



2023

Salary Guide

A Comprehensive Guide to Attracting,
Retaining, and Paying Top Talent.



Industry Insights

The Great Resignation, caused by the pandemic, created a massive demand for workers while highlighting a skills shortage. Though the Great Resignation has taken on many names, from The Great Attrition to The Great Reshuffle, it is fueling a talent shortage amidst a rapidly changing workforce where attracting and retaining skilled workers is more challenging than ever.

The pandemic served as a historic disruptor to all workforces, changing the face of the employment landscape, pay, and work/life balance.

In a tight labor market, are higher pay rates the only solution?

According to Forbes, “People are not just looking for more money, they want meaningful work that challenges them to become better versions of themselves.” Pay is just one of the many essential motivator’s candidates look for when choosing a new job, other motivators include flexibility, culture, career growth, meaningful work, and transparency.

An article in Industry Week, “Retaining Light Industrial Workers: It’s Not Just About the Money...” referenced a national survey by the Alliance for American Manufacturing, in which 78% of respondents “felt it is very important to offer more job training and education programs for workers.” The article also pointed out that a strong career path, backed by training, educational opportunities, and long-term advancement ranks high with employees, especially Millennials.

Entrepreneur Magazine’s “3 Reasons Your Best Employees Stay, Even When They Receive Better Offers From Your Competitors,” details three areas that lead to increased retention rates. Employees stay when they are engaged, respected, and receive personal treatment, explains the article.

However, in an economy with ongoing labor shortages and rapidly rising inflation, setting competitive pay rates ensures your company stays top of mind during the hiring process.

People are not just looking for more money, they want meaningful work that challenges them to become better versions of themselves.¹

1- <https://www.forbes.com/sites/forbescoachescouncil/2022/07/27/from-the-great-resignation-to-the-great-opportunity/?sh=21230f1d1345>

With U.S. talent shortages at an all-time high, how do you attract and retain top talent?

While there isn't a one size fit all model appropriate for all industries, according to The U.S. Chamber of Commerce, "Businesses can increase their hiring pools by removing barriers to entering the workforce by expanding childcare access and "second chance" hiring and provide opportunities for new and existing staff to be upskilled and reskilled on the job."

Talent shortages are at an all-time high, but the demand for top talent continues to grow. Employers can look to staffing firms who are shaping the recruitment industry with these top recruiting trends.

Candidate experience

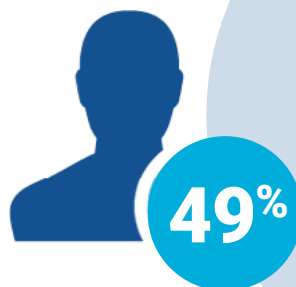
As candidates remain in the driver's seat, we must focus on a personalized candidate experience. Treating your candidates like a customer is essential. According to the PwC Future of Recruiting Survey, 49% of candidates turned down an offer due to a bad recruiting experience. There is no better place to improve the candidate experience than with feedback. Start by utilizing surveys to identify areas of improvement in your candidate journey.

Human interaction

Candidates expect a seamless digital experience, but human interaction is still king. In a study conducted by Bullhorn surrounding Gen Z sentiment towards staffing firms, 3 out of 4 Gen Z workers want recruiters to reach out to them with an opportunity at least biweekly. Ensure your recruiters are maintaining a level of communication that is both transparent and manageable.

Individualized needs

McKinsey & Company released a podcast on slowing down attrition rates by paying closer attention to what your workers really want. By identifying your worker personas, you can find and retain talent more effectively when you prioritize their needs. This trend focuses on creating tailored recruitment and retention strategies for your workforce.



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In the new future of work, how do we thrive, not just survive?

Creating an enjoyable workplace has become much more complex since the pandemic, which forced companies to accelerate their future of work plans. Agility and adaptability are consistent themes for firms that wish to remain resilient.

Humanize work

According to Deloitte's From survive to thrive: The future of work in a post-pandemic world article, we must humanize the future of work, creating an environment where organizations can optimize human potential in today's technology-driven world.

The article states, "The future of work is re-imagining the way we think about work, the workforce, and the workplace." To start, we must shift to a focus on purpose, potential, and perspective centered around the human experience.

In Monster's Future of Work Global Report, the idea of a purpose-driven career holds true. 42% of candidates stated that meaningful work was the most important factor driving their career choice.

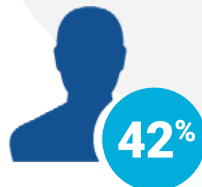
Build a digital culture

According to Deloitte, we must embrace digital culture, tools, and approaches. Companies that aim to build a culture of communication, collaboration, and connectivity will demonstrate their flexibility while gaining the trust of their candidates and employees.

Upskill and reskill

Technology investments and skilled training are strategies essential in every growing industry. The article, "Why now is the time to revitalize US manufacturing," by McKinsey Global Institute details the value of in-house capabilities building, especially in roles that need to evolve as technology becomes a more integral part of a business's operations.

Developing a culture that encourages employees to increase their knowledge base and expand into different roles is imperative for the entire company. The article states, "Strategies like tiered pathways for upskilling ensure workers remain connected, integrated, and directly involved with transformations, while equipping workers with the expertise needed to contribute to future innovation."



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<https://media.monster.com/marketing/2022/The-Future-of-Work-2022-Global-Report.pdf>



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Study Overview and Highlights

During 2022, we placed 47,000+ individuals in various jobs across the country. This report reflects the data collected from those placements and third-party proprietary data to provide you with average hourly and salary rates.

Regional wage differences play a factor when determining hourly rates appropriate for your market. Referencing our salary guide can help determine the average pay rate for a specific position.

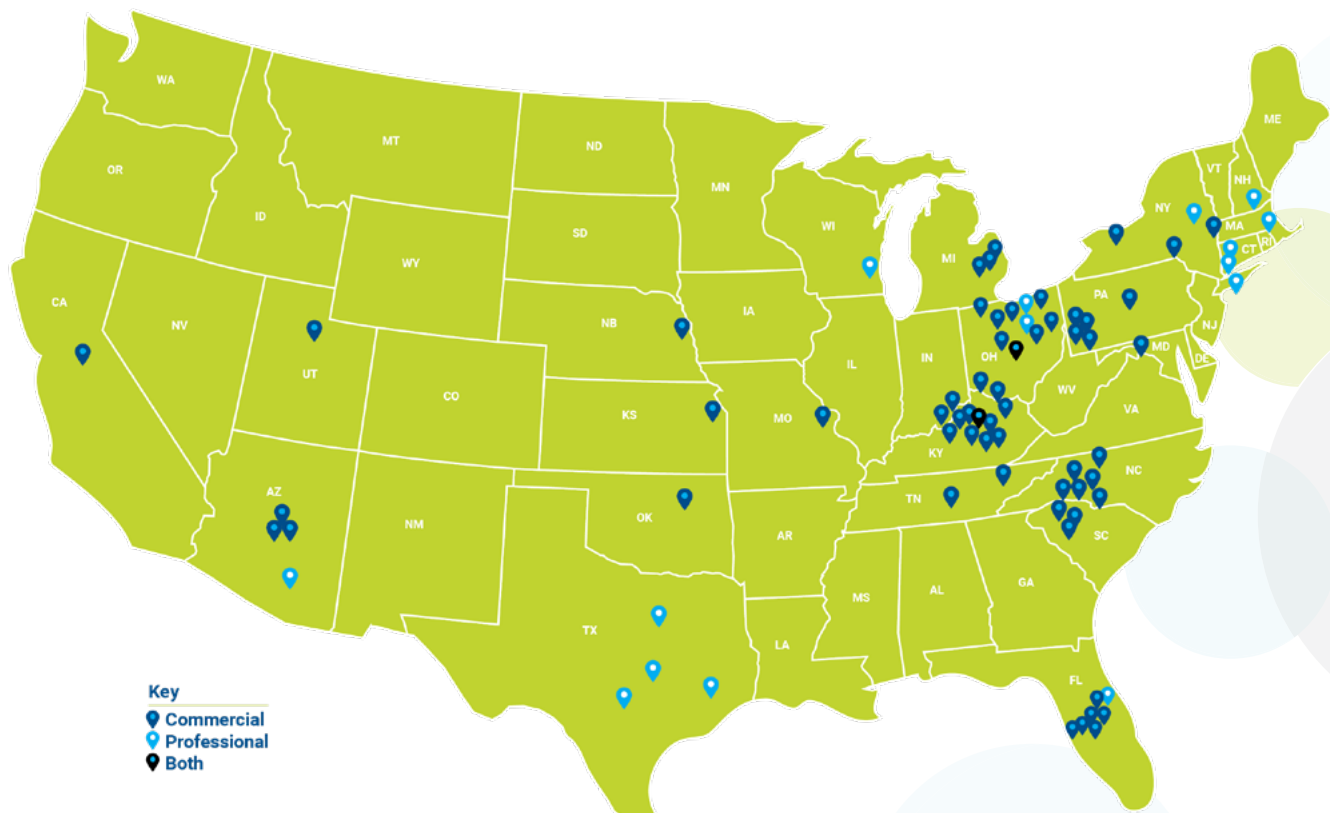
We categorize our jobs into two main divisions, commercial and professional. With more than 100 locations throughout the U.S., Nesco Resource is one of the top national employment agencies for staffing and HR solutions.

» **Commercial** is comprised of administrative and clerical, hospitality, retail, and food service, light industrial and manufacturing, technical and skilled trades, warehouse, and fulfillment positions

» **Professional** is comprised of accounting and finance, engineering, information technology, office, and administrative, and professional positions

The following salary data is valuable in supporting your future workforce and hiring needs by helping you offer competitive rates.

If you can't find the job title you were looking for, please contact us.



Commercial Positions

Call Center, Clerical, and Administrative

Opportunities within the office and administrative support occupations are expected to rise from the need to replace workers who leave their occupations permanently.¹

Job Title	Average Pay Rate	Average Salary
Administrative Assistant	\$18.72	\$38,939
Call Center Representative	\$18.12	\$37,688
Customer Service Representative	\$18.49	\$38,460
Data Entry	\$17.28	\$35,938
Inventory Clerk	\$16.74	\$34,819
Mailroom Clerk	\$15.57	\$32,384
Marketing Assistant	\$27.63	\$57,475
Receptionist	\$15.45	\$32,136
Sales Assistant	\$15.25	\$31,721
Survey Taker	\$18.94	\$39,379
Switchboard Operator	\$14.60	\$30,356

Hospitality, Retail, and Food Service

Leisure and hospitality are projected to experience rapid growth at an annual rate of 1.3%. Food services is expected to have the largest employment increase, adding close to 1.3 million jobs from 2021-2031.²

Job Title	Average Pay Rate	Average Salary
Cook	\$14.17	\$29,474
Food Service Worker	\$13.92	\$28,954
Host/Hostess	\$12.29	\$25,563
Housekeeping	\$13.87	\$28,843
Retail Operations Associates	\$21.45	\$44,615
Sanitor	\$14.66	\$30,483

1- <https://www.bls.gov/ooh/office-and-administrative-support/home.htm>

2- <https://www.bls.gov/opub/ted/2022/leisure-and-hospitality-projected-to-mostly-recover-pandemic-driven-employment-losses.htm>

Commercial Positions

Light Industrial and Manufacturing

U.S. manufacturing has demonstrated continued growth through 2022. Labor productivity continues to rise steadily.¹

Job Title	Average Pay Rate	Average Salary
Assembler	\$17.30	\$35,974
Electro Plating	\$17.89	\$37,211
Electronic Assembler	\$17.51	\$36,411
Forklift Driver	\$17.63	\$36,664
HVAC-Duct Cleaning	\$15.66	\$32,563
Quality Inspector	\$18.42	\$38,311
Laborer	\$15.01	\$31,221
Machine Operator	\$17.30	\$35,974
Maintenance Technician	\$21.88	\$45,511
Mixer	\$17.99	\$37,409
Moulder Operator	\$16.24	\$33,779
Plastics Assembler	\$16.84	\$35,031
Precision Assembler	\$16.84	\$35,031
Production	\$15.43	\$32,079
Waste Treatment Operator	\$24.49	\$50,941

¹ - <https://www.bls.gov/opub/ted/2022/u-s-manufacturing-output-hours-worked-and-productivity-recover-from-covid-19.htm>

Technical and Skilled Trades

Electrician employment is projected to grow 7%. However, the shortage of skilled workers continue to grow. Emphasis on recruitment in this sector should be a focus for those looking to fill these positions. ¹

Job Title	Average Pay Rate	Average Salary
Electrician	\$27.06	\$56,277
Maintenance Worker	\$19.65	\$40,871
Metallurgist	\$46.95	\$97,651
Quality Control/Inspector	\$18.35	\$38,156
Security Guard	\$15.07	\$31,335
Upholstery Sewing	\$18.25	\$37,950

Warehouse and Fulfillment

Warehouse and fulfillment workers, also classified as hand laborers and material movers, are projected to grow by 6% between 2021 and 2031. ²

Job Title	Average Pay Rate	Average Salary
Inventory Worker	\$15.71	\$32,672
Pick & Pack	\$15.45	\$32,126
Racker	\$15.43	\$32,079
Shipper/Receiver	\$17.37	\$36,130
Warehouse Manager	\$34.17	\$71,070
Warehouse Worker	\$15.96	\$33,192

1- <https://www.bls.gov/ooh/construction-and-extraction/electricians.htm#tab-6>

2- <https://www.bls.gov/ooh/transportation-and-material-moving/hand-laborers-and-material-movers.htm#tab-6>

Professional Positions

Accounting and Finance

Accountants and auditors are expected to grow by 6% between 2021 and 2031. The rise of temporary and interim finance and accounting roles is causing companies to rethink their recruiting strategies. ¹

Job Title	Average Hourly	Average Salary
Accountant	\$35.51	\$73,859
Accounting Clerk	\$21.45	\$44,616
Bookkeeper	\$21.82	\$45,388
Credit & Collections	\$19.32	\$40,175
Financial Analyst	\$41.85	\$87,041

Engineering

Employment in architecture and engineering occupations are projected to grow 4%. Chemical engineers are projected to experience the highest growth at 14%.²

Job Title	Average Hourly	Average Salary
Architect	\$42.72	\$88,842
Automation Tech	\$33.32	\$69,307
Chemical Engineer	\$47.01	\$97,780
Civil Designer	\$39.67	\$82,508
Civil/Architectural Drafter	\$26.53	\$55,171
Civil/Architectural Engineer	\$40.40	\$84,023
Controls Engineer	\$44.46	\$92,472
Electrical Engineer	\$46.98	\$97,711
Electrical Technician	\$27.56	\$57,310
Electro/Mechanical Designer	\$43.35	\$90,153
Electro/Mechanical Engineer	\$43.35	\$90,153
Electronics Technician	\$27.56	\$57,310
Health & Safety Supervisor	\$44.00	\$91,525
Laboratory Tech	\$22.58	\$46,956
Logistician	\$34.14	\$71,011

1-<https://www.bls.gov/ooh/business-and-financial/accountants-and-auditors.htm#tab-6>

2-<https://www.bls.gov/ooh/architecture-and-engineering/home.htm>

Measurement Analyst	\$18.55	\$38,584
Mechanical Designer	\$43.35	\$90,153
Mechanical Detailer	\$25.41	\$52,848
Mechanical Drafter	\$25.41	\$52,848
Mechanical Engineer	\$43.35	\$90,153
Mechanical Technician	\$26.54	\$55,193
Senior Project Engineer	\$38.08	\$79,200

Information Technology

The IT industry is projected to experience the highest growth rate at 15%. This increase is expected to result in over 682,800 jobs over the course of the decade.¹

Job Title	Average Hourly	Average Salary
Application Developer	\$58.08	\$120,800
Communications Technician	\$26.53	\$55,181
Computer Programmer	\$43.99	\$91,499
Computer Technician	\$23.47	\$48,807
Database Administrator	\$47.86	\$99,548
Desktop Support Technician	\$24.75	\$51,480
Field IT Support	\$23.99	\$49,887
IT Support Tech	\$26.47	\$55,045
Network Administrator	\$37.41	\$77,800
Network Engineer	\$51.09	\$106,258
PC Help Desk	\$24.75	\$51,480
Programmer Analyst	\$46.70	\$97,139
Software Engineer	\$61.53	\$127,972
Systems Administrator	\$38.06	\$79,153
Systems Analyst	\$47.88	\$99,592
Web Administrator	\$41.89	\$87,123
Web Designer	\$46.71	\$97,147
Web Developer	\$46.02	\$95,711

¹<https://www.bls.gov/ooh/computer-and-information-technology/home.htm>

Office and Administrative

There are about 16,300 openings for human resources managers projected each year and many of those openings are expected to result from the need to replace workers who are transferring to different occupations, exiting the workforce, or retiring.¹

Job Title	Average Hourly	Average Salary
Data Analyst	\$48.31	\$100,480
Illustrator	\$25.68	\$53,419
HR Manager	\$47.12	\$98,001
Project Coordinator	\$35.94	\$74,752
Records Management Clerk	\$19.55	\$40,664
Recruiter	\$29.41	\$61,166
Translator	\$23.83	\$49,555
Typist	\$18.13	\$37,700

Professional

Employment in business and financial occupations is projected to grow 7%. Over 980,000 job openings are projected to come from growth and replacement needs.²

Job Title	Average Hourly	Average Salary
Business Systems Analyst	\$43.92	\$91,348
Buyer/Purchaser	\$29.91	\$62,207
Estimator	\$39.71	\$82,583
Expediter	\$21.17	\$44,024
Financial Analyst	\$41.85	\$87,041
Medical Technician	\$24.08	\$50,075
Operations Assistant	\$18.36	\$38,179
Programmer Analyst	\$46.74	\$97,205
Support Analyst	\$25.19	\$52,387
Systems Analyst	\$48.87	\$101,639
Technical Writer	\$36.27	\$75,431

1-<https://www.bls.gov/ooh/management/human-resources-managers.htm#tab-6>

2-<https://www.bls.gov/ooh/business-and-financial/home.htm>

About Nesco

At Nesco Resource, we are proud to change the way employers find talent. Utilization of a staffing firm increases your talent pool, provides industry expertise, and works as an extension of your team to find the best fit for your organization.

Our recruitment method and consultative approach are designed to understand your business challenges and staffing requirements, offering workforce solutions that allow you to enjoy return on your staffing investment.

We believe in building meaningful relationships. Our recruiters match your positions to the best candidates, our sales organization learns your business to provide a tailored approach, and our technology allows our teams to focus on what matters most - delivering quality service at every step.

With decades of experience, constant commitment to quality at all levels, and numerous industry accolades, we remain focused on our core staffing mission -- to meet the business goals of our clients and employment needs of job seekers.

We are proud to be one of the fastest growing staffing firms in the United States and one of the largest employment agencies in the engineering and industrial sectors nationwide. In 2022, we were again recognized on the Forbes Best Professional Recruitment Firms, Forbes Best Temporary Staffing Firms, and Clearly Rated's Best of Staffing for both Talent and Clients.

Any Industry. Any Position.
We'll find you the right candidates

- **Accounting & Finance**
- **Clerical and Administrative**
- **Energy, Oil, and Gas**
- **Engineering**
- **Information Technology**
- **Light Industrial**
- **Professional**
- **Technical**

Total Workforce Solutions

- **Contingent Staffing**
- **Direct Hire**
- **Managed Services (MSP)**
- **Master Vendor Programs**
- **Payroll/PEO**
- **Recruitment Outsourcing**



How effective is your workforce?



Request Your Free Analysis

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nescoresource.com/locations

