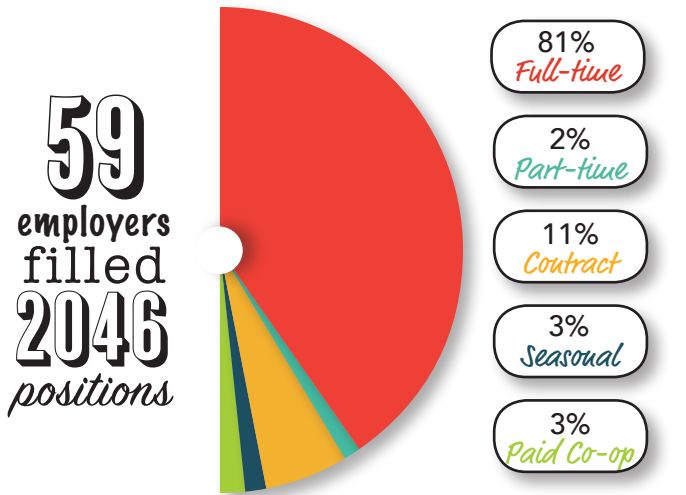
**PRODUCTION WORKERS**



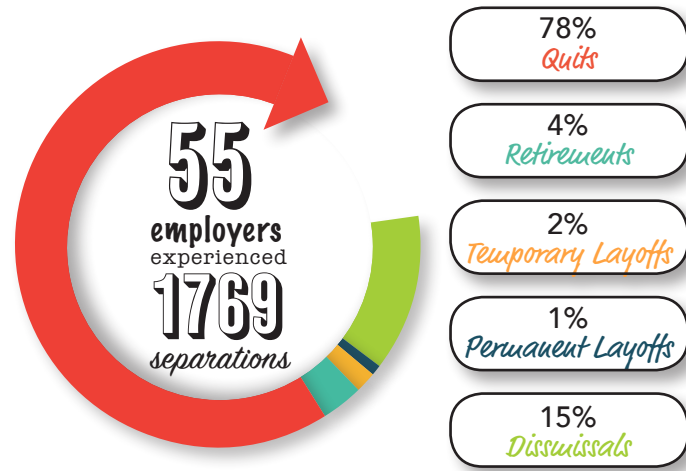
**LABOURERS**

in 2017

# HIRING TRENDS



# RETENTION TRENDS



# HARD-TO-FILL POSITIONS

**73%** OF EMPLOYERS experienced **HARD-TO-FILL** positions in 2017

**30%** of employers have spent **1+ YEAR** trying to fill **HARD-TO-FILL** positions

# TOP 3

Reasons positions were **HARD-TO-FILL**

- 1 Not enough applicants
- 2 Lack of technical skills
- 3 Lack of motivation, attitude, or interpersonal abilities

**COMPETENCIES** employers are looking for in *hard-to-fill positions*

- 1 Technical\*
- 2 Work ethic, dedication, dependability\*
- 3 Self-motivated/ability to work with little or no supervision

\*Tied for most frequent response

# TRAINING



## Top 3 Barriers to TRAINING



- Relevant training is not offered locally
- Distance to training facility
- Cost

# SKILLS SHORTAGE

Percentage of employers who rate the availability of qualified workers as:

