



2023 Manufacturing Turnover Survey

Prepared for:



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Executive Summary

FIRST IMPRESSIONS OF MANUFACTURING INDUSTRY

- ✓ A majority of respondents, 68.4%, felt that manufacturing was the most important industry in terms of creating a strong economy and generating new jobs.
- ✓ Respondents were given a list of 14 statements and were asked to rate their level of agreement with each. The two statements with the highest level of agreement were *“future manufacturing jobs will require a higher level of technical expertise and skills”* (92.4%) and *“future manufacturing jobs will be more innovative and require more problem-solving efforts”* (91.1%)
- ✓ Respondents disagreeing with the statement *“I would encourage my children or other younger adults to pursue a manufacturing career”* were asked to indicate why they would not encourage children to pursue a manufacturing career. Of the 42.4% of respondents asked this question, a majority, 89.8%, indicated they are worried about job stability and security and that it doesn’t pay enough.

Summary Table: First Impressions of Manufacturing Industry			
		%	Valid Responses
Most Important Industry for Strong Economy/New Jobs (% most important, first choice)	Manufacturing	68.4%	225
	Health care	13.3%	
	Financial services	8.9%	
	Technology	4.9%	
	Retail	3.1%	
	Energy	0.9%	
	Communications	0.4%	
Agreement with Statements (% agree)	Future mfg. jobs will require a higher level of tech expertise	92.4%	225
	Future mfg. jobs will be more innovative	91.1%	225
	Future manufacturing jobs will require less manual labor	81.3%	225
	Developing a strong mfg. base should be a national priority	79.9%	224
	The US should further invest in the manufacturing industry	77.7%	224
	The industry provides careers that are interesting/rewarding	75.6%	225
	Jobs in the industry are clean and safe	73.7%	224
	There are a lot of job opportunities in the industry	70.7%	225
	Jobs in the industry are increasingly available and accessible	68.0%	225
	Manufacturing jobs are stable and provide job security	65.8%	225
	Manufacturing jobs pay more than jobs in other industries	65.6%	224
	My school system provides exposure to skills required for mfg.	64.0%	225
	Would encourage my children/others to pursue a mfg. career	57.6%	224
	My school system encourages pursue careers in mfg.	57.4%	223
Reason for Not Encouraging Children	Worried about job stability and security	89.8%	49
	Doesn’t pay enough	89.8%	
	Not a strong career path	51.0%	
	Perception of the industry	24.5%	
	Other	0.0%	



WORKPLACE CULTURE

- ✓ Most respondents, 83.6%, felt that a good wage was very important in thinking about the ways they earn money both now and in the future. Other items with more than half of respondents indicating it was very important included work that is interesting and rewarding (60.4%), flexible hours (55.6%), and opportunities for career advancement (50.4%).
- ✓ The two statements with the highest level of agreement regarding workplace culture were *“I had a very clear idea of what was expected of me”* (83.6%) and *“I had a best friend at work”* (81.7%).

Summary Table: Workplace Culture

		%	Valid Responses
Importance for Ways to Earn Money (% very important)	A good wage	83.6%	225
	Work that is interesting and rewarding	60.4%	225
	Flexible hours	55.6%	225
	Opportunities for career advancement	50.4%	224
	Meaningful work	48.9%	225
	Paid time off	47.1%	225
	Medical and dental benefits	45.8%	225
	Work that is physically demanding	42.6%	223
	Jobs in the industry are relatively stable/secure	41.8%	225
	Accessible, affordable childcare	40.9%	225
	Work that is mentally challenging	39.6%	225
	High demand for employees in the industry	37.1%	224
	Retirement plan	35.6%	225
	Variety in daily activities	33.8%	225
Agreement with Statements (% agree)	I had a clear idea of what was expected of me	83.6%	225
	I had a best friend at work	81.7%	224
	My opinion counted at work	78.7%	225
	The people I worked with were respectful to one another	77.7%	224
	I had the tools and resources I needed to perform my job	77.2%	224
	My employer provided a safe work environment	75.6%	225
	My supervisor, or someone, cared about me as a person	74.6%	224
	I felt valued by my employer	71.6%	225
	The job was what I expected it to be	70.7%	225
	Employees were appreciated for a job well done	70.1%	224
	Work environment was supportive of different opinions/styles	69.8%	225
	I feel I got paid appropriately for the job I did	66.7%	225
	The organization I worked for treated me fairly	66.5%	224
	There was a strong culture of teamwork and collaboration	66.5%	224
	I made enough money to meet my needs	64.9%	225
	Employees were allowed to be themselves at work w/o fear	64.9%	225
	Everyone had access to equal employment opportunities	63.4%	224
	I would recommend my previous employer to others	56.4%	225
	During my workday, I typically felt stressed or burnt out	42.2%	223
	Demands of job interfered w/ ability to fulfill responsibilities	26.7%	225





BARRIERS AND CHALLENGES TO HIRE

- ✓ When asked how difficult it has been to find or keep employment in the manufacturing industry, nearly three-quarters, 72.0%, reported it not at all difficult. The reasons given by the 9.8% reporting it as very difficult included unsupportive management (30.6%), demand for tech-related skills (21.0%), and limited opportunities (16.1%).
- ✓ Barriers listed most frequently to apply for, find, or keep employment in the manufacturing industry, indicated by more than half, included criminal record (88.4%), health issues (84.0%), disabilities (55.1%), lack of training (52.4%), and difficulties using technology and computers (52.4%).
- ✓ Of the six challenges presented for manufacturing companies in hiring employees, the items with the highest number of respondents reporting as an extreme challenge included pay too low (19.6%), too many hours (15.6%), and competitive offers from different employers (15.1%).

Summary Table: Barriers and Challenges to Hire			
		%	Valid Responses
Difficulty Finding or Keeping Employment in Mfg.	Very difficult	9.8%	225
	Somewhat difficult	18.2%	
	Not at all difficult	72.0%	
Reasons for Difficulty (open end – top 3)	Unsupportive management	30.6%	62
	Demand for tech-related skills	21.0%	
	Limited opportunities	16.1%	
Perceived Barriers to Finding or Keeping Employment in Manufacturing	Criminal record	88.4%	225
	Health issues	84.0%	
	Disabilities	55.1%	
	Lack of training	52.4%	
	Difficulties using technology and computers	52.4%	
	Lack of work experience	37.3%	
	Gaps in employment	23.6%	
	Discrimination due to race or ethnicity	20.4%	
	Pay too low to support family	18.7%	
	Job applications are too complex	15.6%	
	Discrimination due to gender / sexual orientation	14.7%	
	Drug testing requirement	14.2%	
	Trouble searching or applying for jobs online	12.9%	
	Childcare issues	12.4%	
	Caregiving responsibilities	11.6%	
	No high school diploma or GED	8.9%	
	Job availability	8.0%	
	Transportation issues	2.2%	
	Other	0.0%	
Challenges for Mfg. Companies to Hire (% extreme challenge)	Pay too low	19.6%	225
	Too many hours	15.6%	224
	Competitive offers from different employers	15.1%	225
	Few opportunities for advancement	9.4%	224
	No training available	8.1%	223
	Demands of job interferes with home life	7.6%	224
Types of Training/Support Would be helpful (open end – top 3)	Machinery and equipment	23.2%	224
	Safety	17.4%	
	New technology	16.5%	





RETURN TO INDUSTRY

- ✓ The top responses why respondents left their last job in the manufacturing industry included limited chance of advancement (27.6%), work environment (27.1%), and low compensation (17.3%).
- ✓ Those who have left the manufacturing industry were asked the likelihood of returning to the industry if the right opportunity presented itself. While none indicated they were very likely, more than one quarter, 28.6%, reported somewhat likely to return.
- ✓ When asked what would motivate a return to the manufacturing industry, nearly half, 49.0%, reported they were not interested in returning. Nearly one-fifth, 18.4%, reported higher compensation and benefits and a flexible work schedule would motivate them to return.
- ✓ When asked what would need to change to consider returning to the manufacturing industry, the top three responses were innovation with technology (23.4%), changes made in the industry (21.3%), and higher compensation and benefits (17.0%).
- ✓ Most respondents, 93.8%, reported having the education and training necessary for a job in the manufacturing industry. A small number, 6.2%, reported needing more training. Of those reporting needing more training, the top reasons given included improving technical skills (64.3%), improve soft skills (21.4%), and progress in career (14.3%). Only a small number, 0.4%, reported difficulties in pursuing training and most, 80.9%, reported willingness to participate in training.

Summary Table: Return to Industry			
		%	Valid Responses
Reason for Leaving Last Mfg. Job (open end – top 3)	Limited chance of advancement	27.6%	225
	Work environment	27.1%	
	Low compensation	17.3%	
Likelihood of Returning to Mfg. Industry	Very likely	0.0%	49
	Somewhat likely	28.6%	
	Not at all likely	71.4%	
Motivators to Return to Mfg. (open end – top 3)	Not interested	49.0%	49
	Higher compensation and benefits	18.4%	
	Flexible work schedule	18.4%	
Changes Needed to Consider Returning (open end – top 3)	Innovation with technology	23.4%	47
	Changes made in industry	21.3%	
	Higher compensation and benefits	17.0%	
Agreement with Statements (% agree)	My skills and experience gained from working in the manufacturing industry are still relevant.	93.8%	225
	I am confident that I possess the necessary qualifications to return to the industry	93.8%	225
	I have kept up with industry developments since leaving the manufacturing industry	85.3%	225
Need Additional Education/Training	No, have the necessary education/training	93.8%	225
	Yes, need more education or training	6.2%	
Reason Education/Training Needed (open end – top 3)	Improve technical skills	64.3%	14
	Improve soft skills	21.4%	
	Progress in career	14.3%	
Had Difficulties Pursuing Training	Yes	0.4%	225
	No	99.6%	
Willing to Participate in Training	Yes	80.9%	225
	No	19.1%	



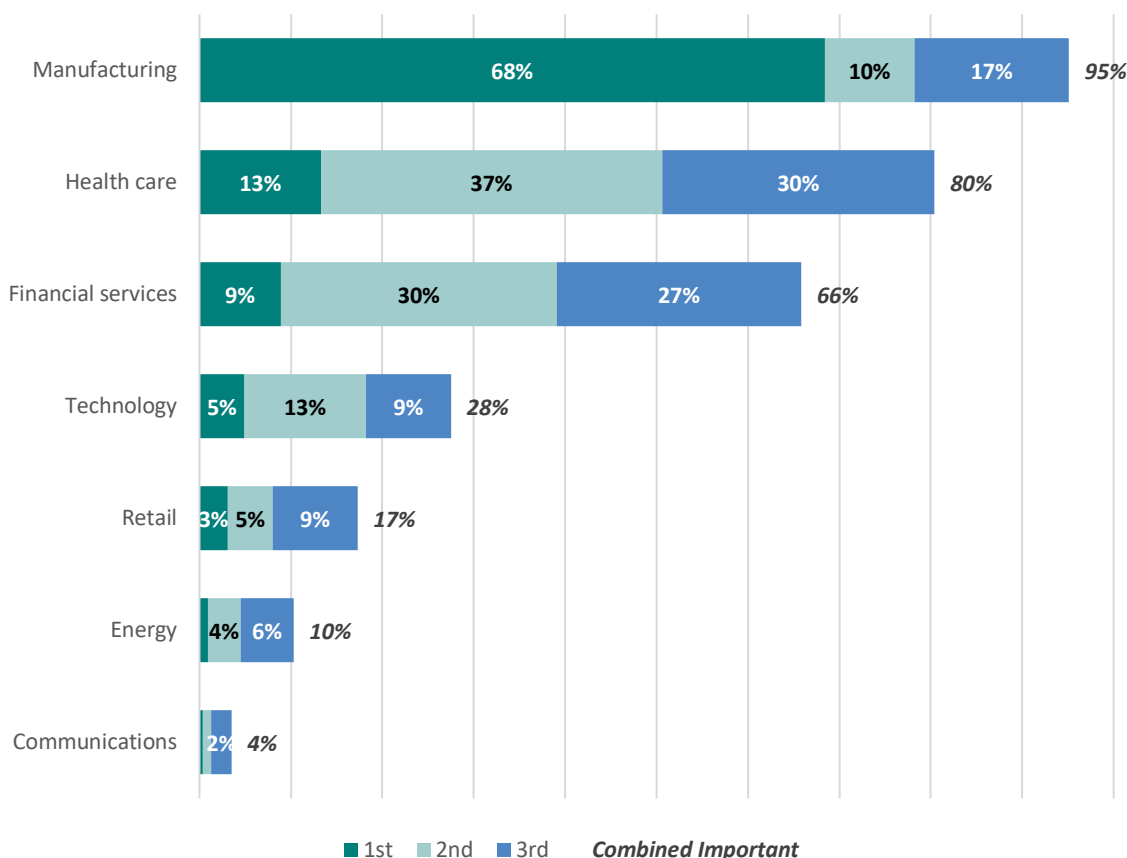
Survey Results

FIRST IMPRESSIONS OF MANUFACTURING INDUSTRY

Respondents were given a list of six industries and were asked to indicate which was the most important, second most important, and third most important industry in terms of creating a strong economy and generating new jobs. More than two-thirds, 68%, felt that manufacturing was the most important, with 10% of respondents reporting it as second most important and 17% reporting it as third most important. Following manufacturing, more than one-in-ten respondents, 13%, felt that healthcare was most important, with 37% reporting it as second most important and 30% reporting it as third most important. Other industries can be seen in the chart below.

Most Important Industry for Strong Economy/New Jobs

Which of the following industries do you think is MOST important in terms of creating a strong economy and generating new jobs? SECOND MOST important? Third?

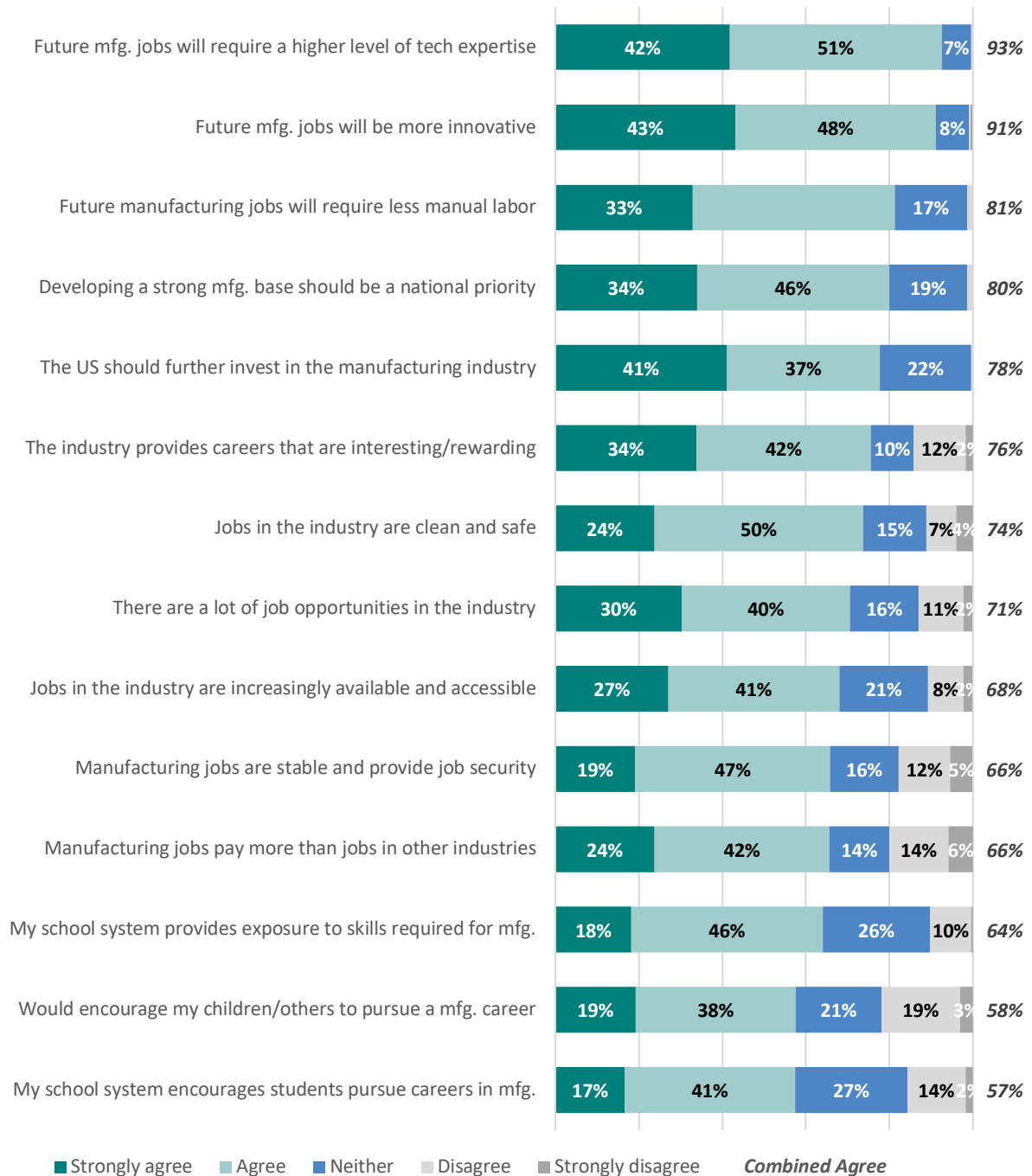




Next, respondents were given 14 statements and were asked to rate their level of agreement with each. For the most part, respondents who have been in the manufacturing industry longer and those with supervisory responsibilities were more likely to agree with the statements. Each statement is discussed in detail below.

Agreement with Statements

How much do you agree or disagree with each of the following statements?





The statement with the highest level of agreement was that *future manufacturing jobs will require a higher level of technical expertise and skills* (92.5%), with 41.8% strongly agreeing and 50.7% agreeing. A small number of respondents, 0.4%, disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older and those with an annual income over \$75,000 (especially those with an annual income between \$75,000 and \$100,000).

The statement with the next highest level of agreement was *future manufacturing jobs will be more innovative and require more problem-solving efforts* (91.1%) with 43.1% strongly agreeing and 48.0% agreeing. A small number of respondents, 0.8%, disagreed or strongly disagreed with this statement. Respondents with supervisory responsibilities were more likely to agree with this statement.

A majority of respondents, 81.3%, agreed that *future manufacturing jobs will require less manual labor* with 32.9% strongly agreeing and 48.4% agreeing. A small number, 1.3%, disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older, those with three or more adults contributing to household income, and respondents with 11 or more years in the manufacturing industry.

Slightly fewer, 79.9%, agreed that *developing a strong manufacturing base should be a national priority* with 33.9% strongly agreeing and 46.0% agreeing. A small number, 1.3%, disagreed with this statement. Groups more likely to agree with this statement include males, respondents ages 35 and older, those with three or more adults contributing to household income, and respondents with six to fifteen years in the manufacturing industry.

Fewer respondents, 77.7%, agreed that *the US should further invest in the manufacturing industry* with 41.1% strongly agreeing and 36.6% agreeing. A small number, 0.4%, disagreed with this statement. Groups more likely to agree with this statement include males, those with an annual income over \$75,000, those with three or more adults contributing to household income, and respondents with one to two years or eleven to fifteen years in the manufacturing industry.

One-quarter of respondents, 75.6%, agreed that *the manufacturing industry provides careers that are both interesting and rewarding* with 33.8% strongly agreeing and 41.8% agreeing. Nearly one-sixth of respondents, 14.2%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents without children in the household, those with a post graduate degree, respondents with six years or more in the manufacturing industry, and those with supervisory responsibilities.

Slightly fewer respondents, 73.7%, agreed that *jobs in the manufacturing industry are clean and safe* with 23.7% strongly agreeing and 50.0% agreeing. Slightly more than one-in-ten respondents disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older, those with three or more adults contributing to household income, respondents with six years or more in the manufacturing industry, and those with supervisory responsibilities.

Fewer respondents, 70.6%, agreed that *there are a lot of job opportunities in the manufacturing industry* with 30.2% strongly agreeing and 40.4% agreeing. More than one-tenth of respondents, 12.9%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include





respondents with six years or more in the manufacturing industry and those with supervisory responsibilities.

Fewer still, 68.0%, agreed that *jobs in the manufacturing industry are increasingly available and accessible* with 27.1% strongly agreeing and 40.9% agreeing. About one-in-ten respondents, 10.6% disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents with six years or more in the manufacturing industry and those with supervisory responsibilities.

About two-thirds of respondents, 65.8%, agreed that *manufacturing jobs are stable and provide job security relative to jobs in other industries* with 19.1% strongly agreeing and 46.7% agreeing. About one-sixth of respondents, 17.7% disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents without children in the home, respondents with six years or more in the manufacturing industry, and those with supervisory responsibilities.

Similarly, 65.7% of respondents agreed that *manufacturing jobs pay more than jobs in other industries* with 23.7% strongly agreeing and 42.0% agreeing. One-fifth of respondents, 20.1%, disagreed or strongly disagreed with this statement. Groups more likely to agree with his statement include respondents with an annual income over \$100,000, those with a post graduate degree, respondents with six years or more in the manufacturing industry, and those with supervisory responsibilities.

Fewer respondents, 64.0%, agreed that *my local school system encourages students to pursue careers in manufacturing* with 18.2% strongly agreeing and 45.8% agreeing. One-in-ten respondents, 10.2%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents with six years or more in the manufacturing industry and those with supervisory responsibilities.

More than half of respondents, 57.6%, agreed that *I would encourage my children or other young adults to pursue a manufacturing career* with 19.2% strongly agreeing and 38.4% agreeing. More than one-fifth, 21.9%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older (especially 45 and older), those with 3 or more adults contributing to the household income, respondents without children in the home, respondents with six years or more in the manufacturing industry, and those with supervisory responsibilities.

Similarly, 57.4% of respondents agreed that *my local school system encourages students to pursue careers in manufacturing* with 16.6% strongly agreeing and 40.8% agreeing. Nearly one-sixth, 15.7%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include those with a post graduate degree, respondents with six years or more in the manufacturing industry, and those with supervisory responsibilities.





Agreement with Statements by select demographics (% agree)					
		Future mfg. jobs will require higher tech	Future mfg. jobs will be more innovative	Future mfg. jobs will require less manual labor	Developing strong mfg. base should be national priority
All Respondents		92.4%	91.1%	81.3%	79.9%
Characteristic	Subgroup				
Gender	Male	92.3%	90.5%	83.3%	83.2%*
	Female	93.0%	93.0%	75.4%	70.2%*
Age	25-34	87.5%*	87.5%	69.4%*	66.7%*
	35-44	94.5%*	93.0%	86.7%*	86.6%*
	45+	96.0%*	92.0%	88.0%*	84.0%*
Race	White	91.7%	90.7%	80.4%	78.3%
	Non-white	100.0%	95.2%	90.5%	95.2%
Income	Under \$75,000	83.6%*	95.1%	75.4%	73.8%
	\$75,000-\$99,999	97.1%*	87.6%	83.8%	81.7%
	\$100,000 or more	93.2%*	93.2%	83.1%	83.1%
Adult Contributors to HH Income	1-2	91.7%	93.1%	63.9%*	59.2%*
	3	93.8%	90.0%	88.8%*	91.3%*
	4+	91.8%	90.4%	90.4%*	87.7%*
Marital Status	Married	94.4%	91.5%	83.6%	82.4%
	Not married	85.4%	89.6%	72.9%	70.8%
Children in Household	Yes	92.4%	86.7%	78.1%	77.9%
	No	92.5%	95.0%	84.2%	81.7%
Education Attainment	College grad or less	94.7%	91.6%	83.2%	82.3%
	Post grad	89.4%	90.4%	78.7%	76.6%
Years Worked in Manufacturing	1-2 years	96.6%	82.8%	65.5%*	82.8%*
	3-5 years	89.7%	92.3%	74.4%*	60.5%*
	6-10 years	89.6%	91.0%	79.1%*	82.1%*
	11-15 years	96.2%	98.1%	92.5%*	92.5%*
	16 or more	91.9%	86.5%	89.2%*	75.7%*
Supervisory Responsibilities	Yes	93.6%	91.2%*	83.6%	80.1%
	No	88.9%	90.7%*	74.1%	79.2%
<i>Question: How much do you agree or disagree with each of the following statements?</i>					



Agreement with Statements by select demographics (% agree)					
		The US should further invest in manufacturing	The industry provides careers that are interesting/rewarding	Jobs in the industry are clean and safe	There are a lot of opportunities in the industry
All Respondents		77.7%	75.6%	73.7%	70.7%
Characteristic	Subgroup				
Gender	Male	83.2%*	75.0%	75.4%	70.8%
	Female	61.4%*	77.2%	68.4%	70.2%
Age	25-34	68.1%	72.2%	63.9%*	68.1%
	35-44	81.9%	75.8%	76.4%*	69.5%
	45+	84.0%	84.0%	88.0%*	84.0%
Race	White	76.4%	77.5%	77.5%	72.1%
	Non-white	90.5%	57.1%	57.1%	57.1%
Income	Under \$75,000	62.3%*	82.0%	73.8%	70.5%
	\$75,000-\$99,999	83.7%*	69.5%	66.7%	66.7%
	\$100,000 or more	83.1%*	79.7%	86.2%	78.0%
Adult Contributors to HH Income	1-2	52.8%*	76.4%	57.7%*	70.8%
	3	87.5%*	70.0%	77.5%*	66.3%
	4+	91.7%*	80.8%	84.9%*	75.3%
Marital Status	Married	80.7%*	75.7%	75.0%	70.6%
	Not married	66.7%*	75.0%	68.8%	70.8%
Children in Household	Yes	76.2%	67.6%*	68.3%	63.8%
	No	79.0%	82.5%*	78.3%	76.7%
Education Attainment	College grad or less	80.0%	69.5%*	69.5%	65.6%
	Post grad	74.5%	84.0%*	79.6%	77.7%
Years Worked in Manufacturing	1-2 years	85.7%*	27.6%*	41.4%*	20.7%*
	3-5 years	61.5%*	48.7%*	61.5%*	46.2%*
	6-10 years	77.6%*	86.6%*	76.1%*	83.6%*
	11-15 years	86.8%*	94.3%*	84.9%*	84.9%*
	16 or more	75.7%*	94.6%*	91.7%*	91.9%*
Supervisory Responsibilities	Yes	77.2%	84.8%*	80.0%*	80.7%*
	No	79.2%	46.3%*	53.7%*	38.9%*
<i>Question: How much do you agree or disagree with each of the following statements?</i>					

Agreement with Statements by select demographics (% agree)					
		Jobs in the industry are increasingly available	Mfg. jobs are stable and provide job security	Mfg. jobs pay more than jobs in other industries	My school system provides exposure to skills required
All Respondents		68.0%	65.8%	65.6%	64.0%
Characteristic	Subgroup				
Gender	Male	68.5%	67.3%	65.9%	61.3%
	Female	66.7%	61.4%	64.9%	71.9%
Age	25-34	58.3%	59.7%	54.2%*	58.3%
	35-44	70.3%	65.6%	68.5%*	65.6%
	45+	84.0%	84.0%	84.0%*	72.0%
Race	White	68.6%	66.7%	66.5%	65.7%
	Non-white	61.9%	57.1%	57.1%	47.6%
Income	Under \$75,000	68.9%	68.9%	63.9%*	57.4%
	\$75,000-\$99,999	61.9%	59.0%	60.0%*	61.9%
	\$100,000 or more	78.0%	74.6%	77.6%*	74.6%
Adult Contributors to HH Income	1-2	66.7%	59.7%	61.1%	66.7%
	3	61.3%	62.5%	62.0%	56.3%
	4+	76.7%	75.3%	74.0%	69.9%
Marital Status	Married	70.1%	66.7%	67.6%	66.1%
	Not married	60.4%	62.5%	58.3%	56.3%
Children in Household	Yes	61.0%	56.2%*	59.6%	57.1%
	No	74.2%	74.2%*	70.8%	70.0%
Education Attainment	College grad or less	62.6%	61.8%	58.8%*	59.5%
	Post grad	75.5%	71.3%	75.3%*	70.2%
Years Worked in Manufacturing	1-2 years	20.7%*	20.7%*	24.1%*	20.7%*
	3-5 years	41.0%*	35.9%*	28.2%*	43.6%*
	6-10 years	77.6%*	77.6%*	77.6%*	73.1%*
	11-15 years	86.8%*	86.8%*	88.7%*	83.0%*
	16 or more	89.2%*	81.1%*	83.3%*	75.7%*
Supervisory Responsibilities	Yes	73.7%*	73.7%*	74.7%*	71.3%*
	No	50.0%*	40.7%*	37.0%*	40.7%*
<i>Question: How much do you agree or disagree with each of the following statements?</i>					

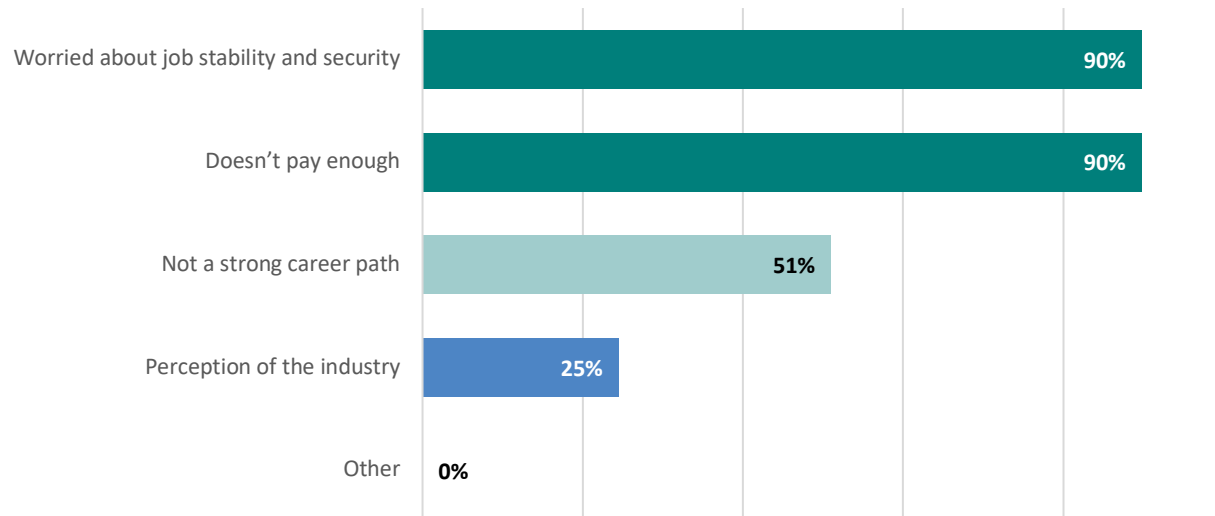
Agreement with Statements by select demographics (% agree)			
		Would encourage my children/others to pursue	My school system encourages students to pursue
All Respondents		57.6%	57.4%
Characteristic	Subgroup		
Gender	Male	60.5%	58.7%
	Female	49.1%	53.6%
Age	25-34	41.7%*	48.6%
	35-44	61.4%*	60.2%
	45+	84.0%*	68.0%
Race	White	58.1%	57.9%
	Non-white	52.4%	52.4%
Income	Under \$75,000	60.7%	50.0%
	\$75,000-\$99,999	51.4%	53.3%
	\$100,000 or more	65.5%	72.4%
Adult Contributors to HH Income	1-2	36.1%*	52.9%
	3	62.0%*	55.0%
	4+	74.0%*	64.4%
Marital Status	Married	59.7%	58.3%
	Not married	50.0%	54.2%
Children in Household	Yes	45.2%*	51.0%
	No	68.3%*	63.0%
Education Attainment	College grad or less	52.7%	50.8%*
	Post grad	64.5%	66.7%*
Years Worked in Manufacturing	1-2 years	13.8%*	10.3%*
	3-5 years	26.3%*	39.5%*
	6-10 years	61.2%*	66.7%*
	11-15 years	81.1%*	75.5%*
	16 or more	83.8%*	70.3%*
Supervisory Responsibilities	Yes	67.3%*	66.3%*
	No	26.4%*	29.6%*
<i>Question: How much do you agree or disagree with each of the following statements?</i>			



Respondents that disagreed with the statement ***I would encourage my children or other young adults to pursue a manufacturing career*** were given a list of four reasons as to why they disagreed. A majority, 90%, worry about job stability and security and that it doesn't pay enough. About half, 51%, felt that manufacturing is not a strong career path. One-quarter of respondents, 25%, indicated their perception of the industry would contribute to not encouraging children to pursue a manufacturing career.

Reason for Not Encouraging Children

Which of the following are reasons for NOT encouraging children to pursue a manufacturing career?



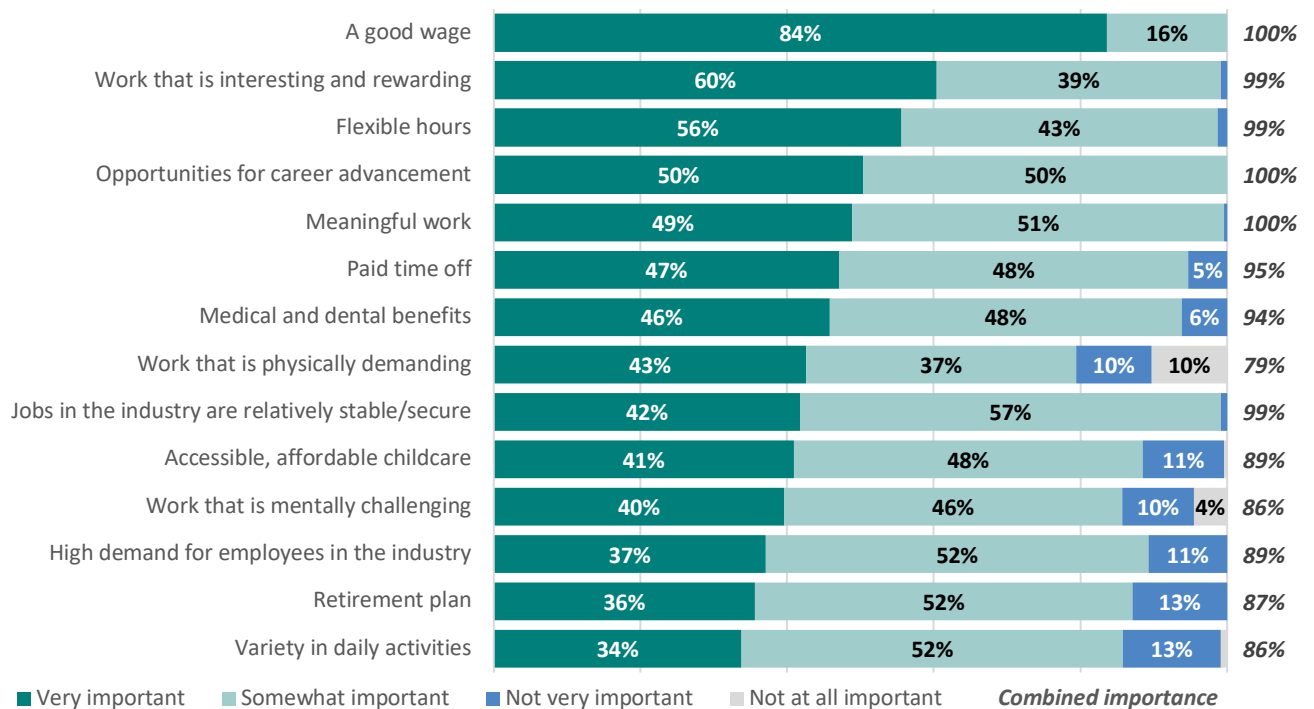


WORKPLACE CULTURE

Respondents were asked rate the importance of 14 items when thinking about the way they earn money both now and in the future. Very few items received a rating of not at all important from respondents indicating that overall, each is important to some degree. Each item is discussed in detail below.

Importance of Ways to Earn Money

In thinking about the ways you earn money both now and in the future, how important are each of the following?



Most respondents, 83.6%, felt that a **good wage** is very important to the ways in which they earn money with 16.4% reporting this as somewhat important. Groups of respondents more likely to feel that a good wage is very important include married respondents and those with children in the home.

Less than two-thirds of respondents, 60.4%, felt that **work that is interesting and rewarding** is very important to the ways in which they earn money with 38.7% reporting this as somewhat important. A small number, 0.9%, felt this was very important. Married respondents were more likely than non-married respondents to feel that work that is interesting and rewarding is very important.

Fewer respondents, 55.6%, felt that **flexible hours** are very important to the ways in which they earn money with 43.1% reporting this as somewhat important. A small number, 1.3%, felt this was not very important. Respondents ages 45 and older were more likely to feel that flexible hours are very important compared to younger respondents.

Half of all respondents, 50.4%, felt that **opportunities for career advancement** are very important to the ways in which they earn money with 49.6% reporting this as somewhat important. Groups of respondents more likely to feel that opportunities for career advancement are very important include respondents





ages 25 to 44, those with one to two adults contributing to household income, and respondents with children in the home.

Slightly less than half of respondents, 48.9%, felt that *meaningful work* is very important to the ways in which they earn money with 50.7% reporting this as somewhat important. A small number, 0.4%, felt this was not very important. There were no statistically significant differences among groups in this area.

Slightly fewer respondents, 47.1%, felt that *paid time off* is very important to the ways in which they earn money with 47.6% reporting this as somewhat important. A small number, 5.3%, felt paid time off was not very important. Groups of respondents more likely to feel that paid time off is very important include respondents with an annual household income over \$75,000 and those without supervisory responsibilities.

Fewer respondents, 45.8%, felt that *medical and dental benefits* are very important to the ways in which they earn money with 48.0% reporting this as somewhat important. A small number, 6.2%, felt this was not very important. There were no statistically significant differences among groups in this area.

Fewer still, 42.6%, felt that *work that is physically demanding* is very important to the ways in which they earn money with 36.8% reporting this as somewhat important. One-fifth of respondents, 20.6%, felt this was not very or not at all important. Groups of respondents more likely to feel that physically demanding work was very important include males, respondents ages 35 and older, those with an annual household income over \$75,000, respondents with three or more adults contributing to household income, and those with children in the home.

More than two-fifths, 41.8%, felt that *jobs in the industry are relatively stable and secure* are very important to the ways in which they earn money with 57.3% reporting this as somewhat important. A small number, 0.9%, felt this was not very important. Respondents with a college degree or less education were much more likely to feel that relatively stable and secure jobs in the industry were very important compared to respondents with post graduate degrees.

Slightly fewer, 40.9%, felt that *accessible, affordable childcare* is very important to the ways in which they earn money with 47.6% reporting this as somewhat important. More than one-tenth, 11.5%, of respondents felt this was not very or not at all important. Respondents ages 25 to 34 were much more likely to feel that accessible, affordable childcare was very important compared to older respondents.

About two-fifths of respondents, 36.6%, felt that *work that is mentally challenging* is very to the ways in which they earn money important with 46.1% reporting this as somewhat important. Nearly one-sixth of respondents, 14.2%, felt this was not very or not at all important. Groups of respondents more likely to feel that mentally challenging work is very important include males, respondents ages 35 and older, and those with three or more adults contributing to household income.

Fewer respondents, 37.1%, felt that *high demand for employees in the industry* is very important to the ways in which they earn money with 52.2% reporting this as very important. More than one-tenth, 10.7% felt this was not very important. Groups of respondents more likely to feel that high demand for employees is very important include males, respondents ages 35 and older, those with an annual household income over \$75,000, respondents with 4 or more adults contributing to household income, and married respondents.





Fewer still, 35.6%, felt that a **retirement plan** is very important to the ways in which they earn money with 51.6% reporting this as somewhat important. More than one-tenth, 12.9%, felt this was not very important. Groups of respondents more likely to feel that a retirement plan is very important include respondents with an annual household income over \$75,000 and those with 11 to 15 years working in manufacturing.

About one-third of respondents, 33.8%, felt that **variety in daily activities** is very important with 52.0% reporting this as somewhat important. Nearly one-sixth, 14.2%, felt this was not very or not at all important. Groups of respondents more likely to feel that variety in daily activities was very important include males, respondents ages 25 to 34 or 45 and older (especially 45 and older), those with three or more adults contributing to household income, and respondents with one to two years or more than 11 years in manufacturing.

A small number, 1.8%, indicated there was something else that was very important to the ways in which they earn money. Each additional very important item can be seen in the table below.

Other Items Very Important			
	N	Answering %	Total %
Education and skills development programs	1	25.0%	0.4%
Employee appreciation programs	1	25.0%	0.4%
On site health services	1	25.0%	0.4%
Trip to give employees opportunity to get to know each other	1	25.0%	0.4%
Total	4	(n=4)	(n=225)
<i>What would that be?</i>			



Importance of Ways to Earn Money by select demographics (% very)					
		Good wage	Work that is interesting/ rewarding	Flexible hours	Opp. for career advancement
All Respondents		83.6%	60.4%	55.6%	50.4%
Characteristic	Subgroup				
Gender	Male	81.5%	58.9%	53.6%	49.7%
	Female	89.5%	64.9%	61.4%	52.6%
Age	25-34	81.9%	56.9%	52.8%*	55.6%*
	35-44	83.6%	64.1%	51.6%*	52.0%*
	45+	88.0%	52.0%	84.0%*	28.0%*
Race	White	84.3%	60.8%	53.9%	49.8%
	Non-white	76.2%	57.1%	71.4%	57.1%
Income	Under \$75,000	83.6%	65.6%	50.8%	53.3%
	\$75,000-\$99,999	85.7%	60.0%	61.0%	54.3%
	\$100,000 or more	79.7%	55.9%	50.8%	40.7%
Adult Contributors to HH Income	1-2	84.7%	70.8%	52.8%	65.3%*
	3	85.0%	53.8%	65.0%	46.3%*
	4+	80.8%	57.5%	47.9%	40.3%*
Marital Status	Married	87.0%*	62.7%*	54.8%	50.6%
	Not married	70.8%*	52.1%*	58.3%	50.0%
Children in Household	Yes	94.3%*	63.8%	61.9%	58.1%*
	No	74.2%*	57.5%	50.0%	43.7%*
Education Attainment	College grad or less	83.2%	59.5%	53.4%	51.9%
	Post grad	84.0%	61.7%	58.5%	48.4%
Years Worked in Manufacturing	1-2 years	89.7%	72.4%	72.4%	62.1%
	3-5 years	92.3%	53.8%	61.5%	56.4%
	6-10 years	80.6%	59.7%	50.7%	52.2%
	11-15 years	83.0%	60.4%	47.2%	46.2%
	16 or more	75.7%	59.5%	56.8%	37.8%
Supervisory Responsibilities	Yes	81.3%	58.5%	51.5%	50.3%
	No	90.7%	66.7%	68.5%	50.9%
<i>Question: In thinking about the ways you earn money both now and in the future, how important are each of the following?</i>					

Importance of Ways to Earn Money by select demographics (% very)					
		Meaningful work	Paid time off	Medical & Dental benefits	Work that is physically demanding
All Respondents		48.9%	47.1%	45.8%	42.6%
Characteristic	Subgroup				
Gender	Male	47.0%	47.6%	44.0%	46.7%*
	Female	54.4%	45.6%	50.9%	30.4%*
Age	25-34	48.6%	47.2%	47.2%	31.9%*
	35-44	50.0%	46.9%	45.3%	46.5%*
	45+	44.0%	48.0%	44.0%	54.2%*
Race	White	49.0%	46.6%	45.1%	40.6%
	Non-white	47.6%	52.4%	52.4%	61.9%
Income	Under \$75,000	50.8%	36.1%*	42.6%	27.9%*
	\$75,000-\$99,999	45.7%	49.5%*	48.6%	47.6%*
	\$100,000 or more	52.5%	54.2%*	44.1%	49.1%*
Adult Contributors to HH Income	1-2	56.9%	45.8%	51.4%	25.0%*
	3	42.5%	51.3%	40.0%	55.0%*
	4+	47.9%	43.8%	46.6%	46.5%*
Marital Status	Married	49.2%	48.0%	46.9%	44.9%
	Not married	47.9%	43.8%	41.7%	34.0%
Children in Household	Yes	53.3%	51.4%	49.5%	50.5%*
	No	45.0%	43.3%	42.5%	35.6%*
Education Attainment	College grad or less	48.1%	47.3%	48.9%	39.7%
	Post grad	50.0%	46.8%	41.5%	46.7%
Years Worked in Manufacturing	1-2 years	62.1%	55.2%	51.7%	51.7%
	3-5 years	59.0%	48.7%	43.6%	35.9%
	6-10 years	41.8%	50.7%	47.8%	42.4%
	11-15 years	47.2%	41.5%	45.3%	47.2%
	16 or more	43.2%	40.5%	40.5%	36.1%
Supervisory Responsibilities	Yes	45.0%	42.7%*	43.3%	42.0%
	No	61.1%	61.1%*	53.7%	44.4%
<i>Question: In thinking about the ways you earn money both now and in the future, how important are each of the following?</i>					

Importance of Ways to Earn Money by select demographics (% very)					
		Jobs in the industry are stable/secure	Accessible affordable childcare	Work that is mentally challenging	High demand for employees
All Respondents		41.8%	40.9%	39.6%	37.1%
Characteristic	Subgroup				
Gender	Male	41.1%	39.3%	42.9%*	39.5%*
	Female	43.9%	45.6%	29.8%*	29.8%*
Age	25-34	47.2%	55.6%*	30.6%*	23.9%*
	35-44	39.1%	33.6%*	44.5%*	43.8%*
	45+	40.0%	36.0%*	40.0%*	40.0%*
Race	White	42.6%	42.2%	39.2%	36.5%
	Non-white	33.3%	28.6%	42.9%	42.9%
Income	Under \$75,000	32.8%	37.7%	34.4%	32.8%*
	\$75,000-\$99,999	44.8%	41.9%	43.8%	38.5%*
	\$100,000 or more	45.8%	42.4%	37.3%	39.0%*
Adult Contributors to HH Income	1-2	44.4%	38.9%	26.4%*	23.6%*
	3	40.0%	41.3%	45.0%*	36.7%*
	4+	41.1%	42.5%	46.6%*	50.7%*
Marital Status	Married	41.8%	39.5%	42.4%	39.5%*
	Not married	41.7%	45.8%	29.2%	27.7%*
Children in Household	Yes	43.8%	39.0%	37.1%	35.2%
	No	40.0%	42.5%	41.7%	38.7%
Education Attainment	College grad or less	47.3%*	44.3%	40.5%	31.5%
	Post grad	34.0%*	36.2%	38.3%	44.7%
Years Worked in Manufacturing	1-2 years	37.9%	55.2%	37.9%	37.9%
	3-5 years	59.0%	51.3%	33.3%	23.1%
	6-10 years	44.8%	37.3%	38.8%	36.4%
	11-15 years	37.7%	39.6%	47.2%	45.3%
	16 or more	27.0%	27.0%	37.8%	40.5%
Supervisory Responsibilities	Yes	38.6%	40.4%	40.9%	40.0%
	No	51.9%	42.6%	35.2%	27.8%
<i>Question: In thinking about the ways you earn money both now and in the future, how important are each of the following?</i>					

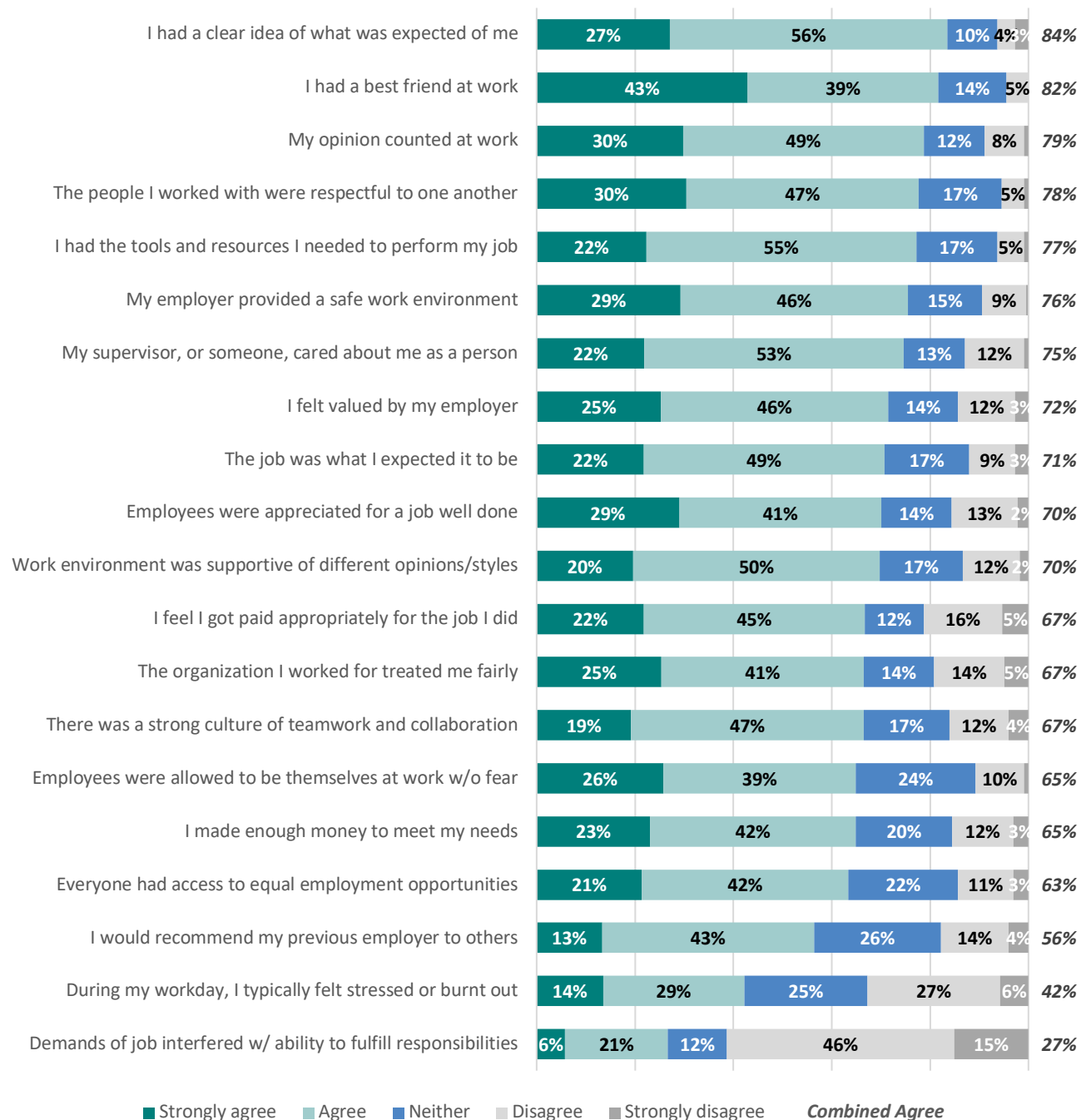
Importance of Ways to Earn Money by select demographics (% very)			
		Retirement plan	Variety in daily activities
All Respondents		35.6%	33.8%
Characteristic	Subgroup		
Gender	Male	36.9%	36.3%*
	Female	31.6%	26.3%*
Age	25-34	26.4%	36.1%*
	35-44	38.3%	29.7%*
	45+	48.0%	48.0%*
Race	White	35.8%	34.3%
	Non-white	33.3%	28.6%
Income	Under \$75,000	21.3%*	24.6%
	\$75,000-\$99,999	38.1%*	41.0%
	\$100,000 or more	45.8%*	30.5%
Adult Contributors to HH Income	1-2	29.2%	15.3%*
	3	33.8%	45.0%*
	4+	43.8%	39.7%*
Marital Status	Married	38.4%	33.9%
	Not married	25.0%	33.3%
Children in Household	Yes	36.2%	31.4%
	No	35.0%	35.8%
Education Attainment	College grad or less	29.8%	35.9%
	Post grad	43.6%	30.9%
Years Worked in Manufacturing	1-2 years	27.6%*	41.4%*
	3-5 years	28.2%*	33.3%*
	6-10 years	31.3%*	26.9%*
	11-15 years	52.8%*	35.8%*
	16 or more	32.4%*	37.8%*
Supervisory Responsibilities	Yes	38.0%	33.9%
	No	27.8%	33.3%
<i>Question: In thinking about the ways you earn money both now and in the future, how important are each of the following?</i>			



Next, respondents were asked to think about their most recent job in the manufacturing industry and were asked to rate their level of agreement with 20 statements. Overall, respondents with more years worked in the manufacturing industry, the more likely they were to agree with most statements. Each statement is discussed in more detail below.

Agreement with Statements

Thinking about your most recent job IN THE MANUFACTURING industry, how much would you agree or disagree with the following statements?





A majority of respondents, 83.5%, agreed that *I had a clear idea of what was expected of me* with 27.1% strongly agreeing and 56.4% agreeing. A small number, 6.3%, disagreed or strongly disagreed. Groups of respondents more likely to agree with this statement include those who had six or more years in the manufacturing industry and respondents with supervisory responsibilities.

Three-fifths of respondents, 81.7%, agreed that *I had a best friend at work* with 42.9% strongly agreeing and 38.8% agreeing. A small number, 4.5%, disagreed. Groups more likely to agree with this statement include males and respondents with three or more adult contributors to household income.

Slightly fewer respondents, 78.7%, agreed that *my opinion counted at work* with 29.8% strongly agreeing and 48.9% agreeing. Slightly less than one-tenth, 8.9% disagreed or strongly disagreed. Groups more likely to agree with this statement include respondents with six or more years in the manufacturing industry (especially those with 16 or more years in the industry) and those with supervisory responsibilities.

Fewer still, 77.7%, agreed that *the people I worked with were respectful to one another* with 30.4% strongly agreeing and 47.3% agreeing. A small number, 5.4%, disagreed or strongly disagreed. Groups more likely to agree with this statement include respondents with three or more adults contributing to household income, those with six or more years in the manufacturing industry, and those with supervisory responsibilities.

Similarly, 77.2% of respondents agreed that *I had the tools and resources I needed to perform my job successfully* with 22.3% strongly agreeing and 54.9% agreeing. A small number, 6.3%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include white respondents, those with three or more adults contributing to household income, respondents without children in the home, those with six or more years in the manufacturing industry, and respondents with supervisory responsibilities.

One-quarter of respondents, 75.5%, agreed that *my employer provided a safe work environment* with 29.3% strongly agreeing and 46.2% agreeing. About one-in-ten, 9.3% disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older (especially 45 and older), those with six or more years in the manufacturing industry (especially those with 11 or more years in the industry), and respondents with supervisory responsibilities.

Slightly fewer, 74.6%, agreed that *my supervisor, or someone at work, cared about me as a person* with 21.9% strongly agreeing and 52.7% agreeing. More than one-tenth, 12.9%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older (especially 45 and older), those without children in the household, respondents with a post graduate degree, those with six or more years in the manufacturing industry, and respondents with supervisory responsibilities.

Even fewer, 71.5%, agreed that *I felt valued by my employer* with 25.3% strongly agreeing and 46.2% agreeing. One-seventh, 14.3%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents without children in the household and those with six or more years in the manufacturing industry (especially those with 11 or more years in the industry).

Fewer still, 70.7% of respondents felt that *the job was what I expected it to be* with 21.8% strongly agreeing and 48.9% agreeing. More than one-tenth, 12.0%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older, those





without children in the home, respondents with six or more years in the manufacturing industry (especially those with 11 or more years in the industry, and respondents with supervisory responsibilities.

Similarly, 70.1% of respondents agreed that *employees were appreciated for a job well done* with 29.0% strongly agreeing and 41.1% agreeing. Nearly one-sixth of respondents, 15.6%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents without children in the home, those with six or more years in the manufacturing industry (especially those with 11 or more years on the industry), and respondents with supervisory responsibilities.

Slightly fewer respondents, 69.8%, agreed that *my work environment was supportive of different opinions and styles* with 19.6% strongly agreeing and 50.2% agreeing. Nearly one-seventh, 13.4%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents without children in the home, those with six or more years in the manufacturing industry, and respondents with supervisory responsibilities.

Two-thirds of respondents, 66.7%, agreed that *I feel I got paid appropriately for the job I did* with 21.8% strongly agreeing and 44.9% agreeing. More than one-fifth, 21.3%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older, married respondents, those with six or more years in the manufacturing industry (especially those with 11 or more years on the industry), and respondents with supervisory responsibilities.

Similarly, 66.5% of respondents agreed that *the organization I worked for treated me fairly* with 25.4% strongly agreeing and 41.1% agreeing. Nearly one-fifth, 19.2%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents with an annual household income over \$100,000, those without children in the home, those with six or more years in the manufacturing industry (especially those with 11 or more years on the industry), and respondents with supervisory responsibilities.

Similarly, 66.5% agreed that *there was a strong culture of teamwork and collaboration* with 19.2% strongly agreeing and 47.3% agreeing. Nearly one-sixth of respondents, 16.1%, disagreed or strongly disagreed with this statement. Nearly one-sixth, 16.1%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older (especially 45 and older), those with an annual household income over \$100,000, those with six or more years in the manufacturing industry, and respondents with supervisory responsibilities.

Slightly less than two-thirds, 64.9%, agreed that *employees were allowed to be themselves at work without fear* with 25.8% strongly agreeing and 39.1% agreeing. About one-in-ten, 10.7%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older (especially 45 and older), those with 11 or more years in the manufacturing industry, and respondents with supervisory responsibilities.

Similarly, 64.9% agreed that *I made enough money to meet my needs* with 23.1% strongly agreeing and 41.8% agreeing. Nearly one-sixth, 15.5%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older (especially ages 45 and older), those with six or more years in the manufacturing industry (especially those with 11 or more years on the industry), and respondents with supervisory responsibilities.





Fewer respondents, 63.4%, agreed that *everyone had access to equal employment opportunities regardless of their differences* with 21.4% strongly agreeing and 42.0% agreeing. One-seventh of respondents, 14.3%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older, those with 3 or more adult contributors to household income, married respondents, those with six or more years in the manufacturing industry (especially those with 11 or more years on the industry), and respondents with supervisory responsibilities.

More than half of respondents, 56.4%, agreed that *I would recommend my previous employer to others as a good place to work* with 13.3% strongly agreeing and 43.1% agreeing. One-sixth, 17.8%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents ages 35 and older (especially 45 and older), those with 3 or more adult contributors to household income (especially those with 4 or more contributing), respondents without children in the home, those with six or more years in the manufacturing industry (especially those with 11 or more years on the industry), and respondents with supervisory responsibilities.

More than two-fifths, 42.2%, agreed that *during my workday, I typically felt stressed or burnt out* with 13.5% strongly agreeing and 28.7% agreeing. About one-third, 32.7%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents with an annual household income over \$100,000, those without children in the home, those with six or more years in the manufacturing industry, and respondents with supervisory responsibilities.

Slightly more than one-quarter, 26.7%, agreed that *the demands of my job interfered with my ability to fulfill family or home responsibilities* with 5.8% strongly agreeing and 20.9% agreeing. Nearly two-thirds, 61.3%, disagreed with this statement. Groups more likely to agree with this statement include respondents ages 25 to 34, those with three adults contributing to the household income, respondents with one to five years in the manufacturing industry, and those without supervisory responsibilities.



Agreement with Statements by select demographics (% agree)					
		Had a clear idea of what was expected	Had a best friend at work	My opinion counted at work	People I worked with were respectful
All Respondents		83.6%	81.7%	78.7%	77.7%
Characteristic	Subgroup				
Gender	Male	84.5%	84.4%*	78.0%	78.4%
	Female	80.7%	73.7%*	80.7%	75.4%
Age	25-34	80.6%	83.3%	75.0%	70.8%
	35-44	84.4%	80.3%	78.9%	81.1%
	45+	88.0%	84.0%	88.0%	80.0%
Race	White	85.3%	82.3%	79.9%	77.0%
	Non-white	66.7%	76.2%	66.7%	85.0%
Income	Under \$75,000	80.3%	77.0%	83.6%	73.8%
	\$75,000-\$99,999	84.8%	81.7%	72.4%	76.9%
	\$100,000 or more	84.7%	86.4%	84.7%	83.1%
Adult Contributors to HH Income	1-2	77.8%	70.8%*	73.6%	68.1%*
	3	83.8%	86.1%*	76.3%	79.7%*
	4+	89.0%	87.7%*	86.3%	84.9%*
Marital Status	Married	83.6%	82.4%	79.7%	78.4%
	Not married	83.3%	79.2%	75.0%	75.0%
Children in Household	Yes	78.1%	77.9%	72.4%	71.2%
	No	88.3%	85.0%	84.2%	83.3%
Education Attainment	College grad or less	80.9%	81.7%	74.0%	75.6%
	Post grad	87.2%	81.7%	85.1%	80.6%
Years Worked in Manufacturing	1-2 years	62.1%*	79.3%	41.4%*	44.8%*
	3-5 years	59.0%*	79.5%	59.0%*	59.0%*
	6-10 years	94.0%*	82.1%	86.6%*	88.1%*
	11-15 years	92.5%*	86.5%	90.6%*	94.2%*
	16 or more	94.6%*	78.4%	97.3%*	81.1%*
Supervisory Responsibilities	Yes	89.5%*	83.5%	86.5%*	81.8%*
	No	64.8%*	75.9%	53.7%*	64.8%*
<i>Question: Thinking about your most recent job IN THE MANUFACTURING industry, how much would you agree or disagree with the following statements?</i>					

Agreement with Statements by select demographics (% agree)					
		Had the tools needed	Employer provided safe environment	Supervisor or someone cared about me	Felt valued by my employer
All Respondents		77.2%	75.6%	74.6%	71.6%
Characteristic	Subgroup				
Gender	Male	78.6%	76.2%	75.4%	72.0%
	Female	73.2%	73.7%	71.9%	70.2%
Age	25-34	69.4%	69.4%*	69.4%*	66.7%
	35-44	79.5%	76.6%*	75.0%*	71.9%
	45+	88.0%	88.0%*	87.5%*	84.0%
Race	White	78.3%*	75.5%	76.4%	72.5%
	Non-white	66.7%*	76.2%	57.1%	61.9%
Income	Under \$75,000	72.1%	77.0%	80.3%	70.5%
	\$75,000-\$99,999	78.8%	69.5%	69.5%	68.6%
	\$100,000 or more	79.7%	84.7%	77.6%	78.0%
Adult Contributors to HH Income	1-2	66.2%*	66.7%	70.8%	68.1%
	3	82.5%*	77.5%	70.9%	66.3%
	4+	82.2%*	82.2%	82.2%	80.8%
Marital Status	Married	79.0%	75.1%	75.6%	72.9%
	Not married	70.8%	77.1%	70.8%	66.7%
Children in Household	Yes	73.1%*	70.5%	66.7%*	63.8%*
	No	80.8%*	80.0%	81.5%*	78.3%*
Education Attainment	College grad or less	74.6%	71.0%	68.5%*	67.2%
	Post grad	80.9%	81.9%	83.0%*	77.7%
Years Worked in Manufacturing	1-2 years	44.8%*	51.7%*	34.5%*	27.6%*
	3-5 years	51.3%*	59.0%*	46.2%*	46.2%*
	6-10 years	85.1%*	77.6%*	85.1%*	79.1%*
	11-15 years	96.2%*	88.7%*	90.6%*	90.6%*
	16 or more	89.2%*	89.2%*	94.4%*	91.9%*
Supervisory Responsibilities	Yes	82.4%*	81.9%*	80.6%*	79.5%
	No	61.1%*	55.6%*	55.6%*	46.3%
<i>Question: Thinking about your most recent job IN THE MANUFACTURING industry, how much would you agree or disagree with the following statements?</i>					

Agreement with Statements by select demographics (% agree)					
		Job was what I expected	Employees were appreciated	Environment was supportive of differences	Feel I got paid appropriately
All Respondents		70.7%	70.1%	69.8%	66.7%
Characteristic	Subgroup				
Gender	Male	70.8%	68.5%	68.5%	68.5%
	Female	70.2%	75.0%	73.7%	61.4%
Age	25-34	58.3%*	62.5%	61.1%	52.8%*
	35-44	75.0%*	71.7%	71.9%	71.1%*
	45+	84.0%*	84.0%	84.0%	84.0%*
Race	White	72.1%	71.4%	71.1%	68.1%
	Non-white	57.1%	57.1%	57.1%	52.4%
Income	Under \$75,000	70.5%	70.5%	72.1%	67.2%
	\$75,000-\$99,999	67.6%	64.8%	62.9%	61.9%
	\$100,000 or more	76.3%	79.3%	79.7%	74.6%
Adult Contributors to HH Income	1-2	59.7%	65.3%	65.3%	59.7%
	3	73.8%	67.5%	68.8%	68.8%
	4+	78.1%	77.8%	75.3%	71.2%
Marital Status	Married	72.9%	71.6%	71.2%	70.1%*
	Not married	62.5%	64.6%	64.6%	54.2%*
Children in Household	Yes	63.8%*	63.8%*	61.0%*	60.0%
	No	76.7%*	75.6%*	77.5%*	72.5%
Education Attainment	College grad or less	65.6%	64.9%	64.1%	62.6%
	Post grad	77.7%	77.4%	77.7%	72.3%
Years Worked in Manufacturing	1-2 years	27.6%*	24.1%*	17.2%*	24.1%*
	3-5 years	38.5%*	41.0%*	41.0%*	28.2%*
	6-10 years	79.1%*	77.6%*	80.6%*	76.1%*
	11-15 years	92.5%*	90.6%*	88.7%*	90.6%*
	16 or more	91.9%*	94.4%*	94.6%*	89.2%*
Supervisory Responsibilities	Yes	78.4%*	77.6%*	78.4%*	76.0%*
	No	46.3%*	46.3%*	42.6%*	37.0%*
<i>Question: Thinking about your most recent job IN THE MANUFACTURING industry, how much would you agree or disagree with the following statements?</i>					

Agreement with Statements by select demographics (% agree)					
		The org. I worked for treated me fairly	Strong culture of teamwork/ collaboration	Employees were allowed to be themselves	Made enough money to meet needs
All Respondents		66.5%	66.5%	64.9%	64.9%
Characteristic	Subgroup				
Gender	Male	67.7%	68.3%	67.3%	67.9%
	Female	63.2%	61.4%	57.9%	56.1%
Age	25-34	56.9%	54.2%*	50.0%*	50.0%*
	35-44	68.5%	70.1%*	69.5%*	69.5%*
	45+	84.0%	84.0%*	84.0%*	84.0%*
Race	White	67.5%	67.5%	64.7%	65.7%
	Non-white	57.1%	57.1%	66.7%	57.1%
Income	Under \$75,000	63.9%*	65.6%*	60.7%	65.6%
	\$75,000-\$99,999	62.5%*	62.5%*	62.9%	60.0%
	\$100,000 or more	76.3%*	74.6%*	72.9%	72.9%
Adult Contributors to HH Income	1-2	63.9%	62.5%	54.2%	56.9%
	3	63.3%	62.5%	63.8%	63.8%
	4+	72.6%	75.0%	76.7%	74.0%
Marital Status	Married	68.2%	69.3%	68.4%	68.4%
	Not married	60.4%	56.3%	52.1%	52.1%
Children in Household	Yes	56.7%*	61.9%	58.1%	58.1%
	No	75.0%*	70.6%	70.8%	70.8%
Education Attainment	College grad or less	61.8%	60.3%	61.1%	61.1%
	Post grad	73.1%	75.3%	70.2%	70.2%
Years Worked in Manufacturing	1-2 years	24.1%*	20.7%*	37.9%*	20.7%*
	3-5 years	33.3%*	30.8%*	35.9%*	33.3%*
	6-10 years	74.2%*	78.8%*	65.7%*	71.6%*
	11-15 years	88.7%*	88.7%*	86.8%*	90.6%*
	16 or more	89.2%*	86.5%*	83.8%*	83.8%*
Supervisory Responsibilities	Yes	72.9%*	74.7%*	71.3%*	73.7%*
	No	46.3%*	40.7%*	44.4%*	37.0%*
<i>Question: Thinking about your most recent job IN THE MANUFACTURING industry, how much would you agree or disagree with the following statements?</i>					

Agreement with Statements by select demographics (% agree)					
		Everyone had access to equal employment	Would recommend to others	Typically felt stressed or burnt out	Demands of job interfered with responsibilities
All Respondents		63.4%	56.4%	42.2%	26.7%
Characteristic	Subgroup				
Gender	Male	65.3%	59.5%	45.2%	26.8%
	Female	57.9%	47.4%	33.3%	26.3%
Age	25-34	50.0%*	41.7%*	32.4%	31.9%*
	35-44	68.0%*	60.2%*	47.2%	25.0%*
	45+	79.2%*	80.0%*	44.0%	20.0%*
Race	White	64.0%	56.4%	42.6%	26.5%
	Non-white	57.1%	57.1%	38.1%	28.6%
Income	Under \$75,000	59.0%	54.1%	39.3%*	26.2%
	\$75,000-\$99,999	62.5%	51.4%	38.5%*	32.4%
	\$100,000 or more	69.5%	67.8%	51.7%*	16.9%
Adult Contributors to HH Income	1-2	50.0%*	38.9%*	22.2%*	27.8%*
	3	65.0%*	57.5%*	43.6%*	31.3%*
	4+	75.0%*	72.6%*	60.3%*	20.5%*
Marital Status	Married	65.3%*	58.8%	43.4%	26.0%
	Not married	56.3%*	47.9%	37.5%	29.2%
Children in Household	Yes	55.2%*	45.7%*	28.8%*	30.5%
	No	70.6%*	65.8%*	53.8%*	23.3%
Education Attainment	College grad or less	61.1%	49.6%*	40.8%	30.5%
	Post grad	66.7%	66.0%*	44.1%	21.3%
Years Worked in Manufacturing	1-2 years	20.7%*	13.8%*	10.7%*	55.2%*
	3-5 years	30.8%*	17.9%*	26.3%*	43.6%*
	6-10 years	70.1%*	65.7%*	49.3%*	17.9%*
	11-15 years	84.9%*	77.4%*	50.9%*	18.9%*
	16 or more	88.9%*	83.8%*	56.8%*	13.5%*
Supervisory Responsibilities	Yes	70.0%*	64.3%*	46.8%*	21.1%*
	No	42.6%*	31.5%*	26.9%*	44.4%*
<i>Question: Thinking about your most recent job IN THE MANUFACTURING industry, how much would you agree or disagree with the following statements?</i>					



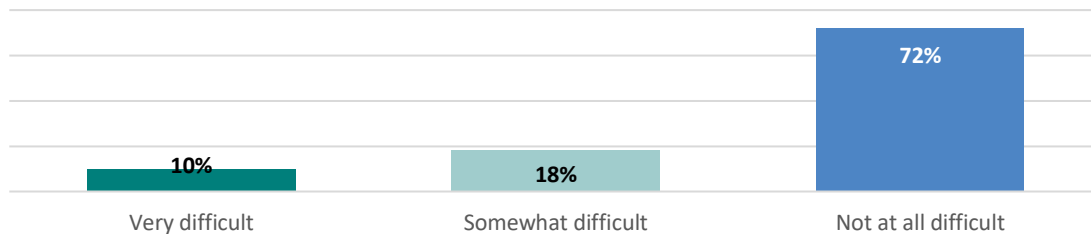
BARRIERS AND CHALLENGES TO HIRE

When asked how difficult it is to find or keep employment in the manufacturing industry, one-in-ten respondents reported it very difficult and 18.2% reported it as somewhat difficult. Nearly three-quarters, 72.0%, reported it not at all difficult to find or keep employment in the industry. Groups of respondents more likely to report very difficult to find or keep employment in the manufacturing industry include non-white respondents, those with a college degree or less education, respondents with three to five years in manufacturing, and those without supervisory responsibilities.

Respondents reporting difficulty in finding or keeping employment in the manufacturing industry were asked to give reasons for the difficulty. The top reasons for the difficulty include unsupportive management (30.6%), demand for tech-related skills (21.0%), limited opportunities (16.1%), and poor work environment (11.3%). Other reasons for difficulty, receiving less than 10% of responses, can be found in the table below.

Difficulty Finding/Keeping Employment in Manufacturing

How difficult has it been for you to find or keep employment in the manufacturing industry?



Reasons for Difficulty		
	N	%
Unsupportive management	19	30.6%
Demand for tech-related skills	13	21.0%
Limited opportunities	10	16.1%
Poor work environment	7	11.3%
Low pay	4	6.5%
Current economic conditions	4	6.5%
Lack of job security	3	4.8%
Detrimental effects on the environment	1	1.6%
Low rate of advancement	1	1.6%
Total	62	(n=62)



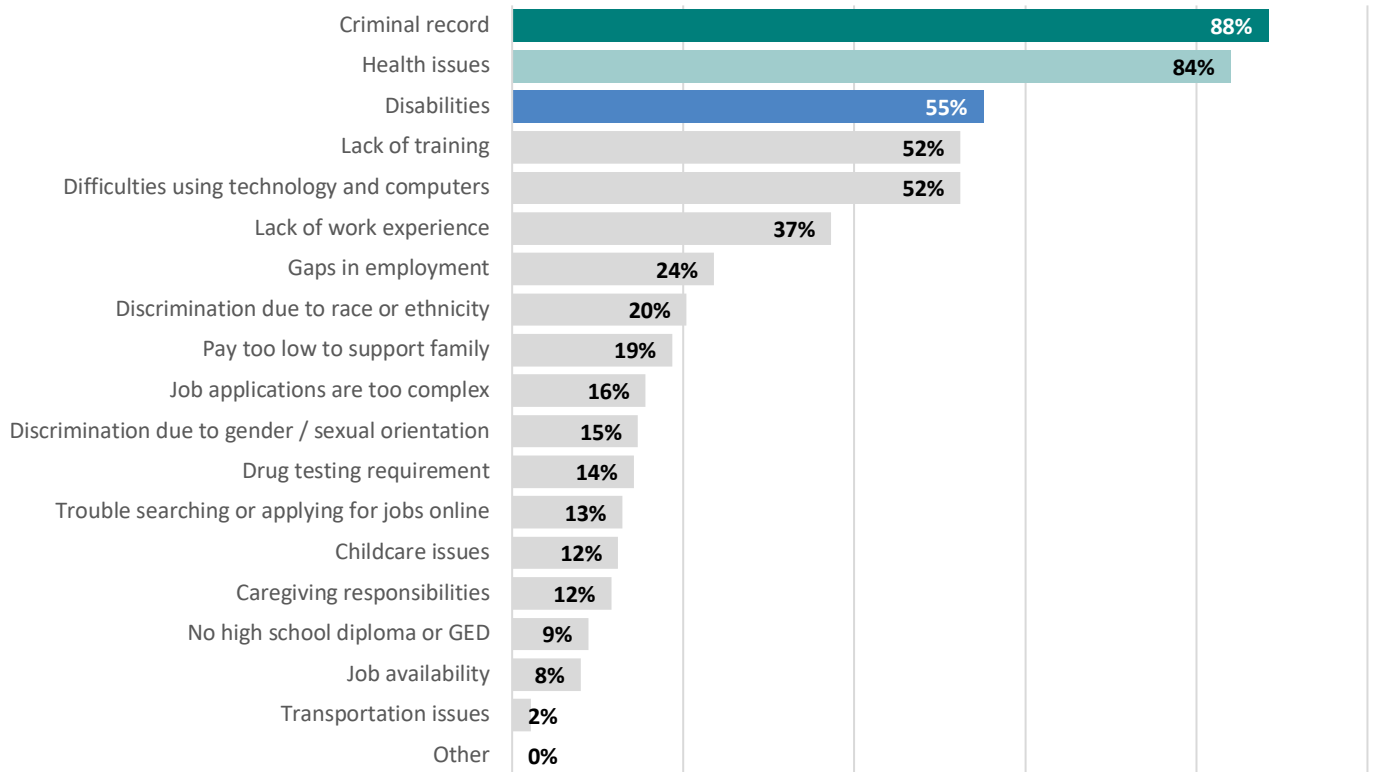
Difficulty Finding/Keeping Employment in Manufacturing by select demographics				
		Very	Somewhat	Not at all
All Respondents		9.8%	18.2%	72.0%
Characteristic	Subgroup			
Gender	Male	10.1%	17.9%	72.0%
	Female	8.8%	19.3%	71.9%
Age	25-34	11.1%	25.0%	63.9%
	35-44	10.2%	15.6%	74.2%
	45+	4.0%	12.0%	84.0%
Race*	White	8.3%	19.1%	72.5%
	Non-white	23.8%	9.5%	66.7%
Income	Under \$75,000	6.6%	19.7%	73.8%
	\$75,000-\$99,999	13.3%	20.0%	66.7%
	\$100,000 or more	6.8%	13.6%	79.7%
Adult Contributors to HH Income	1-2	9.7%	20.8%	69.4%
	3	15.0%	18.8%	66.3%
	4+	4.1%	15.1%	80.8%
Marital Status	Married	10.2%	15.8%	74.0%
	Not married	8.3%	27.1%	64.6%
Children in Household	Yes	13.3%	19.0%	67.6%
	No	6.7%	17.5%	75.8%
Education Attainment*	College grad or less	11.5%	22.9%	65.6%
	Post grad	7.4%	11.7%	80.9%
Years Worked in Manufacturing*	1-2 years	10.3%	62.1%	27.6%
	3-5 years	23.1%	33.3%	43.6%
	6-10 years	9.0%	9.0%	82.1%
	11-15 years	7.5%	1.9%	90.6%
	16 or more	0.0%	8.1%	91.9%
Supervisory Responsibilities*	Yes	7.6%	10.5%	81.9%
	No	16.7%	42.6%	40.7%
<i>Question: How difficult has it been for you to find or keep employment in the manufacturing industry?</i>				



Next, all employed respondents were given a list of seventeen barriers and asked how much of a barrier each was to them or people they know in applying for, finding, or keeping employment in manufacturing. Each barrier is discussed in more detail below.

Perceived Barriers to Finding or Keeping Employment in Manufacturing

Which of the following do you think are barriers that make it difficult for you or the people you know to apply for, find or keep employment in the manufacturing industry?



Criminal record- A majority of respondents, 88.4%, felt that a criminal record was a barrier to finding or keeping employment in the manufacturing industry. There were no statistically significant differences among groups in this area.

Health issues- Fewer respondents, 84.0%, felt that health issues were a barrier to finding or keeping employment in the manufacturing industry. There were no statistically significant differences among groups in this area.

Disabilities- More than half, 55.1%, felt that disabilities were a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include respondents ages 25 to 34, those with children in the home, respondents with one to five years in the manufacturing industry, and those with supervisory responsibilities.

Lack of training- Slightly fewer respondents, 52.4%, felt that lack of training was a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include respondents with an annual household income over \$100,000 and those with one to five years in the manufacturing industry (especially those with one to two years in the industry).





Technology difficulties- Similarly, 52.4% of respondents felt that difficulties using technology and computers were a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include respondents with one to two years in the manufacturing industry and those with children in the home.

Lack of experience- More than one-third, 37.3%, felt that lack of work experience was a barrier to finding or keeping employment in the manufacturing industry. Respondents with one to five years in the manufacturing industry were more likely to feel this is a barrier.

Employment gaps- Nearly one-quarter, 23.6%, felt that gaps in employment were a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include respondents with an annual income over \$75,000, those with three adults contributing to household income, and respondents with children in the home.

Racial discrimination- One-fifth, 20.4%, felt that discrimination due to race was a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include females, non-white respondents, those with an annual household income over \$75,000, respondents with three adults contributing to household income, those with children in the home, respondents with one to five years in the manufacturing industry (especially those with one to two years in the industry, and those with supervisory responsibilities).

Low pay- More than one-sixth, 18.7%, felt that pay too low to support family was a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include respondents with children in the home, those with one to five years in the manufacturing industry (especially those with one to two years in the industry), and respondents with supervisory responsibilities.

Job applications too complex- Fewer respondents, 15.6%, felt that job applications are too complex was a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include respondents ages 25 to 34, those with one to two adults contributing to household income, and respondents with one to ten years in the manufacturing industry.

Gender/sexual orientation discrimination- Slightly fewer respondents, 14.7%, felt that discrimination due to gender or sexual orientation was a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include males and respondents with an annual household income over \$75,000.

Drug testing- Similarly, 14.2% of respondents felt that drug testing requirements were a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include white respondents and those with an annual household income under \$75,000.

Trouble online- More than one-tenth, 12.9%, felt that trouble searching or applying for jobs online was a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include respondents with one to five years in the manufacturing industry and those with supervisory responsibilities.

Childcare issues- Similarly, 12.4% of respondents felt that childcare issues were a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include females, respondents with one to two adults contributing to household income, those with one to five





years in the manufacturing industry (especially those with one to two years in the industry), and respondents without supervisory responsibilities.

Caregiving responsibilities- More than one-in-ten respondents, 11.6%, felt that caregiving responsibilities were a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include respondents with children in the home and those with one to five years in the manufacturing industry.

No diploma- Less than one-tenth, 8.9%, felt that no high school diploma or GED was a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include females, respondents with one to two adult contributors to household income and those with supervisory responsibilities.

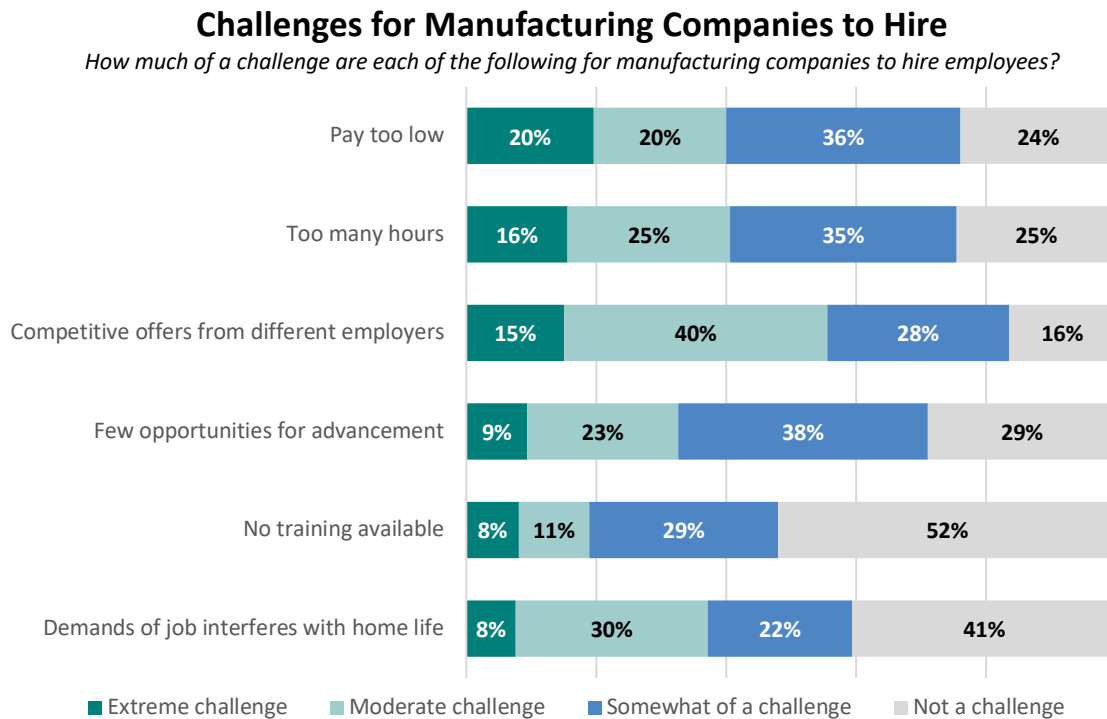
Job availability- Slightly fewer, 8.0%, felt that job availability was a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include non-white respondents, those with children in the home, and respondents with supervisory responsibilities.

Transportation issues- A small number, 2.2%, felt that transportation issues were a barrier to finding or keeping employment in the manufacturing industry. Groups more likely to feel this is a barrier include females, respondents with one to two adult contributors to household income, those with a college degree or less education, and respondents with supervisory responsibilities.





Next, respondents were given a list of six challenges and were asked to indicate how much of a challenge each are for manufacturing companies to hire employees. Pay too low was reported as the most extreme challenge with 19.6% of respondents feeling this way followed by too many hours (15.6%). Alternatively, more than half of respondents, 52.0%, felt that no training available was not a challenge at all followed by demands of job interferes with home life (40.6%). Each challenge is discussed in more detail below.



Low pay- Groups more likely to feel that pay too low was an extreme or moderate challenge include females, respondents ages 25 to 34, those with an annual household income under \$75,000, respondents with three or more adults contributing to household income, non-married respondents, those with one to five years in the manufacturing industry, and those without supervisory responsibilities.

Too many hours- Groups more likely to feel that too many hours were an extreme or moderate challenge include females, respondents ages 25 to 34, those with one to two adults contributing to household income, respondents with children in the home, those with one to five years in the manufacturing industry, and those without supervisory responsibilities.

Competitive offers- Groups more likely to feel that competitive offers from different employers was an extreme or moderate challenge include respondents ages 35 and older (especially 45 and older), those with an annual household income over \$75,000, respondents with one to three adults contributing to household income, those with children in the home, and respondents with one to two years or 16 or more years in the manufacturing industry (especially one to two years on the industry).

Advancement opportunities- Groups more likely to feel that few opportunities for advancement was an extreme or moderate challenge include respondents ages 25 to 34, those with one to two adults contributing to household income, respondents with children in the home, and those with one to ten years in the manufacturing industry (especially those with three to five years in the industry).





No training available- Groups of respondents more likely to feel that no training available was an extreme or moderate challenge include respondents ages 25 to 34, those with one to two adults contributing to household income, non-married respondents, those with a post graduate degree, and respondents with three to ten years in the manufacturing industry.

Work/Home balance- Groups more likely to feel that demands of job interfere with home life include respondents ages 25 to 34, those with one to two adults contributing to household income, respondents with children in the home, those with one to ten years in the manufacturing industry (especially those with one to five years in the industry), and respondents without supervisory responsibilities.

Respondents were then asked what types of training or support would be most helpful for someone looking for a job in the manufacturing industry. This was an open-ended question in which respondents could give multiple responses. The top type of training given by nearly one quarter, 23.2%, of all respondents was machinery and equipment. Other types of training included, in order of importance, safety (17.4%), new technology (16.5%), soft skills (14.7%), technical skills (14.3%), operations (12.9%), quality assurance (12.1%). Other types of training receiving less than 10% of responses from all respondents can be seen in the table below.

Types of Helpful Training/Support				
	First Response	First %	All Responses	All %
Machinery and equipment	31	13.8%	52	23.2%
Safety	22	9.8%	39	17.4%
New technology	29	12.9%	37	16.5%
Soft skills	23	10.3%	33	14.7%
Technical skills	27	12.1%	32	14.3%
Operations	16	7.1%	29	12.9%
Quality assurance	9	4.0%	27	12.1%
Team collaboration	8	3.6%	20	8.9%
Mentorships	15	6.7%	19	8.5%
Ongoing assistance	14	6.3%	15	6.7%
Material handling	12	5.4%	14	6.3%
Leadership	8	3.6%	11	4.9%
Lean manufacturing	8	3.6%	10	4.5%
Robotics	0	0.0%	5	2.2%
Total	224	(n=224)	345	(n=224)

What types of training or support would be most helpful for someone looking for a job in the manufacturing industry?



RETURN TO INDUSTRY

When asked why they left their job in the manufacturing industry, the top reason given was limited chance of advancement, 27.6%, followed closely by work environment, 27.1%. Other reasons for leaving the manufacturing industry include, in order of importance, low compensation (17.3%), work-life balance (10.2%), seeking new opportunity (8.4%), job stability (7.6%), dissatisfied with job (6.7%), underappreciated (6.2%), and limited benefits (5.8%).

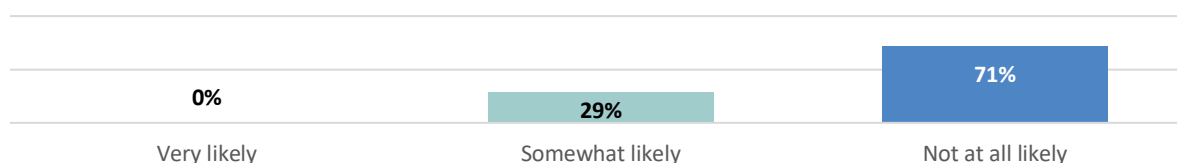
Reason for Leaving Last Manufacturing Job				
	First Response	First %	All Responses	All %
Limited chance of advancement	45	20.0%	62	27.6%
Work environment	44	19.6%	61	27.1%
Low compensation	25	11.1%	39	17.3%
Work-life balance	19	8.4%	23	10.2%
Seeking new opportunity	19	8.4%	19	8.4%
Job stability	15	6.7%	17	7.6%
Dissatisfied with job	13	5.8%	15	6.7%
Underappreciated	12	5.3%	14	6.2%
Limited benefits	6	2.7%	13	5.8%
Proximity	10	4.4%	12	5.3%
New job with better situation	9	4.0%	9	4.0%
Lack of safety/cleanliness	5	2.2%	6	2.7%
Health	3	1.3%	4	1.8%
Total	225	(n=225)	294	(n=225)

Why did you leave your last job in the manufacturing industry?

Those who are no longer working in the manufacturing industry were asked to rate the likelihood of returning to the manufacturing industry. Nearly three-quarters, 71%, reported not at all likely to return. Respondents without supervisory responsibilities were more likely to report not at all likely to return to the manufacturing industry. Reasons for not returning to the manufacturing industry include: had a negative work experience (34.3%), job did not meet expectations (34.3%), and content at present job (31.4%).

Likelihood of Returning to Manufacturing Industry

How likely are you to return to the manufacturing industry if the right opportunity presented itself?



Reason for Not Returning		
	N	%
Had a negative work experience	12	34.3%
Job did not meet my expectations	12	34.3%
Content at present job	11	31.4%
Total	35	(n=35)

When asked what, if anything, would motivate you to consider returning to the manufacturing industry, nearly half, 49.0%, reported they were not interested in returning. Nearly two-fifths, 18.4%, reported higher compensation and benefits or a flexible work schedule would motivate them to return to the industry. Nearly one-in-ten, 8.2%, reported a positive work environment would motivate them to return. Other responses receiving only 2.0% of responses can be found in the table below.

Motivators to Return		
	N	%
Not interested	24	49.0%
Higher compensation and benefits	9	18.4%
Flexible work schedule	9	18.4%
Positive work environment	4	8.2%
Safety in place	1	2.0%
Work-life balance	1	2.0%
Advancement opportunities	1	2.0%
Total	49	(n=49)

What, if anything, would motivate you to consider RETURNING to the manufacturing industry?

When asked what, if anything, would need to change to consider returning to the manufacturing industry, nearly one-quarter, 23.4%, reported innovation with technology would need to change. Other things respondents reported would need to change to consider returning include changes made in the industry (21.3%), higher compensation and benefits (17.0%), positive work environment (14.9%), advancement opportunities (10.6%), better work-life balance (8.5%). A small number, 4.3%, maintained they were not interested in returning.

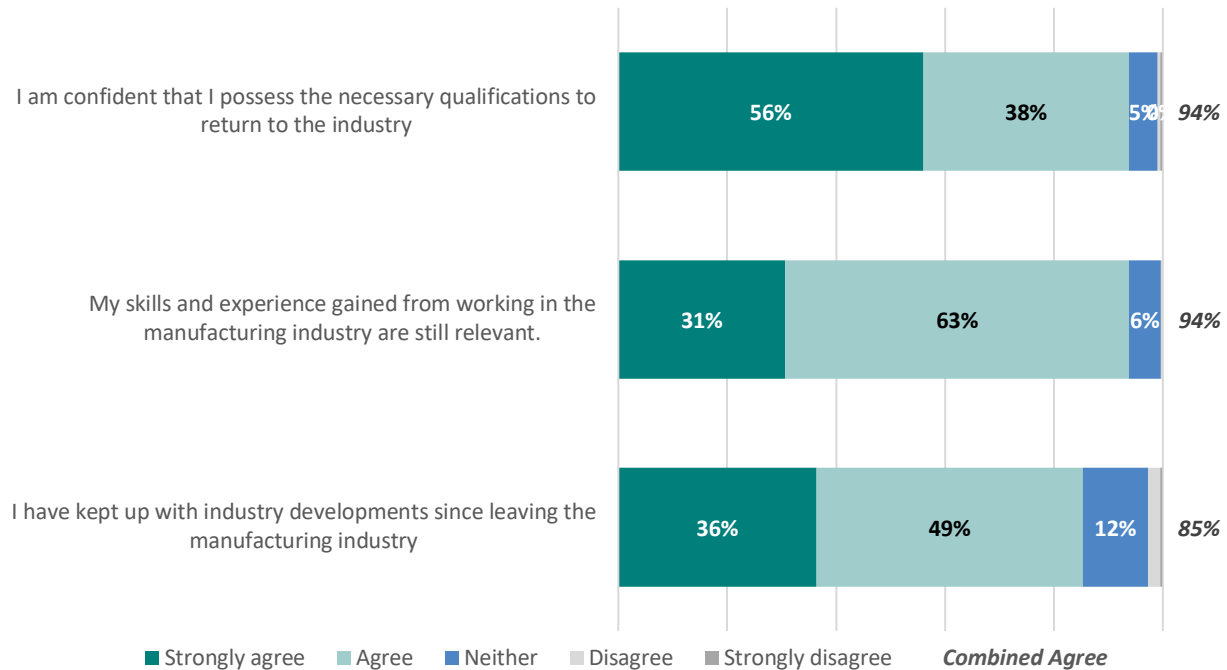
Changes needed to consider returning		
	N	%
Innovation with technology	11	23.4%
Changes made in industry	10	21.3%
Higher compensation and benefits	8	17.0%
Positive work environment	7	14.9%
Advancement opportunities	5	10.6%
Better work-life balance	4	8.5%
Not interested	2	4.3%
Total	47	(n=47)

What, if anything, would need to change for you to consider RETURNING to the manufacturing industry?



Agreement with Statements

How much do you agree or disagree with each of the following statements?



Most respondents, 93.8%, agree that I am confident that *I possess the necessary qualifications to return to the industry* with 56.0% strongly agreeing and 37.8% agreeing. A small number, 0.8%, disagreed or strongly disagreed with this statement. There were no statistically significant differences among groups in this area.

Similarly, 93.8% agreed that *my skills and experience gained from working in the manufacturing industry are still relevant* with 30.7% strongly agreeing and 63.1% agreeing. A small number, 0.4%, disagreed with this statement. Respondents with supervisory responsibilities were more likely to agree with this statement.

More than four-fifths, 85.3%, agreed that *I have kept up with industry developments since leaving the manufacturing industry* with 36.4% strongly agreeing and 49.1% agreeing. A small number, 2.6%, disagreed or strongly disagreed with this statement. Groups more likely to agree with this statement include respondents with four or more adult contributors to household income, those with six or more years in the manufacturing industry, and respondents with supervisory responsibilities.



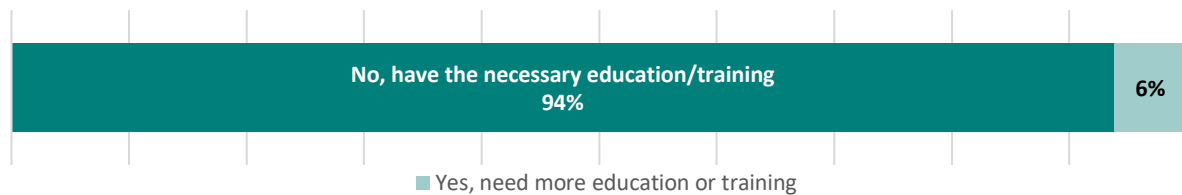
Agreement with Statements by select demographics (% agree)				
		My skills & experience gained are still relevant	I am confident I possess necessary qualifications to return	I have kept up with industry developments
All Respondents		93.8%	93.8%	85.3%
Characteristic	Subgroup			
Gender	Male	93.5%	93.5%	84.5%
	Female	94.7%	94.7%	87.7%
Age	25-34	88.9%	94.4%	79.2%
	35-44	96.1%	93.0%	89.1%
	45+	96.0%	96.0%	84.0%
Race	White	94.1%	93.6%	85.3%
	Non-white	90.5%	95.2%	85.7%
Income	Under \$75,000	91.8%	93.4%	85.2%
	\$75,000-\$99,999	93.3%	92.4%	83.8%
	\$100,000 or more	96.6%	96.6%	88.1%
Adult Contributors to HH Income	1-2	95.8%	93.1%	83.3%*
	3	92.5%	92.5%	82.5%*
	4+	93.2%	95.9%	90.4%*
Marital Status	Married	94.4%	93.8%	85.9%
	Not married	91.7%	93.8%	83.3%
Children in Household	Yes	93.3%	93.3%	81.9%
	No	94.2%	94.2%	88.3%
Education Attainment	College grad or less	91.6%	93.1%	82.4%
	Post grad	96.8%	94.7%	89.4%
Years Worked in Manufacturing	1-2 years	89.7%	86.2%	55.2%*
	3-5 years	84.6%	87.2%	64.1%*
	6-10 years	94.0%	95.5%	94.0%*
	11-15 years	100.0%	98.1%	98.1%*
	16 or more	97.3%	97.3%	97.3%*
Supervisory Responsibilities	Yes	95.9%*	95.3%	93.0%*
	No	87.0%*	88.9%	61.1%*
<i>Question: How much do you agree or disagree with each of the following statements?</i>				



Most respondents, 93.8%, reported having the necessary education and training to get a job in the manufacturing industry while 6.2% reported needing more education or training. Groups more likely to report needing more education or training include respondents ages 25 to 34, married respondents, and those with one to two years in the manufacturing industry. More than two-thirds, 64.3%, reported improving technical skills was a reason for needing additional training followed by improving soft skills (21.4%), and progressing in career (14.3%).

Need Additional Education/Training

In general, do you feel you have the education and training necessary to get a job in the manufacturing industry or would you need more education or training?



Why Education/Training is Needed

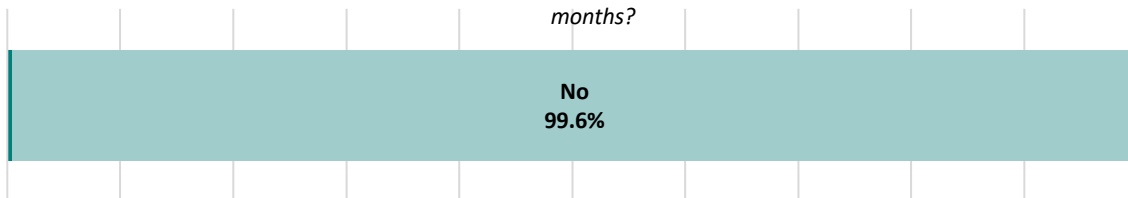
	N	%
Improve technical skills	9	64.3%
Improve soft skills	3	21.4%
Progress in career	2	14.3%
Total	14	(n=14)

Why do you feel you need additional training?

Only one respondent, 0.4%, reported difficulty in pursuing training in the last 12 months and this was due to a change in their family situation.

Had Difficulties Pursuing Training

Is there anything that has made it difficult for you to pursue additional training in the last 12 months?



Difficulties Pursuing Training

	N	%
Change in family situation	1	100.0%
Total	1	(n=1)

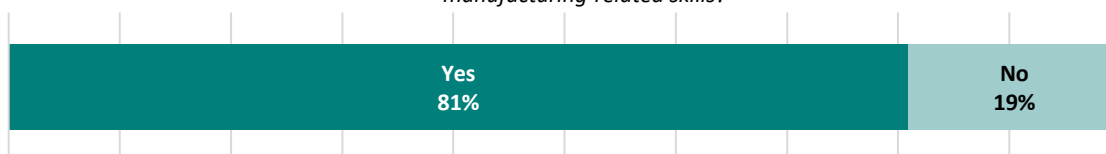
What would that be?



Many respondents, 80.9%, reported being willing to participate in training programs or upskilling initiatives to enhance manufacturing-related skills and nearly one-fifth, 19.1%, reported that they are not willing. Groups more likely to be willing to participate in training programs include those with four or more adults contributing to household income, respondents without children in the home, those with six or more years in the manufacturing industry, and respondents with supervisory responsibilities.

Willing to Participate in Training

Would you be willing to participate in training programs or upskilling initiatives to enhance your manufacturing-related skills?



Willing to participate in training by select demographics			
		Yes	No
All Respondents		80.9%	19.1%
Characteristic	Subgroup		
Gender	Male	81.5%	18.5%
	Female	78.9%	21.1%
Age	25-34	81.9%	18.1%
	35-44	81.3%	18.8%
	45+	76.0%	24.0%
Race	White	81.4%	18.6%
	Non-white	76.2%	23.8%
Income	Under \$75,000	88.5%	11.5%
	\$75,000-\$99,999	76.2%	23.8%
	\$100,000 or more	81.4%	18.6%
Adult Contributors to HH Income*	1-2	72.2%	27.8%
	3	80.0%	20.0%
	4+	90.4%	9.6%
Marital Status	Married	80.2%	19.8%
	Not married	83.3%	16.7%
Children in Household*	Yes	74.3%	25.7%
	No	86.7%	13.3%
Education Attainment	College grad or less	77.9%	22.1%
	Post grad	85.1%	14.9%
Years Worked in Manufacturing*	1-2 years	55.2%	44.8%
	3-5 years	66.7%	33.3%
	6-10 years	91.0%	9.0%
	11-15 years	92.5%	7.5%
	16 or more	81.1%	18.9%
Supervisory Responsibilities*	Yes	87.1%	12.9%
	No	61.1%	38.9%
<i>Question: Would you be willing to participate in training programs or upskilling initiatives to enhance your manufacturing-related skills?</i>			



Employment Background

Summary Table: Participant Information			
		%	Valid Responses
Work situation	Full-time, 30 or more hours a week	99.6%	225
	Not Employed	0.4%	
	Part-time, less than 30 hours a week	0.0%	
	Retired	0.0%	
	Furloughed or temporarily laid off	0.0%	
How long not employed	1-3 months	0.0%	1
	4-6 months	0.0%	
	7-11 months	100.0%	
	1-2 years	0.0%	
	3-5 years	0.0%	
	More than 5 years	0.0%	
Industries worked in past year	Manufacturing	100.0%	225
	Energy	0.9%	2
	Healthcare	0.4%	1
	Technology	0.0%	0
	Financial services	0.0%	0
	Communications	0.0%	0
	Retail	0.0%	0
	Other	0.0%	0
	None-have not worked in past year	0.0%	0
Current industry	Manufacturing	78.6%	224
	Technology	6.3%	
	Financial services	6.3%	
	Retail	4.0%	
	Healthcare	3.1%	
	Energy	1.3%	
	Communications	0.4%	
	Other	0.0%	

Summary Table: Participant Information			
		%	Valid Responses
Years worked in manufacturing	Under a year	0.0%	225
	1-2 years	12.9%	
	3-5 years	17.3%	
	6-10 years	29.8%	
	11-15 years	23.6%	
	16-20 years	16.4%	
	More than 20 years	0.0%	
Supervisory Responsibilities	Yes	76.0%	225
	No	24.0%	

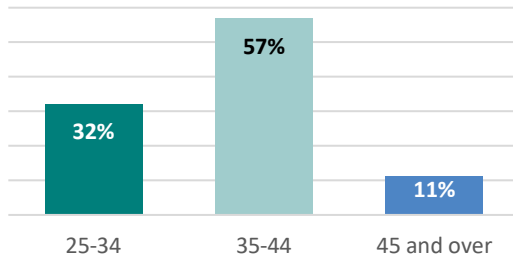


Most recent position in manufacturing		
	# of most recent position	% of most recent position
Manager	29	12.9%
Quality Assurance	23	10.2%
Engineer	22	9.8%
Finance	13	5.8%
Supervisor	12	5.3%
Production manager	10	4.4%
Director	9	4.0%
IT	9	4.0%
Quality Assurance Manager	8	3.6%
Sales	8	3.6%
Technician	8	3.6%
HR	6	2.7%
Project management	6	2.7%
Plant Manager	6	2.7%
General Manager	5	2.2%
Assistant Plant Manager	5	2.2%
Accountant	4	1.8%
Production supervisor	4	1.8%
Division manager	3	1.3%
Purchasing	3	1.3%
Team leader	3	1.3%
Coordinator	3	1.3%
VP of Operations	3	1.3%
Assembly supervisor	2	0.9%
Associate	2	0.9%
Floor supervisor	2	0.9%
Analyst	2	0.9%
Floor Manager	2	0.9%
Product development	2	0.9%
Business Development	1	0.4%
Machine operator	1	0.4%
Marketing	1	0.4%
Risk and Compliance	1	0.4%
Shipping	1	0.4%
Warehouse Manager	1	0.4%
Waste Management	1	0.4%
Administration	1	0.4%
Recruitment	1	0.4%
Plant manager	1	0.4%
Chief of Manufacturing	1	0.4%
Total	225	(n=225)



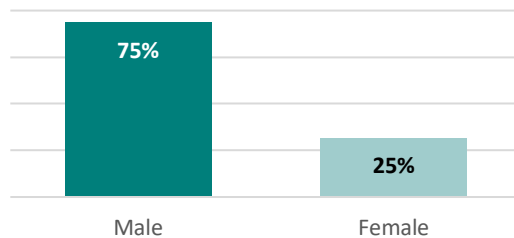
Respondent Demographics

Respondent Age



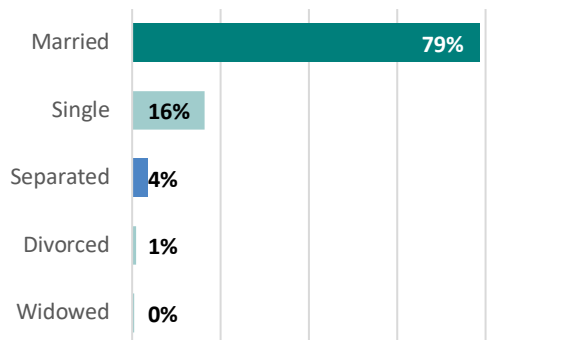
Age	N	%
25-34	72	32.0%
35-44	128	56.9%
45 and over	25	11.1%
Total	225	100.0%

Respondent Gender



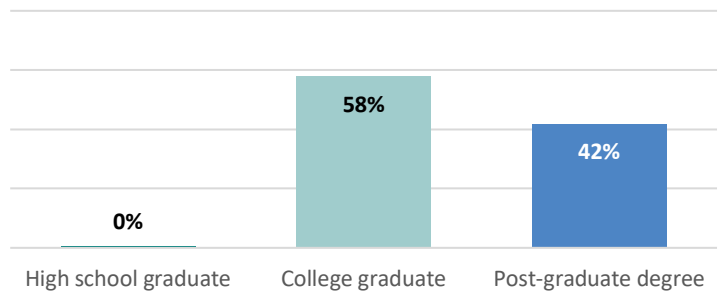
Gender	N	%
Male	168	74.7%
Female	57	25.3%
Total	225	100.0%

Marital Status



Marital Status	N	%
Married	177	78.7%
Single	37	16.4%
Separated	8	3.6%
Divorced	2	0.9%
Widowed	1	0.4%
Total	225	100.0%

Education Attainment



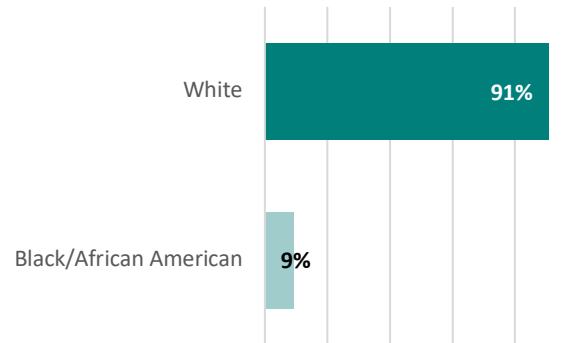
Education	N	%
High school graduate	1	0.4%
College graduate	130	57.8%
Post-graduate degree	94	41.8%
Total	225	100.0%



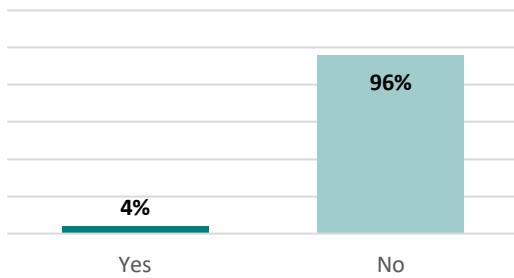


Respondent Race

Race	N	%
White	204	90.7%
Black/African American	21	9.3%
Total	225	100.0%



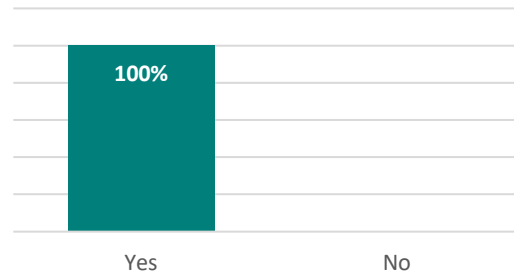
Hispanic or Latino



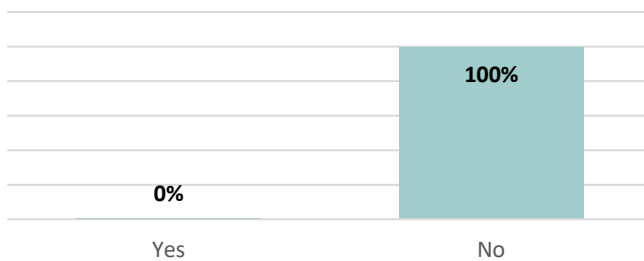
Hispanic	N	%
Yes	9	4.0%
No	216	96.0%
Total	225	100.0%

English- First language	N	%
Yes	225	100.0%
No	0	0.0%
Total	0.0%	100.0%

English First Language



Enrolled in College



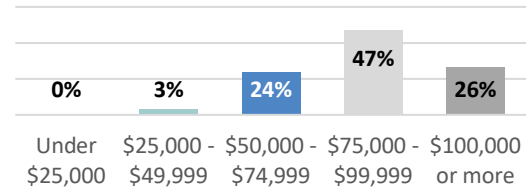
Enrolled	N	%
Yes	1	0.4%
No	224	99.6%
Total	225	100.0%



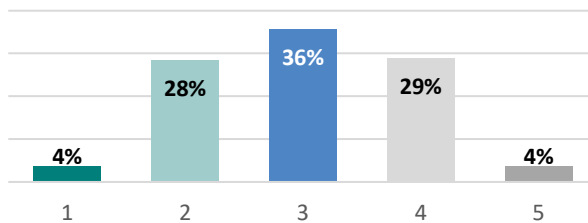


Income	N	%
Under \$25,000	1	0.4%
\$25,000 - \$49,999	7	3.1%
\$50,000 - \$74,999	53	23.6%
\$75,000 - \$99,999	105	46.7%
\$100,000 or more	59	26.2%
Total	225	100.0%

Household Income

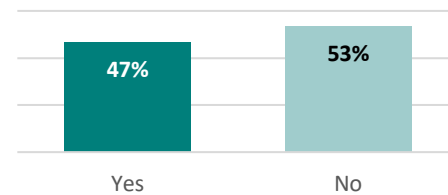


Household Income Contributors



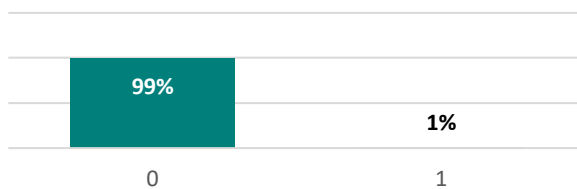
Adult Contributors	N	%
1	8	3.6%
2	64	28.4%
3	80	35.6%
4	65	28.9%
5	8	3.6%
Total	225	100.0%

Children in Household



Children	N	%
Yes	105	46.7%
No	120	53.3%
Total	225	100.0%

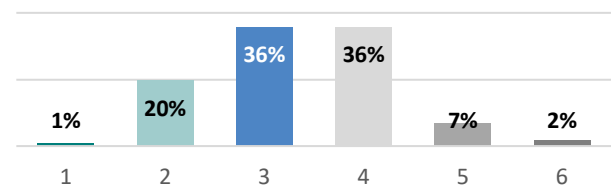
Minor Income Contributors



Minor Contributors	N	%
0	223	99.1%
1	2	0.9%
Total	225	100.0%

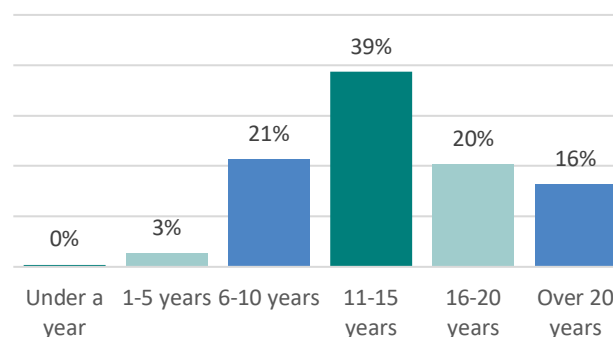
Household Size	N	%
1	2	0.9%
2	44	19.6%
3	80	35.6%
4	80	35.6%
5	15	6.7%
6	4	1.8%
Total	225	100.0%

Household Size



County	N	%
Allen	12	5.3
Ashland	5	2.2
Champaign	2	0.9
Clark	8	3.6
Clinton	6	2.7
Coshocton	4	1.8
Crawford	1	0.4
Darke	5	2.2
Defiance	2	0.9
Delaware	17	7.6
Erie	4	1.8
Fayette	1	0.4
Franklin	3	1.3
Fulton	5	2.2
Gallia	2	0.9
Greene	3	1.3
Guernsey	3	1.3
Hancock	3	1.3
Henry	4	1.8
Highland	5	2.2
Holmes	3	1.3
Huron	3	1.3
Jackson	4	1.8
Knox	6	2.7
Lawrence	3	1.3
Licking	9	4.0
Logan	3	1.3
Madison	3	1.3
Marion	11	4.9
Miami	5	2.2
Montgomery	9	4.0
Morrow	4	1.8
Muskingum	5	2.2
Ottawa	1	0.4
Paulding	3	1.3
Preble	3	1.3
Putnam	12	5.3
Sandusky	6	2.7
Seneca	11	4.9
Shelby	3	1.3
Union	5	2.2
Wayne	10	4.4
Williams	2	0.9
Wood	3	1.3
Wyandot	3	1.3
Total	225	100%

Length of Time in County



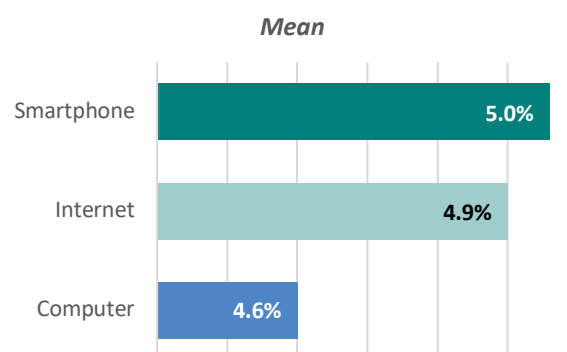
How long lived in county	#	%
Under a year	1	0.4%
1 to 5 years	6	2.7%
6 to 10 years	48	21.3%
11 to 15 years	87	38.7%
16 to 20 years	46	20.4%
Over 20 years	37	16.4%
Total	N=225	100.0%

Comfort-Computer	N	%	Mean
1-Not at all comfortable	0	0.0%	4.60
2	0	0.0%	
3	0	0.0%	
4	89	39.6%	
5-Very comfortable	136	60.4%	
Total	225	100.0%	

Comfort-Internet	N	%	Mean
1-Not at all comfortable	0	0.0%	4.90
2	0	0.0%	
3	0	0.0%	
4	22	9.8%	
5-Very comfortable	203	90.2%	
Total	225	100.0%	

Comfort-Smartphone	N	%	Mean
1-Not at all comfortable	0	0.0%	4.96
2	0	0.0%	
3	1	0.4%	
4	7	3.1%	
5-Very comfortable	217	96.4%	
Total	225	100.0%	

Comfort with Technology





Research Methodology

ABOUT CMOR

The Center for Marketing & Opinion Research provides public opinion research services to colleges and universities, hospitals and healthcare organizations, and community-based organizations and government agencies. We collect reliable, valid, and meaningful data for our clients using telephone, web and mail surveys, field, intercept, and key informant interviews, focus group administration, as well as a wide range of consulting services. More than 90% of our clients have worked with us more than once and more than half of our new clients come from customer referrals.

CMOR's Mission

CMOR asks the right questions, to the right people, the right way to identify needs, perceptions, and opportunities, which, in turn, allows our clients to strengthen their position in the community by following smart, insightful recommendations that maximize their resources.

CMOR's Vision

To serve our clients and the community - We make a difference in the community by working with organizations that make a difference. CMOR understands that a “one-size-fits-all” approach to research is typically not in our clients’ best interest and that each organization is unique and needs research customized to meet their objectives. We build authentic, long-term partnerships with clients based on quality and mutual values and goals, acting as an extension of our clients’ team to make the research process simple and seamless.

Survey Methodology

CMOR conducted the 2023 Leavers Workforce Survey on behalf of the Greater Ohio Workforce Board. The surveys were conducted between July 11 and July 31, 2023. Two-hundred twenty-five respondents in the state of Ohio participated in the survey. The sample size yields a 6.5% margin of error at a 95% confidence level. CMOR collaborated with the Greater Ohio Workforce Board in the development of the survey instrument. Surveys were conducted online utilizing an online research panel.





Survey Instrument

SCREENER/PARTICIPANT INFORMATION

1. What state do you live in? (IF NOT OHIO, END)
2. Which of the following industries have you worked in during the past year? (IF MANUFACTURING IS NOT SELECTED, END)
 - a. Energy
 - b. Technology
 - c. Health care
 - d. Manufacturing
 - e. Financial services
 - f. Communications
 - g. Retail
 - h. Other
 - i. None of the above – Have not worked in past year
3. Which of the following best describes your current work situation?
 - a. I work full-time, 30 or more hours a week
 - b. I work part-time, less than 30 hours a week
 - c. Retired
 - d. Furloughed or temporarily laid off
 - e. Not employed
 - i. IF NOT EMPLOYED:
 1. How long have you not been employed? (Less than one month, 1-3 months, 4-6 months, 7-11months, 1-2 years, 3-5 years, more than 5 years)
 2. Are you currently looking for work?
4. (IF EMPLOYED) Which of the following best describes the industry you work in?
 - a. Energy
 - b. Technology
 - c. Health care
 - d. Manufacturing
 - i. IF SELECTED ASK: Other than the job you have now, have you worked for another company in the manufacturing industry in the past year? (IF NO: END SURVEY)
 - e. Financial services
 - f. Communications
 - g. Retail
 - h. Other





FIRST IMPRESSIONS OF MANUFACTURING INDUSTRY

5. Which of the following industries do you think is MOST important in terms of creating a strong economy and generating new jobs? (ask for second most important, then third)
 - Energy
 - Technology
 - Health care
 - Manufacturing
 - Financial services
 - Communications
 - Retail
6. How much do you agree or disagree with each of the following statements?
 - The manufacturing industry provides careers that are both interesting and rewarding
 - Jobs in the manufacturing industry are clean and safe
 - Manufacturing jobs pay more than jobs in other industries
 - Manufacturing jobs are stable and provide job security relative to jobs in other industries
 - Jobs in the manufacturing industry are increasingly available and accessible
 - Future manufacturing jobs will require a higher level of technical expertise and skills.
 - Future manufacturing jobs will require less manual labor
 - Future manufacturing jobs will be more innovative and require more problem-solving efforts
 - Developing a strong manufacturing base should be a national priority
 - The US should further invest in the manufacturing industry
 - The school system in my community provides exposure to skills required to pursue a career in manufacturing (science, technology, engineering, and math)
 - My local school system encourages students to pursue careers in manufacturing
 - There are a lot of job opportunities in the manufacturing industry
 - I would encourage my children or other young adults to pursue a manufacturing career
 - IF DON'T AGREE: Which of the following are reasons for NOT encouraging children to pursue a manufacturing career?
 - Worried about job stability and security
 - Not a strong career path
 - Doesn't pay enough
 - Perception of the industry
 - Other: please specify?





WORKPLACE CULTURE

7. In thinking about the ways you earn money both now and in the future, how important are each of the following ...?
 - a. A good wage
 - b. Flexible hours
 - c. Opportunities for career advancement
 - d. Meaningful work
 - e. Paid time off
 - f. Medical and dental benefits
 - g. Retirement plan
 - h. Accessible, affordable childcare
 - i. Work that is interesting and rewarding
 - j. Work that is mentally challenging
 - k. Jobs in the industry are relatively stable and secure
 - l. Variety in daily activities
 - m. High demand for employees in the industry
 - n. Work that is physically demanding (not sitting at a desk)
8. Is there anything else that is very important? What would that be?
9. Thinking about your most recent job IN THE MANUFACTURING industry, how much would you agree or disagree with the following statements?
 - a. The demands of my job interfered with my ability to fulfill family or home responsibilities
 - b. My employer provided a safe work environment
 - c. Employees were appreciated for a job well done
 - d. I feel I got paid appropriately for the job I did
 - e. I made enough money to meet my needs
 - f. I felt valued by my employer
 - g. The organization I worked for treated me fairly
 - h. During my workday, I typically felt stressed or burnt out
 - i. I would recommend my previous employer to others as a good place to work
 - j. My work environment was supportive of different opinions and styles
 - k. My opinion counted at work
 - l. I had a best friend at work
 - m. My supervisor, or someone at work, cared about me as a person
 - n. There was a strong culture of teamwork and collaboration
 - o. The people I worked with were respectful to one another
 - p. Everyone had access to equal employment opportunities regardless of their differences.
 - q. Employees were allowed to be themselves at work without fear
 - r. I had a clear idea of what was expected of me
 - s. I had the tools and resources I needed to perform my job successfully
 - t. The job was what I expected it to be





BARRIERS & CHALLENGES TO HIRE

10. How difficult has it been for you to find or keep employment in the manufacturing industry? (Very difficult, somewhat difficult, not at all difficult) IF VERY OR SOMEWHAT DIFFICULT: Why?
11. Which of the following do you think are barriers that make it difficult for you or the people you know to apply for, find or keep employment in the manufacturing industry?
 - a. Criminal record
 - b. Health issues
 - c. Disabilities
 - d. No high school diploma or GED
 - e. Transportation issues
 - f. Gaps in employment
 - g. Pay too low to support family
 - h. Lack of training
 - i. Lack of work experience
 - j. Job availability
 - k. Difficulties using technology and computers
 - l. Trouble searching or applying for jobs online
 - m. Job applications are too complex
 - n. Childcare issues
 - o. Caregiving responsibilities
 - p. Discrimination due to gender or sexual orientation
 - q. Discrimination due to race or ethnicity
 - r. Drug testing requirement
 - s. Other (please specify)
12. How much of a challenge are each of the following for manufacturing companies to hire employees?
 - a. Pay too low
 - b. Too many hours
 - c. Demands of job interferes with home life
 - d. Few opportunities for advancement
 - e. No training available
 - f. Competitive offers from different employers
13. What types of training or support would be most helpful for someone looking for a job in the manufacturing industry?





RETURN TO INDUSTRY

14. Why did you leave your last job in the manufacturing industry?
15. How likely are you to return to the manufacturing industry if the right opportunity presented itself?
Very likely, somewhat likely, or not at all likely? IF NOT AT ALL LIKELY: Why is that?
16. What, if anything, would motivate you to consider RETURNING to the manufacturing industry?
17. How much do you agree or disagree with each of the following statements?
 - My skills and experience gained from working in the manufacturing industry are still relevant.
 - I am confident that I possess the necessary qualifications to return to the manufacturing industry
 - I have kept up with industry developments since leaving the manufacturing industry
18. What, if anything, would need to change for you to consider RETURNING to the manufacturing industry?
19. In general, do you feel you have the education and training necessary to get a job in the manufacturing industry or would you need more education or training? If need more training: Why do you feel you need additional training?
20. Is there anything that has made it difficult for you to pursue additional training in the past 12 months?
If Yes: What would that be?
21. Would you be willing to participate in training programs or upskilling initiatives to enhance your manufacturing-related skills?

DEMOGRAPHICS

22. In what year were you born?
23. What is your race? How would you classify yourself?
24. Are you Latino or of Hispanic origin?
25. Is English your first language? IF NO: What is your first language?
26. Which of the ranges below best describes the total yearly income for your family before taxes?
27. How many adults, OVER 18, contribute to your household income? (repeat for people UNDER 18)
28. What is your present marital status...Single-never married, divorced, separated, widowed, or married?
29. Including yourself, how many people ages 18 and over live in your household?
30. Are there any children under the age of 18 residing in your home?
31. What is the highest grade of school or year of college you have completed?
32. Are you currently enrolled at a college or university to obtain a degree or certificate or to obtain job training?
33. Overall, on a scale in which 1 is 'Not at all comfortable' and 5 is 'very comfortable', how comfortable are you using the following: A computer; The internet; A smartphone
34. What county do you live in?
35. How long have you lived in XXX County? Under a year, 1 to 2, 3 to 5, 6-10, 11 to 15, 16 to 20, over 20 years.
36. What is your zip code?
37. How many years have you worked in the manufacturing industry? (Under a year, 1-2 years, 3-5, 6-10, 11-15, 16-20, over 20 years)
38. What was the last/current position you held within the manufacturing industry?
39. Have you held any other job positions within the manufacturing industry? IF YES: Which positions have you held?
40. Have you had any supervisory responsibilities in the manufacturing industry?
41. Do you describe yourself as a man, a woman, or in some other way?

