

Local Lens on

MANUFACTURING

EMPLOYER ONE SURVEY OBSERVATIONS 2019

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

ECONOMIC PROFILE


90% HIRED IN 2018

82% *Reported* HARD-TO-FILL POSITIONS IN 2018

88% PLAN TO HIRE IN 2019

WORKFORCE

FULL-TIME 96% 

PART-TIME 2% 

CONTRACT <1% 

SEASONAL <1% 

UNDER 25 14%  OVER 55 25% 

RECRUITMENT

TOP 3 METHODS

ONLINE JOB BOARDS



WORD OF MOUTH



ON-SITE JOB SIGNS OR POSTERS

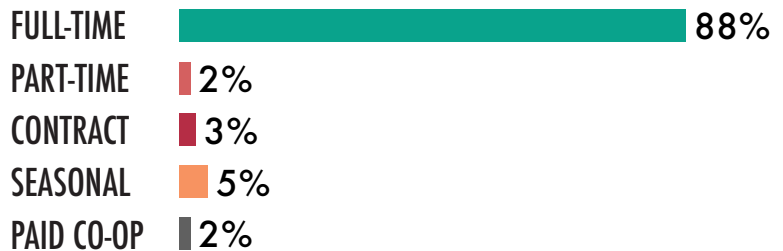


HIRING DYNAMICS



TOTAL NUMBER OF HIRES

71 EMPLOYERS *filled* 3072 *positions* IN 2018



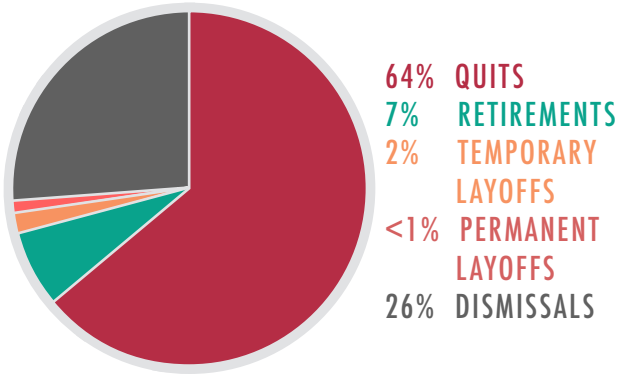
POSITIONS FILLED IN 2018

LABOURERS
PRODUCTION WORKERS
WELDERS

RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS

66 EMPLOYERS experienced 2616 separations IN 2018



 80% OF EMPLOYERS supported TRAINING IN 2018

TOP 3 TRAINING BARRIERS:

- RELEVANT TRAINING IS NOT OFFERED LOCALLY
- LOSS OF PRODUCTIVITY DURING TRAINING TIME
- COST

TRAINING

SKILLS SHORTAGE

Employers rated the availability of qualified workers as:

EXCELLENT-GOOD 7% FAIR-POOR 93%

HARD-TO-FILL POSITIONS

82% Experienced HARD-TO-FILL POSITIONS IN 2018

TOP HARD-TO-FILL POSITIONS IN 2018:

- WELDERS
- MANAGERS
- PRODUCTION WORKERS

43% of employers have spent OVER A YEAR TRYING TO FILL hard-to-fill positions

VS.

25% of job seekers have spent OVER A YEAR TRYING TO FIND A JOB*

*Employee Survey 2018

TOP 3 REASONS POSITIONS WERE HARD-TO-FILL:

- LACK OF MOTIVATION
- NOT ENOUGH APPLICANTS
- LACK OF QUALIFICATIONS



TOP 3 COMPETENCIES EMPLOYERS ARE LOOKING FOR:

- WORK ETHIC
- SELF-MOTIVATED
- TECHNICAL