

Window and door manufacturers fact sheet

Succession planning: One-quarter of window and door manufacturers (25%) have a succession plan in place. While 63% have started to think about a succession plan, 13% have given little or no thought to succession planning.

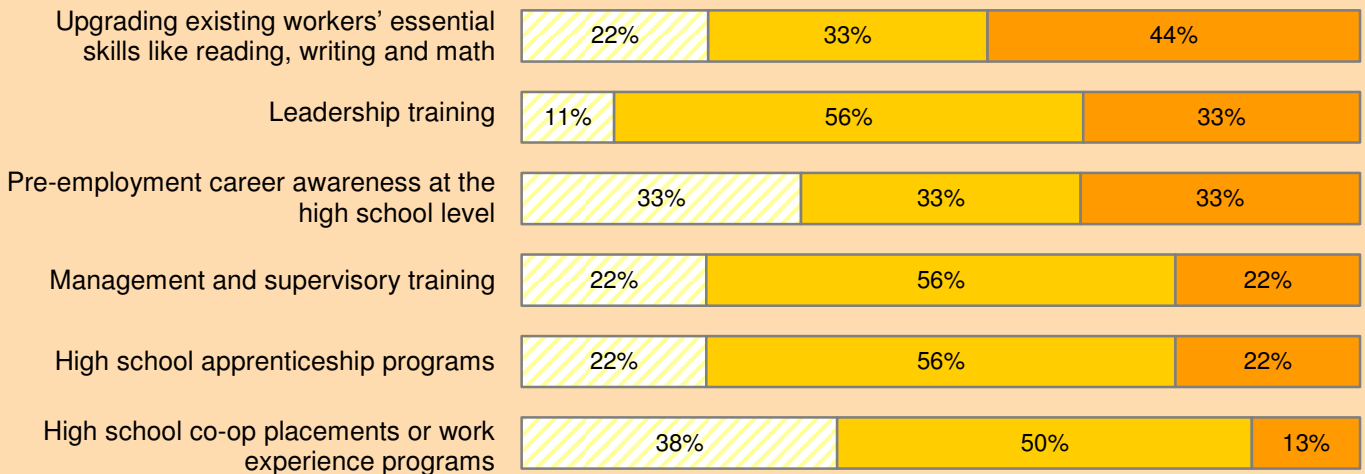
Turnover rates: The overall turnover rate for window and door manufacturers is 23%. When broken down by employee skill level the turnover rate is 10% for skilled and 23% for unskilled employees. Note: Turnover rate is calculated as the number of employees who left voluntarily in the last 12 months divided 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	%
Verbal communication in English	67%
Computer usage	50%
Conflict resolution	50%
Leadership	50%
Planning	44%
Problem solving	44%
Project management	44%
Teamwork	44%
Supervisory or management skills	38%
Reading, understanding and using documents	33%
Entrepreneurship	29%
Reading technical drawings	25%
Workplace math	22%
Mechanical aptitude	11%
Networking	11%
Manual dexterity	0%

Unnecessary
 Important but not urgent
 Immediate priority



Occupations: Window and door 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	38%	63%	100%
0611; 1122	Sales and marketing	67%	17%	83%
2232	Mechanical Engineering Technologists and Technicians	60%	50%	60%
0911	Manufacturing Managers	67%	33%	50%
0911	Plant Managers	50%	50%	50%
1453	Customer Service Personnel	29%	43%	43%
1111	Accountants	40%	60%	0%

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