



**Future Skills**  
Centre

Centre des  
**Compétences futures**



**Workforce Planning Board of Grand Erie**  
Commission de planification de la main-d'oeuvre de Grand Erie

# Manufacturing:

Quality of Work in Grand Erie 2023





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According to WPBGE's 2022 workforce survey, 23% of job seekers in Grand Erie indicated they were looking for work in the manufacturing sector.

In 2023, the Workforce Planning Board of Grand Erie conducted a study to assess quality of work in local workplaces.

45 manufacturing businesses were surveyed. The results showed:

## Top benefits offered by manufacturing employers:

1. **Health related benefits** (e.g. medical/dental coverage) – **100%**
2. **Protocol/policies for employee grievances** – **96%**
3. **Fixed working hours** – **93%**
4. **Recognition** for outstanding work and/or length of service – **91%**
5. Annual (or more frequent) **pay raises based on performance/merit** – **91%**
6. Annual (or more frequent) **pay raises based on inflation** – **91%**
7. **Skill development/training** opportunities during working hours – **91%**
8. Annual (or more frequent) **job performance assessment** – **87%**
9. **Disability insurance/benefits** – **84%**
10. **Pension plan or RRSP** Contribution Plan – **78%**





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## Top benefits being considered by employers:

1. More than 2 weeks paid vacation from start of employment
2. 4-day work week
3. Succession/advancement programs
4. Recognition for outstanding work and/or length of service
5. Job rotation opportunities (e.g. employees switch responsibilities every few months)





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When businesses were asked about barriers to better supporting quality of work:

**51%**

said they were unable to free up the time to offer additional training/coaching

**47%**

said they had too many competing priorities

**47%**

said they were unable to hire more staff to distribute workload

**33%**

said they had financial constraints

**27%**

said they lacked support of/direction from Head Office to make any policy changes

**4%**

of manufacturing businesses indicated they cannot consider offering any more benefits/quality of work supports.

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## Best Practices:

**“We have a values program called **“Creed”** and we're now running it through everyone to say, ‘you know what, **this is how you can expect to be treated and this is what we expect from you.’ ”****



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## Best Practices:

“We've been trying to implement more recently **better methods of communication and better sense of belonging.** So, we've recently started an internal newsletter that employees can use to see what's going on.”



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## Best Practices:

“We host company events like fitness challenges and popcorn day that **try to make everybody feel like they are on a more equal playing field** and not so isolated.”



## Best Practices:

“I have adjusted schedules because the schools get out earlier than we normally do here. **We’re very flexible in allowing people to leave their job when it is required.**”

## Best Practices:

“One of the focuses for this year is efficiencies at all levels, and obviously, other than recruitment, it's retention. So **we do annual employee engagement studies** and then we take that feedback and **we have a task force that works on the action items.** We've taken it one step further this year after realizing the ideas were no longer fresh, and **we now have employee focus groups that involve our staff** not just the task force - which is all pretty much management”



## Best Practices:

“We do also have our education assistance program as well. So, **if someone is looking to move within the organization and they're interested in taking a program** or something like that to help them transition into a new role, **we do offer that to our employees** as well.”

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## Resources:

Skilled Trades Ontario: [www.skilledtradesontario.ca](http://www.skilledtradesontario.ca)

Ontario Skilled Trades Alliance: [www.ontarioskilledtradesalliance.com](http://www.ontarioskilledtradesalliance.com)

Canadian Manufacturing Coalition: [www.manufacturingourfuture.ca](http://www.manufacturingourfuture.ca)

Canadian Manufacturers and Exporters: [www.cme-mec.ca](http://www.cme-mec.ca)

Excellence in Manufacturing Consortium: [www.emccanada.org](http://www.emccanada.org)

Manufacturers' Health & Safety Association: [www.mhsa.ab.ca](http://www.mhsa.ab.ca)

Human Resources Professionals Association: [www.hrpa.ca](http://www.hrpa.ca)

Supply Chain Canada: [www.supplychaincanada.com](http://www.supplychaincanada.com)

Supply Chain Management Association Ontario (SCMAO): [www.scmao.ca/home](http://www.scmao.ca/home)