Eastern Ontario Manufacturers' Network

EOMN - Skills Needs Analysis

2010 Research Report-Individual Part

Written By:
Diep Dao
Song Guo
Ryan Burke
Mark Banaszkiewicz

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Algonquin College
Department of Applied Research and Innovation

Individual Survey

1. Key Findings

The primary purpose of this survey is to evaluate the market needs in training skills for individual members of EOMN. FluidSurveys was chosen to use as a host for the survey. The survey was executed from June 17th to August 8th. The population is 631. Finally, the total responses are 62 persons, so the responses rate is: 62/631=9.83%. The actual finished responses are 40 persons. The completion rate is:40/62= 64.52%;

The following are the key findings in this individual survey.

- According to the main training skill categories, the top three categories are (Based on 5-scales where 1 is very low and 5 is very high): Communications (3.23), Quality Management (3.19), and Operation Management (3.09). It means soft skills are more important than the specific technical skills for individual members.

- Compared with other regions, Renfrew has the highest need level in each skill category excluding Trade-specific. Specially, the need to Supply Chain is up to 4.78 based on 5-scales. The following regions are Leeds & Grenville and Ottawa. Lanark has the lowest need level according to the main skill categories.

- Apprenticeship Programs got a very high satisfaction rate (4.15, based on 5-scale where 1 is very low and 5 is very high). It means Apprenticeship Programs were welcome for individual members. The following are Universities (3.93) and On the Job (3.91).

- For the training time periods, most of the respondents prefer to have the training in the weekday evening (6:30-9:30pm) in January-April (65.4%) and September-December (53.8%), because 67.5% of participants have full-time jobs.

- About the demographic data, there are half (50%) of respondents work in computer/electronic sector and 20% of participants work in metal products sector. According to the regions, 82.5% of respondents live in Ottawa. 75% of respondents have college and higher education level. 67.5% of respondents have more than $100,000 household income.

2. Overview of Findings

Figure 1-Individual:

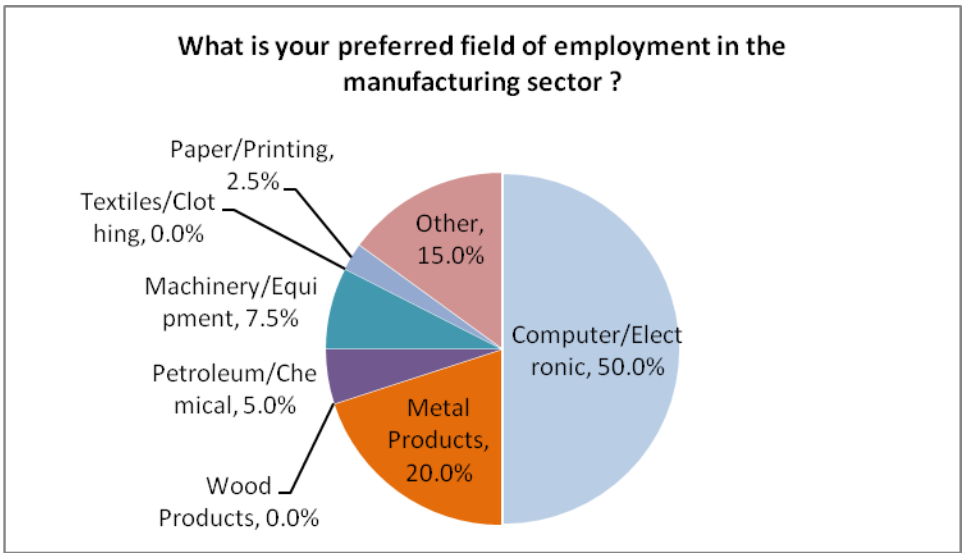
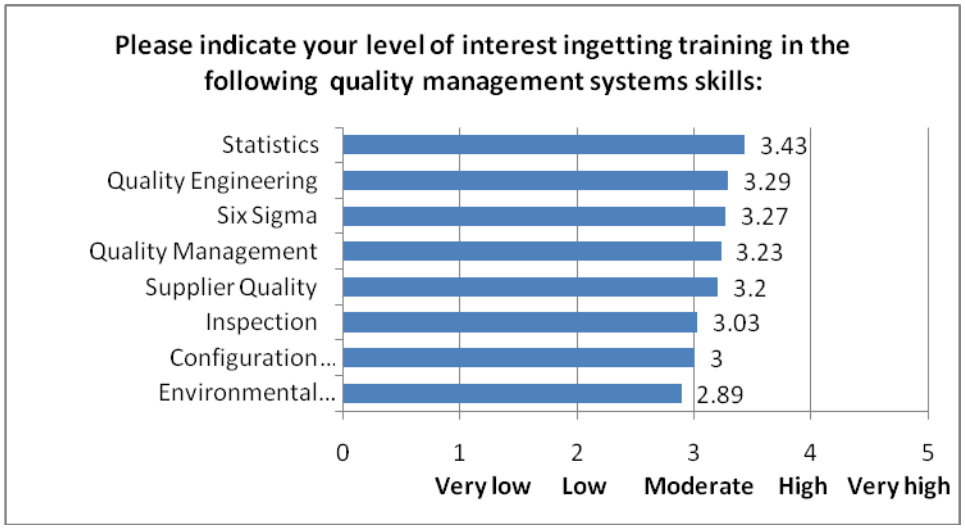


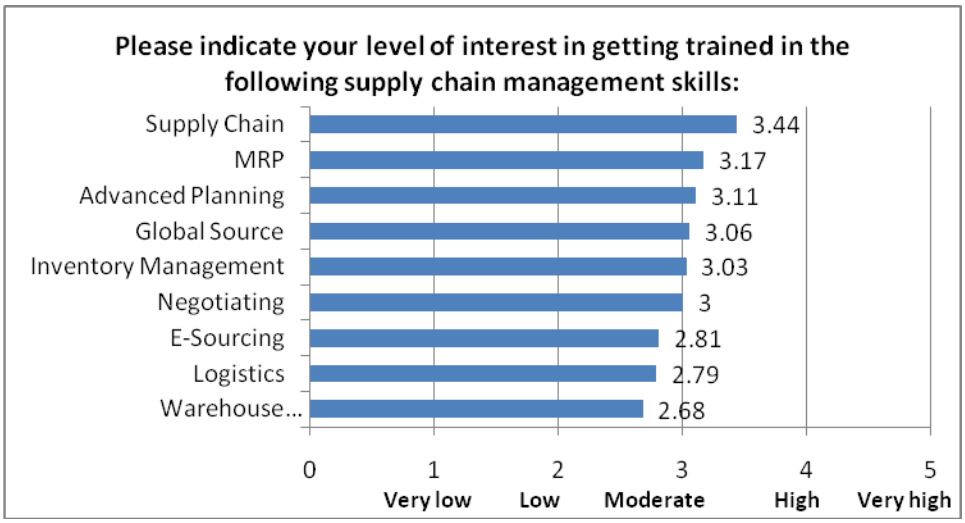
Figure 1 (above) shows that the top three primary manufacturing sectors are Computer/Electronic (50%), Metal Products (20%), and Machinery/Equipment (7.5%). The "Other" category (37.7%) predominantly includes Aviation and Aerospace components.

Figure 2-Individual:



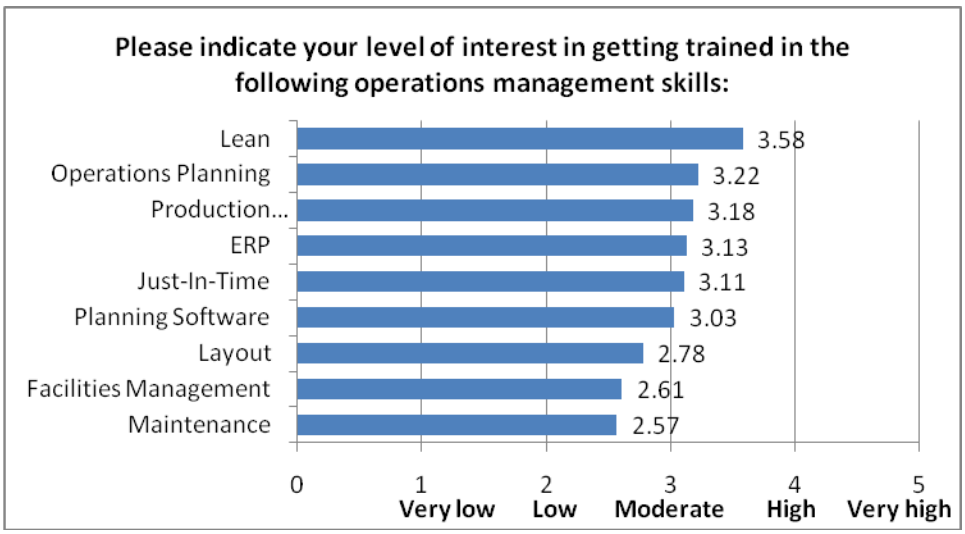
On a scale where 1 is very low and 5 is very high, Figure6 (above) shows that the highest level of need for training in quality management system skills is for Statistics (3.43), quality engineering (3.29), and six sigma (3.27) showing a moderate-high level of need. The skill with the lowest level of need is Environment management systems (2.89) showing a low-moderate level of need. The results show us statistics is very important in quality management systems for individual members.

Figure 3-Individual:



On a scale where 1 is very low and 5 is very high, Figure3(above) shows that the highest level of need for training in supply chain management skills is for Supply chain development (3.44), Manufacturing Resource Planning (MRP,3.17), and Advanced Planning (3.11) showing a moderate level of need. The skill with the lowest level of need is warehouse management (2.68) showing a low-moderate level of need.

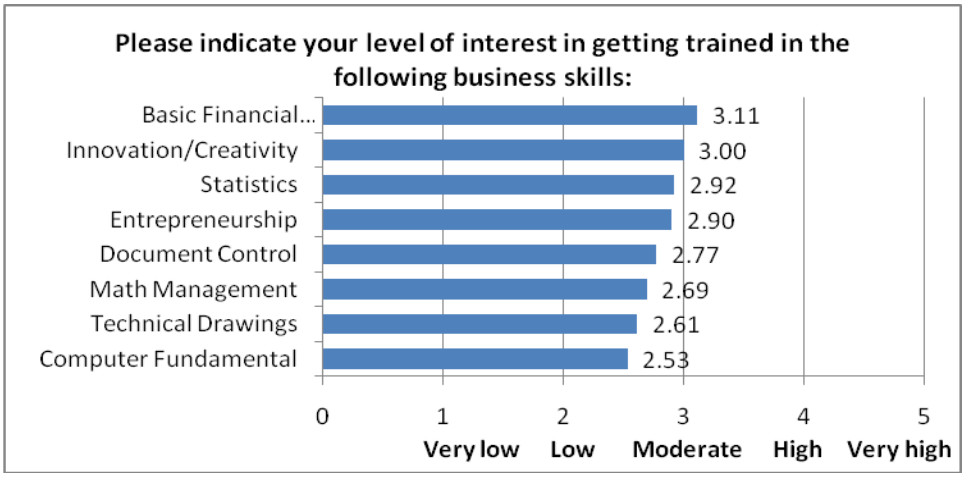
Figure 4-Individual:



On a scale where 1 is very low and 5 is very high, Figure4(above) shows that the highest level of need for training in operations management skills is Lean (3.58), and Operations Planning (3.22) showing a

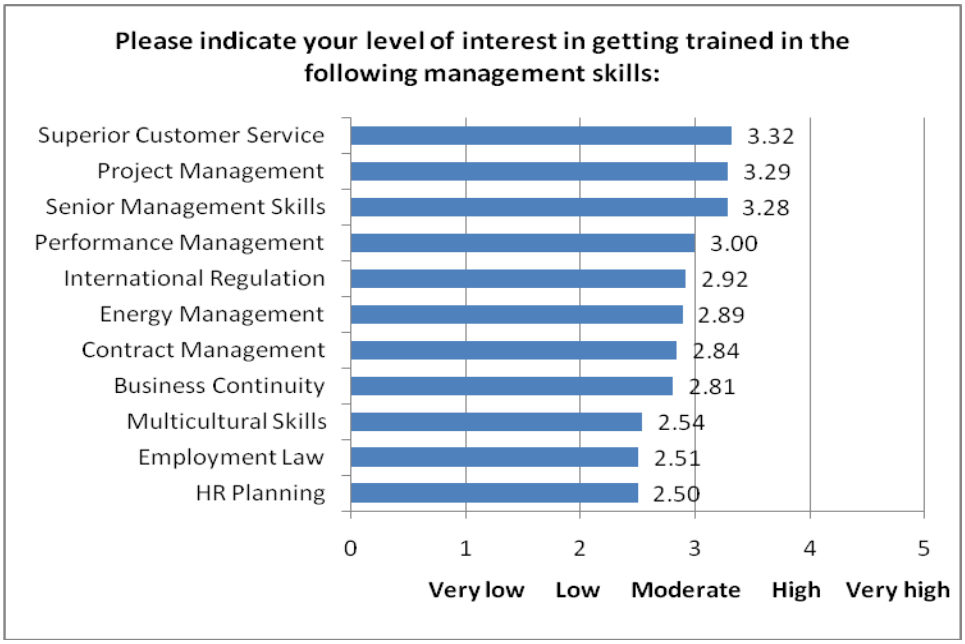
moderate-high level of need. The skill with the lowest level of need is Maintenance (2.57) showing a low-moderate level of need.

Figure 5-Individual:



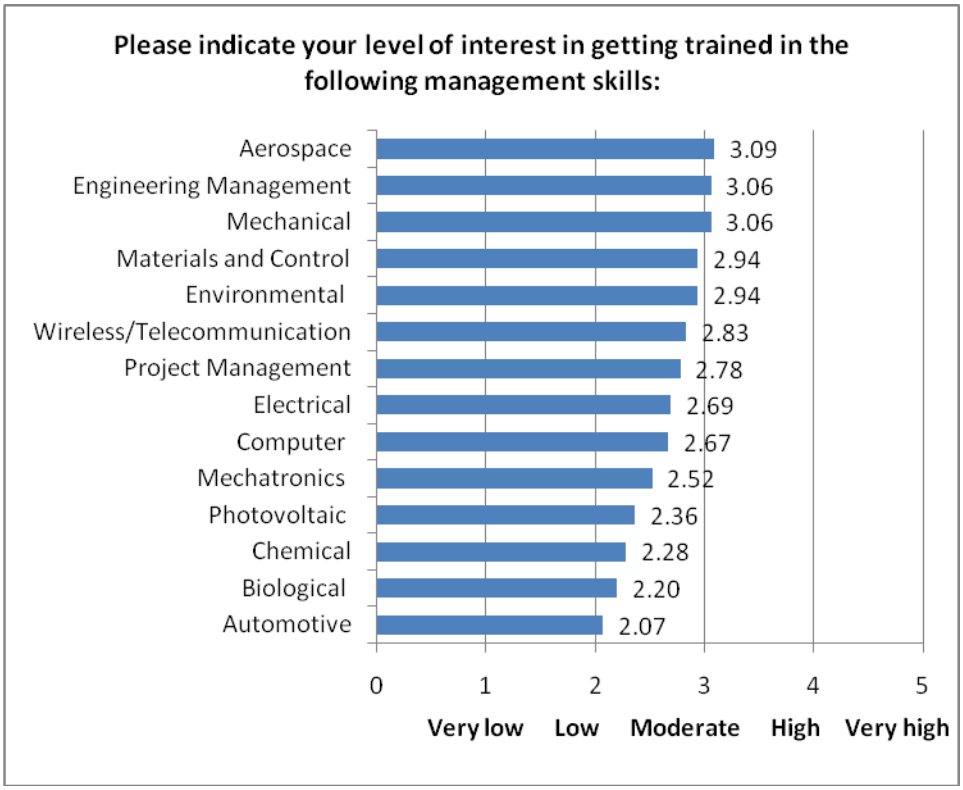
On a scale where 1 is very low and 5 is very high, Figure5-Individual (above) shows that the highest level of need for training in business skills is for Basic Financial Management (3.11), Innovation/Creativity (3.0), and Statistics (2.92) showing a moderate level of need. The skill with the lowest level of need is Computer Fundamental (2.53) showing a low-moderate level of need.

Figure 6-Individual:



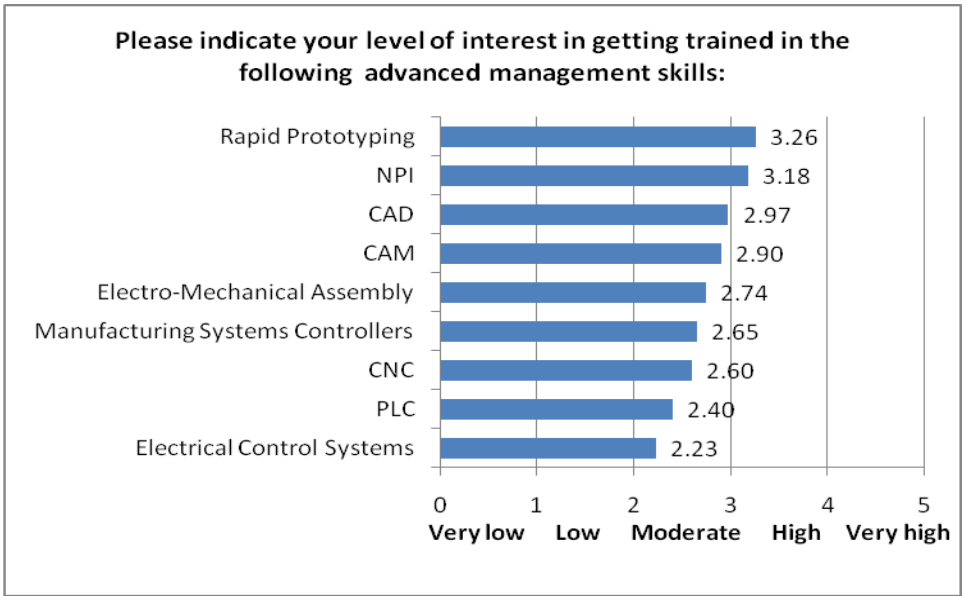
On a scale where 1 is very low and 5 is very high, Figure 6-Individual (above) shows that the highest level of need for training in management skills is for Superior Customer Service (3.32), Project Management skills (3.29), and Senior Management Skills(3.28) showing a moderate-high level of need. The skill with the lowest level of need is HR Planning (2.50) showing a low-moderate level of need for individual members.

Figure 7-Individual:



On a scale where 1 is very low and 5 is very high, Figure7-Individual (above) shows that the highest level of need for training in technical skills is for Aerospace (3.09), and Engineering Management and Mechanical (both are 3.06) showing a moderate level of need. The skill with the lowest level of need is Automotive (2.07) showing a low level of need.

Figure 8-Individual:

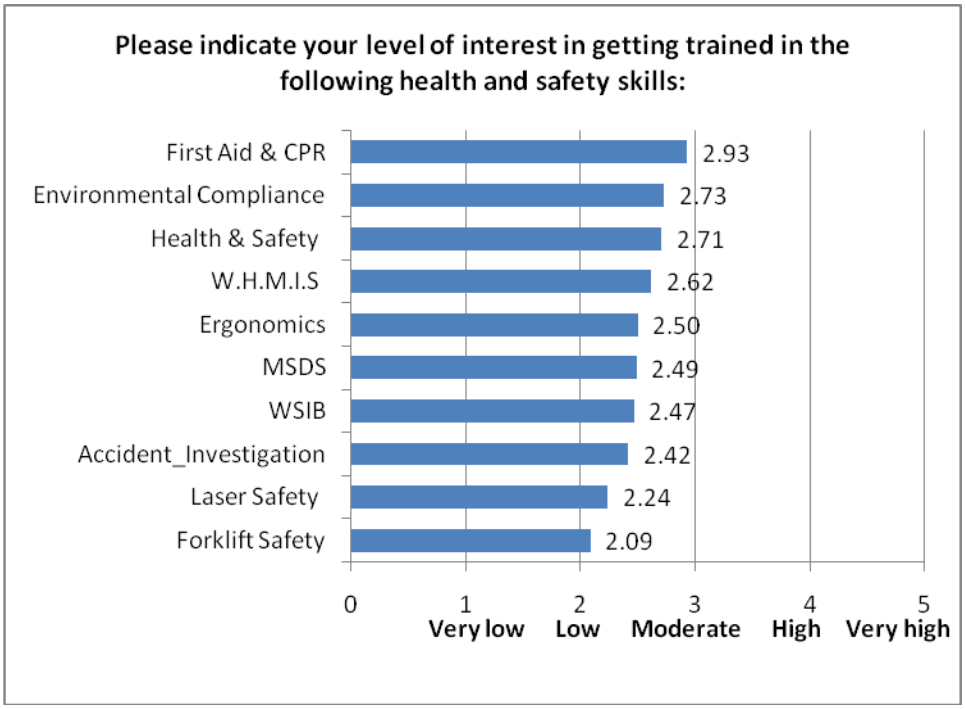


On a scale where 1 is very low and 5 is very high, Figure 8-Individual (above) shows that the highest level of need for training in advanced manufacturing skills is for Rapid Prototyping (3.26), New Product Introduction (NPI:3.10), and Computer Aided Design (CAD: 3.00) showing a moderate level of need. The skill with the lowest level of need is Electrical Control Systems (2.23) showing a low level of need.

Figure 9-Individual:

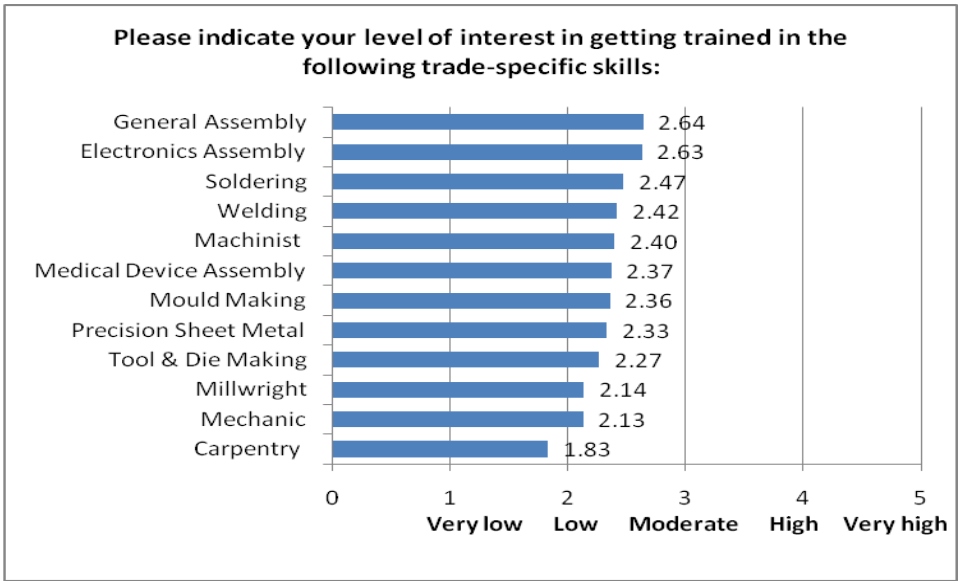
On a scale where 1 is very low and 5 is very high, Figure13 (above) shows that the highest level of need for training in communication skills is for Leading and Motivating Individual and Team (3.56), Problem Solving (3.50), and Communicating for results (3.30) showing a moderate level of need. The skill with the lowest level of need is Management Skills for New Supervisors (2.94) showing a low-moderate level of need. Note that these skills have little variation between the most important and least important skills.

Figure 10-Individual:



On a scale where 1 is very low and 5 is very high, Figure10-Individual (above) shows that the highest level of need for training in health and safety skills is for First Aid & CPR (2.93), Environmental Compliance (2.73), and Health & Safety (2.71) showing a moderate level of need. The skill with the lowest level of need is Forklift Safety (2.09) showing a low level of need. Note that these skills have little variation between the most important and least important skills, with the exception of Forklift Safety.

Figure 11-Individual:



On a scale where 1 is very low and 5 is very high, Figure11-Individual (above) shows that all the levels of need for specific trade-specific skills are under the moderate. It means the individual group didn't very care the trade-specific skills. Among of them, the highest level is for General assembly (2.64). The skill with the lowest level of need is Carpentry (1.83) showing a low level of need.

Figure 12-Individual:

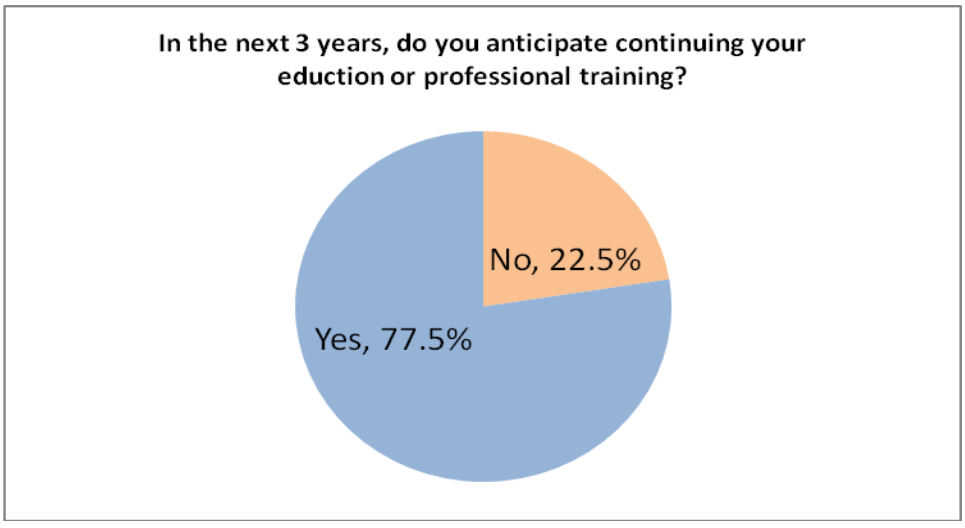


Figure12-Individual (above) shows that over two thirds of respondents (77.5%) anticipate continuing their education or professional training. It means there are still large potential training demand in current individual members.

Figure 13-Individual:

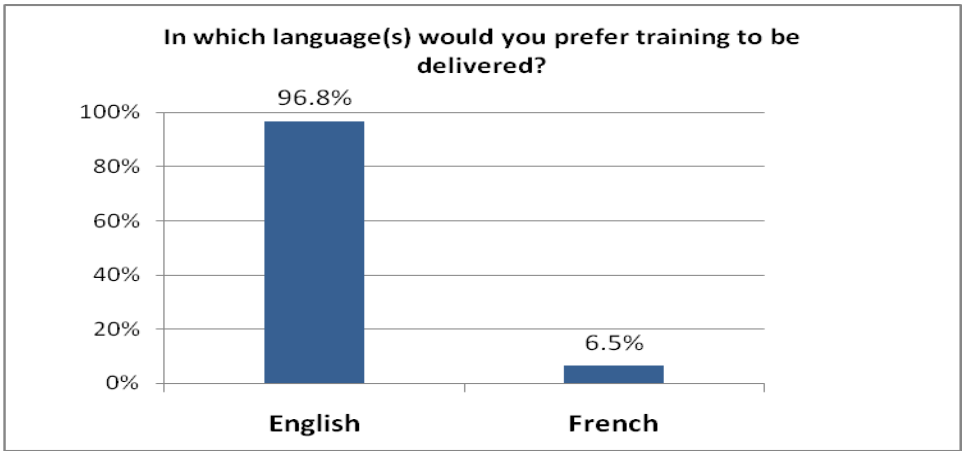


Figure20 (above) shows that companies overwhelmingly prefer training to be delivered in English (96.8%). The remaining preferred language is French (6.5%) .

Figure 14-Individual:

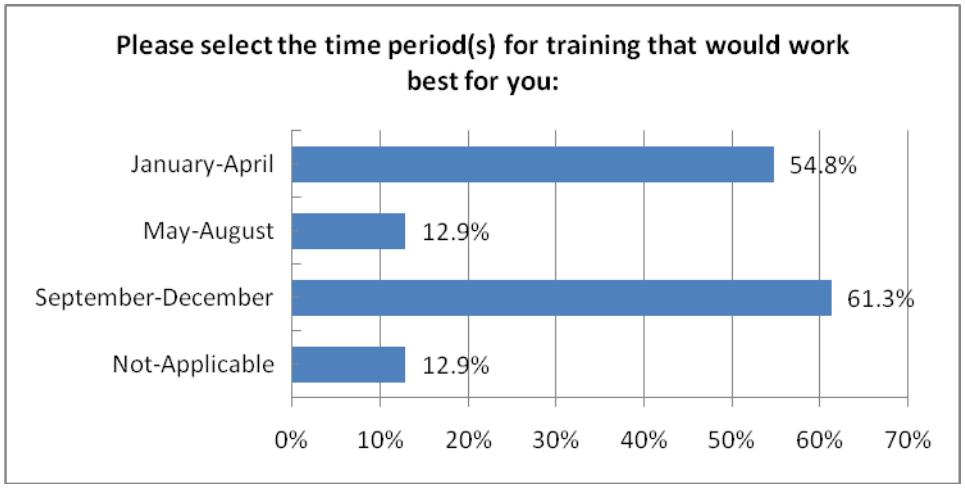


Figure21 (above) shows that individual members generally prefer to conduct training in September-December (61.3%) and January-April (54.8%). The least desired time to conduct training is May-August (12.9%) with the remaining respondents choosing not applicable (12.9%).

Figure 15-Individual:

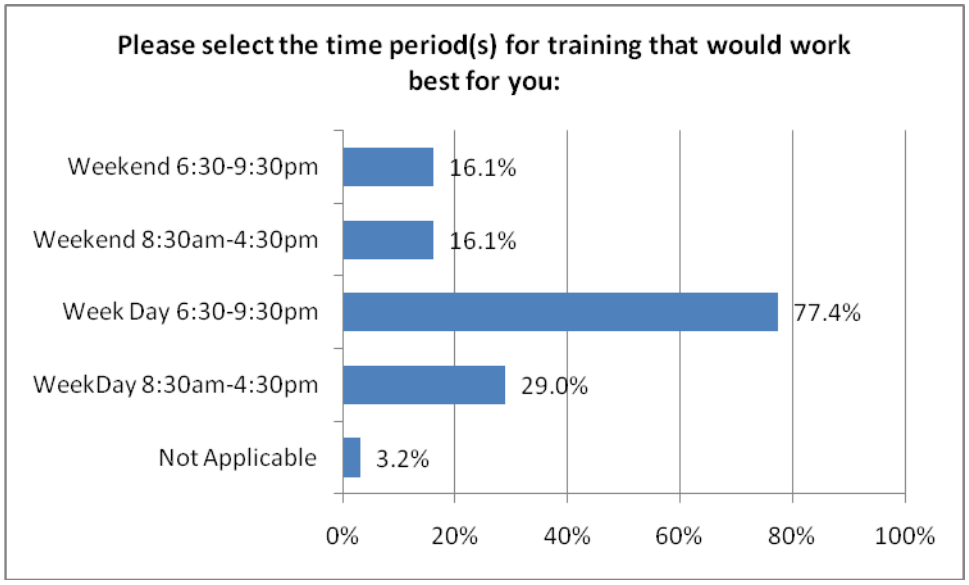
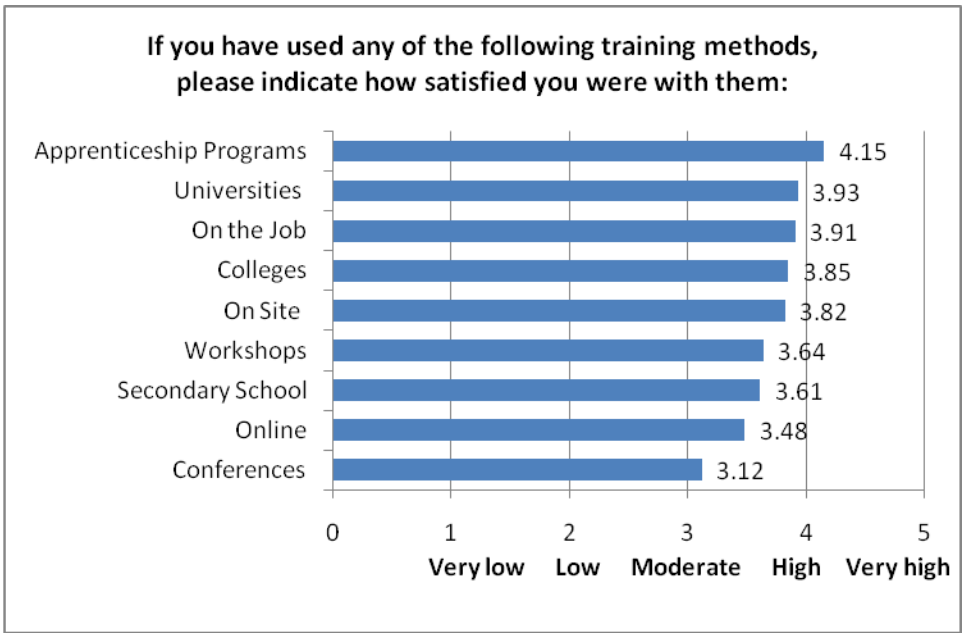


Figure22 (above) shows that individual members generally prefer to conduct training on weekdays from 6:30pm to 9:30pm (77.4%), the following is weekday from 8:30am to 4:30pm (29.0%). Less than 20% preferred to be trained on weekends.

Figure 16-Individual:



- Figure16-Individual (above) shows that Apprenticeship Programs got a very high satisfaction rate (4.15, based on 5-scale where 1 is very low and 5 is very high). It means Apprenticeship Programs were welcome for individual members. The following are Universities (3.93) and On the Job (3.91).

Figure 17-Individual:

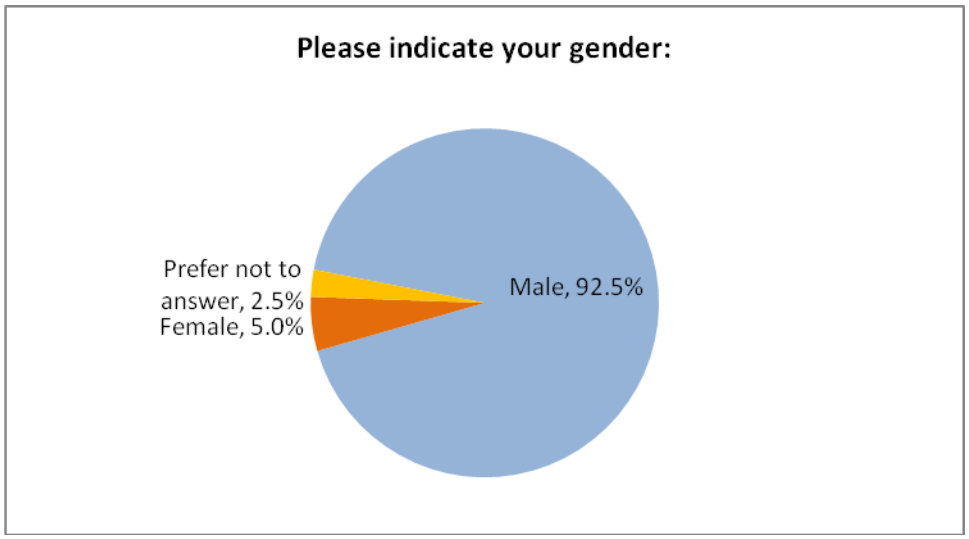


Figure17-Individual (above) shows that the Male overwhelmingly predominate the manufacturing industry in Eastern Ontario area (92.5%).

Figure 18-Individual:

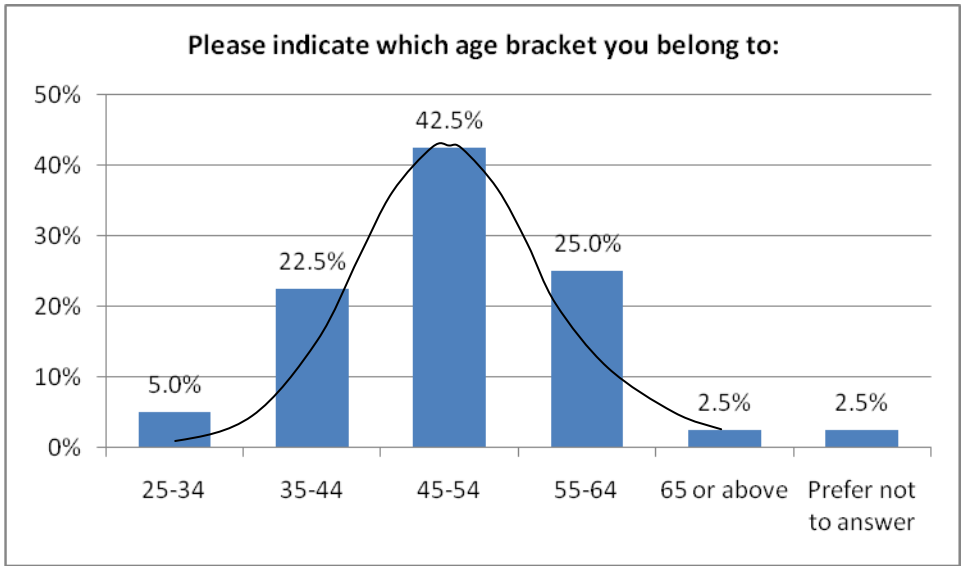


Figure17-Individual (above) shows that the distribution of the age matches the normal distribution, i.e. the peak of age (42.5%) is in the range of 45-54 years old which is in the middle of the age , and the curve dwindles after the age falls in the range of 35-44 (22.5%) or 55-64 (25%) years old.

Figure 19-Individual:

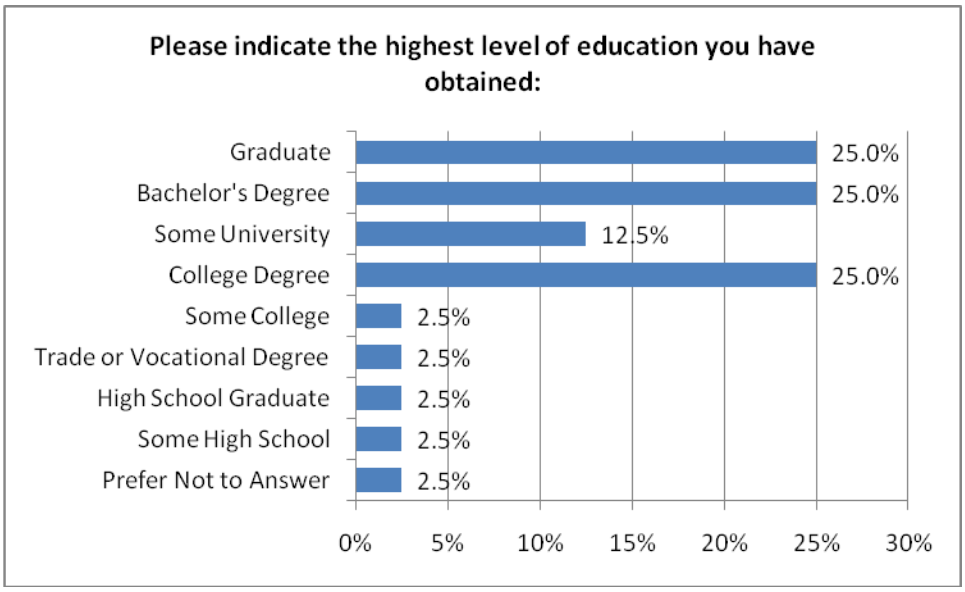


Figure19 (above) shows that the top three of the highest level of education are: Graduate (25%), Bachelor's degree (25%) and College degree (25%). It means that 75% of participants have college and higher education level.

Figure 20-Individual:

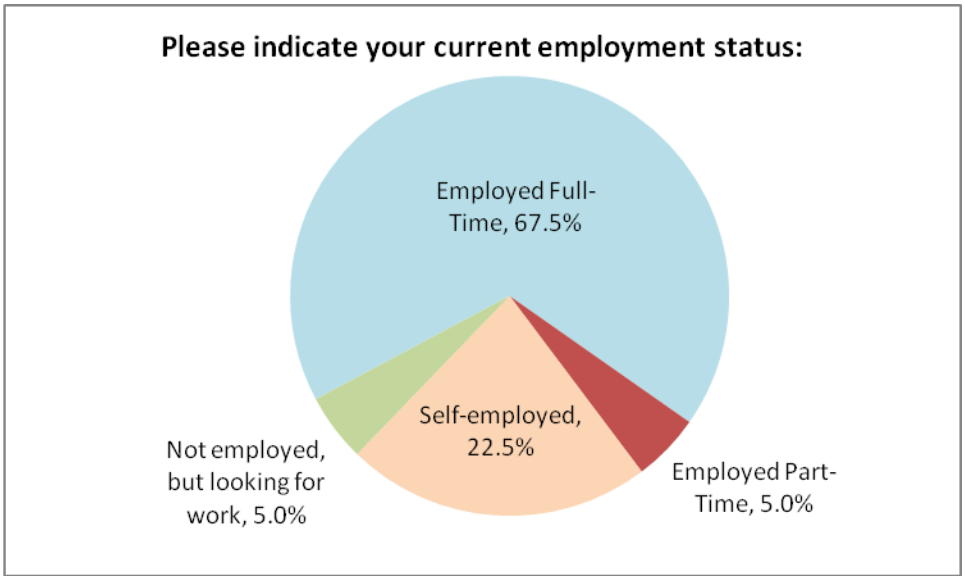


Figure20-Individual (above) shows that about two thirds of individual members have full time job. There are 22.5%of respondents who are self-employed.

Figure 21-Individual

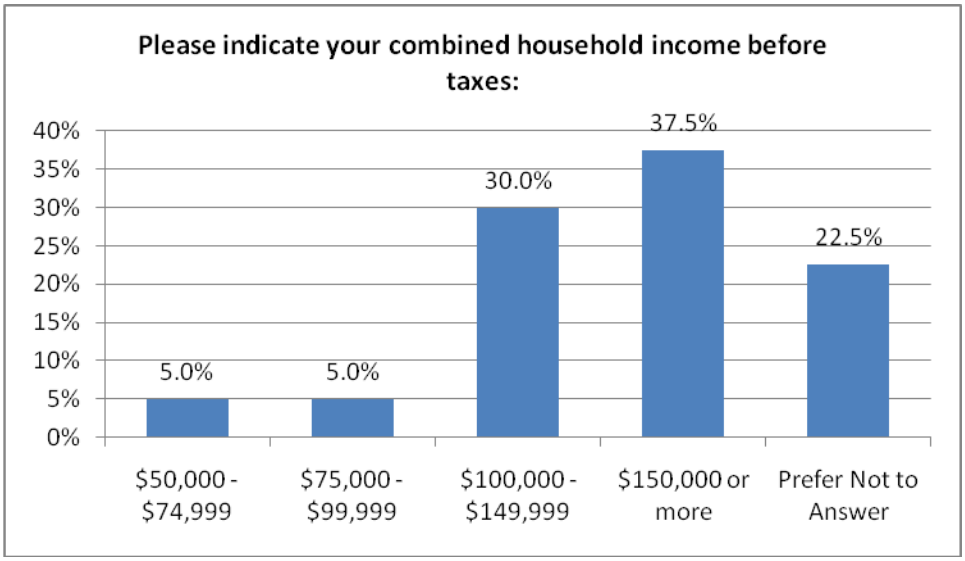
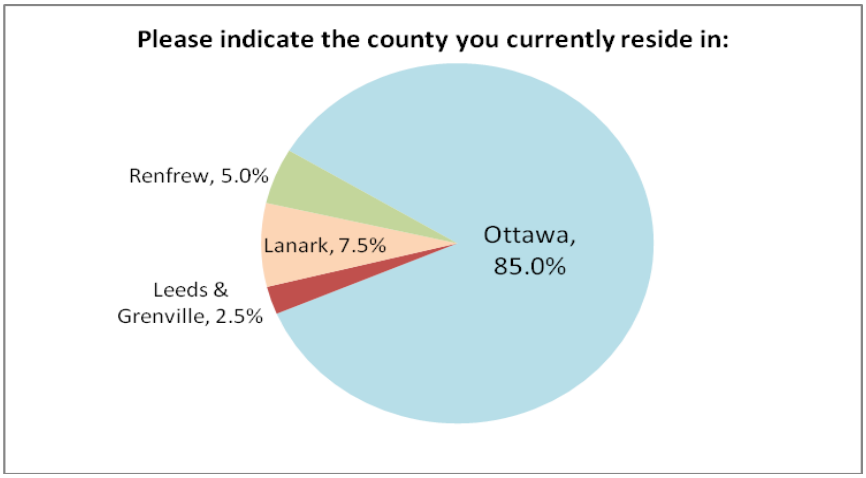


Figure 21-Individual shows that there are two thirds of respondents whose household annual income are over $75,000. Among of them, 30% of respondents have household annual income in the range of 100,000 -$149,999, and 37.5% of respondents are in the range of $150,000 or more. It means most of the individual members belong to middle class based on their household income.

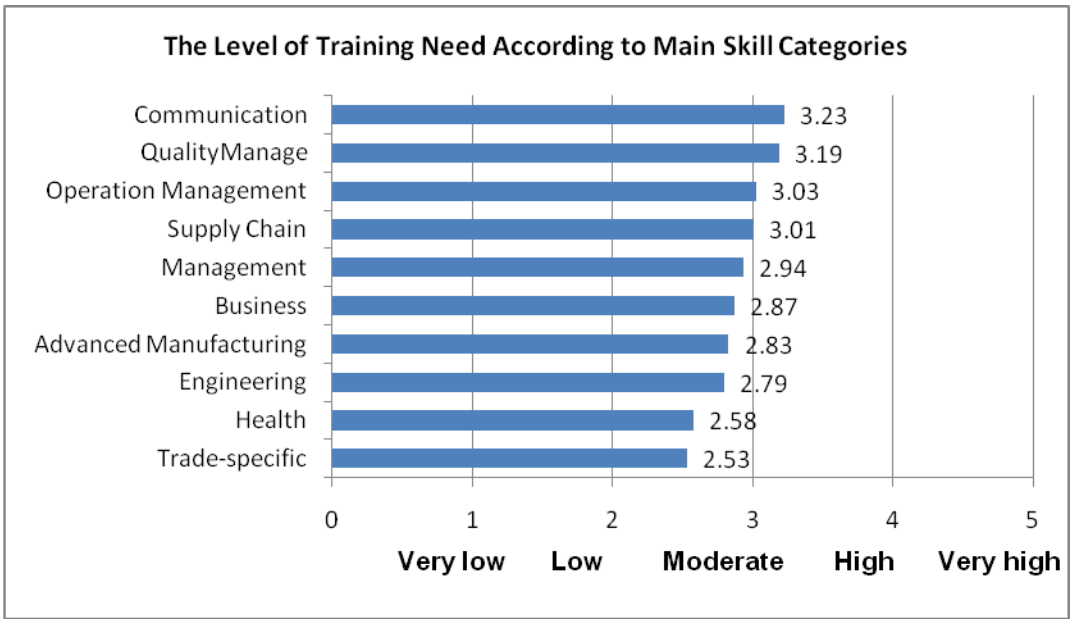
Figure 22-Individual



From Figure 22-Individual (above), the highest response to the questionnaire was in Ottawa (85%). The follower is Lanark (7.5%). It shows us most of the respondents live in Ottawa.

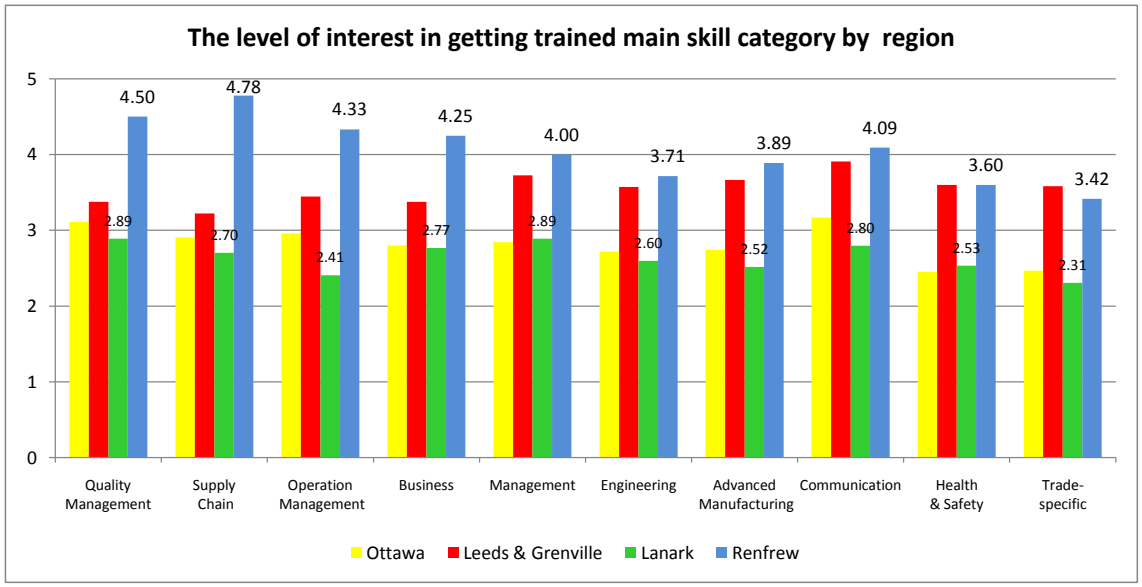
The level of interest in getting trained according to main skill categories

Figure 23-Individual:



On a scale where 1 is very low and 5 is very high, Figure23-Individual (above) shows that the highest level of need for training across the primary skill headings are for Communication (3.23), Quality management (3.19), and Operation Management (3.03) showing a moderate level of need. The skills with the lowest level of need are Engineering (2.79), Health (2.58) and trade specific skills (2.53). These are based on the mean of all the subcategories.

Figure 24-Indvididual



Compared with other regions, Renfrew has the highest need level in each skill category excluding Trade-specific. Specially, the need to Supply Chain is up to 4.78 based on 5-scales. The following regions are Leeds & Grenville and Ottawa. Lanark has the lowest need level according to the main skill categories.

Figure 25-Individual

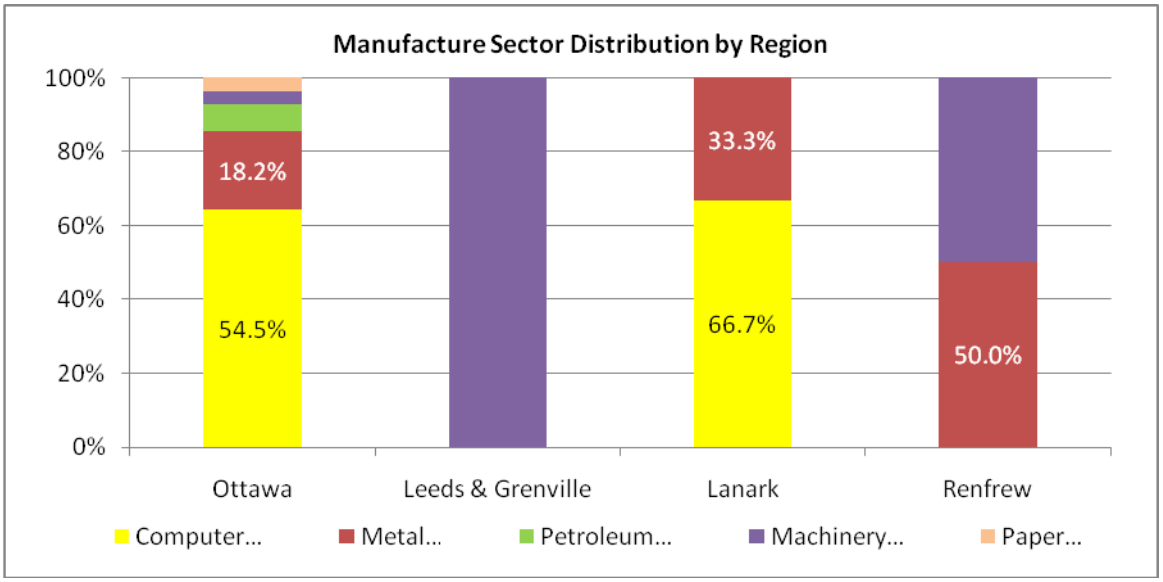
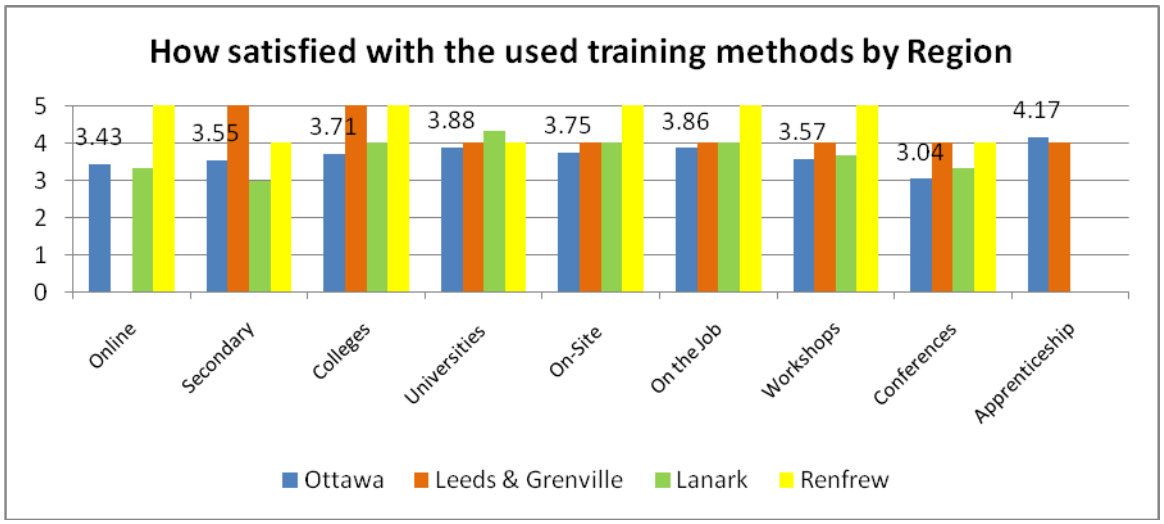


Figure 25-Individual shows that those respondents who live in Ottawa has various perferred manufacture sectors. Computer (54.5), Metal Products (18.2%) and Petroleum/Chemical(6.1%) are the top three preferred sectors in Ottawa area. In Leeds & Grenville area, only Machery/Equipment is the

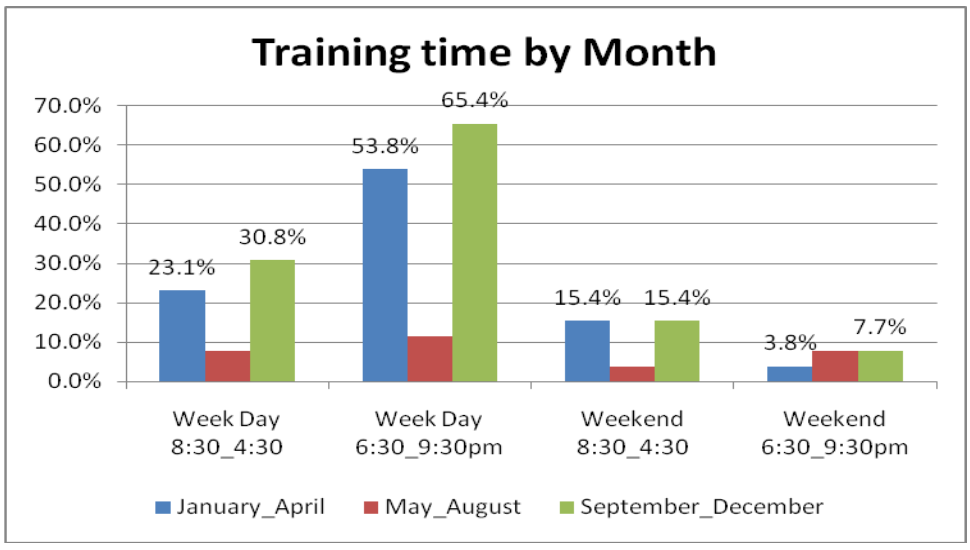
preferred sector. In Lanark, they are computer(66.7%) and Metal(33.3%). In Renfrew, they are Metal (50%)and Machinary (50%).

Figure 26-Individual



From Figure 26-Individual, we find that the respondents who live in Renfrew are satisfied every training method except Apprenticeship program, because they didn't use this method. Compared with other methods, the respondents who live in Ottawa are very satisfied with Apprenticeship program, the average satisfaction rate is 4.17. Thinking about 85% of samples live in Ottawa, we can say Apprenticeship program is welcome by the individual members.

Figure 27-Individual



For the training time periods, most of the participants prefer to have the training in the weekday evening (6:30-9:30pm) in January-April (65.4%) and September-December (53.8%), because 67.5% of participants have full-time jobs.