

# Plastics manufacturers fact sheet

**Succession planning:** Nearly one-third of plastics manufacturers (27%) have a succession plan in place. While 33% have started to think about a succession plan, 40% have given little or no thought to succession planning.

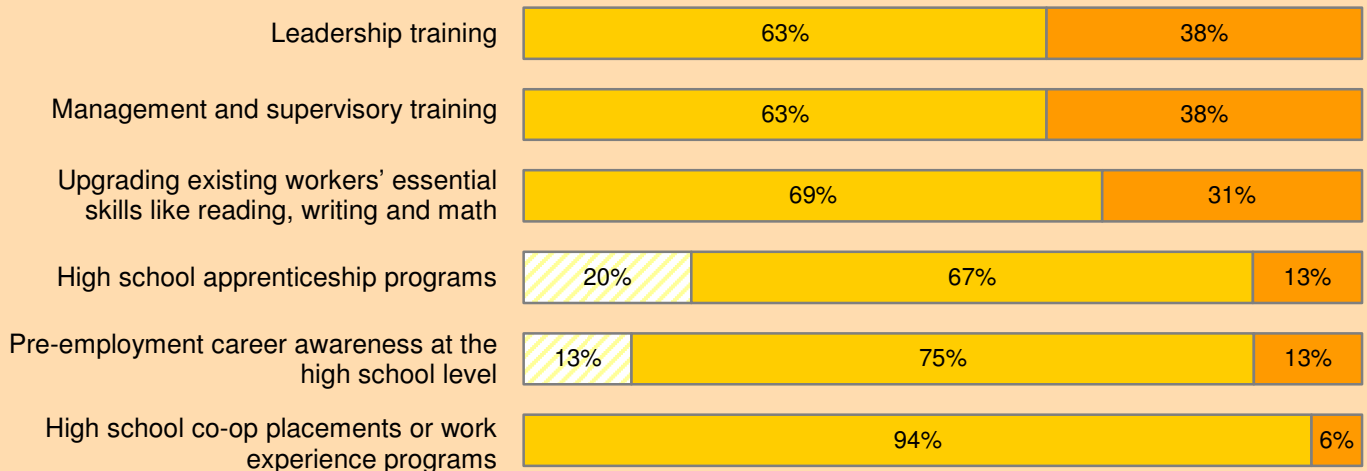
**Turnover rates:** The overall turnover rate for plastics manufacturers is 10%. When broken down by employee skill level the turnover rate is 7% for skilled and 11% for unskilled employees. Note: Turnover rate is calculated as the number of employees who left voluntarily in the last 12 months divided 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	%
Leadership	56%
Supervisory or management skills	53%
Mechanical aptitude	50%
Planning	50%
Verbal communication in English	44%
Project management	40%
Reading, understanding and using documents	38%
Teamwork	38%
Reading technical drawings	36%
Workplace math	31%
Problem solving	31%
Entrepreneurship	29%
Conflict resolution	25%
Networking	25%
Manual dexterity	19%
Computer usage	7%

Unnecessary 
  Important but not urgent 
  Immediate priority



**Occupations:** Plastics 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	73%	67%	85%
9422	Plastics Processing Machine Operators	80%	60%	75%
0611; 1122	Sales and marketing	17%	8%	64%
0721	Facility Operation and Maintenance Managers	60%	18%	56%
1453	Customer Service Personnel	38%	0%	44%
1111	Accountants	22%	10%	30%
0911	Manufacturing Managers	33%	25%	8%

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