

Manufacturing Production Occupations

Sumner County, TN
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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

71 Occupations

49-1011	First-Line Supervisors of Mechanics, Insta
49-2093	Electrical and Electronics Installers and R.
49-9041	Industrial Machinery Mechanics
51-1011	First-Line Supervisors of Production and ..
51-2021	Coil Winders, Tapers, and Finishers

51-2028	Electrical, Electronic, and Electromechni.
51-2031	Engine and Other Machine Assemblers
51-2041	Structural Metal Fabricators and Fitters
51-2051	Fiberglass Laminators and Fabricators
<i>See Appendix A for all 71 Occupations</i>	

8 Counties

21213	Simpson County, KY
47037	Davidson County, TN
47111	Macon County, TN
47147	Robertson County, TN

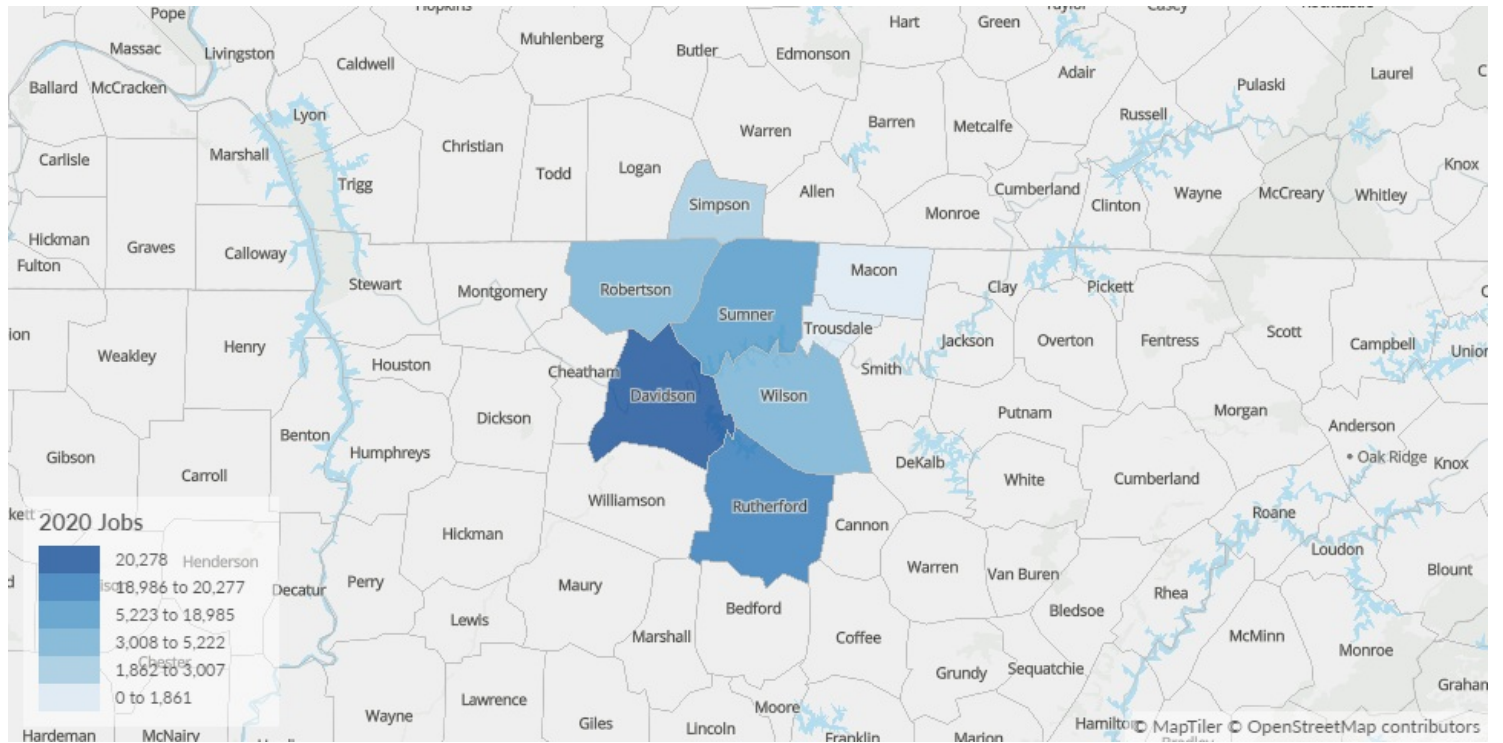
47149	Rutherford County, TN
47165	Sumner County, TN
47169	Trousdale County, TN
47189	Wilson County, TN

Class of Worker

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

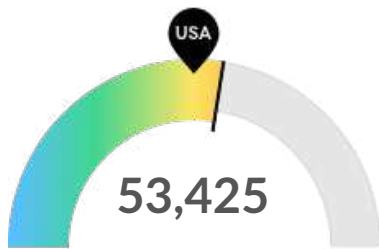
The information in this report pertains to the chosen occupations and geographical areas.

Workforce Map



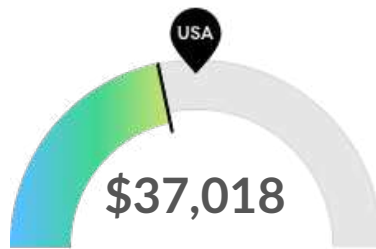
Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



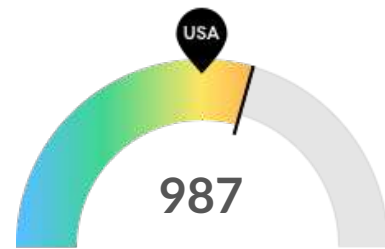
Supply (Jobs)

Your area is a hotspot for this kind of talent. The national average for an area this size is 46,300* employees, while there are 53,425 here.



Compensation

The cost for talent is about average in your area. The national median salary for your occupations is \$37,990, while you'll pay \$37,018 here.



Demand (Job Postings)

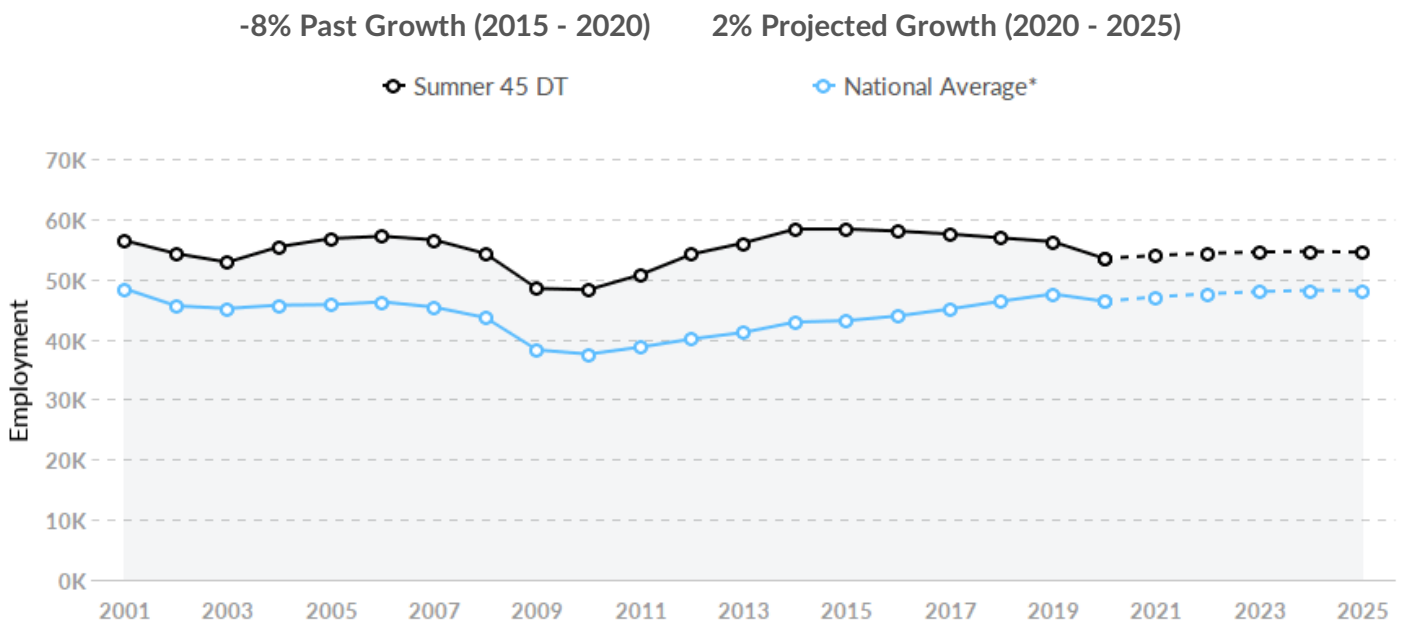
Competition from online job postings is high in your area. The national average for an area this size is 770* job postings/mo, while there are 987 here.

*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)

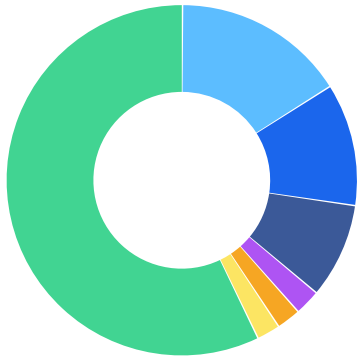
Supply Is Higher Than the National Average

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 46,300* employees, while there are 53,425 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is projected to narrow 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.

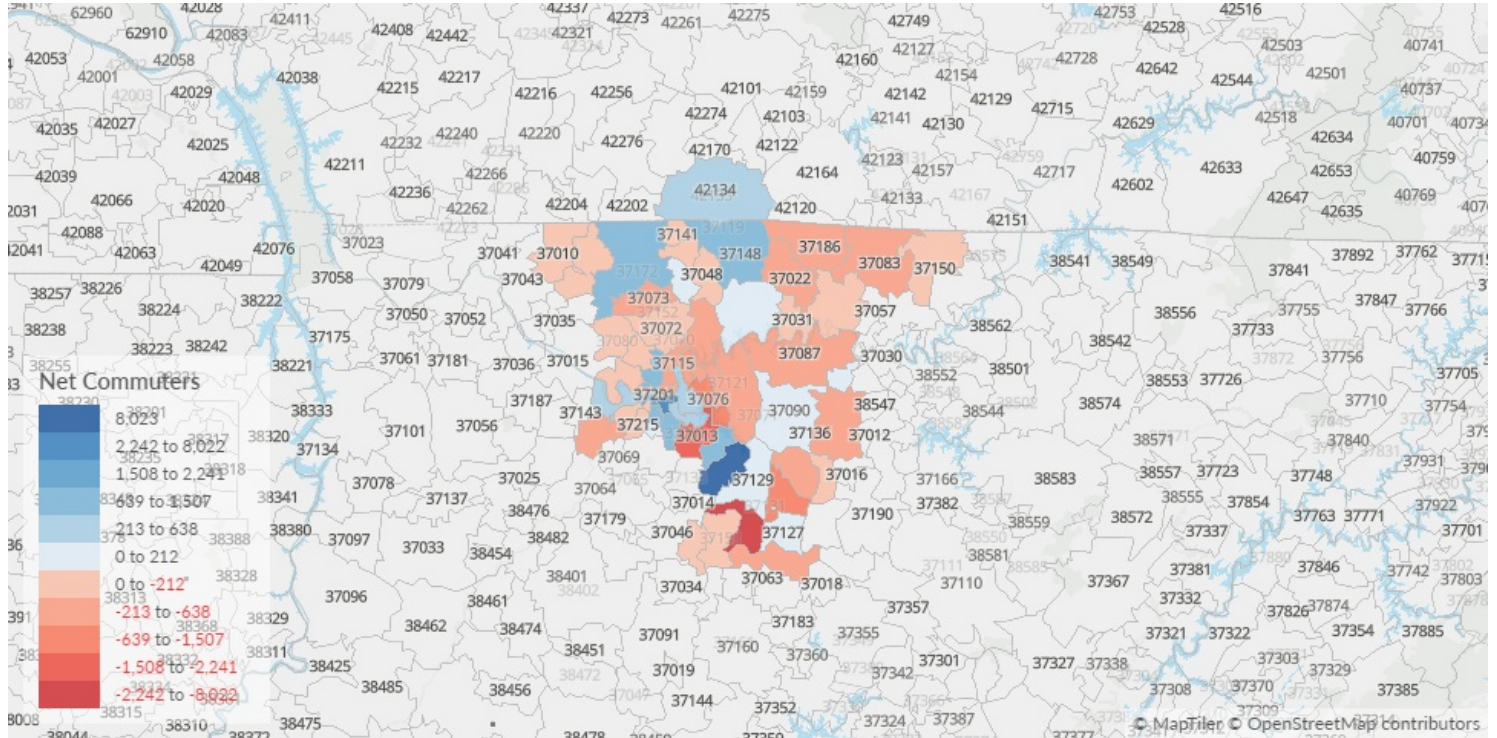
Most Jobs are Found in the Motor Vehicle Manufacturing Industry Sector



Industry	% of Occupation in Industry (2020)
Motor Vehicle Manufacturing	15.9%
Employment Services	11.3%
Motor Vehicle Parts Manufacturing	8.8%
Plastics Product Manufacturing	2.4%
Bakeries and Tortilla Manufacturing	2.2%
Drycleaning and Laundry Services	2.2%
Other	57.2%

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.



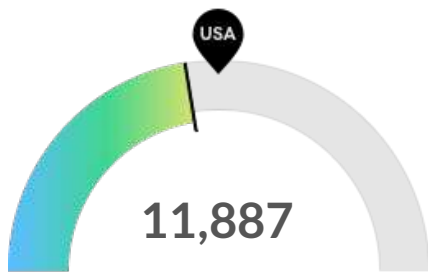
Where Talent Works

Where Talent Lives

ZIP	Name	2020 Employment
37167	Smyrna, TN (in Rutherford County)	11,104
37210	Nashville, TN (in Davidson County)	3,069
37211	Nashville, TN (in Davidson County)	2,773
37129	Murfreesboro, TN (in Rutherford County)	2,666
37086	La Vergne, TN (in Rutherford County)	2,522

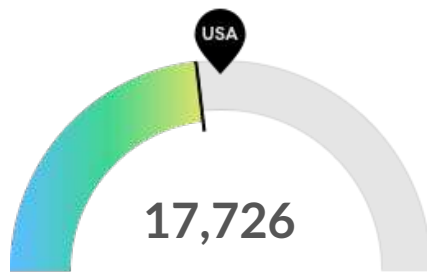
ZIP	Name	2020 Workers
37167	Smyrna, TN (in Rutherford County)	3,082
37013	Antioch, TN (in Davidson County)	2,626
37128	Murfreesboro, TN (in Rutherford County)	2,525
37129	Murfreesboro, TN (in Rutherford County)	2,483
37130	Murfreesboro, TN (in Rutherford County)	2,084

Retirement Risk Is Low, While Overall Diversity Is About Average



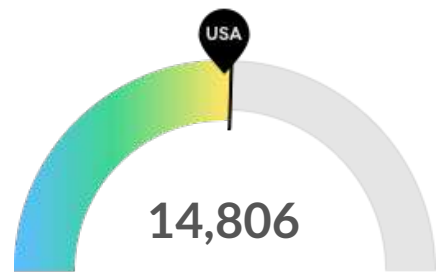
Retiring Soon

Retirement risk is low in your area. The national average for an area this size is 13,837* employees 55 or older, while there are 11,887 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 19,784* racially diverse employees, while there are 17,726 here.



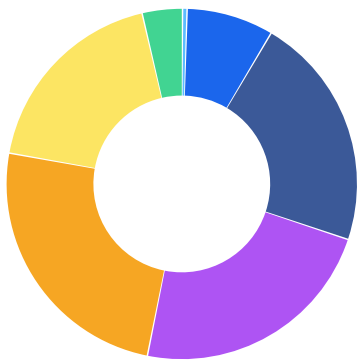
Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 14,361* female employees, while there are 14,806 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.

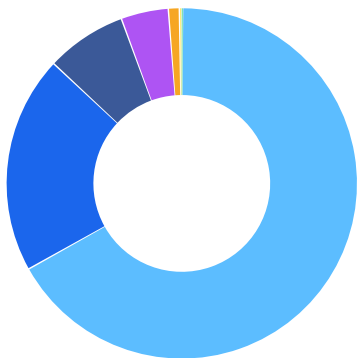
Demographic Details

Occupation Age Breakdown



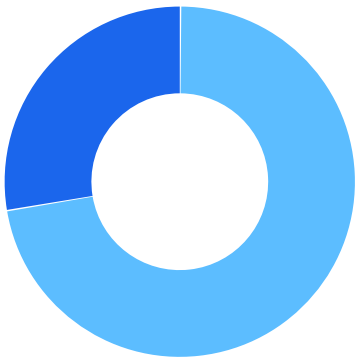
	% of Jobs	Jobs
14-18	0.4%	223
19-24	8.0%	4,287
25-34	21.6%	11,549
35-44	23.0%	12,297
45-54	24.7%	13,181
55-64	18.5%	9,906
65+	3.7%	1,981

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	66.8%	35,699
Black or African American	20.1%	10,726
Hispanic or Latino	7.4%	3,972
Asian	4.4%	2,334
Two or More Races	1.0%	538
American Indian or Alaska Native	0.2%	126
Native Hawaiian or Other Pacific Islander	0.1%	30

Occupation Gender Breakdown

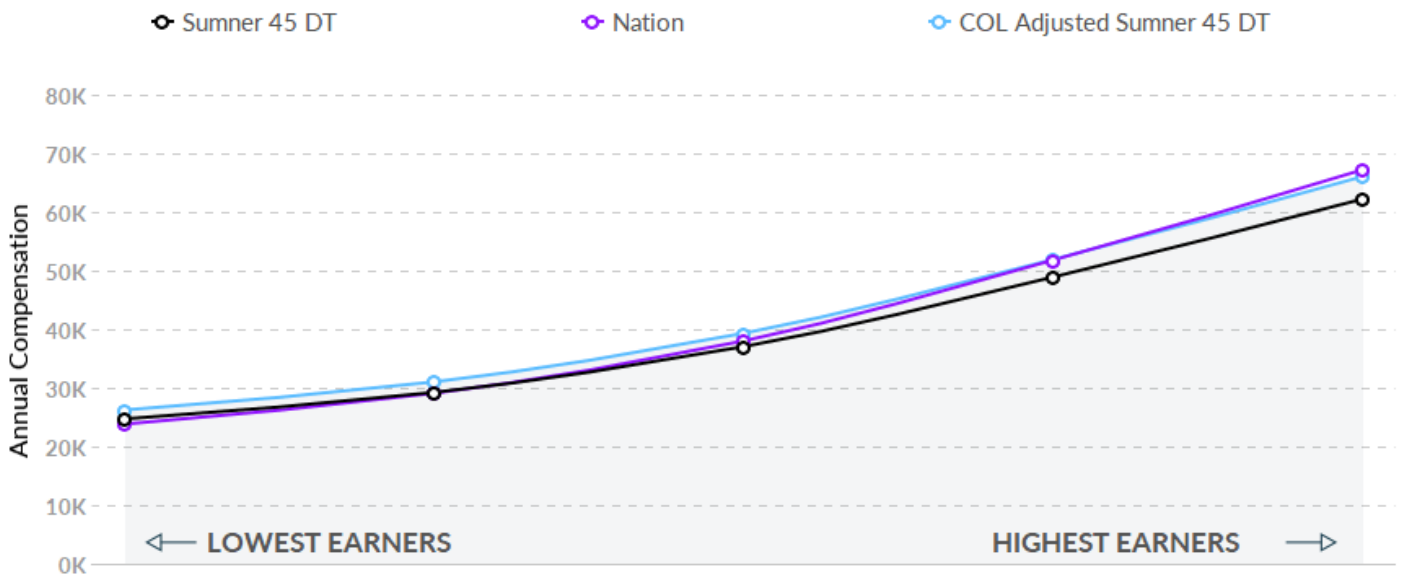


	% of Jobs	Jobs
● Males	72.3%	38,619
● Females	27.7%	14,806

Compensation

Talent Is 3% Cheaper, While the Cost of Living Should Make Attraction Easier

In 2019, the median compensation for your occupations in your area is \$37,018. Based on the national median wage of \$37,990 for this position, this means you will spend about 3% less to employ your occupations here. However, their actual purchasing power will be 3% greater than the national median when we adjust for regional cost of living (which is 6% lower than average). This may make it easier to attract talent to the region at this price.



Demand



1,703 Employers Competing

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



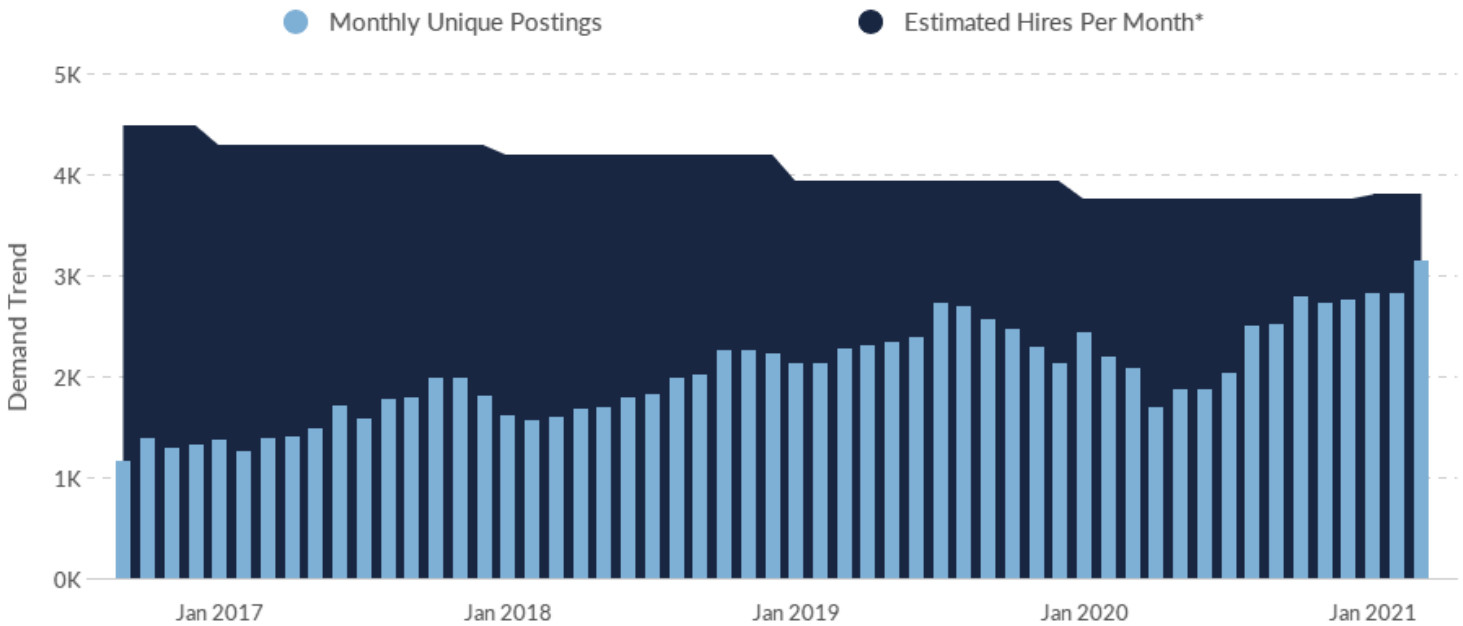
11,842 Unique Job Postings

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



33 Day Median Duration

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



Occupation	Avg Monthly Postings (Apr 2020 - Mar 2021)	Avg Monthly Hires (Apr 2020 - Mar 2021)
First-Line Supervisors of Production and Operating Workers	555	151
First-Line Supervisors of Mechanics, Installers, and Repairers	371	115
Helpers--Production Workers	238	416






*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 (Apr 2020 - Mar 2021)	Avg Monthly Hires (Apr 2020 - Mar 2021)
Packaging and Filling Machine Operators and Tenders	236	157
Inspectors, Testers, Sorters, Samplers, and Weighers	173	254
Production Workers, All Other	193	596
Miscellaneous Assemblers and Fabricators	158	613
Industrial Machinery Mechanics	105	96
Welders, Cutters, Solderers, and Brazers	60	102
Machinists	45	86
Printing Press Operators	36	40
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	42	81
Laundry and Dry-Cleaning Workers	32	120
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	22	81
Computer Numerically Controlled Tool Operators	23	16
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	19	28
Bakers	28	34
Painting, Coating, and Decorating Workers	9	11
Tool and Die Makers	6	20
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	9	38
Cutting and Slicing Machine Setters, Operators, and Tenders	10	10
Computer Numerically Controlled Tool Programmers	9	5
Mixing and Blending Machine Setters, Operators, and Tenders	6	27
Dental Laboratory Technicians	7	6
Chemical Plant and System Operators	3	3
Food Batchmakers	13	156
Prepress Technicians and Workers	8	9

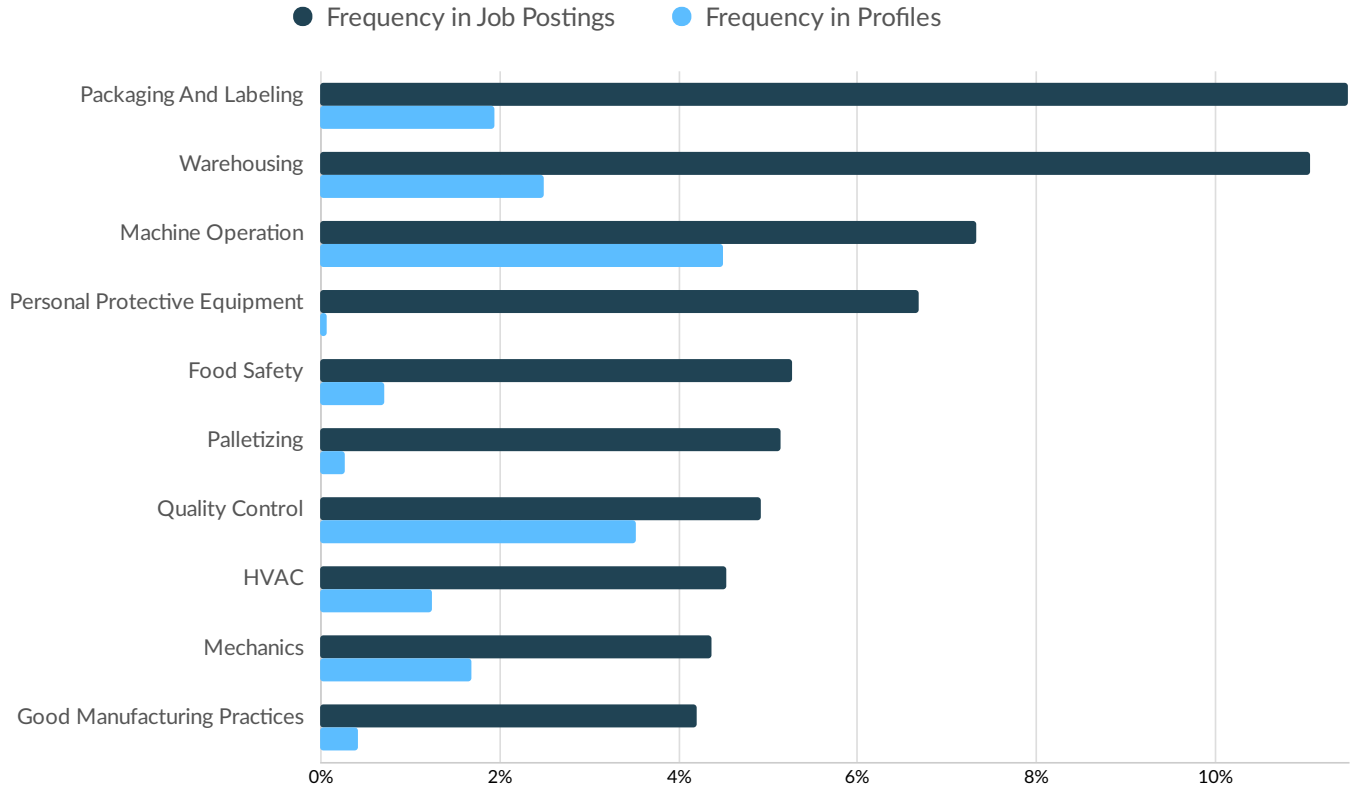
Occupation	Avg Monthly Postings (Apr 2020 - Mar 2021)	Avg Monthly Hires (Apr 2020 - Mar 2021)
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	3	12
Metal-Refining Furnace Operators and Tenders	3	1
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1	16
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	4	7
Molders, Shapers, and Casters, Except Metal and Plastic	3	10
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	4
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	3	7
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	3	11
Structural Metal Fabricators and Fitters	2	11
Food Cooking Machine Operators and Tenders	1	10
Adhesive Bonding Machine Operators and Tenders	3	3
Paper Goods Machine Setters, Operators, and Tenders	2	10
Tire Builders	2	3
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	1	12
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	2	4
Fiberglass Laminators and Fabricators	2	6
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	0	6
Ophthalmic Laboratory Technicians	5	3
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	0	4
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	0	7
Medical Appliance Technicians	1	7

Occupation	Avg Monthly Postings (Apr 2020 - Mar 2021)	Avg Monthly Hires (Apr 2020 - Mar 2021)
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	12
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0	152
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	0	13
Engine and Other Machine Assemblers	1	29
Model Makers, Metal and Plastic	0	0
Pressers, Textile, Garment, and Related Materials	0	4
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1	3
Chemical Equipment Operators and Tenders	1	6
Cooling and Freezing Equipment Operators and Tenders	1	2
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	0	8
Pourers and Casters, Metal	0	0
Electrical and Electronics Installers and Repairers, Transportation Equipment	0	3
Coil Winders, Tapers, and Finishers	0	19
Foundry Mold and Coremakers	0	1
Tool Grinders, Filers, and Sharpeners	0	1

Top Companies	Unique Postings
Randstad N.V.	683 
Aerotek, Inc.	359 
Express Employment Profession...	247 
Staffmark	193 
PrideStaff, Inc.	133 

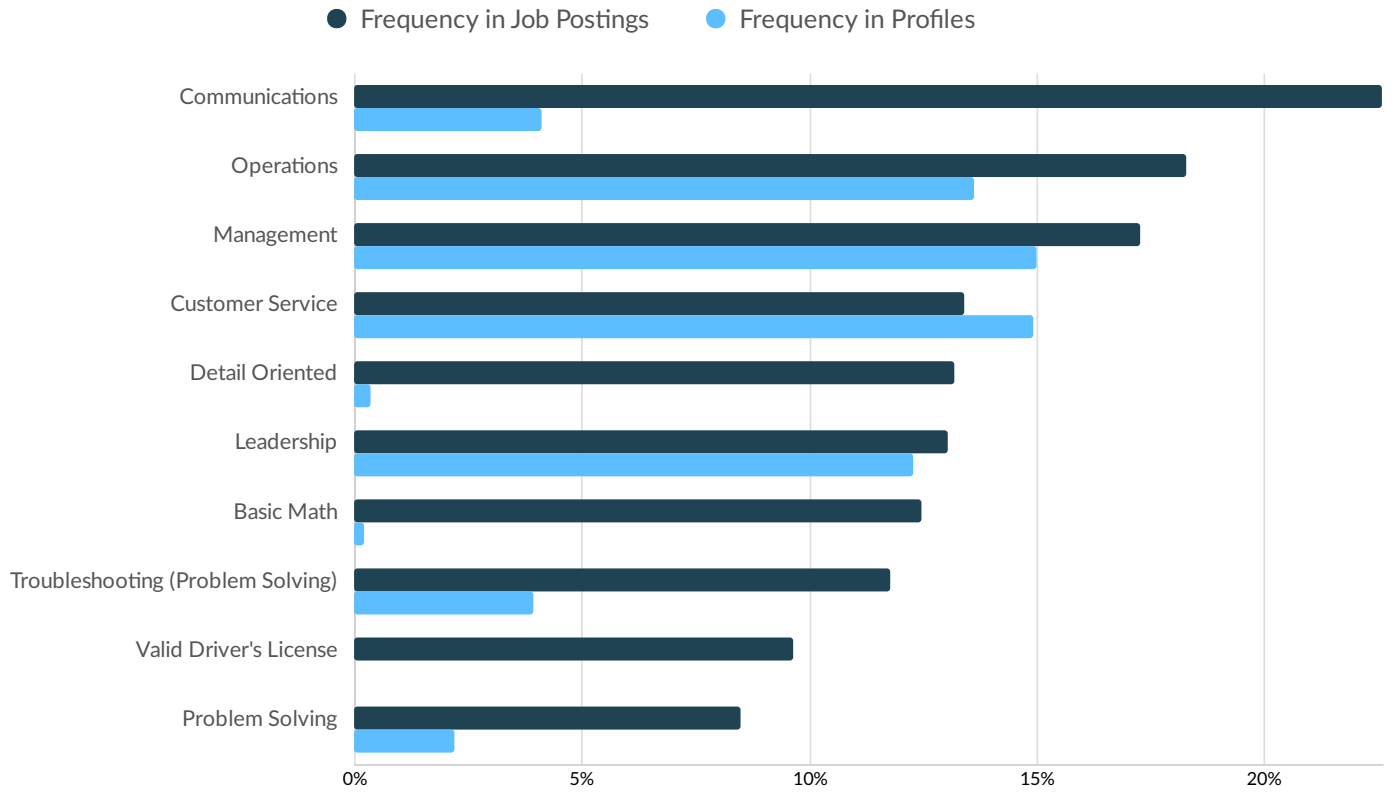
Top Job Titles	Unique Postings
Machine Operators	440 
General Laborers	298 
Assemblers	279 
Shift Leaders	247 
Production Workers	218 

Top Hard Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Packaging And Labeling	268	11%	256	2%
Warehousing	258	11%	328	2%
Machine Operation	171	7%	591	5%
Personal Protective Equipment	156	7%	9	0%
Food Safety	123	5%	95	1%
Palletizing	120	5%	35	0%
Quality Control	115	5%	464	4%
HVAC	106	5%	164	1%
Mechanics	102	4%	222	2%
Good Manufacturing Practices	98	4%	56	0%

Top Common Skills



Skills	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	527	23%	542	4%
Operations	427	18%	1,789	14%
Management	403	17%	1,969	15%
Customer Service	313	13%	1,961	15%
Detail Oriented	308	13%	48	0%
Leadership	304	13%	1,615	12%
Basic Math	291	12%	30	0%
Troubleshooting (Problem Solving)	275	12%	519	4%
Valid Driver's License	225	10%	1	0%
Problem Solving	198	8%	290	2%

Graduate Pipeline



21 Programs

53 programs can train for this job, while only 21 programs have produced completers in this region.



1,036 Completions (2019)

The completions from all regional institutions for all degree types.



5,656 Openings (2019)

The average number of openings for an occupation in the region is 127.

Top Programs	Completions (2019)
Automobile/Automotive Mecha...	242
Welding Technology/Welder	201
Heavy Equipment Maintenance ...	160
Autobody/Collision and Repair T...	143
Industrial Mechanics and Maint...	82

Top Schools	Completions (2019)
Lincoln College of Technology-N...	568
Tennessee College of Applied Te...	130
Tennessee College of Applied Te...	121
Tennessee College of Applied Te...	77
Vanderbilt University	41

Appendix A (Occupations)

Code	Description
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment
49-9041	Industrial Machinery Mechanics
51-1011	First-Line Supervisors of Production and Operating Workers
51-2021	Coil Winders, Tapers, and Finishers
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers
51-2031	Engine and Other Machine Assemblers
51-2041	Structural Metal Fabricators and Fitters
51-2051	Fiberglass Laminators and Fabricators
51-2061	Timing Device Assemblers and Adjusters
51-2098	Miscellaneous Assemblers and Fabricators
51-3011	Bakers

Code	Description
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
51-3092	Food Batchmakers
51-3093	Food Cooking Machine Operators and Tenders
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4041	Machinists

Code	Description	Code	Description
51-4051	Metal-Refining Furnace Operators and Tenders	51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic
51-4052	Pourers and Casters, Metal	51-4194	Tool Grinders, Filers, and Sharpeners
51-4061	Model Makers, Metal and Plastic	51-4199	Metal Workers and Plastic Workers, All Other
51-4062	Patternmakers, Metal and Plastic	51-5111	Prepress Technicians and Workers
51-4071	Foundry Mold and Coremakers	51-5112	Printing Press Operators
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-6011	Laundry and Dry-Cleaning Workers
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-6021	Pressers, Textile, Garment, and Related Materials
51-4111	Tool and Die Makers	51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers
51-4121	Welders, Cutters, Solderers, and Brazers	51-7031	Model Makers, Wood
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-8091	Chemical Plant and System Operators
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-9011	Chemical Equipment Operators and Tenders
51-4192	Layout Workers, Metal and Plastic	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders

Code	Description	Code	Description
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9161	Computer Numerically Controlled Tool Operators
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	51-9162	Computer Numerically Controlled Tool Programmers
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	51-9191	Adhesive Bonding Machine Operators and Tenders
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9193	Cooling and Freezing Equipment Operators and Tenders
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	51-9194	Etchers and Engravers
51-9081	Dental Laboratory Technicians	51-9195	Molders, Shapers, and Casters, Except Metal and Plastic
51-9082	Medical Appliance Technicians	51-9196	Paper Goods Machine Setters, Operators, and Tenders
51-9083	Ophthalmic Laboratory Technicians	51-9197	Tire Builders
51-9111	Packaging and Filling Machine Operators and Tenders	51-9198	Helpers--Production Workers
51-9123	Painting, Coating, and Decorating Workers	51-9199	Production Workers, All Other
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders		