



Local Lens on

# Manufacturing 2017



93 manufacturing-related firms in Bruce, Grey, Huron and Perth counties identified their workforce needs in this year's EmployerOne survey. This represents 13% of all survey respondents.

## Survey Key Findings



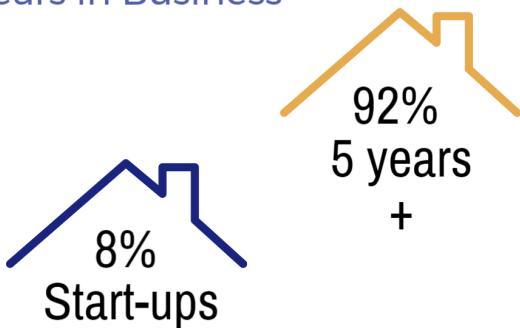
81% of employers hired in 2016

56% had hard-to-fill positions

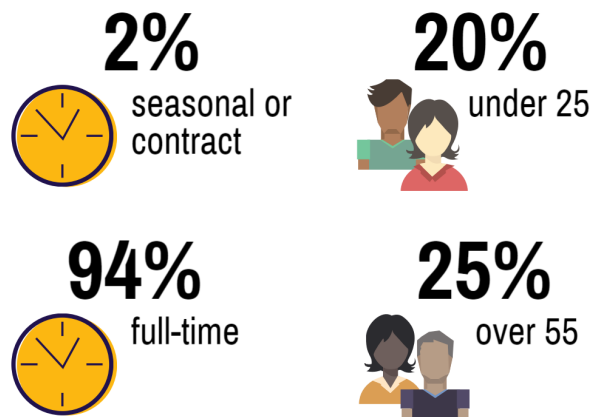
65% plan to hire in 2017

## Economic Profile

### Years in Business

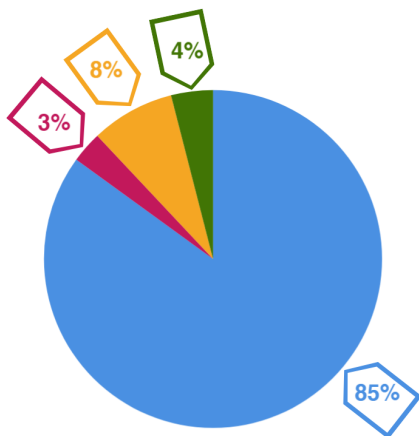


## Manufacturing Workforce



## Hiring Trends

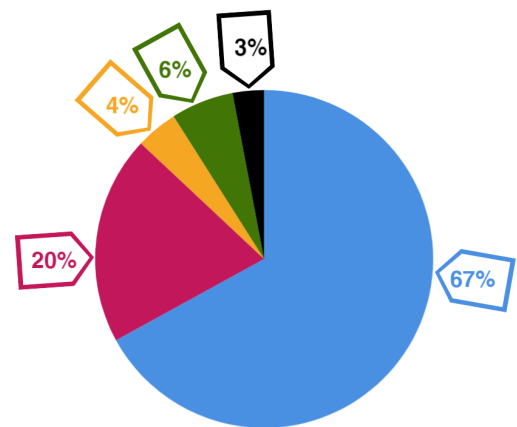
73 employers filled **2397** positions



■ Full-time (85%) ■ Part-time (3%) ■ Contract (8%)  
■ Seasonal (4%) ■ Paid Co-op (0%)

## Retention Trends

74 employers experienced **1957** separations



■ Quit (67%) ■ Dismissal (20%) ■ Retirement (4%)  
■ Layoffs (6%) ■ Other (3%)

# Skill Shortage

Employers rate the availability of qualified workers as

**22%**

EXCELLENT-GOOD



**78%**

FAIR-POOR

## Hard-to-Fill Jobs

**23%** of employers have spent over a year trying to fill hard-to-fill jobs

### Top 3 reasons positions were hard to fill:

- Not enough applicants
- Lack of motivation, attitude, or interpersonal abilities
- Lack of qualifications (education level/credentials)

### Top 3 competencies needed in hard-to-fill positions:

- Work ethic, dedication, dependability
- Self-motivated/ability to work with little or no supervision
- Technical

**Top Hard-to-Fill Jobs**

- Labourer
- Production Worker
- Welder

## Recruitment

### Top Recruitment Methods



Word of Mouth



Online job boards/postings



Newspaper ads

### Positions Filled in 2016

Labourer  
Production worker  
Welder

**TOP 3**

## Training

**77%** of employers supported ongoing training

**23%** of employers could not support ongoing training

### Top 3 Barriers to supporting training



- Cost
- Loss of productivity during training time
- Relevant training not offered locally

For more information about EmployerOne or to sign up for next year's survey (January 2018), contact the Four County Labour Market Planning Board