



MIDWEST INDUSTRIAL LABOR REPORT

July 2022



OVERVIEW

Over the last several years, demand for industrial space has reached historic levels in the Midwest. This demand not only means an increase of square footage, but also an increase in the importance of affordable and adequate labor.

In this report, we look at the supply and demand for industrial labor in the Material Moving and Production sectors to see how these influence the supply and demand for industrial space in the Chicago, Cincinnati, Columbus, Detroit, Indianapolis, Kansas City, and St. Louis markets.

The report is intended to provide macro-level labor market indicators and is not meant for location decision purposes.

For location specific labor market analyses, contact:

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KEY TAKEAWAYS



MORE WAREHOUSES MEAN MORE EMPLOYMENT

The industrial construction boom supplies future growth in material moving employment and is no exception to Midwestern markets. Material moving employment is expected to increase by 5.3% over the next five years in the Midwest.



STRONG INDUSTRIAL LABOR POOL

Midwest markets have a higher concentration of material moving workers (1.2) and production workers (1.1) than the U.S average, highlighting a strong industrial labor pool in these markets.



MIDWEST IS BEST

Midwest states rank high in business friendliness citing a commitment to infrastructure, ease of transportation, and strong labor environment, in addition to an affordable cost of living.



MIDWEST DEMOGRAPHICS



Population	25,222,027
5-Year Projected Population Change	1.2%
Labor Force	12,281,561
Population Working Age (Ages 18-64)	15,583,452
Population Prime Working Age (Ages 18-34)	5,776,582
High School to Associates Degree as % of Total Population Ages 25+ Years	47.0%
Cost of Living	97.4
% of Households Earning (Under \$45,000)	29.9%
5-Position Warehouse Average Hourly Wage	\$19.78
3-Position Production Average Hourly Wage	\$21.22

Source: Bureau of Labor Statistics, Cost of Living Index, Cushman & Wakefield Research, Economic Research Institute, Experian, Emsi

INDUSTRIAL WAGES

Median Hourly Rate of 5 Warehouse and 3 Production Job Positions

WAREHOUSE WAGES	INDEX	5-POSITION WAREHOUSE AVG	PACKER LIGHT	WAREHOUSE SELECTOR	WAREHOUSE WORKER	MATERIALS HANDLER	FORKLIFT OPERATOR
Midwest Average	111	\$19.78	\$18.27	\$18.40	\$19.67	\$21.28	\$21.29
Kansas City, Missouri	103	\$18.19	\$16.55	\$17.56	\$17.92	\$19.47	\$19.48
Indianapolis, Indiana	105	\$18.64	\$17.25	\$17.33	\$18.54	\$20.04	\$20.04
St. Louis, Missouri	105	\$18.68	\$17.04	\$17.74	\$18.47	\$20.06	\$20.07
Columbus, Ohio	106	\$18.87	\$17.34	\$17.52	\$18.75	\$20.36	\$20.36
Detroit, Michigan	113	\$20.12	\$18.52	\$18.88	\$19.96	\$21.62	\$21.63
Chicago, Illinois	118	\$21.02	\$19.72	\$19.85	\$20.87	\$22.34	\$22.34
Cincinnati, Ohio	120	\$21.23	\$20.00	\$17.50	\$21.67	\$23.50	\$23.50

PRODUCTION WAGES	INDEX	3-POSITION PRODUCTION AVG	PRODUCTION LABORER	ASSEMBLER TEAM	MACHINE OPERATOR
Midwest Average	112	\$21.22	\$19.33	\$21.65	\$22.68
Indianapolis, Indiana	102	\$19.35	\$18.01	\$19.54	\$20.51
Columbus, Ohio	106	\$20.20	\$18.17	\$20.73	\$21.71
St. Louis, Missouri	107	\$20.21	\$17.89	\$20.89	\$21.86
Kansas City, Missouri	107	\$20.31	\$17.36	\$21.28	\$22.29
Chicago, Illinois	113	\$21.45	\$20.38	\$21.47	\$22.49
Detroit, Michigan	116	\$22.01	\$19.37	\$22.78	\$23.88
Cincinnati, Ohio	126	\$23.89	\$20.98	\$24.79	\$25.91

WAREHOUSE JOB DESCRIPTIONS

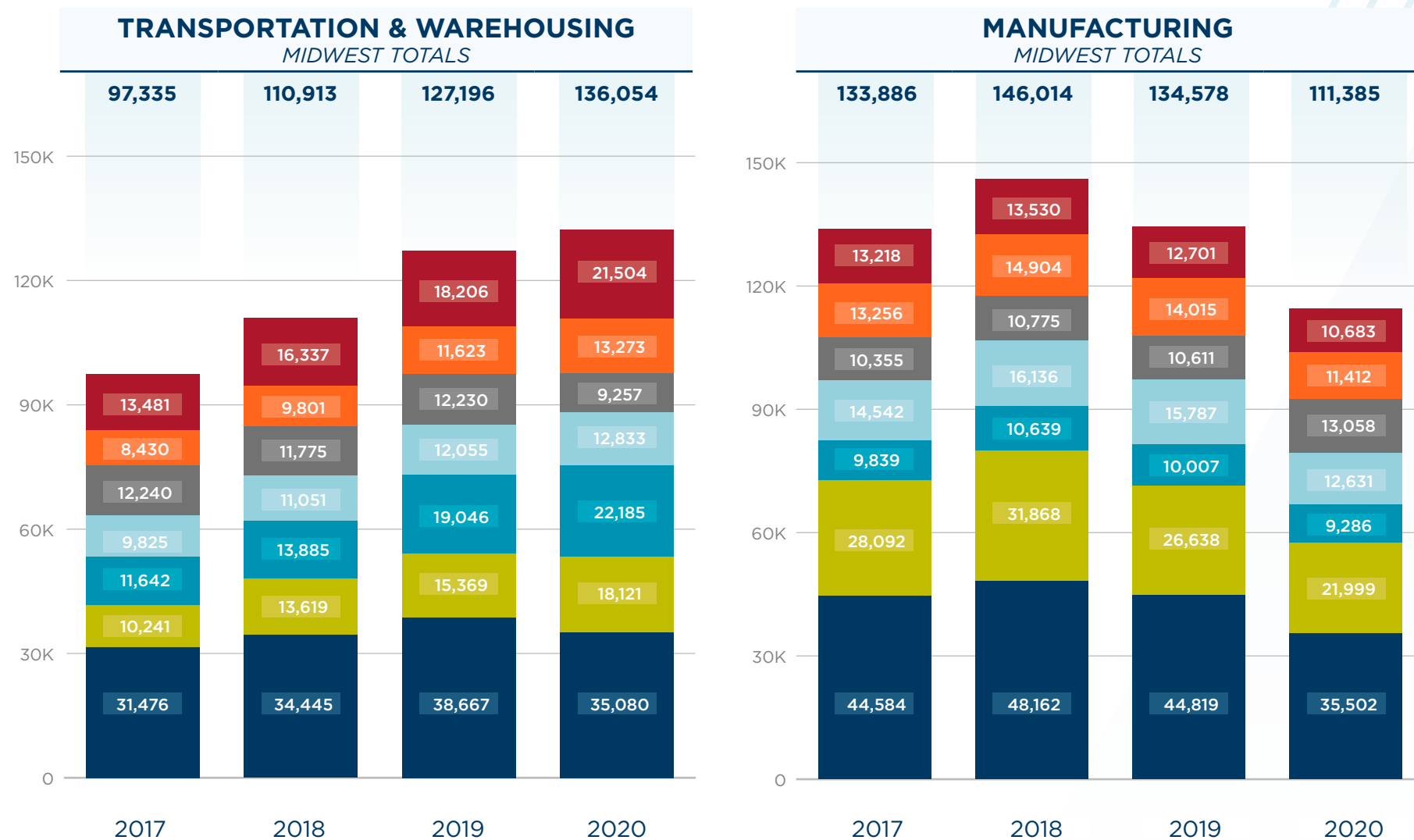
FORKLIFT OPERATOR Operates forklift and similar equipment to move materials in warehouse, storage yard, or factory	MATERIALS HANDLER Loads, unloads, and moves materials around work site	PACKER LIGHT Manually packages light materials and products	WAREHOUSE SELECTOR Picks merchandise for shipment according to current orders, verifying product and quantity accuracy	WAREHOUSE WORKER Receives, stores, and distributes materials, tools, equipment, and products according to production schedule and work order
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PRODUCTION JOB DESCRIPTIONS

ASSEMBLER TEAM Assembles and tests products and machines maintaining skills and knowledge of entire assembly process in order to be interchangeable with other team assemblers and to cross-examine completed work	MACHINE OPERATOR Operates fabricating machines and determines machine adjustments and material requirements	PRODUCTION LABORER Performs tasks that require mainly physical abilities and effort involving little or no specialized skill or prior work experience
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INDUSTRY MIGRATION

Workers Switching to Transportation & Warehousing and Manufacturing from other Industries

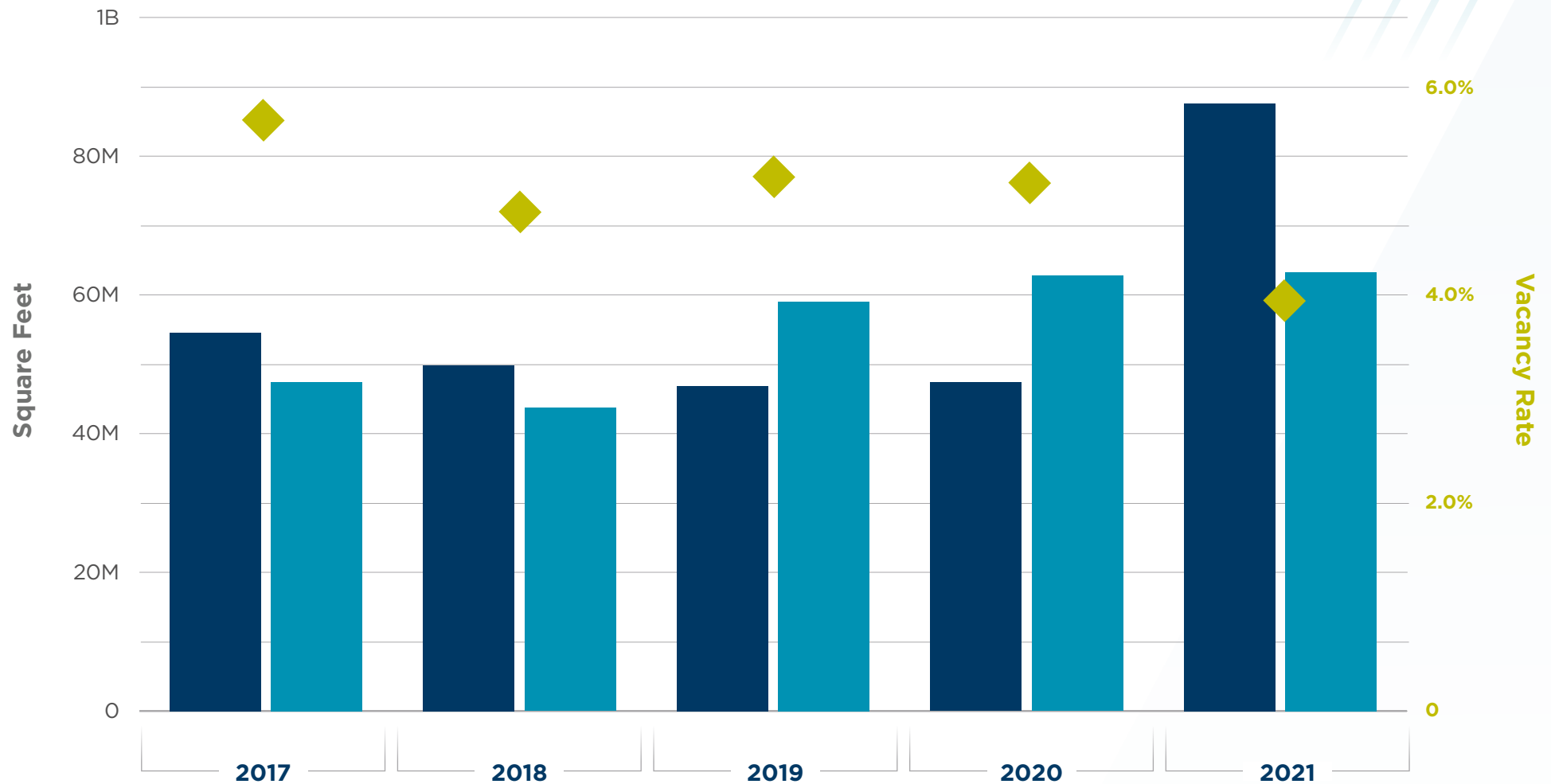


Source: U.S. Census Bureau

Chicago Detroit Columbus Cincinnati Kansas City St. Louis Indianapolis

CRE SPOTLIGHT

Midwest (Chicago, Detroit, Columbus, Cincinnati, Kansas City, St. Louis & Indianapolis)



Source: Cushman & Wakefield Research

■ Yearly Net Absorption ■ Yearly Construction Completions ◆ Average Vacancy Rate



CHICAGO, IL



CINCINNATI, OH



COLUMBUS, OH

MIDWEST
**MARKET
SPOTLIGHT**



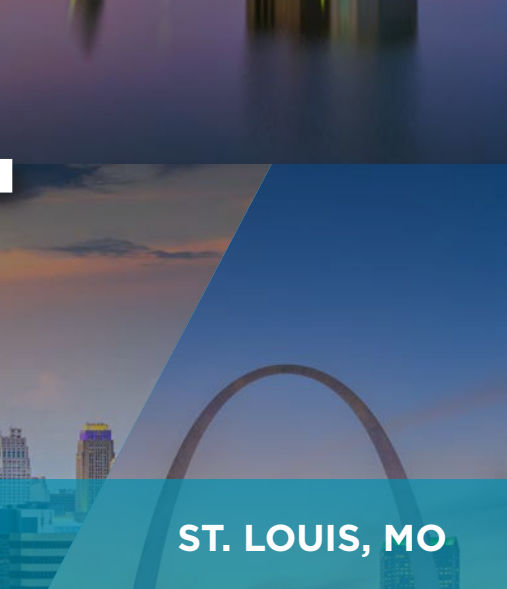
DETROIT, MI



INDIANAPOLIS, IN



KANSAS CITY, MO



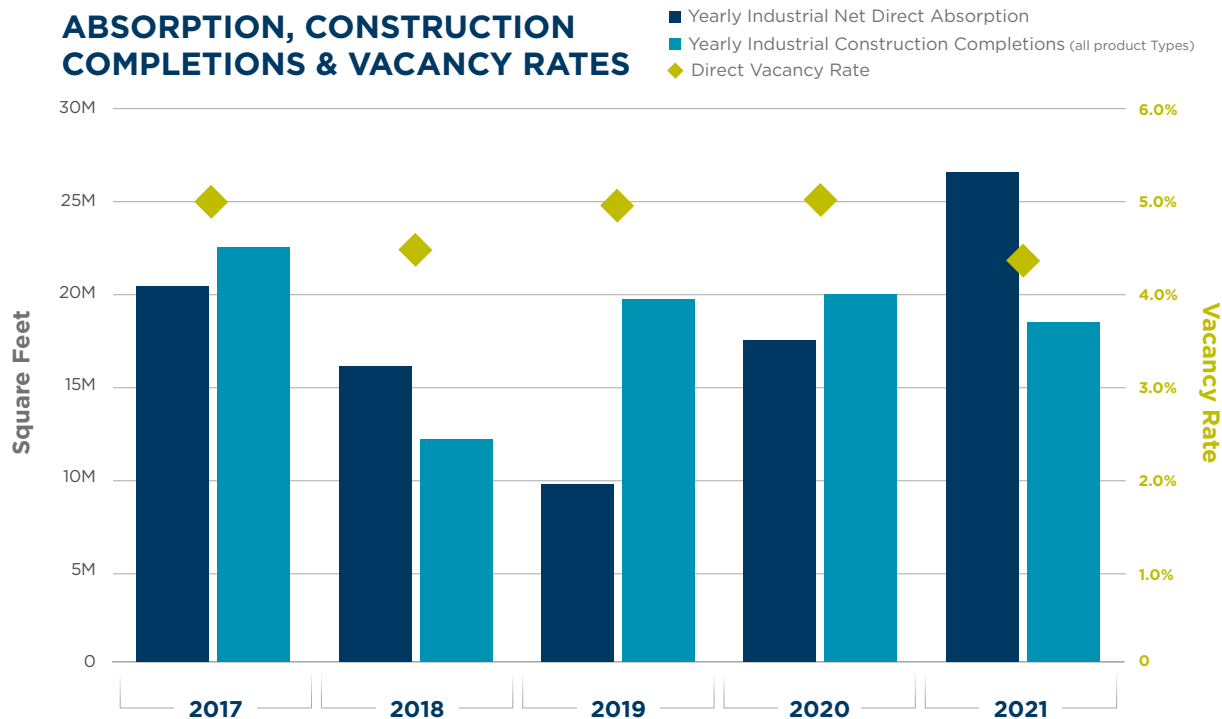
ST. LOUIS, MO

CHICAGO, IL

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2022 Employment Volume	157,852	287,431
Worker Concentration	1.2	1.0
5-Year Employment Growth	5.3%	3.5%
Average Wages*	\$21.02	\$21.45
Index*	118	113

*5-Position Warehouse & 3-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



Source: Bureau of Labor Statistics, Cost of Living Index, Cushman & Wakefield Research, Economic Research Institute, Experian

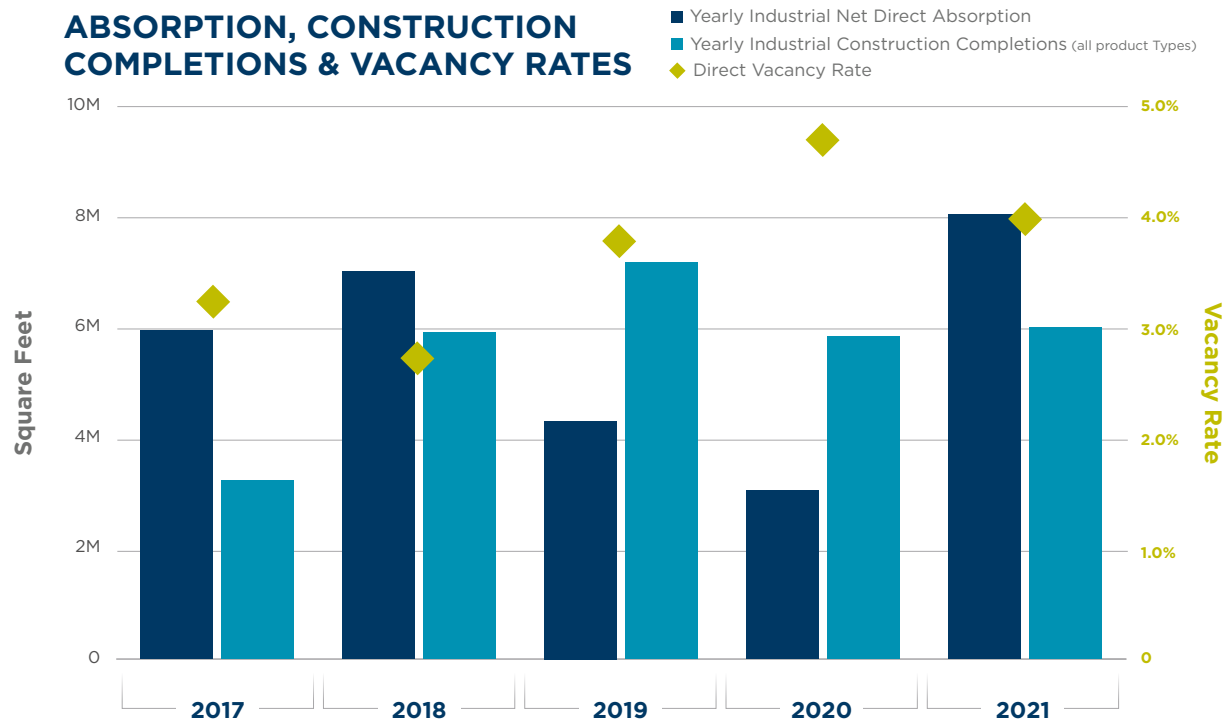
DEMOGRAPHICS	
MSA Population	9,474,509
5-Year Projected Population Change	0.1%
Population Working Age (Ages 18-64)	5,912,915
Population Prime Working Age (Ages 18-34)	2,210,052
% Population Prime Working Age (Ages 18-34)	23.3%
Unemployment Rate	4.9%
Median Household Income	\$73,950
% of Households Earning (Under \$45,000)	28.0%
Cost of Living	123.3
Labor Force	4,702,493
High School to Associates Degree (% of Total Population, Ages 25+)	43.9%
Target Blue-Collar Demographic Volume	869,263
Target Blue-Collar Demographic Concentration	0.8

CINCINNATI, OH

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2022 Employment Volume	36,797	75,549
Worker Concentration	1.2	1.2
5-Year Employment Growth	4.5%	3.1%
Average Wages*	\$21.23	\$23.89
Index*	120	126

*5-Position Warehouse & 3-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



Source: Bureau of Labor Statistics, Cost of Living Index, Cushman & Wakefield Research, Economic Research Institute, Experian

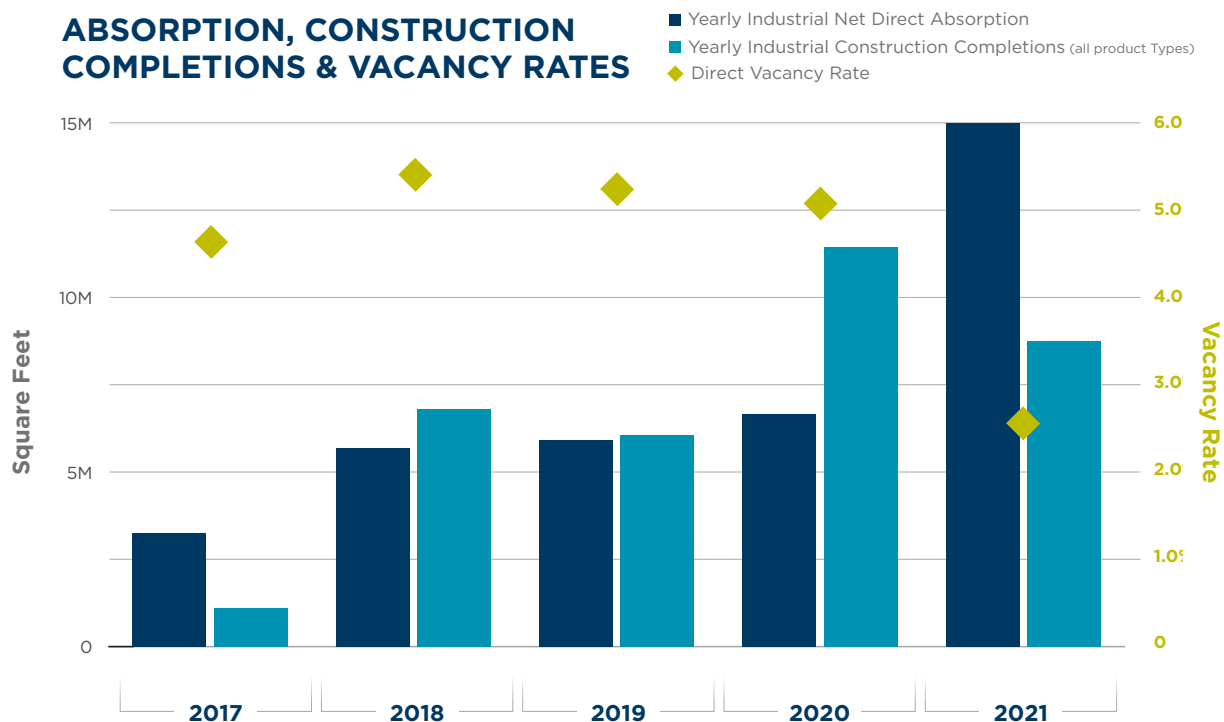
DEMOGRAPHICS	
MSA Population	2,208,185
5-Year Projected Population Change	1.5%
Population Working Age (Ages 18-64)	1,350,374
Population Prime Working Age (Ages 18-34)	503,020
% Population Prime Working Age (Ages 18-34)	22.8%
Unemployment Rate	3.8%
Median Household Income	\$67,005
% of Households Earning (Under \$45,000)	30.2%
Cost of Living	92.2
Labor Force	1,117,784
High School to Associates Degree (% of Total Population, Ages 25+)	49.4%
Target Blue-Collar Demographic Volume	184,560
Target Blue-Collar Demographic Concentration	0.7

COLUMBUS, OH

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2022 Employment Volume	39,641	57,045
Worker Concentration	1.3	0.9
5-Year Employment Growth	5.9%	4.5%
Average Wages*	\$18.87	\$20.20
Index*	106	106

*5-Position Warehouse & 3-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



Source: Bureau of Labor Statistics, Cost of Living Index, Cushman & Wakefield Research, Economic Research Institute, Experian

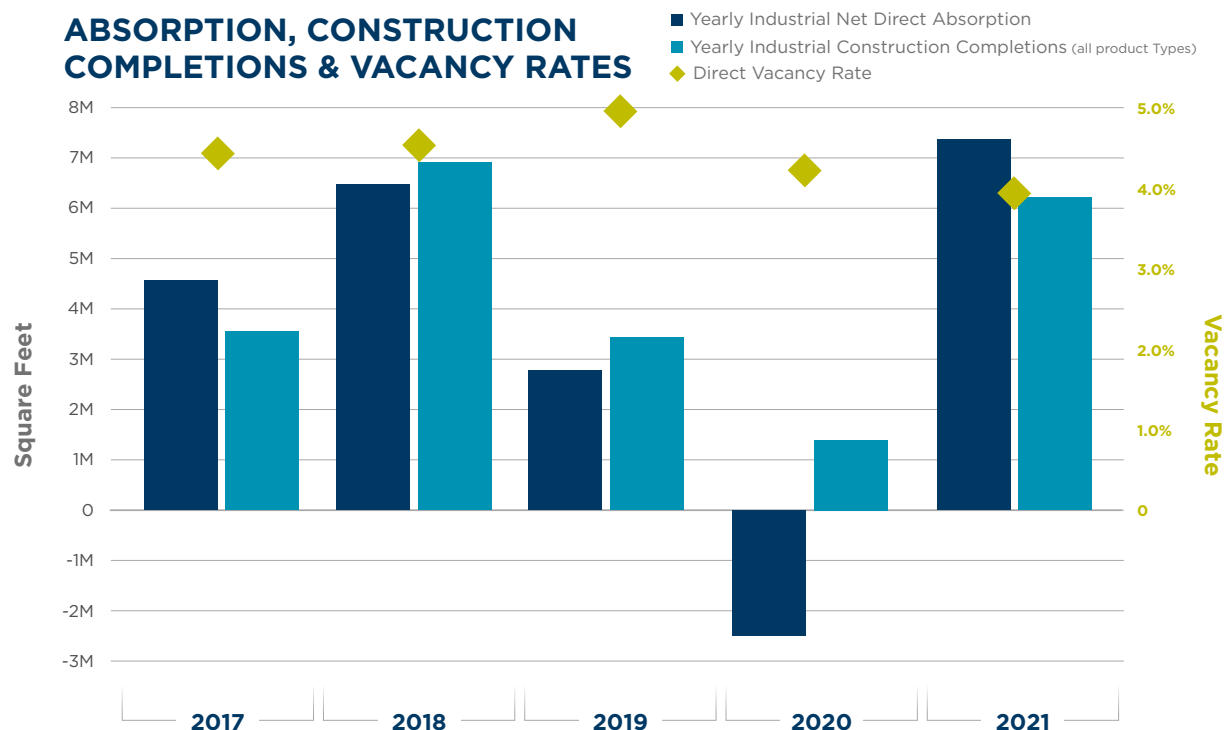
DEMOGRAPHICS	
MSA Population	2,127,049
5-Year Projected Population Change	3.6%
Population Working Age (Ages 18-64)	1,339,880
Population Prime Working Age (Ages 18-34)	528,527
% Population Prime Working Age (Ages 18-34)	24.9%
Unemployment Rate	3.7%
Median Household Income	\$67,197
% of Households Earning (Under \$45,000)	29.8%
Cost of Living	91.5
Labor Force	1,072,547
High School to Associates Degree (% of Total Population, Ages 25+)	47.6%
Target Blue-Collar Demographic Volume	161,947
Target Blue-Collar Demographic Concentration	0.7

DETROIT, MI

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2022 Employment Volume	48,191	147,912
Worker Concentration	1.0	1.4
5-Year Employment Growth	6.6%	4.4%
Average Wages*	\$20.12	\$22.01
Index*	113	116

*5-Position Warehouse & 3-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



Source: Bureau of Labor Statistics, Cost of Living Index, Cushman & Wakefield Research, Economic Research Institute, Experian

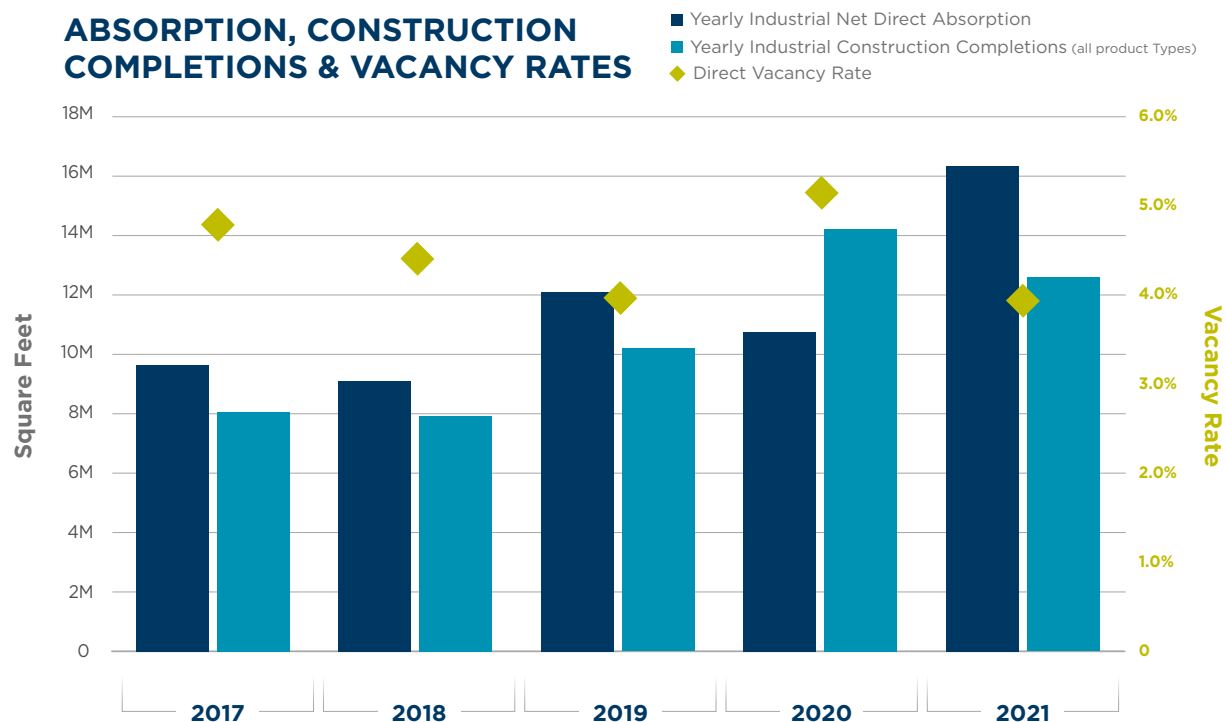
DEMOGRAPHICS	
MSA Population	4,322,690
5-Year Projected Population Change	-0.2%
Population Working Age (Ages 18-64)	2,649,364
Population Prime Working Age (Ages 18-34)	946,871
% Population Prime Working Age (Ages 18-34)	21.9%
Unemployment Rate	5.4%
Median Household Income	\$61,479
% of Households Earning (Under \$45,000)	33.5%
Cost of Living	103
Labor Force	1,807,199
High School to Associates Degree (% of Total Population, Ages 25+)	50.3%
Target Blue-Collar Demographic Volume	299,922
Target Blue-Collar Demographic Concentration	0.6

INDIANAPOLIS, IN

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2022 Employment Volume	36,862	64,735
Worker Concentration	1.2	1.0
5-Year Employment Growth	6.4%	4.0%
Average Wages*	\$18.64	\$19.35
Index*	105	102

*5-Position Warehouse & 3-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



Source: Bureau of Labor Statistics, Cost of Living Index, Cushman & Wakefield Research, Economic Research Institute, Experian

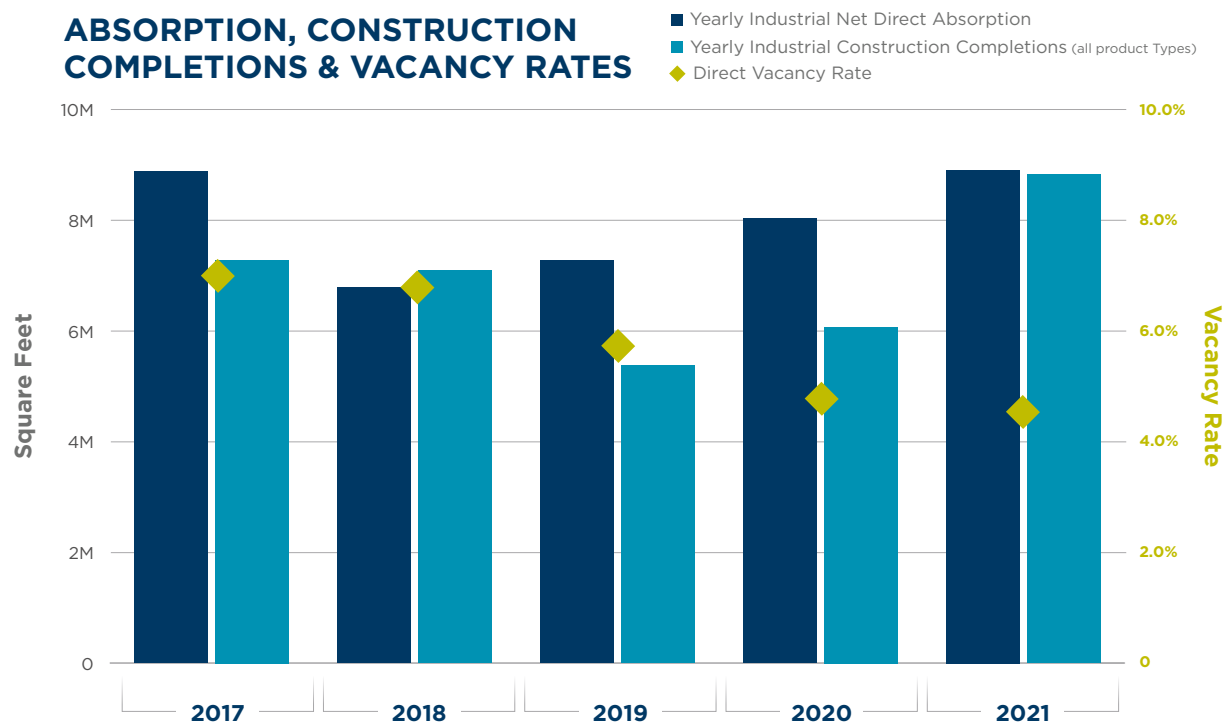
DEMOGRAPHICS	
MSA Population	2,095,419
5-Year Projected Population Change	4.1%
Population Working Age (Ages 18-64)	1,288,377
Population Prime Working Age (Ages 18-34)	485,118
% Population Prime Working Age (Ages 18-34)	23.2%
Unemployment Rate	2.5%
Median Household Income	\$63,651
% of Households Earning (Under \$45,000)	31.7%
Cost of Living	90.9
Labor Force	1,058,854
High School to Associates Degree (% of Total Population, Ages 25+)	47.8%
Target Blue-Collar Demographic Volume	178,173
Target Blue-Collar Demographic Concentration	0.7

KANSAS CITY, MO

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2022 Employment Volume	35,022	61,599
Worker Concentration	1.1	1.0
5-Year Employment Growth	4.4%	3.1%
Average Wages*	\$18.19	\$20.31
Index*	103	107

*5-Position Warehouse & 3-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



Source: Bureau of Labor Statistics, Cost of Living Index, Cushman & Wakefield Research, Economic Research Institute, Experian

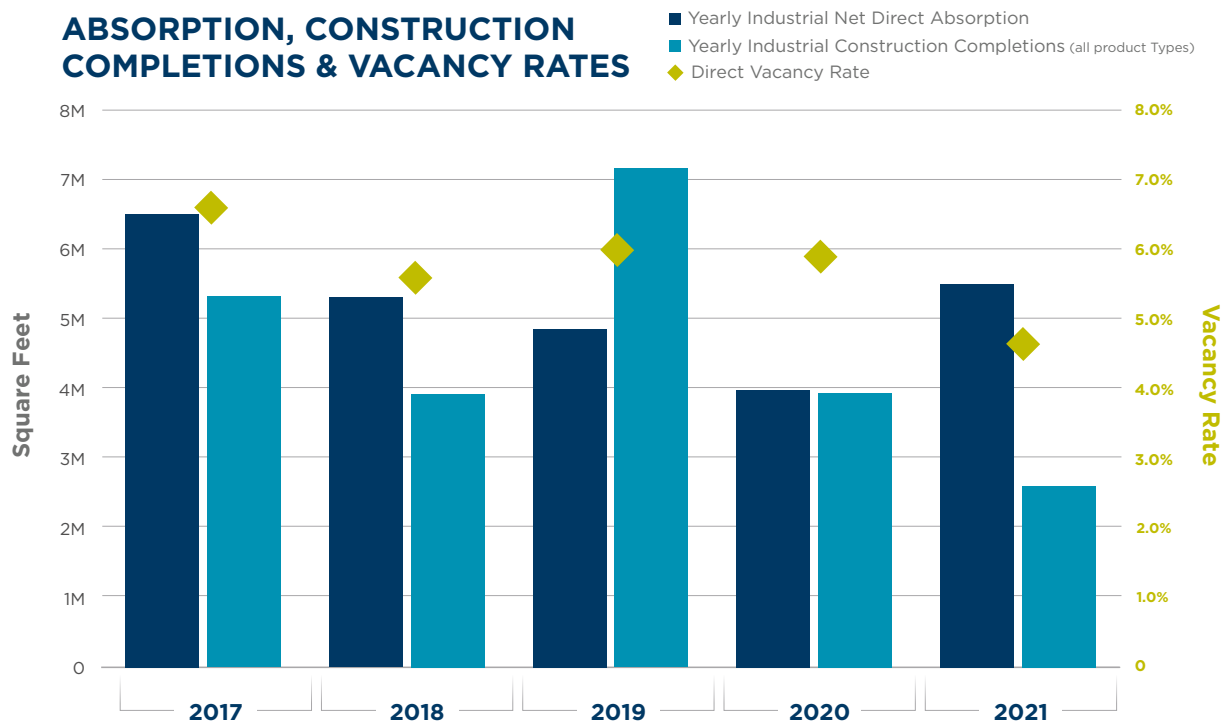
DEMOGRAPHICS	
MSA Population	2,174,392
5-Year Projected Population Change	3.2%
Population Working Age (Ages 18-64)	1,322,232
Population Prime Working Age (Ages 18-34)	485,584
% Population Prime Working Age (Ages 18-34)	22.3%
Unemployment Rate	3.7%
Median Household Income	\$69,919
% of Households Earning (Under \$45,000)	28.4%
Cost of Living	93.7
Labor Force	1,099,028
High School to Associates Degree (% of Total Population, Ages 25+)	48.1%
Target Blue-Collar Demographic Volume	175,486
Target Blue-Collar Demographic Concentration	0.7

ST. LOUIS, MO

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2022 Employment Volume	41,310	81,589
Worker Concentration	1.0	1.0
5-Year Employment Growth	4.1%	2.8%
Average Wages*	\$18.68	\$20.21
Index*	105	107

*5-Position Warehouse & 3-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



Source: Bureau of Labor Statistics, Cost of Living Index, Cushman & Wakefield Research, Economic Research Institute, Experian

DEMOGRAPHICS	
MSA Population	2,819,783
5-Year Projected Population Change	1.3%
Population Working Age (Ages 18-64)	1,720,310
Population Prime Working Age (Ages 18-34)	617,410
% Population Prime Working Age (Ages 18-34)	21.9%
Unemployment Rate	3.7%
Median Household Income	\$66,718
% of Households Earning (Under \$45,000)	30.4%
Cost of Living	87.1
Labor Force	1,423,656
High School to Associates Degree (% of Total Population, Ages 25+)	49.0%
Target Blue-Collar Demographic Volume	238,149
Target Blue-Collar Demographic Concentration	0.7



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