

Aerospace manufacturers fact sheet

Succession planning: Four out of ten aerospace manufacturers (40%) have a succession plan in place, and 60% have started to think about succession planning.

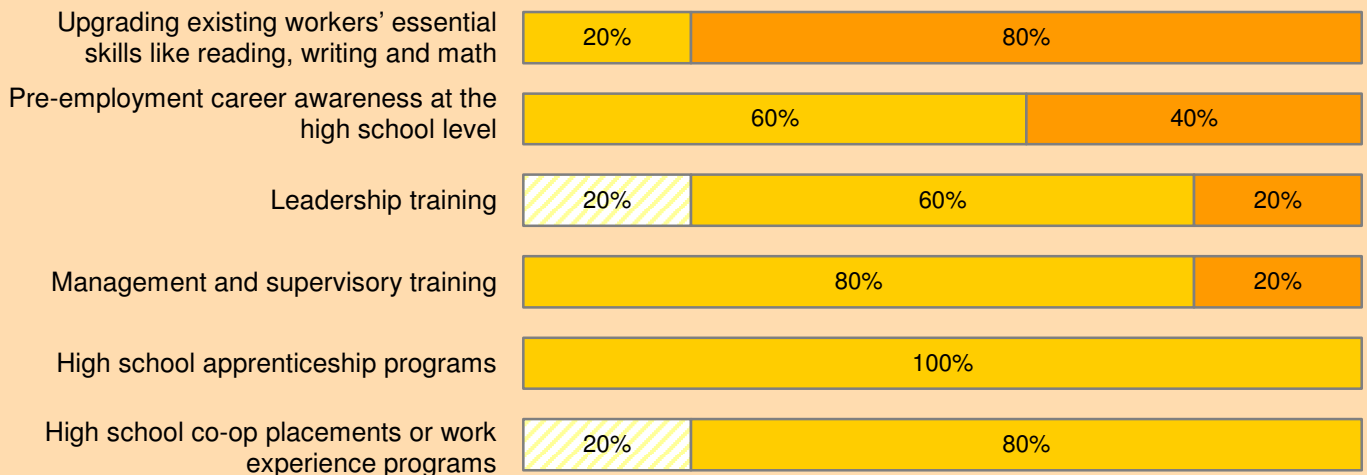
Turnover rates: The overall turnover rate for aerospace manufacturers is 6%. When broken down by employee skill level the turnover rate is 7% for skilled and 4% for unskilled employees. Note: Turnover rate is calculated as the number of employees who left voluntarily in the last 12 months divided by 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.

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

Skill	%
Reading, understanding and using documents	60%
Entrepreneurship	60%
Leadership	60%
Workplace math	60%
Problem solving	60%
Conflict resolution	40%
Supervisory or management skills	40%
Networking	40%
Project management	40%
Teamwork	40%
Verbal communication in English	40%
Computer usage	20%
Mechanical aptitude	20%
Planning	20%
Reading technical drawings	20%
Manual dexterity	0%

Unnecessary
 Important but not urgent
 Immediate priority



Occupations: Aerospace 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
2141	Industrial and Manufacturing Engineers	80%	80%	100%
9511	Machining Tool Operators	50%	40%	100%
2232	Mechanical Engineering Technologists and Technicians	80%	80%	80%
2146	Aerospace Engineers	75%	75%	75%
2132	Mechanical Engineers	100%	80%	60%
7211; 7231	Supervisors, Machinists and related occupations	40%	40%	60%
2142	Metallurgical and Materials Engineers	100%	75%	50%
0911	Manufacturing Managers	50%	50%	50%
1111	Accountants	25%	25%	50%
0113	Materials Managers	20%	20%	40%
9619	Entry level employees or unskilled labourers	0%	20%	40%
2171	IT Professionals	75%	25%	25%
0911	Plant Managers	50%	50%	25%
0721	Facility Operation and Maintenance Managers	0%	25%	0%

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