



CAMM

CANADIAN ASSOCIATION OF MOLDBAKERS

CAMM Wage and Benefits Survey Results

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COMPLETED BY NICOLE VLANICH

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Executive Summary

The CAMM 2023 Wage and Benefits Survey sought to provide participants with current wage rates and information for our industry. Labour market information helps employers fine tune their compensation, benefits packages, and recruitment strategies, and assists individuals making education and career decisions. The 2023 CAMM Wage and Benefits Survey will also help CAMM develop programs and opportunities for our members.

The survey was completed by 29 participants in the sector. Data was collected between using Survey Monkey from May 1-15.

Key Takeaways from the survey include:

Age demographics: Most employees are between the ages of 41-50.

Wages: Most positions are paid consistently at all companies surveyed. Some positions had a significant gap when compared to other companies, such as AP/AR Clerks.

Overtime: The average hours worked per week by hourly staff is between 43 and 50 hours. Time worked over 40 hours is paid at a rate of time and a half.

Benefits: 100% of surveyed companies offer Health Benefits to their employees, other benefit types varied.

Industry Sentiments: The overall 6-month outlook is positive. The biggest challenge is the ability to find qualified, skilled workers.

Current job vacancies: 55% of companies surveyed responded that they have more than 10 open positions and 75% have hired more than 10 employees over the last year. 67% of companies surveyed anticipate changes to their employee numbers this year.

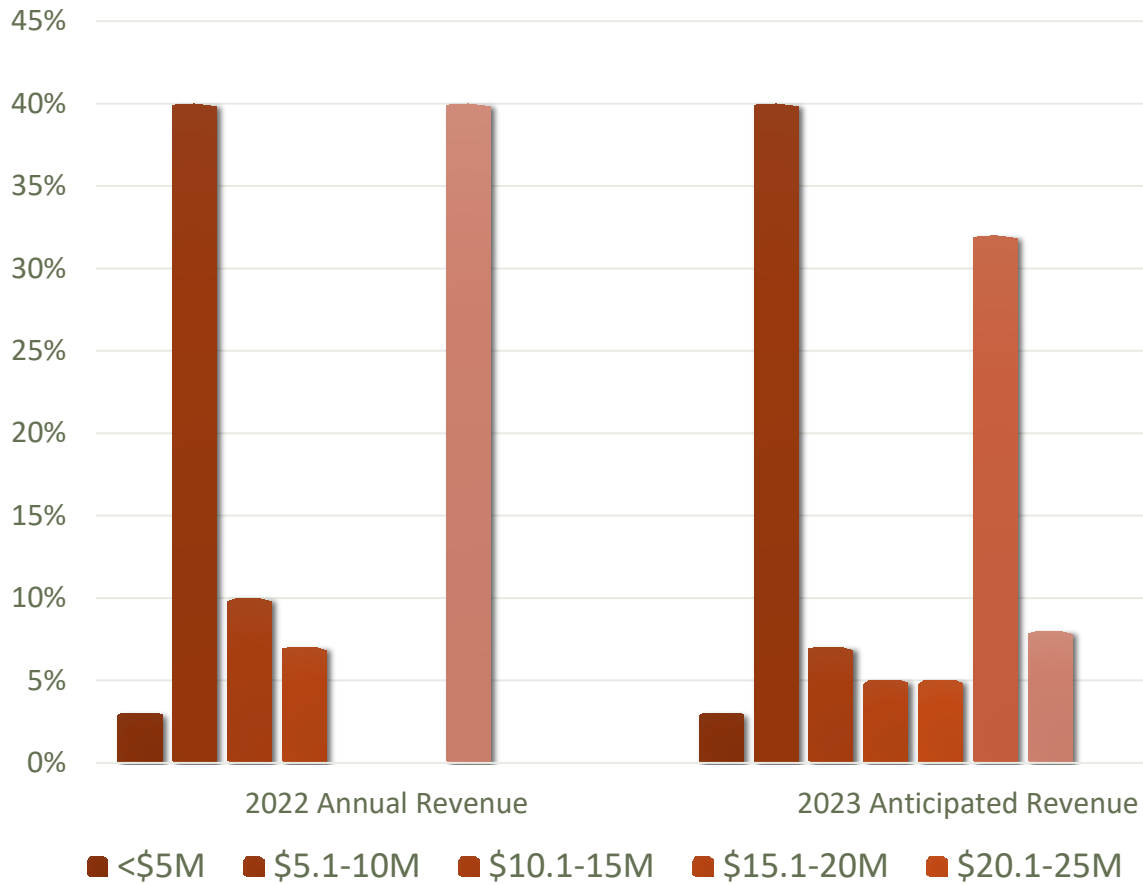
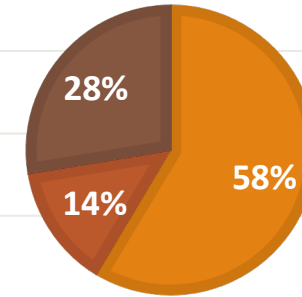
Why companies join associations: Respondents listed many reasons for why they join associations, but the most frequent response was inclusion in the supplier listing, networking opportunities, business opportunities and discounts. 70% of surveyed companies maintain a membership with 2 associations.

INCLUDES
COMPANY
DETAILS, SUCH AS
REVENUE AND
LOCATION, AND 6-
MONTH OUTLOOK
AND CURRENT
CHALLENGES.

Demographics and Industry Sentiments

TYPE OF BUSINESSES SURVEYED

■ Mold Maker
 ■ Custom Machining
 ■ Other



Based on the survey results, 13% of companies surveyed anticipate an increase in revenue in 2023. 87% of the companies surveyed expect to remain the same in 2023. No survey respondents indicated an annual revenue, or anticipated annual revenue, higher than \$30.1-40M.

In 2022, the most common annual revenue was \$5.1-10M and \$25.1-30M both with 40%. For anticipated revenue in 2023, the most common response was

Revenue Range and Business Type

Number of Employees in 2022 vs. 2023



Survey participants did not experience many significant changes in 2023, when compared to 2022. Employers with over 100 employees increased their employee numbers. In 2023, 5 companies increased their employee numbers from 50-99 to over 100.

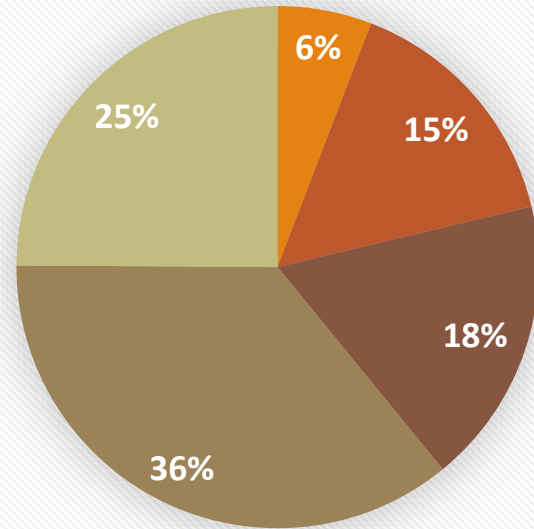
Participants indicated that approximately 90% of their staff is paid hourly, rather than salaried.

All companies surveyed indicated that they have 1-5 open positions across all departments.

Number of employees

Average age distribution of workforce

The highest percentage of employees from surveyed companies are within the ages of 41-50, followed by over 50 years old.



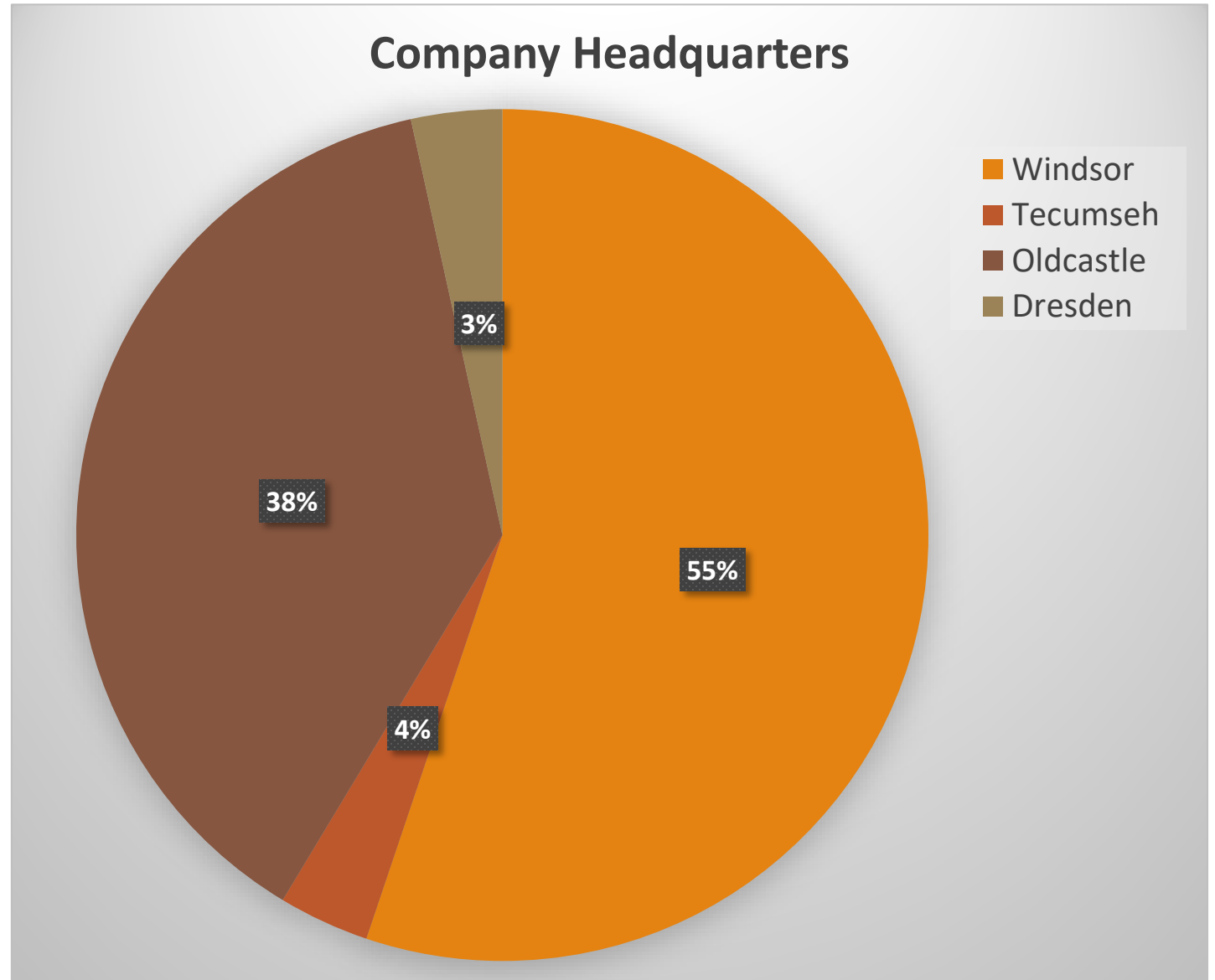
■ 17-20 ■ 21-30 ■ 31-40 ■ 41-50 ■ Over 50

Age distribution of workforce

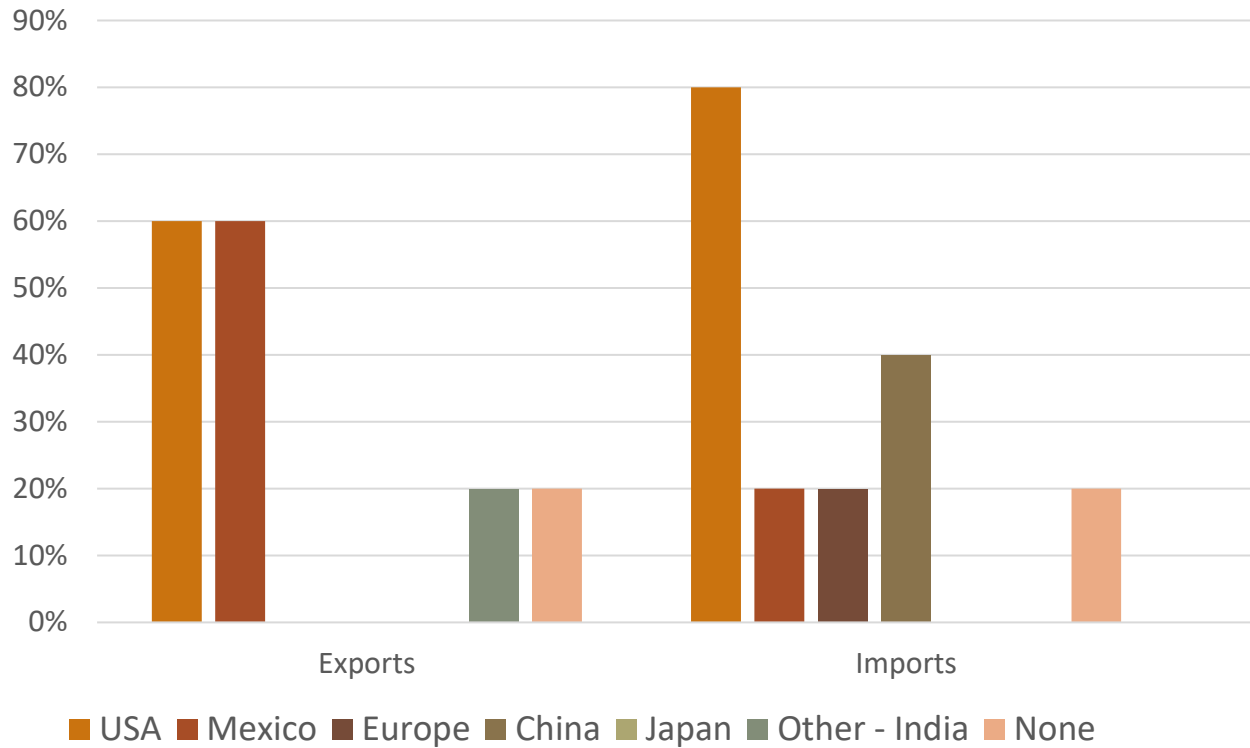
Company headquarters and international business operations

The majority of companies surveyed, 55%, are headquartered in Windsor and 37.9% are located in Oldcastle.

None of the companies surveyed have business operations outside of Canada.



Countries where companies export to or incorporate goods and/or services.



60% of the companies surveyed export goods to the US and Mexico.

60% of survey participants incorporate goods and/or Services from the US and 20% from Mexico. The surveyed companies do not export any goods to China, but 40% incorporate goods from China.

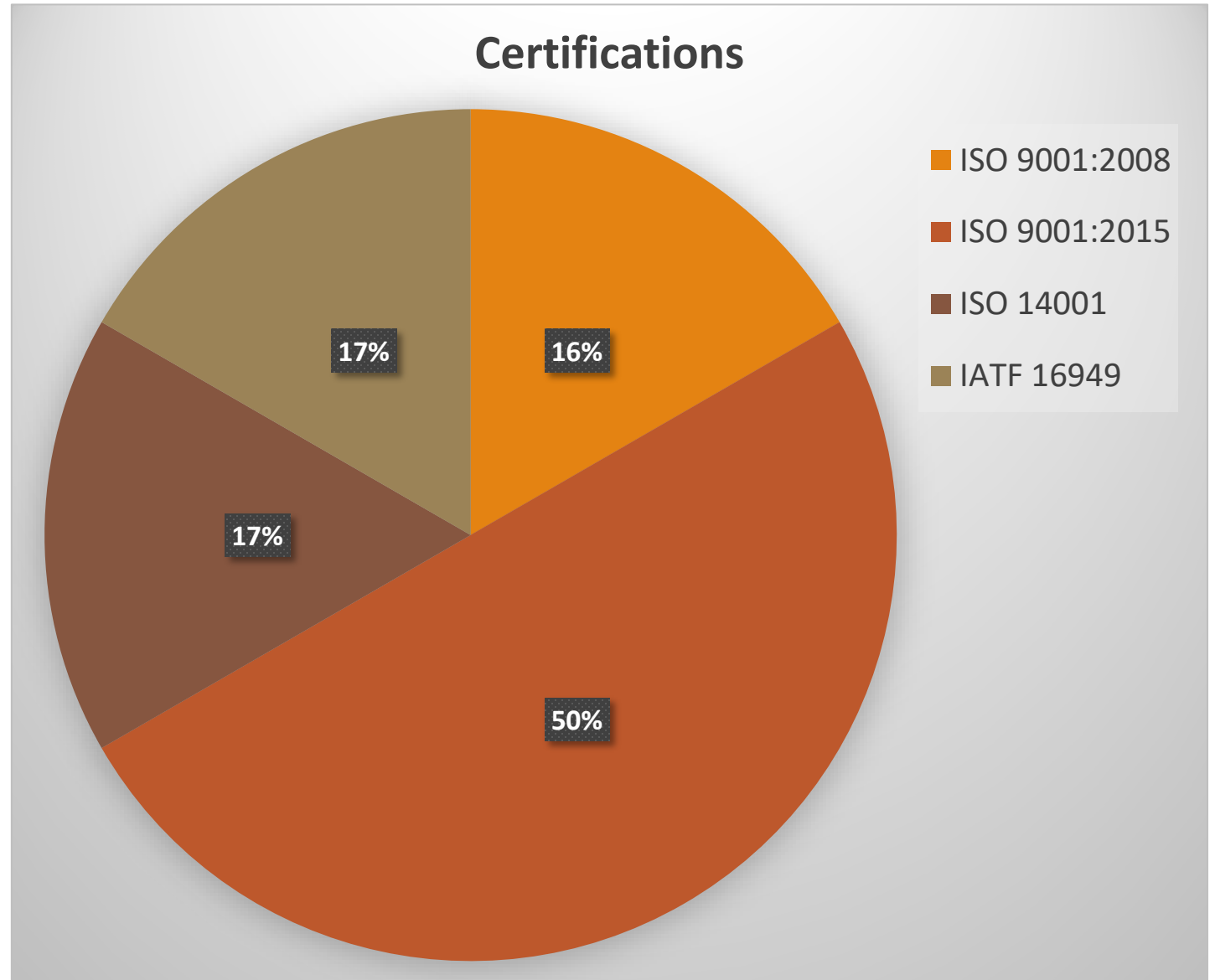
20% of surveyed companies export to India, but none of the surveyed companies incorporate goods and/or services from India.

Exports and Imports

Company details

75% of companies surveyed have the ISO 9001:2015 certification and 25% have ISO 9001:2008, ISO 14001 and IATF 16949 certifications. None of the companies surveyed have the TS 16949 certification.

None of the surveyed companies are unionized.



Apprenticeships and Entry Level Trades

Apprentices

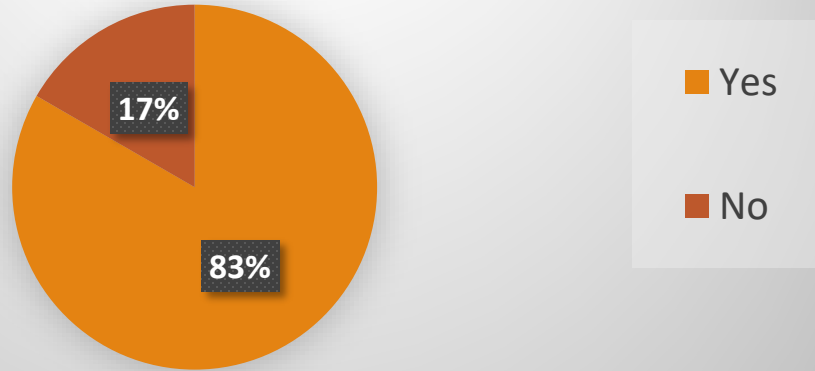
Companies were asked if they employ registered apprentices. Only 25% said no.

Of the 75% of surveyed companies who do employ apprentices, the average annual number of apprentices employed is 3.

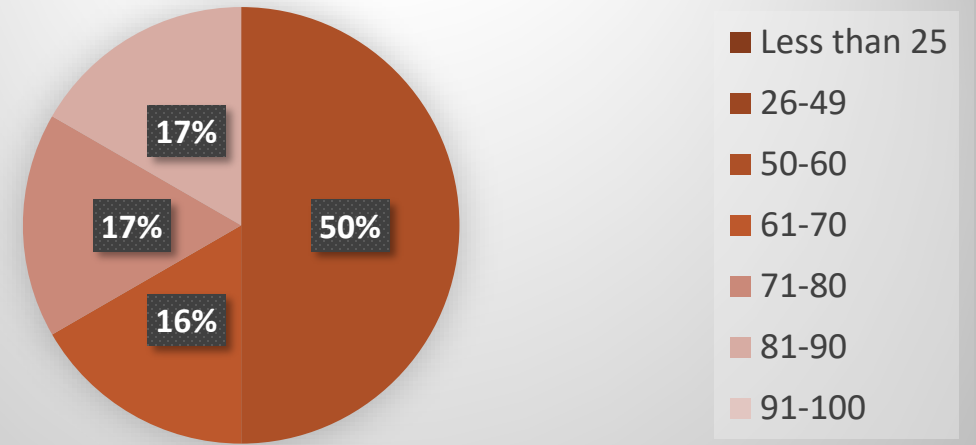
Entry Level Trades

Companies were asked if they employ entry level trades (people with zero experience). 75% of survey respondents indicated that yes, they do hire people with zero experience. 100% of surveyed companies that do hire entry level trades indicated that they currently employ 1-5.

Anticipated Changes to Employee Numbers in 2023



Capacity Utilization



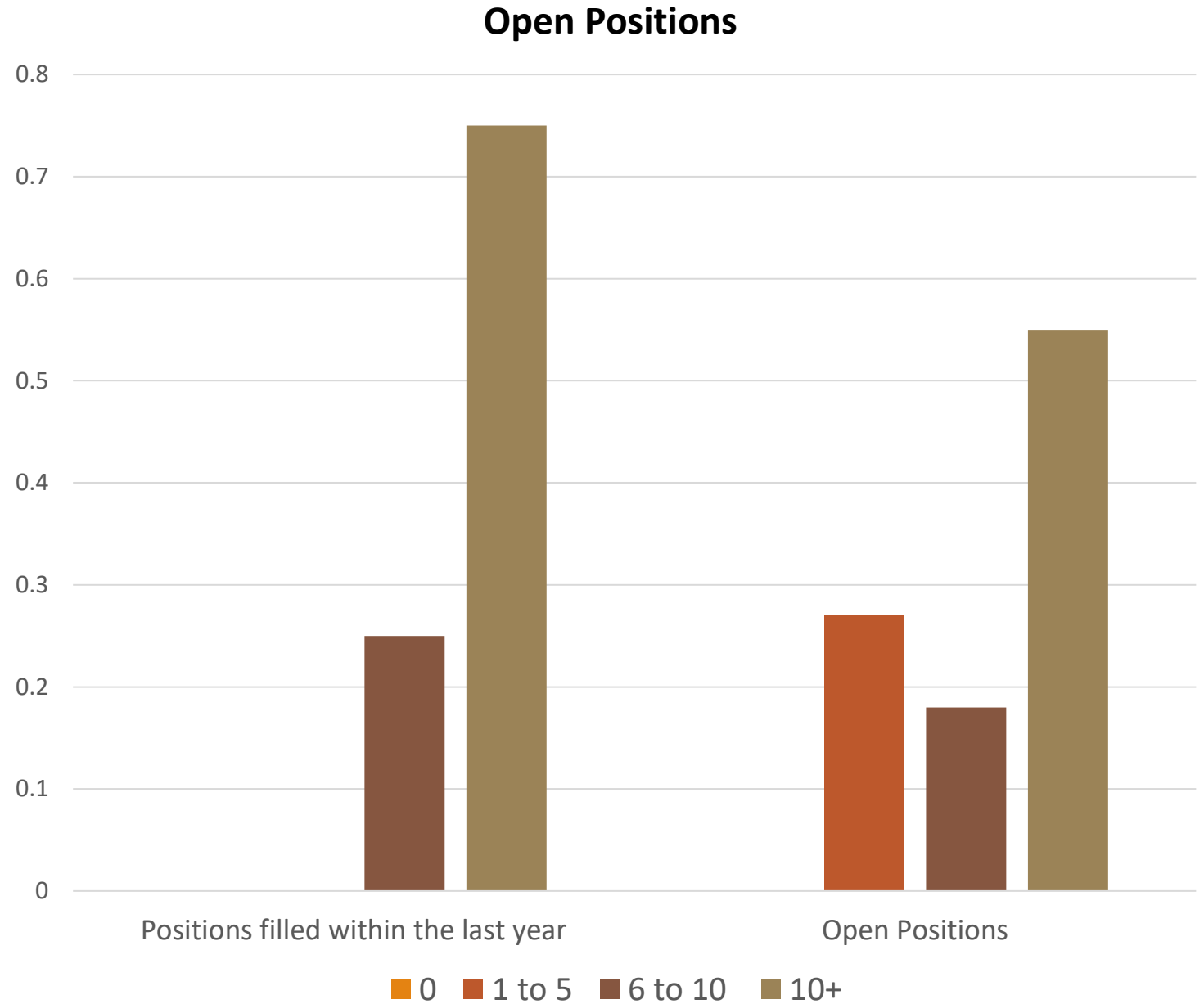
83.33% of companies surveyed anticipate a change in employee numbers in 2023.

Based on shift structure and hours, 50% of surveyed companies overall capacity utilization is between 50-60.

Their expected overall capacity utilization increases to 90-100% for 2023 due to supply and demand. Those who's anticipated overall capacity utilization remains between 50-60% indicate that it is due to lack of employees.

Anticipated Changes and Capacity Utilization

Open Positions + Recently Filled Position



Industry Sentiments

The survey asked respondents what the 6-month outlook was for their business and if they anticipated any changes. Companies indicated that they anticipate that they will be busy for the next 6 months and that this is a favourable time for their businesses. One respondent indicated that they have a client launching new programs, meaning promising business opportunities for them and another indicated that they may possibly be retiring in the next 6 months. Overall, the response was a very positive 6-month outlook.

When asked about the current status of the industry, responses varied. Some respondents said the industry is current strong, but others indicated that business is slow. Some companies are expecting an increase of business as the focus on E/Vs increases.

When asked what challenges companies are currently facing, one response remained consistent across the board – the ability to find qualified, skilled workers to fill roles. This response was not surprising, as most industries are experiencing a skilled labour shortage. Some other responses included HR and A/R challenges and the work ethics of individuals that do get hired.

Companies were asked if they have made any significant changes, since 2020, to their business operations, staff, international sales, meetings or new business opportunities. Respondents indicated an increased focus on safety for everyone. Another common response was the move to virtual meetings as people have adapted to virtual meetings as the norm. For certain positions, some companies are allowing more work from home opportunities and experiencing more employees wanting to work from home even when their position expects them to be on site.

INCLUDES HOURLY
RATE OF PAY BY
POSITION, WAGE
TRENDS AND
AVERAGE HOURS
WORKED – FOR
BOTH HOURLY AND
SALARIED
EMPLOYEES.

Wage Insights

Position	Range – Minimum wage	Range – Maximum wage
CAD/CAM Programmer	\$20-\$22	\$25-\$26
CAD/CAM System Manager	\$23-\$25	\$25-\$26
Designer – Molds	\$22-\$28	\$32-\$38
Project Engineer	\$45-\$50	\$55-\$60
Surface Modeler	\$22-\$24	\$36-\$38
Manual Boring Mill Operator	\$20-\$22	\$36-\$38
Manual Mill Operator	\$22-\$26	\$36-\$37
Group Lead/Supervisor General Machinist	\$120,000/year-\$130,000/year	\$140,000/year-\$150,000/year
5+Axis CNC Machinist	\$22-\$25	\$28-\$34
CNC Boring Mill Machinist	\$22-\$25	\$34-\$36
CNC Mill Machinist	\$22-\$24	\$34-\$36
CNC Programmer	\$22-\$25	\$28-\$34
Sink EDM Operator	\$22-\$26	\$34-\$36
Wire EDM Operator	\$22-\$24	\$28-\$34
Polisher	\$22-\$24	\$26-\$30
Crib Attendant/Stock Keeper	\$22-\$25	\$25-\$28
Janitor/Sweeper	\$16-\$22	\$18-\$25
Maintenance	\$20-\$23	\$25-\$26
Shipper/Receiver	\$22-\$25	\$26-\$28
Truck Driver (DZ)	\$24-\$25	\$27-\$30
Truck Driver (AZ)	\$24-\$26	\$27-\$30

HOURLY POSITIONS – MINIMUM AND MAXIMUM PAY RANGE

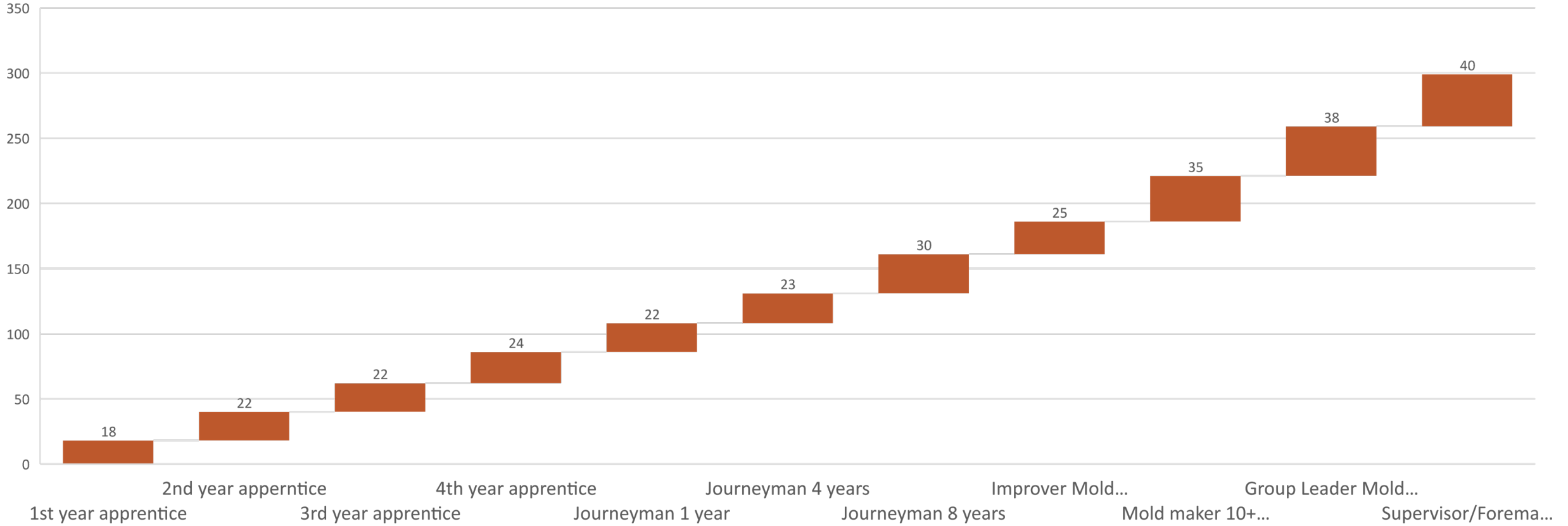
Salaried Position	Range – Minimum wage	Range – Maximum wage
AP & AR Clerk	\$20-\$40	\$25-\$50
Buyer	\$28-\$30	\$34-\$36
Controller	\$70,000-\$80,000/year	\$80,000-\$100,000/year
Engineering Manager	\$30/hr - \$120,000/year	\$36/hr - \$130,000/year
Estimator	\$70,000/year-\$85,000/year	\$85,000/year-\$95,000/year
General Manager	\$100,000/year-\$120,000/year	\$150,000-\$160,000/year
Human Resources Manager	\$40,000/year-\$50,000/year	\$50,000/year-\$60,000/year
IT Manager	\$50,000/year-\$65,000	\$55,000-\$75,000/year
Project/Program Manager	\$85,000/year-\$95,000/year	\$100,000/year-\$120,000/year
Internal Sales Manager (including commission)	\$80,000-\$100,000/year	\$90,000-\$110,000/year

Survey respondents left a number of positions blank from both hourly and salaried positions, without explanation.

Some of the pay ranges have a significant gap in the minimum ranges offered from different companies, such as Designer-Molds, Janitor/Sweeper and AP&AR Clerk.

SALARIED POSITIONS – MINIMUM AND MAXIMUM PAY RANGE

Wage trends by Tenure



Wage trends by tenure

Shifts

100% of companies surveyed operate a day shift.

83.33% of companies surveyed operate an afternoon shift. None of the companies operate a midnight shift.

50% of companies surveyed operate regular weekend shifts and 33.33% operate weekend shifts, as needed.

Shift Premiums

29 companies were surveyed. 1 company does not offer shift premiums and for the companies that do, their shift premiums vary.

Remote Working

66.67% of survey respondents allow remote working, when possible.

Flexible Schedules

100% of surveyed companies all flexible schedules.

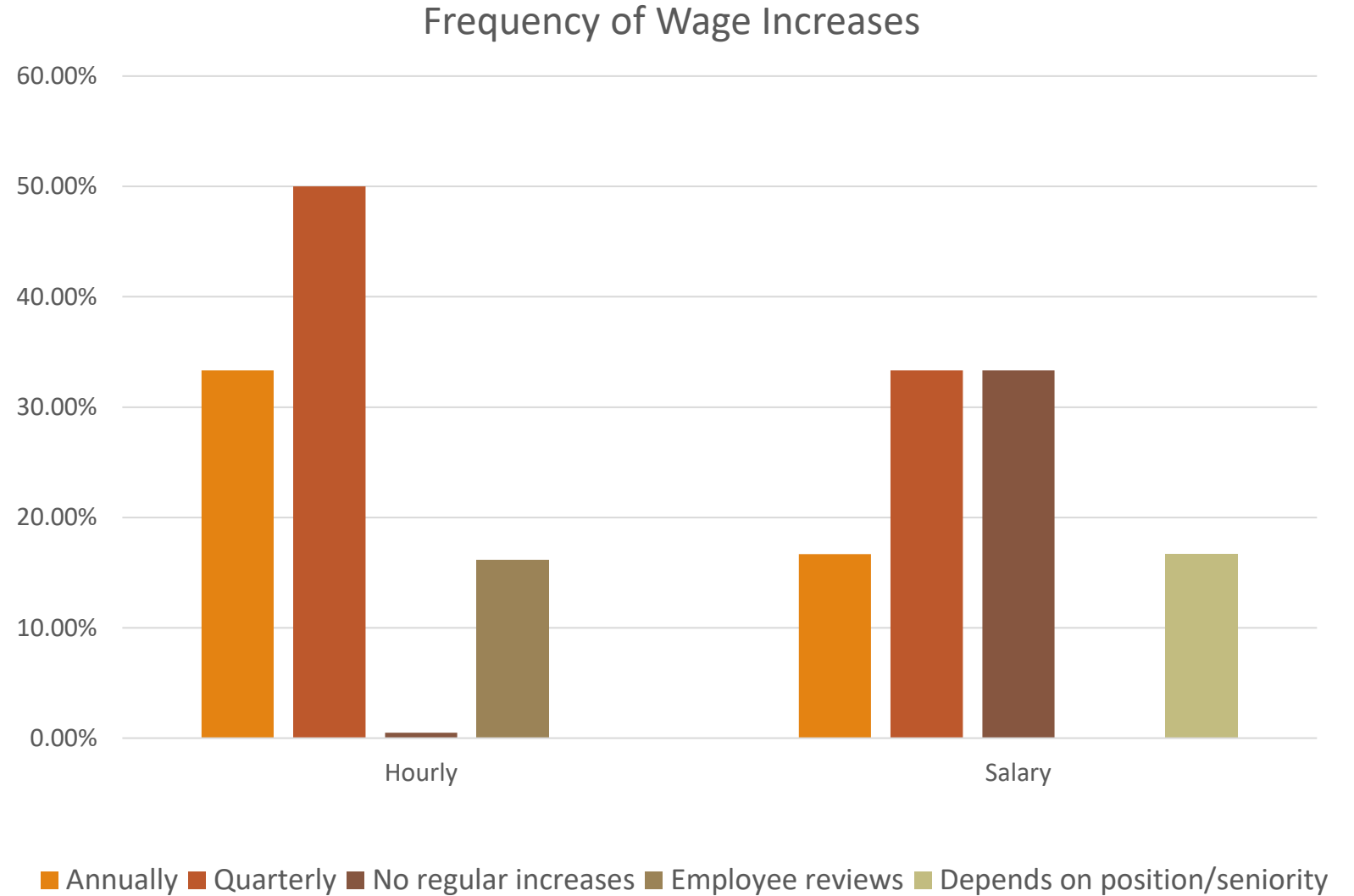
Shift	Premium Offered
Afternoons	10%
Afternoons	0.04%
Afternoons	\$1
Weekends	\$2
Weekends	10%

Shifts and schedules

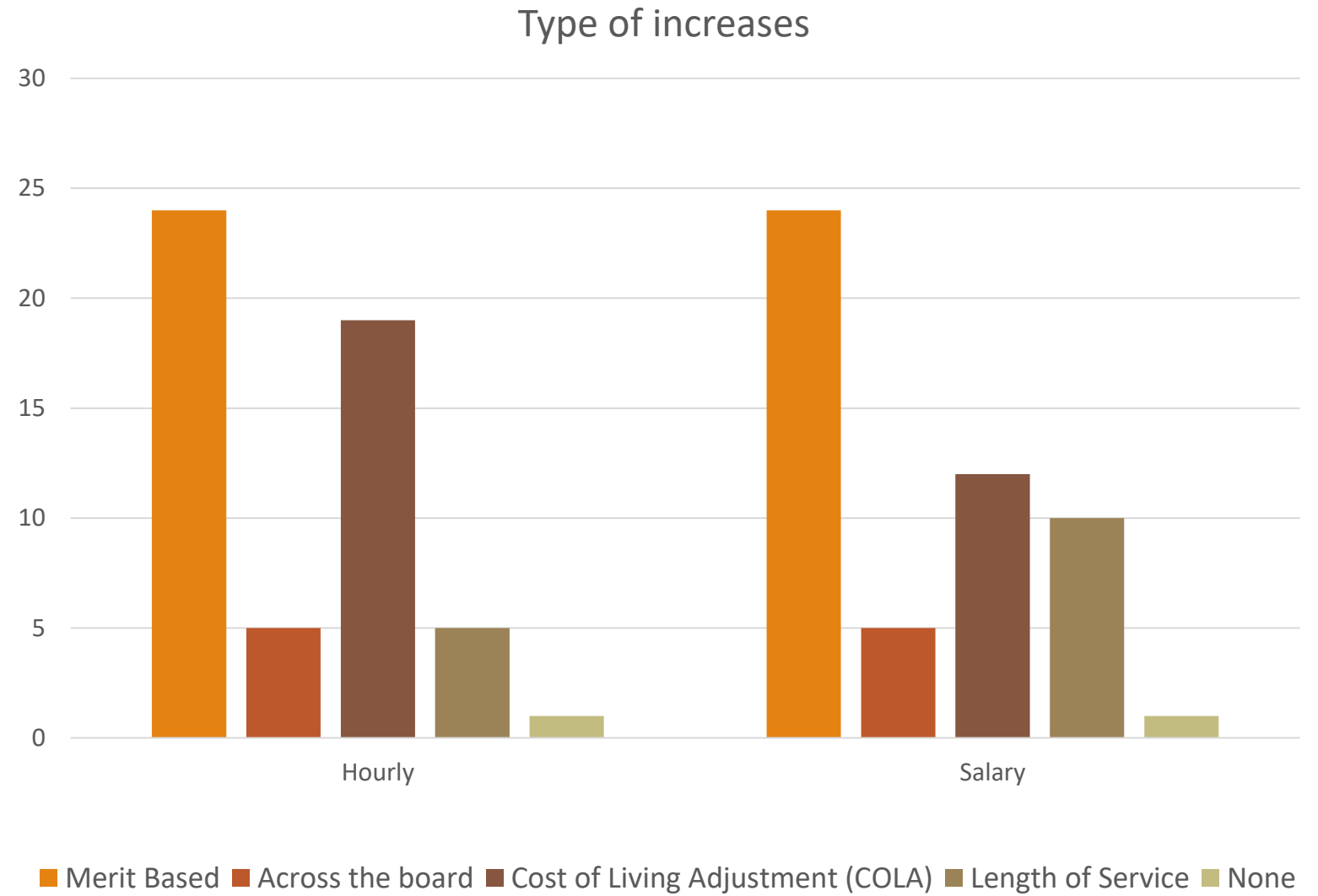
Wage increase frequency

50% of companies surveyed offer quarterly wage increases to hourly employees and 33.33% offer annual increases. 1 respondent, 0.5%, does not offer regular increases to hourly employees.

33.33% of companies surveyed do not offer regular salary increases to salaried employees, 33.33% offer increases quarterly and 16.67% offer increases annually. 16.67% of survey respondents offer salaried employees increases based on position or seniority.



Type of wage increases



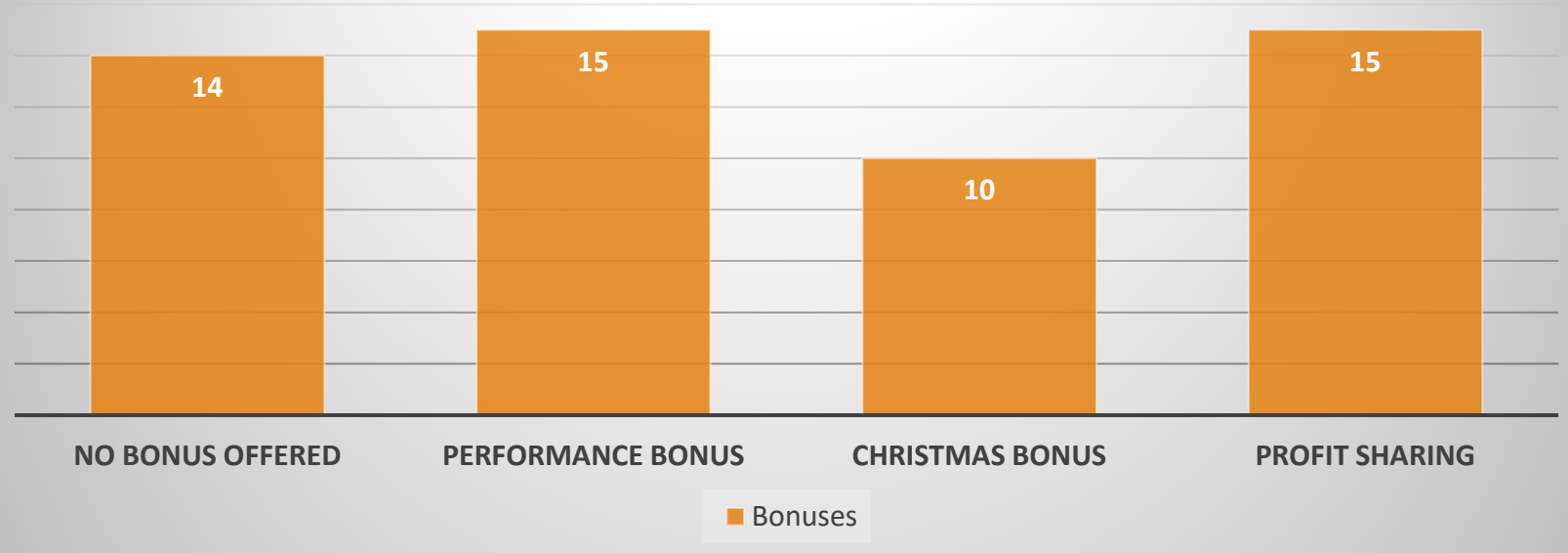
Bonuses

48% of surveyed companies do not offer bonuses. 52% offer performance bonuses. 10 companies offer Christmas bonuses and 15 offer Profit Sharing.

8 of the companies that offer bonuses do so annually for both hourly and salaried employees.

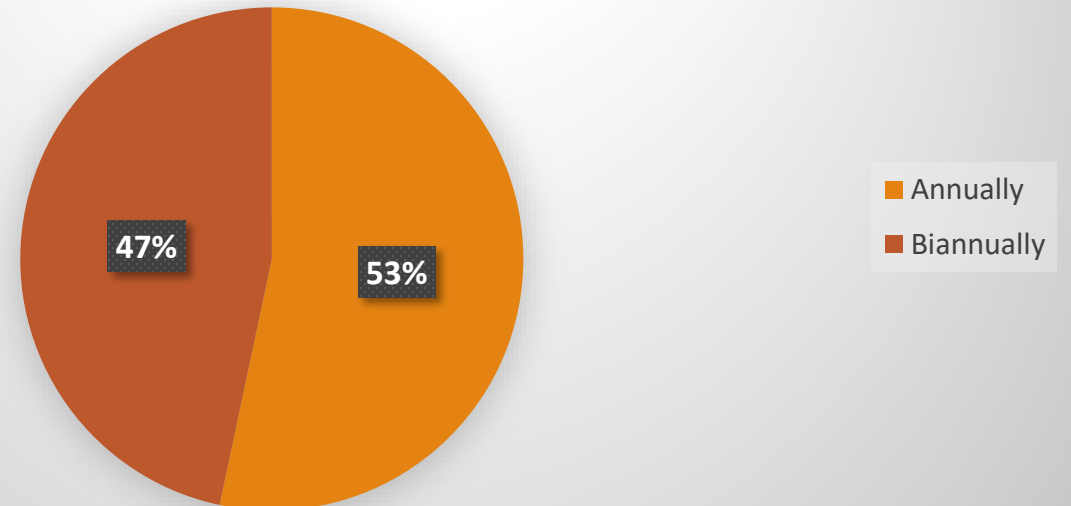
7 of the companies that offer bonuses do so twice annually for both hourly and salaried employees.

Bonuses – Out of 29 respondents

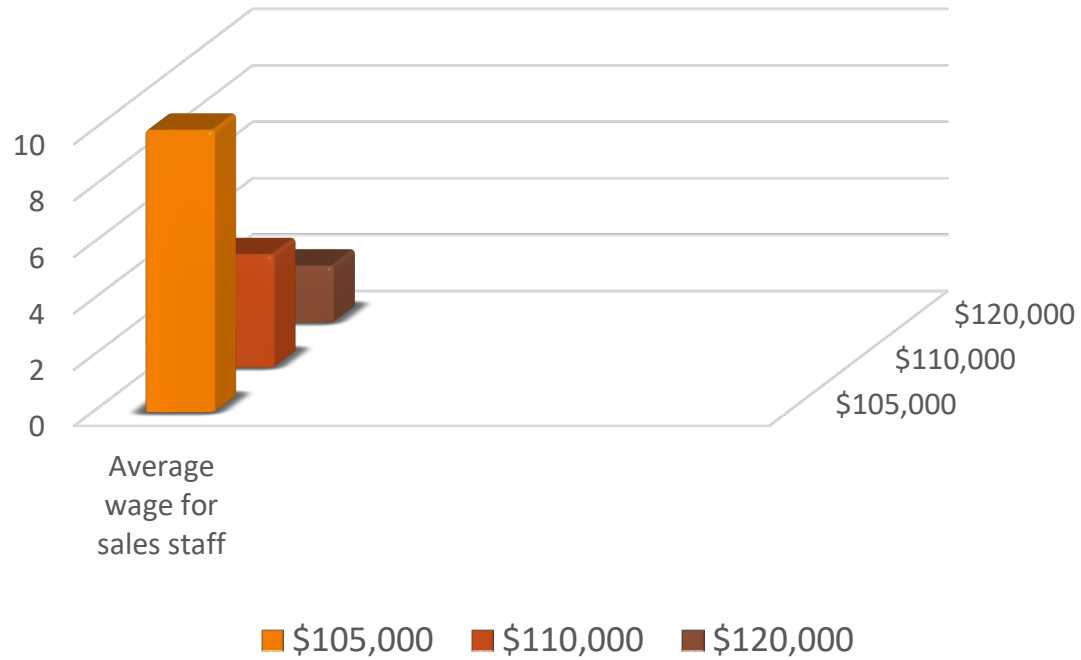


Out of 15 respondents who do offer bonuses.

Bonus Frequency

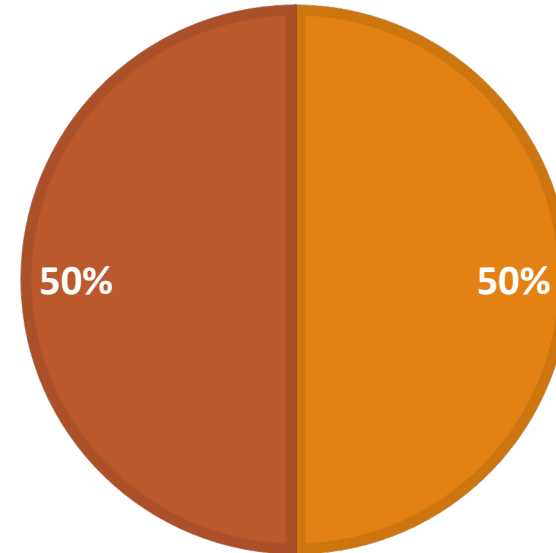


Average salary for sales employees



HOW SALES STAFF ARE COMPENSATED

■ Salary and Commission ■ Salary only



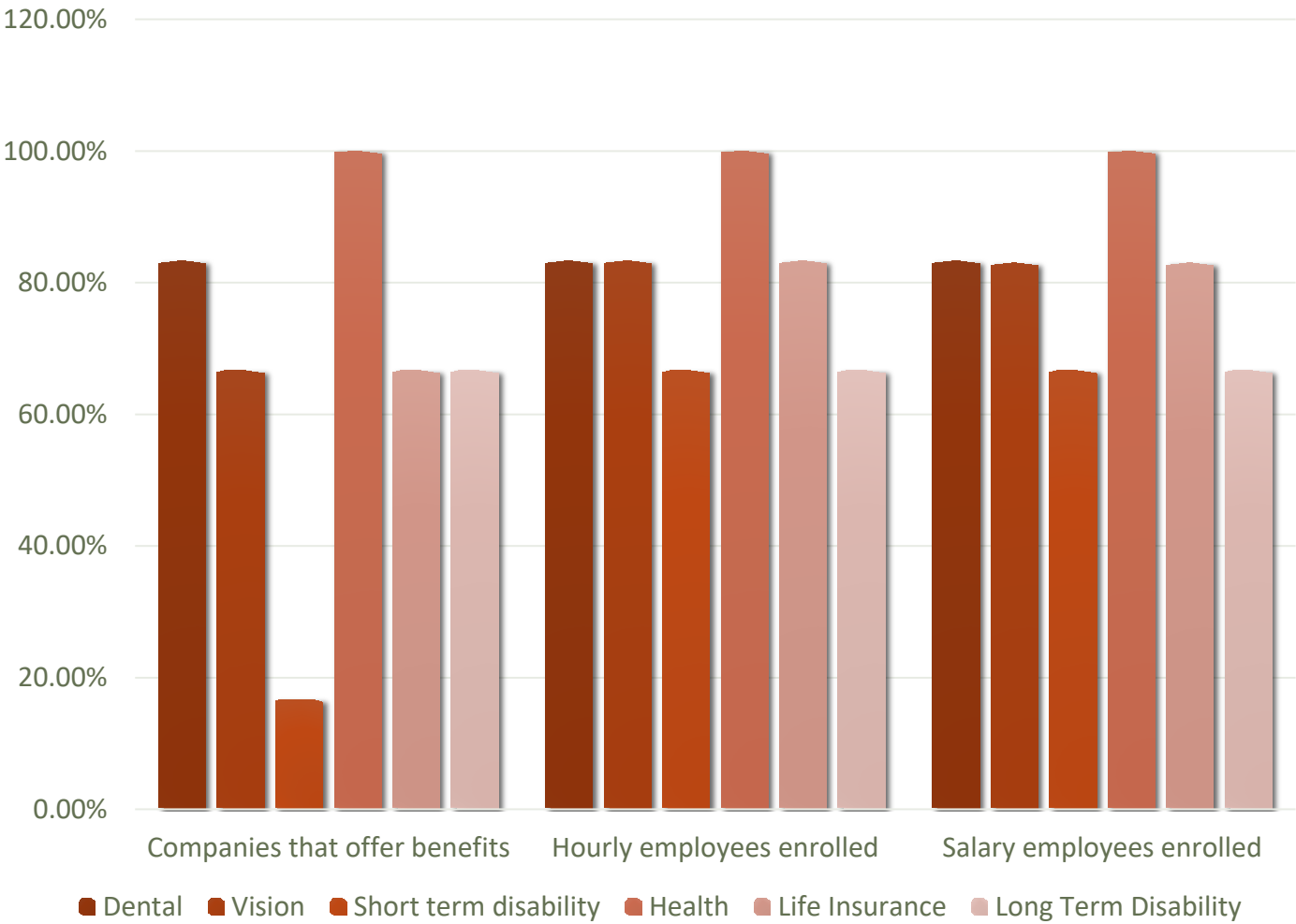
Sales employees

INCLUDES DETAILS
OF WHICH
BENEFITS ARE
OFFERED, PAID
TIME OFF,
VACATION PAY,
RETIREMENT AND
BONUSES.

Benefit Insights

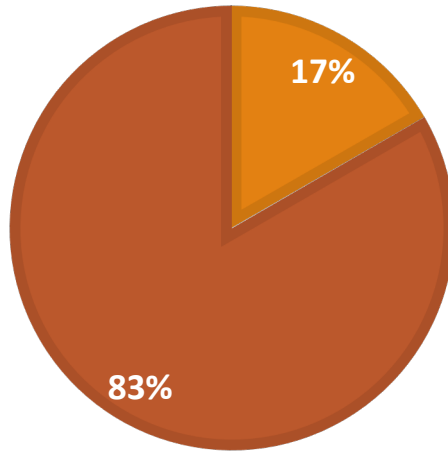
Companies that offer benefits and benefit enrollment

Insurance Benefits



VACATION PAY

■ Annually ■ Time - Flexible



Average Amount of Vacation for Hourly and Salaried Staff

Length of Service	Wage Percentage	# of Days	# of Weeks
0-3 years	4%	10 days	2 weeks
3-5 years	5%	10 days	2 weeks
5-8 years	6%	15 days	3 weeks
8-10 years	7%	15 days	3 weeks
10+ years	7%	20 days	4 weeks

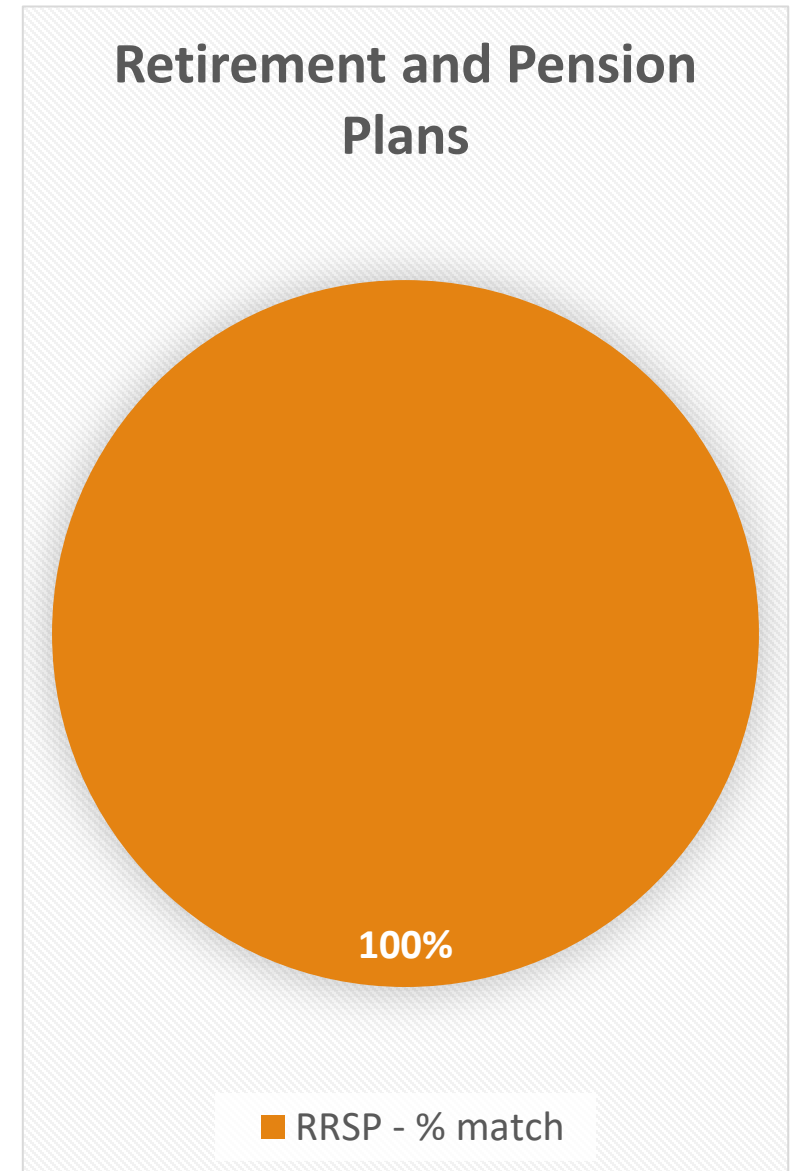
Vacation pay was consistent among survey respondents. 83% of survey respondents pay their vacation pay on a flexible schedule. The amount of vacation time offered to both hourly and salaried employees was consistent across surveyed companies.

Vacation Time

Retirement and Pension Plans

Survey respondents who chose percentage match For RRSP were asked what was given.

22 of the 29 respondents indicated that they give 2% match and 7 respondents indicated they give 3%.



Allowances

Respondents were asked if they offer signing bonuses to new employees, and all said NO.

Respondents were also asked if they offer referral bonuses and 10 indicated that they do offer referral bonuses ranging from \$500-\$1500.

Allowances	Percentage of Respondents who offer to their staff
Safety Shoes	100%
Safety Glasses	40%
Prescription Safety Glasses	60%
Shop Coats	60%
Work Clothing	60%
Hand Tools	60%

INCLUDES
INFORMATION
ABOUT OVERTIME
PRACTICES.

Overtime Practices

Overtime

When Overtime is Offered	Average Overtime benefit
Over 40 hours per week	1.5x (Time and a half)
Over 8 hours per week	1.5x (Time and a half)
Saturday	1.5x (Time and a half)
Sunday	2x (Double Time)
Over 44 hours per week	No responses

Overtime was consistently offered to employees after 40 hours per week and on Saturdays and Sundays.

When overtime is offered, the rate is 1.5x (time and a half) and 2x (double time) on Sundays.

Survey respondents indicated that the average hours worked per week was between 43 and 50 hours for hourly staff.

INCLUDES
INFORMATION
ABOUT
MEMBERSHIP TO
ASSOCIATIONS
AND TRADE SHOW
ACTIVITY.

Association Membership

Association Membership

What do you look for in a membership association?

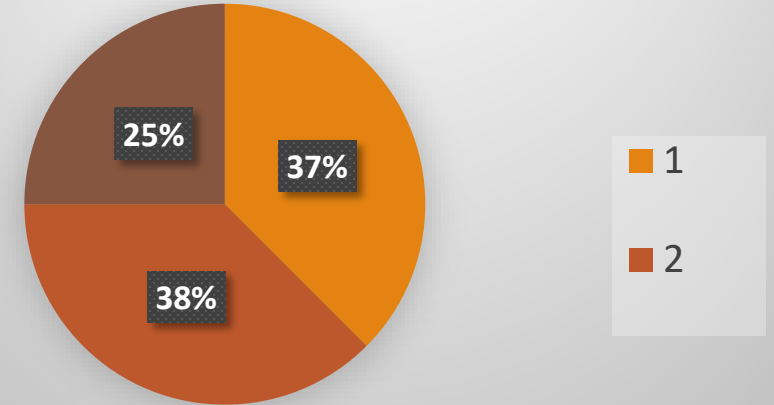
What benefits/activities do you find appealing or beneficial to your organization?

Discount programs, Industry News, Supplier Listing, Member Cost Reduction, Business Opportunities, Promotion Opportunities, Education and Networking.

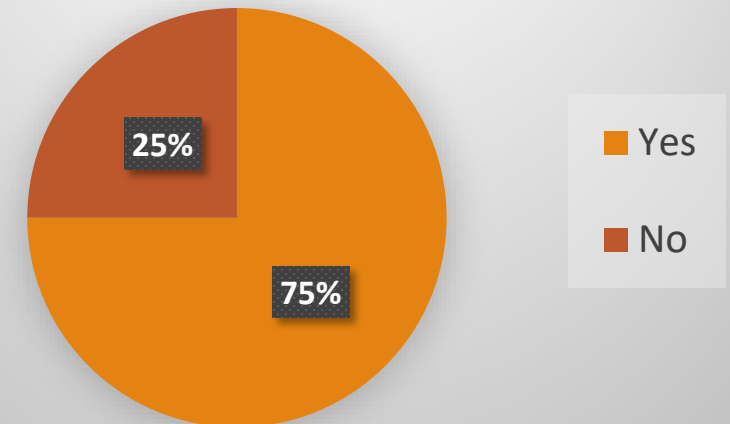
Those who indicated that they have not outsourced business within Automate Canada noted that it was because they have not had a need

Those who have outsourced work to a CAMM member do so whenever is possible and some participants noted reciprocal discounts available to association members.

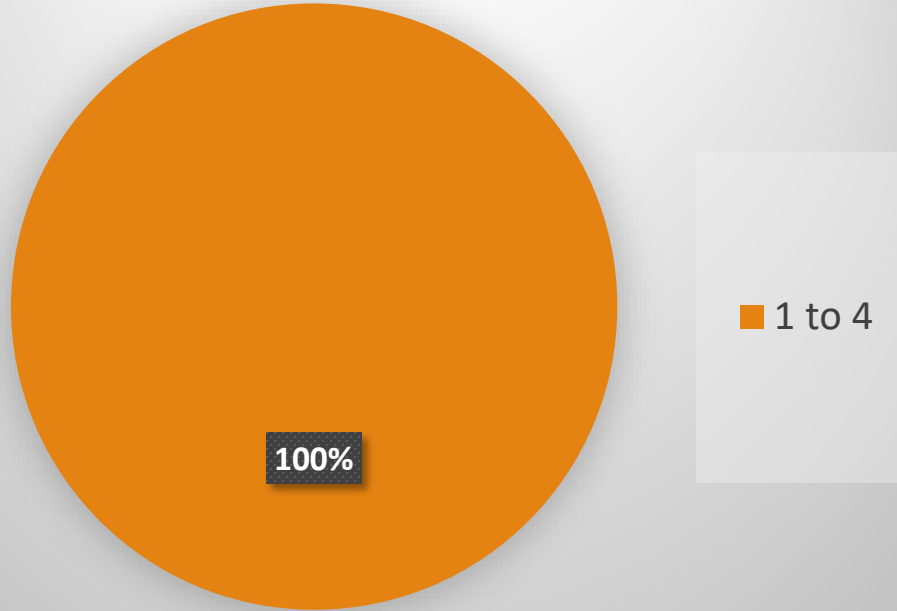
Number of Membership Associations your company is enrolled in



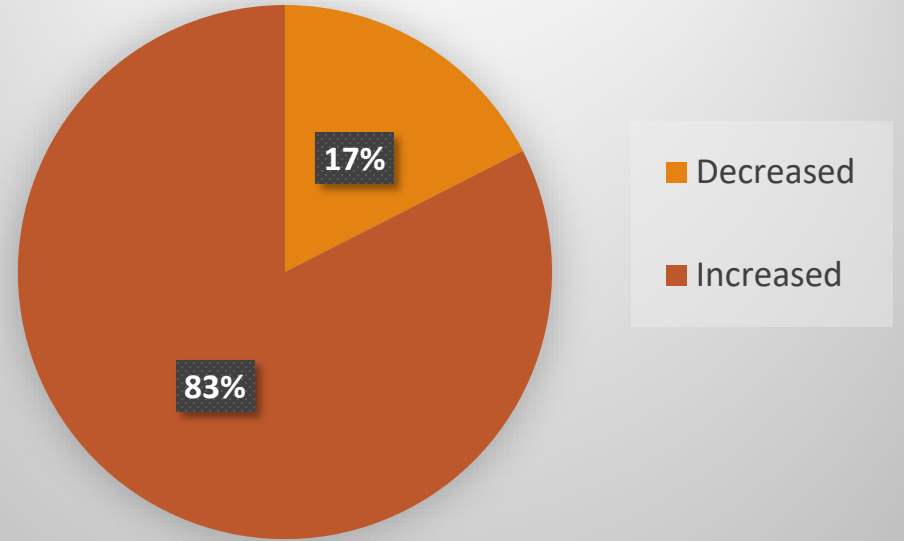
Have you ever outsourced work to a business within CAMM?



Trade Shows attend annually



Has the number of trade shows attended changed since 2020?



Trade Shows

THANK YOU TO
THOSE WHO
PARTICIPATED IN
THE 2023 CAMM
WAGE AND
BENEFITS SURVEY.

IF YOU HAVE ANY
QUESTIONS OR
COMMENTS ABOUT
THE SURVEY
RESULTS, PLEASE
EMAIL:

NICOLE@CAMM.CA.

Thank you!