



Metal Production and Fabrication Wages and Benefits Report

Background

The Corporate University, Kent State University at Stark, in conjunction with Team NEO, conducted a starting wage and benefit survey of businesses located within Northeast Ohio. Organizations across Northeast Ohio were invited to participate in the starting wage and benefit survey through various media outlets and encouraged economic development groups and chambers of commerce in each of the counties to e-mail the survey link to their constituents.

The table below summarizes the number of responses received by industry sector.

NAICS Industry Sector	Responses	Percent
31-33 Manufacturing	153	48.88%
62 Health Care and Social Assistance	27	8.86%
81 Other Services (except Public Administration)	23	7.35%
92 Public Administration (Government)	19	6.07%
54 Professional, Scientific, and Technical Services	16	5.11%
61 Educational Services	15	4.79%
44-45 Retail Trade	11	3.51%
48-49 Transportation and Warehousing	9	2.88%
52 Finance and Insurance	8	2.56%
23 Construction	6	1.92%
42 Wholesale Trade	6	1.92%
72 Accommodation and Food Services	4	1.28%
51 Information	3	0.96%
11 Agriculture, Forestry, Fishing and Hunting	3	0.96%
53 Real Estate and Rental and Leasing	3	0.96%
22 Utilities	2	0.64%
56 Administrative and Support and Waste Management and Remediation Services	2	0.64%
55 Management of Companies and Enterprises	2	0.64%
21 Mining, Quarrying, and Oil and Gas Extraction	1	0.32%
71 Arts, Entertainment, and Recreation	0	0.00%
Total	313	100.00%

Part One: Summary of Demographics and Benefits

Demographics

In the following tables, researchers present demographic characteristics of the responding organizations.

County	Responses	Percent
Stark	69	22.04%
Summit	44	14.06%
Medina	32	10.22%
Ashtabula	28	8.95%
Wayne	27	8.63%
Lorain	19	6.07%
Erie	19	6.07%
Cuyahoga	16	5.11%
Tuscarawas	11	3.51%
Portage	10	3.19%
Richland	6	1.92%
Huron	6	1.92%
Trumbull	6	1.92%
Lake	5	1.60%
Mahoning	5	1.60%
Geauga	5	1.60%
Columbiana	4	1.28%
Ashland	1	0.32%
Total	313	100.00%

The majority of participants indicated that their facility may be described as the location of their primary business operations.

Type of Organization	Responses	Percent
Primary Business	285	91.05%
Support Operations	20	6.39%
Other (e.g. R&D)	8	2.56%
Total	313	100.00%

Other (e.g. R&D), Please Specify
Academic Instruction and Research
Regional Campus of a University
Triple combined government agency with a total of four locations within walking distance.
It is one of 7 plants that comprise the company. The company's headquarters are in North Kansas City, Missouri
Metal Manufacturing
Correctional facility which is a part of a larger organization
United Steelworker
Headquarters for our commercial banking organization, however part of this location is also a retail banking center

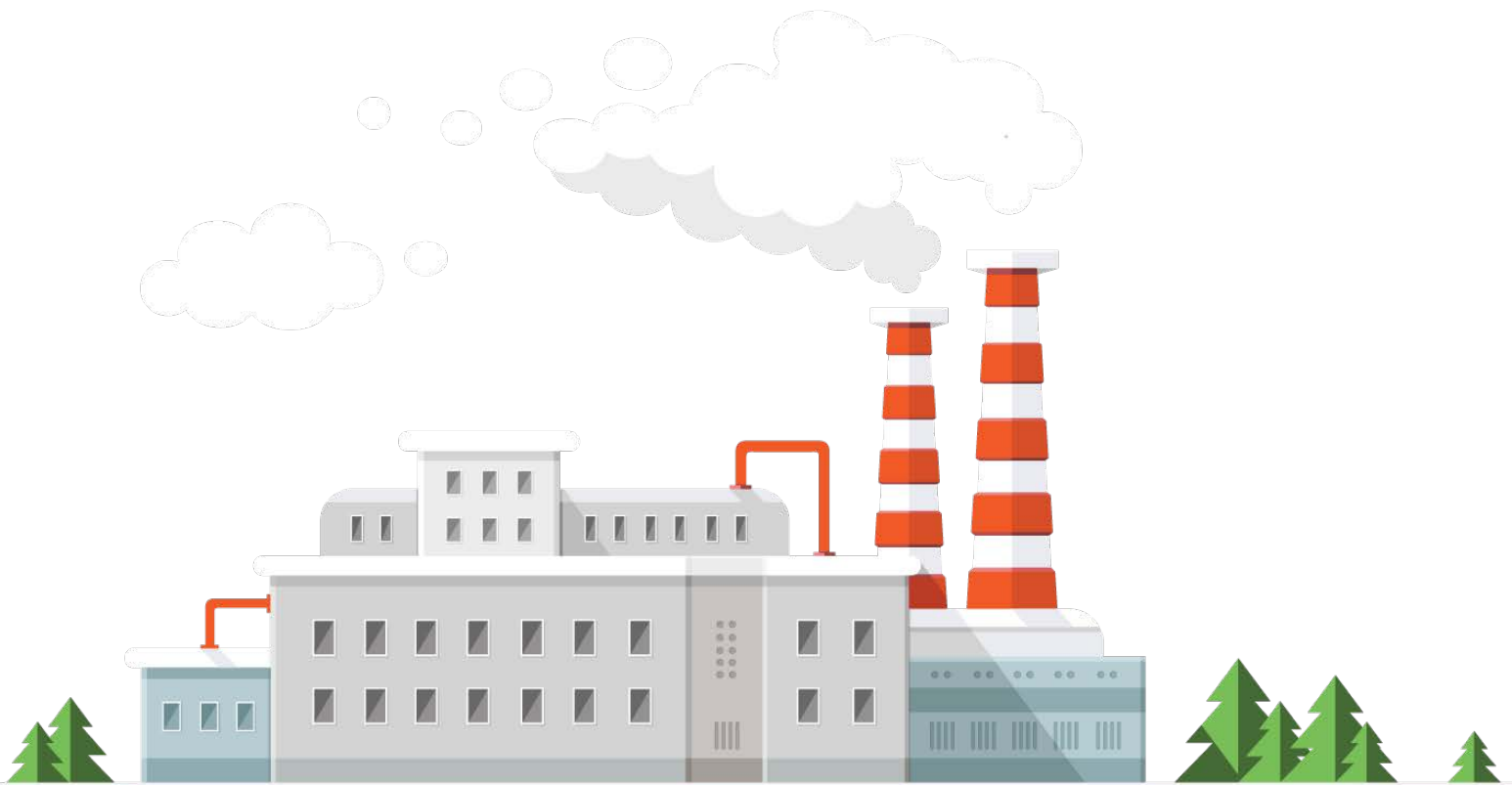
Respondent organizations most frequently described their business operations as a headquarters/corporate office or sole location.

Description of Operations	Responses	Percent
Headquarters/Corporate Offices	129	41.21%
Sole locations	96	30.67%
Branch of a larger firm	47	15.02%
Other, please specify:	25	7.99%
Subsidiary	12	3.83%
Franchise	4	1.28%
Total	313	100.00%

Other, please specify:
Manufacturing location for Corporation
Sister Company of a group of companies
One of three Manufacturing facilities in Ohio and also company headquarters
Our offices are located in stark county and we also have five food retail locations
Administrative offices, IT, Support Services, Public Relations and Human Services staff at this location.
City Hall/local government
Public School District
Government
One of Stark County's offices
Primary office with second location in Lake County, Ohio
One manufacturing facility (headquarters are in Plymouth, Michigan)
Joint Venture
City government administrative offices. All related operations are located within the city
Government Facility
Correctional facility which is part of a larger organization
Public School District
Administrative Office
Manufacturing operations as well as business group (product development); IS, and some HR
Non-profit that primarily employs workers with developmental disabilities
Location part of a health system
Public School District
Hospital
Manufacturing facility
Manufacturing plant for multinational company

The majority of respondent organizations reported that they have less than 100 employees.

Number of Employees	Responses	Percent
0-99	157	50.97%
100-249	80	25.97%
250-999	52	16.88%
1,000-2,499	10	3.25%
2,500 or more	9	2.92%
Total	308	100.00%



Participants ranked the most common challenges to making new employees successful on a scale of “1=most common challenge” to “6=least common challenge”. On average, participants indicated that attendance was the most commonly experienced challenge.

Ranking of Challenges to Making New Employees Successful		
Challenge	Mean	SD
Attendance/showing up ready to work on time	2.39	1.42
Ability to learn (e.g., acquiring the right skills and experience for the job)	2.92	1.37
Willingness to learn new skills	3.21	1.21
Behavioral issues (e.g., attitude, employee conflicts, substance abuse)	3.23	1.37
Attrition due to workers moving on to another employer	3.79	1.77
Organized labor requirement	5.47	1.22

SD: Standard deviation, the variability of valid responses around the mean.

In addition to presenting participants’ workplace challenges as averages, the frequency (or number) of participants who assigned a value of “1=most common challenge” to each of the items presented was explored. Participants most frequently ranked the ability of their employees to learn as their most commonly experienced workplace challenge.

Most Commonly Experienced Challenges to Making New Employees Successful	
Challenge	Frequency
Attendance/showing up ready to work on time	117
Ability to learn (e.g., acquiring the right skills and experience for the job)	65
Willingness to learn new skills	52
Behavioral issues (e.g., attitude, employee conflicts, substance abuse)	31
Attrition due to workers moving on to another employer	19
Organized labor requirement	10

The majority of participants also reported that they are having challenges hiring new employees. They were also asked to specify these challenges and they most commonly answered lack of qualified applicants, skilled trade, wages, undesirable type of work, drug testing, schedule, work ethic, attendance, driving record, location, and turnover respectively.

Are you having challenges hiring new employees?	Responses	Percent
Yes	180	58.44%
No	128	41.56%
Total	308	100.00%

Benefits

Vacation Days by Length of Tenure and Type of Employment					
Tenure	Type of Employment	Mean	Responses	Minimum	Maximum
Under 1 Year	Full-time	4.78	160	0	22
	Part-time	1.27	94	0	24
1-2 years	Full-time	8.01	192	0	22
	Part-time	1.94	103	0	12
3-5 years	Full-time	10.61	187	0	24
	Part-time	2.36	103	0	12
6-10 years	Full-time	13.79	184	0	28
	Part-time	3.17	101	0	17
11 or more years	Full-time	17.24	180	0	32
	Part-time	3.88	100	0	20

PTO/Sick Days by Length of Tenure and Type of Employment					
Tenure	Type of Employment	Mean	Responses	Minimum	Maximum
Under 1 Year	Full-time	5.67	144	0	28
	Part-time	1.43	94	0	18
1-2 years	Full-time	6.66	151	0	28
	Part-time	1.52	97	0	18
3-5 years	Full-time	7.42	148	0	28
	Part-time	1.66	97	0	18
6-10 years	Full-time	8.24	147	0	50
	Part-time	1.96	96	0	18
11 or more years	Full-time	17.24	144	0	60
	Part-time	1.84	94	0	20

Health Insurance by Type of Employment						
Benefit	Employment	Requirement	Mean	Responses	Minimum	Maximum
Health Insurance for Employee	Full-time	Tenure (months)	2.16	209	0	12
		Percentage Paid by Employee	26.47	188	0	100
	Part-time	Tenure (months)	1.25	76	0	12
		Percentage Paid by Employee	19.93	71	0	100
Health Insurance for Families	Full-time	Tenure (months)	2.15	204	0	12
		Percentage Paid by Employee	29.11	180	0	100
	Part-time	Tenure (months)	1.27	70	0	12
		Percentage Paid by Employee	20.65	65	0	100

Dental Insurance by Type of Employment						
Benefit	Employment	Requirement	Mean	Responses	Minimum	Maximum
Dental Insurance for Employee	Full-time	Tenure (months)	2.13	182	0	12
		Percentage Paid by Employee	48.59	164	0	100
	Part-time	Tenure (months)	1.32	65	0	12
		Percentage Paid by Employee	30.08	60	0	100
Dental Insurance for Families	Full-time	Tenure (months)	2.12	181	0	12
		Percentage Paid by Employee	50.94	162	0	100
	Part-time	Tenure (months)	1.33	64	0	12
		Percentage Paid by Employee	30.15	60	0	100

Vision Insurance by Type of Employment						
Benefit	Employment	Requirement	Mean	Responses	Minimum	Maximum
Vision Insurance for Employee	Full-time	Tenure (months)	2.16	148	0	12
		Percentage Paid by Employee	53.73	130	0	100
	Part-time	Tenure (months)	1.29	56	0	12
		Percentage Paid by Employee	31.48	54	0	100
Vision Insurance for Families	Full-time	Tenure (months)	2.14	147	0	12
		Percentage Paid by Employee	55.52	127	0	100
	Part-time	Tenure (months)	1.25	55	0	12
		Percentage Paid by Employee	31.43	53	0	100

Disability Insurance by Type of Employment						
Benefit	Employment	Requirement	Mean	Responses	Minimum	Maximum
Disability Insurance for Employee	Full-time	Tenure (months)	2.79	151	0	15
		Percentage Paid by Employee	27.75	132	0	100
	Part-time	Tenure (months)	1.27	56	0	15
		Percentage Paid by Employee	14.26	54	0	100
Disability Insurance for Families	Full-time	Tenure (months)	3.24	153	0	12
		Percentage Paid by Employee	28.52	130	0	100
	Part-time	Tenure (months)	1.40	55	0	12
		Percentage Paid by Employee	16.54	52	0	100

Life Insurance by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	2.07	178	0	12
	Percentage Paid by Employee	16.38	152	0	100
Part-time	Tenure (months)	0.81	63	0	9
	Percentage Paid by Employee	2.07	178	0	12

Section 125 Benefits by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	1.83	107	0	12
	Percentage Paid by Employee	60.78	81	0	100
Part-time	Tenure (months)	1.12	50	0	12
	Percentage Paid by Employee	30.91	47	0	100

Health Savings Accounts by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	1.87	112	0	12
	Percentage Paid by Employee	50.31	74	0	100
Part-time	Tenure (months)	0.94	47	0	12
	Percentage Paid by Employee	24.65	43	0	100

Tuition Benefits by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	5.66	106	0	12
	Percentage Paid by Employee	15.81	68	0	100
Part-time	Tenure (months)	2.59	44	0	12
	Percentage Paid by Employee	7.24	38	0	100

Wellness Benefits by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	1.21	86	0	12
	Percentage Paid by Employee	10.95	61	0	100
Part-time	Tenure (months)	0.24	37	0	2
	Percentage Paid by Employee	5.71	35	0	100

Company-provided Childcare Benefits by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	0.03	34	0	1
	Percentage Paid by Employee	5.56	27	0	100
Part-time	Tenure (months)	0.04	26	0	1
	Percentage Paid by Employee	6.00	25	0	100

Profit Sharing by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	4.79	70	0	24
	Percentage Paid by Employee	2.15	48	0	100
Part-time	Tenure (months)	2.09	34	0	12
	Percentage Paid by Employee	3.03	33	0	12

Pension Benefits by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	3.00	62	0	12
	Percentage Paid by Employee	11.21	48	0	100
Part-time	Tenure (months)	1.18	34	0	12
	Percentage Paid by Employee	8.64	33	0	100

401K Benefits by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	5.86	170	0	36
	Percentage Paid by Employee	47.66	100	0	100
Part-time	Tenure (months)	3.74	66	0	36
	Percentage Paid by Employee	29.59	51	0	100

Provision of Uniforms by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	1.09	95	0	12
	Percentage Paid by Employee	25.71	78	0	100
Part-time	Tenure (months)	0.36	39	0	3
	Percentage Paid by Employee	16.22	37	0	100

Survey participants, who provided information about “other” benefits, indicated that their organizations offer stock option plans, bonuses and contribute to retirement accounts for employees.

Other Benefits by Type of Employment					
Employment	Requirement	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	4.63	16	0	12
	Percentage Paid by Employee	16.92	12	0	100
Part-time	Tenure (months)	0.38	8	0	1
	Percentage Paid by Employee	0.38	8	0	100

Part Two: Summary of Compensation

Description of Analyses and Tables

In the following tables, researchers present summary analyses of the reported number of new hires in the last 12 months, the projected number of new hires anticipated during the next 12 months, the projected number of new hires anticipated during the next 3 years, average hourly wage, and average annual salary.

The table below provides a sample of the tables that follow for each occupational title.

Table Title						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
Title	Last 12 Months	#	#	#	#	#
	Projected Next 12 Months	#	#	#	#	#
	Projected Next 3 Years		#	#	#	#
	Starting Hourly Wage (\$/hour)		#	#	#	#
	Starting Salary (\$/year)		#	#	#	#

For new hires in the last 12 months and anticipated new hires during the next 12 months and 3 years, the following data are presented in each summary table:

- Total: The total number of hires for each time period across all respondent organizations by industry sector.
- Responses: The number of organizations that provided a response for this category.
- Mean: The average number of hires for each time period across those respondent organizations whose response is greater than zero.
- Minimum: The least number of hires for each time period across all respondent organizations by industry sector.
- Maximum: The greatest number of hires for each time period across all respondent organizations by industry sector.

For hourly wage and annual salary, the following data are presented in each summary table:

- Mean: The average of valid responses across those organizations whose response is greater than zero.
- Minimum: The smallest wage across all respondent organizations by industry sector.
- Maximum: The greatest wage across all respondent organizations by industry sector.

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	38	53	1.73	0	10
	Projected Next 12 Months	13	44	1.30	0	3
	Projected Next 3 Years	26	43	1.44	0	6
	Starting Hourly Wage (\$/hour)		4	\$34.04	\$21.64	\$40.00
	Starting Salary (\$/year)		65	\$89,415.00	\$30,000.00	\$175,000.00
11-2021 Marketing Managers	Last 12 Months	10	29	1.11	0	2
	Projected Next 12 Months	8	28	1.60	0	4
	Projected Next 3 Years	7	26	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$14.20	\$14.20	\$14.20
	Starting Salary (\$/year)		30	\$62,591.89	\$30,000.00	\$95,000.00
11-2022 Sales Managers	Last 12 Months	25	43	1.25	0	2
	Projected Next 12 Months	20	34	1.67	0	4
	Projected Next 3 Years	13	29	1.44	0	1
	Starting Hourly Wage (\$/hour)		1	\$18.30	\$18.30	\$14.20
	Starting Salary (\$/year)		43	\$87,308.22	\$30,000.00	\$95,000.00
11-3011 Administrative Services Managers	Last 12 Months	11	35	1.22	0	2
	Projected Next 12 Months	7	31	1.17	0	2
	Projected Next 3 Years	10	32	1.11	0	2
	Starting Hourly Wage (\$/hour)		4	\$24.76	\$12.00	\$41.19
	Starting Salary (\$/year)		31	\$56,024.22	\$24,000.00	\$125,000.00
11-3021 Computer and Information Systems Managers	Last 12 Months	6	30	1.00	0	1
	Projected Next 12 Months	8	29	1.33	0	3
	Projected Next 3 Years	8	27	2.00	0	5
	Starting Hourly Wage (\$/hour)		3	\$22.67	\$18.00	\$30.00
	Starting Salary (\$/year)		29	\$79,978.82	\$35,000.00	\$187,042.84
11-3031 Financial Managers	Last 12 Months	9	34	1.00	0	1
	Projected Next 12 Months	1	30	1.00	0	1
	Projected Next 3 Years	4	29	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
	Starting Salary (\$/year)		37	\$75,976.65	\$30,000.00	\$155,000.00
11-3051 Industrial Production Managers	Last 12 Months	39	50	1.34	0	4
	Projected Next 12 Months	22	42	1.57	0	4
	Projected Next 3 Years	19	383	1.73	0	4
	Starting Hourly Wage (\$/hour)		3	\$20.33	\$18.00	\$23.00
	Starting Salary (\$/year)		59	\$66,235.42	\$24,000.00	\$125,000.00
11-9199 Managers, All Other	Last 12 Months	27	39	1.93	0	2
	Projected Next 12 Months	18	24	2.00	0	2
	Projected Next 3 Years	10	22	2.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$24.19	\$16.00	\$34.57
	Starting Salary (\$/year)		31	\$68,351.61	\$35,000.00	\$138,000.00

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-1023 Purchasing Agents	Last 12 Months	19	40	1.12	0	2
	Projected Next 12 Months	10	36	1.25	0	2
	Projected Next 3 Years	5	32	1.00	0	1
	Starting Hourly Wage (\$/hour)		6	\$17.76	\$13.00	\$25.00
	Starting Salary (\$/year)		42	\$51,437.33	\$25,000.00	\$110,000.00
13-1071 Human Resources Specialists	Last 12 Months	18	46	1.06	0	2
	Projected Next 12 Months	11	37	1.10	0	2
	Projected Next 3 Years	9	38	1.00	0	1
	Starting Hourly Wage (\$/hour)		6	\$18.82	\$10.00	\$28.81
	Starting Salary (\$/year)		45	\$50,108.00	\$30,000.00	\$90,000.00
13-1111 Management Analysts	Last 12 Months	2	18	1.00	0	1
	Projected Next 12 Months	2	14	1.00	0	1
	Projected Next 3 Years	2	13	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$23.00	\$23.00	\$23.00
	Starting Salary (\$/year)		5	\$54,148.00	\$45,000.00	\$65,000.00
13-1151 Training and Development Specialists	Last 12 Months	4	21	2.00	0	3
	Projected Next 12 Months	2	18	1.00	0	1
	Projected Next 3 Years	1	16	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$19.00	\$19.00	\$19.00
	Starting Salary (\$/year)		9	\$60,729.00	\$30,000.00	\$100,000.00
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	14	23	2.80	0	9
	Projected Next 12 Months	5	19	1.25	0	2
	Projected Next 3 Years	3	18	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$21.00	\$17.00	\$25.00
	Starting Salary (\$/year)		11	\$48,014.55	\$25,000.00	\$70,000.00
13-1199 Business Operations Specialists, All Other	Last 12 Months	8	18	2.00	0	4
	Projected Next 12 Months	3	14	1.50	0	2
	Projected Next 3 Years	2	13	2.00	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		5	\$58,800.00	\$45,000.00	\$75,000.00
13-2011 Accountants and Auditors	Last 12 Months	14	30	1.27	0	3
	Projected Next 12 Months	6	26	1.00	0	1
	Projected Next 3 Years	2	24	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$17.50	\$16.00	\$19.00
	Starting Salary (\$/year)		26	\$54,639.69	\$30,000.00	\$85,000.00
13-2051 Financial Analysts	Last 12 Months	13	21	2.60	0	8
	Projected Next 12 Months	5	16	5.00	0	5
	Projected Next 3 Years	5	15	5.00	0	5
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		10	\$68,351.61	\$45,000.00	\$75,000.00

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
15-1121 Computer Systems Analysts	Last 12 Months	16	23	3.20	0	9
	Projected Next 12 Months	1	18	1.00	0	1
	Projected Next 3 Years	2	17	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$22,508.50	\$17.00	\$45,000.00
	Starting Salary (\$/year)		10	\$65,116.10	\$50,000.00	\$92,000.00
15-1132 Software Developers, Applications	Last 12 Months	3	16	1.50	0	2
	Projected Next 12 Months	2	12	2.00	0	2
	Projected Next 3 Years	2	11	2.00	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		6	\$64,025.17	\$45,000.00	\$90,000.00
15-1133 Software Developers, Systems Software	Last 12 Months	1	16	1.00	0	1
	Projected Next 12 Months	1	12	1.00	0	1
	Projected Next 3 Years	0	11	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		6	\$55,514.00	\$43,000.00	\$86,476.00
15-1142 Network and Computer Systems Administrators	Last 12 Months	18	17	4.50	0	15
	Projected Next 12 Months	6	15	3.00	0	5
	Projected Next 3 Years	0	12	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		13	\$54,984.62	\$40,000.00	\$85,000.00
15-1151 Computer User Support Specialists	Last 12 Months	7	16	1.17	0	2
	Projected Next 12 Months	2	15	2.00	0	2
	Projected Next 3 Years	0	13	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$13.03	\$9.25	\$15.35
	Starting Salary (\$/year)		8	\$42,805.25	\$30,000.00	\$54,000.00
15-1199 Computer Occupations, All Other	Last 12 Months	4	13	1.33	0	2
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	2	9	2.00	0	2
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		2	\$70,850.00	\$54,000.00	\$87,700.00
17-2041 Chemical Engineers	Last 12 Months	4	13	1.33	0	4
	Projected Next 12 Months	2	13	2.00	0	1
	Projected Next 3 Years	4	12	2.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	\$25.00
	Starting Salary (\$/year)		5	\$77,200.00	\$45,000.00	\$105,000.00
17-2071 Electrical Engineers	Last 12 Months	7	18	1.17	0	2
	Projected Next 12 Months	5	16	1.00	0	1
	Projected Next 3 Years	4	12	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		12	\$72,691.67	\$45,000.00	\$105,000.00

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
17-2072 Electronics Engineers	Last 12 Months	1	11	1.00	0	1
	Projected Next 12 Months	6	12	1.20	0	2
	Projected Next 3 Years	1	10	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$32.55	\$32.55	\$32.55
	Starting Salary (\$/year)		5	\$78,500.00	\$60,000.00	\$95,000.00
17-2112 Industrial Engineers	Last 12 Months	8	19	1.33	0	3
	Projected Next 12 Months	11	23	1.22	0	2
	Projected Next 3 Years	6	17	1.20	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		17	\$63,470.59	\$40,000.00	\$87,500.00
17-2131 Materials Engineers	Last 12 Months	7	15	2.33	0	4
	Projected Next 12 Months	3	14	1.50	0	2
	Projected Next 3 Years	1	12	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	N/A	N/A	N/A
	Starting Salary (\$/year)		12	\$72,720.42	\$50,000.00	\$94,980.00
17-2141 Mechanical Engineers	Last 12 Months	57	38	2.11	0	15
	Projected Next 12 Months	33	31	1.65	0	8
	Projected Next 3 Years	26	23	2.36	0	10
	Starting Hourly Wage (\$/hour)		4	\$22.15	\$20.00	\$26.00
	Starting Salary (\$/year)		38	\$64,998.16	\$42,000.00	\$104,000.00
17-3013 Mechanical Drafters	Last 12 Months	15	20	1.67	0	3
	Projected Next 12 Months	6	17	1.20	0	2
	Projected Next 3 Years	4	16	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$15.00	\$12.00	\$18.00
	Starting Salary (\$/year)		16	\$46,623.19	\$30,000.00	\$65,000.00
17-3023 Electrical and Electronic Engineering Technicians	Last 12 Months	4	12	1.33	0	2
	Projected Next 12 Months	8	14	1.14	0	2
	Projected Next 3 Years	6	12	3.00	0	5
	Starting Hourly Wage (\$/hour)		4	\$20.00	\$17.50	\$21.00
	Starting Salary (\$/year)		10	\$46,797.20	\$35,000.00	\$62,000.00
17-3026 Industrial Engineering Technicians	Last 12 Months	4	9	2.00	0	3
	Projected Next 12 Months	3	10	1.50	0	2
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$59,333.33	\$30,000.00	\$75,000.00
17-3027 Mechanical Engineering Technicians	Last 12 Months	10	18	1.25	0	3
	Projected Next 12 Months	8	16	1.14	0	2
	Projected Next 3 Years	5	15	1.67	0	3
	Starting Hourly Wage (\$/hour)		6	\$19.75	\$15.00	\$25.00
	Starting Salary (\$/year)		11	\$53,727.27	\$35,000.00	\$83,000.00

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
17-3029 Engineering Technicians, All Other	Last 12 Months	3	11	1.50	0	2
	Projected Next 12 Months	6	13	1.20	0	2
	Projected Next 3 Years	2	9	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$13.50	\$12.00	\$15.00
	Starting Salary (\$/year)		7	\$55,580.00	\$24,960.00	\$75,000.00
19-2031 Chemists	Last 12 Months	4	13	1.33	0	2
	Projected Next 12 Months	2	12	2.00	0	2
	Projected Next 3 Years	5	11	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	N/A	N/A	N/A
	Starting Salary (\$/year)		5	\$70,200.00	\$32,000.00	\$100,000.00
19-4031 Chemical Technicians	Last 12 Months	5	13	1.67	0	3
	Projected Next 12 Months	3	12	1.50	0	2
	Projected Next 3 Years	1	9	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$18.18	\$11.00	\$26.55
	Starting Salary (\$/year)		3	\$46,818.67	\$40,000.00	\$53,456.00
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	Last 12 Months	21	20	3.50	0	16
	Projected Next 12 Months	4	17	1.33	0	2
	Projected Next 3 Years	6	17	2.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$16.00	\$11.00	\$21.00
	Starting Salary (\$/year)		7	\$38,571.43	\$20,000.00	\$56,000.00
37-1012 First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Last 12 Months	0	11	N/A	0	0
	Projected Next 12 Months	0	11	N/A	0	0
	Projected Next 3 Years	0	10	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.25	\$12.50	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	18	23	2.00	0	4
	Projected Next 12 Months	12	21	1.71	0	4
	Projected Next 3 Years	10	18	3.33	0	5
	Starting Hourly Wage (\$/hour)		21	\$10.78	\$7.95	\$16.14
	Starting Salary (\$/year)		3	\$22,141.33	\$21,424.00	\$23,000.00
37-2012 Maids and Housekeeping Cleaners	Last 12 Months	1	12	11.00	0	1
	Projected Next 12 Months	0	12	N/A	0	0
	Projected Next 3 Years	0	11	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.50	\$12.50	\$12.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-3011 Landscaping and Groundskeeping Workers	Last 12 Months	1	13	1.00	0	1
	Projected Next 12 Months	1	13	1.00	0	1
	Projected Next 3 Years	0	11	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$9.67	\$9.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
41-4011 Sales Representatives, Technical and Scientific Products	Last 12 Months	16	19	1.45	0	4
	Projected Next 12 Months	12	20	1.09	0	2
	Projected Next 3 Years	113	17	1.63	0	2
	Starting Hourly Wage (\$/hour)		2	\$32.55	\$17.00	\$25.00
	Starting Salary (\$/year)		19	\$62,831.58	\$35,000.00	\$100,000.00
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	38	30	2.00	0	6
	Projected Next 12 Months	23	26	1.64	0	4
	Projected Next 3 Years	31	21	3.10	0	10
	Starting Hourly Wage (\$/hour)		6	\$19.06	\$11.95	\$25.93
	Starting Salary (\$/year)		22	\$59,864.55	\$23,000.00	\$150,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	4	19	1.33	0	2
	Projected Next 12 Months	2	19	1.00	0	1
	Projected Next 3 Years	5	19	1.67	0	3
	Starting Hourly Wage (\$/hour)		6	\$16.86	\$10.00	\$25.93
	Starting Salary (\$/year)		9	\$50,533.33	\$37,500.00	\$60,000.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	21	37	1.17	0	9
	Projected Next 12 Months	19	38	1.19	0	5
	Projected Next 3 Years	17	33	1.55	0	2
	Starting Hourly Wage (\$/hour)		21	\$14.42	\$10.00	\$16.00
	Starting Salary (\$/year)		26	\$35,911.50	\$23,000.00	\$60,000.00
43-4051 Customer Service Representatives	Last 12 Months	53	43	1.71	0	3
	Projected Next 12 Months	23	35	1.64	0	2
	Projected Next 3 Years	12	33	1.50	0	1
	Starting Hourly Wage (\$/hour)		15	\$3.67	\$12.00	\$18.00
	Starting Salary (\$/year)		28	\$38,969.64	\$30,000.00	\$65,000.00
43-4161 Human Resources Assistants	Last 12 Months	8	21	1.14	0	2
	Projected Next 12 Months	4	18	1.00	0	1
	Projected Next 3 Years	2	17	1.00	0	1
	Starting Hourly Wage (\$/hour)		8	\$14.64	\$12.00	\$20.60
	Starting Salary (\$/year)		13	\$38,376.00	\$25,000.00	\$55,000.00
43-4171 Receptionists and Information Clerks	Last 12 Months	7	24	1.17	0	2
	Projected Next 12 Months	6	24	1.00	0	1
	Projected Next 3 Years	4	24	1.00	0	1
	Starting Hourly Wage (\$/hour)		19	\$12.00	\$8.00	\$16.68
	Starting Salary (\$/year)		14	\$29,589.29	\$22,000.00	\$39,350.00
43-5061 Production, Planning, and Expediting Clerks	Last 12 Months	20	23	1.82	0	10
	Projected Next 12 Months	16	22	2.29	0	10
	Projected Next 3 Years	34	18	6.80	0	30
	Starting Hourly Wage (\$/hour)		10	\$13.71	\$8.00	\$17.00
	Starting Salary (\$/year)		19	\$42,861.05	\$27,040.00	\$62,000.00

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-5071 Shipping, Receiving, and Traffic Clerks	Last 12 Months	26	38	1.30	0	3
	Projected Next 12 Months	16	36	1.23	0	2
	Projected Next 3 Years	14	30	1.75	0	5
	Starting Hourly Wage (\$/hour)		40	\$13.31	\$8.00	\$19.80
	Starting Salary (\$/year)		13	\$34,345.85	\$23,000.00	\$45,000.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	4	18	1.00	0	1
	Projected Next 12 Months	2	18	1.00	0	1
	Projected Next 3 Years	3	18	1.00	0	1
	Starting Hourly Wage (\$/hour)		8	\$16.77	\$13.40	\$22.00
	Starting Salary (\$/year)		7	\$44,785.71	\$25,000.00	\$58,500.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	3	16	1.00	0	1
	Projected Next 12 Months	1	16	1.00	0	1
	Projected Next 3 Years	1	15	1.00	0	1
	Starting Hourly Wage (\$/hour)		6	\$15.17	\$10.00	\$28.30
	Starting Salary (\$/year)		5	\$32,400.00	\$20,000.00	\$37,000.00
43-9061 Office Clerks, General	Last 12 Months	20	19	2.50	0	10
	Projected Next 12 Months	7	17	1.40	0	2
	Projected Next 3 Years	13	17	2.17	0	5
	Starting Hourly Wage (\$/hour)		11	\$13.48	\$8.50	\$20.60
	Starting Salary (\$/year)		8	\$30,781.00	\$25,000.00	\$42,848.00
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	Last 12 Months	9	20	1.80	0	4
	Projected Next 12 Months	6	20	1.50	0	2
	Projected Next 3 Years	2	18	1.00	0	1
	Starting Hourly Wage (\$/hour)		9	\$20.35	\$15.00	\$30.00
	Starting Salary (\$/year)		13	\$52,587.69	\$37,440.00	\$65,000.00
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	Last 12 Months	1	10	1.00	0	1
	Projected Next 12 Months	1	10	1.00	0	1
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$21.50	\$21.00	\$22.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9041 Industrial Machinery Mechanics	Last 12 Months	47	28	2.76	0	15
	Projected Next 12 Months	18	24	1.80	0	3
	Projected Next 3 Years	15	21	2.14	0	6
	Starting Hourly Wage (\$/hour)		21	\$18.95	\$14.50	\$24.25
	Starting Salary (\$/year)		6	\$44,016.67	\$35,000.00	\$60,600.00
49-9043 Maintenance Workers, Machinery	Last 12 Months	30	25	1.88	0	7
	Projected Next 12 Months	21	21	2.33	0	5
	Projected Next 3 Years	29	19	3.22	0	7
	Starting Hourly Wage (\$/hour)		24	\$17.28	\$11.00	\$31.55
	Starting Salary (\$/year)		3	\$36,666.33	\$31,000.00	\$48,000.00

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
49-9071 Maintenance and Repair Workers, General	Last 12 Months	48	36	1.78	0	2
	Projected Next 12 Months	33	28	2.20	0	2
	Projected Next 3 Years	40	26	2.86	0	2
	Starting Hourly Wage (\$/hour)		35	\$18.08	\$10.00	\$25.00
	Starting Salary (\$/year)		8	\$45,912.80	\$39,520.00	\$55,000.00
49-9099 Installation, Maintenance, and Repair Workers, All Other	Last 12 Months	4	9	1.33	0	2
	Projected Next 12 Months	4	9	1.33	0	2
	Projected Next 3 Years	3	8	1.50	0	2
	Starting Hourly Wage (\$/hour)		4	\$22.02	\$18.18	\$24.25
	Starting Salary (\$/year)		1	\$42,500.00	\$42,500.00	\$42,500.00
51-1011 First-Line Supervisors of Production and Operating Workers	Last 12 Months	47	40	2.04	0	6
	Projected Next 12 Months	32	37	1.52	0	5
	Projected Next 3 Years	43	32	2.69	0	15
	Starting Hourly Wage (\$/hour)		20	\$17.37	\$10.00	\$26.50
	Starting Salary (\$/year)		38	\$49,981.13	\$35,000.00	\$85,000.00
51-2041 Structural Metal Fabricators and Filters	Last 12 Months	35	16	3.50	0	12
	Projected Next 12 Months	21	16	2.10	0	6
	Projected Next 3 Years	28	14	3.50	0	6
	Starting Hourly Wage (\$/hour)		13	\$15.23	\$10.50	\$20.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-2092 Team Assemblers	Last 12 Months	323	34	14.04	0	85
	Projected Next 12 Months	216	29	10.80	0	85
	Projected Next 3 Years	243	25	15.19	0	100
	Starting Hourly Wage (\$/hour)		28	\$13.24	\$7.95	\$25.56
	Starting Salary (\$/year)		2	\$23,676.00	\$20,000.00	\$27,352.00
51-4011 Computer-Controlled Machine Tool Operators, Metal and Plastic	Last 12 Months	71	16	6.45	0	30
	Projected Next 12 Months	71	15	7.89	0	30
	Projected Next 3 Years	57	14	9.50	0	40
	Starting Hourly Wage (\$/hour)		13	\$14.92	\$11.50	\$20.00
	Starting Salary (\$/year)		1	\$23,920.00	\$23,920.00	\$23,920.00
51-4021 Extruding and Drawing Machine Settlers, Operators, and Tenders, Metal and Plastic	Last 12 Months	19	12	4.75	0	2
	Projected Next 12 Months	24	13	6.00	0	1
	Projected Next 3 Years	8	9	4.00	0	1
	Starting Hourly Wage (\$/hour)		5	\$14.50	\$12.00	\$18.40
	Starting Salary (\$/year)		2	\$33,123.00	\$28,246.00	\$38,000.00
51-4022 Forging Machine Settlers, Operators, and Tenders, Metal and Plastic	Last 12 Months	21	10	10.50	0	20
	Projected Next 12 Months	17	10	8.50	0	15
	Projected Next 3 Years	10	8	10.00	0	10
	Starting Hourly Wage (\$/hour)		3	\$16.50	\$10.30	\$25.21
	Starting Salary (\$/year)		1	\$21,424.00	\$21,424.00	\$21,424.00

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
51-4023 Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	26	14	6.50	0	14
	Projected Next 12 Months	16	13	5.33	0	10
	Projected Next 3 Years	39	12	9.75	0	30
	Starting Hourly Wage (\$/hour)		6	\$14.76	\$10.50	\$20.14
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4031 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	19	18	2.11	0	8
	Projected Next 12 Months	12	16	2.00	0	5
	Projected Next 3 Years	26	14	3.71	0	12
	Starting Hourly Wage (\$/hour)		11	\$14.25	\$10.00	\$17.80
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4032 Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	7	13	1.75	0	3
	Projected Next 12 Months	10	13	3.33	0	5
	Projected Next 3 Years	17	12	4.25	0	10
	Starting Hourly Wage (\$/hour)		6	\$14.70	\$8.91	\$19.73
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4033 Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	19	13	4.75	0	12
	Projected Next 12 Months	13	14	2.60	0	5
	Projected Next 3 Years	12	11	3.00	0	5
	Starting Hourly Wage (\$/hour)		9	\$14.13	\$9.35	\$19.73
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4034 Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	2	12	1.00	0	1
	Projected Next 12 Months	12	14	2.40	0	3
	Projected Next 3 Years	4	10	2.00	0	3
	Starting Hourly Wage (\$/hour)		7	\$14.69	\$9.80	\$18.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4035 Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	3	13	1.50	0	2
	Projected Next 12 Months	7	13	2.33	0	3
	Projected Next 3 Years	4	11	2.00	0	3
	Starting Hourly Wage (\$/hour)		6	\$17.10	\$10.52	\$25.00
	Starting Salary (\$/year)		1	\$30,243.00	\$30,243.00	\$30,243.00
51-4041 Machinists	Last 12 Months	71	29	3.55	0	20
	Projected Next 12 Months	46	25	2.88	0	20
	Projected Next 3 Years	57	22	4.75	0	20
	Starting Hourly Wage (\$/hour)		29	\$17.94	\$11.87	\$24.25
	Starting Salary (\$/year)		3	\$37,586.67	\$30,000.00	\$50,000.00
51-4072 Molding, Core-making, and Casting Machine Setters, Operators, and Tenders, Metals and Plastics	Last 12 Months	42	11	21.00	0	40
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	2	9	2.00	0	2
	Starting Hourly Wage (\$/hour)		4	\$15.44	\$9.50	\$24.25
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
51-4111 Tool and Die Makers	Last 12 Months	13	19	1.63	0	3
	Projected Next 12 Months	11	16	1.38	0	2
	Projected Next 3 Years	14	16	2.00	0	4
	Starting Hourly Wage (\$/hour)		15	\$18.32	\$10.00	\$25.00
	Starting Salary (\$/year)		3	\$44,920.00	\$29,000.00	\$60,000.00
51-4121 Welders, Cutters, Solderers, and Brazers	Last 12 Months	95	23	5.94	0	40
	Projected Next 12 Months	62	30	5.64	0	30
	Projected Next 3 Years	57	19	5.70	0	15
	Starting Hourly Wage (\$/hour)		18	\$16.10	\$18.18	\$23.66
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4191 Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	0	9	N/A	0	0
	Projected Next 12 Months	0	9	N/A	0	0
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		1	\$32,760.00	\$32,760.00	\$32,760.00
51-4193 Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	0	9	N/A	0	0
	Projected Next 12 Months	0	9	N/A	0	0
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$24.25	\$24.25	\$24.25
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-5112 Printing Press Operators	Last 12 Months	5	11	1.67	0	3
	Projected Next 12 Months	5	11	2.50	0	3
	Projected Next 3 Years	6	10	3.00	0	3
	Starting Hourly Wage (\$/hour)		4	\$11.38	\$9.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-6031 Sewing Machine Operators	Last 12 Months	11	11	3.67	0	7
	Projected Next 12 Months	13	11	6.50	0	10
	Projected Next 3 Years	30	10	15.00	0	25
	Starting Hourly Wage (\$/hour)		3	\$10.50	\$9.00	\$12.00
	Starting Salary (\$/year)		1	\$26,000.00	\$26,000.00	\$26,000.00
51-7041 Sawing Machine Setters, Operators, and Tenders, Wood	Last 12 Months	2	9	2.00	0	2
	Projected Next 12 Months	2	9	2.00	0	2
	Projected Next 3 Years	2	8	2.00	0	2
	Starting Hourly Wage (\$/hour)		1	\$13.00	\$13.00	\$13.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-7042 Woodworking Machine Setters, Operators, and Tenders, Except Sawing	Last 12 Months	1	10	1.00	0	1
	Projected Next 12 Months	5	11	5.00	0	5
	Projected Next 3 Years	0	9	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		1	\$28,000.00	\$28,000.00	\$28,000.00

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SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
51-9023 Mixing and Blending Machine Setters, Operators, and Tenders	Last 12 Months	6	13	1.50	0	2
	Projected Next 12 Months	10	14	2.00	0	4
	Projected Next 3 Years	23	13	3.83	0	10
	Starting Hourly Wage (\$/hour)		8	\$14.44	\$10.00	\$17.00
	Starting Salary (\$/year)		1	\$26,166.00	\$26,166.00	\$26,166.00
51-9032 Cutting and Slicing Machine Setters, Operators, and Tenders	Last 12 Months	3	10	1.50	0	2
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	3	9	3.00	0	3
	Starting Hourly Wage (\$/hour)		2	\$10.25	\$9.00	\$11.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9041 Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	Last 12 Months	0	9	N/A	0	0
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers	Last 12 Months	15	16	1.67	0	4
	Projected Next 12 Months	9	13	2.25	0	4
	Projected Next 3 Years	6	12	2.00	0	2
	Starting Hourly Wage (\$/hour)		12	\$14.76	\$10.25	\$24.00
	Starting Salary (\$/year)		1	\$25,740.00	\$25,740.00	\$25,740.00
51-9111 Packaging and Filling Machine Operators and Tenders	Last 12 Months	32	14	5.33	0	10
	Projected Next 12 Months	30	14	5.00	0	15
	Projected Next 3 Years	58	12	11.60	0	35
	Starting Hourly Wage (\$/hour)		6	\$11.09	\$8.50	\$15.56
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
51-9121 Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	Last 12 Months	14	13	3.50	0	6
	Projected Next 12 Months	8	11	4.00	0	4
	Projected Next 3 Years	17	11	4.24	0	12
	Starting Hourly Wage (\$/hour)		6	\$15.41	\$10.50	\$18.00
	Starting Salary (\$/year)		1	\$38,000.00	\$38,000.00	\$38,000.00
51-9196 Paper Goods Machine Setters, Operators, and Tenders	Last 12 Months	1	10	1.00	0	1
	Projected Next 12 Months	0	9	N/A	0	0
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$14.44	\$14.00	\$14.87
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9198 Helpers - Production Workers	Last 12 Months	92	19	7.67	0	29
	Projected Next 12 Months	78	18	7.80	0	30
	Projected Next 3 Years	58	13	11.60	0	35
	Starting Hourly Wage (\$/hour)		21	\$11.68	\$7.95	\$18.51
	Starting Salary (\$/year)		1	\$25,000.00	\$25,000.00	\$25,000.00

Sector 31-33 Manufacturing

SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
51-9199 Production Workers, All Other	Last 12 Months	495	28	23.57	0	300
	Projected Next 12 Months	479	24	28.18	0	300
	Projected Next 3 Years	719	19	59.92	0	400
	Starting Hourly Wage (\$/hour)		25	\$12.12	\$7.95	\$22.00
	Starting Salary (\$/year)		4	\$25,000.00	\$20,000.00	\$34,000.00
53-3032 Heavy and Tractor-Trailer Truck Drivers	Last 12 Months	17	11	3.40	0	6
	Projected Next 12 Months	11	11	2.20	0	4
	Projected Next 3 Years	14	11	2.80	0	4
	Starting Hourly Wage (\$/hour)		11	\$17.99	\$13.00	\$33.14
	Starting Salary (\$/year)		3	\$42,128.00	\$27,500.00	\$50,000.00
53-3033 Light Truck or Delivery Services Drivers	Last 12 Months	3	11	1.00	0	1
	Projected Next 12 Months	2	11	1.00	0	1
	Projected Next 3 Years	2	10	1.00	0	1
	Starting Hourly Wage (\$/hour)		10	\$11.90	\$7.95	\$17.00
	Starting Salary (\$/year)		1	\$31,200.00	\$31,200.00	\$31,200.00
53-7021 Crane and Tower Operators	Last 12 Months	8	12	1.60	0	2
	Projected Next 12 Months	6	11	1.50	0	2
	Projected Next 3 Years	8	10	1.60	0	2
	Starting Hourly Wage (\$/hour)		8	\$14.20	\$8.91	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7051 Industrial Truck and Tractor Operators	Last 12 Months	38	17	3.17	0	10
	Projected Next 12 Months	32	12	4.00	0	15
	Projected Next 3 Years	34	10	9.00	0	25
	Starting Hourly Wage (\$/hour)		15	\$12.93	\$9.00	\$19.73
	Starting Salary (\$/year)		1	\$55,000.00	\$55,000.00	\$55,000.00
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	Last 12 Months	25	15	2.50	0	5
	Projected Next 12 Months	17	13	2.83	0	5
	Projected Next 3 Years	27	10	6.75	0	15
	Starting Hourly Wage (\$/hour)		14	\$12.41	\$8.50	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7063 Machine Feeders and Offbearers	Last 12 Months	16	9	5.33	0	8
	Projected Next 12 Months	12	10	4.00	0	5
	Projected Next 3 Years	15	7	15.00	0	15
	Starting Hourly Wage (\$/hour)		3	\$11.85	\$10.00	\$14.87
	Starting Salary (\$/year)		1	\$24,000.00	\$24,000.00	\$24,000.00
53-7064 Packers and Packagers, Hand	Last 12 Months	46	17	3.54	0	15
	Projected Next 12 Months	33	14	5.50	0	20
	Projected Next 3 Years	74	13	12.33	0	50
	Starting Hourly Wage (\$/hour)		18	\$11.25	\$7.95	\$12.00
	Starting Salary (\$/year)		3	\$25,000.00	\$15,000.00	\$35,000.00

Interested in learning more? Contact us today.

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