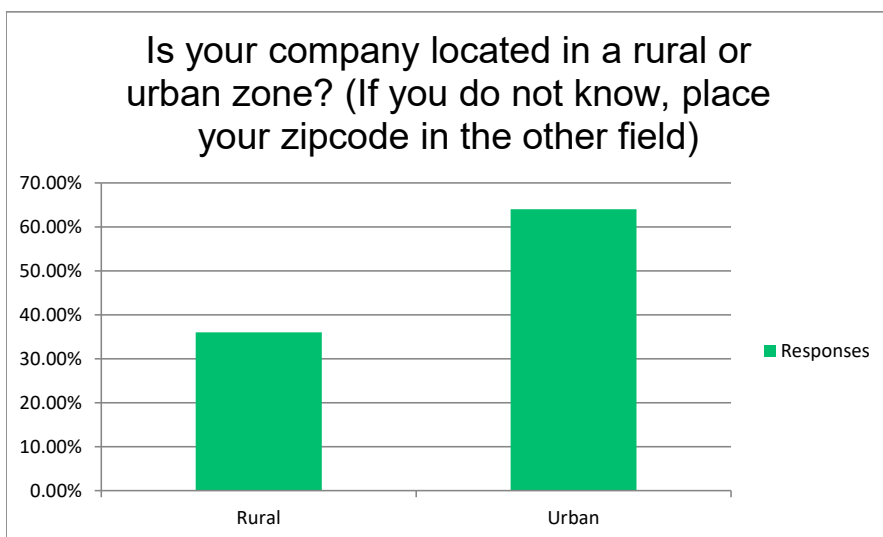




2024 Kansas Manufacturing Industry Questionnaire

1. Is your company located in a rural or urban zone? (If you do not know, place your zipcode in the other field)

Answer Choices	Responses
Rural	36.00%
Urban	64.00%
Other (please specify zipcode)	



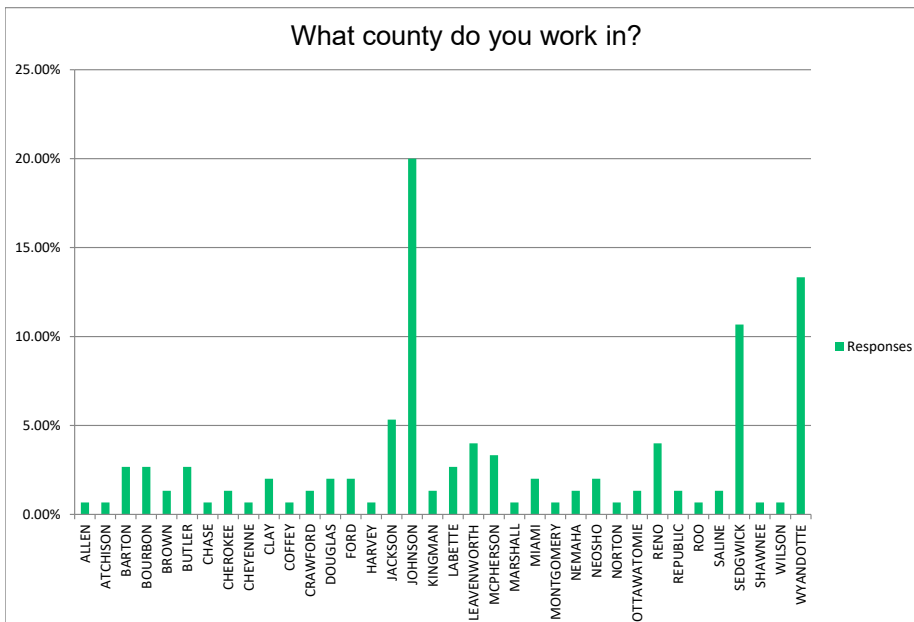


2024 Kansas Manufacturing Industry Questionnaire

2. What county do you work in?

Answer Choices	Responses
ALLEN	0.67%
ATCHISON	0.67%
BARTON	2.67%
BOURBON	2.67%
BROWN	1.33%
BUTLER	2.67%
CHASE	0.67%
CHEROKEE	1.33%
CHEYENNE	0.67%
CLAY	2.00%
COFFEY	0.67%
CRAWFORD	1.33%
DOUGLAS	2.00%
FORD	2.00%
HARVEY	0.67%
JACKSON	5.33%
JOHNSON	20.00%
KINGMAN	1.33%
LABETTE	2.67%
LEAVENWORTH	4.00%
MCPHERSON	3.33%
MARSHALL	0.67%
MIAMI	2.00%
MONTGOMERY	0.67%
NEMAHA	1.33%
NEOSHO	2.00%
NORTON	0.67%
POTTAWATOMIE	1.33%
RENO	4.00%
REPUBLIC	1.33%
ROO	0.67%
SALINE	1.33%
SEDGWICK	10.67%
SHAWNEE	0.67%
WILSON	0.67%
WYANDOTTE	13.33%

Note: Counties not listed above indicate there were no questionnaires answered in those counties.

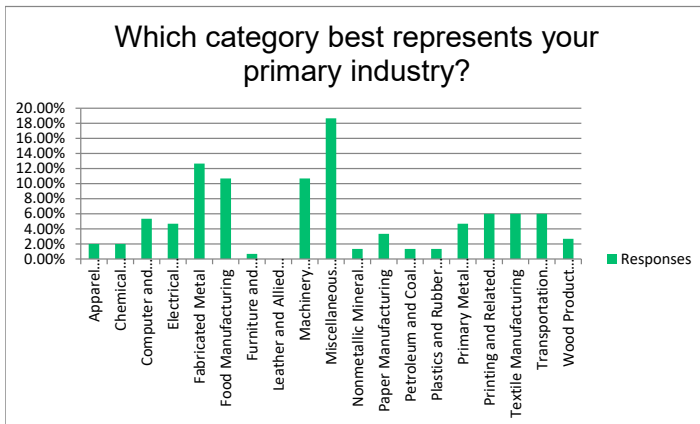




2024 Kansas Manufacturing Industry Questionnaire

3. Which category best represents your primary industry?

Answer Choices	Responses
Apparel Manufacturing	2.00%
Chemical Manufacturing	2.00%
Computer and Electronic Product Manufacturing	5.33%
Electrical Equipment, Appliance, and Component Manufacturing	4.67%
Fabricated Metal	12.67%
Food Manufacturing	10.67%
Furniture and Related Manufacturing	0.67%
Leather and Allied Product Manufacturing	0.00%
Machinery Manufacturing	10.67%
Miscellaneous Manufacturing	18.67%
Nonmetallic Mineral Product Manufacturing	1.33%
Paper Manufacturing	3.33%
Petroleum and Coal Products Manufacturing	1.33%
Plastics and Rubber Products Manufacturing	1.33%
Primary Metal Manufacturing	4.67%
Printing and Related Support Activities	6.00%
Textile Manufacturing	6.00%
Transportation Equipment Manufacturing	6.00%
Wood Product Manufacturing	2.67%

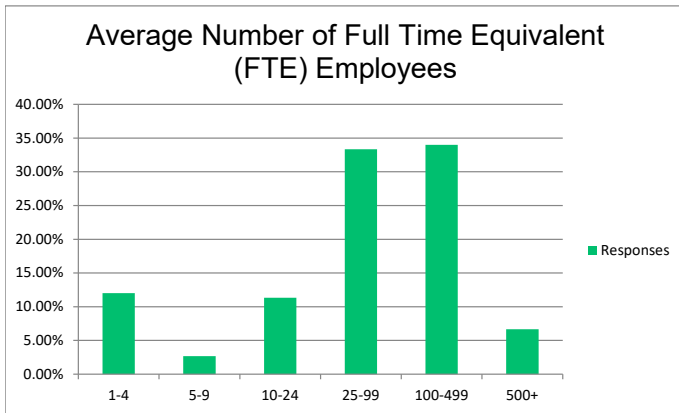




2024 Kansas Manufacturing Industry Questionnaire

4. Average Number of Full Time Equivalent (FTE) Employees

Answer Choices	Responses
1-4	12.00%
5-9	2.67%
10-24	11.33%
25-99	33.33%
100-499	34.00%
500+	6.67%

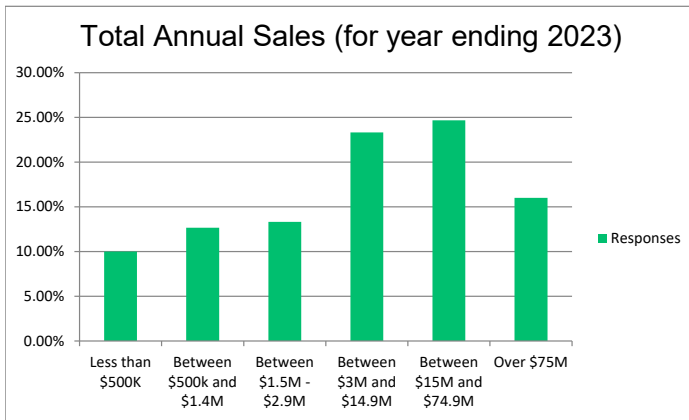




2024 Kansas Manufacturing Industry Questionnaire

5. Total Annual Sales (for year ending 2023)

Answer Choices	Responses
Less than \$500K	10.00%
Between \$500k and \$1.4M	12.67%
Between \$1.5M - \$2.9M	13.33%
Between \$3M and \$14.9M	23.33%
Between \$15M and \$74.9M	24.67%
Over \$75M	16.00%

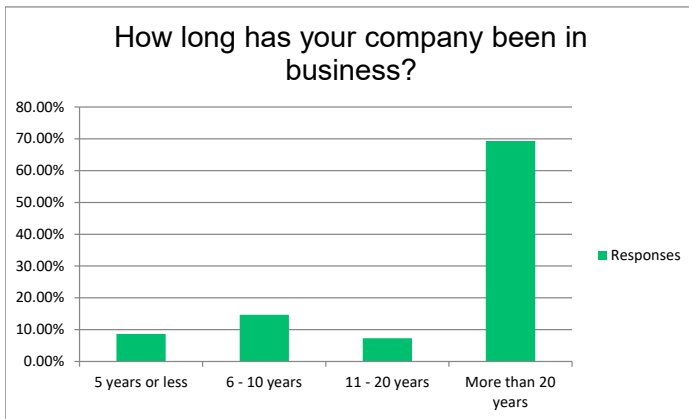




2024 Kansas Manufacturing Industry Questionnaire

6. How long has your company been in business?

Answer Choices	Responses
5 years or less	8.67%
6 - 10 years	14.67%
11 - 20 years	7.33%
More than 20 years	69.33%

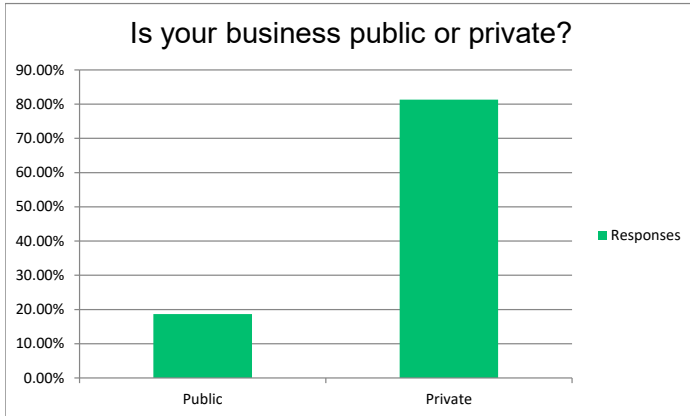




2024 Kansas Manufacturing Industry Questionnaire

7. Is your business public or private?

Answer Choices	Responses
Public	18.67%
Private	81.33%

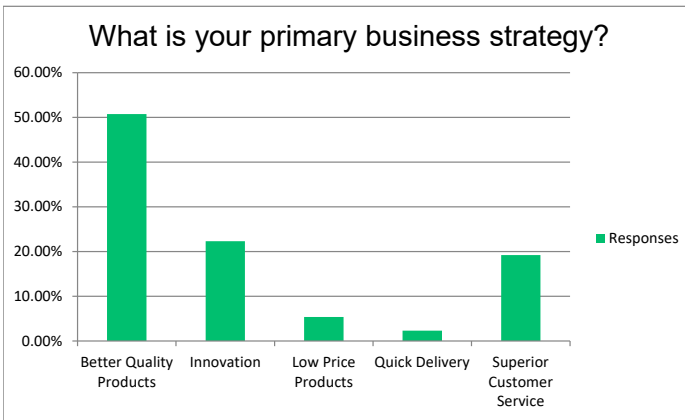




2024 Kansas Manufacturing Industry Questionnaire

8. What is your primary business strategy?

Answer Choices	Responses
Better Quality Products	50.77%
Innovation	22.31%
Low Price Products	5.38%
Quick Delivery	2.31%
Superior Customer Service	19.23%
Other (please specify)	

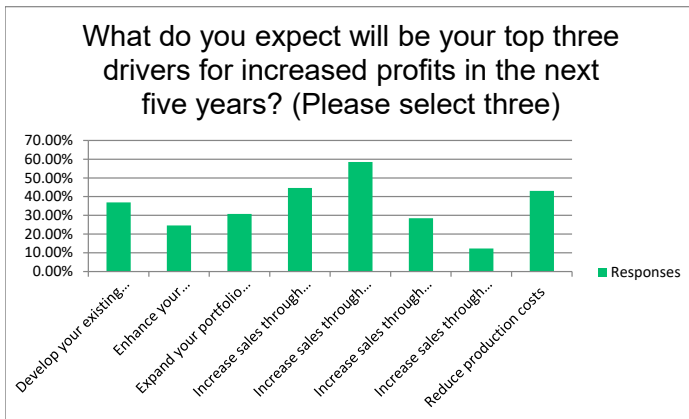




2024 Kansas Manufacturing Industry Questionnaire

9. What do you expect will be your top three drivers for increased profits in the next five years? (Please select three)

Answer Choices	Responses
Develop your existing products for broader marketability and higher quality	36.92%
Enhance your customer service policies	24.62%
Expand your portfolio by acquiring or investing in new businesses or products	30.77%
Increase sales through creating new products	44.62%
Increase sales through increasing market penetration with current products	58.46%
Increase sales through new domestic markets	28.46%
Increase sales through new international markets	12.31%
Reduce production costs	43.08%

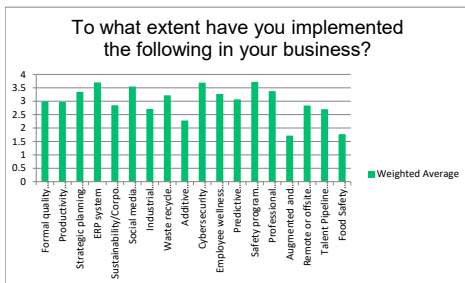




2024 Kansas Manufacturing Industry Questionnaire

10. To what extent have you implemented the following in your business?

	Have not considered	Considered, not implemented	Partial implementation	Full implementation in progress	Implemented	Weighted Average
Formal quality system (ISO 9000, TS 16949, AS 9100 etc.)	21.88%	29.69%	9.38%	5.47%	33.59%	2.99
Productivity improvement system (Lean, Six Sigma etc.)	14.73%	18.60%	36.43%	15.50%	14.73%	2.97
Strategic planning framework	10.94%	15.63%	26.56%	21.09%	25.78%	3.35
ERP system	14.29%	8.73%	14.29%	18.25%	44.44%	3.7
Sustainability/Corporate social responsibility program	24.03%	17.05%	24.81%	17.83%	16.28%	2.85
Social media marketing	7.69%	13.08%	30.77%	13.85%	34.62%	3.55
Industrial automation and robotics	17.97%	31.25%	27.34%	8.59%	14.84%	2.71
Waste recycle management program	14.73%	16.28%	27.91%	13.95%	27.13%	3.22
Additive manufacturing (3D printing)	37.21%	29.46%	13.95%	6.98%	12.40%	2.28
Cybersecurity program	10.08%	10.08%	17.83%	24.81%	37.21%	3.69
Employee wellness program	12.40%	18.60%	28.68%	10.08%	30.23%	3.27
Predictive maintenance/analytics	13.95%	18.60%	33.33%	14.73%	19.38%	3.07
Safety program (beyond regulatory requirements)	5.43%	13.18%	21.71%	23.26%	36.43%	3.72
Professional development and leadership development programs	8.53%	13.95%	34.88%	16.28%	26.36%	3.38
Augmented and virtual reality	59.69%	18.60%	13.18%	6.98%	1.55%	1.72
Remote or offsite workforce	31.01%	7.75%	31.01%	6.20%	24.03%	2.84
Talent Pipeline Outreach (K-12, apprenticeships, interns, etc.)	20.77%	25.38%	30.77%	9.23%	13.85%	2.7
Food Safety Modernization Act Preventive Controls plan	67.97%	8.59%	7.81%	9.38%	6.25%	1.77





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2024 Kansas Manufacturing Industry Questionnaire

11. What countries do you EXPORT to? (Please select all that apply)

Answer Choices	Responses
Canada	53.85%
Mexico	41.54%
China	23.08%
Other parts of Asia	28.46%
South America	28.46%
Europe	30.77%
Other parts of the world	26.15%
We do not export	31.54%



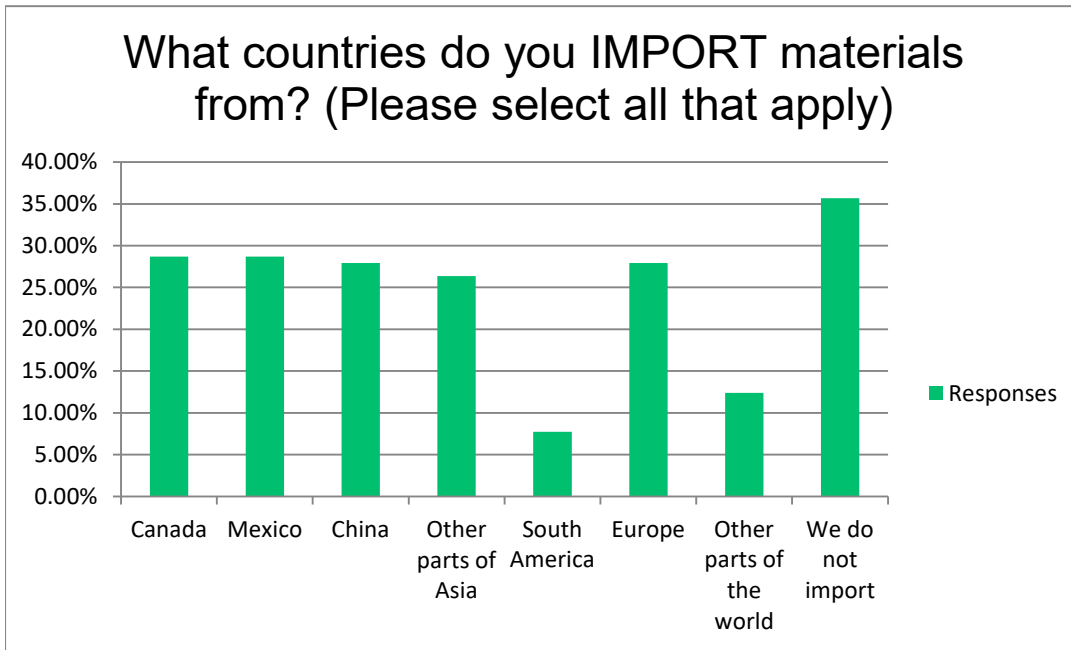


Trusted Advisors for Growth

2024 Kansas Manufacturing Industry Questionnaire

12. What countries do you IMPORT materials from? (Please select all that apply)

Answer Choices	Responses
Canada	28.68%
Mexico	28.68%
China	27.91%
Other parts of Asia	26.36%
South America	7.75%
Europe	27.91%
Other parts of the world	12.40%
We do not import	35.66%



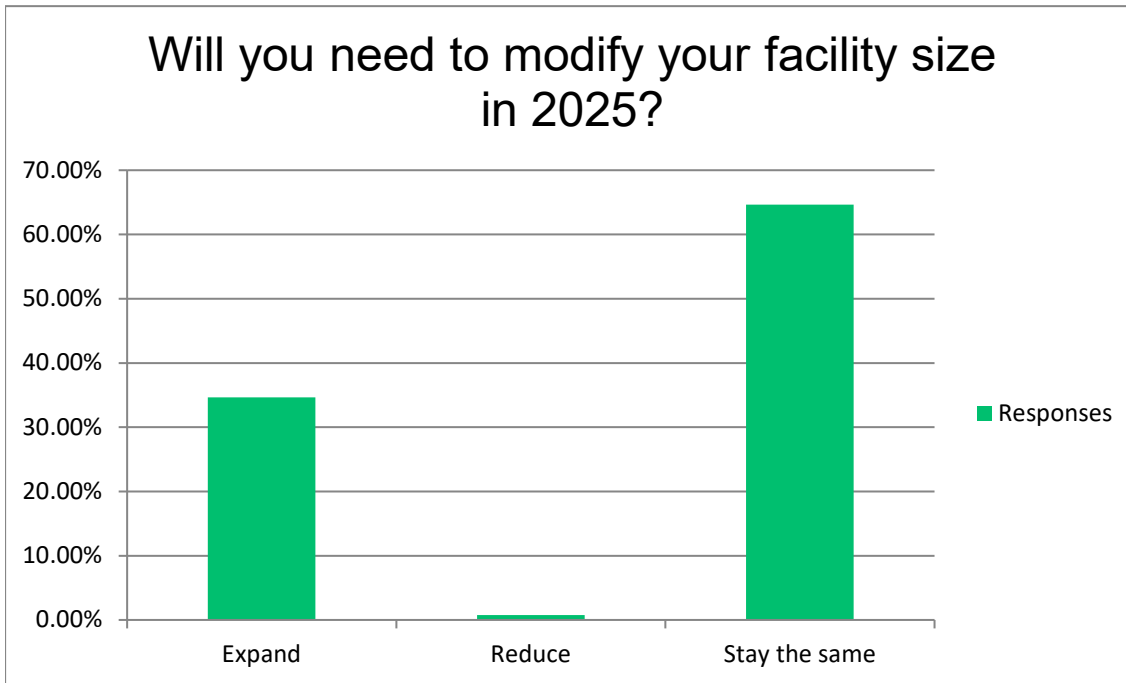


Trusted Advisors for Growth

2024 Kansas Manufacturing Industry Questionnaire

13. Will you need to modify your facility size in 2025?

Answer Choices	Responses
Expand	34.62%
Reduce	0.77%
Stay the same	64.62%

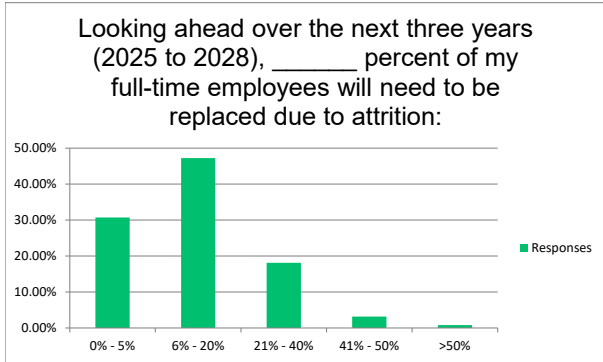




2024 Kansas Manufacturing Industry Questionnaire

14. Looking ahead over the next three years (2025 to 2028), _____ percent of my full-time employees will need to be replaced due to attrition:

Answer Choices	Responses
0% - 5%	30.71%
6% - 20%	47.24%
21% - 40%	18.11%
41% - 50%	3.15%
>50%	0.79%



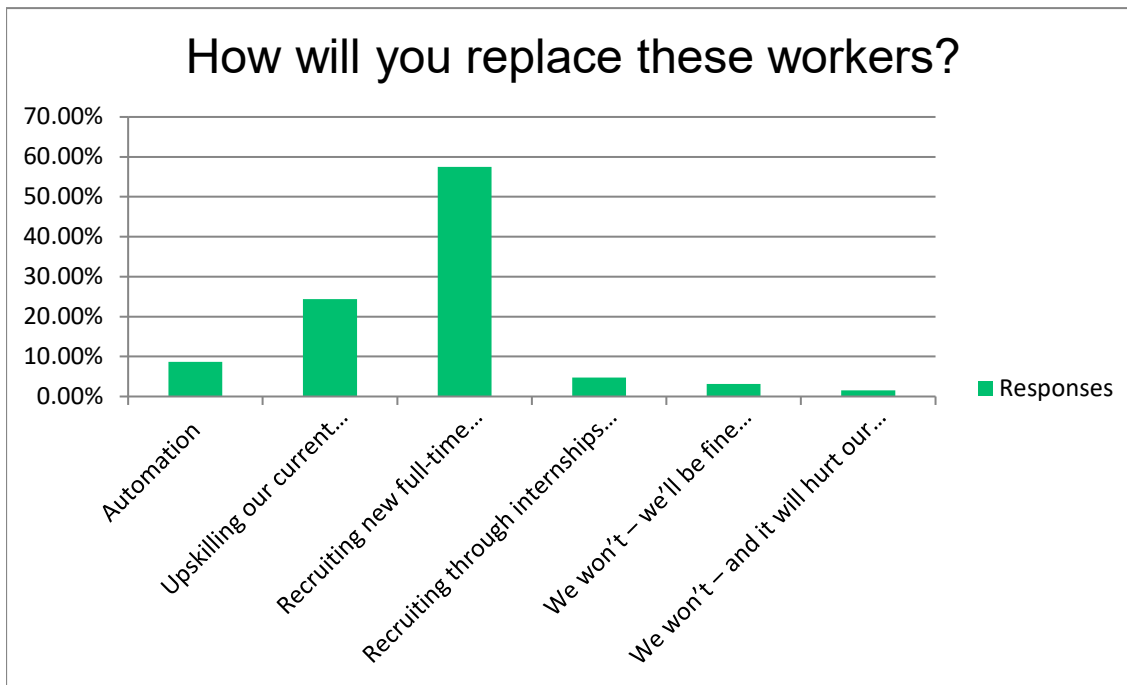


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2024 Kansas Manufacturing Industry Questionnaire

15. How will you replace these workers?

Answer Choices	Responses
Automation	8.66%
Upskilling our current workforce	24.41%
Recruiting new full-time workers	57.48%
Recruiting through internships or apprenticeships	4.72%
We won't – we'll be fine without them	3.15%
We won't – and it will hurt our business	1.57%
Other (please specify)	



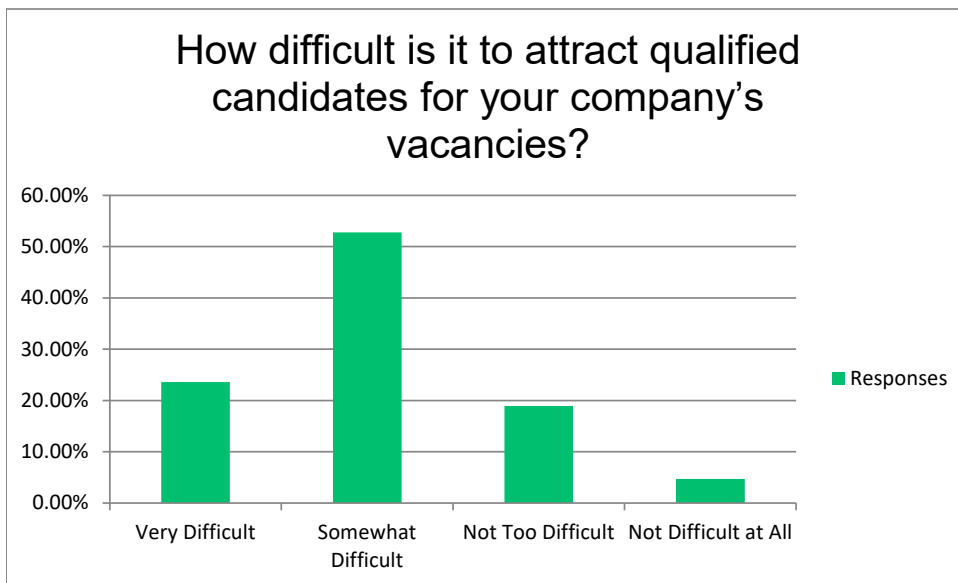


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2024 Kansas Manufacturing Industry Questionnaire

16. How difficult is it to attract qualified candidates for your company's vacancies?

Answer Choices	Responses
Very Difficult	23.62%
Somewhat Difficult	52.76%
Not Too Difficult	18.90%
Not Difficult at All	4.72%

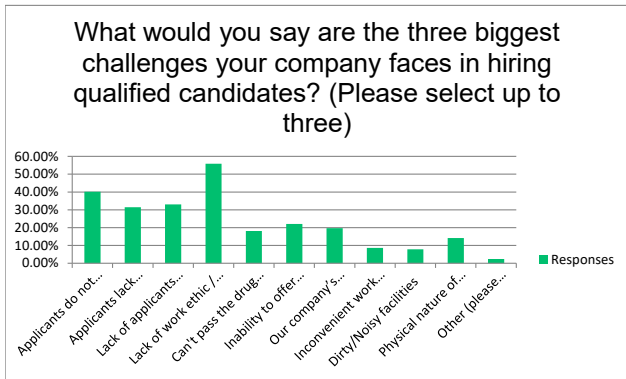




2024 Kansas Manufacturing Industry Questionnaire

17. What would you say are the three biggest challenges your company faces in hiring qualified candidates? (Please select up to three)

Answer Choices	Responses
Applicants do not have the needed skills or education	40.16%
Applicants lack softs skills and/or professional demeanor	31.50%
Lack of applicants for our positions	33.07%
Lack of work ethic / commitment / interest	55.91%
Can't pass the drug test	18.11%
Inability to offer competitive wages or benefits	22.05%
Our company's location or geography	19.69%
Inconvenient work hours	8.66%
Dirty/Noisy facilities	7.87%
Physical nature of many positions	14.17%
Other (please specify)	2.36%





Trusted Advisors for Growth

2024 Kansas Manufacturing Industry Questionnaire

18. Which is the most important to you, when recruiting new employees?

Answer Choices	Responses
Entry-level, unskilled employees	27.56%
Employees with technical training	19.69%
Employees with technical training AND experience	28.35%
Employees with four-year college degrees	3.15%
All of the above	21.26%
Other (please specify)	

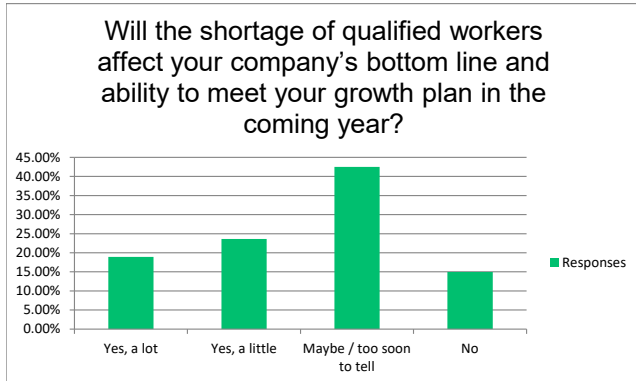




2024 Kansas Manufacturing Industry Questionnaire

19. Will the shortage of qualified workers affect your company's bottom line and ability to meet your growth plan in the coming year?

Answer Choices	Responses
Yes, a lot	18.90%
Yes, a little	23.62%
Maybe / too soon to tell	42.52%
No	14.96%





2024 Kansas Manufacturing Industry Questionnaire

20. How many employees do you believe you will hire over the next 12 months because of business growth?

Answer Choices	Responses
0 employees	11.02%
1-2 employees	18.90%
3-5 employees	29.13%
6-10 employees	11.02%
11-20 employees	15.75%
21-50 employees	9.45%
51+	4.72%





2024 Kansas Manufacturing Industry Questionnaire

21. Does your company have a need/interest in any of the following training or consulting programs? (select all that apply)

Answer Choices	Responses
None of the above	26.98%
Basics of Pneumatic Conveying	6.35%
Supply Chain Optimization	21.43%
Fundamentals of PLC Systems and Process Controls	16.67%
Robotics in Industrial Manufacturing	27.78%
Basics of Mechanical Conveying	8.73%
Continuous Improvement Solutions	40.48%
Industrial Maintenance Technician	20.63%
Strategy Development	19.84%
Leadership Development	45.24%
Introduction to Production	14.29%
Other (please specify)	0.00%

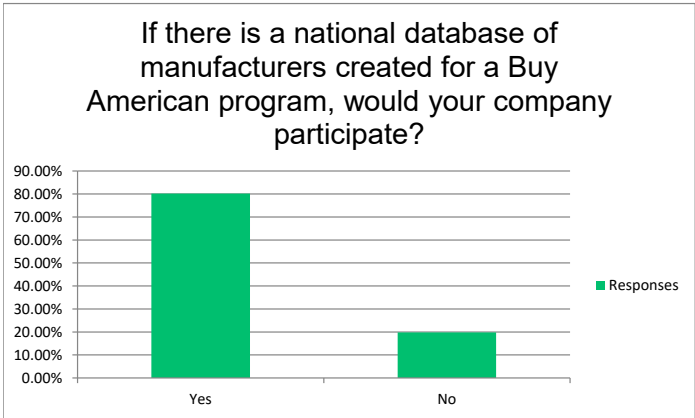




2024 Kansas Manufacturing Industry Questionnaire

22. If there is a national database of manufacturers created for a Buy American program, would your company participate?

Answer Choices	Responses
Yes	80.17%
No	19.83%

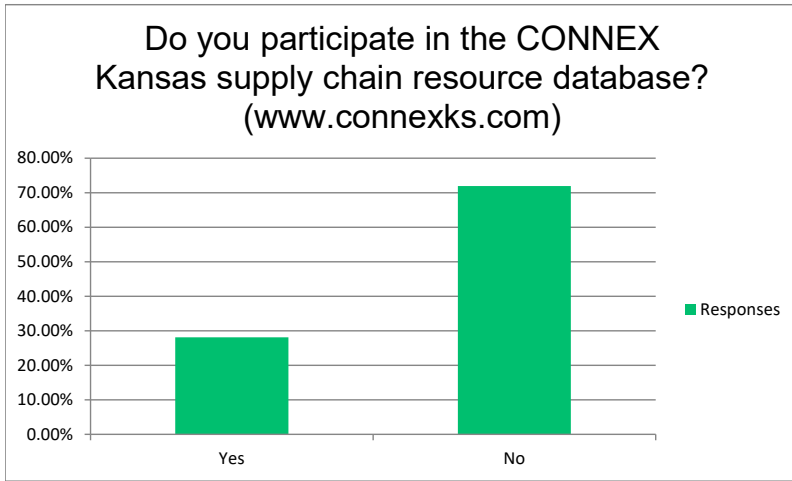




2024 Kansas Manufacturing Industry Questionnaire

23. Do you participate in the CONNEX Kansas supply chain resource database? (www.connexks.com)

Answer Choices	Responses
Yes	28.10%
No	71.90%

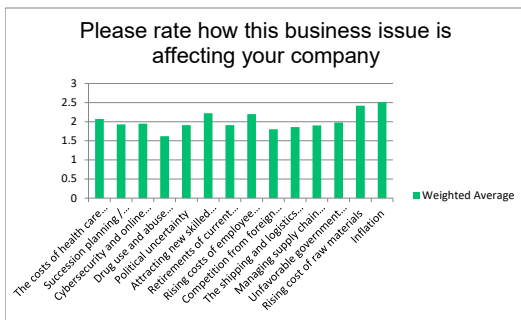




2024 Kansas Manufacturing Industry Questionnaire

24. Please rate how this business issue is affecting your company

	Not affecting us	This is a growing concern	Hampering our growth	Significantly hampering our growth	Weighted Average
The costs of health care coverage	19.01%	62.81%	10.74%	7.44%	2.07
Succession planning / future leadership	29.17%	52.50%	14.17%	4.17%	1.93
Cybersecurity and online hacking	26.67%	57.50%	10.00%	5.83%	1.95
Drug use and abuse amongst my workforce - current workers	55.83%	28.33%	14.17%	1.67%	1.62
Political uncertainty	31.40%	50.41%	14.05%	4.13%	1.91
Attracting new skilled workers	14.05%	55.37%	24.79%	5.79%	2.22
Retirements of current skilled workers	31.67%	49.17%	15.83%	3.33%	1.91
Rising costs of employee salaries and benefits, not including health insurance	17.36%	51.24%	25.62%	5.79%	2.2
Competition from foreign sources	48.74%	30.25%	13.45%	7.56%	1.8
The shipping and logistics of getting your products to market	44.17%	32.50%	16.67%	6.67%	1.86
Managing supply chain relationships	35.83%	44.17%	14.17%	5.83%	1.9
Unfavorable government regulations	34.17%	40.00%	20.00%	5.83%	1.98
Rising cost of raw materials	9.17%	48.33%	33.33%	9.17%	2.42
Inflation	7.44%	45.45%	35.54%	11.57%	2.51

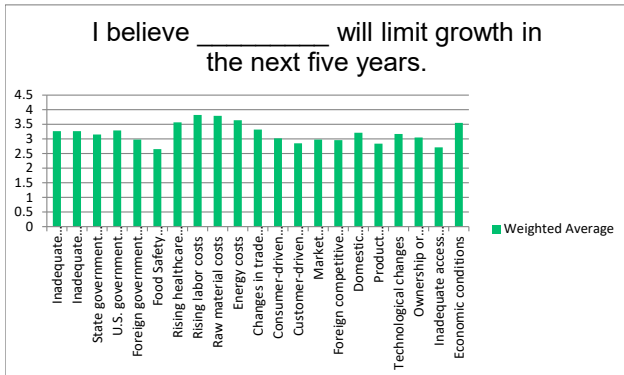




2024 Kansas Manufacturing Industry Questionnaire

25. I believe _____ will limit growth in the next five years.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Weighted Average
Inadequate availability of hourly workforce	1.67%	20.83%	32.50%	39.17%	5.83%	3.27
Inadequate availability of salaried technical workforce	4.17%	12.50%	40.00%	39.17%	4.17%	3.27
State government regulations	2.52%	20.17%	43.70%	26.89%	6.72%	3.15
U.S. government regulations	2.50%	19.17%	36.67%	30.00%	11.67%	3.29
Foreign government regulations	8.40%	20.17%	44.54%	18.49%	8.40%	2.98
Food Safety Modernization Act compliance (for food manufacturers)	20.17%	12.61%	52.94%	10.92%	3.36%	2.65
Rising healthcare costs	0.00%	16.53%	19.83%	53.72%	9.92%	3.57
Rising labor costs	0.00%	6.67%	19.17%	60.00%	14.17%	3.82
Raw material costs	0.83%	7.44%	22.31%	51.24%	18.18%	3.79
Energy costs	0.84%	9.24%	26.89%	51.26%	11.76%	3.64
Changes in trade policy	1.65%	14.05%	42.98%	33.06%	8.26%	3.32
Consumer-driven sustainability demands	5.88%	21.85%	41.18%	26.89%	4.20%	3.02
Customer-driven certifications (ISO 14001, SQF+ etc.)	9.17%	20.83%	49.17%	17.50%	3.33%	2.85
Market demographics changes	5.83%	21.67%	44.17%	25.83%	2.50%	2.98
Foreign competitive pressures	10.00%	19.17%	41.67%	23.33%	5.83%	2.96
Domestic competitive pressures	3.33%	15.83%	40.83%	36.67%	3.33%	3.21
Product commoditization	7.50%	21.67%	52.50%	15.83%	2.50%	2.84
Technological changes	1.67%	18.33%	45.00%	31.67%	3.33%	3.17
Ownership or leadership transition	6.67%	18.33%	42.50%	28.33%	4.17%	3.05
Inadequate access to capital/financing	18.49%	20.17%	36.13%	21.85%	3.36%	2.71
Economic conditions	3.31%	9.09%	27.27%	50.41%	9.92%	3.55



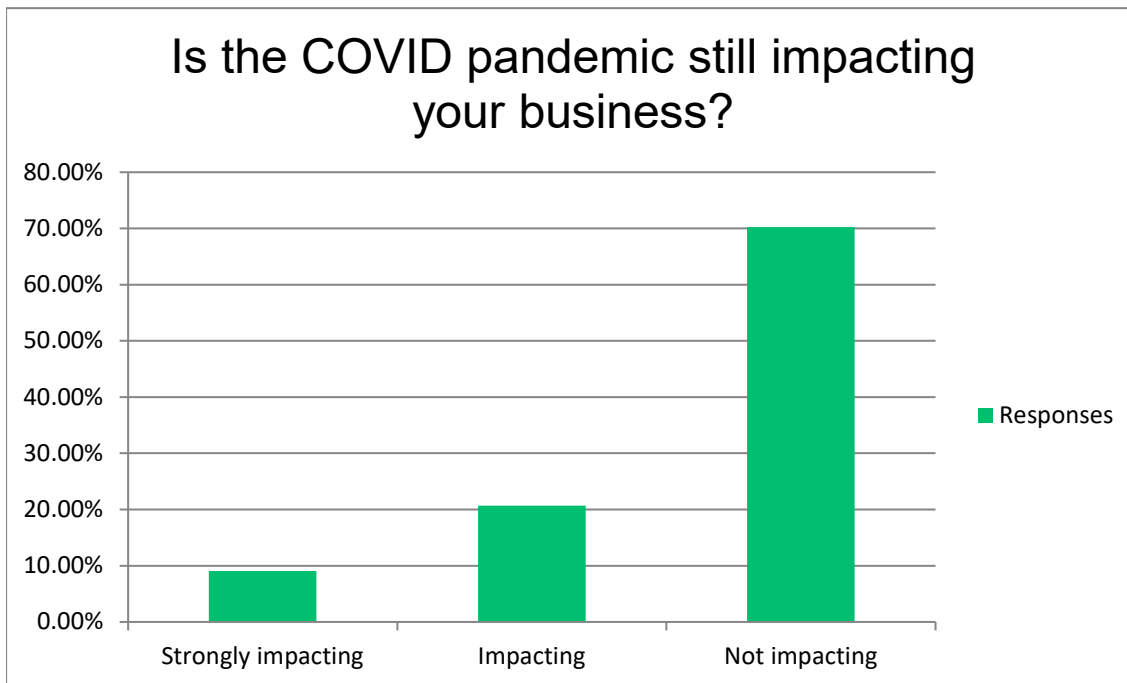


Trusted Advisors for Growth

2024 Kansas Manufacturing Industry Questionnaire

26. Is the COVID pandemic still impacting your business?

Answer Choices	Responses
Strongly impacting	9.09%
Impacting	20.66%
Not impacting	70.25%



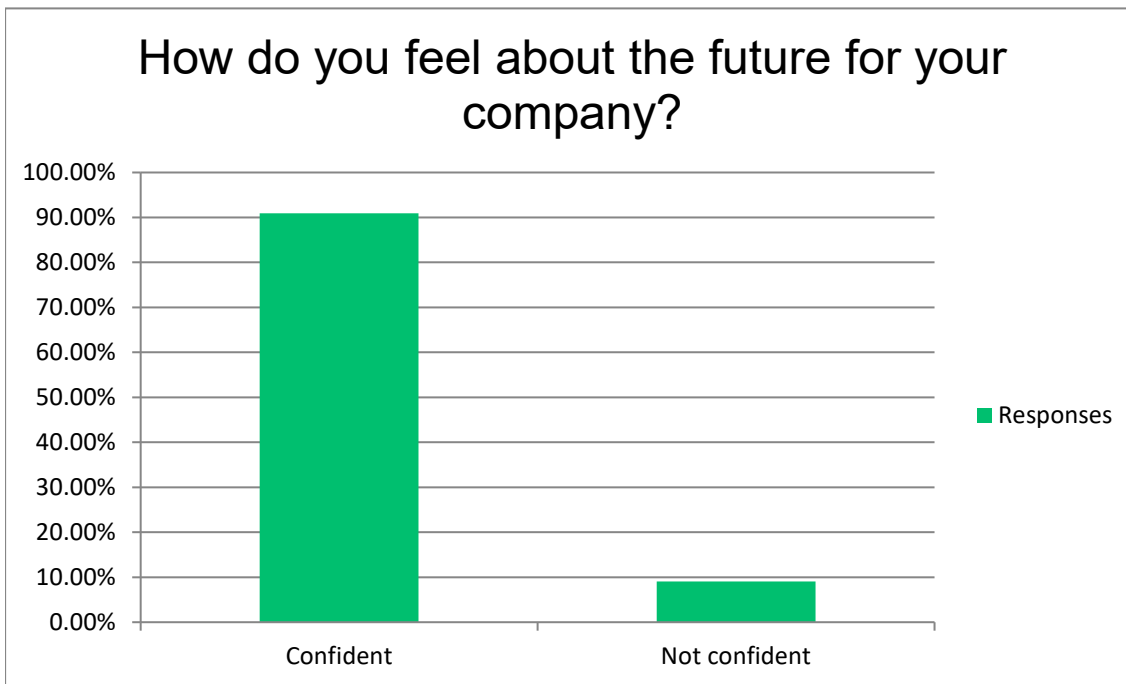


Trusted Advisors for Growth

2024 Kansas Manufacturing Industry Questionnaire

27. How do you feel about the future for your company?

Answer Choices	Responses
Confident	90.91%
Not confident	9.09%



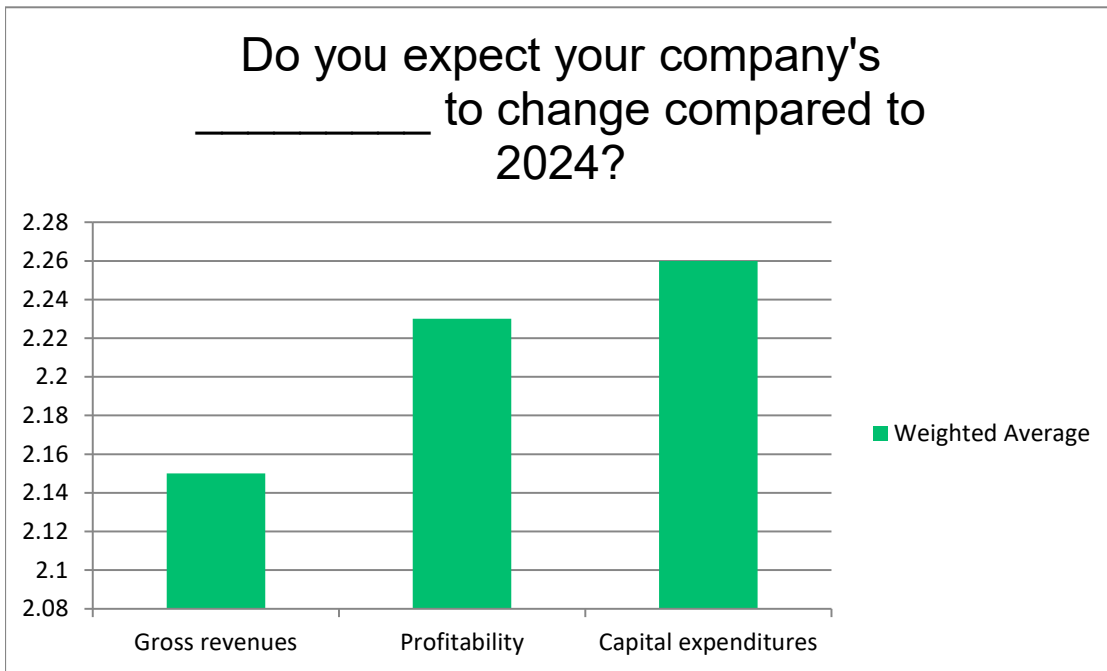


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2024 Kansas Manufacturing Industry Questionnaire

28. Do you expect your company's _____ to change compared to 2024?

	Decrease	Increase	Stay the same	Not sure	Weighted Average
Gross revenues	4.96%	76.86%	16.53%	1.65%	2.15
Profitability	8.26%	63.64%	24.79%	3.31%	2.23
Capital expenditures	10.74%	56.20%	28.93%	4.13%	2.26

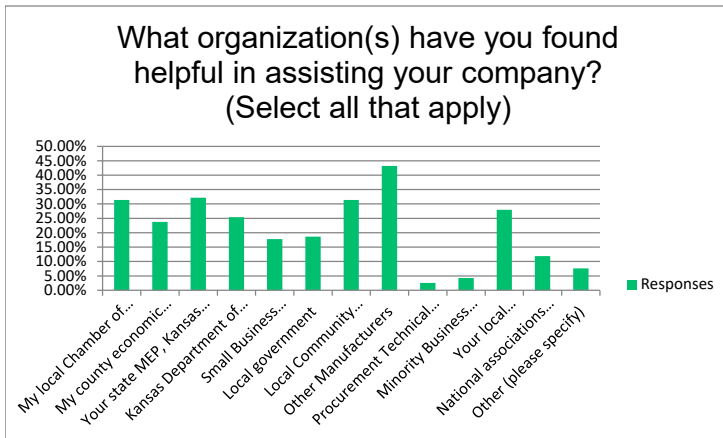




2024 Kansas Manufacturing Industry Questionnaire

29. What organization(s) have you found helpful in assisting your company? (Select all that apply)

Answer Choices	Responses
My local Chamber of Commerce	31.36%
My county economic development organization	23.73%
Your state MEP, Kansas Manufacturing Solutions	32.20%
Kansas Department of Commerce	25.42%
Small Business Development Center (SBDCs)	17.80%
Local government	18.64%
Local Community College / Technical School	31.36%
Other Manufacturers	43.22%
Procurement Technical Assistance Centers (PTAC)	2.54%
Minority Business Assistance Centers (MBAC)	4.24%
Your local manufacturing association or other manufacturing groups	27.97%
National associations (like PMA, NTMA, PMPA, etc)	11.86%
Other (please specify)	7.63%



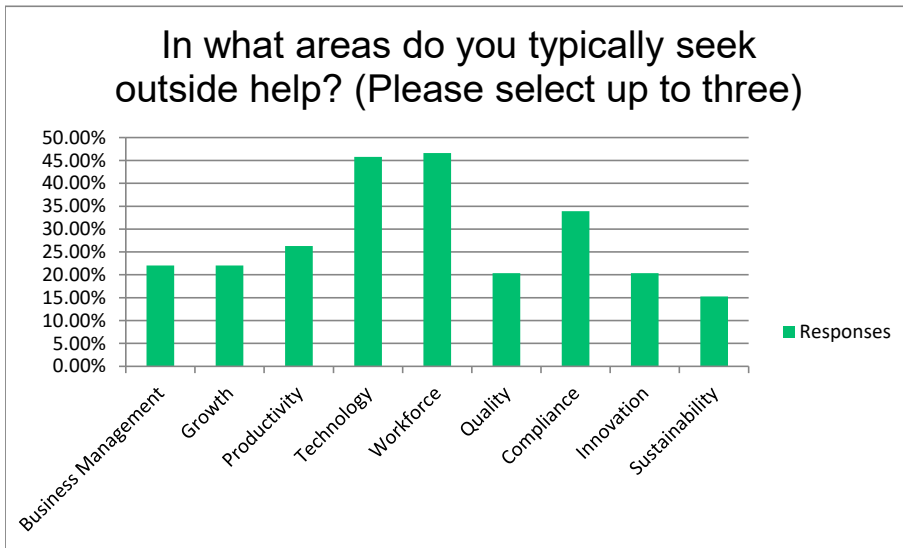


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2024 Kansas Manufacturing Industry Questionnaire

30. In what areas do you typically seek outside help? (Please select up to three)

Answer Choices	Responses
Business Management	22.03%
Growth	22.03%
Productivity	26.27%
Technology	45.76%
Workforce	46.61%
Quality	20.34%
Compliance	33.90%
Innovation	20.34%
Sustainability	15.25%





Trusted Advisors for Growth

2024 Kansas Manufacturing Industry Questionnaire

31. Has your business utilized local or state incentives? (Select all that apply)

Answer Choices	Responses
Local	22.88%
State	40.68%
Have not utilized incentives	36.44%

