

## 2013 Mississippi Manufacturing Wage Survey

### EXECUTIVE SUMMARY

This report presents the results of a statewide survey seeking information on wages provided to manufacturing workers in the state of Mississippi. Firms were given several options for participation. These options included a telephone survey, an online survey, and options to complete the survey in paper form. The survey was conducted between February and May of 2013.

The data reveal several straightforward conclusions regarding manufacturing wages in Mississippi. Key findings by topic are as follows:

#### **Overtime, Holiday, & Premium Pay**

*Overtime Pay.* For the majority of firms (86.0 percent), hourly employees qualified for overtime pay after working 40 hours in a week, while 11.3 percent of firms required employees to work 8 hours in a single day to qualify for overtime pay. Time and one half was the most common rate of overtime pay for hourly employees (97.6 percent). Results are provided in Tables 2-3.

*Holiday Pay.* Approximately 46 percent of firms offered special pay rates for hourly employees working on holidays versus 54 percent that did not. Of firms that did offer special holiday pay, 60.2 percent paid double the normal hourly rate, while 27.8 percent paid time and one half the normal hourly rate, and 3.8 percent paid triple the normal hourly rate (see Tables 4-5).

*Premium Pay.* Approximately 41.0 percent of surveyed firms offered premium pay for less desirable shifts. Of those firms that offered premium pay, 95 percent of firms offered this rate of pay to full-time hourly employees while 26.5 percent of firms offered premium pay to part-time hourly employees. Premium pay was most commonly offered for employees working second shifts (90.1 percent) and third shifts (66.1 percent). Results are provided in Tables 6-7

#### **Workforce Composition**

Modern day manufacturing requires effort from all occupational categories from production occupations that characterize traditional manufacturing, to specialists in business management, transportation, engineering, and sales and marketing.

*Production Occupations.* Of the top 35 production occupations in manufacturing, first-line supervisors of production and operating workers was the most common production occupation (85.4 percent) employed by the surveyed firms. Other common production occupations were helpers of production workers (48.4 percent), welders, cutters, solderers, and brazers (39.9 percent), team assemblers (38.2 percent), and inspectors, testers, sorters, samplers, and weighers (35.5 percent).

*Management Occupations.* The majority of firms employed general and operations managers (64.3 percent) and industrial production managers (54.9 percent), while 27.8 percent of firms employed architectural and engineering managers (see Table 9).

*Business, Financial, & Sales Occupations.* The majority of firms employed purchasing agents (53 percent) and accountants and auditors (51.9 percent), while 43 percent of firms employed sales representatives specializing in wholesale and manufacturing products (see Table 10).

*Engineering Occupations.* One of five firms employed mechanical engineers, employing an average of 5 workers in this occupation. By comparison, 16.3 percent of firms employed industrial engineers, 11.7 percent employed mechanical drafters, and 1.5 percent employed agricultural engineers (see Table 11).

*Office & Administrative Support Occupations.* Shipping, receiving, and traffic clerks were the most common occupation in this category (67.7 percent) followed by bookkeeping, accounting, and auditing clerks (63.0 percent), customer service representative (45.3 percent), production, planning, and expediting clerks (34.2 percent), and stock clerks and order fillers (26.0 percent) (see Table 12).

*Construction Occupations.* Approximately 18 percent of firms employed electricians, while 6.9 percent employed sheet metal workers, 4.2 percent employed plumbers, pipefitters, and steamfitters, and 3.8 percent employed carpenters (see Table 13).

*Installation & Maintenance Occupations.* The majority of firms (59.2 percent) hired general maintenance and repair workers, while 23.6 percent employed industrial machinery mechanics (see Table 14).

*Transportation & Material Moving Occupations.* One-third of firms employed industrial truck and tractor operators, while 30.8 percent employed laborers and material movers, 23.2 percent employed packers, 21.3 percent employed heavy and tractor-trailer drivers, and 12.2 percent hired machine feeders and offbearers (see Table 15).

## **Starting & Average Wages**

Providing nationally competitive wages is essential to attracting a highly skilled workforce. The section below provides information on the average starting and overall average hourly wages for a selection of the most prevalent occupations in the manufacturing industry as reported by the firms participating in the survey. Comparisons to the nation are drawn through data from the Bureau of Labor Statistics. Data from WINGS, the Mississippi Department of Employment Security's employment service system is also provided where available, to show the average minimum and maximum wages offered by the firms that were surveyed.

*Production Occupations.* The top five highest paying production occupations in terms of starting salary were chemical plant and system operators (\$20.55), first-line supervisors of production and operating workers (\$18.27), engine & other machine assemblers (\$17.53), machinists (\$16.53), and electrical & electronic equipment assemblers (\$16.38). The average salaries for these occupations were competitive with the nation and in several cases were considerably higher (see Table 16).

*Management Occupations.* Average salaries were lower than the national average for two of the three management occupations. All three management occupations reported a competitive starting salary, as all three paid above \$27.00 an hour as a starting wage (see Table 17).

*Business, Financial, & Sales Occupations.* Average salaries for business, financial, and sales occupations were in-line with the national average, with the largest discrepancy being found for Accountants and auditors (see Table 18).

*Engineering Occupations.* Average salaries for engineering occupations were competitive with national averages. At \$34.29 per hour, industrial engineers for reported firms showed the largest difference in average wages with the national average which was reported at over \$39.00 per hour (see Table 19).

*Office and Administrative Support Occupations.* Average salaries for office and administrative support occupations were consistent with the national average. Survey findings reported higher earnings for customer service representatives, shipping, receiving, and traffic clerks, and stock clerks and order fillers which compared to national figures (see table 20).

*Construction Occupations.* Average earnings were lower than the national averages for each of the four construction occupations. The largest difference was found for sheet metal workers and plumbers, pipefitters, and steamfitters (see Table 21).

*Installation & Maintenance Occupations.* Average earnings for industrial machinery mechanics were \$4 per hour less than the national average while earnings for General maintenance and repair workers were nearly identical to national averages (see Table 22).

*Transportation & Material Moving Occupations.* Average earnings for transportation and material moving occupations were consistent with national averages. The widest margin existed for heavy and tractor-trailer truck drivers whose average earnings were nearly \$3 under the national average on a per hour basis (see Table 23).

## **Job Vacancy, Supply, & Demand**

The ability to fill key positions with the right personnel is crucial to competing in today's global economy. Participants were asked to rate the level of difficulty they faced in filling key positions using a 1 to 5 scale. A score of '1' indicated minimal difficulty and a score of '5' indicated major difficulty. Results reported in the following sections identify the most difficult occupations to fill according to participating firms. These findings are supplemented by data from WINGS the Mississippi Department of Employment Security's employment service system to show the levels of supply and demand for these occupations in terms of job openings and job seekers over the last three years.

*Production Occupations.* As Table 24 indicates, the most difficult production occupations to fill were Machinists (3.5), Tool and die makers (3.4), Meat, poultry, and fish cutters and trimmers (3.3), upholsterers (3.3), and Electrical and electronic equipment assemblers (3.2). Over the last three years, the highest number of job openings was for Helpers-production workers (11,604), Welders, cutters, solderers, and brazers (8,964), and Sawing machine setters, operators, and tenders (4,321). The highest numbers of job seekers were found for those looking for employment as Helpers-production workers (40,051), Team Assemblers (17,442), and Welders, cutters, solderers, and brazers (17,418).

*Management Occupations.* Table 25 shows that on average firms reported a high level of difficulty in filling key management positions, as all three management occupations recorded an average difficulty score of 3.5 or higher. The highest number of job openings (283) and job seekers (1,555) were for workers with experience as general and operations managers.

*Business, Financial, & Sales Occupations.* Accountant and auditors were found to be the most difficult job to fill in this category with an average score of 3. This occupation also had the higher number of job openings (353) and job seekers (1,611). Firms also reported a moderate amount of difficulty filling jobs for sales representatives specializing in wholesale and manufacturing products (see Table 26).

*Engineering Occupations.* Firms reported a high level of difficulty in filling jobs related to engineering occupations. Mechanical engineers were the most difficult jobs to fill (3.9), followed by industrial engineers (3.6). Industrial engineers had the highest number of job openings (266) over the last three years as well as the highest number of job seekers (721) (see Table 27).

*Office and Administrative Support Occupations.* Production, planning, and expediting clerks (2.6) and bookkeeping, accounting, & auditing clerks (2.5) were the two most difficult occupations to find qualified workers for in this category. Customer service representatives

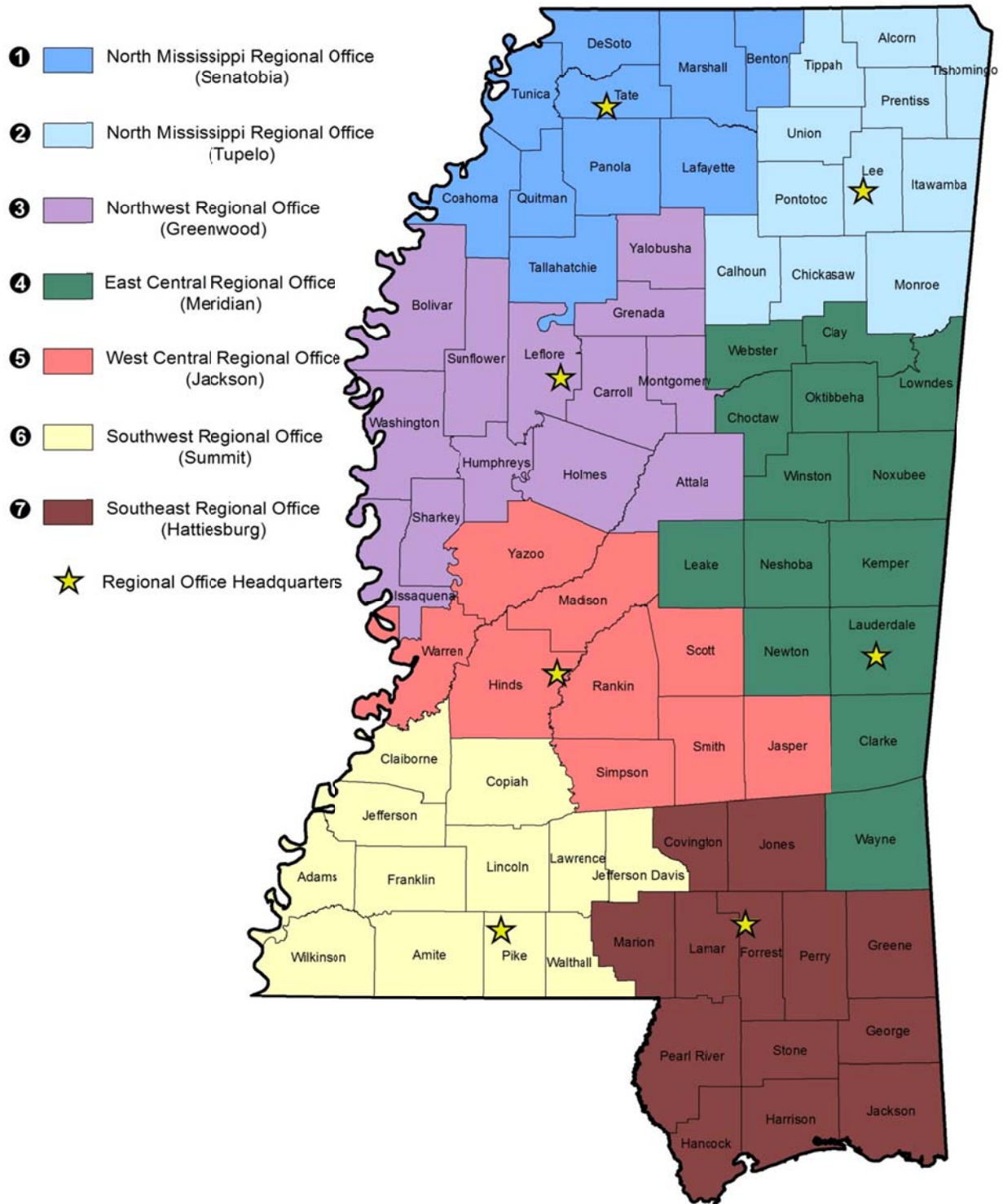
showed the highest amount of job openings (7,085) and the highest number of job seekers (33,548) (see Table 28).

*Construction Occupations.* Firms reported a high level of difficulty finding qualified workers to fill jobs as Electricians (3.3). The highest number of job openings was for plumbers, pipefitters, & steamfitters (2,841), while the highest number of job seekers was for electricians (5,781) and carpenters (5,303) (see Table 29).

*Installation & Maintenance Occupations.* Firms reported a high level of difficulty finding qualified workers to fill jobs as Industrial machinery mechanics (3.4). There were over 1,000 job openings and nearly 4,100 job seekers for this occupation over the last three years. Firms also reported a moderate level of difficulty (3.0) in finding qualified workers to fill positions as Maintenance and repair workers. There were 2,789 job openings and nearly 28,000 job seekers for this occupation over the last three years (see Table 30).

*Transportation & Material Moving Occupations.* Industrial truck and tractor operators (2.5) and heavy and tractor-trailer truck drivers (2.4) were the most difficult occupations to find qualified workers for in this category. Laborers and material movers (7,108) and machine feeders and offbearers (6,986) had the highest number of job openings. Laborers and material movers (27,544), heavy and tractor-trailer truck drivers (17,923), and machine feeders and offbearers (17,033) (see Table 31).

**Map 1: Regional Offices of the Mississippi Development Authority**



## **INTRODUCTION**

Today's manufacturing sector requires contributions from workers in all types of occupations. Gone are the days of depending on a low-skilled workforce to simply meet production needs. Present day manufacturing has become more advanced and a symbol of innovation in what has become a knowledge-based economy characterized by a highly educated and highly skilled workforce. With this in mind, providing nationally competitive wages will be essential to attracting the workforce needed to compete in the global marketplace.

## **GOALS & OBJECTIVES**

The overall goal of the 2013 Mississippi Manufacturing Wage Survey is to gather information on the prevalence of manufacturing-related workers in the state and the types of wages that are offered to these workers. To this end, the following objectives are addressed:

- Determine the prevalence of manufacturing-related occupations in terms of average number of workers employed in specific positions.
- Analyze the average and starting salaries for each of these occupations.
- Analyze which occupations are most difficult for firms to fill with qualified workers.

## **METHODS**

### **Data**

Data for the 2013 Mississippi Manufacturing Wage Survey were collected through a survey of manufacturing firms in Mississippi. Firms were given the option of completing the survey via telephone, online, or in paper form. Manufacturing firms were identified through administrative data provided by the Mississippi Department of Employment Security. For the purposes of this survey, only firms with a minimum of 25 workers were contacted. Data collection was undertaken between February and May of 2013. Occupations were identified based on staffing patterns provided by the Bureau of Labor Statistics, highlighting the most prevalent occupations by major category. A total of 315 surveys were completed, yielding a response rate of 38 percent.

### **Sample Characteristics**

Characteristics of the participating firms are reported in Table 1. Firms employing between 25 and 49 employees made up the largest group of respondents (39.7 percent), followed by firms employing 50 to 99 employees (23.2 percent), 100 to 249 employees (22.2 percent), and 250 or more employees (14.9 percent). Firms in fabricated metal manufacturing made up the largest group of respondents (15.4 percent), followed by firms in wood product manufacturing (10.9 percent), machinery manufacturing (8.7 percent), and furniture manufacturing (8.7 percent). More than one quarter of firms were located in North Mississippi Regional Office 2 (27.6

percent), followed by West Central Regional Office 5 (18.4 percent), and East Central Regional Office 4 (14.3 percent).

**Table 1: CHARACTERISTICS OF SURVEY RESPONDENTS (N=315)**

	<b>N</b>	<b>Percent</b>
<b>Firm Size</b>		
25 to 49 employees	125	39.7%
50 to 99 employees	73	23.2%
100 to 249 employees	70	22.2%
250 or more employees	47	14.9%
<b>Sector</b>		
<b>Durable Goods</b>		
Wood Products	34	10.9%
Nonmetallic Mineral Products	12	3.8%
Primary Metal	10	3.2%
Fabricated Metal	48	15.4%
Machinery	27	8.7%
Computer & Electronic	6	1.6%
Electrical Equipment, Appliance, & Component	14	4.5%
Transportation Equipment	16	4.8%
Furniture	27	8.7%
Miscellaneous	18	5.8%
<b>Nondurable Goods</b>		
Food	22	7.1%
Beverage & Tobacco	6	1.9%
Textile Mills	3	0.9%
Textile Product Mills	2	0.6%
Apparel	9	2.9%
Paper	15	4.8%
Printing & Related Support Activities	5	1.6%
Petroleum & Coal Products	3	0.9%
Chemical	15	4.8%
Plastics & Rubber Products	23	7.1%
<b>MDA Regional Office</b>		
North Mississippi - Regional Office 1	27	8.6%
North Mississippi - Regional Office 2	87	27.6%
Northwest - Regional Office 3	38	12.1%
East Central - Regional Office 4	45	14.3%
West Central - Regional Office 5	58	18.4%
Southwest - Regional Office 6	22	7.0%
Southeast - Regional Office 7	38	12.0%



## RESULTS

The following tables provide results of the survey items.

### Overtime Pay.

*How does an employee first qualify for overtime pay?*

**Table 2: Overtime qualification**

Overtime qualification	Percent
After working 40 hours in a week	86.0%
After working 8 hours in a single day	11.3%
Other	2.7%

*What is the rate of overtime pay for employees?*

**Table 3: Overtime Pay Rates**

Pay Rate	Percent
Time and one half	97.6%
Double time	0.7%
Triple time	0.0%
Other	1.7%

### Holiday Pay.

*Does your business offer a special rate of pay for employees working on holidays?*

**Table 4: Holiday Pay**

Holiday Pay Offered	Percent
Yes	46.0%
No	54.0%

*What is the rate of overtime pay for employees working on holidays?*

**Table 5: Holiday Pay Rates**

Pay Rate	Percent
Double time	60.2%
Time and one half	27.8%
Triple time	3.8%
Other	8.3%

### Premium Pay.

*Does your business offer premium pay for the following types of hourly employees?*

**Table 6: Premium Pay Offered by Employee Type**

Employee Type	Percent
Full-time hourly	95.0%
Part-time hourly	26.5%

*Does your business offer premium pay for employees that work (circle all that apply):*

**Table 7: Types of Premium Pay Offered**

<b>Employee Type</b>	<b>Percent</b>
Second shift	90.1%
Third shifts	66.1%
Weekend shifts	12.2%
Rotating shifts	7.8%
Straight shifts	4.4%

## Workforce Composition

In this section, participants were asked whether they employed workers in specific occupations, and if so how many they currently employed. Results of this section are displayed in Tables 8-15. Tables display the percent of firms employing workers in these occupations and the average number of workers they employed.

**Table 8: Presence of Production Occupations**

<b>Occupation</b>	<b>Present</b>	<b>Average Positions</b>
First-line supervisors of production & operating workers	85.4%	9
Helpers-production workers	48.4%	18
Welders, cutters, solderers, & brazers	39.9%	10
Team Assembler	38.2%	39
Inspectors, testers, sorters, samplers, & weighers	35.5%	7
Cutting, punching, press machine setters, operators, & tenders, metal & plastic	34.9%	10
Computer-controlled machine tool operators, metal & plastic	32.4%	11
Structural metal fabricators & fitters	30.5%	22
Machinists	28.5%	8
Grinding, lapping, polishing, & buffing machine tool setters, operators, & tenders	28.1%	6
Welding, soldering, & brazing machine setters, operators, & tenders	23.8%	6
Packaging & filling machine operators & tenders	20.1%	10
Lathe & turning machine tool setters, operators, & tenders, metal & plastic	19.9%	4
Coating, painting, & spraying machine setters, operators, & tenders	19.7%	8
Electrical & electronic equipment assemblers	18.3%	17
Multiple machine tool setters, operators, and tenders, metal & plastic	16.7%	15
Tool & die makers	16.4%	3
Extruding & drawing machine setters, operators, & tenders, metal & plastic	15.0%	14
Engine & other machine assemblers	13.8%	10
Sawing machine setters, operators, & tenders, wood	13.2%	16
Mixing & blending machine setters, operators, & tenders	11.8%	9
Cutting & slicing machine setters, operators, & tenders	11.8%	7
Sewing machine operators	11.7%	33
Woodworking machine setters, operators, & tenders, except sawing	11.4%	10
Molding, core making, & casting machine setters, operators, & tenders	10.3%	21
Extruding, forming, pressing, & compacting machine setters, operators, & tenders	6.8%	13
Chemical equipment operators & tenders	6.4%	12
Chemical plant & system operators	6.1%	16
Upholsterers	5.7%	63
Paper goods machine setters, operators, & tenders	5.4%	12
Food batch makers	3.6%	16
Meat, poultry, & fish cutters & trimmers	3.2%	52
Cabinetmakers & bench carpenters	2.9%	9
Slaughterers & meat packers	2.5%	20
Bakers	2.1%	14

**Table 9: Presence of Management Occupations**

<b>Occupation</b>	<b>Present</b>	<b>Average Positions</b>
General & operations managers	64.3%	3
Industrial production managers	54.9%	3
Architectural & engineering managers	27.8%	2

**Table 10: Presence of Business, Financial, & Sales Occupations**

<b>Occupation</b>	<b>Present</b>	<b>Average Positions</b>
Purchasing agents, except wholesale, retail, & farm products	53.0%	2
Accountants & auditors	51.9%	2
Sales representatives, wholesale & manufacturing	43.0%	4

**Table 11: Presence of Engineering Occupations**

<b>Occupation</b>	<b>Present</b>	<b>Average Positions</b>
Mechanical engineers	21.1%	5
Industrial engineers	16.3%	3
Mechanical drafters	11.7%	4
Agricultural engineers	1.5%	1

**Table 12: Presence of Office & Administrative Support Occupations**

<b>Occupation</b>	<b>Present</b>	<b>Average Positions</b>
Shipping, receiving, & traffic clerks	67.7%	3
Bookkeeping, accounting, & auditing clerks	63.0%	2
Customer service representatives	45.3%	4
Production, planning, & expediting clerks	34.2%	2
Stock clerks & order fillers	26.0%	5

**Table 13: Presence of Construction Occupations**

<b>Occupation</b>	<b>Present</b>	<b>Average Positions</b>
Electricians	17.9%	15
Sheet metal workers	6.9%	14
Plumbers, pipefitters, & steamfitters	4.2%	5
Carpenters	3.8%	3

**Table 14: Presence of Installation & Maintenance Occupations**

<b>Occupation</b>	<b>Present</b>	<b>Average Positions</b>
Maintenance & repair workers, general	59.2%	5
Industrial machinery mechanics	23.6%	4

**Table 15: Presence of Transportation & Material Moving Occupations**

<b>Occupation</b>	<b>Present</b>	<b>Average Positions</b>
Industrial truck & tractor operators	33.5%	6
Laborers and freight, stock, & material movers, hand	30.8%	9
Packers & packagers, hand	23.2%	8
Heavy & tractor-trailer truck drivers	21.3%	6
Machine feeders & off bearers	12.2%	9

## Starting & Average Wages

This section provides detail on the average hourly wages (starting and overall) that firms paid their employees by occupation type. Tables 16-23 are supplemented by comparisons provided through WINGS and national averages provided by the U.S. Department of Labor's Bureau of Labor Statistics.

**Table 16: Earnings for Production Occupations**

Occupation	Starting Survey	Starting Minimum WINGS	Starting Maximum WINGS	Average Survey	National Average <sup>1</sup>
Chemical plant & system operators	\$20.55	*	*	\$23.43	\$26.03
First-line supervisors of production & operating workers	\$18.27	\$11.85	\$12.89	\$21.86	\$27.61
Engine & other machine assemblers	\$17.53	\$11.87	\$11.87	\$23.38	\$18.14
Machinists	\$16.53	\$12.38	\$13.34	\$19.33	\$19.65
Electrical & electronic equipment assemblers	\$16.38	\$13.50	\$14.07	\$20.04	\$14.89
Tool & die makers	\$15.98	\$14.00	\$15.00	\$19.91	\$23.31
Chemical equipment operators & tenders	\$15.42	\$9.15	\$9.15	\$17.63	\$13.51
Multiple machine tool setters, operators, & tenders, metal & plastic	\$14.63	\$11.79	\$12.64	\$17.64	\$16.85
Lathe & turning machine tool setters, operators, & tenders, metal & plastic	\$14.34	*	*	\$17.60	\$18.08
Bakers	\$14.11	*	*	\$15.30	\$12.05
Paper goods machine setters, operators, & tenders	\$14.05	\$7.25	\$7.25	\$16.78	\$17.14
Molding, core making, & casting machine setters, operators, & tenders	\$13.98	\$12.16	\$12.16	\$18.24	\$14.62
Welding, soldering, & brazing machine setters, operators, & tenders	\$13.94	\$10.62	\$10.78	\$16.52	\$17.33
Welders, cutters, solderers, & brazers	\$13.76	\$11.61	\$12.98	\$15.60	\$18.46
Structural metal fabricators & fitters	\$13.69	\$9.83	\$9.83	\$15.90	\$17.91
Mixing & blending machine setters, operators, & tenders	\$13.46	\$10.09	\$11.17	\$15.13	\$16.92
Computer-controlled machine tool operators, metal & plastic	\$13.23	\$10.91	\$10.91	\$16.36	\$17.70
Extruding & drawing machine setters, operators, & tenders, metal & plastic	\$13.17	*	*	\$16.69	\$16.37
Inspectors, testers, sorters, samplers, & weighers	\$12.81	\$11.06	\$11.36	\$15.92	\$17.90
Upholsterers	\$12.57	\$12.85	\$13.77	\$14.98	\$15.26
Extruding, forming, pressing, & compacting machine setters, operators, & tenders	\$12.10	\$11.06	\$11.02	\$14.91	\$15.81
Cutting, punching, press machine setters, operators, & tenders, metal & plastic	\$11.98	\$9.85	\$9.85	\$15.00	\$14.95
Grinding, lapping, polishing, & buffing machine tool setters, operators, & tenders	\$11.93	\$9.84	\$14.00	\$14.28	\$15.90
Cutting & slicing machine setters, operators, & tenders	\$11.89	*	*	\$13.93	\$15.55
Coating, painting, & spraying machine setters, operators, & tenders	\$11.78	\$10.27	\$10.27	\$14.00	\$15.32
Woodworking machine setters, operators, & tenders, except sawing	\$11.27	\$8.00	\$8.00	\$13.28	\$13.51
Team Assembler	\$10.90	\$12.53	\$12.53	\$12.89	\$14.38
Helpers-production workers	\$10.72	\$10.18	\$10.47	\$11.83	\$11.84
Cabinetmakers & bench carpenters	\$10.58	*	*	\$11.43	\$15.84
Packaging & filling machine operators & tenders	\$10.57	\$9.50	\$9.50	\$12.88	\$13.54
Food batch makers	\$10.44	*	*	\$14.28	\$13.63
Sawing machine setters, operators, & tenders, wood	\$10.37	\$10.44	\$10.64	\$12.10	\$13.23
Sewing machine operators	\$10.29	\$9.02	\$9.69	\$11.82	\$11.11
Slaughterers & meat packers	\$8.17	*	*	\$10.00	\$11.99
Meat, poultry, & fish cutters & trimmers	\$7.92	\$7.54	\$9.18	\$8.75	\$11.39

<sup>1</sup> All National Averages from Bureau of Labor Statistics.

**Table 17: Earnings for Management Occupations**

Occupation	Starting Survey	Starting Minimum WINGS	Starting Maximum WINGS	Average Survey	National Average
General & operations managers	\$33.96	*	*	\$42.44	\$55.22
Architectural & engineering managers	\$31.88	*	*	\$36.68	\$24.30
Industrial production managers	\$27.12	*	*	\$32.20	\$46.87

**Table 18: Earnings for Business, Financial, & Sales Occupations**

Occupation	Starting Survey	Starting Minimum WINGS	Starting Maximum WINGS	Average Survey	National Average
Accountants & auditors	\$24.88	\$16.58	\$24.87	\$31.37	\$34.15
Sales representatives, wholesale & manufacturing	\$24.04	*	*	\$33.85	\$33.02
Purchasing agents, except wholesale, retail, & farm products	\$22.80	*	*	\$29.22	\$29.96

**Table 19: Earnings for Engineering Occupations**

Occupation	Starting Survey	Starting Minimum WINGS	Starting Maximum WINGS	Average Survey	National Average
Mechanical engineers	\$32.24	*	*	\$39.26	\$40.75
Industrial engineers	\$28.37	*	*	\$34.29	\$39.47
Mechanical drafters	\$18.68	\$17.55	\$19.76	\$21.77	\$25.61

**Table 20: Earnings for Office & Administrative Support Occupations**

Occupation	Starting Survey	Starting Minimum WINGS	Starting Maximum WINGS	Average Survey	National Average
Production, planning, & expediting clerks	\$17.52	\$12.85	\$12.85	\$20.49	\$21.85
Customer service representatives	\$15.04	\$8.90	\$9.35	\$17.75	\$15.92
Bookkeeping, accounting, & auditing clerks	\$14.30	\$13.43	\$20.14	\$17.35	\$17.62
Shipping, receiving, & traffic clerks	\$13.49	\$10.35	\$10.93	\$16.06	\$14.76
Stock clerks & order fillers	\$12.51	\$10.04	\$10.74	\$14.48	\$11.75

**Table 21: Earnings for Construction Occupations**

Occupation	Starting Survey	Starting Minimum WINGS	Starting Maximum WINGS	Average Survey	National Average
Electricians	\$19.23	\$16.30	\$18.35	\$23.59	\$25.50
Carpenters	\$16.35	*	*	\$17.67	\$21.41
Plumbers, pipefitters, & steamfitters	\$15.58	*	*	\$21.37	\$25.46
Sheet metal workers	\$13.24	\$10.68	\$11.51	\$17.01	\$22.54

**Table 22: Earnings for Installation & Maintenance Occupations**

Occupation	Starting Survey	Starting Minimum WINGS	Starting Maximum WINGS	Average Survey	National Average
Industrial machinery mechanics	\$15.39	\$13.66	\$15.20	\$19.17	\$23.41
Maintenance & repair workers, general	\$15.14	\$13.57	\$14.89	\$17.85	\$17.88

**Table 23: Earnings for Transportation & Material Moving Occupations**

<b>Occupation</b>	<b>Starting Survey</b>	<b>Starting Minimum WINGS</b>	<b>Starting Maximum WINGS</b>	<b>Average Survey</b>	<b>National Average</b>
Heavy & tractor-trailer truck drivers	\$13.70	\$10.89	\$11.12	\$16.81	\$19.40
Industrial truck & tractor operators	\$12.44	\$11.25	\$12.00	\$15.19	\$15.43
Machine feeders & off bearers	\$10.60	\$8.18	\$8.24	\$13.08	\$13.79
Laborers & freight, stock, & material movers, hand	\$10.42	\$9.65	\$10.25	\$12.67	\$12.70
Packers & packagers, hand	\$9.58	\$9.33	\$9.48	\$11.85	\$10.80

## Job Vacancy, Supply, & Demand

Participants were asked to rate the level of difficulty they faced in filling key positions using a 1 to 5 scale. A score of '1' indicated minimal difficulty and a score of '5' indicated major difficulty. Tables 24-31 below display the average difficulty score of the participating firms. These findings are supplemented by job opening and job seeker data from WINGS the Mississippi Department of Employment Security's employment service system.

**Table 24: Production Occupations Job Vacancy, Supply, and Demand**

Occupation	Average Difficulty	Job Openings	Job Seekers
Machinists	3.5	971	2,265
Tool & die makers	3.4	104	702
Meat, poultry, & fish cutters & trimmers	3.3	*	*
Upholsterers	3.3	1,630	4,791
Electrical & electronic equipment assemblers	3.2	2,846	13,739
Lathe & turning machine tool setters, operators, & tenders, metal & plastic	3.2	54	185
Sewing machine operators	3.2	*	*
First-line supervisors of production & operating workers	2.9	1,698	10,416
Structural metal fabricators & fitters	2.9	3,253	5,198
Computer-controlled machine tool operators, metal & plastic	2.9	84	318
Sawing machine setters, operators, & tenders, wood	2.9	4,321	5,848
Engine & other machine assemblers	2.8	*	*
Extruding & drawing machine setters, operators, & tenders, metal & plastic	2.8	24	106
Welders, cutters, solderers, & brazers	2.8	8,964	17,418
Inspectors, testers, sorters, samplers, & weighers	2.8	1,725	9,354
Multiple machine tool setters, operators, & tenders, metal & plastic	2.6	226	1,024
Welding, soldering, & brazing machine setters, operators, & tenders	2.6	556	1,800
Extruding, forming, pressing, & compacting machine setters, operators, & tenders	2.6	503	3,293
Molding, core making, & casting machine setters, operators, & tenders	2.5	286	797
Cabinetmakers & bench carpenters	2.5	37	255
Coating, painting, & spraying machine setters, operators, & tenders	2.5	195	501
Cutting, punching, press machine setters, operators, & tenders, metal & plastic	2.4	110	725
Woodworking machine setters, operators, & tenders, except sawing	2.4	212	648
Chemical plant & system operators	2.4	52	445
Paper goods machine setters, operators, & tenders	2.4	91	1,026
Slaughterers & meat packers	2.3	*	*
Mixing & blending machine setters, operators, & tenders	2.3	357	898
Cutting & slicing machine setters, operators, & tenders	2.3	492	1,828
Team Assembler	2.2	1,737	17,442
Grinding, lapping, polishing, & buffing machine tool setters, operators, & tenders	2.2	16	42
Chemical equipment operators & tenders	2.1	94	541
Bakers	2.0	*	*
Packaging & filling machine operators & tenders	1.9	219	1,121
Helpers-production workers	1.8	11,604	40,051
Food batch makers	1.5	*	*



**Table 25: Management Occupations Job Vacancy, Supply, and Demand**

<b>Occupation</b>	<b>Average Difficulty</b>	<b>Job Openings</b>	<b>Job Seekers</b>
Architectural & engineering managers	3.9	62	215
Industrial production managers	3.7	122	844
General & operations managers	3.5	283	1,555

**Table 26: Business, Financial, & Sales Occupations Job Vacancy, Supply, and Demand**

<b>Occupation</b>	<b>Average Difficulty</b>	<b>Job Openings</b>	<b>Job Seekers</b>
Accountants & auditors	3.1	353	1,611
Sales representatives, wholesale & manufacturing products	3.0	167	907
Purchasing agents, except wholesale, retail, & farm products	2.8	43	526

**Table 27: Engineering Occupations Job Vacancy, Supply, and Demand**

<b>Occupation</b>	<b>Average Difficulty</b>	<b>Job Openings</b>	<b>Job Seekers</b>
Mechanical engineers	3.9	111	272
Industrial engineers	3.6	266	721
Mechanical drafters	3.1	59	285
Agricultural engineers	3.0	4	26

**Table 28: Office & Administrative Support Occupations Job Vacancy, Supply, and Demand**

<b>Occupation</b>	<b>Average Difficulty</b>	<b>Job Openings</b>	<b>Job Seekers</b>
Production, planning, & expediting clerks	2.6	998	6,263
Bookkeeping, accounting, & auditing clerks	2.5	679	5,895
Shipping, receiving, & traffic clerks	2.4	1,972	13,975
Stock clerks & order fillers	2.2	1,901	12,489
Customer service representatives	2.1	7,085	33,548

**Table 29: Construction Occupations Job Vacancy, Supply, and Demand**

<b>Occupation</b>	<b>Average Difficulty</b>	<b>Job Openings</b>	<b>Job Seekers</b>
Electricians	3.3	1,980	5,781
Sheet metal workers	2.9	414	1,051
Plumbers, pipefitters, & steamfitters	2.7	2,841	3,583
Carpenters	2.4	1,978	5,303

**Table 30: Installation & Maintenance Occupations Job Vacancy, Supply, and Demand**

<b>Occupation</b>	<b>Average Difficulty</b>	<b>Job Openings</b>	<b>Job Seekers</b>
Industrial machinery mechanics	3.4	1,017	4,097
Maintenance & repair workers, general	3.0	2,789	27,725

**Table 31: Transportation & Material Moving Occupations Job Vacancy, Supply, and Demand**

<b>Occupation</b>	<b>Average Difficulty</b>	<b>Job Openings</b>	<b>Job Seekers</b>
Industrial truck & tractor operators	2.5	2,210	11,057
Heavy & tractor-trailer truck drivers	2.4	6,079	17,923
Machine feeders & off bearers	2.1	6,986	17,033
Packers & packagers, hand	1.9	5,950	12,883
Laborers & freight, stock, & material movers, hand	1.9	7,108	27,544