

In-Demand Career: **Production Supervisor / Lead Hand**

(NOC 72024)



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Role Overview

Production Supervisors and Lead Hands oversee daily operations on the manufacturing floor. They coordinate staff, manage production schedules, ensure safety compliance, and uphold quality standards. These roles bridge the gap between senior management and front-line production workers.

Why This Role Matters

Innisfil's small-to-mid-sized manufacturing companies rely on skilled supervisors to implement lean manufacturing practices, manage diverse teams, and adapt to increasingly automated environments. These frontline leaders have a direct impact on productivity, worker retention, and output quality.

SECTOR: Advanced Manufacturing

Supervisors play a crucial role in maintaining consistent production flows and addressing operational challenges. Their leadership ensures the efficient use of resources, maintains safe work environments, and implements continuous improvement processes.

Key Skills & Capabilities

- Team leadership and communication
- Production scheduling
- Workplace health & safety enforcement
- Quality assurance and reporting
- Conflict resolution and motivation
- Familiarity with ERP or MES systems

Wage Range

\$60,000 to \$85,000 annually depending on industry, experience, and certifications.

Education & Training Pathways

Many employers prefer candidates with a combination of trade experience and post-secondary education in manufacturing, operations, or business management. Leadership or supervisory certifications are increasingly valued.

Local Program Spotlight:

Georgian College – Leadership Development Series Modular training tailored for front-line supervisors to improve management skills, conflict resolution, and communication.

Georgian College – Manufacturing Management Certificate Focuses on lean principles, quality control, and supervisory best practices in manufacturing environments.

Lakehead University – Business and Organizational Studies

Developing the Talent Pipeline

- **Mentorship for high-performing production staff** to step into lead roles.
- **On-site leadership development** to address succession gaps.
- **Cross-functional training** to increase agility and leadership bench strength.

Career Progression Opportunities

- Plant or Operations Manager
- Production Planner
- Health & Safety Coordinator
- Technical Trainer
- Supply Chain Supervisor

Examples of Local Employers



Emerging Trends

Digital fluency: Supervisors must adapt to automation and data-driven systems.

Inclusive leadership: Soft skills and emotional intelligence are growing priorities.

Continuous improvement culture: Frontline leadership plays a key role in implementing lean manufacturing practices.

Demand for bilingual and multicultural leaders as workplaces diversify.



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