



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

JOB POSTINGS & STARTING WAGES REPORT

INDIANA ECONOMIC GROWTH REGION 2

St. Joseph, Elkhart, Marshall, Kosciusko, and Fulton Counties

January 1, 2009 - December 31, 2009

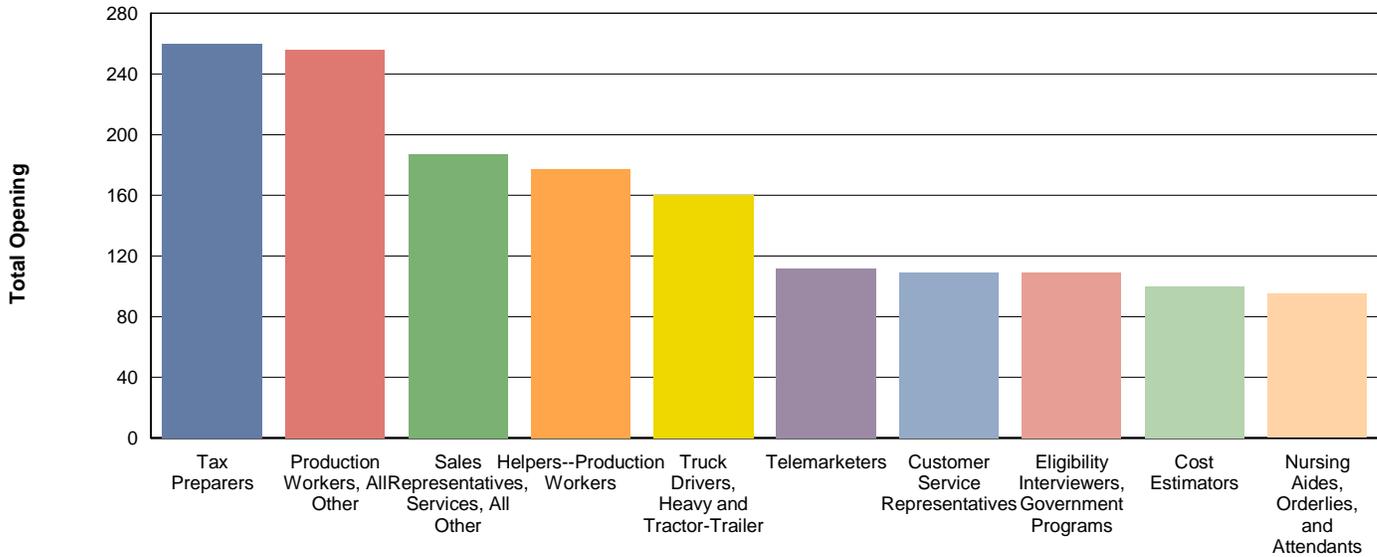
INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

Research & Analysis
Regional Workforce Studies

Released January 2010

Region 2 Top 10 Job Postings in Indiana Career Connect (ICC)

01/01/2009 - 12/31/2009



JOB POSTINGS & STARTING WAGES REPORT INDIANA ECONOMIC GROWTH REGION 2 (St. Joseph, Elkhart, Marshall, Kosciusko, and Fulton Counties)

January 1, 2009 - December 31, 2009

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
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Management Occupations

General and Operations Managers	5	\$12.00	\$40.87	\$27.34
Marketing Managers	6	\$12.00	\$28.85	\$19.69
Sales Managers	17	\$8.00	\$72.12	\$24.07
Administrative Services Managers	6	\$9.62	\$28.85	\$14.98
Computer and Information Systems Managers	2	\$14.42	\$37.16	\$24.54
Treasurers, Controllers, and Chief Financial Officers	2	\$43.27	\$57.69	\$50.48
Financial Managers, Branch or Department	5	\$10.00	\$44.64	\$21.94
Human Resources Managers	5	\$10.00	\$40.35	\$19.39
Compensation and Benefits Managers	2	\$17.50	\$36.06	\$28.41
Industrial Production Managers	4	\$11.00	\$36.06	\$21.06
Purchasing Managers	3	\$16.83	\$34.62	\$25.64
Transportation Managers	1	\$15.87	\$25.96	\$20.91
Construction Managers	2	\$10.00	\$30.00	\$21.25
Education Administrators, Postsecondary	9	\$15.87	\$48.08	\$28.30
Education Administrators, All Other	4	\$14.90	\$60.57	\$27.43

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Engineering Managers	4	\$19.23	\$38.46	\$25.64
	Food Service Managers	14	\$11.42	\$17.80	\$14.30
	Medical and Health Services Managers	5	\$16.09	\$35.10	\$22.89
	Property, Real Estate, and Community Association Managers	2	\$8.00	\$9.00	\$8.50
	Social and Community Service Managers	5	\$13.68	\$25.42	\$18.27
	Managers, All Other	15	\$9.50	\$53.85	\$24.50

Business and Financial Operations Occupations

Purchasing Agents, Except Wholesale, Retail, and Farm Products	1	\$11.00	\$12.00	\$11.50
Licensing Examiners and Inspectors	2	\$12.00	\$15.00	\$13.50
Cost Estimators	100	\$16.83	\$19.23	\$18.03
Employment Interviewers, Private or Public Employment Service	16	\$9.00	\$22.67	\$15.78
Training and Development Specialists	2	\$12.81	\$19.22	\$16.02
Human Resources, Training, and Labor Relations Specialists, All Other	2	\$12.02	\$16.83	\$14.21
Meeting and Convention Planners	2	\$11.42	\$17.80	\$14.61
Business Operations Specialists, All Other	33	\$17.31	\$47.26	\$28.49
Accountants	38	\$8.00	\$30.77	\$19.06
Credit Analysts	1	\$12.70	\$23.56	\$18.13
Financial Analysts	1	\$9.62	\$28.85	\$19.23
Personal Financial Advisors	2	\$13.46	\$14.42	\$13.94
Loan Officers	50	\$11.00	\$40.87	\$21.96
Tax Preparers	260	\$7.25	\$15.00	\$8.60

Computer and Mathematical Occupations

Computer Programmers	3	\$19.23	\$38.46	\$30.01
Computer Software Engineers, Applications	1	\$21.66	\$26.44	\$24.05
Computer Systems Analysts	4	\$15.00	\$40.00	\$27.24
Database Administrators	1	\$19.23	\$24.04	\$21.63
Network and Computer Systems Administrators	4	\$14.39	\$30.00	\$21.70
Computer Security Specialists	1	\$20.19	\$30.77	\$25.48
Computer Specialists, All Other	2	\$24.33	\$37.16	\$30.41

Architecture and Engineering Occupations

Biomedical Engineers	8	\$24.04	\$33.65	\$28.85
Civil Engineers	4	\$24.04	\$52.88	\$36.08
Electrical Engineers	9	\$14.42	\$45.67	\$30.70
Electronics Engineers, Except Computer	1	\$38.24	\$40.87	\$39.55
Industrial Safety and Health Engineers	2	\$24.04	\$33.65	\$27.04
Industrial Engineers	12	\$19.23	\$32.12	\$25.99
Mechanical Engineers	15	\$18.00	\$45.67	\$27.32
Engineers, All Other	14	\$19.23	\$50.00	\$31.17
Architectural Drafters	1	\$12.00	\$18.00	\$15.00
Mechanical Drafters	1	\$13.00	\$16.00	\$14.50
Drafters, All Other	2	\$12.00	\$18.99	\$14.62
Civil Engineering Technicians	5	\$10.00	\$30.00	\$20.00
Electronics Engineering Technicians	3	\$15.00	\$25.00	\$18.77

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Electrical Engineering Technicians	2	\$12.02	\$25.19	\$17.85
	Electro-Mechanical Technicians	2	\$15.00	\$20.26	\$17.63
	Industrial Engineering Technicians	4	\$15.87	\$24.04	\$19.95
	Mechanical Engineering Technicians	7	\$10.50	\$31.25	\$20.18
	Engineering Technicians, Except Drafters, All Other	6	\$7.93	\$16.83	\$13.22

Life, Physical and Social Science Occupations

Animal Scientists	4	\$13.57	\$21.30	\$18.29
Food Scientists and Technologists	1	\$31.97	\$42.31	\$37.14
Biologists	1	\$13.57	\$14.42	\$14.00
Chemists	3	\$24.04	\$43.18	\$32.57
Materials Scientists	1	\$9.00	\$9.00	\$9.00
Survey Researchers	2	\$7.25	\$13.18	\$10.22
Urban and Regional Planners	1	\$23.08	\$43.27	\$33.17
Biological Technicians	3	\$13.57	\$17.71	\$15.64
Chemical Technicians	5	\$11.00	\$19.23	\$12.96
Environmental Science and Protection Technicians, Including Health	1	\$13.00	\$13.00	\$13.00

Community and Social Service Occupations

Substance Abuse and Behavioral Disorder Counselors	1	\$11.40	\$14.82	\$13.11
Educational, Vocational, and School Counselors	9	\$13.57	\$21.39	\$16.69
Mental Health Counselors	2	\$36.13	\$36.13	\$36.13
Counselors, All Other	1	\$10.93	\$10.93	\$10.93
Child, Family, and School Social Workers	6	\$10.42	\$57.69	\$22.45
Medical and Public Health Social Workers	2	\$13.70	\$16.44	\$15.07
Mental Health and Substance Abuse Social Workers	2	\$10.36	\$17.31	\$13.11
Social Workers, All Other	4	\$12.00	\$15.87	\$13.46
Health Educators	1	\$15.07	\$18.08	\$16.58
Probation Officers and Correctional Treatment Specialists	1	\$10.36	\$10.36	\$10.36
Social and Human Service Assistants	9	\$8.00	\$16.44	\$10.93
Community and Social Service Specialists, All Other	4	\$7.93	\$16.83	\$11.76
Directors, Religious Activities and Education	1	\$43.35	\$43.35	\$43.35

Legal Occupations

Lawyers	5	\$76.59	\$119.94	\$98.27
Paralegals and Legal Assistants	2	\$8.00	\$15.00	\$12.00
Legal Support Workers, All Other	1	\$17.11	\$22.67	\$19.89

Education, Training and Library Occupations

Education Teachers, Postsecondary	1	\$17.31	\$19.23	\$18.27
Vocational Education Teachers Postsecondary	10	\$18.50	\$21.50	\$20.00
Preschool Teachers, Except Special Education	2	\$8.50	\$12.78	\$11.02
Secondary School Teachers, Except Special and Vocational Education	1	\$16.48	\$16.48	\$16.48
Teachers and Instructors, All Other	25	\$10.00	\$10.00	\$10.00

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Librarians	1	\$18.27	\$27.40	\$22.84
	Instructional Coordinators	1	\$17.64	\$17.64	\$17.64
	Teacher Assistants	7	\$7.25	\$12.00	\$8.92
	Education, Training, and Library Workers, All Other	29	\$15.24	\$24.84	\$20.01

Arts, Design, Entertainment, Sports, and Media Occ.

Floral Designers	2	\$7.50	\$12.00	\$9.38
Graphic Designers	1	\$12.00	\$14.00	\$13.00
Producers	4	\$21.63	\$26.44	\$24.04
Program Directors	3	\$13.46	\$16.83	\$15.46
Coaches and Scouts	3	\$9.00	\$21.63	\$13.75
Public Relations Specialists	1	\$17.07	\$18.51	\$17.79
Technical Writers	3	\$17.31	\$60.00	\$29.04
Interpreters and Translators	4	\$15.00	\$15.00	\$15.00
Media and Communication Workers, All Other	1	\$10.10	\$12.02	\$11.06
Photographers	1	\$7.50	\$12.00	\$9.75

Healthcare Practitioner and Technical Occupations

Dentists, General	1	\$60.10	\$72.12	\$66.11
Pharmacists	1	\$55.00	\$70.00	\$62.50
Internists, General	21	\$96.15	\$96.15	\$96.15
Psychiatrists	1	\$57.69	\$120.19	\$88.94
Registered Nurses	63	\$7.25	\$57.69	\$22.63
Occupational Therapists	3	\$18.00	\$40.00	\$23.19
Physical Therapists	18	\$7.25	\$45.00	\$22.46
Speech-Language Pathologists	3	\$18.00	\$38.46	\$23.45
Medical and Clinical Laboratory Technologists	5	\$15.00	\$22.00	\$19.00
Medical and Clinical Laboratory Technicians	6	\$10.37	\$20.00	\$14.43
Radiologic Technologists	1	\$15.00	\$15.00	\$15.00
Pharmacy Technicians	8	\$7.70	\$7.70	\$7.70
Respiratory Therapy Technicians	1	\$21.00	\$30.00	\$25.50
Licensed Practical and Licensed Vocational Nurses	44	\$7.25	\$25.00	\$17.72
Medical Records and Health Information Technicians	5	\$7.50	\$12.95	\$10.16
Opticians, Dispensing	1	\$8.10	\$8.10	\$8.10
Occupational Health and Safety Specialists	1	\$22.26	\$22.26	\$22.26
Healthcare Practitioners and Technical Workers, All Other	3	\$10.00	\$10.00	\$10.00

Healthcare Support Occupations

Home Health Aides	8	\$7.25	\$9.00	\$8.13
Nursing Aides, Orderlies, and Attendants	95	\$8.00	\$14.00	\$9.62
Dental Assistants	6	\$10.00	\$15.00	\$11.57
Medical Assistants	8	\$10.00	\$14.00	\$11.26
Medical Equipment Preparers	2	\$8.50	\$20.00	\$12.38
Medical Transcriptionists	1	\$10.00	\$10.00	\$10.00
Veterinary Assistants and Laboratory Animal Caretakers	5	\$7.25	\$9.00	\$8.08
Healthcare Support Workers, All Other	19	\$9.00	\$19.00	\$11.64

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
<u>Protective Service Occupations</u>					
	Municipal Fire Fighters	2	\$11.00	\$20.04	\$15.16
	Correctional Officers and Jailers	2	\$11.78	\$13.37	\$12.23
	Police Patrol Officers	4	\$16.38	\$24.20	\$21.37
	Security Guards	9	\$8.50	\$24.04	\$12.04
	Protective Service Workers, All Other	1	\$14.82	\$14.82	\$14.82
<u>Food Preparation and Serving Related Occupations</u>					
	Chefs and Head Cooks	3	\$8.00	\$15.65	\$10.92
	First-Line Supervisors/Managers of Food Preparation and Serving Workers	39	\$7.25	\$16.83	\$13.16
	Cooks, Institution and Cafeteria	5	\$8.00	\$16.07	\$10.29
	Cooks, Restaurant	30	\$7.50	\$10.00	\$8.50
	Cooks, Short Order	2	\$9.00	\$11.00	\$10.00
	Food Preparation Workers	8	\$8.22	\$14.13	\$10.48
	Bartenders	12	\$7.25	\$8.31	\$7.78
	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	7	\$7.25	\$7.25	\$7.25
	Waiters and Waitresses	8	\$7.25	\$7.50	\$7.25
	Food Servers, Nonrestaurant	9	\$7.25	\$13.83	\$7.63
	Dining Room and Cafeteria Attendants and Bartender Helpers	6	\$7.25	\$12.46	\$9.36
	Dishwashers	2	\$7.25	\$8.00	\$7.63
	Food Preparation and Serving Related Workers, All Other	3	\$9.55	\$12.23	\$10.00
<u>Building and Grounds Cleaning and Maintenance Occ.</u>					
	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	4	\$9.00	\$11.00	\$9.33
	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	1	\$14.42	\$19.23	\$16.83
	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	43	\$7.25	\$20.00	\$8.81
	Maids and Housekeeping Cleaners	10	\$7.25	\$10.00	\$8.01
	Building Cleaning Workers, All Other	7	\$7.25	\$16.00	\$8.42
	Pest Control Workers	1	\$10.00	\$14.00	\$12.00
	Landscaping and Groundskeeping Workers	15	\$8.00	\$19.23	\$10.83
	Pesticide Handlers, Sprayers, and Applicators, Vegetation	3	\$10.00	\$19.23	\$12.57
	Tree Trimmers and Pruners	2	\$9.00	\$12.50	\$10.63
	Grounds Maintenance Workers, All Other	3	\$8.00	\$9.00	\$8.42
<u>Personal Care and Service Occupations</u>					
	Hairdressers, Hairstylists, and Cosmetologists	10	\$8.00	\$25.00	\$12.56
	Child Care Workers	13	\$7.25	\$12.00	\$7.90
	Personal and Home Care Aides	64	\$7.75	\$12.06	\$9.23
	Residential Advisors	1	\$8.60	\$9.31	\$8.96
	Personal Care and Service Workers, All Other	5	\$7.25	\$10.87	\$9.12
<u>Sales and Related Occupations</u>					

Category	Job Title	Total Openings	Minimum	Maximum	Average
			Hourly Wage	Hourly Wage	Hourly Wage
	First-Line Supervisors/Managers of Retail Sales Workers	23	\$8.30	\$16.83	\$11.19
	First-Line Supervisors/Managers of Non-Retail Sales Workers	2	\$48.08	\$48.08	\$48.08
	Cashiers	14	\$7.25	\$12.00	\$7.99
	Counter and Rental Clerks	3	\$7.25	\$7.35	\$7.25
	Parts Salespersons	4	\$10.00	\$24.04	\$15.34
	Retail Salespersons	48	\$7.25	\$48.08	\$9.62
	Advertising Sales Agents	4	\$12.02	\$24.04	\$18.03
	Insurance Sales Agents	49	\$9.62	\$72.12	\$26.59
	Sales Agents, Securities and Commodities	1	\$7.25	\$144.51	\$75.14
	Sales Agents, Financial Services	23	\$7.25	\$40.87	\$20.83
	Sales Representatives, Services, All Other	187	\$7.50	\$72.12	\$23.30
	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	5	\$16.83	\$96.15	\$42.03
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	42	\$7.25	\$46.24	\$14.69
	Real Estate Brokers	2	\$40.87	\$40.87	\$40.87
	Real Estate Sales Agents	50	\$24.04	\$24.04	\$24.04
	Sales Engineers	2	\$16.83	\$48.08	\$32.45
	Telemarketers	112	\$7.25	\$48.08	\$14.41
	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41	\$10.00	\$48.08	\$23.33
	Sales and Related Workers, All Other	16	\$7.25	\$28.85	\$16.03

Office and Administrative Support Occupations

First-Line Supervisors/Managers of Office and Administrative Support Workers	5	\$12.00	\$20.00	\$17.22
Bill and Account Collectors	51	\$9.00	\$12.00	\$9.91
Billing, Cost, and Rate Clerks	3	\$7.50	\$10.50	\$9.67
Billing, Posting, and Calculating Machine Operators	2	\$9.50	\$9.50	\$9.50
Bookkeeping, Accounting, and Auditing Clerks	18	\$9.00	\$16.00	\$11.51
Payroll and Timekeeping Clerks	3	\$9.00	\$19.00	\$13.17
Procurement Clerks	2	\$8.50	\$28.85	\$18.97
Tellers	26	\$8.00	\$13.85	\$11.25
Court Clerks	1	\$10.36	\$12.95	\$11.66
Credit Authorizers	1	\$13.50	\$14.50	\$14.00
Customer Service Representatives	109	\$7.25	\$21.66	\$10.99
Eligibility Interviewers, Government Programs	109	\$8.00	\$17.00	\$11.50
File Clerks	1	\$10.00	\$10.00	\$10.00
Hotel, Motel, and Resort Desk Clerks	2	\$7.25	\$7.50	\$7.37
Interviewers, Except Eligibility and Loan	8	\$8.00	\$8.00	\$8.00
Order Clerks	4	\$8.89	\$12.00	\$10.73
Human Resources Assistants, Except Payroll and Timekeeping	5	\$9.00	\$14.00	\$11.38
Receptionists and Information Clerks	24	\$7.25	\$14.00	\$10.21
Police, Fire, and Ambulance Dispatchers	1	\$13.05	\$14.04	\$13.55
Dispatchers, Except Police, Fire, and Ambulance	4	\$11.31	\$11.31	\$11.31
Meter Readers, Utilities	4	\$12.58	\$14.58	\$13.58
Production, Planning, and Expediting Clerks	7	\$8.00	\$30.77	\$18.15
Shipping, Receiving, and Traffic Clerks	23	\$8.00	\$15.00	\$10.91
Stock Clerks, Sales Floor	23	\$7.25	\$7.95	\$7.60

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Stock Clerks- Stockroom, Warehouse, or Storage Yard	22	\$7.25	\$12.92	\$9.22
	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	40	\$7.25	\$7.25	\$7.25
	Executive Secretaries and Administrative Assistants	32	\$6.88	\$24.84	\$13.47
	Legal Secretaries	1	\$15.00	\$20.00	\$17.50
	Medical Secretaries	3	\$10.00	\$14.00	\$11.00
	Secretaries, Except Legal, Medical, and Executive	7	\$9.00	\$15.00	\$10.92
	Computer Operators	1	\$14.00	\$14.00	\$14.00
	Data Entry Keyers	6	\$9.00	\$14.50	\$10.78
	Word Processors and Typists	1	\$12.00	\$12.00	\$12.00
	Insurance Policy Processing Clerks	1	\$10.00	\$15.00	\$12.50
	Office Clerks, General	31	\$7.25	\$16.00	\$10.07
	Office and Administrative Support Workers, All Other	12	\$9.00	\$15.00	\$11.43

Farming, Fishing and Forestry Occupations

General Farmworkers	2	\$8.00	\$8.00	\$8.00
Farmworkers, Farm and Ranch Animals	3	\$7.25	\$8.00	\$7.58
Agricultural Workers, All Other	1	\$8.00	\$10.00	\$9.00
Forest and Conservation Workers	1	\$18.30	\$19.30	\$18.80

Construction and Extraction Occupations

Construction Carpenters	1	\$12.00	\$14.00	\$13.00
Cement Masons and Concrete Finishers	5	\$10.00	\$18.00	\$13.30
Terrazzo Workers and Finishers	1	\$16.00	\$18.00	\$17.00
Construction Laborers	6	\$9.00	\$29.00	\$15.08
Electricians	10	\$12.00	\$23.00	\$17.27
Plumbers	3	\$11.00	\$22.00	\$16.50
Roofers	6	\$9.00	\$20.00	\$13.40
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	3	\$9.00	\$19.23	\$12.14
Helpers, Construction Trades, All Other	7	\$9.00	\$9.00	\$9.00
Construction and Building Inspectors	1	\$14.85	\$17.08	\$15.97
Highway Maintenance Workers	1	\$12.00	\$12.00	\$12.00
Construction and Related Workers, All Other	4	\$9.00	\$15.00	\$11.33

Installation, Maintenance and Repair Occupations

First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	6	\$15.87	\$36.06	\$23.11
Telecommunications Equipment Installers and Repairers, Except Line Installers	4	\$12.50	\$62.50	\$37.50
Electric Motor, Power Tool, and Related Repairers	1	\$24.00	\$26.00	\$25.00
Electrical and Electronics Installers and Repairers, Transportation Equipment	1	\$13.50	\$13.50	\$13.50
Electrical and Electronics Repairers, Commercial and Industrial Equipment	7	\$9.87	\$38.46	\$23.43
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	15	\$12.00	\$15.00	\$13.50
Electronic Equipment Installers and Repairers, Motor Vehicles	1	\$22.00	\$23.00	\$22.50
Electronic Home Entertainment Equipment Installers and Repairers	13	\$48.08	\$48.08	\$48.08

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Security and Fire Alarm Systems Installers	1	\$9.00	\$16.00	\$12.50
	Aircraft Mechanics and Service Technicians	1	\$16.80	\$25.00	\$20.90
	Automotive Body and Related Repairers	6	\$9.00	\$22.00	\$13.33
	Automotive Glass Installers and Repairers	2	\$15.00	\$20.19	\$17.76
	Automotive Service Technicians and Mechanics	2	\$10.00	\$25.00	\$18.37
	Automotive Master Mechanics	2	\$7.70	\$19.23	\$11.06
	Automotive Specialty Technicians	10	\$11.00	\$25.00	\$15.69
	Bus and Truck Mechanics and Diesel Engine Specialists	12	\$9.00	\$21.00	\$15.75
	Mobile Heavy Equipment Mechanics, Except Engines	4	\$10.00	\$17.24	\$14.87
	Motorboat Mechanics	1	\$12.00	\$12.00	\$12.00
	Outdoor Power Equipment and Other Small Engine Mechanics	4	\$8.00	\$15.00	\$11.33
	Recreational Vehicle Service Technicians	2	\$12.00	\$19.00	\$15.50
	Heating and Air Conditioning Mechanics	6	\$10.00	\$28.85	\$16.56
	Industrial Machinery Mechanics	15	\$10.00	\$25.00	\$14.75
	Maintenance and Repair Workers, General	47	\$8.00	\$38.46	\$14.33
	Maintenance Workers, Machinery	12	\$9.00	\$23.00	\$14.89
	Millwrights	5	\$19.70	\$22.41	\$21.06
	Electrical Power-Line Installers and Repairers	2	\$15.84	\$18.62	\$17.23
	Telecommunications Line Installers and Repairers	1	\$10.00	\$11.00	\$10.50
	Musical Instrument Repairers and Tuners	1	\$10.00	\$25.00	\$17.50
	Manufactured Building and Mobile Home Installers	1	\$10.00	\$10.00	\$10.00
	Helpers--Installation, Maintenance, and Repair Workers	1	\$8.00	\$8.00	\$8.00
	Installation, Maintenance, and Repair Workers, All Other	3	\$9.00	\$19.65	\$15.72

Production Occupations

First-Line Supervisors/Managers of Production and Operating Workers	36	\$7.25	\$34.62	\$17.82
Fiberglass Laminators and Fabricators	47	\$7.50	\$15.00	\$10.64
Assemblers and Fabricators, All Other	33	\$7.25	\$14.00	\$9.75
Meat, Poultry, and Fish Cutters and Trimmers	3	\$13.00	\$13.35	\$13.23
Computer-Controlled Machine Tool Operators, Metal and Plastic	20	\$8.00	\$19.23	\$13.21
Numerical Tool and Process Control Programmers	1	\$12.00	\$14.50	\$13.25
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	2	\$10.00	\$10.00	\$10.00
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	1	\$10.00	\$12.00	\$11.00
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	31	\$9.00	\$13.00	\$9.80
Press and Press Brake Machine Setters and Set-Up Operators, Metal and Plastic	3	\$9.50	\$10.00	\$9.75
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	7	\$10.00	\$14.00	\$11.63
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	60	\$10.00	\$19.50	\$13.45
Machinists	28	\$7.25	\$23.46	\$13.09
Foundry Mold and Coremakers	1	\$10.00	\$10.00	\$10.00
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	5	\$8.50	\$8.50	\$8.50

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	6	\$9.00	\$15.00	\$11.13
	Tool and Die Makers	3	\$13.00	\$24.88	\$17.96
	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	26	\$11.00	\$24.00	\$14.90
	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	1	\$12.00	\$17.00	\$14.50
	Metal Workers and Plastic Workers, All Other	1	\$9.50	\$9.50	\$9.50
	Laundry and Dry-Cleaning Workers	1	\$7.71	\$7.71	\$7.71
	Sewing Machine Operators	61	\$9.00	\$18.00	\$10.90
	Shoe and Leather Workers and Repairers	1	\$7.25	\$7.25	\$7.25
	Sewers, Hand	9	\$10.00	\$15.00	\$11.38
	Textile Cutting Machine Setters, Operators, and Tenders	4	\$9.00	\$14.56	\$10.52
	Fabric and Apparel Patternmakers	1	\$9.50	\$9.50	\$9.50
	Upholsterers	16	\$8.00	\$14.56	\$10.16
	Textile, Apparel, and Furnishings Workers, All Other	1	\$12.00	\$30.00	\$21.00
	Cabinetmakers and Bench Carpenters	1	\$9.00	\$10.50	\$9.75
	Woodworkers, All Other	22	\$9.00	\$12.00	\$10.75
	Water and Liquid Waste Treatment Plant and System Operators	1	\$11.50	\$11.50	\$11.50
	Chemical Equipment Operators and Tenders	1	\$12.00	\$12.00	\$12.00
	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	1	\$13.00	\$13.00	\$13.00
	Grinding and Polishing Workers, Hand	1	\$12.00	\$16.00	\$14.00
	Mixing and Blending Machine Setters, Operators, and Tenders	2	\$13.00	\$15.00	\$13.50
	Cutting and Slicing Machine Setters, Operators, and Tenders	5	\$9.00	\$13.00	\$10.17
	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	11	\$9.00	\$20.00	\$12.90
	Inspectors, Testers, Sorters, Samplers, and Weighers	12	\$7.25	\$28.85	\$13.81
	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers	1	\$14.00	\$16.00	\$15.00
	Dental Laboratory Technicians	1	\$10.00	\$10.00	\$10.00
	Packaging and Filling Machine Operators and Tenders	11	\$10.25	\$12.09	\$10.71
	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	2	\$11.25	\$15.00	\$12.75
	Painters, Transportation Equipment	3	\$9.00	\$25.00	\$14.92
	Painting, Coating, and Decorating Workers	9	\$9.00	\$15.00	\$10.66
	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	2	\$8.00	\$20.00	\$14.00
	Paper Goods Machine Setters, Operators, and Tenders	8	\$9.00	\$15.00	\$13.13
	Helpers--Production Workers	177	\$7.25	\$12.00	\$9.06
	Production Workers, All Other	256	\$7.25	\$20.00	\$10.94

Transportation and Material Moving Occupations

	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	4	\$12.00	\$26.44	\$17.05
	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	1	\$12.98	\$19.71	\$16.35
	Bus Drivers, Transit and Intercity	4	\$7.50	\$25.00	\$12.36

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Driver/Sales Workers	9	\$7.25	\$12.75	\$9.61
	Truck Drivers, Heavy and Tractor-Trailer	160	\$8.75	\$33.65	\$15.57
	Tractor-Trailer Truck Drivers	1	\$12.50	\$15.00	\$13.75
	Truck Drivers, Light or Delivery Services	95	\$8.00	\$18.35	\$11.49
	Motor Vehicle Operators, All Other	1	\$11.00	\$11.00	\$11.00
	Parking Lot Attendants	4	\$8.00	\$8.00	\$8.00
	Conveyor Operators and Tenders	1	\$8.00	\$8.00	\$8.00
	Industrial Truck and Tractor Operators	15	\$9.90	\$25.00	\$12.02
	Cleaners of Vehicles and Equipment	2	\$8.00	\$8.00	\$8.00
	Laborers and Freight, Stock, and Material Movers, Hand	57	\$7.25	\$17.29	\$10.05
	Packers and Packagers, Hand	26	\$7.25	\$17.00	\$10.24
	Material Moving Workers, All Other	5	\$14.45	\$17.16	\$15.81

JOB POSTINGS & STARTING WAGES REPORT

This publication includes information about the types of job openings received and the starting wages listed with offices of the Indiana Department of Workforce Development (DWD). The report that follows summarizes the listings received from employers for the twelve-month period and the geographic area specified on the front of this publication.

The description lists occupational titles according to the Occupational Employment Statistics classification system. More than one occupational title may be used to match applicants with job listings. The number column, however, reports the number of job openings. These positions should be interpreted as having been available sometime during this period and not necessarily as currently available.

The starting wages listed do not reflect "prevailing wage rates". The wages are based on the minimum wage that employers stated they would pay to workers who fulfill their job requirements for education and/or experience. The wages presented identify the minimum wage offered by any employer, the maximum wage offered by any employer, and the mid hourly wage offered by all employers for the listed occupational grouping. Compensation for some jobs may include tips and/or commissions, and benefits not accounted for in the wage listing.

Job seekers and those who assist them with their job search will find this report to be a useful tool in identifying the frequency of job openings and the starting wages typically offered. The information presented may be useful to those who are choosing or changing careers, given that potential wages are a critical factor in making career choices. Other career choice factors in addition to wages may include aptitudes, interests, abilities, length of training, the job outlook, working conditions, and so forth.

While Job Postings and Starting Wages can be a very useful tool, the report contains information for only those openings listed with DWD. Other sources of information should be consulted regarding the availability of jobs, qualifications, and wages. These may include:

- personal contacts
- counselors
- want ads
- libraries
- the Occupational Outlook Handbook
- professional associations
- Information Resource Areas of Indiana Workforce Development Centers

A free computerized job matching service is available through DWD's Indiana Career Connect (ICC), at no cost to job seekers or employers. Job seekers registering for work specify their qualifications, desires, and wage requests. An employer may call one of DWD's local offices with an opening, describing the position requirements, hours of work, and other conditions of employment, in addition to the starting wage to be offered. The information from both parties is entered into ICC, and then used to locate suitable candidates for the job opening. Employers may also post job openings, search for potential employees, and go through an initial screening process via the Internet. For more details on ICC, check our web site: <http://www.state.in.us/dwd>

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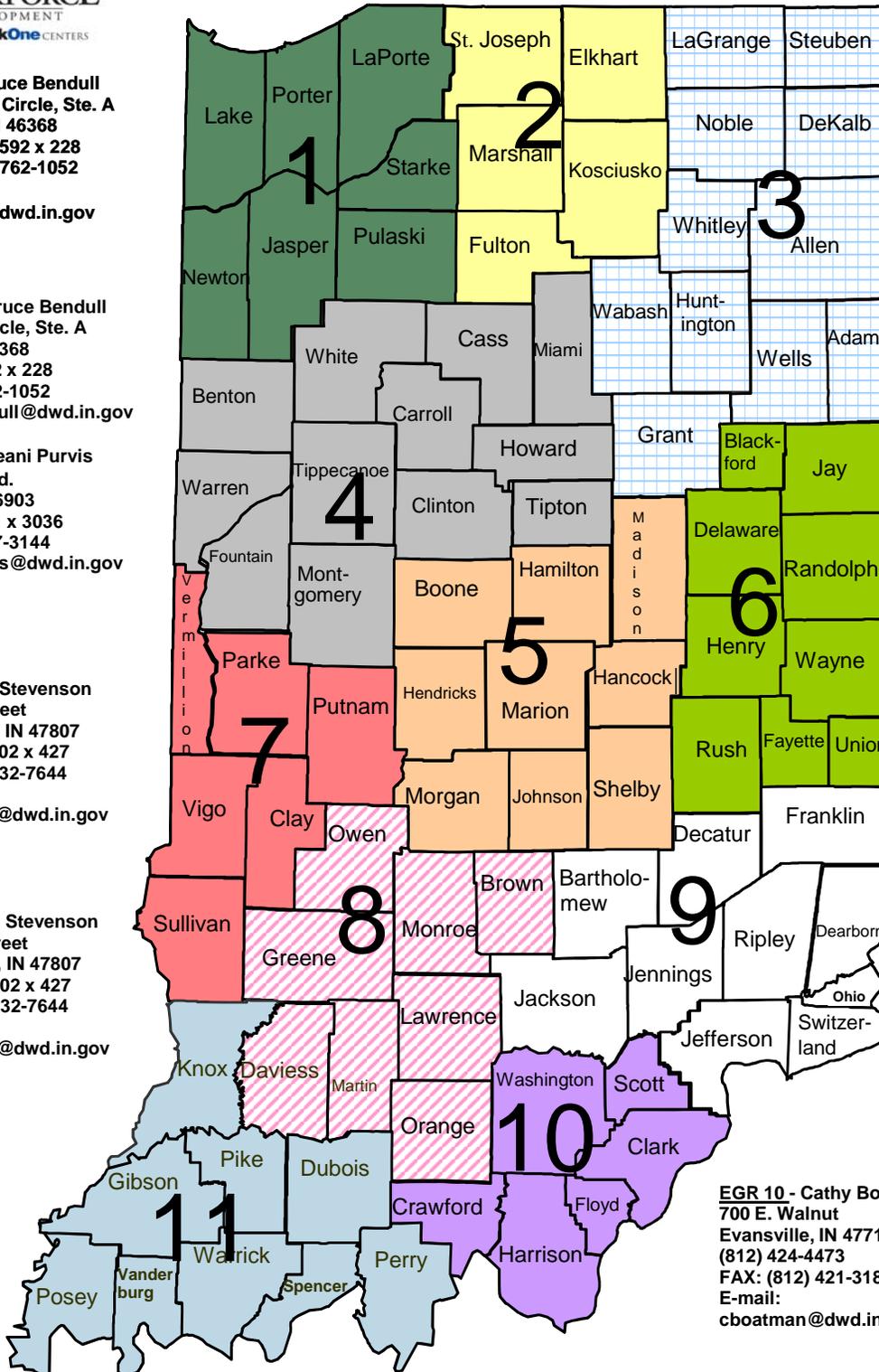
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Indiana Workforce Development
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