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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:

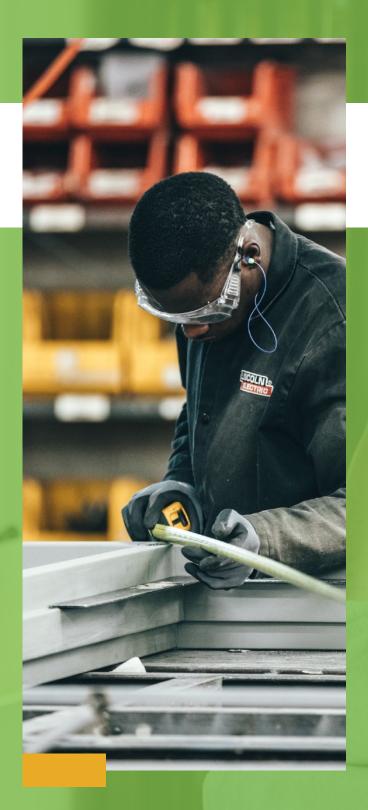
- Health related benefits (e.g. medical/dental coverage) 100%
- 2. Protocol/policies for employee grievances 96%
- 3. Fixed working hours 93%
- 4. **Recognition** for outstanding work and/or length of service **91%**
- 5. Annual (or more frequent) pay raises based on performance/merit 91%
- 6. Annual (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%
- Pension plan or RRSP Contribution Plan –
 78%





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)



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

said they were unable to

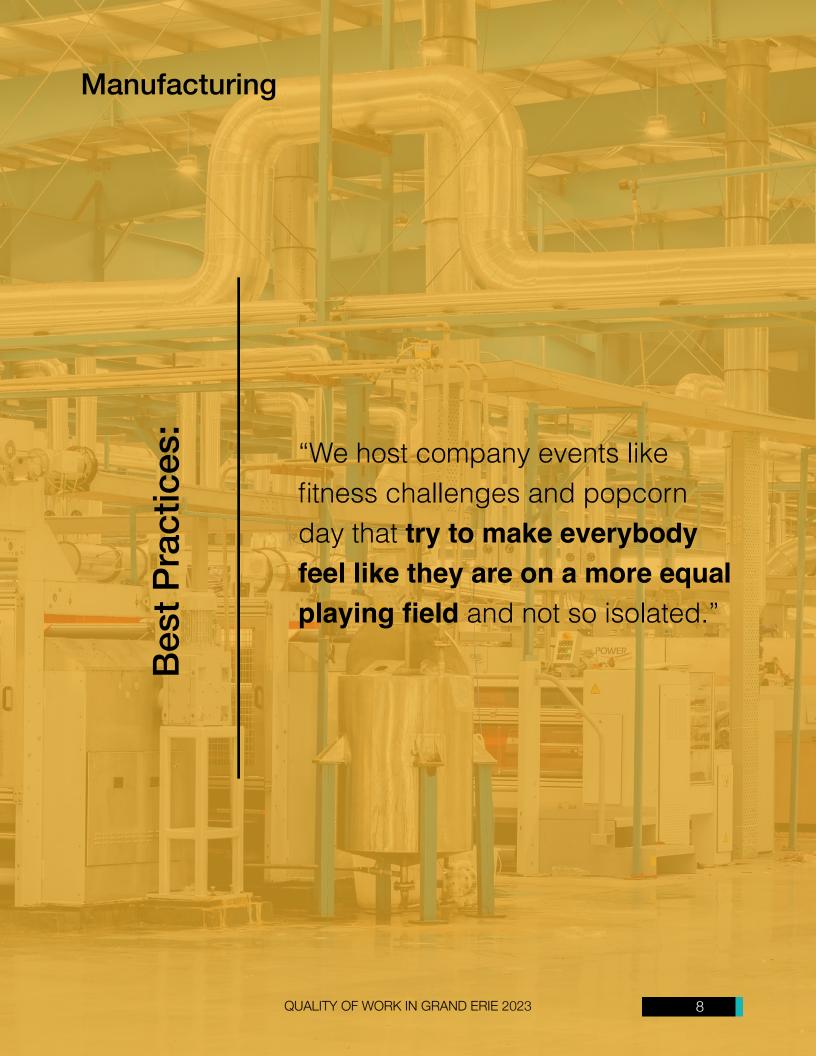
51%	free up the time to offer additional training/ coaching
47%	said they had too many competing priorities
47%	said they were unable to hire more staff to distribute workload
33%	said they had financial constraints
27%	said they lacked support of/direction from Head Office to make any policy changes

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



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."



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."

"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."



Resources:

Skilled Trades Ontario: www.skilledtradesontario.ca

Ontario Skilled Trades Alliance: www.ontarioskilledtradesalliance.com

Canadian Manufacturing Coalition: www.manufacturingourfuture.ca

Canadian Manufacturers and Exporters: www.cme-mec.ca

Excellence in Manufacturing Consortium: www.emccanada.org
Manufacturers' Health & Safety Association: www.mhsa.ab.ca
Human Resources Professionals Association: www.hrpa.ca

Supply Chain Canada: www.supplychaincanada.com

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