

Supervisors, Motor Vehicle Assembling



Supervision within manufacturing environments requires strong production knowledge, and a diverse soft skill set. Motor Vehicle Assembly Supervisors must be capable of coordinating and instructing a large number of assembly workers on active assembly lines, indication of the necessary keen monitoring and communication skills they need to have. Often, supervisors perform business administration and human resource tasks, which may give motor vehicle assembly supervisors transferability to roles in higher levels of management.

Skills

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

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

Tasks

Tasks are the assigned duties that an occupational group performs in their daily work. The following are the tasks motor vehicle assembly 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 motor vehicle assembly 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 motor vehicle assembly supervisors possess:

1. Problem Sensitivity
2. Oral and Written Comprehension and Expression
3. Inductive and Deductive Reasoning
4. Speech Clarity
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, electronics manufacturing	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%
Supervisors, supply chain, tracking and scheduling co-ordination occupations	86%	80%	11%	88%	66%
Contractors and supervisors, electrical and telecommunications occupations	90%	70%	6%	88%	63%
Contractors and supervisors, other construction trades	90%	70%	6%	88%	63%
Contractors and supervisors, heavy equipment operator crews	88%	65%	11%	88%	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%

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, motor vehicle assembling 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 motor vehicle assembly supervisors. Lower or no transferability areas are marked in red. Motor vehicle assembly supervisors possess very high transferability to supervisor positions in electronics manufacturing, and food and beverage processing. Though high transferability is observed to contractors and supervisors in machining trades, much education, certification and training is necessary to transition to this role. Outside of manufacturing, moderate transferability is observed to other supervision roles, with a similar skill set observed in supply chain and scheduling. Upward transferability is observed, with moderate potential for transferability into construction and manufacturing management, and high potential for transferability to utility management.

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