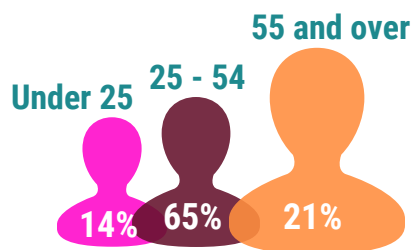


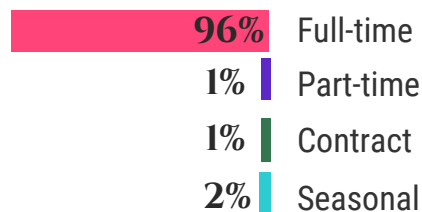
2019 Employer One Survey Results: **MANUFACTURING**

23% of the Employer One survey results collected emerged from the manufacturing industry. A total of **75** surveys were collected.

EMPLOYED BY AGE GROUP



EMPLOYMENT TYPE



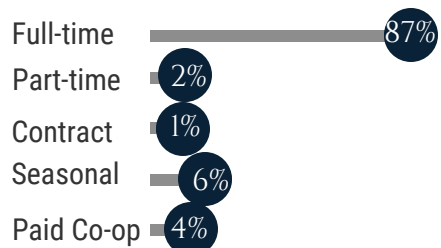
NEW HIRES

Did your organization hire in the last 12 months?



RECENT HIRES BY:

EMPLOYMENT TYPE



OCCUPATIONAL CATEGORY

| | |
|--|--------|
| Management | - 41 |
| Business, finance and administration | - 37 |
| Natural and applied sciences and related occupations | - 30 |
| Health | - 0 |
| Education, law and social, community and government services | - 0 |
| Art, culture, recreation and sport | - 0 |
| Sales and service | - 42 |
| Trades, transport and equipment operators and related | - 81 |
| Natural resources, agriculture and related production | - 4 |
| Manufacturing and utilities | - 1257 |

HARD TO FILL POSITIONS:

Were any positions hard to fill in the last 12 months?

Yes, 74% **No, 26%**



TOP 5

JOB TITLES IN HARD TO FILL POSITIONS

- General labour (Top)
- Production Associates/Line operator
- Welders
- General labourers/General Machines
- Lumber piler

Top 5 Occupational category of Hard to fill positions (2-digit NOC):

- 96 Labourers in processing, manufacturing, and utilities (Top)
- 73 Processing and manufacturing machine operators and related production workers
- 72 Industrial, electrical and construction trades
- 94 Processing and manufacturing machine operators and related production workers
- 14 Office support occupations

2019 Employer One Survey Results: MANUFACTURING

HARD TO FILL POSITIONS:

TOP 3

REASONS POSITIONS WERE HARD TO FILL

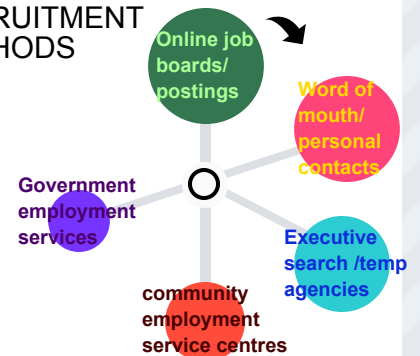
- Not enough applicants
- Lack of technical skills
- Lack of motivation/attitude and work experience



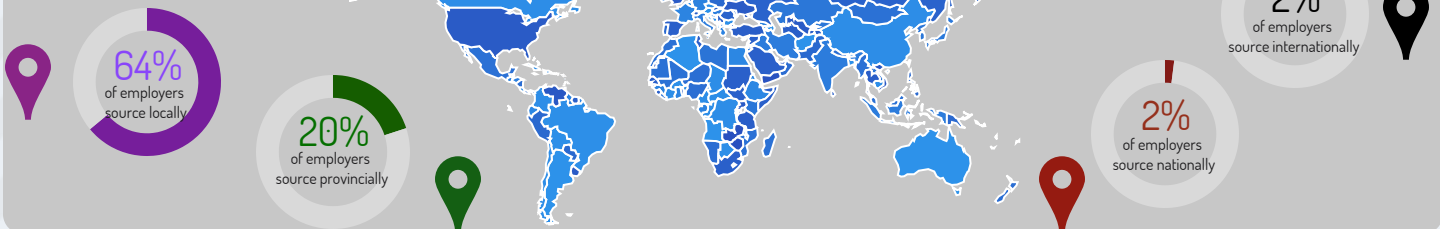
AVERAGE PERIOD OF TIME POSITIONS REMAIN UNFILLED

- Less than 3 months - 4%
- 3 - 6 months - 27%
- 6 - 9 months - 23%
- 9 - 12 months - 21%
- More than a year - 25%

TOP 5 RECRUITMENT METHODS

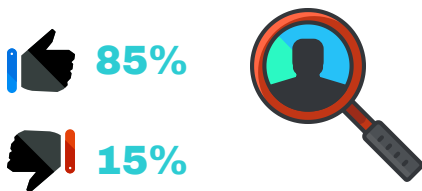


GEOGRAPHIC AREAS TARGETED FOR EMPLOYMENT

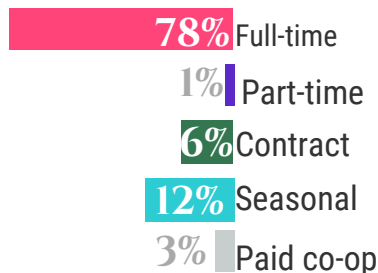


PLANNED HIRING:

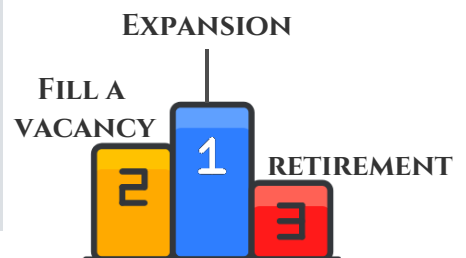
Do you have plans to hire in the next 12 months?



TOTAL NO. OF ESTIMATED HIRINGS BY EMPLOYMENT TYPE



TOP 3 REASONS FOR PLANNED HIRING



Occupational category of planned hires:



- Management - 11
- Business, finance and administration - 19
- Natural and applied sciences and related occupations - 8
- Health - 0
- Education, law and social, community and government services - 0
- Art, culture, recreation and sport - 0
- Sales and service - 21
- Trades, transport and equipment operators and related - 48
- Natural resources, agriculture and related production - 0
- Manufacturing and utilities - 567

2019 Employer One Survey Results: **MANUFACTURING**

SEPARATIONS:

Did your organization experience any separation in the last 12 months?

Yes, 78%

No, 22%

Number of separations by Occupational category:


| | |
|--|--------|
| Management | - 37 |
| Business, finance and administration | - 33 |
| Natural and applied sciences and related occupations | - 29 |
| Health | - 0 |
| Education, law and social, community and government services | - 0 |
| Art, culture, recreation and sport | - 1 |
| Sales and service | - 12 |
| Trades, transport and equipment operators and related | - 51 |
| Natural resources, agriculture and related production | - 0 |
| Manufacturing and utilities | - 1203 |

Number of separations by type:

 Quits - 792

 Layoffs - 121

 Others - 42

 Retirements - 55

 Dismissals - 352

MINIMUM WAGE INCREASE:

Was your organization affected by the increase in minimum wage?

Yes, 34%

No, 51%

Unresponded, 15%



Which way was your organization affected?



We cut costs other than labour

Prices of products adjusted accordingly

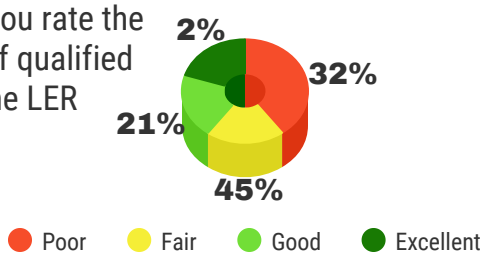
Invested in new technology

Reduced number of working hours

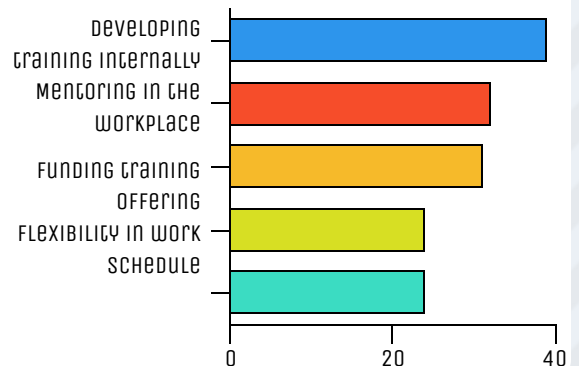
Reduced perks and benefits for the staff

AVAILABILITY OF TALENT:

How would you rate the availability of qualified workers in the LER



In the last 12 months, how did you develop connections with the future workforce?



2019 Employer One Survey Results: **MANUFACTURING**



Your Workforce. Our Future.

If you have any question or suggestion regarding the contents of this report, please contact:

Bashir Adeyemo - bashir@workforcedevelopment.ca
Data Analyst, Elgin Middlesex Oxford Workforce Planning and Development Board



lepc | Local Employment
Planning Council



This project is funded in part by the Government of Canada and the Government of Ontario