



INDIANA  
**WORKFORCE**  
DEVELOPMENT

# OCCUPATIONS & STARTING WAGES REPORT

**Indiana Economic Growth Region 2**  
St. Joseph, Elkhart, Marshall, Kosciusko, & Fulton Counties

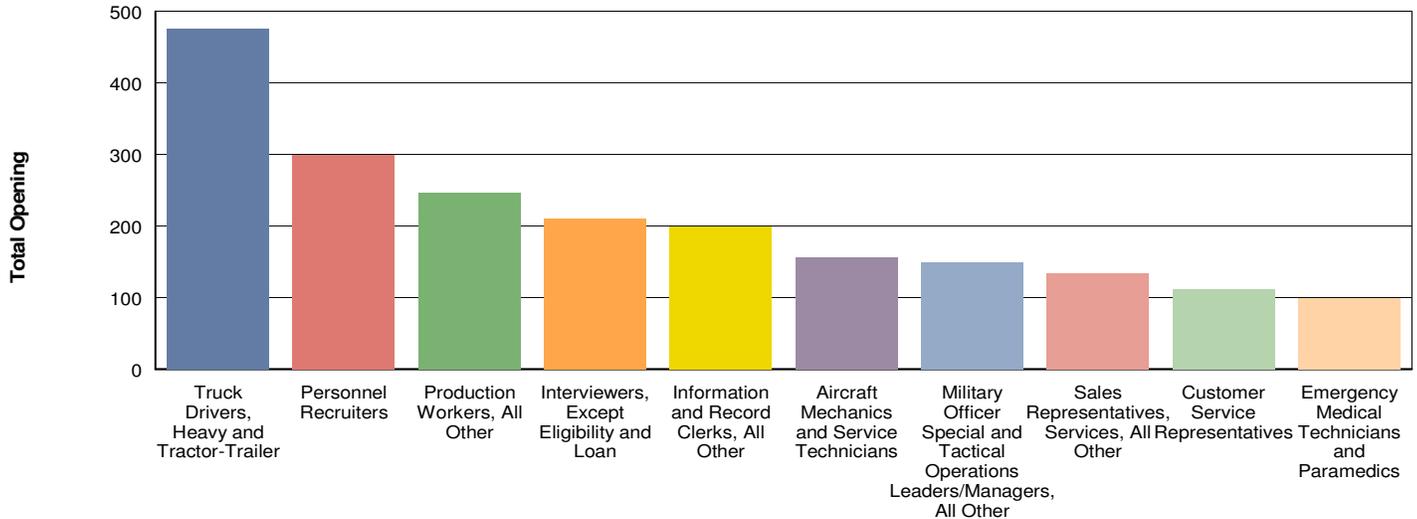
July 1, 2008 through June 30, 2009

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT  
Research & Analysis  
Regional Workforce Studies

Released July 2009

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

July 1, 2008 through June 30, 2009



## OCCUPATIONS & STARTING WAGES REPORT INDIANA ECONOMIC GROWTH REGION 2 (St. Joseph, Elhart, Marshall, Kosciusko, and Fulton Counties)

July 1, 2008 through June 30, 2009

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
<b><u>Management Occupations</u></b>					
	Chief Executives	2	\$28.85	\$67.31	\$48.08
	General and Operations Managers	3	\$16.83	\$40.87	\$27.04
	Advertising and Promotions Managers	1	\$0.00	\$0.00	\$0.00
	Marketing Managers	4	\$12.00	\$48.08	\$18.52
	Sales Managers	8	\$8.00	\$72.12	\$23.78
	Administrative Services Managers	2	\$9.62	\$28.85	\$16.46
	Computer and Information Systems Managers	3	\$14.42	\$38.46	\$23.36
	Treasurers, Controllers, and Chief Financial Officers	1	\$33.65	\$33.65	\$33.65
	Financial Managers, Branch or Department	3	\$10.00	\$28.85	\$19.72
	Human Resources Managers	4	\$8.00	\$23.08	\$15.31
	Training and Development Managers	1	\$0.00	\$0.00	\$0.00

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Industrial Production Managers	2	\$11.00	\$21.63	\$14.76
	Purchasing Managers	8	\$16.83	\$36.06	\$25.89
	Transportation Managers	1	\$15.87	\$25.96	\$20.91
	Storage and Distribution Managers	1	\$15.87	\$24.04	\$19.95
	Construction Managers	3	\$10.00	\$30.00	\$21.25
	Education Administrators, Postsecondary	3	\$19.23	\$26.92	\$23.01
	Education Administrators, All Other	3	\$14.90	\$26.44	\$19.39
	Engineering Managers	1	\$28.85	\$38.46	\$33.65
	Food Service Managers	1	\$13.00	\$15.00	\$14.00
	Medical and Health Services Managers	6	\$16.09	\$35.10	\$23.47
	Property, Real Estate, and Community Association Managers	3	\$8.00	\$12.35	\$10.43
	Social and Community Service Managers	8	\$13.00	\$25.42	\$16.77
	Managers, All Other	10	\$9.00	\$28.85	\$18.17

### **Business and Financial Operations Occupations**

	Wholesale and Retail Buyers, Except Farm Products	1	\$14.42	\$15.87	\$15.14
	Insurance Adjusters, Examiners, and Investigators	4	\$14.42	\$48.07	\$27.16
	Employment Interviewers, Private or Public Employment Service	13	\$9.00	\$16.08	\$12.59
	Personnel Recruiters	300	\$14.00	\$14.00	\$14.00
	Training and Development Specialists	1	\$0.00	\$0.00	\$0.00
	Human Resources, Training, and Labor Relations Specialists, All	3	\$12.02	\$31.25	\$17.63
	Logisticians	2	\$0.00	\$0.00	\$0.00
	Meeting and Convention Planners	1	\$10.00	\$13.00	\$11.50
	Business Operations Specialists, All Other	1	\$7.00	\$20.00	\$13.50
	Accountants	10	\$12.00	\$28.85	\$18.72
	Appraisers and Assessors of Real Estate	1	\$10.36	\$12.54	\$11.45
	Assessors	1	\$10.36	\$12.45	\$11.41
	Financial Analysts	1	\$9.62	\$28.85	\$19.23
	Personal Financial Advisors	2	\$13.46	\$14.42	\$13.94
	Loan Officers	52	\$11.00	\$40.87	\$15.23
	Tax Preparers	71	\$8.00	\$14.63	\$9.40
	Financial Specialists, All Other	1	\$12.46	\$18.70	\$15.58

### **Computer and Mathematical Science Occupations**

	Computer Software Engineers, Applications	1	\$25.13	\$31.25	\$28.19
	Computer Support Specialists	4	\$10.00	\$20.00	\$15.35
	Computer Systems Analysts	1	\$14.42	\$19.23	\$16.83
	Database Administrators	2	\$20.19	\$30.77	\$25.96
	Network and Computer Systems Administrators	3	\$14.00	\$28.81	\$18.30
	Computer Security Specialists	1	\$20.19	\$30.77	\$25.48
	Computer Specialists, All Other	1	\$18.27	\$20.19	\$19.23

### **Architecture and Engineering Occupations**

	Biomedical Engineers	1	\$32.12	\$34.52	\$33.32
	Civil Engineers	2	\$19.23	\$32.85	\$27.03
	Electrical Engineers	6	\$14.42	\$41.59	\$26.68
	Electronics Engineers, Except Computer	1	\$38.24	\$40.87	\$39.55

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Industrial Safety and Health Engineers	1	\$24.04	\$24.04	\$24.04
	Industrial Engineers	13	\$14.42	\$37.50	\$25.05
	Mechanical Engineers	13	\$10.00	\$40.39	\$27.83
	Engineers, All Other	11	\$20.00	\$50.00	\$32.81
	Architectural Drafters	1	\$12.00	\$18.00	\$15.00
	Mechanical Drafters	5	\$13.00	\$20.00	\$15.53
	Drafters, All Other	2	\$9.62	\$21.63	\$15.69
	Civil Engineering Technicians	5	\$10.00	\$30.00	\$20.00
	Electronics Engineering Technicians	2	\$17.00	\$23.00	\$20.00
	Electrical Engineering Technicians	1	\$12.02	\$16.83	\$14.42
	Electro-Mechanical Technicians	1	\$20.26	\$20.26	\$20.26
	Environmental Engineering Technicians	1	\$12.50	\$15.50	\$14.00
	Industrial Engineering Technicians	1	\$15.87	\$24.04	\$19.95
	Mechanical Engineering Technicians	7	\$10.50	\$31.25	\$15.22
	Engineering Technicians, Except Drafters, All Other	1	\$12.02	\$16.83	\$14.42

### Life, Physical, and Social Science Occupations

	Animal Scientists	2	\$21.30	\$21.30	\$21.30
	Chemists	2	\$24.04	\$43.18	\$32.57
	Materials Scientists	1	\$0.00	\$0.00	\$0.00
	Urban and Regional Planners	1	\$23.08	\$43.27	\$33.17
	Chemical Technicians	6	\$11.39	\$21.29	\$15.17

### Community and Social Science Occupations

	Substance Abuse and Behavioral Disorder Counselors	1	\$11.40	\$14.82	\$13.11
	Educational, Vocational, and School Counselors	2	\$14.22	\$15.38	\$14.73
	Mental Health Counselors	2	\$24.03	\$24.03	\$24.03
	Rehabilitation Counselors	3	\$10.58	\$17.40	\$14.13
	Child, Family, and School Social Workers	9	\$10.42	\$57.69	\$18.71
	Medical and Public Health Social Workers	4	\$9.50	\$16.44	\$13.21
	Social Workers, All Other	4	\$10.50	\$12.50	\$11.67
	Probation Officers and Correctional Treatment Specialists	5	\$10.36	\$12.95	\$11.11
	Social and Human Service Assistants	36	\$8.68	\$17.79	\$11.92
	Community and Social Service Specialists, All Other	6	\$10.00	\$14.18	\$11.79

### Legal Occupations

	Lawyers	5	\$76.59	\$119.94	\$98.27
	Paralegals and Legal Assistants	5	\$8.00	\$15.00	\$11.36
	Legal Support Workers, All Other	1	\$10.00	\$12.00	\$11.00

### Education, Training, and Library Occupations

	Health Specialties Teachers, Postsecondary	1	\$9.50	\$9.50	\$9.50
	Education Teachers, Postsecondary	1	\$12.93	\$16.48	\$14.71
	Preschool Teachers, Except Special Education	1	\$12.78	\$12.78	\$12.78
	Adult Literacy, Remedial Education, and GED Teachers and	1	\$10.59	\$25.95	\$18.27
	Teachers and Instructors, All Other	1	\$14.18	\$14.18	\$14.18

<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>
	Librarians	1	\$18.27	\$27.40	\$22.84
	Teacher Assistants	5	\$7.25	\$12.00	\$8.89
	Education, Training, and Library Workers, All Other	32	\$7.50	\$23.00	\$19.66

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

Floral Designers	2	\$7.50	\$12.00	\$9.38
Graphic Designers	6	\$9.00	\$15.00	\$12.58
Producers	1	\$11.37	\$29.72	\$22.38
Coaches and Scouts	3	\$9.00	\$21.63	\$13.75
Technical Writers	4	\$17.31	\$60.00	\$29.28
Interpreters and Translators	4	\$15.00	\$15.00	\$15.00

### **Healthcare Practitioner and Technical Occupations**

Anesthesiologists	5	\$0.00	\$0.00	\$0.00
Internists, General	10	\$96.15	\$96.15	\$96.15
Registered Nurses	17	\$7.00	\$30.00	\$18.60
Occupational Therapists	1	\$18.00	\$24.12	\$21.06
Physical Therapists	1	\$18.00	\$24.12	\$21.06
Respiratory Therapists	1	\$30.00	\$40.00	\$35.00
Speech-Language Pathologists	2	\$18.00	\$38.46	\$24.65
Medical and Clinical Laboratory Technologists	4	\$15.00	\$33.65	\$21.78
Medical and Clinical Laboratory Technicians	6	\$10.37	\$25.00	\$15.70
Dental Hygienists	1	\$18.00	\$22.00	\$20.00
Radiologic Technologists	1	\$15.00	\$15.00	\$15.00
Emergency Medical Technicians and Paramedics	100	\$7.79	\$9.18	\$8.48
Pharmacy Technicians	6	\$7.70	\$7.70	\$7.70
Surgical Technologists	1	\$0.00	\$0.00	\$0.00
Licensed Practical and Licensed Vocational Nurses	26	\$7.00	\$28.00	\$17.18
Medical Records and Health Information Technicians	10	\$7.50	\$12.95	\$8.80
Opticians, Dispensing	3	\$8.10	\$9.00	\$8.70
Health Technologists and Technicians, All Other	6	\$14.30	\$18.00	\$16.15
Occupational Health and Safety Specialists	1	\$22.26	\$22.26	\$22.26
Occupational Health and Safety Technicians	1	\$10.36	\$13.25	\$11.81
Healthcare Practitioners and Technical Workers, All Other	13	\$9.00	\$11.00	\$10.00

### **Healthcare Support Occupations**

Home Health Aides	18	\$7.25	\$12.75	\$9.26
Nursing Aides, Orderlies, and Attendants	86	\$8.00	\$13.00	\$10.14
Dental Assistants	1	\$7.00	\$15.00	\$11.00
Medical Assistants	8	\$9.00	\$14.00	\$11.02
Medical Equipment Preparers	1	\$8.50	\$9.00	\$8.75
Healthcare Support Workers, All Other	20	\$8.75	\$14.00	\$10.73

### **Protective Service Occupations**

Correctional Officers and Jailers	2	\$12.00	\$13.37	\$12.69
Police Patrol Officers	4	\$14.75	\$24.20	\$19.88

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Animal Control Workers	1	\$13.77	\$14.25	\$14.01
	Private Detectives and Investigators	1	\$6.55	\$6.55	\$6.55
	Security Guards	11	\$8.50	\$24.04	\$10.64
	Protective Service Workers, All Other	1	\$7.00	\$8.00	\$7.50

### **Food Preparation and Serving Related Occupations**

	Chefs and Head Cooks	1	\$8.00	\$8.00	\$8.00
	First-Line Supervisors/Managers of Food Preparation and Serving	37	\$7.00	\$7.00	\$7.00
	Cooks, Institution and Cafeteria	4	\$8.00	\$11.00	\$9.14
	Cooks, Restaurant	4	\$8.00	\$10.00	\$8.73
	Cooks, Short Order	2	\$7.00	\$11.00	\$8.63
	Cooks, All Other	1	\$8.50	\$8.50	\$8.50
	Bartenders	2	\$6.00	\$7.50	\$6.75
	Combined Food Preparation and Serving Workers, Including Fast	1	\$8.00	\$8.00	\$8.00
	Waiters and Waitresses	4	\$7.00	\$7.50	\$7.13
	Food Servers, Nonrestaurant	3	\$4.00	\$6.20	\$5.10
	Dishwashers	2	\$7.25	\$8.00	\$7.63
	Food Preparation and Serving Related Workers, All Other	1	\$9.00	\$10.00	\$9.50

### **Building and Grounds Cleaning and Maintenance Occupations**

	First-Line Supervisors/Managers of Housekeeping and Janitorial	5	\$9.00	\$12.00	\$10.00
	First-Line Supervisors/Managers of Landscaping, Lawn Service,	3	\$9.00	\$19.23	\$12.63
	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	38	\$6.55	\$20.00	\$8.99
	Maids and Housekeeping Cleaners	10	\$6.75	\$10.00	\$7.77
	Building Cleaning Workers, All Other	6	\$6.55	\$13.83	\$7.91
	Pest Control Workers	1	\$10.00	\$14.00	\$12.00
	Landscaping and Groundskeeping Workers	8	\$8.00	\$19.23	\$11.31
	Pesticide Handlers, Sprayers, and Applicators, Vegetation	3	\$10.00	\$19.23	\$11.71
	Tree Trimmers and Pruners	2	\$9.00	\$12.50	\$10.63
	Grounds Maintenance Workers, All Other	2	\$8.00	\$16.00	\$13.50

### **Personal Care and Service Occupations**

	First-Line Supervisors/Managers of Personal Service Workers	2	\$12.00	\$14.42	\$13.21
	Nonfarm Animal Caretakers	2	\$9.00	\$9.00	\$9.00
	Hairdressers, Hairstylists, and Cosmetologists	1	\$8.00	\$10.00	\$9.00
	Child Care Workers	13	\$6.50	\$8.50	\$7.37
	Personal and Home Care Aides	81	\$7.75	\$14.42	\$9.07
	Residential Advisors	1	\$8.60	\$9.31	\$8.96
	Personal Care and Service Workers, All Other	2	\$6.50	\$10.87	\$9.78

### **Sales and Related Occupations**

	First-Line Supervisors/Managers of Retail Sales Workers	15	\$8.30	\$18.00	\$12.20
	Cashiers	17	\$6.75	\$8.50	\$7.44
	Counter and Rental Clerks	3	\$6.60	\$12.00	\$8.32
	Parts Salespersons	3	\$10.00	\$10.00	\$10.00
	Retail Salespersons	48	\$6.55	\$19.23	\$10.41

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Advertising Sales Agents	3	\$12.02	\$24.04	\$18.03
	Insurance Sales Agents	96	\$7.00	\$72.12	\$10.00
	Sales Agents, Securities and Commodities	1	\$5.78	\$144.51	\$75.14
	Sales Agents, Financial Services	23	\$11.85	\$29.72	\$22.38
	Sales Representatives, Services, All Other	168	\$7.00	\$72.12	\$23.97
	Sales Representatives, Wholesale and Manufacturing, Technical	5	\$21.63	\$57.69	\$40.14
	Sales Representatives, Wholesale and Manufacturing, Except Demonstrators and Product Promoters	5	\$6.55	\$60.00	\$20.44
	Real Estate Brokers	3	\$8.00	\$15.00	\$11.50
	Sales Engineers	2	\$40.87	\$40.87	\$40.87
	Telemarketers	1	\$26.44	\$31.25	\$28.85
	Door-To-Door Sales Workers, News and Street Vendors, and Sales and Related Workers, All Other	52	\$6.55	\$19.23	\$8.95
		18	\$9.62	\$31.25	\$16.24
		15	\$7.20	\$28.85	\$14.40

### **Office and Administrative Support Occupations**

First-Line Supervisors/Managers of Office and Administrative	2	\$12.00	\$20.00	\$17.21
Bill and Account Collectors	18	\$9.00	\$13.00	\$9.42
Billing, Cost, and Rate Clerks	1	\$14.00	\$17.00	\$15.50
Bookkeeping, Accounting, and Auditing Clerks	20	\$8.00	\$18.00	\$11.22
Payroll and Timekeeping Clerks	4	\$9.00	\$19.00	\$12.55
Tellers	39	\$8.00	\$20.00	\$10.94
Credit Checkers	1	\$12.79	\$12.79	\$12.79
Customer Service Representatives	124	\$7.00	\$21.66	\$12.34
Eligibility Interviewers, Government Programs	109	\$8.00	\$17.70	\$11.36
File Clerks	2	\$7.00	\$10.00	\$9.00
Hotel, Motel, and Resort Desk Clerks	3	\$5.63	\$5.88	\$5.71
Interviewers, Except Eligibility and Loan	208	\$8.00	\$8.25	\$8.24
Order Clerks	3	\$10.00	\$12.00	\$10.67
Human Resources Assistants, Except Payroll and Timekeeping	6	\$7.00	\$12.50	\$10.94
Receptionists and Information Clerks	12	\$6.85	\$12.02	\$9.52
Information and Record Clerks, All Other	200	\$8.25	\$8.25	\$8.25
Cargo and Freight Agents	4	\$8.00	\$60.00	\$34.00
Police, Fire, and Ambulance Dispatchers	3	\$10.00	\$14.82	\$12.79
Dispatchers, Except Police, Fire, and Ambulance	3	\$11.31	\$11.31	\$11.31
Meter Readers, Utilities	5	\$12.20	\$14.58	\$13.03
Production, Planning, and Expediting Clerks	9	\$8.00	\$30.77	\$14.35
Shipping, Receiving, and Traffic Clerks	21	\$7.00	\$15.00	\$10.59
Stock Clerks, Sales Floor	25	\$6.55	\$7.95	\$7.24
Stock Clerks- Stockroom, Warehouse, or Storage Yard	53	\$7.20	\$19.71	\$8.95
Order Fillers, Wholesale and Retail Sales	1	\$8.00	\$8.00	\$8.00
Executive Secretaries and Administrative Assistants	25	\$7.00	\$21.94	\$12.87
Medical Secretaries	4	\$10.00	\$14.00	\$11.00
Secretaries, Except Legal, Medical, and Executive	5	\$9.00	\$14.00	\$11.16
Data Entry Keyers	3	\$9.00	\$11.00	\$10.50
Insurance Claims Clerks	3	\$10.00	\$13.00	\$11.54
Office Clerks, General	44	\$7.00	\$16.00	\$10.26
Office and Administrative Support Workers, All Other	5	\$9.00	\$13.46	\$11.55

<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>
<b><u>Farming, Fishing, and Forestry Occupations</u></b>					
	Agricultural Inspectors	2	\$14.42	\$21.63	\$18.03
	General Farmworkers	1	\$8.00	\$8.00	\$8.00
	Farmworkers, Farm and Ranch Animals	5	\$6.75	\$9.69	\$7.61
	Agricultural Workers, All Other	3	\$7.00	\$10.00	\$7.67
	Forest and Conservation Workers	1	\$18.30	\$19.30	\$18.80
<b><u>Construction and Extraction Occupations</u></b>					
	Boilermakers	1	\$13.00	\$30.00	\$21.50
	Construction Carpenters	1	\$12.00	\$14.00	\$13.00
	Cement Masons and Concrete Finishers	5	\$10.00	\$18.00	\$13.50
	Terrazzo Workers and Finishers	1	\$16.00	\$18.00	\$17.00
	Construction Laborers	9	\$9.00	\$15.50	\$11.50
	Electricians	9	\$12.00	\$20.39	\$16.52
	Plumbers	2	\$10.00	\$15.00	\$12.00
	Roofers	15	\$9.00	\$20.00	\$12.33
	Sheet Metal Workers	2	\$7.00	\$13.00	\$10.00
	Structural Iron and Steel Workers	1	\$40.00	\$40.00	\$40.00
	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	1	\$9.62	\$19.23	\$14.42
	Construction and Building Inspectors	2	\$24.04	\$28.85	\$26.44
	Septic Tank Servicers and Sewer Pipe Cleaners	2	\$11.54	\$19.23	\$15.38
	Construction and Related Workers, All Other	1	\$11.00	\$15.00	\$13.00
<b><u>Installation, Maintenance, and Repair Occupations</u></b>					
	First-Line Supervisors/Managers of Mechanics, Installers, and Electric Motor, Power Tool, and Related Repairers	10	\$14.42	\$28.85	\$20.88
	Electric Motor, Power Tool, and Related Repairers	1	\$24.00	\$26.00	\$25.00
	Electrical and Electronics Installers and Repairers, Transportation	1	\$13.50	\$13.50	\$13.50
	Electrical and Electronics Repairers, Commercial and Industrial	9	\$9.87	\$25.00	\$13.97
	Electronic Equipment Installers and Repairers, Motor Vehicles	11	\$9.87	\$23.00	\$11.34
	Security and Fire Alarm Systems Installers	2	\$9.00	\$20.00	\$14.75
	Aircraft Mechanics and Service Technicians	157	\$7.79	\$25.00	\$8.56
	Automotive Body and Related Repairers	5	\$10.00	\$18.00	\$11.85
	Automotive Glass Installers and Repairers	2	\$15.00	\$20.19	\$17.76
	Automotive Service Technicians and Mechanics	2	\$9.00	\$12.00	\$10.75
	Automotive Master Mechanics	6	\$7.70	\$31.17	\$20.71
	Automotive Specialty Technicians	11	\$5.85	\$22.00	\$13.29
	Bus and Truck Mechanics and Diesel Engine Specialists	7	\$9.00	\$21.00	\$15.45
	Mobile Heavy Equipment Mechanics, Except Engines	3	\$10.00	\$15.00	\$12.50
	Rail Car Repairers	1	\$16.27	\$16.27	\$16.27
	Motorboat Mechanics	1	\$12.00	\$12.00	\$12.00
	Outdoor Power Equipment and Other Small Engine Mechanics	4	\$8.00	\$15.00	\$11.73
	Recreational Vehicle Service Technicians	5	\$12.00	\$19.00	\$13.80
	Tire Repairers and Changers	1	\$5.85	\$5.85	\$5.85
	Mechanical Door Repairers	2	\$8.00	\$12.00	\$10.00
	Heating and Air Conditioning Mechanics	4	\$14.42	\$28.85	\$18.04
	Industrial Machinery Mechanics	21	\$10.00	\$25.00	\$15.48
	Maintenance and Repair Workers, General	43	\$7.00	\$20.00	\$12.94

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Maintenance Workers, Machinery	11	\$8.00	\$23.51	\$15.57
	Millwrights	4	\$22.41	\$22.41	\$22.41
	Telecommunications Line Installers and Repairers	1	\$10.00	\$11.00	\$10.50
	Musical Instrument Repairers and Tuners	2	\$10.00	\$25.00	\$17.50
	Manufactured Building and Mobile Home Installers	2	\$10.00	\$15.00	\$12.50
	Installation, Maintenance, and Repair Workers, All Other	4	\$9.00	\$19.65	\$15.72

### Production Occupations

First-Line Supervisors/Managers of Production and Operating	31	\$7.50	\$34.62	\$16.90
Electrical and Electronic Equipment Assemblers	1	\$8.00	\$10.00	\$9.00
Electromechanical Equipment Assemblers	1	\$17.00	\$18.00	\$17.50
Engine and Other Machine Assemblers	1	\$13.00	\$17.00	\$15.00
Structural Metal Fabricators and Fitters	2	\$10.00	\$20.00	\$16.51
Fiberglass Laminators and Fabricators	23	\$8.00	\$15.00	\$10.65
Assemblers and Fabricators, All Other	42	\$7.00	\$14.42	\$10.40
Food and Tobacco Roasting, Baking, and Drying Machine	1	\$7.00	\$10.00	\$8.50
Computer-Controlled Machine Tool Operators, Metal and Plastic	41	\$10.00	\$20.00	\$13.88
Numerical Control Machine Tool Operators and Tenders, Metal and	1	\$16.00	\$20.00	\$18.00
Numerical Tool and Process Control Programmers	3	\$12.00	\$14.00	\$13.00
Extruding and Drawing Machine Setters, Operators, and Tenders,	6	\$9.88	\$20.00	\$12.71
Forging Machine Setters, Operators, and Tenders, Metal and	6	\$11.00	\$18.25	\$14.63
Cutting, Punching, and Press Machine Setters, Operators, and	15	\$9.00	\$15.00	\$9.78
Press and Press Brake Machine Setters and Set-Up Operators,	3	\$9.50	\$9.50	\$9.50
Drilling and Boring Machine Tool Setters, Operators, and Tenders,	1	\$11.00	\$14.00	\$12.50
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters,	54	\$10.00	\$17.00	\$12.04
Lathe and Turning Machine Tool Setters, Operators, and Tenders,	14	\$10.00	\$21.75	\$14.62
Milling and Planing Machine Setters, Operators, and Tenders, Metal	2	\$12.00	\$20.00	\$16.00
Machinists	38	\$9.00	\$23.46	\$14.27
Foundry Mold and Coremakers	1	\$10.00	\$10.00	\$10.00
Multiple Machine Tool Setters, Operators, and Tenders, Metal and	10	\$10.00	\$14.00	\$12.00
Tool and Die Makers	4	\$8.00	\$22.88	\$16.82
Welding, Soldering, and Brazing Machine Setters, Operators, and	25	\$11.50	\$24.00	\$12.51
Heat Treating Equipment Setters, Operators, and Tenders, Metal	2	\$12.00	\$17.00	\$14.76
Metal Workers and Plastic Workers, All Other	1	\$9.50	\$33.65	\$18.45
Bindery Workers	1	\$9.74	\$18.28	\$14.01
Laundry and Dry-Cleaning Workers	3	\$6.55	\$10.00	\$8.05
Laundry and Drycleaning Machine Operators and Tenders, Except				
Pressing	1	\$8.00	\$8.00	\$8.00
Sewing Machine Operators	34	\$9.00	\$18.00	\$10.10
Shoe and Leather Workers and Repairers	1	\$6.55	\$6.55	\$6.55
Textile Cutting Machine Setters, Operators, and Tenders	2	\$9.00	\$9.00	\$9.00
Fabric and Apparel Patternmakers	1	\$9.50	\$9.50	\$9.50
Upholsterers	7	\$8.00	\$12.50	\$10.21
Textile, Apparel, and Furnishings Workers, All Other	1	\$12.00	\$30.00	\$21.00
Cabinetmakers and Bench Carpenters	1	\$10.00	\$14.00	\$12.00
Sawing Machine Setters, Operators, and Tenders, Wood	1	\$0.00	\$0.00	\$0.00
Woodworking Machine Setters, Operators, and Tenders, Except				
Sawing	1	\$9.00	\$12.00	\$10.50
Woodworkers, All Other	22	\$9.00	\$12.00	\$10.75

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Power Distributors and Dispatchers	1	\$17.11	\$17.11	\$17.11
	Power Plant Operators	1	\$0.00	\$0.00	\$0.00
	Water and Liquid Waste Treatment Plant and System Operators	2	\$15.81	\$16.81	\$16.31
	Chemical Equipment Operators and Tenders	1	\$12.00	\$12.00	\$12.00
	Crushing, Grinding, and Polishing Machine Setters, Operators, and Grinding and Polishing Workers, Hand	2	\$13.00	\$15.00	\$13.50
	Mixing and Blending Machine Setters, Operators, and Tenders	1	\$13.00	\$15.00	\$14.00
	Cutting and Slicing Machine Setters, Operators, and Tenders	1	\$10.00	\$13.00	\$11.50
	Extruding, Forming, Pressing, and Compacting Machine Setters, Extruding, Forming, Pressing, and Compacting Machine Operators	6	\$9.00	\$20.00	\$13.13
	Inspectors, Testers, Sorters, Samplers, and Weighers	2	\$10.00	\$10.00	\$10.00
	Production Inspectors, Testers, Graders, Sorters, Samplers, Dental Laboratory Technicians	39	\$6.60	\$28.85	\$12.24
	Packaging and Filling Machine Operators and Tenders	2	\$12.20	\$12.20	\$12.20
	Coating, Painting, and Spraying Machine Setters, Operators, and Painters, Transportation Equipment	1	\$10.00	\$10.00	\$10.00
	Painting, Coating, and Decorating Workers	2	\$11.39	\$19.32	\$15.36
	Cleaning, Washing, and Metal Pickling Equipment Operators and Paper Goods Machine Setters, Operators, and Tenders	9	\$9.00	\$15.00	\$11.06
	Helpers--Production Workers	3	\$9.00	\$25.00	\$17.17
	Production Laborers	3	\$10.00	\$15.00	\$12.50
	Production Helpers	4	\$8.00	\$20.00	\$13.88
	Production Workers, All Other	8	\$11.00	\$19.00	\$14.88
		34	\$7.00	\$12.00	\$9.08
		1	\$8.00	\$8.00	\$8.00
		2	\$9.00	\$10.00	\$9.50
		255	\$7.00	\$20.00	\$10.57

### Transportation and Material Moving Occupations

	First-Line Supervisors/Managers of Helpers, Laborers, and Material	1	\$14.42	\$24.04	\$19.23
	First-Line Supervisors/Managers of Transportation and Material-	1	\$12.98	\$19.71	\$16.35
	Ambulance Drivers and Attendants, Except Emergency Medical	1	\$10.00	\$10.00	\$10.00
	Bus Drivers, Transit and Intercity	2	\$8.00	\$12.00	\$10.00
	Driver/Sales Workers	11	\$7.00	\$37.50	\$11.77
	Truck Drivers, Heavy and Tractor-Trailer	484	\$8.75	\$56.25	\$29.79
	Tractor-Trailer Truck Drivers	1	\$19.71	\$28.85	\$24.28
	Truck Drivers, Light or Delivery Services	30	\$8.00	\$18.35	\$11.25
	Railroad Conductors and Yardmasters	2	\$18.27	\$25.96	\$22.12
	Industrial Truck and Tractor Operators	4	\$10.00	\$25.00	\$13.74
	Cleaners of Vehicles and Equipment	5	\$7.00	\$8.00	\$7.65
	Laborers and Freight, Stock, and Material Movers, Hand	21	\$6.60	\$17.29	\$9.64
	Machine Feeders and Offbearers	1	\$7.00	\$7.00	\$7.00
	Packers and Packagers, Hand	18	\$7.00	\$12.00	\$8.34
	Refuse and Recyclable Material Collectors	1	\$12.50	\$20.00	\$16.25
	Material Moving Workers, All Other	7	\$14.45	\$17.16	\$15.79

### Military Specific Occupations

	Military Officer Special and Tactical Operations Leaders/Managers, All Other	150	\$7.79	\$9.18	\$8.48
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# OCCUPATIONS & 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 Occupations 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



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430 Waterfall Drive Elkhart, IN 46516 (574) 295-0105  
316 Kingston Rd. Plymouth, IN 46563 (574) 936-8919  
715 S. Buffalo St. Warsaw, IN 46580 (574) 269-3050  
909 Main St. Suite 101 Rochester, IN 46975 (574) 223-8542

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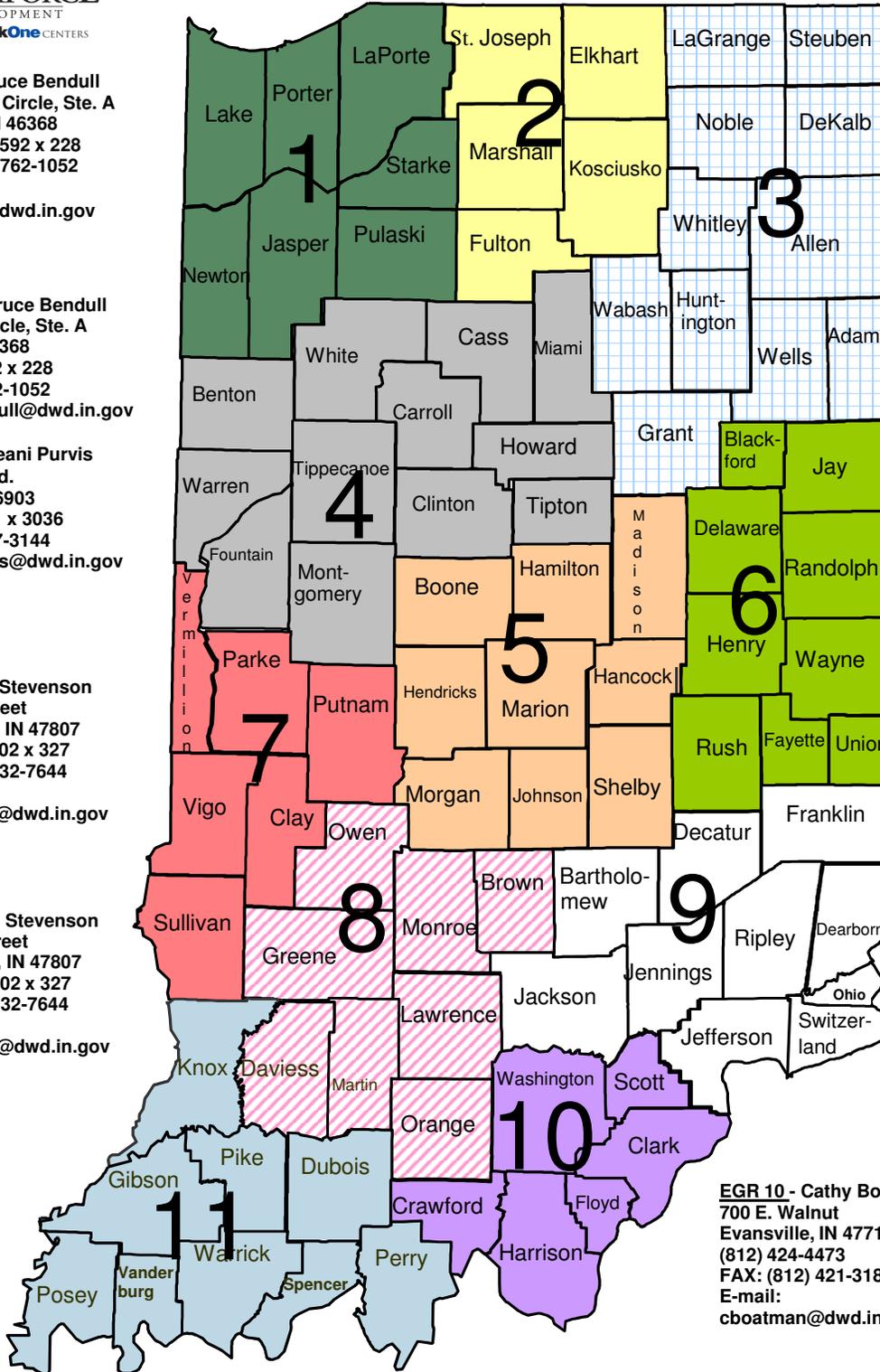
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Indiana Workforce Development  
Research & Analysis

