



# 2022 Compensation Report

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Your source for insight into current workforce compensation trends for top jobs in Light Industrial, Office Services, Skilled Trades, and Professional fields.

As a leader in the staffing industry, Express Employment Professionals makes a point to stay in tune with current employment market trends.

During 2021, many businesses began to find their stride in the wake of challenges brought on by the second year of the ongoing global pandemic. Although the business world is far from the pre-pandemic “normal,” economic momentum consistently increased throughout the last year, and there are encouraging signs that the needle will continue moving in the right direction in 2022.



# Job Insights for 2022

To provide accurate and timely employment forecasts for business leaders, Express Employment International commissions The Harris Poll to conduct an ongoing Job Insights survey among more than 1,000 hiring decision-makers across the U.S. to track employment and hiring trends across a wide range of industries.

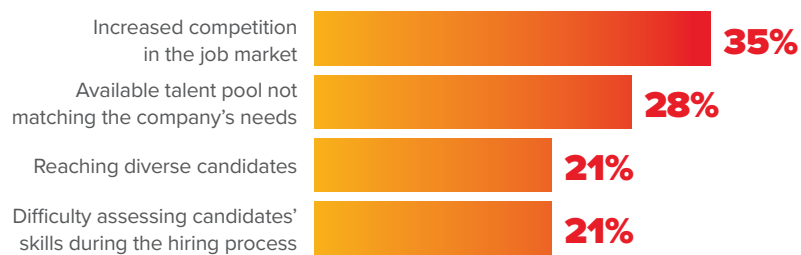
## Here are some of the key findings from the survey.

The hiring outlook over the next year appears positive in the eyes of many hiring decision-makers. Regarding their companies' hiring outlook, most commonly they reported feeling:



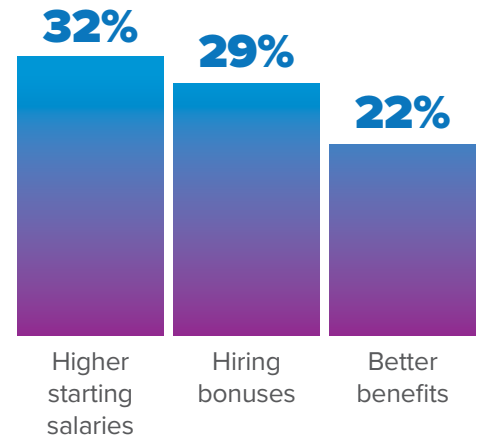
## However ...

Despite a generally positive outlook by hiring decision-makers, most (83%) expect to face hiring challenges over the next year. Among the top challenges:



## Compensation is a priority.

Compensating employees appropriately is a clear priority as many hiring decision-makers anticipate wage and benefit increases this year. In fact, due to the current labor shortage, 76% of hiring decision-makers say their company is taking steps to make hiring easier, including offering:



3 in 5 hiring decision-makers  
**(60%)**  
plan to increase their number of employees in the first half of 2022.

**43%**  
of hiring decision-makers say their company currently has open positions that they cannot fill.

Nearly 7 in 10 hiring decision-makers  
**(69%)**  
expect the average wage at their company will increase in 2022 compared to 2021.

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment International between Nov. 10 and Dec. 2, 2021 among 1,009 U.S. hiring decision-makers (defined as adults ages 18+ in the U.S. who are employed full-time or self-employed, work at companies with more than one employee, and have full/significant involvement in hiring decisions at their company). Data were weighted where necessary by company size to bring them into line with their actual proportions in the population.

# 2022 Compensation Report

The following data represents national averages for in-demand jobs across four key segments: Light Industrial, Office Services, Skilled Trades, and Professional. For more detailed information about your local compensation trends, contact your Express representative. All data within this report were provided via Emsi, a third-party, labor market data and analytics research company. More information about Emsi and their research methodology is available at [EconomicModeling.com](https://www.EconomicModeling.com).

## Light Industrial

Job Title	Labor Code	25 <sup>th</sup> Pct.	50 <sup>th</sup> Pct.	75 <sup>th</sup> Pct.	90 <sup>th</sup> Pct.
Security Guards	33-9032	\$26,208	\$31,054	\$39,229	\$51,605
Cooks and Food Preparation Workers	35-2000	\$22,196	\$26,995	\$31,992	\$37,942
Waiters and Waitresses	35-3031	\$19,282	\$23,754	\$30,638	\$42,557
Food Service Worker	35-3041	\$22,194	\$25,917	\$30,826	\$37,898
Dish Washer	35-9020	\$21,070	\$25,272	\$28,954	\$32,282
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	\$19,677	\$23,878	\$28,163	\$32,365
Janitors and Cleaners	37-2011	\$24,149	\$29,078	\$36,608	\$46,883
Maids and Housekeeping Cleaners	37-2012	\$21,812	\$26,055	\$31,466	\$39,780
Grounds Maintenance Workers	37-3000	\$27,346	\$32,255	\$39,857	\$49,680
Couriers and Messengers	43-5021	\$26,104	\$30,971	\$38,022	\$48,339
Shipping, Receiving, and Inventory Clerks	43-5070	\$29,058	\$35,256	\$43,118	\$52,811
Construction Laborer	47-2061	\$30,680	\$37,898	\$50,336	\$69,888
Maintenance and Repair Workers	49-9070	\$32,032	\$40,851	\$53,144	\$65,582
Assemblers and Fabricators	51-2000	\$28,624	\$34,863	\$43,474	\$55,256
Electrical, Electronics, and Electromechanical Assemblers	51-2020	\$29,730	\$36,462	\$45,786	\$56,736
Laundry and Dry Cleaning Workers	51-6010	\$21,882	\$25,459	\$30,035	\$35,318
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9040	\$29,786	\$36,566	\$46,010	\$55,286
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$31,845	\$40,456	\$53,498	\$68,224
Painting Workers	51-9120	\$31,471	\$38,717	\$48,926	\$61,412
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9124	\$31,824	\$39,062	\$49,338	\$62,005
Production Workers	51-9199	\$25,813	\$31,408	\$41,101	\$54,662
Driver/Sales Workers and Truck Drivers	53-3030	\$31,376	\$42,474	\$54,524	\$67,929
Parking Attendants	53-6020	\$22,963	\$27,082	\$31,408	\$37,378
Laborers and Freight, Stock, and Material Movers	53-7062	\$26,562	\$31,117	\$38,626	\$48,651
Stockers and Order Fillers	53-7065	\$24,877	\$29,182	\$35,485	\$42,931

## Skilled Trades

Job Title	Labor Code	25 <sup>th</sup> Pct.	50 <sup>th</sup> Pct.	75 <sup>th</sup> Pct.	90 <sup>th</sup> Pct.
Drafters	17-3010	\$45,760	\$57,965	\$71,967	\$87,471
Chefs and Head Cooks	35-1011	\$39,416	\$53,373	\$71,344	\$90,792
Carpenters	47-2030	\$38,230	\$49,525	\$64,480	\$87,402
Cement Masons and Concrete Finishers	47-2051	\$36,816	\$46,010	\$58,718	\$75,899
Operating Engineers and other Construction Equipment Operators	47-2073	\$39,146	\$49,774	\$65,645	\$87,214
Electricians	47-2111	\$42,786	\$56,909	\$75,379	\$98,717
Plumbers, Pipefitters, and Steamfitters	47-2152	\$42,328	\$56,326	\$75,379	\$98,987
Automotive Service Technicians and Mechanics	49-3023	\$32,573	\$44,054	\$58,323	\$71,947
Mobile Heavy Equipment Mechanics and Service Technicians	49-3042	\$44,616	\$55,349	\$66,290	\$80,995
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	\$39,312	\$50,586	\$64,355	\$80,829
Millwrights	49-9044	\$44,990	\$57,262	\$70,824	\$83,699
Telecommunications Line Installers and Repairers	49-9052	\$41,059	\$58,864	\$82,035	\$97,843
Maintenance and Repair Workers	49-9071	\$32,032	\$40,851	\$53,144	\$65,582
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders	51-4033	\$30,306	\$36,878	\$45,822	\$54,787
Lathe and Turning Machine Tool Setters, Operators, and Tenders	51-4034	\$33,696	\$41,392	\$50,835	\$61,714
Machinists	51-4040	\$35,901	\$45,843	\$57,928	\$69,056
Foundry Mold and Coremakers	51-4071	\$30,202	\$37,149	\$45,947	\$54,330
Tool and Die Makers	51-4111	\$43,493	\$54,766	\$66,227	\$79,082
Welders, Cutters, Solderers, and Brazers	51-4121	\$36,130	\$44,200	\$53,830	\$66,248
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$31,845	\$40,456	\$53,498	\$68,224
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9124	\$31,824	\$39,062	\$49,338	\$62,005
CNC Machine Operators	51-9161	\$34,507	\$42,266	\$52,104	\$63,461
Heavy and Tractor-Trailer Truck Drivers - CDL	53-3032	\$38,992	\$48,016	\$60,016	\$70,192
Crane and Tower Operators	53-7020	\$44,262	\$59,717	\$76,190	\$95,826
Industrial Truck and Tractor Operators - Forklift	53-7051	\$31,232	\$37,456	\$49,936	\$57,200



## Office Services

Job Title	Labor Code	25 <sup>th</sup> Pct.	50 <sup>th</sup> Pct.	75 <sup>th</sup> Pct.	90 <sup>th</sup> Pct.
Property, Real Estate, and Community Association Managers	11-9141	\$42,328	\$59,654	\$86,320	\$134,576
Merchandise Displayers and Window Trimmers	27-1026	\$26,458	\$30,805	\$38,896	\$51,750
Ushers, Lobby Attendants, and Ticket Takers	39-3031	\$20,197	\$25,106	\$30,285	\$37,107
Concierges	39-6021	\$27,290	\$32,386	\$40,539	\$52,021
Cashiers - Retail	41-2010	\$21,327	\$25,032	\$28,843	\$32,659
Retail Salespersons	41-2030	\$22,901	\$27,082	\$32,989	\$44,574
Call Center - Telemarketers	41-9041	\$22,963	\$27,914	\$35,277	\$45,822
General Office Assistants	43-0000	\$30,676	\$38,873	\$50,718	\$64,034
Bill and Account Collectors	43-3011	\$31,782	\$38,106	\$47,382	\$58,947
Billing and Posting Clerks	43-3021	\$33,654	\$39,582	\$48,693	\$58,822
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$33,925	\$42,411	\$52,437	\$63,898
Payroll and Timekeeping Clerks	43-3051	\$37,731	\$47,029	\$57,990	\$67,600
Bank Tellers	43-3071	\$28,080	\$32,614	\$37,794	\$41,226
Customer Service Representatives	43-4050	\$28,766	\$35,838	\$45,406	\$57,824
File Clerks	43-4070	\$27,893	\$34,091	\$41,829	\$52,395
Order Clerks	43-4151	\$28,912	\$35,589	\$44,429	\$54,454
Human Resources Assistants	43-4160	\$35,651	\$43,243	\$51,293	\$61,422
Receptionists and Information Clerks	43-4170	\$26,395	\$31,117	\$37,835	\$45,157
Dispatchers	43-5030	\$33,155	\$41,799	\$53,752	\$67,495
Shipping and Receiving Clerks	43-5070	\$29,058	\$35,256	\$43,118	\$52,811
Administrative Assistants - Executive	43-6011	\$49,878	\$63,107	\$78,416	\$94,827
Administrative Assistants, Except Legal, Medical, and Executive	43-6014	\$31,179	\$38,854	\$48,859	\$59,093
Administrative Assistants - Medical	43-6030	\$31,366	\$37,357	\$45,614	\$54,600
Data Entry and Information Processing Workers	43-9020	\$29,605	\$35,952	\$43,260	\$52,536
Mail Clerks and Mail Machine Operators	43-9051	\$26,853	\$31,928	\$39,478	\$48,298

## Professional

Job Title	Labor Code	25 <sup>th</sup> Pct.	50 <sup>th</sup> Pct.	75 <sup>th</sup> Pct.	90 <sup>th</sup> Pct.
Computer and Information Systems Managers	11-3021	\$117,000	\$151,154	\$191,464	\$304,661
Industrial Production Managers	11-3051	\$84,989	\$108,784	\$141,294	\$181,210
Transportation, Storage, and Distribution Managers (Logistics)	11-3071	\$73,694	\$96,387	\$126,568	\$164,133
Human Resources Managers	11-3121	91,728	\$121,222	\$162,718	\$253,492
Construction - Project Manager	11-9021	\$73,466	\$97,178	\$128,856	\$169,062
Buyers and Purchasing Agents	13-1028	\$50,835	\$66,685	\$88,608	\$112,174
Marketing Research Analysts and Marketing Specialists	13-1161	48,048	\$65,811	\$93,038	\$127,421
Project Management Specialists and Business Operations Specialists	13-1198	\$56,784	\$77,418	\$104,416	\$135,221
Accountants	13-2011	\$57,117	\$73,570	\$97,531	\$128,690
Financial and Investment Analysts	13-2098	\$63,669	\$83,658	\$112,466	\$159,557
Human Resources Specialists	13-3121	\$48,194	\$63,482	\$83,949	\$109,346
Computer User Support Specialists	15-1232	\$40,726	\$52,686	\$68,494	\$88,941
Network and Computer Systems Administrators	15-1244	\$66,331	\$84,802	\$107,619	\$134,971
Database Administrators	15-1245	\$71,906	\$98,862	\$126,880	\$155,667
Cybersecurity and Compliance	15-1299	\$95,008	\$111,008	\$127,200	\$138,080
Health and Safety Engineers	17-2111	\$71,469	\$94,245	\$120,890	\$144,810
Engineers - All Other	17-2199	\$75,379	\$103,376	\$134,472	\$166,046
Drafters, Engineering Technicians, Mapping Technicians	17-3000	\$45,062	\$59,021	\$75,010	\$91,439
Lawyers	23-1011	\$84,448	\$126,942	\$189,509	\$280,487
Paralegal	23-2010	\$40,643	\$52,915	\$67,080	\$85,155
Graphic Designers	27-1024	\$40,165	\$53,373	\$71,323	\$93,434
Clinical Laboratory Technologists and Technicians	29-2018	\$39,686	\$54,184	\$69,638	\$83,699

# The Workforce Playbook

## Your guide to assessing the benefits of using a staffing company to build a stronger, more efficient workforce.

Never-ending government regulations, multi-generational workforces, a global pandemic—today's business leaders contend with a wider variety of disruptive forces than ever before! So, how do you respond while maintaining a productive workplace?

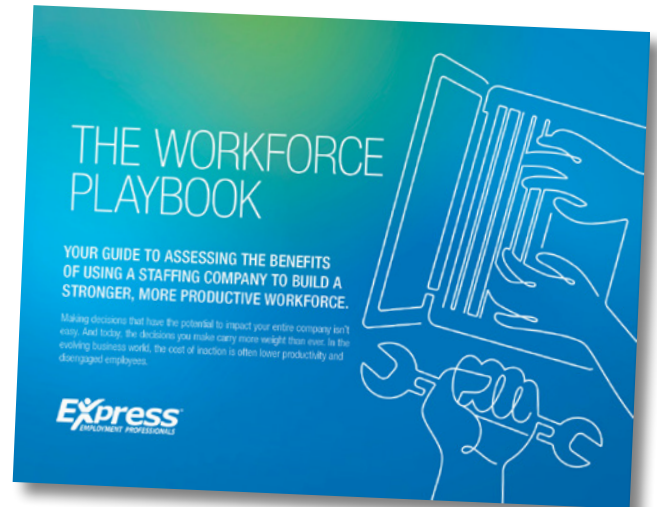
### One option is partnering with a staffing company, like Express Employment Professionals.

- How do staffing companies benefit businesses?
- When is the right time to partner with a staffing company?
- What type of companies utilize staffing services?
- Why Express Employment Professionals?

Learn the answers to these questions, and more!

Download the Workforce Playbook today!

[ExpressPros.com/WorkforcePlaybook](https://ExpressPros.com/WorkforcePlaybook)



## About Express Employment Professionals

Express Employment Professionals puts people to work. It generated \$4.16 Billion in Sales and employed a record 586,000 people in 2021. Its long-term goal is to put a million people to work annually. For more information, visit [ExpressPros.com](https://ExpressPros.com).

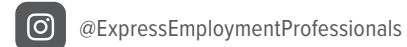
Contact your [local Express office](#) for more information about staffing solutions to fit your specific needs, including:

- Flexible Staffing
- Temporary and Contract Staffing
- Evaluation Hire
- Direct Hire

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