

2011 VSRA Wage, Training & Workforce Survey

1. Introduction

VSRA has a strong tradition of supporting its members by ensuring the availability of quality training and development programs that meet the demands of the ship repair industry in Hampton Roads. As we continue to make changes and improvements, the need to ensure we are meeting the demands of our industry members is vital.

Every three years we conduct an ANONYMOUS and CONFIDENTIAL workforce and training survey. ONLY AGGREGATES WILL BE ANALYZED! This year we are adding some wage data requests to the survey. This will give our members a regional view of trends in all three areas, and provide useful data for planning and decision-making. In addition, other Associations are joining this effort so we obtain a national snapshot as well.

We know that the demands on your time are heavy; however your participation benefits you as well as the industry as a whole. Please take the time to complete this information request, so we can maximize our resources on your behalf.

1. Company Name (required to ensure Company Data is not submitted and counted more than once. This will be assigned an ID and not released in the data):

2. Number of Employees:

3. Workforce/Human Resources Contact. Please include Name, Phone Number and Email Address. (Optional for sending the report, information will not be tied to the data)

4. Training & Development Contact. Please include Name, Phone Number and Email Address (Optional for sending the report, information will not be tied to the data):

5. VSRA Member Category:

Large Ship Repairer

Ship Repairer

Sub-Contractor

General Supplier

Professional Services Supplier

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2. WORKFORCE OUTLOOK SECTION

This brief section will give out members a more accurate picture of what the workforce capacity and demands will be in the near future.

1. What Percentage of your workforce is expected to retire in the next 5 years?

2. What is your annual NON-RETIREMENT turnover percentage?

3. What is your annual per employee turn-over cost, including hiring costs and loss of productivity? (If you currently do not track this data and would like to, please contact us for a helpful turn-over analysis worksheet)

\$500 - \$999

\$1,000 - \$1,999

\$2,000 - \$2,999

\$3,000 - \$3,999

\$4,000 - \$4,999

More than \$5,000

Don't Know

4. Which job categories have the highest employee turn-over rates? (Please check the top two)

General Labor

Entry-level Trade

Trade Helper

Advanced Trade

Supervisors/Management

Professional Staff

Other (please specify)

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5. In what two job categories do you experience the highest Full-time Equivalent (FTE) turn-over within trades?

- Welder
- Outside Machinist
- Inside Machinist
- Pipe fitter
- Electrician
- Painters
- Ship Fitter

Other (please specify)

6. How many FTE tradesmen do you currently employ in the following list:

Pipe Welder	<input type="text"/>
Structural Welder	<input type="text"/>
Pipefitter	<input type="text"/>
Electrician	<input type="text"/>
Machinist	<input type="text"/>
Painter/Inspector	<input type="text"/>
Steel Fabricator	<input type="text"/>
Shipfitter	<input type="text"/>

7. How many of these do you expect to retire in the next 5 years:

Pipe Welder	<input type="text"/>
Structural Welder	<input type="text"/>
Pipefitter	<input type="text"/>
Electrician	<input type="text"/>
Machinist	<input type="text"/>
Painter/Inspector	<input type="text"/>
Steel Fabricator	<input type="text"/>
Shipfitter	<input type="text"/>

8. Historically, what percentage of your workers, or production, is engaged in the following types of work:

Commercial	<input type="text"/>
Commercial Maritime	<input type="text"/>
Navy/MSC/Other DOD	<input type="text"/>

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9. Do you conduct exit interviews?

Yes

No

10. What is the #1 reason employees give for turnover?

11. What is the #2 reason employees give for turnover?

12. How many NEW workers do you expect to hire in 2011?

13. Is this anticipated hiring rate higher or lower than 2010

Higher

Lower

14. Have you been granted state or federal funds to offset the costs of worker development?

Yes

No

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3. BENEFITS & WAGES

The following data will help member companies benchmark benefits & wage trends. It will also provide information on the value of ship repair careers to emerging workers.

In lieu of this section, you may choose to send your complete benefits & wage analysis electronically to: mtomaszewski@virginiashiprepair.org

1. Please check the benefits you currently offer.

- | | |
|---|--|
| <input type="checkbox"/> Vacation | <input type="checkbox"/> Annual Evaluations |
| <input type="checkbox"/> Sick Days | <input type="checkbox"/> Incentives/Bonuses |
| <input type="checkbox"/> Holiday Pay | <input type="checkbox"/> Flex-time |
| <input type="checkbox"/> Tuition | <input type="checkbox"/> Employee Assistance Program |
| <input type="checkbox"/> Shift Differential | <input type="checkbox"/> Health Care Plans |
| <input type="checkbox"/> Life Insurance | <input type="checkbox"/> 401K/Retirement |
| <input type="checkbox"/> Vision/Dental | <input type="checkbox"/> Disability Coverage |

2. Please give a brief description of each of the benefits you provide.

Vacation: tenure when earned

1 year

2 years

3 or more years

3. Benefits days:

Number of paid holidays

Number of paid sick/personal days

4. Incentives/Bonuses:

Type:

% or Amount:

Term (quarterly, annually etc.):

5. Describe your flex-time policy:

6. Describe your tuition policy:

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7. Shift differential policy:

Second shift	<input type="text"/>
Third shift	<input type="text"/>
Weekend/holiday shifts	<input type="text"/>

8. Describe your annual evaluations policy:

9. 401K/Retirement

Entry criteria	<input type="text"/>
Company contribution percentage	<input type="text"/>
Limitations	<input type="text"/>

10. Is your health care plan:

- Full
- Limited
- Shared Cost

Specific criteria:

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11. Please provide the average wage rates, not including per diems, for the following HOURLY rate job classes, (non-temp workers only):

1st Class/Top Pipe Welder	<input type="text"/>
2nd Class/Mid-level Pipe Welder	<input type="text"/>
3rd Class/Entry-level Pipe Welder	<input type="text"/>
1st Class/Top Structural Welder	<input type="text"/>
2nd Class/Mid-level Structural Welder	<input type="text"/>
3rd Class/Entry-level Structural Welder	<input type="text"/>
1st Class Pipefitter	<input type="text"/>
Supervisor: Advanced Skill Job Categories	<input type="text"/>
Supervisor: Entry/Mid-Level Skill Job Categories	<input type="text"/>
2nd Class Pipefitter	<input type="text"/>
1st Class Machinist	<input type="text"/>
2nd Class Machinist	<input type="text"/>
1st Class Electrician	<input type="text"/>
2nd Class Electrician	<input type="text"/>
1st Class Steel Fabricator	<input type="text"/>
2nd Class Steel Fabricator	<input type="text"/>
Painter	<input type="text"/>
Paint Inspector	<input type="text"/>
Trade Helper/Apprentice	<input type="text"/>
Entry Level Helper/Apprentice	<input type="text"/>
Firewatch	<input type="text"/>

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12. Please provide the average per diems, for the following HOURLY rate job classes, (non-temp workers only):

1st Class/Top Pipe Welder	<input type="text"/>
2nd Class/Mid-level Pipe Welder	<input type="text"/>
3rd Class/Entry-level Pipe Welder	<input type="text"/>
1st Class/Top Structural Welder	<input type="text"/>
2nd Class/Mid-level Structural Welder	<input type="text"/>
3rd Class/Entry-level Structural Welder	<input type="text"/>
1st Class Pipefitter	<input type="text"/>
Supervisor: Advanced Skill Job Categories	<input type="text"/>
Supervisor: Entry/Mid-Level Skill Job Categories	<input type="text"/>
2nd Class Pipefitter	<input type="text"/>
1st Class Machinist	<input type="text"/>
2nd Class Machinist	<input type="text"/>
1st Class Electrician	<input type="text"/>
2nd Class Electrician	<input type="text"/>
1st Class Steel Fabricator	<input type="text"/>
2nd Class Steel Fabricator	<input type="text"/>
Painter	<input type="text"/>
Paint Inspector	<input type="text"/>
Trade Helper/Apprentice	<input type="text"/>
Entry Level Helper/Apprentice	<input type="text"/>
Firewatch	<input type="text"/>

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13. Please provide the average wage rates, not including per diems, for the following HOURLY rate job classes, (Temp workers only):

1st Class/Top Pipe Welder	<input type="text"/>
2nd Class/Mid-level Pipe Welder	<input type="text"/>
3rd Class/Entry-level Pipe Welder	<input type="text"/>
1st Class/Top Structural Welder	<input type="text"/>
2nd Class/Mid-level Structural Welder	<input type="text"/>
3rd Class/Entry-level Structural Welder	<input type="text"/>
1st Class Pipefitter	<input type="text"/>
Supervisor: Advanced Skill Job Categories	<input type="text"/>
Supervisor: Entry/Mid-Level Skill Job Categories	<input type="text"/>
2nd Class Pipefitter	<input type="text"/>
1st Class Machinist	<input type="text"/>
2nd Class Machinist	<input type="text"/>
1st Class Electrician	<input type="text"/>
2nd Class Electrician	<input type="text"/>
1st Class Steel Fabricator	<input type="text"/>
2nd Class Steel Fabricator	<input type="text"/>
Painter	<input type="text"/>
Paint Inspector	<input type="text"/>
Trade Helper/Apprentice Entry Level	<input type="text"/>
Helper/Apprentice	<input type="text"/>
Firewatch	<input type="text"/>

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14. Please provide the average per diems, for the following HOURLY rate job classes, (Temp workers only):

1st Class/Top Pipe Welder	<input type="text"/>
2nd Class/Mid-level Pipe Welder	<input type="text"/>
3rd Class/Entry-level Pipe Welder	<input type="text"/>
1st Class/Top Structural Welder	<input type="text"/>
2nd Class/Mid-level Structural Welder	<input type="text"/>
3rd Class/Entry-level Structural Welder	<input type="text"/>
1st Class Pipefitter	<input type="text"/>
Supervisor: Advanced Skill Job Categories	<input type="text"/>
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2nd Class Machinist	<input type="text"/>
1st Class Electrician	<input type="text"/>
2nd Class Electrician	<input type="text"/>
1st Class Steel Fabricator	<input type="text"/>
2nd Class Steel Fabricator	<input type="text"/>
Painter	<input type="text"/>
Paint Inspector	<input type="text"/>
Trade Helper/Apprentice	<input type="text"/>
Entry Level Helper/Apprentice	<input type="text"/>
Firewatch	<input type="text"/>

15. Please provide the average wage rates for the following SALARIED rate job classes:

Foreman: Advanced Skill Job Categories	<input type="text"/>
Foreman: Entry/Mid-level Job Classes	<input type="text"/>
Superintendent	<input type="text"/>
Project Manager	<input type="text"/>
Director: (Safety/Training/HR etc.)	<input type="text"/>

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4. WORKFORCE DEVELOPMENT & TRAINING

The final section of this survey is designed to provide data that will enable us to continue offering relevant and cost-effective training to its' member companies.

1. On average, how many employees do you train in a fiscal year?

2. Please check all of the following areas of training you regularly send employees to:

- Welding
- Shipfitting
- Pipefitting
- Navy Basic Paint Inspector (NBPI)
- Basic Paint Training
- Firewatch
- First Responder (1st Aid/CPR/Respirator/Defrib)
- Competent Person
- Tank/Confined Space Entry
- C-7
- Connectorization
- Haz Mat Shippers Certification
- Hazardous Communication
- Workplace Harassment/Violence
- Standard Items 106
- Standard Items 109/110
- Standard Items 0032
- Blueprint Reading
- Basic Safety
- Supervisory Safety
- Supervisory Leadership

Other (please specify)

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3. Please provide your course costs for each of these training classes. (Do not include employee wages or travel)

Welding	<input type="text"/>
Shipfitting	<input type="text"/>
Pipefitting	<input type="text"/>
Navy Basic Paint Inspector (NBPI)	<input type="text"/>
Basic Paint Training	<input type="text"/>
Firewatch	<input type="text"/>
First Responder (1st Aid/CPR/Respirator/Defrib)	<input type="text"/>
Competent Person	<input type="text"/>
Tank/Confined Space Entry	<input type="text"/>
C-7	<input type="text"/>
Connectorization	<input type="text"/>
Haz Mat Shippers Certification	<input type="text"/>
Hazardous Communication	<input type="text"/>
Workplace Harassment/Violence	<input type="text"/>
Standard Items 106	<input type="text"/>
Standard Items 109/110	<input type="text"/>
Standard Items 0032	<input type="text"/>
Blueprint Reading	<input type="text"/>
Basic Safety	<input type="text"/>
Supervisory Safety	<input type="text"/>
Supervisory Leadership	<input type="text"/>

4. Please provide a satisfaction rating for your current training programs:

Very Satisfied Satisfied Somewhat Satisfied Not Very Satisfied Not at all Satisfied

5. What improvements would you like to see made to your existing training programs?

5. THANK YOU!

Thank you for your support of our on-going efforts to support ship repair activities!

1. If you would like a copy of these results, please provide your email address here: