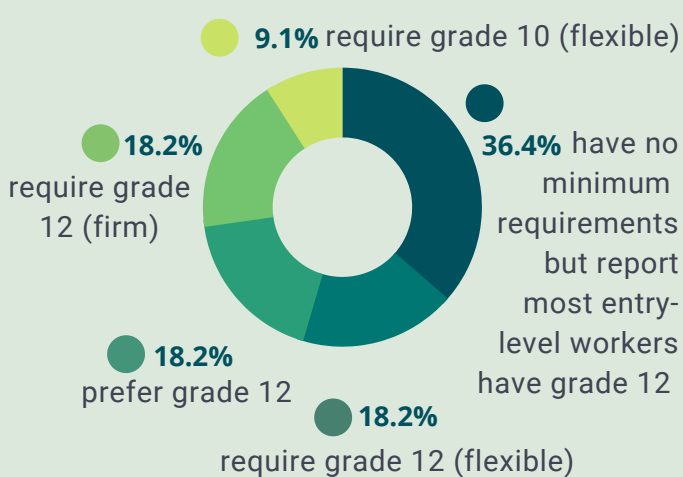


RECRUITMENT OF ENTRY-LEVEL WORKERS

for manufacturing in the London Economic Region (LER)

EDUCATION LEVEL

What level of education are employers looking for?



REQUIRED SKILLS

When specific skills are required, they often include:

Ability to read and write, general communication skills

Basic English skills/Canadian Language Benchmark (CLB) Level 4

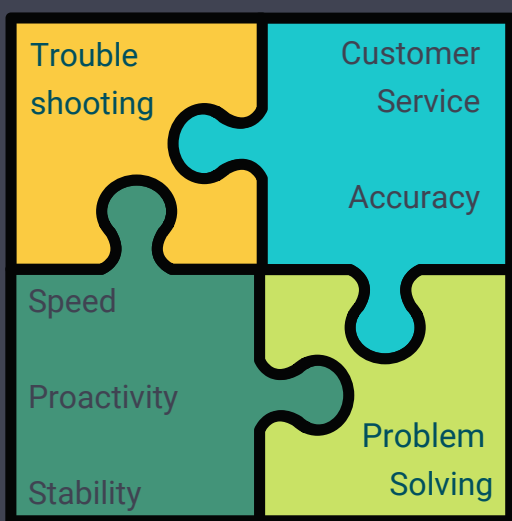
Physical dexterity, hand eye coordination

Overall handiness, knowledge of and ability to use power and hand tools



PREFERRED SKILLS

Additional qualifications employers are looking for include:



ASSESSMENTS

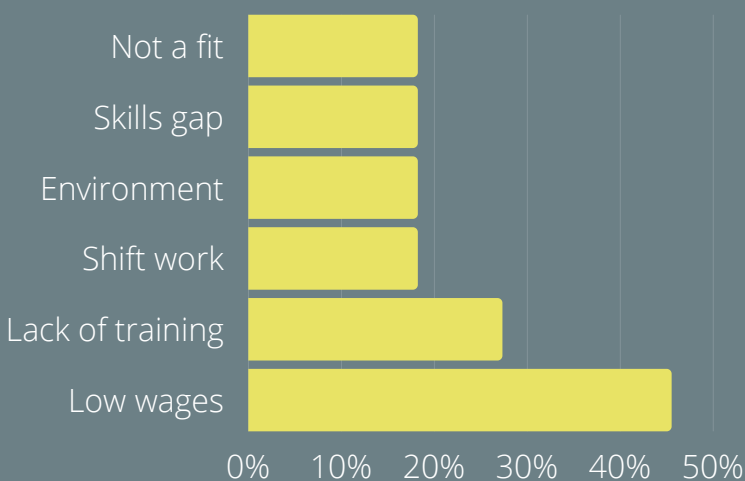
When pre-hiring assessments are completed, employers are measuring:



Fit with the company culture
 English language skills
 Math skills
 Behavioural profile
 Attention to detail
 Fine and gross motor skills
 Colour blindness
 Practical application of skills

TURNOVER

2/3 of employers interviewed reported medium (24% to 35%) or high (60%) turnover per year. Why?



SOURCING TALENT

Recruitment is being done through several main channels:



81.8% hire through Indeed.com

63.6% recruit through an internal referral program

36.4% hire through word of mouth

27.3% use local employment agencies

27.3% post jobs to Facebook

This infographic shows key findings from Literacy Link South Central (LLSC) based on interviews with eleven manufacturers in the late summer and fall of 2020.

Manufacturers interviewed were members of 3 subsector groups:

- NAICS 336 (Transportation Equipment Manufacturing)
- NAICS 311 and 312 (Food and Beverage Manufacturing)
- NAICS 331, 332 and 333 (Metal, Metal Product, and Machinery Manufacturing)

Full results are available in the "Employer Engagement Summary Report" available at www.llsc.on.ca

SOFT SKILLS OF ENTRY-LEVEL WORKERS

for manufacturing in the London Economic Region (LER)

MOST IMPORTANT SOFT SKILLS

The soft skills considered most important for entry-level positions in manufacturing are:

1. Communication
2. Teamwork, working with others, collaboration
3. Problem solving (analytical skills)
4. Detail oriented
5. Organizational skills
6. Attitude
7. Dependability
8. Adaptability

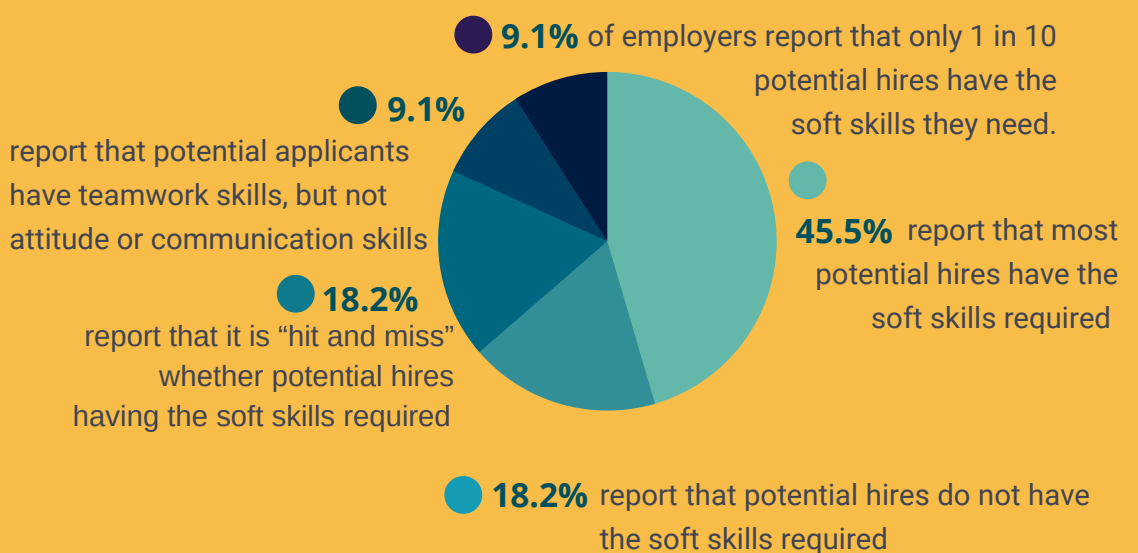
ASSESSING SOFT SKILLS

Most employers check soft skills during the interview process by asking questions like:

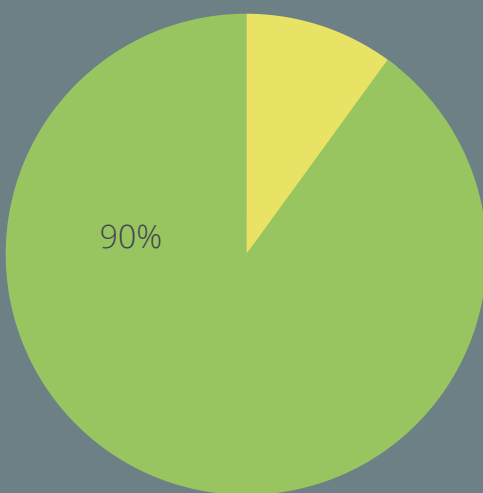


- What are your hobbies?
- How do you handle conflict?
- How has it been working in a team?
- What would a co-worker tell us about you?
- What kind of a thought process would you go through to solve this problem?
- What was your least favourite part of your last job?

DO POTENTIAL HIRES HAVE THE SOFT SKILLS THEY NEED?



EMPLOYER NEEDS



More than 90% of the employers interviewed said they would be interested in a tool to help them assess potential hires' soft skills.

NEXT STEPS

Manufacturing employers are providing authentic workplace scenarios which will be used in a new soft skills assessment tool.

Based on manufacturer feedback, the assessment tool will:

- include a situational judgement test
- be easy to understand and use
- not take long to complete
- be released in early 2021

Literacy Link South Central will offer training on the use of this soft skills assessment tool in February 2021.



This infographic shows key findings from Literacy Link South Central (LLSC) based on interviews with eleven manufacturers in the late summer and fall of 2020. For more information, please review the "Employer Engagement Summary Report" available at www.llsc.on.ca!

MORE

EMPLOYMENT ONTARIO

This *Employment Ontario* project is funded in part by the Government of Canada and the Government of Ontario

The views expressed in this infographic are those of Literacy Link South Central, and do not necessarily reflect those of the Province. The Government of Ontario and its agencies are in no way bound by any recommendations contained in this document.