



INDIANA  
**WORKFORCE**  
DEVELOPMENT  
AND ITS **WorkOne** CENTERS

# JOB POSTINGS & STARTING WAGES REPORT

INDIANA ECONOMIC GROWTH REGION 3  
(Adams, Allen, Dekalb, Grant, Huntington, Lagrange, Noble, Steuben,  
Wabash, Wells and Whitley Counties)

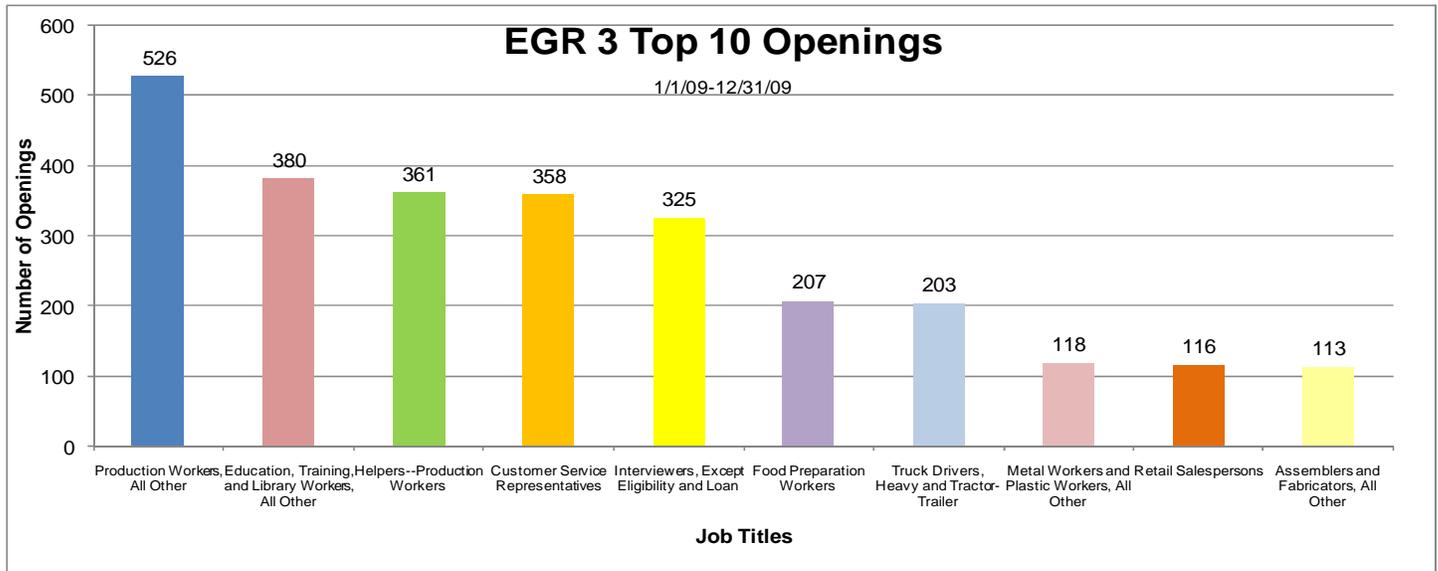
January 1, 2009 through December 31, 2009

**INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT**

**Research & Analysis**

Released January 2010

**JOB POSTINGS & STARTING WAGES REPORT**  
**ECONOMIC GROWTH REGION 3**  
 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	\$10.58	\$43.27	\$20.85
Advertising and Promotions Managers	3	\$13.50	\$14.50	\$14.00
Marketing Managers	3	\$12.98	\$38.46	\$22.44
Sales Managers	50	\$6.55	\$48.08	\$17.65
Public Relations Managers	5	\$10.00	\$10.00	\$10.00
Administrative Services Managers	5	\$9.00	\$16.00	\$11.83
Computer and Information Systems Managers	3	\$14.42	\$21.63	\$18.03
Treasurers, Controllers, and Chief Financial Officers	1	\$18.00	\$20.00	\$19.00
Financial Managers, Branch or Department	3	\$13.46	\$31.25	\$19.87
Human Resources Managers	2	\$30.06	\$36.74	\$33.40
Human Resources Managers, All Other	1	\$10.00	\$11.00	\$10.50
Industrial Production Managers	3	\$15.00	\$26.92	\$21.51
Purchasing Managers	3	\$12.00	\$23.08	\$16.82
Transportation Managers	1	\$10.00	\$15.00	\$12.50
Storage and Distribution Managers	7	\$12.00	\$25.24	\$19.51
Construction Managers	1	\$20.92	\$20.92	\$20.92
Education Administrators, Preschool and Child Care Center/Program	1	\$12.55	\$14.12	\$13.34
Education Administrators, Postsecondary	3	\$12.00	\$14.00	\$13.00
Engineering Managers	6	\$24.04	\$47.93	\$33.26
Food Service Managers	6	\$7.00	\$13.75	\$10.50
Medical and Health Services Managers	2	\$16.48	\$21.15	\$18.82
Property, Real Estate, and Community Association Managers	6	\$9.00	\$14.38	\$12.61
Social and Community Service Managers	4	\$13.70	\$24.04	\$18.43
Managers, All Other	7	\$9.00	\$14.67	\$11.88

**Business & Financial Occupations**

Purchasing Agents and Buyers, Farm Products	2	\$21.63	\$26.44	\$24.04
Wholesale and Retail Buyers, Except Farm Products	1	\$13.46	\$16.83	\$15.14
Purchasing Agents, Except Wholesale, Retail, and Farm Products	8	\$10.00	\$30.29	\$21.20
Environmental Compliance Inspectors	3	\$10.10	\$22.12	\$15.46
Government Property Inspectors and Investigators	2	\$14.00	\$21.63	\$17.59
Cost Estimators	1	\$10.00	\$15.00	\$12.50
Employment Interviewers, Private or Public Employment Service	33	\$12.40	\$20.80	\$16.03
Training and Development Specialists	1	\$9.50	\$13.50	\$11.50
Human Resources, Training, and Labor Relations Specialists, All Other	1	\$12.82	\$14.35	\$13.59
Meeting and Convention Planners	1	\$7.00	\$7.00	\$7.00
Business Operations Specialists, All Other	13	\$10.00	\$31.39	\$16.60

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Accountants	17	\$7.75	\$43.27	\$21.16
	Auditors	2	\$10.12	\$13.90	\$12.01
	Appraisers, Real Estate	2	\$14.87	\$25.42	\$20.15
	Credit Analysts	1	\$14.00	\$20.00	\$17.00
	Financial Analysts	6	\$9.00	\$33.65	\$21.33
	Insurance Underwriters	2	\$11.00	\$16.83	\$12.96
	Loan Officers	3	\$34.13	\$75.14	\$47.41
	Tax Preparers	2	\$10.00	\$10.00	\$10.00
	Financial Specialists, All Other	1	\$10.00	\$12.00	\$11.00

### Computer and Mathematical Occupations

Computer Programmers	5	\$14.42	\$38.46	\$24.64
Computer Software Engineers, Applications	10	\$16.83	\$43.27	\$30.47
Computer Software Engineers, Systems Software	2	\$18.00	\$30.34	\$24.67
Computer Support Specialists	5	\$12.02	\$43.27	\$22.33
Computer Systems Analysts	2	\$20.11	\$30.17	\$25.14
Database Administrators	1	\$24.13	\$36.20	\$30.17
Network and Computer Systems Administrators	2	\$16.92	\$42.79	\$28.55
Computer Specialists, All Other	2	\$21.63	\$31.25	\$26.97
Actuaries	1	\$35.54	\$35.54	\$35.54

### Architecture & Engineering Occupations

Biomedical Engineers	6	\$24.04	\$40.87	\$30.85
Civil Engineers	1	\$39.89	\$39.89	\$39.89
Electrical Engineers	14	\$14.42	\$47.60	\$28.37
Electronics Engineers, Except Computer	6	\$28.85	\$43.27	\$36.14
Industrial Engineers	10	\$17.00	\$38.46	\$26.98
Materials Engineers	2	\$21.63	\$30.29	\$24.40
Mechanical Engineers	39	\$16.83	\$45.67	\$31.43
Engineers, All Other	27	\$20.00	\$36.06	\$28.82
Mechanical Drafters	8	\$13.50	\$29.00	\$20.36
Drafters, All Other	4	\$13.49	\$13.49	\$13.49
Civil Engineering Technicians	3	\$12.50	\$27.00	\$19.75
Electronics Engineering Technicians	2	\$15.00	\$20.00	\$17.75
Electrical Engineering Technicians	4	\$10.58	\$21.15	\$15.75
Electro-Mechanical Technicians	2	\$15.50	\$23.56	\$18.45
Environmental Engineering Technicians	1	\$11.00	\$11.00	\$11.00
Mechanical Engineering Technicians	3	\$12.77	\$33.65	\$18.72
Engineering Technicians, Except Drafters, All Other	2	\$10.00	\$16.83	\$12.45
Mapping Technicians	1	\$24.13	\$36.20	\$30.17

### Life, Physical and Social Science Occupations

Park Naturalists	1	\$10.20	\$10.20	\$10.20
Foresters	1	\$10.00	\$14.00	\$12.00
Chemists	1	\$19.79	\$26.40	\$23.09
Market Research Analysts	4	\$9.50	\$23.08	\$16.33
Survey Researchers	4	\$6.55	\$15.00	\$10.59
Urban and Regional Planners	2	\$23.53	\$34.38	\$28.70
Food Science Technicians	2	\$15.00	\$17.00	\$16.00
Chemical Technicians	1	\$15.00	\$18.00	\$16.50
Social Science Research Assistants	2	\$13.00	\$16.50	\$14.75
City Planning Aides	1	\$19.23	\$21.63	\$20.43
Forest and Conservation Technicians	1	\$18.25	\$20.75	\$19.50
Life, Physical, and Social Science Technicians, All Other	1	\$31.25	\$31.25	\$31.25

### Community & Social Service Occupations

Substance Abuse and Behavioral Disorder Counselors	1	\$19.69	\$19.69	\$19.69
Educational, Vocational, and School Counselors	4	\$11.50	\$19.61	\$16.46
Mental Health Counselors	4	\$17.00	\$17.49	\$17.16
Rehabilitation Counselors	2	\$11.00	\$12.50	\$11.75
Counselors, All Other	1	\$13.46	\$13.46	\$13.46
Child, Family, and School Social Workers	3	\$11.91	\$18.00	\$14.05
Medical and Public Health Social Workers	4	\$11.50	\$18.27	\$14.05

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Mental Health and Substance Abuse Social Workers	1	\$16.20	\$22.12	\$19.16
	Social Workers, All Other	6	\$11.78	\$18.99	\$15.17
	Probation Officers and Correctional Treatment Specialists	1	\$19.69	\$19.69	\$19.69
	Social and Human Service Assistants	35	\$8.00	\$19.69	\$11.62
	Community and Social Service Specialists, All Other	6	\$9.00	\$34.55	\$17.04
	Directors, Religious Activities and Education	1	\$8.50	\$10.00	\$9.25

#### Legal Occupations

Lawyers	7	\$28.85	\$119.94	\$64.16
Paralegals and Legal Assistants	4	\$10.00	\$14.42	\$13.02
Court Reporters	1	\$8.00	\$8.00	\$8.00
Legal Support Workers, All Other	1	\$8.00	\$9.00	\$8.50

#### Education, Training and Library Occupations

Biological Science Teachers, Postsecondary	1	\$25.39	\$25.39	\$25.39
Preschool Teachers, Except Special Education	15	\$7.50	\$15.00	\$10.38
Special Education Teachers, Preschool, Kindergarten, and Elementary School	1	\$6.55	\$8.00	\$7.28
Special Education Teachers, Secondary School	4	\$12.00	\$12.00	\$12.00
Teachers and Instructors, All Other	6	\$10.00	\$21.50	\$15.00
Librarians	4	\$8.00	\$17.09	\$12.15
Library Technicians	2	\$7.98	\$10.23	\$9.11
Instructional Coordinators	2	\$19.69	\$19.69	\$19.69
Education, Training, and Library Workers, All Other	380	\$6.55	\$20.00	\$11.53

#### Arts, Design, Entertainment, Sports, and Media Occupations

Floral Designers	1	\$8.00	\$9.50	\$8.75
Graphic Designers	4	\$8.00	\$17.00	\$13.25
Interior Designers	1	\$8.50	\$15.00	\$11.75
Merchandise Displayers and Window Trimmers	10	\$6.55	\$6.55	\$6.55
Designers, All Other	22	\$26.00	\$26.00	\$26.00
Technical Directors/Managers	4	\$14.42	\$14.42	\$14.42
Coaches and Scouts	3	\$7.50	\$20.20	\$12.07
Reporters and Correspondents	2	\$7.25	\$8.00	\$7.63
Public Relations Specialists	2	\$16.83	\$21.63	\$19.23
Interpreters and Translators	12	\$35.00	\$50.00	\$42.50
Audio and Video Equipment Technicians	10	\$12.00	\$17.00	\$14.50
Photographers	2	\$7.25	\$8.00	\$7.63

#### Healthcare Practitioner and Technical Occupations

Dentists, General	1	\$55.42	\$55.42	\$55.42
Dietitians and Nutritionists	1	\$15.81	\$15.81	\$15.81
Family and General Practitioners	1	\$59.68	\$59.68	\$59.68
Internists, General	12	\$86.54	\$144.23	\$115.38
Surgeons	5	\$192.31	\$201.92	\$197.12
Physicians and Surgeons, All Other	21	\$86.54	\$168.27	\$127.40
Registered Nurses	24	\$15.00	\$30.00	\$22.47
Occupational Therapists	3	\$28.85	\$40.00	\$35.13
Physical Therapists	4	\$20.00	\$55.00	\$33.33
Recreational Therapists	3	\$8.00	\$30.00	\$18.75
Speech-Language Pathologists	4	\$28.85	\$43.75	\$35.97
Therapists, All Other	2	\$12.02	\$24.04	\$18.03
Medical and Clinical Laboratory Technicians	1	\$9.37	\$14.06	\$11.72
Pharmacy Technicians	14	\$9.00	\$14.29	\$11.39
Psychiatric Technicians	2	\$9.44	\$16.83	\$12.92
Licensed Practical and Licensed Vocational Nurses	22	\$8.00	\$23.00	\$16.20
Medical Records and Health Information Technicians	3	\$9.50	\$9.50	\$9.50
Health Technologists and Technicians, All Other	2	\$8.65	\$48.08	\$20.19

#### Healthcare Support Occupations

Home Health Aides	2	\$9.00	\$9.00	\$9.00
Nursing Aides, Orderlies, and Attendants	79	\$7.25	\$17.00	\$9.77

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Occupational Therapist Assistants	4	\$15.00	\$35.00	\$25.00
	Dental Assistants	3	\$11.00	\$21.00	\$16.13
	Medical Assistants	3	\$9.00	\$10.00	\$9.29
	Healthcare Support Workers, All Other	4	\$9.00	\$15.00	\$11.58

#### Protective Service Occupations

First-Line Supervisors/Managers, Protective Service Workers, All Other	1	\$21.63	\$28.85	\$25.24
Correctional Officers and Jailers	1	\$14.00	\$14.00	\$14.00
Police Patrol Officers	29	\$20.28	\$22.54	\$21.41
Animal Control Workers	1	\$19.30	\$19.30	\$19.30
Security Guards	30	\$6.55	\$14.08	\$9.11
Crossing Guards	1	\$10.54	\$10.54	\$10.54
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	1	\$8.25	\$8.25	\$8.25
Protective Service Workers, All Other	5	\$9.50	\$9.51	\$9.51

#### Food Preparation and Serving Related Occupations

First-Line Supervisors/Managers of Food Preparation and Serving Workers	10	\$7.00	\$19.23	\$10.22
Cooks, Fast Food	1	\$7.50	\$10.00	\$8.75
Cooks, Institution and Cafeteria	11	\$7.00	\$12.49	\$9.49
Cooks, Restaurant	4	\$7.00	\$8.00	\$7.96
Cooks, Short Order	1	\$8.00	\$8.00	\$8.00
Food Preparation Workers	207	\$7.25	\$9.50	\$8.06
Bartenders	5	\$7.00	\$8.50	\$7.38
Combined Food Preparation and Serving Workers, Including Fast Food	11	\$7.25	\$8.50	\$7.88
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	2	\$7.00	\$8.00	\$7.39
Waiters and Waitresses	21	\$2.15	\$4.00	\$3.05
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	4	\$6.75	\$7.00	\$6.88
Food Preparation and Serving Related Workers, All Other	52	\$6.80	\$7.65	\$7.35

#### Building and Grounds Cleaning and Maintenance Occupations

First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	7	\$7.50	\$10.00	\$8.88
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	67	\$7.25	\$13.11	\$8.67
Maids and Housekeeping Cleaners	11	\$9.36	\$10.70	\$10.05
Building Cleaning Workers, All Other	1	\$10.00	\$12.00	\$11.00
Landscaping and Groundskeeping Workers	4	\$7.00	\$10.00	\$7.83
Pesticide Handlers, Sprayers, and Applicators, Vegetation	1	\$8.00	\$8.00	\$8.00
Tree Trimmers and Pruners	1	\$17.91	\$17.91	\$17.91

#### Personal Care and Service Occupations

First-Line Supervisors/Managers of Personal Service Workers	1	\$8.00	\$8.00	\$8.00
Child Care Workers	25	\$6.55	\$12.00	\$8.88
Personal and Home Care Aides	59	\$6.55	\$13.50	\$9.01
Fitness Trainers and Aerobics Instructors	1	\$12.50	\$30.00	\$21.25
Recreation Workers	43	\$7.25	\$13.00	\$8.91
Personal Care and Service Workers, All Other	20	\$8.40	\$13.50	\$10.36

#### Sales and Related Occupations

First-Line Supervisors/Managers of Retail Sales Workers	13	\$9.00	\$15.00	\$11.40
Cashiers	74	\$6.55	\$11.00	\$8.35
Counter and Rental Clerks	2	\$7.25	\$11.00	\$9.13
Parts Salespersons	1	\$12.00	\$18.00	\$15.00
Retail Salespersons	116	\$6.55	\$20.00	\$7.97
Advertising Sales Agents	3	\$10.00	\$14.38	\$12.19
Insurance Sales Agents	72	\$10.00	\$75.00	\$25.87
Sales Agents, Securities and Commodities	1	\$14.42	\$72.12	\$43.27
Sales Representatives, Services, All Other	49	\$7.00	\$50.00	\$16.39
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	8	\$19.23	\$35.10	\$26.50
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	14	\$10.00	\$33.01	\$16.81
Demonstrators and Product Promoters	16	\$7.50	\$28.85	\$12.57
Real Estate Brokers	5	\$37.98	\$37.98	\$37.98

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Telemarketers	17	\$9.00	\$13.00	\$10.14
	Sales and Related Workers, All Other	21	\$6.75	\$35.00	\$13.25

### Office and Administrative Support Occupations

First-Line Supervisors/Managers of Office and Administrative Support Workers	3	\$10.50	\$22.60	\$14.91
Telephone Operators	1	\$8.00	\$9.00	\$8.50
Bill and Account Collectors	22	\$7.50	\$18.40	\$11.56
Billing, Cost, and Rate Clerks	10	\$8.00	\$12.00	\$9.88
Bookkeeping, Accounting, and Auditing Clerks	27	\$7.25	\$21.63	\$10.71
Payroll and Timekeeping Clerks	4	\$9.40	\$23.53	\$15.28
Procurement Clerks	1	\$11.00	\$14.00	\$12.50
Tellers	46	\$7.50	\$14.00	\$10.50
Court Clerks	1	\$13.43	\$13.43	\$13.43
Customer Service Representatives	358	\$7.50	\$43.35	\$11.45
Customer Service Representatives, Utilities	2	\$6.75	\$14.62	\$9.41
Eligibility Interviewers, Government Programs	12	\$9.00	\$15.00	\$11.90
Hotel, Motel, and Resort Desk Clerks	2	\$7.25	\$7.50	\$7.38
Interviewers, Except Eligibility and Loan	325	\$9.00	\$13.75	\$11.96
Library Assistants, Clerical	24	\$7.98	\$10.23	\$8.83
Order Clerks	1	\$7.25	\$7.25	\$7.25
Human Resources Assistants, Except Payroll and Timekeeping	4	\$10.00	\$18.00	\$11.83
Receptionists and Information Clerks	16	\$6.55	\$14.00	\$9.62
Reservation and Transportation Ticket Agents and Travel Clerks	3	\$9.00	\$9.00	\$9.00
Information and Record Clerks, All Other	1	\$11.00	\$11.00	\$11.00
Police, Fire, and Ambulance Dispatchers	3	\$14.90	\$20.50	\$17.70
Meter Readers, Utilities	1	\$13.25	\$13.25	\$13.25
Production, Planning, and Expediting Clerks	11	\$11.00	\$27.88	\$16.62
Shipping, Receiving, and Traffic Clerks	10	\$8.00	\$15.00	\$11.11
Stock Clerks, Sales Floor	30	\$6.55	\$11.32	\$7.88
Stock Clerks- Stockroom, Warehouse, or Storage Yard	13	\$8.00	\$14.00	\$10.90
Order Fillers, Wholesale and Retail Sales	1	\$8.00	\$8.00	\$8.00
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	2	\$12.00	\$18.60	\$14.61
Executive Secretaries and Administrative Assistants	38	\$8.00	\$19.25	\$12.46
Legal Secretaries	3	\$7.25	\$15.00	\$10.91
Medical Secretaries	3	\$9.62	\$16.00	\$12.90
Secretaries, Except Legal, Medical, and Executive	8	\$7.00	\$12.00	\$10.02
Computer Operators	2	\$12.00	\$20.00	\$17.01
Data Entry Keyers	7	\$8.00	\$12.00	\$9.76
Desktop Publishers	1	\$12.00	\$16.00	\$14.00
Insurance Policy Processing Clerks	1	\$11.00	\$13.00	\$12.00
Mail Clerks and Mail Machine Operators, Except Postal Service	2	\$10.00	\$10.00	\$10.00
Office Clerks, General	27	\$6.55	\$12.36	\$9.79
Office Machine Operators, Except Computer	1	\$10.00	\$10.00	\$10.00
Office and Administrative Support Workers, All Other	17	\$7.30	\$15.00	\$10.23

### Farming, Fishing and Forestry Occupations

Agricultural Workers, All Other	1	\$10.00	\$22.50	\$16.25
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### Construction and Extraction Occupations

First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1	\$9.00	\$10.00	\$9.50
Construction Carpenters	1	\$10.00	\$10.00	\$10.00
Construction Laborers	21	\$10.00	\$10.00	\$10.00
Paving, Surfacing, and Tamping Equipment Operators	1	\$11.00	\$12.00	\$11.50
Electricians	9	\$17.15	\$23.52	\$20.93
Glaziers	5	\$12.00	\$18.00	\$13.50
Plumbers	1	\$12.00	\$18.00	\$15.00
Roofers	4	\$8.00	\$25.00	\$17.17
Sheet Metal Workers	5	\$8.00	\$22.00	\$12.50
Helpers--Electricians	1	\$18.13	\$18.13	\$18.13
Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters	31	\$9.00	\$13.05	\$11.28
Helpers, Construction Trades, All Other	2	\$10.00	\$10.00	\$10.00
Construction and Building Inspectors	1	\$20.74	\$20.74	\$20.74

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Septic Tank Servicers and Sewer Pipe Cleaners	1	\$17.67	\$17.67	\$17.67
	Construction and Related Workers, All Other	1	\$10.00	\$10.00	\$10.00
	Earth Drillers, Except Oil and Gas	2	\$15.00	\$15.00	\$15.00
	Helpers--Extraction Workers	4	\$12.00	\$22.42	\$17.53
	Extraction Workers, All Other	2	\$19.70	\$22.42	\$21.06

### Installation, Maintenance and Repair Occupations

First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	3	\$26.44	\$42.31	\$32.93
Telecommunications Equipment Installers and Repairers, Except Line Installers	1	\$10.00	\$14.00	\$12.00
Electrical and Electronics Repairers, Commercial and Industrial Equipment	1	\$17.80	\$19.25	\$18.53
Aircraft Mechanics and Service Technicians	1	\$21.00	\$40.00	\$30.50
Automotive Body and Related Repairers	7	\$8.00	\$24.04	\$15.59
Automotive Service Technicians and Mechanics	6	\$7.21	\$20.00	\$12.05
Automotive Master Mechanics	3	\$12.00	\$20.00	\$15.67
Automotive Specialty Technicians	5	\$7.25	\$24.50	\$11.41
Bus and Truck Mechanics and Diesel Engine Specialists	15	\$7.50	\$23.00	\$12.93
Mobile Heavy Equipment Mechanics, Except Engines	1	\$12.00	\$16.00	\$14.00
Outdoor Power Equipment and Other Small Engine Mechanics	1	\$10.00	\$12.00	\$11.00
Recreational Vehicle Service Technicians	4	\$8.00	\$12.00	\$10.00
Tire Repairers and Changers	2	\$7.50	\$17.50	\$12.75
Heating and Air Conditioning Mechanics	7	\$10.00	\$25.00	\$16.86
Refrigeration Mechanics	1	\$14.00	\$25.00	\$19.50
Industrial Machinery Mechanics	27	\$10.00	\$31.25	\$17.81
Maintenance and Repair Workers, General	41	\$7.00	\$22.12	\$14.14
Maintenance Workers, Machinery	25	\$10.00	\$24.00	\$14.87
Millwrights	3	\$13.00	\$15.00	\$14.00
Electrical Power-Line Installers and Repairers	1	\$15.84	\$29.21	\$22.53
Telecommunications Line Installers and Repairers	1	\$15.00	\$22.00	\$18.50
Manufactured Building and Mobile Home Installers	1	\$12.00	\$20.00	\$16.00
Helpers--Installation, Maintenance, and Repair Workers	12	\$7.00	\$15.00	\$11.10
Installation, Maintenance, and Repair Workers, All Other	8	\$7.00	\$21.42	\$13.67

### Production Occupations

First-Line Supervisors/Managers of Production and Operating Workers	35	\$7.00	\$34.95	\$20.14
Electrical and Electronic Equipment Assemblers	5	\$7.25	\$13.00	\$10.56
Team Assemblers	23	\$8.47	\$14.10	\$11.23
Assemblers and Fabricators, All Other	113	\$7.75	\$14.00	\$10.78
Food Cooking Machine Operators and Tenders	75	\$15.50	\$16.00	\$15.75
Computer-Controlled Machine Tool Operators, Metal and Plastic	80	\$9.00	\$23.58	\$14.78
Numerical Tool and Process Control Programmers	8	\$12.00	\$24.00	\$17.50
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	6	\$9.50	\$14.50	\$11.81
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	16	\$11.00	\$15.00	\$12.25
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	5	\$8.00	\$11.00	\$9.50
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	22	\$8.00	\$16.00	\$11.35
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	9	\$10.00	\$24.00	\$16.08
Machinists	55	\$7.25	\$25.00	\$14.23
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	12	\$9.50	\$24.04	\$15.57
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	27	\$10.50	\$18.66	\$14.56
Tool and Die Makers	1	\$12.00	\$14.00	\$13.00
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	46	\$10.00	\$14.00	\$12.46
Metal Workers and Plastic Workers, All Other	118	\$11.00	\$17.66	\$12.58
Bindery Workers	3	\$10.00	\$15.00	\$12.50
Printing Machine Operators	4	\$9.00	\$14.00	\$10.67
Laundry and Dry-Cleaning Workers	1	\$7.50	\$7.50	\$7.50
Sewing Machine Operators	13	\$7.50	\$15.00	\$9.58
Textile Cutting Machine Setters, Operators, and Tenders	1	\$9.00	\$10.00	\$9.50
Upholsterers	2	\$9.00	\$10.00	\$9.75
Cabinetmakers and Bench Carpenters	10	\$8.00	\$12.00	\$10.50
Furniture Finishers	1	\$9.00	\$16.00	\$12.50
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	1	\$9.00	\$10.00	\$9.50
Water and Liquid Waste Treatment Plant and System Operators	6	\$12.00	\$43.23	\$24.11

<b>Category</b>	<b>Job Title</b>	<b>Total Openings</b>	<b>Minimum Hourly Wage</b>	<b>Maximum Hourly Wage</b>	<b>Average Hourly Wage</b>
	Gas Plant Operators	1	\$14.00	\$14.00	\$14.00
	Plant and System Operators, All Other	1	\$13.55	\$16.67	\$15.11
	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	1	\$9.00	\$9.00	\$9.00
	Cutters and Trimmers, Hand	2	\$9.00	\$12.00	\$10.25
	Cutting and Slicing Machine Setters, Operators, and Tenders	2	\$9.00	\$9.50	\$9.25
	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	1	\$13.90	\$14.50	\$14.20
	Inspectors, Testers, Sorters, Samplers, and Weighers	45	\$7.25	\$19.93	\$11.59
	Packaging and Filling Machine Operators and Tenders	16	\$7.25	\$15.00	\$9.78
	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	33	\$9.00	\$13.50	\$10.45
	Painters, Transportation Equipment	4	\$8.00	\$20.00	\$12.17
	Cementing and Gluing Machine Operators and Tenders	10	\$12.00	\$18.06	\$14.98
	Paper Goods Machine Setters, Operators, and Tenders	11	\$10.00	\$20.26	\$15.37
	Helpers--Production Workers	361	\$8.00	\$13.50	\$11.63
	Production Workers, All Other	526	\$7.50	\$18.96	\$11.49

### **Transportation and Material Moving Occupations**

First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	7	\$9.00	\$21.63	\$15.16
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	3	\$19.23	\$28.85	\$24.04
Bus Drivers, Transit and Intercity	1	\$9.00	\$9.00	\$9.00
Bus Drivers, School	1	\$8.53	\$9.78	\$9.16
Driver/Sales Workers	10	\$9.00	\$16.83	\$12.96
Truck Drivers, Heavy and Tractor-Trailer	203	\$6.55	\$48.08	\$17.82
Tractor-Trailer Truck Drivers	2	\$21.00	\$21.00	\$21.00
Truck Drivers, Light or Delivery Services	23	\$7.25	\$21.88	\$12.04
Taxi Drivers and Chauffeurs	15	\$8.00	\$14.66	\$10.60
Motor Vehicle Operators, All Other	3	\$10.75	\$10.75	\$10.75
Service Station Attendants	2	\$7.25	\$7.25	\$7.25
Industrial Truck and Tractor Operators	5	\$8.93	\$10.00	\$9.31
Cleaners of Vehicles and Equipment	2	\$8.50	\$8.50	\$8.50
Laborers and Freight, Stock, and Material Movers, Hand	29	\$7.25	\$15.71	\$10.61
Machine Feeders and Offbearers	1	\$9.00	\$10.00	\$9.50
Packers and Packagers, Hand	16	\$8.50	\$14.10	\$11.01
Refuse and Recyclable Material Collectors	2	\$12.00	\$17.67	\$14.84
Material Moving Workers, All Other	4	\$8.00	\$14.00	\$11.67

# 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 average 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 the Job Postings and Starting Wages Report 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. Postings for publicly available job boards may also be accessed through ICC. For more details on ICC, check our web site: <http://www.in.gov/dwd>

## WorkOne



### WorkOne Offices located in Indiana Economic Growth Region 3:

317 S. Wayne St., Ste. 1D	Angola, IN 46703	(260) 665-7541
936 W. 15th St.	Auburn, IN 46706	(260) 925-0124
3156 E. State Rd. 124	Bluffton, IN 46714	(260) 824-0855
119 Hoosier Dr.	Columbia City, IN 46725	(260) 248-8611
126 S. First St.	Decatur, IN 46733	(260) 724-2037
201 E. Rudisill Blvd., Ste. 102	Fort Wayne, IN 46806	(260) 745-3555
1314 Flaxmill Rd.	Huntington, IN 46750	(260) 356-7109
524 Professional Way	Kendallville, IN 46755	(260) 599-1000
824 N. Detroit St.	Lagrange, IN 46761	(260) 499-4835
850 N. Miller Ave.	Marion, IN 46952	(260) 356-7109
1143 N. Cass St.	Wabash, IN 46992	(260) 563-8421

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Regional Market Analysts



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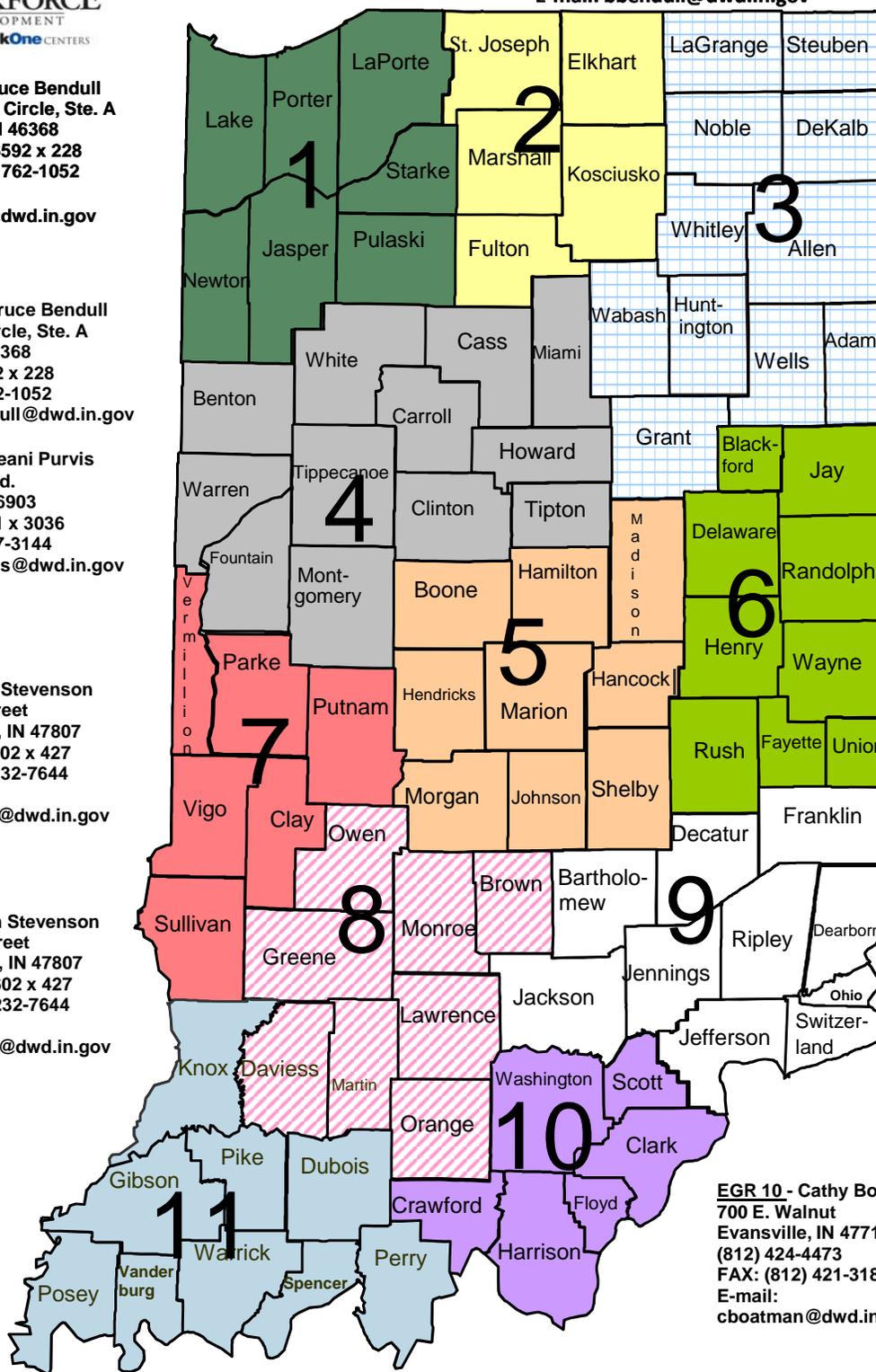
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Indiana Workforce Development  
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