

## Supervisors, Electronic and Electrical Product Manufacturing

Electronic and Electrical Product Manufacturing Supervisors monitor, coordinate and instruct assembly, inspection and fabrication workers for electronics and electrical products. As supervisors, they gain fluency in business administration, personnel management, and minor reporting and financial resource management. These skills and tasks would equip them to succeed in roles where similar requirements exist, such as supervisory in various setting beyond just manufacturing or upper management roles.

### Skills

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

1. Management of Personnel Resources
2. Active Listening
3. Social Perceptiveness
4. Time Management
5. Judgement and Decision Making

### Tasks

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

1. Study blueprints or other instructions to determine equipment setup requirements.
2. Inspect production equipment.
3. Enforce rules or regulations.
4. Direct operational or production activities.
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 electrical product manufacturing supervisors regularly:

1. Computer-aided design and manufacturing software
2. Human resource software
3. Inventory management software
4. Industrial control 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 electrical product manufacturing supervisors possess:

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

# 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.

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Occupations	Skills	Technical Knowledge	Tasks	Abilities	Total
Supervisors, other products manufacturing and assembly	100%	100%	100%	100%	100%
Supervisors, food and beverage processing	100%	100%	100%	100%	100%
Contractors and supervisors, metal forming and related occupations	94%	100%	100%	92%	97%
Utilities managers	83%	100%	6%	86%	69%
Contractors and supervisors, electrical and telecommunications occupations	90%	70%	6%	88%	63%
Contractors and supervisors, other construction trades	90%	70%	6%	88%	63%
Metalworking and forging machine operators	61%	65%	54%	69%	63%
Manufacturing managers	79%	85%	6%	78%	62%
Contractors and supervisors, mechanic trades	86%	70%	6%	86%	62%
Construction managers	81%	80%	0%	73%	59%
Computer and information systems managers	80%	70%	6%	73%	57%
Production logistics co-ordinators	68%	80%	6%	72%	56%
Contractors and supervisors, pipefitting trades	88%	45%	0%	84%	54%
Human resources managers	71%	70%	0%	68%	52%
Senior managers - construction, transportation, production and utilities	55%	75%	0%	62%	48%

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 supervisors, electronic and electrical product manufacturing 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 electrical product manufacturing supervisors. Lower or no transferability areas are marked in red. Electrical product manufacturing supervisors possess very high transferability to supervisor positions in food and beverage processing and other product manufacturing and assembly. Though high transferability is observed to contractors and supervisors in electrical and telecommunications occupations, these roles involve the supervision of skilled trade workers, and would require the supervisor to possess similar training and skills. Some transferability is observed outside of manufacturing, with upward mobility to utility and construction management and similar supervisory roles in logistics.

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