Association of MAURITIAN MANUFACTURERS

HRDC
Human Resource Development Council

SKILLS NEEDS STUDY

QUANTITATIVE PHASE

Draft Final Report

18 June 2021

AEQUATIO
PERFORMANCE SOLUTIONS

CONTEXT & OBJECTIVES

Context

The AMM is a private sector organisation, more specifically representing the interests of local manufacturers.

The AMM has the mission of promoting local manufacturing and supporting the transformation of the Mauritian manufacturing sector. The AMM itself is undergoing a transformation and aims at operating as a Think & Do Tank for the sector; to be successful in tackling collectively deep technological, behavioural and environmental evolutions.

70% of manufacturing companies in 2018 reported that they had to recruit in the past two years, and a majority of them reported that a low number of applicants had the required skills. This points out the shortage of skills as one of the key issues faced by the manufacturing sector.

Hence aiming to address the skills shortage issue, the AMM wishes to better understand the needs of manufacturing companies, expectations of the young generations as well as the perception of training institutions.

Objectives

- Evaluate the supply and demand in skills of the manufacturing sector
- Assess the attractivity and perception of employment in the manufacturing sector
- Understand the perception of skills training in Mauritius
- Assess the drivers/barriers to skills training

METHODOLOGY

Target:
Manufacturing sector
(AMM members)

Target:
Youngsters
(Undergraduate Students)

Focus Groups - Exploratory → Web Survey → Focus Groups – Exploratory → Web Survey

Fed into next phase:

- Definition of Current and future skill needs
- Definition & Quantification of current and future skills needs
- Reasons for attractivity of sectors and skills

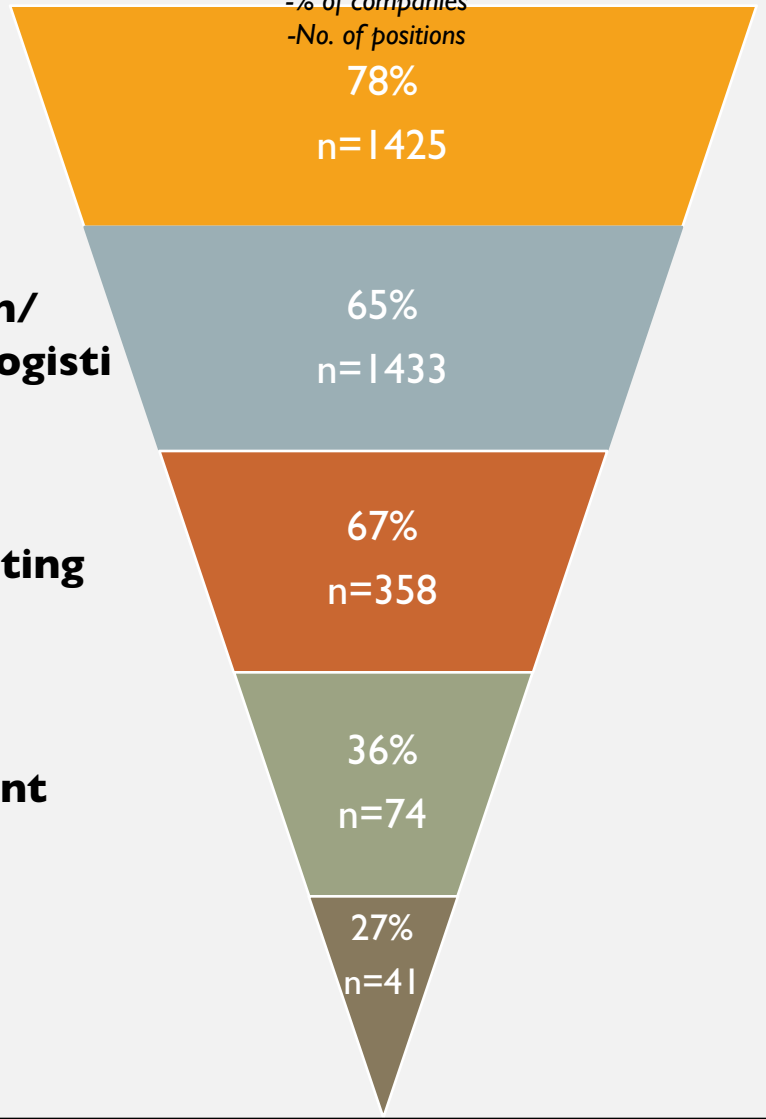
This report is the next step following the data collection and results of the qualitative phase, and presents the results of the web surveys for the quantitative phase

KEY TAKEOUT

KEY TAKEOUT

MANUFACTURING SECTOR

KEY TAKEOUT – ESTIMATED AMM MEMBERS KEY STAFF NEEDS



	No. of positions:	Top 5 position needed	No. within 2 years	No. In 3-5 years
Technical	2 years = 949 3-5 years = 476	1. Maintenance Technician 2. Electrician 3. Mechanical Technician 4. Electrotechnician 5. Automation Technician	120 116 70 68 41	74 57 52 41 46
Production/ Operations/Logistics	2 years = 910 3-5 years = 523	1. Machine operator 2. Driver 3. Plastic pipes machines operator 4. Forklift driver 5. Store helper	524 79 22 22 17	454 61 - 9 -
Sales/Marketing	2 years = 229 3-5 years = 129	1. Sales representative 2. Digital Marketer 3. Merchandiser 4. Technical/Engineering Salesperson 5. Business Developer	124 37 17 13 4	94 35 - - -
Management	2 years = 74 3-5 years = N/A	1. Sales/Marketing 2. Operations/Productions/Logistics 3. Administrative/Non-technical 4. Technical	24 20 20 11	- - - -
Admin	2 years = 41 3-5 years = N/A	1. Accounts Clerk 2. Administrative clerk 3. Accountant 4. Admin	7 7 7 4	- - - -

KEY TAKEOUT – TOP TRAINING REQUIRED

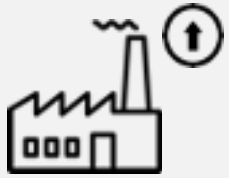
Level	Top 5	
Technical	**1. Accountability**	35%
	2. Critical thinking	33%
	3. Communication skills	31%
	4. Computer/Technology literacy	29%
	5. Stress Management	25%
Production/ Operations/Logistics	1. Operations Leadership	38%
	2. Stock Management	36%
	3. Communication skills	33%
	4. Accountability	31%
	5. Stress Management	29%
Sales/Marketing	1. Sales	49%
	2. Communication skills	49%
	3. Negotiation	38%
	4. Computer/Technology literacy	35%
	5. Digitalisation	33%
Management	**1. Stress Management**	49%
	2. Performance Management	45%
	3. Critical thinking	45%
	4. Project Management	44%
	5. Risk Management	40%
Admin	**1. Accountability**	44%
	2. Computer/Technology literacy	40%
	3. Communication skills	33%
	4. Microsoft packages proficiency (31%)	31%
	5. Stress Management	29%

- Communication skills and Stress Management are the most in demand across levels being in the top 5 for 4 levels
- They are followed by Accountability and Computer/Technology Literacy with 3 level each and Critical Thinking with 2 levels

Legend: In top 5 for 4 levels | In top 5 for 3 levels | In top 5 for 2 levels

KEY TAKEOUT – COMPETENCIES & INDUSTRY TRANSFORMATION

- In terms of competencies needed in the next 3-5 years the top 5 is made up of:
  - Performance Management & Leadership skills (22%)
  - Digitalisation/Social Media Management skills (20%)
  - Strategic, Planning and Business Development skills (18%)
  - Specific technical skills (16%)
  - Research/Analytical Skills/Critical thinking (15%)



- According to respondents, the top 3 transformation solutions for their industry would be:
  - Continuous improvement / Lean Manufacturing (64%)
  - Operational performance and excellence tools (56%)
  - New technologies implementation (53%)

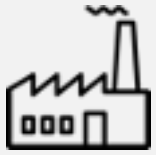
KEY TAKEOUT

YOUNGSTERS

KEY TAKEOUT

- In line with the results of the qualitative phase, Work/Studies (Mean* = 3.33) and Family (Mean = 3.28) seems to be primary priorities in the lives of students, while Hobbies & Leisure(Mean = 1.70) and Friends (Mean = 1.69) seem to be secondary
- 38% of the students had no prior work experience, while 22% have worked in retail, 14% have worked in construction, 14% have worked in Tourism & Leisure and 10% have worked in the Manufacturing sector

- Overall, students seem to prefer the private sector over the public sector (88% finding the former to be at least attractive compared to 17% for the latter)



- This preference seems to be accentuated among Engineering and Industrial Logistics students
- IT and Research & Development (both at 83%) seem to be the most attractive sectors while Manufacturing is in the bottom 3 with 55% of students finding it to be at least attractive
- However the Manufacturing sector seems to be more attractive to Engineering (64%) and Industrial Logistics (71%) students and likely because of their field of study
- Students seem to express a rather positive opinion of the manufacturing sector with at least 81% agreeing to most positive statements about the sector
- However, the possibility of careering seems to be less attractive to most (58%) with the exception of Industrial Logistics students (82%)

- Students view communication skills (96%), Computer/Technology literacy (73%) and Critical thinking (59%) as the most valuable skills to have on the job market

*For the means, the closest the score is to 4, the higher the priority, and the closer to 1, the lower the priority

KEY TAKEOUT - CAREER PREFERENCE

Entrepreneur v/s Employee	**83%**	Start as an employee then become an entrepreneur
Job hopping v/s Lifetime job	**64%**	Job hopping
Ideal job v/s High salary	**70%**	Ideal Job

- 12% of industrial logistics (vs 6% for the whole sample) would rather be an employee for their whole career, and highlights their lesser affinity to entrepreneurship
- Industrial logistics students also seem to lean towards a lifetime job (41% vs 36% whole sample)

KEY TAKEOUT - WORK ENVIRONMENT

On-the-field v/s Desk job	**74%**	Have a predominantly on-the-field job
Casual atmosphere v/s Serious atmosphere	**58%**	Casual atmosphere
Office only v/s Office + work from home	**82%**	Mix of office and working from home
Office only v/s Job with travel/business travel	**92%**	Job that requires travel/business travel

- Industrial logistics show a stark preference for a serious atmosphere instead (76% vs 42% whole sample)

KEY TAKEOUT - LEARNING

Formal job training v/s Hands-on learning	**63%**	Formal job training
Continued guidance v/s Autonomy	**65%**	Continued guidance even after getting experience

- From the qualitative phase, however, it should be noted that some students acknowledged that for some fields, such as maintenance, it would make sense prioritising hands-on learning, as only theory would not make sense and that in some situations, a mix of both may be better
- While industrial logistics students have a lean even more towards continued guidance (82%), engineering students tend towards more autonomy (53% vs 35% whole sample)

KEY TAKEOUT - WORK MODE

Team projects v/s Individual projects	**90%**	Team projects
Multi-tasking v/s Single-tasking	**60%**	Multi-tasking
Simultaneous projects v/s One at a time	**52%**	Simultaneous projects

- Slight preference towards individual projects among engineering students (12% vs 10% whole sample)
- Both engineering and industrial logistics students show a preference towards single tasking instead (44% & 53% respectively vs 40% whole sample)
- Likewise, both of these students show a slightly higher preference than the whole sample towards working on one project at a time (50% & 53% respectively vs 48%)

KEY TAKEOUT - WORKING HOURS

Day hours only v/s Day and night as required	**54%**	Day and night as required
Week days only v/s Week days and weekends	**56%**	Week days only
Fixed working hours v/s Flexi-time	**54%**	Fixed working hours
Overtime remuneration v/s Time-off	**62%**	Overtime remuneration

- Engineering students lean more towards working on day hours only (59%) while Industrial Logistics students seem to have the strongest acceptance of working on day and night hours as required (71% vs 46% whole sample)
- Industrial Logistics students (71% vs 44% whole sample) are more inclined towards working both week days and weekends as required
- Engineering students lean more towards flexi-time (59% vs 46% whole sample)
- Industrial logistics students are the only ones who tend towards time-off for overtime (53% vs 38% whole sample)

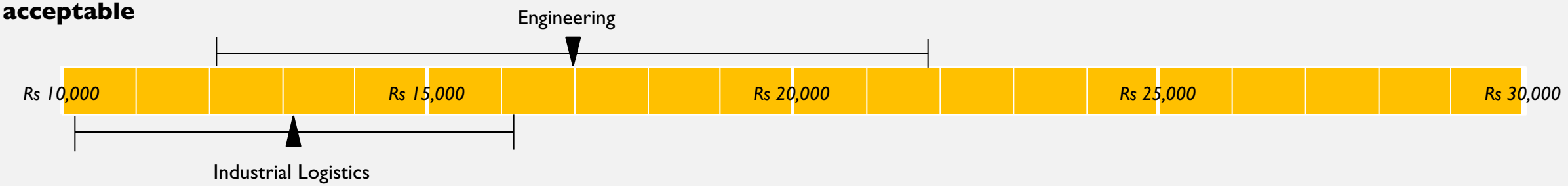
KEY TAKEOUT – SALARY EXPECTATIONS

Field of study	Lowest acceptable		Fair		Exceed Expectations	
	Mean	*Standard Deviation*	Mean	*Standard Deviation*	Mean	*Standard Deviation*
Engineering	Rs 16,969	*Rs 4,854*	Rs 21,098	*Rs 4,906*	Rs 23,466	*Rs 5,834*
Industrial Logistics	Rs 13,235	*Rs 2,999*	Rs 18,602	*Rs 5,692*	Rs 21,029	*Rs 6,207*
Digital Media	Rs 14,296	*Rs 4,398*	Rs 17,369	*Rs 4,901*	Rs 19,375	*Rs 6,009*
IT	Rs 14,066	*Rs 4,187*	Rs 16,629	*Rs 5,297*	Rs 18,132	*Rs 6,256*
Tourism & Hospitality	Rs 12,182	*Rs 3,397*	Rs 14,781	*Rs 4,442*	Rs 16,309	*Rs 5,414*
All	Rs 14,322	*Rs 4,474*	Rs 17,536	*Rs 5,432*	Rs 19,400	*Rs 6,434*

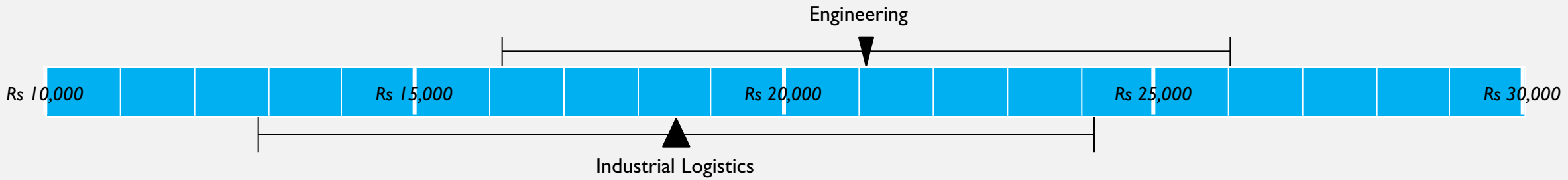
- Both Engineering and Industrial Logistics students have expectations that are above the overall average while IT and Tourism & Hospitality seem to be below this average

KEY TAKEOUT – SALARY EXPECTATIONS

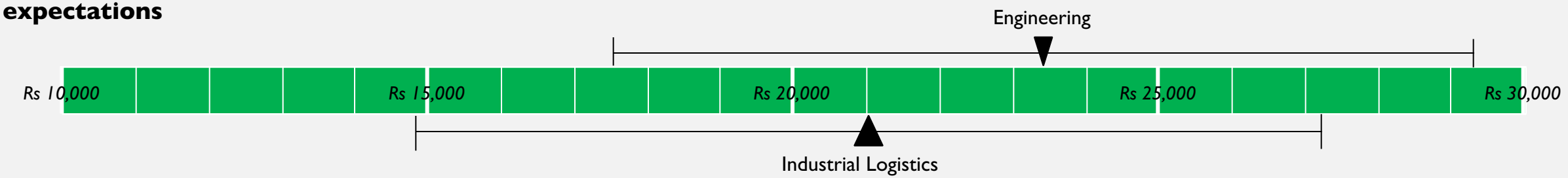
Lowest acceptable



Fair



Exceed expectations



KEY TAKEOUT - DEALBREAKERS

Overall, students consider that the main dealbreakers in a company employing them or looking to employ them are:

67% Having a negative/toxic work environment

58% Lack of respect of higher-ups towards employees

51% Underpaying employees for the amount of work done

49% Not valuing their employees

RECOMMENDATIONS

SECTOR LEVEL

RECOMMENDATIONS

COMMITTEE FOR COMPETITIVITY FACILITATION

The needs of the industry are likely to change depending on factors such as socio-economic factors and new technologies and hence it may be desirable to consider putting into place a structure to better address the skills needs of the industry and that through a committee for competitivity facilitation

Main objectives

- Promote and facilitate transformation of the industry
- Promote curriculums that will address the needs of both the industry and students coming from institutions
- Facilitate between industry and institutions for standardising and integrating work placement programmes into industry related courses
- Set up and maintain a competency observatory to keep track of needs within the industry

Stakeholders

AMM	Tertiary institutions	HRDC	Companies	Ministry of Labour
✓	✓	✓	✓	
✓	✓		✓	✓
✓	✓		✓	✓
✓		✓	✓	

IMPROVED AND SUSTAINED COMMUNICATION

- It is unlikely that if left as is, the image of the manufacturing sector will improve on its own and attract skilled and required workforce
- Hence, an increase in and sustained communication strategy is likely the best way to achieve this

Main objectives

- Increase the visibility of programmes that promote the transformation of the industry
- Promote discovery of innovative jobs and projects within the industry

Media

- Industry open days
- Increased and sustained use of digital platforms (e.g. social media, YouTube, Instagram) with contents such as testimonial videos etc..

Stakeholders

- Manufacturing companies – communication of their own activities and providing material for sector-wide
- AMM – Coordinating and executing sector-wide communication
- Institutions – communicate on courses that can lead to a career in the industry

COMMON SPONSORSHIP AND TRAINEESHIP SCHEME

- One way of further involving students and interesting students is for the industry to play a more active role in their development
- This could be achieved through the creation of a common scheme to finance students who are interested in working in the manufacturing sector
- Moreover, during their studies they would be guaranteed traineeships and in different industries so as to both:
  - Increase their chances of finding an industry of interest and consequently improving the chances of retaining them within the sector
  - Widen their skills and understanding of the sector which would increase their versatility and make them work-ready when they complete their studies
- Furthermore this scheme could be further improve by the presence of an industry tutor whose role would be to:
  - Monitor the progress and growth of the student
  - Steer the student towards the right growth opportunities
  - Help the student to adjust or solve problems during the course of their traineeships
- Additionally, this scheme could also be extended to non-SC and non-HSC holders, and could create a pool of skill labour that could address the current and future needs of the industry

COMPANY LEVEL

RECOMMENDATIONS

TECHNOLOGY AS AN ATTRACTOR

- Gen Z are digital natives, and even more so than millennials from having been exposed to the internet at an even younger age, and are hence very tech savvy
- Hence, the possibility of working and being involved in the implementation of new technologies may spur more interest in the manufacturing sector
- Furthermore, the qualitative phase has shown that at least some students have an interest in the manufacturing and want to see it progress
- Therefore, communication that is likely to resonate with them may gain in involving both:
  - manufacturers who are already using cutting-edge technology
  - promoting a transforming industry and the role of youngsters as actors of this transformation

PROVIDING A SENSE OF PROGRESS AND MOTIVATION

- The results of the quantitative survey lends support to youngsters abhorring stagnancy, and needing progression as evidenced by
  - 94% seemingly interested in entrepreneurship
  - 64% leaning towards job hopping
  - 74% preferring an on-the-field job
  - 92% inclined towards a job that requires travel/business travel

- Given this need for dynamism, it is unlikely that young workers would be committed to a job where they feel no progress at all professionally (promotions, new skills, new responsibilities, etc…) and personally (purchasing a car, getting their own houses, etc…)

- Hence, one possible way to curb the turnover rate of youngsters is to provide them with something to work towards, and motivate them, such as a career track which
  - May or may not include promotions (but with clear requirements for promotions)
  - Defines milestones and achievements at reasonable intervals for the worker, which could also serve to improve their skills
  - Rewards the employee for achieving milestone and achievements with a right mix of accolades and more tangible/financial rewards (which may help them achieve their projects quicker and foster more loyalty)
  - Moreover, given the attractivity of entrepreneurship, the prospect of internal projects and training that can teach them skills to become an entrepreneur may further help to retain them longer in a company

ONE SIZE DOES NOT FIT ALL

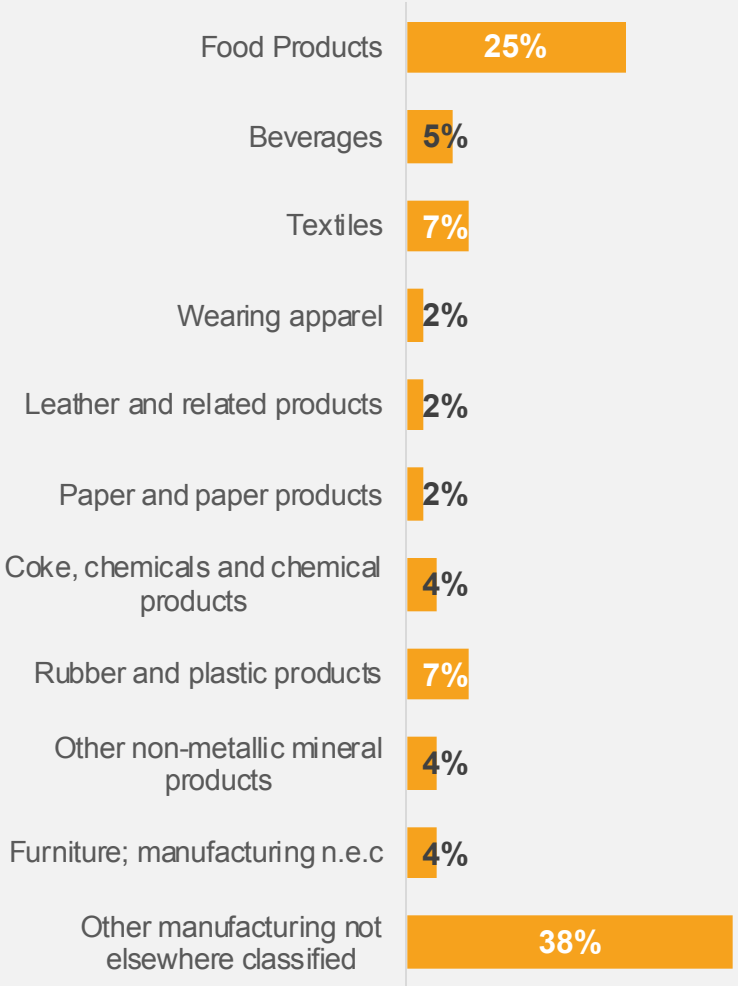
- However, whether in implementing career tracks or any other solution, one should be wary of applying a setting up a standard approach
- For one, both the qualitative and quantitative results of the study have shown that, across field of studies, work and salary expectations, as well as opinions on the attractiveness of sectors differ
- Moreover, it is also very likely that even among the same field of study, individuals may differ in skills levels, skill affinity and overall professional interests (which may also evolve and change as an employee gains experience)

- Hence to improve chances of retaining employees, some effort may need to re-adapt performance review systems into a performance and aspirations reviews so as to better understand:
  - Which achievements and milestones may be more motivating to the individual
  - Which rewards they are more sensitive to
  - How their interests are evolving and how those can fit and add value to the business
- And adjust their career track as far as permissible so as to keep them engaged and reduce the risk of losing a well-trained or promising employee

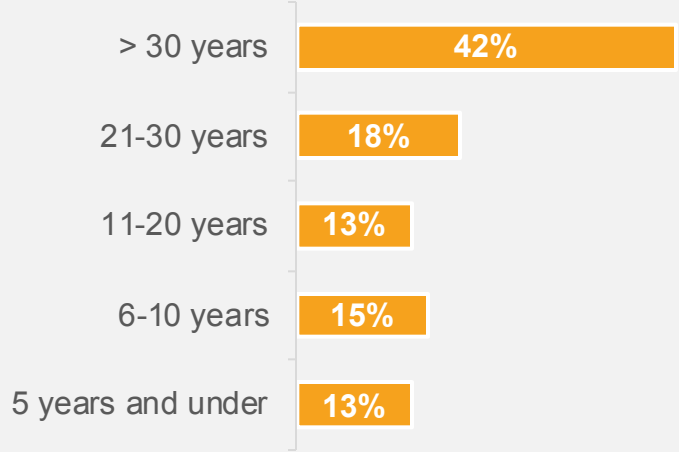
SURVEY ON MANUFACTURING SECTOR

SAMPLE PROFILE *N=55 (OUT OF 120)*

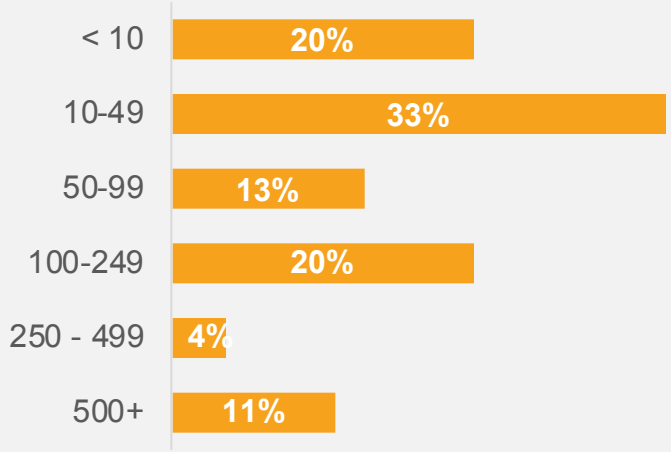
Sector of activity



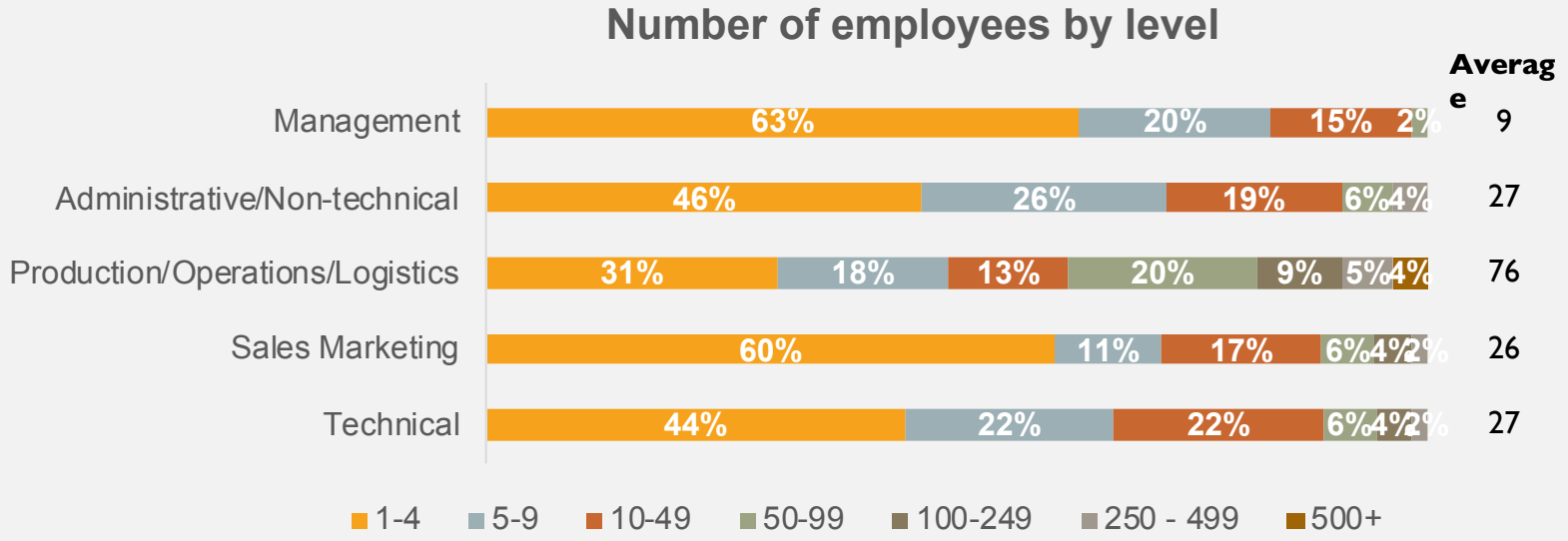
Years of operation



No. of employees



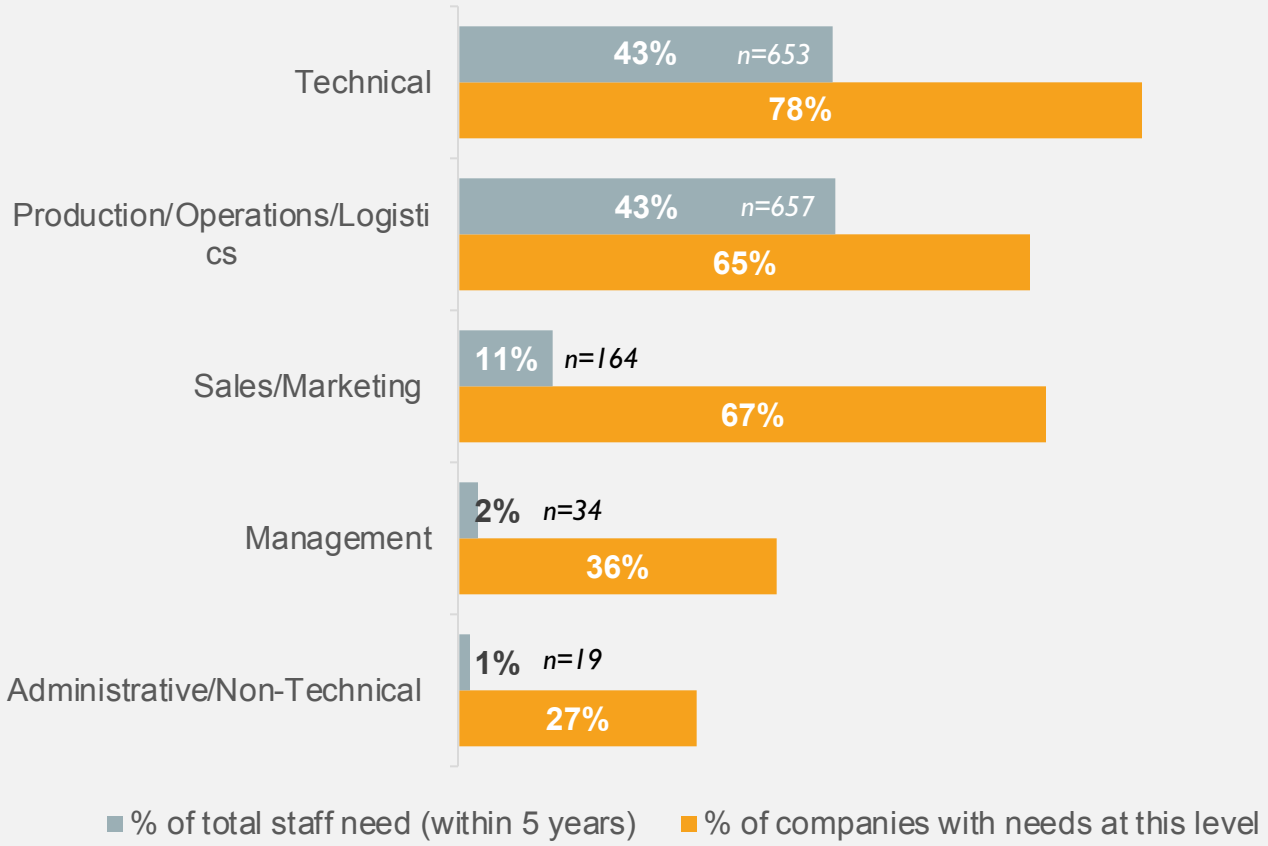
Number of employees by level



Q2. In which of the following manufacturing subsectors does your company belong?
Q5. For how many years has your company been in operation?
Q3. What is the size of your total employee workforce?
Q5. How many of your employees are there among the following levels in your company? N =55

MAIN REPORT

OVERALL SKILL NEEDS BY LEVEL



- Overall, skill needs seem to be concentrated around the Technical and Production/Operations/Logistics level with
  - 78% and 65% of companies expressing needs at these levels respectively
  - Both amounting to a total of 86% of total staff needs expressed
- While more than two thirds of manufacturing expressed the needed for Sales/Marketing personnel, this amounts to only 11% of staff needs
- Administrative/Non-technical accounts for the lowest demand in the industry, with 27% of companies expressing this need and weighing only 1% of the staff demand

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)? n=55
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43
Q12. What are the positions currently needed at the Sales/Marketing level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n =37
Q14. What are the positions currently needed at the Production/Operations/Logistics level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=36
Q16. What are the positions currently needed at the Administrative/Non-technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12)
Q18. What are the positions currently needed at the Management level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=20

OVERALL SKILL NEEDS – ALL AMM MEMBERS

- By using as hypothesis that the sample is representative of AMM's total population of members, the needs of the AMM can be extrapolated to be as follows:

Level	%		Sample		AMM total members estimations	
	Of companies with needs at this level	Of staff needed within 5 years	No. companies with needs at this level	No. staff needed within 5 years	No. companies with needs at this level	No. staff needed within 5 years
Administrative/Non-Technical	27%	1%	15	19	**33**	**41**
Manager	36%	2%	20	34	**44**	**74**
Sales/Marketing	67%	11%	37	164	**81**	**358**
Production/ Operations/Logistics	65%	43%	36	657	**79**	**1433**
Technical	78%	43%	43	653	**94**	**1425**
Total	100%	100%	55	1527	**120**	**3331**

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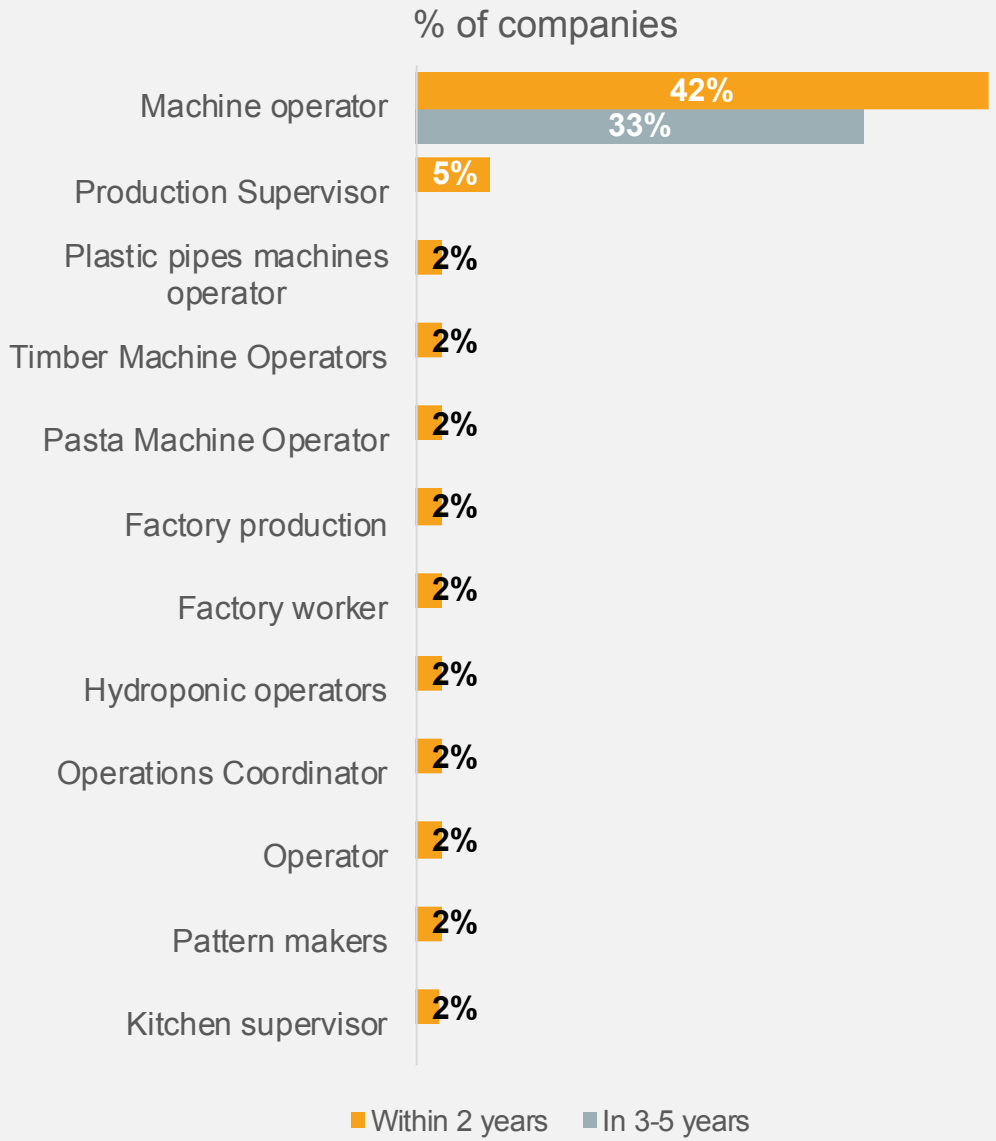
OPERATIONS/PRODUCTIONS/LOGISTICS LEVEL NEEDS

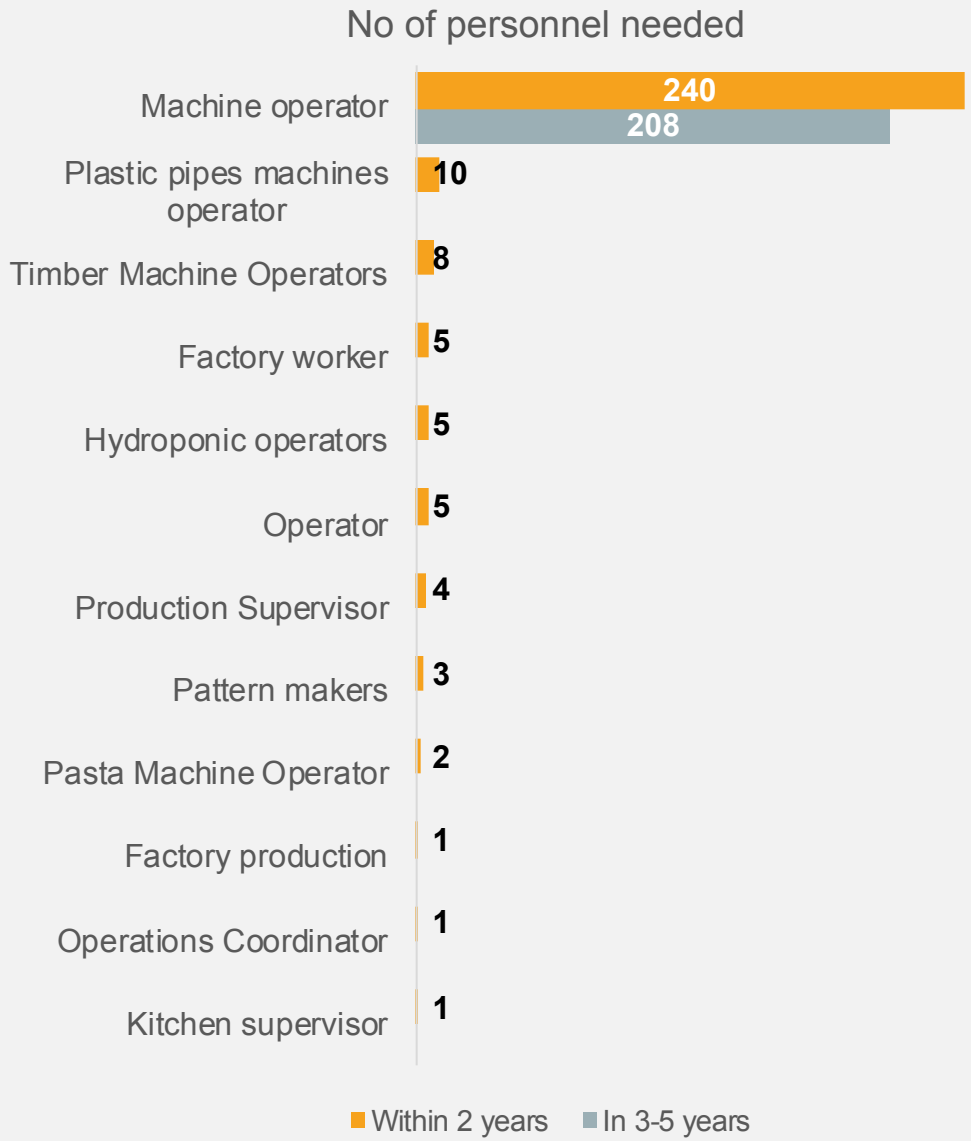
OPERATIONS – PRODUCTION



- The production needs are nearly exclusively centred around machine operators with at least 48% of companies express this need within 2 years and 33% in 3-5 years

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q14. What are the positions currently needed at the Production/Operations/Logistics level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=36

OPERATIONS – PRODUCTION



- In terms of numbers needed, the pattern remains the same with at least 260 machine operators being needed within 2 years and 208 in 3-5 years

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OPERATIONS – PRODUCTION

Post	Next 2 years			In 3-5 years		
	No. of companies	No. needed	Average per company	No of companies	No. Needed	Average per company
Machine operator	23	240	10.4	18	208	11.6
Plastic pipes machines operator	1	10	10	-	-	-
Timber Machine Operators	1	8	8	-	-	-
Factory worker	1	5	5	-	-	-
Hydroponic operators	1	5	5	-	-	-
Operator	1	5	5	-	-	-
Production Supervisor	3	4	1.3	-	-	-
Pattern makers	1	3	3	-	-	-
Pasta Machine Operator	1	2	2	-	-	-
Factory production	1	1	1	-	-	-
Operations Coordinator	1	1	1	-	-	-
Kitchen Supervisor	1	1	1	-	-	-
Total	**29**	**285**	**9.8**	**18**	**208**	**11.6**

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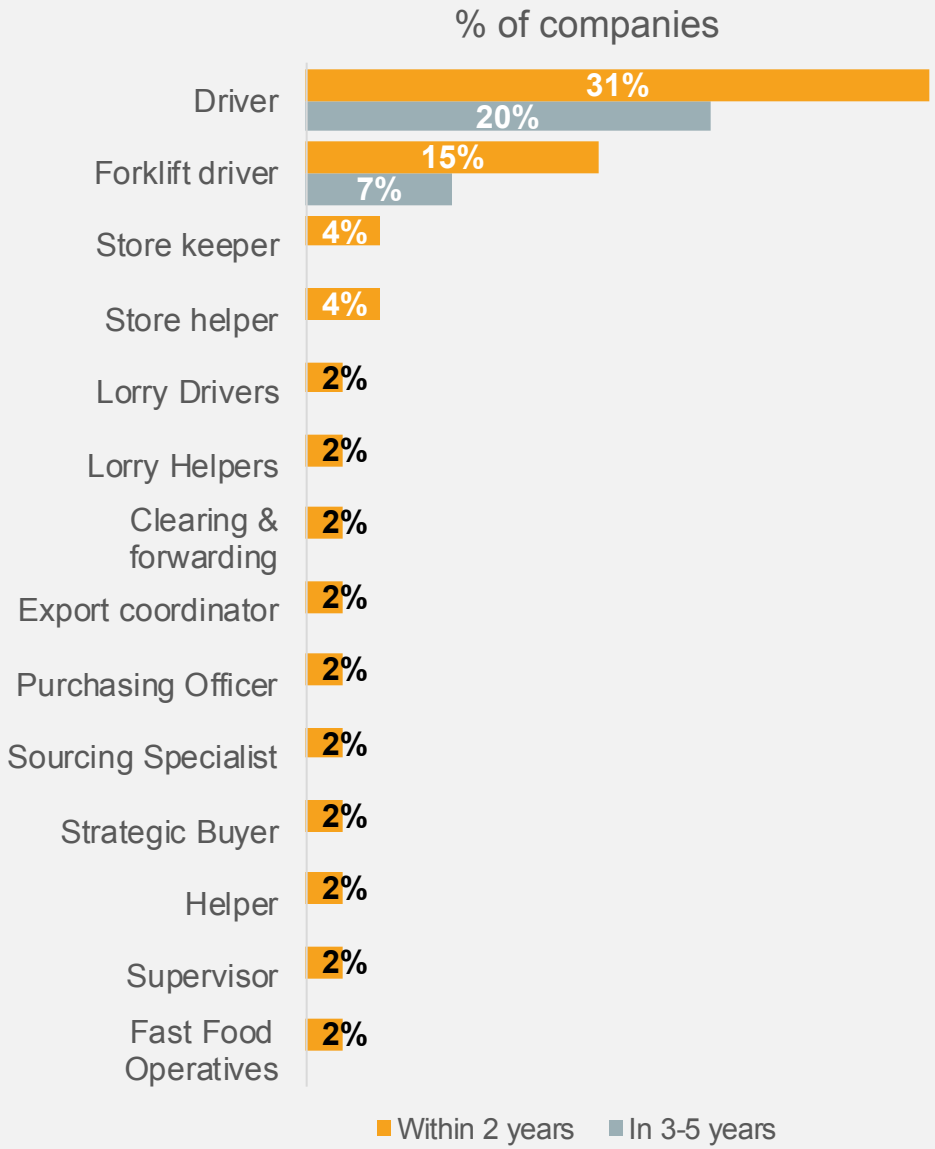
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q14. What are the positions currently needed at the Production/Operations/Logistics level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=36

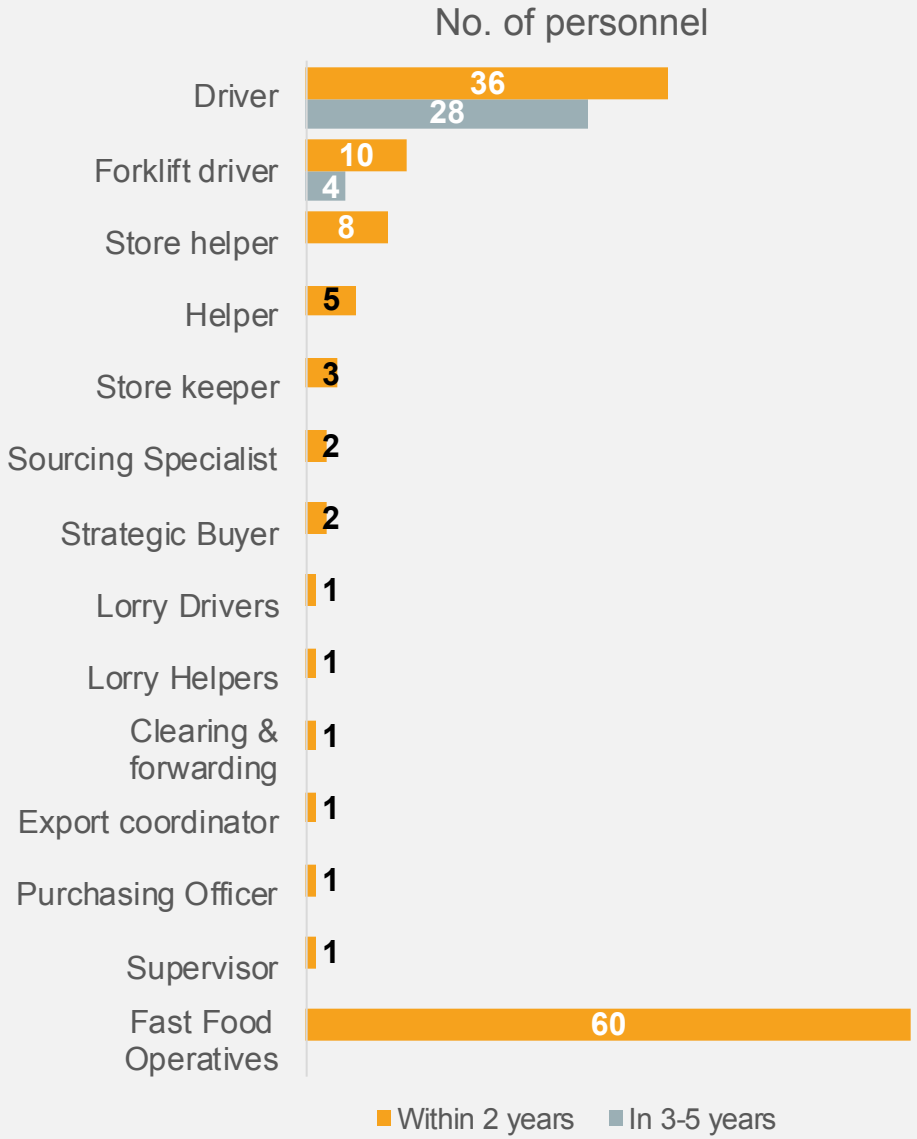
OPERATIONS – LOGISTICS & OTHERS



- 33% of manufacturing companies express a need for drivers within the next 2 years while 20% content that they will need drivers within the next 3-5 years
- Forklifts drivers are the second most needed among (15% within 2 years; 18% in 3-5 years), followed by Store helpers and Storekeepers

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q14. What are the positions currently needed at the Production/Operations/Logistics level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=36

OPERATIONS – LOGISTICS & OTHERS



- 37 drivers will likely be required within 2 years and an additional 28 in 3-5 years
- 10 forklifts drivers will be needed and an additional 4 in 3-5 years
- While 60 Fast Food operatives are needed, these represent the needs of only one company – seemingly the production unit of a fast food

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q14. What are the positions currently needed at the Production/Operations/Logistics level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=36

OPERATIONS – LOGISTICS & OTHERS

Post	Next 2 years			In 3-5 years		
	No. of companies	No. needed	Average per company	No of companies	No. Needed	Average per company
Driver	17	36	2.2	11	28	2.5
Forklift driver	8	10	1.3	4	4	1.0
Store helper	2	8	4.0	-	-	-
Helper	1	5	5.0	-	-	-
Store keeper	2	3	1.5	-	-	-
Sourcing Specialist	1	2	2.0	-	-	-
Strategic Buyer	1	2	2.0	-	-	-
Lorry drivers	1	1	1.0	-	-	-
Lorry Helpers	1	1	1.0	-	-	-
Clearing & forwarding	1	1	1.0	-	-	-
Export coordinator	1	1	1.0	-	-	-
Purchasing Officer	1	1	1.0	-	-	-
Supervisor	1	1	1.0	-	-	-
Fast food operatives*	1	60	60.0	-	-	-
Total	**20**	**72**	**3.6**	**12**	**32**	**2.7**

*Excluded from averages

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q14. What are the positions currently needed at the Production/Operations/Logistics level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=36

TOP 5 - PRODUCTION/OPERATIONS/LOGISTICS LEVEL NEEDS

Post	Sample				AMM Total Population			
	Next 2 years		In 3-5 years		Next 2 years		In 3-5 years	
	No. of companies	No. needed	No of companies	No. Needed	No. of companies	No. needed	No of companies	No. Needed
Machine operator	23	240	18	208	50	524	39	454
Driver	17	36	11	28	37	79	24	61
Plastic pipes machines operator	1	10	-	-	2	22	-	-
Forklift driver	8	10	4	4	17	22	9	9
Store helper	2	8	-	-	4	17	-	-

OPERATIONS - SKILL TRAINING NEEDS

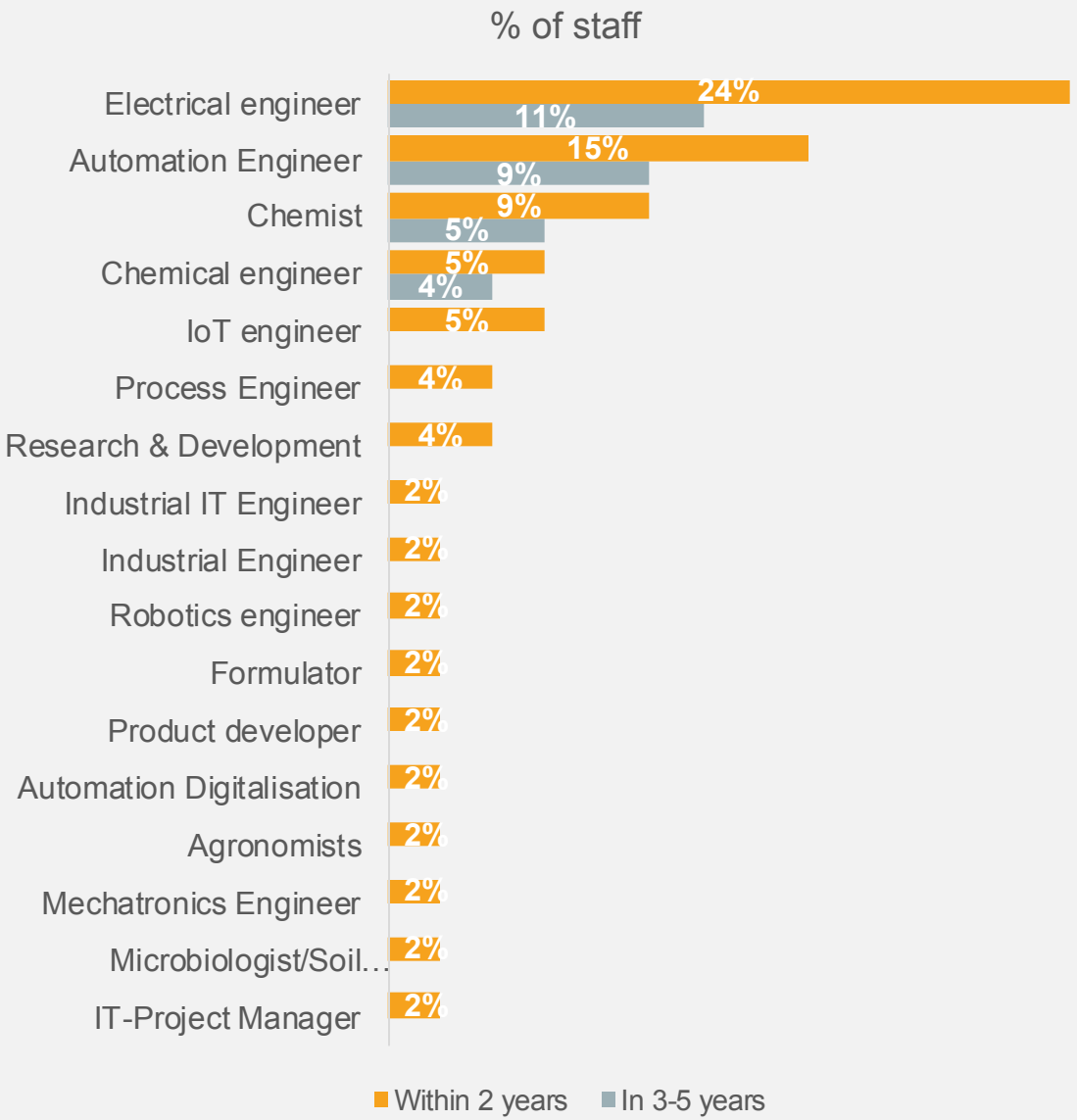
- Operations leadership (38%) seems to be the most sought after skill within operations

- This is followed by:
  - Stock management (36%)
  - Communication skills (33%)
  - Accountability (31%)
  - Stress management (29%)
  - Digitalisation (29%)

Q19. At which levels are the following competencies required in your company? n=55

TECHNICAL LEVEL NEEDS

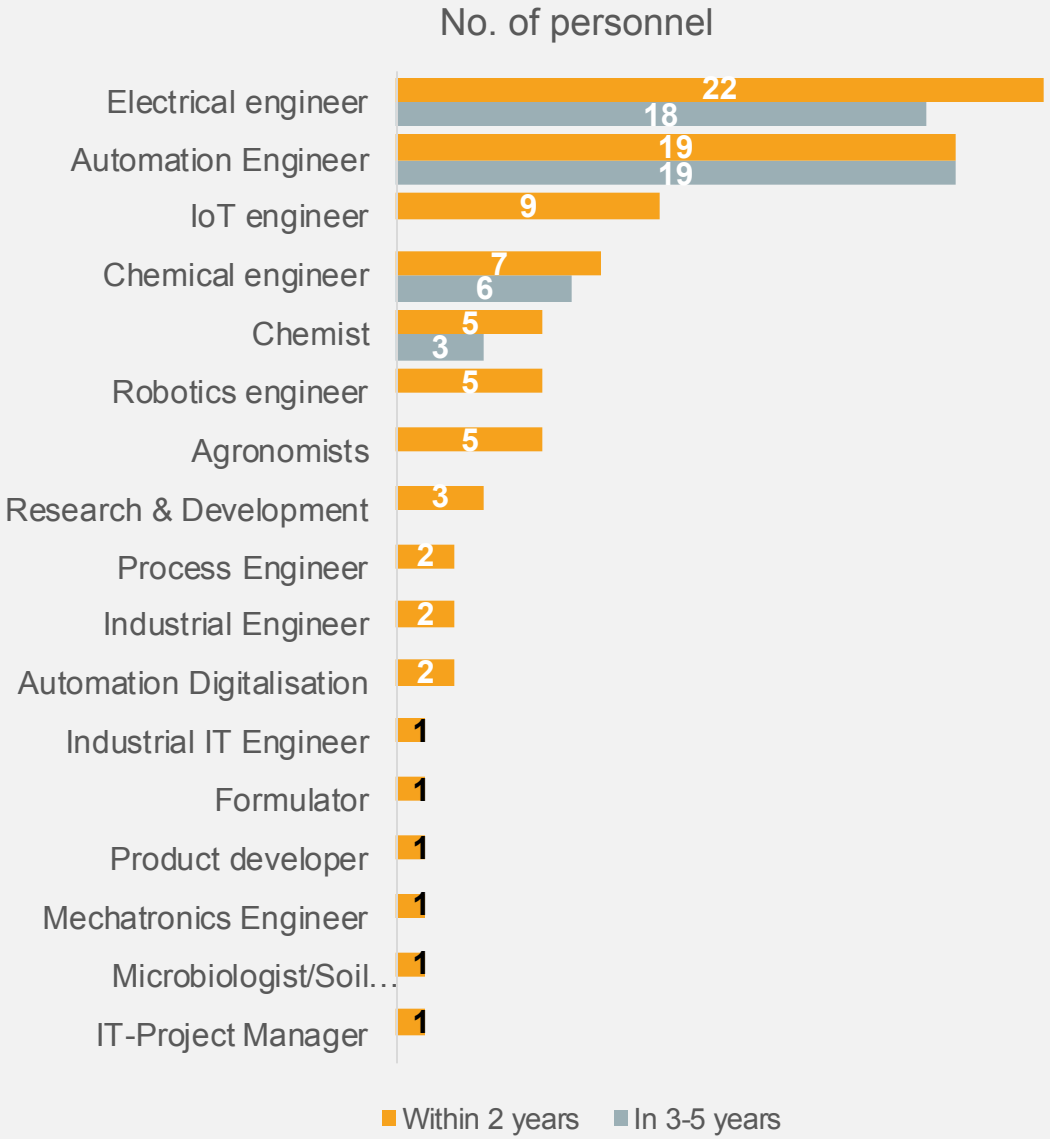
TECHNICAL LEVEL – DEGREE LEVEL STAFF NEEDS



- Overall, at degree levels, needs are the greatest for Electrical engineers (24% within 2 years / 11% in 3-5 years), Automation engineers (15% / 9%) and Chemists & Chemical engineers (14% / 9%)

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43

TECHNICAL LEVEL – DEGREE LEVEL STAFF NEEDS



- Overall, in terms of the number personnel needed, the pattern remains the same with Electrical engineers (22 within 2 years &18 in 3-5 years), Automation engineers (19 / 19) and Chemists and Chemical engineers (12 / 9) being the top three most personnel in demand

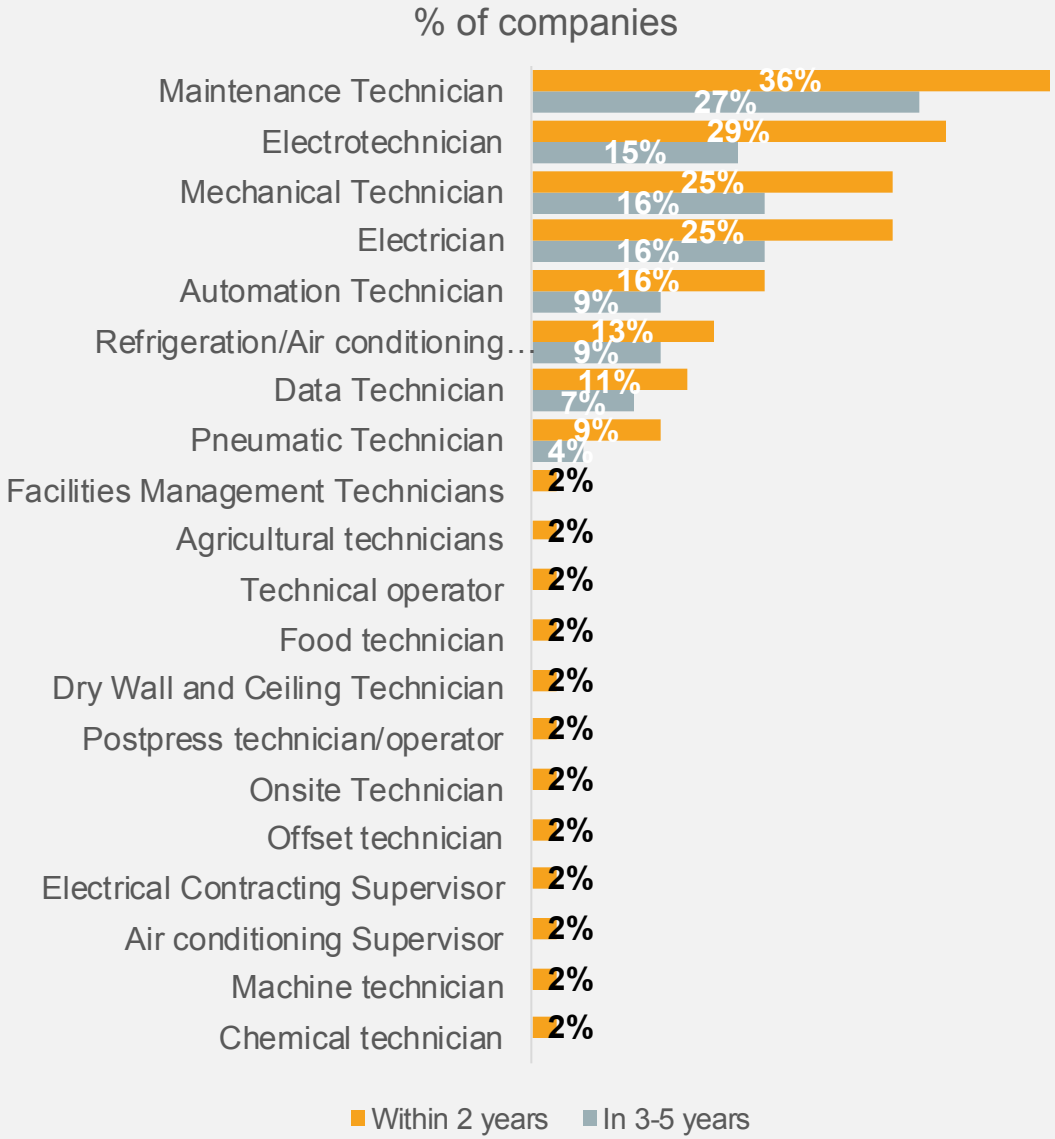
Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43

TECHNICAL LEVEL – DEGREE LEVEL STAFF NEEDS

Post	Next 2 years			In 3-5 years		
	No. of companies	No. needed	Average per company	No of companies	No. Needed	Average per company
Electrical engineer	13	22	1.7	6	18	3
Automation Engineer	8	19	2.4	5	19	3.8
IoT engineer	3	9	3.0	-	-	-
Chemical engineer	3	7	2.3	2	6	3.0
Chemist	5	5	1.0	3	3	1.0
Robotics engineer	1	5	5.0	-	-	-
Agronomists	1	5	5.0	-	-	-
Research & Development	2	3	1.5	-	-	-
Process Engineer	2	2	1.0	-	-	-
Industrial Engineer	1	2	2.0	-	-	-
Automation Digitalisation	1	2	2.0	-	-	-
Industrial IT Engineer	1	1	1.0	-	-	-
IT-Project Manager	1	1	1.0	-	-	-
Microbiologist/Soil biologist	1	1	1.0	-	-	-
Mechatronics Engineer	1	1	1.0	-	-	-
Product developer	1	1	1.0	-	-	-
Formulator	1	1	1.0	-	-	-
Total	**20**	**87**	**4.4**	**10**	**46**	**4.6**

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43

TECHNICAL LEVEL – TECHNICIANS

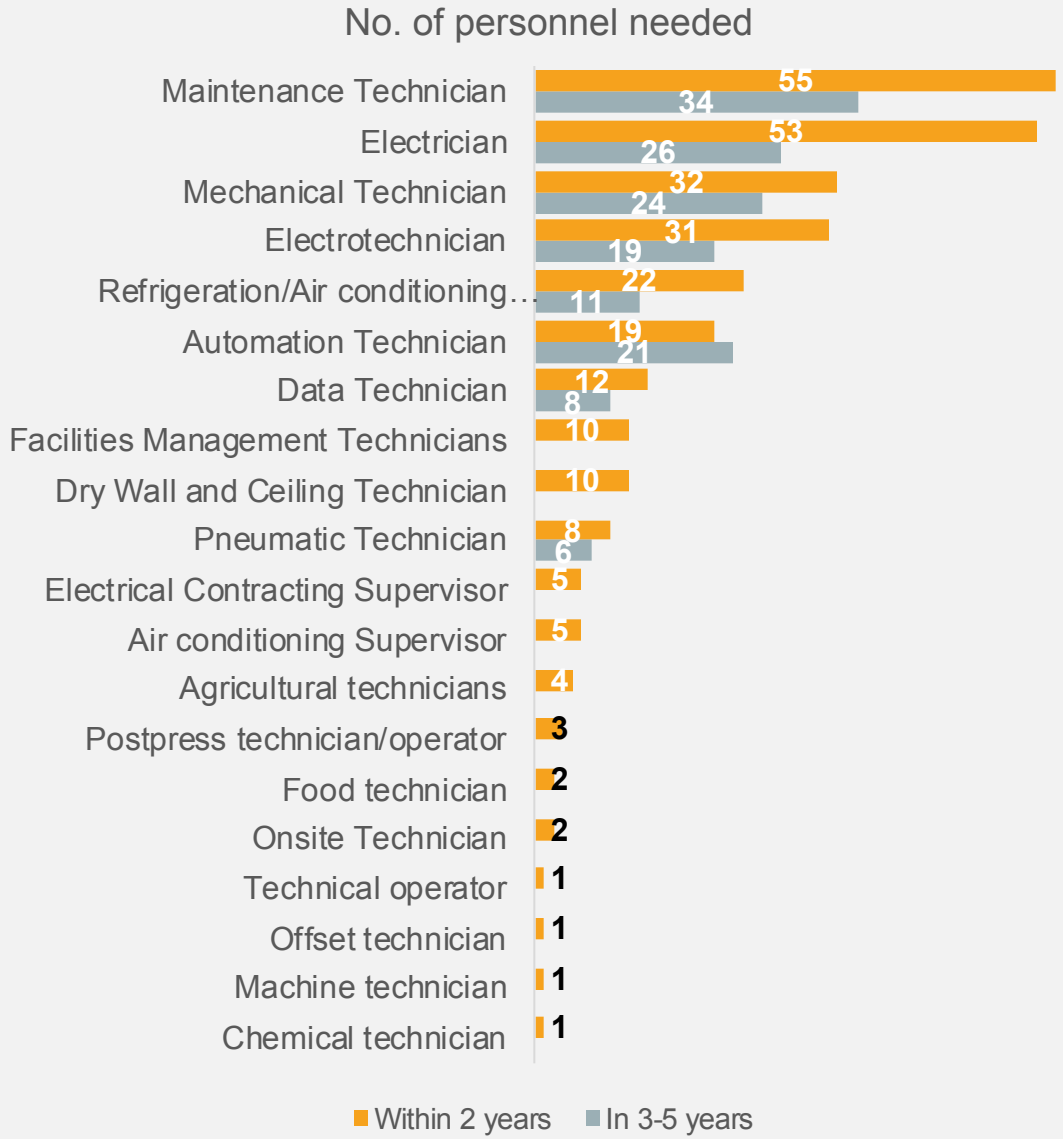


- Manufacturing companies have a rather wide range of technician needs with the greatest need among companies for both within the next 2 years and in 3-5 years being for Maintenance Technicians (36% / 27%)

- The other needs with higher weights among companies are:
  - Electrotechnician (29% / 15%)
  - Electrician (25% / 16%)
  - Mechanical technician (25% / 16%)
  - Automation technician (16% / 9%)

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43

TECHNICAL LEVEL – TECHNICIANS



- In line with the number of companies needing them, the number of maintenance technicians is the highest (55 within 2 years / 34 in 3-5 years)
- However, while the number of companies requiring electrician is lower than those needing mechanical technicians or electrotechnicians, the actual number of personnel required by the former (53 / 26) is higher than both of the latter (32 / 24 & 31 / 19)

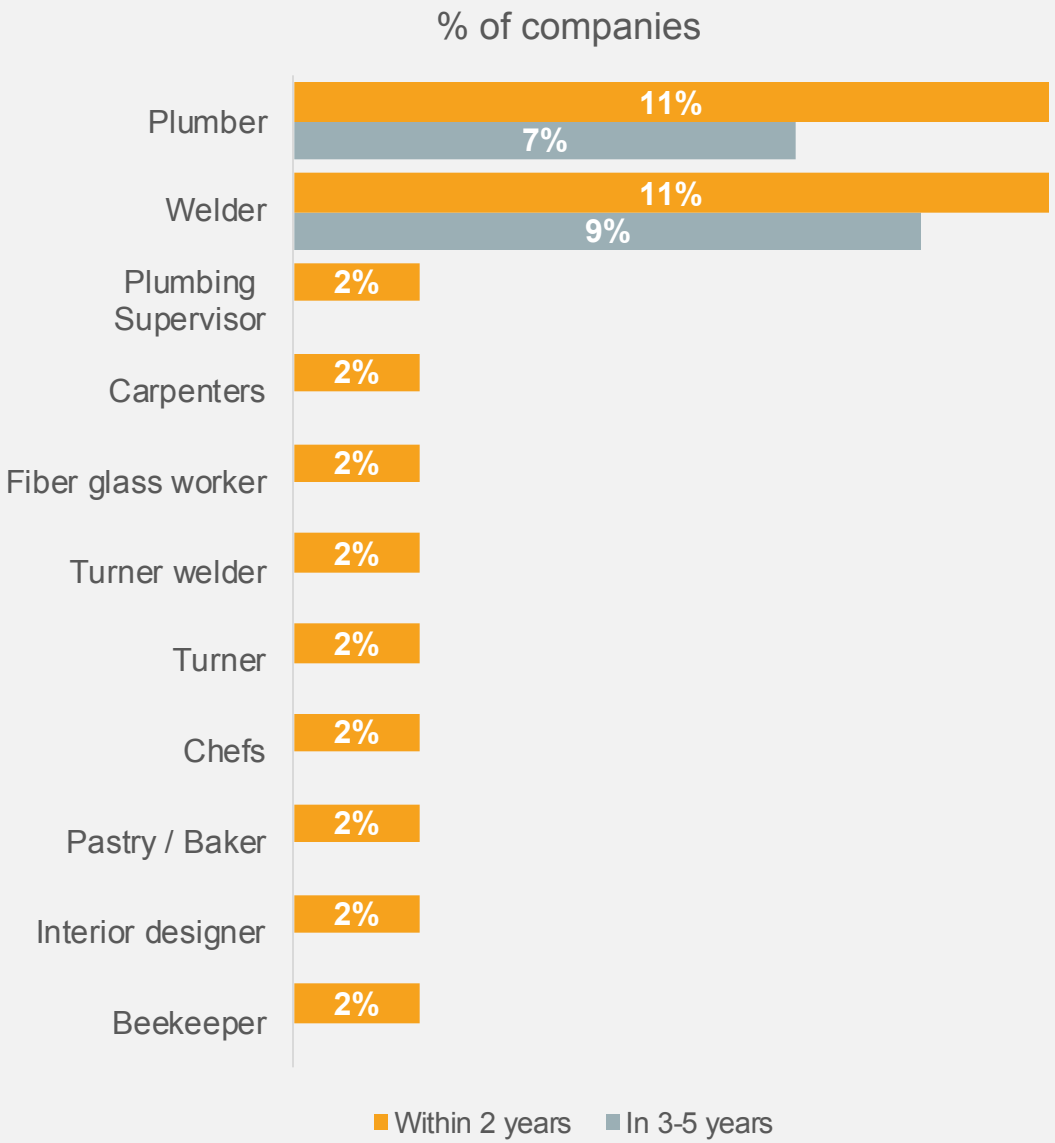
Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43

TECHNICAL LEVEL – TECHNICIANS

Post	Next 2 years			In 3-5 years		
	No. of companies	No. needed	Average per company	No of companies	No. Needed	Average per company
Maintenance Technician	20	55	2.8	15	34	2.3
Electrician	14	53	3.8	9	26	2.9
Mechanical Technician	14	32	2.3	9	24	2.7
Electrotechnician	16	31	1.9	8	19	2.4
Refrigeration/Air conditioning technician	7	22	3.1	5	11	2.2
Automation Technician	9	19	2.1	5	21	4.2
Data Technician	6	12	2.0	4	8	2.0
Dry Wall and Ceiling Technician	1	10	10.0	-	-	-
Facilities Management Technicians	1	10	10.0	-	-	-
Pneumatic Technician	5	8	1.6	2	6	3.0
Air conditioning Supervisor	1	5	5.0	-	-	-
Electrical Contracting Supervisor	1	5	5.0	-	-	-
Agricultural technicians	1	4	4.0	-	-	-
Postpress technician/operator	1	3	3.0	-	-	-
Onsite Technician	1	2	2.0	-	-	-
Food technician	1	2	2.0	-	-	-
Chemical technician	1	1	1.0	-	-	-
Machine technician	1	1	1.0	-	-	-
Offset technician	1	1	1.0	-	-	-
Technical operator	1	1	1.0	-	-	-
Total	**32**	**277**	**8.7**	**22**	**149**	**6.8**

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43

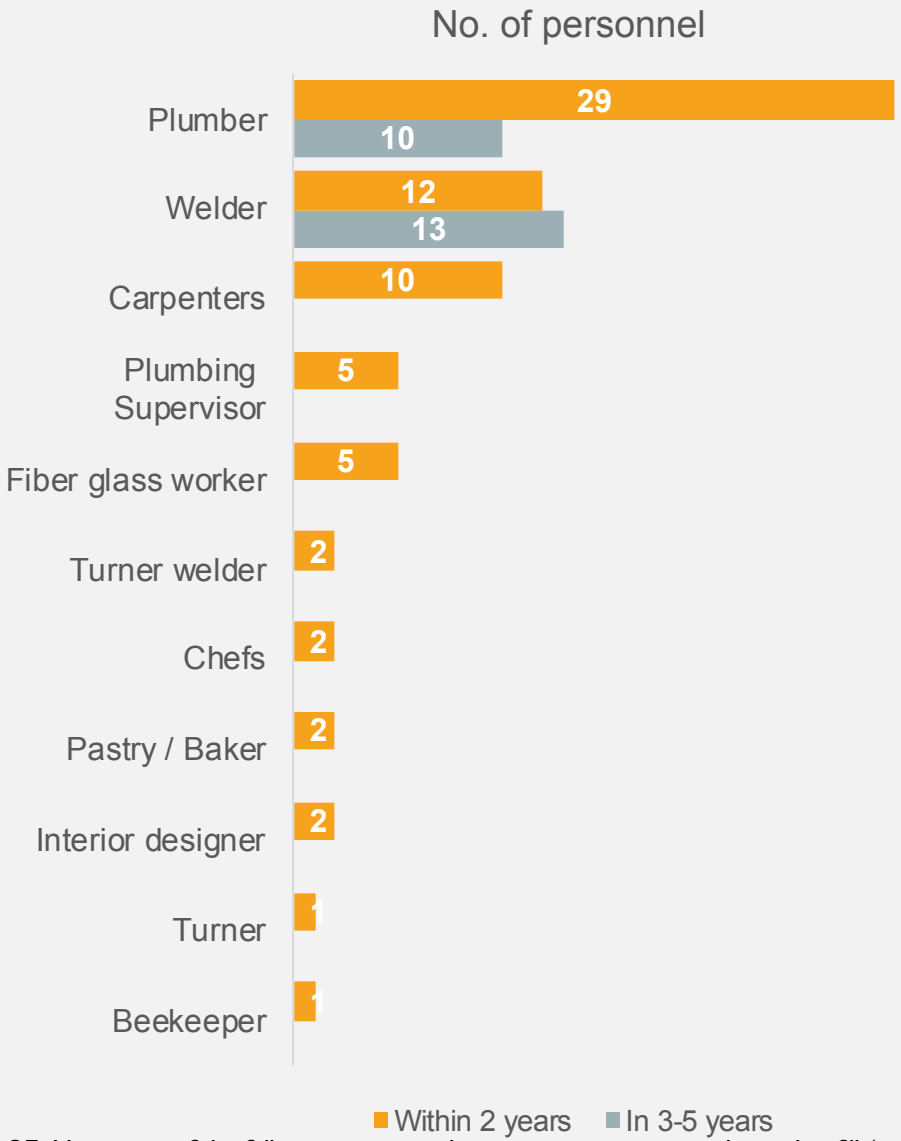
TECHNICAL LEVEL – OTHER CRAFTSPERSON



- Among other craftsperson, the main need is for Welders (11% within 2 years and 9% in 3-5 years) and Plumbers (11% and 7%)

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43

TECHNICAL LEVEL – OTHER CRAFTSPERSON



- In terms of numbers, plumbers is the topmost demanded position with 29 needed within 2 years and 10 in 3-5 years
- Welders come in second (29 / 10)
- While 10 carpenters are needed, it should be noted that this represents the needs of only one company

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43

TECHNICAL LEVEL – OTHER CRAFTSPERSON

Post	Next 2 years			In 3-5 years		
	No. of companies	No. needed	Average per company	No of companies	No. Needed	Average per company
Plumber	6	29	4.8	4	10	2.5
Welder	6	12	2.0	5	13	2.6
Carpenters	1	10	10.0	-	-	-
Plumbing Supervisor	1	5	5.0	-	-	-
Fiber glass worker	1	5	5.0	-	-	-
Turner welder	1	2	2.0	-	-	-
Chefs	1	2	2.0	-	-	-
Pastry / Baker	1	2	2.0	-	-	-
Interior designer	1	2	2.0	-	-	-
Turner	1	1	1.0	-	-	-
Beekeeper	1	1	1.0	-	-	-
Total	**17**	**71**	**4.2**	**8**	**23**	**2.9**

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q10. What are the positions currently needed at the Technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=43

TOP 5 – TECHNICAL LEVEL NEEDS

Post	Sample				AMM Total Population			
	Next 2 years		In 3-5 years		Next 2 years		In 3-5 years	
	No. of companies	No. needed	No of companies	No. Needed	No. of companies	No. needed	No of companies	No. Needed
Maintenance Technician	20	55	15	34	44	120	33	74
Electrician	14	53	9	26	31	116	20	57
Mechanical Technician	14	32	9	24	31	70	20	52
Electrotechnician	16	31	8	19	35	68	17	41
Automation Technician	9	19	5	21	20	41	11	46

TECHNICAL LEVEL - SKILL TRAINING NEEDS

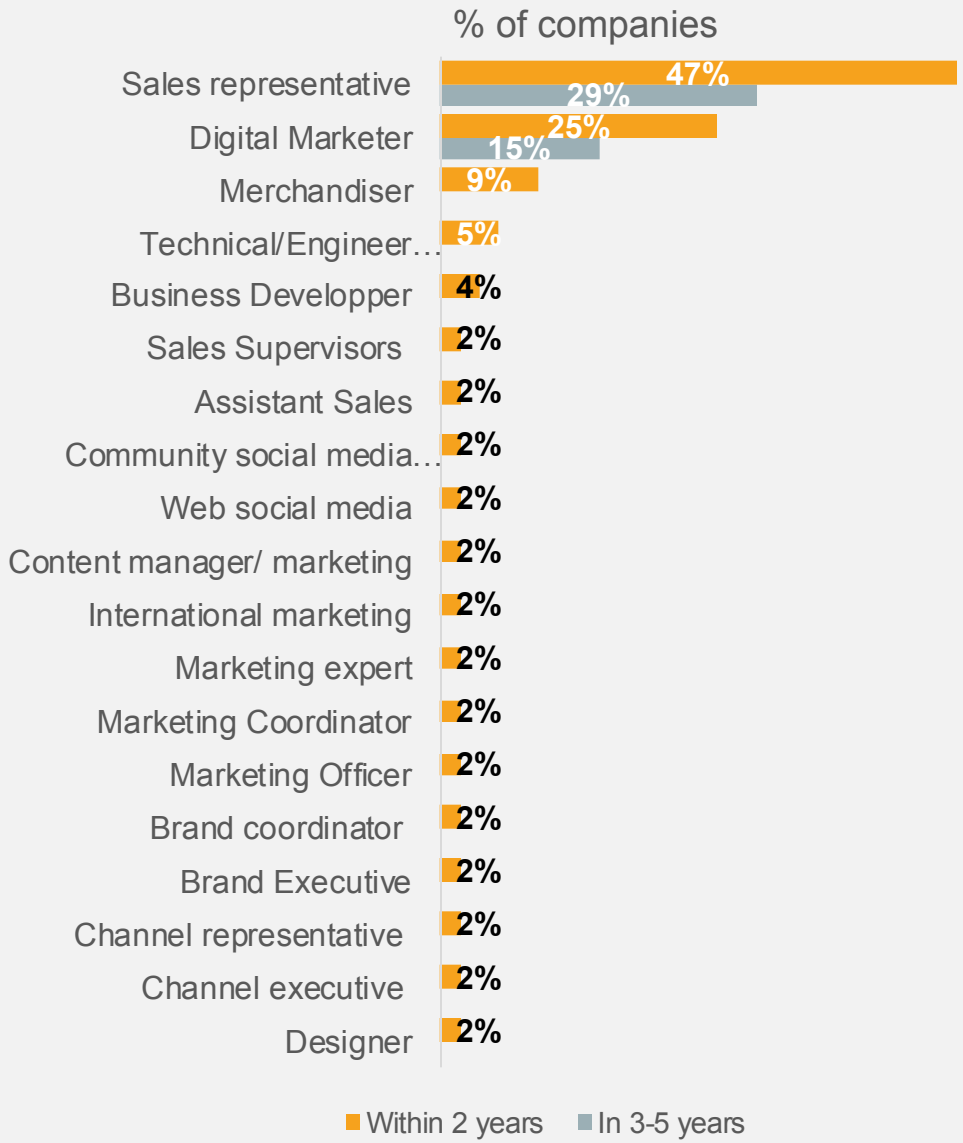
- Accountability (35%) and critical thinking (33%) are the top most area where training is needed in at the technical level

- Other skill training with relatively high demand are:
  - Communication skills (31%)
  - Computer/Technology literacy (29%)
  - Stress management (25%)
  - Digitalisation (25%)

Q19. At which levels are the following competencies required in your company? n =55

SALES/MARKETING LEVEL NEEDS

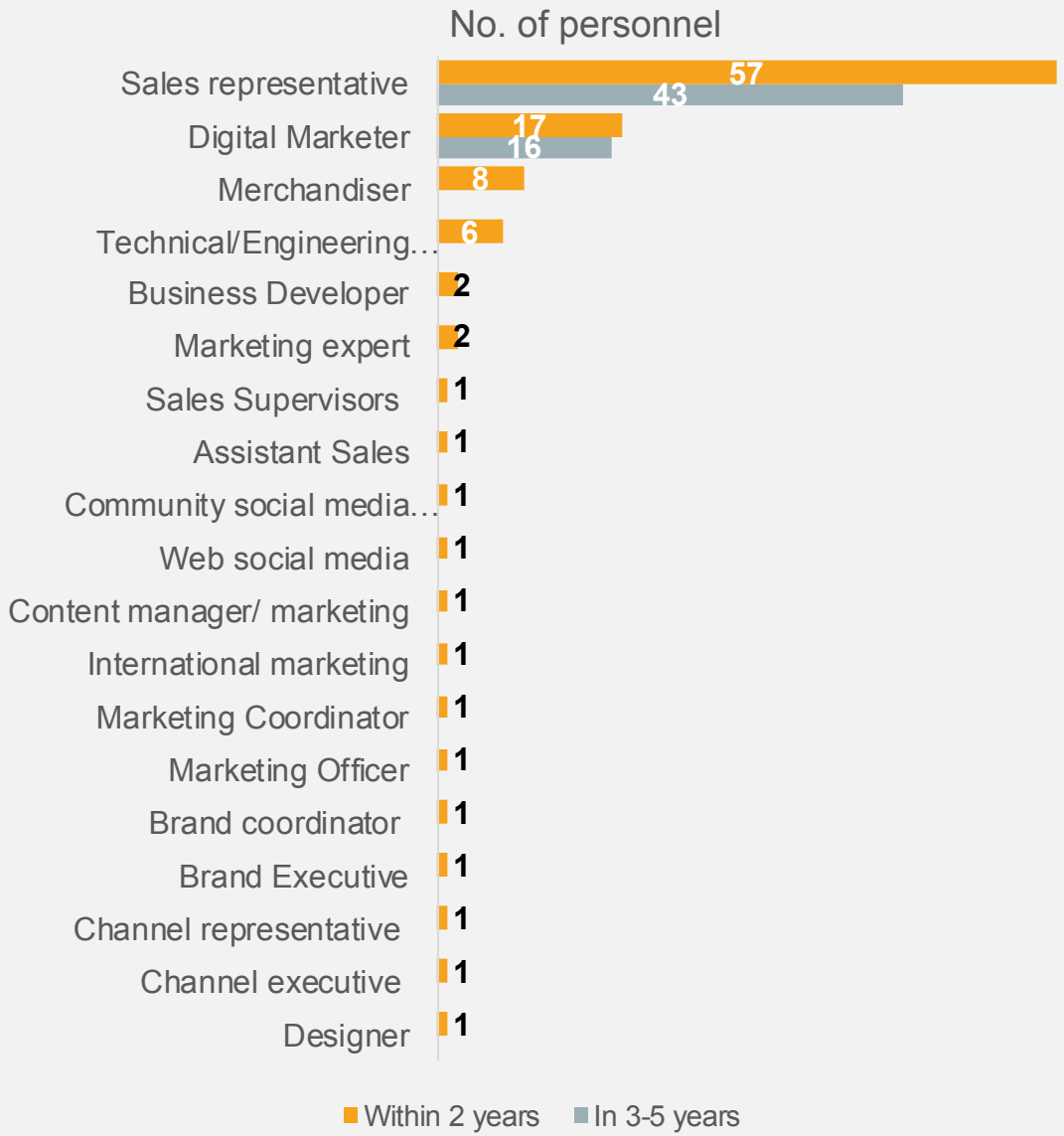
SALES/MARKETING LEVEL NEEDS



- The needs at this level are focused around bolstering:
  - The sales team with (56% within 2 years and 29% in 3-5 years)
  - Digital and Social Media Presence (31% and 15%)
  - The marketing team (12% within 2 years)

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q12. What are the positions currently needed at the Sales/Marketing level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=37

SALES/MARKETING LEVEL NEEDS



- In line with the number of companies, the needs at this level are focused around bolstering:
  - The sales team with (65 within 2 years / 43 in 3-5 years)
  - Digital and Social Media Presence (20 / 16)
  - The marketing team (7 within 2 years)

Q6. What are the positions that your company currently needs to fill (within the next 5 years) among the following list? n=55
Q12. What are the positions currently needed at the Sales/Marketing level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=37

SALES/MARKETING NEEDS

Post	Next 2 years			In 3-5 years		
	No. of companies	No. needed	Average per company	No of companies	No. Needed	Average per company
Sales representative	26	57	2.2	16	43	2.7
Digital Marketer	14	17	1.2	8	16	2.0
Merchandiser	5	8	1.6	-	-	-
Technical/Engineering Salesperson	3	6	2.0	-	-	-
Business Developer	2	2	1.0	-	-	-
Marketing expert	1	2	2.0	-	-	-
Sales Supervisors	1	1	1.0	-	-	-
Assistant Sales	1	1	1.0	-	-	-
Community social media manager	1	1	1.0	-	-	-
Web social media	1	1	1.0	-	-	-
Content manager/ marketing	1	1	1.0	-	-	-
International marketing	1	1	1.0	-	-	-
Marketing Coordinator	1	1	1.0	-	-	-
Marketing Officer	1	1	1.0	-	-	-
Brand coordinator	1	1	1.0	-	-	-
Brand Executive	1	1	1.0	-	-	-
Channel representative	1	1	1.0	-	-	-
Channel executive	1	1	1.0	-	-	-
Designer	1	1	1.0	-	-	-
Total	**37**	**105**	**2.8**	**19**	**59**	**3.1**

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q12. What are the positions currently needed at the Sales/Marketing level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=37

TOP 5 – SALES/MARKETING LEVEL NEEDS

Post	Sample				AMM Total Population			
	Next 2 years		In 3-5 years		Next 2 years		In 3-5 years	
	No. of companies	No. needed	No of companies	No. Needed	No. of companies	No. needed	No of companies	No. Needed
Sales representative	26	57	16	43	57	124	35	94
Digital Marketer	14	17	8	16	31	37	17	35
Merchandiser	5	8	-	-	11	17	-	-
Technical/Engineering Salesperson	3	6	-	-	7	13	-	-
Business Developer	2	2	-	-	4	4	-	-

SALES/MARKETING LEVEL - SKILL TRAINING NEEDS

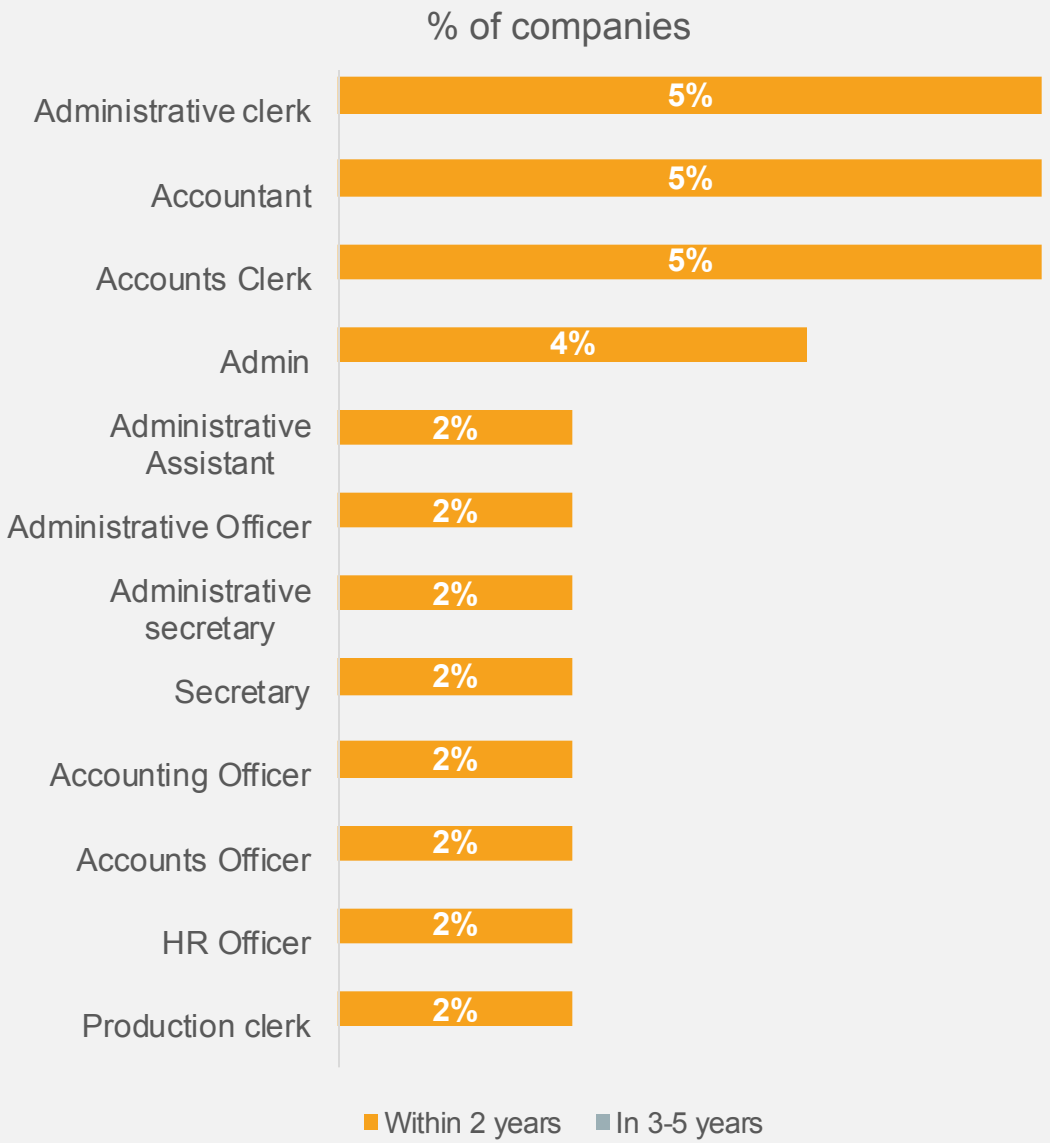
- Unsurprisingly, the top 3 most needed training for this level are Sales (49%), communication skills (49%) and Negotiation (38%)

- Other relatively high training skills needs area are:
  - Computer/Technology literacy (35%)
  - Digitalisation (33%)
  - Critical thinking (33%)
  - Accountability (33%)

Q19. At which levels are the following competencies required in your company? n=55

ADMINISTRATIVE/NON-TECHNICAL LEVEL NEEDS

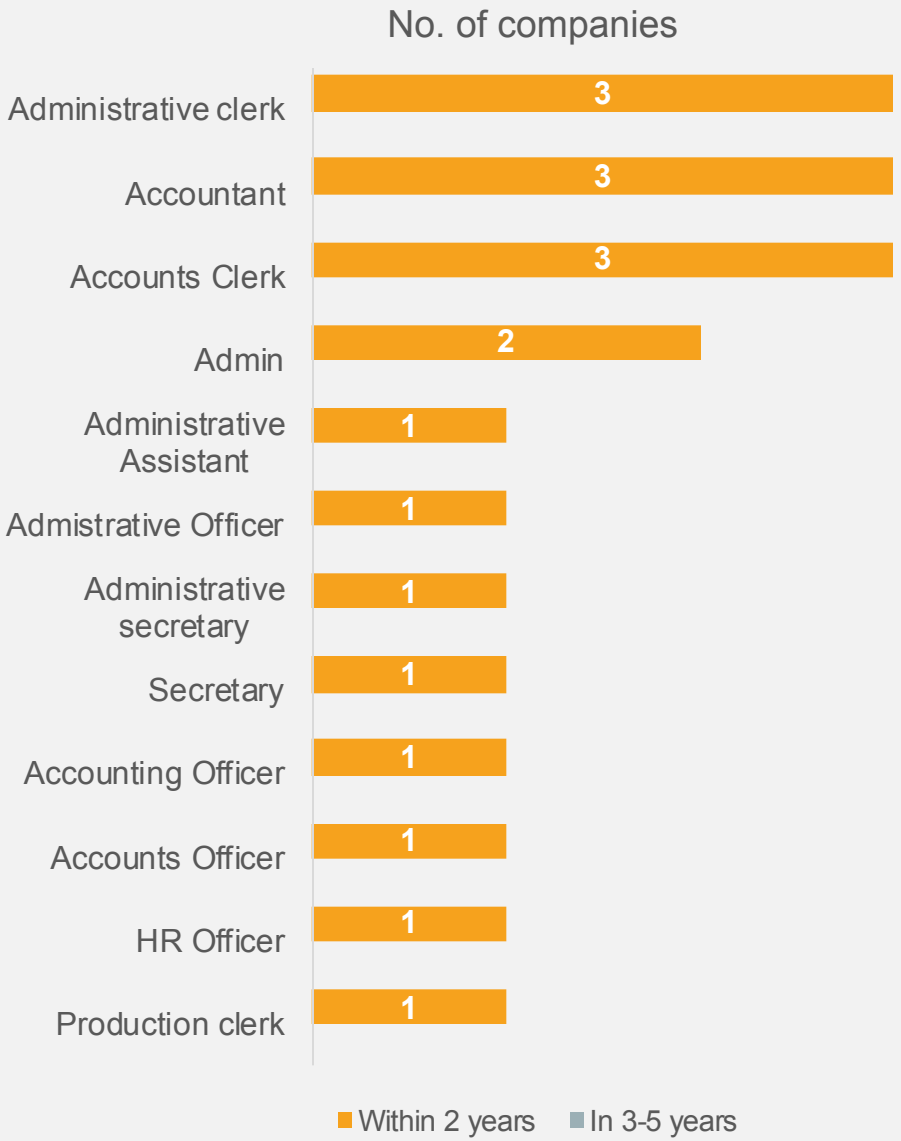
ADMINISTRATIVE/NON-TECHNICAL LEVEL NEEDS



- This level is mainly focused around finding people for the administrative (17%) and accounting functions (14%)

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q16. What are the positions currently needed at the Administrative/Non-technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=15

ADMINISTRATIVE/NON-TECHNICAL LEVEL NEEDS



- Within the next 2 years, 9 personnel will be required for the administrative function and 8 for the accounting function

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q16. What are the positions currently needed at the Administrative/Non-technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=15

ADMINISTRATIVE/NON-TECHNICAL LEVEL NEEDS

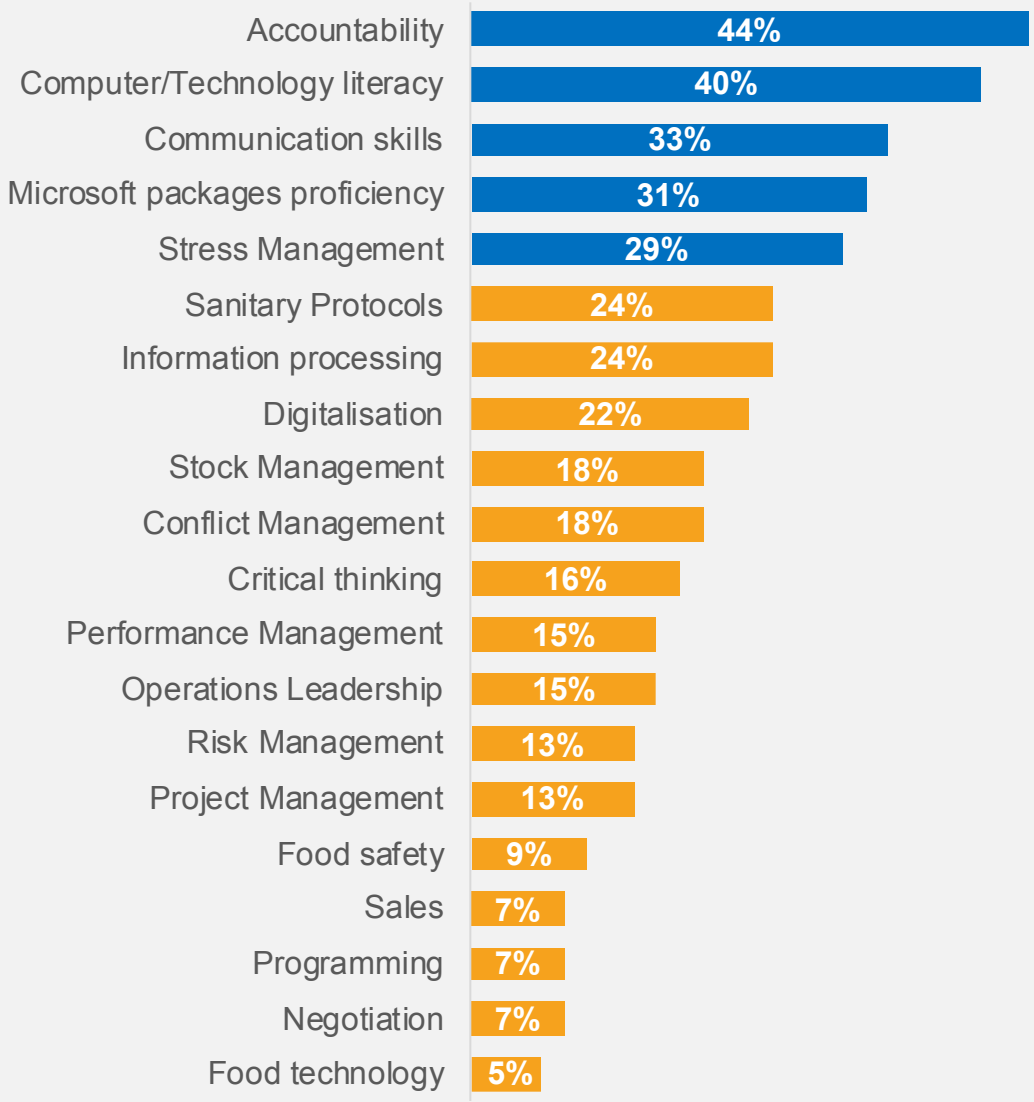
Post	Next 2 years			In 3-5 years		
	No. of companies	No. needed	Average per company	No of companies	No. Needed	Average per company
Administrative clerk	3	3	1.0	-	-	-
Accountant	3	3	1.0	-	-	-
Accounts Clerk	3	3	1.0	-	-	-
Admin	2	2	1.0	-	-	-
Administrative Assistant	1	1	1.0	-	-	-
Administrative Officer	1	1	1.0	-	-	-
Administrative secretary	1	1	1.0	-	-	-
Secretary	1	1	1.0	-	-	-
Accounts Officer	1	1	1.0	-	-	-
Accounting Officer	1	1	1.0	-	-	-
Production clerk	1	1	1.0	-	-	-
HR Officer	1	1	1.0	-	-	-
Total	**15**	**19**	**1.3**	-	-	-

Q7. How many of the following positions does your company currently need to fill (within the next 2 years)?
Q8. How many of the following positions, excluding your current needs (within the next two years), will your company need to fill in the near future (in 3-5 years)? n=55
Q16. What are the positions currently needed at the Administrative/Non-technical level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=15

TOP 4 – ADMINISTRATIVE/NON-TECHNICAL LEVEL NEEDS

Post	Sample				AMM Total Population			
	Next 2 years		In 3-5 years		Next 2 years		In 3-5 years	
	No. of companies	No. needed	No of companies	No. Needed	No. of companies	No. needed	No of companies	No. Needed
Administrative clerk	3	3	-	-	7	7	-	-
Accountant	3	3	-	-	7	7	-	-
Accounts Clerk	3	3	-	-	7	7	-	-
Admin	2	2	-	-	4	4	-	-

ADMINISTRATIVE/NON-TECHNICAL LEVEL - SKILL TRAINING NEEDS

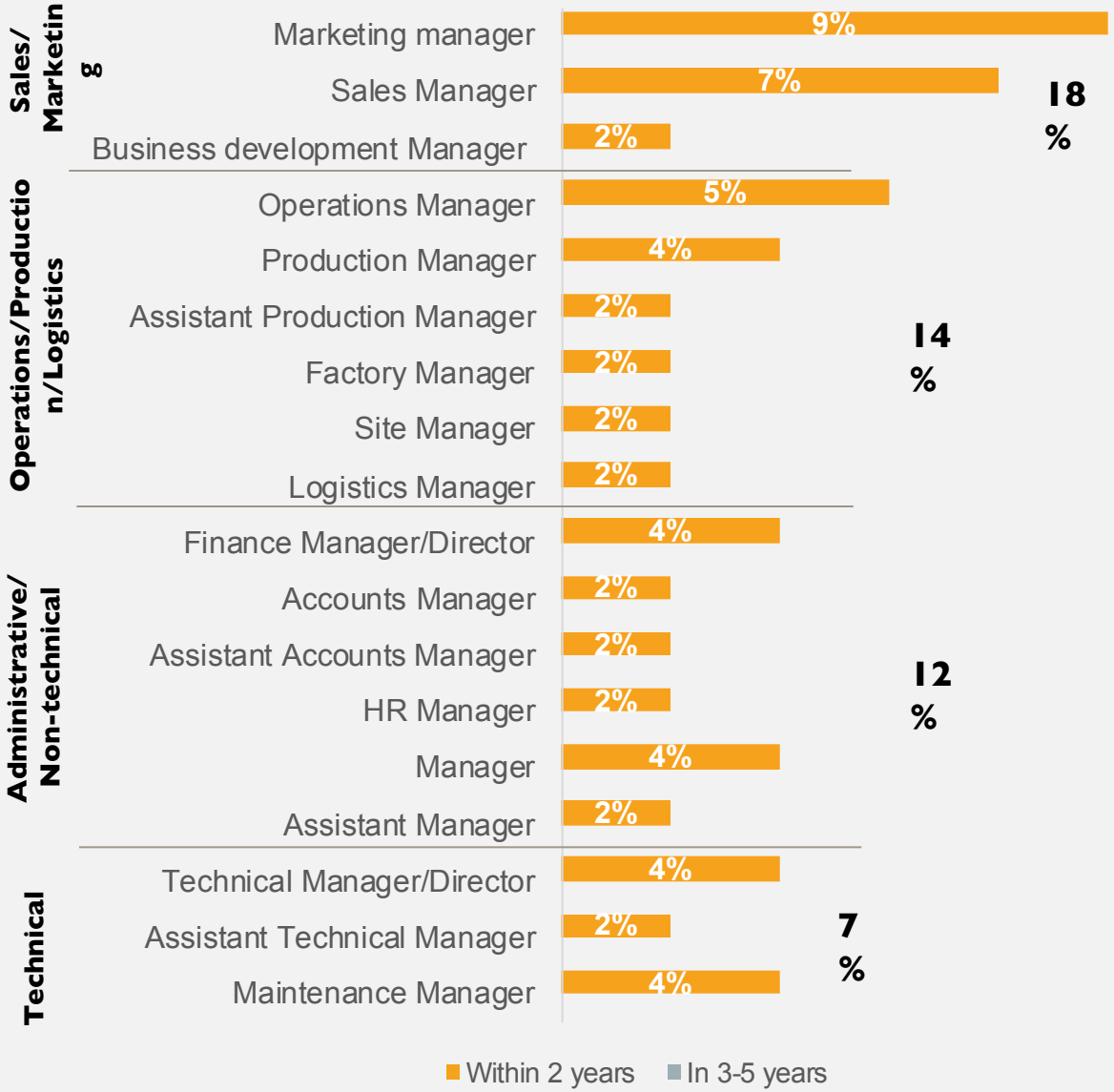


- While Accountability (44%) has the highest demand by itself, the use of digital tools is likely to be at least as important given that companies would like Computer/Technology literacy (40%) and Microsoft packages proficiency training (31%) for this level
- Otherwise, other areas of training include Communication skills (33%) and Stress management (29%)

Q19. At which levels are the following competencies required in your company? n=55

MANAGEMENT LEVEL NEEDS

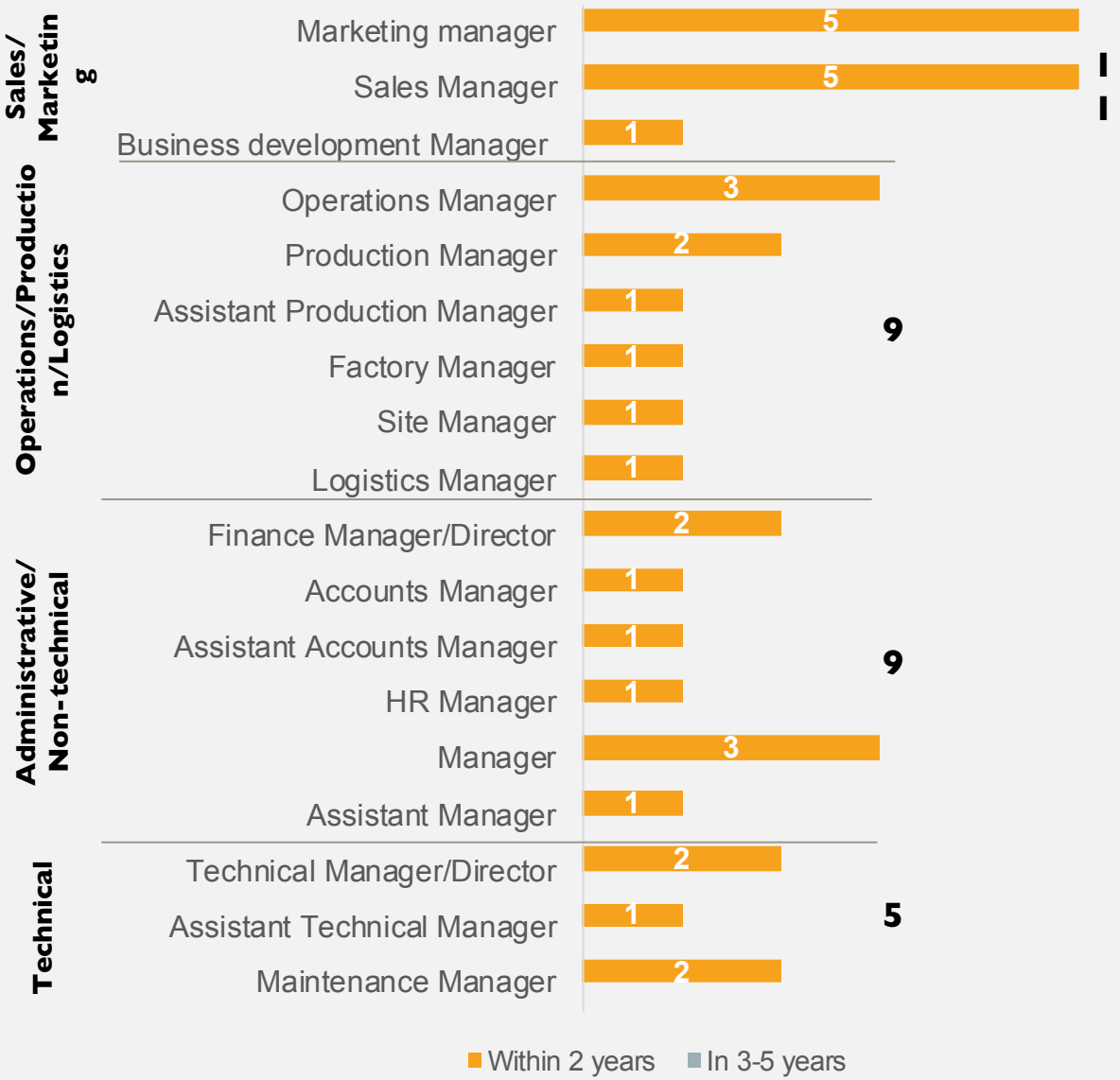
MANAGEMENT LEVEL NEEDS



- The demand for managers among companies is highest for the Sales/Marketing level (18%) and lowest at the Technical level (7%)

Q18. What are the positions currently needed at the Management level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=20

MANAGEMENT LEVEL NEEDS



- In terms of number of manager needed within the next 2 years, Sales/Marketing is highest at 11 and followed by:
  - Operations/Production/Logistics = 9
  - Administrative/Non-technical = 9
  - Technical = 5

Q18. What are the positions currently needed at the Management level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=20

MANAGEMENT LEVEL NEEDS

Post	Next 2 years			In 3-5 years		
	No. of companies	No. needed	Average per company	No of companies	No. Needed	Average per company
Marketing manager	5	5	1.0	-	-	-
Sales Manager	4	5	1.3	-	-	-
Business development Manager	1	1	1.0	-	-	-
Operations Manager	3	3	1.0	-	-	-
Production Manager	2	2	1.0	-	-	-
Assistant Production Manager	1	1	1.0	-	-	-
Factory Manager	1	1	1.0	-	-	-
Site Manager	1	1	1.0	-	-	-
Logistics Manager	1	1	1.0	-	-	-
Finance Manager/Director	2	2	1.0	-	-	-
Accounts Manager	1	1	1.0			
Assistant Accounts Manager	1	1	1.0	-	-	-
HR Manager	1	1	1.0	-	-	-
Manager	2	3	1.5	-	-	-
Assistant Manager	1	1	1.0	-	-	-
Technical Manager/Director	2	2	1.0	-	-	-
Assistant Technical Manager	1	1	1.0	-	-	-
Maintenance Manager	2	2	1.0	-	-	-
Total	**20**	**34**	**1.7**	**-**	**-**	**-**

Q18. What are the positions currently needed at the Management level? What are the numbers needed? (Please enter your response in the following format: Position_NumberNeeded e.g Electrician_12) n=20

TOP 4 - MANAGEMENT LEVEL NEEDS

Post	Sample				AMM Total Population			
	Next 2 years		In 3-5 years		Next 2 years		In 3-5 years	
	No. of companies	No. needed	No of companies	No. Needed	No. of companies	No. needed	No of companies	No. Needed
Sales Marketing	10	11	-	-	22	24	-	-
Operations/Production/Logistics	8	9	-	-	17	20	-	-
Administrative/Non-technical	7	9	-	-	15	20	-	-
Technical	4	5	-	-	9	11	-	-

MANAGEMENT LEVEL - SKILL TRAINING NEEDS

- Stress management seems to be the most important need (49%)
- This is followed by:
  - Performance management (45%)
  - Critical thinking (45%)
  - Project management (44%)
  - Risk Management (40%)

Q19. At which levels are the following competencies required in your company? n=55

TRAINING AND COMPETENCIES NEEDS

TOP 5 TRAINING NEEDS – ANALYSIS BY LEVEL

	Technical	Production/ Operations/ Logistics	Sales/Marketing	Management	Admin
Communication Skills	31%	33%	49%	-	40%
Stress Management	25%	29%	-	49%	29%
Accountability	35%	31%	-	-	44%
Computer/Technology Literacy	29%	-	35%	-	40%
Critical thinking	33%	-	-	45%	-
Sales	-	-	49%	-	-
Performance Management	-	-	-	45%	-
Project Management	-	-	-	44%	-
Risk management	-	-	-	40%	-
Operations Leadership	-	38%	-	-	-
Negotiation	-	-	38%	-	-
Stock Management	-	36%	-	-	-
Digitalisation	-	-	33%	-	-
Microsoft packages proficiency	-	-	-	-	31%

- 'Communication skills' and 'Stress Management' being in the top 5 of 4 levels seem to be the most common training needs
- They are followed by 'Accountability' and 'Computer/Technology Literacy' which are both needed by 3 out of 5 levels

Q19. At which levels are the following competencies required in your company? n=55

COMPETENCIES REQUIRED IN 3-5 YEARS

- Overall, performance management & Leadership skills (22%) and Digitalisation/Social Media Management related skills (20%) are the most in demand skills cluster by manufacturing companies in 3-5 years

- These two are followed by:
  - Strategic, Planning and Business Development related skills (18%)
  - Specific technical Skills (16%)
  - Research/Analytical skills/Critical thinking (15%)

Q20. Are there any competencies that you believe will be required by your company in the near future (3-5 years)? n=55

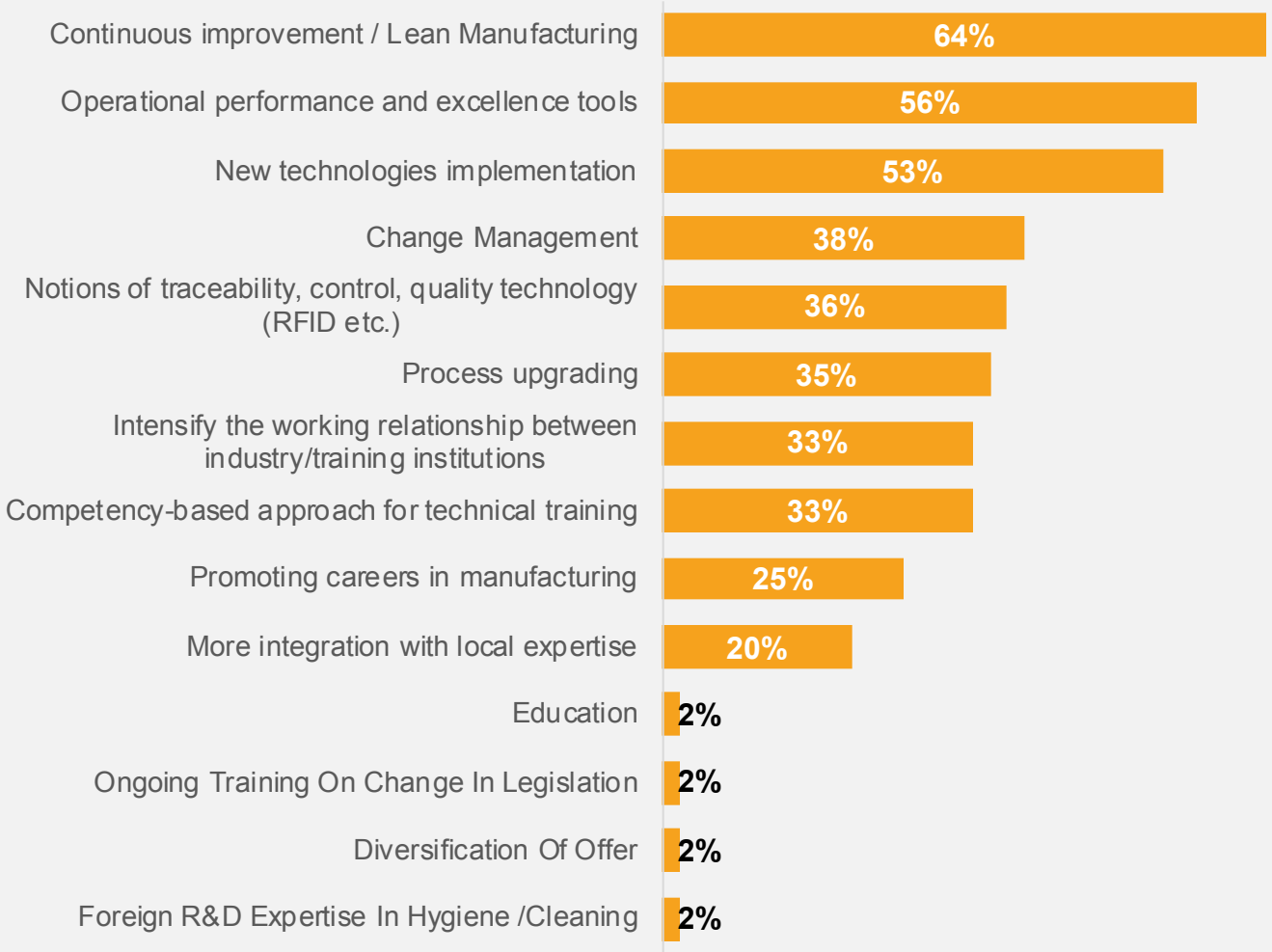
COMPETENCIES REQUIRED IN 3-5 YEARS

Cluster	Competency	No.
Performance management & Leadership	Management Skills	3
	Supervisory skills	3
	Performance Management	1
	Purchasing Management	1
	Sales Management	1
	Leadership	1
	Productivity management	1
	Project Management	1
Digitalisation/Social Media Management Skills	Computer/Technology Literacy	2
	Digital Marketing	2
	IoT	2
	Digitalisation	2
	Digital Presence Management	1
	Programming	1
	Microsoft Office packages proficiency	1
Strategic, Planning and Business Development Skills	Quality Management	2
	Risk Management	1
	Change management	1
	Debtors Management	1
	Quality management	1
	Business development	1
	Business Development	1
	Strategic planning	1
	Organisation & Planning	1

Cluster	Competency	No.
Specific technical skills	Marketing & Branding	2
	Export Rules And Regulation	1
	Plastic "uPVC,cPVC,oPVC,LDPE, HDPE, PP and PPR" extrusion/injection	1
	Cryogenics	1
	BIM Manager	1
	Agricultural engineering	1
	Project Engineer	1
	Fiber glass works	1
Research/Analytical Skills/Critical thinking	Critical thinking	2
	Business Intelligence	1
	Analytical Skills	1
	Big data	1
	Information Processing	1
	Product Development	1
	Research and Development	1
Sales	Sales	5
Communication/Teamwork skills	Communication skills	2
	Emotional Intelligence	1
	Customer Relationship	1
Core business function training	Administrative skills	3
	Accounting	1
Storage & Stock Management	Stock Management	2
	Storage	1
Other soft skills	Proactivity	1
	Adaptability	1
	Innovativeness	1
Environmental management/Sustainability	Environmental management/Sustainability	2
HACCP Protocol Training	HACCP Protocol Training	1

Q20. Are there any competencies that you believe will be required by your company in the near future (3-5 years)? n=55

TRANSFORMATION SOLUTION



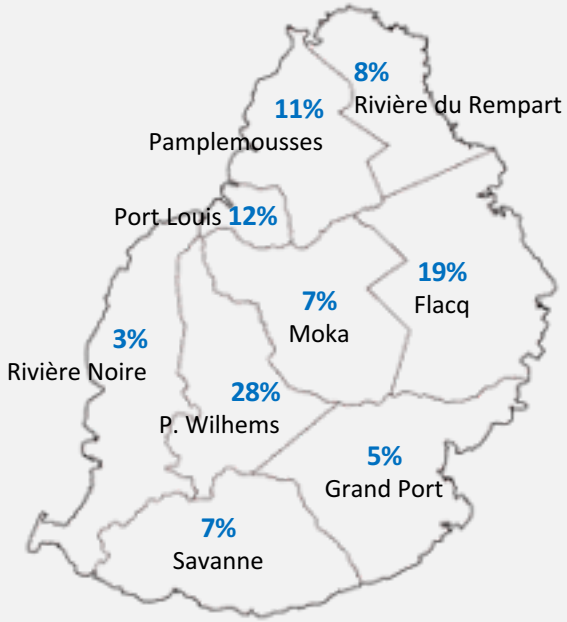
- The top three solutions to transforming their industry according to respondents are “Lean Manufacturing” (64%), “Operational performance and excellence tools” (56%) and “New technologies implementation” (53%)

Q21. What do you consider to be solutions to transform your industry? n=55

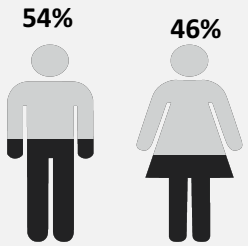
SURVEY ON YOUNGSTERS

DEMOGRAPHIC PROFILE

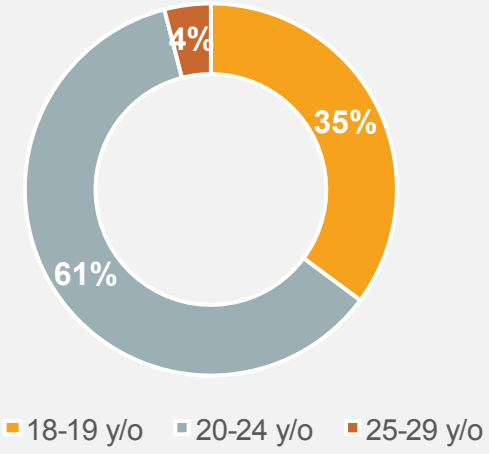
District



Gender



Age



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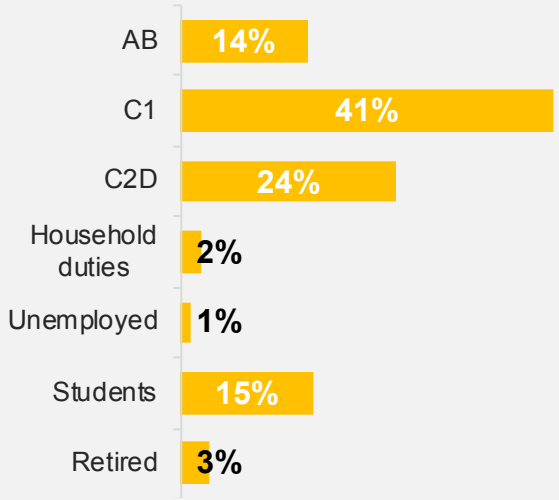
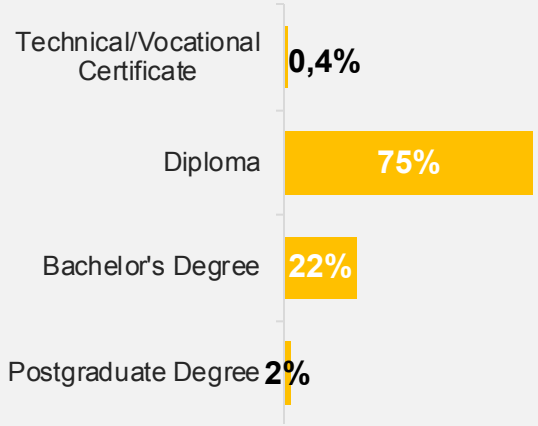
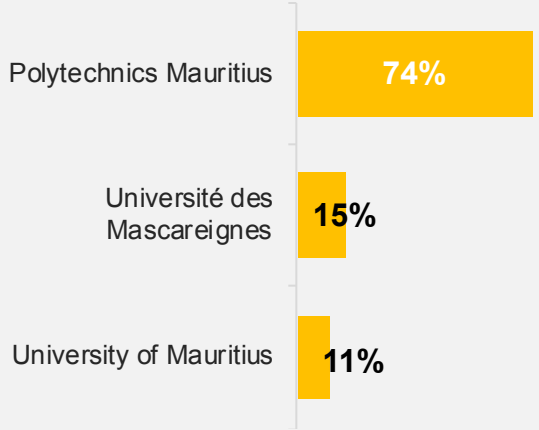


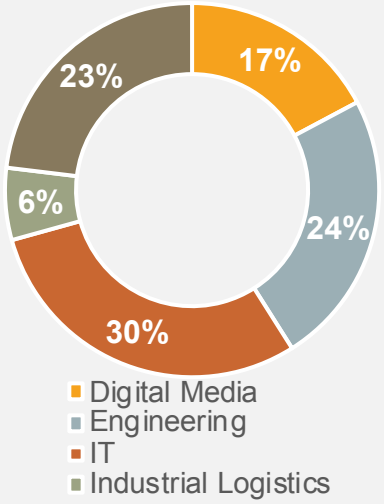
Level of study



Institution



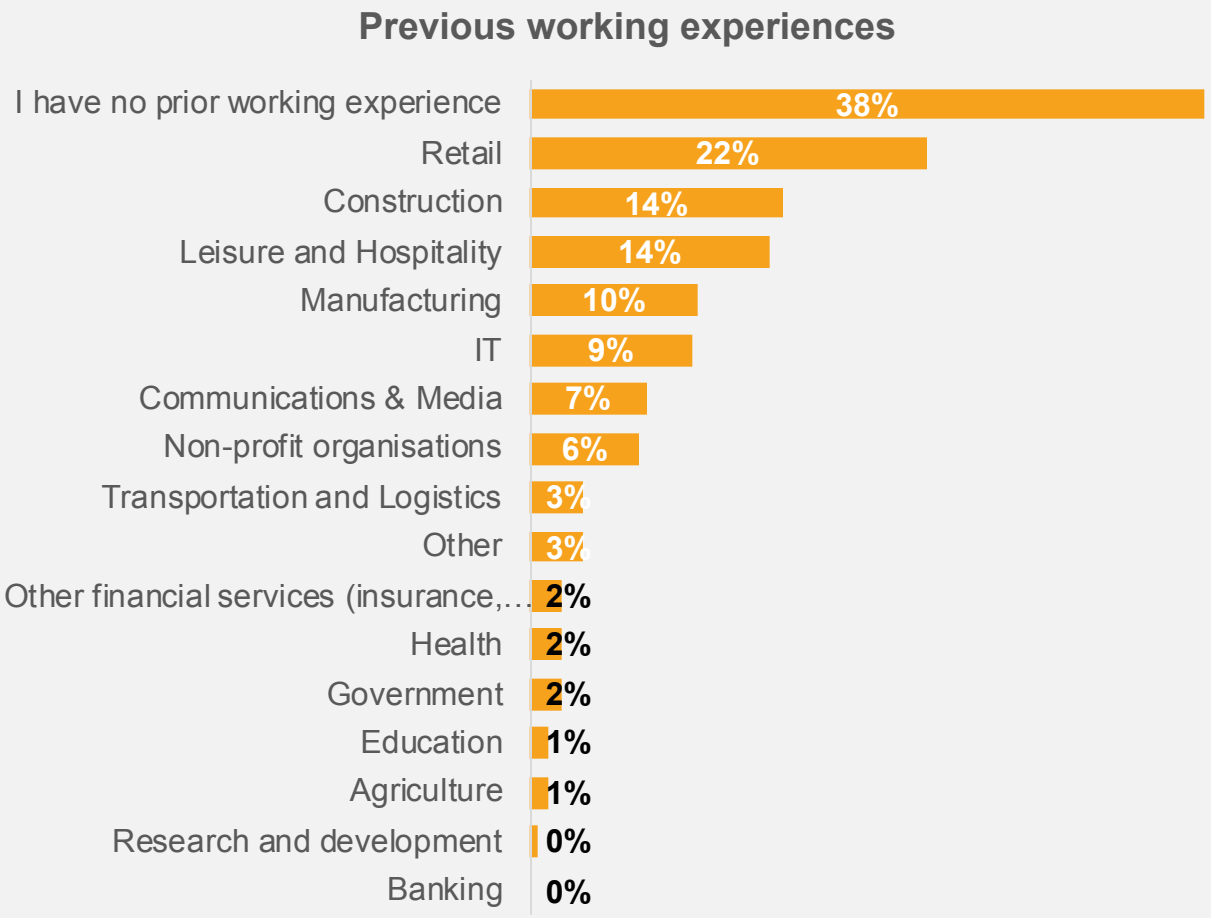
Field of study



n=273

MAIN REPORT

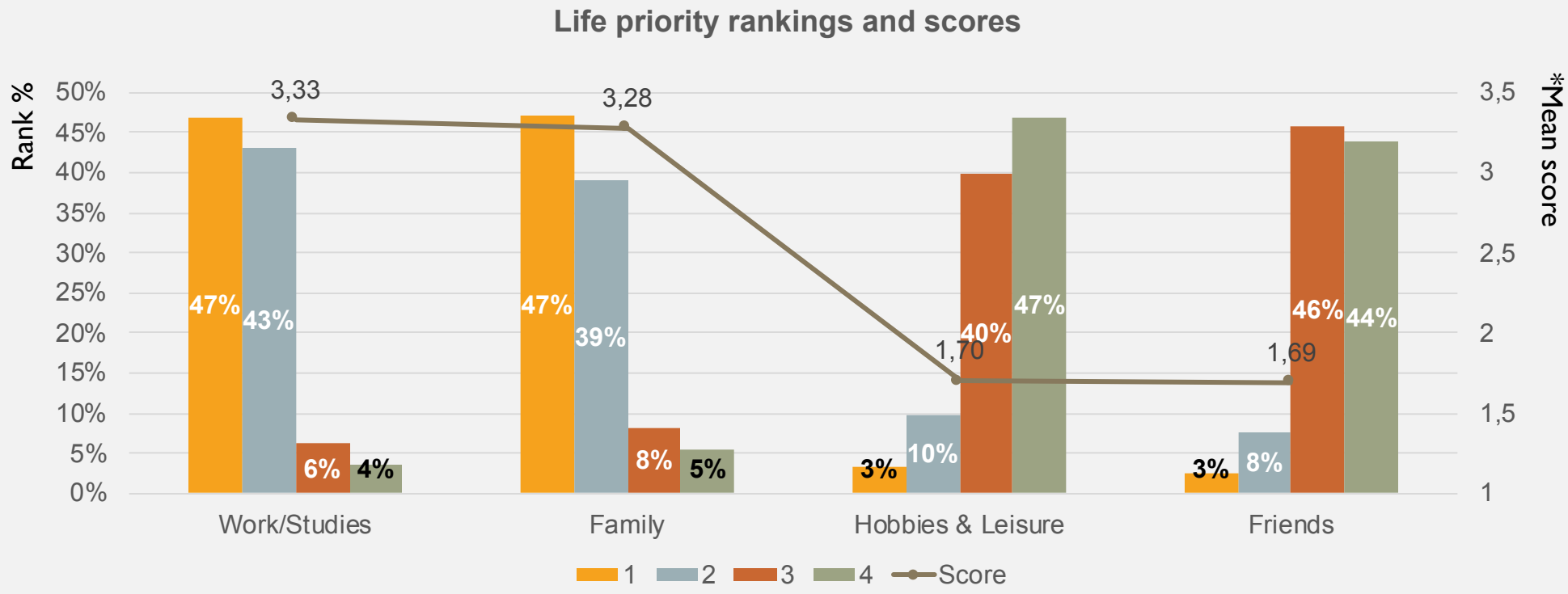
PRIOR EXPERIENCES LIKELY TO HAVE BEEN PART TIME JOBS



- 38% of students report having no prior work experience
- Overall, students have had an experience in sectors where part-timing may have been easier with:
  - Retail (22%)
  - Construction (14%)
  - Leisure and Hospitality (14%)
- Also, manufacturing is in the top 5 10% of students claiming to have had an experience working in this sector

Q8. In which sectors have you already had a working experience even if it was an internship or temporary? n=273

WORK/STUDIES AND FAMILY AS PRIORITIES

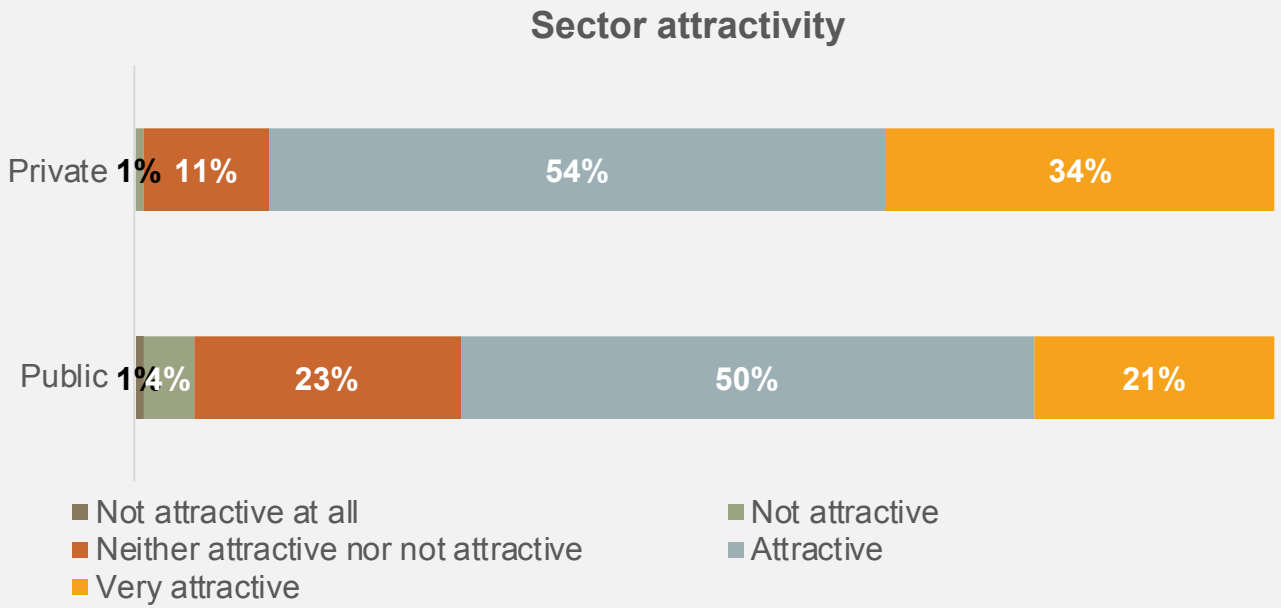


- In line with the qualitative phase, work/studies and family seem to be the main priorities whereas friends and hobbies & leisure seem to be more secondary in nature

Q12. Please rank the following items in order of priority in your life: n=273

*For the means, the closest the score is to 4, the higher the priority, and the closer to 1, the lower the priority

A MARKED PREFERENCE TOWARDS THE PRIVATE SECTOR

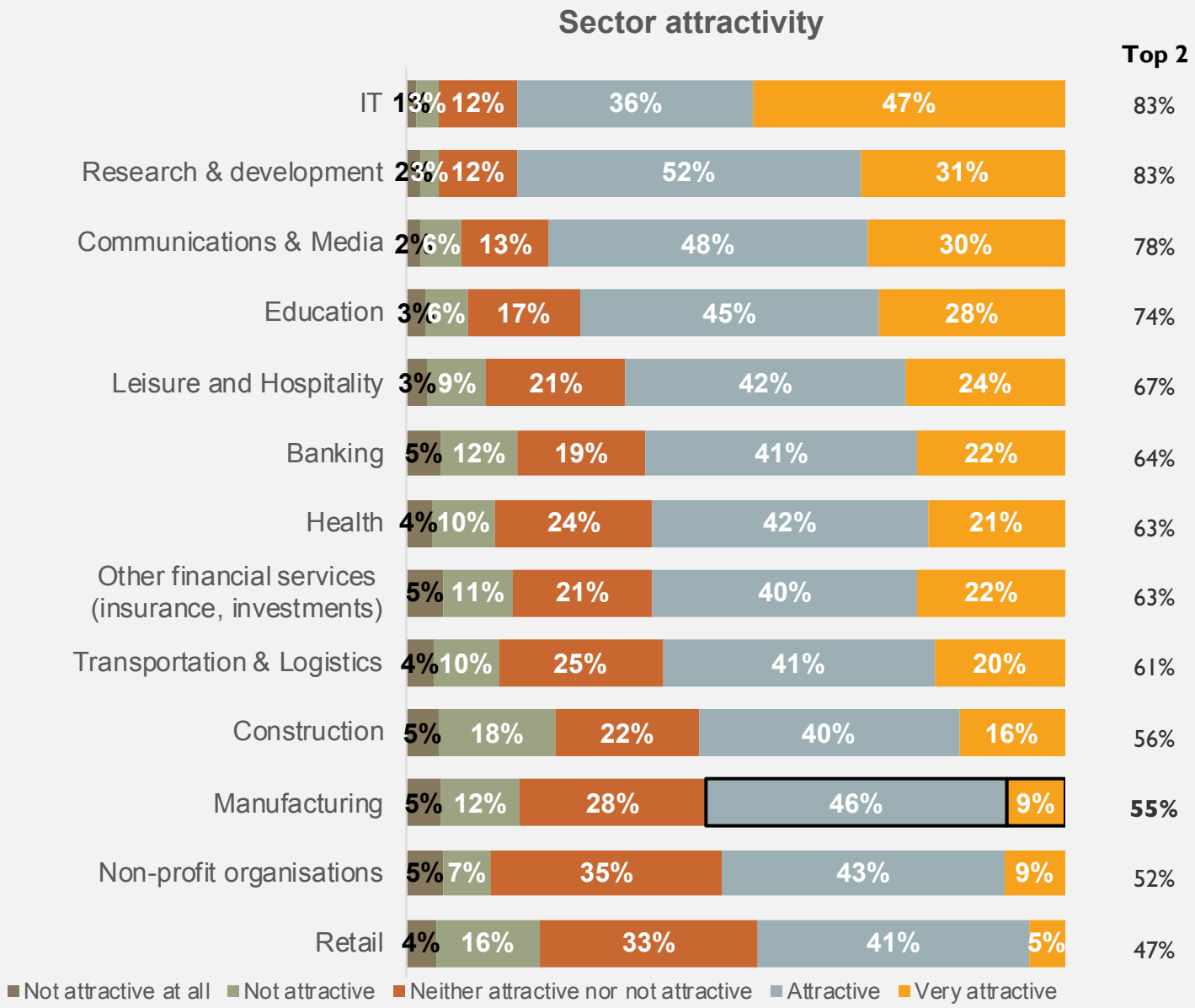


	Overall	Top 2 by field of study: Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Private	88%	80%	94%	87%	90%	92%
Public	71%	65%	64%	72%	73%	76%

- In line with the results of the qualitative phase, there is a marked preference towards the private sector (88%) vs the public sector (71%) among the respondents
- Moreover, engineering and industrial logistics students tend to find the public sector less attractive than their peers (65% and 64% respectively)

Q9. What is your opinion about a career in the: n=273

MANUFACTURING IN THE BOTTOM 3



Q10. What is your opinion about a career in the following sectors: n=273

- Overall, 'IT' and 'Research and development' seems to be the most attractive sectors (83% each) and followed by 'Communication & Media' (78%)
- 'Retail' seems to be the least performing with less than half of the students finding it to be at least attractive
- While the 'Manufacturing' sector has more than half of the students finding it at least attractive, it is still among the bottom 3 in terms of attractiveness
- Construction and Retail register the highest rate of unattractiveness with bottom 2 of 23% and 20% respectively

MANUFACTURING PERFORMING BETTER AMONG ENGINEERING AND INDUSTRIAL LOGISTICS STUDENTS

Attractiveness of sectors by field of study

(Top 2 – Attractive + Very attractive scores)

Sector	Overall	Engineering	Logistics	Digital Media	IT	Tourism & Hospitality
IT	83%	73%	76%	96%	99%	67%
Research and development	83%	88%	88%	75%	85%	81%
Communications & Media	78%	59%	76%	94%	77%	89%
Education	74%	68%	76%	71%	71%	84%
Leisure and Hospitality	67%	44%	71%	73%	57%	97%
Banking	64%	32%	59%	63%	78%	81%
Health	63%	48%	76%	67%	59%	75%
Other financial services (insurance, investments)	63%	32%	82%	60%	70%	83%
Transportation and Logistics	61%	50%	100%	63%	59%	63%
Construction	56%	74%	53%	58%	44%	49%
Manufacturing	**55%**	**64%**	**71%**	**54%**	**43%**	**56%**
Non-profit organisations	52%	47%	47%	54%	56%	52%
Retail	47%	35%	53%	44%	35%	73%

Q10. What is your opinion about a career in the following sectors: n=273

- While on overall, Manufacturing is slightly about the half-mark for attractivity, it performs better among Engineering (64%) and Industrial Logistics (71%) students
- IT students are the only ones where attractivity of the manufacturing sector drops under half at 43%

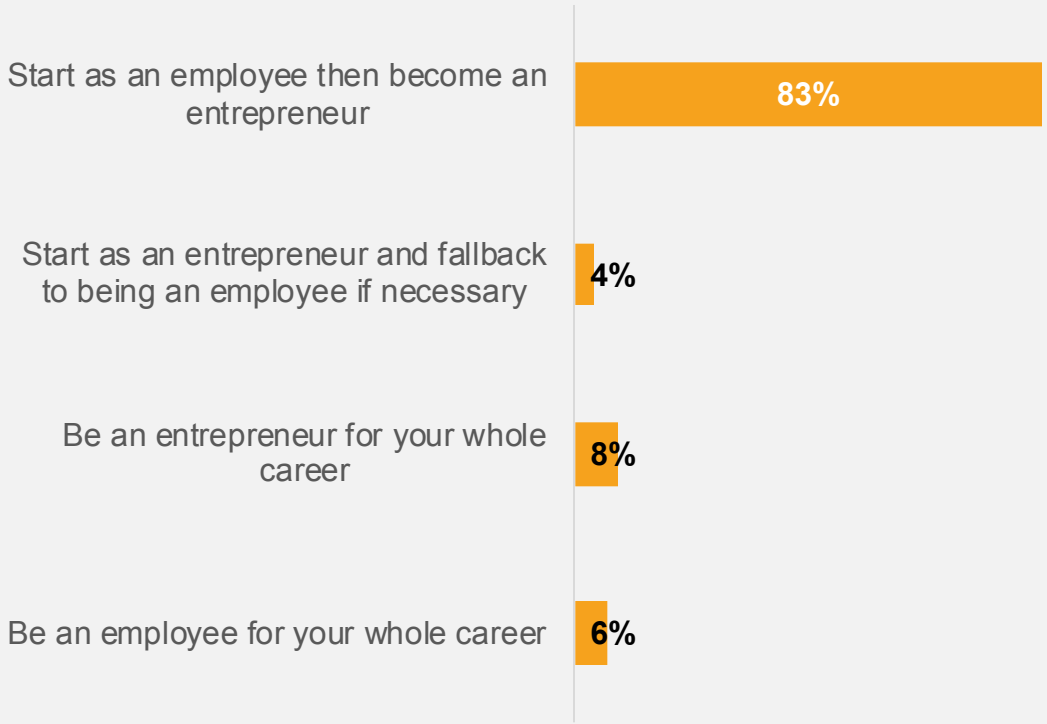
POSITIVE VIEW OF THE MANUFACTURING SECTOR BUT LESS SO FOR CAREERING

	Overall	Top 2 by field of study: Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Is a strong and solid sector	89%	82%	94%	85%	92%	95%
Has a lot of talents	90%	82%	94%	94%	90%	95%
Is crucial to the Mauritian economy	91%	97%	94%	92%	87%	87%
Provides interesting opportunities for youngsters	81%	79%	82%	79%	78%	87%
Provides attractive remuneration	73%	62%	82%	71%	73%	81%
Is an innovative sector	81%	73%	94%	75%	81%	90%
Is a sector where one can learn a lot	89%	83%	100%	90%	86%	94%
Is a sector where I could find myself careering	58%	64%	82%	38%	53%	68%
Is a monotous and boring sector	40%	38%	6%	44%	46%	41%

- For the most part, the manufacturing sector seems to be evaluated rather positively, with most questions showing 80% of participants at least agreeing with positive statements about the sector, and less than half agree that it is monotonous and boring sector
- However, when questioned about the possibility of careering in the sector, the percentages drop rather dramatically to 58%, with only Industrial logistics having an agreeing rate that is above 82%
- Surprisingly enough, students from the Tourism and hospitality sector seem to be more open to a career there (68%) than engineering students (64%), which is likely due to the effect of the Covid on the tourism sector

Q11. Please indicate how much you agree with the following statements. The manufacturing sector: n=273

A PREFERENCE TOWARDS ENTREPRENEURSHIP

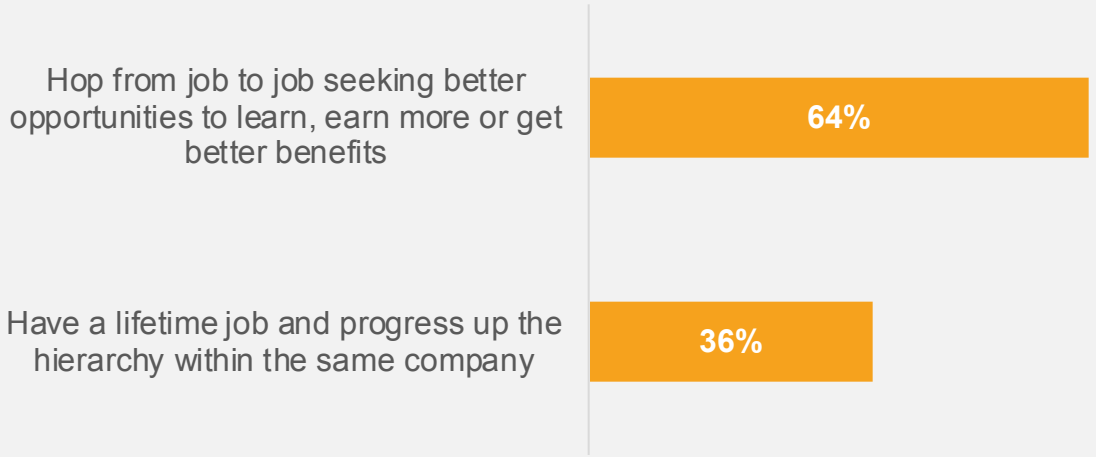


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Start as an employee then become an entrepreneur	94%	76%	73%	77%	87%
Start as an entrepreneur and fallback to being an employee if necessary	2%	6%	4%	6%	2%
Be an entrepreneur for your whole career	2%	6%	19%	8%	6%
Be an employee for your whole career	3%	12%	4%	9%	5%

- 94% of students would at least consider being an entrepreneur with a marked preference towards starting as an employee then become and entrepreneur across field of studies (83%), likely to gain experience first
- Engineering students show a greater desire to start as an employee then become and entrepreneur (94% vs 83%) while 12% Industrial logistics students of would rather be an employee all their careers compared to the 6% on overall
- Digital Media students show a greater propensity towards being an entrepreneur for their whole career (19%) compared to other students

Q13. You would rather: n=273

LEANING TOWARDS JOB HOPPING

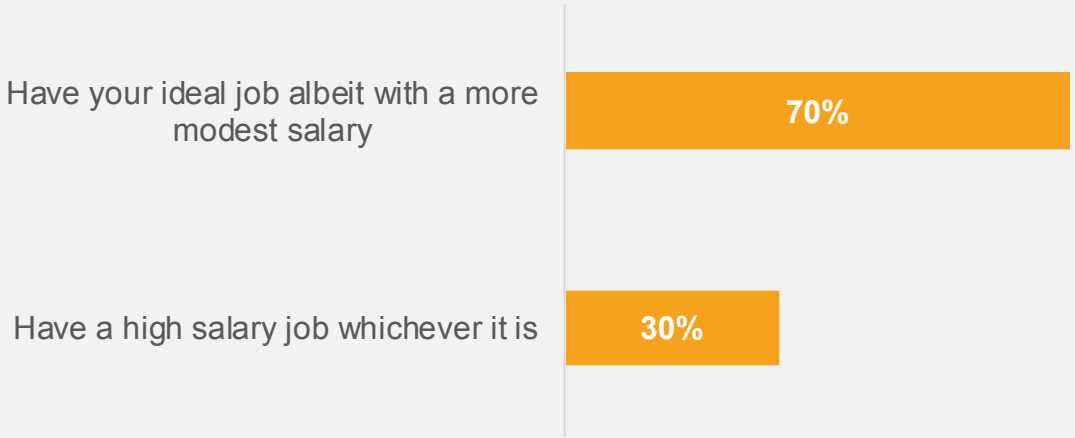


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Hop from job to job seeking better opportunities to learn, earn more or get better benefits	68%	59%	52%	67%	65%
Have a lifetime job and progress up the hierarchy within the same company	32%	41%	48%	33%	35%

- Overall, 64% of students are more inclined towards job hopping as opposed to a lifetime career
- Both Industrial Logistics (41%) and Digital Media (48%) seem to have a greater propensity towards a lifetime job within the same company

Q14. You would rather: n=273

GREATER PREFERENCE TOWARDS THE IDEAL JOB

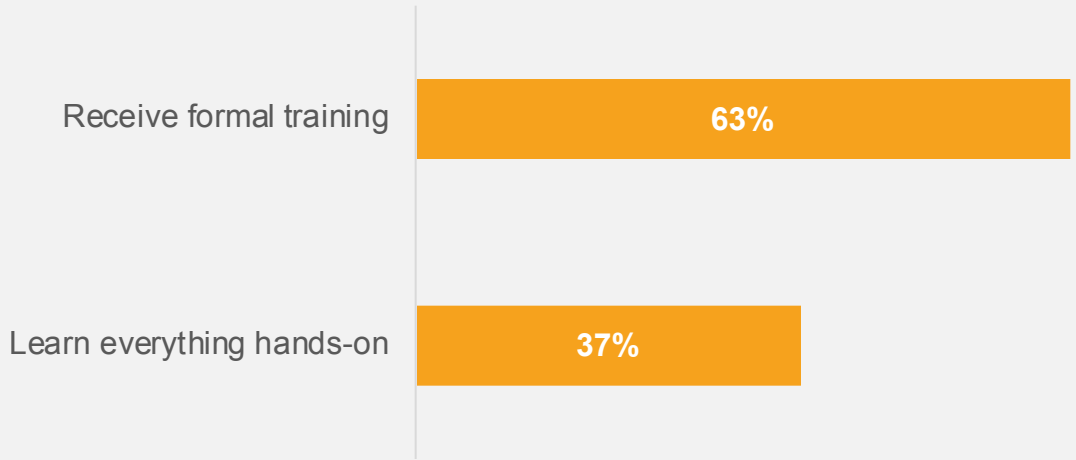


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Have your ideal job albeit with a more modest salary	73%	82%	56%	75%	70%
Have a high salary job whichever it is	27%	18%	44%	25%	30%

- The majority of students would prefer an ideal, more modest job (70%) as opposed to a high salary job whichever it is (30%)
- Industrial logistics students seem to be more highly geared (82%) toward with ideal job, while Digital Media students tend more towards a high salary (44%) than the overall

Q15. You would rather: n=273

A PREFERENCE FOR FORMAL JOB TRAINING

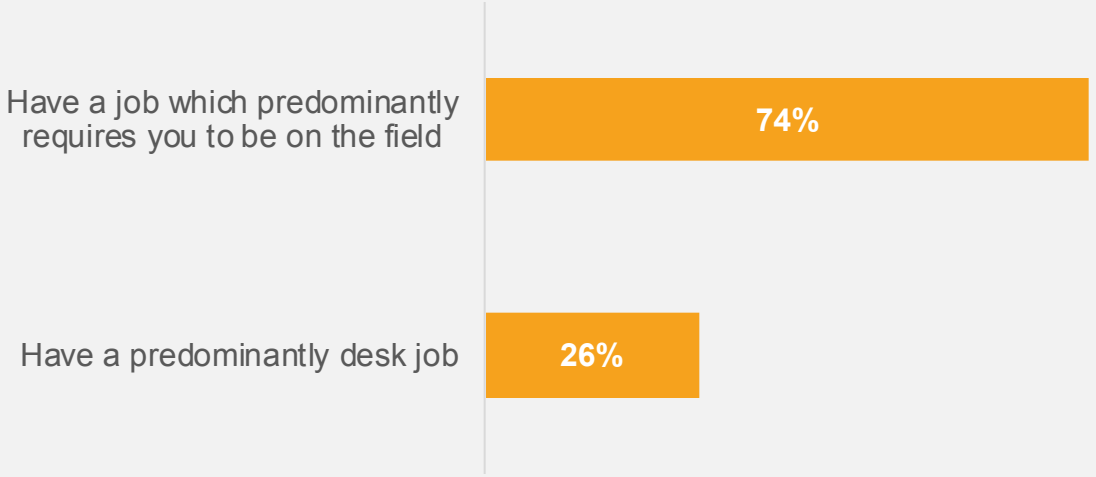


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Receive formal training	65%	65%	58%	59%	68%
Learn everything hands-on	35%	35%	42%	41%	32%

- Most students claim that they would prefer formal training (63%) over learning everything hands-on (37%)
- However, this preference is lesser for Digital Media (58%) and IT (59%) students

Q16. You would rather: n=273

PREFERENCE FOR A JOB THAT REQUIRES ONE TO BE ON THE FIELD

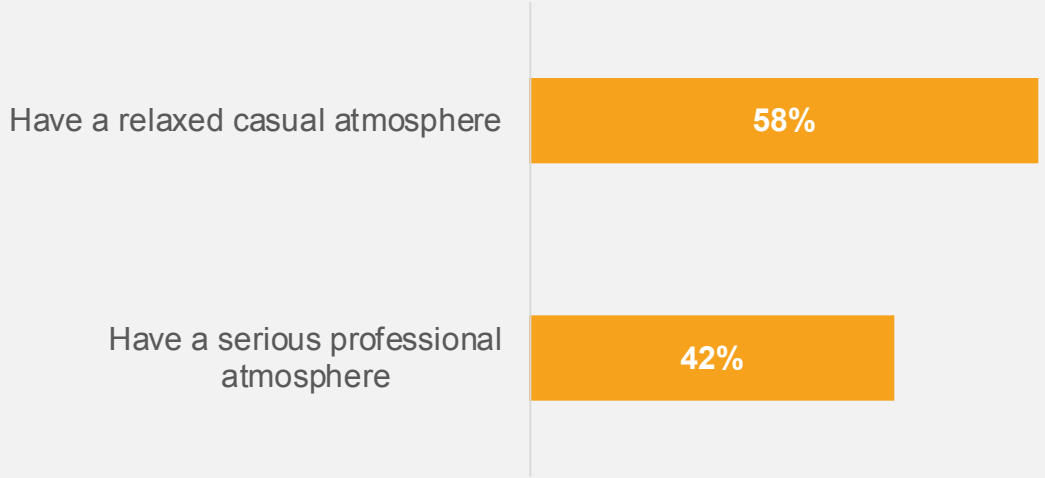


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Have a job which predominantly requires you to be on the field	80%	100%	71%	70%	68%
Have a predominantly desk job	20%	0%	29%	30%	32%

- The majority of students would prefer to have a job that would require them to be on the field (74%)
- The marked preference of Industrial Logistics students (100%) is likely to be due to their choice of field

Q17. You would rather n=273

DIVIDED BETWEEN CASUAL AND PROFESSIONAL ATMOSPHERES

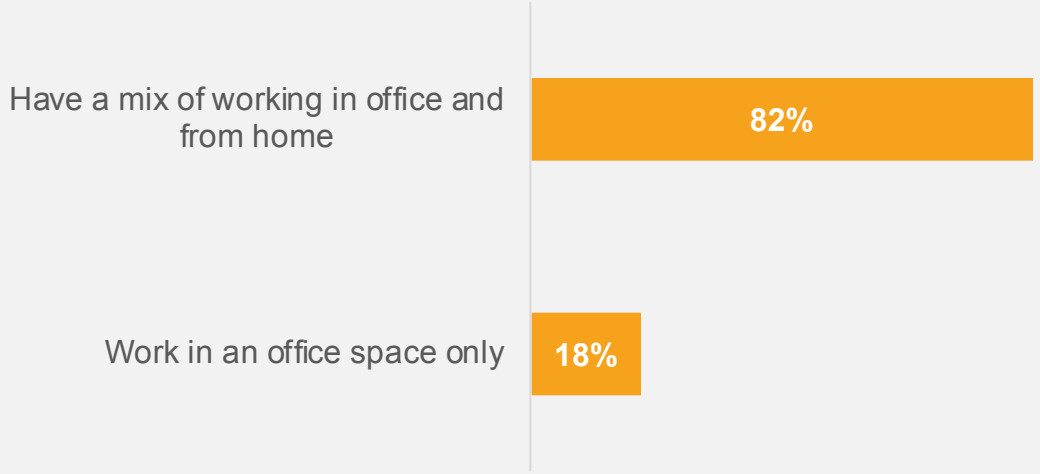


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Have a relaxed casual atmosphere	65%	24%	67%	53%	60%
Have a serious professional atmosphere	35%	76%	33%	47%	40%

- Engineering (65%), Digital Media (67%) and Tourism & Hospitality students (60%) tend towards having a more relaxed casual atmosphere than the overall
- On the other hand, more than three quarters of Industrial Logistics students would prefer a serious professional atmosphere, while IT students are more divided and have only a slight leaning (53%) towards a casual atmosphere

Q18. You would rather: n=273

MAJOR PREFERENCE FOR A MIX OF IN OFFICE AND FROM HOME

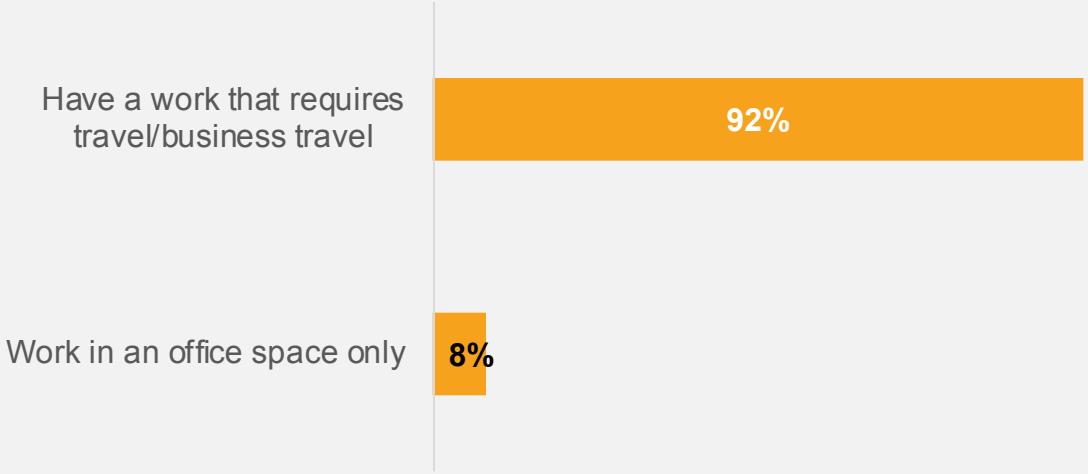


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Have a mix of working in office and from home	85%	82%	90%	84%	71%
Work in an office space only	15%	18%	10%	16%	29%

- The large majority of students prefer having a mix of working in office and from home (82%) as opposed to working in office space exclusively (18%)

Q19. You would rather: n=273

LARGE PREFERENCE FOR A JOB THAT REQUIRES TRAVEL

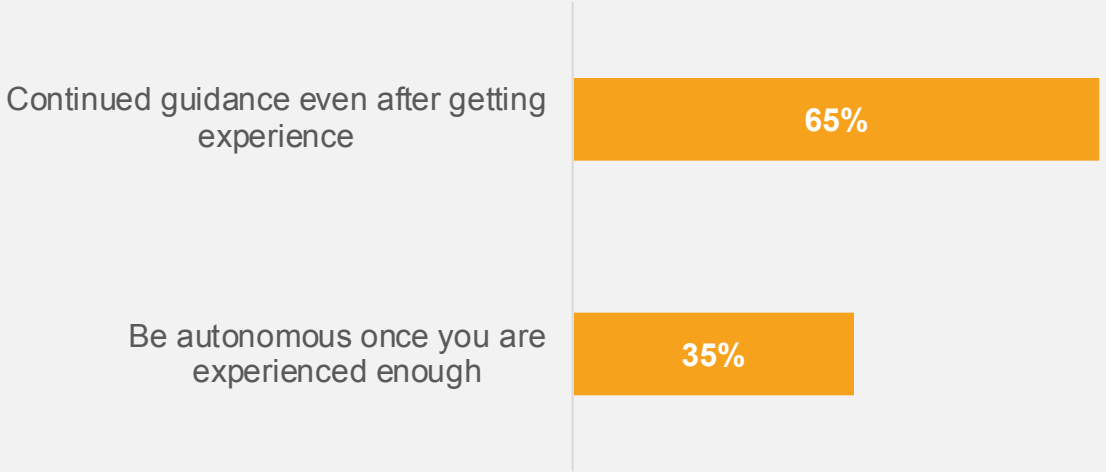


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Have a work that requires travel/business travel	95%	94%	92%	89%	94%
Work in an office space only	5%	6%	8%	11%	6%

- Nearly all of the students would prefer a work that requires travel/business travel (95%)

Q20. You would rather: n=273

MOST PREFER CONTINUED GUIDANCE AFTER GETTING EXPERIENCE

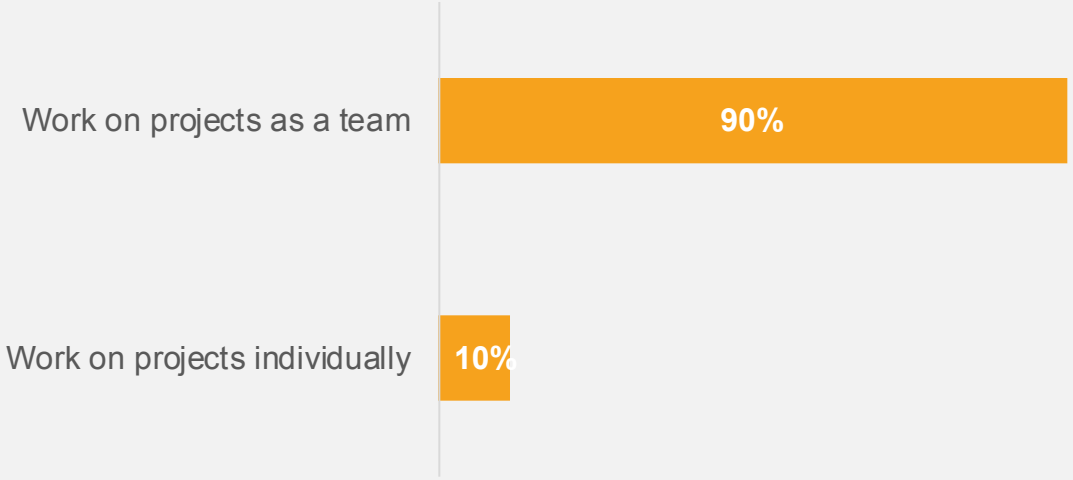


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Continued guidance even after getting experience	47%	82%	56%	71%	79%
Be autonomous once you are experienced enough	53%	18%	44%	29%	21%

- With the exception of Engineering students, students prefer to have continued guidance even after getting experience (65%)
- Engineering are more divided, and leaning slightly towards being autonomous once experienced enough (53%), while Industrial Logistics students show a preference for continued guidance (82%) that is higher than the overall

Q21. You would rather: n=273

TEAMWORK OVER INDIVIDUAL WORK

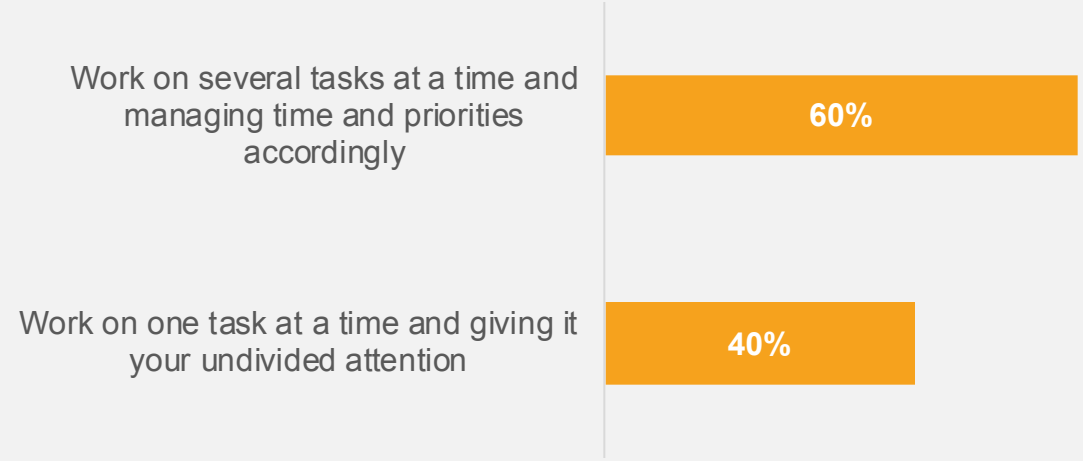


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Work on projects as a team	88%	94%	90%	89%	92%
Work on projects individually	12%	6%	10%	11%	8%

- The large majority students, and across field of study, would prefer teamwork (90%) as opposed to individual work

Q22. You would rather: n=273

PREFERENCE TOWARDS MULTI-TASKING

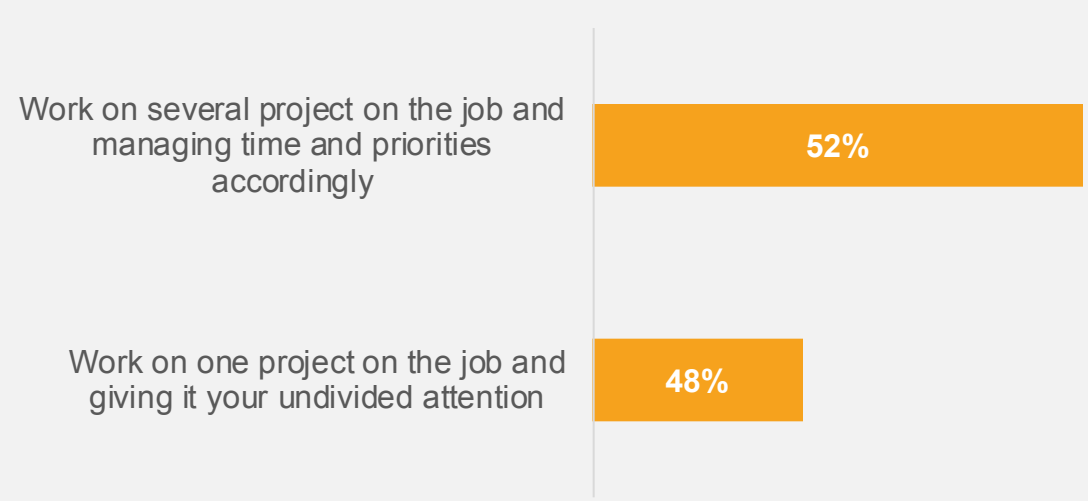


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Work on several tasks at a time and managing time and priorities accordingly	56%	47%	56%	66%	65%
Work on one task at a time and giving it your undivided attention	44%	53%	44%	34%	35%

- With the exception of Industrial logistics, most students (60%) tend towards working on several task at a time

Q23. You would rather: n=273

DIVIDED OPINION ABOUT PROJECTS

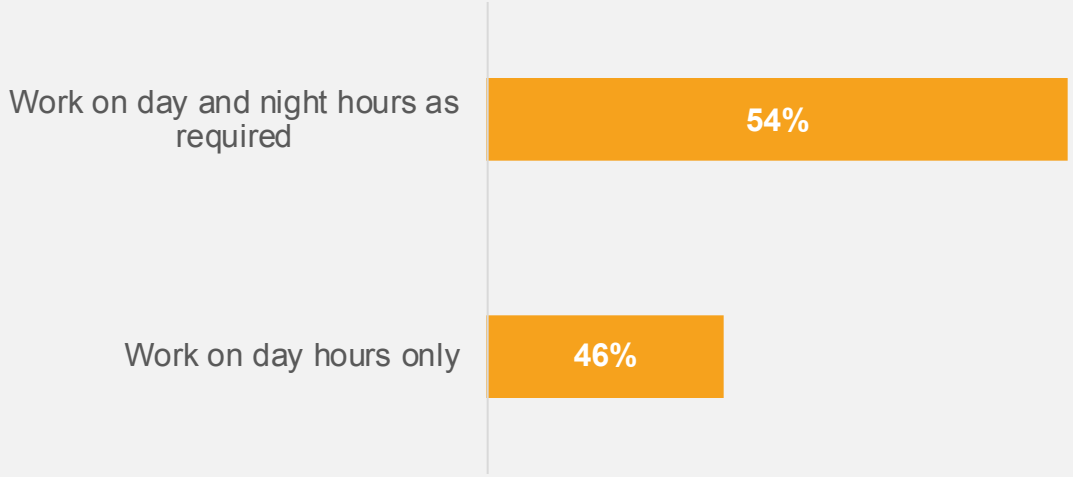


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Work on several project on the job and managing time and priorities accordingly	50%	47%	48%	52%	59%
Work on one project on the job and giving it your undivided attention	50%	53%	52%	48%	41%

- Opinions seem to be divided regarding working on one or several projects at a time with IT (52%) and Tourism & Hospitality (59%) students leaning towards working on several projects while Industrial Logistics (52%) and Digital Media (52%) would rather work on only one project at a time
- There does not seem to be any inclination among engineering students with views being split evenly among the two sides

Q24. You would rather: n=273

LEANING TOWARDS WORKING BOTH DAY AND NIGHT HOURS

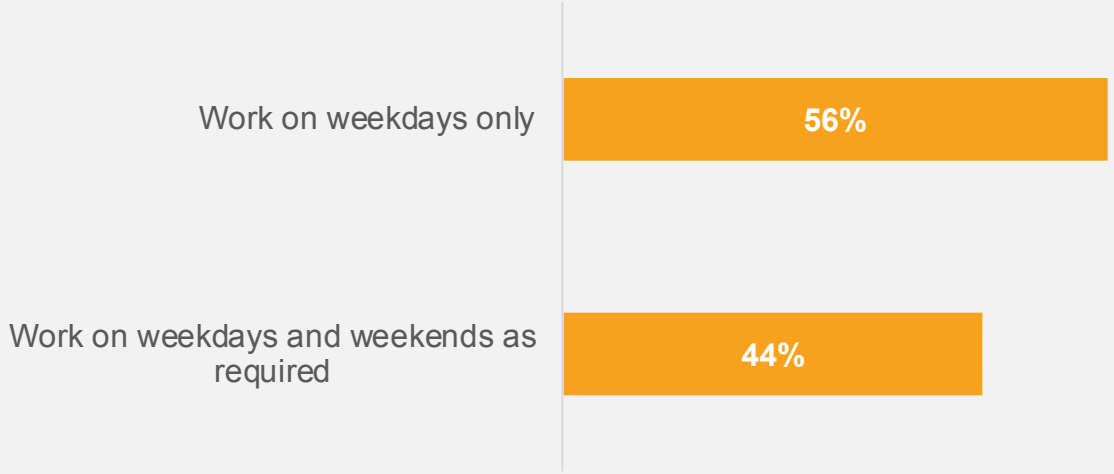


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Work on day and night hours as required	41%	71%	54%	57%	60%
Work on day hours only	59%	29%	46%	43%	40%

- Only engineering students lean towards working on day hours only (59%) while Industrial Logistics students seem to have the strongest acceptance of working on day and night hours as required (71%)

Q25. You would rather: n=273

DIVIDED OPINIONS ON WORK DAYS

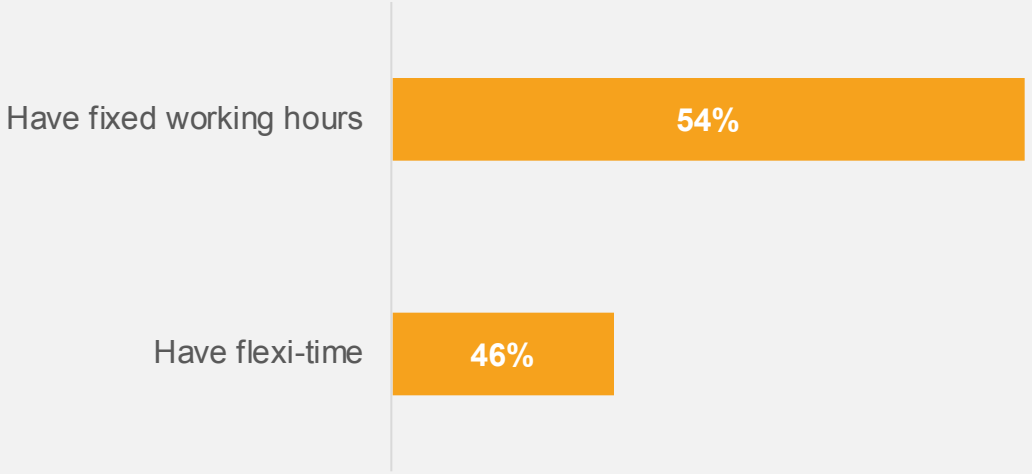


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Work on weekdays only	61%	29%	67%	61%	46%
Work on weekdays and weekends as required	39%	71%	33%	39%	54%

- Engineering (61%), Digital Media (67%) and IT (61%) students lean more towards working on weekdays only
- Whereas Industrial Logistics (71%) and Tourism & Hospitality (54%) are more inclined towards working both week days and weekends as required

Q26. You would rather: n=273

SLIGHT PREFERENCE FOR FIXED WORKING HOURS

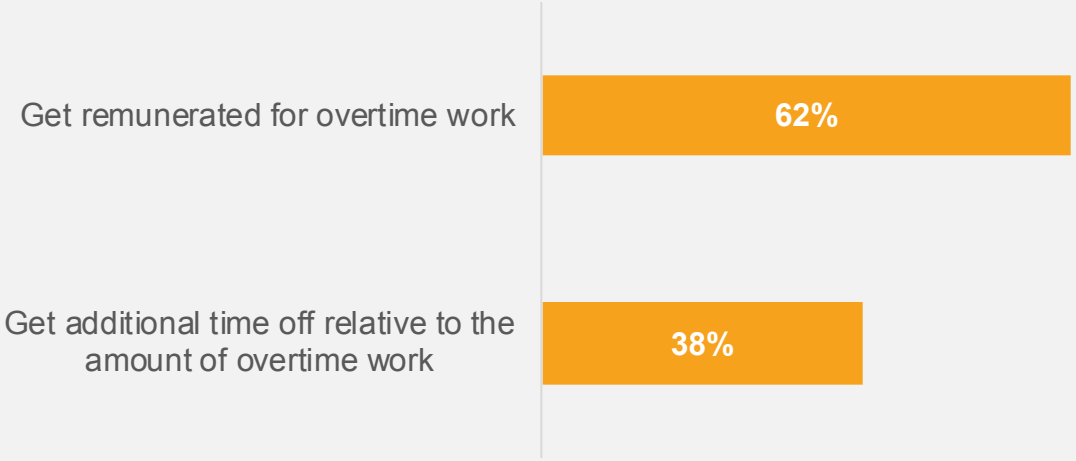


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Have fixed working hours	41%	53%	48%	63%	60%
Have flexi-time	59%	47%	52%	37%	40%

- Industrial Logistics (53%), IT (63%) and Tourism & Hospitality (60%) students seem to prefer fixed working hour, while Engineering (59%) and Digital Media (52%) seem to favour flexi-time

Q27. You would rather: n=273

PREFERENCE FOR REMUNERATED OVERTIME

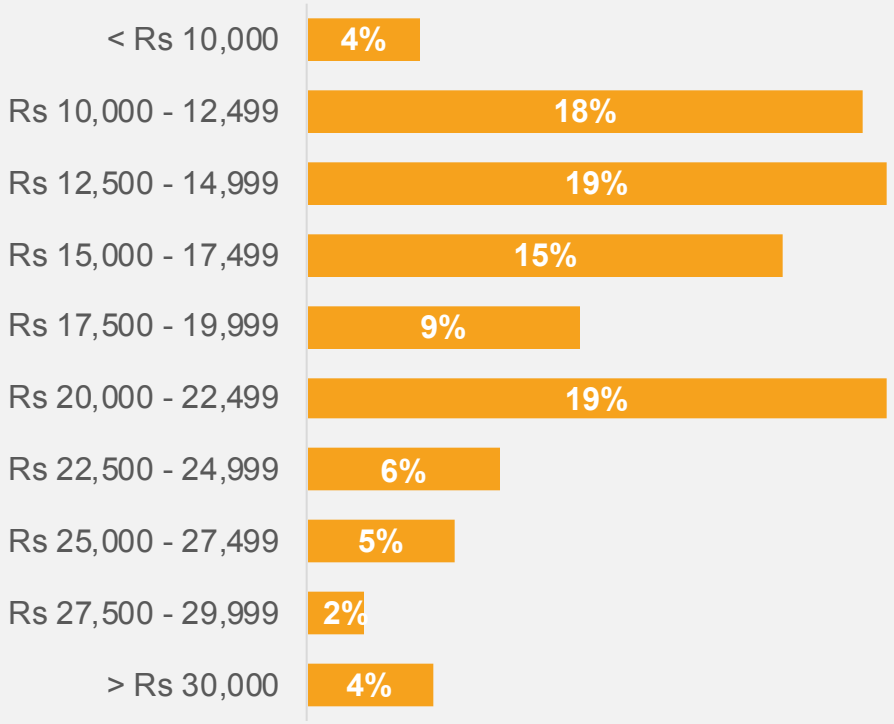


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
Get remunerated for overtime work	73%	47%	67%	58%	57%
Get additional time off relative to the amount of overtime work	27%	53%	33%	42%	43%

- Industrial Logistics (53%), IT (63%) and Tourism & Hospitality (60%) students seem to prefer fixed working hour, while Engineering (59%) and Digital Media (52%) seem to favour flexi-time

Q28. You would rather: n=273

FAIR SALARY FOR FIRST EMPLOYMENT

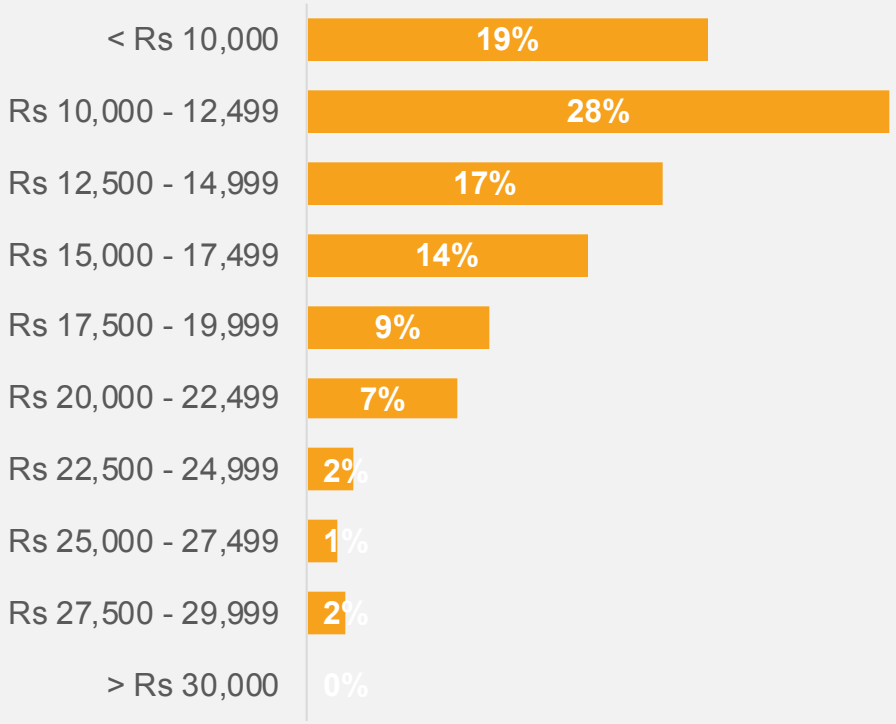


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
< Rs 10,000	2%	0%	2%	5%	6%
Rs 10,000 - 12,499	3%	**18%**	15%	**24%**	**29%**
Rs 12,500 - 14,999	6%	**18%**	**23%**	**16%**	**32%**
Rs 15,000 - 17,499	**11%**	**12%**	**21%**	**16%**	**16%**
Rs 17,500 - 19,999	**20%**	**6%**	**2%**	**9%**	3%
Rs 20,000 - 22,499	**24%**	**24%**	**23%**	**19%**	8%
Rs 22,500 - 24,999	**14%**	6%	6%	3%	3%
Rs 25,000 - 27,499	9%	12%	6%	3%	0%
Rs 27,500 - 29,999	5%	6%	2%	0%	0%
> Rs 30,000	8%	0%	0%	5%	3%

- What is considered to be a fair salary for a first employment differs among students, with:
  - Engineering: 69% picking categories between Rs 15,000 – Rs 24,999
  - Industrial Logistics: 72% picking categories between Rs 10,000 – 22,499
  - Digital Media: 69% picking categories between Rs 12,500 – Rs 22,499
  - IT: 84% picking categories between Rs 10,000 – Rs 22,499
  - Tourism & Hospitality: 77% picking categories between Rs 10,000 – Rs 17,499

Q29. What would you consider to be a fair salary range for your first employment after you complete your studies? n=273

LOWEST ACCEPTABLE SALARY FOR FIRST EMPLOYMENT

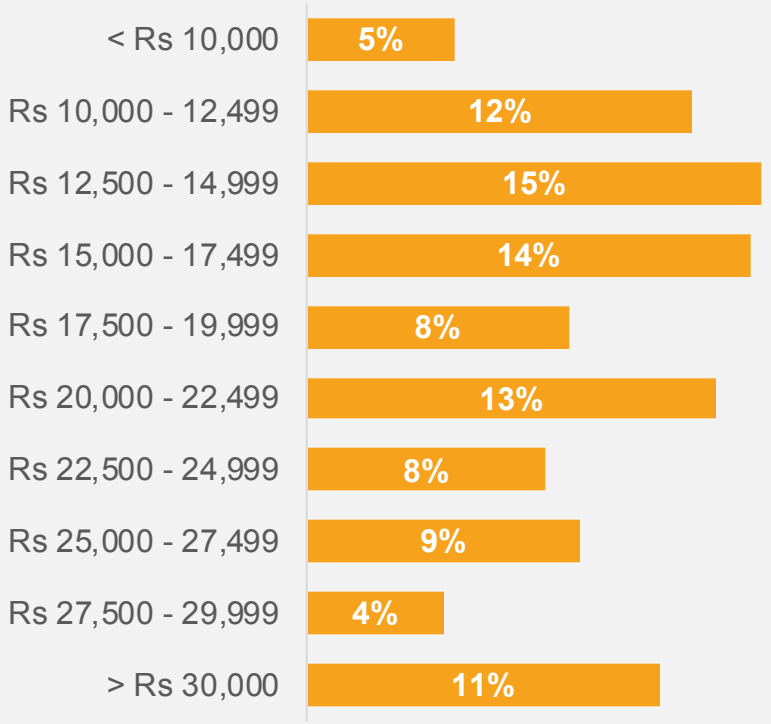


	Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
< Rs 10,000	3%	**18%**	**23%**	**20%**	**33%**
Rs 10,000 - 12,499	**20%**	**35%**	**25%**	**24%**	**43%**
Rs 12,500 - 14,999	**18%**	**18%**	**17%**	**23%**	**10%**
Rs 15,000 - 17,499	**14%**	**18%**	10%	**19%**	8%
Rs 17,500 - 19,999	**20%**	12%	10%	3%	3%
Rs 20,000 - 22,499	14%	0%	10%	8%	0%
Rs 22,500 - 24,999	5%	0%	2%	1%	2%
Rs 25,000 - 27,499	5%	0%	2%	0%	0%
Rs 27,500 - 29,999	3%	0%	0%	3%	2%
> Rs 30,000	0%	0%	0%	0%	0%

- What is considered to be the lowest acceptable salary for a first employment differs among students, with:
  - Engineering: 72% picking categories between Rs 10,000 – Rs 19,999
  - Industrial Logistics: 89% picking categories between < Rs 10,000 – 17,499
  - Digital Media: 65% picking categories between < Rs 10,000 – Rs 14,999
  - IT: 86% picking categories between < Rs 10,000 – Rs 17,499
  - Tourism & Hospitality: Rs 10,000 picking categories between Rs 10,000 – Rs 17,499

Q30. What would you consider to be the lowest salary range that would be acceptable to you for your first employment after completing your studies? n=273

MINIMUM SALARY TO EXCEED EXPECTATIONS FOR FIRST EMPLOYMENT



Engineering	Industrial Logistics	Digital Media	IT	Tourism & Hospitality
0%	0%	4%	8%	8%
3%	12%	6%	**16%**	**22%**
8%	6%	**19%**	**15%**	**21%**
11%	**12%**	**17%**	**14%**	**17%**
8%	**18%**	**13%**	**6%**	6%
14%	**12%**	**10%**	**18%**	10%
8%	**12%**	8%	6%	8%
17%	**12%**	10%	5%	3%
11%	0%	4%	3%	2%
23%	18%	8%	9%	3%

- What is considered to be minimum salary to exceed expectations for a first employment differs among students, with:
  - Engineering: 51% picking categories between Rs 25,000 – > Rs 30,000
  - Industrial Logistics: 89% picking categories between < Rs 10,000 – 17,499
  - Digital Media: 65% picking categories between < Rs 10,000 – Rs 14,999
  - IT: 86% picking categories between < Rs 10,000 – Rs 17,499
  - Tourism & Hospitality: Rs 10,000 picking categories between Rs 10,000 – Rs 17,499

Q31. What would be the minimum salary range that you would consider to be exceeding your expectations for your first employment after completing your studies? n=273

ENGINEERING AND INDUSTRIAL LOGISTICS WITH HIGHER SALARY EXPECTATIONS THAN THE OVERALL

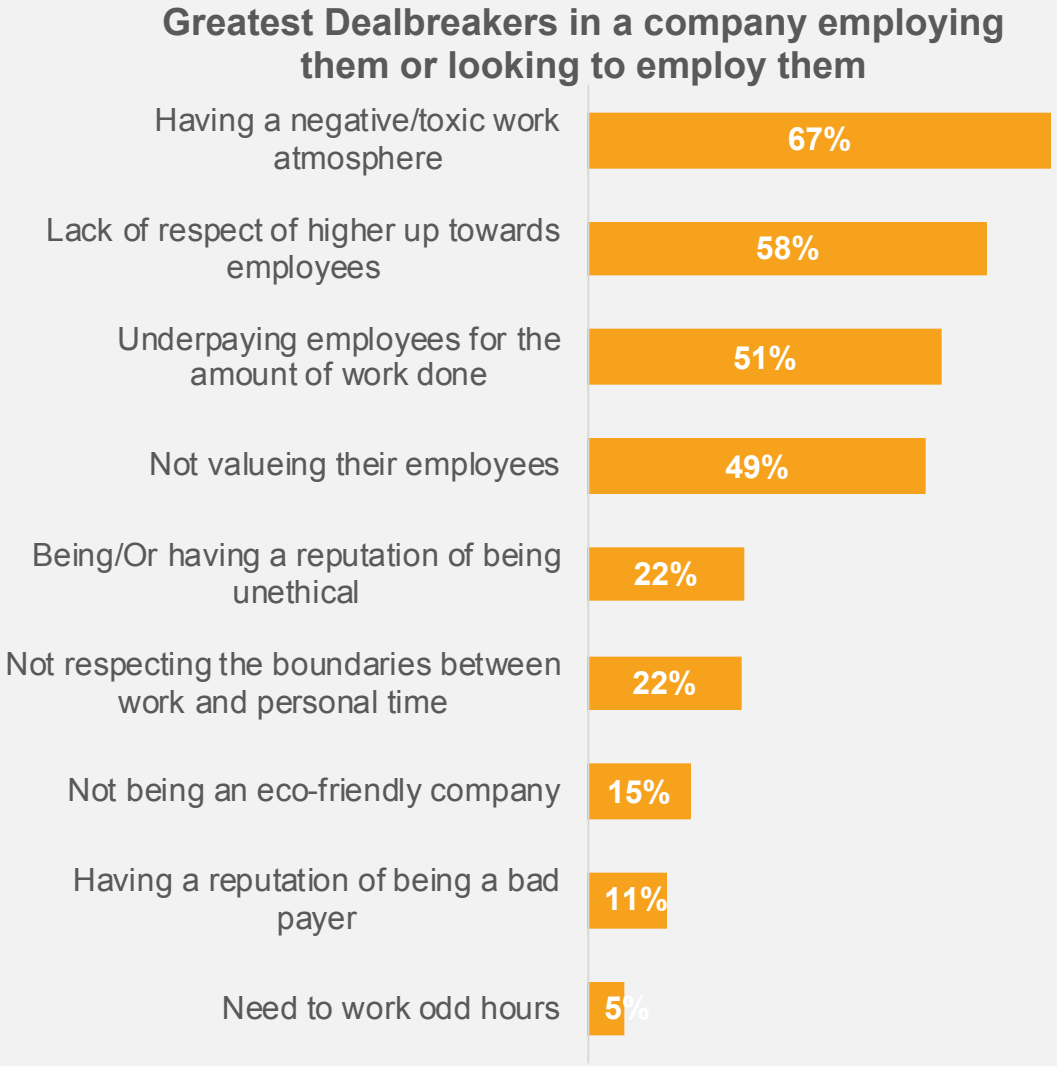
First job salary Means & Standard Deviations

Field of study	Lowest acceptable		Fair		Exceed Expectations	
	Mean	*Standard Deviation*	Mean	*Standard Deviation*	Mean	*Standard Deviation*
Engineering	Rs 16,969	*Rs 4,854*	Rs 21,098	*Rs 4,906*	Rs 23,466	*Rs 5,834*
Industrial Logistics	Rs 13,235	*Rs 2,999*	Rs 18,602	*Rs 5,692*	Rs 21,029	*Rs 6,207*
Digital Media	Rs 14,296	*Rs 4,398*	Rs 17,369	*Rs 4,901*	Rs 19,375	*Rs 6,009*
IT	Rs 14,066	*Rs 4,187*	Rs 16,629	*Rs 5,297*	Rs 18,132	*Rs 6,256*
Tourism & Hospitality	Rs 12,182	*Rs 3,397*	Rs 14,781	*Rs 4,442*	Rs 16,309	*Rs 5,414*
All	Rs 14,322	*Rs 4,474*	Rs 17,536	*Rs 5,432*	Rs 19,400	*Rs 6,434*

- Both Engineering and Industrial Logistics students have expectations that are above the overall average while 'IT' and 'Tourism & Hospitality' seem to be below this average

Q29. What would you consider to be a fair salary range for your first employment after you complete your studies?
Q30. What would you consider to be the lowest salary range that would be acceptable to you for your first employment after completing your studies?
Q31. What would be the minimum salary range that you would consider to be exceeding your expectations for your first employment after completing your studies? n=273

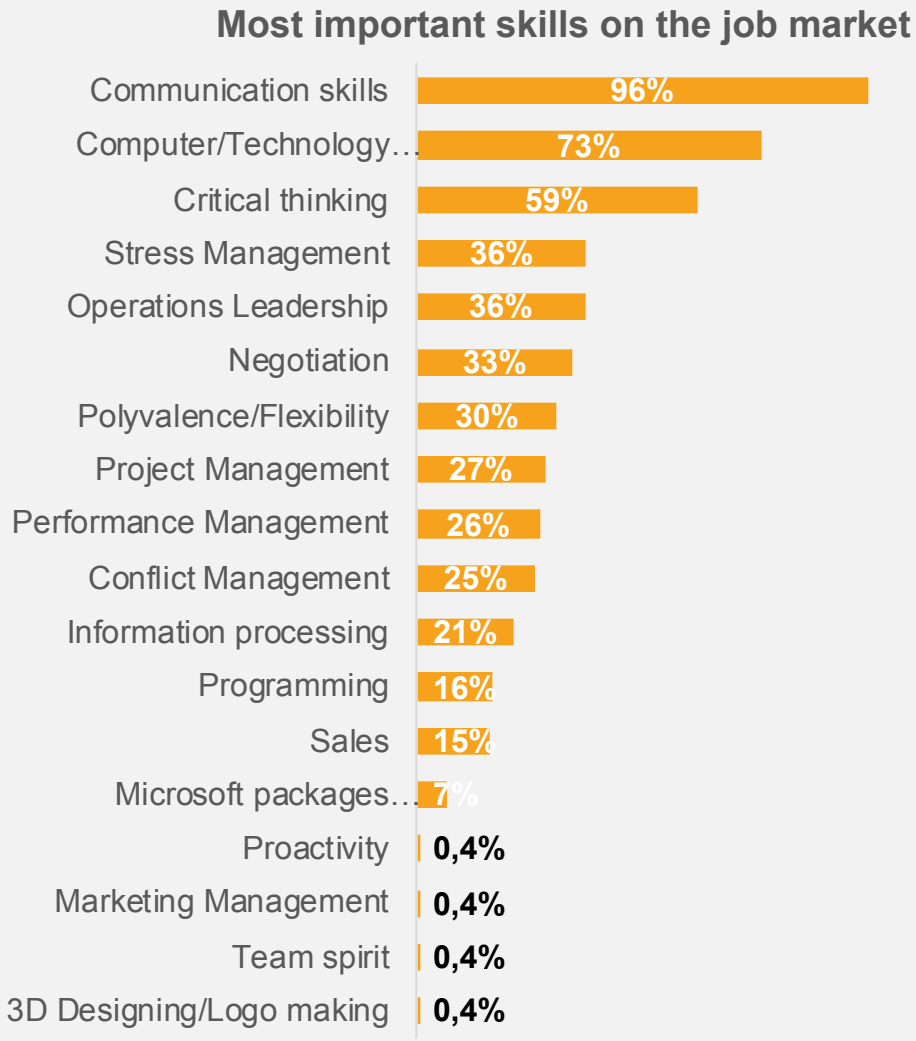
UNFAIR TREATMENT OF EMPLOYEES AS THE GREATEST DEALBREAKERS



- Having a negative/toxic work atmosphere is the most reported dealbreaker (67%)
- However, unfair treatment of employees is likely to be the greatest dealbreaker given that the next 3 top-most dealbreakers are:
  - Lack of respect of higher ups towards employees (58%)
  - Underpaying employees for the amount of work done (51%)
  - Not valuing employees (49%)

Q32. Which of the following would be the 3 topmost dealbreakers for you in a company that is employing you or looking to employ you? n=273

COMMUNICATION SKILLS AS THE MOST IMPORTANT ONE



- Overall, nearly all students (96%) believe that communication skills are crucial to have on the job market nowadays
- They also seem to consider computer/technology literacy as very important (73%) given its position as second in this list
- Critical thinking comes third at 59%

Q33. What according to you are the 5 most important skills that are required on the job market today? n=273

END OF REPORT