



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

JOB POSTINGS & STARTING WAGES REPORT

INDIANA ECONOMIC GROWTH REGION 5

(Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, and Shelby Counties)

October 1, 2008 through September 30, 2009

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

Research & Analysis

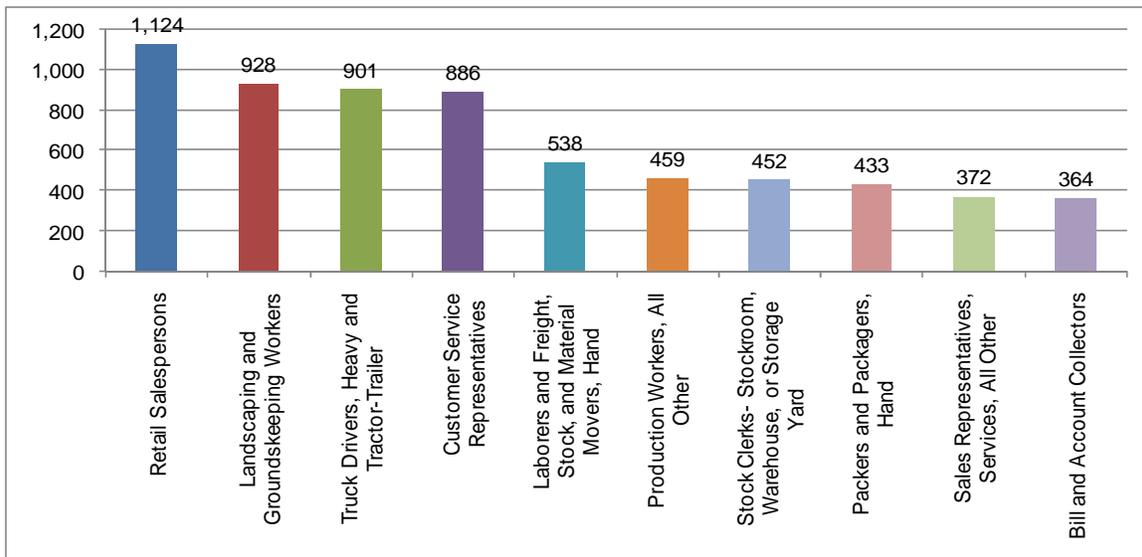
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JOB POSTINGS & STARTING WAGES REPORT

ECONOMIC GROWTH REGION 5

October 1, 2008 - September 30, 2009

Region 5 Top 10 Openings



| Category | Job Title | Total Openings | Minimum Hourly Wage | Maximum Hourly Wage | Average Hourly Wage |
|----------|-----------|----------------|---------------------|---------------------|---------------------|
|----------|-----------|----------------|---------------------|---------------------|---------------------|

Management Occupations

| | | | | |
|---|----|---------|----------|---------|
| Chief Executives | 1 | \$25.00 | \$35.00 | \$30.00 |
| General and Operations Managers | 18 | \$7.00 | N/A | N/A |
| Advertising and Promotions Managers | 3 | \$13.94 | \$36.06 | \$21.51 |
| Marketing Managers | 5 | \$8.00 | \$22.12 | \$15.06 |
| Sales Managers | 18 | \$8.00 | \$56.52 | \$27.76 |
| Administrative Services Managers | 16 | \$8.00 | \$24.25 | \$14.21 |
| Computer and Information Systems Managers | 34 | \$17.31 | \$57.69 | \$37.50 |
| Financial Managers, Branch or Department | 11 | \$12.02 | N/A | N/A |
| Human Resources Managers | 5 | \$12.50 | \$48.08 | \$30.29 |
| Training and Development Managers | 1 | \$11.06 | \$11.54 | \$11.30 |
| Purchasing Managers | 2 | \$21.73 | \$36.92 | \$29.33 |
| Storage and Distribution Managers | 10 | \$9.00 | \$33.65 | \$21.33 |
| Nursery and Greenhouse Managers | 1 | \$7.00 | \$7.00 | \$7.00 |
| Education Administrators, Preschool and Child Care Center/Program | 1 | \$12.75 | \$12.75 | \$12.75 |
| Engineering Managers | 8 | \$25.96 | N/A | N/A |
| Food Service Managers | 47 | \$8.00 | \$24.25 | \$16.13 |
| Lodging Managers | 1 | \$8.25 | \$8.25 | \$8.25 |
| Medical and Health Services Managers | 6 | \$18.75 | \$45.00 | \$26.19 |
| Property, Real Estate, and Community Association Managers | 9 | \$6.55 | \$28.85 | \$16.01 |
| Social and Community Service Managers | 2 | \$17.68 | \$21.22 | \$19.45 |
| Managers, All Other | 50 | \$7.25 | \$112.50 | \$18.54 |

Business & Financial Occupations

| | | | | |
|---|-----|---------|---------|---------|
| Purchasing Agents, Except Wholesale, Retail, and Farm Products | 1 | \$40.00 | \$46.00 | \$43.00 |
| Claims Examiners, Property and Casualty Insurance | 3 | \$14.02 | \$27.41 | \$19.18 |
| Insurance Adjusters, Examiners, and Investigators | 15 | \$13.00 | \$50.00 | \$31.50 |
| Employment Interviewers, Private or Public Employment Service | 9 | \$15.38 | \$48.08 | \$20.52 |
| Personnel Recruiters | 3 | \$12.02 | \$32.69 | \$20.23 |
| Compensation, Benefits, and Job Analysis Specialists | 1 | \$20.67 | \$26.44 | \$23.56 |
| Training and Development Specialists | 107 | \$13.94 | \$29.22 | \$18.05 |
| Human Resources, Training, and Labor Relations Specialists, All Other | 9 | \$13.00 | \$23.32 | \$17.01 |

| Category | Job Title | Total Openings | Minimum Hourly Wage | Maximum Hourly Wage | Average Hourly Wage |
|----------|--|----------------|---------------------|---------------------|---------------------|
| | Logisticians | 2 | \$22.08 | \$22.08 | \$22.08 |
| | Management Analysts | 7 | \$12.00 | \$31.25 | \$20.50 |
| | Meeting and Convention Planners | 1 | \$14.42 | \$19.23 | \$16.83 |
| | Business Operations Specialists, All Other | 11 | \$10.58 | \$76.92 | \$43.75 |
| | Accountants | 41 | \$6.55 | \$36.06 | \$21.30 |
| | Auditors | 105 | \$10.25 | \$35.18 | \$15.61 |
| | Appraisers, Real Estate | 25 | \$14.42 | \$15.38 | \$14.90 |
| | Credit Analysts | 1 | \$15.38 | \$19.23 | \$17.31 |
| | Financial Analysts | 25 | \$11.54 | \$119.94 | \$65.74 |
| | Personal Financial Advisors | 12 | \$12.25 | \$13.00 | \$12.31 |
| | Insurance Underwriters | 2 | \$15.00 | \$30.00 | \$21.00 |
| | Financial Examiners | 1 | \$33.65 | \$43.27 | \$38.46 |
| | Loan Officers | 8 | \$7.00 | \$119.94 | \$63.47 |
| | Tax Preparers | 137 | \$7.00 | \$12.00 | \$9.50 |
| | Financial Specialists, All Other | 6 | \$11.50 | \$60.10 | \$35.80 |

Computer and Mathematical Occupations

| | | | | |
|--|-----|---------|---------|---------|
| Computer Programmers | 32 | \$8.50 | \$40.87 | \$24.68 |
| Computer Software Engineers, Applications | 178 | \$13.00 | \$52.88 | \$32.94 |
| Computer Software Engineers, Systems Software | 2 | \$36.06 | \$43.27 | \$39.66 |
| Computer Support Specialists | 17 | \$9.50 | \$52.88 | \$31.20 |
| Computer Systems Analysts | 24 | \$6.55 | \$49.28 | \$32.85 |
| Database Administrators | 10 | \$14.90 | \$50.00 | \$32.45 |
| Network and Computer Systems Administrators | 32 | \$13.46 | \$47.12 | \$30.29 |
| Computer Security Specialists | 2 | \$7.00 | \$31.25 | \$22.38 |
| Network Systems and Data Communications Analysts | 6 | \$13.00 | \$40.87 | \$26.93 |
| Computer Specialists, All Other | 8 | \$9.00 | \$38.46 | \$21.23 |
| Actuaries | 5 | \$7.00 | \$40.87 | \$20.97 |
| Operations Research Analysts | 9 | \$9.62 | \$48.08 | \$27.41 |
| Statisticians | 9 | \$29.81 | \$45.20 | \$36.62 |

Architecture & Engineering Occupations

| | | | | |
|---|----|---------|---------|---------|
| Biomedical Engineers | 5 | \$20.00 | \$57.69 | \$38.85 |
| Civil Engineers | 6 | \$7.00 | \$44.71 | \$25.86 |
| Computer Hardware Engineers | 2 | \$36.06 | \$48.08 | \$40.26 |
| Electrical Engineers | 8 | \$19.00 | \$52.88 | \$35.94 |
| Industrial Engineers | 9 | \$21.63 | \$44.42 | \$30.34 |
| Materials Engineers | 2 | \$11.00 | \$14.50 | \$12.75 |
| Mechanical Engineers | 30 | \$19.00 | \$57.93 | \$38.47 |
| Nuclear Engineers | 1 | \$33.00 | \$50.00 | \$41.50 |
| Engineers, All Other | 14 | \$18.00 | \$42.71 | \$30.36 |
| Civil Drafters | 4 | \$10.00 | \$25.00 | \$17.50 |
| Aerospace Engineering and Operations Technicians | 2 | \$14.00 | \$21.00 | \$17.50 |
| Civil Engineering Technicians | 2 | \$10.00 | \$23.19 | \$16.59 |
| Electronics Engineering Technicians | 6 | \$11.00 | \$45.67 | \$19.67 |
| Electrical Engineering Technicians | 2 | \$18.75 | \$51.97 | \$29.85 |
| Electro-Mechanical Technicians | 1 | \$13.00 | \$13.00 | \$13.00 |
| Industrial Engineering Technicians | 1 | \$24.04 | \$36.06 | \$30.05 |
| Mechanical Engineering Technicians | 6 | \$12.00 | \$24.04 | \$16.37 |
| Engineering Technicians, Except Drafters, All Other | 2 | \$9.00 | \$30.00 | \$18.25 |

Life, Physical and Social Science Occupations

| | | | | |
|--|---|---------|---------|---------|
| Animal Scientists | 4 | \$11.00 | \$24.04 | \$18.52 |
| Biochemists and Biophysicists | 1 | \$16.83 | \$28.85 | \$22.84 |
| Biological Scientists, All Other | 1 | \$62.50 | \$62.50 | \$62.50 |
| Epidemiologists | 4 | \$50.00 | \$58.66 | \$54.33 |
| Medical Scientists, Except Epidemiologists | 5 | \$18.21 | \$45.00 | \$31.60 |
| Chemists | 3 | \$17.79 | \$41.83 | \$30.37 |
| Environmental Scientists and Specialists, Including Health | 1 | \$19.23 | \$19.23 | \$19.23 |
| Geoscientists, Except Hydrologists and Geographers | 1 | \$26.44 | \$29.81 | \$28.13 |

| Category | Job Title | Total Openings | Minimum Hourly Wage | Maximum Hourly Wage | Average Hourly Wage |
|----------|--------------------------|----------------|---------------------|---------------------|---------------------|
| | Market Research Analysts | 9 | \$10.00 | \$43.27 | \$26.63 |
| | Biological Technicians | 2 | \$12.00 | \$15.00 | \$13.50 |
| | Chemical Technicians | 1 | \$25.00 | \$25.00 | \$25.00 |

Community & Social Service Occupations

| | | | | | |
|--|---|----|---------|---------|---------|
| | Substance Abuse and Behavioral Disorder Counselors | 1 | \$9.62 | \$14.42 | \$12.02 |
| | Educational, Vocational, and School Counselors | 2 | \$13.88 | \$15.00 | \$14.44 |
| | Mental Health Counselors | 1 | \$12.98 | \$13.94 | \$13.46 |
| | Counselors, All Other | 4 | \$12.00 | \$14.42 | \$13.47 |
| | Child, Family, and School Social Workers | 5 | \$7.00 | \$17.31 | \$11.74 |
| | Medical and Public Health Social Workers | 2 | \$16.27 | \$24.68 | \$20.48 |
| | Mental Health and Substance Abuse Social Workers | 1 | \$16.10 | \$16.10 | \$16.10 |
| | Social Workers, All Other | 4 | \$10.00 | \$20.00 | \$15.38 |
| | Social and Human Service Assistants | 16 | \$8.25 | \$16.35 | \$11.63 |
| | Community and Social Service Specialists, All Other | 67 | \$8.00 | \$23.08 | \$15.54 |
| | Directors, Religious Activities and Education | 1 | \$10.00 | \$13.00 | \$11.50 |

Legal Occupations

| | | | | | |
|--|---|---|---------|---------|---------|
| | Paralegals and Legal Assistants | 5 | \$10.00 | \$26.08 | \$18.04 |
| | Title Examiners, Abstractors, and Searchers | 1 | \$10.00 | \$12.00 | \$11.00 |
| | Legal Support Workers, All Other | 1 | \$11.63 | \$11.63 | \$11.63 |

Education, Training and Library Occupations

| | | | | | |
|--|--|-----|---------|---------|---------|
| | Computer Science Teachers, Postsecondary | 2 | \$14.42 | \$24.82 | \$18.18 |
| | Education Teachers, Postsecondary | 1 | \$16.00 | \$20.00 | \$18.00 |
| | Preschool Teachers, Except Special Education | 15 | \$7.00 | \$13.00 | \$10.00 |
| | Kindergarten Teachers, Except Special Education | 1 | \$9.00 | \$9.00 | \$9.00 |
| | Elementary School Teachers, Except Special Education | 1 | \$10.00 | \$12.00 | \$11.00 |
| | Middle School Teachers, Except Special and Vocational Education | 1 | \$15.77 | \$15.77 | \$15.77 |
| | Adult Literacy, Remedial Education, and GED Teachers and Instructors | 1 | \$16.35 | \$16.35 | \$16.35 |
| | Teachers and Instructors, All Other | 154 | \$9.00 | \$31.86 | \$13.36 |
| | Instructional Coordinators | 2 | \$12.19 | \$16.35 | \$14.27 |
| | Teacher Assistants | 5 | \$7.00 | \$10.00 | \$8.57 |
| | Education, Training, and Library Workers, All Other | 77 | \$6.55 | \$31.85 | \$7.23 |

Arts, Design, Entertainment, Sports, and Media Occupations

| | | | | | |
|--|--|---|---------|---------|---------|
| | Art Directors | 1 | \$14.42 | \$26.44 | \$20.43 |
| | Graphic Designers | 8 | \$10.00 | \$28.85 | \$15.17 |
| | Merchandise Displayers and Window Trimmers | 8 | \$7.25 | \$10.00 | \$8.25 |
| | Set and Exhibit Designers | 8 | \$7.25 | \$7.25 | \$7.25 |
| | Musicians, Instrumental | 2 | \$8.75 | \$22.00 | \$14.81 |
| | Editors | 3 | \$13.46 | \$45.67 | \$25.72 |
| | Technical Writers | 3 | \$19.23 | \$31.25 | \$25.24 |
| | Writers and Authors | 1 | \$12.02 | \$12.50 | \$12.26 |
| | Interpreters and Translators | 1 | \$9.00 | \$11.00 | \$10.00 |

Healthcare Practitioner and Technical Occupations

| | | | | | |
|--|------------------------------------|----|---------|----------|----------|
| | Dentists, General | 1 | \$36.90 | \$48.08 | \$42.49 |
| | Dentists, All Other Specialists | 1 | \$25.80 | \$25.80 | \$25.80 |
| | Dietitians and Nutritionists | 2 | \$10.00 | \$20.00 | \$15.50 |
| | Pharmacists | 4 | \$36.06 | \$54.65 | \$50.64 |
| | Pediatricians, General | 1 | \$50.62 | \$50.62 | \$50.62 |
| | Physicians and Surgeons, All Other | 2 | \$84.13 | \$163.46 | \$123.80 |
| | Registered Nurses | 87 | \$7.00 | \$46.88 | \$27.94 |
| | Occupational Therapists | 5 | \$20.00 | \$45.00 | \$32.17 |
| | Physical Therapists | 2 | \$30.00 | \$40.00 | \$35.00 |
| | Speech-Language Pathologists | 2 | \$28.85 | \$45.00 | \$36.90 |
| | Therapists, All Other | 2 | \$13.00 | \$18.00 | \$15.50 |

| Category | Job Title | Total Openings | Minimum Hourly Wage | Maximum Hourly Wage | Average Hourly Wage |
|----------|---|----------------|---------------------|---------------------|---------------------|
| | Medical and Clinical Laboratory Technologists | 6 | \$15.00 | \$35.10 | \$21.80 |
| | Medical and Clinical Laboratory Technicians | 2 | \$15.00 | \$25.00 | \$20.25 |
| | Diagnostic Medical Sonographers | 3 | \$20.00 | \$28.00 | \$24.00 |
| | Emergency Medical Technicians and Paramedics | 2 | \$12.50 | \$23.08 | \$17.31 |
| | Pharmacy Technicians | 4 | \$10.00 | \$15.00 | \$12.25 |
| | Psychiatric Technicians | 20 | \$7.75 | \$12.75 | \$10.38 |
| | Surgical Technologists | 6 | \$11.83 | \$27.00 | \$18.52 |
| | Veterinary Technologists and Technicians | 5 | \$9.00 | \$10.00 | \$9.50 |
| | Licensed Practical and Licensed Vocational Nurses | 66 | \$10.00 | \$25.00 | \$19.04 |
| | Medical Records and Health Information Technicians | 2 | \$13.00 | \$17.00 | \$15.13 |
| | Opticians, Dispensing | 2 | \$9.00 | \$10.00 | \$9.50 |
| | Health Technologists and Technicians, All Other | 2 | \$10.06 | \$10.75 | \$10.41 |
| | Occupational Health and Safety Specialists | 1 | \$14.00 | \$14.00 | \$14.00 |
| | Occupational Health and Safety Technicians | 3 | \$18.00 | \$25.00 | \$21.50 |
| | Healthcare Practitioners and Technical Workers, All Other | 17 | \$9.00 | \$25.00 | \$14.83 |

Healthcare Support Occupations

| | | | | |
|--|----|---------|---------|---------|
| Home Health Aides | 53 | \$8.00 | N/A | N/A |
| Nursing Aides, Orderlies, and Attendants | 82 | \$7.00 | \$25.00 | \$11.39 |
| Psychiatric Aides | 10 | \$10.00 | \$10.00 | \$10.00 |
| Occupational Therapist Assistants | 2 | \$20.00 | \$30.00 | \$25.00 |
| Physical Therapist Assistants | 3 | \$20.00 | \$30.00 | \$25.00 |
| Massage Therapists | 1 | \$10.32 | \$24.52 | \$17.42 |
| Medical Assistants | 8 | \$8.00 | \$15.00 | \$11.50 |
| Medical Equipment Preparers | 5 | \$11.00 | \$14.00 | \$12.92 |
| Pharmacy Aides | 1 | \$7.00 | \$7.00 | \$7.00 |
| Veterinary Assistants and Laboratory Animal Caretakers | 1 | \$16.23 | \$31.86 | \$24.04 |
| Healthcare Support Workers, All Other | 32 | \$8.00 | N/A | N/A |

Protective Service Occupations

| | | | | |
|--|----|---------|---------|---------|
| First-Line Supervisors/Managers, Protective Service Workers, All Other | 1 | \$10.00 | \$12.00 | \$11.00 |
| Municipal Fire Fighters | 6 | \$13.00 | \$13.50 | \$13.25 |
| Immigration and Customs Inspectors | 1 | \$10.00 | \$12.00 | \$11.00 |
| Police and Sheriff's Patrol Officers | 10 | \$12.02 | \$14.42 | \$13.22 |
| Security Guards | 58 | \$7.00 | \$12.00 | \$9.11 |
| Protective Service Workers, All Other | 3 | \$8.50 | \$24.04 | \$12.48 |

Food Preparation and Serving Related Occupations

| | | | | |
|--|-----|---------|---------|---------|
| Chefs and Head Cooks | 9 | \$14.42 | \$38.46 | \$26.14 |
| First-Line Supervisors/Managers of Food Preparation and Serving | 17 | \$7.50 | \$28.90 | \$18.20 |
| Cooks, Fast Food | 45 | \$7.25 | \$10.00 | \$8.63 |
| Cooks, Institution and Cafeteria | 11 | \$7.25 | \$12.00 | \$9.47 |
| Cooks, Restaurant | 25 | \$7.00 | \$10.00 | \$8.40 |
| Cooks, Short Order | 33 | \$6.55 | \$9.00 | \$7.94 |
| Cooks, All Other | 8 | \$7.00 | \$11.25 | \$9.13 |
| Food Preparation Workers | 11 | \$6.55 | \$18.00 | \$8.81 |
| Bartenders | 5 | \$2.85 | \$12.00 | \$7.43 |
| Combined Food Preparation and Serving Workers, Including Fast Food | 165 | \$7.00 | \$11.00 | \$7.99 |
| Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 104 | \$7.00 | \$8.00 | \$7.56 |
| Waiters and Waitresses | 143 | \$2.13 | \$9.00 | \$5.57 |
| Food Servers, Nonrestaurant | 17 | \$2.58 | \$10.00 | \$6.29 |
| Dining Room and Cafeteria Attendants and Bartender Helpers | 6 | \$6.55 | \$9.25 | \$7.75 |
| Dishwashers | 8 | \$7.50 | \$9.00 | \$8.25 |
| Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop | 30 | \$6.55 | \$11.00 | \$8.78 |
| Food Preparation and Serving Related Workers, All Other | 5 | \$7.25 | \$9.62 | \$8.43 |

Building and Grounds Cleaning and Maintenance Occupations

| | | | | |
|--|-----|--------|---------|---------|
| First-Line Supervisors/Managers of Housekeeping and Janitorial Workers | 61 | \$7.00 | \$20.00 | \$10.31 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 110 | \$6.55 | N/A | N/A |

| Category | Job Title | Total Openings | Minimum Hourly Wage | Maximum Hourly Wage | Average Hourly Wage |
|----------|---|----------------|---------------------|---------------------|---------------------|
| | Maids and Housekeeping Cleaners | 58 | \$6.55 | \$13.00 | \$26.14 |
| | Building Cleaning Workers, All Other | 31 | \$7.25 | \$15.00 | \$9.59 |
| | Pest Control Workers | 2 | \$10.00 | \$15.00 | \$11.38 |
| | Landscaping and Groundskeeping Workers | 928 | \$7.52 | \$20.00 | \$10.19 |
| | Pesticide Handlers, Sprayers, and Applicators, Vegetation | 1 | \$12.00 | \$14.00 | \$13.00 |
| | Tree Trimmers and Pruners | 1 | \$10.00 | \$12.00 | \$11.00 |
| | Grounds Maintenance Workers, All Other | 11 | \$10.00 | \$13.00 | \$11.50 |

Personal Care and Service Occupations

| | | | | |
|---|-----|---------|---------|---------|
| Slot Key Persons | 1 | \$9.00 | \$9.00 | \$9.00 |
| First-Line Supervisors/Managers of Personal Service Workers | 2 | \$10.00 | \$12.00 | \$10.75 |
| Animal Trainers | 1 | \$7.25 | \$10.00 | \$8.63 |
| Entertainment Attendants and Related Workers, All Other | 65 | \$7.25 | \$10.00 | \$8.63 |
| Funeral Attendants | 1 | \$8.50 | \$8.50 | \$8.50 |
| Hairdressers, Hairstylists, and Cosmetologists | 3 | \$7.25 | \$10.00 | \$8.50 |
| Baggage Porters and Bellhops | 13 | \$5.75 | \$8.32 | \$7.21 |
| Concierges | 2 | \$7.00 | \$7.25 | \$7.13 |
| Child Care Workers | 50 | \$6.55 | \$15.00 | \$10.78 |
| Nannies | 1 | \$15.00 | \$15.00 | \$15.00 |
| Personal and Home Care Aides | 237 | \$7.25 | \$9.50 | \$7.79 |
| Recreation Workers | 4 | \$12.00 | \$12.00 | \$12.00 |
| Residential Advisors | 3 | \$12.00 | \$13.20 | \$12.60 |
| Personal Care and Service Workers, All Other | 41 | \$6.75 | \$17.50 | \$14.31 |

Sales and Related Occupations

| | | | | |
|--|-------|---------|----------|---------|
| First-Line Supervisors/Managers of Retail Sales Workers | 69 | \$6.55 | \$31.25 | \$13.65 |
| First-Line Supervisors/Managers of Non-Retail Sales Workers | 2 | \$15.00 | \$33.65 | \$24.48 |
| Cashiers | 70 | \$6.55 | \$11.00 | \$8.43 |
| Counter and Rental Clerks | 1 | \$8.50 | \$8.50 | \$8.50 |
| Parts Salespersons | 10 | \$9.96 | \$40.87 | \$18.77 |
| Retail Salespersons | 1,124 | \$6.55 | \$33.65 | \$8.82 |
| Advertising Sales Agents | 31 | \$6.73 | N/A | N/A |
| Insurance Sales Agents | 229 | \$9.62 | N/A | N/A |
| Sales Agents, Securities and Commodities | 2 | \$6.55 | \$48.08 | \$26.95 |
| Sales Agents, Financial Services | 18 | \$9.62 | \$120.19 | \$64.90 |
| Sales Representatives, Services, All Other | 372 | \$6.55 | \$50.00 | \$27.89 |
| Sales Representatives, Wholesale and Manufacturing, Technical and | 142 | \$6.55 | \$72.12 | \$25.68 |
| Sales Representatives, Chemical and Pharmaceutical | 1 | \$6.55 | \$10.00 | \$7.50 |
| Sales Representatives, Wholesale and Manufacturing, Except Technical | 13 | \$7.00 | \$48.08 | \$19.28 |
| Demonstrators and Product Promoters | 170 | \$8.00 | \$38.46 | \$33.64 |
| Real Estate Brokers | 1 | \$20.43 | \$20.43 | \$20.43 |
| Telemarketers | 169 | \$7.25 | N/A | N/A |
| Door-To-Door Sales Workers, News and Street Vendors, and Related | 10 | \$10.00 | \$62.50 | \$36.25 |
| Sales and Related Workers, All Other | 47 | \$6.55 | \$86.54 | \$15.97 |

Office and Administrative Support Occupations

| | | | | |
|--|-----|---------|---------|---------|
| First-Line Supervisors/Managers of Office and Administrative Support | 14 | \$7.00 | \$26.44 | \$16.72 |
| First-Line Supervisors, Customer Service | 2 | \$9.00 | \$9.00 | \$9.00 |
| Switchboard Operators, Including Answering Service | 1 | \$9.62 | \$13.46 | \$11.54 |
| Telephone Operators | 32 | \$8.00 | \$13.00 | \$9.67 |
| Bill and Account Collectors | 364 | \$7.50 | N/A | N/A |
| Billing, Cost, and Rate Clerks | 2 | \$11.50 | \$15.00 | \$13.13 |
| Bookkeeping, Accounting, and Auditing Clerks | 21 | \$9.30 | \$28.37 | \$18.83 |
| Gaming Cage Workers | 1 | \$8.00 | \$9.00 | \$8.50 |
| Payroll and Timekeeping Clerks | 2 | \$13.00 | \$20.00 | \$16.00 |
| Procurement Clerks | 1 | \$18.27 | \$19.23 | \$18.75 |
| Tellers | 39 | \$8.00 | \$14.00 | \$11.00 |
| Correspondence Clerks | 1 | \$14.00 | \$17.00 | \$15.50 |
| Customer Service Representatives | 886 | \$7.00 | N/A | N/A |
| Customer Service Representatives, Utilities | 1 | \$7.00 | \$8.00 | \$7.50 |

| Category | Job Title | Total Openings | Minimum Hourly Wage | Maximum Hourly Wage | Average Hourly Wage |
|----------|--|----------------|---------------------|---------------------|---------------------|
| | Eligibility Interviewers, Government Programs | 314 | \$7.50 | \$15.00 | \$11.25 |
| | File Clerks | 2 | \$20.00 | \$30.00 | \$25.00 |
| | Hotel, Motel, and Resort Desk Clerks | 15 | \$6.55 | \$13.04 | \$9.88 |
| | Interviewers, Except Eligibility and Loan | 9 | \$7.50 | \$10.50 | \$8.88 |
| | Loan Interviewers and Clerks | 13 | \$12.00 | \$29.83 | \$17.88 |
| | Order Clerks | 61 | \$9.00 | \$12.76 | \$10.25 |
| | Human Resources Assistants, Except Payroll and Timekeeping | 9 | \$12.00 | \$25.00 | \$18.50 |
| | Receptionists and Information Clerks | 23 | \$8.00 | \$15.00 | \$11.50 |
| | Reservation and Transportation Ticket Agents and Travel Clerks | 6 | \$10.50 | \$10.80 | \$10.65 |
| | Information and Record Clerks, All Other | 1 | \$9.00 | \$11.00 | \$10.00 |
| | Cargo and Freight Agents | 2 | \$12.00 | \$20.43 | \$14.11 |
| | Couriers and Messengers | 3 | \$9.74 | \$11.00 | \$10.28 |
| | Dispatchers, Except Police, Fire, and Ambulance | 4 | \$12.02 | \$21.63 | \$15.04 |
| | Production, Planning, and Expediting Clerks | 19 | \$9.50 | \$24.04 | \$16.77 |
| | Shipping, Receiving, and Traffic Clerks | 53 | \$7.00 | \$20.00 | \$11.47 |
| | Stock Clerks, Sales Floor | 5 | \$7.00 | \$8.00 | \$7.50 |
| | Stock Clerks- Stockroom, Warehouse, or Storage Yard | 452 | \$7.25 | N/A | N/A |
| | Order Fillers, Wholesale and Retail Sales | 305 | \$10.15 | \$12.50 | \$11.33 |
| | Executive Secretaries and Administrative Assistants | 151 | \$8.00 | N/A | N/A |
| | Medical Secretaries | 6 | \$8.65 | \$15.00 | \$12.56 |
| | Secretaries, Except Legal, Medical, and Executive | 17 | \$10.00 | \$26.00 | \$12.63 |
| | Computer Operators | 5 | \$8.98 | \$19.98 | \$14.48 |
| | Data Entry Keyers | 229 | \$6.55 | \$15.00 | \$10.12 |
| | Desktop Publishers | 2 | \$12.02 | \$12.98 | \$12.50 |
| | Insurance Claims Clerks | 10 | \$11.25 | \$18.38 | \$14.39 |
| | Insurance Policy Processing Clerks | 3 | \$6.55 | \$15.42 | \$10.11 |
| | Mail Clerks and Mail Machine Operators, Except Postal Service | 4 | \$9.00 | \$12.02 | \$10.41 |
| | Office Clerks, General | 51 | \$6.55 | N/A | N/A |
| | Office Machine Operators, Except Computer | 1 | \$10.50 | \$10.50 | \$10.50 |
| | Proofreaders and Copy Markers | 1 | \$11.54 | \$12.50 | \$12.02 |
| | Office and Administrative Support Workers, All Other | 114 | \$7.00 | \$36.06 | \$31.81 |

Farming, Fishing and Forestry Occupations

| | | | | |
|-------------------------------------|---|---------|---------|---------|
| Agricultural Equipment Operators | 2 | \$12.46 | \$12.46 | \$12.46 |
| Nursery Workers | 1 | \$7.00 | \$10.00 | \$8.50 |
| General Farmworkers | 5 | \$8.21 | \$10.45 | \$9.70 |
| Farmworkers, Farm and Ranch Animals | 2 | \$9.85 | \$9.85 | \$9.85 |
| Agricultural Workers, All Other | 1 | \$10.00 | \$10.00 | \$10.00 |

Construction and Extraction Occupations

| | | | | |
|---|----|---------|---------|---------|
| First-Line Supervisors/Managers of Construction Trades and Extraction | 3 | \$12.00 | \$26.44 | \$22.09 |
| Boilermakers | 7 | \$23.87 | \$23.87 | \$23.87 |
| Construction Carpenters | 10 | \$9.00 | \$9.00 | \$9.00 |
| Terrazzo Workers and Finishers | 1 | \$8.00 | \$12.00 | \$10.00 |
| Construction Laborers | 24 | \$8.00 | \$15.00 | \$11.50 |
| Operating Engineers and Other Construction Equipment Operators | 1 | \$18.05 | \$18.05 | \$18.05 |
| Drywall and Ceiling Tile Installers | 1 | \$17.50 | \$17.50 | \$17.50 |
| Electricians | 29 | \$8.00 | \$60.10 | \$19.40 |
| Glaziers | 5 | \$10.00 | \$12.50 | \$11.25 |
| Painters, Construction and Maintenance | 5 | \$19.06 | \$19.06 | \$19.06 |
| Pipe Fitters | 6 | \$20.26 | \$20.26 | \$20.26 |
| Plumbers | 1 | \$12.50 | \$17.50 | \$15.00 |
| Roofers | 1 | \$8.00 | \$12.00 | \$10.00 |
| Sheet Metal Workers | 22 | \$23.87 | \$23.87 | \$23.87 |
| Structural Iron and Steel Workers | 1 | \$15.00 | \$21.00 | \$18.00 |
| Helpers--Carpenters | 2 | \$12.00 | \$17.00 | \$14.50 |
| Helpers, Construction Trades, All Other | 34 | \$8.00 | \$15.00 | \$10.04 |
| Construction and Building Inspectors | 8 | \$10.00 | \$27.83 | \$18.91 |
| Fence Erectors | 35 | \$11.06 | \$16.59 | \$13.83 |
| Construction and Related Workers, All Other | 53 | \$8.00 | N/A | N/A |
| Helpers--Extraction Workers | 1 | \$11.00 | \$14.50 | \$12.75 |

| Category | Job Title | Total Openings | Minimum Hourly Wage | Maximum Hourly Wage | Average Hourly Wage |
|--|---|----------------|---------------------|---------------------|---------------------|
| <u>Installation, Maintenance and Repair Occupations</u> | | | | | |
| | First-Line Supervisors/Managers of Mechanics, Installers, and Repairers | 6 | \$11.00 | N/A | N/A |
| | Computer, Automated Teller, and Office Machine Repairers | 30 | \$13.16 | \$16.00 | \$14.58 |
| | Telecommunications Equipment Installers and Repairers, Except Line | 60 | \$10.00 | \$26.66 | \$16.15 |
| | Avionics Technicians | 1 | \$16.07 | \$29.00 | \$22.54 |
| | Electrical and Electronics Installers and Repairers, Transportation | 4 | \$12.50 | \$25.84 | \$17.44 |
| | Electrical and Electronics Repairers, Commercial and Industrial Equipment | 34 | \$10.45 | \$25.00 | \$17.73 |
| | Electronic Home Entertainment Equipment Installers and Repairers | 2 | \$12.00 | \$18.00 | \$15.00 |
| | Aircraft Mechanics and Service Technicians | 135 | \$12.02 | \$29.00 | \$18.65 |
| | Automotive Body and Related Repairers | 9 | \$9.50 | \$23.00 | \$13.84 |
| | Automotive Service Technicians and Mechanics | 14 | \$7.00 | \$20.00 | \$14.37 |
| | Automotive Master Mechanics | 4 | \$7.50 | \$20.00 | \$13.24 |
| | Automotive Specialty Technicians | 8 | \$8.00 | \$20.00 | \$14.00 |
| | Bus and Truck Mechanics and Diesel Engine Specialists | 51 | \$8.00 | N/A | N/A |
| | Mobile Heavy Equipment Mechanics, Except Engines | 1 | \$15.00 | \$21.00 | \$18.00 |
| | Rail Car Repairers | 10 | \$23.87 | \$23.87 | \$23.87 |
| | Motorcycle Mechanics | 1 | \$9.50 | \$12.00 | \$10.75 |
| | Heating and Air Conditioning Mechanics | 6 | \$10.00 | \$30.00 | \$20.00 |
| | Refrigeration Mechanics | 1 | \$20.00 | \$25.00 | \$22.50 |
| | Home Appliance Repairers | 1 | \$10.00 | \$10.50 | \$10.25 |
| | Industrial Machinery Mechanics | 22 | \$11.00 | \$32.37 | \$18.34 |
| | Maintenance and Repair Workers, General | 37 | \$6.55 | N/A | N/A |
| | Maintenance Workers, Machinery | 11 | \$11.50 | \$22.00 | \$15.93 |
| | Millwrights | 20 | \$14.00 | \$18.00 | \$16.00 |
| | Telecommunications Line Installers and Repairers | 45 | \$9.62 | \$16.83 | \$14.46 |
| | Medical Equipment Repairers | 5 | \$10.00 | \$24.04 | \$17.02 |
| | Coin, Vending, and Amusement Machine Servicers and Repairers | 1 | \$12.00 | \$12.00 | \$12.00 |
| | Commercial Divers | 1 | \$9.00 | \$9.00 | \$9.00 |
| | Helpers--Installation, Maintenance, and Repair Workers | 44 | \$7.25 | \$20.26 | \$11.25 |
| | Installation, Maintenance, and Repair Workers, All Other | 28 | \$8.00 | \$50.00 | \$29.00 |
| <u>Production Occupations</u> | | | | | |
| | First-Line Supervisors/Managers of Production and Operating Workers | 18 | \$8.00 | N/A | N/A |
| | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers | 15 | \$13.83 | \$19.08 | \$16.45 |
| | Electrical and Electronic Equipment Assemblers | 5 | \$11.40 | \$11.40 | \$11.40 |
| | Engine and Other Machine Assemblers | 10 | \$10.50 | \$10.90 | \$10.70 |
| | Structural Metal Fabricators and Fitters | 6 | \$8.50 | \$12.00 | \$9.83 |
| | Team Assemblers | 72 | \$8.00 | \$13.00 | \$9.79 |
| | Assemblers and Fabricators, All Other | 92 | \$7.21 | N/A | N/A |
| | Bakers | 12 | \$7.50 | \$20.00 | \$10.05 |
| | Butchers and Meat Cutters | 1 | \$9.00 | \$13.00 | \$11.00 |
| | Meat, Poultry, and Fish Cutters and Trimmers | 1 | \$8.00 | \$9.50 | \$8.75 |
| | Food Batchmakers | 20 | \$6.55 | \$6.55 | \$6.55 |
| | Food Cooking Machine Operators and Tenders | 15 | \$6.55 | \$6.55 | \$6.55 |
| | Computer-Controlled Machine Tool Operators, Metal and Plastic | 15 | \$10.00 | \$22.88 | \$15.63 |
| | Extruding and Drawing Machine Setters, Operators, and Tenders, Cutting, Punching, and Press Machine Setters, Operators, and | 10 | \$12.00 | \$12.00 | \$12.00 |
| | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, | 4 | \$10.00 | \$20.00 | \$14.00 |
| | Lathe and Turning Machine Tool Setters, Operators, and Tenders, | 102 | \$10.00 | \$26.76 | \$15.88 |
| | Milling and Planing Machine Setters, Operators, and Tenders, Metal and | 5 | \$9.00 | \$18.00 | \$11.75 |
| | Machinists | 2 | \$9.00 | \$10.00 | \$9.50 |
| | Molding, Coremaking, and Casting Machine Setters, Operators, and | 28 | \$8.00 | \$25.00 | \$16.50 |
| | Tool and Die Makers | 7 | \$10.14 | \$17.79 | \$14.96 |
| | Welding, Soldering, and Brazing Machine Setters, Operators, and | 4 | \$19.00 | \$40.00 | \$22.51 |
| | Plating and Coating Machine Setters, Operators, and Tenders, Metal and | 2 | \$15.00 | \$15.00 | \$15.00 |
| | Metal Workers and Plastic Workers, All Other | 2 | \$9.00 | \$14.71 | \$12.11 |
| | Bindery Workers | 1 | \$8.50 | \$8.50 | \$8.50 |
| | Printing Machine Operators | 1 | \$16.00 | \$20.00 | \$18.00 |
| | Laundry and Dry-Cleaning Workers | 4 | \$8.50 | \$18.00 | \$11.37 |
| | Laundry and Drycleaning Machine Operators and Tenders, Except | 6 | \$7.55 | \$12.00 | \$8.49 |
| | | 2 | \$7.50 | \$7.50 | \$7.50 |

| Category | Job Title | Total Openings | Minimum Hourly Wage | Maximum Hourly Wage | Average Hourly Wage |
|----------|---|----------------|---------------------|---------------------|---------------------|
| | Pressers, Textile, Garment, and Related Materials | 3 | \$8.25 | \$8.25 | \$8.25 |
| | Sewing Machine Operators | 20 | \$8.00 | \$9.00 | \$8.38 |
| | Textile, Apparel, and Furnishings Workers, All Other | 2 | \$7.25 | \$8.00 | \$7.63 |
| | Sawing Machine Setters, Operators, and Tenders, Wood | 4 | \$8.35 | \$14.00 | \$10.18 |
| | Water and Liquid Waste Treatment Plant and System Operators | 4 | \$12.31 | \$28.85 | \$18.94 |
| | Chemical Plant and System Operators | 2 | \$9.00 | \$13.00 | \$11.50 |
| | Chemical Equipment Operators and Tenders | 2 | \$10.00 | \$14.00 | \$12.48 |
| | Separating, Filtering, Clarifying, Precipitating, and Still Machine | 1 | \$12.25 | \$12.25 | \$12.25 |
| | Grinding and Polishing Workers, Hand | 3 | \$9.00 | \$13.00 | \$11.00 |
| | Mixing and Blending Machine Setters, Operators, and Tenders | 1 | \$10.00 | \$11.00 | \$10.50 |
| | Cutting and Slicing Machine Setters, Operators, and Tenders | 202 | \$8.00 | \$15.00 | \$10.17 |
| | Inspectors, Testers, Sorters, Samplers, and Weighers | 32 | \$8.50 | \$25.00 | \$45.71 |
| | Materials Inspectors | 1 | \$31.39 | \$31.39 | \$31.39 |
| | Dental Laboratory Technicians | 2 | \$14.49 | \$14.49 | \$14.49 |
| | Painters, Transportation Equipment | 1 | \$15.00 | \$29.00 | \$22.00 |
| | Photographic Process Workers | 1 | \$9.00 | \$9.00 | \$9.00 |
| | Paper Goods Machine Setters, Operators, and Tenders | 3 | \$9.71 | \$18.00 | \$13.77 |
| | Helpers--Production Workers | 165 | \$8.00 | \$21.05 | \$14.53 |
| | Production Workers, All Other | 459 | \$6.55 | N/A | N/A |

Transportation and Material Moving Occupations

| | | | | | |
|--|---|-----|---------|---------|---------|
| | First-Line Supervisors/Managers of Helpers, Laborers, and Material | 15 | \$8.00 | \$21.63 | \$14.82 |
| | First-Line Supervisors/Managers of Transportation and Material-Moving | 8 | \$10.00 | \$25.00 | \$17.47 |
| | Ambulance Drivers and Attendants, Except Emergency Medical | 1 | \$8.00 | \$9.00 | \$8.50 |
| | Bus Drivers, Transit and Intercity | 2 | \$10.00 | \$13.00 | \$11.50 |
| | Bus Drivers, School | 17 | \$7.00 | \$20.00 | \$11.33 |
| | Driver/Sales Workers | 161 | \$6.55 | \$20.00 | \$8.79 |
| | Truck Drivers, Heavy and Tractor-Trailer | 901 | \$9.00 | \$65.00 | \$30.77 |
| | Truck Drivers, Light or Delivery Services | 40 | \$7.25 | \$19.75 | \$12.80 |
| | Rail Transportation Workers, All Other | 2 | \$10.00 | \$14.00 | \$12.00 |
| | Parking Lot Attendants | 2 | \$7.00 | \$9.69 | \$7.74 |
| | Service Station Attendants | 4 | \$6.75 | \$9.14 | \$7.62 |
| | Traffic Technicians | 40 | \$9.75 | \$9.75 | \$9.75 |
| | Aviation Inspectors | 1 | \$27.33 | \$27.33 | \$27.33 |
| | Transportation Workers, All Other | 11 | \$7.25 | \$19.23 | \$12.14 |
| | Crane and Tower Operators | 3 | \$10.25 | \$15.00 | \$12.38 |
| | Excavating and Loading Machine and Dragline Operators | 1 | \$14.00 | \$18.00 | \$16.00 |
| | Industrial Truck and Tractor Operators | 95 | \$9.00 | \$24.04 | \$13.05 |
| | Cleaners of Vehicles and Equipment | 6 | \$8.25 | \$10.75 | \$9.52 |
| | Laborers and Freight, Stock, and Material Movers, Hand | 538 | \$7.00 | \$20.00 | \$10.79 |
| | Packers and Packagers, Hand | 433 | \$8.00 | \$12.50 | \$9.95 |
| | Gas Compressor and Gas Pumping Station Operators | 1 | \$15.00 | \$15.00 | \$15.00 |
| | Refuse and Recyclable Material Collectors | 2 | \$14.00 | \$14.00 | \$14.00 |
| | Material Moving Workers, All Other | 54 | \$8.50 | \$17.50 | \$12.01 |

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 Offices located in Indiana Economic Growth Region 5:

| | | |
|--------------------------------|------------------------|----------------|
| 222 E. 10th St., Ste. B | Anderson, IN 46106 | (765) 641-6557 |
| 805 Beachway Dr., Ste. 110 | Indianapolis, IN 46224 | (317) 246-5400 |
| 2525 Shadeland Ave., C-3 | Indianapolis, IN 46219 | (317) 358-4500 |
| 8910 Purdue Rd., Ste. 320 | Indianapolis, IN 46268 | (317) 228-0862 |
| 2325 Intelliplex Dr., Ste. 205 | Shelbyville, IN 46176 | (317) 392-3251 |
| 6781 E. US Hwy. 136, Ste.350 | Avon, IN 46123 | (317) 272-2174 |
| 10204 Lantern Rd. | Fishers, IN 46038 | (317) 841-8194 |
| 600 Banta St. | Franklin, IN 46131 | (317) 736-5531 |
| 836 S. State St. | Greenfield, IN 46140 | (317) 462-6340 |
| 125 Lakeshore Dr. | Lebanon, IN 46052 | (765) 342-3324 |
| 490 St. Clair St. | Mooreville, IN 46158 | (765) 834-3907 |

Indiana Economic Growth Regions

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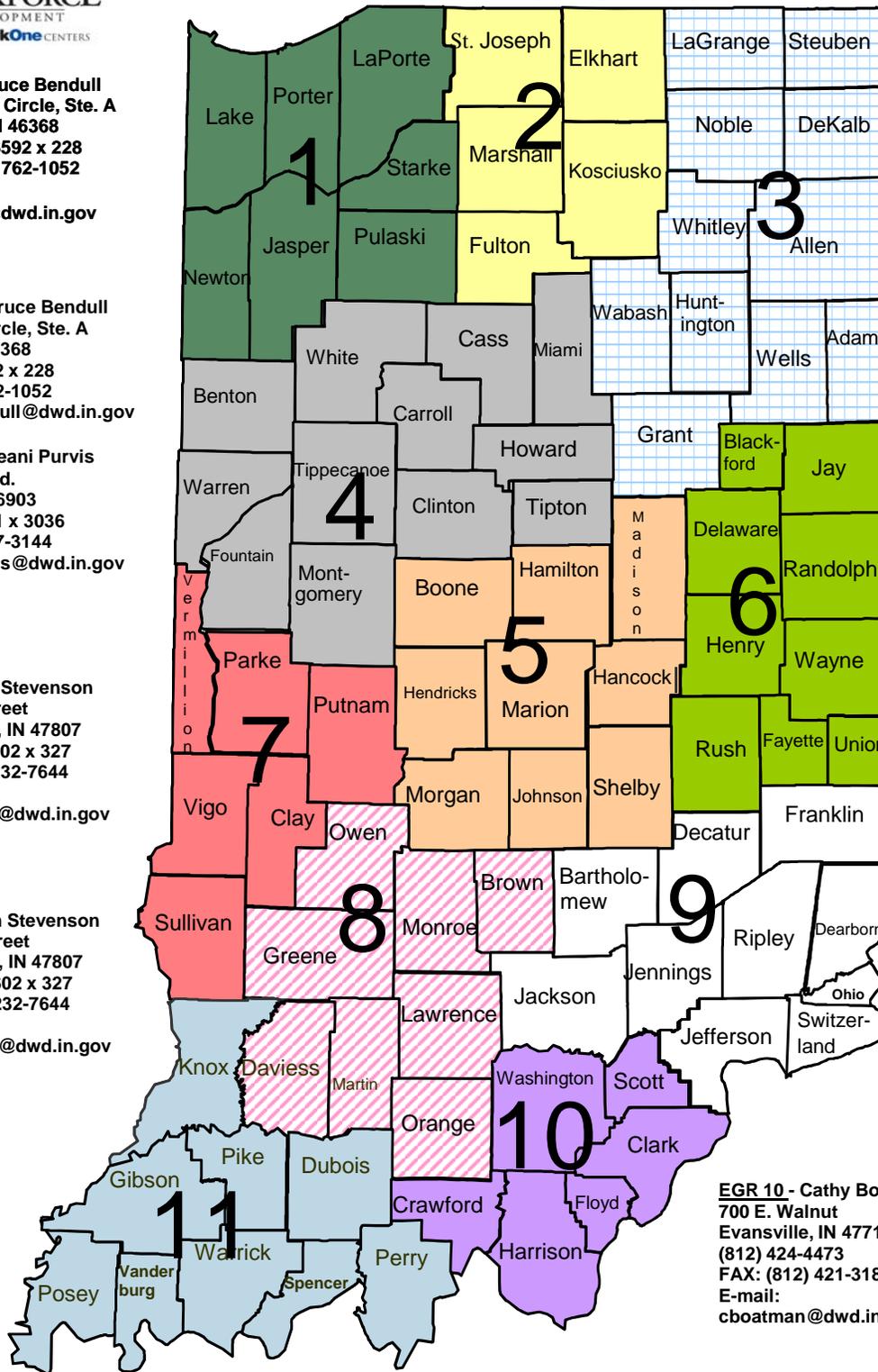
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Indiana Workforce Development
Research & Analysis

