



Industrial Athlete Workforce Report

Fall 2022 Edition





The 2022 Industrial Athlete Workforce Report is an in-depth look at the safety landscape across essential American industries from the perspective of the Industrial Athletes living it every day.

For this inaugural edition, we polled more than 600 workers through YouGov, an accredited third party research platform, asking questions ranging in topics from safety training to mental health concerns to the onset of industrial automation.

The result is a broad analysis on the state of workplace safety in the United States taken directly from the source, the first of its kind to be compiled and offered to the public.



Our Goal

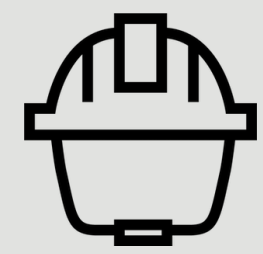
“ I used to not be able to pick up my kid at the end of the day – I was in too much pain and I was too tired. I find that each day it's getting easier and easier. ”

Every year in the US, over \$250B is spent on workplace injuries like the one above – real injuries affecting real people, not just on the job, but at home. Unequivocally, many of the 4,764 fatal work injuries recorded in 2020 were preventable. Even more are occurring this very minute.

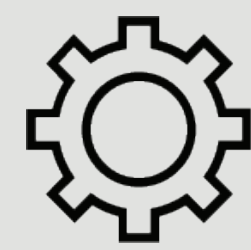
The goal of this report is to leverage real-world data to raise the collective awareness around preventable workplace injuries and deaths, and offer actionable solutions toward a future of work that prioritizes safety alongside productivity and profit.

Who We Talked To

Our research reached more than 600 active workers in industries that require strenuous, repetitive and labor-intensive movements, often in high-density, fast-paced environments.



29%
Construction



42%
Manufacturing



29%
Warehousing and Transport



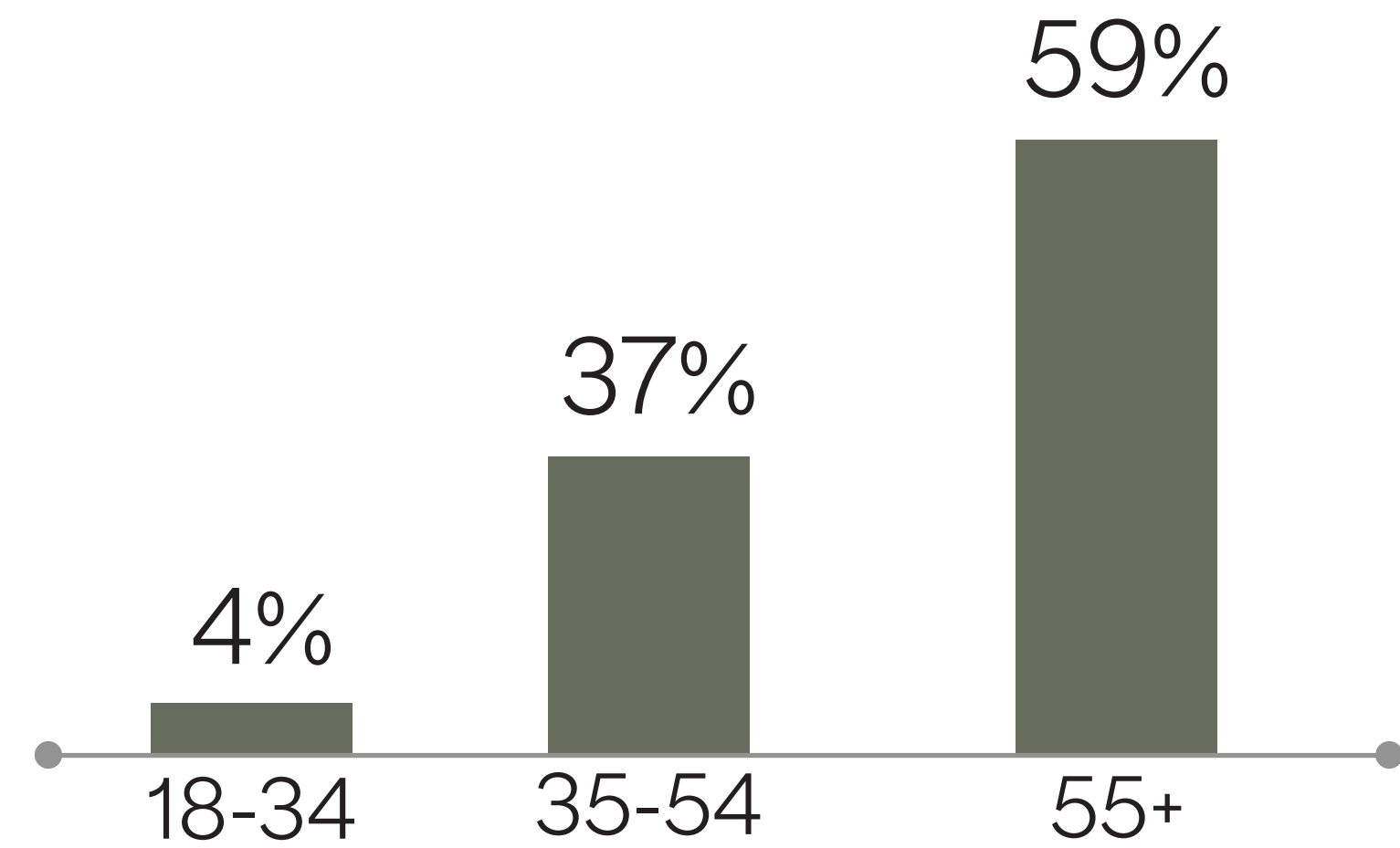
Where They Work

26%
Female

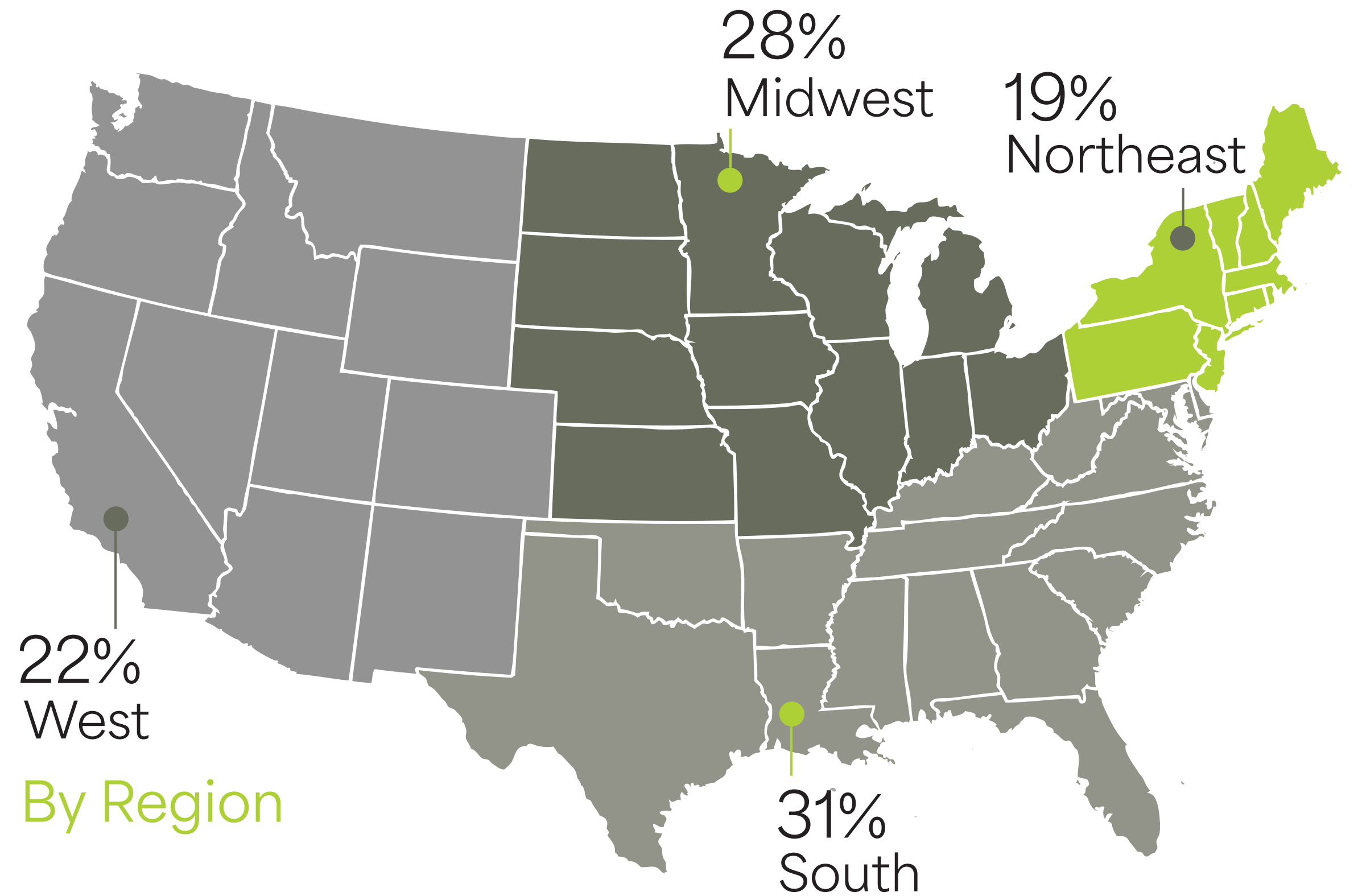
74%
Male



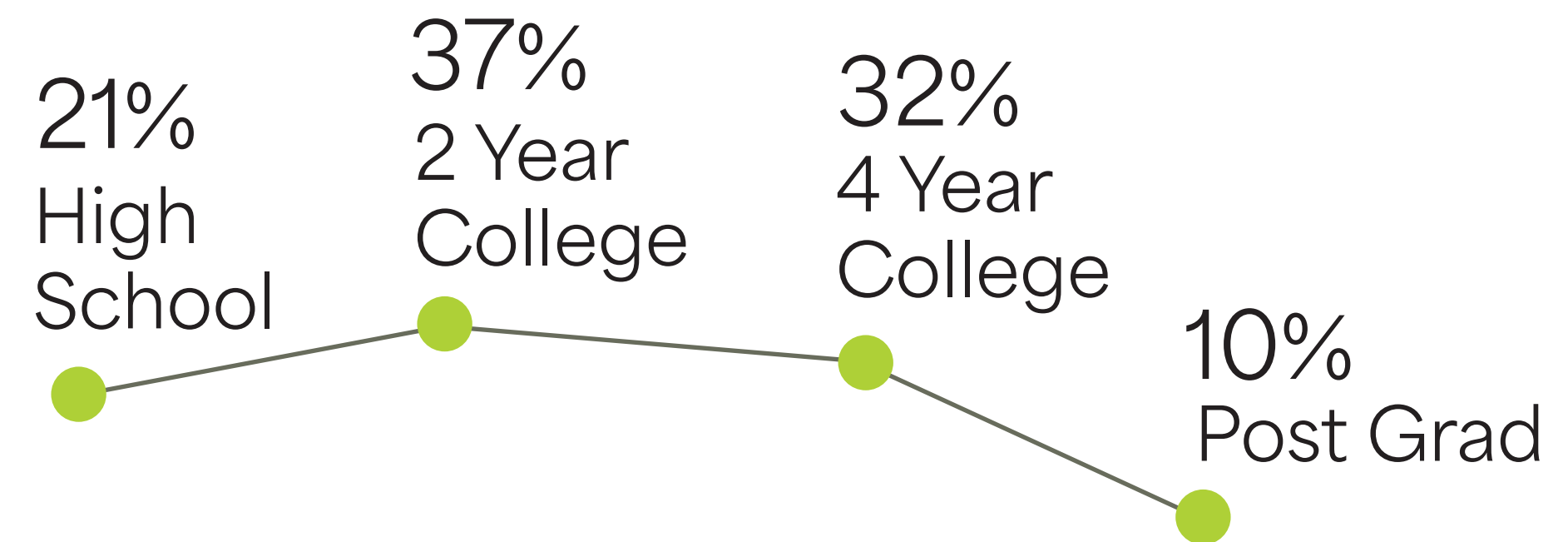
By Gender



By Age



By Region



By Education Level



Using Data for Good

“ The future of work shouldn't be exclusive. The conversation that we're hearing so much today around flexible benefits and more comprehensive body and mind support from employers isn't including our most critical workforce - the Industrial Athletes who manufacture all of our goods, keep our grocery shelves stocked and deliver critical services. These are the individuals most in need of a better future of work and they haven't been given a seat at the table.

There has been a massive positive shift in the recognition of essential workers during the pandemic, and now it's time for companies to walk the walk and provide them better support and safety in their jobs. Data has already proven key to generating significant injury reduction and fueling healthier industrial work culture.

A healthy future of work for the industrial workforce is achievable, but it requires digging deep into the data and being willing to change long-held practices. If the future of work is going to change, it needs to change for all of us for the better. ”

- Sean Petterson, CEO and Founder of StrongArm Tech





Three clear and actionable insights emerge from the data:

Insight #1: Workplace Stress Impacts Home Life

Insight #2: On-The-Job Training Is Woefully Lacking

Insight #3: Worker Safety Must Be a Priority



Insight #1:

Workplace Stress Impacts Home Life



Mental Health and Stress Become a Toll of the Job

Mental health support for the industrial workforce is being overlooked. Data reveals that industrial workers are every bit as much in need of deeper support from their employers to address not only the physical, but psychological toll the job is taking.



47%

of industrial workers admit they are stressed at their current jobs.

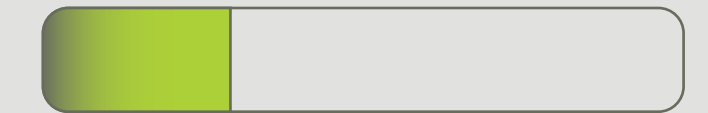


18%

of industrial workers say it is having a negative effect on their mental health, nearly equal to the one in five (20%) who admitted it is taking a negative toll on their physical health.

Industrial Workers' Top Stressors Today:

27% Lack of adequate pay



22% Difficulty recruiting and filling job requirements



14% Little room for advancement



11% Inconsistent or inflexible hours



Economic fears plague industrial workers just as much as white-collar workers, especially with a possible recession.

Industrial workers' top fears regarding the economic uncertainty are:

32% Worries that pay will not cover rising costs of living

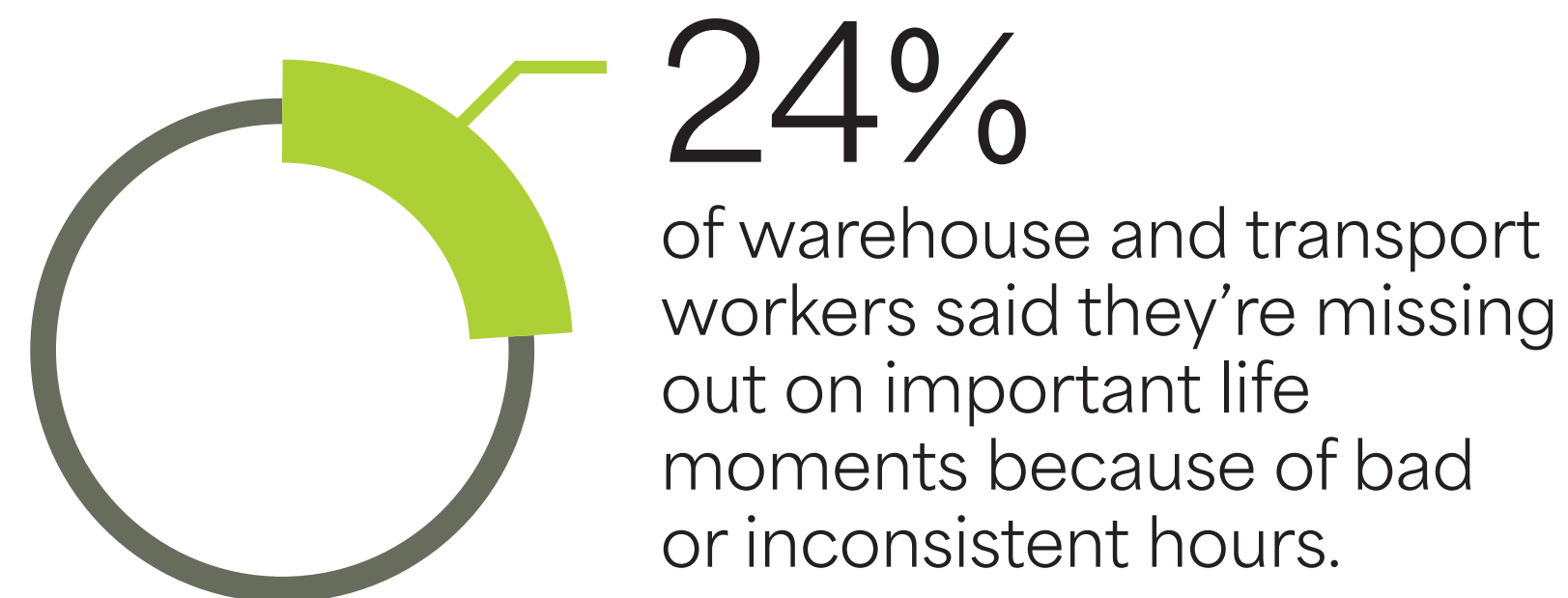
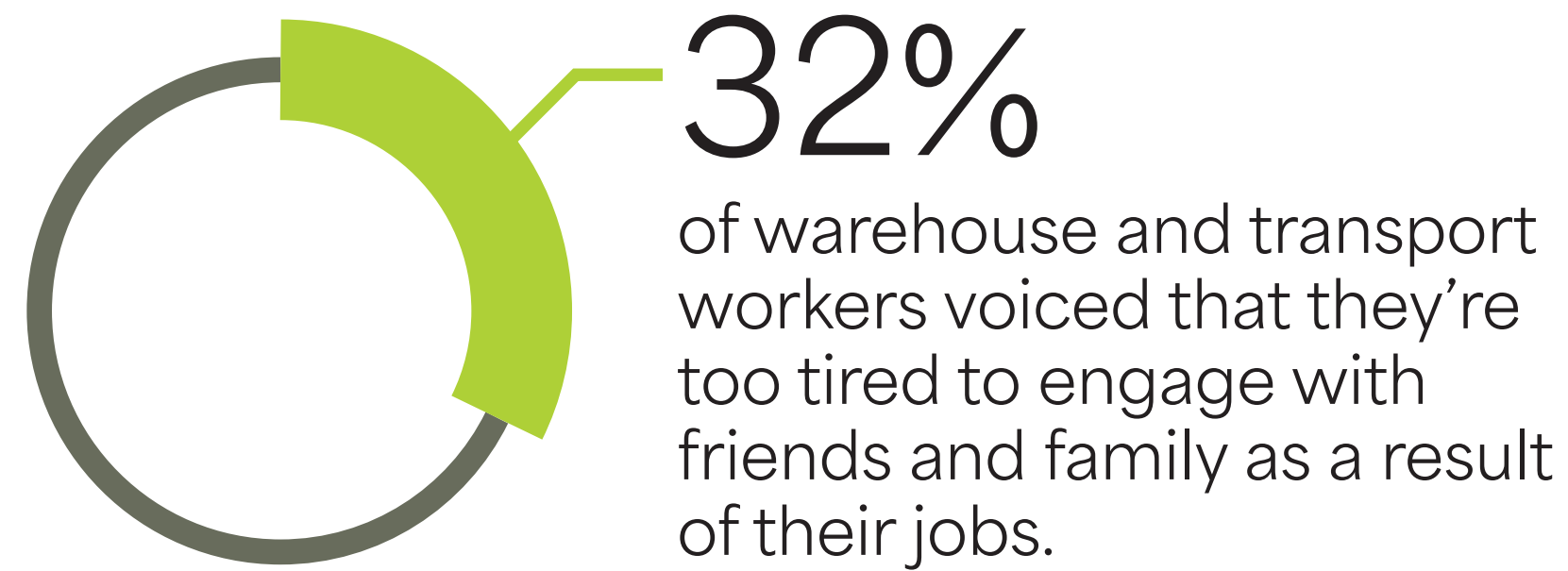
20% Raises and promotions will be withheld

16% Concerns that extra work will need to be covered for laid off colleagues



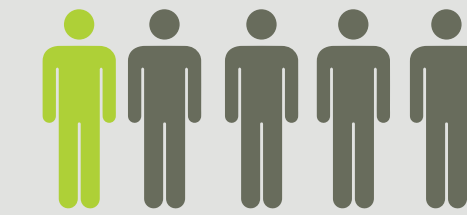
Off the Clock Impacts

Beyond everyday stress, industrial workers say the state they're leaving work in is impacting their relationships with friends and family.



Workers say they are not prioritized.

While the white-collar future of work concept is driving increased wellness support for desk roles, the industrial sector is lagging behind, leaving this issue largely unaddressed.



Nearly 1 in 5 (19%) industrial workers reported that they've felt a resistance to change when it comes to making the industry more friendly to work/life balance.



Nearly a third (32%) of industrial workers reported that it's very difficult to take time off or take a vacation. While these are basic benefits for white collar roles, the industrial sector has historically provided a lower standard of support to workers, and workers report that changing this has proved an arduous task.

25% more likely to say that their company prioritizes innovation for white collar workers when compared to innovation for industrial workers.





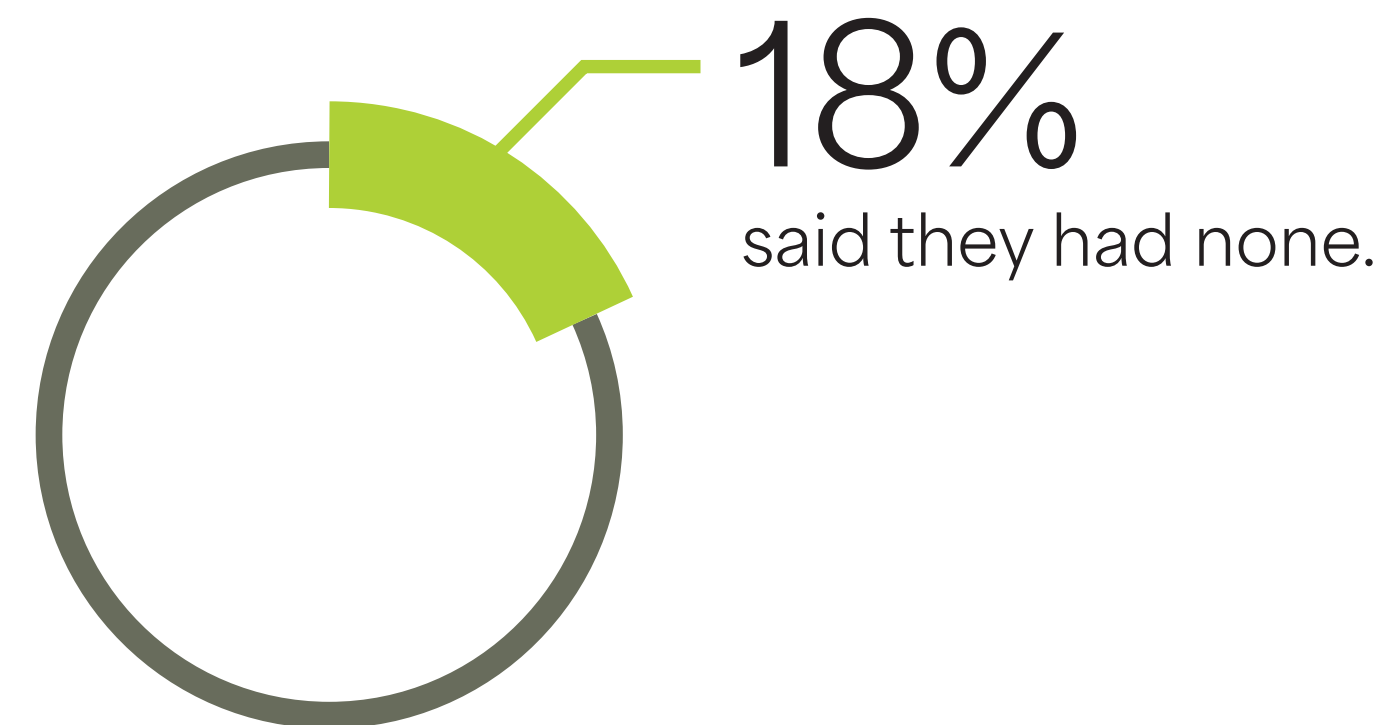
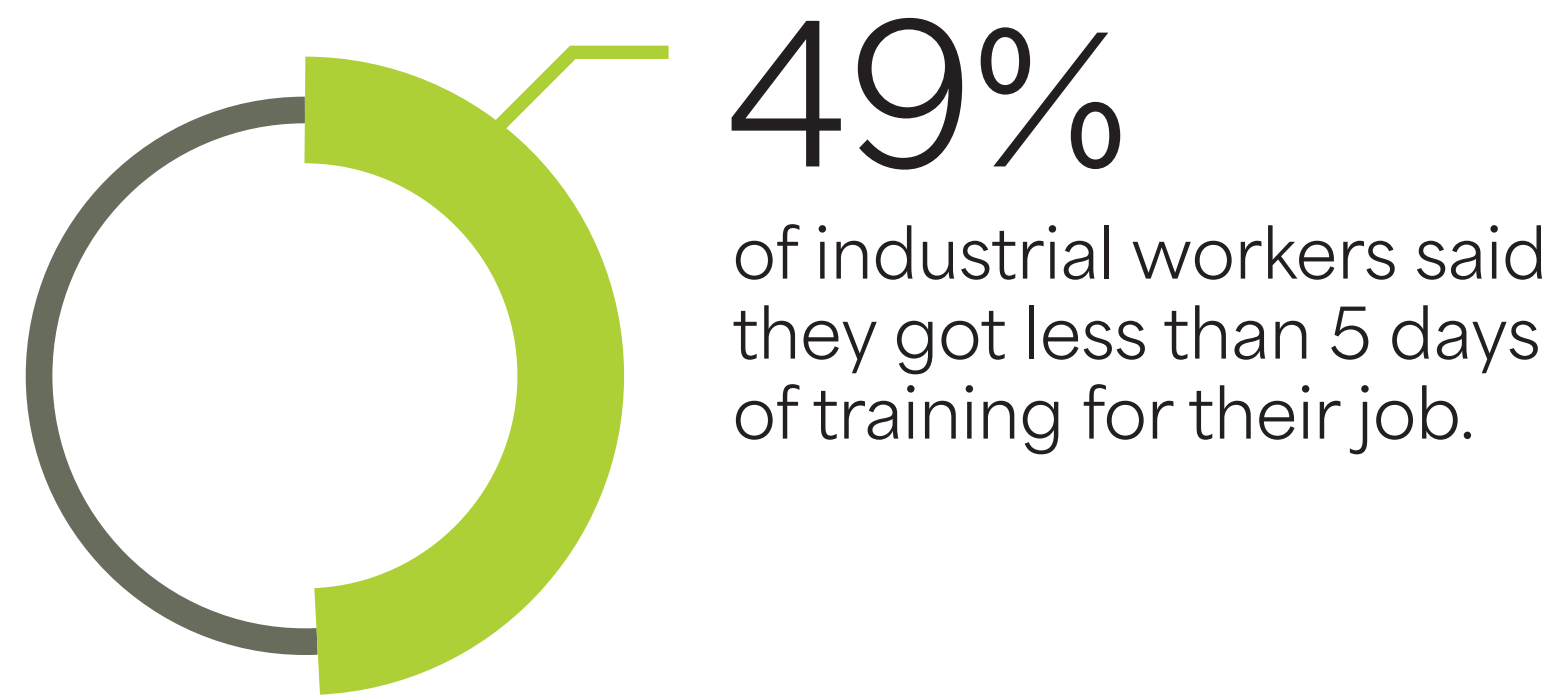
Insight #2:

On-The-Job Training Is Woefully Lacking



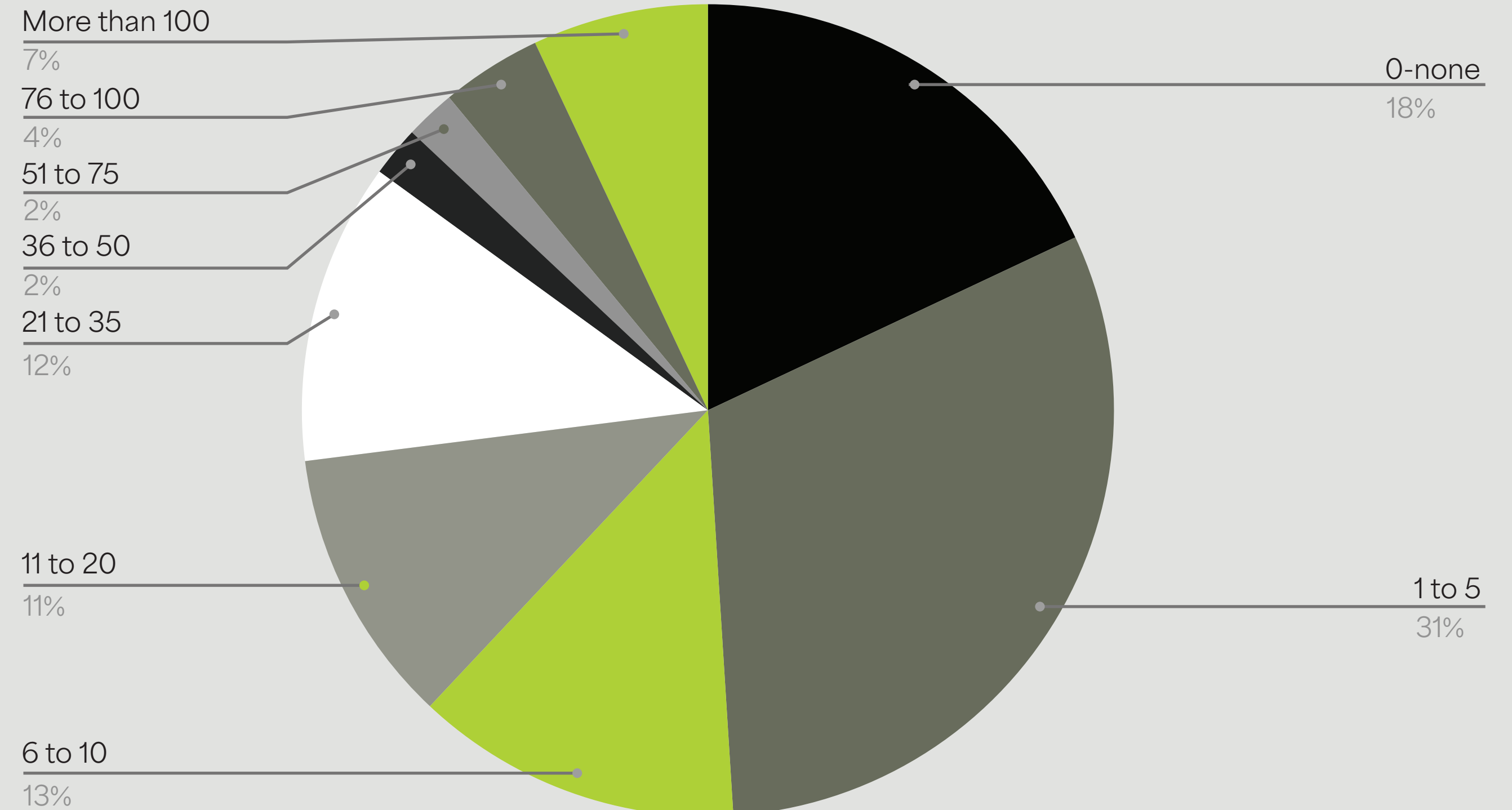
Job Training Is Lacking

On the job training is the first step for workers to learn and begin to implement safe lifting, bending and pivoting techniques to prevent ergonomic stress over the long term. The problem: sufficient training isn't happening.



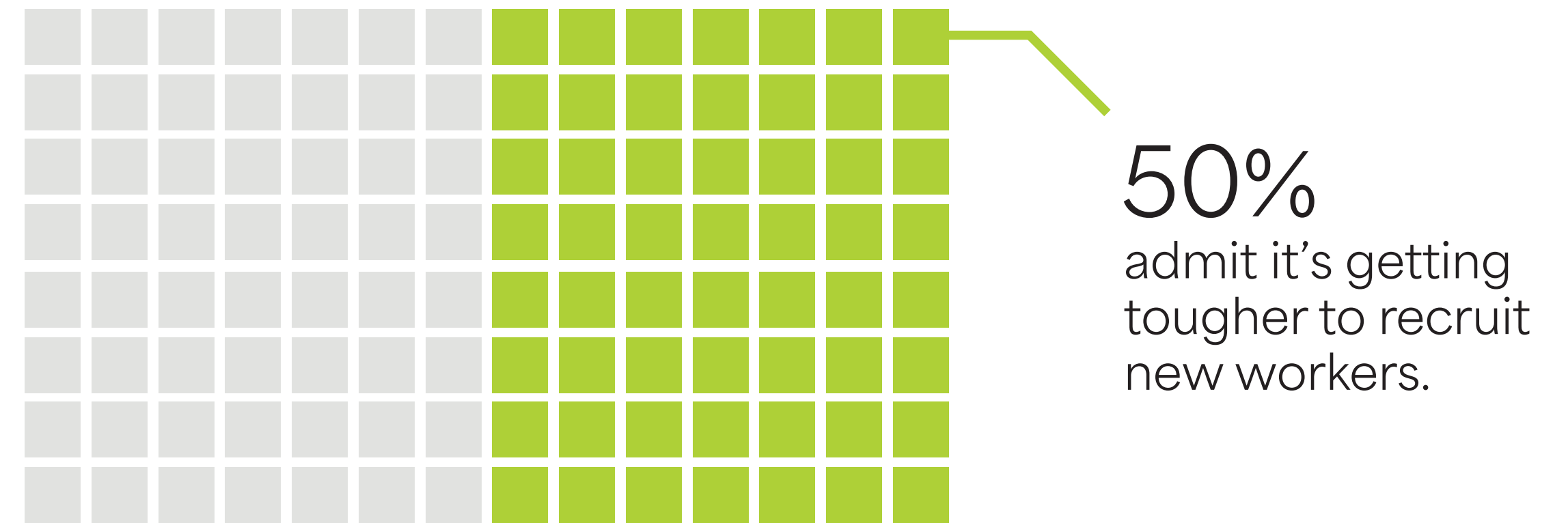
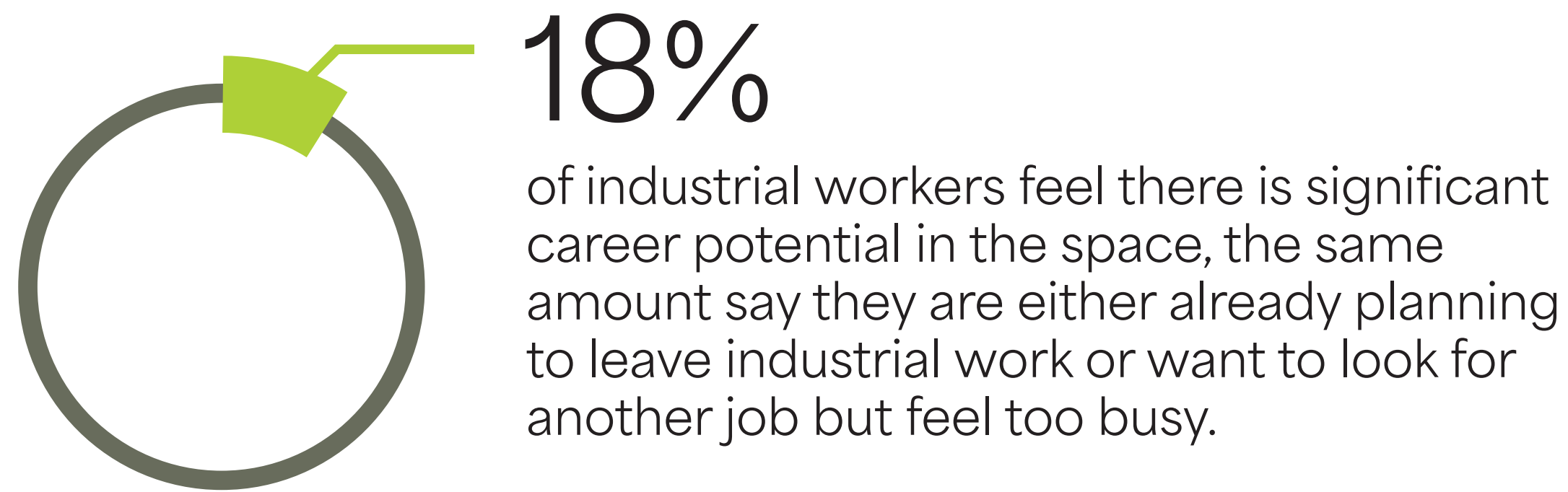
Industrial workers themselves identify this as a problem - 11% cited not enough training and onboarding for new recruits as one of their biggest stressors.

Days of Training:



Without Change, Labor Challenges Will Continue to Plague the Industry

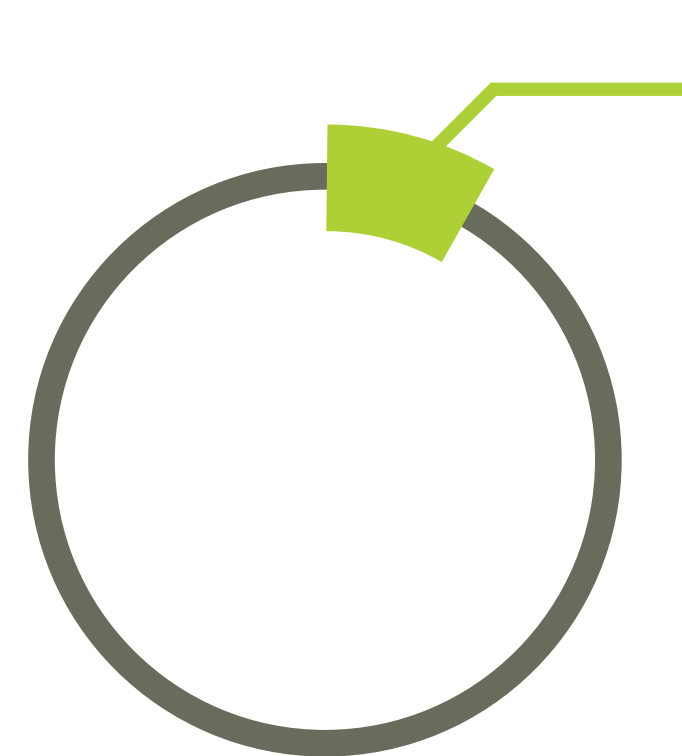
As retailers and manufacturers continue to adjust to a booming post-pandemic e-commerce landscape, warehouse, manufacturing, stocking, and last-mile delivery jobs are aplenty. But with poor working conditions and support, they continue to be impacted by high turnover and low appeal to new workers.



Safety Falls on Employers, Especially Industry Stalwarts



More than 1 in 6 workers in warehousing and manufacturing (15%) said they would switch jobs if they felt their safety wasn't being taken seriously enough.



14% of all industrial workers say commitment to safety is one of the primary reasons, they chose their current employers.

Who is moving the industry forward? Workers agree the responsibility falls most to the large corporations with the most industrial workers.



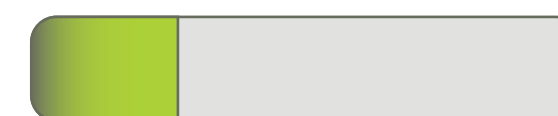
16% of industrial workers say a few giant corporations are setting the pace for working conditions throughout the industry.

Companies are slowly investing in technologies to improve safety and efficiency in factories and warehouses including automation and safety wearables.

Automation



17% of industrial workers say **automation helps them do their job better.**



20% of warehouse and transport workers and 15% of industrial workers overall **worry automation is going to push good workers out of the industry.**



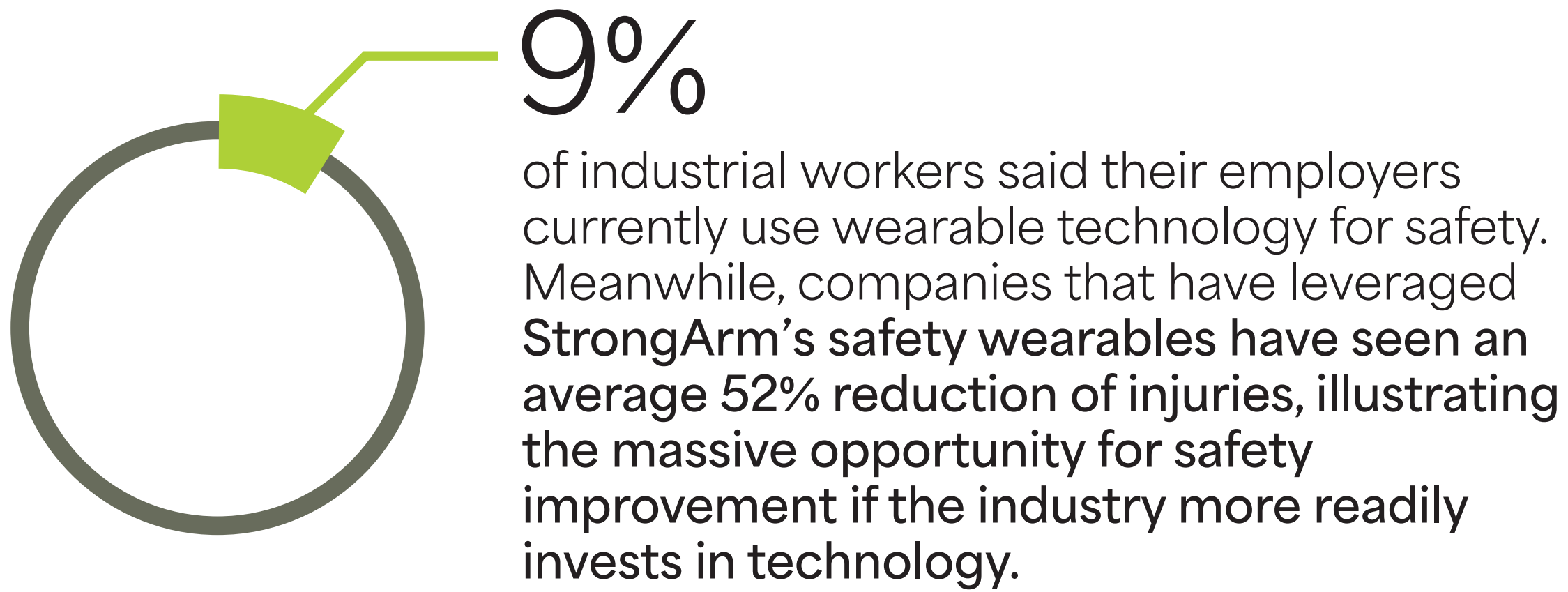


Insight #3:

Worker Safety Must Be a Priority



Industrial Workers Deserve More Safety Tech Support



Wearables reduce musculoskeletal injuries, machine-related injuries and collisions, and empower better productivity on the floor. Data collected can identify patterns to reveal inefficiencies in incentive systems, training processes and facility design.

Perceived Barriers

12%
of industrial workers believe the supply chain/industrial industry still has resistance to bringing in new technologies and innovation.

11%
of industrial workers said they do not believe their company has the budget to bring in more safety tech.

What's next?

Further investment in safety technologies must be a priority, especially with a large segment of workers receiving little training. Data is the first step to giving industrial workers a voice and illuminating problematic trends to managers so industrial jobs can finally become injury-free and a boon to workers' lives rather than a liability.



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Methodology: This survey has been conducted using an online interview administered to members of the YouGov Plc panel of individuals who have agreed to take part in surveys. All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 602 warehouse, manufacturing, construction, and transport workers. Fieldwork was undertaken between 18th - 25th August 2022.

About StrongArm Technologies

StrongArm Technologies provides actionable data and insights for the world's industrial workforce, including customers such as Walmart, Toyota and Albertsons, that want to create a safer, more effective environment. Its wearable devices work to protect over 89,000 of today's Industrial Athletes™ - individuals who put their bodies on the line day in and day out to fulfill the world's essential services - by providing real-time feedback to inform safety, proper training and productivity across the workforce. With more than 30 million hours of on-body data driving its insight engine, StrongArm Technologies' wearable devices have proven a 52% year-over-year injury reduction rate for customers, providing an average 250% return on their investment.

To learn more, visit us at

STRONGARMTECH.COM

