

EMPLOYER OF CHOICE

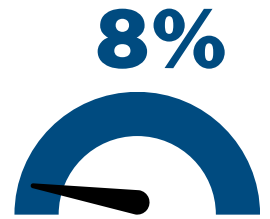
MANUFACTURING IN ERIE - NIAGARA

What is the status of the manufacturing sector currently in Erie - Niagara?

The manufacturing industry in WNY is **growing** and in **need of workers**

Hiring Is Up
6%
but **not** meeting demand

Sector Employment forecasted to **rise** through 2027



BUT

Workers aren't motivated to **stay** in their jobs

47%
Of workers are **dissatisfied** and seeking **new** employment

72%
Of manufacturers report being unable to **attract & retain employees**

HOW MIGHT WE...

LEVERAGE EXISTING "GOOD JOBS" BENCHMARKS TO CREATE A SYSTEM WHERE:

- Employers who meet the criteria are given priority hiring and a designation of "Employer of Choice"
- Employers who do not are connected with resources and supports to improve

Benefits for the Employer



What qualifies a "good job"

- Salary/Wage
- Benefits
- Scheduling
- Access to Career Ladder
- Supportive Environment

RECOMMENDATIONS



Leverage existing job quality benchmarks to evaluate employers



Empower local trainers to implement the tool to evaluate employers recommend to students



Incentive priority hiring for employers who are identified as employers of distinction

CATALYTIC ACTIONS

Activate the Region

Develop consensus around tools/elements for job quality.

Build Employer Buy-In

Educate employers on importance of investing in elements of job quality.

Organize Resources & Supports

Develop a list of local resources & supports to aid employers to reach good jobs benchmarks.



Cassidy Malough



Michael LaBerta



Carolyn Storms-Stoltman



Jesana Gadley



Katie Pieri



Harvey Miles