

# The State of Industrial Worker Safety and Wellbeing

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We are thrilled to present the findings of an unprecedented study that delves into the perceptions of our industrial workforce regarding safety and its impact on their job satisfaction, health, and preparedness. At Vector Solutions, we understand the pivotal role that safety plays in the well-being and productivity of our workforce and this study was conducted to shed light on the importance of safety initiatives, safety training, and safety technology in creating and maintaining a healthy, secure, and successful working environment.

The insights gleaned from this groundbreaking research are nothing short of compelling. Some key highlights include:

- **46%** of workers believe that their employer could do more to reduce safety incidents, emphasizing the need for enhanced safety measures and support from employers.
- Alarmingly, **33%** of workers expressed discomfort in reporting workplace hazards, signifying a crucial need to cultivate a culture of transparency and proactive hazard reporting within our organizations.
- A resounding **100%** of workers emphasize the indispensable nature of safety training for nurturing a secure workplace, underlining the critical role that training plays in safeguarding our workforce.
- However, the study also revealed that **50%** of workers find their company's training to be lacking in engagement, indicating an area that warrants attention and improvement.
- An encouraging **81%** of workers attest that their training instills in them a stronger commitment to remain with the company, while **57%** say that safety issues make more seasoned workers leave, underscoring the profound impact of training on employee retention and loyalty.
- Workers say safety is the **second** most important factor when choosing a job, only behind pay.

We believe that the implications of these findings are important, serving as a clarion call for continued industry-wide introspection and proactive measures to fortify the safety and well-being of our workforce.

Thank you for your unwavering support and for joining us in our dedication to nurturing a safer, more supportive, and fulfilling work environment for all.

Sincerely,

*Clare Epstein*

Clare Epstein | General Manager, Vector Solutions

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# Survey Methodology & Demographics Summary

**Within the complex environments of industrial workspaces, a fundamental question lingers: do workers genuinely feel that their safety is the utmost priority?**

This research report explores the thoughts and perspectives of industrial workers in the United States, delving into their perceptions of safety within their workplaces and the roles played by their companies in safeguarding their mental and physical well-being.

By examining the influence of technology on safety practices, identifying investment gaps, and understanding the evolving role of data in shaping safety landscapes, the report provides insights into the current state of job safety in the industrial sector. Moreover, this research sheds light on the consequences faced by organizations that fail to cultivate a safety-centric organizational culture, uncovering the implications on employee satisfaction, workforce health, and overall operational and emergency preparedness.



## Survey Details

- Survey conducted at 95% confidence, +/- 4% margin of error
- Survey conducted from April 4 - April 18, 2024



## Respondent Qualifiers

- Live in the US
- 18+ years of age
- Employed full-time as an industrial worker



## 602 total respondents

- Male: 68%
- Female: 31%
- Non-binary: 1%
- Representation: 47 of 50 states (excluding AK, UT, & VT)



# Key Findings



A black and white photograph of four construction workers in a factory or industrial setting. The worker on the far left, a man with a beard, is wearing a hard hat and a high-visibility vest over a checkered shirt. He is gesturing with his right hand while speaking to the others. Next to him is another man with a beard, also in a hard hat and high-visibility vest, looking towards the speaker. In the center is a woman wearing a hard hat and a high-visibility vest, holding a clipboard and looking at the speaker. On the far right is another man in a hard hat and high-visibility vest, looking down at a clipboard. The background shows industrial equipment and a large building structure.

# Safety Perspectives

# Safety Is One Of The Most Important Factors For Commercial Workers

**1<sup>st</sup>** Pay

**2<sup>nd</sup>** Safety at Work

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*Safety is the **second most important** factor for industrial workers, with pay being the only thing that outranks it*

**3<sup>rd</sup>** Hours

**4<sup>th</sup>** Location of Work

**5<sup>th</sup>** Title / Seniority

But An  
Unacceptable  
Amount  
Are Not Feeling Safe



**2 in 10**

Workers feel that the risks of their job extend beyond what they signed up for, and those in maintenance were **120% more likely** than average to say this



# At Work, Industrial Workers Are Exposed To Dangerous Elements

35%

Have been exposed to harmful  
chemicals at work

42%

Have been exposed to extreme  
temperatures at work

# And Asked To Work Long Hours

75%

Have been asked to work extended hours

# Some Even Report Dangerous On-The-Job Behavior

22%

Of workers have witnessed someone drinking alcohol on the job

# That, Coupled With Outdated and Poorly Maintained Equipment Leaves the Door Wide Open for Incidents

30%

Report that the  
equipment they use at  
work is outdated

26%

Say that the equipment they  
use at work isn't properly  
maintained

# Meanwhile 1/5 Of Employers Still Don't Take Safety Seriously



**2 in 10**

Workers report that their company doesn't see safety as a top priority, and those in electrical maintenance were **235% more likely** than average to say this



# The Majority Of Workers Feel Like Safety Is Merely About Compliance

83%

Feel that their company's safety protocols feel like checkboxes rather than genuine commitments to employee well-being



A low-angle, close-up shot of a person's legs and feet. They are wearing dark-colored safety pants with reflective silver stripes on the lower legs and sturdy, dark safety boots with laces. They are walking on a metal grate floor, likely in an industrial or construction setting. The background is blurred, showing some structural elements and lights.

# Preventing Incidents

# Safety Incidents Are Happening

46%

Of workers believe that their employer could be doing more to reduce safety incidents – and those in safety were **117% more likely** than average to say this

*In Fact,*

43%

Report that there has been a safety incident in the past **12 months**

*And of Those,*

**5** Is the average number of incidents reported in the past 12 months

# The Majority Of Which Could Have Been Prevented

88%

For those that have had incidents in the past 12 months, **88%** say that at least some of these incidents could have been prevented through improved safety measures – with **27%** saying that **all** incidents could have been prevented this way

# Incidents Don't Just Pose Internal Risk – They Damage Company Reputation



81%

Of workers believe that safety issues are a stain on  
their company's reputation

# And The Missing Paper Trail Makes Safety Issues Persist



**2 in 10**

Workers say that their company doesn't properly document and/or address safety concerns

**17%**

Say that their company doesn't have the information to get to the root of safety issues



## And Others Feel Unable To Speak Up...

12%

Of workers do not feel comfortable reporting workplace hazards, and non-native English speakers were **127% more likely** to say this than native English speakers

23%

Have noticed a hazard but didn't report it

33%

Feel pressured to prioritize productivity over safety at work, and non-native English speakers were **27% more likely** to say this than native English speakers





# Safety Training Impact

# Fostering A Safe Workplace

## Starts With Training



Say that safety training is essential for  
fostering a safe workplace

# And Most Workers say More Training Is Needed



Of workers believe that additional training  
would improve their workplace safety

# Good Training Makes Workers Feel Better – Equipped To Do Their Jobs

**85%**

## **Incident Preparedness**

of workers believe that  
incident preparedness is an  
outcome of good training

**83%**

## **Improved Performance**

of workers believe that  
improved performance is an  
outcome of good training

**76%**

## **Readiness for Work**

of workers believe that  
readiness for day-to-day work  
is an outcome of good training

# Leaving Them Happier With The Work They Do

62%

Believe that good training improves job satisfaction

# It's Not Just A Theory – Data Shows That Those With Good Training Truly Are Happier

95%

Of workers who are satisfied with their training say it makes them more confident

While

72%

Say it makes them feel more motivated

And

81%

Report that their training makes them feel more inclined to stay at the company



# But Unfortunately, All Training Programs Are Not Created Equally



**2 in 10**

Say that their company did not properly  
train them for their job

**17%**

Of workers rate their training as  
**unsatisfactory**

# The Time To Fix Training Is Now

29%

Of those who are unsatisfied with their training are considering leaving their job for this reason

# Because These Outdated And Boring Trainings Just Aren't Cutting It

28%

Of workers say that their company's training is outdated, and those in quality assurance roles were **57% more likely** than average to say this

21%

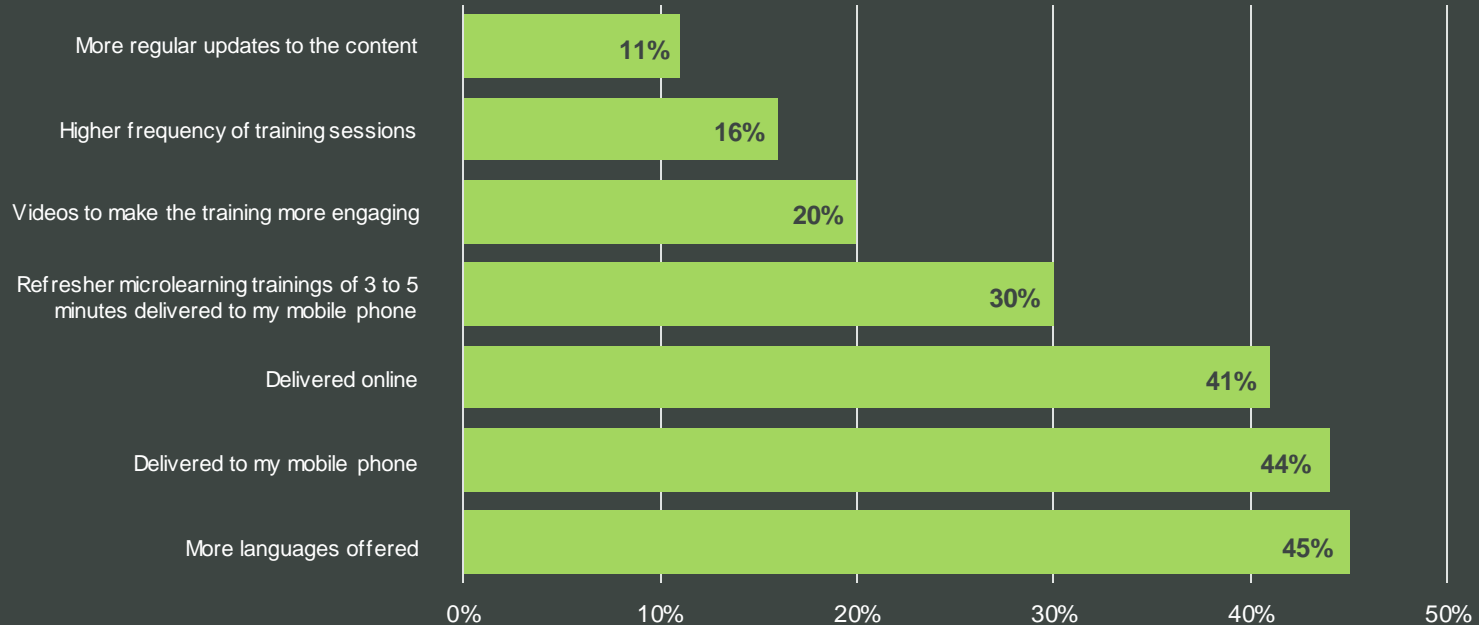
Say that their company's training doesn't cover the right topics, and those in maintenance roles were **86% more likely** than average to say this

50%

Say that their company's training is not engaging, and those in electrical maintenance roles were **100% more likely** than average to say this

# How Can Training Be Improved?

## According To Our Data:



# An Informed Employee Is A Happy – And Safe – Employee

76%

Of those who receive updates after the fact say that proactive updates on regulatory changes would improve their job performance, and women were **14% more likely** than men to say this

*While*

72%

Say it would improve their job satisfaction

*And*

88%

Say that it would improve their safety

# But Is Safety Getting Lost In Translation? Data Points To Yes



## Half

Of non-native English speakers say that  
their company doesn't offer training in  
their native language



# Nearly 1/5 Feel Like Those At The Top Simply Do Not Care



16%

Of workers say that their managers don't take safety seriously, and **8%** have been injured as a direct result of neglectful leadership



# Retention and Hiring

# Labor Shortages And Skills Gaps Are Pushed Further By Safety Issues

44%

Say that safety issues make it harder to hire – which contributes to the labor shortage

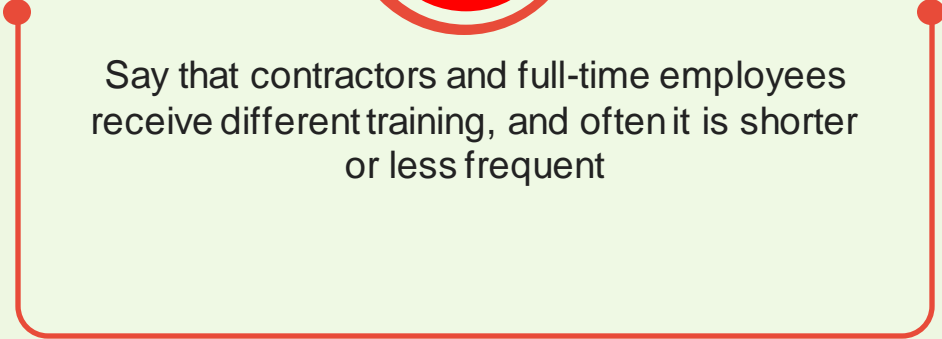
57%

Say that safety issues make more seasoned workers leave – which contributes to the skills gap

# And While Contractors Help Fill Gaps, They're Not Always Being Set Up For Safety Success



40%

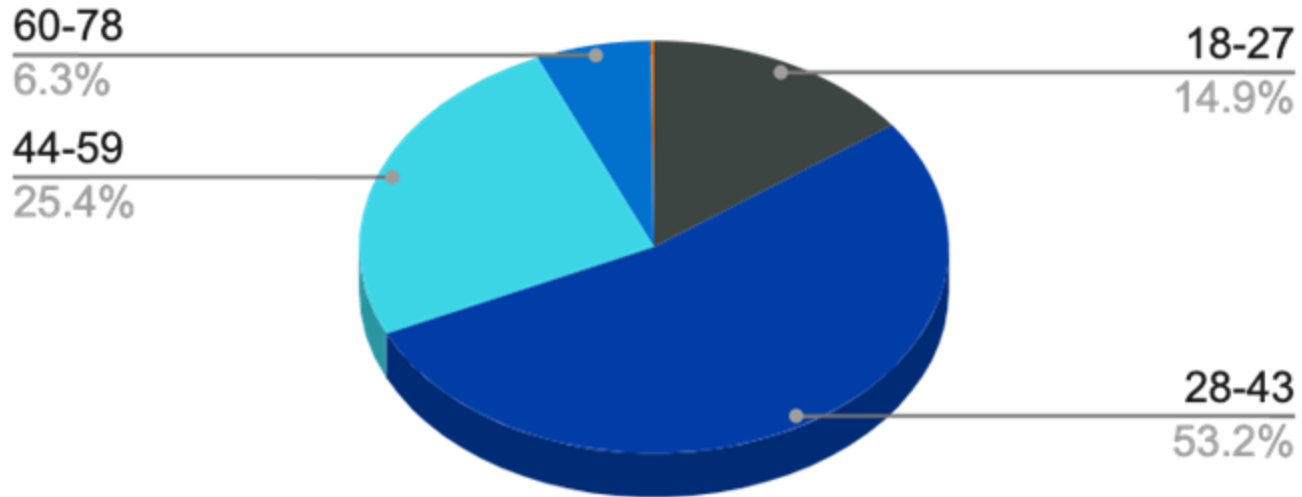


Say that contractors and full-time employees  
receive different training, and often it is shorter  
or less frequent

A photograph of three industrial workers in a factory setting, overlaid with a blue tint. The workers, two men and one woman, are wearing hard hats, safety glasses, and high-visibility vests. They are gathered around a tablet, looking at the screen with interest. The background shows industrial machinery and a large factory hall.

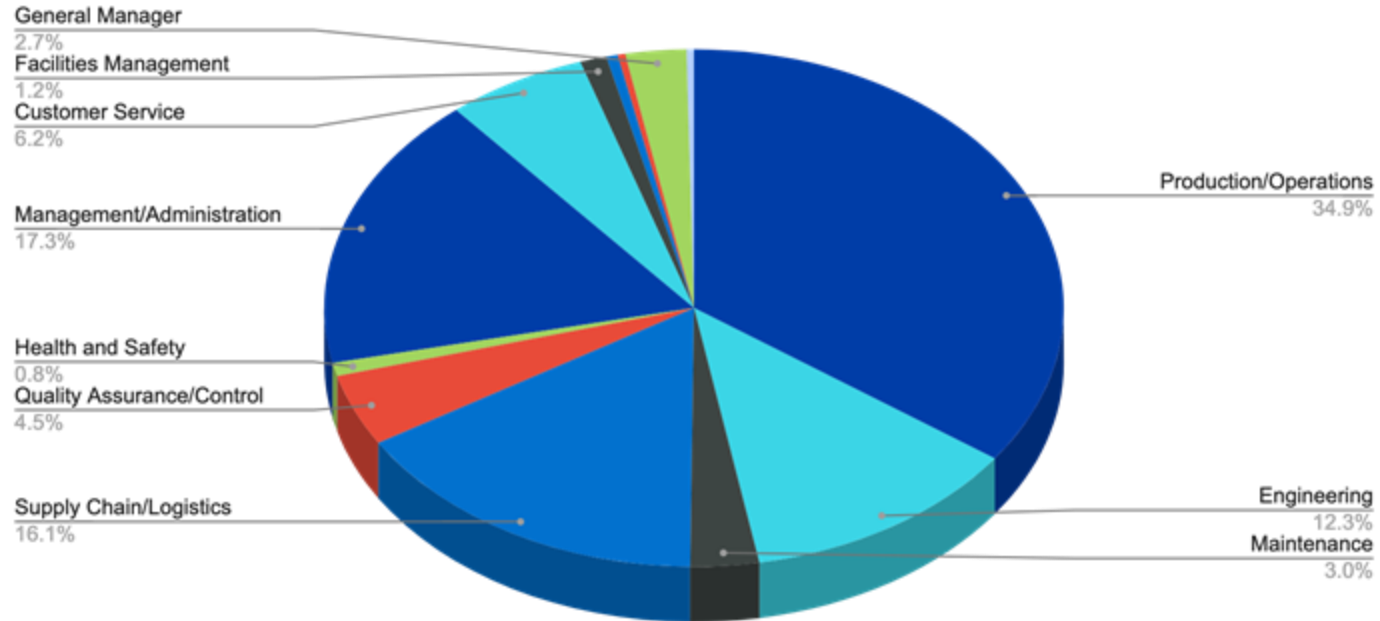
# Demographics

# Age

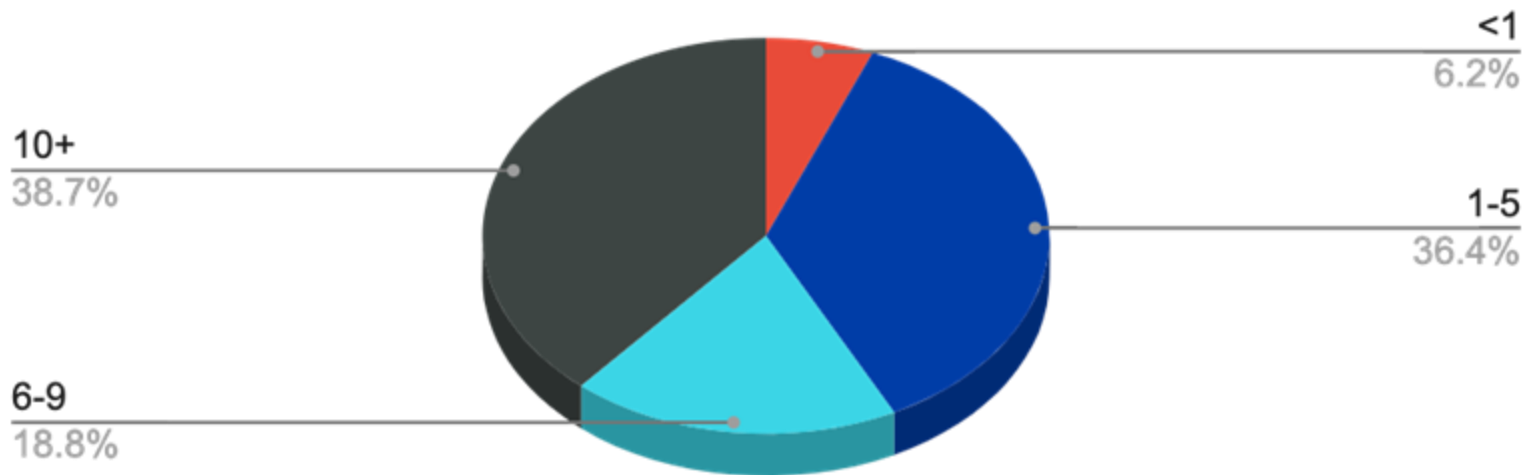




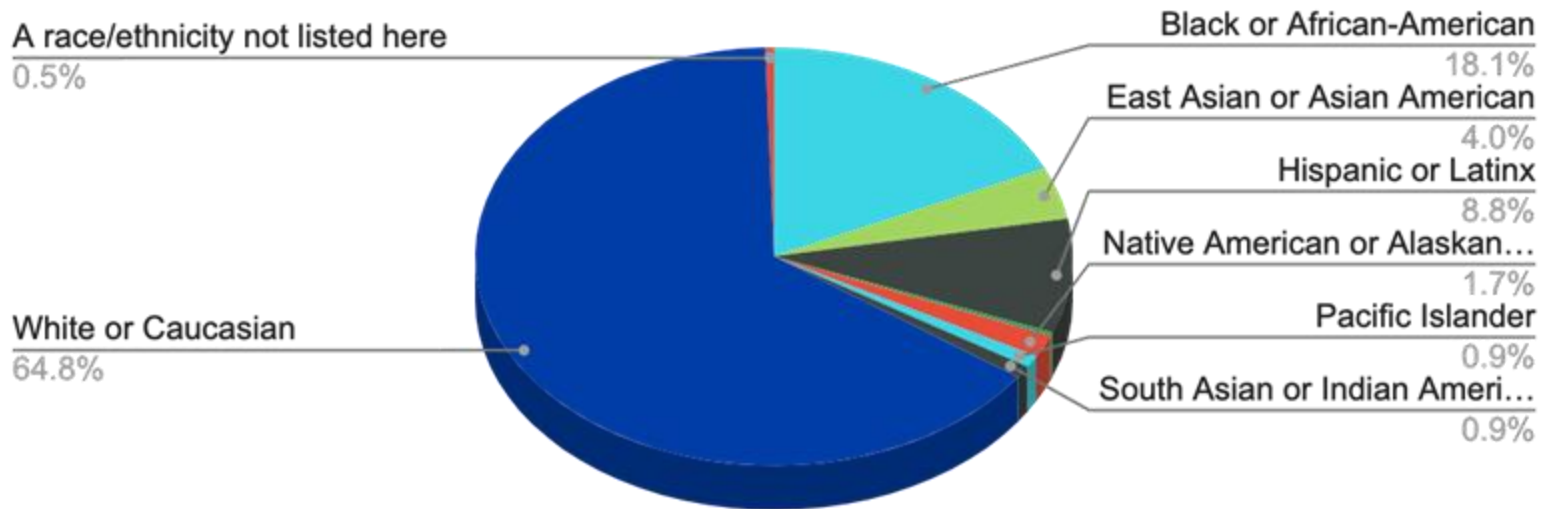
# Department



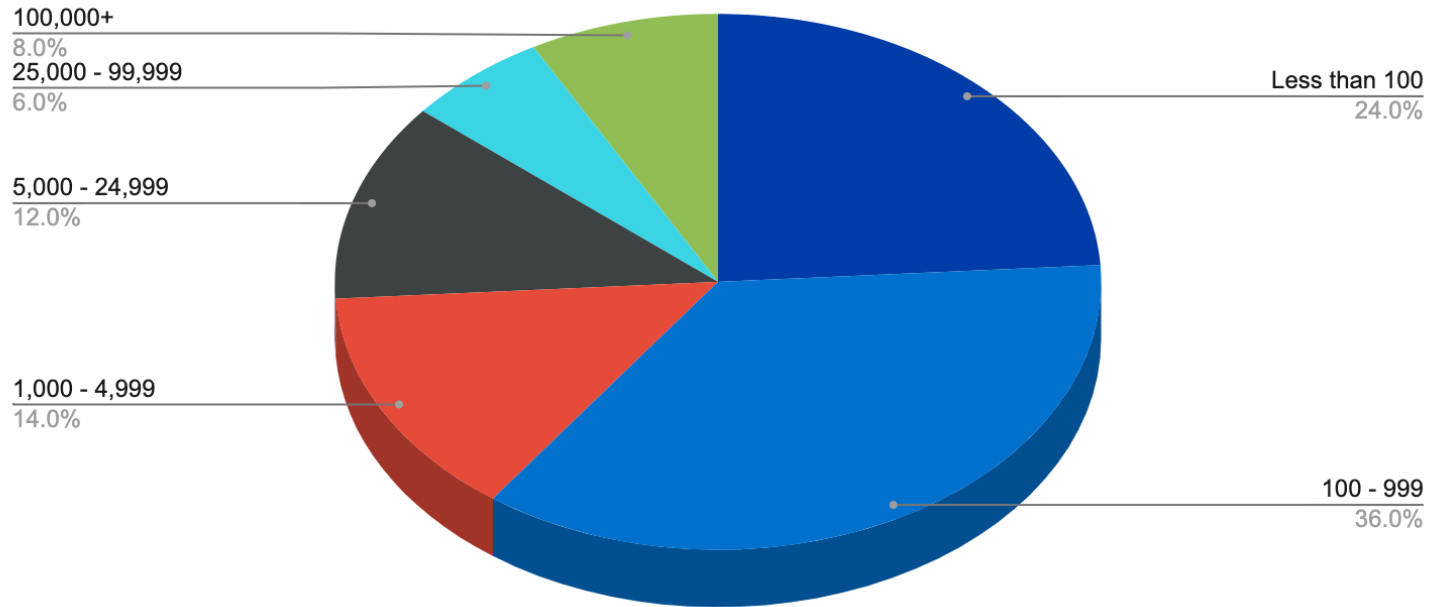
# Years Employed



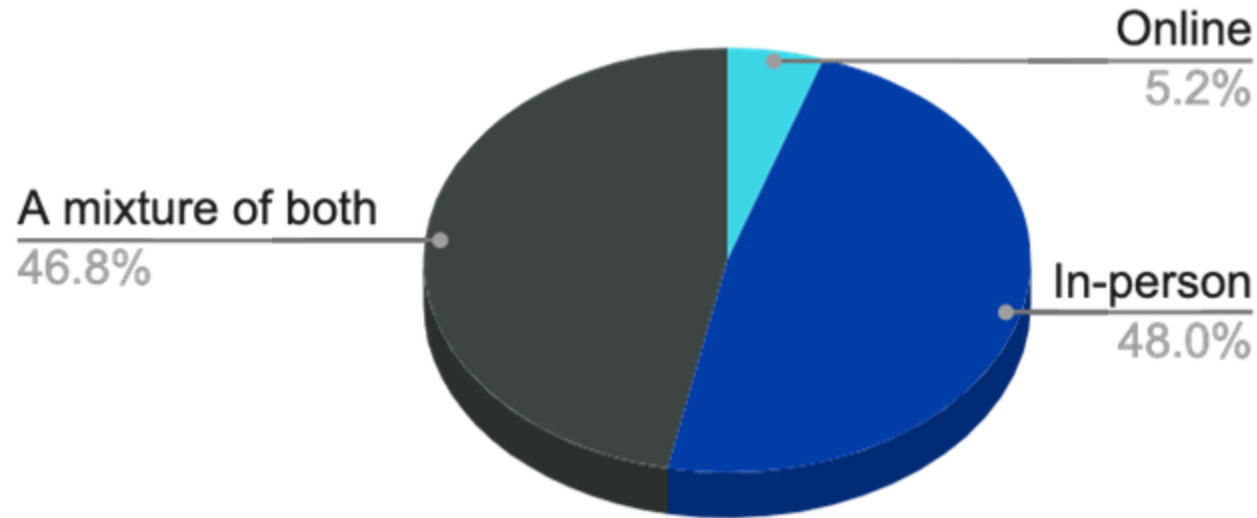
# Race / Ethnicity



# Company Size



# Training Method



A photograph of three construction workers in a factory or industrial setting. They are wearing hard hats, safety glasses, and high-visibility vests. They are gathered around a tablet, looking at the screen with interest. The background shows industrial equipment and a large warehouse-like structure. The entire image is overlaid with a blue tint.

# About Vector Solutions





# Vector Solutions for Industrial

## Enhancing Workforce Safety, Compliance, and Skills



Vector Solutions for Industrial is a leading provider of training, compliance, and performance management solutions for critical industrial sectors. Our industrial suite of solutions helps mitigate risks, minimize skills gaps, and improve productivity for training management, knowledge assessments, EHS management, and an extensive online and mobile learning library of 3D animated courses. [Take the First Step Today](#)

### Health & Safety Training

Ensure your workforce is OSHA compliant with our comprehensive safety training programs.

[Learn More](#)

### EHS Management

Optimize your environmental, health, and safety processes with our robust EHS management solutions.

[Learn More](#)

### Maintenance Skills & Training

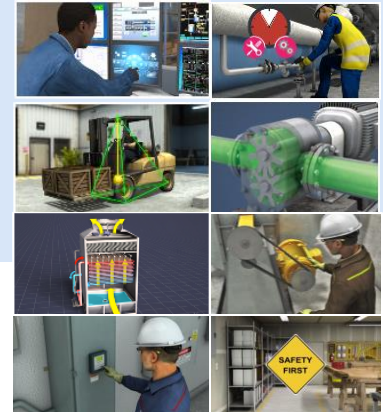
Ensure smooth operations and minimize downtime with our specialized maintenance training courses.

[Learn More](#)

### Learning Management System

Assess employee competencies, create learning paths, assign courses, and track progress to drive consistency across your organization.

[Learn More](#)





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