

Automotive Production Occupations

45 Minute Drive Time



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What is Emsi Data?

Emsi data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Emsi data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Report Parameters

37 Occupations

51-2031	Engine and Other Machine Assemblers
51-2061	Timing Device Assemblers and Adjusters
51-2098	Miscellaneous Assemblers and Fabricators
51-4021	Extruding and Drawing Machine Setters, ..
51-4022	Forging Machine Setters, Operators, and ..

51-4023	Rolling Machine Setters, Operators, and T...
51-4031	Cutting, Punching, and Press Machine Set
51-4032	Drilling and Boring Machine Tool Setters, ..
51-4033	Grinding, Lapping, Polishing, and Buffing ..

See Appendix A for all 37 Occupations

12 Counties

21003	Allen County, KY
21213	Simpson County, KY
47021	Cheatham County, TN
47037	Davidson County, TN
47111	Macon County, TN

47147	Robertson County, TN
47149	Rutherford County, TN
47159	Smith County, TN
47165	Sumner County, TN

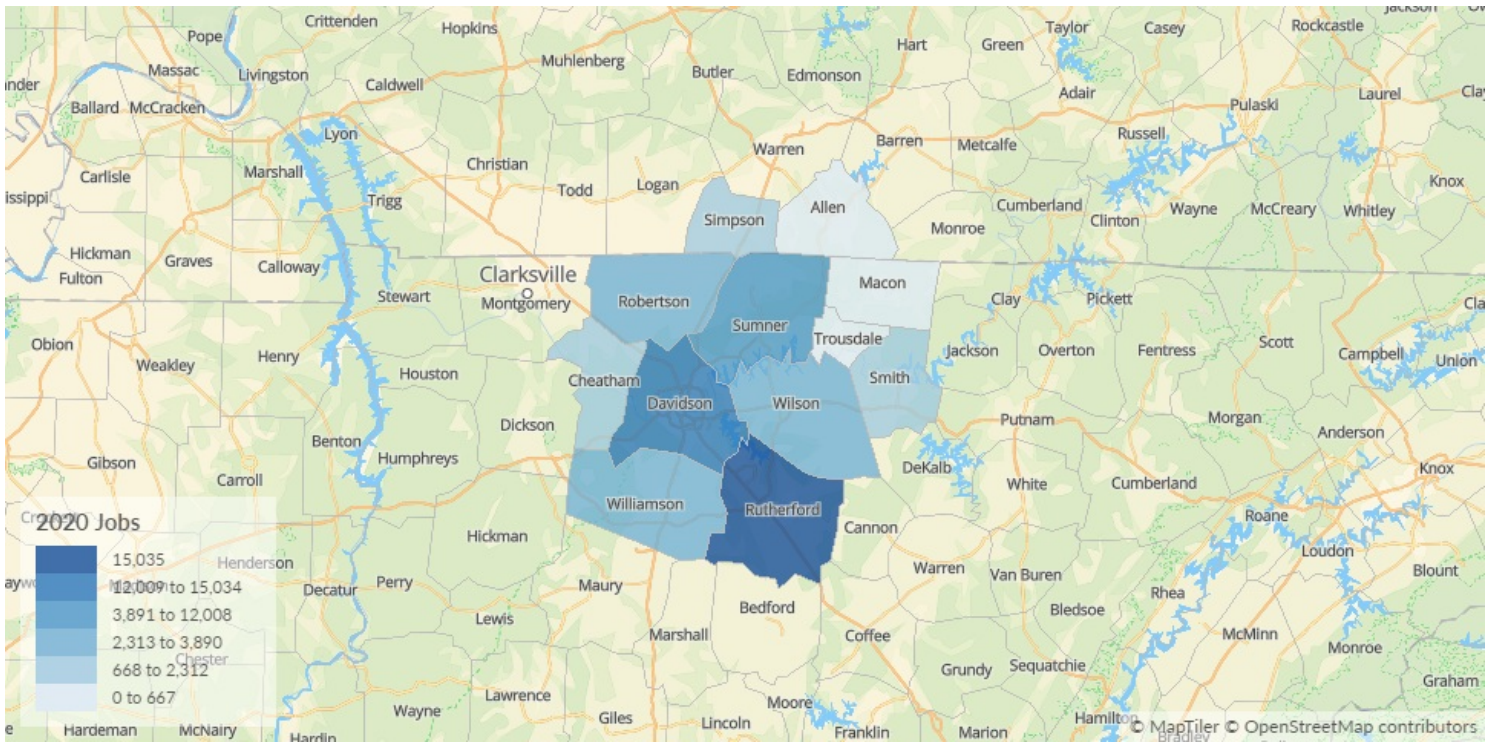
See Appendix B for all 12 Counties

Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

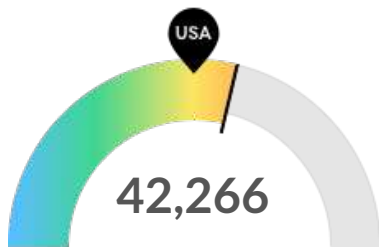
The information in this report pertains to the chosen occupations and geographical areas.

Workforce Map



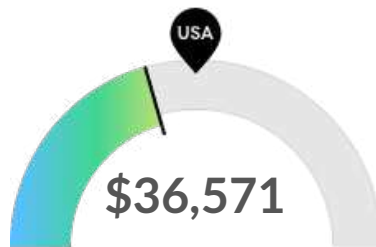
Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



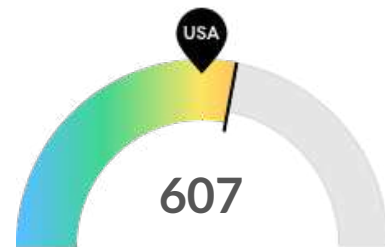
Supply (Jobs)

Your area is a hotspot for this kind of talent. The national average for an area this size is 34,283* employees, while there are 42,266 here.



Compensation

The cost for talent is about average in your area. The national median salary for your occupations is \$37,843, while you'll pay \$36,571 here.



Demand (Job Postings)

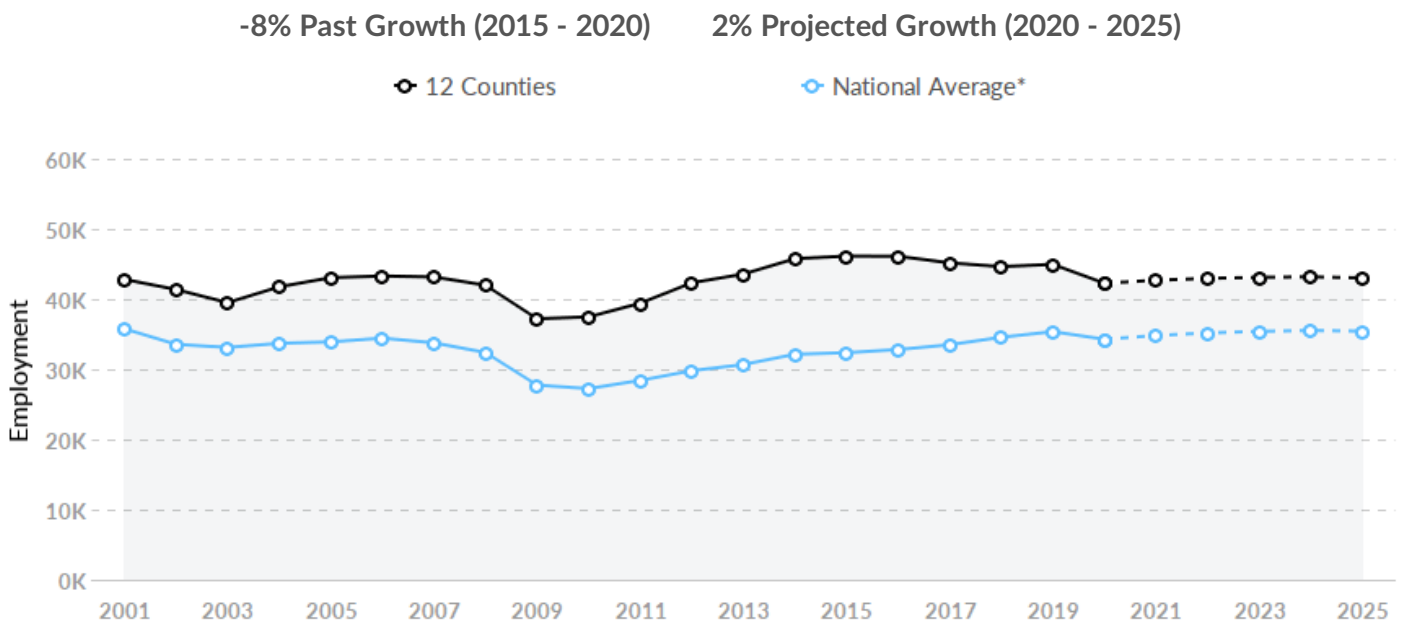
Competition from online job postings is high in your area. The national average for an area this size is 513* job postings/mo, while there are 607 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

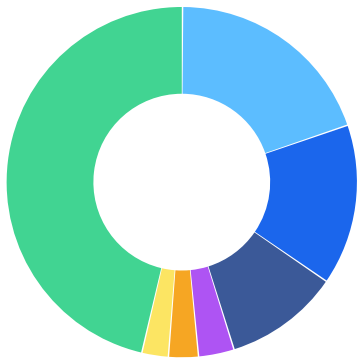
Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of your occupations is a strength or weakness for your area, and how it is changing relative to the nation. An average area of this size would have 34,283* employees, while there are 42,266 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.



*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

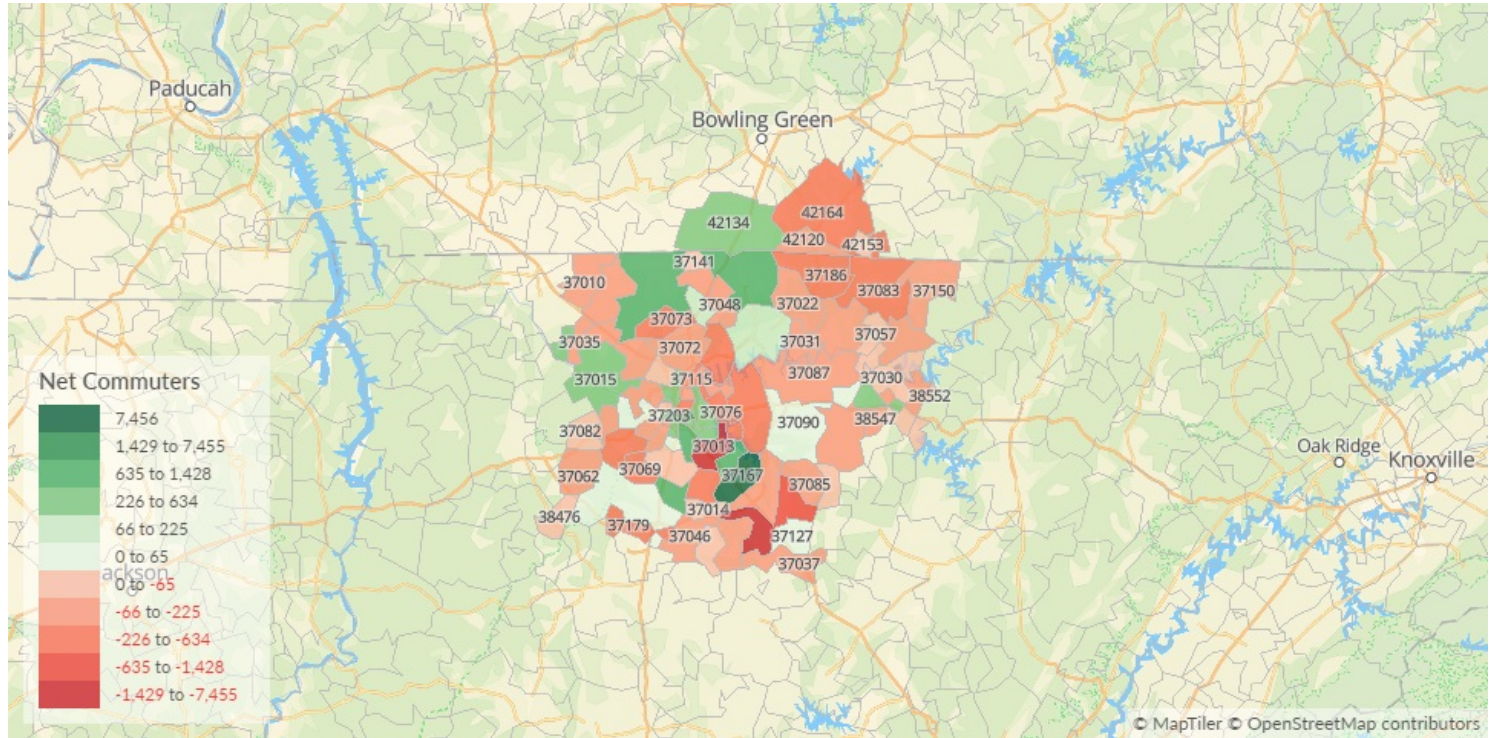
Most Jobs are Found in the Motor Vehicle Manufacturing Industry Sector



Industry	% of Occupation in Industry (2020)
Motor Vehicle Manufacturing	19.7%
Employment Services	14.8%
Motor Vehicle Parts Manufacturing	10.6%
Plastics Product Manufacturing	3.3%
Household Appliance Manufacturing	2.7%
Architectural and Structural Metals Manufacturing	2.4%
Other	46.4%

Place of Work vs Place of Residence

Understanding where talent in the region currently works compared to where talent lives can help you optimize site decisions.



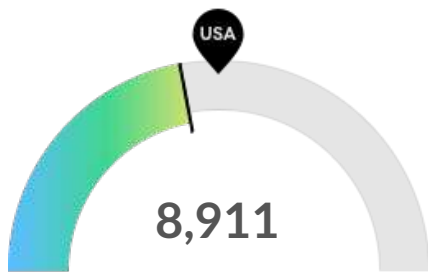
Where Talent Works

Where Talent Lives

ZIP	Name	2020 Employment
37167	Smyrna, TN (in Rutherfo...	9,807
37086	La Vergne, TN (in Ruthe...	1,939
37211	Nashville, TN (in Davids...	1,888
37210	Nashville, TN (in Davids...	1,774
37172	Springfield, TN (in Robe...	1,731

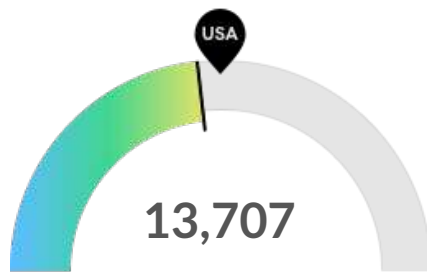
ZIP	Name	2020 Workers
37167	Smyrna, TN (in Rutherfo...	2,351
37128	Murfreesboro, TN (in Ru...	1,852
37129	Murfreesboro, TN (in Ru...	1,851
37013	Antioch, TN (in Davidso...	1,842
37130	Murfreesboro, TN (in Ru...	1,502

Retirement Risk Is Low, While Overall Diversity Is About Average



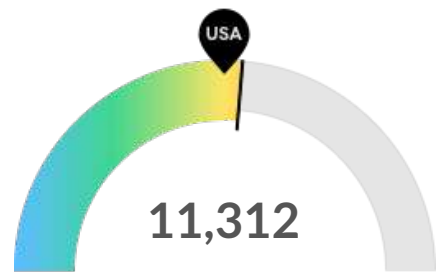
Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 10,634* employees 55 or older, while there are 8,911 here.



Racial Diversity

Racial diversity is about average in your area. The national average for an area this size is 15,213* racially diverse employees, while there are 13,707 here.



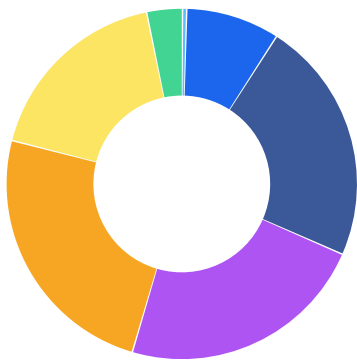
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 10,463* female employees, while there are 11,312 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

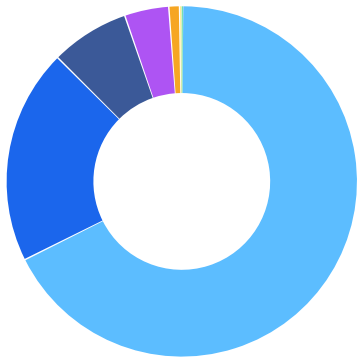
Demographic Details

Occupation Age Breakdown



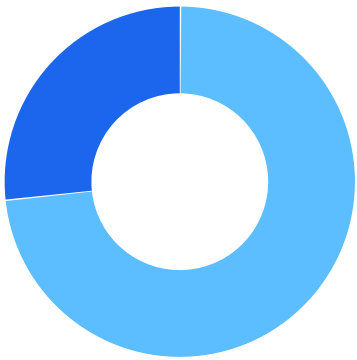
	% of Jobs	Jobs
14-18	0.4%	162
19-24	8.6%	3,651
25-34	22.5%	9,499
35-44	23.0%	9,717
45-54	24.4%	10,326
55-64	17.8%	7,521
65+	3.3%	1,390

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	67.6%	28,558
Black or African American	19.8%	8,386
Hispanic or Latino	7.2%	3,064
Asian	4.1%	1,728
Two or More Races	1.0%	415
American Indian or Alaska Native	0.2%	94
Native Hawaiian or Other Pacific Islander	0.0%	21

Occupation Gender Breakdown

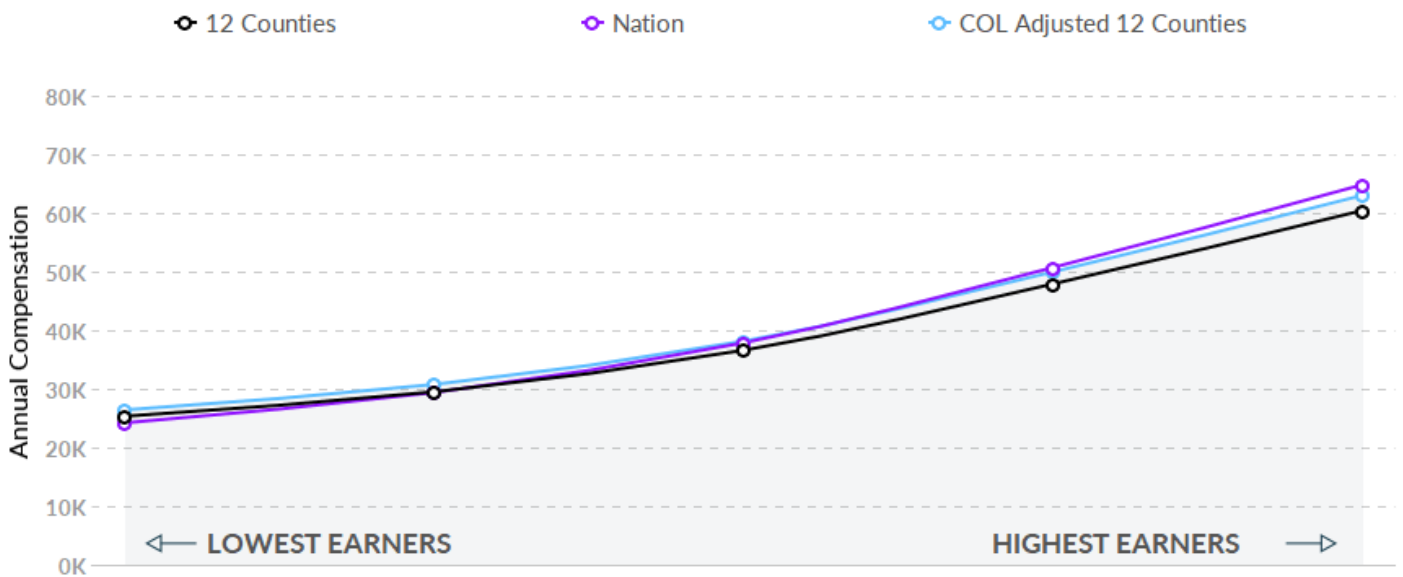


	% of Jobs	Jobs
● Males	73.2%	30,953
● Females	26.8%	11,312

Compensation

Talent Is 3% Cheaper

In 2019, the median compensation for your occupations in your area is \$36,571. Based on the national median wage of \$37,843 for this position, this means you will spend about 3% less to employ your occupations here. However, their actual purchasing power will be 1% greater than the national median when we adjust for regional cost of living (which is 4% lower than average).



Demand



1,165 Employers Competing

All employers in the region who posted for this job over the last 12 months.



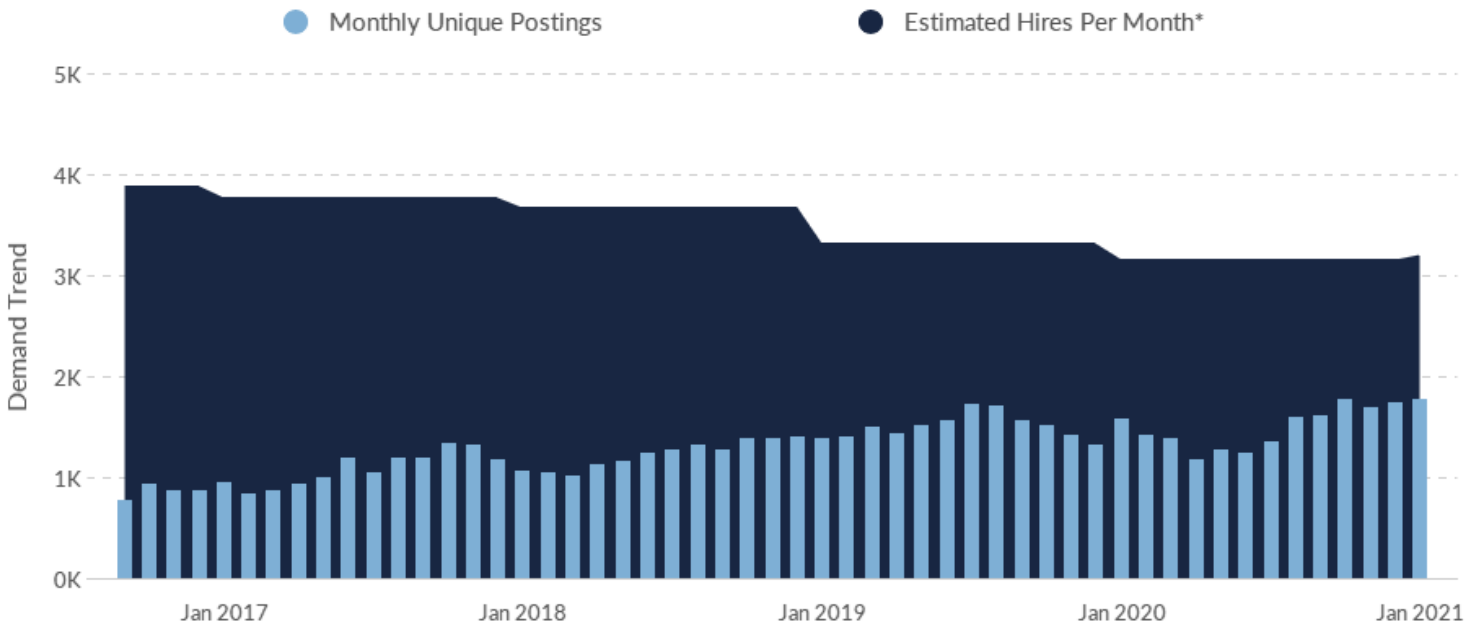
7,284 Unique Job Postings

The number of unique postings for this job over the last 12 months.



34 Day Median Duration

Posting duration is the same as what's typical in the region.








Occupation	Avg Monthly Postings (Feb 2020 - Jan 2021)	Avg Monthly Hires (Feb 2020 - Jan 2021)
First-Line Supervisors of Production and Operating Workers	569	172
Helpers--Production Workers	222	475
Inspectors, Testers, Sorters, Samplers, and Weighers	158	292

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

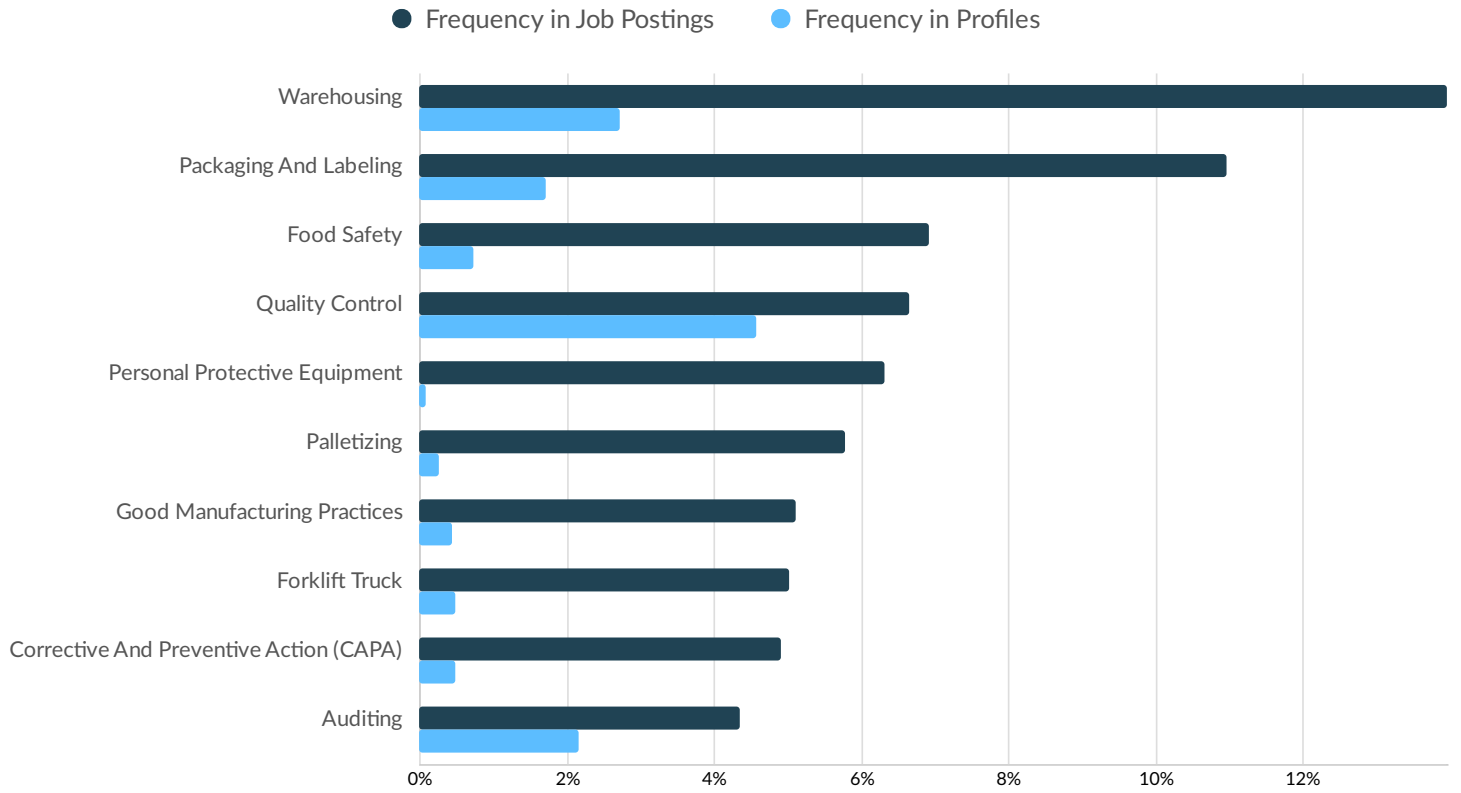
Occupation	Avg Monthly Postings (Feb 2020 - Jan 2021)	Avg Monthly Hires (Feb 2020 - Jan 2021)
Production Workers, All Other	176	685
Miscellaneous Assemblers and Fabricators	137	693
Welders, Cutters, Solderers, and Brazers	65	118
Machinists	43	98
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	38	92
Computer Numerically Controlled Tool Operators	21	18
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	17	32
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	11	44
Painting, Coating, and Decorating Workers	9	14
Tool and Die Makers	6	23
Computer Numerically Controlled Tool Programmers	7	6
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	4	15
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	2	18
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	4
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	4	7
Metal-Refining Furnace Operators and Tenders	2	2
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	2	12
Tire Builders	1	4
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1	13
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	1	8
Fiberglass Laminators and Fabricators	2	7

Occupation	Avg Monthly Postings (Feb 2020 - Jan 2021)	Avg Monthly Hires (Feb 2020 - Jan 2021)
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	172
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	1	14
Engine and Other Machine Assemblers	1	30
Model Makers, Metal and Plastic	0	0
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1	3
Tool Grinders, Filers, and Sharpeners	0	0
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	0	8
Pourers and Casters, Metal	0	0
Foundry Mold and Coremakers	0	2

Top Companies	Unique Postings
Randstad N.V.	406 
Aerotek, Inc.	358 
Express Employment Profession...	199 
Staffmark	121 
PrideStaff, Inc.	110 

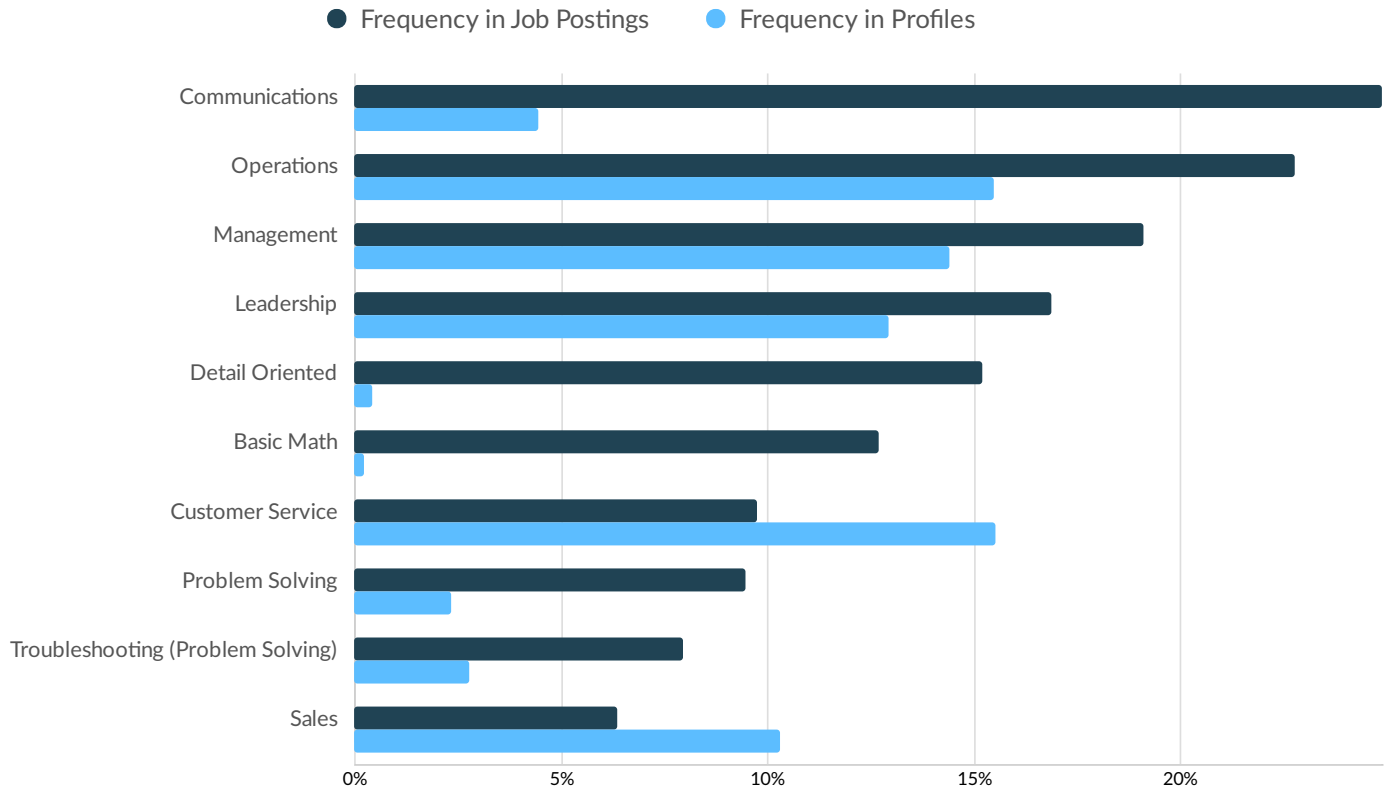
Top Job Titles	Unique Postings
General Laborers	297 
Production Workers	260 
Shift Leaders	237 
Assemblers	198 
Production Supervisors	161 

Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Warehousing	256	14%	269	3%
Packaging And Labeling	201	11%	170	2%
Food Safety	127	7%	73	1%
Quality Control	122	7%	451	5%
Personal Protective Equipment	116	6%	9	0%
Palletizing	106	6%	26	0%
Good Manufacturing Practices	94	5%	45	0%
Forklift Truck	92	5%	48	0%
Corrective And Preventive Action (CAPA)	90	5%	49	0%
Auditing	80	4%	214	2%

Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	456	25%	439	4%
Operations	417	23%	1,529	15%
Management	350	19%	1,421	14%
Leadership	309	17%	1,278	13%
Detail Oriented	279	15%	43	0%
Basic Math	233	13%	24	0%
Customer Service	179	10%	1,533	16%
Problem Solving	174	9%	231	2%
Troubleshooting (Problem Solving)	146	8%	274	3%
Sales	117	6%	1,017	10%

Graduate Pipeline



11 Programs

20 programs can train for this job, while only 11 programs have produced completers in this region.



716 Completions (2019)

The completions from all regional institutions for all degree types.



4,424 Openings (2019)

The average number of openings for an occupation in the region is 153.

Top Programs	Completions (2019)
Welding Technology/Welder	201
Heavy Equipment Maintenance ...	160
Autobody/Collision and Repair T...	143
Industrial Mechanics and Maint...	82
Machine Tool Technology/Mach...	58

Top Schools	Completions (2019)
Lincoln College of Technology-N...	387
Tennessee College of Applied Te...	103
Tennessee College of Applied Te...	86
Tennessee College of Applied Te...	68
Vanderbilt University	41

Appendix A (Occupations)

Code	Description	Code	Description
51-2031	Engine and Other Machine Assemblers	51-4051	Metal-Refining Furnace Operators and Tenders
51-2061	Timing Device Assemblers and Adjusters	51-4052	Pourers and Casters, Metal
51-2098	Miscellaneous Assemblers and Fabricators	51-4061	Model Makers, Metal and Plastic
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4062	Patternmakers, Metal and Plastic
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4111	Tool and Die Makers
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4121	Welders, Cutters, Solderers, and Brazers
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4192	Layout Workers, Metal and Plastic
51-4041	Machinists	51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic

Code	Description	Code	Description
51-4194	Tool Grinders, Filers, and Sharpeners	51-9197	Tire Builders
51-4199	Metal Workers and Plastic Workers, All Other	51-9198	Helpers--Production Workers
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	51-9199	Production Workers, All Other
51-9123	Painting, Coating, and Decorating Workers	51-4071	Foundry Mold and Coremakers
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-2051	Fiberglass Laminators and Fabricators
51-9161	Computer Numerically Controlled Tool Operators	51-1011	First-Line Supervisors of Production and Operating Workers
51-9162	Computer Numerically Controlled Tool Programmers		

Appendix B (Geographies)

Code	Description
21003	Allen County, KY
21213	Simpson County, KY
47021	Cheatham County, TN
47037	Davidson County, TN
47111	Macon County, TN
47147	Robertson County, TN

Code	Description
47149	Rutherford County, TN
47159	Smith County, TN
47165	Sumner County, TN
47169	Trousdale County, TN
47187	Williamson County, TN
47189	Wilson County, TN