

For Immediate Release

December 23, 2015

For more information contact:

Harold King

Council of Industry

6 Albany Post Road

Newburgh, NY 12550

845.565.1355

hking@councilofindustry.org

www.councilofindustry.org

Hudson Valley Manufactures Anticipate Moderate Growth in 2016

Council of Industry/Marist College Bureau of Economic Research/Ethan Allen Workforce Solutions Wage and Benefit Survey Shows Small and Mid-Sized Manufacturers Expect Moderate Wage Increases, Employment Growth in 2016

The Council of Industry and Marist College's Bureau of Economic Research and School of Management along with Ethan Allen Workforce Solutions have compiled the results from their 2015 Annual Wage and Benefits Survey of Hudson Valley manufacturing companies. Thirty two companies participated with a combined total of 4,966 reported employees.

Wage Trends

2015 wage increases among the twenty one reporting companies averaged 2.7% for the management group, 2.9% for the professional group, 2.7% for the administrative/clerical group, 2.5% for the technical group, and 2.9% for manufacturing group.

Planned increases for 2016 are 2.7% for the management group, 2.5% for the professional group, 2.5% for the administrative/clerical group, 2.5% for the technical group, and 2.9% for the manufacturing groups.

Hiring Plans

Twenty-one companies reported they anticipated new hiring in 2016 up from seventeen companies that reported hiring plans in 2015. Collectively, they plan on hiring 8 in the management group, 15 in the professional group, 4 in the Administrative/Clerical Group, 19 in the Technical Group, 104 in the Manufacturing group, and 16 in the sales group.

Skills Gap

Unfortunately, twenty-five firms (78%) reported having recruiting problems, up from 58% in last year's survey. The positions reported as difficult to fill include Quality Control, Printing Press Operators, Sales Support Engineers, Machine Shop Operators, Electronic Technicians Engineers, Chemists, Mechanical inclined individuals, machine operators, CNC programmers, Application Engineers, Chemical Operators, Skilled Assembly Workers, and many others.

Hudson Valley Manufacturers are working through The Council of Industry on several initiatives to address the skills gap challenge including development of a regional sector-based workforce development Strategy, the Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant and the P-TECH (Pathways in Technology Early College /High School).

Health Coverage

All companies surveyed reported offering health care coverage. Sixteen reported that the Affordable Care Act has impacted the plans they offer. How exactly varied with employer responses varying from “Our plan exceeded all minimums; currently at Gold or above level,” to “Moved to a lower tier,” to “We have had to change health insurance providers, and now our employees need to start contributing towards the monthly premium, due to the increasing premiums we get each year at renewal.”

“Cautiously optimistic.” is how Council of Industry Executive Vice President Harold King of the Council of Industry describes his take on the survey results. “Any wage increases and employment gains are good signs for the year ahead,” King said. “The constant rise in the cost of health insurance, however, and necessity of some of those costs being borne by employees, lessens the positive impact of wage increases on workers. Also, the challenge of finding skilled workers is beginning to impede growth in our sector.”

The Council of Industry has been the manufacturer’s association of the Hudson Valley since 1910. Its membership includes manufacturers and businesses related to the manufacturing industry throughout the Mid-Hudson Region. The Council is a privately funded not-for-profit organization, whose mission is to promote the success of our member firms and their employees, and through them contribute to the success of the Hudson Valley Community. We provide access to training, networking opportunities, advocacy and discounts on products and services for our members.

The Marist College Bureau of Economic Research conducts economic impact studies, GIS analyses of demographics and business location, as well as forecasting and policy analysis.

Poughkeepsie based Ethan Allen Workforce Solutions is a group of companies that offers a full range of employment solutions including: direct placement, temporary staffing, recruitment process outsourcing and professional employer services.

This survey is the seventh wage and salary survey since a resumption of the collaboration between the Council of Industry of Southeastern New York and Marist College's Bureau of Economic Research (BER) and the School of Management, and the second year that it is being cosponsored by Ethan Allen Workforce Solutions.