



AUTOMATE
CANADA

Automate Canada Wage and Benefits Survey Results

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Executive Summary

The Automate Canada 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 Automate Canada Wage and Benefits Survey will also help Automate Canada develop programs and opportunities for our members.

The survey was completed by 16 participants in the sector. Data was collected using Survey Monkey from May 1-15.

Key Takeaways from the survey include:

Age demographics: Within the companies surveyed, the majority of employees are within the 41-50 age category, followed by the 31-40 category.

Wages: The wages for salaried staff were consistent across surveyed companies. There were some hourly positions with significant variances across companies.

Overtime: Most of the companies surveyed have an average work week between 44 and 50 hours and their overtime compensation is consistent across the companies.

Benefits: 87.5% of companies surveyed offer all benefits, with the exception of long-term disability.

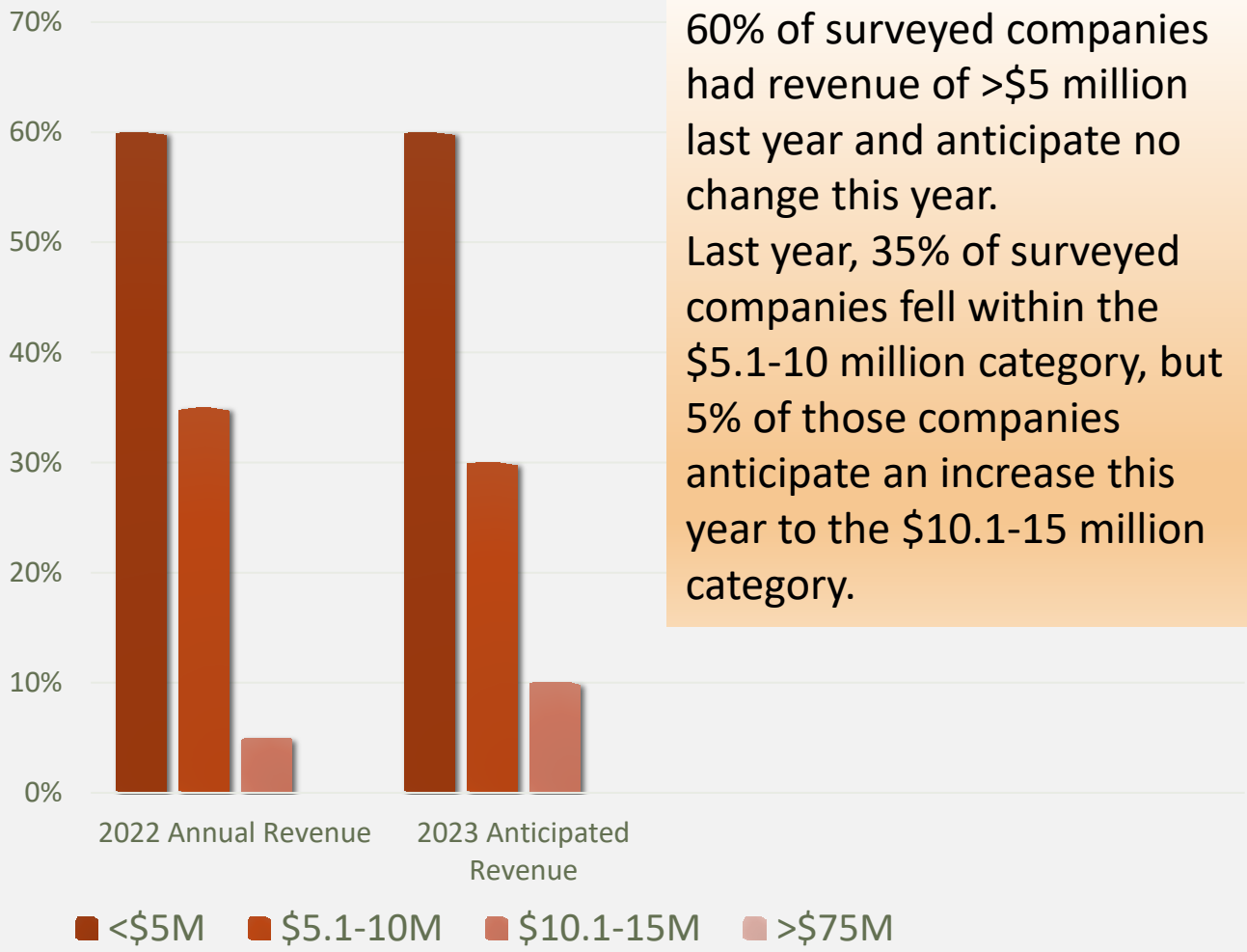
Industry Sentiments: There is a positive outlook for the industry. Companies anticipate being very busy over the next 6 months and are diversifying into new sectors.

Current job vacancies: None of the companies surveyed had 0 job vacancies. The majority have between 6 and 10 open positions.

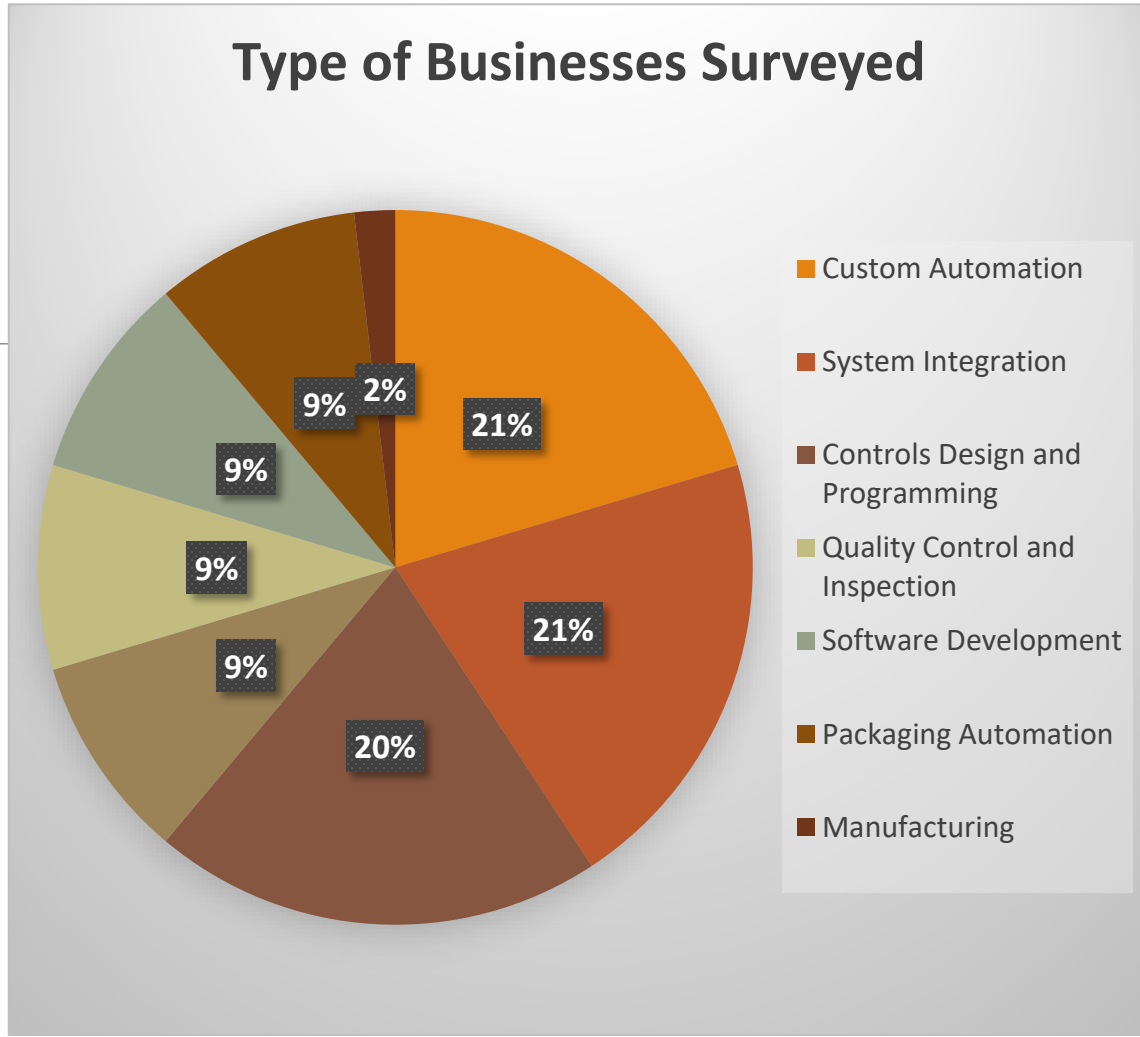
Why companies join associations: The most common responses were industry news, networking and business opportunities. Most of the companies surveyed were members of 1 association.

Includes company details, such as revenue and location, and 6-month outlook and current challenges.

Demographics and Industry Sentiments



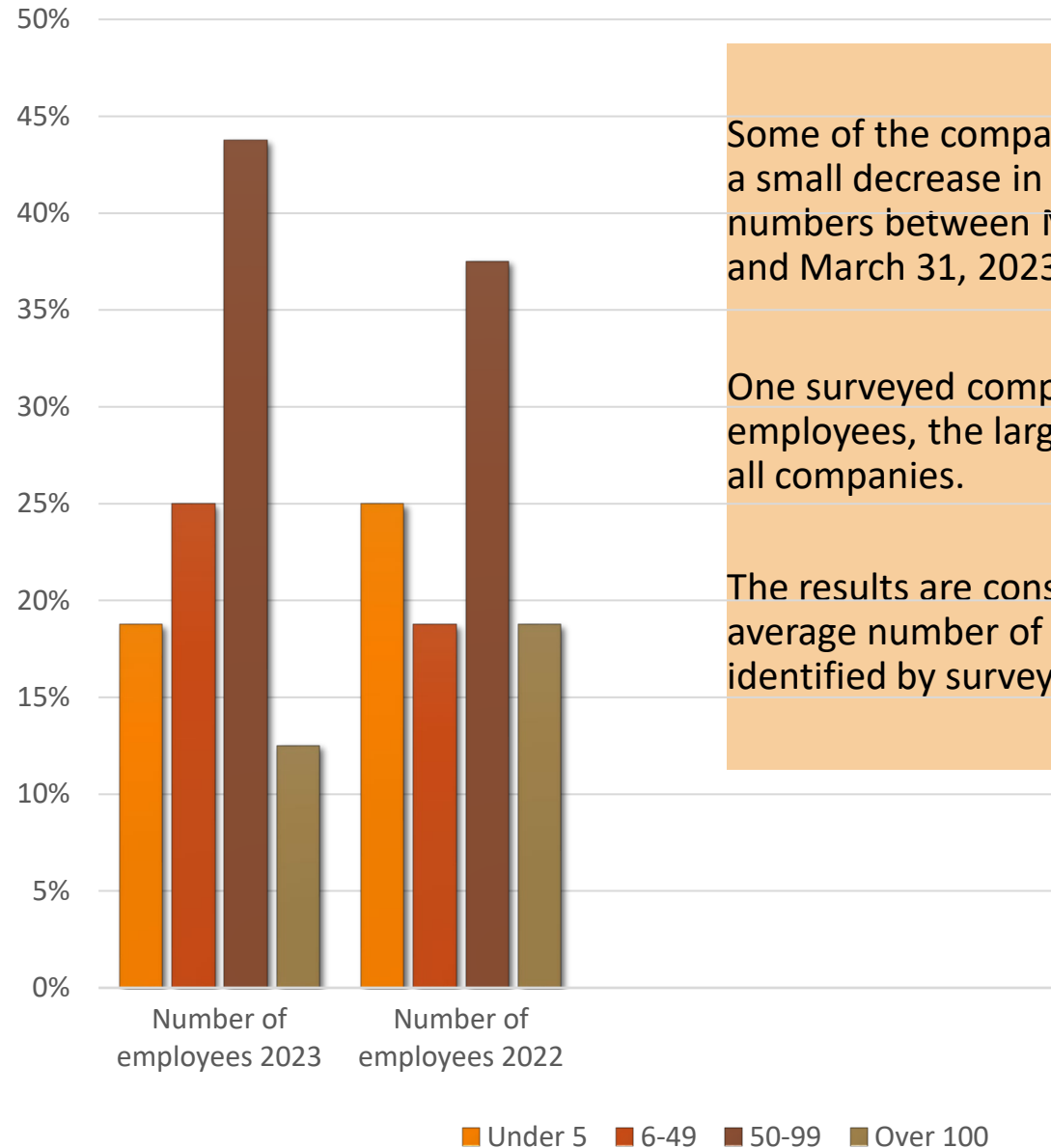
60% of surveyed companies had revenue of >\$5 million last year and anticipate no change this year. Last year, 35% of surveyed companies fell within the \$5.1-10 million category, but 5% of those companies anticipate an increase this year to the \$10.1-15 million category.



Revenue Range and Business Type

Number of employees

Number of Employees in 2022 vs. 2023

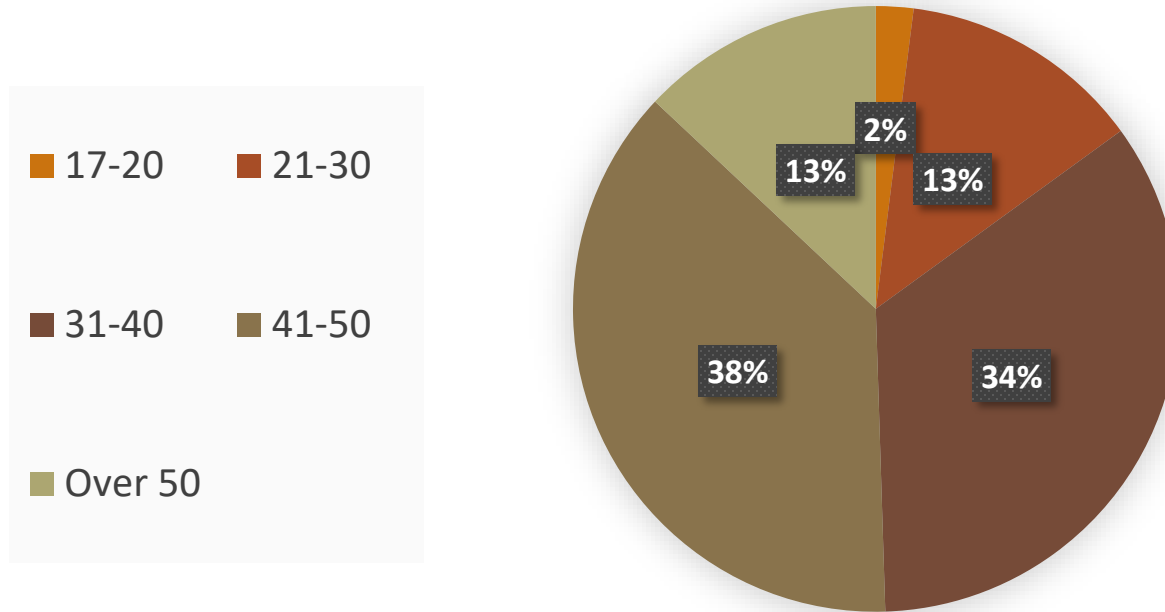


Some of the companies surveyed saw a small decrease in their employee numbers between March 31, 2022, and March 31, 2023.

One surveyed company lost 7 employees, the largest decrease from all companies.

The results are consistent with the average number of open positions identified by survey respondents.

Average age distribution of workforce



The highest percentage of employees from surveyed companies are within the ages of 41-50, followed by the 31-40 year old range.

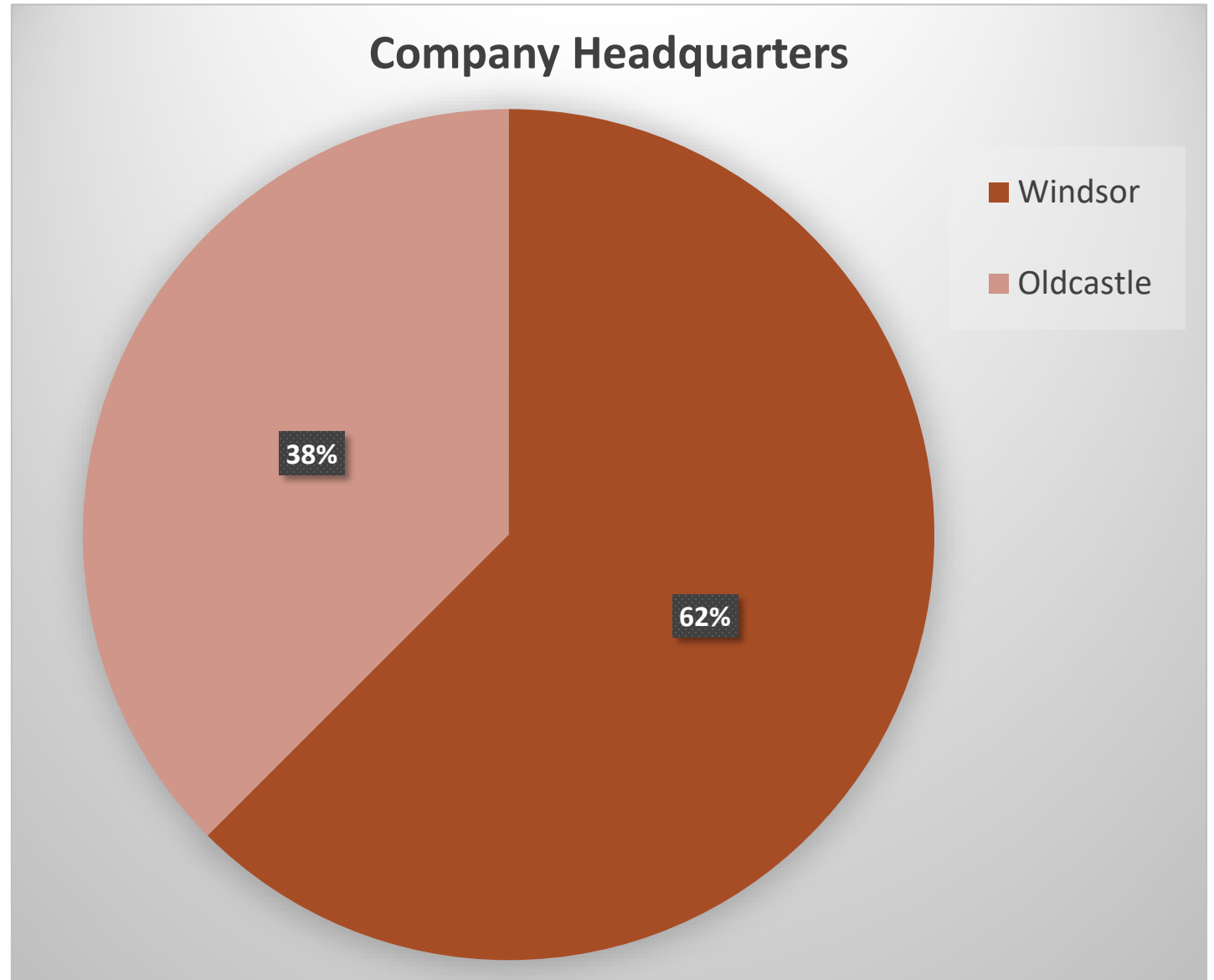
Age distribution of workforce

Company headquarters and international business operations

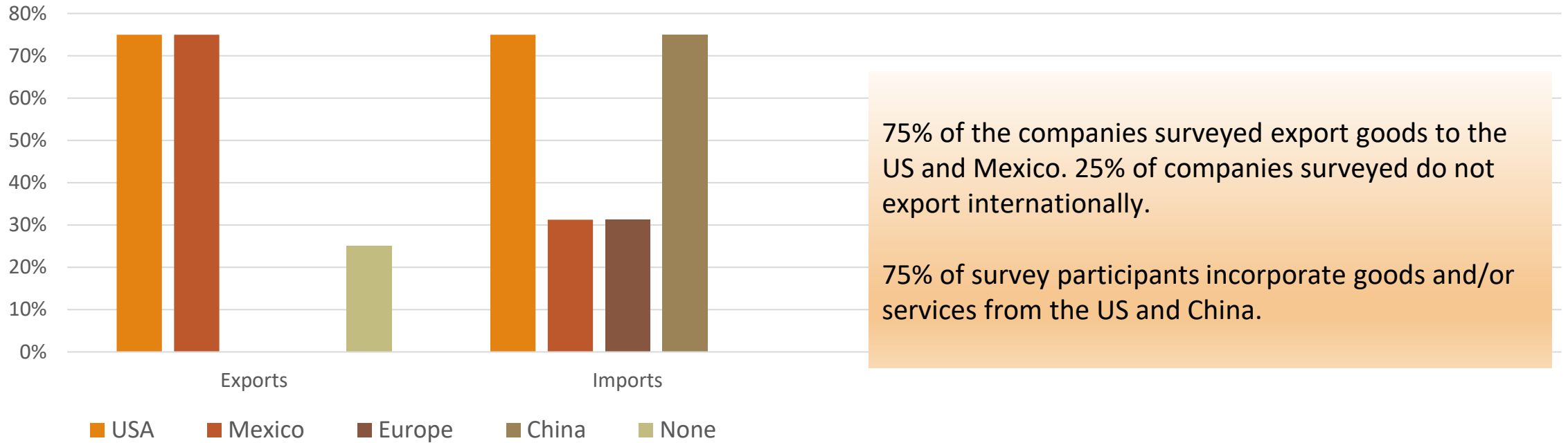
The location of the headquarters of 10 surveyed companies is Windsor, and the remaining 6 are located in Oldcastle.

80% of surveyed companies have business operations in the US and 30% in Mexico.

None of the companies surveyed are unionized.



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



75% of the companies surveyed export goods to the US and Mexico. 25% of companies surveyed do not export internationally.

75% of survey participants incorporate goods and/or services from the US and China.

Exports and Imports

Apprenticeships and Entry Level Trades

Apprentices

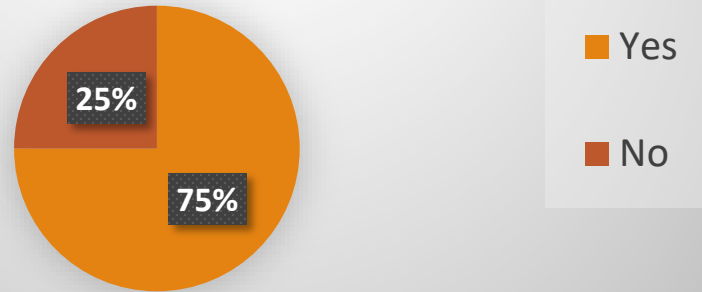
Companies were asked if they employ registered apprentices. 37.5% of survey respondents said 'YES'.

Entry Level Trades

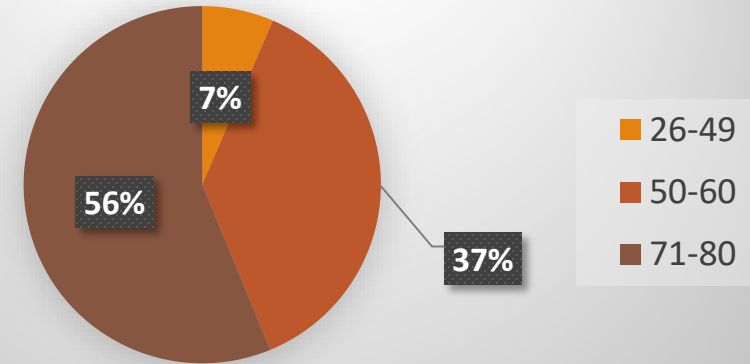
Companies were asked if they employ entry level trades (people with zero experience). 75% of survey respondents indicated that yes, they do hire people with zero experience.

Of the companies that do hire entry level trades, 50% indicated that they currently employ 1-5, 12.5% currently employ 6-10 and 37.5% employ 11-15.

Anticipated Changes to Employee Numbers in 2023



Capacity Utilization



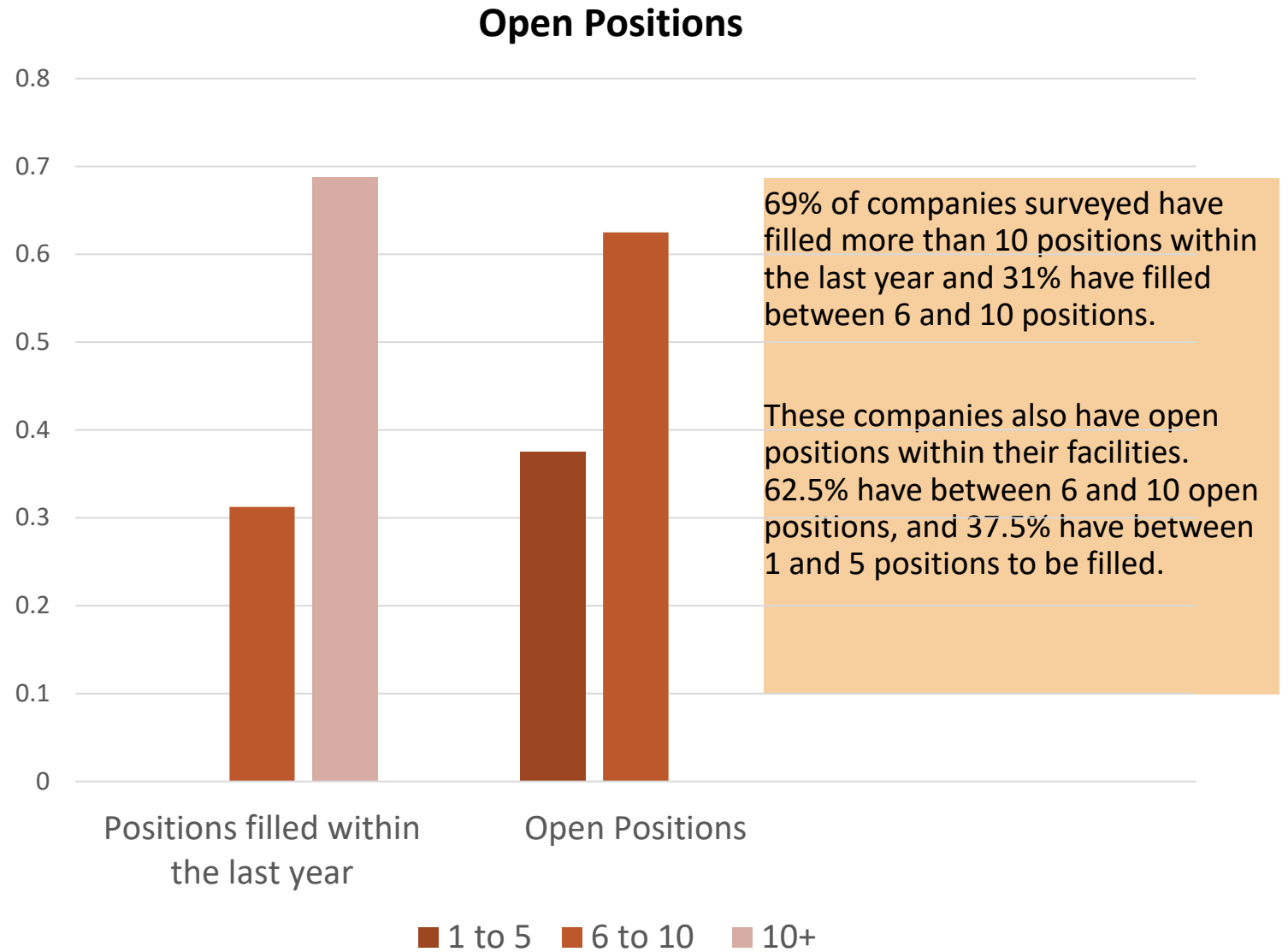
75% of companies surveyed anticipate a change in employee numbers in 2023.

56% of surveyed companies overall capacity utilization is between 71-80 based on demand. Some surveyed companies noted that some departments are more utilized than others.

The expected overall capacity utilization for surveyed companies is expected to remain the same for 2023 and will be impacted by available workers, potential supply chain disruptions and sales.

Anticipated Changes and Capacity Utilization

Open Positions + Recently Filled Positions



Industry Sentiments

6-month outlook

The companies surveyed indicated that they have a positive outlook for the next 6 months. Companies anticipate being very busy with increased hiring and sales.

9 of the 16 companies surveyed indicated that they expect business development.

Diversification was also a common response as many companies are diversifying their client bases with one specifically expanding out of the automotive industry.

Respondents were asked to list any changes they have implemented since 2020 and many noted changes related to growth and expansion and improved business strategies.

Current Status of the Industry

14 of the surveyed companies feel positive about the current status of the industry.

Challenges

The most common challenge listed by survey respondents was finding workers who are skilled and want to work. Another challenge that respondents indicated is slowly improving is supply chain issues.

Includes hourly rate of pay by position, wage trends and average hours worked – for both hourly and salaried employees.

Wage Insights

Hourly Positions

HOURLY POSITIONS:

MINIMUM AND MAXIMUM PAY RANGE

Hourly Position	Average Minimum	Average Maximum
Designer – controls	\$33-\$35	\$36-\$40
Designer – fixtures	\$21-\$24	\$40-\$44
Designer – automation	\$18-\$22	\$42-\$44
Fitters/Fabricators	\$17-\$20	\$26-\$30
Supervisor/Group Lead Fitters/Fabricators	\$17-\$25	\$26-34
General Machinist	\$20-\$24	\$35-40
Manual Lathe Operator	\$30-\$32	\$35-\$38
Quality Inspection/Technologist	\$20-\$26	\$35-\$40
Industrial Electrician	\$17-\$25	\$35-\$40
Supervisor/Group Lead Industrial Electrician	\$40-\$45	\$50-\$55
Programmer PLC	\$26-\$30	\$40-\$44

Hourly Positions

HOURLY POSITIONS:

MINIMUM AND MAXIMUM PAY RANGE

Hourly Position	Average Minimum	Average Maximum
Programmer Vision	\$33.65-\$38	\$50.50-\$54
5+ Axis CNC Machinist	\$22-\$24	\$30-\$33
CNC Lathe Machinist	\$30-\$32	\$35-\$38
CNC Programmer	\$22-\$25	\$35-\$40
Milwright/Machine Tool Builder	\$20-\$24	\$40-\$45
Supervisor/Group Lead Milwright	\$35-\$40	\$40-\$46
Welder	\$20-\$24	\$40-\$45
CMM/Measure Operator	\$22-\$27	\$35-\$40
Crib Attendant/Stock Keeper	\$20-\$23	\$26-\$33
Field Service Technician Controls	\$33.65-\$36	\$50.50-\$55
Machine Repair/Maintenance	\$26-\$30	\$36-\$40
Programmer PLC	\$26-\$30	\$40-\$44

Salary Positions

SALARY POSITIONS:

MINIMUM AND MAXIMUM PAY RANGE

Salary Position	Average Minimum	Average Maximum
AP/AR Clerk	\$20-\$22	\$30
Buyer	\$70,000/year	\$90,000/year
Engineering Manager	\$100,000- \$110,000/year	\$160,000/year
Estimator	\$90,000/year	\$140,000/year
Human Resources Manager	\$90,000/year	\$130,000/year
Project/Program Manager	\$90,000/year	\$130,000/year
Internal Sales (including commission)	\$90,000/year	\$140,000/year
Receptionist	\$20-\$22	\$26-\$28

Shifts and schedules

Shifts	Premium Offered
Afternoons	\$1 per hour
Saturdays	1.5x (Time and a half)
Sundays	2x (Double time)

Shifts

100% of companies surveyed operate a day shift. 75% of companies surveyed operate an afternoon shift. None of the companies operate a midnight shift.

None of the companies surveyed operate a regular weekend shift but 100% operate weekends as needed.

Shift Premiums

16 companies were surveyed all of which offer the same weekend shift premiums.

Only 3 respondents indicated a shift premium for the afternoon shift.

Remote Working

75% of companies offer remote working, when possible.

Flexible Schedules

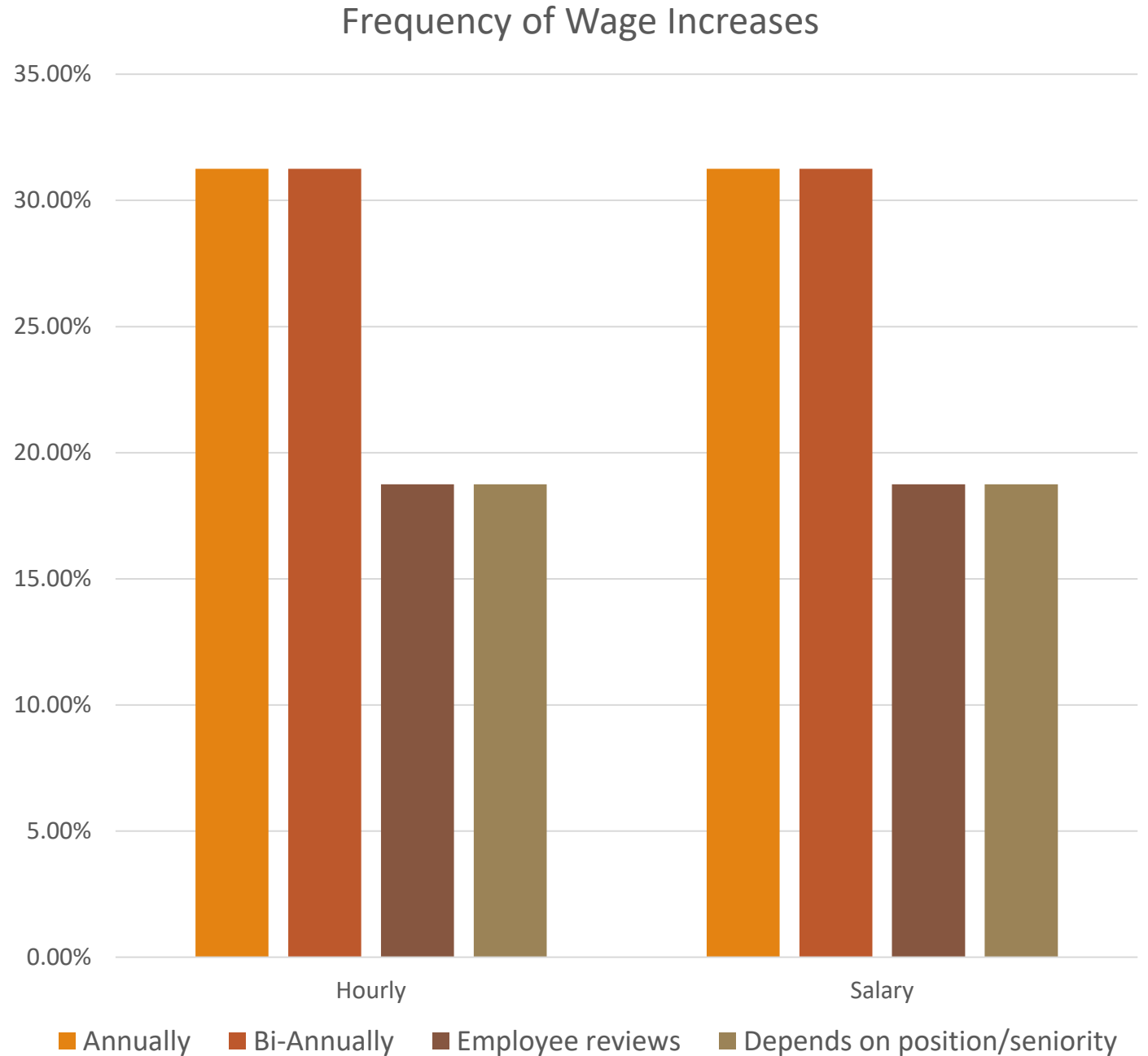
100% of surveyed companies offer flexible schedules.

Wage increase frequency

Wage increases are offered to both salaried and hourly employees at the same frequency.

31.25% of surveyed companies offer increases annually and 31.25% offer them bi-annually.

Some companies responded that they offer wage increases at multiple intervals, some depending on employee reviews or employees position.

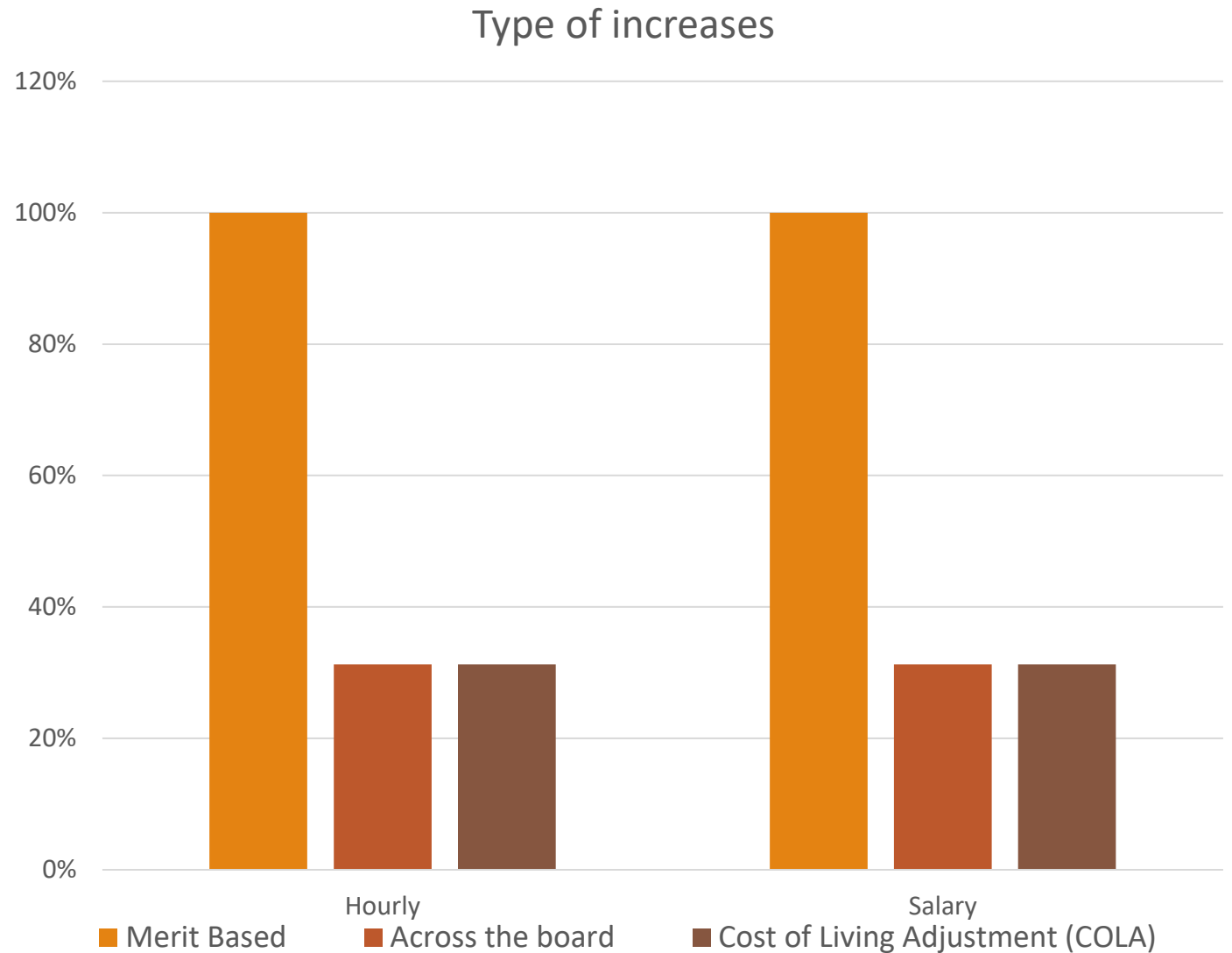


Type of wage increases

Companies surveyed indicated that they offer more than one type of increase for both salaried and hourly employees.

100% of respondents offer both hourly and salaried staff merit-based increases.

5 companies offer COLA and across the board increases to both hourly and salaried employees.



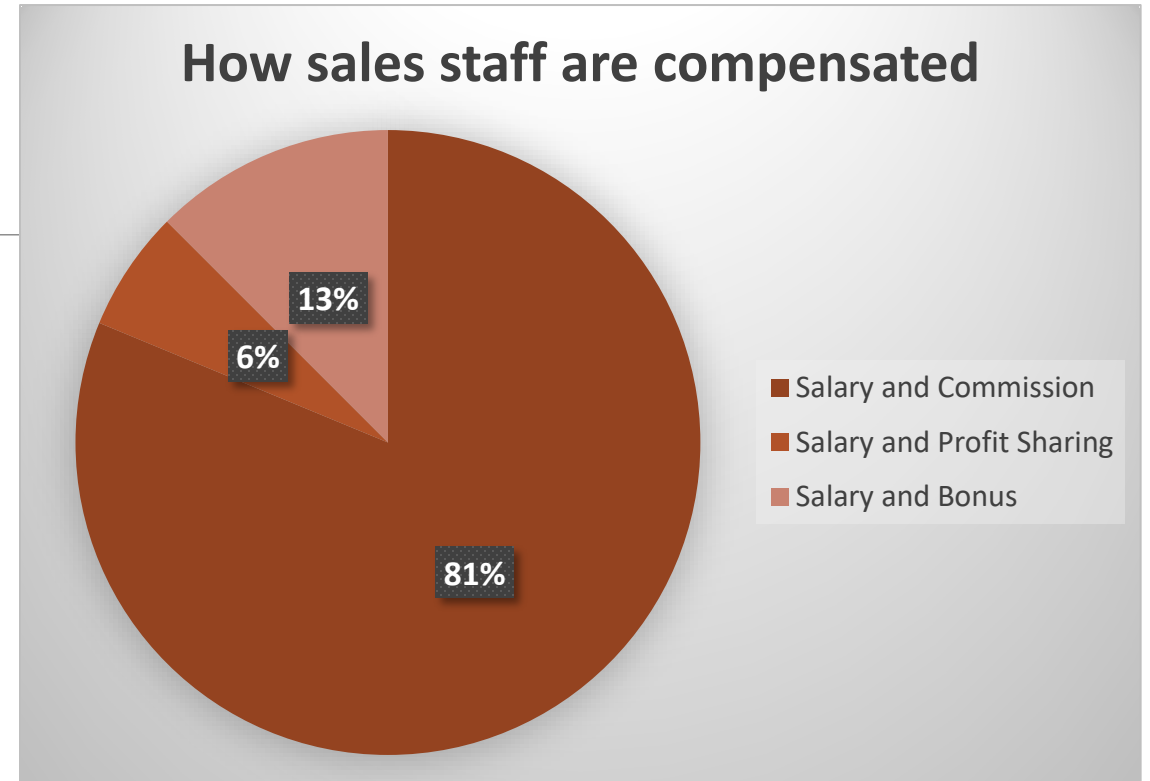
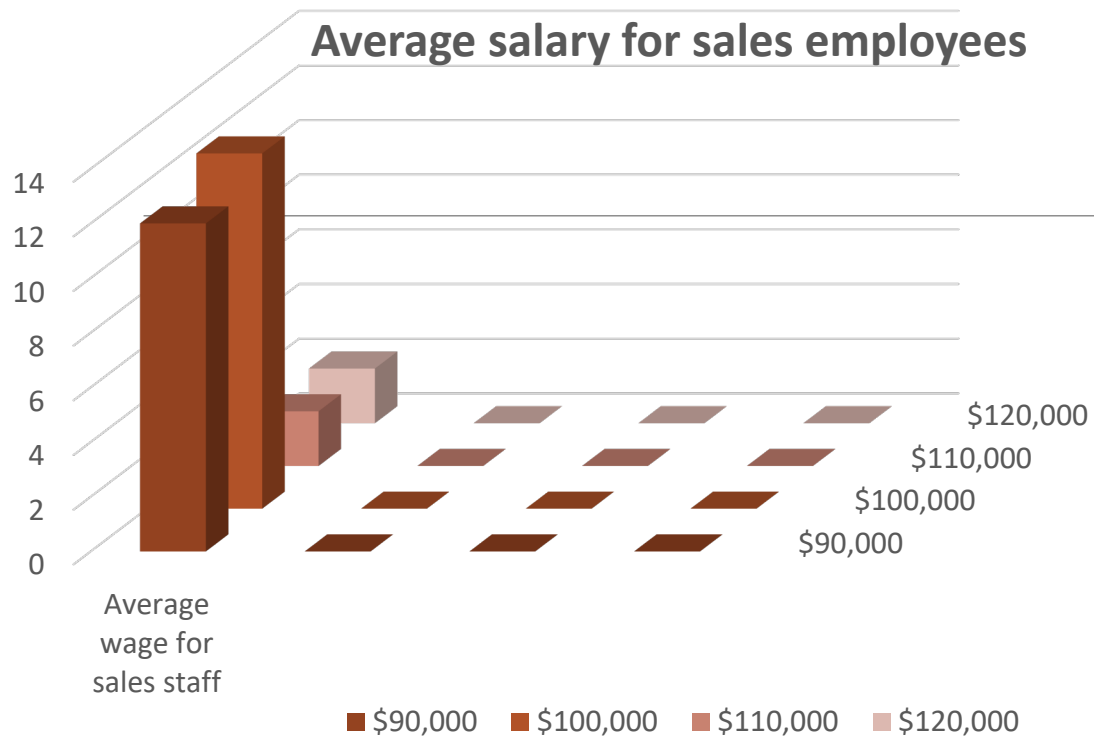
Of the 16 companies surveyed all indicated that they offer merit-based bonuses to their staff.

In addition to merit-based bonuses, 4 companies indicated that they offer bonuses based on length of service.

Bonuses are most commonly offered annually, to both hourly and salaried staff.

5 companies indicated that they offer bonuses, in addition to annually, on an ad-hoc basis.

Bonuses



The companies surveyed indicated that the majority of sales staff are compensated with salary and commission. The salary for sales staff ranges from \$90,000-\$120,000 annually.

Sales employees

Includes details of which benefits are offered, paid time off, vacation pay, retirement and bonuses.

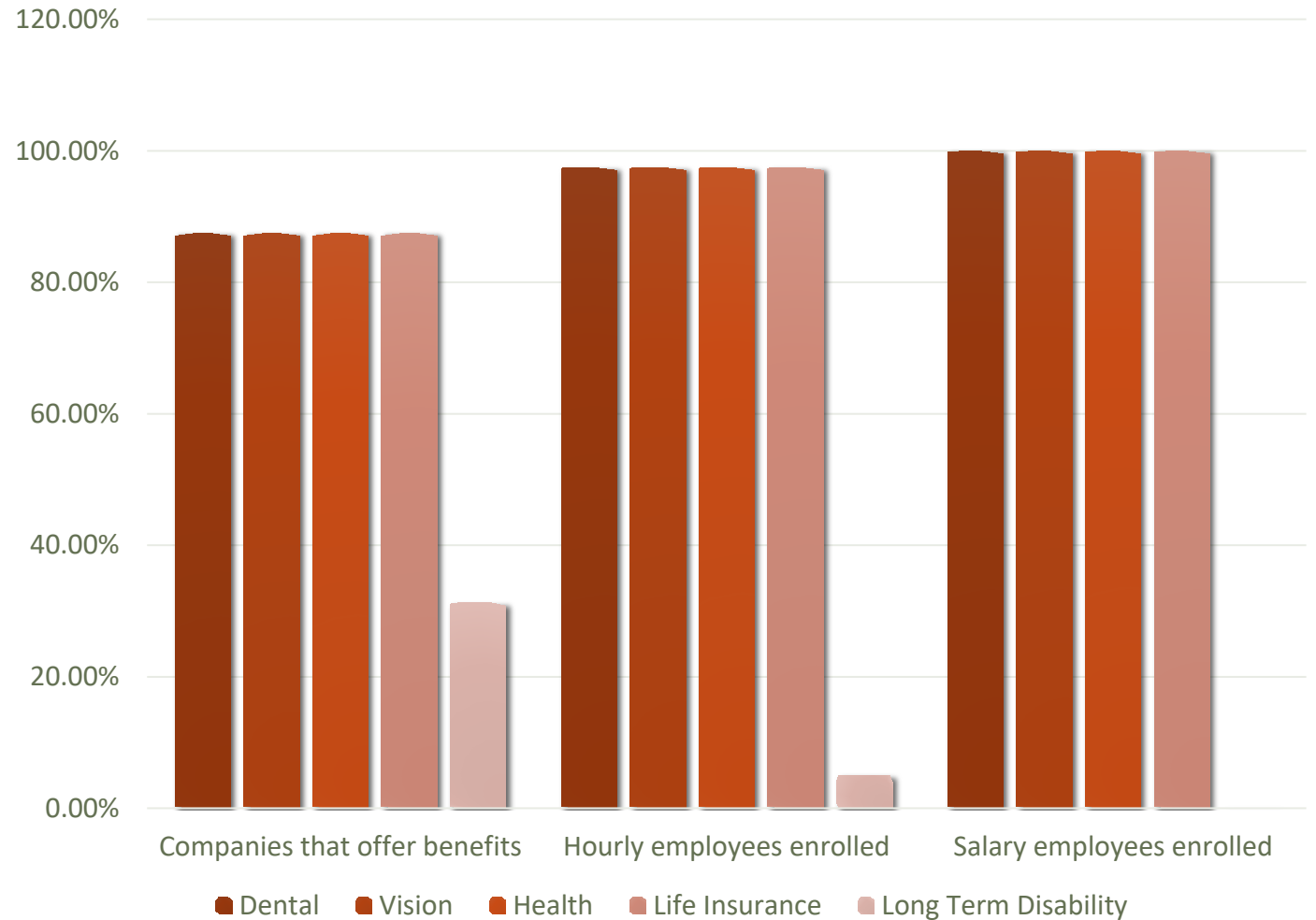
Benefit Insights

Insurance Benefits

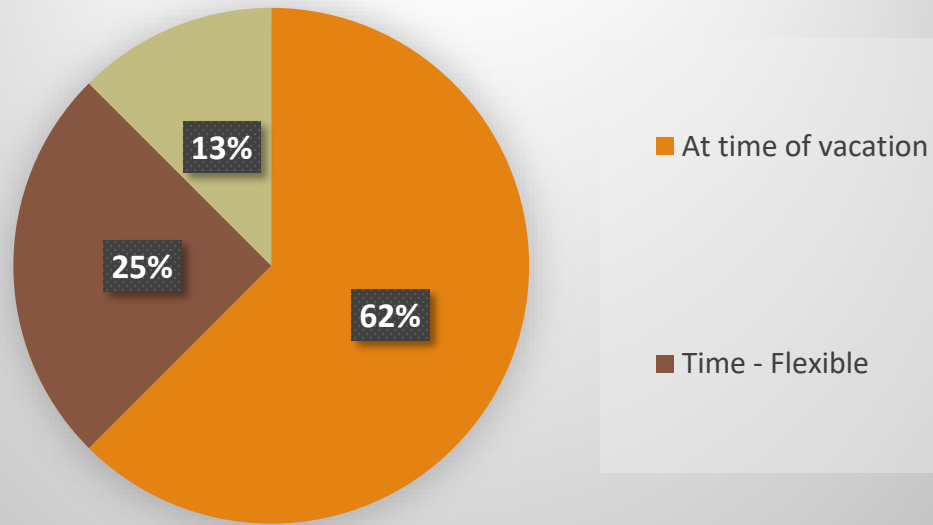
87.5% of survey respondents indicated they offer health, dental, vision and life insurance benefits.

Of those that offer these benefits, all salary and hourly employees who qualify take advantage of these benefits.

Companies that offer benefits and benefit enrollment



Vacation pay



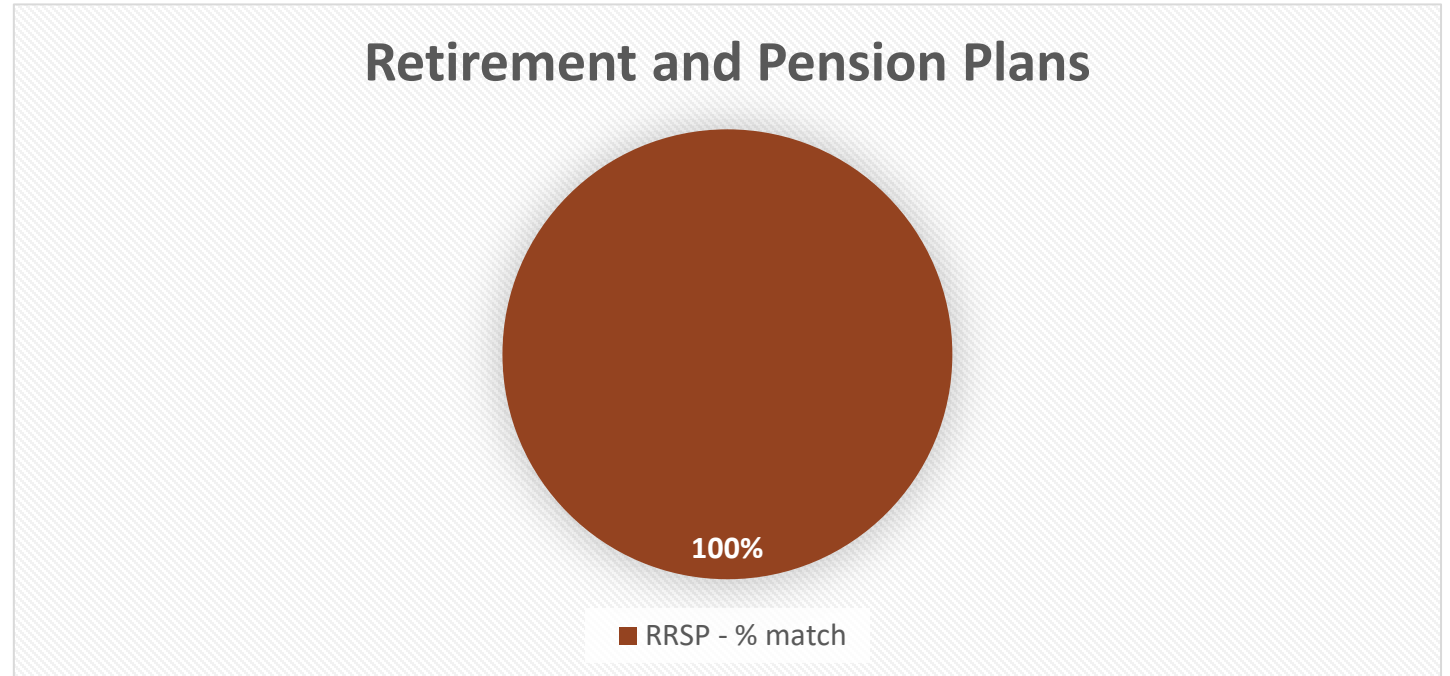
Average Amount of Vacation for Hourly and Salaried Staff

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

Vacation pay based on tenure was consistent; however, one respondent offered 15 days of vacation time for employees who were Employed for 10+ years. 62% of survey respondents pay employees their vacation pay at the time of vacation. Some respondents Selected 'other' and added that they pay out vacation time at the end of the year if not used.

Vacation Time

Retirement and Pension Plans



100% of survey respondents chose RRSP – Percentage match. The amount matched varied from 2-3%.

One respondent noted that the amount their company matches depends on years of service and the percentage matching starts after an employee has been with their company for 2 years.

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-\$2500.

Allowances	Percentage of Respondents who offer to their staff
Safety Shoes	100%
Safety Glasses	50%
Prescription Safety Glasses	50%
Shop Coats	50%
Work Clothing	100%
Hand Tools	50%
Cellphone	100%
Computer	50%
Car Allowance	50%

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)
Saturday	1.5x (Time and a half)
Sunday	2x (Double Time)

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

To receive overtime for Saturday shifts, 4 respondents indicated that the employee must work 40 or more hours between Monday and Friday.

One respondent indicated that the employee must work at least 7 hours on Saturday prior to receive the double time pay for a Sunday shift.

Survey respondents indicated that the average hours worked per week was between 40 and 50 hours for hourly staff. 15 of the 16 respondents noted Between 44 and 50.

Includes information about membership to associations and trade show activity.

Association Membership

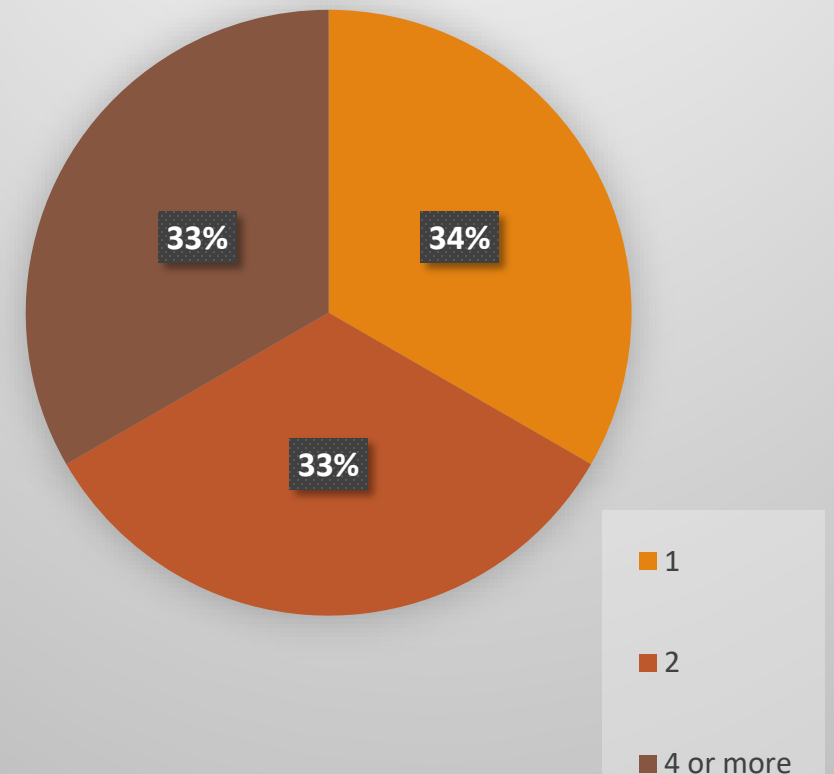
Association Membership

What do you look for in a membership association?

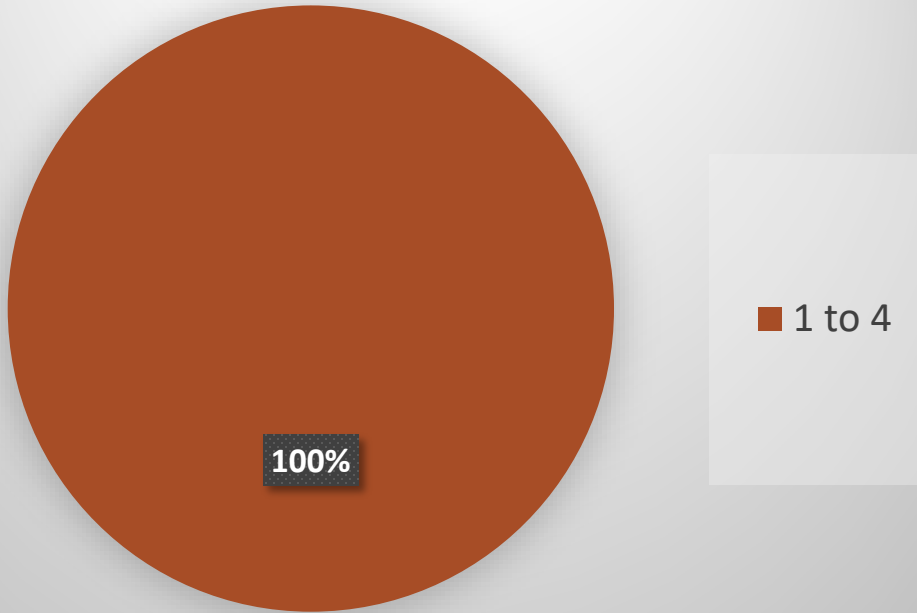
What benefits/activities do you find appealing or beneficial to your organization?

- Industry news
- Discount programs
- Networking
- Business opportunities
- Promotion
- Education

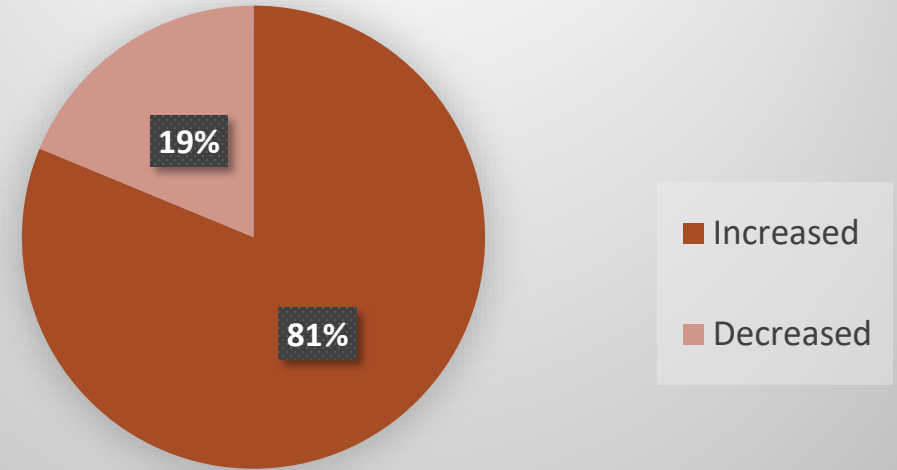
Number of Membership Associations your company is enrolled in



Trade Shows attend annually



Has the number of trade shows your company attends increased or decreased?



100% of survey participants indicated they attend 1-4 trade shows annually. 3 survey respondents indicated that the number of trade shows they attend annually has decreased since 2020.

Trade Shows

Thank you!

Thank you to those who participated
in the 2023 Automate
Canada Wage and Benefits Survey.

If you have any questions or
comments about the survey results,
Please email: Nicole@camm.ca

