

# Printer and book binder manufacturers fact sheet

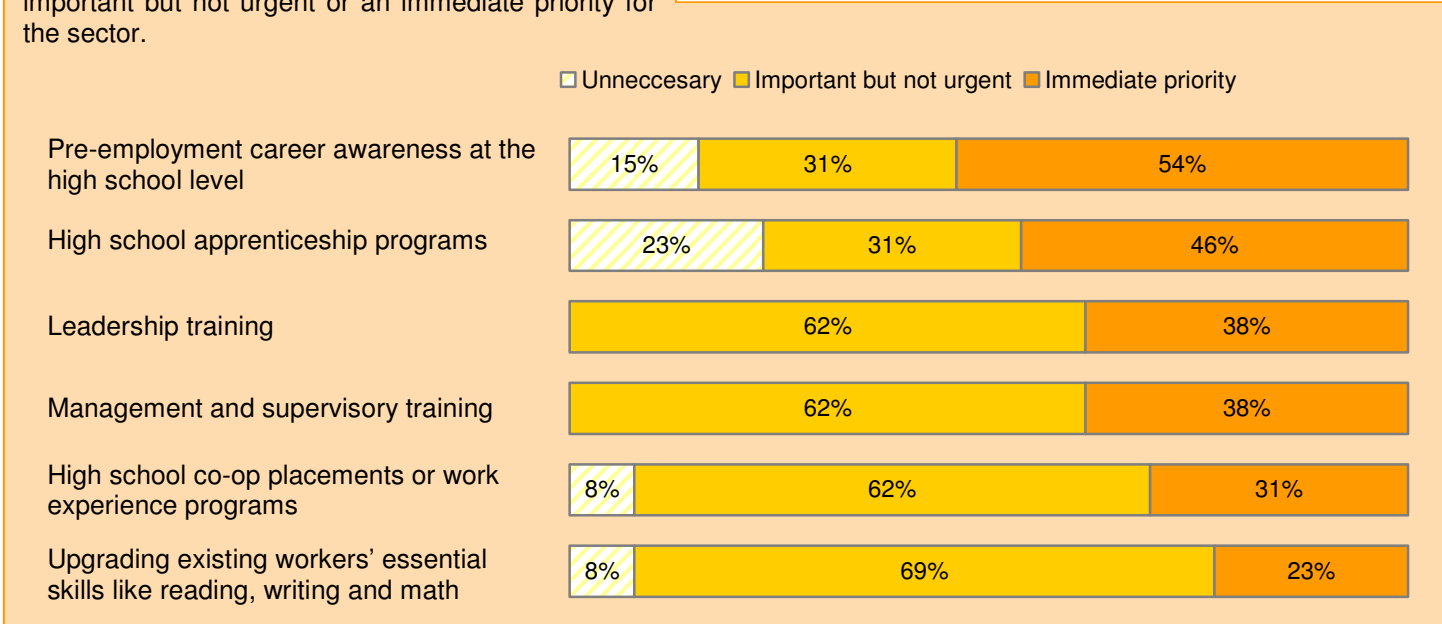
**Succession planning:** One-half of printer and book binder manufacturers (50%) have a succession plan in place. While 14% have started to think about a succession plan, 36% have given little or no thought to succession planning.

**Turnover rates:** The overall turnover rate for printer and book binder manufacturers is 10%. When broken down by employee skill level the turnover rate is 12% for skilled and 10% 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	31%
Supervisory or management skills	29%
Problem solving	29%
Teamwork	29%
Entrepreneurship	23%
Computer usage	21%
Conflict resolution	21%
Reading, understanding and using documents	21%
Leadership	21%
Planning	21%
Project management	21%
Reading technical drawings	8%
Manual dexterity	7%
Mechanical aptitude	7%
Networking	7%
Workplace math	7%



**Occupations:** Printer and book binder 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
9473	Binding and Finishing Machine Operators	67%	22%	89%
7381	Printing Press Operators	75%	0%	75%
9619	Entry level employees or unskilled labourers	36%	71%	57%
9472	Camera, Plate making and other Prepress occupations	36%	0%	45%
2171	IT Professionals	25%	0%	44%
0911	Manufacturing Managers	50%	0%	33%
1453	Customer Service Personnel	54%	31%	38%
0611; 1122	Sales and marketing	20%	0%	30%
0911	Plant Managers	25%	0%	20%
1111	Accountants	46%	7%	7%
0016	General Managers	13%	0%	0%

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