

# Packaging manufacturers fact sheet

**Succession planning:** Six out of ten packaging manufacturers (63%) have a succession plan in place. While 13% have started to think about a succession plan, nearly double that amount (25%) have given little or no thought to succession planning.

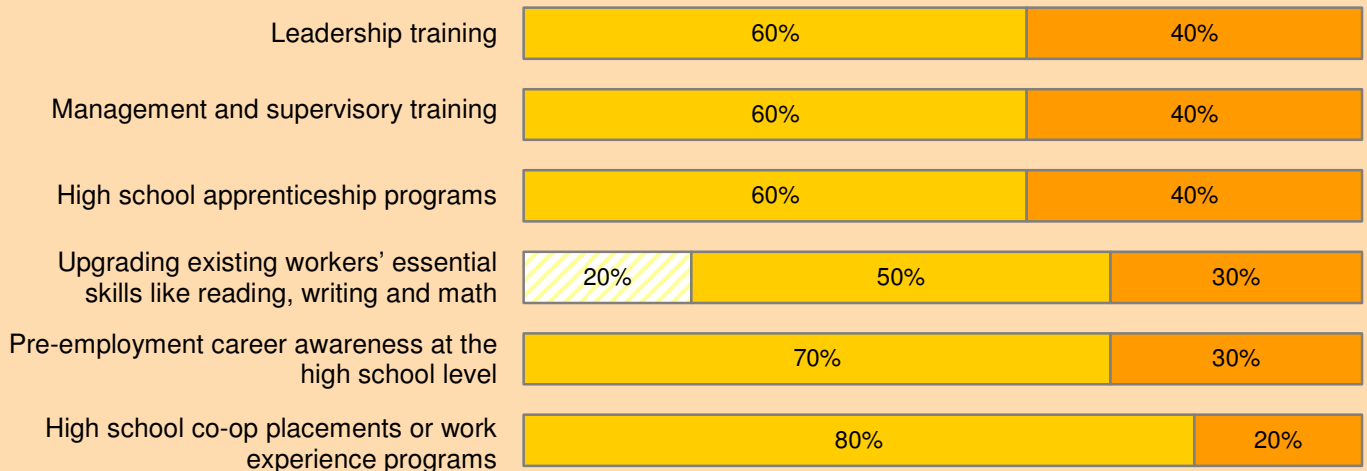
**Turnover rates:** The overall turnover rate of packaging manufacturers is 7%. When broken down by employee skill level the turnover rate is 6% for skilled and 7% for unskilled employees. Note: Turnover rate is calculated as the number of employees who left voluntarily in the last 12 months divided 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	%
Project management	44%
Conflict resolution	30%
Reading, understanding and using documents	30%
Supervisory or management skills	30%
Mechanical aptitude	30%
Planning	30%
Problem solving	30%
Computer usage	20%
Entrepreneurship	20%
Leadership	20%
Workplace math	20%
Reading technical drawings	11%
Manual dexterity	10%
Networking	10%
Teamwork	10%
Verbal communication in English	10%

Unnecessary 
  Important but not urgent 
  Immediate priority



**Occupations:** Packaging 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	40%	40%	67%
0611; 1122	Sales and marketing	17%	14%	63%
1453	Customer Service Personnel	43%	29%	29%
2171	IT Professionals	40%	25%	25%
0016	General Managers	80%	0%	17%
0721	Facility Operation and Maintenance Managers	67%	14%	0%
0911	Manufacturing Managers	60%	20%	0%
1111	Accountants	29%	0%	0%

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