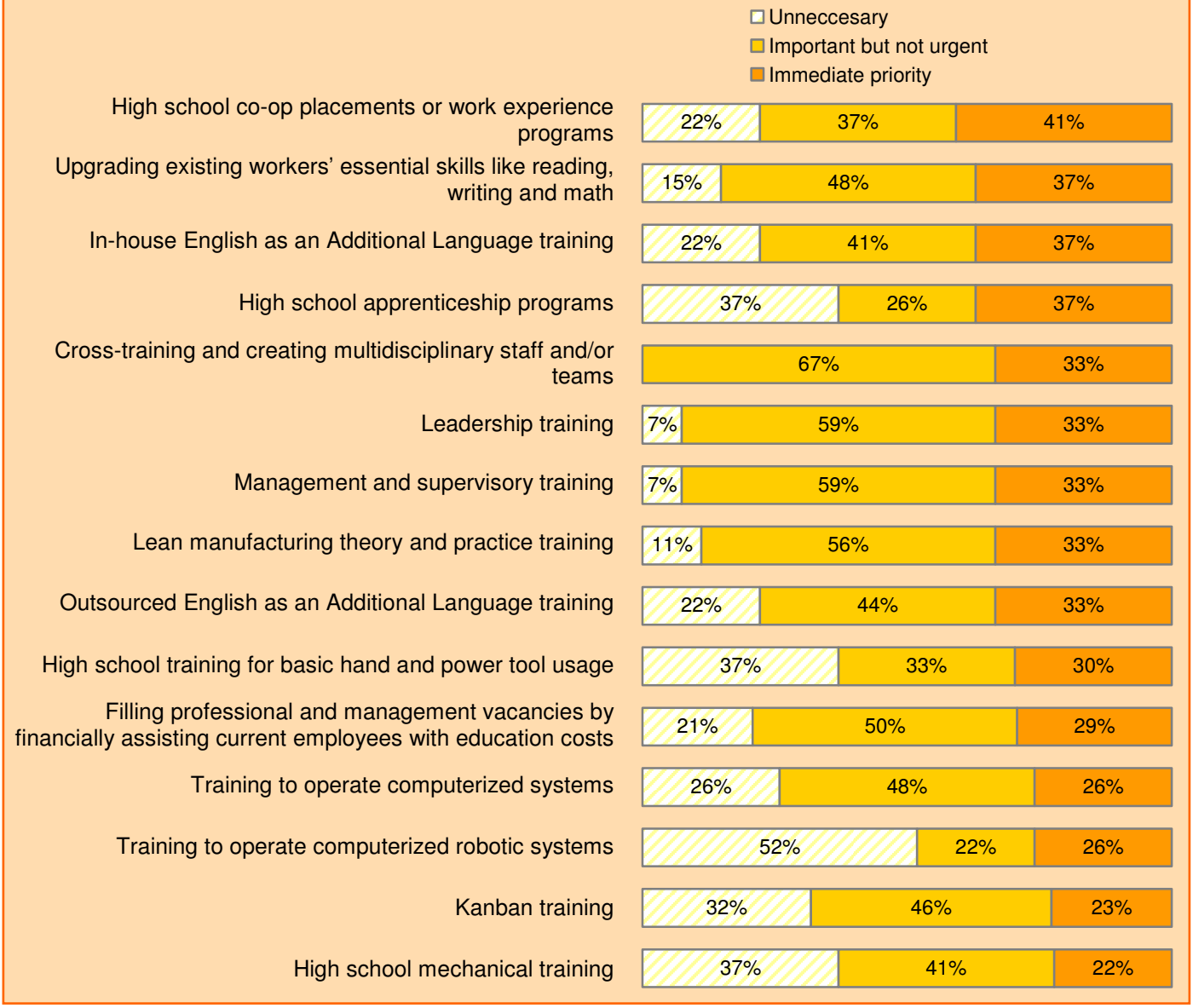
Transportation equipment manufacturers fact sheet

Succession planning: Nearly one-half of TEMs (44%) have a succession plan in place. While 30% have started to think about a succession plan, nearly the same amount (26%) have given little or no thought to succession planning.

Turnover rates: The overall turnover rate for TEMs is 11%. When broken down by employee skill level the turnover rate is 8% for skilled and 12% for unskilled employees. Note: Turnover rate is calculated as the number of employees who left voluntarily in the last 12 months divided by the total number employed.

Manufacturing sector priorities: Priorities were pre-identified and then rated as unnecessary, important but not urgent, or an immediate priority for the sector.



Occupations: Transportation equipment manufacturers were read a list of occupations and asked if they have difficulty finding (recruitment) or difficulty keeping (retention) employees in these positions. They were also asked if they will increase the number of people in these occupations within the next five years.

Figure 1 OCCUPATIONS

NOC code	Occupations	Finding	Keeping	Increase
0211	Research and Development Scientists and Technicians	33%	33%	67%
7265	Welders and Related Machine Operators, including TIG and MIG Welders	59%	50%	64%
9619	Entry-level employees or unskilled labourers	42%	46%	62%
2132	Mechanical Engineers, including Design Engineers	78%	30%	60%
2141	Industrial and Manufacturing Engineers	39%	15%	58%
9511	Machining Tool Operators, including CNC Operators	57%	29%	50%
2232	Mechanical Engineering Technologists and Technicians, including Electrical Mechanical Technologists and Draftsmen who are CAD Operators	53%	47%	47%
2173; 2174; 2175; 2252; 2253; 5223; 5241; 5245	Designers and Drafts People	78%	44%	44%
7231	Machinists and related occupations, including CNC setup and programming specialists	54%	31%	39%
7241	Electricians	56%	44%	33%
7232	Tool and Die Makers, including Mould Makers, Rotational Mould Makers and Setup, Operators, Maintenance and Programmers for CNC machine tools	50%	0%	25%

Note: Findings are based on a minimum of 50% of all transportation equipment manufacturers employing these positions within their organizations.

Skills gaps: Skills in need of improvement when hiring from the current Manitoba labour pool.

Skill	%	Skill	%
Critical thinking	52%	Oral communications	26%
Decision making	42%	Reading text	26%
Problem solving	41%	Numeracy and numerical calculations	23%
Continuous learning	35%	Ability to find information	19%
Document use	33%	Working with others	19%
Job task planning and organization	31%	Numerical estimation	18%
Measurement and calculation	27%	Budgeting and accounting	18%
Data analysis	26%	Computer usage	15%
Writing skills	26%		