

# 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



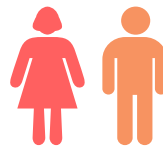
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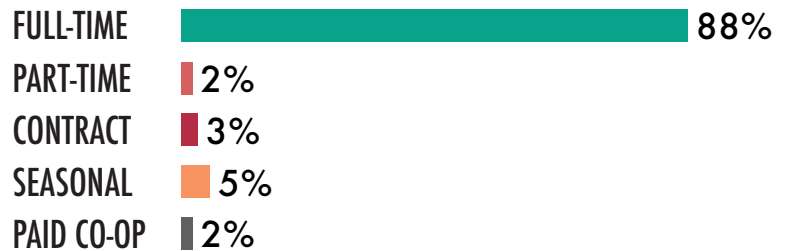
ON-SITE JOB SIGNS OR POSTERS



HIRING DYNAMICS



TOTAL NUMBER OF HIRES 71 EMPLOYERS filled 3072 positions IN 2018



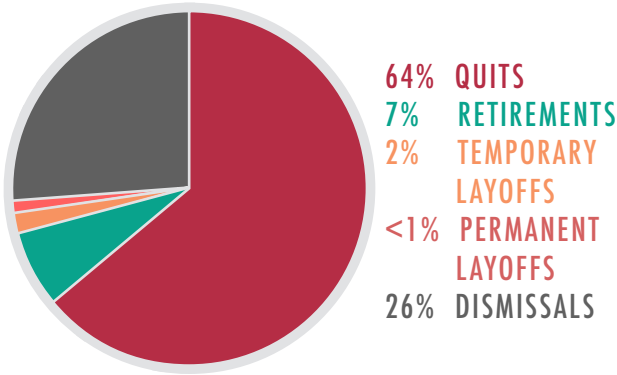
POSITIONS FILLED IN 2018

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