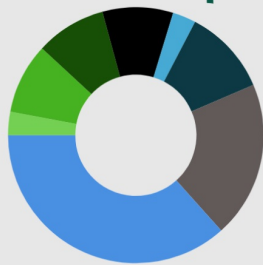


Quarterly Employer Bulletin Four: The Manufacturing Sector

March - April 2017

Location of Respondents



■ Amherstburg (3%) ■ Essex (6%) ■ Kingsville (6%)
■ Lakeshore (6%) ■ LaSalle (3%)
■ 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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35 Respondents



In the last year, organizations hired a variety of positions...

Full-time: 62%
Part-time: 5%
Contract: 28%
Seasonal: 5%

Top Positions Hired For

CNC Machinist \$15.01-\$30.00	Die Maker \$25.01-\$30.00
General Labourer \$9.80-\$15.00	CMM Operator \$12.01-\$25.00
Mould Maker \$20.01-\$30.00	Die Designer \$25.01-\$30.00
Polisher Deburer \$15.01-\$20.00	Welder \$12.01-\$25.00



27% Of new hires were youth



39% Rated the stability of the workforce as "fair"

74% Plan on expanding in the next 18 months

Top Hard-to-Fill Positions

CNC Machinist
\$15.01-\$30.00
CNC Operator
\$20.01-\$25.00
Cost Estimator
\$25.01-\$30.00
Die Designer
\$20.01-\$30.00
Die Maker
\$25.01-\$30.00
Electrician
\$20.01-\$35.00
General Labourer
\$12.01-\$15.00
Millwright
\$25.01-\$30.00
Mould Maker
\$20.01-\$35.00
Quality/ISO Coordinator
\$20.01-\$25.00
Welder
\$12.01-\$25.00



80% Believe the outlook for the manufacturing industry is stable or growing

81% Plan to hire in the next 3 months

Top 3 Barriers to Growth Experienced by Organizations

Workforce skills shortage
Facility size
Financing



In the last year, businesses lost employees due to...

Quits: 46%
Retirements: 12%
Temporary Layoffs: 5%
Permanent Layoffs: 4%
Dismissal: 33%

66% Rated the availability of the workforce as "poor"

48% Rated their ability to attract new employees as "poor"

72% Rated their ability to retain new employees as "fair" or "good"