

CCWD Workforce Survey (Manufacturing)

September 5, 2017

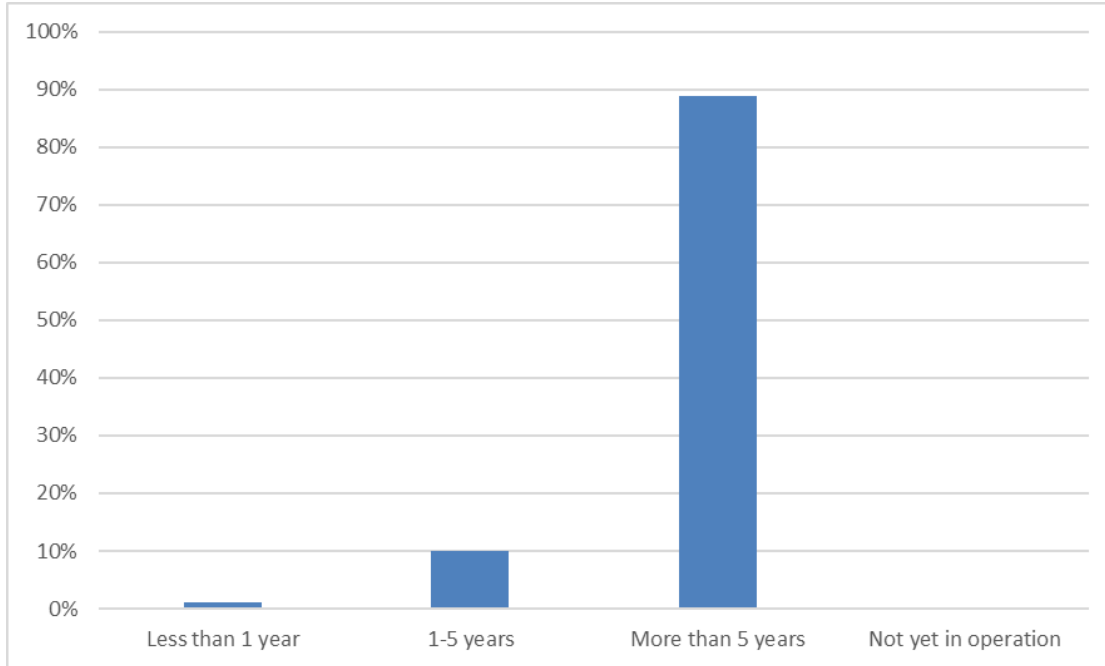
1527

Total Responses

Date Updated: September 5, 2017

Q3: How long has this facility been in operation?

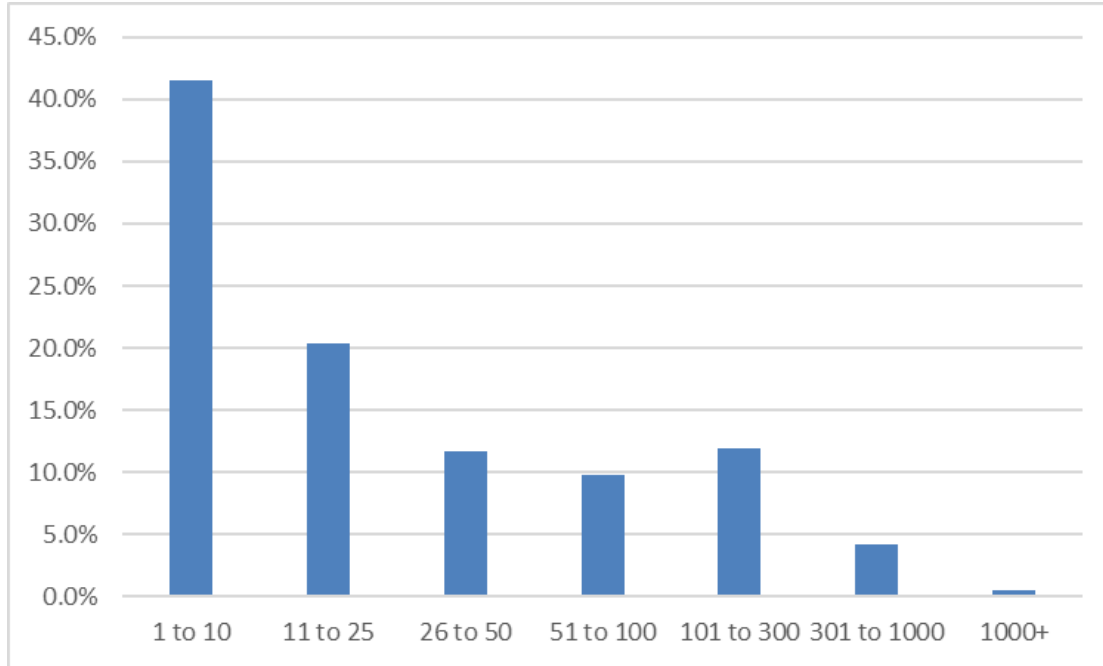
Answered: 1527 Skipped: 0



Answer Choices	Responses	
Less than 1 year	1%	15
1-5 years	10%	151
More than 5 years	89%	1357
Not yet in operation	<1%	4

Q4: How many people are employed at this location?

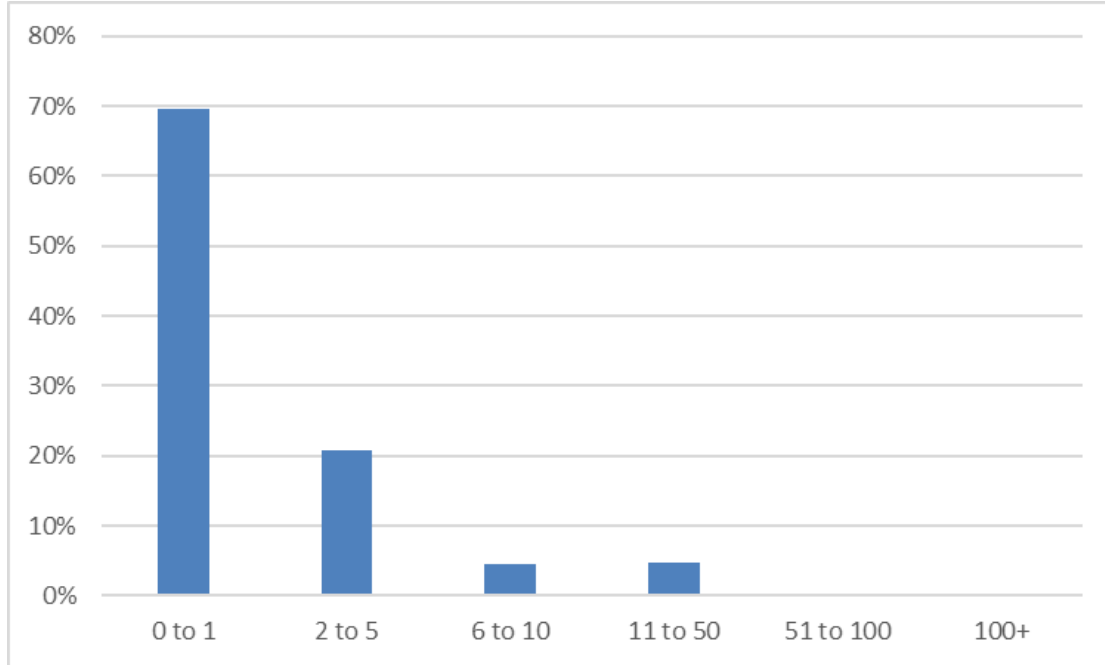
Answered: 1527 Skipped: 0



Answer Choices	Responses	
1 to 10	42.5%	616
11 to 25	20.4%	302
26 to 50	11.7%	173
51 to 100	9.8%	145
101 to 300	11.9%	177
301 to 1000	4.2%	63
1000+	0.5%	7

Q5: Approximately how many positions are currently “open”?

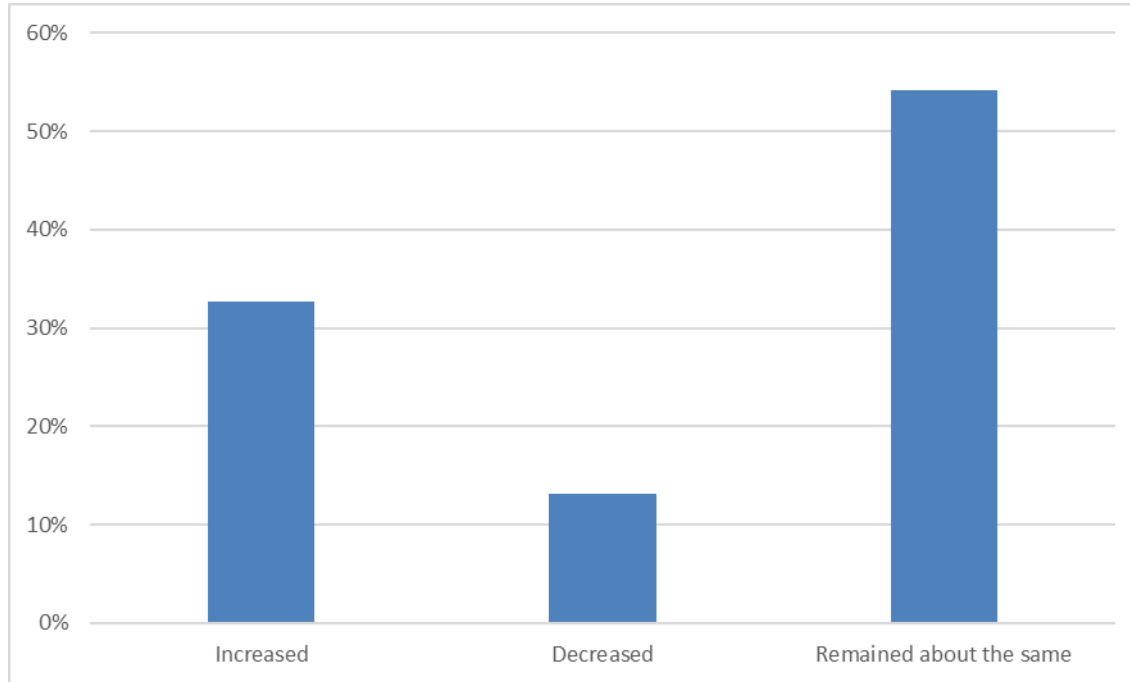
Answered: 1527 Skipped: 0



Answer Choices	Responses	
0 to 1	69.6%	1062
2 to 5	20.7%	316
6 to 10	4.5%	69
11 to 50	4.8%	73
51 to 100	0.3%	5
100+	0.3%	2

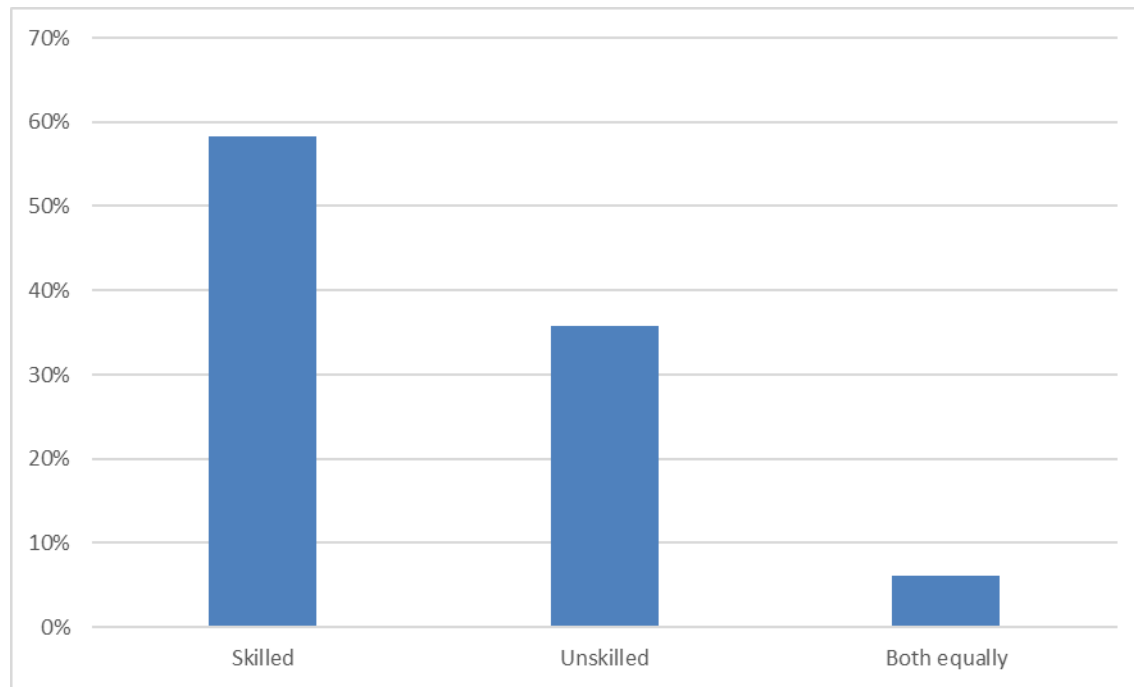
Q6: In the last 12 months, the number of employees at this location has:

Answered: 1527 Skipped: 0



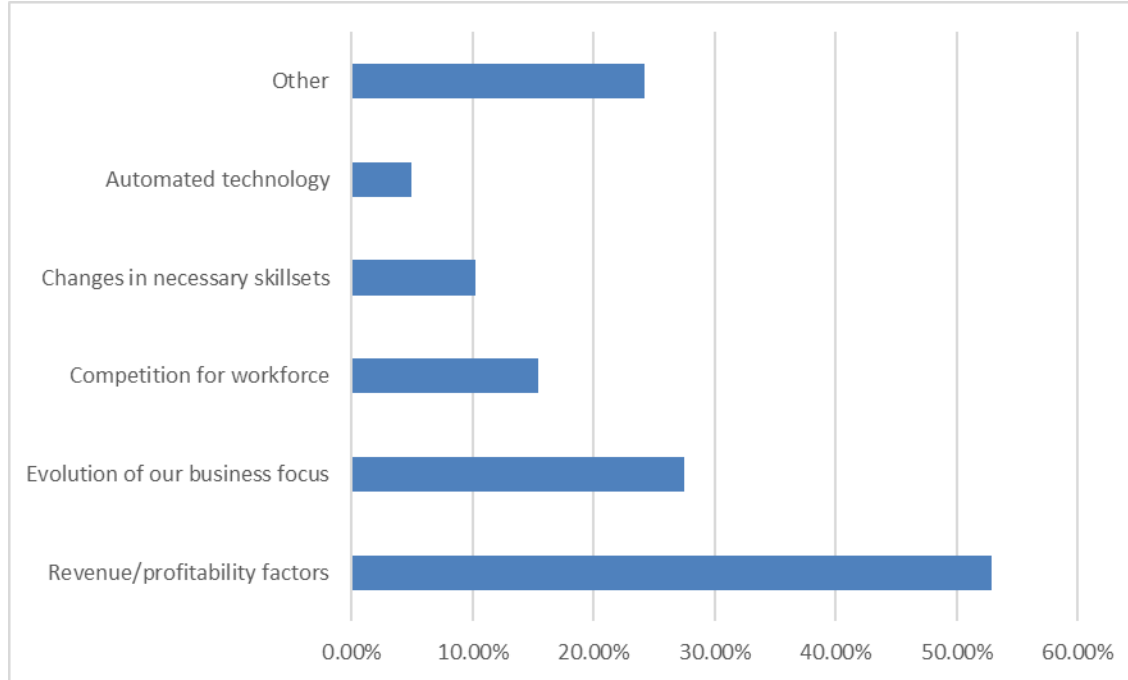
Q7: What type of employees accounted for the majority of the increase or decrease experienced over the past year?

Answered: 938 Skipped: 589



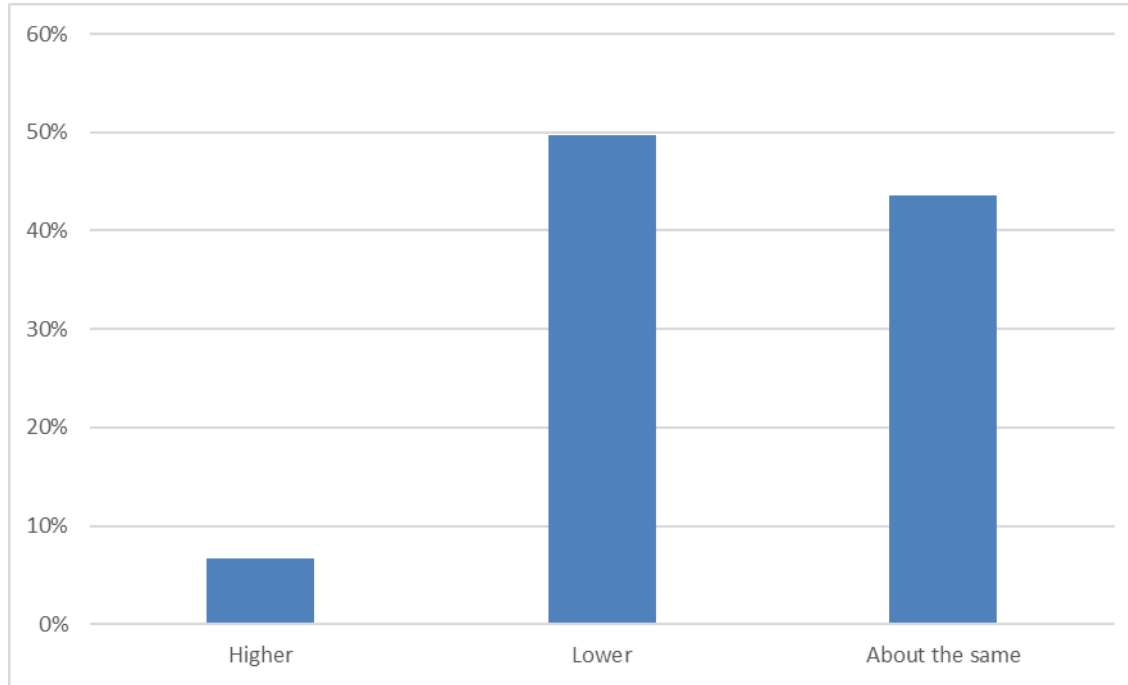
Q8: What circumstances would you attribute the increase or decrease in the number of employees over the past year? (select all that apply)

Answered: 896 Skipped: 631



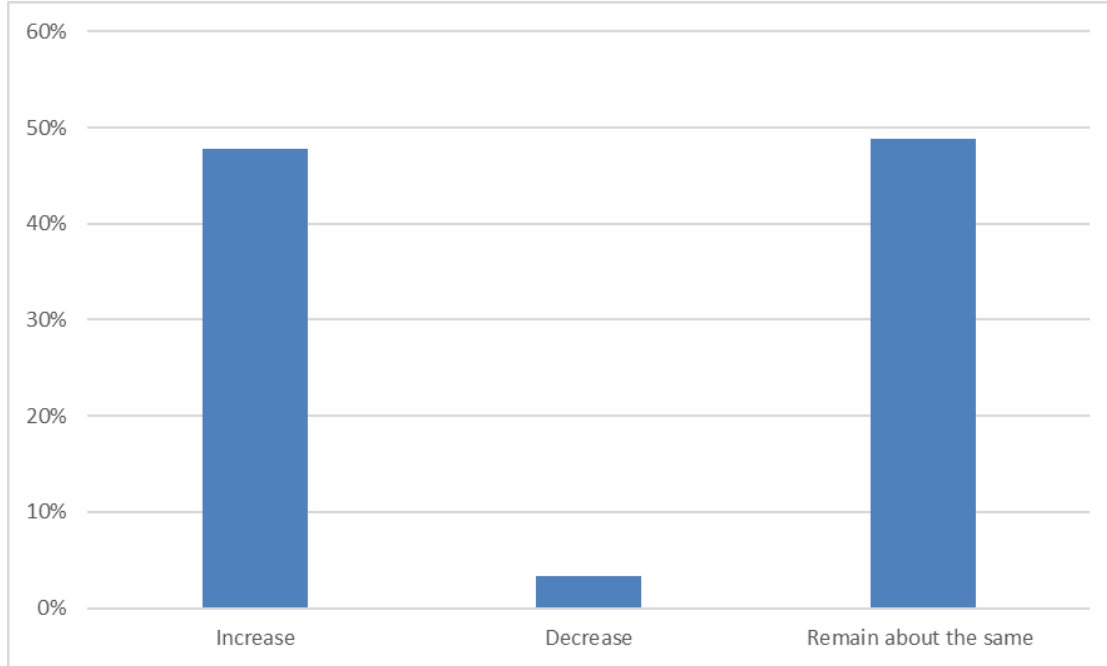
Q9: How does your turnover rate compare to the industry average?

Answered: 1426 Skipped: 101



Q10: In the next 1-5 years, your number of employees is expected to:

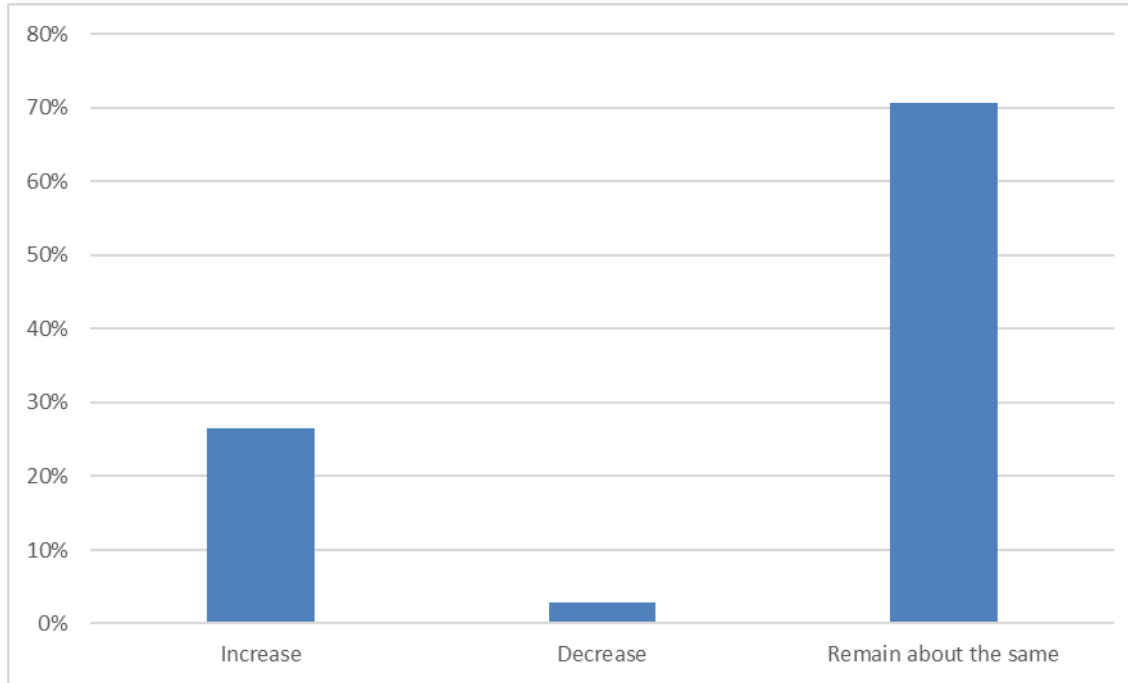
Answered: 1527 Skipped: 0



Answer Choices	Responses	
Increase	47.8%	730
Decrease	3.3%	51
Remain the same	48.9%	746

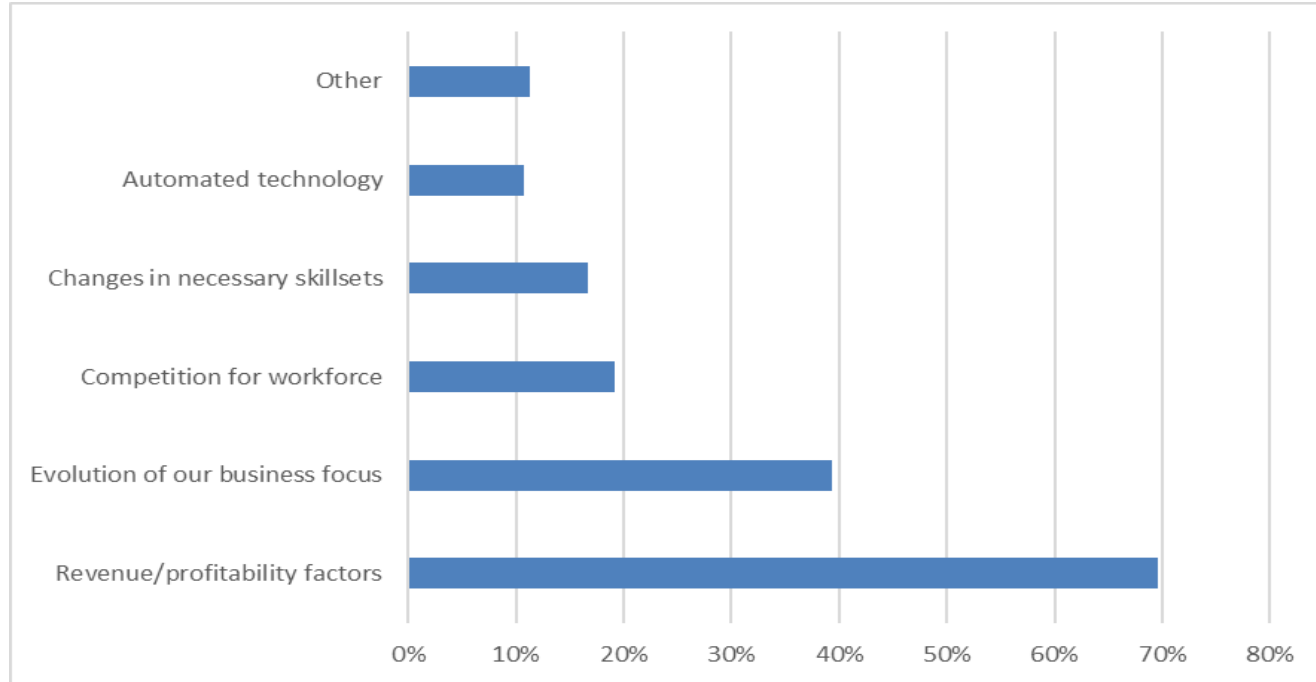
Q11: Over the next 1-5 years, retirement attrition is expected to:

Answered: 1137 Skipped: 390



Q13: What circumstances are expected to drive hiring over the next 1-5 years?

Answered: 1130 Skipped: 397



Q14: What specific skills are expected to be the MOST difficult to fill?

Answered: 1168 Skipped: 359



Most Reported Responses

1. Technical Skills
2. CNC Machinists
3. Machine Operators
4. Soft Skills
5. Welders
6. Programmers
7. Math and Writing Skills
8. Equipment Maintenance
9. Computer Skills
10. Production Experience

Q14: Why are these skills expected to be the most difficult to fill?

Answered: 1060 Skipped: 467



Most Reported Responses

1. Competition
2. Need More Experience
3. Poor Education
4. Poor Soft Skills
5. Need More Training
6. Lack of Interest
7. Math and Writing Skills
8. Location
9. Low Wages
10. Skills are Specialized

Q16: How concerned are you regarding the availability of a local workforce with the following qualifications?

Answered: 1294 Skipped: 233

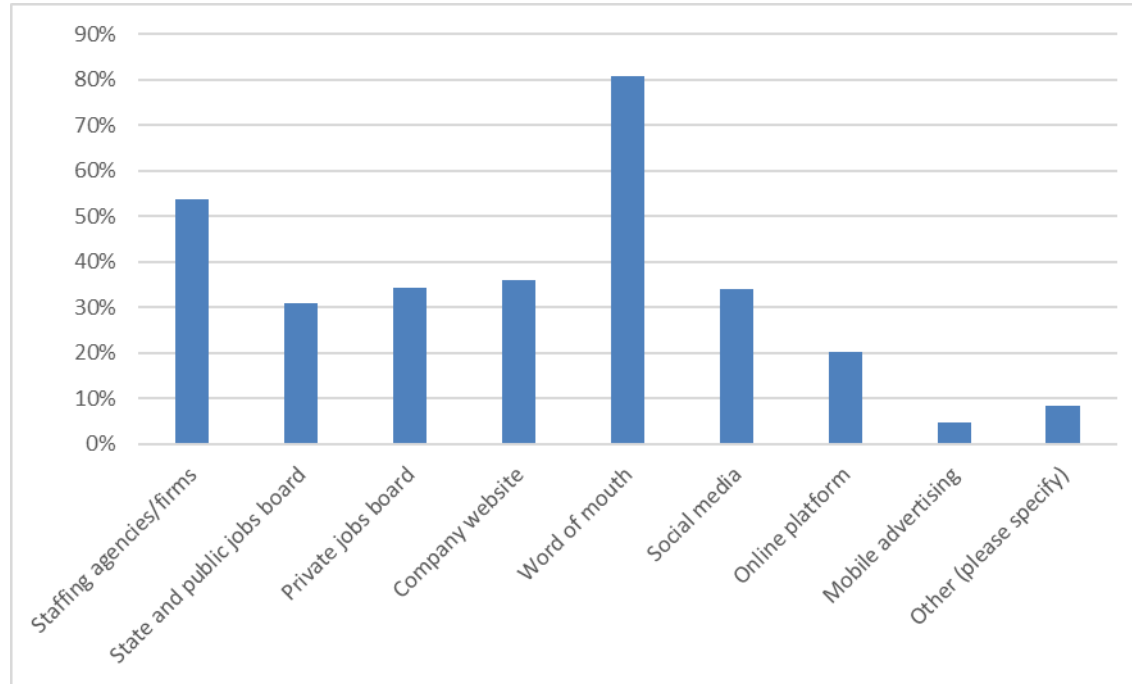
	Not at All Concerned	Very Concerned
Entry-level	582	153
1-3 years' experience	278	229
4-10 years' experience	206	348
Management level	292	186
High school diploma	578	85
Special skill certificates	285	199
Associates degree	417	83
Four-year degree	436	97
Post graduate degree	525	120
Executive management	466	145
Sales management	388	110

Key Takeaways

Companies are least concerned about **entry-level positions** and positions that require HS Diplomas. They are most concerned about positions that require **4-10 years experience** or special **skills certificates**, and **management** positions.

Q17: What resources are used for workforce recruitment?

Answered: 1378 Skipped: 149



Q18: Are you interested in a follow-up call to discuss opportunities?

Answered: 1448 Skipped: 79

