



**PRINTING
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FLASH REPORT

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**Printing Jobs and Wages: Recent Print Labor
Market Trends**

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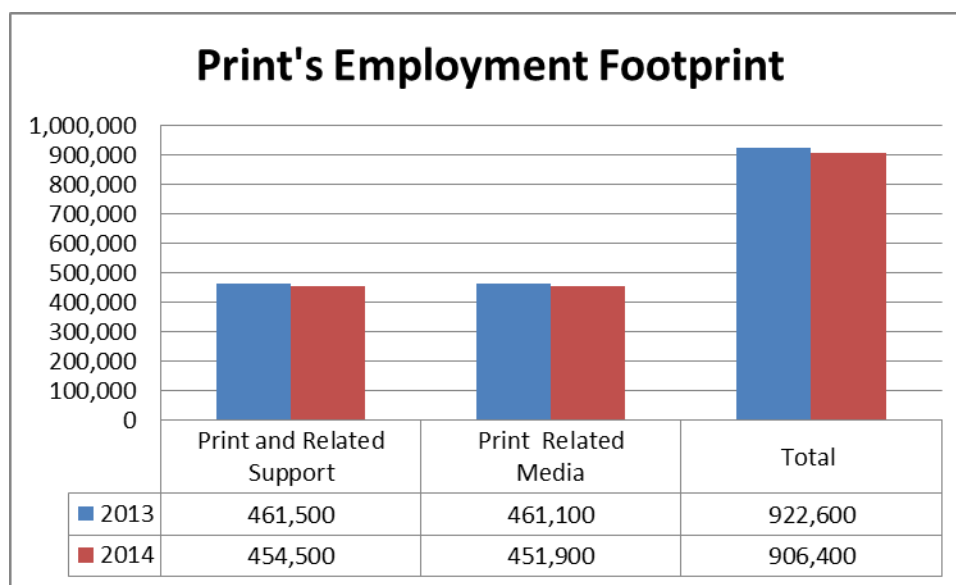
Printing Jobs and Wages: Recent Print Labor Market Trends

In total, U.S. printers provide more than 900,000 jobs and around \$53 billion in total annual payroll. In this *Flash*, we review recent developments in print labor markets—compensation and employment.

Current Industry Employment

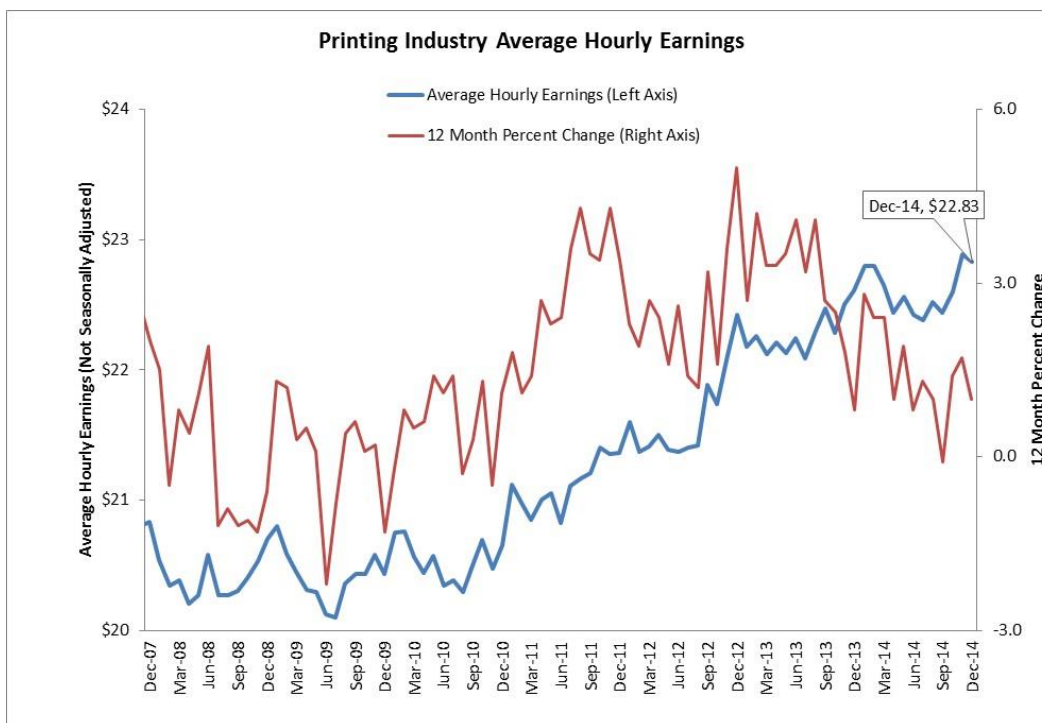
The printing industry remains a major source of American manufacturing jobs even as it has evolved into a manufacturing-service hybrid, with an increasing marketing provider component. PIA's *Center for Print Economics and Market Research* defines the industry in terms of two North American Industrial Classification System (NAICS) codes—print and related support activities, which encompasses most traditional print jobs, and print related media, which encompasses print production occupations in print media companies such as newspapers, magazines, and catalogs.

In total, print's employment footprint in 2014 included more than 906,000 jobs, down modestly from 2013. This total is almost equally divided between print and related support jobs and print related media jobs.

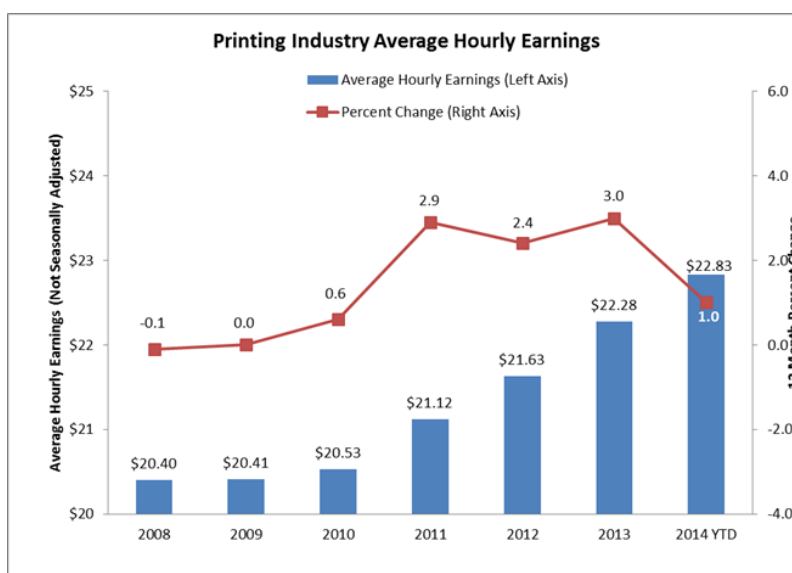


Earnings and Hours

According to U.S. Department of Labor statistics, hourly earnings in the printing industry average almost \$23 per hour. Average hourly earnings increased by 1.0% from December 2013 to December 2014. The price of labor increased by 2.4% in 2012 and 3.0% in 2013 and then slowed to a 1.0% in 2014.

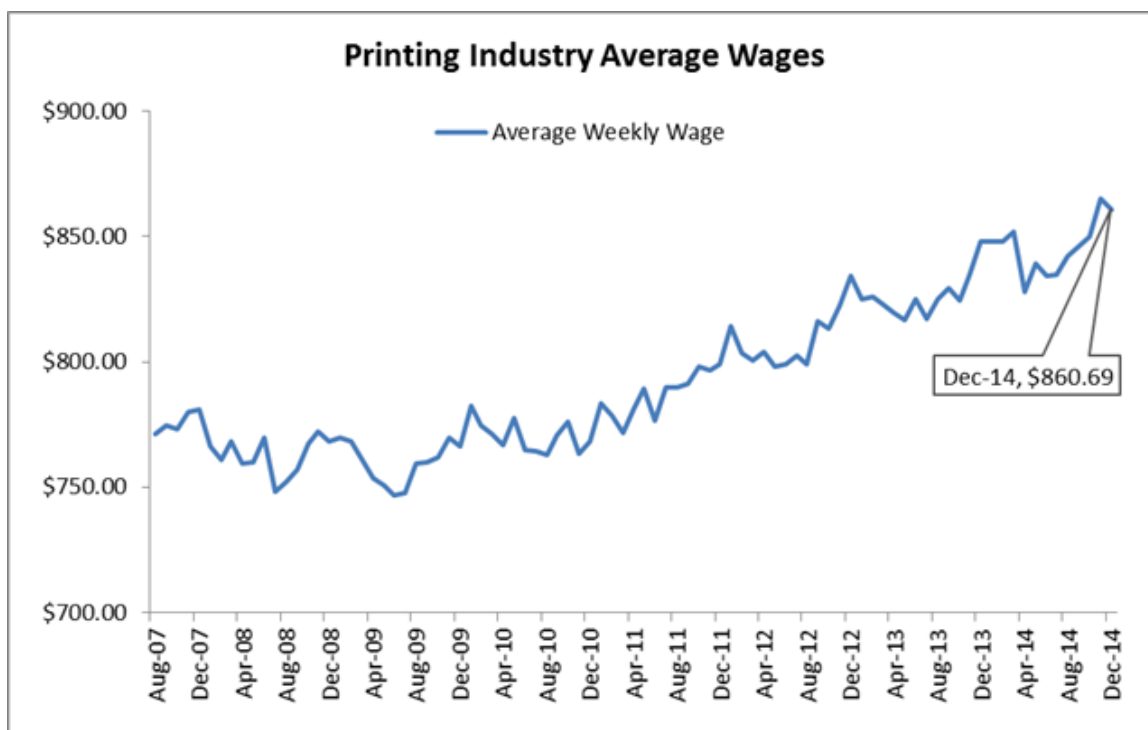


Source: Bureau of Labor Statistics Current Employment Statistics Survey



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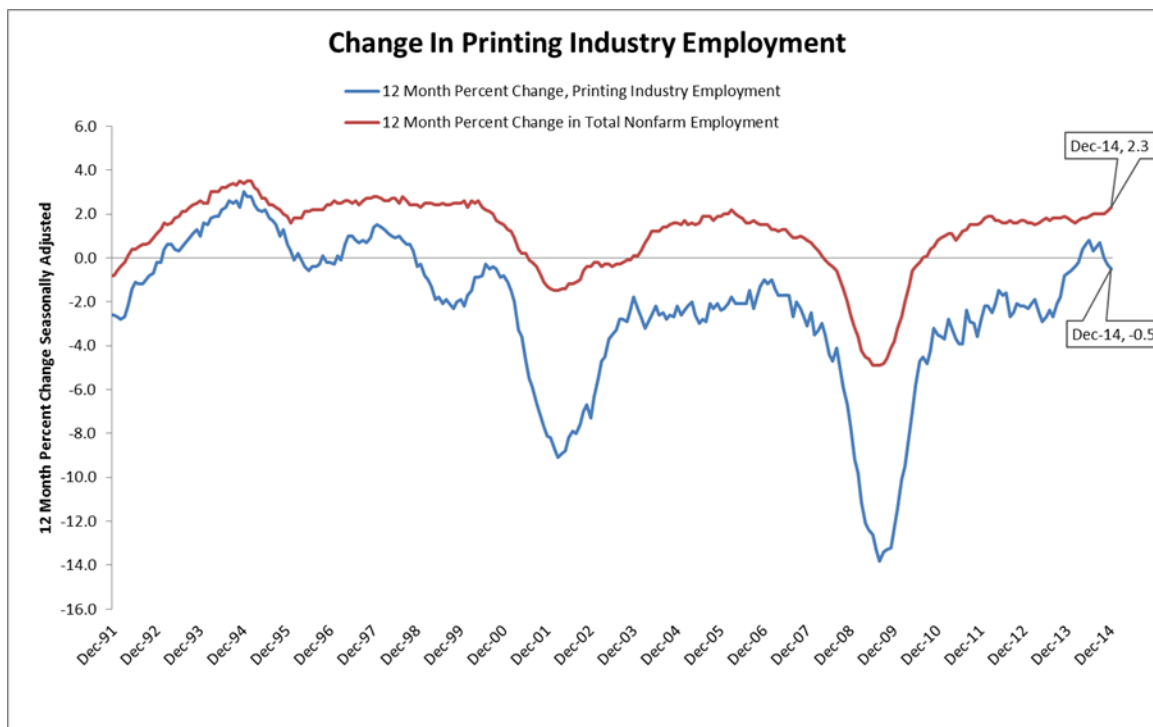
Average weekly wages take into account the average hourly wage multiplied by the average weekly hours worked. The lowest average weekly wage earned during the recession was \$746.45 in June 2009. Since that time, average weekly wages have improved by 15.3% to \$860.69. Average weekly wages are 1.5% higher in December 2014 compared to December 2013. This is a result of hours worked increasing by 0.5% from 37.5 to 37.7 and wages increasing by 1.0%.



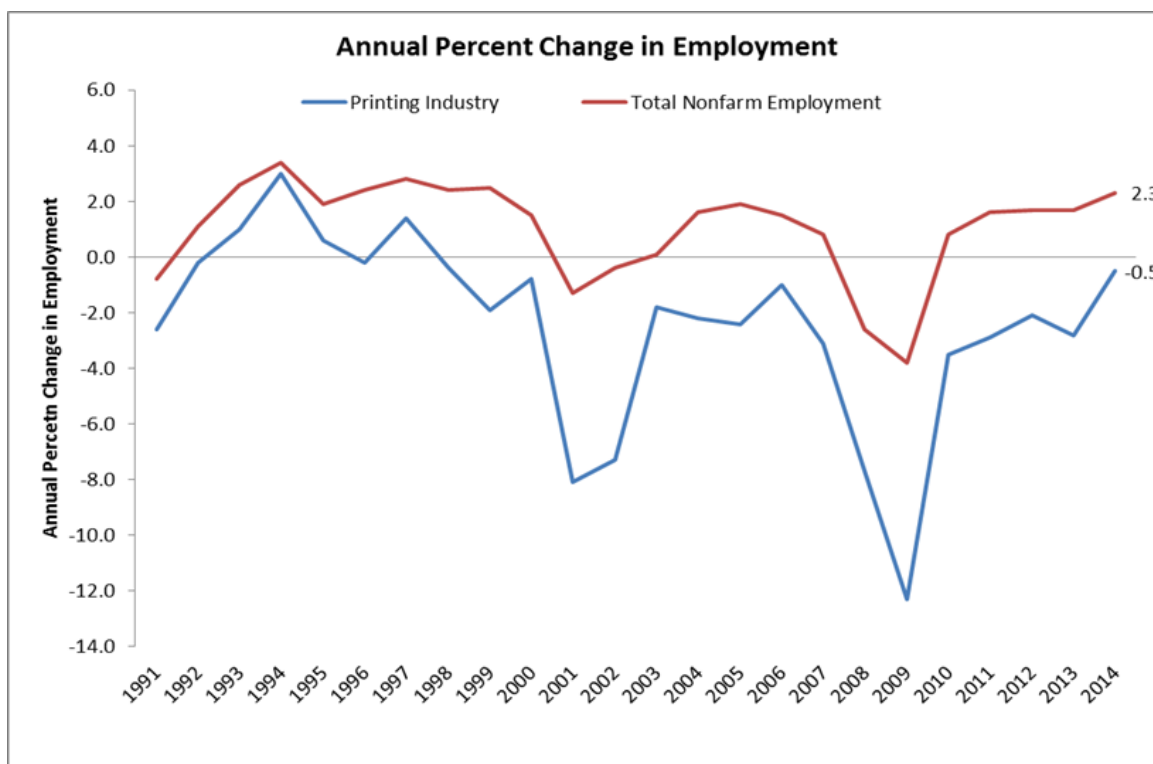
Source: Bureau of Labor Statistics Current Employment Statistics Survey

Employment Trends

Overall printing employment declined by 2.8% from December 2012 to December 2013, according to the Bureau of Labor Statistics. In 2014 employment actually increased during six months of the year, but we ended the year down 0.5% compared to year-end 2013 or a loss of 2,307 jobs. We are starting to see signs that employment may stabilize and potentially grow slightly in 2015. Based on the Institute for Supply Management Monthly Reports on Business in 2014, we expected employment levels to improve in the printing industry. The slight improvement in printing industry employment in the second and third quarter of 2014, according to the Bureau of Labor Statistics, was expected based on ISM January through December survey results. According to the ISM, the printing industry reported the largest growth in employment compared to the other 18 manufacturing industries five times in 2014. It also reported increased employment in 11 out of 12 months. Based on the ISM and BEA figures, we expect employment to be flat or to increase slightly in 2015.



Source: Bureau of Labor Statistics



Source: Bureau of Labor Statistics

Industry employment has trended down for years. The decline is primarily caused by productivity increases and changes in the nature of print. It has also been reduced by slower print market growth and the decline in the number of printing plants.

Even with the decline in total employment, the industry still creates job opportunities and new hires. Many of the new hires are to replace retiring workers and those leaving the industry for other reasons. Many are also new employees as a result of printers adding additional services.

Benchmarking Your Workforce

Printing Industries of America members have exclusive access to numerous workforce benchmarks. Two examples include:

- Printing industry specific compensation and benefit surveys with an option for customized analysis for your firm and positions. These metrics enable you to evaluate your compensation levels.
- Employee productive benchmarks such as sales per employee, sales per factory employee, value added per employee, and value added per factory employee. These metrics can be sorted by size of firm, print market segment, printing process, and other categories for a virtual peer group comparison.

Check Your Metrics

All members that participate in the 2015 *Ratios* Survey receive a free copy of *Ratios Volume 1: Managements Guide to the Ratios*. You also receive an additional free volume of your choice. We invite all PIA members to participate in this survey and benchmark your company against the industry profit leaders!

To participate simply go to www.printing.org/ratios and download your survey form and user guide. If you have any questions please contact Ron Davis at rdavis@printing.org.