

# Garment manufacturers fact sheet

**Succession planning:** One-half of garment manufacturers (50%) have a succession plan in place. While one-third (33%) have started to think about a succession plan, 17% have given little or no thought to succession planning.

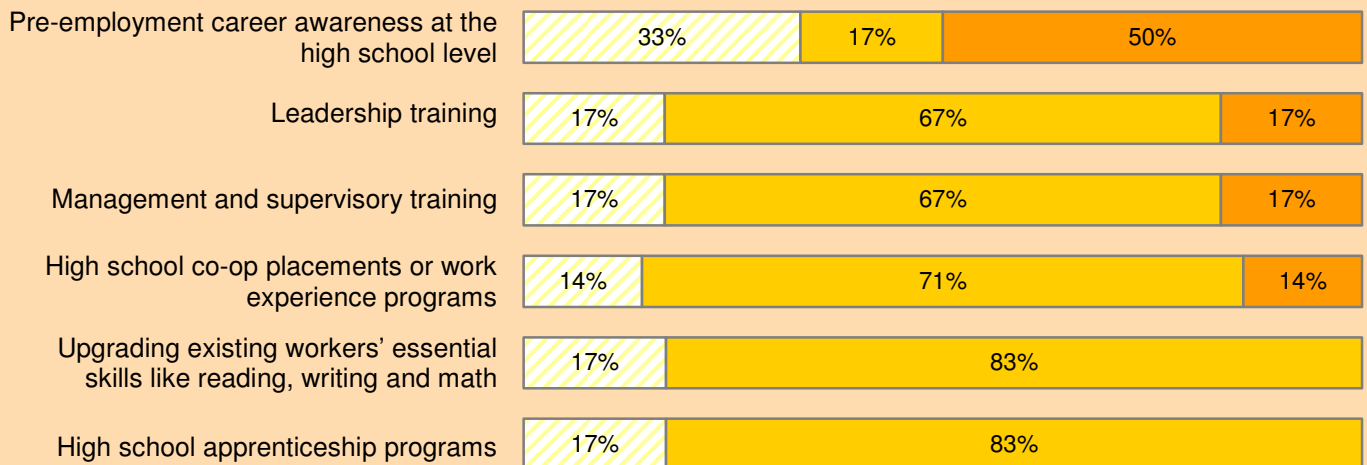
**Turnover rates:** The overall turnover rate for garment manufacturers is 17%. When broken down by employee skill level the turnover rate is 2% for skilled and 19% for unskilled employees. Note: Turnover rate is calculated as the number of employees who left voluntarily in the last 12 months divided 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	%
Verbal communication in English	43%
Conflict resolution	33%
Supervisory or management skills	33%
Manual dexterity	33%
Planning	33%
Problem solving	33%
Leadership	29%
Computer usage	17%
Networking	17%
Workplace math	17%
Project management	17%
Entrepreneurship	14%
Reading, understanding and using documents	0%
Mechanical aptitude	0%
Reading technical drawings	0%
Teamwork	0%

Unnecessary 
  Important but not urgent 
  Immediate priority



**Occupations:** Garment 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**

<b>NOC code</b>	<b>Occupations</b>	<b>Finding</b>	<b>Keeping</b>	<b>Increase</b>
9619	Entry level employees or unskilled labourers	75%	50%	50%
2173; 2174; 2175; 2252; 5223; 5241; 5245	Designers	75%	25%	50%
0611; 1122	Sales and marketing	20%	0%	40%
2174	Computer Programmers	50%	25%	0%

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