



METAL JOBS
— NETWORK



2022

**Aluminum Extrusion
Industry Study**

Since 1991, MetalJobs Network has been recognized as the leading source of talent acquisition for aluminum extrusion industry.

Our company has successfully recruited and placed many diverse roles in the industry. Our team provides recruiting innovations that help companies successfully adapt to the rapidly changing hiring environment. No other metals-specific recruiting firm offers the size, capability, resources, or service that MetalJobs Network does.

In addition to understanding the current compensation trends and averages in the metals industry, this survey was conducted to answer some additional questions:

- What are the main reasons and motivators people look for new opportunities or make a career change?
- What is most important to employees?
- How long does the average metals industry employee stay with the same employer?

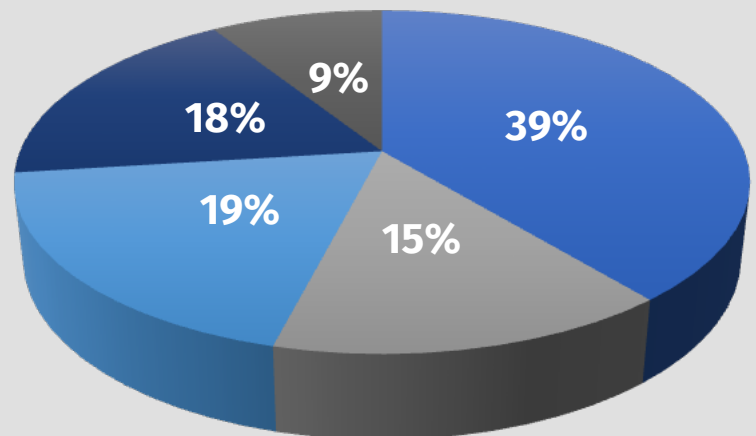
The survey was conducted anonymously in the 2nd quarter of 2021 and completed by over 500 professionals in the extrusion industry. We hope that this report assists employers in evaluating their own teams' compensation and helps employees see how they stack up to their peers. This is a tool for your company to attract and retain great talent.

We are market masters within our niche, have over 120,000 candidates in our network, and work with some of the most recognized names in the extrusion industry. We hope you find value in this survey, and if we can answer any questions, please feel free to call or email us to learn more.

PARTICIPANTS' TITLES

Plant/Ops Manager
VP of Sales
Sales Director
Sales Manager
Outside/Inside Sales
Extrusion/Die Shop Sup
Extrusion Operator
Extrusion/Die Shop Manager
GM
Maintenance/Automation
Purchasing/Supply Chain
Metallurgist/Quality

PARTICIPANTS' YEARS AT COMPANY



REASONS FOR TURNOVER

This section explores current trends regarding why people are or are not looking to make career changes. While there are many factors, it's clear that certain issues are larger drivers of career change than others. Surprisingly, 65% of participants consider themselves actively or passively looking for a new job, with 25% actively looking. The top reason people are looking is more money, which was also rated as the most important factor that candidates look for in an opportunity. Company culture was the 2nd, followed by leadership, stability, and responsibility.



65%

of participants consider themselves actively or passively looking for a new job.



25%

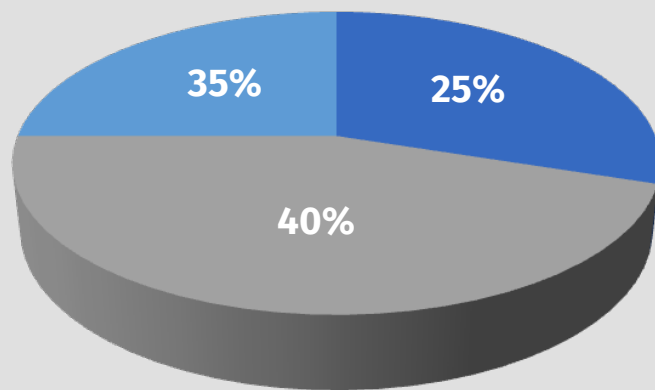
are actively looking!



61%

are looking for better comp.

PARTICIPANTS' CURRENTLY LOOKING



■ Yes - Actively ■ Yes - Somewhat ■ No

TOP 3 REASONS PARTICIPANTS ARE LOOKING

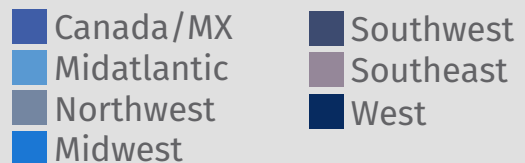
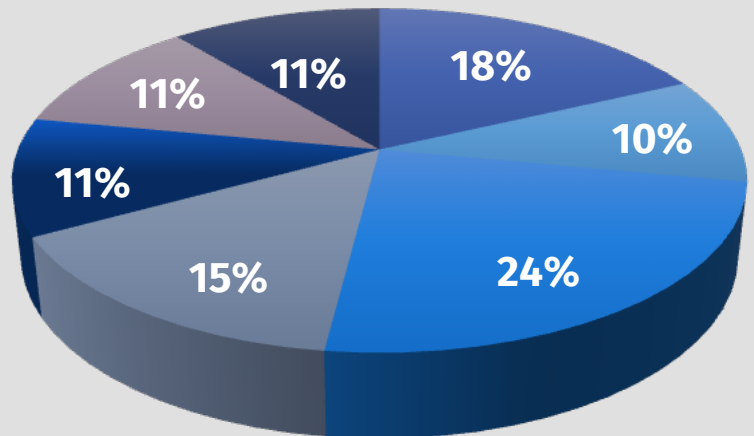
Higher Comp	61%
Better Culture	36%
Better Leadership	30%
More Interesting Work	26%
Job Stability	26%
More Responsibility	26%
Better Advancement	21%
Better Work/Life Balance	18%
Geographical Move	12%
Less Physically Demanding	12%
Commute/Travel Time	11%
More Updated Technology/Equipment	11%
Seeking Less Stress	7%
Other	3%

Companies would do well to keep in mind that starting salaries for most all professional employees continue to steadily increased. Knowing that most people employees are making moves for increase in pay, it's important to stay competitive. Implementing annual or semi-annual reviews, with the possibility of adjusting salaries where warranted, will improve retention and allow employees to know they are valued.

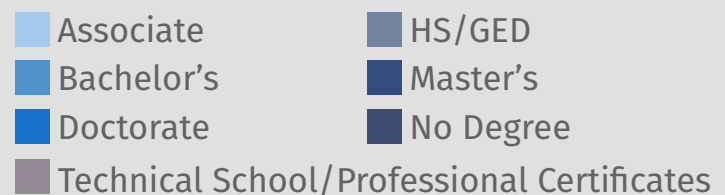
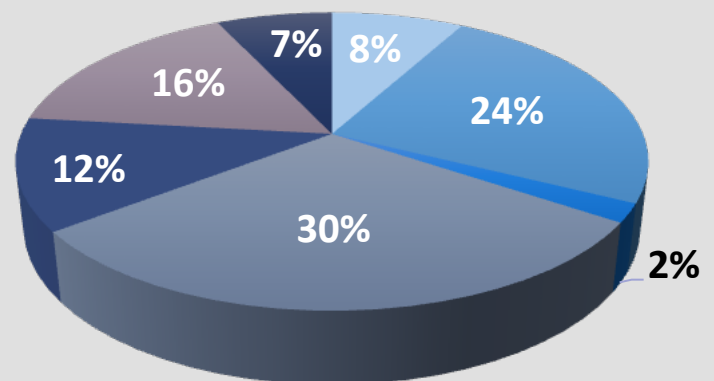
Conversely, employees contemplating making a career change should carefully weigh what factors are truly motivating them to look elsewhere. As shown, compensation is king, but other factors are highly important. Making a change for more money but finding oneself in a bad culture fit often leads to buyer's remorse. Additionally, attempting to resign from an employer due to issues with culture, leadership, reputation, etc. but accepting a counteroffer for more money to stay usually leads to employees quickly remembering why they wanted to leave in the first place.

RESEARCH BY THE NATIONAL EMPLOYMENT ASSOCIATION SHOWS THAT ~80% OF EMPLOYEES THAT ACCEPT A COUNTEROFFER WITH THEIR CURRENT COMPANY END UP LEAVING OR BEING PUSHED OUT WITHIN 12 MONTHS.

PARTICIPANTS' LOCATION



PARTICIPANTS' EDUCATION



AVERAGE TOTAL W2 COMPENSATION:

INSIDE SALES

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$53,255

\$74,490

\$64,655

OUTSIDE SALES

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$76,185

\$118,855

\$96,565

PURCHASING

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$54,500

\$92,375

\$76,140

SALES MANAGER

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$118,325

\$148,875

\$131,475

EXECUTIVE SALES MANAGER

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$145,635

\$202,600

\$168,690

EXTRUSION OPERATOR

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$62,250

\$81,295

\$68,440

AVERAGE TOTAL W2 COMPENSATION:

EXTRUSION SUPERVISOR

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$79,210

\$92,730

\$82,650

EXTRUSION MANAGER

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$92,425

\$109,660

\$98,730

MAINTENANCE

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$74,545

\$107,820

\$83,635

METALLURGIST/QUALITY/AUTOMATION

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$75,515

\$114,420

\$94,505

PLANT MANAGER

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$95,435

\$159,025

\$122,465

GENERAL MANAGER

YEARS IN COMPANY:
0-10 YEARS

YEARS IN COMPANY:
10+ YEARS

BLENDED

\$122,500

\$219,840

\$163,695

CHANGES IN ALUMINUM EXTRUSION

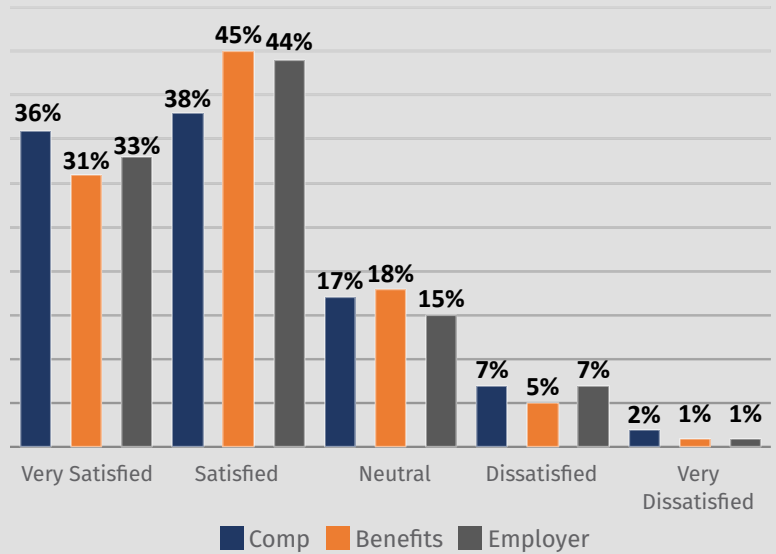
The aluminum extrusion industry has changed dramatically since we opened our doors in 1991. The past few decades have seen dramatic consolidation domestically, as well as an influx of foreign influence. Companies who have made significant investments in technology and capabilities have thrived the most. This trend isn't showing any signs of slowing.

SHRINKING TENURES

Another undeniable change over the past quarter century in the culture at large is the shrinking of employee tenures. The outmoded rules of what made someone look like a "job hopper" have been replaced as younger generations enter the job market. Companies that wish to buck this trend and retain their top talent long-term need to keep their ears much more closely attuned to what employees value to ensure they're offering a responsive work environment where people are heard and feel they are building a career.

Companies that are poised to succeed will do the difficult task of evaluating their training and onboarding practices to see what's going wrong when new hires don't last. The cost of unfilled positions or even underfilled positions is a question that should give hiring authorities pause as they evaluate their needs and weigh the bottom line as well as long-term retention and succession plans.

PARTICIPANTS' COMP/BENEFITS SATISFACTION



TOP 3 ITEMS PARTICIPANTS VALUE

Medical, Dental, & Other	45%
Financial Stability of the Company	40%
Total Income Potential	37%
Potential for Advancement	33%
Base Pay	33%
Flexibility in Schedule/Vacation	23%
Leadership Team	22%
Company Reputation/Culture	21%
Commute	20%
Good Work/Life Balance	16%

THE AGE GAP

The aging population of the United States coupled with the extrusion industry's overall failure to attract young talent is something every hiring authority has struggled with. There is no fast solution to this dilemma. Economists say that there are two options: introduce automated and intelligent technology to fill the human labor gap; or be more appealing to Millennials and future generations.

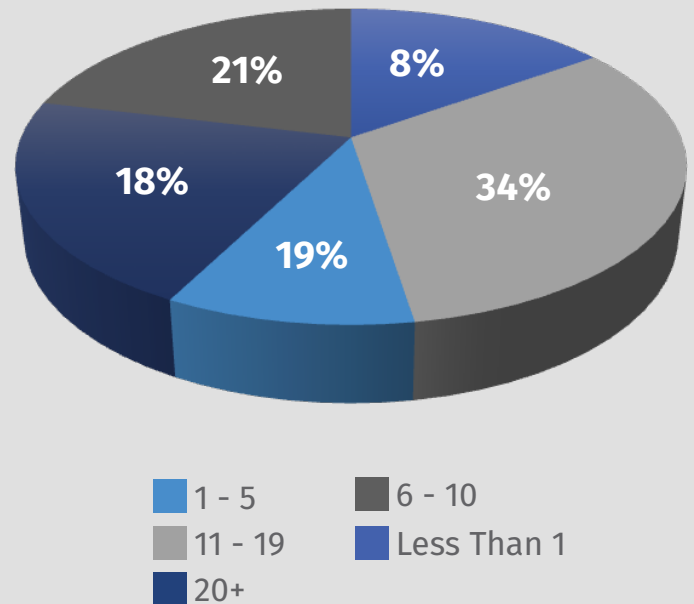
The first solution requires decades of research, technological advancements, and millions upon millions of dollars. So how does the extrusion industry educate the Millennials and attract the next generation of workforce?

To change an industry's image and attract new talent, it must prove that it is sophisticated and rewarding. Studies prove that seeing is believing. Potential employees must see that the modern metals industry can provide rewarding careers, pay well, and remain cutting-edge and challenging.

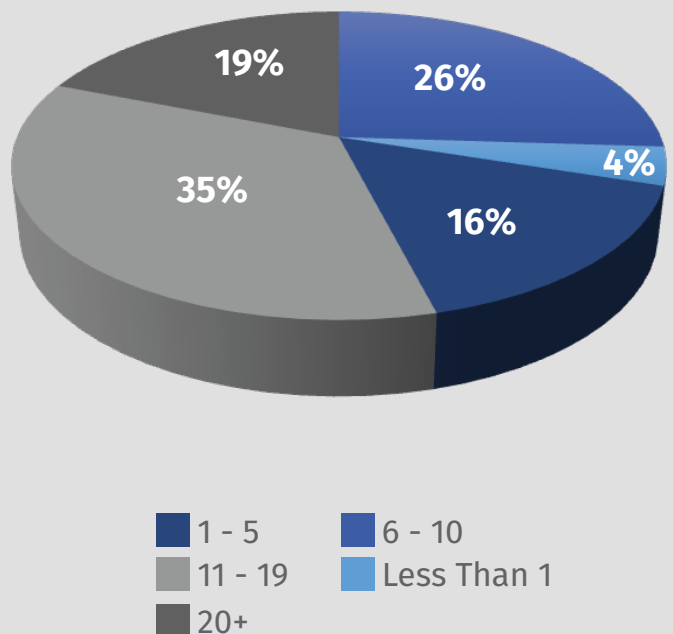
It is for these reasons that simply posting a job online is not enough. Employers, and the industry as a whole, would be wise to consider a coordinated, multifaceted approach to educating and engaging the next generation.

In the meantime, to find top talent it requires actively reaching out to potential candidates and educating them on the opportunities, advancements and growth potential in an evolving aluminum extrusion industry.

PARTICIPANTS' YEARS IN EXTRUSION



PARTICIPANTS' YEARS IN METALS



THE COST OF A VACATED POSITION

One can't always know when a position is going to be vacant. Even with a perfect team in place, a current employee could leave for no fault of the company.

What we do know is that vacant unfilled positions hurt revenues, and the longer a position remains unfilled, the more impact it can have on a company's bottom line.

Employers often fall into a trap where they think, "that position can stay vacant for two or three months while we find a replacement." Two months doesn't seem like much until you consider the average ramp-in time for a new hire is anywhere from three to eight months (even for candidates with exact industry experience).

These factors can be used to determine the actual cost of a position:

- Sales/production lost per month due to vacancy
- The cost of having staff interview and screen candidates on company time
- The cost to fly candidates in for interviews and potentially relocate them
- The cost of the new hire's salary while they are ramping in.

It doesn't take long before the cost can reach six or even seven digits. Companies would be wise to carefully consider the true cost to fill a vacated position when structuring retention plans.



CHOOSING THE RIGHT RECRUITER

When assessing a recruiting partner, there are several things to consider. There are recruiting generalists, and then there are recruiters who are highly niched industry experts. Recruiters who have a nuanced understanding of the industry are able to ask focused questions and acquire in-depth hiring information that could be sensitive to the priorities of the company. That industry knowledge provides the recruiter a framework to effectively evaluate and qualify candidates.

SPEED

A skilled, highly niched recruiting team should be able to provide 3 qualified, interviewable candidates within 3-5 weeks. To help assure this level of results, quality firms employ a full-time research team and follow a process-driven approach. The best firms are highly niched, have extensive networks within their space, and have invested in building an industry-specific database. All these tools give those firms the ability to recruit quality candidates quickly.

SPECIALIZATION

Ideally, your recruiting partner should be deeply knowledgeable of your industry. They should understand your products, language, and industry nuances. While assessing a potential recruiting partner, you should listen closely to what questions they ask to determine their level of expertise. Since quality recruiters are focused each day on evaluating new candidates solely in your space, they should know the right questions to ask.

PROCESS

The best recruiters maximize their success by following a process. This process begins with understanding the unique needs of their clients. From there, they develop a targeted candidate search plan. Often, candidates may be working for direct competitors and not even thinking about a career change until someone presents a compelling new opportunity. The best recruiters follow a plan for each step of the process: when and how to present an opportunity and how to properly set expectations during the offer process. They also provide candidates guidance on how to resign from their current company. Good recruiters can help you find the talent you want, while great recruiters help you hire the talent you need.

PROFESSIONALISM

It's important to consider that the first impression that your potential candidates will have of you will come from your recruiter. The quality of questions that a potential recruiter asks you will reflect the quality of questions they will use to assess your candidates. The sales process that a recruiter will use to influence you to work with them is a reflection on how they will pursue candidates. Nobody wants to work with a pushy salesperson; and unfortunately, the recruiting industry has its share of them. Since there is almost no barrier to entry to become a recruiter, there is a wide range in people doing the work. When trying to attract top talent, it's important to select a great brand ambassador for your company.



The best recruiters will be better listeners than talkers. They will invest time to understand how to position your company, your culture, and even your company's previous challenges, so that your company and opportunity can be presented in a way to attract the best available talent.

QUALITY

Many of the most talented individuals in your space are employed and not actively looking. Regardless of what job board or advertising mechanism you use, those passive candidates are always the toughest to reach. However, as shown in this survey, almost 2X as many candidates are passively looking for a new job than actively looking for one. There are lots of tools and job boards that can help recruiters attract candidates, but that primarily yields the people who are actively looking. That best tool for finding top talent remains the phone. A good recruiter will be realistic about the time it will take to track down top talent. Anyone can get 3 resumes in 24 hours; but it takes time to identify, evaluate, and qualify 3 interviewable candidates. Ask about your potential recruiter's process, and listen for details as to how they find passive candidates.

MetalJobs Network has been recruiting and placing strategic talent for Aluminum Extruders since 1992. If you would like to speak with someone from our team to see how our services align with your company's hiring needs, please do not hesitate to give us a call.

Mark Stocker, President
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