



## OUR RECOMMENDATIONS

### GOAL 1

Create 150,000 new full-time jobs for youth in manufacturing

- Promote Careers in Manufacturing to Youth
- Refocus Canada's Education System to Connect Youth to Jobs
- Create Regional Industry Councils
- Expand efforts to attract women and under-represented groups into manufacturing

### GOAL 2

Double employer investment in worker training

- Create an Employer Training Tax Credit
- Help Employers Expand Work-Integrated-Learning Offerings
- Invest more in management training capacity

### GOAL 3

Increase economic immigrants to 500,000 a year

- Update Canada's immigration point system to align to employer needs
- Expand current Provincial Nominee Program
- Better leverage Canada's post-secondary system
- Enhance Temporary Foreign Worker Program

CANADIAN  
MANUFACTURERS  
& EXPORTERS

## WE'RE HIRING

# Manufacturing Workforce Survey Report

CME surveyed over 225 manufacturers from across Canada from small to large companies and the results are troubling:

- More than 85 per cent of manufacturers struggle to fill vacancies
- Canada's youth are increasingly unprepared and uninterested in working in manufacturing
- Employers lack the capacity to invest in skills and training, and
- Current immigration levels are simply not meeting Canada's workforce needs

Labour and skills shortages are holding back manufacturing, and by extension, Canada's economic prosperity. To reverse course, the following bold actions are needed:

## ATTRACTING & RETAINING YOUTH

Not enough young Canadians are choosing to pursue a career in manufacturing. The education system puts a premium on university paths at the expense of skilled trades. As a result, students are not connected to the jobs available.

**Solution:** Promote manufacturing and realign the education system to create 150,000 new full time jobs for youth in manufacturing.

## UPSKILLING CANADIANS

Manufacturers are struggling to keep up with the cost of training. Upskilling workers is the first step businesses must take in order to invest in automation, new machinery and equipment. When this does not happen, innovation and competitiveness suffer.

**Solution:** Create incentives for employers to enhance investments in training

## LEVERAGING IMMIGRATION

Manufacturers are increasingly using immigration to supplement their workforce but there are not enough immigrants to meet the demand. Temporary worker programs are increasingly becoming burdensome and costly to use.

**Solution:** Reform Canada's immigration system to bring in 500,000 economic class immigrants.

## THANK YOU TO OUR PARTNERS



## HELPING MANUFACTURERS GROW

### FOR MORE INFORMATION, PLEASE CONTACT

Matt Poirier, Director, Trade Policy

613-406-9002 | matt.poirier@cme-mec.ca | @CME\_MEC