



WATERLOOEDC
inventing the future

Waterloo Manufacturing Talent Guide



Waterloo

Accelerating advanced manufacturing

Waterloo is home to one of the largest pools of manufacturing talent in Canada. We are powering advanced manufacturing with an exceptionally large and skilled workforce in manufacturing, robotics, automotive, aerospace and defense.

Our ecosystem of top talent has attracted major manufacturing leaders, including Toyota, Christie Digital and Rockwell Automation. Collaboration thrives here in Waterloo, with talent working across industries to deliver integrated solutions to some of the world's most pressing manufacturing problems.



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A Workforce Built for Advanced Manufacturing

Waterloo's existing manufacturing workforce supercharges our success in robotics, aerospace, automation, food & beverage production and more.

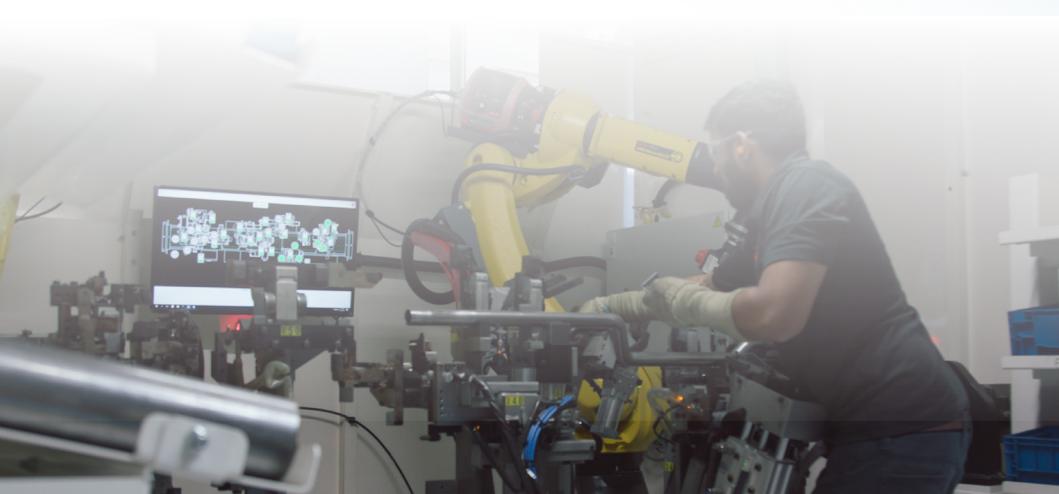
Here's what you need to know about Waterloo's existing workforce.

49,400+ manufacturing workers, accounting for 14% of total employment

Largest robotics and automation cluster in Canada

4th largest manufacturing workforce in Canada

150+ years of manufacturing experience



Strategic Location for Talent

Waterloo is conveniently located in two innovation corridors, the Toronto-Waterloo Corridor and the Automotive Corridor, providing access to more manufacturing talent, suppliers and customers.

The Toronto-Waterloo Corridor

105km/65mi

438,000+ manufacturing workers

16 post-secondary institutions with 662,000+ students



Automotive Corridor

415km/260mi

11 vehicle assembly lines

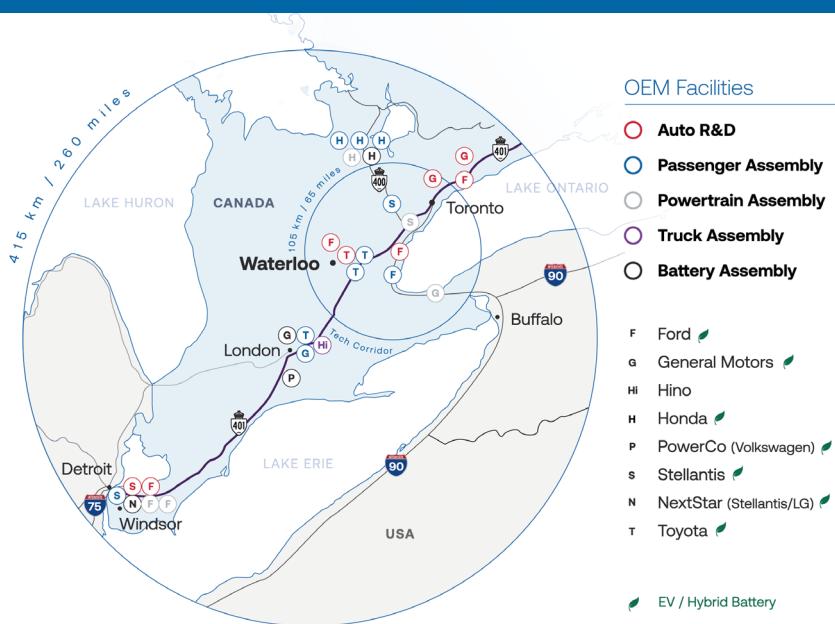
5 powertrain assembly lines

4 battery assembly lines

700+ suppliers

“For a manufacturer that’s looking to set up new automation, there’s no better area than here in Waterloo. It is built for advanced manufacturing.”

Simon Drexler, President,
Samuel Automation



Our Existing Manufacturing Workforce

Waterloo's talent pool

Waterloo is at the cutting-edge of advanced manufacturing, thanks to our exceptional existing workforce. Here, we provide a breakdown of key manufacturing positions and the number of people employed in those positions in Waterloo.

Occupation	Employed in Waterloo
Production/transportation logistics coordinators	530
Engineering managers	741
Engineers	2,701
Engineering technologists and technicians	2,083
Power engineers and power systems operators	399
Facility operation and maintenance managers	817
Machinists and machining and tooling inspectors	1,188
Industrial and power system electricians	1,085
Aircraft mechanics and aircraft inspectors	293
Electrical mechanics	72
Supervisors, manufacturing and assembly	1,515
Machine operators	5,340
Welders and related machine operators	2,407
Tool and die makers	398
Sheet metal workers	429
Ironworkers	249
Industrial painters, coaters and metal finishing process operators	596

Source: Lightcast, 2025

From automotive to robotics to food and beverage processing, these professionals work for a wide range of manufacturing companies in Waterloo. Each company relies on our assembly of skilled manufacturing talent to accelerate their success.

TOYOTA

 **Rockwell
Automation**


DESCH
SMART DRIVE SOLUTIONS

BECKHOFF

PWO


BWXT


Westinghouse


ECLIPSE
AUTOMATION


ATS™


CLEARPATH
ROBOTICS by ROCKWELL AUTOMATION

Post-Secondary Schools

Programs Powering Manufacturing Talent in Waterloo

Waterloo is home to top-rated post-secondary institutions that are essential to future-proofing our pipeline of manufacturing talent. The University of Waterloo and Conestoga College build a strong community of young professionals who contribute to the local workforce upon graduation.



41,000+ students

100+ programs

#2 engineering school in Canada

#15 in North America for Computer Science

#1 co-op program in Canada and largest co-op program in the world

Program offerings include:

- Mechatronics, Mechanical, Chemical and Electrical Engineering
- Mathematical Optimization
- Supply Chain and Operations Management



32,000+ students

What you need to know:

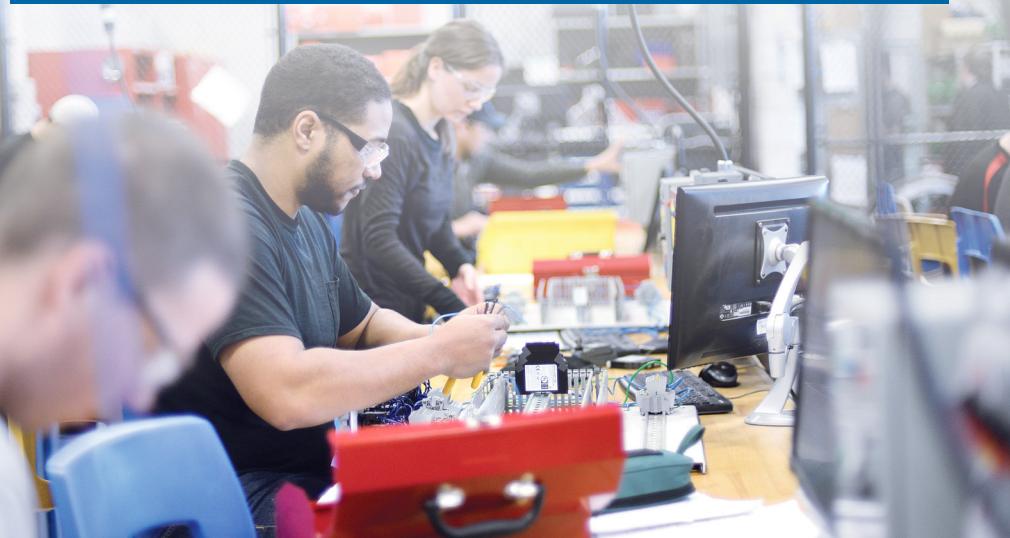
- One of the top polytechnic institutions in Ontario
- Home to the largest skilled trades campus in Canada, opening in 2026
- Offers fully accredited engineering degrees with a focus on advanced manufacturing, robotics and industrial automation
- Emphasis on experiential learning and hands-on training through co-op programs and apprenticeships

Program offerings include:

- Quality Assurance Manufacturing
- Process Quality Engineering
- Manufacturing Engineering Technology

“The high-quality education institutions in this area largely contributed to the location of this hub. Its proximity to the University of Waterloo, a premier engineering university, provides tremendous access to top talent in Canada.”

Nathan Lewcock,
Director, Global
Engineering Services,
Westinghouse



Save Money on Talent in Waterloo

In Waterloo, you can save big on talent without sacrificing quality. In comparison to other North American manufacturing hubs, salaries and hourly pay are more affordable for key manufacturing positions in Waterloo. These savings are due primarily to a favourable exchange rate, but the cost of living in Waterloo is also lower than many major American cities. You can pay your talent more-than livable wages and still save on cost.

COMPETITIVE SALARIES

	Hourly (USD)			Salary (USD)		
	Industrial Electrician	Machine Operator	Millwright	Logistics Manager	Manufacturing Engineer	Quality Control Engineer
Waterloo	\$27.52	\$20.53	\$25.36	\$67,783	\$71,049	\$84,981
Toronto	\$29.03	\$21.30	\$26.84	\$84,231	\$75,537	\$90,330
Pittsburgh	\$35.78	\$24.67	\$31.80	\$90,859	\$96,615	\$118,218
Detroit	\$37.62	\$27.88	\$33.55	\$95,864	\$102,650	\$125,114
Charleston	\$31.42	\$24.11	\$30.01	\$87,185	\$93,427	\$114,759
Charlotte	\$32.81	\$24.55	\$32.18	\$96,406	\$100,468	\$124,173
Cincinnati	\$34.71	\$30.26	\$31.97	\$90,796	\$97,448	\$119,293
St. Louis	\$37.91	\$25.43	\$32.60	\$89,759	\$97,925	\$119,355
Indiana-polis	\$34.65	\$24.28	\$31.58	\$87,916	\$95,083	\$116,906
Louisville	\$33.34	\$24.75	\$30.84	\$85,405	\$92,565	\$113,286
Nashville	\$33.44	\$25.68	\$31.82	\$90,193	\$97,166	\$119,072

Based on average annual salary with 5 years experience (USD).

Source: Economic Research Institute, Q4 2025.

How We Help

Waterloo EDC offers a wide range of complimentary services that help businesses locate, relocate or expand in Waterloo. From making connections to the local manufacturing community to supporting government program applications, we are here to help your business grow and succeed.

When it comes to talent, Waterloo EDC can help you:

- Connections to Waterloo's three post-secondary institutions, giving you access to co-operative education students and other recruitment opportunities.
- Connections to human resources professionals in Waterloo who can assist with recruiting experienced personnel across all functions and levels of experience for your company.

There is room here for your success.

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