

## Sheltered Workshops Manager Salary Survey

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September 2011

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### Overview

In order to collect data regarding sheltered workshop manager salaries in Missouri, the Sheltered Workshops Manager Salary Survey was administered in August 2011 via the web to all 91 sheltered workshops in Missouri. Eighty-seven (87) responses were received for a total of response rate of 95.6% overall.

The following ten questions were asked on this survey:

1. How many certified employees currently work at your workshop?
2. How many administrative/office staff do you employ?
3. How many production supervisors do you employ?
4. How many support staff (drivers, maintenance, personal attendants, etc.) do you employ?
5. Is your "service area" population greater than 50,000?
6. How many years of experience do you have as a manager/executive in private or other agencies in your career?
7. How many years have you been a sheltered workshop manager?
8. What is your salary/wage as of January 1, 2011?
9. What is the dollar value of your current benefit package (include bonuses, vehicle use, paid insurance, etc.)?
10. Is a retirement program provided by the Workshop Corporation (including matching savings program)?

### Results

#### **Question One**

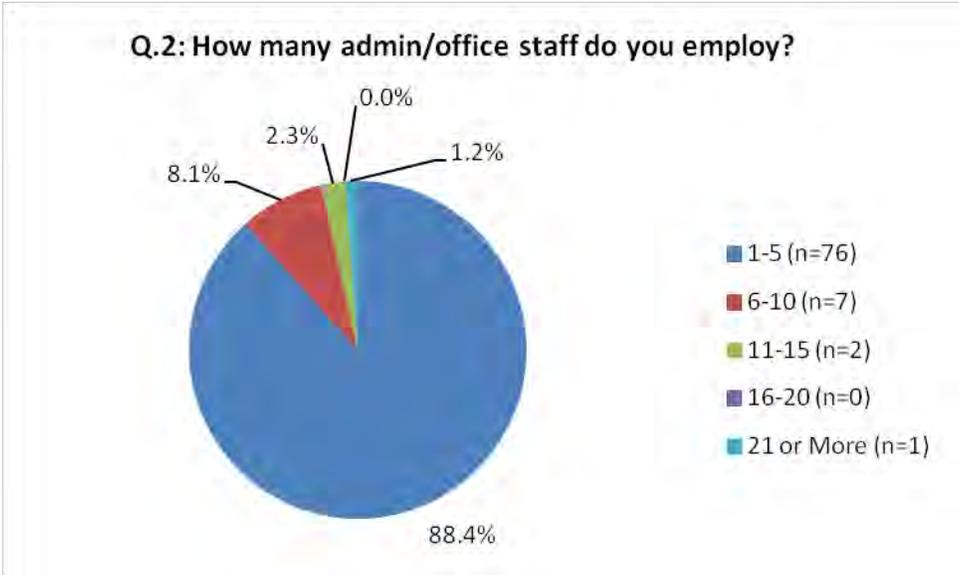
The first survey question asked managers how many certified employees worked at their respective workshops. Four answer options were given: *Less than 50*, *51-100*, *101-150*, and *150 or More*. All 87 respondents answered this question. The results are shown in the following chart:



As the graph above illustrates, the majority of sheltered workshop managers—74.7% or 65 out of the 87 respondents—reported that they had 100 or fewer employees total (41.4% or 36 managers responded that their workshop employed less than 50, while 33.3% or 29 responded that their workshop employed between 51 and 100 certified employees).

**Question Two**

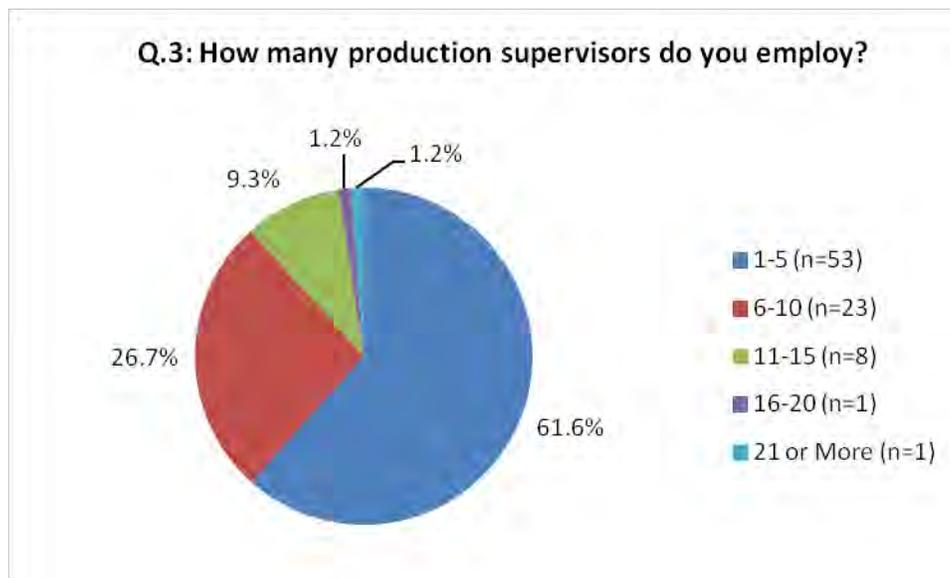
The second survey question asked managers how many administrative/office staff were employed at their respective workshops. Five answer options were given: 1-5, 6-10, 11-15, 16-20, and 21 or More. Eighty-six of the 87 respondents answered this question. The results are shown in the following chart:



As the pie chart above illustrates, an overwhelming majority of managers (88.4%) reported that their shop employed between one and five administrative/office staff.

### Question Three

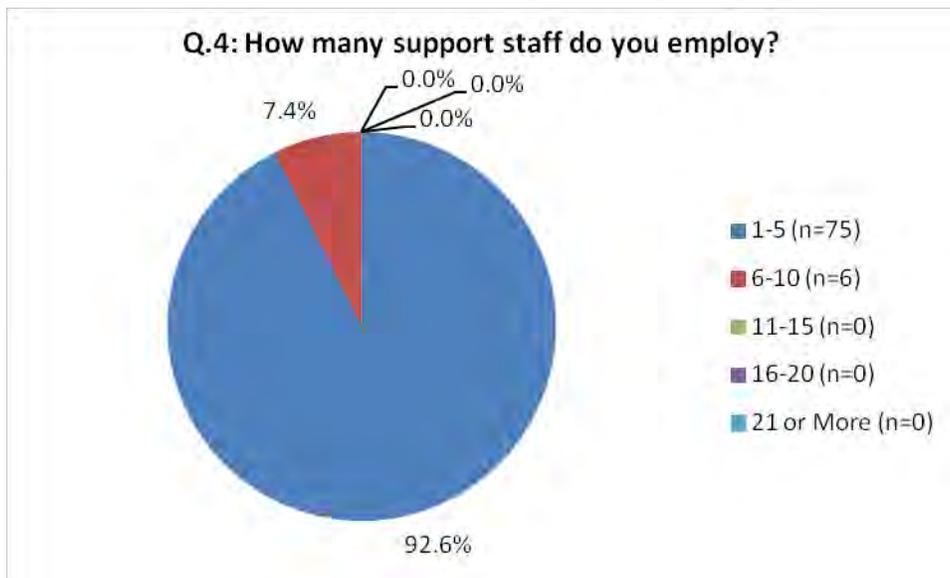
The third survey question asked managers how many supervisors are employed at their respective shops. Five answer options were given: 1-5, 6-10, 11-15, 16-20, and 21 or More. Eighty-six of the 87 respondents answered this question. The results are shown in the following chart:



As the pie chart above illustrates, the majority of sheltered workshop managers—61.6% or 53 out of the 86 respondents—reported that their workshop employs between one and five supervisors. There was only one manager to respond positively that their respective workshops employed between 16 and 20 supervisors or 21 or more supervisors.

### Question Four

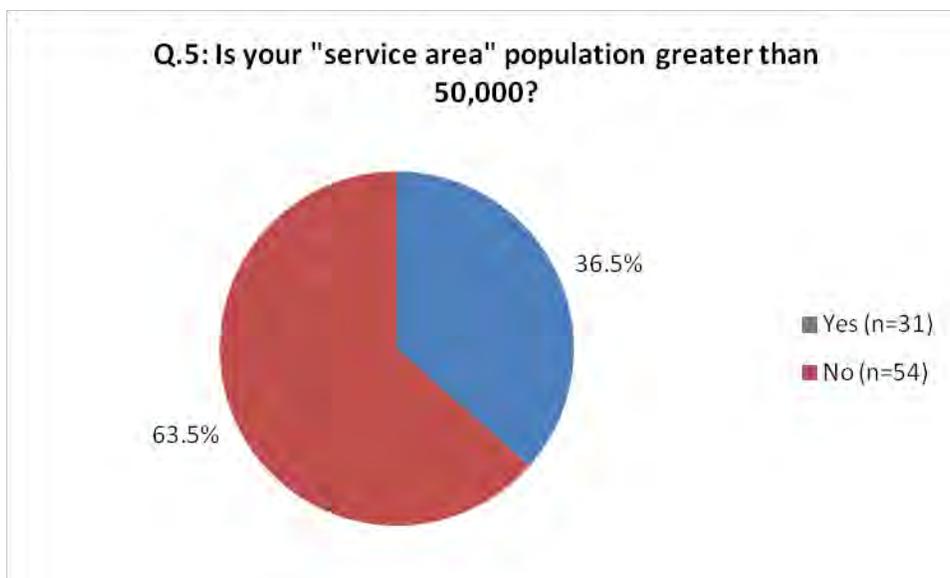
The fourth survey question asked sheltered workshop managers how many support staff, such as drivers, maintenance personnel, personal attendants etc., are working at their respective workshops. Four answer options were given: 1-5, 6-10, 11-15, 16-20, and 21 or More. Eighty-one of the 87 respondents answered this question; six respondents skipped it, making this question the most-skipped question in the survey. The results are shown on the following pie chart:



As the chart above illustrates, an overwhelming majority of sheltered workshop managers— 92.6% or 75 out of 81 respondents—reported that they employ between one and five support staff at their workshops. No managers responded to the 11-15, 16-20, or 21 or More categories.

*Question Five*

The fifth survey question asked managers if their respective “service area” populations are greater than 50,000 or not. Eighty-five of the 87 respondents answered this question. The results are shown in the following chart:



The pie chart for question number five shows that most managers (63.5% or 54 out of 85) do not oversee in a service area with a population greater than 50,000.

*Question Six*

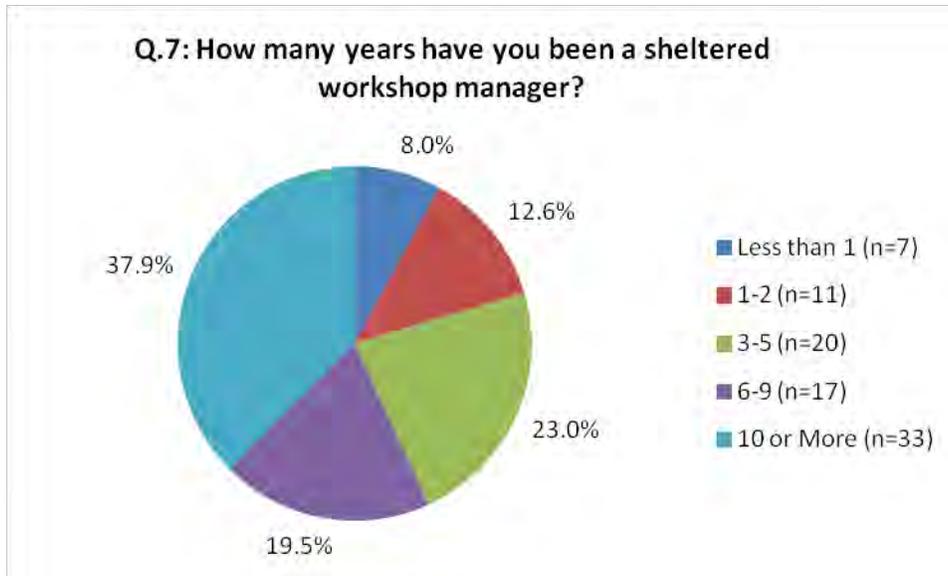
The sixth survey question asked “How many years of experience do you have as a manager/executive in private or other agencies in your career?” Five answer options were given: *Less than 1*, *1-2*, *3-5*, *6-9*, and *10 or More*. Eighty-six of the 87 respondents answered this question. The results are shown in the following pie chart:



As the graph above illustrates, the majority of respondents (55.8% or 48 of 86 respondents) reported that they have amassed ten or more years of manager/executive experience in private or other agencies throughout their careers.

*Question Seven*

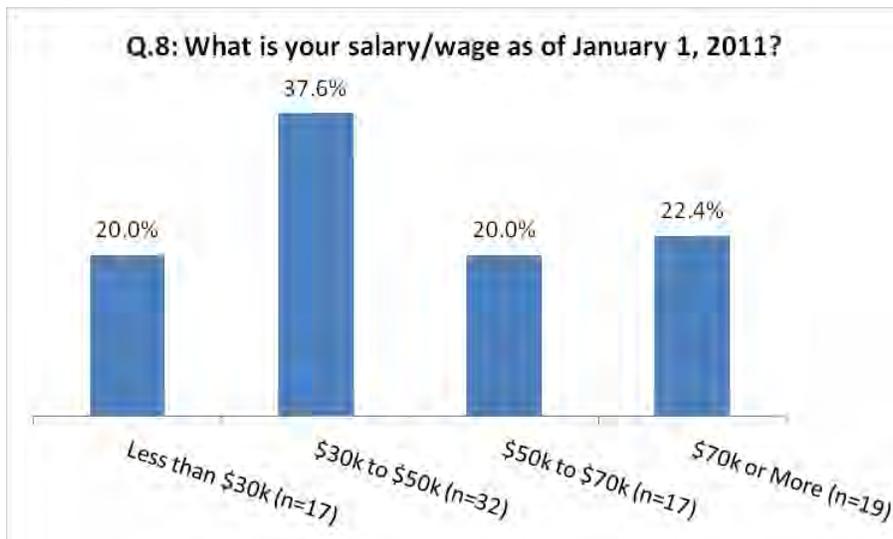
The seventh survey question asked how many years the respondents have been employed as a sheltered workshop manager. Five answer options were given: *Less than 1*, *1-2*, *3-5*, *6-9*, and *10 or More*. Eighty-six of the 87 respondents answered this question. The results are shown in the following pie chart:



As the pie chart above illustrates, the largest majority of respondents (37.9% or 33 of 87 respondents) reported that they have been employed as a sheltered workshop manager for ten years or longer. Note that the total respondents came out to just over 100%—this is likely due to someone answering this question twice somehow. Regardless, the responses are pretty fairly distributed and one error in answer should not throw off the overall fidelity in results on this question.

**Question Eight**

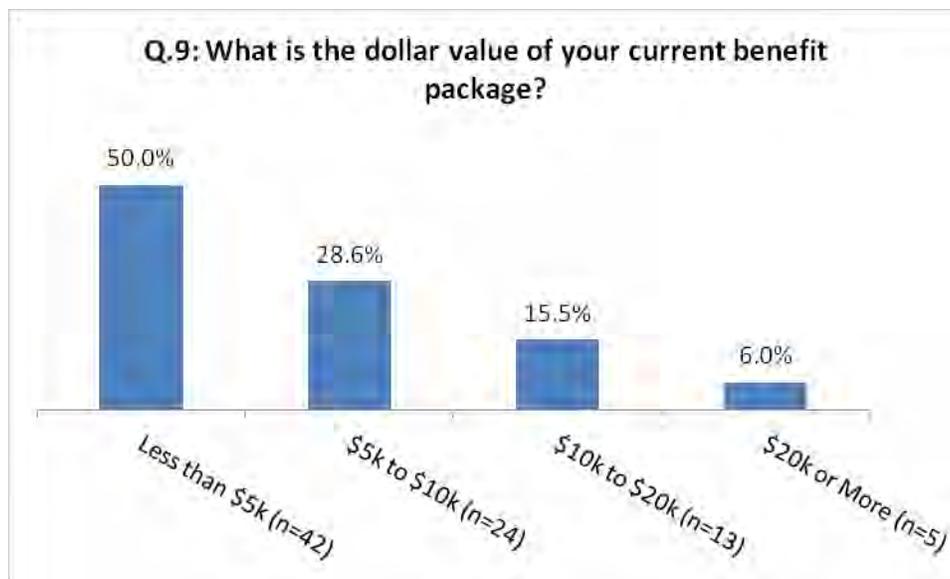
The eighth survey question asked managers about their salaries as of January 1, 2011 on a four-tier scale: *Less than \$30,000*, *\$30,000 to \$50,000*, *\$50,000 to \$70,000*, or *\$70,000 or More*. Eighty-five respondents out of 87 answered this question. The results have been displayed in the following bar graph to more easily review the data trend.



As the previous bar graph illustrates, 37.6% or 32 out of 85 respondents reported they currently make between \$30,000 and \$50,000 a year as of January 1, 2011. Other salary answer options were pretty equally distributed.

### Question Nine

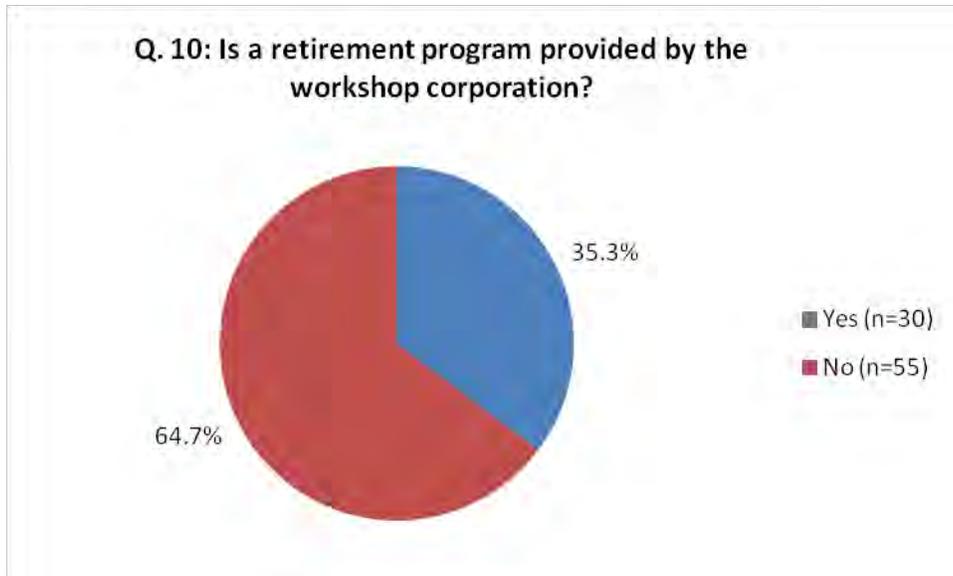
The ninth survey question asked managers about how they would rate the dollar-value of their current benefits package to include items such as bonuses, vehicle use, paid insurance, and other similar benefits on a four-tier scale: *Less than \$5,000, \$5,000 to \$10,000, \$10,000 to \$20,000, or \$20,000 or More*. Eighty-four respondents out of 87 answered this question; three skipped it. The results are shown in the following graph displayed in bars to more easily review the data trend.



The bar graph above clearly illustrates a downward trend in total dollar value of sheltered workshop manager benefit packages. Half of respondents (42 or 50%) responded that their benefits package value was less than \$5,000; from there, as the value went up, less managers responded in each value segment.

### Question Ten

The final survey question asked managers whether or not their workshop corporation provided them with a retirement program. Eighty-five of the 87 respondents answered this question. The results are shown in the following pie chart:



The chart for question number ten shows that nearly 65% of sheltered workshop managers (or 55 out of 85) were not provided a retirement program by their workshop corporations.

In addition, this question gave respondents the option to add a narrative “other” answer; five respondents replied and their responses are listed below.

1. 403b
2. 403b
3. 403B non contributing
4. Matching savings up to a point; no retirement
5. A 403-b plan is available

### Summary Data

Below, you will find the *weighted* average salary for each of the four categories based on the number of DESE “certified” employees; they are:

<b>Less than 50 Employees</b>	\$32,787
<b>51-100 Employees</b>	\$43,531
<b>101-150 Employees</b>	\$54,026
<b>151 + Employees</b>	\$69,878