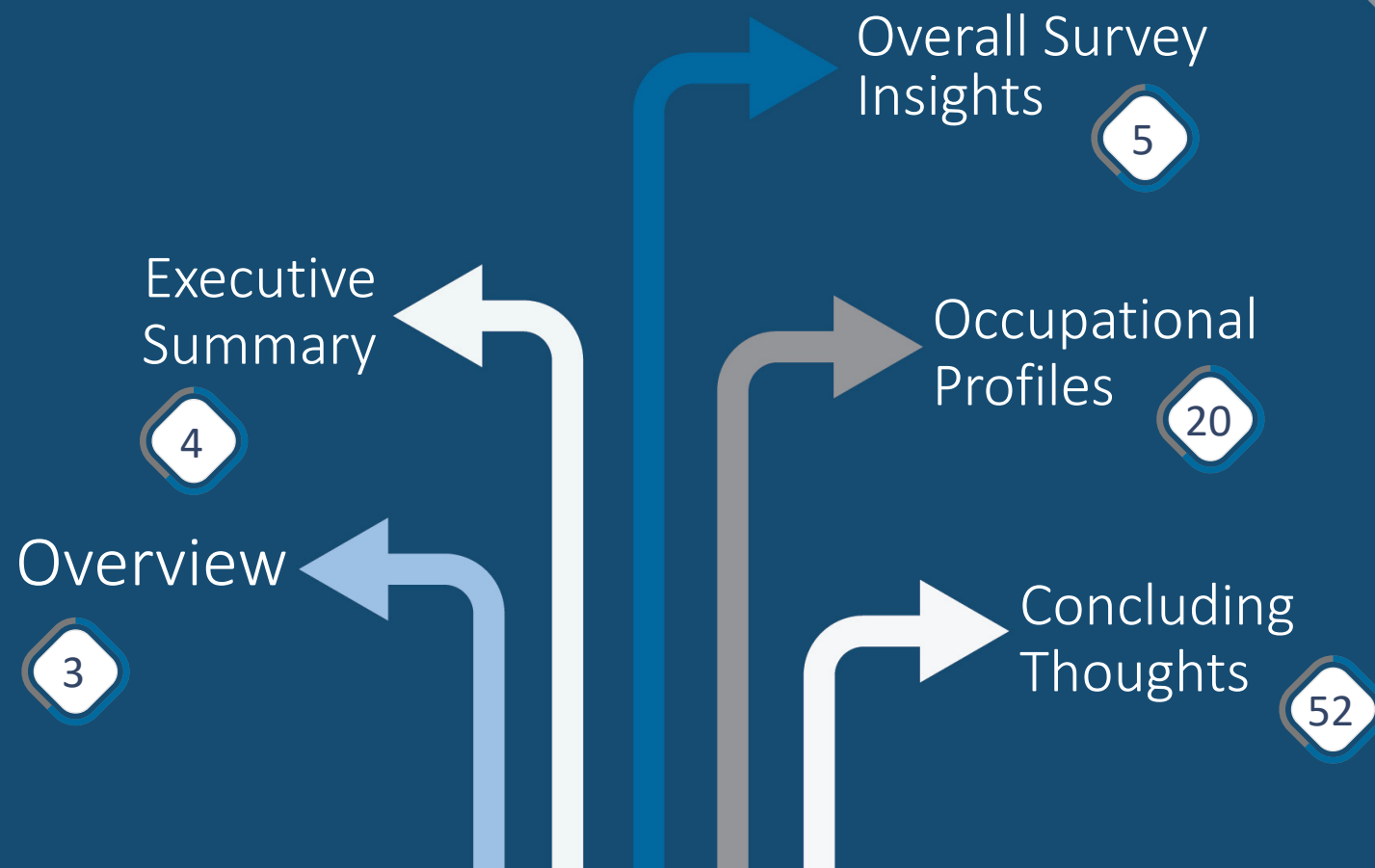


Canadian Welding Industry **Employment & Salary Report** **2024**



In This Report



Overview

Objective

- To understand the employment landscape of welding professionals.
- Provide insight into different welding career paths by examining the employment and salary profiles of welding professionals.
- Identify areas of satisfaction and dissatisfaction and the challenges faced among those working in the welding industry.

Audience

- Employers, business owners, organizations in the welding industry, governing bodies and policy makers, not-for profit organizations, trade associations, educators, guidance counsellors, job seekers, apprentices, students, welding professionals and anyone interested in learning about the welding industry.

Methodology

- Surveys were sent to all CWB Association members and Education clients residing in Canada.
- Respondents who were employed and actively working in welding-related professions at the time of survey collection were eligible to participate.



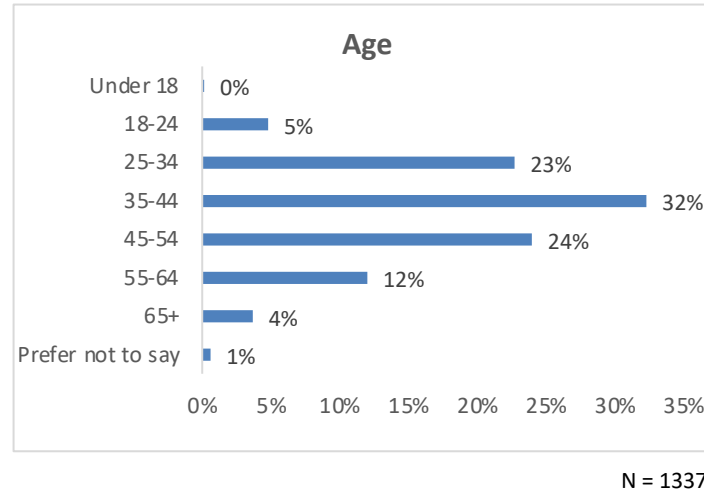
Executive Summary

- **84%** of respondents indicated that they are **employees** of an organization, 12% are self-employed, 2.5% indicated that they are employed apprentices, and 1.4% are on leave but still employed.
- Most respondents work on a **full-time (96%), permanent basis (87%)**, with about **67%** of respondents being **hourly** employees, while 33% are **salaried**.
- Approximately **57%** of respondents **held welding certifications**, while 43% did not.
- About **64%** of survey respondents indicate working **40 to 49 hours per week**.
- The majority of survey respondents (80%) have held the same positions in their current workplace for **under 10 years**.
- Approximately **56%** of welding professionals earn between **\$60,000 to under \$110,000 annually**. **Welding engineers** report **highest annual salaries**, with 54% making over \$100,000 annually, while **welding apprentices** and **welders** (excluding welding journeypersons) report **lowest salaries**.
- Areas of **highest job satisfaction revolve around relationships**, including relationships with co-workers and managers/supervisors. Areas of lowest satisfaction are regarding **opportunities for advancement, salary** and **performance recognition**.
- About **56%** of employees indicate **high satisfaction with their career** (ratings of 8 - 10). **Welding instructors** and **supervisors** indicate **the highest level of satisfaction**, with 63% giving a rating between 8 and 10.
- **A lack of qualified workers (47%)** was identified as the top issue facing the welding industry today, followed by an **aging workforce (41%)**.

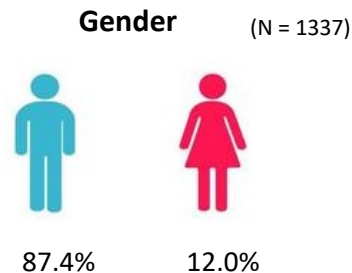


Respondent Profile

Province	Percent
Newfoundland and Labrador	2.0%
Prince Edward Island	0.7%
Nova Scotia	2%
New Brunswick	3%
Quebec	18%
Ontario	31%
Manitoba	4%
Saskatchewan	4%
Alberta	22%
British Columbia	12%
Yukon	0.2%
Northwest Territories	0.2%
Total	1337



Diversity Profile	
Indigenous	9.6%
Visible Minority	10.3%
LGBTQ+	4.2%
Disability	5.5%



Note: 0.2% selected non-binary/third option gender and 0.3% chose "prefer not to say"

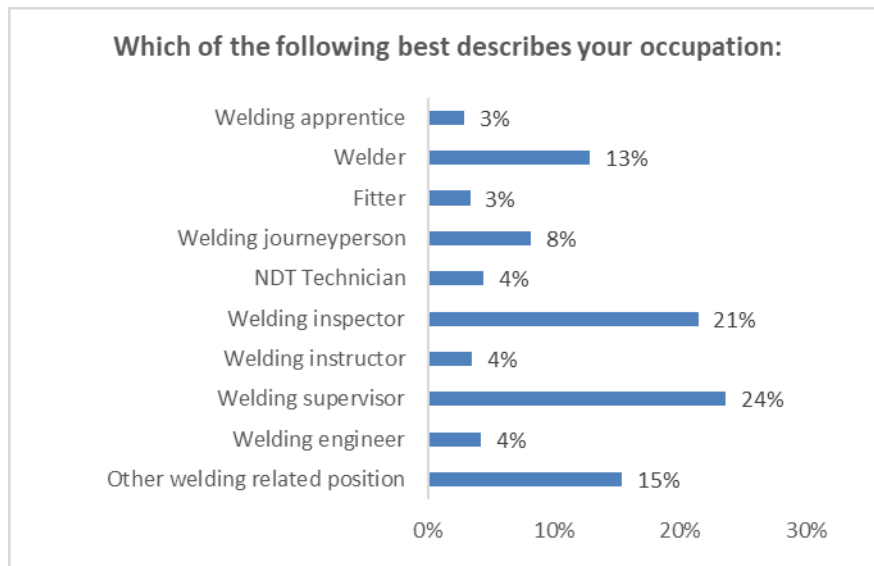
Education	Percent
No certificate, diploma or degree	1%
High school diploma or equivalent	9%
Apprenticeship, trades certificate or diploma	42%
Some college education	6%
College Certificate or diploma	19%
Some university	3%
Bachelor's degree	13%
Postgraduate degree	6%
Prefer not to say	1%

N = 1337

- Most respondents reside in Quebec (18%), Ontario (31%), Alberta (22%), and British Columbia (12%)
- 87% were male and 12% were female
- Over one-third were aged 35-44, and 42% had an apprenticeship, trades certificate or diploma.

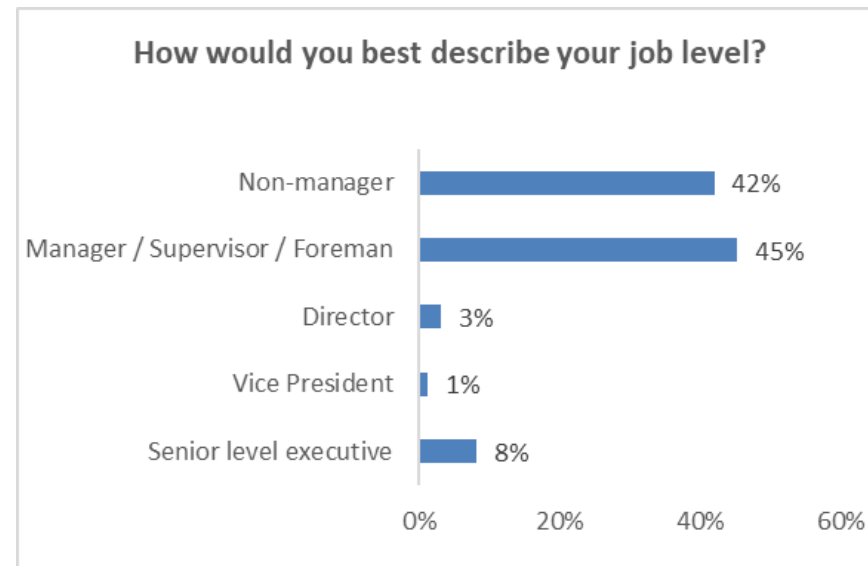
Occupation & Job Level

- Welding inspectors and supervisors comprised 45% of all survey participants, while welders and journeypersons accounted for an additional 21%.



N = 1337

The top "Other welding related positions" roles in quality control, engineering, education, various trades, management/supervisory positions, and sales.

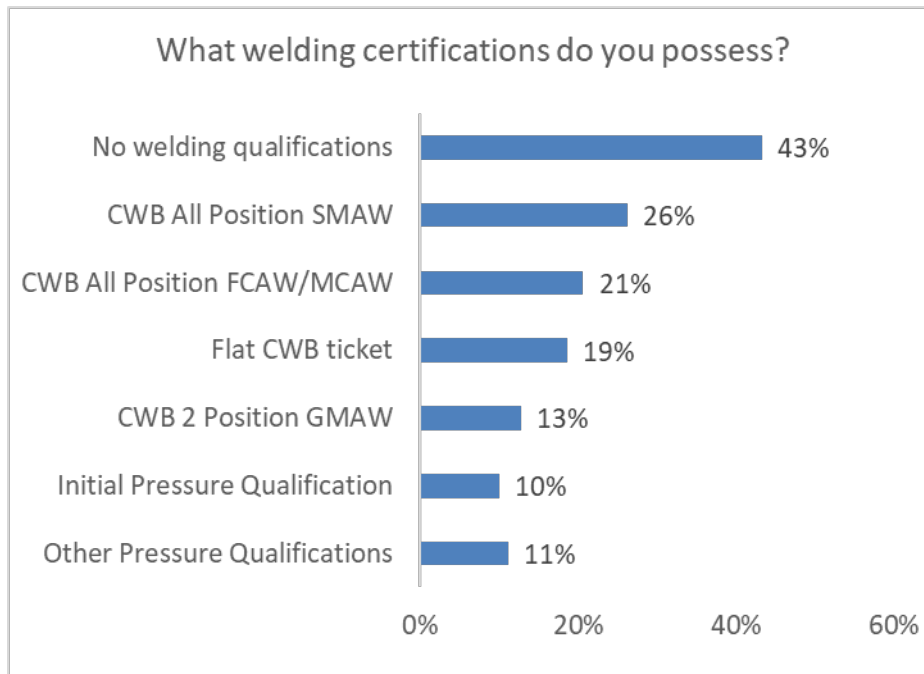


N = 1337

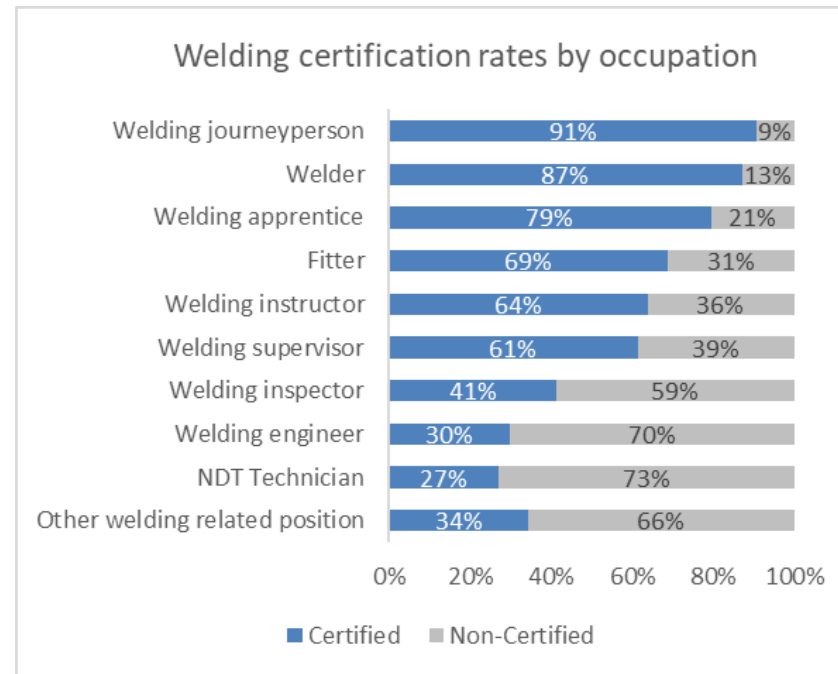


Welding Qualifications

- Approximately 57% of respondents held welding certifications, while 43% did not. CWB All Position SMAW, CWB All Position FCAW/MCAW and a Flat CWB ticket were the top three certifications held.
- Welding journeypersons, welders, and welding apprentices were the top occupations to have welding certifications.



N = 1337

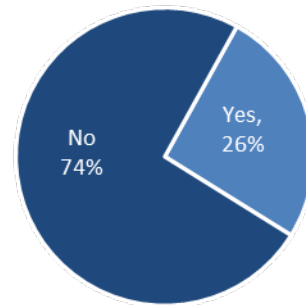


N = 1337



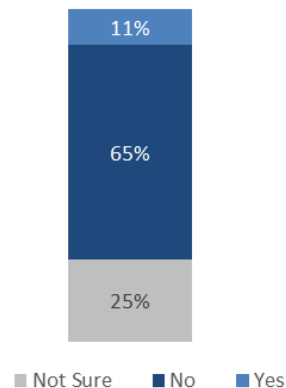
Use of Automation in Welding Operations

Do you or your organization use automation, including cobots, in your welding operations today? (N = 1330)



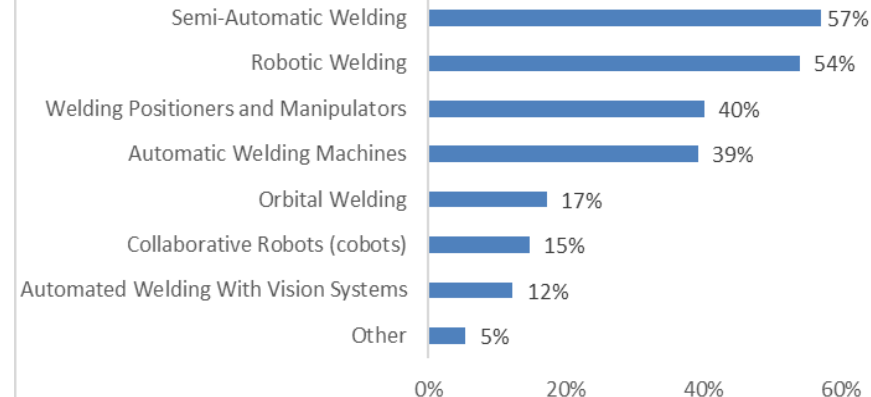
Respondents from large organizations (1,000+ employees) were more likely to use automation (39%) compared to small and medium-sized businesses (19%).

Do you or your organization plan on using automation in your welding operations in the next 1 - 2 years?



N = 919

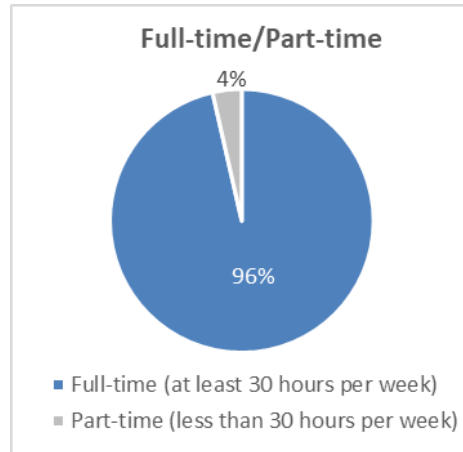
What kinds of automation do you or your organization use in your welding operations?



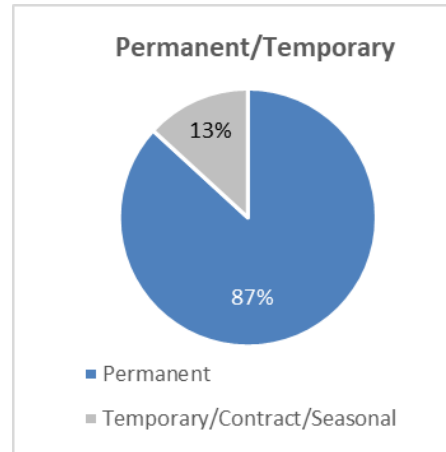
N = 319



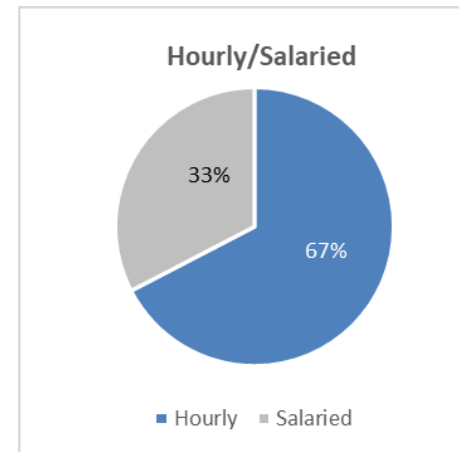
Employee Status & Job Type



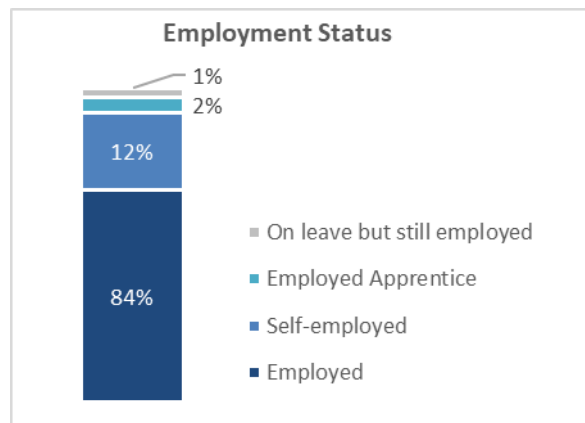
N = 1319



N = 1319



N = 1306



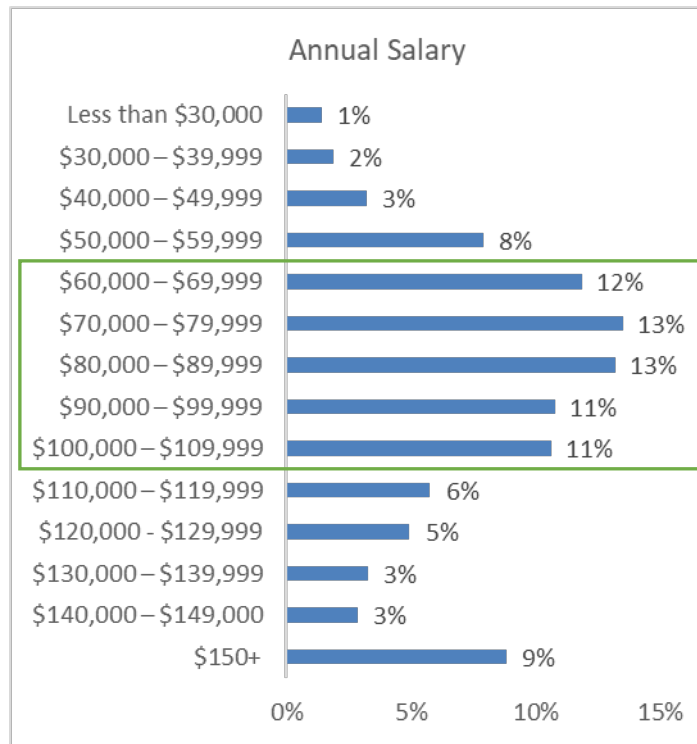
N = 1337

- About 12% of respondents are self-employed, 84% indicated that they are employees of an organization, 2% are employed apprentices, and 1% are on leave but still employed.
- The majority (96%) of respondents work on a full-time, and permanent basis (87%).
- 67% are hourly employees, while 33% are salaried.

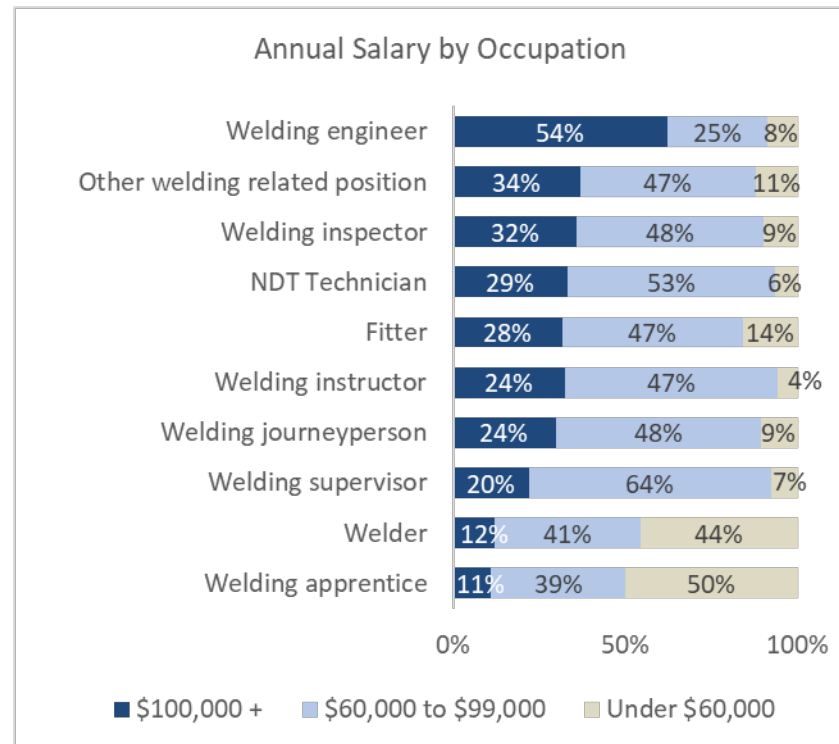


Employee Salary

- Approximately 60% of welding professionals earn between \$60,000 and \$110,000 annually. Welding engineers have the highest earning potential, with 54% earning over \$100,000 annually.
- Around 50% of welding apprentices and 44% of welders (excluding welding journeypersons) earn under \$60,000 annually.

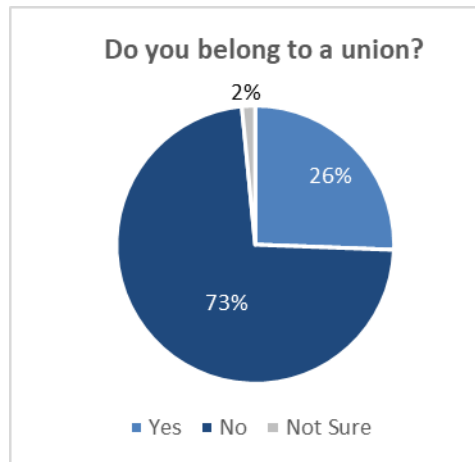


N = 1215

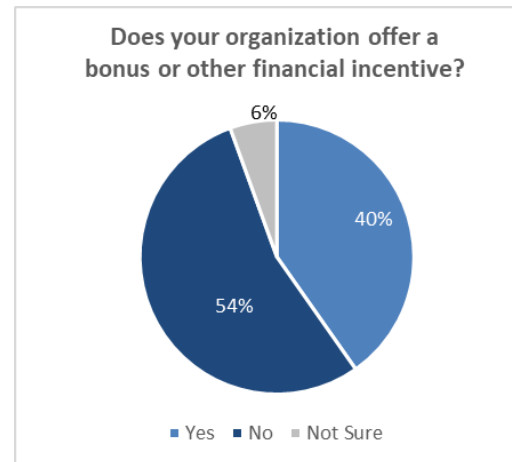


Other Employment Factors

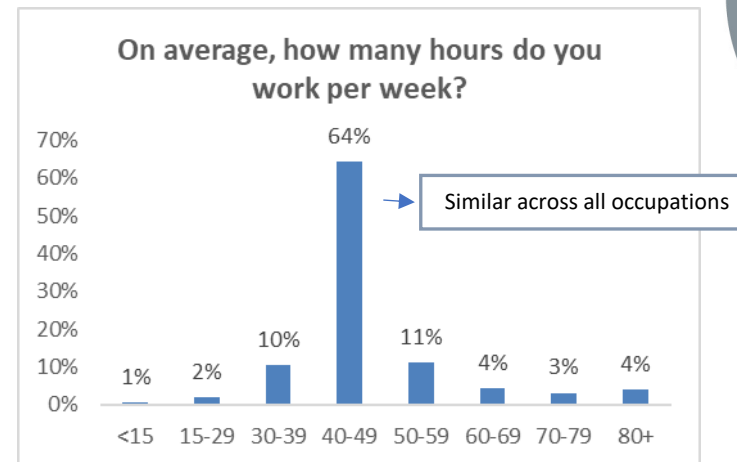
- The majority of respondents do not belong to a union (73%) and do not receive a bonus or other financial incentive (54%)
- 64% of respondents stated that they work on average 40-49 hours per week



N = 1297



N = 1297

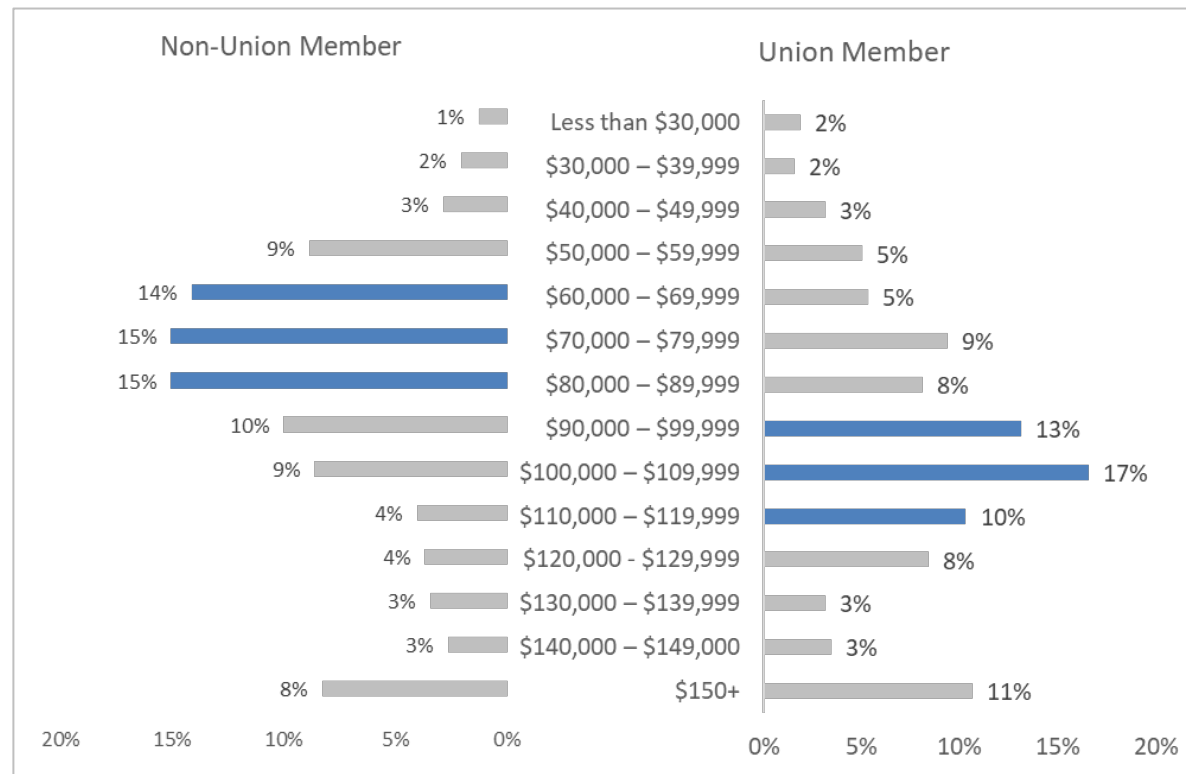


N = 1319



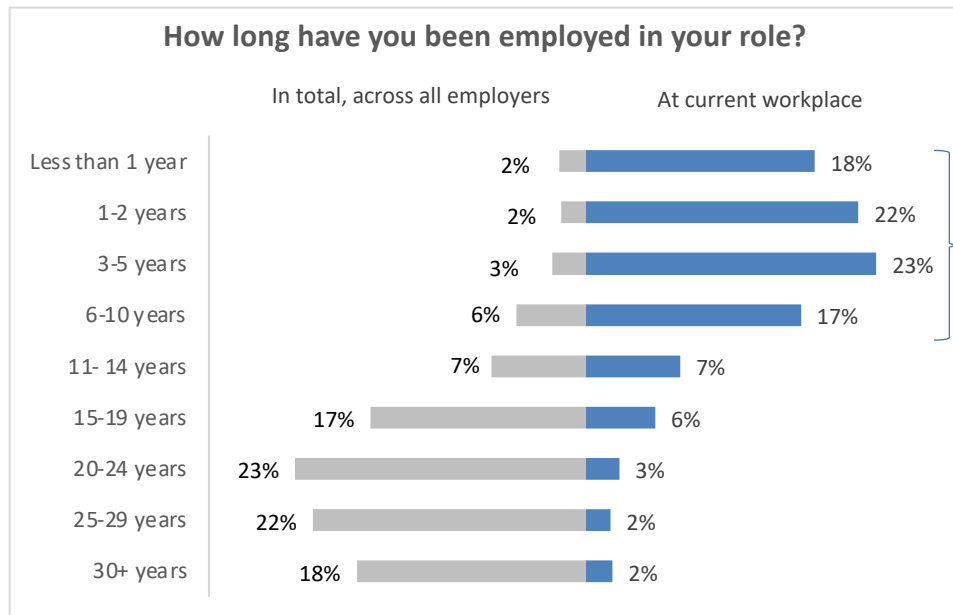
Salary by Union Membership

- Union members report higher annual wages than those that do not belong to a union

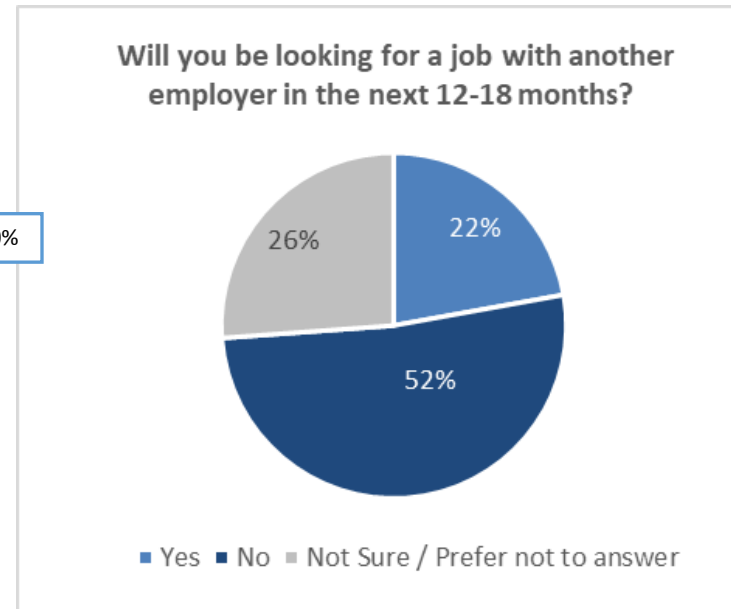


Employment Length

- Most individuals (80%) have been employed at their current workplace for 10 years or less. However, when considering employment across all positions, 80% of respondents have been in the workforce for 15 years or more.
- About 22% of employees plan to look for another job within the next 12-18 months.



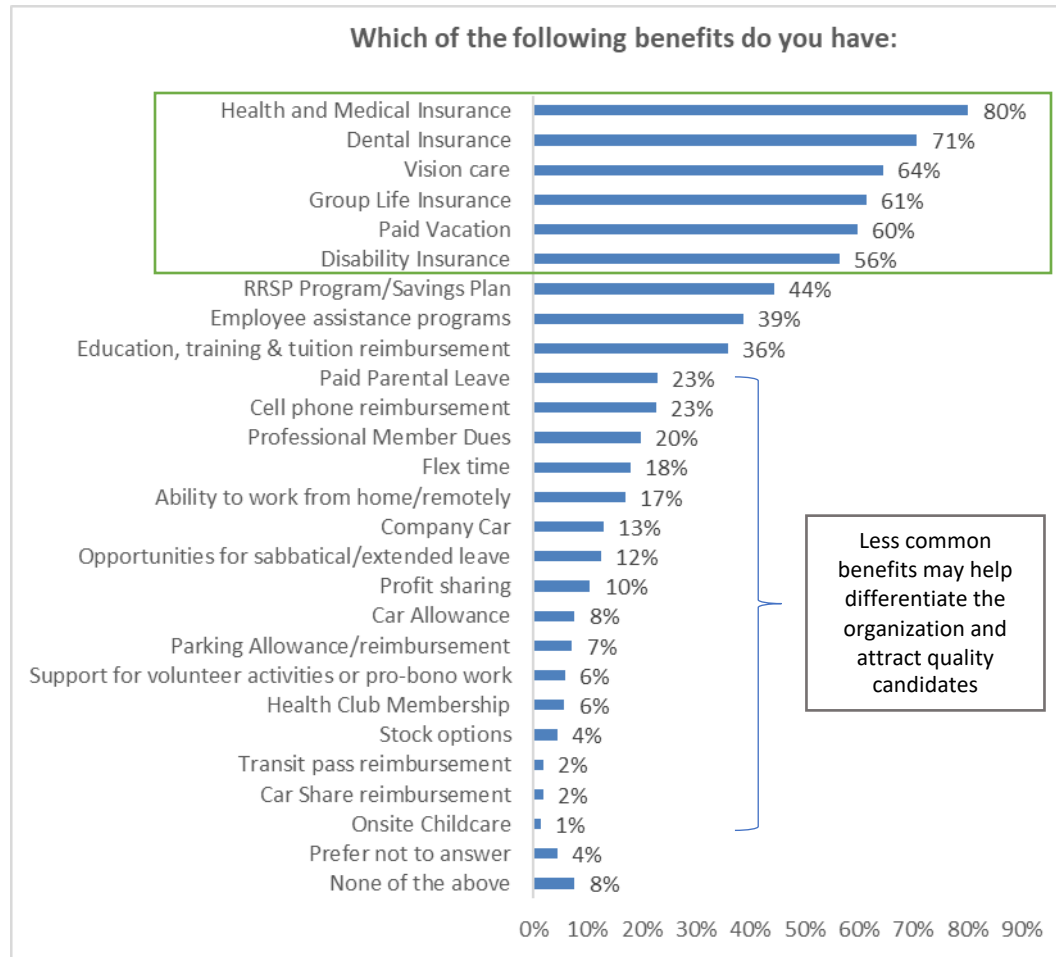
N = 1267



N = 1277



Employee Benefits



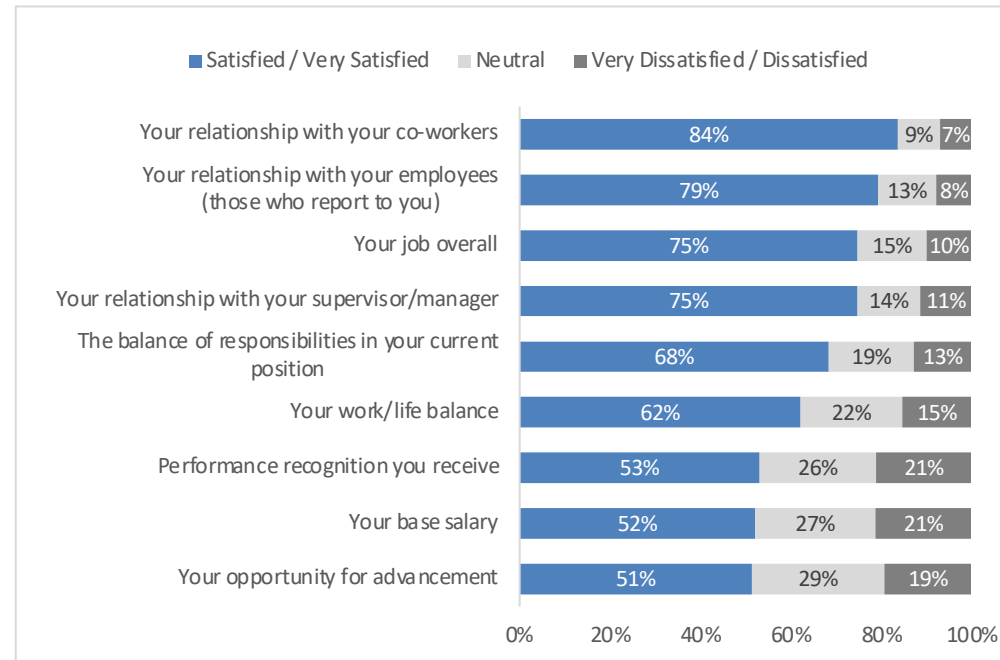
N = 1297

- The top employee benefits are the traditional benefits such as health and medical insurance, dental, vision care, and vacation pay (50% of employees).
- Rare benefits (under 10% of employees) such as car allowance, volunteer opportunities, onsite childcare, health club membership, stock options, and transit reimbursement may help attract quality candidates.
- About 8% of employees are not offered any benefits.



Job Satisfaction

Level of satisfaction or dissatisfaction in current workplace

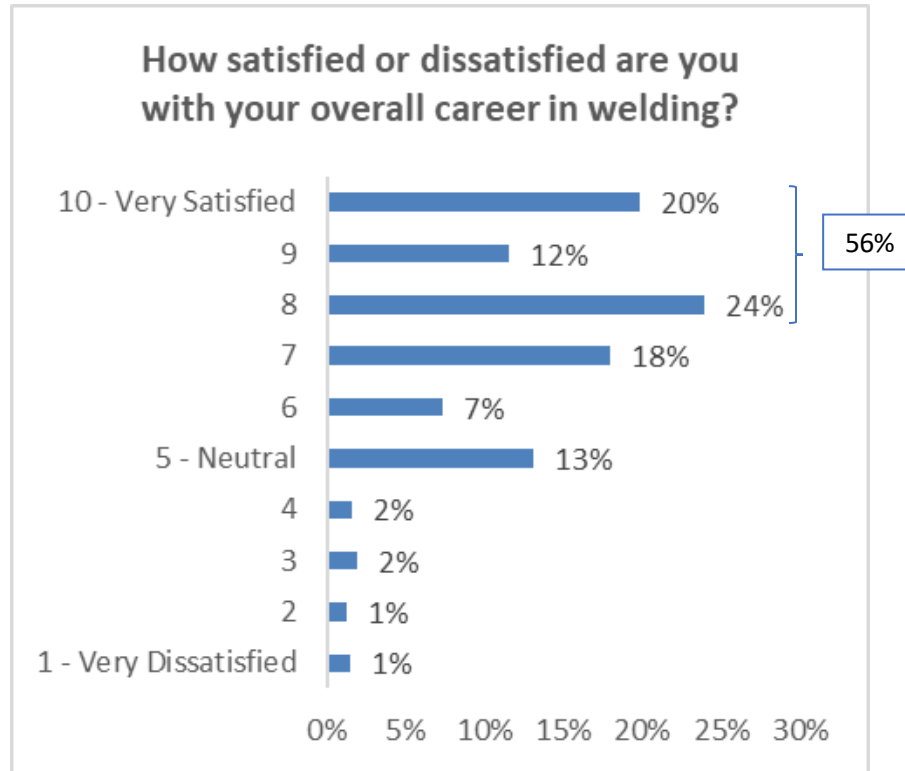


Number of comments by type and sentiment

Comment Category	Total	Sentiment		
		Positive	Neutral	Negative
Career/Job satisfaction	10	9	0	1
Career advancement	7	0	1	6
Training and skill development	5	3	0	2
Management/employer issues	4	0	1	3
Salary	3	1	0	2
Work environment	3	2	0	1
Work/life balance	3	0	1	2
Not valued	3	0	0	3
Equality/Gender/Diversity	3	0	0	3
Other	3	0	1	2
Grand Total	44	15	4	25

- Relationship with co-workers is the area of most satisfaction for those employed in welding-related occupations, while areas of least satisfaction were opportunities for career advancement, salary, and performance recognition. Approximately 75% expressed overall job satisfaction.
- While respondents generally expressed satisfaction with their job or career in the comments, negative feedback focused on limited advancement opportunities, management and employer issues, inadequate salary, a lack of recognition, feeling devalued in the workplace or industry, and concerns related to gender and diversity.

Career Satisfaction



N = 1270

- About 56% of respondents reported high career satisfaction, with ratings between 8 and 10, while only 6% expressed significant dissatisfaction, with ratings of 4 or below.
- Welding engineers and instructors reported the highest satisfaction rates at 63%, while the lowest scores came from Fitters (37%) and NDT technicians (39%).
- Comments indicate that high satisfaction stems from overall enjoyment and passion in their job, opportunities for advancement and skill development, diverse job responsibilities, fair compensation, a positive work culture, and travel opportunities.
- Dissatisfaction is linked to limited advancement, training, salary concerns, health risks, and negative work environments, including gender and diversity issues, and general industry dissatisfaction.



Comments – Reasons for Satisfaction or Dissatisfaction with Career



Satisfaction Rating 8 – 10: Number and Type of Comments by Sentiment

Comment Categories	Total	Sentiment		
		Positive	Neutral/ Mixed	Negative
Job/Career Satisfaction	53	51	1	1
Career advancement/growth	32	29	1	2
Skill development / Challenging	30	28	1	1
Variety of jobs/career paths	17	17	0	0
Salary	15	12	0	3
Job opportunities	11	10	1	0
Work culture/relationships	9	9	0	0
Rewarding	9	9	0	0
Travel	7	7	0	0
Working conditions (health & safety, physically demanding)	4	0	0	4
Work/life balance	3	3	0	0
Mentorship opportunities	2	0	0	0
Lack of qualified workers	2	0	0	2
Equality/Gender/Diversity	2	0	0	2
Other	7	4	2	1
Grand Total	203	179	6	16

- “Welding and fabrication is my dream job. I have a passion for it and will do it until I can't.” – *Welding business owner, Alberta*
- “I have evolved over time in the field of welding and I have had the opportunity to see several facets of it. I have been a welder, welding inspector, welding supervisor. I have gotten training in a professional center and I am currently supervising welding inspectors. It's a great field where you can always evolve and learn more.” – *Quality supervisor, Quebec*
- “Consistent opportunity for growth and learning within the welding and inspection industry.” – *Welding Technician, Nova Scotia*
- “Limited schooling, between grants and bursaries I never paid out of pocket for tuition. Made good money to perfect/expand my skill set right out of school. This career has provided me with a stable future to provide for my family.” – *Welding Journey person, British Columbia*



Comments – Reasons for Satisfaction or Dissatisfaction with Career



Satisfaction Rating 5 – 7: Number and Type of Comments by Sentiment

Comment Categories	Total	Sentiment		
		Positive	Neutral/ Mixed	Negative
Job/Career Satisfaction	23	9	6	8
Career advancement/growth	17	5	3	9
Salary	13	4	0	9
Skill development	13	3	2	8
Job opportunities	10	1	1	8
Working conditions (health & safety, physically demanding)	9	0	0	9
Management/employer issues	6	0	1	5
Variety of jobs/career paths	3	0	2	1
Work/life balance	3	3	0	0
Equality/Gender/Diversity	3	0	1	2
Industry issues	3	0	0	3
Lack of qualified workers	2	0	1	1
Economic necessity	2	0	2	0
Other	10	2	4	4
Grand Total	117	27	23	67

- “Lack of progression of my welding apprenticeship from my employer takes it from a 10 to a 7 – *Fitter, Ontario*
- “Hourly rate in Ontario doesn't reflect the skill level compensation. A CWB Qualified Procedure ticket holder is not the same as a Journeyman Welder and that should be made clear to employers in Ontario. CWB should emphasize that one CWB ticket does not fit all welds especially in the Millwright Trade.” – *Welder, Ontario*
- “No Tig experience available at my work. School offers very little TIG time to gain a good understanding.” – *Welding Apprentice, Ontario*
- “Career opportunities in PEI are limited and employers are hard to discuss wages with.” – *Welding Journeyman, PEI*
- It's a fun job, but a bit hard on the body the longer you are doing that – *Welder, Quebec*



Comments – Reasons for Satisfaction or Dissatisfaction with Career



Satisfaction Rating 1 – 4: Number and Type of Comments by Sentiment

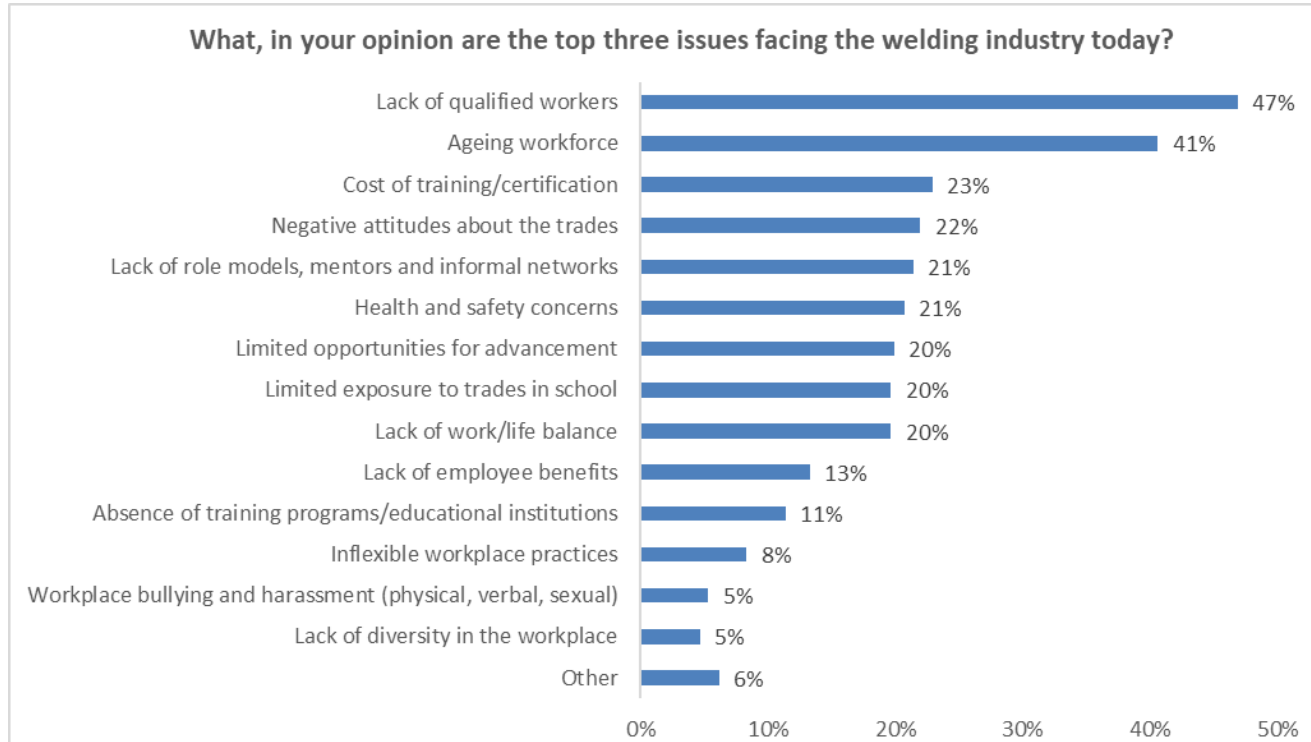
Comment Categories	Total	Sentiment		
		Positive	Neutral/ Mixed	Negative
Salary	8	0	0	8
Career advancement/growth	8	0	0	8
Job/Career Satisfaction	5	0	0	5
Industry issues	4	0	0	4
Job opportunities	2	0	0	2
Lack of qualified workers	3	0	0	3
Work culture/relationships	2	0	0	2
Working conditions (health & safety, physically demanding)	2	0	0	2
Economic necessity	2	0	0	2
Management/employer issues	1	0	0	1
Equality/Gender/Diversity	1	0	0	1
Physically demanding	1	0	0	1
Skills development	1	0	0	1
Undervalued	1	0	0	1
Grand Total	41	0	0	41

- “Welding/fabricating is a good honest job that used to provide a middle-upper class living wage. I don't believe it has kept up on that scale, although I believe that problem has been created by our government, not employers.” – *Fitter, Ontario*
- “Lack of opportunity for advancement in the industry. At least for where I live.” – *Welding Inspector, Ontario*
- “I feel like the trade is dying. And we are becoming too easy to replace with overseas peeps coming into the country and working for cheap wages. – *Welding Supervisor, Alberta*
- “Seems overly complicated, and so many underskilled people have come into trade, having to cut rates to get work, it devalues the trade as a whole – *Inspector, Alberta*



Top Issues Facing Welding Industry

- The two main challenges identified in the industry were a shortage of qualified workers and an aging workforce.
- Other issues identified were cost of training/certification, negative attitudes about the trades, lack of role models and mentors, health and safety concerns, limited opportunities for advancement, limited exposure to trades in school and lack of work/life balance.

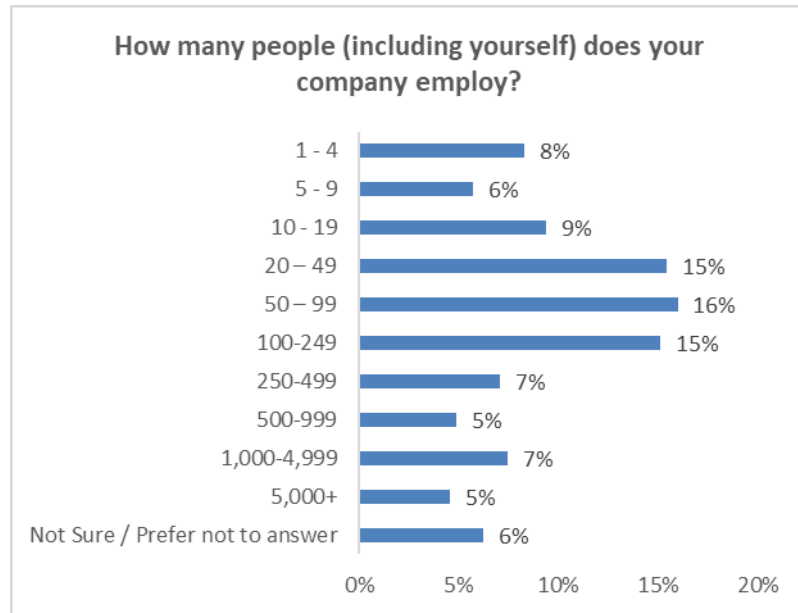


N = 1261

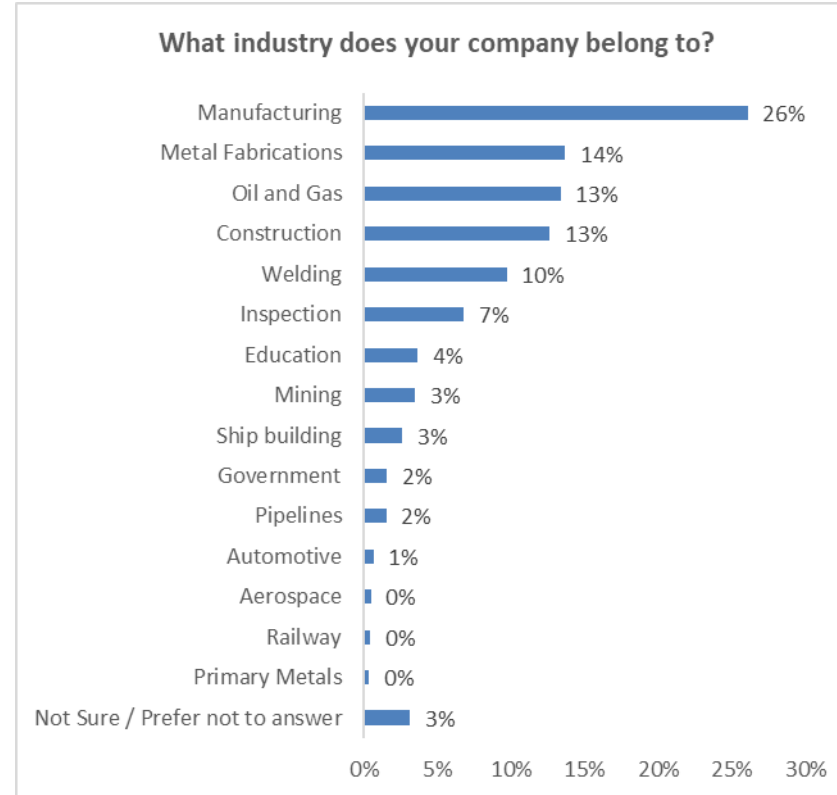


Employer Profile

- The majority of respondents are employed by small to medium-sized businesses, with approximately one-quarter working in the manufacturing sector. Other significant industries where respondents are employed include metal fabrication, oil and gas, and construction.



N = 1258



N = 1258



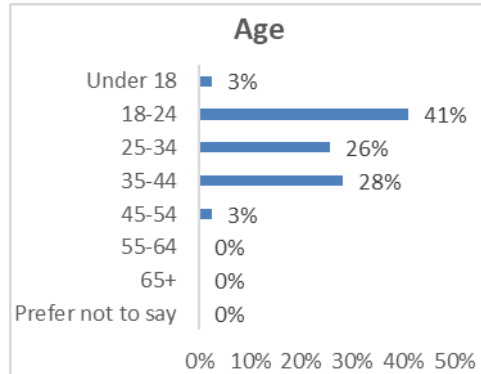
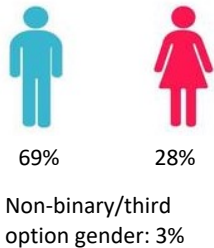


Occupation Profiles



Welding Apprentice – Respondent Profile

Gender (N=39)



N = 39

Education	Percent
No certificate, diploma or degree	3%
High school diploma or equivalent	18%
Apprenticeship, trades certificate or diploma	44%
Some college education	15%
College Certificate or diploma	10%
Some university	3%
Bachelor's degree	5%
Postgraduate degree	3%
Prefer not to say	0%

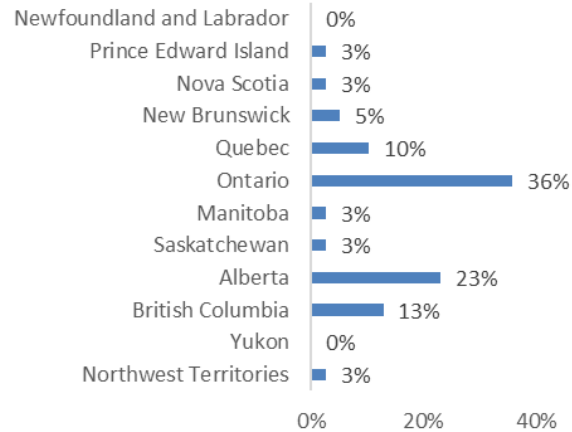
8%

N = 39

Diversity Profile	
Indigenous	24%
Visible Minority	18%
LGBTQ+	8%
Disability	11%

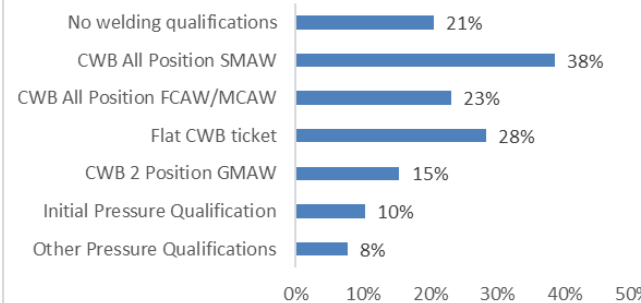
N = 38

Province



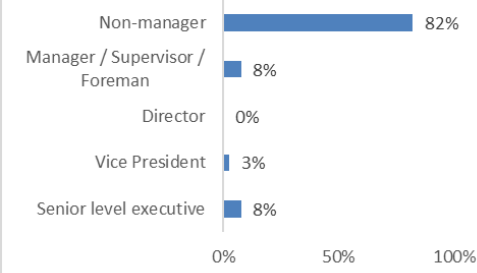
N = 39

What welding certifications do you possess?



N = 39

How would you best describe your job level?



N = 39

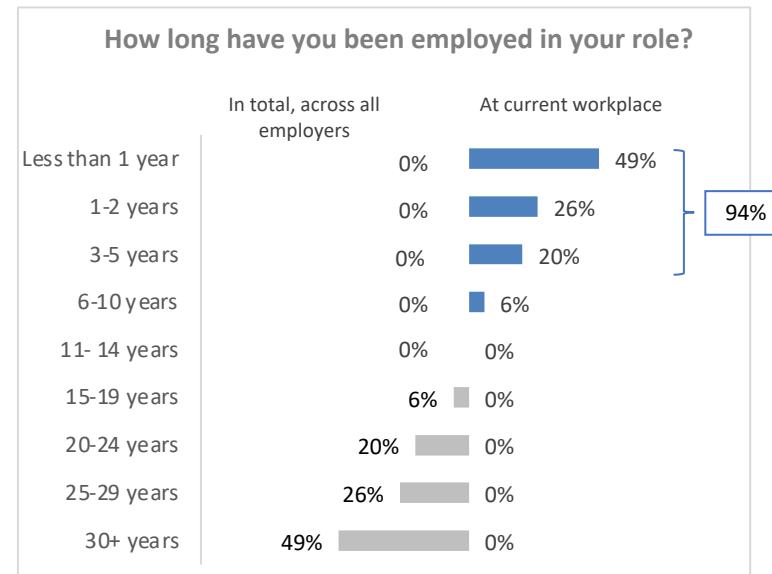
Welding Apprentice – Employment & Salary

- The majority (85%) of respondents work on a full-time, and permanent basis (72%)
- A large majority (95%) are hourly employees, while 5% are salaried
- 21% belong to a union and 38% receive a bonus or other financial incentive
- Most welding apprentices have been employed in their role for 5 years or less
- About 34% plan to look for another job within the next 12-18 months
- An annual salary of \$40,000 to \$49,999 is most common (25%), with about 56% earning between \$40,000 to \$69,999

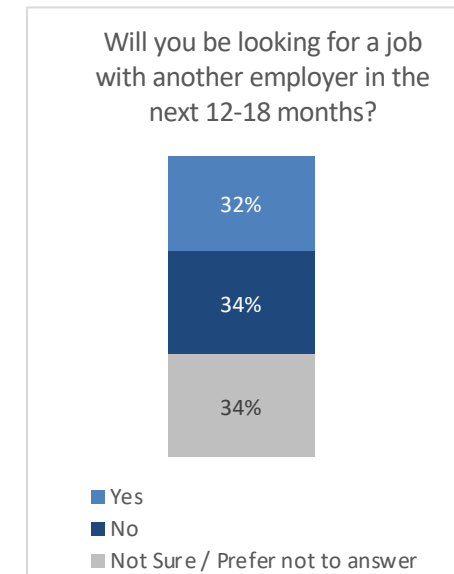
Employment Profile	Percent
Full time	85%
Permanent	72%
Hourly	95%
Salaried	5%
Receives Bonus (Yes)	38%
Belong to union (Yes)	21%
Total	39



N = 36



N = 35



N = 38

Welding Apprentice – Job Satisfaction

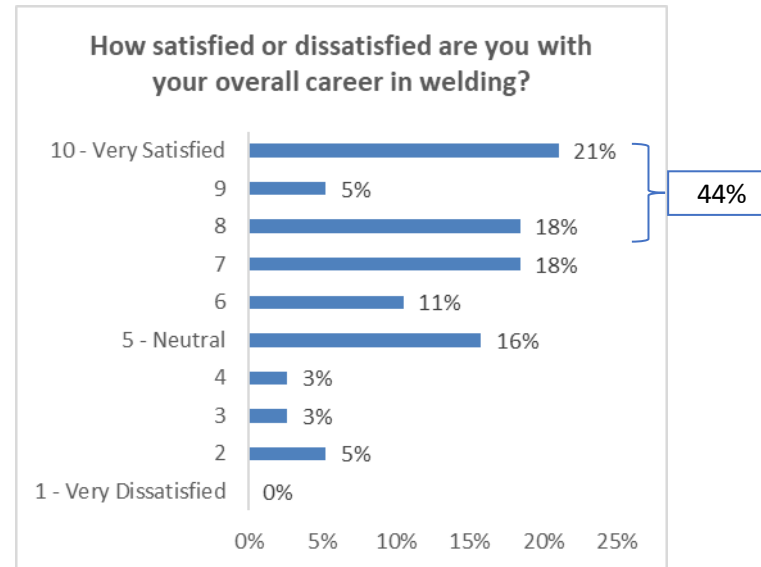
- Relationships with managers and co-workers are top areas of job satisfaction for welding apprentices, while opportunities for advancement, performance recognition and base salary are areas of lowest satisfaction.
- 67% say they are satisfied with their job overall.
- 44% indicate high levels of satisfaction with their career in welding (ratings 8 -10).
- The top 5 issues facing the welding industry, as indicated by welding apprentices, are an aging workforce, limited exposure to trades in school, cost of training/certification, lack of role models/mentors and informal networks, and limited opportunities for advancement.

Job Satisfaction	Top 2 Box
Your relationship with your supervisor/manager	75%
Your relationship with your co-workers	72%
Your work/life balance	69%
Your relationship with your employees (those who report to you)	69%
Your job overall	67%
The balance of responsibilities in your current position	58%
Your opportunity for advancement	53%
Performance recognition you receive	47%
Your base salary	46%

Note: "Top 2 Box" includes "Satisfied" and "Very Satisfied"

Top Issues Facing the Welding Industry Today (Top 5)	
Aging workforce	26%
Limited exposure to trades in school	26%
Cost of training/certification	24%
Lack of role models, mentors and informal networks	24%
Limited opportunities for advancement	24%

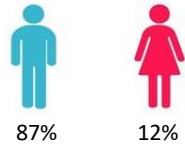
N = 38



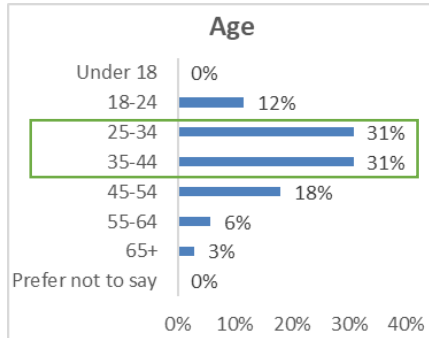
N = 38

Welder – Respondent Profile

Gender (N= 172)



Non-binary/third option gender: 0.6%



N = 172

Education	Percent
No certificate, diploma or degree	2%
High school diploma or equivalent	13%
Apprenticeship, trades certificate or diploma	51%
Some college education	5%
College Certificate or diploma	18%
Some university	1%
Bachelor's degree	8%
Postgraduate degree	2%
Prefer not to say	0%

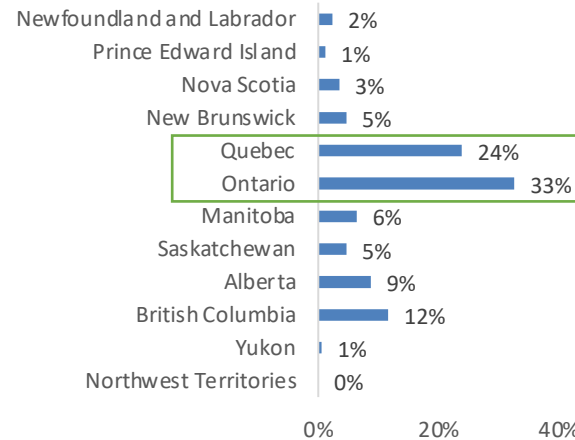
10%

Diversity Profile

Indigenous	13%
Visible Minority	10%
LGBTQ+	8%
Disability	5%

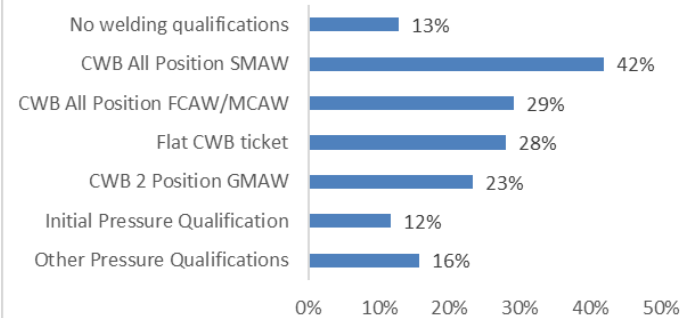
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Province



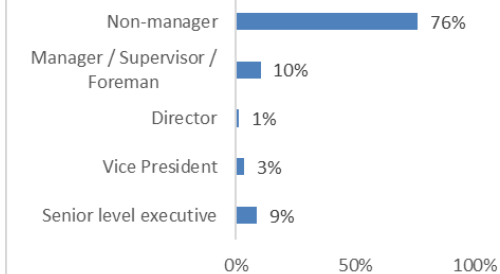
N = 172

What welding certifications do you possess?



N = 172

How would you best describe your job level?

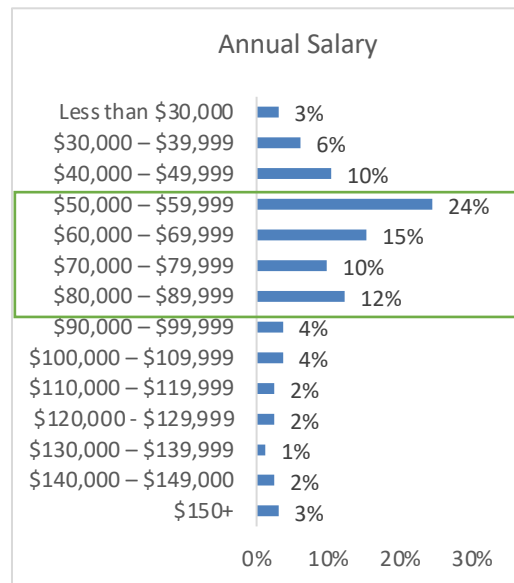


N = 172

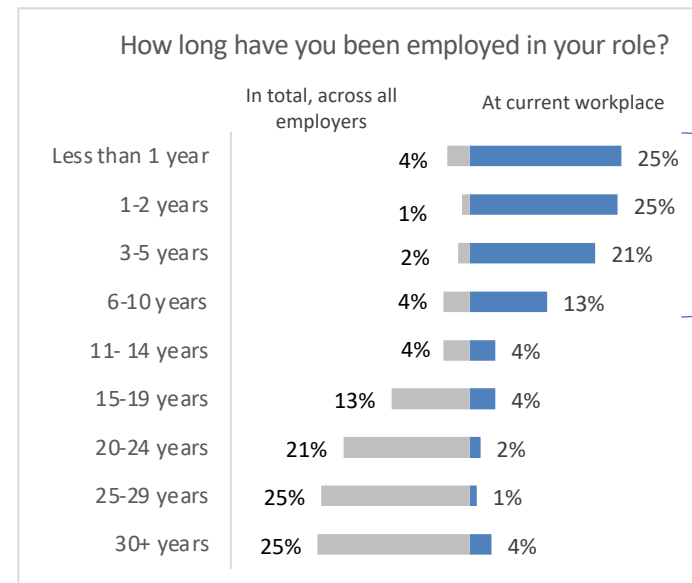
Welder – Employment & Salary

- The majority (99%) of welders work on a full-time, and permanent basis (85%)
- A large majority (93%) are hourly employees, while 7% are salaried
- 26% belong to a union and 32% receive a bonus or other financial incentive
- 84% have been employed in their role at their current workplace for 10 years or less, with 71% being employed for 5 years or less.
- About 36% plan to look for another job within the next 12-18 months
- 62% of welders report an annual salary between \$50,000 to under \$90,000

Employment Profile	Percent
Full time	99%
Permanent	85%
Hourly	93%
Salaried	7%
Receives Bonus (Yes)	32%
Belong to union (Yes)	26%
Total	172

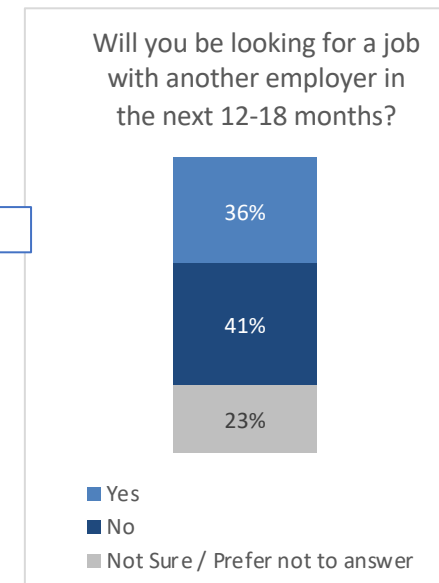


N = 164



N = 161

84%



N = 162

Welder – Job Satisfaction

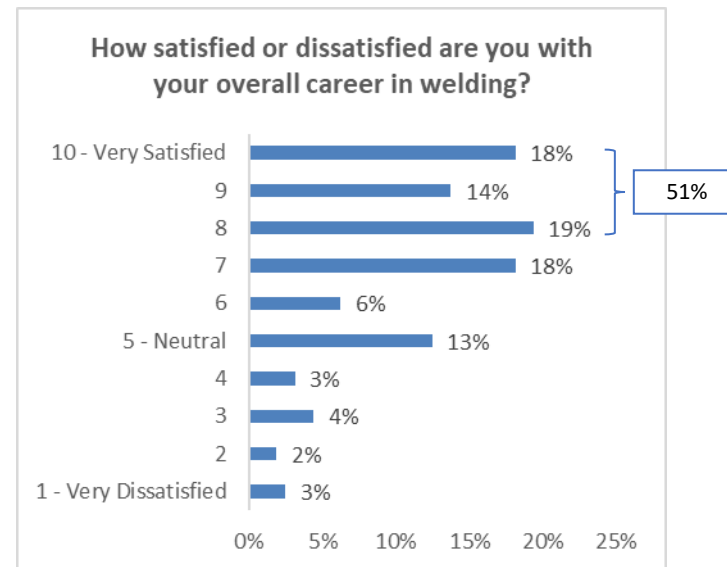
- Relationships with co-workers is the top area of job satisfaction for welders, while base salary is the area of most dissatisfaction.
- 60% of welders are satisfied with their job overall.
- 51% indicate high levels of satisfaction with their career in welding (ratings 8 -10).
- Health and safety concerns and a lack of qualified workers were among the top issues facing the welding industry.

Job Satisfaction	Top 2 Box
Your relationship with your co-workers	76%
Your relationship with your employees (those who report to you)	69%
The balance of responsibilities in your current position	63%
Your job overall	60%
Your relationship with your supervisor/manager	60%
Your work/life balance	59%
Performance recognition you receive	50%
Your opportunity for advancement	46%
Your base salary	36%

Note: "Top 2 Box" includes ""Satisfied" and "Very Satisfied"

Top Issues Facing the Welding Industry Today (Top 5)	
Health and safety concerns	35%
Lack of qualified workers	35%
Aging workforce	30%
Limited opportunities for advancement	30%
Cost of training/certification	22%

N = 158

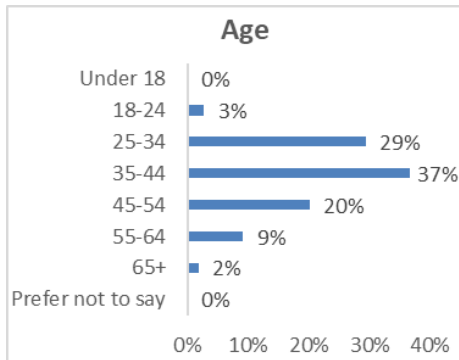
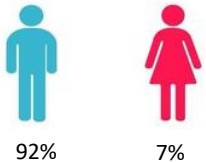


N = 160



Welder Journeyperson – Respondent Profile

Gender (N = 109)



N = 109

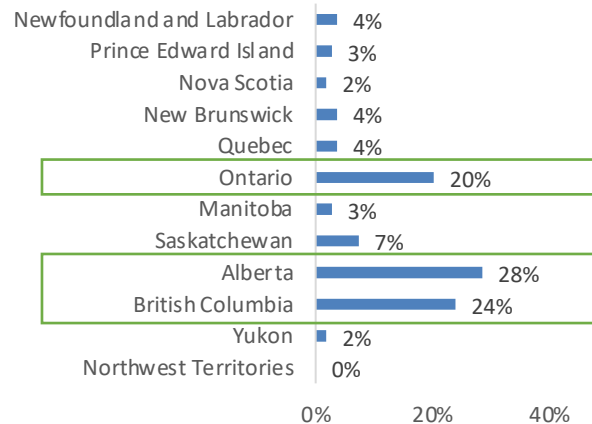
Education	Percent
No certificate, diploma or degree	0%
High school diploma or equivalent	5%
Apprenticeship, trades certificate or diploma	72%
Some college education	3%
College Certificate or diploma	13%
Some university	2%
Bachelor's degree	4%
Postgraduate degree	1%
Prefer not to say	2%

N = 109

Diversity Profile	
Indigenous	16%
Visible Minority	14%
LGBTQ+	5%
Disability	10%

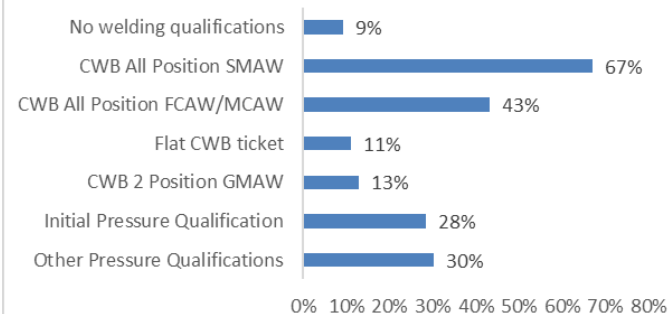
N = 105

Province



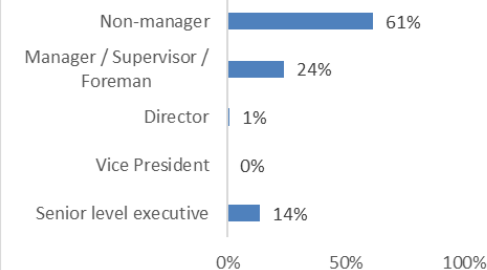
N = 109

What welding certifications do you possess?



N = 109

How would you best describe your job level?

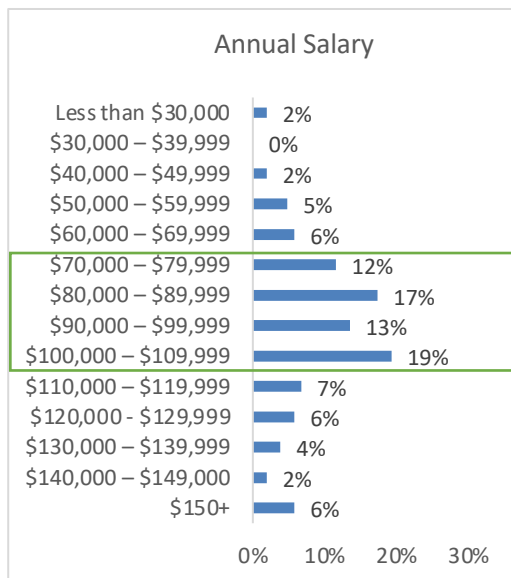


N = 109

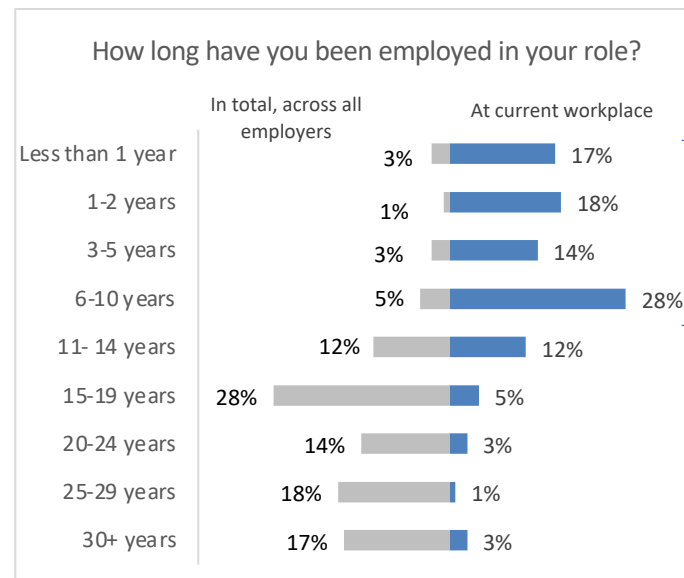
Welder Journeyperson – Employment & Salary

- Most welding journeypersons work on a full-time (98%), permanent basis (85%)
- About 81% are hourly employees, while 19% are salaried
- 47% belong to a union and 42% receive a bonus or other financial incentive
- About 77% of welding journeypersons indicated staying at their current workplace for 10 years or less, indicating they are likely to remain in their roles longer than welders and apprentices. About 28% plan to look for another job within the next 12-18 months
- 62% of welding journeypersons report an annual salary between \$70,000 to under \$110,000

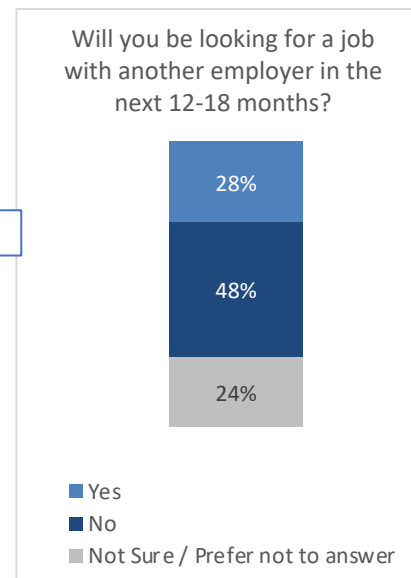
Employment Profile	Percent
Full time	98%
Permanent	85%
Hourly	81%
Salaried	19%
Receives Bonus (Yes)	42%
Belong to union (Yes)	47%
Total	109



N = 104



N = 107



N = 107

Welder Journeyperson – Job Satisfaction

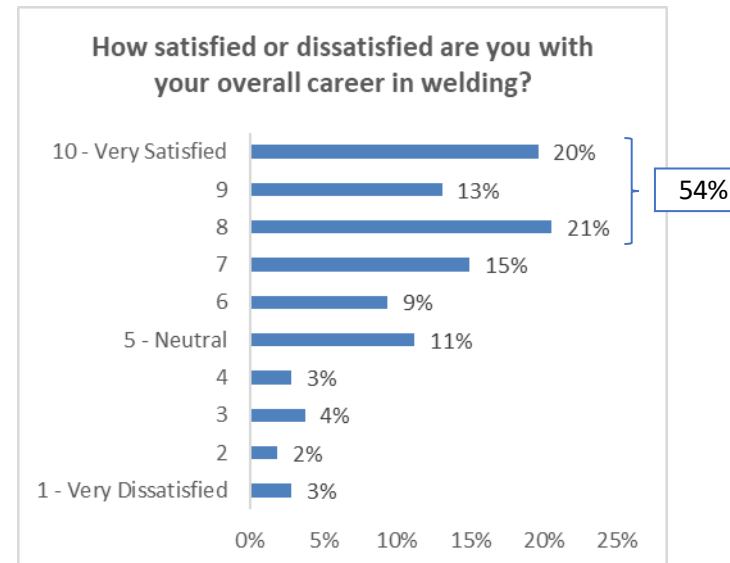
- Relationships with co-workers is the top area of job satisfaction for welding journeypersons, while opportunities for advancement is an area of lowest satisfaction.
- 62% of welding journeypersons are satisfied with their job overall.
- 54% indicate high levels of satisfaction with their career in welding (ratings 8 -10).
- Lack of qualified workers was identified as the top issue facing the welding industry.

Job Satisfaction	Top 2 Box
Your relationship with your co-workers	76%
Your relationship with your supervisor/manager	70%
Your relationship with your employees (those who report to you)	63%
Your job overall	62%
The balance of responsibilities in your current position	62%
Your work/life balance	50%
Your base salary	50%
Performance recognition you receive	40%
Your opportunity for advancement	32%

Note: "Top 2 Box" includes "Satisfied" and "Very Satisfied"

Top Issues Facing the Welding Industry Today (Top 5)	
Lack of qualified workers	37%
Health and safety concerns	31%
Negative attitudes about the trades	28%
Cost of training/certification	26%
Lack of work/life balance	24%

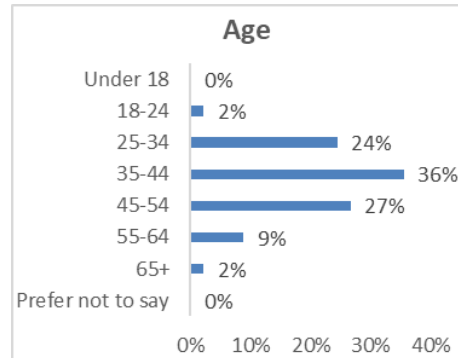
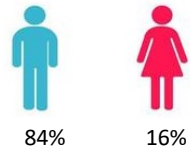
N = 106



N = 106

Fitter – Respondent Profile

Gender (N = 45)



N = 45

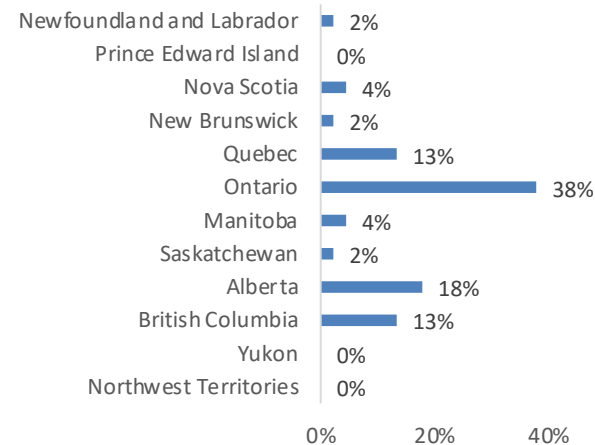
Education	Percent
No certificate, diploma or degree	2%
High school diploma or equivalent	13%
Apprenticeship, trades certificate or diploma	60%
Some college education	0%
College Certificate or diploma	16%
Some university	4%
Bachelor's degree	4%
Postgraduate degree	0%
Prefer not to say	0%

5%

Diversity Profile	
Indigenous	16%
Visible Minority	19%
LGBTQ+	9%
Disability	17%

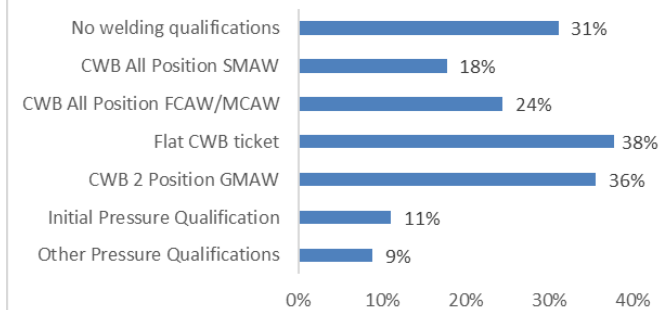
N = 42

Province



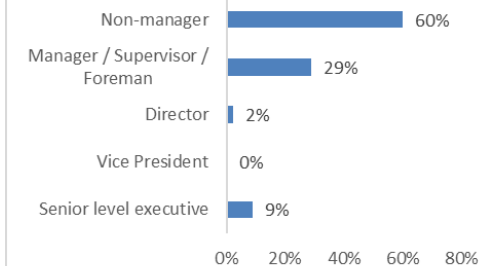
N = 45

What welding certifications do you possess?



N = 45

How would you best describe your job level?

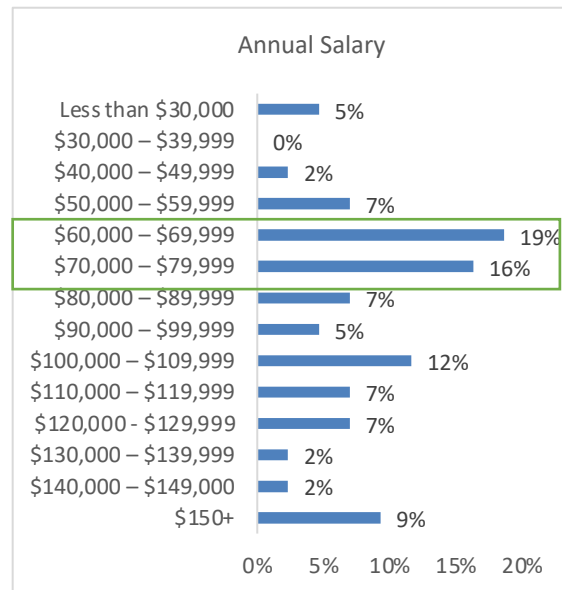


N = 45

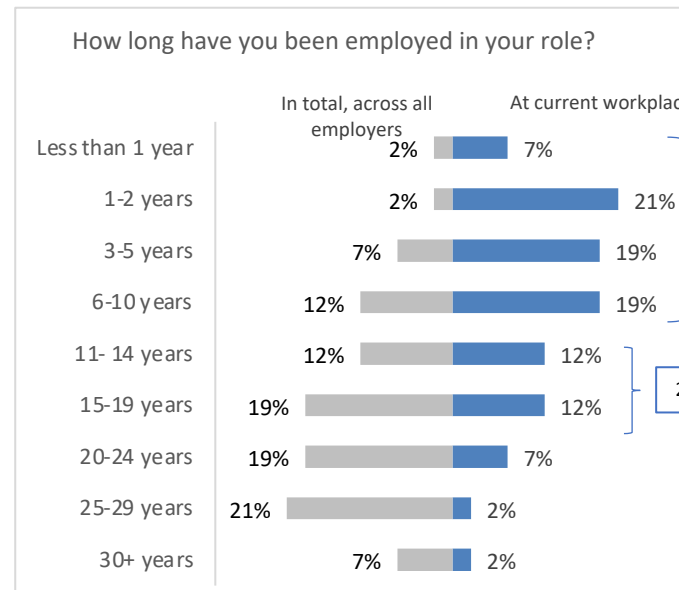
Fitter – Employment & Salary

- The majority (98%) of fitters work on a full-time, and permanent basis (78%)
- About 86% are hourly employees, while 14% are salaried
- 43% belong to a union and receive a bonus or other financial incentive
- Fitters, like welding journeypersons, tend to stay longer at their current workplace, with about 65% employed for 10 years or less and 24% for 11 to 19 years
- About 37% plan to look for another job within the next 12-18 months
- 35% of welders report an annual salary between \$60,000 to under \$80,000

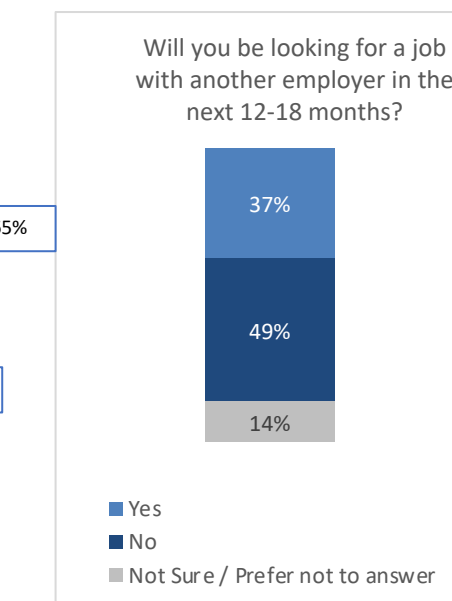
Employment Profile	Total
Full time	98%
Permanent	78%
Hourly	86%
Salaried	14%
Receives Bonus (Yes)	43%
Belong to union (Yes)	43%
Total	45



N = 44



N = 43



N = 43

Fitter – Job Satisfaction

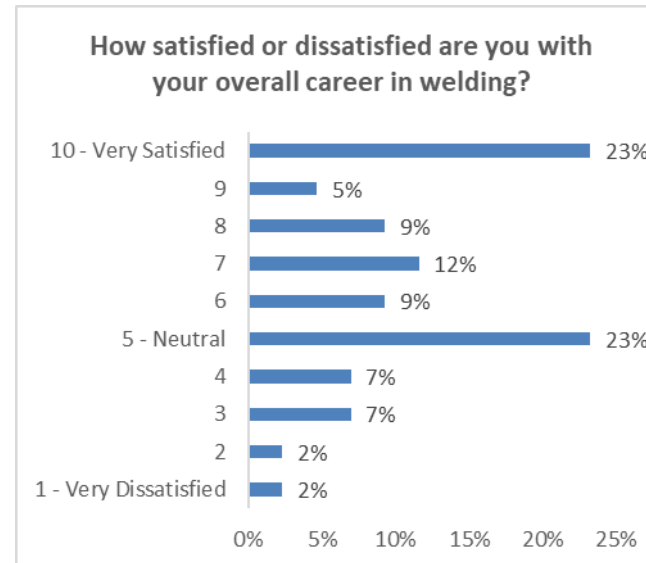
- Relationships with co-workers are the top area of job satisfaction for fitters, while base salary and opportunities for advancement are the areas of lowest satisfaction.
- 67% of fitters report satisfaction with their overall job.
- 37% indicate high levels of satisfaction with their career in welding (ratings 8-10).
- Fitters in the welding industry identify the aging workforce and shortage of qualified workers as the most significant challenges

Job Satisfaction	Top 2 Box
Your relationship with your co-workers	76%
Your job overall	67%
Your relationship with your employees (those who report to you)	64%
Your relationship with your supervisor/manager	62%
The balance of responsibilities in your current position	51%
Your work/life balance	50%
Performance recognition you receive	46%
Your opportunity for advancement	40%
Your base salary	37%

Note: "Top 2 Box" includes "Satisfied" and "Very Satisfied"

Top Issues Facing the Welding Industry Today (Top 5)	
Ageing workforce	44%
Lack of qualified workers	40%
Limited opportunities for advancement	28%
Health and safety concerns	21%
Cost of training/certification	21%
Lack of employee benefits	21%

N = 43



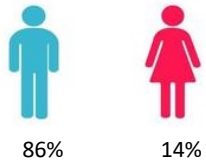
N = 43

37%

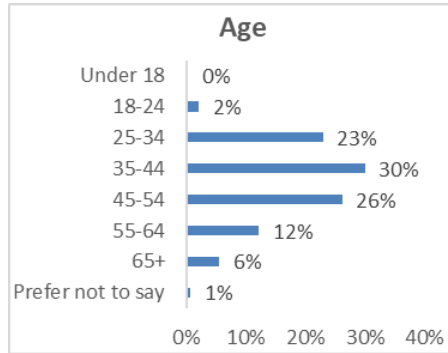


Welding Inspector – Respondent Profile

Gender (N= 287)



Non-binary/third option gender: 0.4%



N = 287

Education	Percent
No certificate, diploma or degree	1%
High school diploma or equivalent	7%
Apprenticeship, trades certificate or diploma	38%
Some college education	6%
College Certificate or diploma	27%
Some university	2%
Bachelor's degree	14%
Postgraduate degree	5%
Prefer not to say	1%

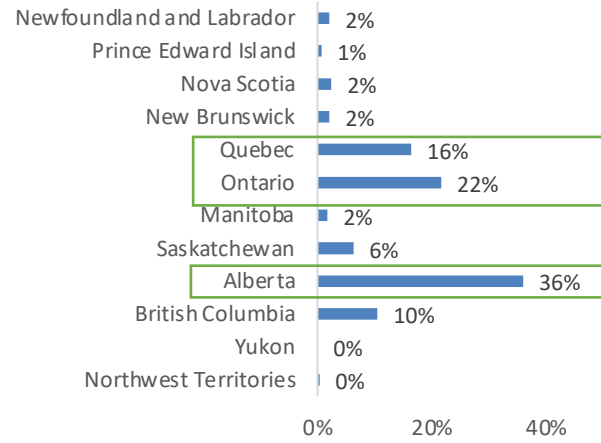
19%

Diversity Profile

Indigenous	6%
Visible Minority	12%
LGBTQ+	3%
Disability	3%

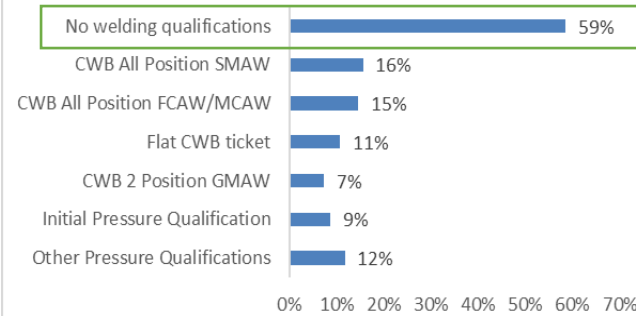
N = 264

Province



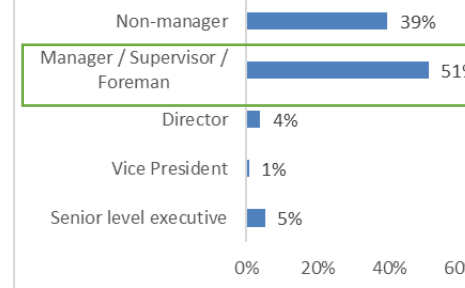
N = 287

What welding certifications do you possess?



N = 287

How would you best describe your job level?

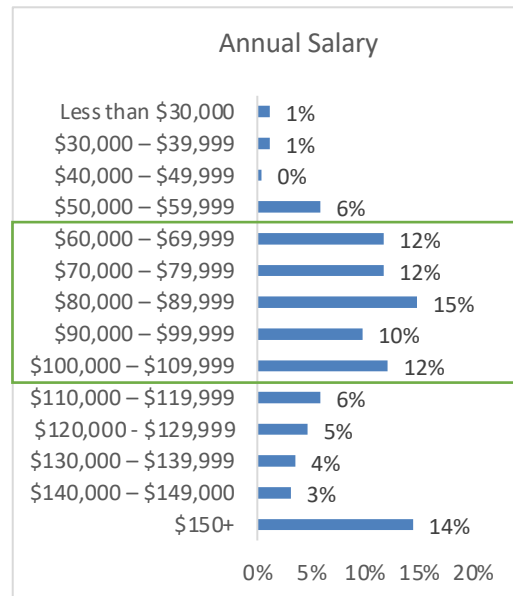


N = 287

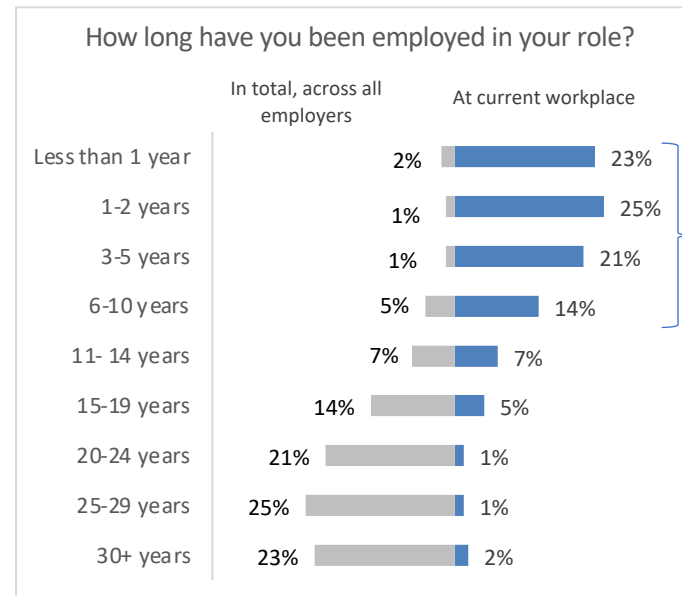
Welding Inspector – Employment & Salary

- The majority (95%) of welding inspectors work on a full-time, and permanent basis (76%)
- About 71% are hourly employees, while 29% are salaried
- 16% belong to a union and 38% receive a bonus or other financial incentive
- Approximately 83% of welding inspectors have been with their current employer for ten years or less.
- About 25% plan to look for another job within the next 12-18 months
- 60% of welding inspectors report an annual salary between \$60,000 to under \$110,000

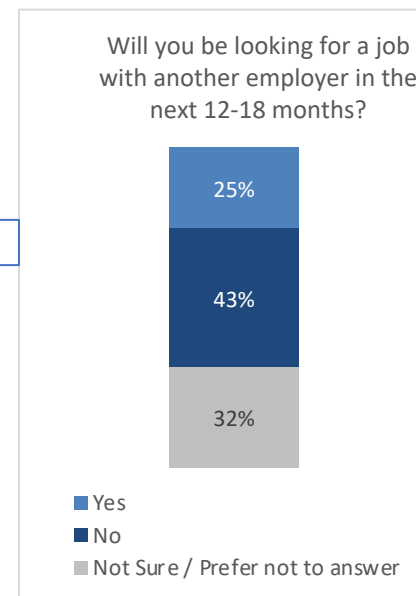
Employment Profile	Total
Full time	95%
Permanent	76%
Hourly	71%
Salaried	29%
Receives Bonus (Yes)	38%
Belong to union (Yes)	16%
Total	280



N = 257



N = 268



N = 271

Welding Inspector – Job Satisfaction

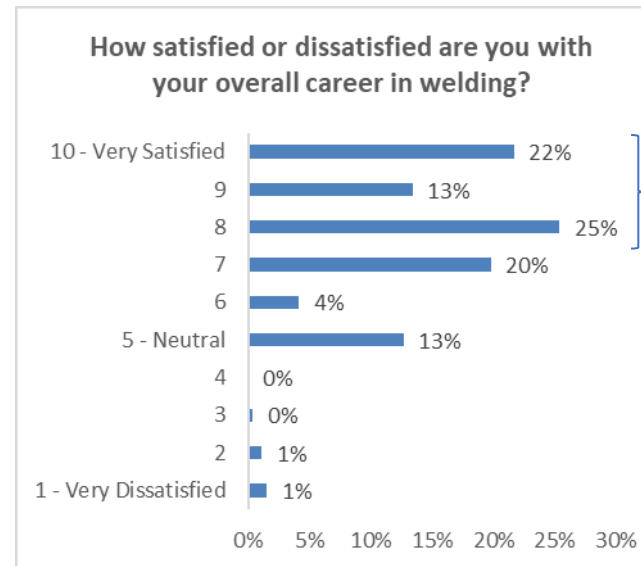
- Relationship with co-workers is the top area of job satisfaction for welding inspectors, while opportunities for advancement are the area of lowest satisfaction.
- 82% of welding inspectors report satisfaction with their job overall.
- 60% indicate high levels of satisfaction with their career in welding (ratings 8 -10).
- Lack of qualified workers and an aging workforce were the top issues identified by welding inspectors in the welding industry.

Job Satisfaction	Top 2 Box
Your relationship with your co-workers	89%
Your job overall	82%
Your relationship with your employees (those who report to you)	79%
Your relationship with your supervisor/manager	79%
The balance of responsibilities in your current position	72%
Your work/life balance	62%
Performance recognition you receive	57%
Your base salary	54%
Your opportunity for advancement	51%

Note: "Top 2 Box" includes "Satisfied" and "Very Satisfied"

Top Issues Facing the Welding Industry Today (Top 5)	
Lack of qualified workers	47%
Ageing workforce	43%
Cost of training/certification	35%
Lack of role models, mentors and informal networks	27%
Lack of work/life balance	23%

N = 266

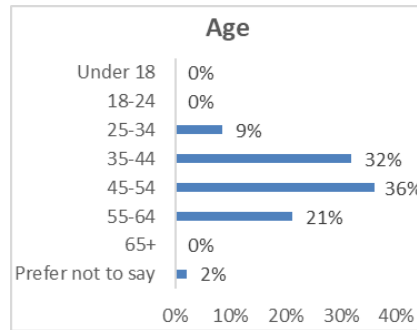
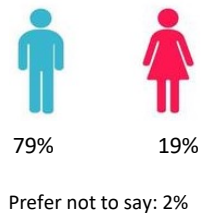


N = 268



Welding Instructor – Respondent Profile

Gender (N = 47)



N = 47

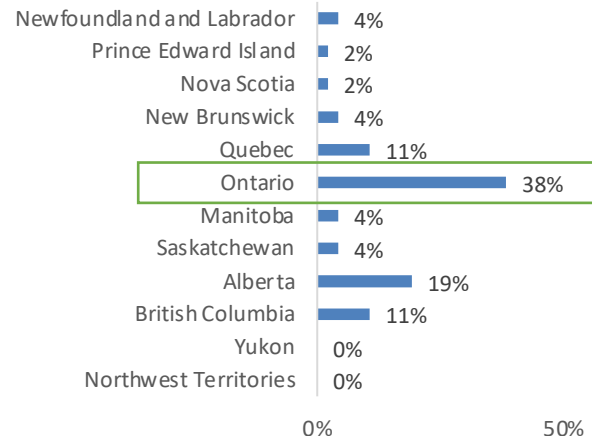
Education	Percent
No certificate, diploma or degree	0%
High school diploma or equivalent	0%
Apprenticeship, trades certificate or diploma	38%
Some college education	4%
College Certificate or diploma	11%
Some university	4%
Bachelor's degree	38%
Postgraduate degree	4%
Prefer not to say	0%

42%

Diversity Profile	
Indigenous	7%
Visible Minority	10%
LGBTQ+	12%
Disability	17%

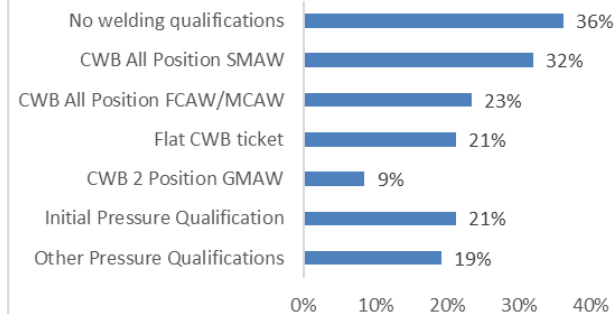
N = 43

Province



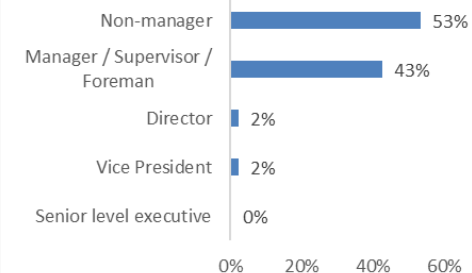
N = 47

What welding certifications do you possess?



N = 47

How would you best describe your job level?

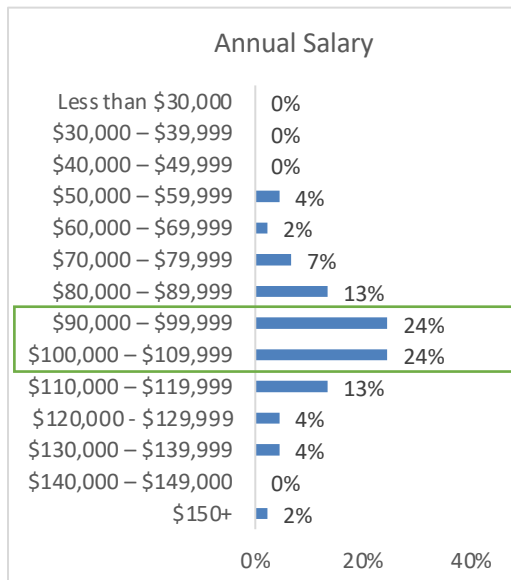


N = 47

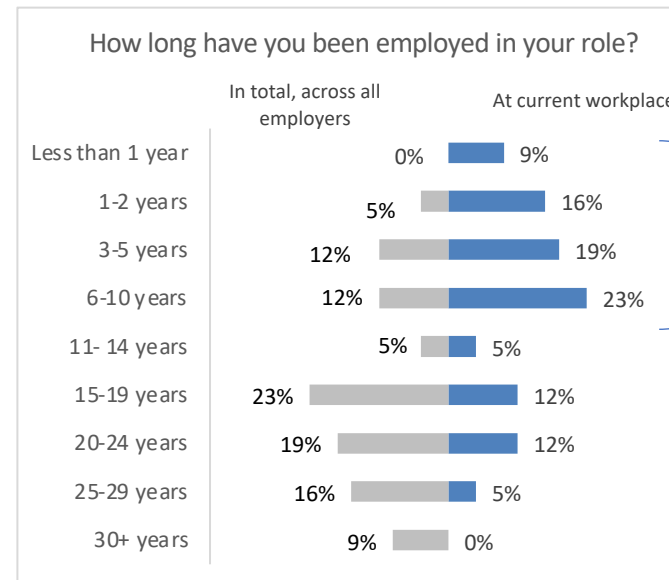
Welding Instructor – Employment & Salary

- The majority of welding instructors work on a full-time (98%), and permanent basis (85%)
- Most are salaried (87%) and 13% are hourly
- About (82%) of welding instructors belong to a union and 18% receive a bonus
- About 67% have been employed at their current workplace for 10 years or less and another 24% have worked for the same employer between 15 to 24 years
- Only 18% are considering switching employers within the next 12-18 months
- 48% of welding instructors report an annual salary between \$90,000 to under \$110,000

Employment Profile	Total
Full time	98%
Permanent	85%
Hourly	13%
Salaried	87%
Receives Bonus (Yes)	18%
Belong to union (Yes)	82%
Total	47

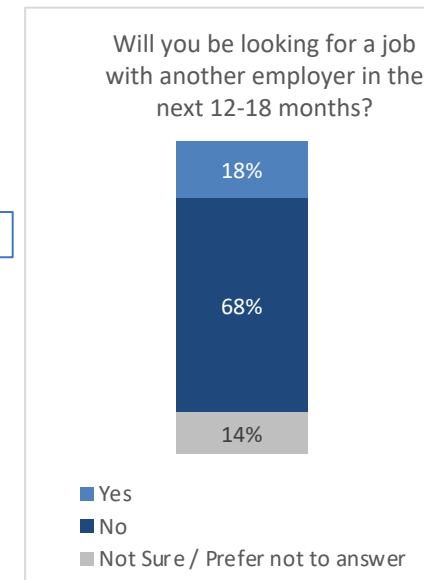


N = 47



N = 44

67%



N = 44

Welding Instructor – Job Satisfaction

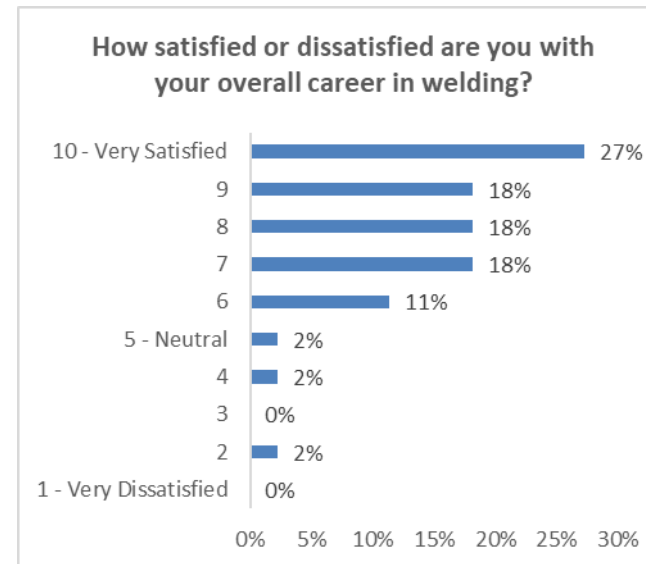
- Welding instructors are most satisfied with their job overall (86%), followed by their relationship with their employees (86%) and co-workers (84%)
- Performance recognition and opportunities for advancement are areas of lowest satisfaction for welding instructors (51%)
- Approximately 64% of welding instructors indicate high levels of satisfaction with their career (ratings 8-10)
- An aging workforce and limited exposure to the trades in school were the top issues identified in the welding industry by welding instructors

Job Satisfaction	Top 2 Box
Your job overall	86%
Your relationship with your employees (those who report to you)	86%
Your relationship with your co-workers	84%
Your relationship with your supervisor/manager	75%
Your work/life balance	73%
Your base salary	72%
The balance of responsibilities in your current position	66%
Your opportunity for advancement	51%
Performance recognition you receive	51%

Note: "Top 2 Box" includes "Satisfied" and "Very Satisfied"

Top Issues Facing the Welding Industry Today (Top 5)	
Ageing workforce	47%
Limited exposure to trades in school	47%
Lack of qualified workers	40%
Cost of training/certification	30%
Negative attitudes about the trades	28%

N = 43

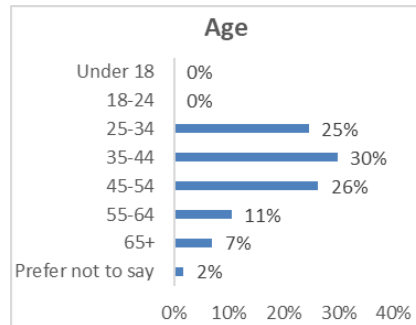
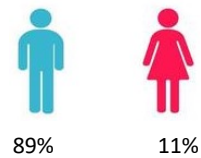


N = 44



Welding Engineer – Respondent Profile

Gender (N= 57)



N = 57

Education	Percent
No certificate, diploma or degree	0%
High school diploma or equivalent	0%
Apprenticeship, trades certificate or diploma	0%
Some college education	2%
College Certificate or diploma	4%
Some university	7%
Bachelor's degree	54%
Postgraduate degree	33%
Prefer not to say	0%

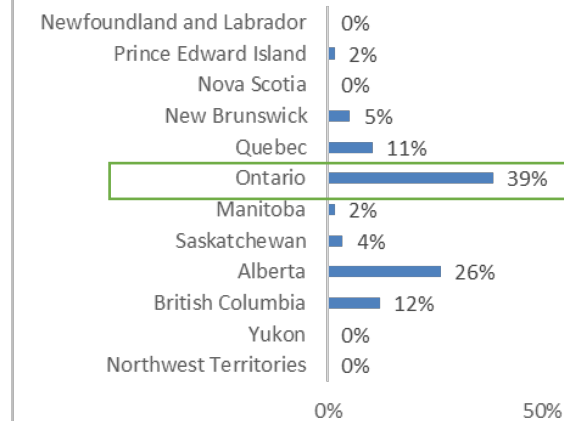
N = 57

87%

Diversity Profile	
Indigenous	15%
Visible Minority	22%
LGBTQ+	2%
Disability	2%

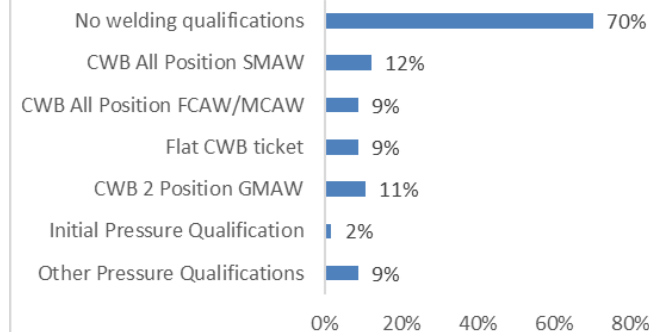
N = 57

Province



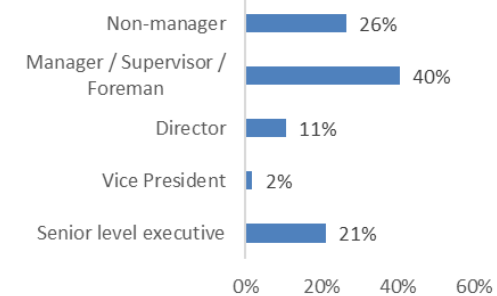
N = 57

What welding certifications do you possess?



N = 57

How would you best describe your job level?

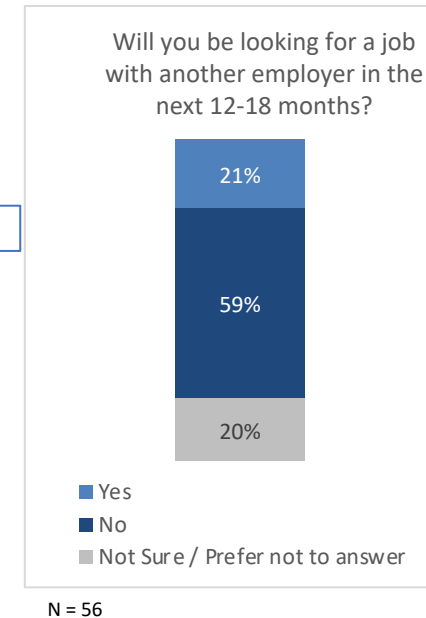
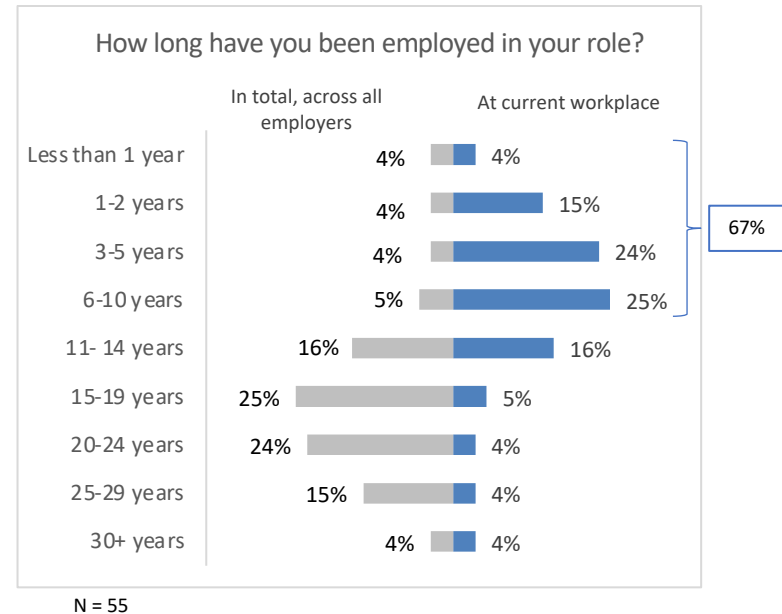
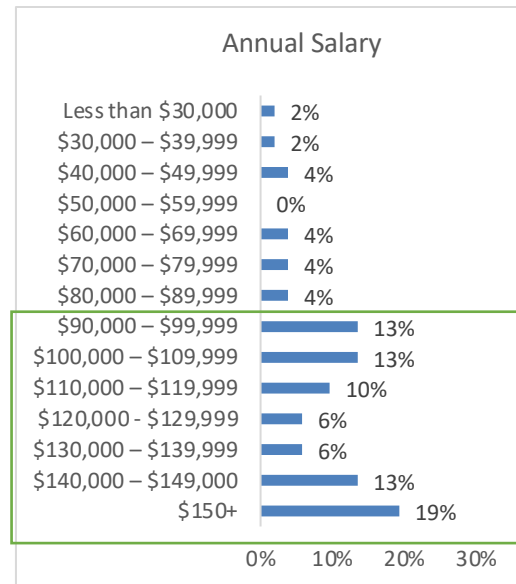


N = 57

Welding Engineer – Employment & Salary

- Approximately 93% of welding engineers work on a full-time, permanent basis (93%)
- Most are salaried (75%) and 25% are hourly
- About 18% of welding engineers belong to a union and 70% receive a bonus
- About 67% have been employed at their current workplace for 10 years or less and another 16% have worked for the same employer between 11 and 14 years
- 21% are considering switching employers within the next 12-18 months
- Most welding engineers (81%) earn \$90,000 and higher, annually

Employment Profile	Total
Full time	93%
Permanent	93%
Hourly	25%
Salaried	75%
Receives Bonus (Yes)	70%
Belong to union (Yes)	18%
Total	57



Welding Engineer – Job Satisfaction

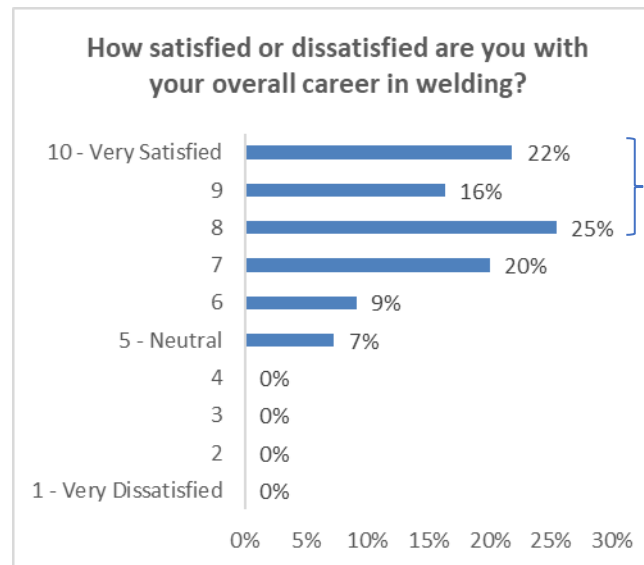
- The top area of job satisfaction for welding engineers is the relationship with their employees (89%), while areas of least satisfaction are their base salary and performance recognition.
- About 85% of welding engineers stated that they are satisfied with their job overall, and 63% of welding engineers indicate high levels of satisfaction with their overall career (ratings of 8 -10).
- Lack of qualified workers was named as the top issue facing the welding industry.

Job Satisfaction	Top 2 Box
Your relationship with your employees (those who report to you)	89%
Your relationship with your co-workers	85%
Your job overall	85%
The balance of responsibilities in your current position	85%
Your relationship with your supervisor/manager	78%
Your work/life balance	69%
Your opportunity for advancement	65%
Your base salary	63%
Performance recognition you receive	63%

Note: "Top 2 Box" includes ""Satisfied" and "Very Satisfied"

Top Issues Facing the Welding Industry Today (Top 5)	
Lack of qualified workers	55%
Ageing workforce	47%
Cost of training/certification	24%
Limited opportunities for advancement	24%
Lack of work/life balance	20%

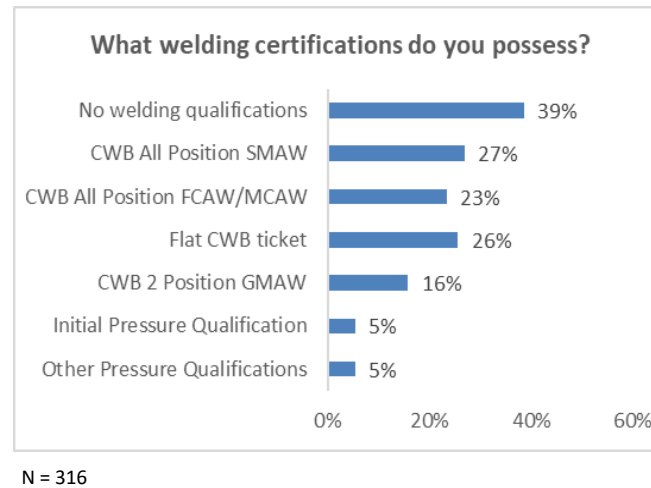
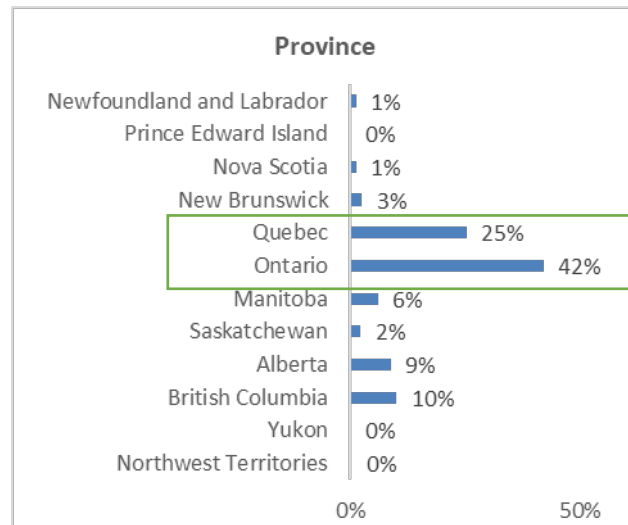
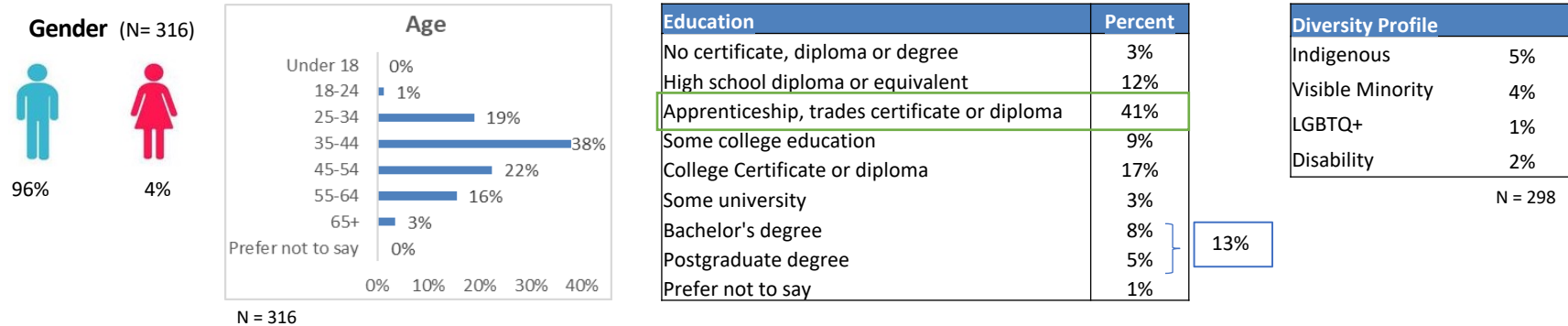
N = 55



N = 55



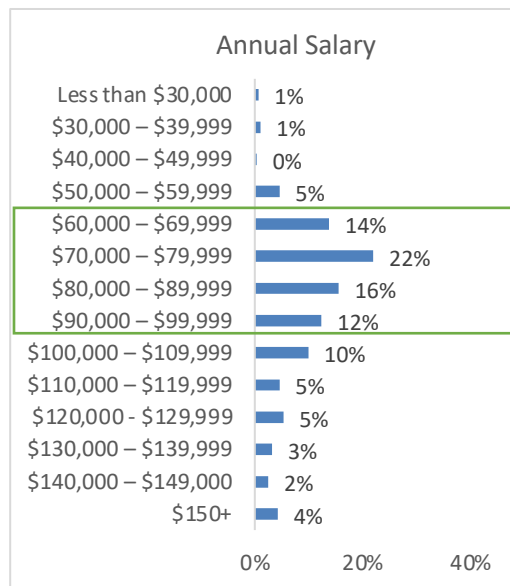
Welding Supervisor – Respondent Profile



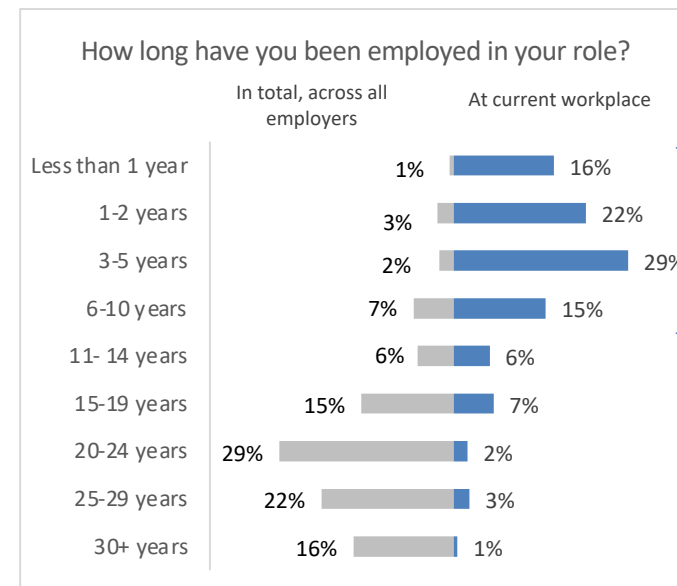
Welding Supervisor – Employment & Salary

- Most welding supervisors work on a full-time (99%), permanent basis (93%), and about 63% are hourly
- About 17% belong to a union and 43% receive a bonus
- About 82% have been employed at their current workplace for 10 years or less
- Only 10% say that they will be looking for another employer within the next 12-18 months
- Approximately 64% of welding supervisors earn between \$60,000 to under \$100,000 annually

Employment Profile	Total
Full time	99%
Permanent	99%
Hourly	63%
Salaried	37%
Receives Bonus (Yes)	43%
Belong to union (Yes)	17%
Total	316

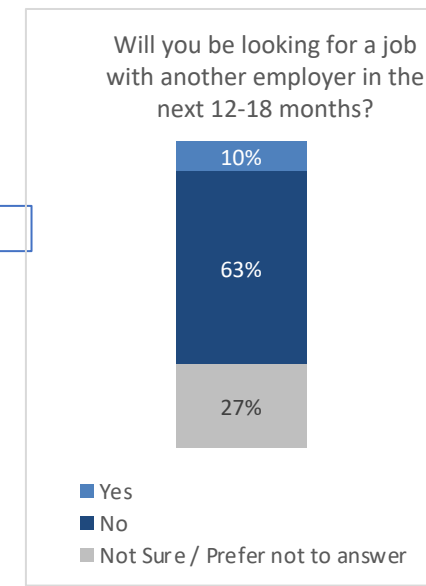


N = 283



N = 304

82%



N = 304

Welding Supervisor – Job Satisfaction

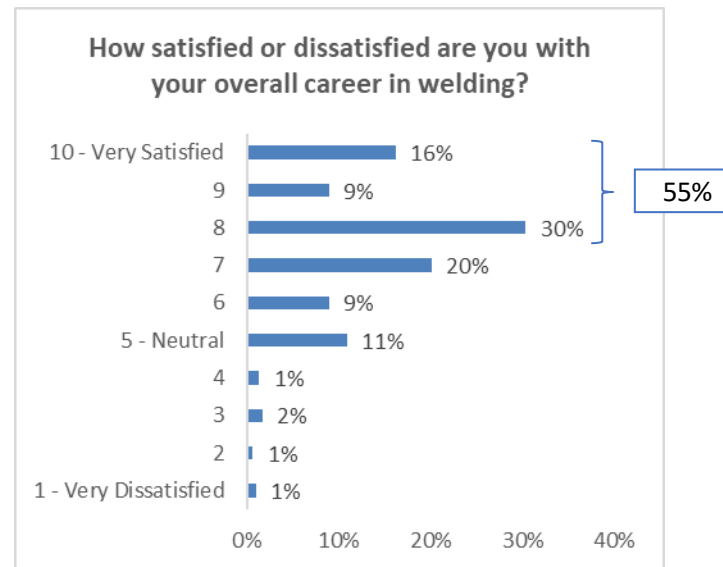
- Relationships with employees and co-workers are the top areas of job satisfaction for welding supervisors, while opportunities for advancement, base salary, and performance recognition are areas of lowest satisfaction.
- 79% of welding supervisors report satisfaction with their current job overall.
- 55% of welding supervisors indicate high levels of satisfaction with their career (ratings 8 -10).
- About 61% of welding supervisors indicated that the lack of qualified workers is the top issue facing the welding industry today.

Job Satisfaction	Top 2 Box
Your relationship with your employees (those who report to you)	88%
Your relationship with your co-workers	87%
Your relationship with your supervisor/manager	82%
Your job overall	79%
The balance of responsibilities in your current position	70%
Your work/life balance	66%
Your opportunity for advancement	58%
Performance recognition you receive	57%
Your base salary	57%

Note: "Top 2 Box" includes "Satisfied" and "Very Satisfied"

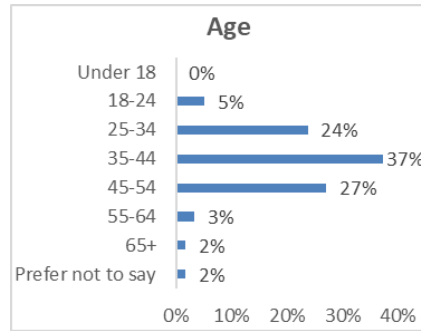
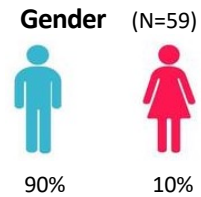
Top Issues Facing the Welding Industry Today (Top 5)	
Lack of qualified workers	61%
Ageing workforce	48%
Limited exposure to trades in school	24%
Negative attitudes about the trades	23%
Lack of role models, mentors and informal networks	20%

N = 300



N = 300

NDT Technician-Respondent Profile



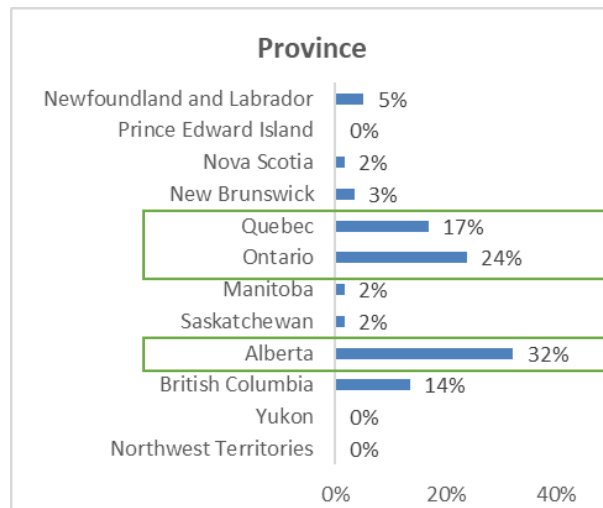
N = 59

Education	Percent
No certificate, diploma or degree	0%
High school diploma or equivalent	15%
Apprenticeship, trades certificate or diploma	27%
Some college education	12%
College Certificate or diploma	27%
Some university	5%
Bachelor's degree	8%
Postgraduate degree	5%
Prefer not to say	0%

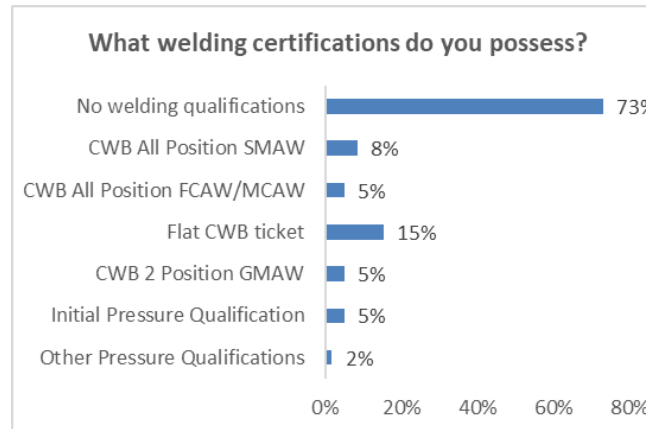
13%

Diversity Profile	
Indigenous	7%
Visible Minority	14%
LGBTQ+	4%
Disability	16%

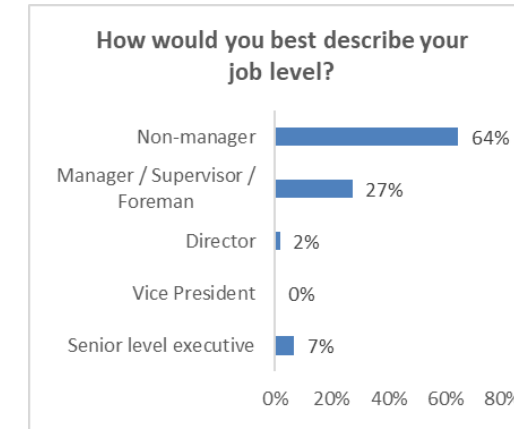
N = 56



N = 59



N = 59

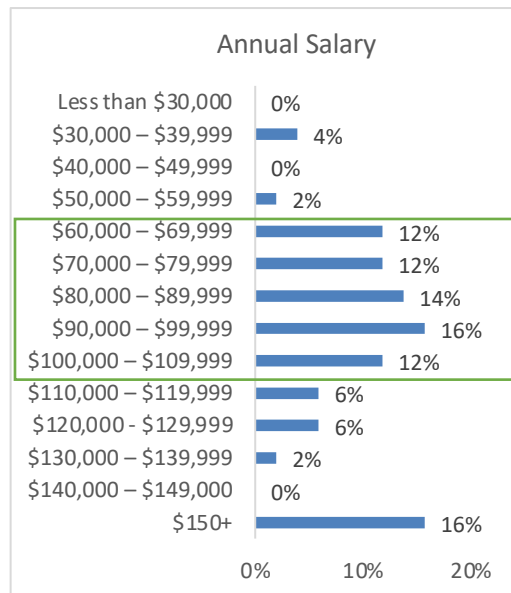


N = 59

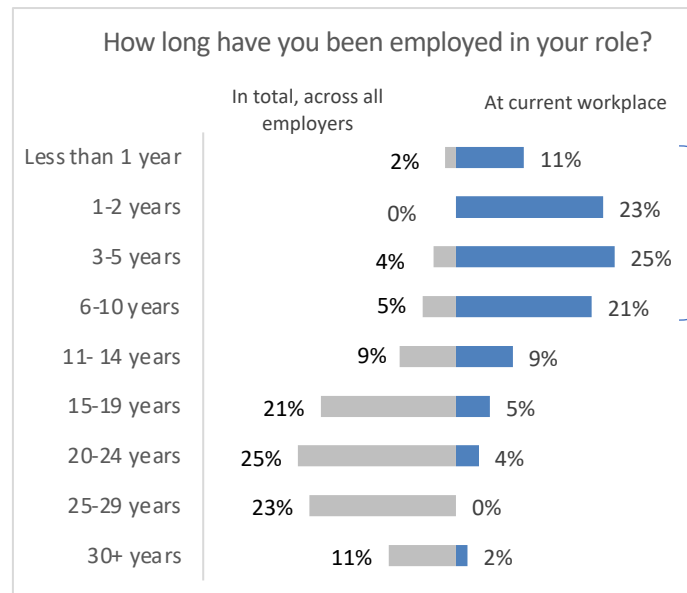
NDT Technician – Employment & Salary

- Most NDT Technicians work on a full-time (99%), permanent basis (90%), and about 75% are hourly employees.
- About 51% belong to a union and 30% receive a bonus
- About 80% have been employed at their current workplace for 10 years or less
- 16% are considering switching employers within the next 12-18 months
- Approximately 65% of NDT Technicians earn between \$60,000 to under \$110,000 annually. Fourteen percent earn 14% and over.

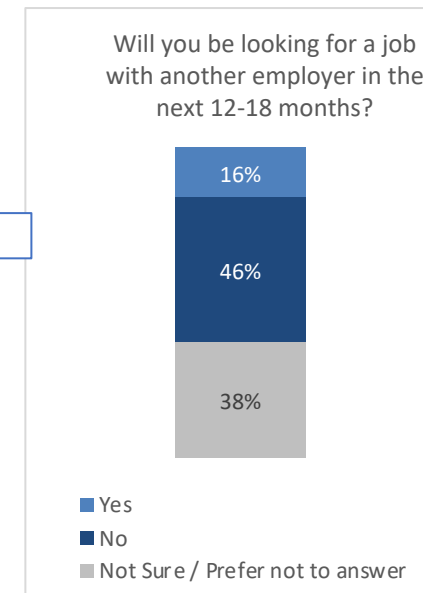
Employment Profile	Total
Full time	97%
Permanent	90%
Hourly	75%
Salaried	25%
Receives Bonus (Yes)	30%
Belong to union (Yes)	51%
Total	57



N = 51



N = 56



N = 56

NDT Technician – Job Satisfaction

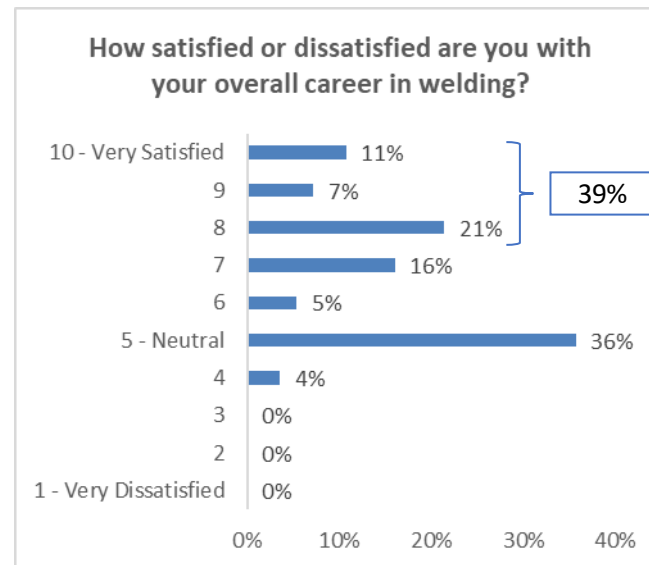
- Relationships with co-workers and supervisors are the top areas of job satisfaction for NDT technicians, while base salary is the area of lowest satisfaction.
- Approximately 71% report satisfaction with their job overall.
- 39% of NDT technicians indicate high levels of satisfaction with their career (ratings 8 -10).
- The aging workforce and a lack of work/life balance were identified as the top issues facing the welding industry today.

Job Satisfaction	Top 2 Box
Your relationship with your co-workers	76%
Your relationship with your supervisor/manager	75%
Your job overall	71%
The balance of responsibilities in your current position	71%
Your relationship with your employees (those who report to you)	70%
Your work/life balance	53%
Your opportunity for advancement	51%
Performance recognition you receive	49%
Your base salary	44%

Note: "Top 2 Box" includes "Satisfied" and "Very Satisfied"

Top Issues Facing the Welding Industry Today (Top 5)	
Ageing workforce	38%
Lack of work/life balance	36%
Lack of qualified workers	30%
Cost of training/certification	29%
Lack of role models, mentors and informal networks	25%

N = 56



N = 56



Concluding Thoughts



Concluding Insights & Thoughts

Welding is a demanding yet fulfilling career, offering diverse opportunities in fields such as inspection, quality control, education, engineering, management, and entrepreneurship. With high demand, varied tasks, and projects, it also provides ample opportunities for ongoing growth and development. The job can be physically demanding and hazardous, making a focus on health, safety, and a supportive work environment crucial. Fair salaries aligned with experience and qualifications, along with a culture that recognizes positive performance and provides opportunities for career growth, are key to job satisfaction. Offering additional benefits like flexible hours, paid parental leave, education reimbursement, remote work options, and health club memberships can also help attract and retain top talent in the field.

About a quarter of survey respondents utilize automation in their work, and the field is rapidly evolving. Advanced skills in robotics and automation will become increasingly important as the industry modernizes. Instead of reducing job opportunities, automation is shifting the skill set toward roles focused on supervision, troubleshooting, and quality control, opening up new career pathways for welders.

The continued success of the welding industry depends heavily on support from welding organizations, non-profits, trade associations, accreditation bodies, and government entities. This support should include affordable training and certification, apprenticeship programs, educational reimbursement, and grants. Additionally, job placement assistance, ongoing education opportunities, and investment in research and innovation are vital. Networking and mentorship programs will also help professionals at all levels, particularly apprentices, to grow within the industry and keep pace with emerging technologies.



Concluding Thoughts

- A comment from a respondent working in the welding industry does a great job at summarizing the important factors for job satisfaction as well as the benefits and limitations of working in welding:

***“1. Skill and professional growth:** For welders who enjoy continuous learning and upgrading their skills, the opportunity to learn new techniques and improve their craft level may increase their career satisfaction.*

***2. Job stability:** Welding is a stable occupation, especially in construction, manufacturing and shipbuilding industries. The reliability of the work may have a positive impact on welders' satisfaction.*

***3. Salary and benefits:** Good salary and benefits are important factors to improve job satisfaction. Welders may be more satisfied if they feel they are being paid a fair amount for their work.*

***4. Safety and health:** Welding work may involve a number of health and safety risks, such as exposure to high temperatures, harmful fumes and radiation. Therefore, good safety measures and health protection policies are essential to improve welders' job satisfaction.*

***5. Work environment:** A supportive, team-oriented work environment can improve employee job satisfaction. Conversely, a stressful and unsupportive work environment can reduce satisfaction.*

***6. Job Variety:** Some welders may enjoy a variety of work tasks and projects, which can provide continuous challenge and learning opportunities, leading to increased career satisfaction.*

***7. Work-life balance:** Being able to balance the demands of work and personal life is also a key factor in increasing job satisfaction.*

For those who are considering or have already entered the welding industry, it is important to understand these factors and evaluate their career options based on their personal values and goals. At the same time, regular reflection and adjustment of career plans can also help improve long-term career satisfaction.” - Welding journey person, New Brunswick





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