

Electronics manufacturers fact sheet

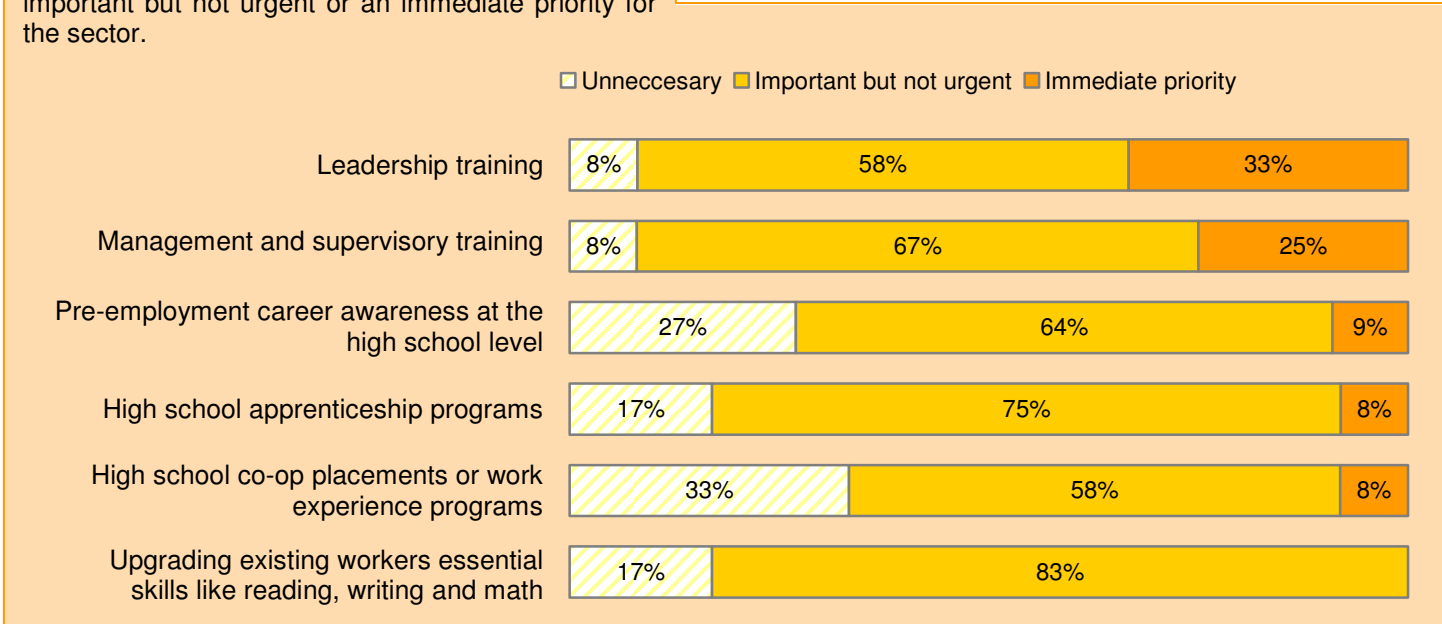
Succession planning: Only 9% of electronics manufacturers have a succession plan in place. While 27% have started to think about a succession plan, nearly two-thirds (64%) have given little or no thought to succession planning.

Turnover rates: The overall turnover rate for electronics manufacturers is 18%. When broken down by employee skill level the turnover rate is 6% for skilled and 23% 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	%
Supervisory or management skills	33%
Problem solving	33%
Entrepreneurship	27%
Mechanical aptitude	27%
Leadership	25%
Planning	25%
Project management	25%
Conflict resolution	17%
Verbal communication in English	17%
Workplace math	9%
Reading technical drawings	9%
Reading, understanding and using documents	8%
Manual dexterity	8%
Teamwork	8%
Computer usage	0%
Networking	0%



Occupations: Electronics 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
2232	Mechanical Engineering Technologists and Technicians	100%	33%	100%
9619	Entry level employees or unskilled labourers	75%	38%	100%
0611; 1122	Sales and marketing	63%	25%	86%
2133	Electrical and Electronics Engineers	88%	38%	75%
2141	Industrial and Manufacturing Engineers	57%	14%	71%
0911	Manufacturing Managers	71%	14%	50%

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