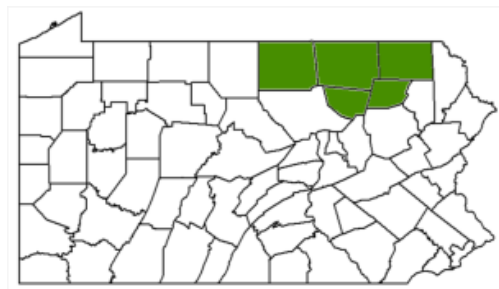




Manufacturing Wages

Northern Tier

*Bradford, Sullivan, Susquehanna,
Tioga, and Wyoming Counties*



Background

The following report was prepared for the Northern Tier Regional Planning and Development Commission by the Central Pennsylvania Workforce Development Corporation (CPWDC). Occupational wage data is provided by Economic Modeling Specialists, Incorporated (EMSI).

Occupational wages are based on 2011 estimates and do not include benefits. The occupational wage information is based on workers across all industries and includes all types of workers (full-time, part-time, seasonal, etc.). It is a compilation of all types of workers in each occupation. Percentile wages, which identify what percentage of workers earns less than the given wage, may be correlated to experience or skill level.

To learn more about the occupations included in this report (common job titles, job tasks, etc.), or to learn about other occupations, please visit O*NET's website: <http://www.onetonline.org/>.

The manufacturing industry in the Northern Tier (Bradford, Sullivan, Susquehanna, Tioga, and Wyoming Counties) is struggling to replace workers in a tight labor market. Manufacturers are laying off workers with specific call-back dates only to have them not return because they find employment elsewhere. While it is uncertain why this is happening, it is possible that higher wages entice workers to other manufacturing companies, new industries, including those related to the Marcellus Shale Play, or even to an outside location. By understanding the wage structure in the region for various manufacturing occupations, employers can assess their internal pay scales and determine if they are able to compete with other companies.

Summary

The average worker in the Northern Tier receives \$16.17 per hour, 18% less than the statewide amount. Average occupational wages, which do not include benefits according to the data source, range from a high of \$29.55 per hour for Legal Occupations to \$9.23 per hour for Food Preparation and Serving Related Occupations. The manufacturing *industry* does not correlate to a specific group of occupations, but it is largely inclusive of Production Occupations. This occupational grouping pays workers an average of \$15.77 per hour. This is 2% less than the local regional average for all occupations, and 4% less than the statewide value for Production occupations.

The following tables identify the average, median, and percentile wages for all occupations in the Northern Tier and Pennsylvania. The Production Occupations grouping is highlighted in the chart.

Northern Tier

| SOC | Occupation | Hourly Wages | | | | | |
|----------------|--|----------------|-----------------------------|-----------------------------|----------------|-----------------------------|-----------------------------|
| | | Average | 10 th Percentile | 25 th Percentile | Median | 75 th Percentile | 90 th Percentile |
| 11-0000 | Management Occupations | \$17.43 | \$10.61 | \$13.43 | \$16.62 | \$20.53 | \$25.11 |
| 13-0000 | Business and Financial Operations Occupations | \$23.61 | \$14.95 | \$18.62 | \$22.68 | \$27.97 | \$33.92 |
| 15-0000 | Computer and Mathematical Occupations | \$25.22 | \$16.33 | \$19.51 | \$24.28 | \$30.02 | \$36.75 |
| 17-0000 | Architecture and Engineering Occupations | \$29.40 | \$18.97 | \$23.10 | \$28.78 | \$34.94 | \$41.06 |
| 19-0000 | Life, Physical, and Social Science Occupations | \$24.94 | \$17.58 | \$20.49 | \$24.33 | \$28.61 | \$33.85 |
| 21-0000 | Community and Social Services Occupations | \$16.62 | \$10.32 | \$12.54 | \$15.83 | \$20.05 | \$23.98 |
| 23-0000 | Legal Occupations | \$29.55 | \$17.70 | \$22.57 | \$27.33 | \$32.41 | \$45.80 |
| 25-0000 | Education, Training, and Library Occupations | \$21.82 | \$13.70 | \$16.68 | \$21.44 | \$26.76 | \$31.50 |
| 27-0000 | Arts, Design, Entertainment, Sports, and Media | \$14.82 | \$9.48 | \$11.68 | \$14.07 | \$17.18 | \$21.51 |
| 29-0000 | Healthcare Practitioners and Technical Occupations | \$28.69 | \$19.13 | \$23.27 | \$27.84 | \$32.94 | \$40.73 |
| 31-0000 | Healthcare Support Occupations | \$11.01 | \$8.36 | \$9.34 | \$10.76 | \$12.40 | \$14.30 |
| 33-0000 | Protective Service Occupations | \$18.81 | \$12.11 | \$14.33 | \$18.60 | \$23.04 | \$26.35 |
| 35-0000 | Food Preparation and Serving Related Occupations | \$9.23 | \$7.41 | \$7.83 | \$8.65 | \$10.05 | \$12.07 |
| 37-0000 | Building and Grounds Cleaning and Maintenance | \$11.27 | \$7.96 | \$9.11 | \$10.79 | \$12.87 | \$15.52 |
| 39-0000 | Personal Care and Service Occupations | \$9.44 | \$7.33 | \$8.23 | \$9.27 | \$10.45 | \$11.87 |
| 41-0000 | Sales and Related Occupations | \$13.46 | \$8.79 | \$10.34 | \$12.49 | \$15.32 | \$19.78 |
| 43-0000 | Office and Administrative Support Occupations | \$14.18 | \$9.71 | \$11.29 | \$13.60 | \$16.44 | \$19.69 |
| 45-0000 | Farming, Fishing, and Forestry Occupations | \$12.34 | \$9.39 | \$10.43 | \$12.02 | \$14.06 | \$16.06 |
| 47-0000 | Construction and Extraction Occupations | \$16.39 | \$11.72 | \$13.81 | \$16.08 | \$18.49 | \$21.93 |
| 49-0000 | Installation, Maintenance, and Repair Occupations | \$17.49 | \$11.88 | \$14.24 | \$17.33 | \$20.65 | \$23.52 |
| 51-0000 | Production Occupations | \$15.77 | \$10.71 | \$12.81 | \$15.64 | \$18.50 | \$21.12 |
| 53-0000 | Transportation and Material Moving Occupations | \$16.06 | \$11.11 | \$12.98 | \$15.53 | \$18.68 | \$22.20 |
| 55-0000 | Military Occupations | \$19.87 | \$7.15 | \$10.20 | \$20.88 | \$29.58 | \$58.12 |

| Northern Tier | | | | | | | |
|---------------|-------------------------|----------------|-----------------------------|-----------------------------|----------------|-----------------------------|-----------------------------|
| SOC | Occupation | Hourly Wages | | | | | |
| | | Average | 10 th Percentile | 25 th Percentile | Median | 75 th Percentile | 90 th Percentile |
| 99-0000 | Unclassified Occupation | \$15.89 | \$12.06 | \$14.23 | \$16.02 | \$17.74 | \$19.96 |
| Total | | \$16.17 | \$10.85 | \$12.90 | \$15.62 | \$18.81 | \$22.71 |

Northern Tier: Bradford, Sullivan, Susquehanna, Tioga, and Wyoming Counties

Occupational wages do not include benefits; based on 2011 estimates

Percentile wages show what percentage of workers earns less than the given wage. For example, the 25th percentile wage indicates 25% of all workers in an occupation earn less than the given wage, and thus 75% earn more. Median wages are 50th percentile wages (half earn more and half earn less).

| Pennsylvania | | | | | | | |
|--------------|--|--------------|-----------------------------|-----------------------------|---------|-----------------------------|-----------------------------|
| SOC | Occupation | Hourly Wages | | | | | |
| | | Average | 10 th Percentile | 25 th Percentile | Median | 75 th Percentile | 90 th Percentile |
| 11-0000 | Management Occupations | \$32.49 | \$17.53 | \$22.63 | \$29.82 | \$38.97 | \$52.73 |
| 13-0000 | Business and Financial Operations Occupations | \$30.04 | \$17.20 | \$22.02 | \$28.10 | \$35.79 | \$45.44 |
| 15-0000 | Computer and Mathematical Occupations | \$34.24 | \$20.18 | \$25.50 | \$32.58 | \$40.76 | \$49.93 |
| 17-0000 | Architecture and Engineering Occupations | \$32.49 | \$20.30 | \$24.91 | \$31.26 | \$38.97 | \$47.04 |
| 19-0000 | Life, Physical, and Social Science Occupations | \$31.59 | \$19.49 | \$23.74 | \$29.74 | \$37.51 | \$47.04 |
| 21-0000 | Community and Social Services Occupations | \$18.80 | \$11.40 | \$13.81 | \$17.53 | \$22.58 | \$28.42 |
| 23-0000 | Legal Occupations | \$43.57 | \$23.51 | \$30.81 | \$41.18 | \$56.06 | \$70.25 |
| 25-0000 | Education, Training, and Library Occupations | \$23.87 | \$13.97 | \$17.54 | \$22.48 | \$29.06 | \$35.98 |
| 27-0000 | Arts, Design, Entertainment, Sports, and Media | \$18.73 | \$11.35 | \$14.23 | \$17.58 | \$21.88 | \$28.25 |
| 29-0000 | Healthcare Practitioners and Technical Occupations | \$32.68 | \$20.59 | \$25.17 | \$31.52 | \$37.52 | \$46.04 |
| 31-0000 | Healthcare Support Occupations | \$12.62 | \$9.11 | \$10.41 | \$12.19 | \$14.40 | \$16.88 |
| 33-0000 | Protective Service Occupations | \$19.41 | \$12.08 | \$15.50 | \$18.77 | \$22.90 | \$27.41 |
| 35-0000 | Food Preparation and Serving Related Occupations | \$10.16 | \$7.69 | \$8.25 | \$9.45 | \$11.31 | \$13.84 |
| 37-0000 | Building and Grounds Cleaning and Maintenance | \$12.12 | \$8.31 | \$9.64 | \$11.60 | \$14.15 | \$17.04 |
| 39-0000 | Personal Care and Service Occupations | \$10.82 | \$7.89 | \$8.83 | \$10.18 | \$12.22 | \$14.76 |
| 41-0000 | Sales and Related Occupations | \$17.19 | \$10.08 | \$12.61 | \$15.67 | \$19.83 | \$26.16 |

| Pennsylvania | | | | | | | |
|--------------|---|----------------|-----------------------------|-----------------------------|----------------|-----------------------------|-----------------------------|
| SOC | Occupation | Hourly Wages | | | | | |
| | | Average | 10 th Percentile | 25 th Percentile | Median | 75 th Percentile | 90 th Percentile |
| 43-0000 | Office and Administrative Support Occupations | \$15.77 | \$10.14 | \$12.27 | \$15.10 | \$18.54 | \$22.43 |
| 45-0000 | Farming, Fishing, and Forestry Occupations | \$12.62 | \$8.70 | \$9.91 | \$12.06 | \$14.53 | \$17.33 |
| 47-0000 | Construction and Extraction Occupations | \$19.03 | \$12.15 | \$14.82 | \$18.23 | \$22.53 | \$27.60 |
| 49-0000 | Installation, Maintenance, and Repair Occupations | \$19.01 | \$12.25 | \$15.06 | \$18.65 | \$22.60 | \$26.54 |
| 51-0000 | Production Occupations | \$16.49 | \$10.78 | \$12.93 | \$16.01 | \$19.52 | \$23.21 |
| 53-0000 | Transportation and Material Moving Occupations | \$15.53 | \$10.00 | \$11.94 | \$14.77 | \$18.44 | \$22.50 |
| 55-0000 | Military Occupations | \$19.78 | \$7.15 | \$10.18 | \$20.79 | \$29.43 | \$57.78 |
| 99-0000 | Unclassified Occupation | \$17.20 | \$13.06 | \$15.40 | \$17.34 | \$19.20 | \$21.61 |
| Total | | \$19.69 | \$12.17 | \$14.91 | \$18.62 | \$23.22 | \$29.05 |

Occupational wages do not include benefits; based on 2011 estimates

Percentile wages show what percentage of workers earns less than the given wage. For example, the 25th percentile wage indicates 25% of all workers in an occupation earn less than the given wage, and thus 75% earn more. Median wages are 50th percentile wages (half earn more and half earn less).

Manufacturing Wages

The manufacturing INDUSTRY includes all companies who are classified by a NAICS (North American Industry Classification System) code beginning 31 – 33. Within the manufacturing INDUSTRY, though, are many seemingly unrelated OCCUPATIONS from receptionists to assemblers and from accountants to machine workers. Every company, regardless of what they do, needs workers in various roles to achieve success.

A staffing pattern from EMSI identified the top 20 employing occupations within the manufacturing industry in the Northern Tier. In total, the top 20 occupations represent 47% of the manufacturing industry. Most occupations are Production related, but there are also Sales and Related; Installation, Maintenance, and Repair; and Transportation and Material Moving Occupations.

On average, workers in the top 20 manufacturing occupations receive \$17.40 per hour in the Northern Tier, almost 8% more than the regional average wage. If wages are strong indicators of companies' abilities to retain workers, manufacturing companies are already at an advantage. However, workers receive about 3% less than the same positions across the Commonwealth.

The following tables identify the average, median, and percentile wages for the top 20 occupations in the Manufacturing industry in the Northern Tier. Wages are presented for the same occupations at the State level. Local wages that are lower than statewide values are highlighted in red.

| Northern Tier | | | | | | | |
|---|--|----------------|-----------------------------|-----------------------------|----------------|-----------------------------|-----------------------------|
| SOC | Occupation | Hourly Wages | | | | | |
| | | Average | 10 th Percentile | 25 th Percentile | Median | 75 th Percentile | 90 th Percentile |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | \$27.21 | \$14.55 | \$17.45 | \$22.51 | \$30.21 | \$47.21 |
| 43-5071 | Shipping, Receiving, and Traffic Clerks | \$15.67 | \$9.70 | \$11.97 | \$15.60 | \$18.85 | \$21.36 |
| 49-9041 | Industrial Machinery Mechanics | \$21.20 | \$15.14 | \$17.83 | \$20.94 | \$24.78 | \$27.95 |
| 49-9042 | Maintenance and Repair Workers, General | \$16.20 | \$10.52 | \$12.42 | \$15.72 | \$19.52 | \$23.12 |
| 51-1011 | First-Line Supervisors/Managers of Production and Operating Workers | \$23.65 | \$13.84 | \$17.67 | \$22.60 | \$27.49 | \$33.05 |
| 51-2092 | Team Assemblers | \$14.48 | \$8.95 | \$12.03 | \$14.61 | \$17.03 | \$19.85 |
| 51-4041 | Machinists | \$18.27 | \$13.09 | \$15.22 | \$18.45 | \$21.27 | \$23.74 |
| 51-4072 | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | \$12.47 | \$7.95 | \$9.45 | \$11.54 | \$15.37 | \$18.07 |
| 51-4081 | Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic | \$14.98 | \$10.98 | \$12.94 | \$15.06 | \$17.32 | \$19.22 |
| 51-5023 | Printing Machine Operators | \$15.84 | \$8.47 | \$9.59 | \$15.95 | \$19.78 | \$24.02 |
| 51-9032 | Cutting and Slicing Machine Setters, Operators, and Tenders | \$15.13 | \$11.96 | \$13.37 | \$14.96 | \$16.81 | \$18.65 |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | \$15.05 | \$8.75 | \$10.43 | \$15.31 | \$18.47 | \$20.80 |
| 51-9111 | Packaging and Filling Machine Operators and Tenders | \$12.71 | \$9.40 | \$11.18 | \$12.51 | \$14.95 | \$16.06 |
| 51-9196 | Paper Goods Machine Setters, Operators, and Tenders | \$19.46 | \$11.96 | \$15.53 | \$19.40 | \$23.83 | \$27.32 |
| 51-9198 | Helpers--Production Workers | \$12.56 | \$8.34 | \$9.64 | \$12.22 | \$14.95 | \$17.54 |
| 53-3032 | Truck Drivers, Heavy and Tractor-Trailer | \$18.38 | \$12.35 | \$15.08 | \$17.90 | \$21.05 | \$25.62 |
| 53-7051 | Industrial Truck and Tractor Operators | \$16.24 | \$12.00 | \$14.04 | \$16.04 | \$17.88 | \$20.81 |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | \$13.90 | \$9.25 | \$10.48 | \$12.93 | \$17.13 | \$20.03 |
| 53-7063 | Machine Feeders and Offbearers | \$12.56 | \$8.66 | \$10.30 | \$12.88 | \$15.27 | \$16.23 |
| 53-7064 | Packers and Packagers, Hand | \$11.79 | \$8.58 | \$9.02 | \$10.19 | \$13.54 | \$18.02 |
| Top 20 Manufacturing Occupations | | \$17.40 | \$11.23 | \$13.48 | \$16.58 | \$20.28 | \$24.96 |

Northern Tier: Bradford, Sullivan, Susquehanna, Tioga, and Wyoming Counties

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Pennsylvania

| SOC | Occupation | Hourly Wages | | | | | |
|---|--|----------------|--------------------------------|--------------------------------|----------------|--------------------------------|--------------------------------|
| | | Average | 10 th Percentile | 25 th Percentile | Median | 75 th Percentile | 90 th Percentile |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | \$29.42 | \$14.21 | \$18.91 | \$25.19 | \$34.34 | \$47.93 |
| 43-5071 | Shipping, Receiving, and Traffic Clerks | \$15.49 | \$9.96 | \$12.17 | \$15.05 | \$18.30 | \$21.94 |
| 49-9041 | Industrial Machinery Mechanics | \$21.31 | \$14.89 | \$17.63 | \$20.91 | \$24.65 | \$28.71 |
| 49-9042 | Maintenance and Repair Workers, General | \$17.33 | \$10.62 | \$13.35 | \$16.82 | \$20.90 | \$24.93 |
| 51-1011 | First-Line Supervisors/Managers of Production and Operating Workers | \$26.18 | \$15.71 | \$19.60 | \$24.95 | \$31.23 | \$38.61 |
| 51-2092 | Team Assemblers | \$14.49 | \$9.31 | \$11.21 | \$13.86 | \$17.47 | \$20.92 |
| 51-4041 | Machinists | \$18.61 | \$12.42 | \$15.03 | \$18.22 | \$22.03 | \$25.92 |
| 51-4072 | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | \$14.74 | \$9.44 | \$11.39 | \$14.41 | \$17.58 | \$20.31 |
| 51-4081 | Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic | \$16.04 | \$10.56 | \$12.81 | \$15.53 | \$19.19 | \$22.89 |
| 51-5023 | Printing Machine Operators | \$17.45 | \$10.13 | \$13.27 | \$16.69 | \$21.04 | \$26.37 |
| 51-9032 | Cutting and Slicing Machine Setters, Operators, and Tenders | \$14.99 | \$10.75 | \$12.58 | \$14.74 | \$17.37 | \$19.91 |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | \$17.82 | \$11.25 | \$13.79 | \$17.26 | \$20.70 | \$25.45 |
| 51-9111 | Packaging and Filling Machine Operators and Tenders | \$14.22 | \$8.55 | \$10.22 | \$13.90 | \$17.69 | \$20.65 |
| 51-9196 | Paper Goods Machine Setters, Operators, and Tenders | \$17.81 | \$10.50 | \$13.73 | \$17.35 | \$21.81 | \$26.22 |
| 51-9198 | Helpers--Production Workers | \$12.17 | \$7.92 | \$9.01 | \$11.31 | \$14.61 | \$18.33 |
| 53-3032 | Truck Drivers, Heavy and Tractor-Trailer | \$19.01 | \$12.63 | \$15.36 | \$18.47 | \$22.13 | \$26.58 |
| 53-7051 | Industrial Truck and Tractor Operators | \$15.62 | \$10.81 | \$12.86 | \$15.20 | \$18.16 | \$21.32 |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | \$13.13 | \$8.41 | \$9.88 | \$12.25 | \$15.71 | \$19.25 |
| 53-7063 | Machine Feeders and Offbearers | \$13.94 | \$8.88 | \$10.86 | \$13.81 | \$16.99 | \$19.20 |
| 53-7064 | Packers and Packagers, Hand | \$11.32 | \$7.95 | \$8.56 | \$10.21 | \$13.46 | \$16.43 |
| Top 20 Manufacturing Occupations | | \$18.01 | \$10.98 | \$13.48 | \$16.88 | \$21.31 | \$26.54 |

Occupational wages do not include benefits; based on 2011 estimates

Percentile wages show what percentage of workers earns less than the given wage. For example, the 25th percentile wage indicates 25% of all workers in an occupation earn less than the given wage, and thus 75% earn more. Median wages are 50th percentile wages (half earn more and half earn less),

Conclusion

Comparing local wages to statewide values is important, but there are other factors to consider that could cause varying levels, such as cost of living. Instead, *manufacturing companies can use this information to evaluate their own wage structures*. Do other companies pay more? Do we pay similar wages? Could we increase our wages to match the

average rates? These are all questions employers should consider when viewing this information. Attracting and retaining qualified workers can be difficult when workers can earn higher wages in similar positions with other companies. To stay competitive, employers must offer competitive wages.

For additional information, please contact:

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