Industry Employment Report: Shifting the PT/MC Workforce

Appendix II – Project Overview and Methodology
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The PTDA Foundation retained association research and strategy consulting firm McKinley Advisors to conduct an in-depth assessment to explore and further understand the current and future hiring and employment needs and challenges of power transmission/motion control (PT/MC) companies. The phases of research summarized in this report and detailed in the chart below.

<table>
<thead>
<tr>
<th>Research Phase</th>
<th>Audiences/ Inputs</th>
<th>Intended Outcomes</th>
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<tr>
<td>Qualitative Interviews</td>
<td>• In-depth interviews with nine PT/MC employees currently employed by a distributor</td>
<td>• Capture perspectives of key stakeholders about the current state of the PT/MC industry and the challenges faced by companies regarding employment, hiring and recruitment</td>
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<td>• In-depth interviews with three PT/MC employees currently employed by a manufacturer</td>
<td>• Understand potential areas where the PTDA Foundation could better serve the PT/MC industry by supporting companies as they navigate emerging and future employment trends</td>
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<td>Electronic Survey</td>
<td>• Quantitative research with the decision-makers responsible for recruitment and/or hiring at 57 PTDA member organizations (30% manufacturers, 70% distributors), yielding a 10.4% survey response rate</td>
<td>• Further understand the hiring, recruitment and employment trends impacting the PT/MC industry</td>
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<td>• Identify relevant employment trends in key audience segments (i.e. company size, manufacturers vs. distributors, etc.)</td>
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<td>Literature Review</td>
<td>• Review of 25 relevant, publicly available articles, publications, and career resources focusing on the fields of manufacturing and distribution</td>
<td>• Better understand employment trends impacting the PT/MC industry, manufacturing and distribution and the US economy at large</td>
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</table>
LITERATURE REVIEW REFERENCES

The following resources were explored through the literature review that informed this industry employment report.


