



2024 INDUSTRIAL & PRODUCTION TRADES SURVEY



2024 Industrial & Production Trades Survey

SURVEY DEADLINE: April 12, 2024

Complete this survey in two easy steps:

1. Section I: Compensation Data (*Excel spreadsheet*)—download, save, complete, and upload your Compensation Input Form
2. Section II: Company Information/Online Questionnaire

Need help with job matching? Try the [MRA JobMatch tool](#).

Reduce your participation time—Past participants contact us at surveys@mrnet.org, and we will be happy to send you previous data.

Important Reminders:

- Save your completed Compensation Input Form to your computer and upload it by clicking "Upload Compensation Input Form."
- Stop and pick up at any time by selecting "Save Temporarily."
- Only one internet browser window should be open when completing the survey.
- Print and/or save survey responses are available after selecting "Submit Survey."
- Contact MRA if changes need to be made after you submit your survey data.
- MRA adheres to strict standards to preserve the confidentiality of the data and follows antitrust "safe harbor" guidelines, with survey results reported in summarized form only.

MRA's Survey Team is here to help! Contact us at surveys@mrnet.org or 800.488.4845, ext. 3508.

[Download Questionnaire](#)

[Download Compensation Input Form](#) [Upload Compensation Input Form](#)

Section I: Compensation Data

Select the "*Download Compensation Input Form*" link above and save it to your computer. Once complete, save your Compensation Input Form to your computer and upload it by clicking "*Upload Compensation Input Form*".

Section II: Company Information/Online Questionnaire

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Company Information:

* Company Name:

* Questionnaire Completed
by:

* Email:

* Telephone #:

* 2

Industry:

Check the NAICS industry category for the organization being reported. For category definitions, see <http://www.naics.com/search/>.

- ☐ Agriculture/Forestry/Fishing/Hunting
- ☐ Arts/Entertainment/Recreation
- ☐ Construction
- ☐ Durable Goods Manufacturing
- ☐ Education Services
- ☐ Financial Services/Insurance
- ☐ Food Services/Hospitality/Lodging
- ☐ Health Services
- ☐ Information (Communication/Broadcasting)
- ☐ Management of Companies & Enterprises
- ☐ Natural Resources/Mining
- ☐ Nondurable Goods Manufacturing
- ☐ Professional/Scientific/Technical Services
- ☐ Public Administration
- ☐ Real Estate, Rental, and Leasing
- ☐ Retail Trade
- ☐ Social Services
- ☐ Transportation/Warehousing
- ☐ Utilities
- ☐ Waste Management and Remediation Services
- ☐ Wholesale Trade
- ☐ Other Services (not classified above)

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Total Annual Gross Revenue:

Total revenue (or gross receipts) is top-line revenue from all sources, including the sale of goods or services, rents, interest, and other sources.

- ☐ Less than \$10,000,000
- ☐ \$10,000,000 to \$24,999,999
- ☐ \$25,000,000 to \$49,999,999
- ☐ \$50,000,000 to \$99,999,999
- ☐ \$100,000,000 to \$249,999,999
- ☐ \$250,000,000 and Greater

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Profit Status:

- ☐ For Profit – Privately Held
- ☐ For Profit – Publicly Traded
- ☐ Not for Profit
- ☐ Public Sector/Government

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Does your organization operate on multiple shifts (i.e., 2nd shift, 3rd shift, split shifts, weekends, or alternate work schedules such as 12-hour shifts, rotating shifts (3-2-2-3), 4-day work weeks, etc.)?

- ☐ Yes
- ☐ No

* 6

Does your organization pay a differential/premium for hours worked on 2nd shift, 3rd shift, split shifts, weekends, or alternate work schedules?

- ☐ Yes

☐ No

* 7

Shift differentials/premiums are:

- ☐ Same amount for all hourly employees
☐ Amount varies based on job

* 8

Indicate how the shift differential/premium is paid:

(Check all that apply.)

- ☐ Flat amount
☐ Percent of base

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Check each shift differential/premium that applies and indicate the flat amount paid by your organization (i.e., \$0.50 more per hour enter .50):

Do not include overtime pay.

Do not enter dollar (\$) signs, zeros (0), or N/A.

If multiple levels of premiums per shift, report the premium paid to the largest number of employees.

- ☐ 2nd shift, enter \$/hr.:
☐ 3rd shift, enter \$/hr.:
☐ 2-day weekend, enter \$/hr.:
☐ 3-day weekend, enter \$/hr.:
☐ Saturday only, enter \$/hr.:
☐ Sunday only, enter \$/hr.:
☐ Other/alternative work schedule, enter \$/hr.:

Other/alternative work schedule, please define:

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Check each shift differential/premium that applies and indicate the percent of the hourly base rate paid by your organization (show percent to one decimal place, i.e., 3.5):

Do not include overtime pay.

Do not enter percent (%) signs.

If multiple levels of premiums per shift, report the premium paid to the largest number of employees.

- ☐ 2nd shift, enter %:
☐ 3rd shift, enter %:
☐ 2-day weekend, enter %:
☐ 3-day weekend, enter %:
☐ Saturday only, enter %:
☐ Sunday only, enter %:
☐ Other/alternative work schedule, enter %:

Other/alternative work schedule, please define:

Use the following definitions for the questions below:

Technicians: Occupations requiring a combination of basic scientific knowledge and manual skill, which can be obtained through 2 years of post-high school education, such as is offered in many technical institutes and junior colleges or through equivalent on-the-job training.

Craft Workers (Skilled): Manual workers of relatively high skill levels have a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training.

Operatives (Semi-skilled): Workers who can operate machines or processing equipment. This job can also include other factory-type duties with skills that can be mastered in a few weeks and require limited training. The responsibilities should be able to be performed at an intermediate skill level.

Laborers and Helpers (Unskilled): Workers in manual occupations, which generally require no special training, who perform elementary duties that can be learned in a few days and require the application of little or no independent judgment.

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In general, how easy or difficult is it to recruit employees in each of these categories?

| | Very Difficult | Somewhat Difficult | Neither Difficult Nor Easy | Somewhat Easy | Very Easy | Not Applicable |
|----------------------------------|-----------------------|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|
| Technicians | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Craft Workers (Skilled) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Operatives (Semiskilled) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Laborers and Helpers (Unskilled) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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In general, how easy or difficult is it to retain employees in each of these categories?

| | Very Difficult | Somewhat Difficult | Neither Difficult Nor Easy | Somewhat Easy | Very Easy | Not Applicable |
|----------------------------------|-----------------------|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|
| Technicians | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Craft Workers (Skilled) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Operatives (Semiskilled) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Laborers and Helpers (Unskilled) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Congratulations! You have reached the end of this survey.

- Be sure that you have completed and uploaded your Compensation Input Form. The system will not allow you to submit your survey without first uploading your Compensation Input Form.
- Once your survey is complete, hit the "Submit Survey" button below. When it is submitted, you will see the green "Thank You" message.