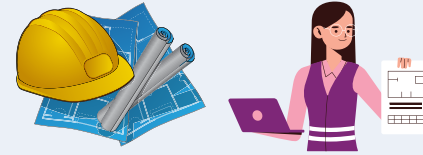


Contractors and Supervisors, Machining, Metal forming, Shaping and Erecting Trades



Contractors and Supervisors for Machining and Metal Forming Trades must have strong knowledge of production and metalworking, as they need to be able to supervise several types of metalworking skilled trade workers, such as machinists and tool and die makers. They possess skills to be effective leaders and instruct workers on best practices and policy, as well as perform human resources and project management tasks. The wide scope of the machining trade supervision aids in transferability to other supervisory and management roles, though movement outside of manufacturing is limited.

Skills

Skills are developed through training and experience, and are the practical proficiencies someone possesses. The following are top key skills machining trade contractors and supervisors employ in their work:

1. Active Listening
2. Speaking
3. Management of Personnel Resources
4. Coordination
5. Monitoring

Tasks

Tasks are the assigned duties that an occupational group performs in their daily work. The following are the tasks machining trade contractors and supervisors most regularly encounter:

1. Direct construction or extraction personnel.
2. Review blueprints or specifications to determine work requirements.
3. Enforce rules or regulations.
4. Estimate materials requirements for projects.
5. Instruct workers to use equipment or perform technical procedures.

Technical Knowledge

Technical Knowledge is the understanding of theory and utility of modern tools in a work environment. The following tools are used by machining trade contractors and supervisors regularly:

1. Human resources software
2. Materials requirements planning logistics and supply chain software
3. Industrial control software
4. Computer-aided design and manufacturing software
5. Time accounting software

Abilities

Abilities refer to the innate faculties that allow workers to carry out tasks and activities. The following are the top abilities that machining trade contractors and supervisors possess:

1. Problem Sensitivity
2. Oral and Written Comprehension and Expression
3. Inductive and Deductive Reasoning
4. Information Ordering
5. Category Flexibility

Skills Transferability Matrix

FOCAL's Skills Transferability Matrices analyze the transferability of an occupation across a multitude of other occupations on the basis of similarities in **skills, technical knowledge, tasks, and abilities** as outlined by the O*Net database. It aims to show workers how to leverage their skill set in changing occupations, planning a career path, and transitioning to other industries. It also assists policy makers and educators address changing skill sets and areas of opportunity for workforce entrants in developing industries. Employers can also use this tool in reskilling or upskilling workers to circumvent skills shortages, and reduce the hiring and training challenges.

Contractors and Supervisors, Machining and Metal Forming Trades					
Occupations	Skills	Technical Knowledge	Tasks	Abilities	Total
Supervisors, electrical products manufacturing	94%	77%	59%	92%	80%
Supervisors, electronics manufacturing	94%	77%	59%	92%	80%
Supervisors, other mechanical and metal products manufacturing	94%	77%	59%	92%	80%
Contractors and supervisors, electrical and telecommunications occupations	93%	77%	44%	93%	77%
Contractors and supervisors, other construction trades and servicers	93%	77%	44%	93%	77%
Contractors and supervisors, heavy equipment operator crews	92%	73%	48%	93%	77%
Contractors and supervisors, pipefitting trades	94%	58%	41%	92%	71%
Contractors and supervisors, carpentry trades	94%	58%	41%	92%	71%
Utilities managers	79%	96%	4%	82%	65%
Supervisors, supply chain, tracking and scheduling co-ordination occupations	87%	77%	7%	90%	65%
Manufacturing managers	78%	85%	4%	73%	60%
Machinists and machining and tooling inspectors	68%	62%	31%	78%	60%
Contractors and supervisors, mechanic trades	86%	62%	3%	85%	59%
Supervisors, railway transport operations	90%	46%	4%	90%	57%
Metalworking and forging machine operators	64%	58%	32%	74%	57%

After scanning over 2,600 skills, technical competencies, tasks, and abilities of each of the 500 occupations as defined by the National Occupational Classification (NOC) system, a skills transferability matrix for machining trade contractors and supervisors is produced. In the matrix above, a high score is highlighted in green and indicates the high potential transferability of an attribute of an occupation with that of machining trade contractors and supervisors. Lower or no transferability areas are marked in red. Machining trade contractors and supervisors possess highly transferable skills to supervision and contracting roles within manufacturing. Outside of manufacturing, transferability marginally decreases. This indicates that their skills, abilities, technical knowledge and some tasks may have a wide application within supervision and business contracting. There is some upward transferability for machining trade contractors and supervisors to roles in management within manufacturing and utilities. Outside of manufacturing related roles, some transferability is observed with supply chain and scheduling coordination roles.

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