

Profile of Manufacturing & Light Industrial Workers

Employment Snapshot

- Most manufacturing and light industrial workers (84%) are full-time employees, 13% working as contractors and 2% as temporary.
- Twenty-three percent of manufacturing and light industrial workers have been employed at their present organization for 0 to 2 years; 20% from 3 to 5 years and 58% for more than 6 years. This group has stayed the longest at their current employer than any other group.
- Just over half (55%) of manufacturing and light industrial employees work between 30 and 40 hours a week, 32% work between 41 and 50, and 11% work between 51 and 60 hours.
- Only 23% of manufacturing and light industrial workers are employed in the field they intended to when they first joined the workforce.
- Thirty-two percent of manufacturing and light industrial workers have been part of a company restructuring or reorganization and 68% have not.

Work/Life Balance

- Only 52% of manufacturing and light industrial workers are satisfied when it comes to the work/life balance programs offered by employers, the least of any profession.
- Likelihood of manufacturing and light industrial workers to take advantage of work/life balance options (extremely/very/likely):

o Flex-time	(61%)	o Sabbaticals	(38%)
o Paid time-off for community service	(45%)	o Job sharing	(30%)
o Telecommuting	(38%)	o On-site day care	(1%)

Retirement

- Manufacturing and light industrial workers are the most likely group to work longer before retiring. Nearly half (40%) expect to retire after the age of 70, the highest percentage among any profession.

Employer's Report Card

- Only 17% of manufacturing and light industrial workers say their employer has put in more effort, 48% say the same amount and 35% say less.
- Thirty-eight percent of manufacturing and light industrial workers rated their current level of job satisfaction as excellent/very good. More than one-quarter (27%) rated their job satisfaction as poor/fair.

Importance versus Satisfaction for Manufacturing Workers

Workplace Characteristics	Total Importance	Total Satisfaction	% Gap
Financial compensation	53%	13%	40
Benefits	51%	10%	41
Growth & earnings potential	36%	9%	27
Management climate	22%	8%	14
Time & flexibility	21%	12%	9
Culture & work environment	20%	8%	12
Training & development	19%	10%	9
Supervisor relationship	18%	8%	10

Thoughts on Job Change

- Only 41% of manufacturing and light industrial workers believe they have increased their career potential by periodically changing jobs. This is the least likely group to think job change is positive.
- Less than one-quarter (21%) of manufacturing and light industrial workers are likely to leave their employers in the next 12 months. They are the least likely/most loyal of the groups.