

SWIN Chamber's Regional Manufacturers Survey

Survey sent to representatives of 105 Tri-State Manufacturer Alliance (TSMA) Members

Respondents represent 20% of TSMA companies; 15% publicly traded; 55% private (30% family owned); 5% employee owned

Respondent's employee count range from 22 to 3,000

Respondent's time in business range from 8 years to 150 years

Key Results

Greatest challenges faced by manufacturers:

- 1) Employee Attraction 47%
- 2) Supply Chain Issues 21%
- 3) Employee Retention 16%

Top job/positions most needed to fill by manufacturers:

- 1) Frontline/Entry level production 62%
- 2) First level supervisor 24%
- 3) Skilled maintenance (machinist, electrician, etc.) 14%

Greatest training challenges faced by manufacturers:

- 1) Soft skills 35%
- 2) Leadership 29%
- 3) Communication 12%

Percentage of companies that offer tuition reimbursement to employees for postsecondary education:

- 1) Yes 52%
- 2) No 38%

Percentage of companies partnering with local higher education for specific training programs:

- 1) Yes 29%
- 2) No 67%

Percentage of companies offering official internship programs:

- 1) Yes 43%
- 2) No 57%

Companies with HR or other departments that deploy diversity and inclusion efforts as part of talent recruitment:

- 1) Yes 62%
- 2) No 33%

Companies with HR or other departments that deploy on-going community engagement efforts for new employees relocating to our region:

- 1) Yes 29%
- 2) No 71%

Expense categories (not ranked) that are advantageous for manufacturers:

- Indiana regulatory environment
- Property and labor costs
- Cost of living for employees

Expense categories (not ranked) that are a disadvantage for manufacturers:

- Extremely tight labor market
- Logistics cost and capacity of carriers
- Utility costs

Greatest regulatory challenges faced by manufacturers:

- 1) Tariffs 36%
- 2) Taxation 18%
- 3) Transportation 18%

Tariffs on goods imported from some countries are viewed as:

- 1) Bad 57%
- 2) Indifferent 33%
- 3) Good 10%

How tariffs are impacting manufacturers:

- 1) Higher cost of raw materials 68%
- 2) Reduced supplier pool 16%
- 3) Not impacting 16%

Manufacturers believe short-term (less than two years) increases in tariffs of some imported goods will lead to more favorable trade agreements for their companies in the long term:

- 1) No 48%
- 2) Yes 43%