

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

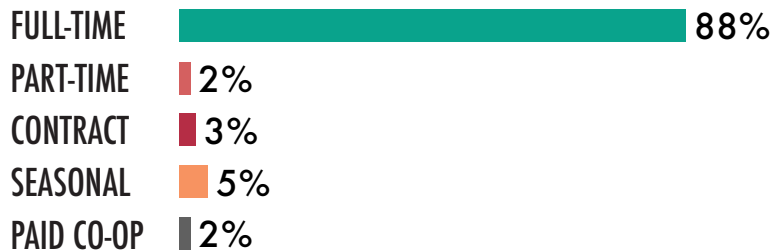


## HIRING DYNAMICS



### TOTAL NUMBER OF HIRES

71 EMPLOYERS *filled* 3072 *positions* IN 2018



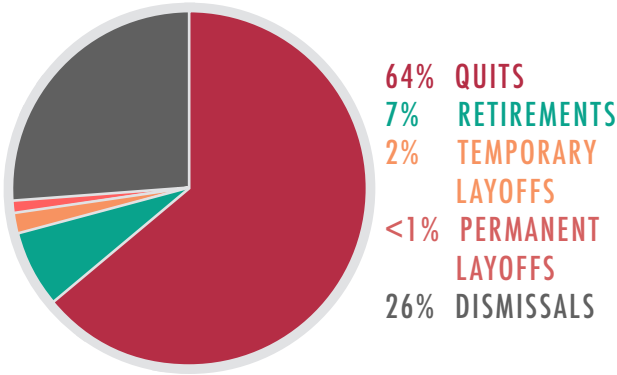
### POSITIONS FILLED IN 2018

LABOURERS  
PRODUCTION WORKERS  
WELDERS

RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS

66 EMPLOYERS experienced <img alt="66 chevron icons" data-bbox="158 82 295 125"/> 2616 separations IN 2018



<img alt="Green checkmark icon" data-bbox="551 29 635 116"/> 80% OF EMPLOYERS supported TRAINING IN 2018

TOP 3 TRAINING BARRIERS:

- <img alt="Location pin icon" data-bbox="594 195 645 245"/> RELEVANT TRAINING IS NOT OFFERED LOCALLY
- <img alt="Clock icon" data-bbox="594 270 645 315"/> LOSS OF PRODUCTIVITY DURING TRAINING TIME
- <img alt="Dollar sign icon" data-bbox="605 345 645 383"/> 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