



2024

Salary Guide

A comprehensive guide to attracting, retaining, and paying top talent.





Table of Contents

[Introduction](#)

[Industry Insights](#)

[Study Overview and Highlights](#)

[Commercial Positions](#)

[Professional Positions](#)

[About Nesco](#)

Introduction

Welcome to the Nesco Resource Salary Guide, your comprehensive resource for navigating the dynamic landscape of workforce trends and compensation benchmarks. As you delve into the following pages, you'll gain valuable insights into industry dynamics, the evolving needs of job seekers and employers, and the strategic approaches to talent acquisition and retention.

In an era marked by rapid change and innovation, both employers and job seekers find themselves navigating uncharted waters. The demand for talent is ever-growing, while the criteria for job selection extend beyond monetary incentives. This guide illuminates the intersection of these forces, providing you with a comprehensive view of the current employment landscape.

As you dive into this Salary Guide, keep in mind the ever-changing nature of the workforce. Adaptation and innovation are key, and we are here to support your journey in finding, attracting, and retaining top talent.



Industry Insights

In an ever-changing labor market, employers and job seekers are looking for the most current and innovative solutions for the workforce. With the constant evolution of the need for employees, as well as the interdependent need for jobs, it's no surprise that workforces come with ebbs and flows.

In a Tight Labor Market, Are Higher Pay Rates the Only Solution?

Pay is just one of the many essential motivators candidates look for when choosing a new job. According to [Forbes](#), "People are not just looking for more money, they want meaningful work that challenges them to become better versions of themselves." Other motivators include flexibility, employee engagement, culture, upskilling, and psychological safety.

In an article published by [Simplificant](#), organizational culture can affect the hiring process and is viewed by applicants as the glue that holds everything together. They want to be able to view themselves as a thriving member of your team. "Those who work well together are more likely to offer and accept feedback and constructive criticism, even across managerial levels." When candidates seek new opportunities, many times it's because they're unhappy in their current work environment and crave a new culture.

Culture is an ever-changing topic for organizations. Companies who focus on building, maintaining and improving their culture regularly have longer tenured employees. Candidates want to feel appreciated in their jobs and to find meaning and a greater purpose in their work. Highlighting your organization's core values and mission upfront allows candidates to not only understand your business, but also allows them to picture themselves as part of your story.

In an ever-changing economy with ongoing labor shortages and rapidly rising inflation, you need to be creative and innovative when hiring. Look at your organization as a whole and think, "What do we bring to the table for candidates?" Defining your culture and setting competitive pay rates ensures your company stays top of mind during the hiring process.

With Talent Shortages Still Lingering and Inflation Rising, How Do You Hire and Retain Top Talent?

While there's no one-size-fits-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 (such as expanding childcare access), "second-chance" hiring, and providing opportunities for new and existing staff to be upskilled and reskilled on the job.

Employers can look to staffing firms who are shaping the recruitment industry with these top recruiting trends:



Candidate Experience

With the candidate in the driver's seat, treating them like customers is crucial. According to the [PwC Future of Recruiting Survey](#), 49% of candidates turned down an offer due to a bad recruiting experience. Focusing on a positive and personalized candidate experience will give companies an edge during the recruitment process.



Human Interaction

Candidates' expectations are key. While they do expect a seamless digital experience, human interaction is still king. In a study conducted by Bullhorn surrounding Gen Z sentiment towards staffing firms, three out of four Gen Z workers want recruiters to reach out to them with an opportunity at least biweekly.



Workers' Needs

McKinsey & Company released a podcast on slowing down attrition rates by paying closer attention to what your workers really need. By identifying your worker personas and creating tailored benefits that adhere to the types of workers you have, you send the message that you hear them, you trust them, and that you're adapting to their wants and needs.


In the New Definition of Work, How Do You Manage Workplace Culture?

Creating an enjoyable workplace has become top of mind when candidates are looking for new opportunities. New adjustments such as hybrid and remote working opportunities have forced employers to become agile and adapt to employee requests. [McKinsey & Company](#) reports that hybrid work has changed the way people work, live and shop. Office attendance is still at least 30% lower than it was before the pandemic. With the rapid changes to the workforce and the growing need for remote and hybrid opportunities, companies have shifted their cultures accordingly to fit candidate needs.

Agility is the watchword for firms who want to remain resilient. One strategy many companies are employing is a heavier use of technology to increase efficiency and worker productivity. For example, according to [SupplyChainBrain](#) magazine, successful companies will be the ones that apply automated processes to eliminate manual actions and extract more productivity from each worker, machine and work center.

Technology, coupled with targeted skills training, constitutes essential strategies in manufacturing. [McKinsey Global Institute](#) in the article, "Why now is the time to revitalize US manufacturing," details the value of in-house capabilities, especially in roles that need to evolve as technology becomes a more integral part of a business' operations.

Developing a culture that fosters employee growth, allowing them to expand into larger and diverse roles, brings about advantages for the entire company. According to the article, strategies such as tiered pathways for upskilling ensure that employees stay engaged, integrated, and actively participate in transformations, while also equipping them with the expertise necessary to contribute to future innovations. With company culture being a primary deciding factor for many candidates, it's important for organizations to prioritize their employees and how they interact daily with them.



Office attendance is still at least 30% lower than it was before the pandemic.



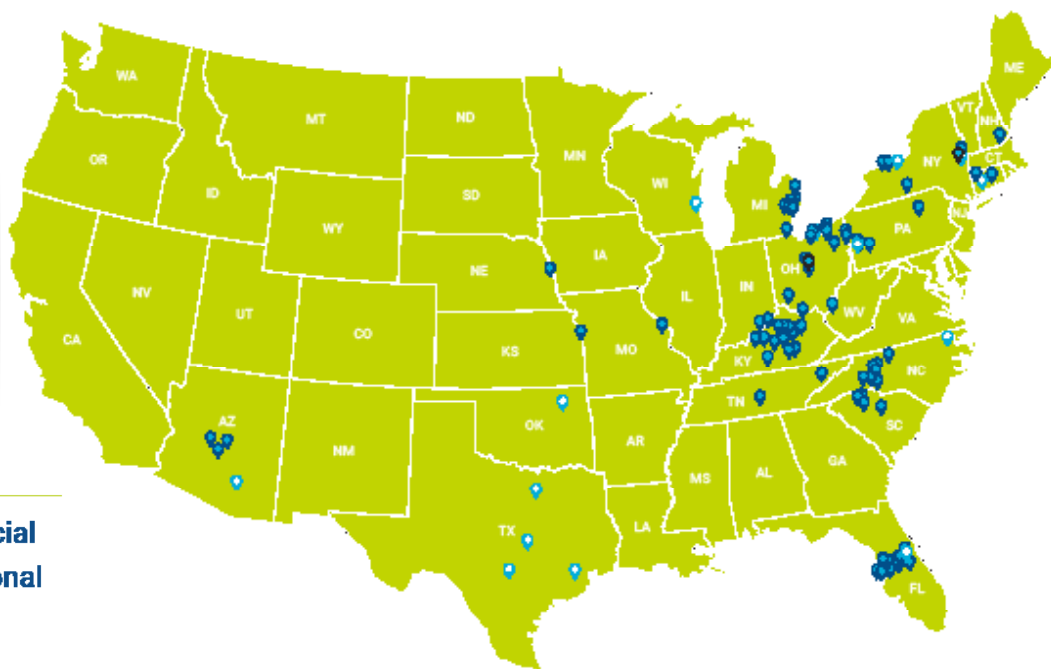
Study Overview and Highlights

In 2022, Nesco successfully placed over 46,000 individuals into job opportunities across the nation. This report compiles the data gathered from these placements to assist you in aligning your job titles and salary ranges with the prevailing market rates for these positions.

Regional variations in wages play a crucial role in determining suitable pay rates for your market. Leveraging a salary guide can prove invaluable in precisely ascertaining the average compensation for a given role.

At Nesco Resource, we classify our job offerings into two primary categories: commercial and professional. With a widespread presence encompassing more than 95 branch locations across the country, we have the capability to cater to your needs across a diverse spectrum of industries.

This salary guide draws upon proprietary data as well as exclusive third-party information. These figures predominantly pertain to the entirety of the last year.

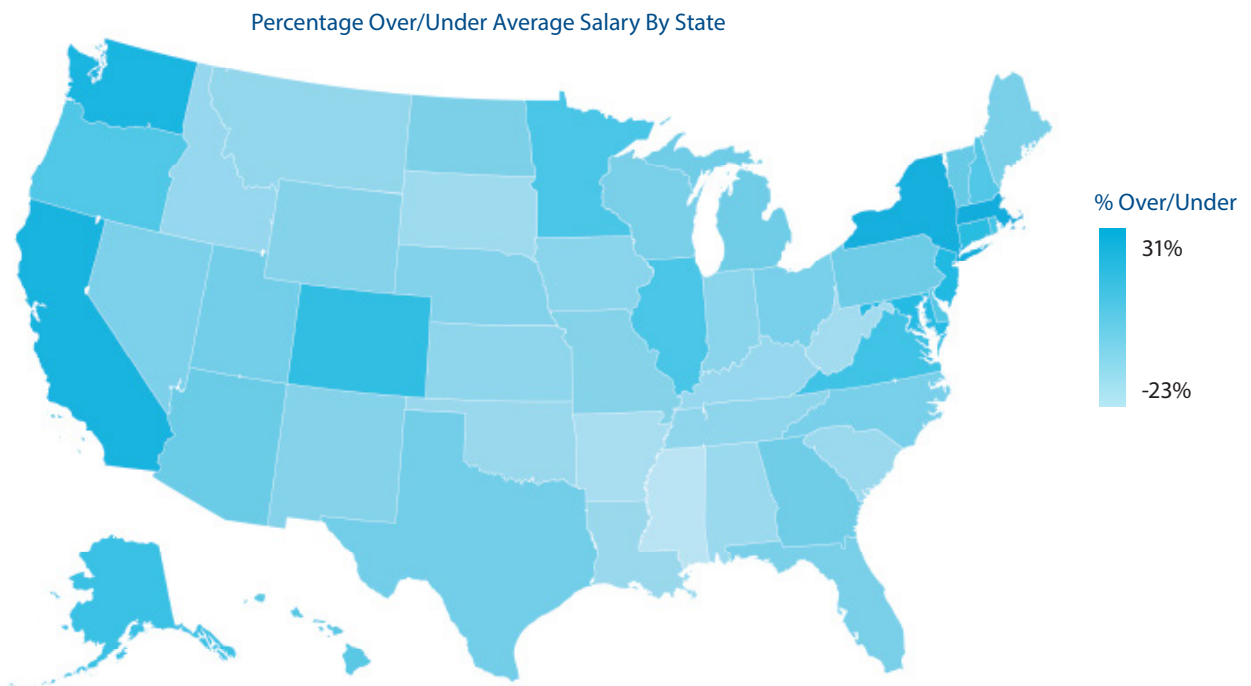


Study Overview and Highlights

A Closer Look at U.S. Earnings: Average Salaries by State

This map provides a visual representation of average salaries across the nation.

States are shaded on a scale. Darker shades indicate higher salaries compared to the national average, and lighter shades represent lower salaries in comparison to the average. This visualization allows you to quickly identify variations in earnings from one state to another.



Key Findings from the Map

1. Average Annual Salary Nationwide: The United States reports an average annual salary of \$59,428.
2. Regional Differences: The Northeast region boasts the highest average salary at \$65,383, followed by the West at \$60,579, the Midwest at \$56,114, and the South at \$54,718.
3. States with the Highest Average Salaries: Massachusetts, New York, and California lead the pack with average salaries of \$76,600, \$74,870, and \$73,220, respectively.
4. States with the Lowest Average Salaries: Mississippi, Arkansas, and West Virginia report the lowest average salaries, with Mississippi having the lowest at \$45,180. Cost of living often aligns with these income levels and mitigates some of the challenges associated with lower salaries.

Consult this map and our salary data on the following pages to inform your strategy with attracting, hiring and retaining top talent in 2024.

Source: https://www.forbes.com/advisor/business/average-salary-by-state/#average_salary_by_state_in_the_u_s_section

Salary Guide

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

Call Center, Clerical and Administrative	Average Pay Rate	Average Salary
Administrative Assistant	\$18.21	\$37,877
Call Center Representative	\$17.75	\$36,920
Customer Service Representative	\$17.75	\$36,920
Data Entry	\$17.13	\$35,630
Document Control Specialist	\$35.90	\$74,672
Executive Assistant	\$29.84	\$62,067
Legal Assistant	\$27.03	\$56,222
Legal Secretary	\$22.94	\$47,715
Paralegal	\$27.03	\$56,222
Receptionist	\$14.40	\$29,952
Records Management	\$29.13	\$60,590

Light Industrial and Manufacturing

U.S. manufacturing has demonstrated continued growth through 2023. Labor productivity continues to rise steadily.²

Light Industrial and Manufacturing	Average Pay Rate	Average Salary
Assembler - Electrical/Mechanical	\$18.01	\$37,461
Electro Plating	\$17.89	\$37,211
Electronic Assembler	\$18.01	\$37,461
Grinder	\$18.48	\$38,438
Injection Molding Operator	\$17.48	\$36,358
Laborer	\$15.02	\$31,242
Lumper	\$15.02	\$31,242
Machine Operator	\$18.09	\$37,627
Mixer	\$18.47	\$38,418
Press Brake Operator	\$18.91	\$39,332
Production Specialist	\$18.55	\$38,584

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

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

Salary Guide

(Light Industrial and Manufacturing continued)

Production Supervisor/Lead/Mngr	\$29.71	\$61,797
Punch Press Operator	\$18.09	\$37,627
Sanitation	\$14.31	\$29,765
Truss Builder	\$23.20	\$48,256

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

Technical and Skilled Trades	Average Pay Rate	Average Salary
Automation Technician	\$22.46	\$46,707
Automotive Paint Technician	\$22.73	\$47,278
CNC Machine Operator	\$22.42	\$46,634
CNC Programmer	\$29.22	\$60,778
Electrical Technician	\$30.60	\$63,648
Electrician	\$28.87	\$60,050
Fabricator	\$17.59	\$36,587
Machinist	\$22.95	\$47,736
Maintenance Technician	\$20.76	\$43,181
Mechanical Technician	\$29.07	\$60,466
Millwright	\$29.00	\$60,320
Pipefitter	\$28.79	\$59,883
PLC Programming	\$29.22	\$60,778
QA / QC Technician	\$28.95	\$60,216
Quality Control/Inspector	\$18.55	\$38,584
Repair Technician	\$20.76	\$43,181
Test Technician	\$30.60	\$63,648
Tool and Die Maker	\$27.41	\$57,013
Welder	\$22.60	\$47,008

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

Salary Guide

Warehouse and Fulfillment

Warehouse and fulfillment workers, also classified as hand laborers and material movers, are projected to grow by 6% between 2021 and 2031.¹

Warehouse and Fulfillment	Average Pay Rate	Average Salary
Forklift Driver ²	\$19.90	\$41,402
Inventory Specialist	\$18.15	\$37,752
Logistics Specialist / Supervisor ³	\$25.32	\$52,659
Material Handler	\$17.73	\$36,886
Order Puller/Order Fulfillment Specialist	\$16.45	\$34,216
Packaging Technician	\$17.29	\$35,963
Pick & Pack	\$16.33	\$33,959
Racker ⁴	\$16.22	\$33,734
Shipper/Receiver	\$18.15	\$37,752
Warehouse Manager	\$47.22	\$98,218
Warehouse Worker	\$19.94	\$41,482

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

2 - <https://www.salary.com/research/salary/alternate/forklift-driver-salary>

3 - <https://www.salary.com/research/salary/posting/logistics-specialist-salary>

4 - <https://www.salary.com/research/salary/opening/racker-packer-salary>

Salary Guide

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

Accounting and Finance	Average Pay Rate	Average Salary
Accountant	\$37.14	\$77,251
Accounting Specialist	\$36.68	\$76,287
AP / AR Reps	\$21.90	\$45,552
Audit Associate	\$37.14	\$77,251
Billing Specialist ²	\$22.33	\$46,438
Bookkeeper	\$22.05	\$45,864
CFO	\$86.31	\$179,525
Controller	\$63.32	\$131,706
Credit & Collections	\$20.11	\$41,835
Financial Analyst	\$44.03	\$91,582
FP&A	\$44.03	\$91,582
Internal Auditor	\$44.48	\$92,512
SEC/Financial Reporting ³	\$55.98	\$116,434
Tax Associate	\$37.14	\$77,251

Engineering

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

Engineering	Average Pay Rate	Average Salary
Architect	\$42.72	\$88,842
Chemical Engineer	\$50.75	\$105,560
Civil Designer	\$40.40	\$84,023
Civil/Architectural Engineer	\$38.50	\$80,000
Controls Engineer	\$48.28	\$100,422
Electrical Engineer	\$46.98	\$97,711

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

2 - <https://www.salary.com/research/salary/listing/billing-specialist-salary>

3- <https://www.salary.com/research/salary/benchmark/financial-reporting-accountant-iv-salary>

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

Salary Guide

(Engineering continued)

Electro/Mechanical Designer	\$43.35	\$90,153
Electro/Mechanical Engineer	\$43.35	\$90,153
I&C Engineer	\$42.33	\$88,046
Manufacturing Engineer	\$45.82	\$95,306
Mechanical Designer	\$45.82	\$95,306
Mechanical Drafter	\$25.41	\$52,852
Mechanical Engineer	\$45.82	\$95,306
Project Engineer	\$48.38	\$100,630
Project Manager - Engineering	\$45.43	\$94,494
Quality Engineer	\$45.82	\$95,306
Structural Engineer	\$42.33	\$88,046

Human Resources

Approximately 16,300 job openings are projected annually for human resources managers. Many of these openings will occur as workers transition to different careers, retire, or leave the workforce.¹

Human Resources	Average Pay Rate	Average Salary
Benefits Specialist / Manager	\$30.83	\$64,126
Compensation Manager	\$61.31	\$127,525
HR Administrator	\$60.69	\$126,235
HR Generalist	\$35.90	\$74,672
HR Manager	\$60.69	\$126,235
HRIS Analyst	\$43.28	\$90,016
Corporate Recruiter	\$29.95	\$62,296
Total Rewards	\$30.83	\$64,126
VP Human Resources	\$60.69	\$126,235

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

Salary Guide

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

Information Technology	Average Pay Rate	Average Salary
Application Developer	\$58.05	\$120,744
Business Systems Analyst	\$47.73	\$99,278
Data Engineer	\$58.05	\$120,744
Database Administrator	\$46.50	\$96,720
Desktop Support	\$23.93	\$49,774
Field IT Support	\$30.17	\$62,754
Help Desk - Tier 1,2,3	\$23.93	\$49,774
IT Audit/Cyber Security	\$76.45	\$159,016
IT Manager / Director	\$59.93	\$124,654
IT Project Manager	\$45.80	\$95,264
IT VP / CIO	\$53.40	\$111,078
Programmer	\$44.71	\$92,997
Software Engineer	\$58.05	\$120,744
Systems Administrator	\$38.75	\$80,600
Systems Analyst	\$47.73	\$99,278
Technical Writer	\$37.53	\$78,062
Web Designer / Developer	\$38.41	\$79,893

Marketing

Employment opportunities for advertising, promotions, and marketing managers are expected to grow by 6% from 2022 to 2032, a rate higher than the average for all occupations. This growth, driven by both replacements and industry expansion, leads to around 34,000 job openings projected each year.²

Marketing	Average Pay Rate	Average Salary
Digital Marketing Specialist	\$31.25	\$65,008
Graphic Design	\$24.38	\$50,710
Marketing Assistant	\$30.73	\$63,918
Marketing Manager	\$64.92	\$135,034
Marketing Specialist	\$30.73	\$63,918
Marketing VP	\$64.92	\$135,034

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

2- <https://www.bls.gov/ooh/management/advertising-promotions-and-marketing-managers.htm>

Salary Guide

(Marketing continued)

Product Manager	\$68.54	\$142,560
Sales - Inside, Outside	\$29.11	\$60,549
Social Media	\$28.85	\$60,016

Operations

Logisticians are anticipated to experience a significant growth rate of 18% from 2022 to 2032. There are approximately 21,800 job openings expected annually for logisticians.¹

Operations	Average Pay Rate	Average Salary
Buyer/Procurement	\$30.51	\$63,461
Demand Planner / Scheduler	\$37.03	\$77,022
EHS Specialist	\$38.20	\$79,456
Estimator	\$31.33	\$65,166
Expediter	\$23.10	\$48,048
Health & Safety Supervisor	\$47.62	\$99,050
Materials Manager	\$61.13	\$127,150
Metallurgists	\$47.26	\$98,301
Operations Manager	\$47.10	\$97,968
Plant Manager	\$49.59	\$103,147
Supply Chain Manager	\$53.37	\$111,008

Scientific

Each year, there are approximately 24,000 job openings projected for clinical laboratory technologists and technicians. The employment of these professionals is expected to grow by 5%.²

Scientific	Average Pay Rate	Average Salary
Laboratory Technician	\$27.79	\$57,803
Process Sciences	\$38.19	\$79,435
QC / QA Manager	\$50.48	\$104,992
QC Laboratory	\$32.02	\$66,608
Quality Control Specialist	\$18.01	\$37,456

1- <https://www.bls.gov/ooh/business-and-financial/logisticians.htm>

2- <https://www.bls.gov/ooh/healthcare/clinical-laboratory-technologists-and-technicians.htm>

About Nesco

At Nesco Resource, we take pride in revolutionizing the way employers discover talent. By partnering with us, you expand your talent pool, gain access to industry expertise, and essentially extend your team to identify the ideal candidates for your organization.

Our proven track record in finding the best candidates for the positions you need to fill right away means you enjoy real returns on your staffing investments. Our comprehensive workforce solutions offer a host of benefits, including:

- Reduced turnaround time
- Improved internal efficiency
- Reduced overhead
- Improved customer service
- Reduced risk
- Labor shortage coverage

Our consultative approach is designed specifically to understand your business challenges and staffing requirements, so we can deliver high-quality candidates.

We believe in building meaningful relationships. Our recruiters match your positions to the best candidates, while our sales team immerses themselves in understanding your business, ensuring a tailored approach. Behind the scenes, our technology allows our teams to focus on what matters most: delivering quality service at every step.

With decades of experience, an unwavering commitment to quality at every level, and a multitude of industry accolades, we remain steadfast in our core staffing mission—to meet the business objectives of our clients and fulfill the 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 once 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, a testament to our ongoing commitment to excellence.

