

# WORKFORCE DEVELOPMENT AS A STRATEGIC GROWTH FACTOR



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ADVANCED TRANSPORTATION MANUFACTURING  
SUMMIT  
2020

# AUTOMOTIVE in MISSISSAUGA

## OVERVIEW



### Industry Sub-sectors

DISTRIBUTORS

**11**

MANUFACTURERS

**75**

PARTS DISTRIBUTORS/WHOLESALERS

**172**

AUTOMOTIVE SUPPORT

**308**

HEAD OFFICES

**90**

*Figures may not add up as some companies are included in more than one sub-sector.*

*Source: City of Mississauga, 2018 Employment Database*

# AUTOMOTIVE BUSINESS COMMUNITY

Mississauga's automotive sector is home to many leading companies including:

## ● 100+ Employees

### A B C Plastic Moulding

Amazing Kobotic Industries Inc.

Auto Truck Group

B A S F Canada Inc.

B M D Tool & Machine Co. Ltd.

Bosch, Robert Inc.

C P S Products Canada Ltd

C T S of Canada Co.

Centennial Plastic Mfg. Inc.

Chalmers Suspension International Inc.

Commercial Spring & Tool Co. Ltd

Continental Tire Canada Inc.

Cummins Eastern Canada L P

D B G Canada Limited

Drive Products Inc.

E I Dupont Canada Company

Eberspaecher Climate Control...

Electrovaya Corp.

Element Materials Technology

Enprecis Group

Fanuc America Corporation

G S Die & Designing Inc

H L Blachford Ltd.

Hino Motors Canada Ltd.

Hydro Extrusions

Indalco Alloys Inc

Jaguar Land Rover Canada ULC

Jancox Metal Products Inc.

King-O-Matic

Lincoln Electric Inc.

Linde Canada Limited

M T D Metro Tool & Die Ltd.

Magna Precision Technologies

Magna Seating Systems

Maksteel

Martinrea International Inc.

Matcor Metal Fabrication

Metform International Ltd.

Mevotech

Mitsubishi Motor Parts & Distr. Centre

N S K Canada Inc.

N T N Bearing Corporation of Canada

Nett Technolgies Inc.

Nissan Canada Finance

Petro-Canada Lubricants

Praxair Canada

Regal Beloit Canada

S G S Canada Inc.

S T A R Plastics Inc.

Samuel Son & Co.Ltd.

Siltech

Stackpole International

Subaru Canada Inc.

Tallman Group

Tsubaki of Canada Limited

U View Ultraviolet Systems Inc

Ultrafit Manufacturing

Vibrant Power Inc.

Wajax Industries Ltd.

Woodbridge Group, The

# AEROSPACE SECTOR in MISSISSAUGA

## OVERVIEW

**#1**  
LARGEST AEROSPACE CLUSTER IN CANADA  
(BY BUSINESSES & EMPLOYMENT)

**345+**  
AEROSPACE COMPANIES

**28K+**  
EMPLOYEES

### Industry Sub-sectors

AIRLINES

**81**

AEROSPACE MANUFACTURING

**42**

AIRPORT SERVICES

**100**

SERVICES TO AEROSPACE MANUFACTURING

**140**

*Figures may not add up as some companies are included in more than one sub-sector.*

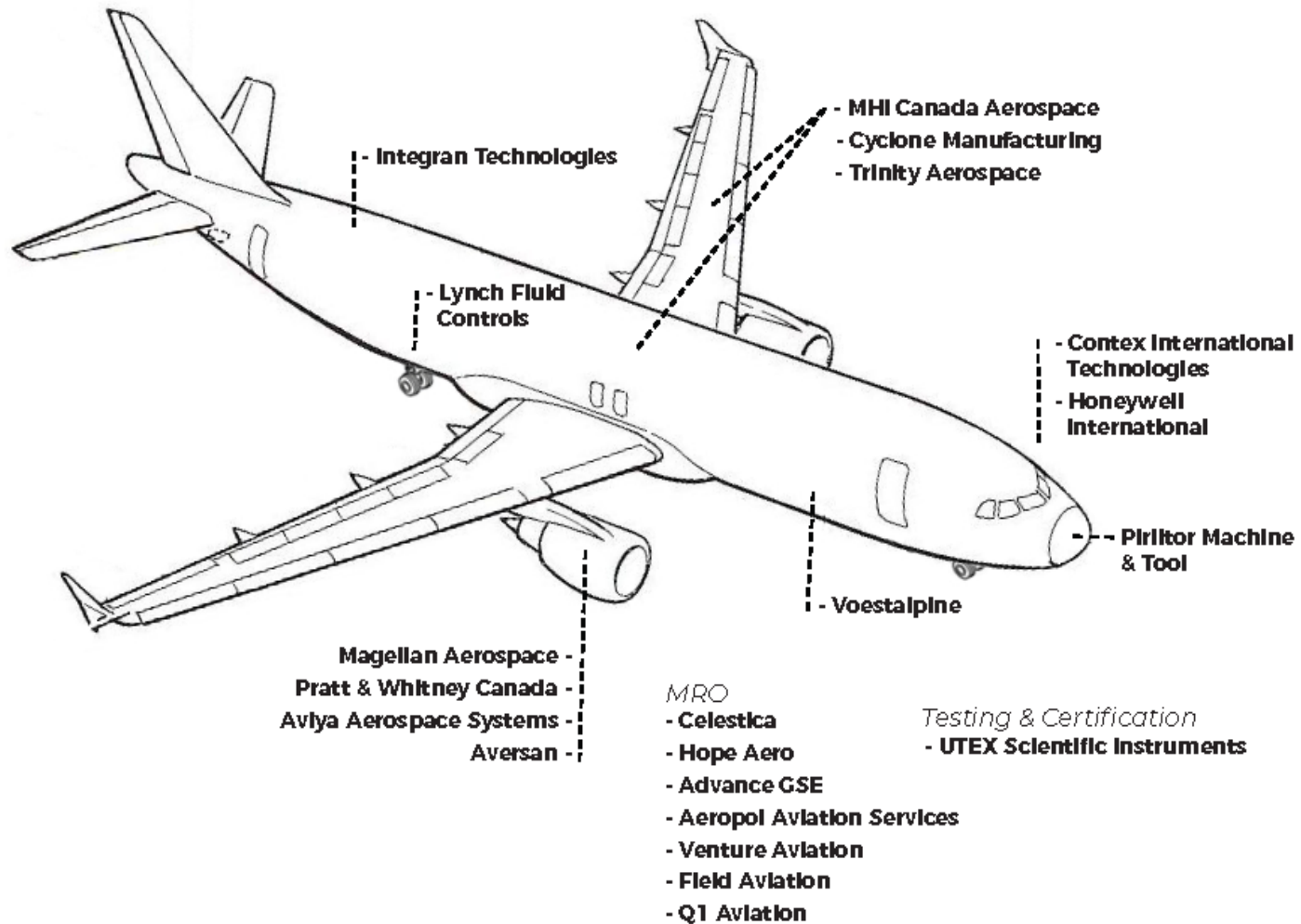
*Source: City of Mississauga, 2018 Employment Database*

### Mississauga's Aerospace Rankings



# AEROSPACE SECTOR

## MISSISSAUGA COMPANIES





# WORKFORCE DEVELOPMENT

## TALENT PIPELINE

- Employment Demand and Supply
- Canadian aerospace industry employed over **213,000 people** in advanced manufacturing and MRO in 2018 (AIAC, ISED, 2019)
- Canadian Aviation needs to hire **55,000 new workers by 2025** to keep pace with existing programs and demand (CCAA, 2018)
- **Only 14,000** of these positions will be **filled by domestic graduates** from secondary and post-secondary institutions with **41,000 hires expected to come from other industries and outside of Canada**
- Backlog of unfilled orders

# WORKFORCE DEVELOPMENT

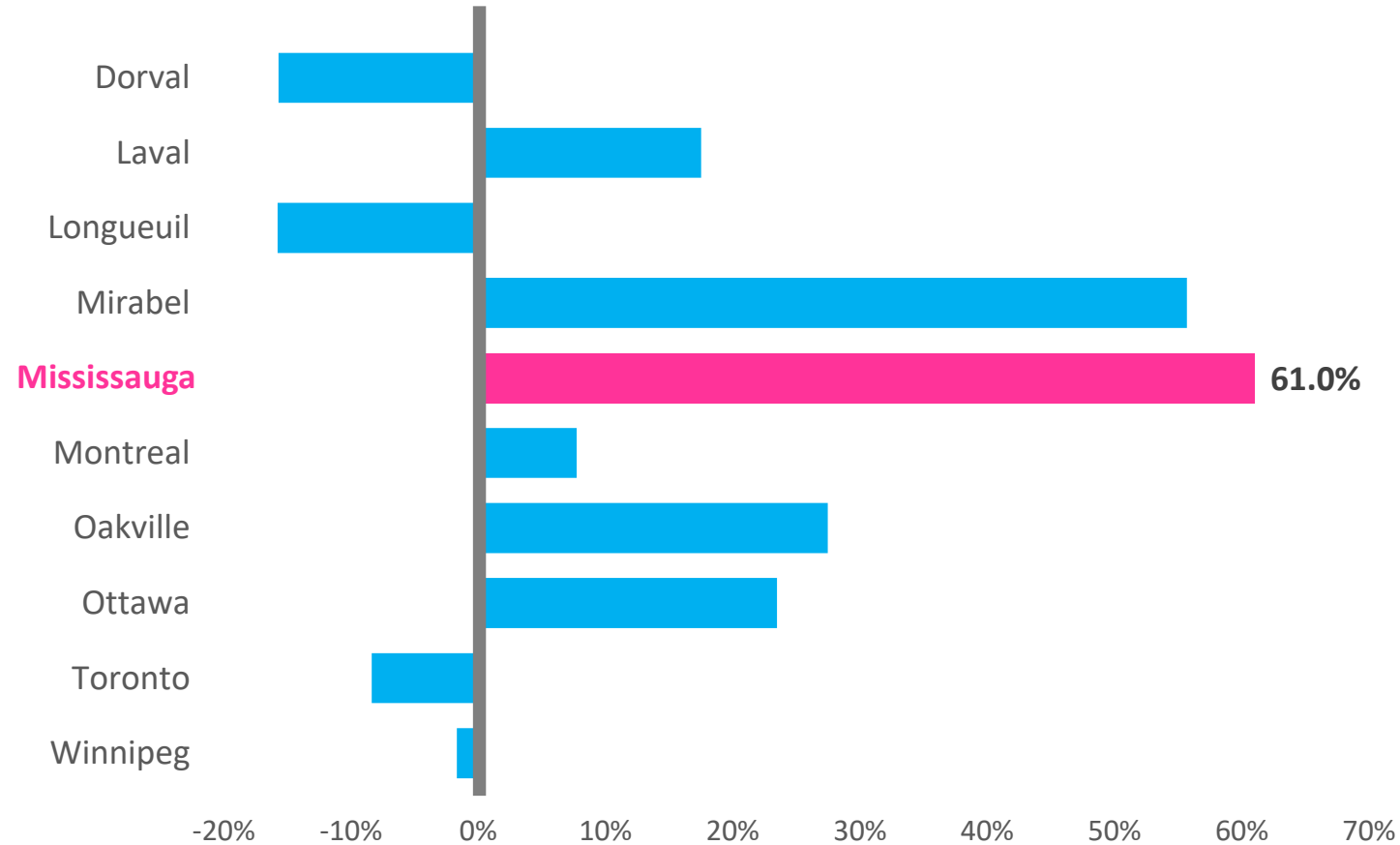
## TALENT PIPELINE



- Positions with the largest hiring requirements include pilots and aircraft maintenance engineers
- \*While 83% of US public regard manufacturing important to the economy, **less than one-third would encourage their children to pursue a career in manufacturing** (Deloitte)

# AEROSPACE MANUFACTURING GROWTH

PERCENT CHANGE, 2011 TO 2016

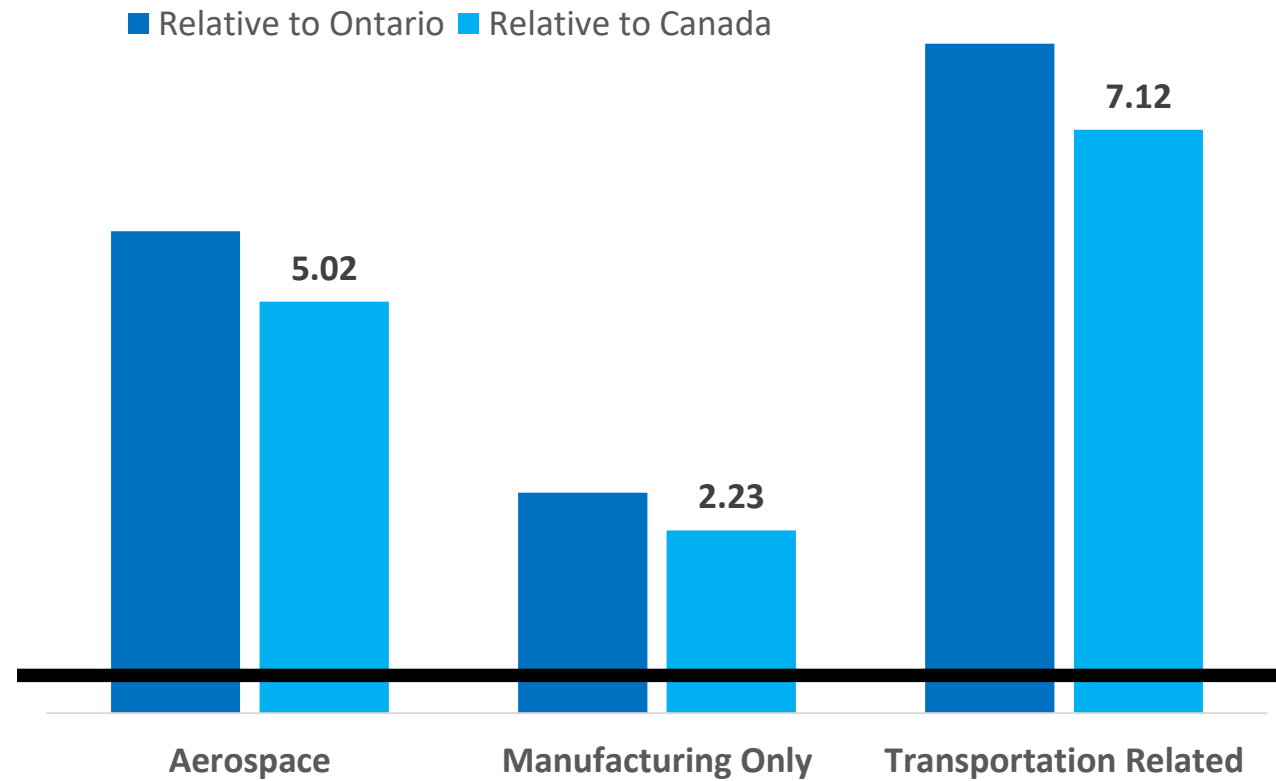


Source: Statistics Canada, Census 2016,  
Usual Place of Work



# MISSISSAUGA'S AEROSPACE SECTOR

## LOCATION QUOTIENTS

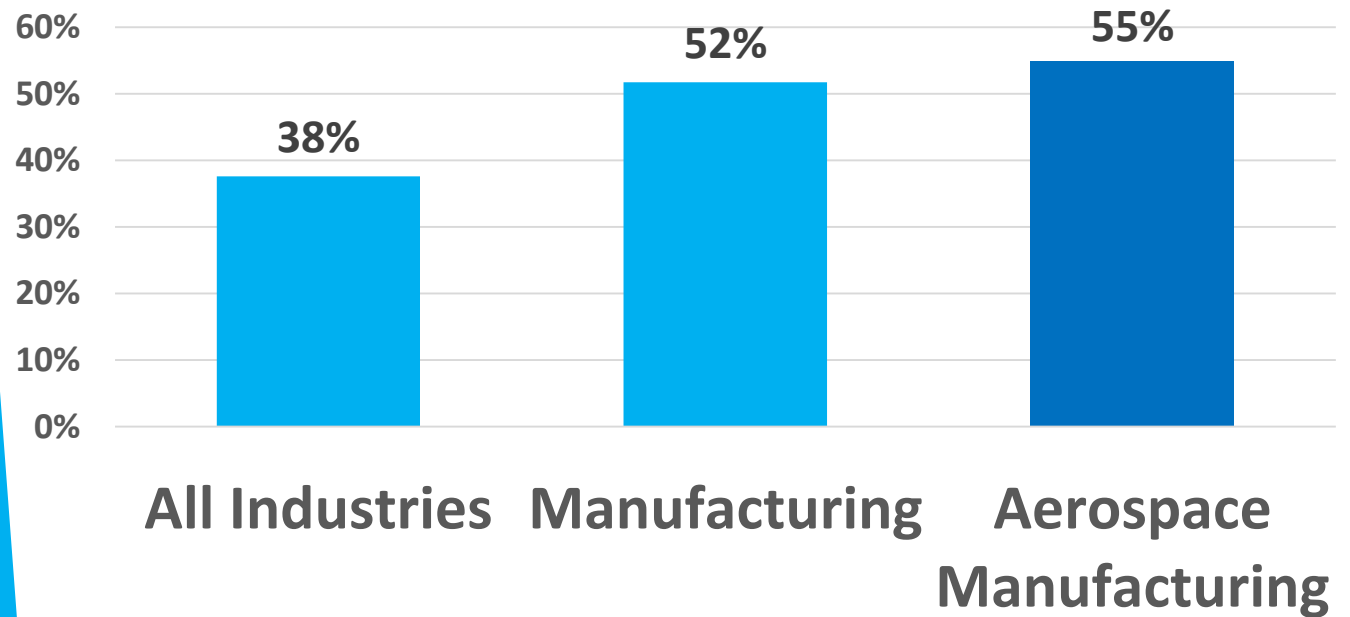


Source: Statistics Canada, Census 2016,  
Usual Place of Work

# AEROSPACE SECTOR

Education level demand within Aerospace manufacturing, manufacturing in general, is higher than overall in the economy. The chart below shows percent of job posts between Jan 2016 to Jan 2020 for jobs in Mississauga that required a **university level degree**.

(Gartner)



# TOP FIVE IN-DEMAND OCCUPATIONS

## MISSISSAUGA AEROSPACE MFG SECTOR

- Engineers (General)
- Civil, Mechanical, Electrical and Chemical Engineers
- Mechanical, Electrical and Electronics Assemblers
- Supply Chain logistics, tracking and scheduling co-ordination occupations
- Machining, metal forming, shaping and erecting trades
- These five occupation groups accounted for 42.4% of all job posts by the Aerospace manufacturing sector between Jan 2016 and Jan 2020 (Source: Gartner)

## LABOUR DEMAND DATA

- To supplement employment growth chart, **labour demand within Mississauga's aerospace companies is growing.**
- In 2016 there were 190 job posts, in 2019 there were 334. **This is a 75.8% increase.** (Gartner)
- Talent Hiring to **replace retiring workers makes up over 70% of the projected hiring requirements** across the entire industry. (CCAA)
- “The resounding message from industry is that the shortage of workers in key occupations is compounded by a growing gap between the skills graduates have, and the skills industry needs, due in part to rapid technological advances.” (CCAA)

# QUESTIONS



- How can Training institutions keep up?
- What is the responsibility of companies to help training institutions keep up?
- What is government's responsibility to help trainers keep up?
- Note: This is a worldwide phenomenon in advanced manufacturing

# SOLUTIONS TO THE TALENT CHALLENGE

- Work Integrated Learning Opportunities
- Regularized Manufacturing Facility Tours
- Fractionated HR Solutions for SMEs
- Managing Multiple Age Demographics
- Update Company Websites



## ACTIONS FOR YOUR ORGANIZATION TO CONSIDER

- Be Proactive
- Become Involved
- Program Advisory Committee for Aero and Auto Manufacturing Program
- Support Secondary School Trades and Technical Programming
- Work with your local Economic Development Office

# MISSISSAUGA ADVANCED MANUFACTURING DAYS

FEB 20, 2018

## MISSISSAUGA ADVANCED MANUFACTURING DAY

### Agenda

9:30 am

Manufacturing Tour

11:15 am

Opening Speeches at  
Mississauga Grand

12:00 pm

Buffet Lunch

12:30 pm

Speeches

1:30 pm

Exhibitor Time & Break

2:00 pm

Panel: What it really means  
to work in Manufacturing

3:00 pm

Exhibitor Time & Break

3:30 pm

Closing Speeches

### Attention Students!

Manufacturing companies are **hiring now** and this is a great opportunity for you to see directly how their operations work. Learn about how you can access these high paying jobs. **REGISTER TODAY!**

Canadian Manufacturers & Exporters (CME) and the City of Mississauga invite you to participate in **Mississauga Advanced Manufacturing Day**.

The event is targeted towards young adults and post-secondary students, giving employers the opportunity to engage, empower and inspire YOU! about career opportunities in advanced manufacturing.

### Learn by attending

- **1 to 2-hour tour of advanced manufacturing facilities**, providing a real-world experience about opportunities in advanced manufacturing companies (off-site company location);
- **Career Exhibition Booths** employers will connect with you and share career opportunities in advanced manufacturing (Mississauga Grand, 1:30-3:30pm);
- **Listen to expert panellists** to educate you about the reality of what it really means to work in manufacturing (Mississauga Grand, 2:00pm-3:00pm).

This will be the **most productive 6 hours** you spend this year towards your future career development.



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# BUILDING SKILLED TALENT TOGETHER

MARCH 4, 2020 @ MISSISSAUGA CITY HALL

An event hosted by Mississauga Economic Development Office bringing together our

- Mississauga manufacturers with
- Training institutions (colleges, universities, private) that have manufacturing-related programs
- Industry associations
- Provincial and Federal funding agencies

Goal: Solve hiring and retention challenges with and for our Mississauga manufacturers



7:30 AM  
MARCH 4



# GET IN TOUCH

CONTACT ME

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