



YORK COUNTY

ECONOMIC DEVELOPMENT
SOUTH CAROLINA

York County Wage & Benefit Survey

2021

Regional Trends

- Unemployment Rates: May 2021
 - **York County:** 3.4%
 - Charlotte MSA: 4.3%
 - USA: 5.5%
- Current Job Openings: Manufacturing & Production
 - **York County:** 601
 - Charlotte MSA: 4,986



SURVEY INFORMATION

Survey Summary

- Distributed by email to 179 employers in April 2021
- Targeted to manufacturing and warehouse operations based in York County
- Focused on facilities with 10 employees or greater
- Last survey conducted in April 2019



Response Summary

- **59** companies
- **33%** response rate
- **76%** manufacturing
- **17%** warehouse
- **12,123** employees represented

Manufacturing (NAICS 31-33)

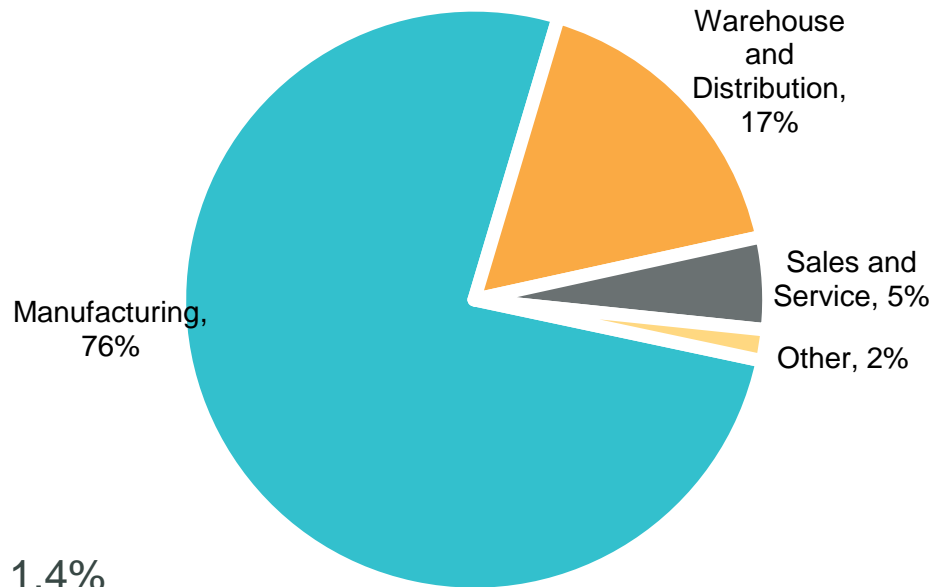
10,798; LQ = 1.25; 1-Year Forecast 1.4%

Transportation and Warehousing (NAICS 48)

4,738; LQ = 0.92; 1-Year Forecast 2.2%

Source: JobsEQ, 2021 Q1

Company's Primary Operational Function in York County

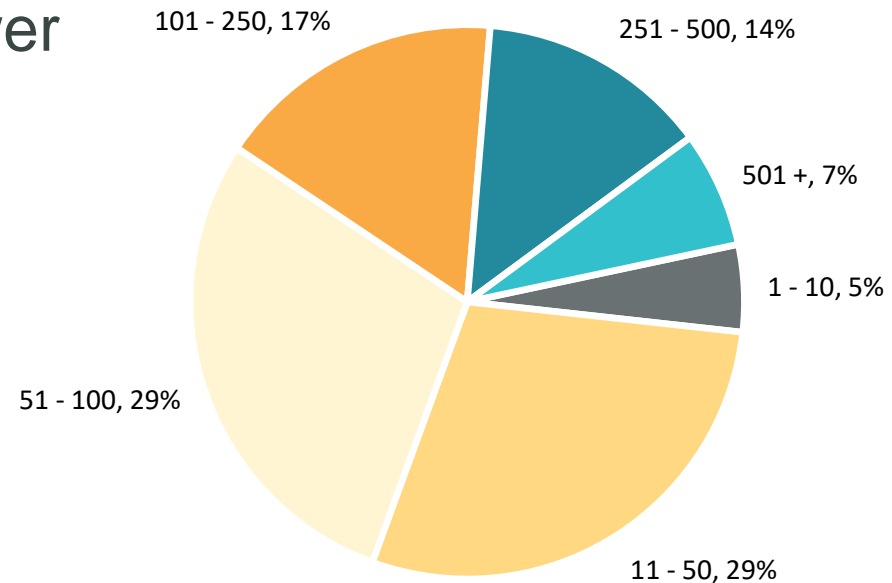


Response Summary

- **12,123** employees represented
- **63%** of companies fewer than 100 employees
- 5% - 1 to 10
- 29% - 11 to 50
- 29% - 51 to 100
- 17% - 101 to 250
- 14% - 251 to 500
- 7% - 501+*

**5 employers of 500 or more employees representing 52% of survey sample*

Number of Respondents by Employee Range



WAGE INFORMATION

Average Entry Level Wage

- **\$14.70** per hour
- Up **9%**

York County BLS Data:

Production (SC 51-0000):

\$11.62/hr. (entry)

\$17.01/hr. (average)

Transportation & Material Handling

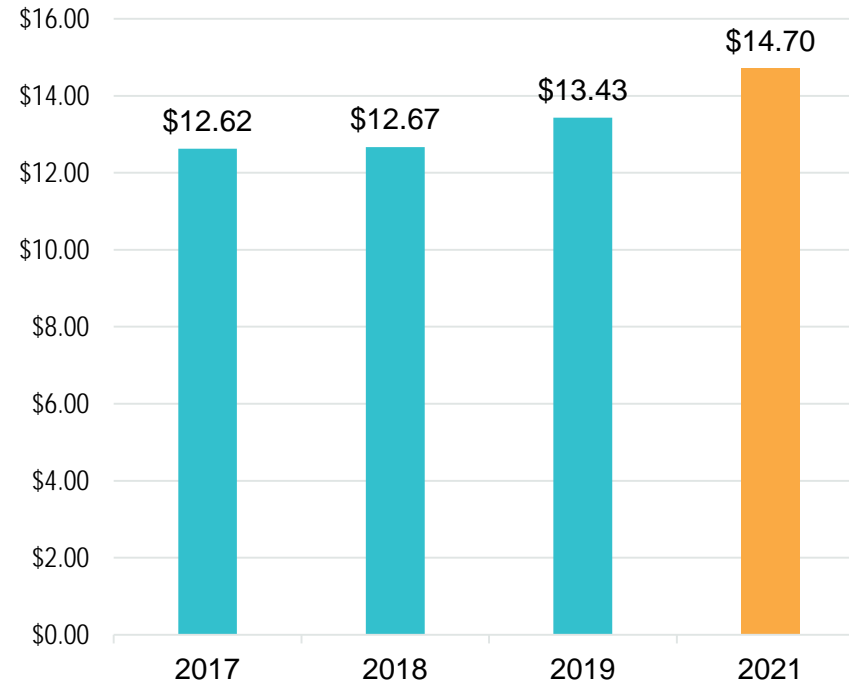
(SOC 53-0000):

\$9.83/hr. (entry)

\$13.65/hr. (average)

Source: JobsEQ, 2021 Q1

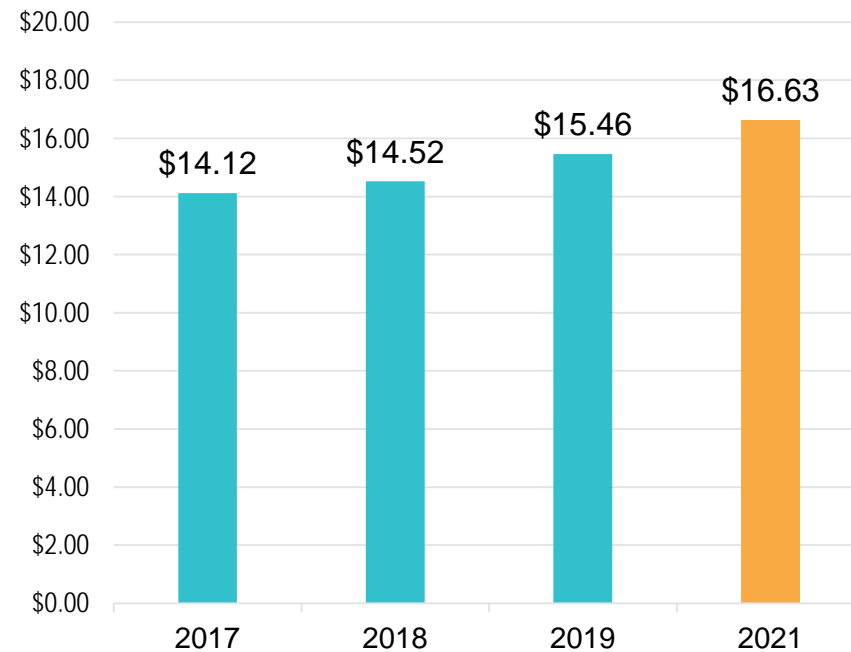
Average Entry Level Wage



Average Non Exempt/Hourly Wage – Unskilled/Semi Skilled

- **\$16.63** per hour
- Up **8%**

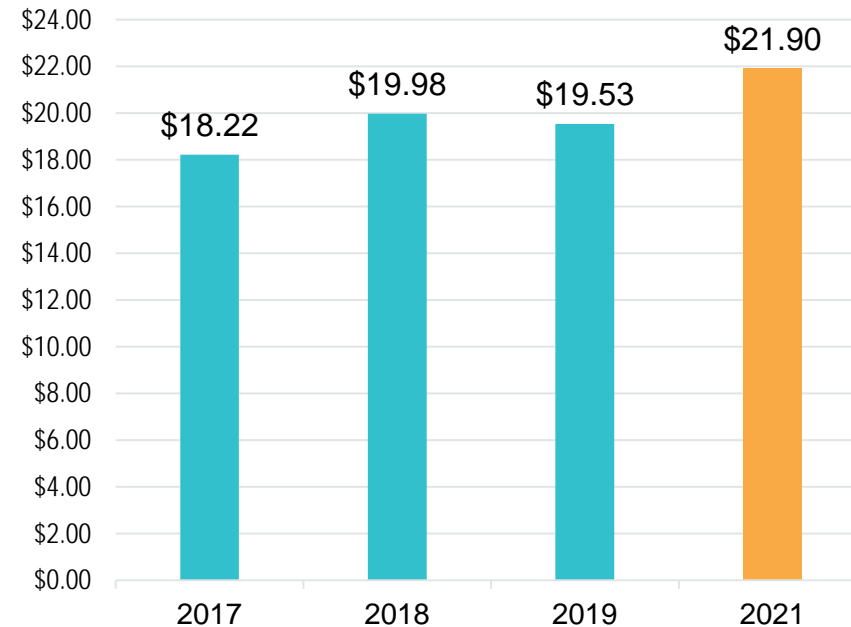
Average Non Exempt/Hourly
Wage - Unskilled/Semi Skilled



Average Non Exempt/Hourly Wage – Skilled or Technical

- **\$21.90** per hour
- Up **12%**

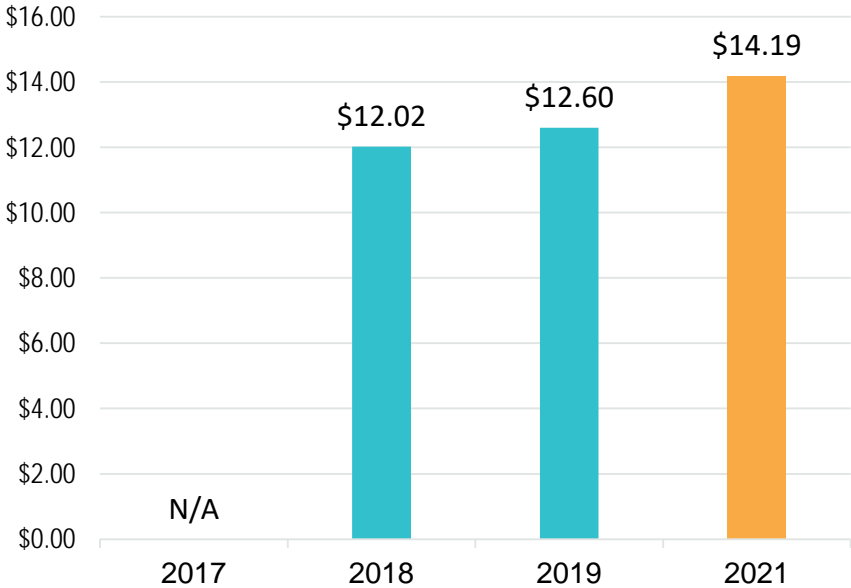
Average Non Exempt/Hourly Wage - Skilled or Technical



Average Temporary or Contract Workers - Unskilled/Semi Skilled

- **\$14.19** per hour
- Up **13%**

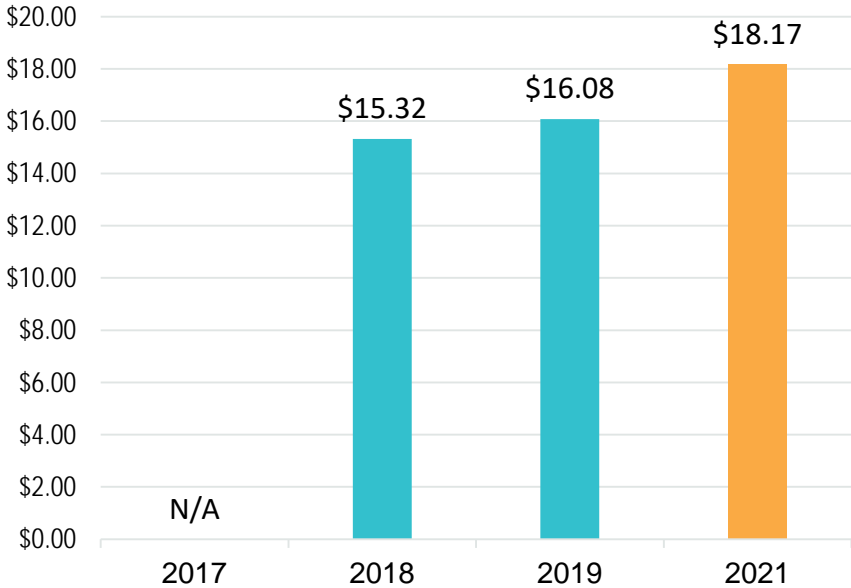
Average Temporary or Contract Workers - Unskilled/Semi Skilled



Average Temporary or Contract Workers - Skilled or Technical

- **\$18.17** per hour
- Up **13%**

Average Temporary or Contract Workers - Skilled or Technical



Average Salary for Exempt – Technical or Production

- **\$64,855 annually**
- Up **2%**

Average Annual Wage in the
Manufacturing Industry
(NAICS 31-33) in York County:

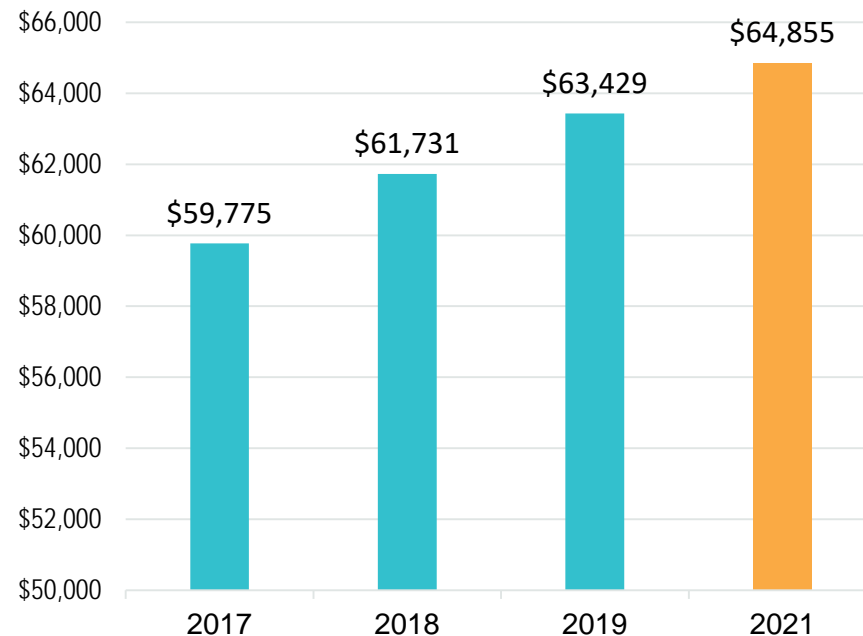
\$63,501

1-Year Forecast +1.4%

Source: JobsEQ, 2021 Q1

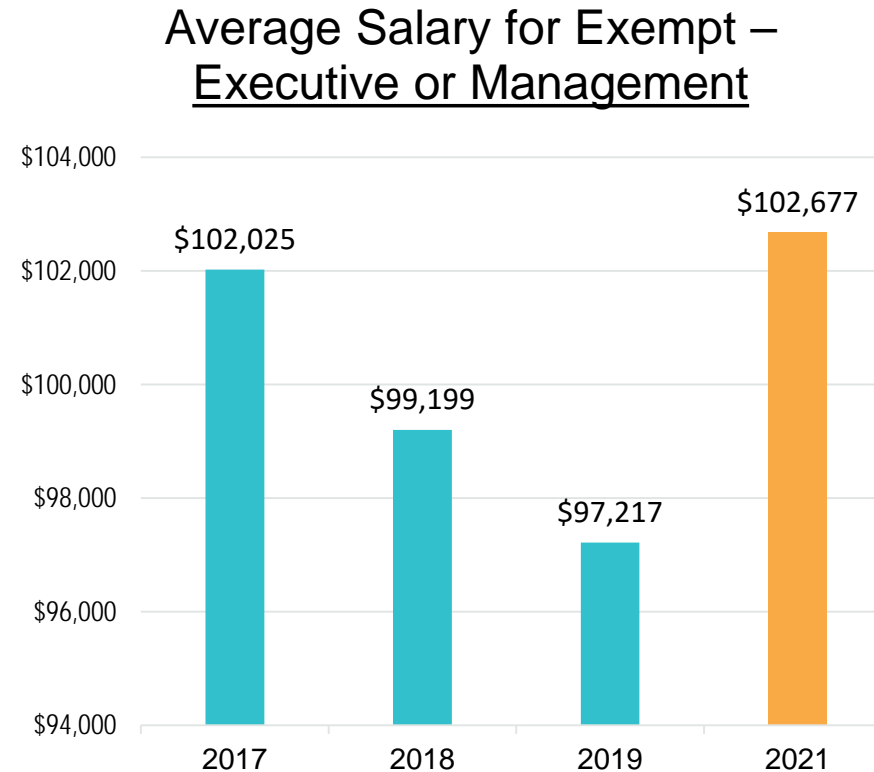
***Note: Corrected error in 2019 results.
2019 reported value corrected from \$74,360 to
\$63,429

Average Salary for Exempt –
Technical or Production



Average Salary for Exempt – Executive or Management

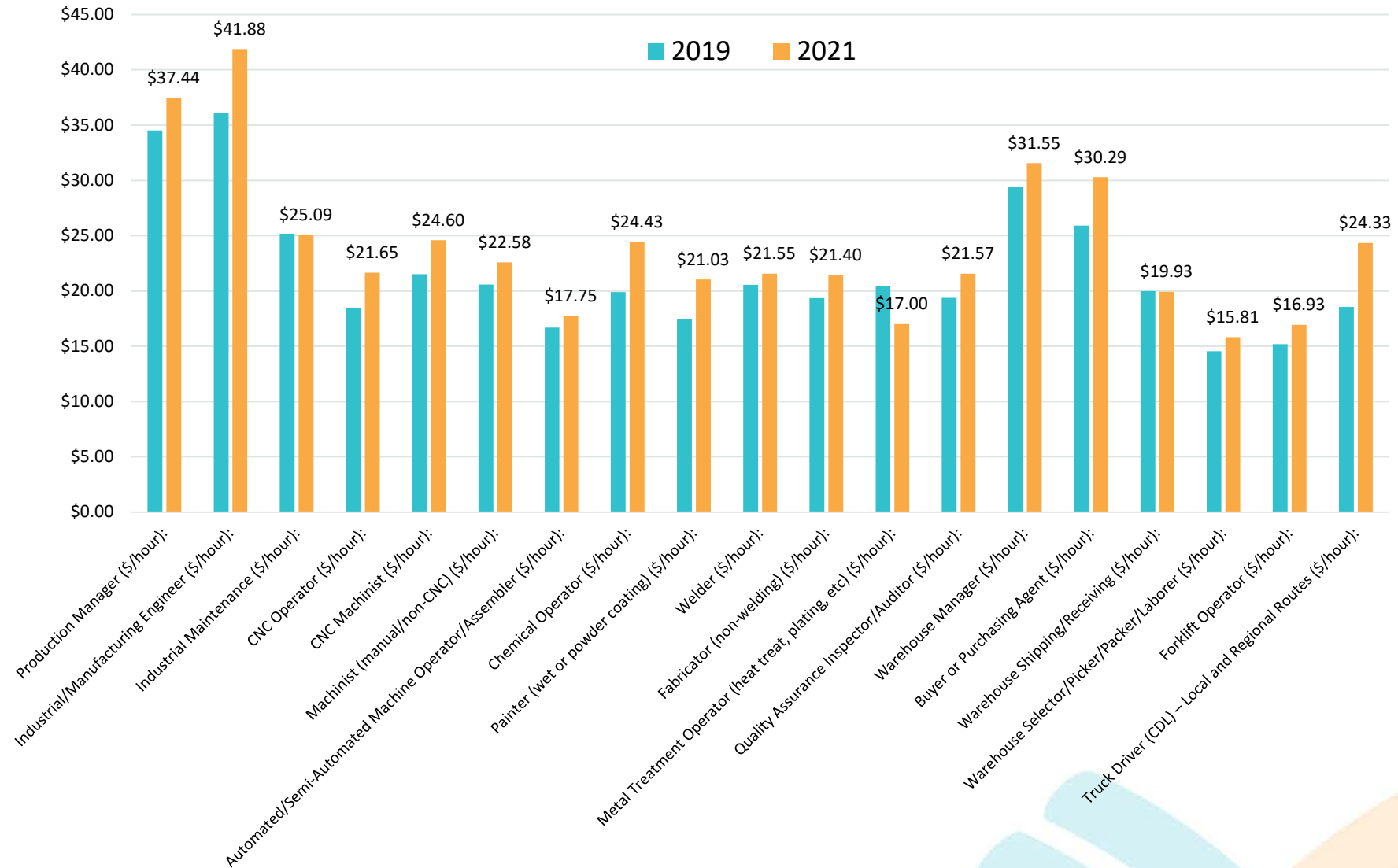
- **\$102,677** annually
- Up **6%**



Average Hourly Wage for Selected Occupations

Occupation	Survey Results			19-21	BLS Data	
	2018	2019	2021	% Change	2020*	SOC Code
Production Manager (\$/hour):	N/A	\$34.52	\$37.44	8%	\$51.05	11-3051
Industrial/Manufacturing Engineer (\$/hour):	\$34.84	\$36.07	\$41.88	16%	\$39.69	17-2112
Industrial Maintenance (\$/hour):	\$22.11	\$25.19	\$25.09	0%	\$25.22	49-9041
CNC Operator (\$/hour):	\$17.00	\$18.41	\$21.65	18%	\$21.53	51-9161
CNC Machinist (\$/hour):	\$20.97	\$21.52	\$24.60	14%	\$17.55	51-4081
Machinist (manual/non-CNC) (\$/hour):	N/A	\$20.57	\$22.58	10%	\$21.32	51-4041
Automated/Semi-Automated Machine Operator/Assembler (\$/hour):	\$15.21	\$16.68	\$17.75	6%	\$15.80	51-2092
Chemical Operator (\$/hour):	\$19.10	\$19.90	\$24.43	23%	\$22.26	51-9011
Painter (wet or powder coating) (\$/hour):	N/A	\$17.44	\$21.03	21%	\$23.42	51-9124
Welder (\$/hour):	\$19.31	\$20.55	\$21.55	5%	\$20.53	51-4121
Fabricator (non-welding) (\$/hour):	N/A	\$19.34	\$21.40	11%	\$15.52	51-2099
Metal Treatment Operator (heat treat, plating, etc) (\$/hour):	N/A	\$20.44	\$17.00	-17%	\$17.72	51-4191
Quality Assurance Inspector/Auditor (\$/hour):	N/A	\$19.38	\$21.57	11%	\$18.57	51-9061
Warehouse Manager (\$/hour):	\$27.71	\$29.43	\$31.55	7%	\$49.07	11-3071
Buyer or Purchasing Agent (\$/hour):	\$25.63	\$25.91	\$30.29	17%	\$29.89	13-1023
Warehouse Shipping/Receiving (\$/hour):	N/A	\$19.98	\$19.93	0%	\$16.07	43-5071
Warehouse Selector/Picker/Packer/Laborer (\$/hour):	\$14.39	\$14.54	\$15.81	9%	\$13.74	53-7062
Forklift Operator (\$/hour):	\$14.54	\$15.19	\$16.93	11%	\$16.48	53-7051
Truck Driver (CDL) – Local Routes (\$/hour):	\$18.46	\$18.55	\$24.33	31%	\$16.61	53-3033

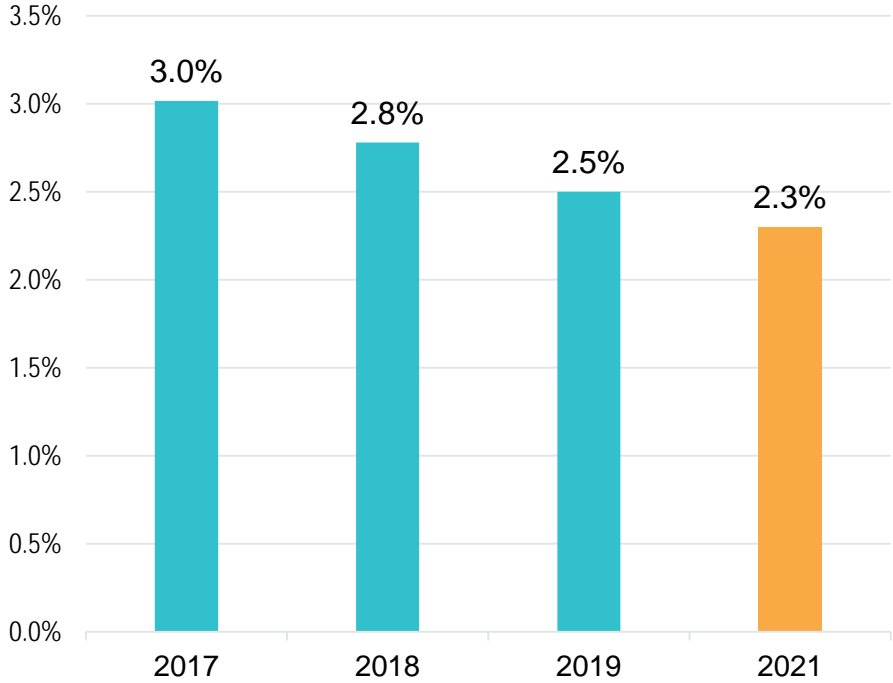
Average Hourly Wage for Selected Occupations



Average Annual Increase (Raises)

- **2.3%** for current period
- **Down** from 2.5% in 2019

Average Annual Increase (Raises)



Additional Wage Data

- **53%** have 2nd and 3rd Shifts
- **54%** offer Shift Premiums

- **66%** offer a Bonus or Profit Sharing
- **5.6%** Average Percent of Base Pay – Hourly
- **8.8%** Average Percent of Base Pay – Salary

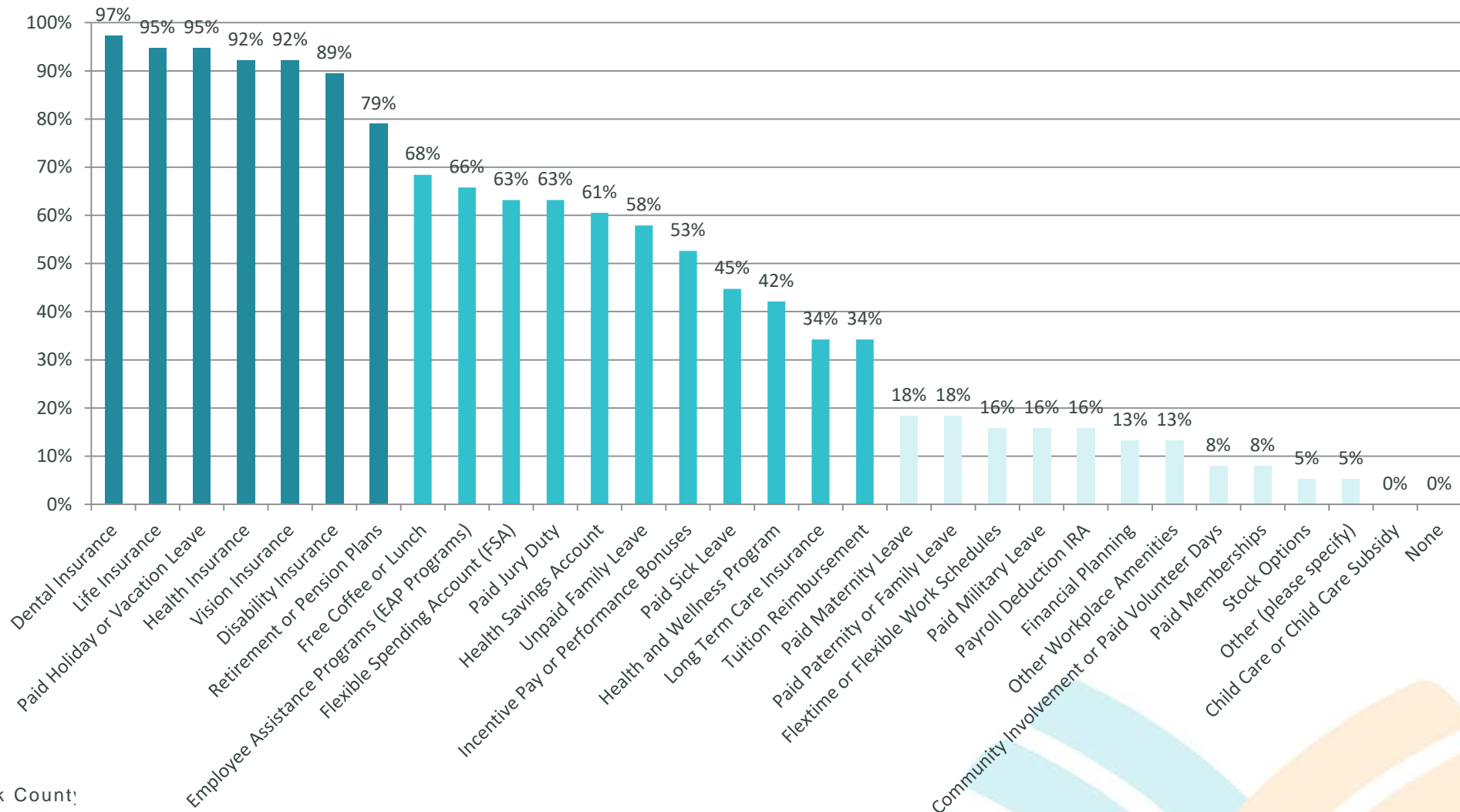
- **5%** Percent Offering a Signing Bonus for Entry-Level Employees;
Note: 2 companies offering \$1,000 sign-on bonus in 2021
- **53%** offer Employee Referral Bonus
- **21%** offer Bonus for Length of Service



BENEFIT INFORMATION

Benefit Information

Does your company offer any of the following benefits?



Top Benefits to Recruit, Hire and Retain Employees

1. Paid or Vacation Leave: **4.69**
2. Health Insurance: **4.65**
3. Dental Insurance: **4.27**
4. Retirement or Pension Plan: **4.26**
5. Incentive Pay or Performance Bonuses: **4.23**
6. Vision Insurance: **4.22**
7. Life Insurance: **4.08**
8. Disability Insurance: **4.00**

** Weighted average where 5 is the highest score*



Additional Benefit Information

- **87%** Offer Health Benefit Plan
- Average Percent of Health Premium Covered - Employee: **75%**
- Average Percent of Health Premium Covered - Family: **55%**
- **3** – Companies Pay 100% of Health Premium for Employee

- **92%** Offer 401(k) or Other Retirement Plan
- Average Percent Match by Employer: **4.4%**

- **39%** Offer a Wellness Plan
- **32%** Offer a Discount on Insurance for Participation

- Average Number of Vacation Days: **9.1**
- Average Maximum Vacation Days: **19.7**
- Percent that Offer Incentive Pay, Bonuses or Perfect Attendance Rewards: **32%**

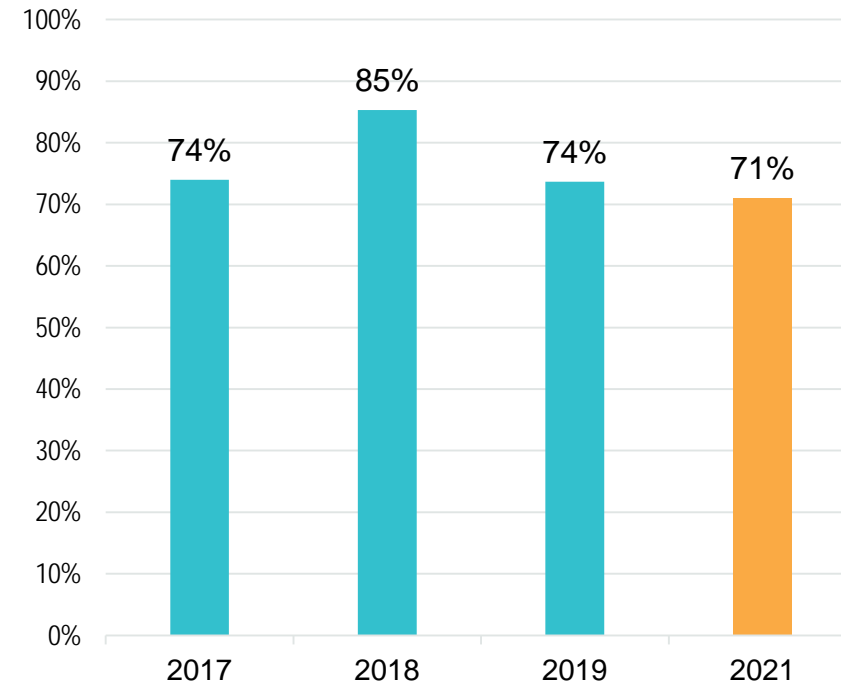


EMPLOYMENT SERVICES

Percent that Utilize Professional or Employment Staffing Agency

- Percent that Utilize Professional or Employment Staffing Agency: **71%**
- Temporary-to-Permanent or Evaluation Hire: **78%**
- Direct Hire Placement: **44%**
- Short-term or Seasonal Staffing: **30%**
- Professional or Executive Search: **37%**

Percent Using Staffing Agency



PRE-EMPLOYMENT SCREENING

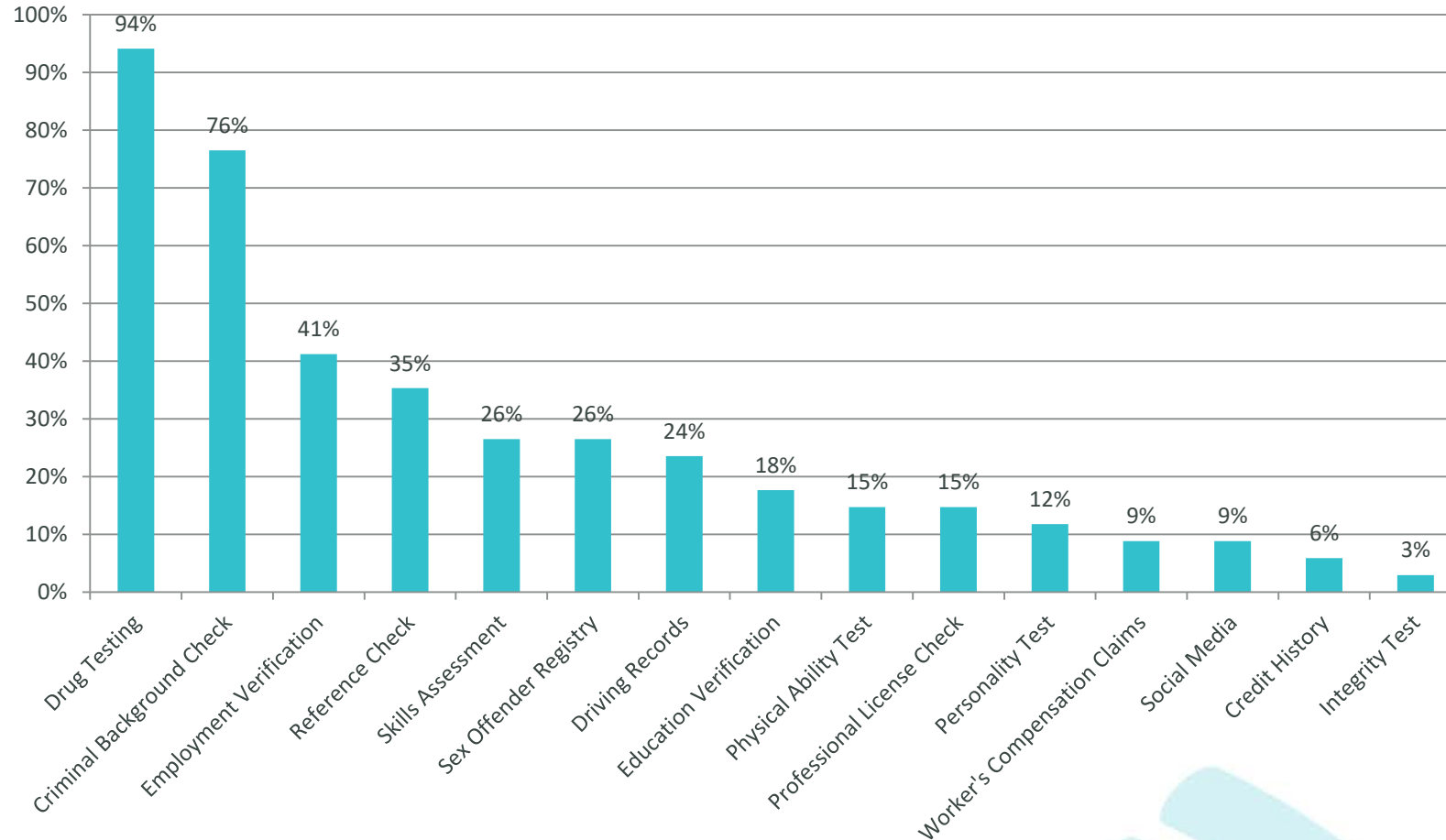
Pre-Employment Screening

- **94%** Require Drug Screening
- Only **16%** Conduct Pre-Employment Career Readiness or Skills Evaluation



Pre-Employment Screening

Types of pre-employment screening conducted across the board for all open positions at your facility?



EMPLOYEE TURNOVER

Top Reasons for Turnover

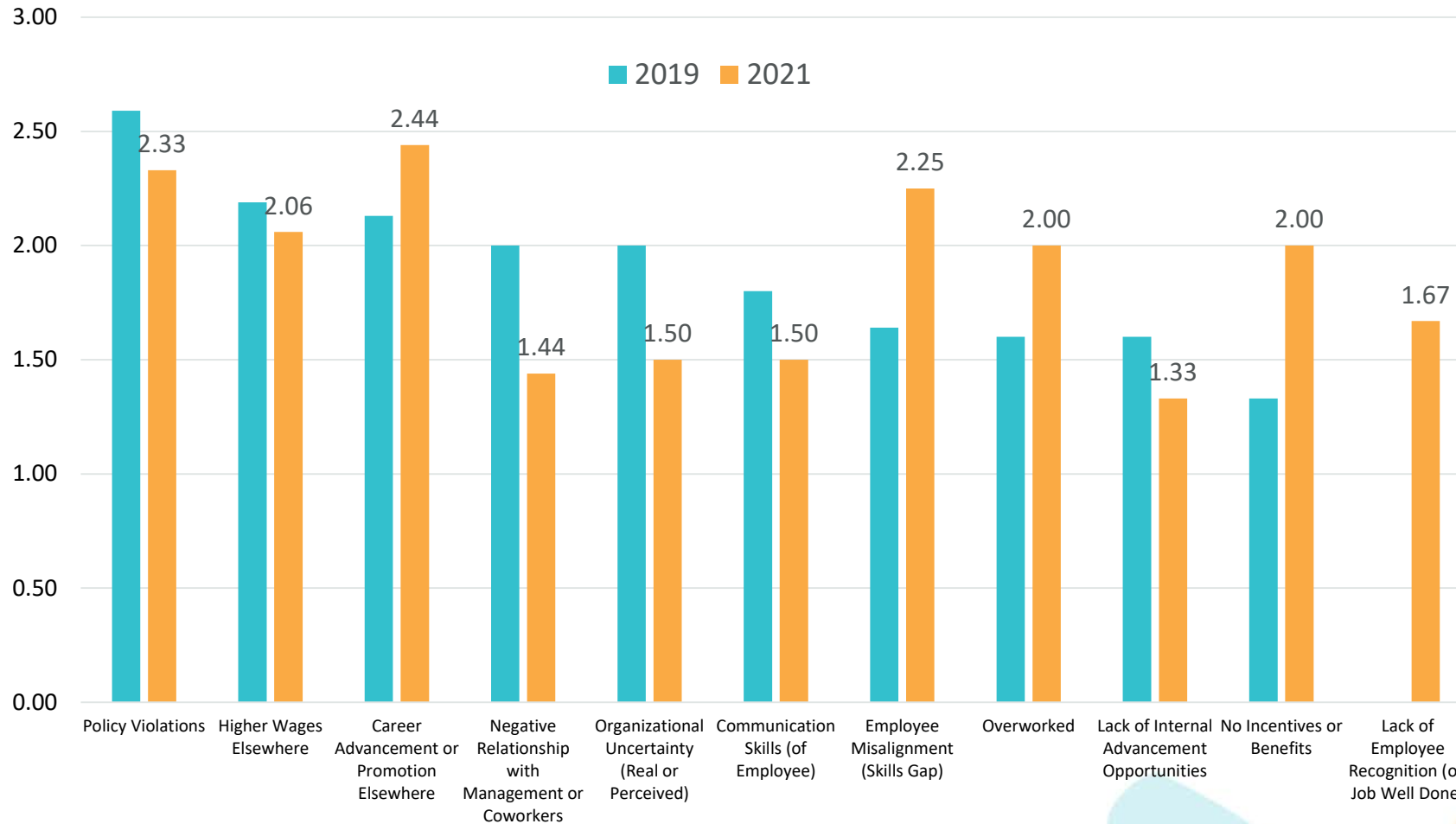
1. Career Advancement or Promotion Elsewhere: **2.44, +15%**
2. Policy Violations: **2.33, -10%**
3. Employee Misalignment (Skills Gap): **2.25, +37%**
4. Higher Wages Elsewhere: **2.06, -6%**
5. Overworked: **2.00, +25%**

** Weighted average where 3 is the highest score*



Top Reasons for Turnover

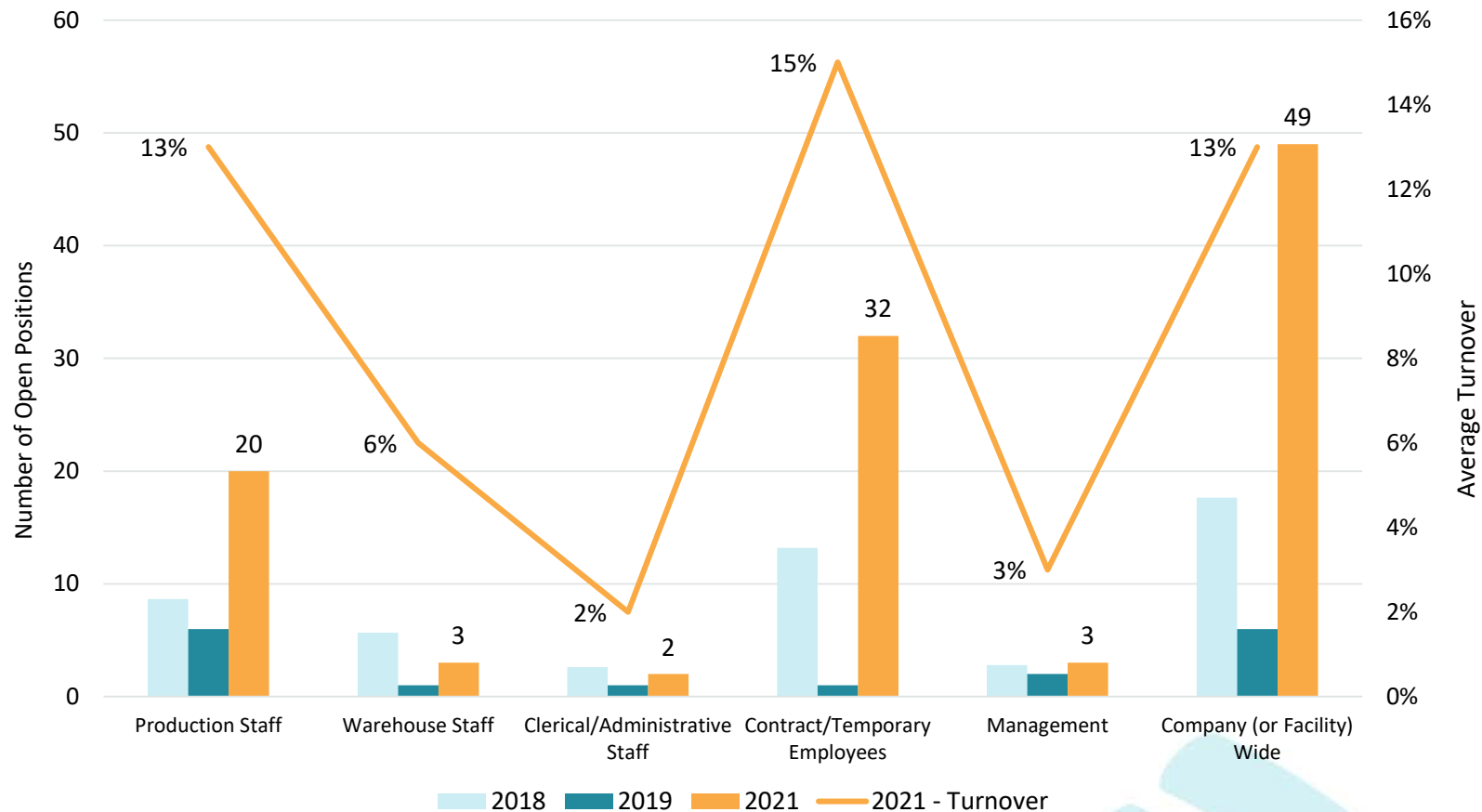
Top Reason for Employee Turnover*



*Weighted average where 3 is the highest score

Open Positions & Turnover

Average Number of Open Positions & Employee Turnover Rate

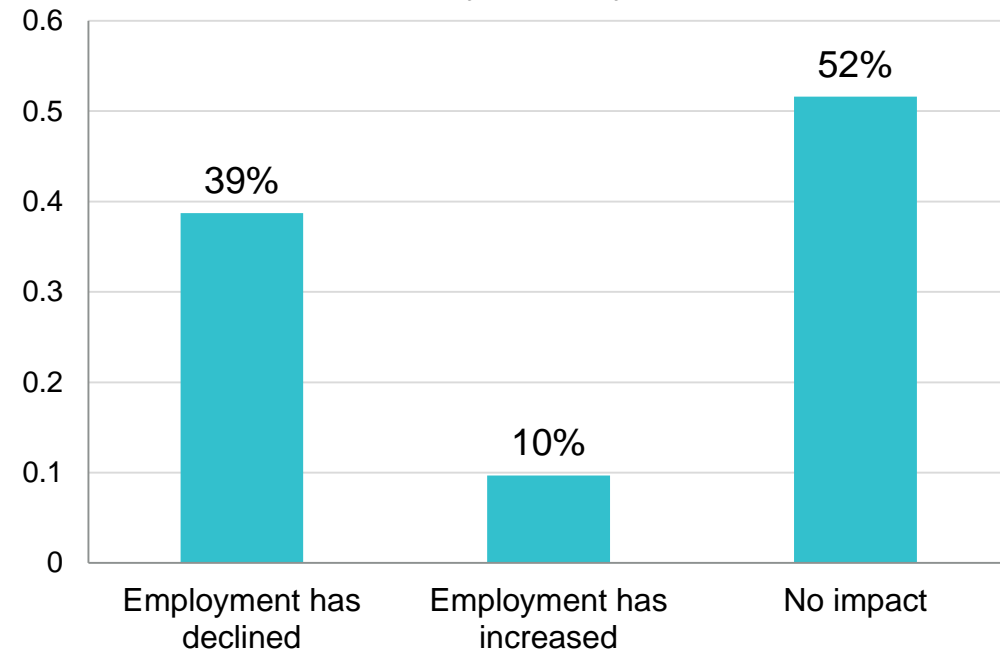


COVID-19 INFORMATION

COVID-19

- **42%** of respondents experienced employment impacts at their York County facility due to COVID-19.
- **39%** saw employment decline due to COVID-19
- Only **8%** say employment will not reach pre COVID-19 levels

How has COVID-19 impacted employment levels at your York County facility?

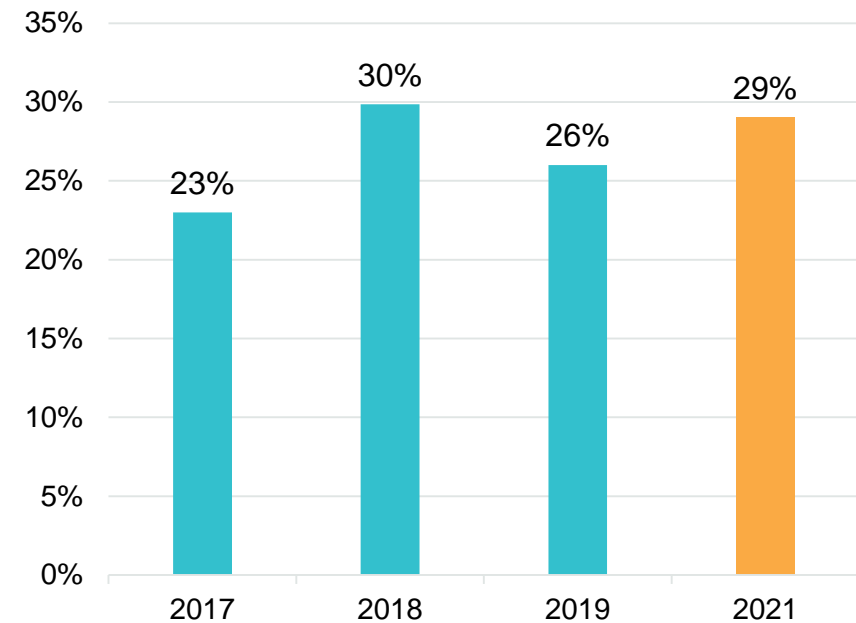


TRAINING INFORMATION

Investing in Workforce Training

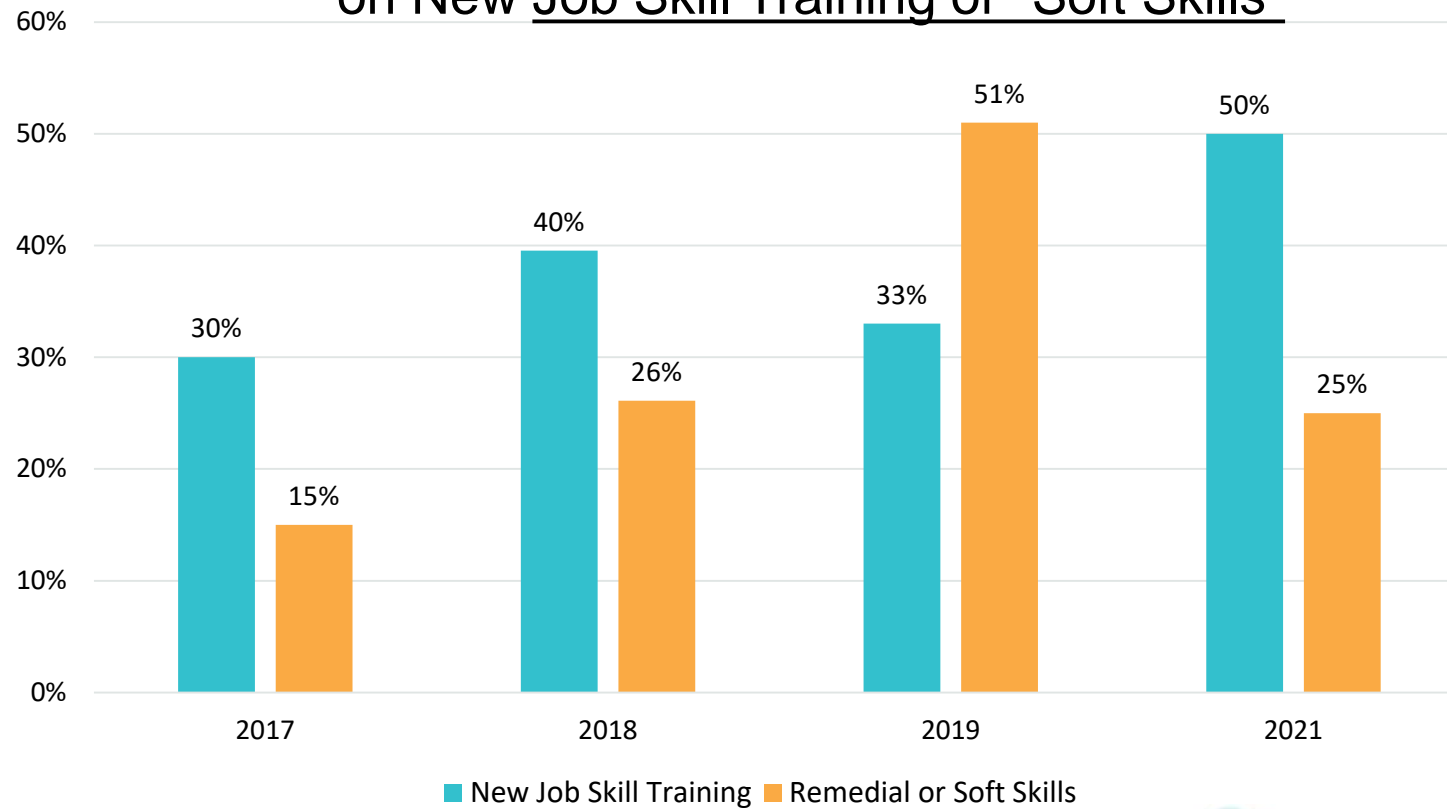
- Percent that Actively Investing in Worker Training Programs: **26%**
- Down from **30%** in 2018

Percent Actively Investing in Worker Training Programs



Investing in Workforce Training

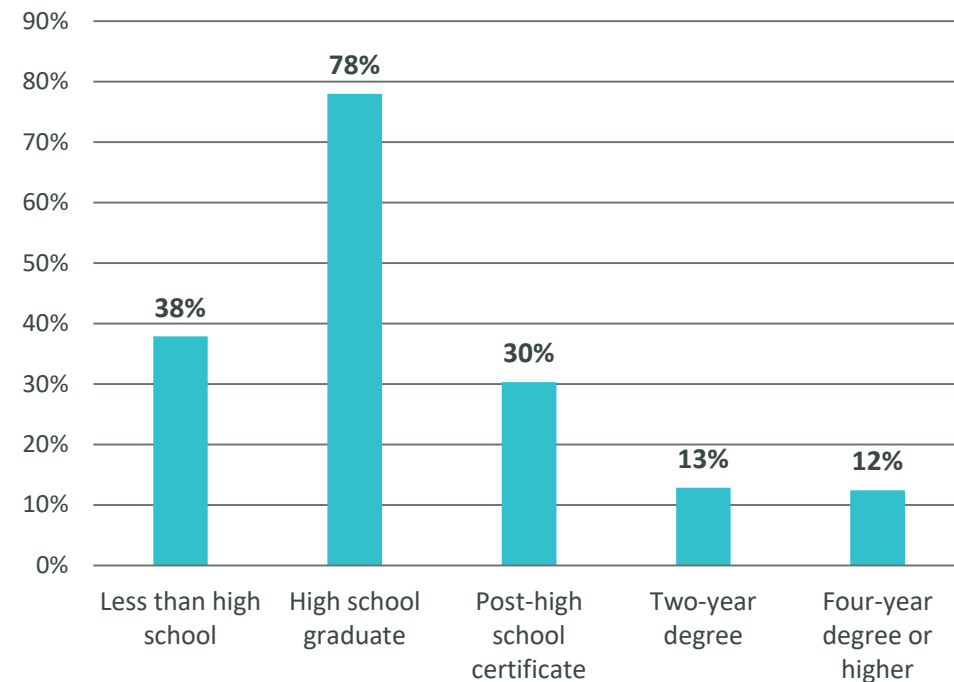
Average Percent of Annual Training Budget Spent on New Job Skill Training or "Soft Skills"



Education Requirements

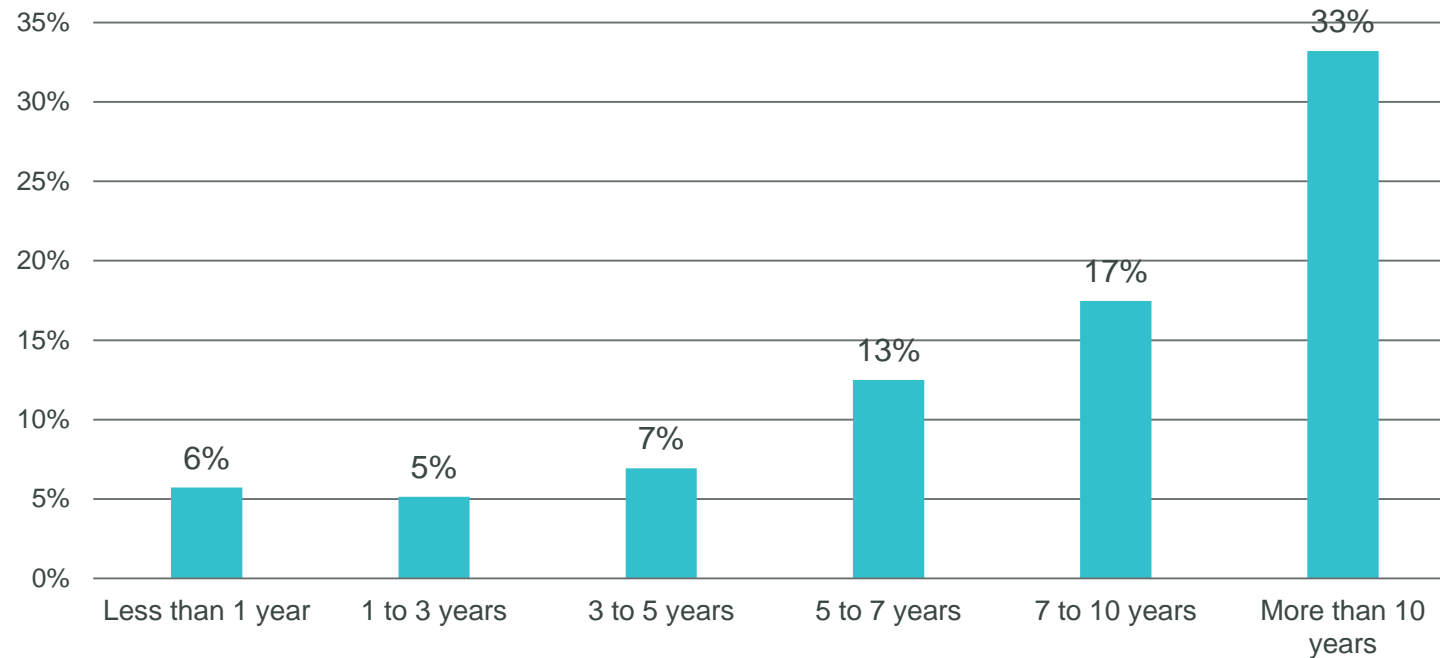
- **Approximately half** of facilities report having production jobs that require higher than high school diploma

What percent (%) of your production jobs require the following training?



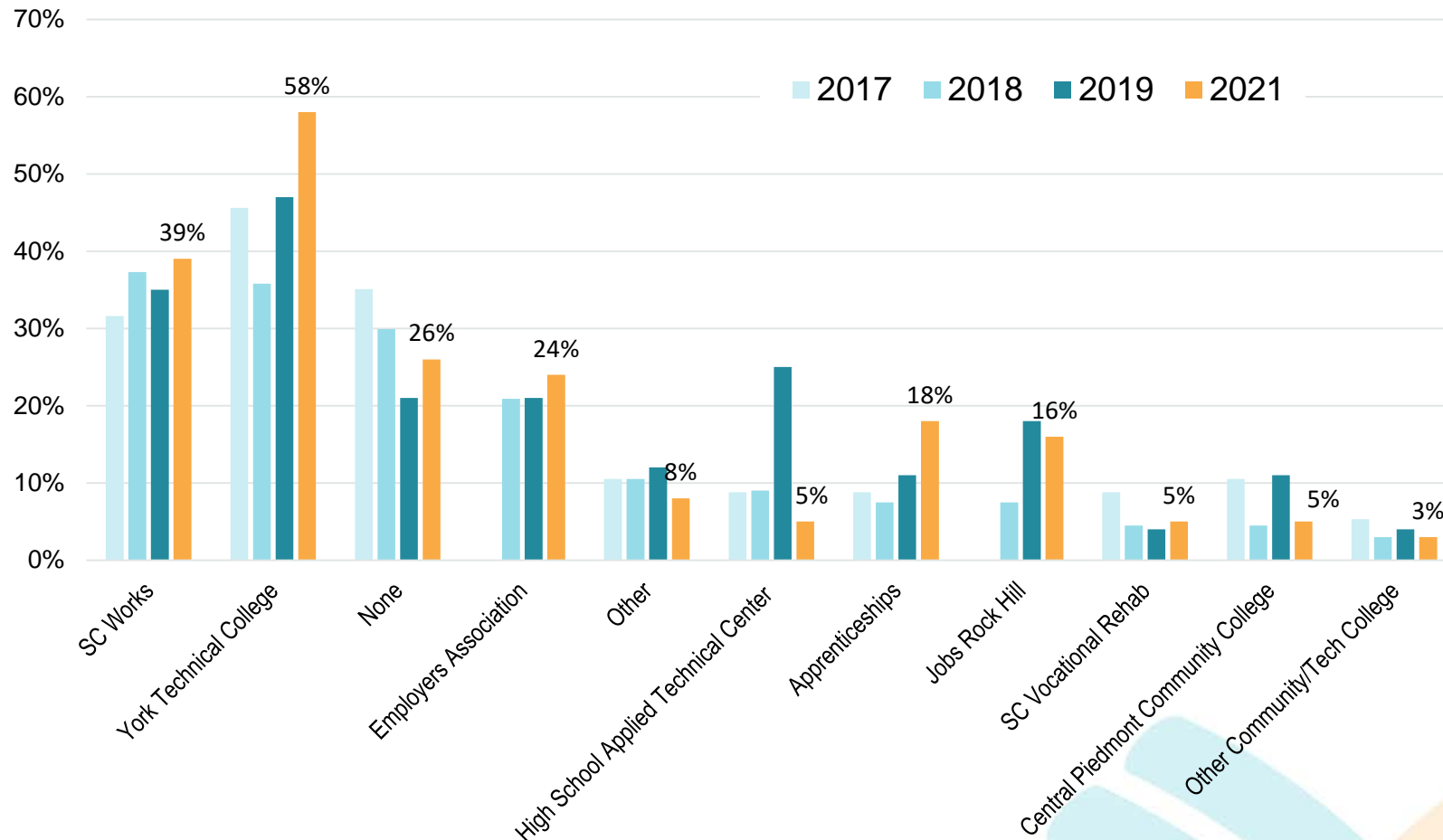
Retiring or Leaving Workforce

What percent (%) of your company/facility do you expect to retire or otherwise leave the workforce within the following time frames?



Workforce Training Providers

Does your company utilize any of the following education, training or workforce providers?



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