

Q19. Are you experiencing challenges recruiting qualified employees?													
Responses	Count	%	2023%	2022%	2021%	2020%	2019%	2018%	2017%	2016%	2015%	2014%	2013%
Yes - Moderate	30	40%	36%	33.33%	48.24%	48.7%	48.48%	44.71%	47.50%	54.47%	55.19%	52.99%	44%
Yes - Severe	28	37.33%	59%	62.22%	45.88%	51.3%	50%	52.94%	46.67%	42.28%	40.26%	36.57%	
No	3	4%	5%	4.44%	5.88%	0.0%	1.52%	2.35%	5.83%	3.25%	4.55%		
Total Responses	61												

Q20. Rank in order the most frequent reason(s) you believe an applicant declines to take an offered position? (1 being the top reason). (2023 Survey Result Rank)							
Answer	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Rank 6	Weighted Rank (Score)
Took higher pay elsewhere (1)	32	10	7	5	3	2	1 (293)
Individual felt was not a fit for the position or company (2)	10	17	16	9	4	3	2 (247)
Don't know; did not respond to job offer. (3)	11	16	7	7	5	13	3 (218)
Government financial support is enough (4)	4	6	15	7	8	19	4 (170)
Lack of travel options (5)	1	5	10	19	14	10	5 (166)
Lack of childcare options (6)	1	5	4	12	25	12	6 (145)
Total Responses							59

Q21. If you are involved in an apprenticeship program, how many registered and non-registered apprentices do you currently have in the shop??							
Responses	Count	Average	Total	2023 Average	2023 Total	2022 Average	2022 Total
Registered Apprentices	16	4.6	73	5.4	194	3.22	113
Non-Registered Apprentices	17	3	51	4	153	2.5	40
Do Not Have Apprentices	28						
Total Responses							

Q22. For those with a registered apprenticeship program, what occupations does this include?
Responses: Class A Fabrication Class A Machine operator Class A Punch Press CNC field service technician CNC Machinist CNC Machinist CNC Machinist CNC Machinists CNC Machinists CNC Operator Designer Diemaker Electrician inspectors Machinist Machinist manufacturing technician (press set up) Mold Maker Precision Machining Precision Machinist Precision Machinist Quality Tool & Die Maker Tool & Die Maker tool &diemaker Tool and Die Tool and Die Maker

Toolmaker
Toolmaker
Toolmaker
Toolmaker
We currently have no one in the program though a local organization has run a program for us.
Welder

Q23. For those with a non-registered apprenticeship program, what occupations does this include?:

Responses:

Automation
cnc machinist
CNC Machinist
CNC Machinist
CNC milling/turning
cnc programmer
edm operator
Electro Mechanical Maintenance
Fabricator
Facilities and Equipment maintenance
Machining
Machinist
Machinist
Machinist
Machinist Apprentice
Machinists
Machinists
maintenance
Manuals
PLC programming
Punch Press
Quality Control Inspectors
Tool crib/Deburr/Assembly
Tool making
Toolmaker
toolmaker
Welding
Welding

Q24. For those with a non-registered apprenticeship program, what support is needed to make these registered apprenticeship programs?

Responses:

I'm working with the state now to get the program approved.
time to do the admin work
Not a tool and die shop.
I don't know, have not looked into it.
Funding to help offset labor costs of trainers. Using current technicians for most training.
Viable candidates!
Better defined requirements, we should not have to come up with the program.
Need to register with an affiliated program
None, we used to have people in a registered program but we had several people that were advancing faster than the program would allow.
Bandwidth to manage
state support -provide program outline
Currently doing this on our own using a mixture of experience to float the new hires in departments for 90 days to provide a solid background.
We are simply waiting for the enrollment period. The non-registered person will be registered soon.

Q27. Are there high school and post-secondary machining programs within 20 miles of your shop with which you have a relationship with the instructor and provide direct support to the program.

Responses	Count	%	2023%	2022%
No school programs within 20 miles	5	6.67%	5%	5.56%
Do not have a relationship with the local school(s)	12	16%	23%	24.44%
Yes, have relationship with the local school(s)	41	54.67%	68%	74.44%
Unsure	2	2.67%	4%	0%
Total Responses	60			

Q28. For those with a relationship to a partnering high school, technical school or community college, what industry credentials are you asking students to attain?

Responses:
 would like to see NIMS credentials, but not a requirement to hire
 none
 NIMS Certification
 n/a
 machining background
 NIMS
 Certification in CNC, welding, electrical.
 NIMS
 Machinists technical training
 NIMS
 NIMS
 Machinists
 Machining certificate
 Basics in Metalworking
 Associate degree in engineering technology
 NIMS
 manual Machining
 soft skills,, basic machining, CAD, some CNC,, drawing
 Come to work on time. Stay off your !@#\$ cell phone. Do what is asked of you and you will excel but remember, this trade takes commitment and hard work.
 NIMS
 Machine Manufacturing, Engineering Techs
 Robotics and automation
 School to work program 11 & 12th grade students..
 NIMS
 journeyman electrical; journeyman tool and die.
 We do partner with TCAT school over 20 miles away - Certificate for electrical work.
 Local BOCES has sent us students who are interested in mechanical engineering. We usually have 1-3 interns each year. The BOCES program includes some CAD.
 None, just have technical skills or pass classes
 N/A
 We just ask that they come with an open mind and the ability to learn.
 Associates degree or Technical Certification
 none
 High School Diploma and Shop Classes
 None
 Technical machining
 Have not engaged yet...we have access to the schools but have no rapport.
 No specific to industry - we collaborate directly with the instructors to understand Top Students capabilities and weaknesses.
 Machining experience is preferred

Q29. What steps have you taken to address the skilled worker shortage? Check all that apply.

Responses	Count	%	2023%	2022%	2021%	2020%
Higher starting wages and/or better benefits	57	76%	94%	88.89%	84.71%	85.9%
Better promotion of training/career development opportunities	42	56%	64%	58.89%	44.71%	61.5%
Outreach to community colleges and trade schools	49	65.33%	74%	78.89%	76.47%	70.5%
Outreach to high schools	40	53.33%	67%	67.78%	63.53%	60.3%

Outreach to 4-year colleges/universities	23	30.67%	29%	32.22%	25.88%	25.6%
Outreach to veterans groups	19	25.33%	27%			
Working with immigration groups/looking at H-1B specialty work visas	4	5.33%	10%			
Outreach to youth groups	13	17.33%	10%			
Outreach to second chance groups for non-violent offenders	7	9.33%	11%			
Online tools including social media and/or upgrading website	28	37.33%	56%	32.22%	64.71%	57.7%
No action taken	0	0%	2%	73.33%	3.53%	3.8%
Other (Please specify)	1	1.33%	4%	1.11%	2.35%	6.4%
Total Responses	59					

Because multiple answers per participant are possible, the total percentage may exceed 100%.

Q30. When it comes to youth/student engagement, does your company participate in the following? Check all that apply.						
Responses	Count	%	2023%	2022%	2021%	2020%
Opening your facility for student tours	48	64%	70%	67.78%	74.12%	70.5%
Participating in MFG Day events	33	44%	50%	51.11%	47.06%	47.4%
Exhibiting at career fairs	34	45.33%	53%	53.33%	45.88%	48.7%
Classroom presentations	26	34.67%	34%			
Providing job-shadowing, Co-Op or internship opportunities	36	48%	56%	63.33%	55.29%	51.3%
Directly supporting a school's participation in a STEM program like the NRL	22	29.33%	39%	44.44%	34.12%	38.5%
Volunteering at a STEM competition	17	22.67%	23%	20.00%	22.35%	12.8%
Serving on a high school/vocational/trade school advisory committee	28	37.33%	47%	57.78%	52.94%	52.6%
Offering a pre-apprenticeship program	18	24%	32%	32.22%	28.24%	24.4%
No action taken	5	6.67%	14%	13.33%	10.59%	17.9%
Other (Please specify)	0	0%	2%	1.11%	1.18%	1.3%
Total Responses	58					

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Q31. What programs has your company offered in the past two years to train and educate employees and how many participated? Check all that apply.						
Responses	Count	%	2023%	2022%	2021%	2020%
Apprenticeship program	27	36%	51%	54.44%	48.24%	47.4%
Online education and training programs through NTMA (NTMA-U) or PMA (METALFORM EDU)	32	42.67%	45%	47.78%	47.06%	44.9%
In-house developed education and training program	43	57.33%	64%	71.11%	57.65%	61.5%
Workforce skills certifications, i.e., NIMS	14	18.67%	20%	23.33%	11.76%	21.8%
Local association programs and events	18	24%	35%	32.22%	38.82%	37.2%
National association programs and events	14	18.67%	27%	24.44%	29.41%	16.7%
Local trade, community college or university programs	29	38.67%	47%	46.67%	37.65%	46.2%
Training and education opportunities accessed from vendors and suppliers	36	48%	58%	63.33%	55.29%	39.7%
None	0	0%	5%	4.44%	4.71%	6.4%
Other (Please specify)	0	0%	1%	0%	1.18%	0.0%
Total Responses	58					

Because multiple answers per participant are possible, the total percentage may exceed 100%.

Q32. How many of your employees participated in your current training and education programs?						
Responses	Count	%	2023%	2022%	2021%	2020%
1-2 employees participated	13	17.33%	25%	24.44%	18.82%	23.1%
3-5 employees participated	20	26.67%	31%	26.67%	34.12%	30.8%
6-10 employees participated	8	10.67%	15%	25.56%	18.82%	12.8%
11-20 employees participated	7	9.33%	10%	6.67%	10.59%	15.4%
More than 20 employees participated	10	13.33%	19%	14.44%	12.94%	9.0%
Total Responses	58					

Q52. If your sales decreased, please indicate why.				
Responses	Count	%	2023%	2022%
Lack of metal availability/delays	0	0.00%	27%	5.56%
Non-metal supply shortages	1	1.33%	12%	2.22%
Inability to find workers	9	12.00%	35%	8.89%
Business down in general	18	24.00%	58%	16.67%
Other (Please specify)	3	4.00%	15%	3.33%
Total Responses	31			

Q53. What is your current estimated capacity utilization rate?	
47 Responses	67.48% avg.
In 2022: 111 Responses	76.76% avg.

Q54. Association Membership								
Responses	Count	%	2023%	2022%	2021%	2020%	2019%	2018%
NTMA Member	37	49.33%	66%	61.11%	55.29%	66.1%	56.06%	63.10%
PMA Member	14	18.67%	27%	30.00%	37.65%	28.8%	36.36%	32.14%
Both NTMA and PMA Member	7	9.33%	7%	8.89%	7.06%	5.1%	7.58%	4.76%
Total Responses	58							