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Occupational Employment and Wages in Green Bay — May 2020

Workers in the Green Bay, WI Metropolitan Statistical Area had an average (mean) hourly wage of \$24.05 in May 2020, about 11 percent below the nationwide average of \$27.07, the U.S. Bureau of Labor Statistics reported today. Regional Commissioner Jason Palmer noted that, after testing for statistical significance, wages in the local area were lower than their respective national averages in 16 of the 22 major occupational groups, including legal; computer and mathematical; and arts, design, entertainment, sports, and media. One group had significantly higher wages than their respective national average.

When compared to the nationwide distribution, Green Bay area employment was more highly concentrated in 2 of the 22 occupational groups: production and also installation, maintenance, and repair. Ten groups had employment shares significantly below their national representation, including management, food preparation and serving related, and educational instruction and library. (See [table A.](#))

Table A. Occupational employment and wages by major occupational group, United States and the Green Bay metropolitan area, and measures of statistical significance, May 2020

Major occupational group	Percent of total employment		Mean hourly wage		
	United States	Green Bay	United States	Green Bay	Percent difference ⁽¹⁾
Total, all occupations	100.0	100.0	\$27.07	\$24.05*	-11
Management	5.7	3.8*	60.81	55.38*	-9
Business and financial operations	6.0	5.9	38.79	32.73*	-16
Computer and mathematical	3.3	2.9*	46.53	36.00*	-23
Architecture and engineering	1.8	1.9	43.41	35.62*	-18
Life, physical, and social science	0.9	0.7	38.15	29.43*	-23
Community and social service.....	1.6	1.3*	25.09	23.00*	-8
Legal.....	0.8	0.4*	54.00	40.06*	-26
Educational instruction and library	6.1	5.2*	28.75	24.82*	-14
Arts, design, entertainment, sports, and media.....	1.3	1.1	30.96	22.05*	-29
Healthcare practitioners and technical	6.2	6.4	41.30	40.87	-1
Healthcare support	4.6	4.0*	15.50	15.18	-2
Protective service	2.4	1.8*	25.11	21.85*	-13
Food preparation and serving related	8.1	7.1*	13.30	11.44*	-14
Building and grounds cleaning and maintenance ...	2.9	2.4*	15.75	14.87*	-6
Personal care and service.....	1.9	1.9	15.68	13.66*	-13
Sales and related	9.4	9.0	22.00	22.24	1
Office and administrative support.....	13.3	13.5	20.38	19.50*	-4
Farming, fishing, and forestry	0.3	0.1*	16.02	20.31*	27
Construction and extraction.....	4.3	4.2	25.93	26.37	2
Installation, maintenance, and repair	3.9	4.3*	25.17	25.25	0
Production	6.1	12.6*	20.08	19.55*	-3
Transportation and material moving.....	8.7	9.4	19.08	18.33*	-4

Note: See footnotes at end of table.

Footnotes:

(1) A positive percent difference measures how much the mean wage in the Green Bay, WI Metropolitan Statistical Area is above the national mean wage, while a negative difference reflects a lower wage.

* The mean hourly wage or percent share of employment is significantly different from the national average of all areas at the 90-percent confidence level.

One occupational group—production—was chosen to illustrate the diversity of data available for any of the 22 major occupational categories. Green Bay had 20,650 jobs in production, accounting for 12.6 percent of local area employment, significantly higher than the 6.1-percent share nationally. The average hourly wage for this occupational group locally was \$19.55, significantly below the national wage of \$20.08.

Some of the larger detailed occupations within the production group included packaging and filling machine operators and tenders (1,860); paper goods machine setters, operators, and tenders (1,760); and miscellaneous assemblers and fabricators (1,750). Among the higher-paying jobs in this group were first-line supervisors of production and operating workers and water and wastewater treatment plant and system operators, with mean hourly wages of \$31.23 and \$27.41, respectively. At the lower end of the wage scale were food and tobacco roasting, baking, and drying machine operators and tenders (\$10.64) and laundry and dry-cleaning workers (\$12.01). (Detailed data for the production occupations are presented in [table 1](#); for a complete listing of detailed occupations available go to www.bls.gov/oes/current/oes_24580.htm.)

Location quotients allow us to explore the occupational make-up of a metropolitan area by comparing the composition of jobs in an area relative to the national average. (See [table 1](#).) For example, a location quotient of 2.0 indicates that an occupation accounts for twice the share of employment in the area than it does nationally. In the Green Bay area, above-average concentrations of employment were found in many of the occupations within the production group. For instance, paper goods machine setters, operators, and tenders were employed at 15.0 times the national rate in Green Bay, and print binding and finishing workers, at 6.3 times the U.S. average. Electrical, electronic, and electromechanical assemblers, except coil winders, tapers, and finishers had a location quotient of 1.0 in Green Bay, indicating that this particular occupation's local and national employment shares were similar.

These statistics are from the Occupational Employment and Wage Statistics (OEWS) survey, a federal-state cooperative program between BLS and State Workforce Agencies, in this case, the Wisconsin Department of Workforce Development.

Occupational Employment and Wage Statistics (OEWS) Name Change

The Occupational Employment Statistics (OES) program has changed its name to Occupational Employment and Wage Statistics (OEWS) to better reflect the range of data available from the program. Data released on or after March 31, 2021, will reflect the new program name. Webpages, publications, and other materials associated with previous data releases will retain the Occupational Employment Statistics name.

Coronavirus (COVID-19) Impact on May 2020 Occupational Employment and Wage Statistics

Due to features of the OEWS methodology, the May 2020 OEWS estimates do not fully reflect the impact of the COVID-19 pandemic. The May 2020 OEWS estimates are based on survey panels collected for May 2020, November 2019, May 2019, November 2018, May 2018, and November 2017. Because 5 of the 6 survey panels used to produce the estimates date from before the COVID-19 pandemic, only the most recent (May 2020) survey panel reflects changes in occupational proportions related to the COVID-19 pandemic.

The May 2020 OEWS employment estimates are benchmarked to the average of May 2020 and November 2019 employment from the Quarterly Census of Employment and Wages (QCEW). Although the May 2020 QCEW data reflect the early employment effects of the COVID-19 pandemic, the November 2019 QCEW employment data precede the pandemic, and therefore do not reflect its impact.

In addition, as a result of the pandemic, response rates for the November 2019 and May 2020 panels were lower in some areas. Lower response rates may negatively affect data availability and data quality. More information is available at www.bls.gov/covid19/effects-of-covid-19-pandemic-on-occupational-employment-and-wage-statistics.htm.

Implementing the 2018 Standard Occupational Classification (SOC) System

With the May 2019 estimates, the OEWS program began implementing the 2018 Standard Occupational Classification (SOC) system. Because the May 2019 and May 2020 estimates are based on a combination of survey data collected using the 2010 SOC and survey data collected using the 2018 SOC, these estimates use a hybrid of the two classification systems that contains some combinations of occupations that are not found in either the 2010 or 2018 SOC. This is the second and final year that the hybrid occupational structure will be used. The May 2021 estimates, to be published in Spring 2022, will be the first OEWS estimates based entirely on survey data collected using the 2018 SOC. For more information on the occupational classification system used in the May 2019 and May 2020 estimates, please see www.bls.gov/oes/soc_2018.htm and www.bls.gov/oes/oes_ques.htm#qf10.

Upcoming Changes to the Occupational Employment and Wage Statistics Methodology

With the May 2021 estimates, to be released in Spring 2022, the OEWS program plans to begin using a new estimation methodology. The new model-based methodology, called MB3, has advantages over the existing methodology, as described in the Monthly Labor Review article at www.bls.gov/opub/mlr/2019/article/model-based-estimates-for-the-occupational-employment-statistics-program.htm. OEWS estimates for the years 2015-2018 were recalculated using the new estimation methodology and are available as research estimates at www.bls.gov/oes/oes-mb3-methods.htm.

Technical Note

The Occupational Employment and Wage Statistics (OEWS) survey is a semiannual survey measuring occupational employment and wage rates for wage and salary workers in nonfarm establishments in the United States. The OEWS data available from BLS include cross-industry occupational employment and wage estimates for the nation; over 580 areas, including states and the District of Columbia, metropolitan statistical areas (MSAs), nonmetropolitan areas, and territories; national industry-specific estimates at the NAICS sector, 3-digit, most 4-digit, and selected 5- and 6-digit industry levels, and national estimates by ownership across all industries and for schools and hospitals. OEWS data are available at www.bls.gov/oes/tables.htm.

The OEWS survey is a cooperative effort between BLS and the State Workforce Agencies (SWAs). BLS funds the survey and provides the procedures and technical support, while the State Workforce Agencies collect most of the data. OEWS estimates are constructed from a sample of about 1.1 million establishments. Each year, two semiannual panels of approximately 180,000 to 185,000 sampled establishments are contacted, one panel in May and the other in November. Responses are obtained by mail, Internet or other electronic means, email, telephone, or personal visit. The May 2020 estimates are based on responses from six semiannual panels collected over a 3-year period: May 2020, November 2019, May 2019, November 2018, May 2018, and November 2017. The unweighted sample employment of 83 million across all six semiannual panels represents approximately 56 percent of total national employment. The overall national response rate for the six panels, based on the 50 states and the District of Columbia, is 69 percent based on establishments and 66 percent based on weighted sampled employment. The sample in the Green Bay, WI Metropolitan Statistical Area included 1,785 establishments with a response rate of 74 percent. For more information about OEWS concepts and methodology, go to www.bls.gov/oes/current/oes_tec.htm.

A value that is statistically different from another does not necessarily mean that the difference has economic or practical significance. Statistical significance is concerned with the ability to make confident statements about a universe based on a sample. It is entirely possible that a large difference between two values is not significantly different statistically, while a small difference is, since both the size and heterogeneity of the sample affect the relative error of the data being tested.

Metropolitan area definitions

The substate area data published in this release reflect the standards and definitions established by the U.S. Office of Management and Budget.

The **Green Bay, WI Metropolitan Statistical Area** includes Brown, Kewaunee, and Oconto Counties.

For more information

Answers to frequently asked questions about the OEWS data are available at www.bls.gov/oes/oes_ques.htm. Detailed information about the OEWS program is available at www.bls.gov/oes/oes_doc.htm.

Information in this release will be made available to individuals with sensory impairments upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

Table 1. Employment and wage data for production occupations, Green Bay metropolitan area, May 2020

Occupation (1)	Employment		Mean wages	
	Level (2)	Location quotient (3)	Hourly	Annual (4)
Production occupations	20,650	2.1	\$19.55	\$40,660
First-line supervisors of production and operating workers	1,490	2.1	31.23	64,950
Electrical, electronic, and electromechanical assemblers, except coil winders, tapers, and finishers ...	340	1.0	19.38	40,310
Engine and other machine assemblers	30	0.7	21.85	45,440
Structural metal fabricators and fitters	360	4.4	22.03	45,810
Fiberglass laminators and fabricators	130	5.7	17.68	36,760
Miscellaneous assemblers and fabricators	1,750	1.2	15.56	32,360
Bakers	370	1.9	13.69	28,480
Butchers and meat cutters	90	0.6	17.24	35,860
Slaughterers and meat packers	(5)	(5)	15.64	32,530
Food and tobacco roasting, baking, and drying machine operators and tenders	120	5.5	10.64	22,120
Food batchmakers	670	3.7	18.06	37,560
Food cooking machine operators and tenders	(5)	(5)	19.42	40,390
Food processing workers, all other	80	1.7	13.91	28,930
Rolling machine setters, operators, and tenders, metal and plastic	40	1.0	16.50	34,320
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	250	1.2	21.85	45,450
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	50	0.7	22.08	45,930
Machinists	460	1.1	21.72	45,180
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	260	1.4	18.14	37,730
Multiple machine tool setters, operators, and tenders, metal and plastic	(5)	(5)	20.58	42,810
Tool and die makers	60	0.8	21.78	45,290
Welders, cutters, solderers, and brazers	770	1.6	21.57	44,860
Plating machine setters, operators, and tenders, metal and plastic	180	3.9	14.55	30,260
Prepress technicians and workers	210	6.3	20.45	42,530
Printing press operators	990	5.2	20.10	41,810
Print binding and finishing workers	310	6.3	16.20	33,690
Laundry and dry-cleaning workers	160	0.8	12.01	24,980
Pressers, textile, garment, and related materials	(5)	(5)	12.53	26,060
Sewing machine operators	50	0.4	14.46	30,070
Tailors, dressmakers, and custom sewers	(5)	(5)	15.54	32,330
Upholsterers	40	1.4	17.95	37,330
Cabinetmakers and bench carpenters	240	2.2	19.59	40,760
Sawing machine setters, operators, and tenders, wood	50	0.9	16.40	34,110
Woodworking machine setters, operators, and tenders, except sawing	420	4.7	16.02	33,330
Water and wastewater treatment plant and system operators	110	0.8	27.41	57,010
Chemical equipment operators and tenders	50	0.5	17.10	35,570
Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	60	1.1	24.44	50,830
Grinding and polishing workers, hand	(5)	(5)	16.16	33,620
Mixing and blending machine setters, operators, and tenders	490	3.6	22.42	46,630
Cutting and slicing machine setters, operators, and tenders	(5)	(5)	19.24	40,010
Inspectors, testers, sorters, samplers, and weighers	1,240	1.9	19.76	41,100
Ophthalmic laboratory technicians	(5)	(5)	17.21	35,800
Packaging and filling machine operators and tenders ...	1,860	4.3	16.86	35,070
Coating, painting, and spraying machine setters, operators, and tenders	320	2.0	19.13	39,800
Computer numerically controlled tool operators	710	4.1	24.61	51,190

Note: See footnotes at end of table.

Table 1. Employment and wage data for production occupations, Green Bay metropolitan area, May 2020 - Continued

Occupation ⁽¹⁾	Employment		Mean wages	
	Level ⁽²⁾	Location quotient ⁽³⁾	Hourly	Annual ⁽⁴⁾
Computer numerically controlled tool programmers	70	2.4	26.85	55,840
Paper goods machine setters, operators, and tenders ...	1,760	15.0	20.31	42,240
Helpers--production workers	610	2.2	16.17	33,620
Production workers, all other	130	0.6	15.98	33,240

Footnotes:

- (1) For a complete listing of all detailed occupations in the Green Bay, WI Metropolitan Statistical Area, see www.bls.gov/oes/current/oes_24580.htm
- (2) Estimates for detailed occupations may not sum to the totals due to rounding, and because the totals may include occupations that are not shown separately. Estimates do not include self-employed workers.
- (3) The location quotient is the ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one indicates the occupation has a higher share of employment than average, and a location quotient less than one indicates the occupation is less prevalent in the area than average.
- (4) Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.
- (5) Estimate not released.