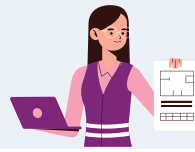


Manufacturing Managers



As coordinators and administrators of production facilities, manufacturing managers must be able to adapt and keep up with the rapidly changing demands of the manufacturing sector. This gives them excellent monitoring and decision making skills. Regularly employing human resource and project management knowledge, manufacturing managers have a skill set generally applicable to management, even outside of their sector, with the potential to succeed as senior managers.

Skills

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

1. Judgement & Decision Making
2. Monitoring
3. Critical Thinking
4. Coordination
5. System Analysis

Tasks

Tasks are the assigned duties that an occupational group performs in their daily work. The following are the tasks manufacturing managers most regularly encounter:

1. Analyze logistics processes.
2. Communicate organizational information to customers or other stakeholders.
3. Develop an understanding of customers' needs and take actions to ensure that such needs are met.
4. Manage operations, research, or logistics projects.
5. Allocate physical resources within organizations.

Technical Knowledge

Technical Knowledge is the understanding of theory and utility of modern tools in a work environment. The following tools are used by manufacturing managers regularly:

1. Business intelligence and data analysis software
2. Human resources software
3. Facilities management software
4. Materials requirements planning logistics and supply chain software
5. Industrial control software

Abilities

Abilities refer to the innate faculties that allow workers to carry out tasks and activities. The following are the top abilities that manufacturing managers possess:

1. Information Ordering
2. Speech Clarity
3. Written & Oral Expression
4. Inductive & Deductive Reasoning
5. Problem Sensitivity

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.

Manufacturing Managers					
Occupations	Skills	Technical Knowledge	Tasks	Abilities	Total
Utilities managers	94%	97%	39%	91%	80%
Senior managers - health, education, community services	84%	97%	16%	89%	71%
Other managers in public administration	89%	97%	9%	89%	71%
Managers in natural resources production and fishing	90%	97%	10%	86%	71%
Senior managers - trade, broadcasting and other services, n.e.c.	86%	97%	7%	90%	70%
Accommodation service managers	84%	87%	9%	91%	68%
Computer and information systems managers	91%	71%	13%	90%	66%
Architecture and science managers	89%	71%	12%	88%	65%
Human resources managers	85%	71%	12%	85%	63%
Facility operation and maintenance managers	92%	61%	10%	89%	63%
Managers in transportation	92%	61%	10%	89%	63%
Construction managers	90%	68%	3%	86%	62%
Contractors and supervisors, machining/other metal forming trades	81%	71%	3%	80%	59%
Senior managers - construction, transportation, production, utilities	74%	58%	7%	82%	55%
Production logistics co-ordinators	67%	68%	0%	80%	54%

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 manufacturing managers is produced. In the matrix above, a high score is highlighted in green and indicates the high transferability potential of an attribute of an occupation with that of manufacturing managers. Lower or no transferability areas are marked in red. Manufacturing managers share remarkably high transferability to utility managers, exercising similar skills, abilities and technical knowledge. Manufacturing managers are well equipped to transition to managerial roles outside of manufacturing, sharing transferability to sectors like transportation, construction, architecture and even information technology. The shared transferability among senior manager positions shows that manufacturing managers are candidates likely to succeed in senior managerial positions within companies.

To learn more about developments, trends and new technologies in Canada's automotive manufacturing industry, visit our website futureautolabourforce.ca.

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