



# Manufacturing Industry & Career Information

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# What is Manufacturing?

*“The process of turning raw materials or parts into finished goods through the use of tools, human labor, machinery, or chemical processing”*

NAICS Code	Manufacturing- by 3 Digit Codes
311	<b>Food</b> (Azteca Milling, Exquisita Tortillas, Rio Grande Pak, Chorizo de San Manuel)
312	<b>Beverage</b> and Tobacco Products (Coke, Pepsi, Beer)
313-15	Textile & Textile Product Mills, Apparel
316	Leather and Allied Products (Boots)
321	Wood Products (Gran Box, McCoys Door Mfg.)
322	<b>Paper Products</b> (Corrugated Box- Int'l. Paper, AGE Industries, PCA, Danhill Containers)
323	Printing and Related Support Activities (Screen Printing Shops, Book Publishing)
324	Petroleum and Coal Products
325	Chemical Manufacturing
326	<b>Plastics and Rubber Products</b> (Royal Technologies, EMU, Kings, Jamestown, TRostel)
327	Nonmetallic Mineral Product (CAPA Texas, IOC)
331	Primary Metal (Foundries- Intercast)
332	<b>Fabricated Metal Products</b> (PTS Tool, Windsor Mold, Amaida, Universal, Cinch, Regal Rexnord, Palmer Steel, Sigosa Steel)
333	Machinery Mfg.
334	<b>Computer and Electronic Products</b> (Carling Technologies, Alps, Fujitsu Ten)
335	<b>Electrical Equip, Appliance, &amp; Components</b> (Nat'l. Electric Coil, Stanley Black & Decker)
336	<b>Transportation Equipment</b> (GE Aviation, SpaceX, Keppel Amfels, Wells, United Launch Alliance, Creative Liquid Coatings)
337	Furniture and Related Products (MasterBrands/Woodcrafters)
339	Miscellaneous (Sign Shops)



# Manufacturing Career Opportunities

## Manufacturing Industry Info:

- 13 million mfg. jobs in USA!
- 965,000 employed in Texas (+31,200 past yr.)”
- Est. 15,000 employed in RGV
- 557 Mfg. Businesses in RGV (Ave. Size: 22 employees)
- Ave. Weekly Wage: \$1000(Hidalgo/Cameron)-\$25.00/hr.
- Mfrs. in USA now use automation, technology- need strong minds, not strong backs!
- Key is education, start at entry level, but can advance rapidly if knowledgeable and prove yourself!
- Semiconductor Mfg., Electric Vehicles, Batteries- CHIPS Act creating multi-billion \$ investments in new mfg. plants all over TX and USA now and over the next 10 years.



# KEY MANUFACTURING COMPANIES IN RGV

# Hidalgo County Mfg. Sites

INTERNATIONAL  PAPER

**StanleyBlack&Decker**

 **ZEBRA**

 **TI Fluid Systems**

**PCA**

 **Regal Rexnord**  
Creating a Better Tomorrow





**NIBCO**

 **Galvotec**



METAL PROCESSING  
**MPI**  
INTERNATIONAL

 **Fox Packaging**

**ECO** PLASTIC MOLDING  
innovative rapid manufacturing

 **Royal Technologies**

  
**Composite Access Products**

**UNIVERSAL**  
Metal Products

  
**GRFT**

 **OSYNERGY**

**EMU**  
PLASTICS TEXAS

  
**CLECO PLATING**  
INCORPORATED

  
POWER | PROTECT | CONNECT

  
**TS TECH Co., Ltd.**

**Palmer Steel Supplies Inc.**

  
**Company L.L.C.**

 **McAllen Metal Stamping**

  
**die castings, inc.**

**ECO** PLASTIC MOLDING  
innovative rapid manufacturing

**CAPA**  
CONCRETE ▲ ASPHALT ▲ PIPE ▲ AGGREGATES

  
★ POLYURETHANE ELASTOMERS SA DE CV

**Industrial Coils, L.L.C.**  
Custom Coil Winding and Insert Injection Molding

 **WMG**  
Technologies

 **SOUTH TEXAS MANUFACTURERS ASSOCIATION**

# Hidalgo County Mfg. Sites



NU-CO Tool

Alpha XL Mold

INDEX FRESH®



Wonderful citrus™



# Cameron County Mfg. Sites

**Keppel Corporation**

**SPACEX**

*Shallow Sport*

**SA** Recycling

**NOVOLEX**

**emr** METAL  
RECYCLING  
REIMAGINED

  
Creative Liquid Coatings, Inc



  
**SAINT-GOBAIN**

**tella  
tool  
& mfg**

**ATO**  
ATLANTIC TOOL & DIE

**JAMESTOWN  
PLASTICS**  
FORMING FOR THE FUTURE

**ITD Precision** SINCE 1946  
Metal stampings for the 21st century

**MUELLER**

 **FISHER  
DYNAMICS**

**AGE**  
INDUSTRIES LTD

 **CPI**

 **SIGOSA**

 **SOUTH TEXAS  
MANUFACTURERS  
ASSOCIATION**





# Some Larger Mfg. Companies in RGV 100+ Employees

## **Some Larger Hidalgo County Mfg. Companies:**

- GE Aviation- Refurbishing, machining of jet turbine blades
- Stanley Black & Decker- Mfg. cordless power drills
- Fox Packaging- Mfg. poly & mesh bags for produce sector
- International Paper- Corrugated boxes
- Royal Technologies- Plastic Injection Molding
- Regal Rexnord- Die Casting/Metal Stamping Rotors/Stators, Bearing Assemblies
- Cinch Connectors- CNC Machining Aerospace Connectors
- Wonderful Citrus- Food Processing- Produce /Citrus
- Worldwise- Pet Beds, Scratching Posts, etc.

## **Some Larger Cameron County Mfg. Companies**

- Seatrium Amfels- design/build ships
- SA Recycling & EMR Group- deconstruct and recycle ships
- SpaceX- design/build/launch/rebuild rocket ships
- Creative Liquid Coatings- Plastic Injection Molding- Commercial truck components
- Rich Products- Seafood & meat packaging
- Trico Products- Windshield wipers, extruded rubber automotive products

## **Size Distribution:**

- Est. 33+ RGV Mfg. Sites With >100 Employees
- They Employ 8,000= 242 Ave. Size
- \*\*Balance of 524+ Sites Employ 7,000= 13 Ave. Size





# Entrepreneurship?

- Start your own business?
- Design a new product (3D Print, Machinery Redesign/Modifications?)
- Find a Problem to Solve
- Learn Basic Business- Management, Finance, Business Plans, Marketing
- Most big businesses started small- with idea for valued product or service
- Ex: Composite Access Products, Consulting Point in RGV



# Career Pathways in Manufacturing

## **Not just Production- Lots of Career Paths in Mfg. Companies!**

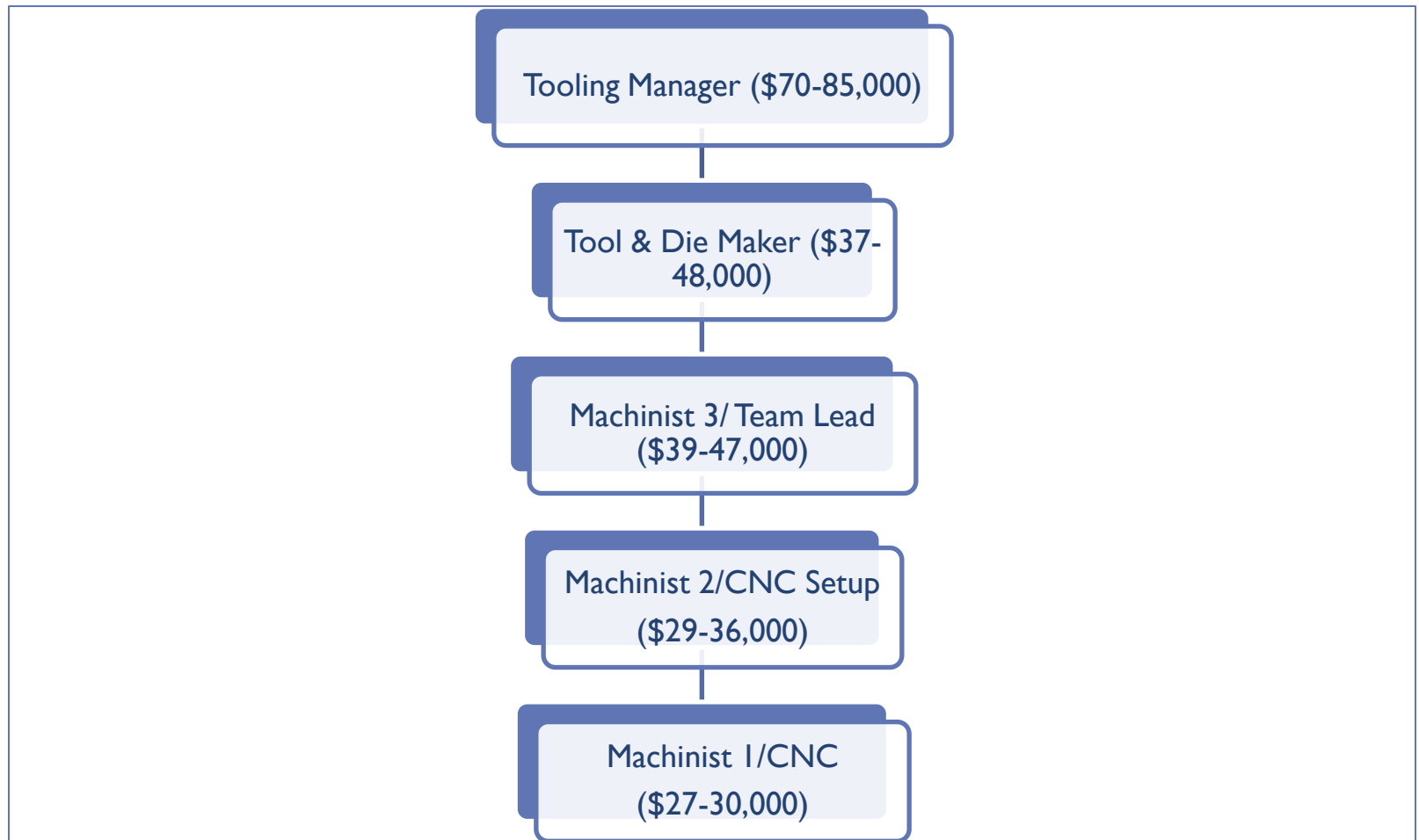
- Warehousing/Logistics
- Materials Management- Purchasing, Sourcing
- Engineering
- Quality Assurance
- Human Resource Management
- Maintenance/Mechatronics
- Finance/Accounting
- Sales/Customer Service
- Tooling & Machining

## **OPTION: Work while you go to college!**

- Many mfg. companies provide tuition reimbursement for employees who enroll in work-related academic programs
- Many also participate in customized training programs to teach employees higher levels of job skills so they can be promoted to higher-level positions.

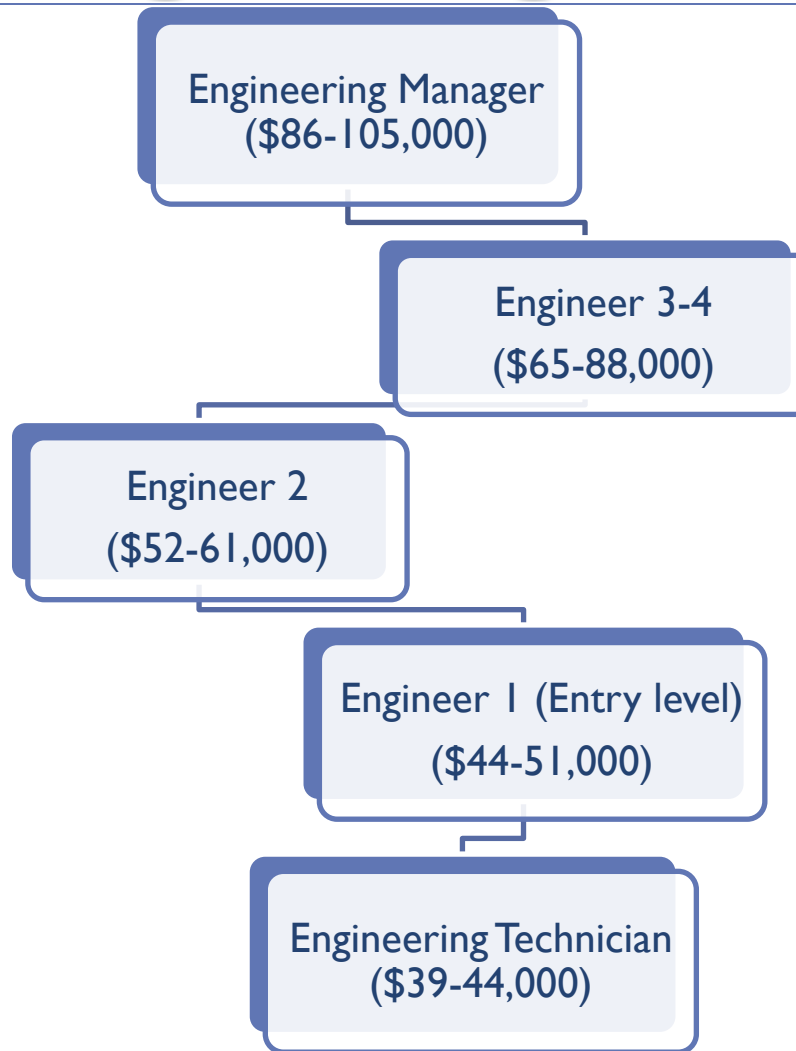
**Don't just look at wages-** Most mfg. companies provide good benefits- paid vacations, holidays, health insurance, etc.

# Machining & Tooling



Wages shown are for RGV:  
Entry Level & Average Wages

# Engineering



Wages shown are for RGV:  
Entry Level & Average Wages

# Finance & Accounting

Finance  
Manager (\$75-  
99,000)

Accounting Clerk  
2 (\$39-45,000)

Accounting  
Clerk (\$33-  
38,000)

Wages shown are for RGV:  
Entry Level & Average Wages

# Human Resource Management

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graph TD; A[HR Manager ($68-80,000)] --- B[HR Generalist ($48-65,000)]; B --- C[HR Assistant ($37-43,000)];
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HR Manager  
(\$68-80,000)

HR Generalist  
(\$48-65,000)

HR Assistant  
(\$37-43,000)

Wages shown are for RGV:  
Entry Level & Average Wages

# Sales & Customer Service

Mktg. Sales Mgr (\$63-87,000)

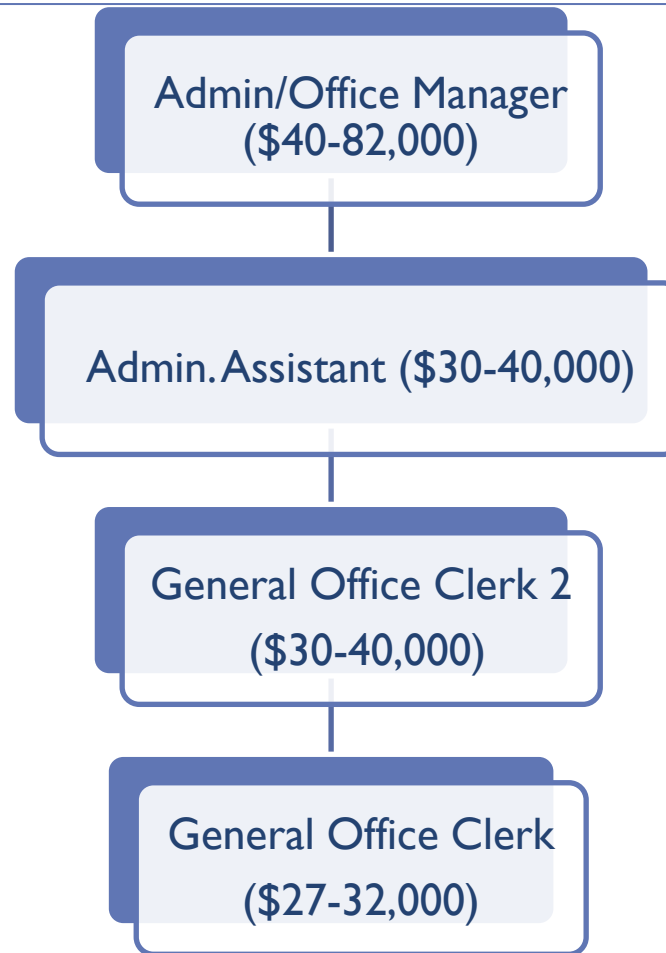
Customer Service  
Supervisor  
(\$47-65,000)

Customer Service Rep  
(\$36-43,000)

Wages shown are for RGV:  
Entry Level & Average Wages

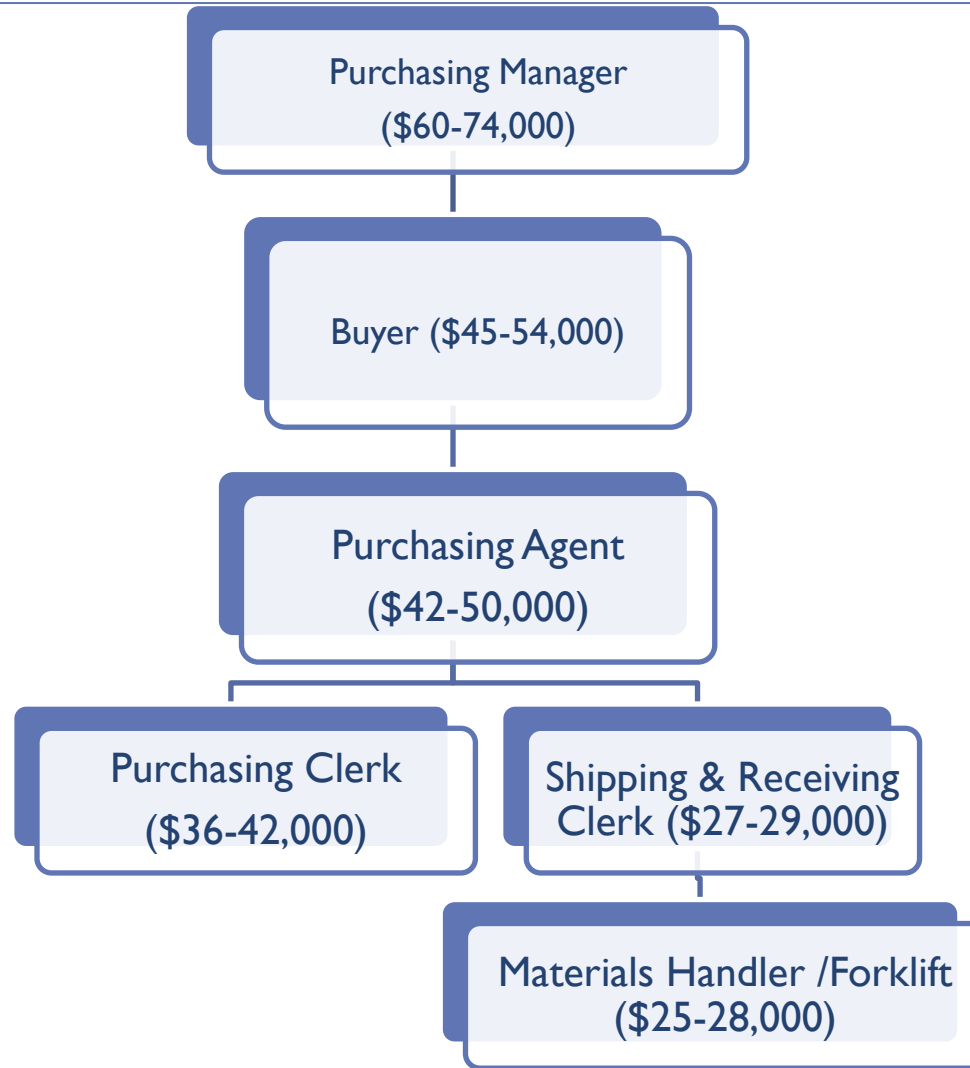


# Administration



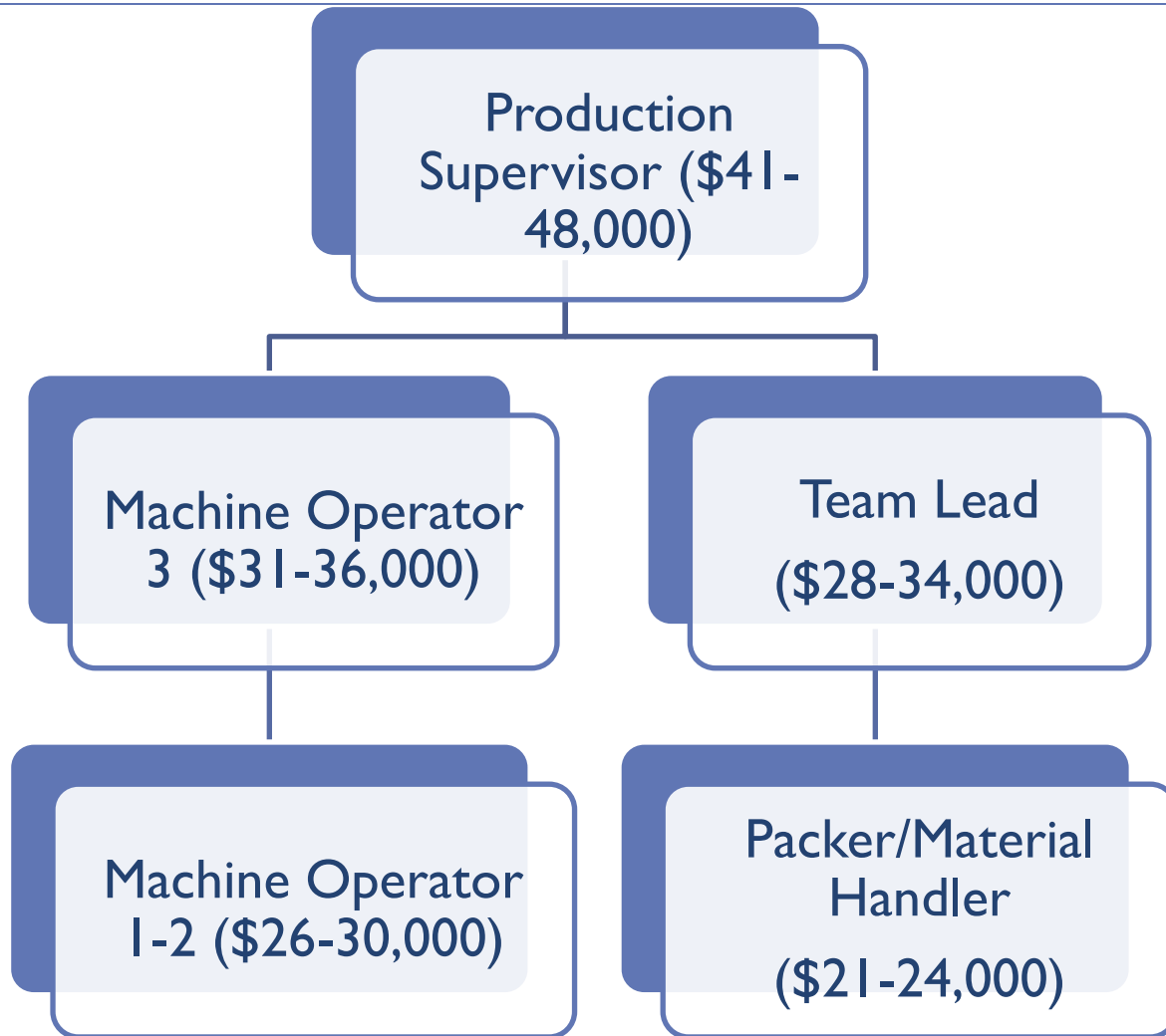
Wages shown are for RGV:  
Entry Level & Average Wages

# Purchasing/Materials



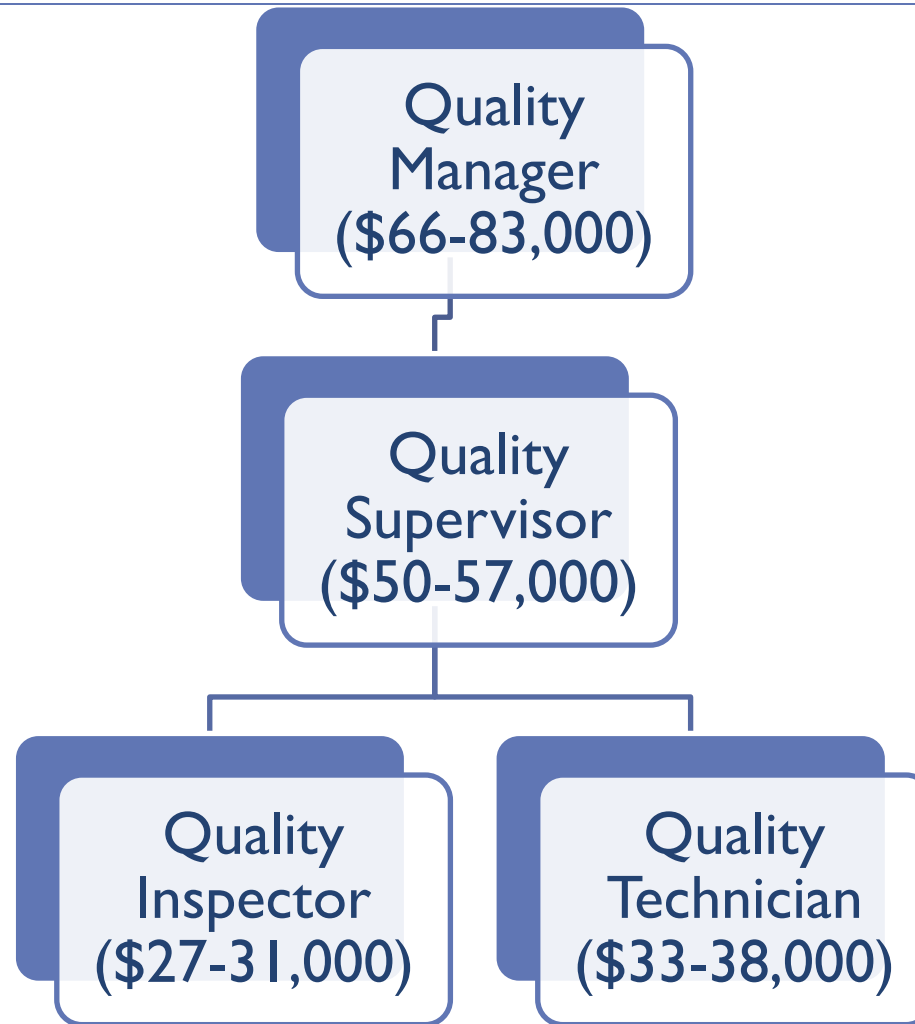
Wages shown are for RGV:  
Entry Level & Average Wages

# Production



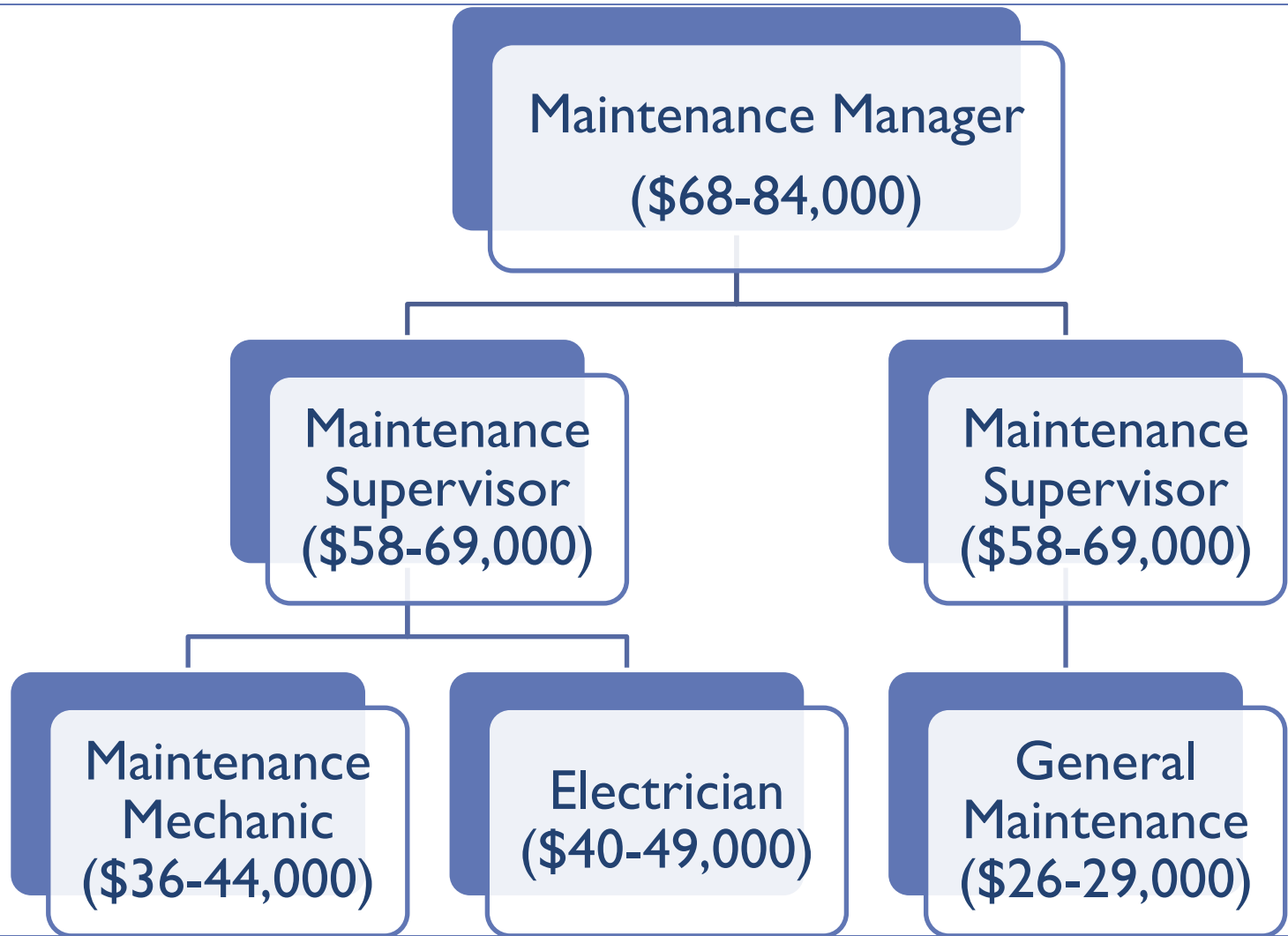
Wages shown are for RGV:  
Entry Level & Average Wages

# Quality Assurance



Wages shown are for RGV:  
Entry Level & Average Wages

# Mechatronics/Maintenance



Wages shown are for RGV: Entry Level & Average Wages (per STMA 2022 Wage Survey)

All Roads Can Lead to Management!  
*If you have the right “stuff”, and gain experience*

General Manager (\$100,000-124,000)

Plant Mgr.  
(\$93-118,000)

Engineering  
Mgr. (\$87-  
104,000)

Quality  
Assurance Mgr.  
(\$66-83,000)

Finance Mgr.  
(\$79-99,000)

Purchasing Mgr.  
(\$59-75,000)

All Wages shown are for RGV: Entry Level &  
Average Wages (per STMA 2022 Wage Survey)



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Wage Info is at: [www.STMA-TX.org](http://www.STMA-TX.org)