Life sciences manufacturers fact sheet

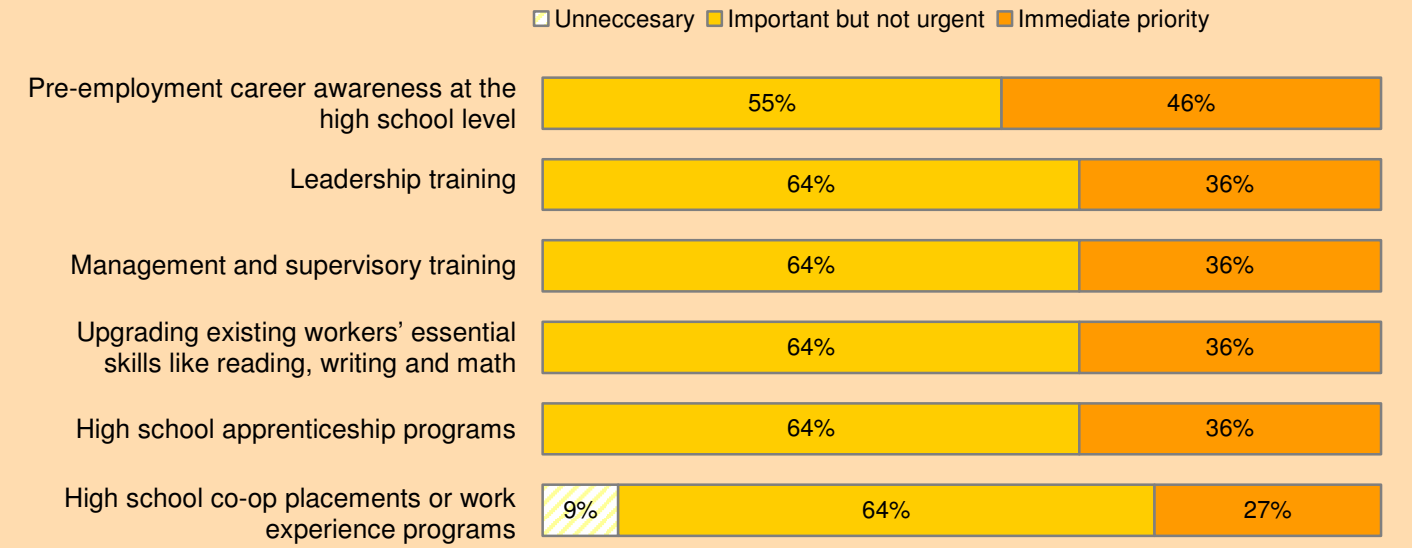
Succession planning: Nearly one-half of life sciences manufacturers (46%) have a succession plan in place. While 18% have started to think about a succession plan, 36% have given little or no thought to succession planning.

Turnover rates: The overall turnover rate for life sciences manufacturers is 12%. When broken down by employee skill level the turnover rate is 13% 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.

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

Skill	%
Reading, understanding and using documents	60%
Verbal communication in English	46%
Leadership	30%
Workplace math	30%
Reading technical drawings	22%
Computer usage	20%
Supervisory or management skills	20%
Conflict resolution	18%
Problem solving	18%
Teamwork	18%
Entrepreneurship	10%
Planning	10%
Project management	10%
Manual dexterity	9%
Mechanical aptitude	9%
Networking	0%

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



Occupations: Life sciences 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
9619	Entry level employees or unskilled labourers	40%	50%	67%
0611; 1122	Sales and marketing	43%	0%	57%
1111	Accountants	11%	0%	33%
1453	Customer Service Personnel	50%	17%	25%
0911	Manufacturing Managers	33%	0%	17%

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