

MANUFACTURING

76 manufacturing-related firms in Bruce, Grey, Huron and Perth counties identified their workforce needs in this year's EmployerOne Survey. Manufacturing businesses are key to our rural economy. This report summarizes the results from manufacturing, 14% of all survey responses.

*Based on 2015 Activities



Survey Key Findings



70% of employers hired in 2015
63% had hard-to-fill positions



2% of the manufacturing workforce is temporary, and 96% is full-time



71% plan to hire in 2016

Manufacturing Sector Profile

Survey Respondents



■ Start-up company (<5 years)(8%)
■ Not a start-up company(92%)

Four County Region Workforce

2%

of employees are temporary

15%

of employees are under 25

96%

of employees are full-time

34%

of employees are over 55

Hired!

Hiring Trends

How Many?

53 employers filled 944 positions

How?

72% of employers recruit for local talent. 18% recruit provincially.

Recruitment

Top Recruitment Methods

1. Word of Mouth
2. Online job boards/postings
3. Government employment centres or websites



Positions Filled in 2015

- Line Workers
- Operators
- Suspension Workers
- Accounting Managers
- Machinists
- Process Engineers



Retention Challenges

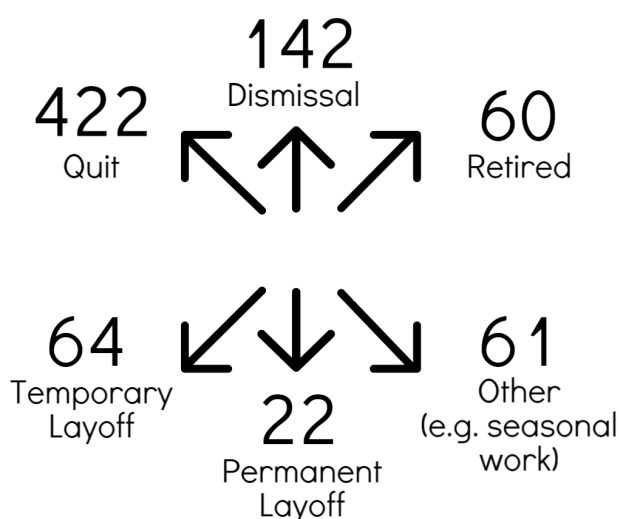
Who Separated?

53 employers

experienced

771 separations

Reason for Separation



Training

75% of employers supported ongoing training

25% of employers could not

Why?

- Loss of productivity during training time
- Cost
- Awareness of training support programs

63% of supporting employers funded training



Education

Minimum level of education that companies require for new hires



University

Engineers and accountants (66%)
Managers and executives (53%)
Technical (17%)



College or Trade Certificate

Skilled trades (75%)
Administrative and clerical (52%)
Sales and marketing (77%)



High School or Equivalent

Production occupations (98%)
Service occupations (89%)
Apprentices (77%)

Hard-to-Fill Jobs

63%

of employers experienced hard-to-fill jobs including:

- aluminum welders
- engineer managers
- production operators

Why?

- Not enough applicants
- Lack of qualifications and lack of technical skills
- Lack of motivation, attitude or interpersonal skills