

Quarterly Employer Bulletin Three: The Manufacturing Sector

October-December 2016

Location of Respondents



■ Essex (6%) ■ Kingsville (6%) ■ Lakeshore (6%)
■ Leamington (19%) ■ Tecumseh (13%) ■ Windsor (50%)

This quarter, local employers participated in the quarterly survey. Respondents were asked to provide information on their organization's workforce. The aggregated responses are found on this page.

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93%
Of businesses hired employees in the last 3 months

Full-time: 75%
Part-time: 9%
Contract: 16%
Seasonal: 1%

Top Positions Hired For

CNC Machine Operator/Programmer \$15.01-\$20.00	CNC Machinist \$20.01-\$25.00
General Labourer \$12.01-\$20.00	Metal Fabricator \$20.01-\$25.00
Mould Maker \$25.01-\$30.00	Production Supervisor \$25.01-\$35.00
Quality Assurance Technician \$20.01-\$25.00	Welder \$12.01-\$25.00



38% Of new hires were youth

● 29% Were students ● 24% Were recent grads



75%
Had hard-to-fill positions

Top Hard-to-Fill Positions

- CNC Machinist \$20.01-\$30.00
- Cost Estimator \$25.01-\$30.00
- Creative Marketing Director \$15.01-\$20.00
- Industrial Mechanic/Millwright \$20.01-\$30.00
- Logistics Co-ordinator \$15.01-\$20.00
- Metal Fabricator \$20.01-\$25.00
- Quality Assurance Technician \$20.01-\$25.00
- Senior Mould Maker \$30.01-\$35.00
- Stationary Engineer \$30.01-\$35.00
- Technical Sales \$35.01-\$40.00
- Welder \$12.01-\$25.00

Top 3 Reasons Positions Were Hard to Fill

- 1 Lack of qualifications (educational level/credentials)
- 2 Lack of technical skills
- 3 Lack of work experience

36%
Anticipate retirements in the next 3 months



60%
Have a succession plan for these retirements

Top Barrier to Growth Experienced by Organizations



Workforce skills shortage



75%
Experienced separations

Quits: 36%
Retirements: 9%
Temporary Layoffs: 1%
Permanent Layoffs: 43%
Dismissal: 11%

83% Plan to hire in the next 3 months

Job Title	Wage
CNC Machinist	\$20.01-\$30.00
Cost Estimator	\$25.01-\$30.00
General Labourer	\$15.01-\$20.00
Logistics Co-ordinator	\$15.01-\$20.00
Maintenance Supervisor	\$25.01-\$35.00
Metal Fabricator	\$20.01-\$25.00
Millwright	\$20.01-\$25.00
Quality Co-ordinator	\$30.01-\$35.00
Senior Mould Designer	\$30.01-\$35.00
Technical Sales	\$30.01-\$35.00
Welder	\$12.01-\$25.00

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