



MIDWEST INDUSTRIAL LABOR REPORT

Spring 2023



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, Louisville, Minneapolis 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 in Midwestern markets. Material moving employment is expected to increase by 6.7% 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	30,359,532
5-Year Projected Population Change	1.7%
Labor Force	15,622,119
Population Working Age (Ages 18-64)	18,680,688
Population Prime Working Age (Ages 18-34)	6,395,339
High School to Associates Degree as % of Total Population Ages 25+ Years	46.4%
Cost of Living	98.3
% of Households Earning (Under \$45,000)	28.6%
4-Position Warehouse Average Wage	\$22.44
4-Position Production Average Wage	\$22.94

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

INDUSTRIAL WAGES

Median hourly rates of 4 warehouse and 4 production job positions.

WAREHOUSE WAGES	INDEX	4-POSITION WAREHOUSE AVG	WAREHOUSE SELECTOR	MATERIALS HANDLER	FORKLIFT OPERATOR	MAINTENANCE ASSOCIATE
Midwest Average	111	\$22.44	\$19.72	\$21.43	\$22.16	\$26.43
Louisville, Kentucky	102	\$20.63	\$17.60	\$20.24	\$20.98	\$23.70
Kansas City, Missouri	102	\$20.73	\$18.62	\$19.51	\$20.19	\$24.58
Indianapolis, Indiana	103	\$20.83	\$18.28	\$20.01	\$20.71	\$24.33
St. Louis, Missouri	105	\$21.30	\$18.82	\$20.08	\$20.77	\$25.54
Columbus, Ohio	105	\$21.33	\$18.76	\$20.58	\$21.30	\$24.69
Detroit, Michigan	111	\$22.44	\$19.85	\$21.53	\$22.28	\$26.08
Cincinnati, Ohio	113	\$22.97	\$18.77	\$23.78	\$24.59	\$24.75
Minneapolis, Minnesota	113	\$23.03	\$20.75	\$21.39	\$22.10	\$27.88
Chicago, Illinois	116	\$23.63	\$20.79	\$22.37	\$23.10	\$28.26

PRODUCTION WAGES	INDEX	4-POSITION PRODUCTION AVG	PRODUCTION LABORER	ASSEMBLER TEAM	MACHINE OPERATOR	MAINTENANCE ASSOCIATE
Midwest Average	110	\$22.94	\$19.96	\$22.20	\$23.16	\$26.43
Indianapolis, Indiana	101	\$21.00	\$18.56	\$20.10	\$21.01	\$24.33
Louisville, Kentucky	101	\$21.05	\$18.67	\$20.46	\$21.37	\$23.70
Columbus, Ohio	105	\$21.83	\$18.98	\$21.37	\$22.26	\$24.69
Kansas City, Missouri	105	\$21.85	\$18.04	\$21.92	\$22.85	\$24.58
St. Louis, Missouri	106	\$21.99	\$18.57	\$21.49	\$22.37	\$25.54
Minneapolis, Minnesota	112	\$23.30	\$20.04	\$22.17	\$23.12	\$27.88
Detroit, Michigan	113	\$23.44	\$19.96	\$23.35	\$24.37	\$26.08
Chicago, Illinois	114	\$23.62	\$21.00	\$22.11	\$23.10	\$28.26
Cincinnati, Ohio	119	\$24.73	\$21.97	\$25.57	\$26.61	\$24.75

Job descriptions on next page...

INDUSTRIAL JOB DESCRIPTIONS

Job descriptions for 4 warehouse and 4 production job positions.

WAREHOUSE JOBS

WAREHOUSE SELECTOR

Picks merchandise for shipment according to current orders. Uses a headset or pick sheet to locate items within the warehouse. Removes products from warehouse shelves and places products on pallets, with a pallet jack or forklift, following stacking policies to prevent product damage. Verifies product and quantity accuracy.

MATERIALS HANDLER

Loads, unloads, and moves materials within or near plant, yard, or work site. Reads work order or follows verbal instructions to ascertain materials or containers to be moved.

FORKLIFT OPERATOR

Operates and drives gasoline-, liquefied gas-, or electric-powered industrial truck equipped with lifting devices, such as forklift, boom, scoop, lift beam and swivel-hook, fork-grapple, clamps, elevating platform, or trailer hitch, to push, pull, lift, stack, tier, or

move products, equipment, or materials in warehouse, storage yard, or factory. Moves levers and presses pedals to drive truck and control movement of lifting apparatus. Positions forks, lifting platform, or other lifting device under, over, or around loaded pallets, skids, boxes, products, or materials, or hooks tow trucks to trailer hitch, and transports load to designated area.

MAINTENANCE ASSOCIATE

Repairs, installs, and maintains machinery, equipment, physical structures, and pipe and electrical systems in commercial or industrial establishments, following specifications, blueprints, manuals, and schematic drawings, using hand tools, power tools, hoist, crane, and measuring and testing instruments.

PRODUCTION JOBS

PRODUCTION LABORER

Performs tasks that require mainly physical abilities and effort involving little or no specialized skill or prior work experience. Loads and unloads materials, parts, or products manually or by mechanized means. Transfers finished products and raw materials about plant and warehouse, using hand truck. Delivers production items to designated work areas for processing. Delivers processed units to storage or for the next stage of processing. Stacks processed items in warehouse. Packs products in containers.

ASSEMBLER TEAM

Assembles and tests a variety of products and machines accurately and efficiently with other team assemblers. Keeps abreast with required skills and knowledge of entire assembly process in order to be interchangeable with other team assemblers. Reads and understands product blueprints, route sheets and test

specifications. Cross-examines the work completed by other team assemblers for accuracy and safety.

MACHINE OPERATOR

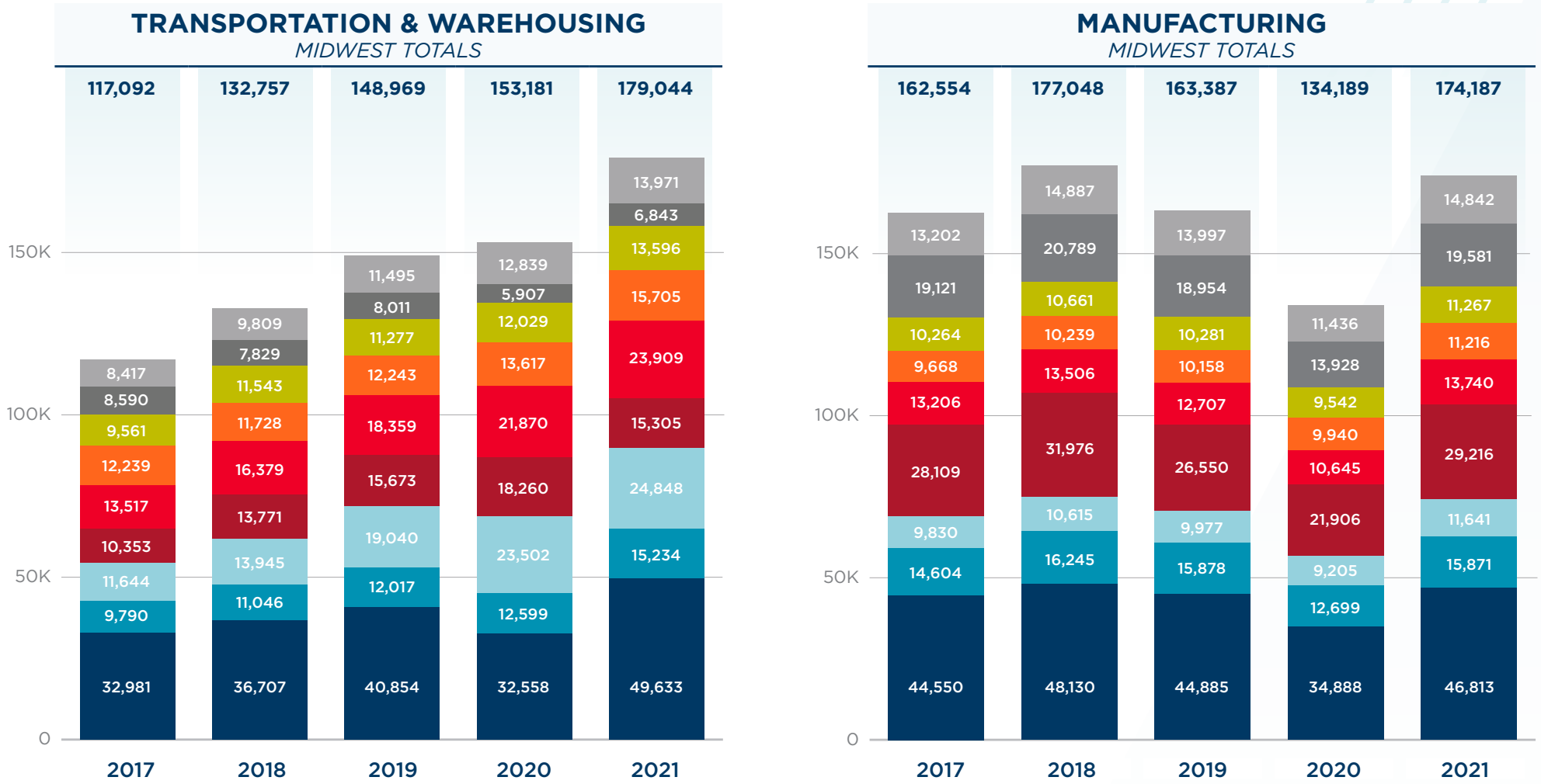
Operates fabricating machines, such as cutoff saws, shears, rolls, brakes, presses, forming machines, spinning machines, and punch, that cut, shape, and bend metal plates, sheets, tubes, and structures. Reads job specifications to determine machine adjustments and material requirements. Positions stops or guides to specified length as indicated by scale, rule, or template.

MAINTENANCE ASSOCIATE

Repairs, installs, and maintains machinery, equipment, physical structures, and pipe and electrical systems in commercial or industrial establishments, following specifications, blueprints, manuals, and schematic drawings, using hand tools, power tools, hoist, crane, and measuring and testing instruments.

INDUSTRY MIGRATION

Workers Switching to Transportation & Warehousing or Manufacturing from other Industries

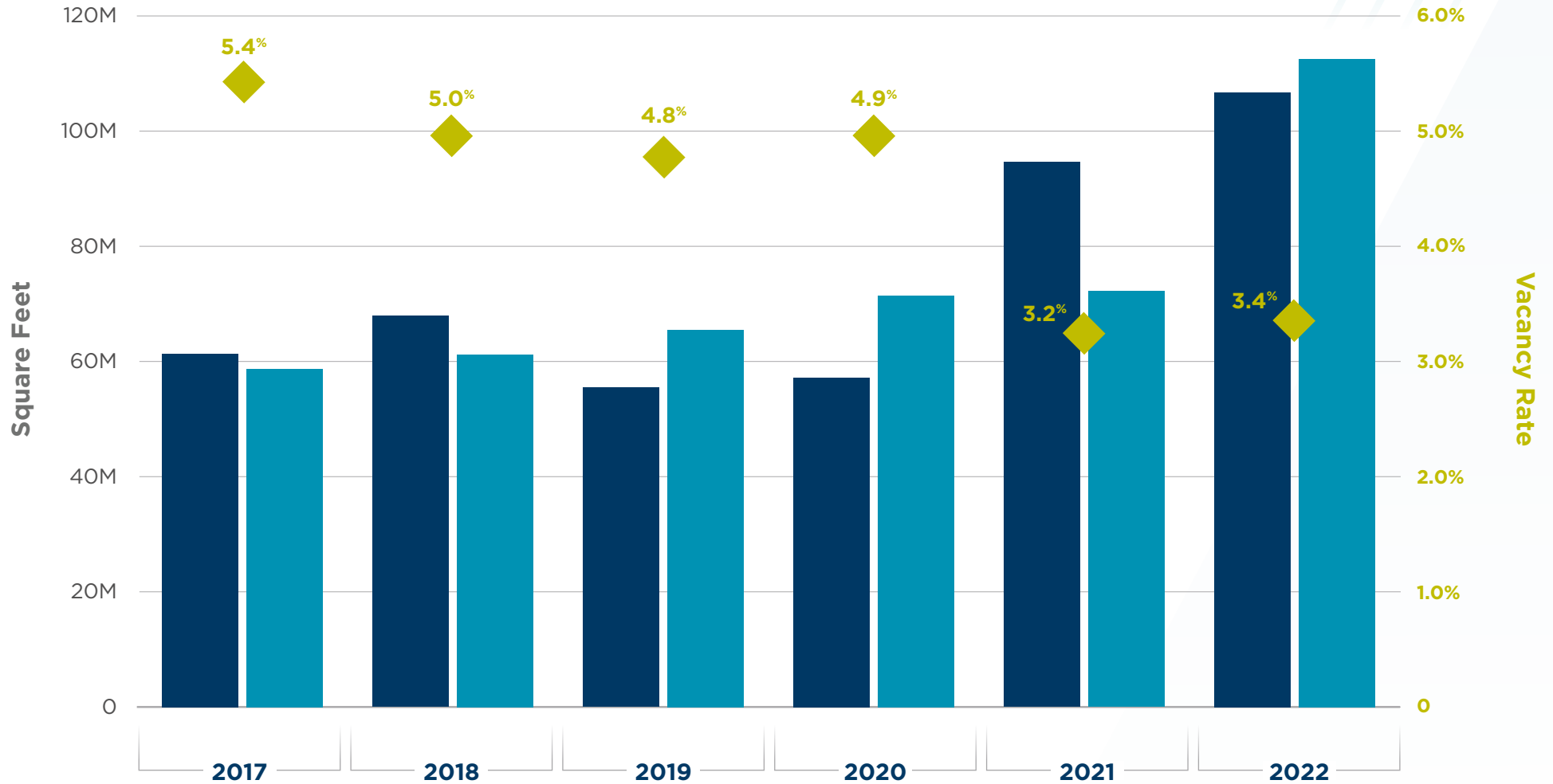


Chicago / Cincinnati / Columbus / Detroit / Indianapolis / Kansas City / Louisville / Minneapolis / St. Louis

Source: U.S. Census Bureau

CRE SPOTLIGHT

Midwest Chicago, Cincinnati, Columbus, Detroit, Indianapolis, Kansas City, Louisville, Minneapolis & St. Louis



Source: Cushman & Wakefield Research

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

CHICAGO, IL

CINCINNATI, OH

COLUMBUS, OH

DETROIT, MI

MIDWEST
**MARKET
SPOTLIGHT**

LOUISVILLE, KY

INDIANAPOLIS, IN

KANSAS CITY, MO

MINNEAPOLIS, MN

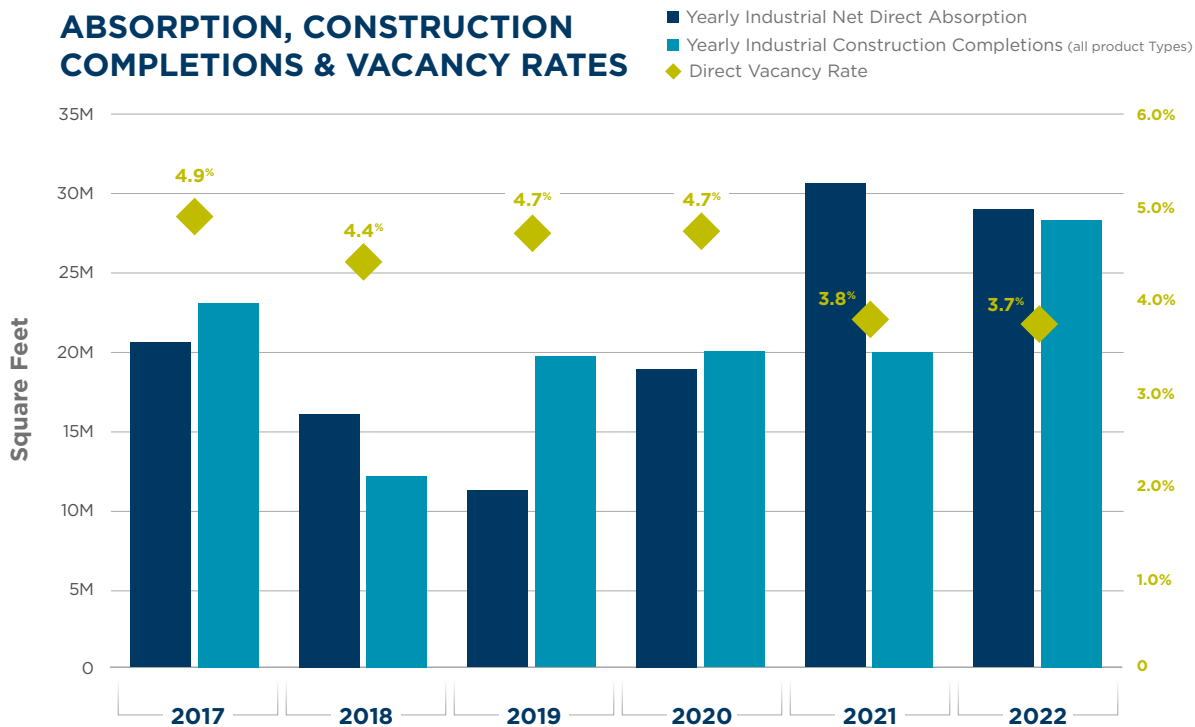
ST. LOUIS, MO

CHICAGO, IL MSA

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2023 Employment Volume	169,413	298,352
Worker Concentration	1.2	1.0
5-Year Employment Growth	7.0%	5.2%
4-Position Average Wages*	\$23.63	\$23.62
4-Position Index*	116	114

*4-Position Warehouse & 4-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



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

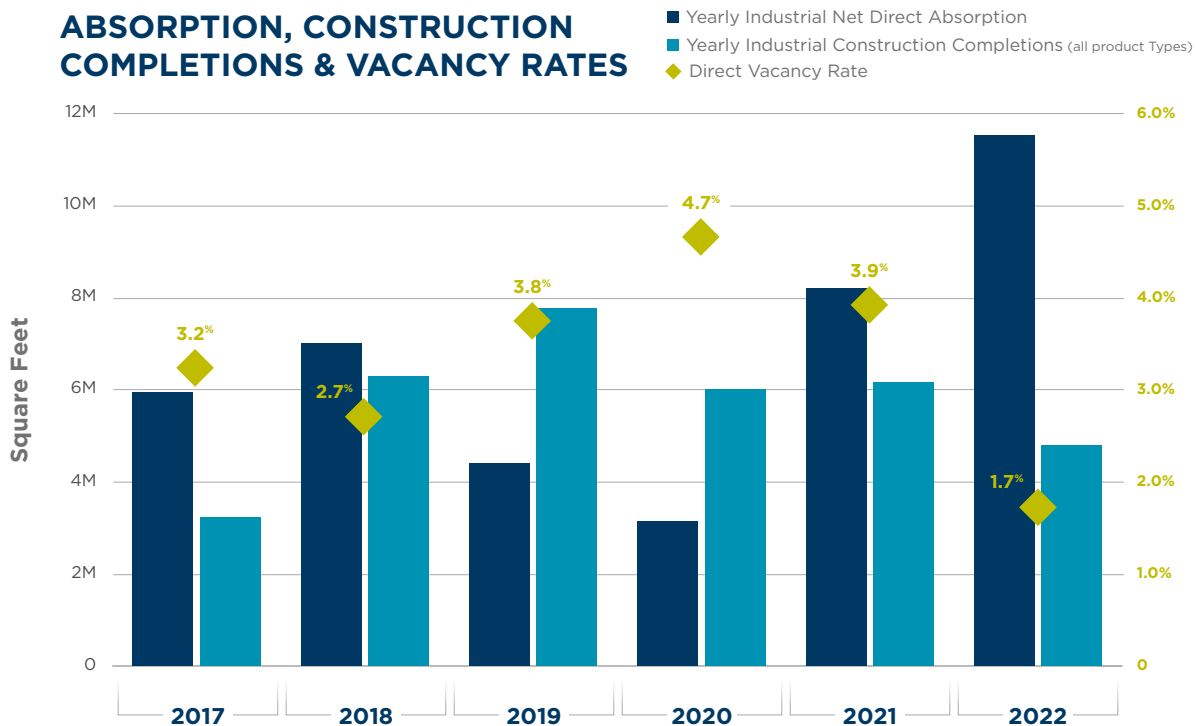
DEMOGRAPHICS	
MSA Population	9,530,265
5-Year Projected Population Change	0.3%
Population Working Age (Ages 18-64)	5,923,240
Population Prime Working Age (Ages 18-34)	2,212,720
% Population Prime Working Age (Ages 18-34)	23.2%
Unemployment Rate	4.5%
Median Household Income	\$77,114
% of Households Earning (Under \$45,000)	26.8%
Cost of Living	120.3
Labor Force	4,923,158
High School to Associates Degree (% of Total Population, Ages 25+)	43.6%
Target Blue-Collar Demographic Volume	945,070
Target Blue-Collar Demographic Concentration	0.8

CINCINNATI, OH MSA

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2023 Employment Volume	40,243	80,349
Worker Concentration	1.2	1.2
5-Year Employment Growth	5.4%	4.0%
4-Position Average Wages*	\$22.97	\$24.73
4-Position Index*	113	119

*4-Position Warehouse & 4-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



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

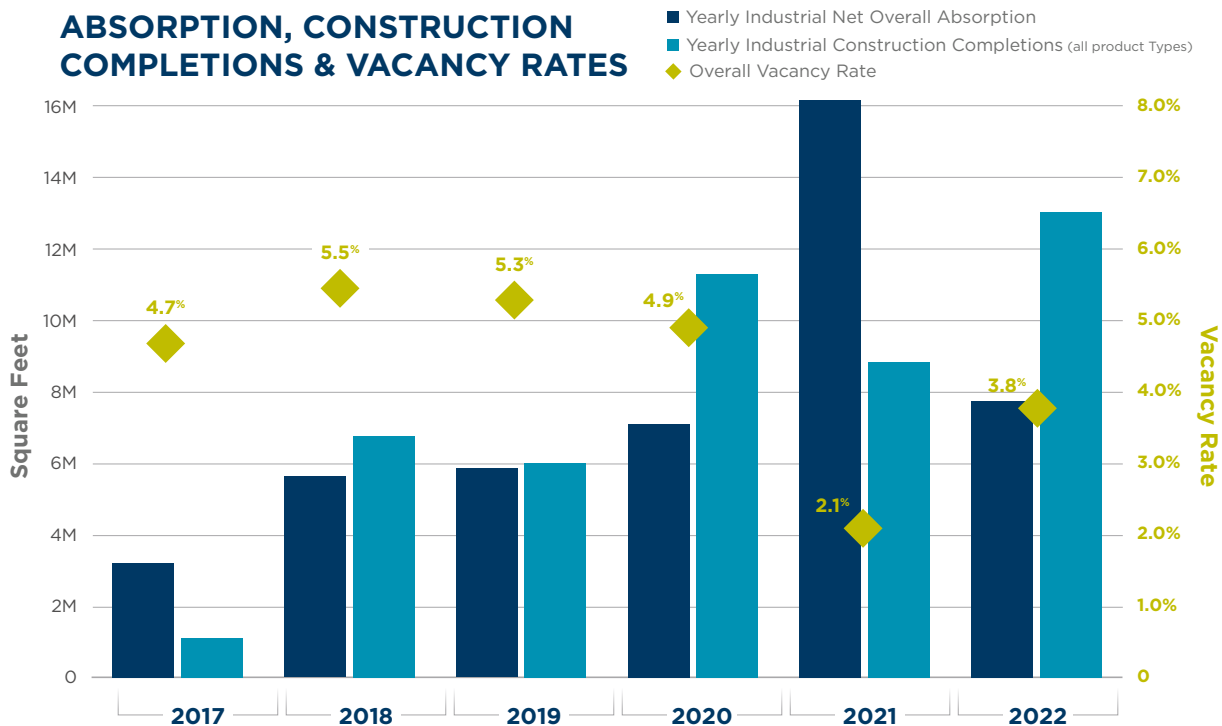
DEMOGRAPHICS	
MSA Population	2,248,741
5-Year Projected Population Change	1.7%
Population Working Age (Ages 18-64)	1,367,565
Population Prime Working Age (Ages 18-34)	511,125
% Population Prime Working Age (Ages 18-34)	22.7%
Unemployment Rate	3.0%
Median Household Income	\$68,660
% of Households Earning (Under \$45,000)	29.4%
Cost of Living	96.4
Labor Force	1,182,071
High School to Associates Degree (% of Total Population, Ages 25+)	49.1%
Target Blue-Collar Demographic Volume	196,091
Target Blue-Collar Demographic Concentration	0.7

COLUMBUS, OH MSA

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2023 Employment Volume	41,922	58,772
Worker Concentration	1.3	0.9
5-Year Employment Growth	6.4%	4.8%
4-Position Average Wages*	\$21.33	\$21.83
4-Position Index*	105	105

*4-Position Warehouse & 4-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



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

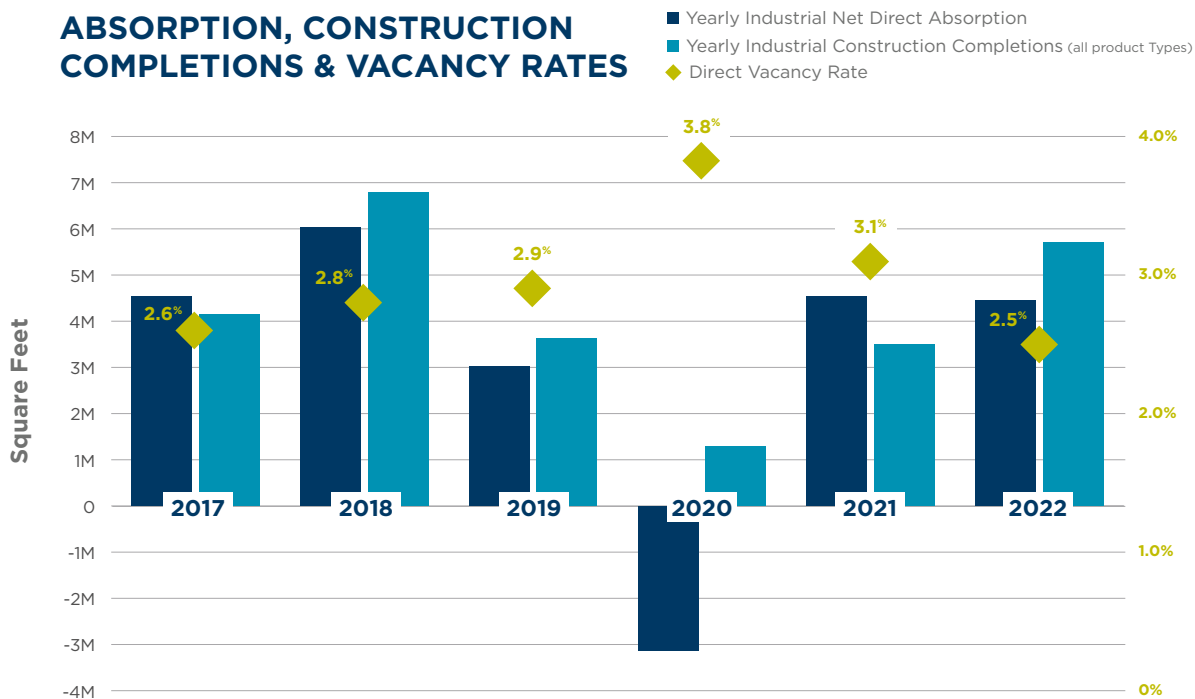
DEMOGRAPHICS	
MSA Population	2,132,776
5-Year Projected Population Change	3.8%
Population Working Age (Ages 18-64)	1,338,798
Population Prime Working Age (Ages 18-34)	527,379
% Population Prime Working Age (Ages 18-34)	24.7%
Unemployment Rate	2.7%
Median Household Income	\$68,836
% of Households Earning (Under \$45,000)	28.9%
Cost of Living	89.7
Labor Force	1,113,797
High School to Associates Degree (% of Total Population, Ages 25+)	47.2%
Target Blue-Collar Demographic Volume	165,289
Target Blue-Collar Demographic Concentration	0.6

DETROIT, MI MSA

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2023 Employment Volume	52,645	155,338
Worker Concentration	1.0	1.4
5-Year Employment Growth	7.1%	4.9%
4-Position Average Wages*	\$22.44	\$23.44
4-Position Index*	111	113

*4-Position Warehouse & 4-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



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

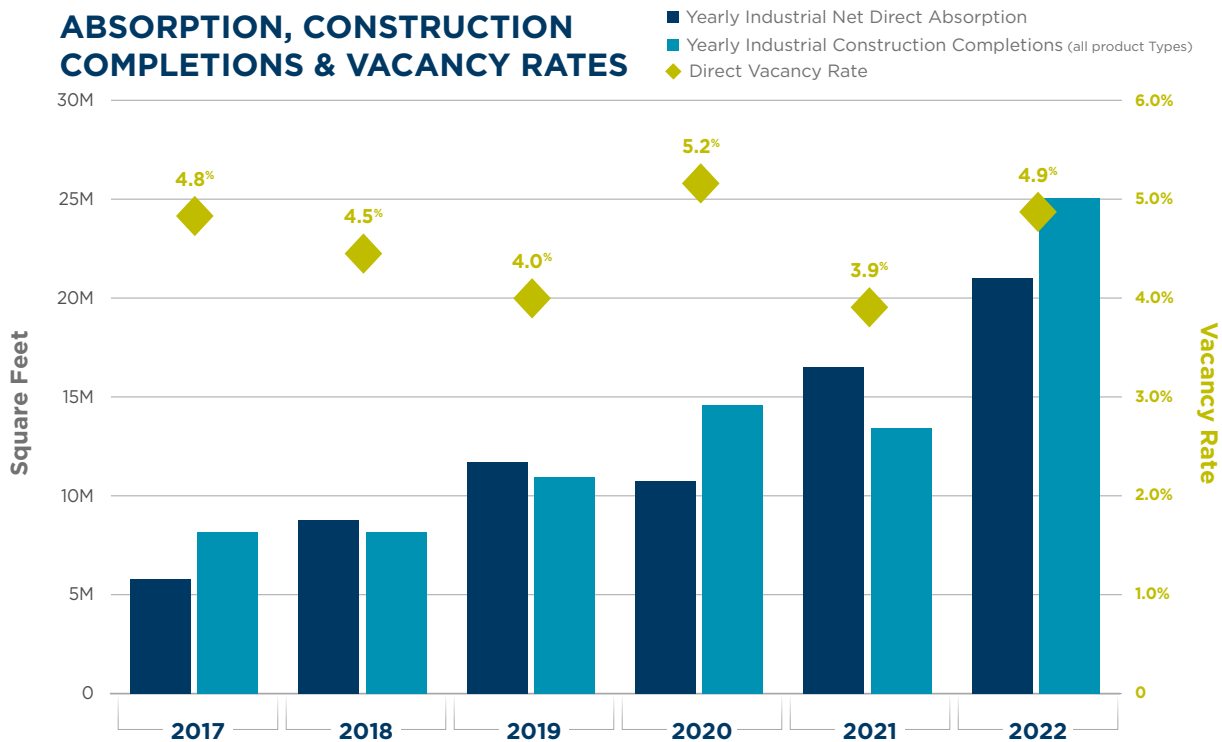
DEMOGRAPHICS	
MSA Population	4,350,784
5-Year Projected Population Change	0.0%
Population Working Age (Ages 18-64)	2,651,982
Population Prime Working Age (Ages 18-34)	953,796
% Population Prime Working Age (Ages 18-34)	21.9%
Unemployment Rate	3.7%
Median Household Income	\$60,738
% of Households Earning (Under \$45,000)	33.8%
Cost of Living	104.3
Labor Force	1,889,887
High School to Associates Degree (% of Total Population, Ages 25+)	50.1%
Target Blue-Collar Demographic Volume	330,340
Target Blue-Collar Demographic Concentration	0.6

INDIANAPOLIS, IN MSA

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2023 Employment Volume	39,368	66,724
Worker Concentration	1.2	1.0
5-Year Employment Growth	9.0%	6.6%
4-Position Average Wages*	\$20.83	\$21.00
4-Position Index*	103	101

*4-Position Warehouse & 4-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



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

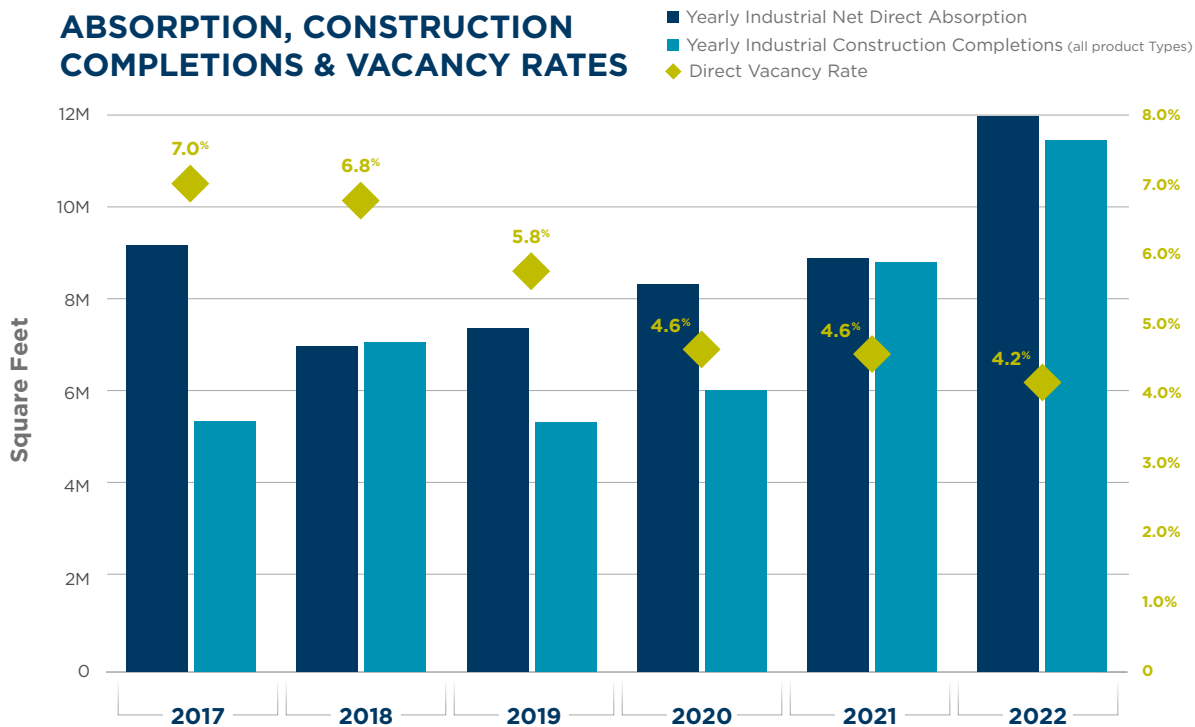
DEMOGRAPHICS	
MSA Population	2,096,305
5-Year Projected Population Change	4.1%
Population Working Age (Ages 18-64)	1,285,111
Population Prime Working Age (Ages 18-34)	484,917
% Population Prime Working Age (Ages 18-34)	23.1%
Unemployment Rate	2.6%
Median Household Income	\$64,134
% of Households Earning (Under \$45,000)	31.3%
Cost of Living	92.5
Labor Force	1,098,465
High School to Associates Degree (% of Total Population, Ages 25+)	47.5%
Target Blue-Collar Demographic Volume	184,595
Target Blue-Collar Demographic Concentration	0.7

KANSAS CITY, MO MSA

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2023 Employment Volume	37,790	63,623
Worker Concentration	1.1	1.0
5-Year Employment Growth	3.5%	2.5%
4-Position Average Wages*	\$20.73	\$21.85
4-Position Index*	102	105

*4-Position Warehouse & 4-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES



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

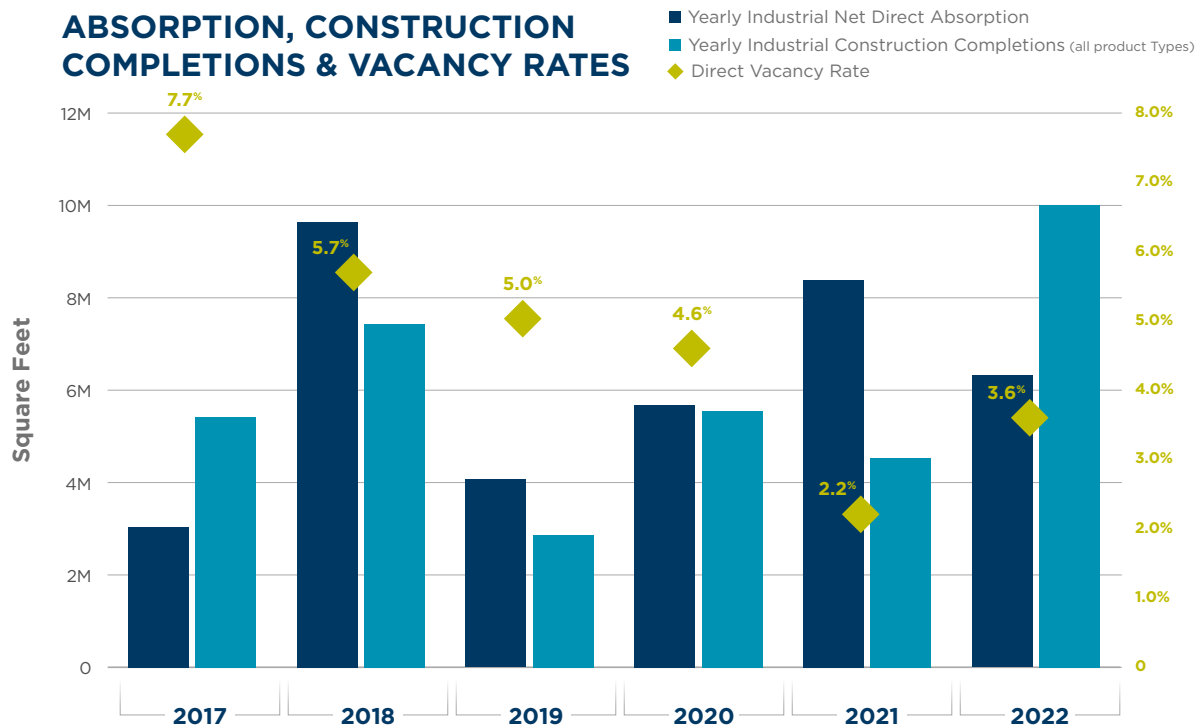
DEMOGRAPHICS	
MSA Population	2,198,241
5-Year Projected Population Change	3.4%
Population Working Age (Ages 18-64)	1,331,654
Population Prime Working Age (Ages 18-34)	490,004
% Population Prime Working Age (Ages 18-34)	22.3%
Unemployment Rate	2.5%
Median Household Income	\$70,232
% of Households Earning (Under \$45,000)	28.1%
Cost of Living	94.9
Labor Force	1,144,717
High School to Associates Degree (% of Total Population, Ages 25+)	47.9%
Target Blue-Collar Demographic Volume	177,401
Target Blue-Collar Demographic Concentration	0.7

LOUISVILLE, KY MSA

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2023 Employment Volume	31,702	52,611
Worker Concentration	1.7	1.4
5-Year Employment Growth	6.5%	5.6%
4-Position Average Wages*	\$20.63	\$21.05
4-Position Index*	102	101

*4-Position Warehouse & 4-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	1,282,202
5-Year Projected Population Change	2.6%
Population Working Age (Ages 18-64)	782,509
Population Prime Working Age (Ages 18-34)	284,346
% Population Prime Working Age (Ages 18-34)	22.2%
Unemployment Rate	3.1%
Median Household Income	\$63,011
% of Households Earning (Under \$45,000)	31.9%
Cost of Living	95.7
Labor Force	645,488
High School to Associates Degree (% of Total Population, Ages 25+)	51.9%
Target Blue-Collar Demographic Volume	126,752
Target Blue-Collar Demographic Concentration	0.8

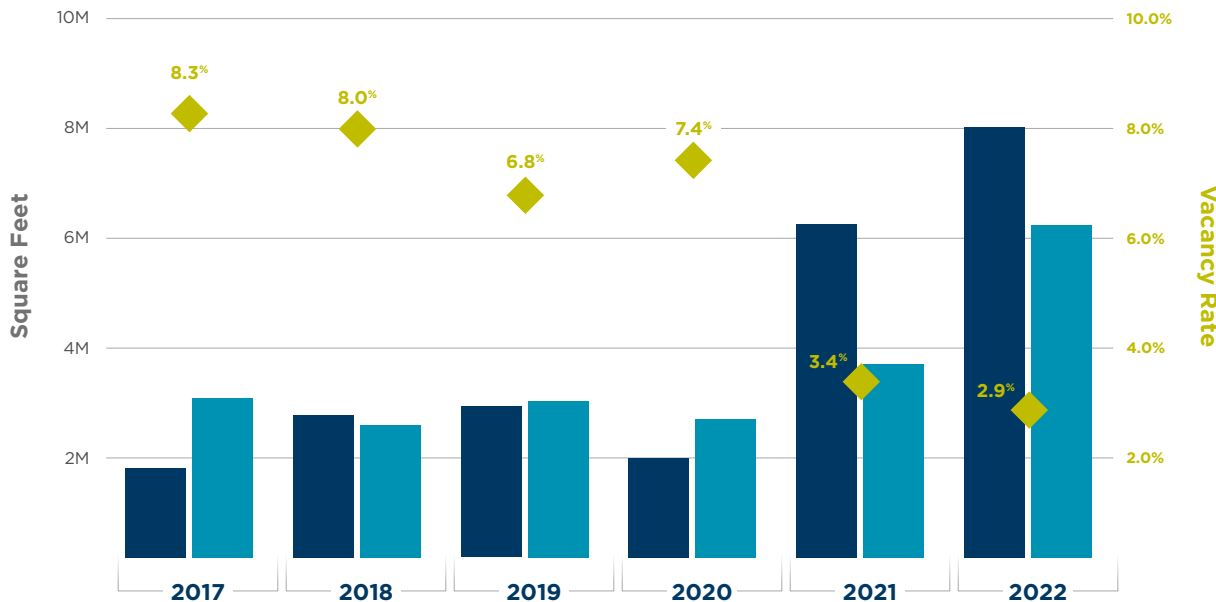
MINNEAPOLIS, MN MSA

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2023 Employment Volume	47,766	131,916
Worker Concentration	0.8	1.1
5-Year Employment Growth	8.6%	6.7%
4-Position Average Wages*	\$23.03	\$23.30
4-Position Index*	113	112

*4-Position Warehouse & 4-Position Production

ABSORPTION, CONSTRUCTION COMPLETIONS & VACANCY RATES

■ Yearly Industrial Net Direct Absorption
■ Yearly Industrial Construction Completions (all product Types)
◆ Direct Vacancy Rate



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

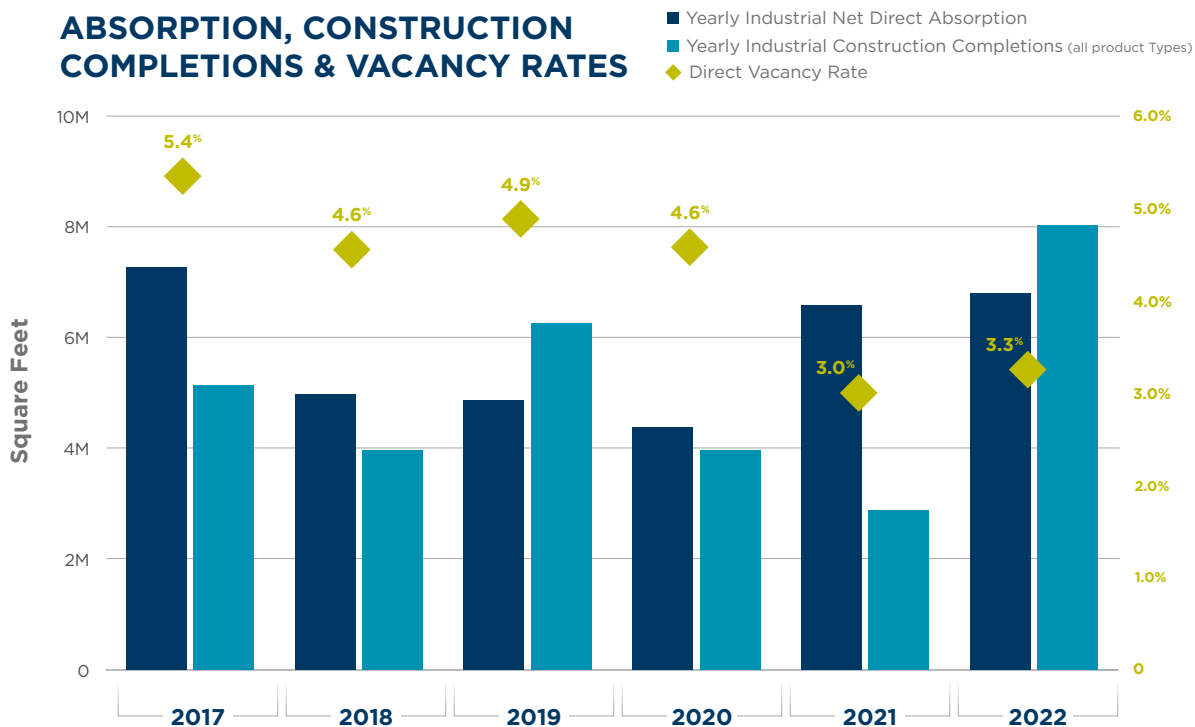
DEMOGRAPHICS	
MSA Population	3,687,623
5-Year Projected Population Change	3.9%
Population Working Age (Ages 18-64)	2,280,747
Population Prime Working Age (Ages 18-34)	840,769
% Population Prime Working Age (Ages 18-34)	22.8%
Unemployment Rate	1.9%
Median Household Income	\$84,042
% of Households Earning (Under \$45,000)	22.5%
Cost of Living	98.9
Labor Force	2,155,754
High School to Associates Degree (% of Total Population, Ages 25+)	41.6%
Target Blue-Collar Demographic Volume	206,649
Target Blue-Collar Demographic Concentration	0.5

ST. LOUIS, MO MSA

	MATERIAL MOVING OCCUPATIONS	PRODUCTION OCCUPATIONS
2023 Employment Volume	43,589	83,931
Worker Concentration	1.0	1.0
5-Year Employment Growth	5.5%	4.1%
4-Position Average Wages*	\$21.30	\$21.99
4-Position Index*	105	106

*4-Position Warehouse & 4-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	2,832,595
5-Year Projected Population Change	1.4%
Population Working Age (Ages 18-64)	1,719,082
Population Prime Working Age (Ages 18-34)	617,662
% Population Prime Working Age (Ages 18-34)	21.8%
Unemployment Rate	2.7%
Median Household Income	\$67,611
% of Households Earning (Under \$45,000)	30.0%
Cost of Living	86.3
Labor Force	1,468,782
High School to Associates Degree (% of Total Population, Ages 25+)	48.8%
Target Blue-Collar Demographic Volume	244,842
Target Blue-Collar Demographic Concentration	0.7



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