



Wage Analysis

Unemployment levels have dropped to levels not seen since before the start of the Great Recession. As more people find jobs, **the competition for top talent is increasing.**

If you are wondering if your pay rates are competitive for your recruitment area, or what other companies are paying workers in similar occupations, the Central Pennsylvania Workforce Development Corporation (CPWDC) and PA CareerLink[®] can help.

CPWDC can provide you with a free wage analysis for up to five occupations.

Are you having a hard time finding qualified applicants to fill an open position?

Are your employees leaving to work for a competitor?

Have you considered reviewing your pay scales?

Wages are available as percentiles and averages. Lower percentile wages can be used for entry level positions or lower skilled positions. Higher percentile wages can be related to more experience or higher skills.

Occupation	Hourly Wages for Recruitment Area			Hourly Wages for Pennsylvania		
	25 th Percentile	Median	90 th Percentile	25 th Percentile	Median	90 th Percentile
Tractor-Trailer Truck Drivers	\$15.53	\$19.01	\$27.38	\$16.20	\$19.59	\$28.54
Machine Operators	\$14.36	\$18.21	\$22.85	\$11.75	\$15.62	\$23.18
Machine Feeders	\$12.60	\$17.02	\$21.62	\$11.78	\$15.44	\$22.33

Sample Wage Analysis

To receive a Wage Analysis, you will need to provide CPWDC with up to five of your company's job titles, the company's preferred recruitment area (county or group of counties), and the company logo (so that the report can be customized). Analysis for additional job titles or a comprehensive wage report are also available for a nominal fee.

For more information, contact Bill Berry, wberry@cpwdc.org, or your local PA CareerLink[®] representative: Danielle Little, dlittle@tiu.org.