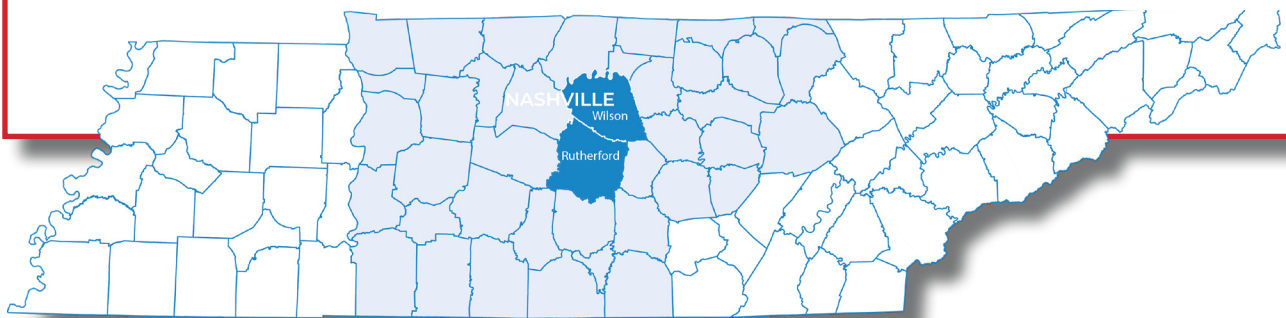


2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

REGION 5

SUMMARY TABLES



In partnership with:



Also supported by:

Northern Middle Tennessee Workforce Board
Nashville Area Chamber of Commerce
Greater Nashville Regional Council
South Central Tennessee Development District
Upper Cumberland Development District
Tennessee Central Economic Authority
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REGION 5

COUNTIES

*Rutherford
Wilson*

2023 MIDDLE TENNESSEE WAGE & BENEFIT SURVEY

SUMMARY TABLES

Region 5

Table I: Average and Median Hourly Wages for the Covered Occupations

- 1.) Minimum Hourly Wages
- 2.) Maximum Hourly Wages
- 3.) Current Hourly Wages

Table II: Average and Median Annualized Wages for the Covered Occupations

- 1.) Weighted (By Job) Average and Median Wages
- 2.) Unweighted (By Company) Average and Median Wages

Table III: Characteristics of the Covered Occupations

- 1.) Number of Companies Reporting
- 2.) Number of Jobs
- 3.) Number of Openings

Table IV: Minimum Education Requirement for the Covered Occupations

Breakdown by percentage of respondents for:

- 1.) High School or Less
- 2.) Vocational, Trade, or Associate's Degree
- 3.) Bachelor's Degree
- 4.) Graduate Degree (Master's, PhD, Professional Degree, other)

2023 Wage and Benefit Survey

Summary Table I: Average and Median Hourly Wages (Unweighted) for the Covered Occupations

SOC Code & Title		Minimum Hourly		Maximum Hourly		Current Wages	
11-0000	Management Occupations	Average	Median	Average	Median	Average	Median
11-1011	Chief Executive	N/A	N/A	\$135.84	\$156.07	\$125.18	\$104.57
11-1021	General and Operations Managers	\$49.43	\$45.12	\$69.73	\$65.38	\$60.80	\$55.25
11-2021	Marketing Managers	\$36.74	\$36.47	\$72.38	\$68.26	\$66.27	\$54.99
11-2022	Sales Managers	\$48.31	\$49.04	\$70.42	\$75.00	\$61.15	\$58.65
11-3010	Administrative Service and Facilities Managers	\$41.61	\$38.46	\$55.38	\$54.33	\$45.78	\$45.10
11-3021	Computer and Information Systems Managers	\$46.99	\$43.27	\$69.95	\$64.84	\$54.50	\$59.13
11-3031	Financial Managers	\$42.34	\$40.62	\$67.42	\$66.76	\$58.31	\$55.88
11-3051	Industrial Production Manager	\$40.67	\$42.63	\$58.77	\$50.48	\$48.84	\$51.26
11-3061	Purchasing Manager	\$38.65	\$34.13	\$52.79	\$52.98	\$45.99	\$45.29
11-3071	Transportation, Storage, and Distribution Managers	\$35.81	\$33.65	\$50.97	\$43.27	\$47.00	\$44.11
11-3121	Human Resource Managers	\$38.71	\$37.50	\$56.79	\$57.76	\$54.69	\$51.28
13-0000 Business and Financial Occupations							
13-1020	Buyers and Purchasing Agents	\$26.61	\$24.94	\$34.00	\$31.25	\$32.18	\$31.30
13-1071	Human Resource Specialists	\$23.91	\$21.88	\$36.33	\$34.62	\$31.65	\$30.17
13-1081	Logisticians	N/A	N/A	N/A	N/A	\$37.94	\$40.87
13-1151	Training and Development Specialists	N/A	N/A	N/A	N/A	\$38.28	\$40.16
13-1161	Market Research Analysts and Marketing Specialists	N/A	N/A	\$46.48	\$46.98	\$34.65	\$32.41
13-1198	Project Management Specialists and Business Operations Specialists, All Other	\$32.70	\$23.08	\$53.70	\$50.80	\$40.96	\$39.63
13-2011	Accountants and Auditors	\$27.79	\$27.24	\$42.18	\$43.07	\$33.14	\$33.53
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	N/A	N/A	N/A	N/A	\$38.95	\$39.43
15-0000 Computer Occupations							
15-1211	Computer Systems Analysts	\$29.17	\$29.50	\$47.68	\$45.97	\$36.15	\$37.39
15-1231	Computer Network Support Specialists	\$25.52	\$26.53	\$38.90	\$39.90	\$26.86	\$25.29
15-1232	Computer User Support Specialists	\$25.13	\$22.15	N/A	N/A	\$30.65	\$27.58
15-1244	Network and Computer Systems Administrators	\$31.35	\$36.24	N/A	N/A	\$33.54	\$35.58
17-0000 Engineering Occupations							
17-2071	Electrical Engineers	N/A	N/A	N/A	N/A	\$50.00	\$50.48
17-2112	Industrial Engineers	\$35.00	\$34.52	\$58.25	\$55.29	\$43.06	\$42.73
17-2141	Mechanical Engineers	\$36.30	\$35.10	\$51.76	\$43.27	\$41.83	\$42.31
17-2199	Engineers, All Other	\$35.12	\$37.29	\$59.31	\$60.68	\$49.07	\$46.70
17-3026	Industrial Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	\$33.03	\$27.95
17-3098	Calibration Technologists and Technicians, Engineering Technologists and Technicians, Except Drafters, All Other	N/A	N/A	N/A	N/A	\$32.26	\$34.62
19-0000 Life, Physical, Social Science Occupations							
19-5011	Occupational Health and Safety Specialists	\$32.05	\$31.25	\$38.75	\$42.55	\$37.52	\$40.87

2023 Wage and Benefit Survey

Summary Table I: Average and Median Hourly Wages (Unweighted) for the Covered Occupations

SOC Code & Title		Minimum Hourly		Maximum Hourly		Current Wages	
		Average	Median	Average	Median	Average	Median
27-0000 Arts, Design, and Media Occupations							
27-1024	Graphic Designers	\$26.53	\$22.72	\$47.07	\$46.98	\$29.93	\$30.06
37-0000 Building and Grounds Cleaning and Maintenance Occupations							
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	\$24.37	\$26.00	\$35.77	\$38.46	\$33.21	\$32.62
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	\$15.74	\$16.00	\$19.73	\$19.36	\$17.85	\$17.61
37-3010	Grounds Maintenance Workers	N/A	N/A	N/A	N/A	\$26.75	\$27.40
41-0000 Sales and Related Occupations							
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$26.12	\$26.44	\$45.17	\$37.78	\$34.29	\$31.52
41-4012	Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products	\$25.79	\$26.08	\$47.58	\$49.09	\$35.31	\$35.94
41-9031	Sales Engineers	N/A	N/A	N/A	N/A	\$42.12	\$38.82
43-0000 Office & Administrative Support Occupations							
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$24.71	\$22.15	\$38.88	\$40.87	\$28.32	\$26.39
43-3021	Billing and Posting Clerks	N/A	N/A	N/A	N/A	\$19.92	\$20.01
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$22.95	\$24.00	\$31.11	\$30.42	\$27.27	\$24.62
43-3051	Payroll and Timekeeping Clerks	\$21.24	\$21.10	\$26.58	\$26.00	\$27.06	\$26.37
43-3061	Procurement Clerks	\$21.63	\$22.15	\$28.78	\$28.85	\$24.18	\$25.00
43-4051	Customer Service Representatives	\$21.83	\$21.04	\$30.63	\$30.89	\$26.46	\$25.89
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	\$22.02	\$21.00	\$28.17	\$25.73	\$25.75	\$23.82
43-4171	Receptionists and Information Clerks	\$16.16	\$16.47	\$22.46	\$24.00	\$19.69	\$19.23
43-5061	Production, Planning and Expediting Clerks	\$23.71	\$24.04	\$31.97	\$32.44	\$28.75	\$26.44
43-5071	Shipping, Receiving, and Inventory Clerks	\$17.48	\$17.62	\$22.68	\$22.62	\$21.79	\$21.42
43-6011	Executive Secretaries and Executive Administrative Assistants	N/A	N/A	N/A	N/A	\$32.45	\$32.45
43-6014	Secretaries and Administrative Assistants Except Executive	N/A	N/A	N/A	N/A	\$27.33	\$24.31
43-9061	Office Clerks, General	N/A	N/A	N/A	N/A	\$21.57	\$21.58
43-9199	Office and Administrative Support Workers, All Other	\$19.78	\$19.00	\$30.87	\$27.59	\$24.68	\$23.06
49-0000 Installation, Maintenance, and Repair Occupations							
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$29.94	\$30.50	\$42.40	\$43.58	\$38.06	\$41.35
49-2094	Electrical and Electronics Repairers, Industrial Machinery Mechanics	\$26.27	\$27.78	\$34.99	\$29.04	\$32.28	\$31.94
49-9041	Industrial Machinery Mechanics	\$26.20	\$24.78	\$33.14	\$33.09	\$28.79	\$28.17
49-9043	Maintenance Workers, Machinery	\$24.14	\$23.00	\$32.95	\$31.58	\$29.90	\$28.85
49-9071	Maintenance and Repair Workers, General	\$24.13	\$24.10	\$33.27	\$32.00	\$27.66	\$27.90

2023 Wage and Benefit Survey

Summary Table I: Average and Median Hourly Wages (Unweighted) for the Covered Occupations

SOC Code & Title		Minimum Hourly		Maximum Hourly		Current Wages	
		Average	Median	Average	Median	Average	Median
51-0000	Production Occupations						
51-1011	First-Line Supervisors of Production and Operating Workers	\$27.45	\$28.31	\$36.11	\$35.71	\$32.15	\$32.71
51-2028	Electrical, Electronic, and Electromechanical Assemblers	N/A	N/A	N/A	N/A	\$20.42	\$19.25
51-2090	Miscellaneous Assemblers and Fabricators	\$17.42	\$17.93	\$23.61	\$24.00	\$20.57	\$20.26
51-3099	Food Processing Workers	\$17.85	\$19.07	\$22.49	\$24.27	\$19.60	\$20.68
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	\$18.41	\$19.00	\$22.70	\$22.00	\$20.53	\$19.26
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$17.54	\$16.91	\$23.01	\$23.00	\$22.22	\$21.88
51-4041	Machinists	\$23.75	\$23.00	\$31.70	\$32.25	\$29.34	\$29.04
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$21.21	\$21.00	\$28.06	\$25.00	N/A	N/A
51-4111	Tool and Die Makers	\$27.21	\$29.70	\$33.24	\$35.00	\$30.04	\$29.75
51-4121	Welders, Cutters, Solderers, and Brazers	\$20.98	\$18.99	\$25.54	\$24.04	\$21.85	\$20.89
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	\$19.33	\$19.03	\$24.43	\$25.00	N/A	N/A
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$18.41	\$19.23	\$22.89	\$23.26	\$20.62	\$21.41
51-9111	Packaging and Filling Machine Operators and Tenders	\$19.64	\$19.13	\$24.65	\$25.75	\$22.06	\$21.36
51-9196	Paper Goods Machine Setters, Operators, and Tenders	\$22.12	\$21.51	\$24.33	\$25.00	N/A	N/A
51-9198	Helpers--Production Workers	\$18.12	\$18.25	\$22.30	\$22.78	\$18.54	\$18.20
51-9199	Production Workers, All Other	\$18.43	\$19.02	\$27.33	\$25.75	\$21.83	\$21.17
53-0000	Construction and Extraction Occupations						
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	\$28.43	\$28.34	\$43.71	\$47.60	\$34.11	\$34.13
53-3031	Driver/Sales Workers	N/A	N/A	N/A	N/A	\$26.03	\$25.38
53-3032	Heavy and Tractor-Trailer Truck Drivers	N/A	N/A	N/A	N/A	\$26.45	\$25.50
53-3033	Light Truck Drivers	N/A	N/A	\$21.10	\$19.14	\$20.21	\$20.28
53-7051	Industrial Truck and Tractor Operators	\$18.27	\$19.03	\$23.39	\$24.20	\$21.17	\$20.51
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$19.28	\$19.05	\$24.81	\$22.00	\$20.55	\$18.91
53-7064	Packers and Packagers, Hand	\$17.80	\$19.00	\$22.47	\$21.50	\$19.22	\$20.00
53-7065	Stockers and Order Fillers	\$16.31	\$16.00	\$21.93	\$21.20	\$19.59	\$20.00
53-7190	Material Moving Workers, All Other	\$17.81	\$18.03	\$22.16	\$22.30	\$18.82	\$18.99

2023 Wage and Benefit Survey

Summary Table II: Average and Median Annualized Wages for the Covered Occupations

SOC Code & Title		Weighted (by Job)		Unweighted (by Company)	
		Average	Median	Average	Median
11-0000	Management Occupations				
11-1011	Chief Executive	N/A	N/A	\$260,375	\$217,500
11-1021	General and Operations Managers	\$107,701	\$94,918	\$126,472	\$114,928
11-2021	Marketing Managers	\$109,384	\$89,343	\$137,852	\$114,380
11-2022	Sales Managers	\$104,345	\$89,490	\$127,192	\$122,000
11-3010	Administrative Service and Facilities Managers	\$81,426	\$65,000	\$95,218	\$93,815
11-3021	Computer and Information Systems Managers	\$124,851	\$134,469	\$113,356	\$123,000
11-3031	Financial Managers	\$109,854	\$103,412	\$121,292	\$116,220
11-3051	Industrial Production Manager	\$95,386	\$85,000	\$101,582	\$106,623
11-3061	Purchasing Manager	\$95,650	\$94,200	\$95,650	\$94,200
11-3071	Transportation, Storage, and Distribution Managers	\$84,361	\$75,000	\$97,767	\$91,739
11-3121	Human Resource Managers	\$117,081	\$111,000	\$113,761	\$106,667
13-0000	Business and Financial Occupations				
13-1020	Buyers and Purchasing Agents	\$66,218	\$65,000	\$66,934	\$65,112
13-1071	Human Resource Specialists	\$58,546	\$50,000	\$65,834	\$62,750
13-1081	Logisticians	\$71,300	\$72,195	\$78,905	\$85,000
13-1151	Training and Development Specialists	\$80,704	\$84,768	\$79,617	\$83,535
13-1161	Market Research Analysts and Marketing Specialists	\$67,835	\$67,423	\$72,079	\$67,423
13-1198	Project Management Specialists and Business Operations Specialists, All Other	\$65,196	\$62,176	\$85,194	\$82,425
13-2011	Accountants and Auditors	\$67,155	\$67,500	\$68,931	\$69,750
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	\$82,255	\$84,010	\$81,007	\$82,019
15-0000	Computer Occupations				
15-1211	Computer Systems Analysts	\$79,589	\$87,788	\$75,186	\$77,769
15-1231	Computer Network Support Specialists	\$54,562	\$52,603	\$55,868	\$52,603
15-1232	Computer User Support Specialists	\$57,048	\$57,363	\$63,748	\$57,363
15-1244	Network and Computer Systems Administrators	\$64,364	\$64,000	\$69,765	\$74,000
17-0000	Engineering Occupations				
17-2071	Electrical Engineers	\$104,400	\$105,000	\$104,000	\$105,000
17-2112	Industrial Engineers	\$85,295	\$84,764	\$89,563	\$88,882
17-2141	Mechanical Engineers	\$94,214	\$101,000	\$87,000	\$88,000
17-2199	Engineers, All Other	\$102,388	\$97,131	\$102,057	\$97,131
17-3026	Industrial Engineering Technologists and Technicians	\$80,000	\$92,000	\$68,712	\$58,135
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians Except Drafters, All Other	\$68,425	\$74,163	\$67,108	\$72,000
19-0000	Life, Physical, and Social Science Occupations				
19-5011	Occupational Health and Safety Specialists	\$72,850	\$69,100	\$78,040	\$85,000
27-0000	Arts, Design, and Media Occupations				
27-1024	Graphic Designers	\$60,386	\$59,109	\$62,254	\$62,534

2023 Wage and Benefit Survey

Summary Table II: Average and Median Annualized Wages for the Covered Occupations

SOC Code & Title		Weighted (by Job)		Unweighted (by Company)	
		Average	Median	Average	Median
37-0000 Building & Grounds Cleaning & Maintenance					
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	\$57,903	\$56,000	\$69,072	\$67,848
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	\$34,459	\$31,200	\$37,129	\$36,628
37-3010	Grounds Maintenance Workers	N/A	N/A	\$55,631	\$57,000
41-0000 Sales and Related Occupations					
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$63,897	\$61,035	\$71,318	\$65,554
41-4012	Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products	\$70,924	\$70,000	\$73,450	\$74,750
41-9031	Sales Engineers	\$87,614	\$80,750	\$87,614	\$80,750
43-0000 Office and Administrative Support Occupations					
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$59,576	\$55,000	\$58,907	\$54,894
43-3021	Billing and Posting Clerks	\$41,428	\$41,238	\$41,428	\$41,619
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$52,853	\$46,550	\$56,727	\$51,220
43-3051	Payroll and Timekeeping Clerks	\$56,277	\$54,851	\$56,277	\$54,851
43-3061	Procurement Clerks	\$48,312	\$52,000	\$50,285	\$52,000
43-4051	Customer Service Representatives	\$46,496	\$43,763	\$55,030	\$53,842
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	\$51,963	\$46,384	\$53,557	\$49,536
43-4171	Receptionists and Information Clerks	\$39,707	\$39,780	\$40,948	\$40,000
43-5061	Production, Planning and Expediting Clerks	\$59,337	\$51,605	\$59,791	\$55,000
43-5071	Shipping, Receiving, and Inventory Clerks	\$40,236	\$37,107	\$45,323	\$44,554
43-6011	Executive Secretaries and Executive Administrative Assistants	\$67,496	\$67,494	\$67,498	\$67,497
43-6014	Secretaries and Administrative Assistants Except Executive	\$54,736	\$52,624	\$56,848	\$50,562
43-9061	Office Clerks, General	\$44,765	\$44,549	\$44,876	\$44,886
43-9199	Office and Administrative Support Workers, All Other	\$52,269	\$52,230	\$51,332	\$47,955
49-0000 Installation, Maintenance, and Repair Occupations					
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$81,602	\$88,000	\$79,166	\$86,000
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$56,458	\$54,080	\$67,142	\$66,445
49-9041	Industrial Machinery Mechanics	\$61,343	\$60,000	\$59,881	\$58,600
49-9043	Maintenance Workers, Machinery	\$66,298	\$70,034	\$62,188	\$60,000
49-9071	Maintenance and Repair Workers, General	\$58,310	\$58,074	\$57,535	\$58,037
51-0000 Production Occupations					
51-1011	First-Line Supervisors of Production and Operating Workers	\$64,335	\$67,780	\$66,866	\$68,039
51-2028	Electrical, Electronic, and Electromechanical Assemblers	\$40,104	\$40,040	\$42,467	\$40,040
51-2090	Miscellaneous Assemblers and Fabricators	\$40,474	\$41,600	\$42,786	\$42,141
51-3099	Food Processing Workers	\$42,987	\$47,840	\$40,768	\$43,014
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	\$45,044	\$48,547	\$42,709	\$40,061
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$45,605	\$46,800	\$46,223	\$45,500
51-4041	Machinists	\$59,288	\$56,056	\$61,026	\$60,404

2023 Wage and Benefit Survey

Summary Table II: Average and Median Annualized Wages for the Covered Occupations

SOC Code & Title		Weighted (by Job)		Unweighted (by Company)	
		Average	Median	Average	Median
51-0000	Production Occupations (Continued)				
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	N/A	N/A	N/A	N/A
51-4111	Tool and Die Makers	\$69,425	\$77,000	\$62,482	\$61,880
51-4121	Welders, Cutters, Solderers, and Brazers	\$44,940	\$43,444	\$45,439	\$43,444
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	N/A	N/A	N/A	N/A
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$42,101	\$44,534	\$42,899	\$44,534
51-9111	Packaging and Filling Machine Operators and Tenders	\$48,638	\$50,000	\$45,878	\$44,429
51-9196	Paper Goods Machine Setters, Operators, and Tenders	N/A	N/A	N/A	N/A
51-9198	Helpers--Production Workers	\$40,381	\$40,394	\$38,563	\$37,856
51-9199	Production Workers, All Other	\$40,734	\$37,565	\$45,417	\$44,038
53-0000	Transportation and Material Moving Occupations				
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	\$70,168	\$75,133	\$70,950	\$71,000
53-3031	Driver/Sales Workers	\$66,391	\$68,000	\$54,137	\$52,790
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$69,000	\$70,000	\$55,023	\$53,040
53-3033	Light Truck Drivers	\$42,482	\$42,775	\$42,034	\$42,188
53-7051	Industrial Truck and Tractor Operators	\$45,528	\$43,077	\$44,041	\$42,661
53-7062	Laborers and Freight, Stock, & Material Movers, Hand	\$44,360	\$46,663	\$42,746	\$39,333
53-7064	Packers and Packagers, Hand	\$34,999	\$34,278	\$39,971	\$41,600
53-7065	Stockers and Order Fillers	\$35,977	\$34,154	\$40,737	\$41,600
53-7190	Material Moving Workers, All Other	\$39,778	\$39,520	\$39,155	\$39,501

2023 Wage and Benefit Survey
Summary Table III: Characteristics of the Covered Occupations

SOC Code & Title		Number Companies Reporting	Number Jobs	Number Current Openings
11-0000 Management Occupations				
11-1011	Chief Executive	9	N/A	N/A
11-1021	General and Operations Managers	34	90	6
11-2021	Marketing Managers	10	36	N/A
11-2022	Sales Managers	13	47	N/A
11-3010	Administrative Service and Facilities Managers	16	40	N/A
11-3021	Computer and Information Systems Managers	13	43	N/A
11-3031	Financial Managers	12	25	N/A
11-3051	Industrial Production Manager	18	34	N/A
11-3061	Purchasing Manager	15	12	N/A
11-3071	Transportation, Storage, and Distribution Managers	17	36	N/A
11-3121	Human Resource Managers	20	19	N/A
13-0000 Business and Financial Occupations				
13-1020	Buyers and Purchasing Agents	14	28	N/A
13-1071	Human Resource Specialists	15	25	N/A
13-1081	Logisticians	5	24	N/A
13-1151	Training and Development Specialists	5	8	N/A
13-1161	Market Research Analysts and Marketing Specialists	4	28	N/A
13-1198	Project Management Specialists and Business Operations Specialists, All Other	5	92	N/A
13-2011	Accountants and Auditors	14	30	5
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	3	4	N/A
15-0000 Computer Occupations				
15-1211	Computer Systems Analysts	4	8	N/A
15-1231	Computer Network Support Specialists	4	5	N/A
15-1232	Computer User Support Specialists	4	20	N/A
15-1244	Network and Computer Systems Administrators	5	7	N/A
17-0000 Engineering Occupations				
17-2071	Electrical Engineers	3	5	N/A
17-2112	Industrial Engineers	10	43	N/A
17-2141	Mechanical Engineers	7	14	N/A
17-2199	Engineers, All Other	8	35	6
17-3026	Industrial Engineering Technologists and Technicians	3	N/A	N/A
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians Except Drafters, All Other	3	21	N/A
19-0000 Life, Physical, and Social Science Occupations				
19-5011	Occupational Health and Safety Specialists	7	4	N/A
27-0000 Arts, Design, and Media Occupations				
27-1024	Graphic Designers	5	12	N/A

2023 Wage and Benefit Survey
Summary Table III: Characteristics of the Covered Occupations

37-0000	Building and Grounds Cleaning and Maintenance Occupations	Companies	Jobs	Openings
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	12	12	N/A
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	12	39	N/A
37-3010	Grounds Maintenance Workers	3	29	N/A
41-0000	Sales and Related Occupations			
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	6	45	N/A
41-4012	Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products	6	71	N/A
41-9031	Sales Engineers	3	3	N/A
43-0000	Office and Administrative Support Occupations			
43-1011	First-Line Supervisors of Office and Administrative Support Workers	9	43	N/A
43-3021	Billing and Posting Clerks	4	12	N/A
43-3031	Bookkeeping, Accounting, and Auditing Clerks	10	33	N/A
43-3051	Payroll and Timekeeping Clerks	9	8	N/A
43-3061	Procurement Clerks	8	13	N/A
43-4051	Customer Service Representatives	12	100	7
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	9	9	N/A
43-4171	Receptionists and Information Clerks	6	9	N/A
43-5061	Production, Planning and Expediting Clerks	10	22	N/A
43-5071	Shipping, Receiving, and Inventory Clerks	20	223	32
43-6011	Executive Secretaries and Executive Administrative Assistants	4	9	N/A
43-6014	Secretaries and Administrative Assistants Except Executive	4	8	N/A
43-9061	Office Clerks, General	5	6	N/A
43-9199	Office and Administrative Support Workers, All Other	6	83	N/A
49-0000	Installation, Maintenance, and Repair Occupations			
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	11	15	N/A
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	4	21	N/A
49-9041	Industrial Machinery Mechanics	5	47	N/A
49-9043	Maintenance Workers, Machinery	9	97	14
49-9071	Maintenance and Repair Workers, General	14	87	N/A
51-0000	Production Occupations			
51-1011	First-Line Supervisors of Production and Operating Workers	25	166	41
51-2028	Electrical, Electronic, and Electromechanical Assemblers	3	146	N/A
51-2090	Miscellaneous Assemblers and Fabricators	15	992	198
51-3099	Food Processing Workers	4	530	N/A
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	3	10	N/A
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	7	165	22
51-4041	Machinists	6	38	N/A
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	3	N/A	N/A
51-4111	Tool and Die Makers	6	28	N/A

2023 Wage and Benefit Survey
Summary Table III: Characteristics of the Covered Occupations

51-0000	Production Occupations (Continued)	Companies	Jobs	Openings
51-4121	Welders, Cutters, Solderers, and Brazers	3	4	N/A
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	3	N/A	N/A
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	10	24	N/A
51-9111	Packaging and Filling Machine Operators and Tenders	5	99	N/A
51-9196	Paper Goods Machine Setters, Operators, and Tenders	4	N/A	N/A
51-9198	Helpers--Production Workers	4	436	N/A
51-9199	Production Workers, All Other	9	609	70
53-0000	Transportation and Material Moving Occupations			
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	12	39	N/A
53-3031	Driver/Sales Workers	3	87	N/A
53-3032	Heavy and Tractor-Trailer Truck Drivers	4	N/A	N/A
53-3033	Light Truck Drivers	6	24	N/A
53-7051	Industrial Truck and Tractor Operators	9	169	N/A
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6	51	N/A
53-7064	Packers and Packagers, Hand	7	127	N/A
53-7065	Stockers and Order Fillers	6	364	N/A
53-7190	Material Moving Workers, All Other	11	115	N/A

2023 Wage and Benefit Survey

Summary Table IV: Minimum Education Requirement for the Covered Occupations

SOC Code & Title		High			
		School or Less	Voc/Assoc Degree	Bachelor's Degree	Graduate Degree
11-0000 Management Occupations					
11-1011	Chief Executive	0%	0%	86%	14%
11-1021	General and Operations Managers	14%	18%	64%	4%
11-2021	Marketing Managers	14%	0%	86%	0%
11-2022	Sales Managers	0%	20%	70%	10%
11-3010	Administrative Service and Facilities Managers	15%	23%	62%	0%
11-3021	Computer and Information Systems Managers	15%	8%	77%	0%
11-3031	Financial Managers	0%	9%	91%	0%
11-3051	Industrial Production Manager	31%	19%	44%	6%
11-3061	Purchasing Manager	0%	27%	64%	9%
11-3071	Transportation, Storage, and Distribution Managers	31%	15%	54%	0%
11-3121	Human Resource Managers	0%	0%	90%	10%
13-0000 Business and Financial Occupations					
13-1020	Buyers and Purchasing Agents	11%	67%	22%	0%
13-1071	Human Resource Specialists	25%	17%	58%	0%
13-1081	Logisticians	0%	50%	50%	0%
13-1151	Training and Development Specialists	0%	67%	33%	0%
13-1161	Market Research Analysts and Marketing Specialists	N/A	N/A	N/A	N/A
13-1198	Project Management Specialists and Business Operations Specialists, All Other	0%	67%	33%	0%
13-2011	Accountants and Auditors	0%	38%	62%	0%
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	N/A	N/A	N/A	N/A
15-0000 Computer Occupations					
15-1211	Computer Systems Analysts	20%	0%	80%	0%
15-1231	Computer Network Support Specialists	0%	33%	67%	0%
15-1232	Computer User Support Specialists	0%	67%	33%	0%
15-1244	Network and Computer Systems Administrators	25%	25%	50%	0%
17-0000 Engineering Occupations					
17-2071	Electrical Engineers	N/A	N/A	N/A	N/A
17-2112	Industrial Engineers	0%	0%	100%	0%
17-2141	Mechanical Engineers	0%	0%	100%	0%
17-2199	Engineers, All Other	0%	12%	75%	12%
17-3026	Industrial Engineering Technologists and Technicians	N/A	N/A	N/A	N/A
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians Except Drafters, All Other	N/A	N/A	N/A	N/A
19-0000 Life, Physical, and Social Science Occupations					
19-5011	Occupational Health and Safety Specialists	0%	25%	75%	0%
27-0000 Arts, Design, and Media Occupations					
27-1024	Graphic Designers	0%	25%	75%	0%

2023 Wage and Benefit Survey

Summary Table IV: Minimum Education Requirement for the Covered Occupations

37-0000	Building & Grounds Cleaning & Maintenance Occupations	HS/Less	Voc/Assoc	Bachelor's	Graduate
37-1010	First-Line Supervisors of Building and Groundskeeping and Maintenance Workers	56%	44%	0%	0%
37-2010	Janitors and Cleaners, Maids and Housekeeping, Building Cleaning Workers	100%	0%	0%	0%
37-3010	Grounds Maintenance Workers	N/A	N/A	N/A	N/A
41-0000	Sales and Related Occupations				
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	50%	0%	50%	0%
41-4012	Sales Representatives, Wholesale and Manufacturing, EXCEPT Technical and Scientific Products	100%	0%	0%	0%
41-9031	Sales Engineers	N/A	N/A	N/A	N/A
43-0000	Office and Administrative Support Occupations				
43-3011	Bill and Account Collectors	N/A	N/A	N/A	N/A
43-3021	Billing and Posting Clerks	N/A	N/A	N/A	N/A
43-3031	Bookkeeping, Accounting, and Auditing Clerks	75%	0%	25%	0%
43-3051	Payroll and Timekeeping Clerks	20%	60%	20%	0%
43-3061	Procurement Clerks	100%	0%	0%	0%
43-4051	Customer Service Representatives	75%	12%	12%	0%
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	60%	0%	40%	0%
43-4171	Receptionists and Information Clerks	100%	0%	0%	0%
43-5061	Production, Planning and Expediting Clerks	100%	0%	0%	0%
43-5071	Shipping, Receiving, and Inventory Clerks	92%	8%	0%	0%
43-6011	Executive Secretaries and Executive Administrative Assistants	67%	33%	0%	0%
43-6014	Secretaries and Administrative Assistants Except Executive	N/A	N/A	N/A	N/A
43-9061	Office Clerks, General	100%	0%	0%	0%
43-9199	Office and Administrative Support Workers, All Other	75%	0%	25%	0%
49-0000	Installation, Maintenance, and Repair Occupations				
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	38%	50%	12%	0%
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	N/A	N/A	N/A	N/A
49-9041	Industrial Machinery Mechanics	N/A	N/A	N/A	N/A
49-9043	Maintenance Workers, Machinery	43%	57%	0%	0%
49-9071	Maintenance and Repair Workers, General	30%	70%	0%	0%
51-0000	Production Occupations				
51-1011	First-Line Supervisors of Production and Operating Workers	50%	29%	14%	7%
51-2028	Electrical, Electronic, and Electromechanical Assemblers	N/A	N/A	N/A	N/A
51-2090	Miscellaneous Assemblers and Fabricators	83%	17%	0%	0%
51-3099	Food Processing Workers	N/A	N/A	N/A	N/A
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	100%	0%	0%	0%

2023 Wage and Benefit Survey

Summary Table IV: Minimum Education Requirement for the Covered Occupations

51-0000	Production Occupations (Continued)	HS/Less	Voc/Assoc	Bachelor's	Graduate
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	N/A	N/A	N/A	N/A
51-4041	Machinists	N/A	N/A	N/A	N/A
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	N/A	N/A	N/A	N/A
51-4111	Tool and Die Makers	20%	80%	0%	0%
51-4121	Welders, Cutters, Solderers, and Brazers	0%	100%	0%	0%
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	N/A	N/A	N/A	N/A
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	83%	17%	0%	0%
51-9111	Packaging and Filling Machine Operators and Tenders	100%	0%	0%	0%
51-9196	Paper Goods Machine Setters, Operators, and Tenders	N/A	N/A	N/A	N/A
51-9198	Helpers--Production Workers	N/A	N/A	N/A	N/A
51-9199	Production Workers, All Other	100%	0%	0%	0%
53-0000	Transportation and Material Moving Occupations				
53-1047	First-Line Supervisors of Transportation and Material Moving Workers	50%	25%	25%	0%
53-3031	Driver/Sales Workers	N/A	N/A	N/A	N/A
53-3032	Heavy and Tractor-Trailer Truck Drivers	N/A	N/A	N/A	N/A
53-3033	Light Truck Drivers	75%	25%	0%	0%
53-7051	Industrial Truck and Tractor Operators	100%	0%	0%	0%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	N/A	N/A	N/A	N/A
53-7064	Packers and Packagers, Hand	100%	0%	0%	0%
53-7065	Stockers and Order Fillers	N/A	N/A	N/A	N/A
53-7190	Material Moving Workers, All Other	80%	20%	0%	0%