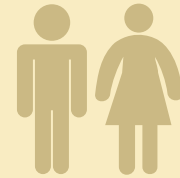




SKILLS REQUIREMENTS AND CHALLENGES

# MANUFACTURING

INDUSTRY	NUMBER EMPLOYED (2011 NHS)
Manufacturing	29,670
All Industries	243,080



## Manufacturing



## All Industries



■ Skill A ■ Skill B ■ Skill C ■ Skill D

- Skill A** - university education typically required
- Skill B** - college or vocational training
- Skill C** - secondary schooling or occupation-specific training
- Skill D** - on-the job training typically provided



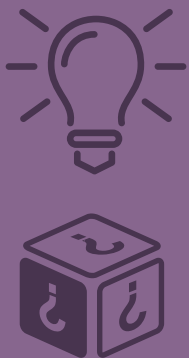
## RECRUITMENT DIFFICULTIES

SKILL LEVEL	UNEMPLOYMENT RATE
A	2.8%
B	4.8%
C	6.8%
D	11.1%
ALL	6.1%

Employer interviews revealed that skilled trades (motive, industrial and construction) are the most difficult occupations to recruit for. Many skilled trades have an older than average workforce and as these workers retire, the demand for these occupations is expected to increase.



Almost 19% of online job vacancies in Hamilton were in the manufacturing industry from April 2013-March 2014.





## INCREASING SKILLS REQUIREMENTS

Employer surveys and consultations revealed that as manufacturing becomes more advanced, the skills required to succeed in this industry are increasing.

What skills in particular do manufacturing employers expect to increase?

- Digital technology (as procedures become more automated and advanced)
- Problem-solving
- Multi-tasking



Source: HLS, Employer Interviews

## KEY TAKEAWAYS

- The skills needed to succeed in manufacturing are changing. Employers are looking for multi-skilled workers who can adapt quickly to changing environments.
- Hamilton employers are having difficulty finding skilled trades and other highly-skilled workers and anticipate an increased demand for skilled trades workers in the near future.



## FUTURE EMPLOYMENT OUTLOOK (ANALYST)

The type of work available in the manufacturing industry is expected to continue to change over the next several years. While employment overall is expected to decrease in manufacturing, future jobs will require workers to be highly skilled and able to adapt to changing technology.