

# Heavy equipment manufacturers fact sheet

**Succession planning:** Nearly one-half of heavy equipment manufacturers (46%) have a succession plan in place. While 8% have started to think about a succession plan, 46% have given little or no thought to succession planning.

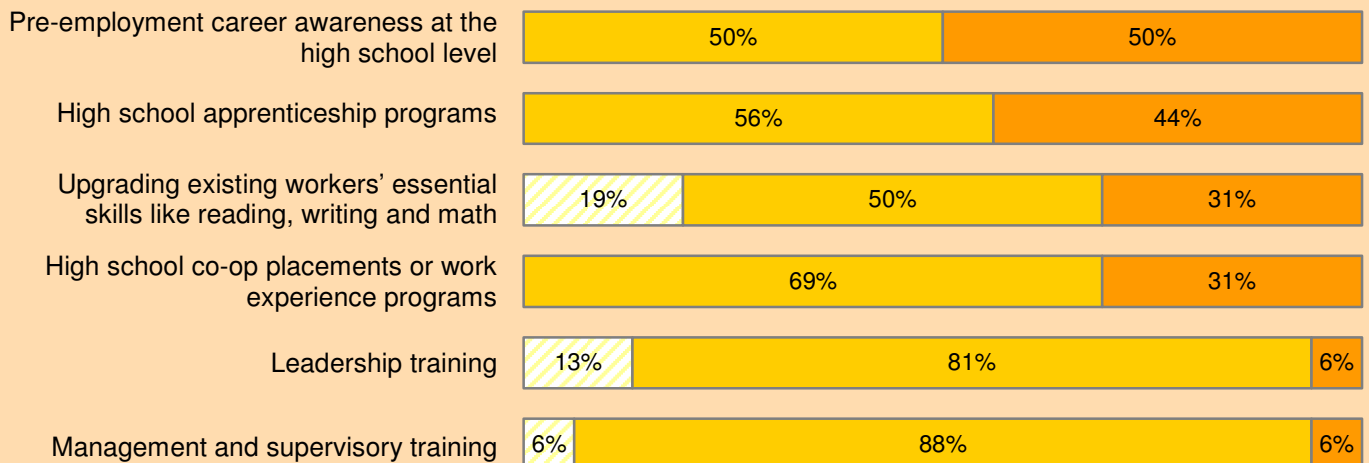
**Turnover rates:** The overall turnover rate for heavy equipment manufacturers is 20%. When broken down by employee skill level the turnover rate is 11% for skilled and 23% for unskilled employees. Note: Turnover rate is calculated as the number of employees who left voluntarily in the last 12 months 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	%
Reading technical drawings	33%
Entrepreneurship	29%
Planning	27%
Mechanical aptitude	25%
Problem solving	25%
Project management	25%
Verbal communication in English	25%
Leadership	21%
Conflict resolution	19%
Reading, understanding and using documents	19%
Supervisory or management skills	19%
Networking	13%
Computer usage	13%
Teamwork	13%
Workplace math	7%
Manual dexterity	6%

□ Unnecessary    ■ Important but not urgent    ■ Immediate priority



**Occupations:** Heavy 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
9511	Machining Tool Operators	67%	22%	78%
9619	Entry level employees or unskilled labourers	57%	64%	71%
2232	Mechanical Engineering Technologists and Technicians	67%	22%	67%
0611; 1122	Sales and marketing	58%	33%	67%
7265	Welders and Related Machine Operators	80%	67%	60%
7311	Construction Millwrights and Industrial Mechanics	89%	44%	56%
9496	Industrial Painters and Coaters	44%	56%	33%
0721	Facility Operation and Maintenance Managers	63%	25%	0%
1111	Accountants	20%	0%	0%

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