



INDIANA
WORKFORCE
DEVELOPMENT

OCCUPATIONS & STARTING WAGES REPORT

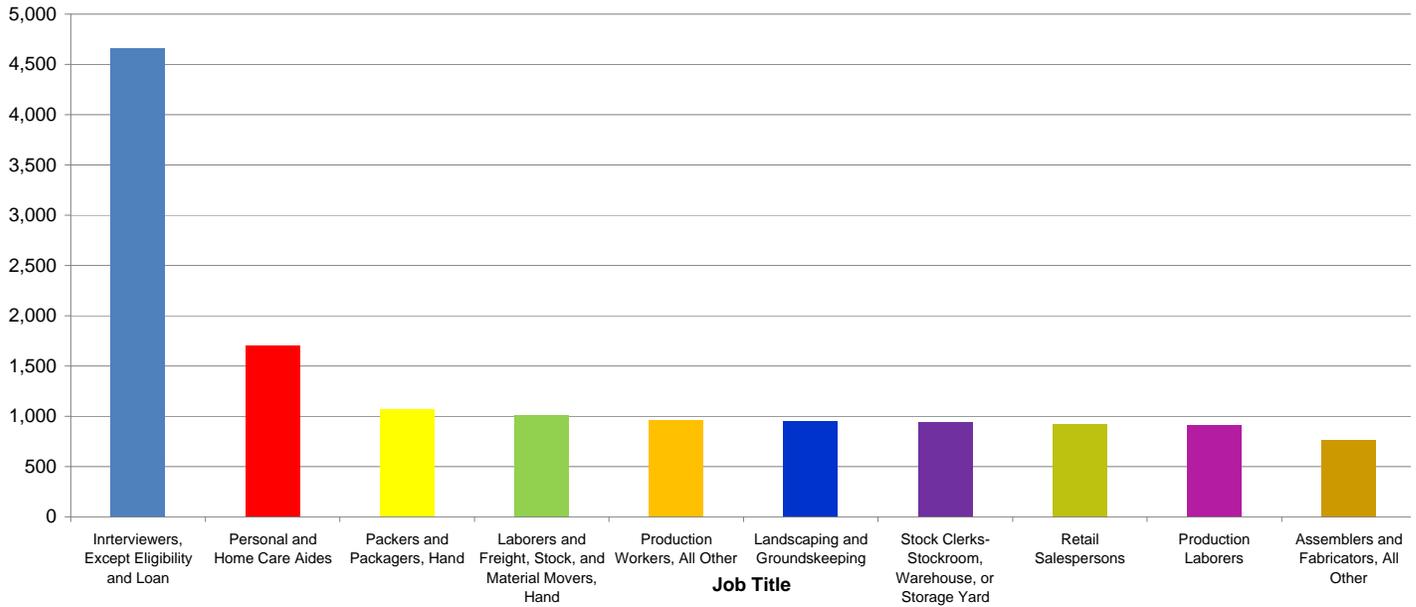
STATE OF INDIANA
Jan 1, 2008 through Dec 31, 2008

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT
Research & Market Development
Research & Analysis

Released January 2009

Indiana Top 10 Openings

1/1/08-12/31/08



Top Ten Openings

1 Interviewers, Except Eligibility and Loan	4,666
2 Personal and Home Care Aides	1,702
3 Packers and Packagers, Hand	1,067
4 Laborers and Freight, Stock, and Material Movers, Hand	1,013
5 Production Workers, All Other	961
6 Landscaping and Groundskeeping Workers	952
7 Stock Clerks-Stockroom, Warehouse, or Storage Yard	939
8 Retail Salespersons	924
9 Production Laborers	915
10 Assemblers and Fabricators, All Other	762

OCCUPATIONS & STARTING WAGES REPORT

STATE OF INDIANA

January 1- December 31, 2008

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
<u>Management Occupations</u>					
	Administrative Services Managers	52	\$7.00	\$54.84	\$18.00
	Advertising and Promotions Managers	12	\$5.85	\$47.12	\$16.97
	Agricultural Crop Farm Managers	2	\$10.00	\$25.32	\$21.17
	Chief Executives	5	\$12.02	\$78.85	\$42.80
	Compensation and Benefits Managers	5	\$17.70	\$40.82	\$31.38
	Computer and Information Systems Managers	67	\$5.85	\$52.88	\$25.95
	Construction Managers	20	\$12.02	\$55.49	\$28.42
	Education Administrators, All Other	5	\$15.87	\$24.04	\$19.97
	Education Administrators, Postsecondary	20	\$8.65	\$47.12	\$22.12
	Education Administrators, Preschool and Child Care Center/Program	6	\$7.00	\$14.72	\$10.60
	Engineering Managers	29	\$19.00	\$55.53	\$34.65
	Farmers and Ranchers	1	\$8.00	\$8.00	\$8.00
	Financial Managers, Branch or Department	71	\$5.85	\$72.12	\$28.66
	Food Service Managers	77	\$5.85	\$28.89	\$12.35
	Gaming Managers	5	\$8.00	\$17.31	\$14.47
	General and Operations Managers	31	\$6.63	\$57.36	\$32.06
	Government Service Executives	2	\$17.00	\$38.00	\$27.50
	Human Resources Managers	38	\$5.85	\$65.87	\$27.35
	Human Resources Managers, All Other	2	\$19.23	\$28.85	\$24.04
	Industrial Production Managers	42	\$5.85	\$60.10	\$26.77
	Legislators	2	\$8.65	\$24.04	\$16.16
	Lodging Managers	13	\$7.00	\$58.39	\$17.53
	Managers, All Other	127	\$5.85	\$55.49	\$20.36
	Marketing Managers	49	\$5.85	\$54.02	\$22.31
	Medical and Health Services Managers	32	\$10.00	\$55.49	\$24.10
	Private Sector Executives	2	\$16.83	\$26.02	\$22.63
	Property, Real Estate, and Community Association Managers	26	\$5.85	\$27.64	\$23.92
	Public Relations Managers	2	\$26.44	\$33.65	\$30.41
	Purchasing Managers	30	\$12.88	\$50.48	\$27.30
	Sales Managers	86	\$5.85	\$55.75	\$26.79
	Social and Community Service Managers	41	\$8.91	\$38.46	\$18.07
	Storage and Distribution Managers	22	\$7.00	\$34.62	\$20.49
	Training and Development Managers	10	\$10.00	\$31.25	\$18.88
	Transportation Managers	11	\$8.65	\$48.08	\$23.30
	Treasurers, Controllers, and Chief Financial Officers	13	\$5.85	\$75.14	\$43.70
<u>Business and Financial Operations Occupations</u>					
	Accountants	152	\$5.85	\$50.00	\$19.06
	Agents and Business Managers of Artists, Performers, and Athletes	1	\$17.00	\$17.00	\$17.00
	Appraisers and Assessors of Real Estate	2	\$10.36	\$12.54	\$11.45
	Appraisers, Real Estate	1	\$25.42	\$25.42	\$25.42
	Assessors	1	\$10.36	\$12.45	\$11.41
	Auditors	75	\$5.85	\$34.15	\$13.40
	Budget Analysts	4	\$15.93	\$26.44	\$20.37
	Business Operations Specialists, All Other	44	\$5.85	\$54.42	\$18.42
	Claims Examiners, Property and Casualty Insurance	2	\$5.85	\$5.85	\$5.85
	Compensation, Benefits, and Job Analysis Specialists	14	\$18.75	\$40.87	\$38.29
	Cost Estimators	10	\$8.00	\$38.46	\$17.79
	Credit Analysts	12	\$7.00	\$54.40	\$24.40
	Employment Interviewers, Private or Public Employment Service	55	\$9.00	\$48.08	\$15.48
	Employment, Recruitment, and Placement Specialists	4	\$12.95	\$15.38	\$14.78
	Environmental Compliance Inspectors	1	\$26.44	\$26.44	\$26.44
	Equal Opportunity Representatives and Officers	2	\$17.70	\$17.70	\$17.70
	Financial Analysts	44	\$5.85	\$50.00	\$35.24
	Financial Examiners	7	\$16.83	\$26.44	\$23.31

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Financial Specialists, All Other	41	\$5.85	\$40.00	\$18.17
	Government Property Inspectors and Investigators	12	\$12.42	\$19.25	\$18.68
	Human Resources, Training, and Labor Relations Specialists, All Other	67	\$5.85	\$42.50	\$16.63
	Insurance Adjusters, Examiners, and Investigators	12	\$12.65	\$36.06	\$19.03
	Insurance Underwriters	7	\$15.00	\$30.00	\$18.35
	Loan Officers	61	\$5.85	\$50.00	\$35.52
	Logisticians	9	\$7.50	\$33.65	\$20.58
	Management Analysts	15	\$5.85	\$39.42	\$22.15
	Meeting and Convention Planners	6	\$10.00	\$22.00	\$13.44
	Personal Financial Advisors	10	\$10.00	\$30.05	\$14.58
	Personnel Recruiters	518	\$10.00	\$19.25	\$14.12
	Purchasing Agents and Buyers, Farm Products	2	\$19.23	\$36.23	\$25.91
	Purchasing Agents, Except Wholesale, Retail, and Farm Products	52	\$5.85	\$48.16	\$19.55
	Tax Examiners, Collectors, and Revenue Agents	2	\$24.28	\$26.79	\$26.08
	Tax Preparers	335	\$7.50	\$50.00	\$10.44
	Training and Development Specialists	121	\$5.85	\$34.06	\$16.72
	Wholesale and Retail Buyers, Except Farm Products	9	\$5.85	\$25.48	\$17.62

Computer and Mathematical Occupations

	Actuaries	7	\$7.00	\$37.02	\$21.28
	Computer and Information Scientists, Research	3	\$17.99	\$45.59	\$31.35
	Computer Programmers	57	\$5.85	\$45.00	\$22.60
	Computer Security Specialists	6	\$6.00	\$31.80	\$17.14
	Computer Software Engineers, Applications	217	\$5.85	\$52.88	\$33.19
	Computer Software Engineers, Systems Software	16	\$8.00	\$48.07	\$28.00
	Computer Specialists, All Other	16	\$8.00	\$45.67	\$17.87
	Computer Support Specialists	84	\$5.85	\$53.85	\$14.86
	Computer Systems Analysts	81	\$5.85	\$50.48	\$28.17
	Database Administrators	17	\$8.00	\$50.00	\$29.75
	Mathematical Science Occupations, All Other	1	\$43.27	\$64.42	\$53.85
	Mathematical Technicians	1	\$15.00	\$16.00	\$15.50
	Network and Computer Systems Administrators	40	\$6.55	\$47.12	\$27.09
	Network Systems and Data Communications Analysts	16	\$13.00	\$49.04	\$25.77
	Operations Research Analysts	25	\$9.62	\$56.73	\$29.79
	Statisticians	11	\$10.00	\$64.42	\$30.66

Architecture and Engineering Occupations

	Aerospace Engineering and Operations Technicians	11	\$14.00	\$41.00	\$32.73
	Aerospace Engineers	4	\$31.25	\$33.65	\$32.45
	Architects, Except Landscape and Naval	3	\$21.63	\$45.00	\$28.98
	Architectural Drafters	10	\$9.62	\$24.04	\$17.73
	Biomedical Engineers	5	\$30.00	\$34.52	\$30.66
	Calibration and Instrumentation Technicians	11	\$10.00	\$29.03	\$21.30
	Cartographers and Photogrammetrists	10	\$14.29	\$23.01	\$18.00
	Chemical Engineers	11	\$9.62	\$51.92	\$35.48
	Civil Drafters	5	\$10.00	\$25.00	\$17.08
	Civil Engineering Technicians	8	\$12.00	\$45.67	\$22.81
	Civil Engineers	25	\$15.38	\$48.08	\$27.08
	Computer Hardware Engineers	1	\$36.06	\$40.87	\$38.46
	Drafters, All Other	8	\$9.62	\$26.44	\$18.78
	Electrical Drafters	5	\$15.00	\$33.65	\$25.93
	Electrical Engineering Technicians	25	\$11.75	\$51.97	\$22.46
	Electrical Engineers	97	\$8.65	\$50.02	\$27.83
	Electro-Mechanical Technicians	5	\$12.00	\$26.00	\$16.70
	Electronic Drafters	1	\$12.00	\$15.00	\$13.50
	Electronics Engineering Technicians	22	\$9.30	\$38.00	\$19.39
	Electronics Engineers, Except Computer	13	\$16.83	\$73.03	\$33.21
	Engineering Technicians, Except Drafters, All Other	72	\$5.85	\$47.54	\$18.11
	Engineers, All Other	281	\$5.85	\$48.08	\$29.86
	Environmental Engineering Technicians	2	\$12.50	\$20.63	\$17.32
	Environmental Engineers	1	\$22.76	\$30.81	\$26.78
	Fire-Prevention and Protection Engineers	2	\$20.23	\$27.75	\$23.99

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Industrial Engineering Technicians	18	\$10.74	\$35.81	\$19.01
	Industrial Engineers	84	\$5.85	\$61.06	\$34.79
	Industrial Safety and Health Engineers	13	\$5.85	\$43.27	\$24.68
	Mapping Technicians	4	\$12.77	\$20.92	\$16.65
	Materials Engineers	14	\$5.85	\$43.27	\$28.93
	Mechanical Drafters	28	\$9.00	\$26.44	\$15.64
	Mechanical Engineering Technicians	42	\$5.85	\$50.96	\$21.43
	Mechanical Engineers	202	\$5.85	\$50.96	\$29.91
	Mining and Geological Engineers, Including Mining Safety Engineers	2	\$10.00	\$35.00	\$23.87
	Product Safety Engineers	1	\$24.04	\$38.46	\$31.25
	Surveying Technicians	2	\$9.00	\$14.24	\$12.37
	Surveyors	3	\$13.11	\$20.96	\$18.34

Life, Physical and Social Science Occupations

Agricultural Technicians	3	\$13.00	\$15.00	\$14.00
Animal Scientists	4	\$21.63	\$26.38	\$25.19
Archeologists	1	\$15.66	\$15.66	\$15.66
Biochemists and Biophysicists	6	\$16.60	\$47.60	\$36.86
Biological Scientists, All Other	2	\$20.67	\$30.29	\$25.35
Biologists	3	\$8.65	\$26.44	\$21.33
Chemical Technicians	21	\$9.00	\$39.42	\$20.01
Chemists	24	\$12.02	\$58.56	\$27.06
City Planning Aides	4	\$14.98	\$29.75	\$20.29
Counseling Psychologists	5	\$12.87	\$25.50	\$16.49
Economists	4	\$14.24	\$38.46	\$25.30
Educational Psychologists	1	\$8.65	\$24.04	\$16.35
Environmental Science and Protection Technicians, Including Health	18	\$9.62	\$38.46	\$19.54
Environmental Scientists and Specialists, Including Health	5	\$10.00	\$52.26	\$28.34
Food Science Technicians	7	\$10.00	\$24.04	\$16.69
Food Scientists and Technologists	2	\$21.63	\$31.25	\$27.03
Geographers	3	\$14.29	\$40.82	\$26.80
Geological Data Technicians	1	\$21.99	\$21.99	\$21.99
Geological Sample Test Technicians	1	\$8.65	\$8.65	\$8.65
Geologists	1	\$26.44	\$26.44	\$26.44
Geoscientists, Except Hydrologists and Geographers	1	\$16.83	\$21.63	\$19.23
Life, Physical, and Social Science Technicians, All Other	4	\$8.38	\$8.46	\$8.42
Market Research Analysts	63	\$7.00	\$38.00	\$12.47
Materials Scientists	1	\$34.67	\$34.67	\$34.67
Medical Scientists, Except Epidemiologists	4	\$5.85	\$44.57	\$25.20
Microbiologists	2	\$17.31	\$19.47	\$18.39
Political Scientists	1	\$21.63	\$26.44	\$24.04
Psychologists, All Other	1	\$16.12	\$16.12	\$16.12
Social Science Research Assistants	1	\$14.67	\$14.67	\$14.67
Social Scientists and Related Workers, All Other	5	\$8.17	\$18.56	\$13.07
Soil and Plant Scientists	1	\$14.65	\$14.65	\$14.65
Soil Conservationists	2	\$12.02	\$19.23	\$16.83
Survey Researchers	92	\$7.15	\$25.00	\$11.65
Urban and Regional Planners	4	\$18.99	\$21.89	\$22.27

Community and Social Service Occupations

Child, Family, and School Social Workers	140	\$6.55	\$39.48	\$13.97
Clergy	2	\$11.05	\$15.38	\$12.98
Community and Social Service Specialists, All Other	77	\$5.85	\$17.21	\$13.95
Counselors, All Other	1	\$13.46	\$13.46	\$13.46
Directors, Religious Activities and Education	4	\$5.85	\$24.04	\$13.81
Educational, Vocational, and School Counselors	42	\$8.65	\$24.60	\$16.63
Health Educators	8	\$12.50	\$12.50	\$13.63
Marriage and Family Therapists	2	\$13.46	\$15.14	\$14.66
Medical and Public Health Social Workers	61	\$8.00	\$33.65	\$13.80
Mental Health and Substance Abuse Social Workers	3	\$12.01	\$20.24	\$15.96
Mental Health Counselors	8	\$10.82	\$24.68	\$16.66
Probation Officers and Correctional Treatment Specialists	21	\$10.00	\$23.69	\$13.68

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Rehabilitation Counselors	8	\$10.58	\$26.48	\$15.80
	Social and Human Service Assistants	137	\$5.85	\$22.48	\$12.18
	Social Workers, All Other	17	\$7.01	\$21.63	\$12.05
	Substance Abuse and Behavioral Disorder Counselors	2	\$9.62	\$14.42	\$12.40

Legal Occupations

Administrative Law Judges, Adjudicators, and Hearing Officers	1	\$26.44	\$29.33	\$27.88
Court Reporters	2	\$10.00	\$18.00	\$13.42
Judges, Magistrate Judges, and Magistrates	3	\$21.24	\$29.33	\$26.18
Law Clerks	2	\$10.36	\$10.36	\$10.36
Lawyers	23	\$5.85	\$31.28	\$25.12
Legal Support Workers, All Other	2	\$8.00	\$12.00	\$10.25
Paralegals and Legal Assistants	11	\$10.00	\$26.08	\$12.94
Title Examiners, Abstractors, and Searchers	1	\$8.65	\$9.62	\$9.13

Education, Training and Library Occupations

Adult Literacy, Remedial Education, and GED Teachers and Instructors	3	\$7.00	\$25.95	\$13.87
Anthropology and Archeology Teachers, Postsecondary	1	\$8.65	\$8.65	\$8.65
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	1	\$21.75	\$21.75	\$21.75
Art, Drama, and Music Teachers, Postsecondary	4	\$8.65	\$24.04	\$14.24
Audio-Visual Collections Specialists	1	\$10.30	\$15.95	\$13.13
Business Teachers, Postsecondary	5	\$8.00	\$28.41	\$22.58
Chemistry Teachers, Postsecondary	3	\$8.65	\$24.04	\$20.63
Communications Teachers, Postsecondary	1	\$23.75	\$37.70	\$30.73
Computer Science Teachers, Postsecondary	22	\$15.78	\$30.77	\$26.23
Education Teachers, Postsecondary	17	\$8.65	\$37.70	\$18.42
Education, Training, and Library Workers, All Other	99	\$6.55	\$23.00	\$9.07
Elementary School Teachers, Except Special Education	38	\$7.00	\$24.04	\$14.32
Engineering Teachers, Postsecondary	4	\$16.83	\$38.46	\$29.66
English Language and Literature Teachers, Postsecondary	1	\$17.79	\$21.63	\$19.71
Foreign Language and Literature Teachers, Postsecondary	1	\$8.65	\$24.04	\$16.35
Geography Teachers, Postsecondary	1	\$8.65	\$8.65	\$8.65
Health Specialties Teachers, Postsecondary	5	\$7.50	\$24.04	\$11.54
History Teachers, Postsecondary	1	\$8.65	\$8.65	\$8.65
Home Economics Teachers, Postsecondary	1	\$15.61	\$15.61	\$15.61
Instructional Coordinators	12	\$5.85	\$30.77	\$16.00
Kindergarten Teachers, Except Special Education	5	\$11.00	\$14.86	\$12.26
Librarians	3	\$8.65	\$24.04	\$13.75
Library Technicians	5	\$6.55	\$15.60	\$10.32
Mathematical Science Teachers, Postsecondary	1	\$12.50	\$14.42	\$13.46
Middle School Teachers, Except Special and Vocational Education	4	\$15.61	\$15.61	\$15.61
Museum Technicians and Conservators	2	\$11.73	\$14.90	\$13.32
Nursing Instructors and Teachers, Postsecondary	6	\$8.65	\$38.46	\$22.10
Postsecondary Teachers, All Other	10	\$8.65	\$48.08	\$19.52
Preschool Teachers, Except Special Education	22	\$6.55	\$15.15	\$9.61
Recreation and Fitness Studies Teachers, Postsecondary	2	\$8.65	\$24.04	\$16.35
Secondary School Teachers, Except Special and Vocational Education	90	\$7.21	\$29.02	\$12.84
Self-Enrichment Education Teachers	4	\$8.65	\$25.00	\$18.51
Social Sciences Teachers, Postsecondary, All Other	31	\$12.00	\$20.00	\$13.41
Social Work Teachers, Postsecondary	1	\$8.65	\$8.65	\$8.65
Special Education Teachers, Middle School	24	\$8.00	\$24.38	\$14.58
Special Education Teachers, Preschool, Kindergarten, and Elem School	6	\$8.00	\$15.61	\$11.88
Special Education Teachers, Secondary School	8	\$8.65	\$15.61	\$13.62
Teacher Assistants	106	\$6.00	\$20.00	\$8.42
Teachers and Instructors, All Other	254	\$6.55	\$40.87	\$12.17
Vocational Education Teachers Postsecondary	6	\$11.91	\$25.00	\$16.84
Vocational Education Teachers, Middle School	1	\$15.61	\$15.61	\$15.61
Vocational Education Teachers, Secondary School	5	\$8.65	\$24.04	\$18.36

Arts, Design, Entertainment, Sports, and Media Occupations

Actors	7	\$6.50	\$24.04	\$12.19
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Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Art Directors	2	\$8.65	\$24.04	\$12.75
	Artists and Related Workers, All Other	1	\$42.15	\$45.67	\$43.91
	Audio and Video Equipment Technicians	3	\$9.00	\$18.23	\$15.34
	Broadcast News Analysts	6	\$7.00	\$25.00	\$12.31
	Broadcast Technicians	17	\$6.00	\$24.04	\$11.59
	Camera Operators, Television, Video, and Motion Picture	21	\$7.90	\$14.42	\$10.47
	Caption Writers	1	\$8.25	\$8.25	\$8.25
	Coaches and Scouts	7	\$8.65	\$24.04	\$17.37
	Commercial and Industrial Designers	5	\$16.00	\$40.00	\$25.48
	Copy Writers	2	\$19.23	\$23.08	\$20.31
	Creative Writers	4	\$8.65	\$24.04	\$12.22
	Designers, All Other	11	\$7.00	\$35.00	\$18.72
	Directors- Stage, Motion Pictures, Television, and Radio	2	\$12.02	\$28.85	\$17.17
	Editors	11	\$8.65	\$45.67	\$20.78
	Film and Video Editors	5	\$8.00	\$12.00	\$9.50
	Floral Designers	2	\$8.00	\$8.50	\$8.25
	Graphic Designers	31	\$7.00	\$24.04	\$12.92
	Interior Designers	1	\$8.00	\$20.00	\$14.00
	Interpreters and Translators	31	\$8.55	\$27.90	\$13.80
	Media and Communication Workers, All Other	4	\$9.50	\$9.50	\$9.50
	Merchandise Displayers and Window Trimmers	35	\$5.85	\$11.00	\$8.07
	Multi-Media Artists and Animators	1	\$12.02	\$12.02	\$12.02
	Music Directors	2	\$16.83	\$21.63	\$20.07
	Musicians, Instrumental	3	\$8.65	\$24.04	\$13.49
	Painters and Illustrators	1	\$10.00	\$10.00	\$10.00
	Producers	8	\$10.00	\$26.99	\$14.25
	Professional Photographers	3	\$7.50	\$15.00	\$10.83
	Program Directors	37	\$8.65	\$43.27	\$18.15
	Public Relations Specialists	21	\$5.85	\$31.40	\$15.63
	Radio and Television Announcers	15	\$6.99	\$16.83	\$9.82
	Radio Operators	1	\$6.55	\$6.55	\$6.55
	Reporters and Correspondents	11	\$8.17	\$36.06	\$15.74
	Sound Engineering Technicians	4	\$8.65	\$38.80	\$29.03
	Technical Directors/Managers	2	\$8.00	\$25.00	\$14.75
	Technical Writers	14	\$12.00	\$50.00	\$22.35
	Umpires, Referees, and Other Sports Officials	1	\$13.00	\$13.00	\$13.00
	Writers and Authors	4	\$12.42	\$21.00	\$16.66

Healthcare Practitioner and Technical Occupations

	Athletic Trainers	6	\$6.00	\$24.04	\$12.05
	Cardiovascular Technologists and Technicians	3	\$11.25	\$69.71	\$35.02
	Dental Hygienists	5	\$18.00	\$45.00	\$26.00
	Dentists, General	5	\$47.96	\$96.15	\$60.62
	Dietetic Technicians	1	\$7.00	\$8.00	\$7.50
	Dietitians and Nutritionists	7	\$10.00	\$31.83	\$14.39
	Emergency Medical Technicians and Paramedics	180	\$5.85	\$23.56	\$10.44
	Health Diagnosing and Treating Practitioners, All Other	1	\$30.00	\$30.00	\$30.00
	Health Technologists and Technicians, All Other	17	\$8.00	\$22.52	\$14.56
	Healthcare Practitioners and Technical Workers, All Other	31	\$9.00	\$40.82	\$12.68
	Internists, General	10	\$86.54	\$86.54	\$86.54
	Licensed Practical and Licensed Vocational Nurses	267	\$5.85	\$36.99	\$17.59
	Medical and Clinical Laboratory Technicians	33	\$5.85	\$62.50	\$14.78
	Medical and Clinical Laboratory Technologists	23	\$14.54	\$33.65	\$20.76
	Medical Records and Health Information Technicians	62	\$7.00	\$16.50	\$11.07
	Occupational Health and Safety Specialists	28	\$8.00	\$36.54	\$21.38
	Occupational Health and Safety Technicians	1	\$10.36	\$13.25	\$11.81
	Occupational Therapists	19	\$12.02	\$40.00	\$23.70
	Opticians, Dispensing	4	\$7.00	\$12.00	\$9.38
	Optometrists	1	\$21.26	\$21.26	\$21.26
	Orthotists and Prosthetists	1	\$16.93	\$27.88	\$22.41
	Pediatricians, General	1	\$71.72	\$71.72	\$71.72
	Pharmacists	23	\$24.91	\$72.12	\$43.23
	Pharmacy Technicians	32	\$6.35	\$14.54	\$9.62

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Physical Therapists	10	\$10.00	\$50.00	\$31.21
	Physicians and Surgeons, All Other	13	\$8.65	\$117.79	\$75.74
	Psychiatric Technicians	3	\$9.54	\$16.83	\$13.00
	Psychiatrists	3	\$8.65	\$52.88	\$28.97
	Radiologic Technicians	5	\$12.50	\$19.00	\$15.75
	Radiologic Technologists	2	\$10.00	\$34.19	\$23.34
	Registered Nurses	307	\$12.00	\$50.00	\$21.37
	Respiratory Therapists	9	\$12.50	\$40.00	\$19.16
	Speech-Language Pathologists	5	\$14.42	\$17.41	\$15.56
	Surgical Technologists	12	\$8.47	\$32.47	\$16.35
	Therapists, All Other	5	\$7.00	\$30.00	\$17.84
	Veterinary Technologists and Technicians	2	\$10.00	\$10.00	\$10.00

Healthcare Support Occupations

Dental Assistants	13	\$7.00	\$25.00	\$13.17
Healthcare Support Workers, All Other	112	\$6.55	\$40.00	\$12.66
Home Health Aides	219	\$5.85	\$17.00	\$9.51
Medical Assistants	96	\$7.00	\$26.29	\$12.28
Medical Equipment Preparers	1	\$8.67	\$8.67	\$8.67
Nursing Aides, Orderlies, and Attendants	478	\$5.85	\$40.00	\$9.44
Occupational Therapist Aides	1	\$13.73	\$21.97	\$17.85
Pharmacy Aides	3	\$7.00	\$7.00	\$7.13
Physical Therapist Aides	6	\$7.50	\$33.65	\$16.78
Psychiatric Aides	16	\$7.70	\$24.38	\$10.06
Veterinary Assistants and Laboratory Animal Caretakers	3	\$8.00	\$16.26	\$11.57

Protective Service Occupations

Animal Control Workers	8	\$7.00	\$19.30	\$12.96
Correctional Officers and Jailers	111	\$8.00	\$15.77	\$13.13
Criminal Investigators and Special Agents	3	\$12.64	\$20.31	\$16.64
Crossing Guards	4	\$8.12	\$9.15	\$8.81
First-Line Supervisors/Managers of Police and Detectives	1	\$25.05	\$25.05	\$25.05
First-Line Supervisors/Managers, Protective Service Workers, All Other	23	\$6.55	\$38.00	\$12.50
Gaming Surveillance Officers and Gaming Investigators	5	\$10.00	\$24.04	\$14.18
Immigration and Customs Inspectors	11	\$14.79	\$17.18	\$15.99
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	6	\$7.50	\$16.00	\$10.75
Municipal Fire Fighters	4	\$7.58	\$16.37	\$13.08
Municipal Fire Fighting and Prevention Supervisors	2	\$12.00	\$35.12	\$22.13
Police Identification and Records Officers	2	\$10.00	\$14.59	\$13.44
Police Patrol Officers	133	\$7.75	\$22.38	\$13.82
Private Detectives and Investigators	7	\$6.55	\$18.30	\$11.26
Protective Service Workers, All Other	39	\$5.85	\$12.00	\$9.54
Security Guards	662	\$5.85	\$17.31	\$9.20
Sheriffs and Deputy Sheriffs	5	\$10.34	\$17.31	\$13.46

Food Preparation and Serving Related Occupations

Bartenders	95	\$5.85	\$14.42	\$7.50
Chefs and Head Cooks	20	\$7.84	\$26.71	\$14.34
Combined Food Preparation and Serving Workers, Including Fast Food	4	\$5.85	\$12.00	\$7.90
Cooks, All Other	3	\$6.55	\$8.50	\$7.68
Cooks, Fast Food	49	\$6.00	\$15.48	\$6.97
Cooks, Institution and Cafeteria	74	\$6.00	\$12.00	\$8.88
Cooks, Restaurant	158	\$6.00	\$20.19	\$9.23
Cooks, Short Order	122	\$5.85	\$15.00	\$7.81
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	86	\$6.00	\$12.00	\$7.14
Dining Room and Cafeteria Attendants and Bartender Helpers	60	\$5.85	\$10.00	\$7.46
Dishwashers	23	\$6.55	\$11.18	\$7.68
First-Line Supervisors/Managers of Food Preparation and Serving Workers	51	\$7.00	\$28.90	\$11.32
Food Preparation and Serving Related Workers, All Other	101	\$5.85	\$20.00	\$8.45
Food Preparation Workers	257	\$5.85	\$10.17	\$7.18
Food Servers, Nonrestaurant	199	\$5.85	\$10.00	\$6.78

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	76	\$5.85	\$12.50	\$8.58
	Waiters and Waitresses	289	\$2.13	\$25.00	\$5.60

Building and Grounds Cleaning and Maintenance Occupations

Building Cleaning Workers, All Other	172	\$5.85	\$18.13	\$8.34
First-Line Supervisors and Manager/Supervisors - Landscaping Workers	3	\$10.00	\$13.00	\$10.92
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	31	\$7.50	\$19.71	\$10.52
First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	2	\$9.00	\$9.00	\$9.25
Grounds Maintenance Workers, All Other	112	\$5.85	\$16.00	\$8.43
Housekeeping Supervisors	5	\$8.00	\$28.85	\$17.16
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	554	\$5.85	\$19.84	\$8.59
Landscaping and Groundskeeping Workers	952	\$5.85	\$20.00	\$9.84
Lawn Service Managers	1	\$10.00	\$10.00	\$10.00
Maids and Housekeeping Cleaners	571	\$5.85	\$16.34	\$7.66
Pest Control Workers	13	\$8.00	\$20.00	\$11.50
Pesticide Handlers, Sprayers, and Applicators, Vegetation	14	\$8.00	\$11.00	\$9.43
Tree Trimmers and Pruners	20	\$5.85	\$18.00	\$11.54

Personal Care and Service Occupations

Amusement and Recreation Attendants	16	\$6.00	\$9.00	\$7.99
Animal Trainers	1	\$7.00	\$10.00	\$8.50
Baggage Porters and Bellhops	19	\$5.85	\$8.62	\$7.02
Barbers	2	\$7.00	\$9.00	\$8.00
Child Care Workers	142	\$5.85	\$15.00	\$7.58
Concierges	2	\$7.00	\$7.00	\$7.00
Costume Attendants	2	\$8.65	\$24.04	\$16.35
Entertainment Attendants and Related Workers, All Other	7	\$9.00	\$9.00	\$9.00
First-Line Supervisors/Managers of Personal Service Workers	46	\$5.85	\$23.41	\$11.01
Gaming Dealers	24	\$5.85	\$18.00	\$8.19
Gaming Service Workers, All Other	2	\$13.00	\$13.00	\$13.00
Hairdressers, Hairstylists, and Cosmetologists	10	\$5.85	\$15.00	\$7.91
Locker Room, Coatroom, and Dressing Room Attendants	6	\$6.05	\$8.00	\$7.35
Manicurists and Pedicurists	1	\$10.00	\$10.00	\$10.00
Nonfarm Animal Caretakers	37	\$6.00	\$12.00	\$7.92
Personal and Home Care Aides	1,702	\$5.85	\$14.42	\$8.55
Personal Care and Service Workers, All Other	220	\$5.85	\$17.50	\$8.89
Recreation Workers	40	\$6.00	\$23.30	\$10.40
Residential Advisors	138	\$5.85	\$35.00	\$10.84
Slot Key Persons	1	\$9.00	\$9.00	\$9.00
Transportation Attendants, Except Flight Attendants and Baggage Porters	4	\$5.85	\$5.85	\$5.85

Sales and Related Occupations

Advertising Sales Agents	113	\$6.55	\$75.00	\$17.06
Cashiers	531	\$5.85	\$11.00	\$7.75
Counter and Rental Clerks	20	\$6.30	\$16.83	\$8.20
Demonstrators and Product Promoters	54	\$7.50	\$36.06	\$14.02
Door-To-Door Sales Workers, News & Street Vendors, & Related Workers	318	\$5.85	\$31.25	\$21.96
First-Line Supervisors/Managers of Non-Retail Sales Workers	11	\$6.55	\$36.54	\$17.66
First-Line Supervisors/Managers of Retail Sales Workers	165	\$5.85	\$48.08	\$11.70
Gaming Change Persons and Booth Cashiers	25	\$9.00	\$12.15	\$9.38
Insurance Sales Agents	323	\$5.85	\$20.23	\$13.04
Parts Salespersons	35	\$5.85	\$16.75	\$10.36
Real Estate Brokers	14	\$20.00	\$33.65	\$26.83
Real Estate Sales Agents	14	\$8.00	\$33.65	\$23.76
Retail Salespersons	924	\$5.85	\$19.23	\$9.05
Sales Agents, Financial Services	28	\$8.50	\$72.12	\$19.91
Sales Agents, Securities and Commodities	13	\$16.83	\$55.49	\$39.72
Sales and Related Workers, All Other	351	\$5.85	\$45.00	\$11.89
Sales Engineers	16	\$8.00	\$33.65	\$23.76
Sales Representatives, Agricultural	4	\$9.00	\$24.44	\$13.67
Sales Representatives, Chemical and Pharmaceutical	4	\$9.62	\$12.02	\$10.45

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Sales Representatives, Electrical/Electronic	13	\$5.85	\$24.04	\$12.99
	Sales Representatives, Mechanical Equipment and Supplies	15	\$5.85	\$32.21	\$14.62
	Sales Representatives, Medical	36	\$5.85	\$48.08	\$11.49
	Sales Representatives, Services, All Other	371	\$5.85	\$20.23	\$18.15
	Sales Reps, Wholesale and Manufacturing, Except Tech & Scientific Prod	64	\$5.85	\$48.08	\$17.44
	Sales Reps, Wholesale and Manufacturing, Technical and Scientific Prod	15	\$5.85	\$57.69	\$19.50
	Telemarketers	123	\$5.85	\$28.90	\$10.34
	Travel Agents	1	\$12.77	\$18.00	\$15.39

Office and Administrative Support Occupations

	Adjustment Clerks	1	\$8.50	\$8.50	\$8.50
	Bill and Account Collectors	290	\$5.85	\$17.14	\$11.50
	Billing, Cost, and Rate Clerks	18	\$8.50	\$21.17	\$14.38
	Billing, Posting, and Calculating Machine Operators	9	\$7.68	\$14.00	\$10.56
	Bookkeeping, Accounting, and Auditing Clerks	224	\$5.85	\$31.96	\$12.52
	Brokerage Clerks	5	\$10.00	\$28.85	\$15.86
	Cargo and Freight Agents	17	\$8.00	\$60.00	\$17.36
	Central Office Operators	3	\$8.00	\$21.91	\$13.30
	Claims Takers, Unemployment Benefits	3	\$9.62	\$14.42	\$11.87
	Communications Equipment Operators, All Other	2	\$8.50	\$12.00	\$9.75
	Computer Operators	29	\$5.85	\$29.81	\$12.24
	Couriers and Messengers	25	\$7.00	\$10.50	\$7.73
	Court Clerks	12	\$8.00	\$17.11	\$10.83
	Credit Checkers	4	\$8.50	\$21.63	\$14.35
	Customer Service Representatives	265	\$5.85	\$24.00	\$10.57
	Customer Service Representatives, Utilities	123	\$5.85	\$36.08	\$10.55
	Data Entry Keyers	370	\$5.85	\$20.00	\$9.71
	Desktop Publishers	2	\$10.00	\$10.00	\$10.00
	Dispatchers, Except Police, Fire, and Ambulance	97	\$6.50	\$24.04	\$10.43
	Eligibility Interviewers, Government Programs	89	\$6.55	\$17.70	\$13.79
	Executive Secretaries and Administrative Assistants	404	\$5.85	\$26.44	\$12.92
	File Clerks	11	\$7.00	\$11.57	\$9.47
	First-Line Supervisors, Administrative Support	18	\$10.00	\$35.10	\$16.15
	First-Line Supervisors, Customer Service	37	\$7.00	\$38.46	\$12.64
	First-Line Supervisors/Managers of Office and Administrative Support Workers	36	\$7.00	\$36.38	\$17.09
	Gaming Cage Workers	22	\$8.00	\$11.58	\$9.65
	Hotel, Motel, and Resort Desk Clerks	129	\$5.85	\$15.00	\$8.44
	Human Resources Assistants, Except Payroll and Timekeeping	69	\$7.00	\$55.39	\$15.41
	Information and Record Clerks, All Other	316	\$8.00	\$16.62	\$8.33
	Insurance Claims Clerks	24	\$7.00	\$34.06	\$11.90
	Insurance Policy Processing Clerks	15	\$5.85	\$20.00	\$9.37
	Interviewers, Except Eligibility and Loan	4,666	\$8.00	\$19.23	\$11.94
	Legal Secretaries	20	\$5.85	\$23.08	\$12.62
	Library Assistants, Clerical	20	\$6.55	\$14.67	\$9.01
	Loan Interviewers and Clerks	62	\$6.55	\$47.08	\$14.86
	Mail Clerks and Mail Machine Operators, Except Postal Service	13	\$8.16	\$11.33	\$8.89
	Mail Clerks, Except Mail Machine Operators and Postal Service	58	\$8.16	\$24.42	\$9.51
	Mail Machine Operators, Preparation and Handling	2	\$10.00	\$10.00	\$10.00
	Medical Secretaries	42	\$6.00	\$19.00	\$11.04
	Meter Readers, Utilities	4	\$8.50	\$14.58	\$11.75
	Municipal Clerks	2	\$12.45	\$14.94	\$13.70
	New Accounts Clerks	21	\$8.00	\$20.00	\$11.42
	Office and Administrative Support Workers, All Other	68	\$5.85	\$43.27	\$11.25
	Office Clerks, General	671	\$5.85	\$12.92	\$9.11
	Office Machine Operators, Except Computer	10	\$6.00	\$13.25	\$9.25
	Order Clerks	31	\$6.25	\$19.23	\$11.07
	Order Fillers, Wholesale and Retail Sales	367	\$5.85	\$19.23	\$11.46
	Payroll and Timekeeping Clerks	32	\$5.85	\$24.04	\$11.81
	Police, Fire, and Ambulance Dispatchers	32	\$7.00	\$21.50	\$12.82
	Postal Service Clerks	1	\$7.00	\$7.50	\$7.25
	Postal Service Mail Carriers	3	\$12.54	\$19.00	\$16.44
	Postal Service Mail Sorters, Processors, and Processing Machine Operators	150	\$9.75	\$9.75	\$9.75
	Procurement Clerks	13	\$7.95	\$26.44	\$14.74

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Production, Planning, and Expediting Clerks	50	\$8.00	\$37.50	\$16.48
	Proofreaders and Copy Markers	3	\$10.58	\$15.72	\$12.40
	Receptionists and Information Clerks	351	\$5.85	\$15.25	\$9.73
	Reservation and Transportation Ticket Agents	5	\$8.50	\$16.30	\$10.81
	Secretaries, Except Legal, Medical, and Executive	163	\$5.85	\$26.00	\$10.93
	Shipping, Receiving, and Traffic Clerks	184	\$6.50	\$23.01	\$11.13
	Statistical Assistants	77	\$7.00	\$28.13	\$16.93
	Stock Clerks- Stockroom, Warehouse, or Storage Yard	939	\$5.85	\$28.85	\$10.98
	Stock Clerks, Sales Floor	373	\$5.85	\$16.00	\$7.11
	Switchboard Operators, Including Answering Service	22	\$6.25	\$12.00	\$8.96
	Telephone Operators	2	\$10.03	\$10.03	\$10.77
	Tellers	408	\$5.85	\$19.23	\$9.94
	Travel Clerks	2	\$12.50	\$13.94	\$13.22
	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	5	\$8.00	\$15.27	\$10.91
	Welfare Eligibility Workers and Interviewers	54	\$8.79	\$17.31	\$11.49
	Word Processors and Typists	13	\$7.00	\$15.78	\$10.82

Farming, Fishing and Forestry Occupations

	Agricultural Equipment Operators	20	\$9.00	\$15.00	\$10.40
	Agricultural Inspectors	2	\$14.42	\$21.63	\$18.03
	Agricultural Workers, All Other	11	\$7.00	\$22.50	\$10.29
	Animal Breeders	7	\$8.00	\$16.83	\$12.12
	Farmworkers, Farm and Ranch Animals	42	\$6.50	\$14.50	\$8.75
	First-Line Supervisors/Managers - Animal Care Workers, Except Livestock	9	\$6.50	\$15.37	\$10.74
	First-Line Supervisors/Managers - Animal Husbandry Workers	1	\$23.08	\$23.08	\$23.08
	First-Line Supervisors/Managers - Horticultural Workers	20	\$7.50	\$11.00	\$9.25
	Forest and Conservation Workers	1	\$13.79	\$17.24	\$15.52
	General Farmworkers	196	\$6.55	\$15.00	\$9.55
	Graders and Sorters, Agricultural Products	6	\$9.00	\$11.00	\$10.67
	Logging Workers, All Other	1	\$8.00	\$12.00	\$10.00
	Nursery Workers	8	\$6.75	\$12.00	\$8.91

Construction and Extraction Occupations

	Boilermakers	10	\$8.00	\$30.00	\$9.80
	Brickmasons and Blockmasons	15	\$8.62	\$24.04	\$13.78
	Carpenter Assemblers and Repairers	18	\$8.00	\$16.00	\$12.33
	Carpet Installers	4	\$9.00	\$15.00	\$10.50
	Cement Masons and Concrete Finishers	55	\$9.00	\$21.00	\$15.89
	Construction and Building Inspectors	31	\$10.00	\$28.85	\$18.79
	Construction and Related Workers, All Other	283	\$7.00	\$21.00	\$14.00
	Construction Carpenters	123	\$8.00	\$25.00	\$14.22
	Construction Laborers	109	\$7.00	\$18.00	\$10.34
	Continuous Mining Machine Operators	55	\$22.15	\$22.15	\$22.15
	Drywall and Ceiling Tile Installers	18	\$8.00	\$23.00	\$14.17
	Drywall Installers	4	\$7.00	\$20.00	\$10.88
	Electricians	185	\$6.55	\$36.06	\$18.51
	Explosives Workers, Ordnance Handling Experts, and Blasters	4	\$16.00	\$36.00	\$20.61
	Extraction Workers, All Other	27	\$7.00	\$22.50	\$13.14
	Fence Erectors	40	\$8.65	\$16.59	\$13.41
	First-Line Supervisors/Managers - Construction Trades & Extraction Wrkrs	9	\$14.00	\$36.00	\$20.65
	First-Line Supervisors/Managers - Construction Trades Workers	6	\$5.85	\$55.49	\$23.59
	First-Line Supervisors/Managers - Extractive Workers	40	\$12.00	\$13.50	\$12.75
	Floor Layers, Except Carpet, Wood, and Hard Tiles	1	\$9.00	\$10.00	\$9.50
	Floor Sanders and Finishers	6	\$7.00	\$10.50	\$7.88
	Glaziers	3	\$10.00	\$18.00	\$14.36
	Grader, Bulldozer, and Scraper Operators	3	\$10.00	\$15.50	\$13.67
	Hazardous Materials Removal Workers	1	\$13.00	\$20.00	\$16.50
	Helpers, Construction Trades, All Other	233	\$6.00	\$19.45	\$9.95
	Helpers--Brickmasons, Blockmasons, Stonemasons, Tile & Marble Setters	37	\$8.00	\$15.00	\$11.64
	Helpers--Carpenters	25	\$7.00	\$18.00	\$11.45
	Helpers--Electricians	34	\$8.00	\$26.00	\$11.19
	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	11	\$7.00	\$10.71	\$8.50

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	35	\$6.50	\$22.00	\$10.82
	Helpers--Roofers	41	\$7.00	\$16.50	\$10.74
	Highway Maintenance Workers	10	\$7.00	\$15.00	\$12.95
	Insulation Workers, Floor, Ceiling, and Wall	13	\$8.50	\$32.00	\$15.23
	Insulation Workers, Mechanical	2	\$8.00	\$14.25	\$11.06
	Mine Cutting and Channeling Machine Operators	2	\$16.00	\$21.00	\$18.50
	Mining Machine Operators, All Other	49	\$11.00	\$22.15	\$18.01
	Operating Engineers	8	\$10.00	\$48.08	\$19.66
	Operating Engineers and Other Construction Equipment Operators	14	\$11.25	\$25.00	\$18.51
	Painters, Construction and Maintenance	60	\$6.50	\$23.00	\$12.33
	Paving, Surfacing, and Tamping Equipment Operators	11	\$9.00	\$17.00	\$11.18
	Pipe Fitters	136	\$13.00	\$25.07	\$21.78
	Pipelayers	3	\$11.00	\$15.00	\$12.33
	Pipelaying Fitters	18	\$19.86	\$25.00	\$24.71
	Plasterers and Stucco Masons	1	\$14.89	\$14.89	\$14.89
	Plumbers	38	\$8.00	\$25.00	\$16.46
	Rail-Track Laying and Maintenance Equipment Operators	1	\$12.00	\$12.00	\$12.00
	Reinforcing Iron and Rebar Workers	1	\$12.00	\$12.00	\$12.00
	Rock Splitters, Quarry	2	\$8.00	\$8.00	\$8.00
	Roofers	47	\$8.00	\$30.66	\$14.63
	Rough Carpenters	10	\$9.00	\$15.00	\$12.18
	Septic Tank Servicers and Sewer Pipe Cleaners	7	\$8.75	\$20.00	\$15.15
	Service Unit Operators, Oil, Gas, and Mining	4	\$20.50	\$21.50	\$21.00
	Sheet Metal Workers	19	\$7.00	\$22.95	\$11.80
	Stonemasons	6	\$8.00	\$16.00	\$13.92
	Structural Iron and Steel Workers	11	\$10.00	\$40.00	\$21.76
	Terrazzo Workers and Finishers	36	\$8.00	\$25.00	\$15.50
	Tile and Marble Setters	1	\$10.00	\$12.00	\$11.00

Installation, Maintenance and Repair Occupations

	Aircraft Engine Specialists	3	\$14.21	\$27.47	\$23.15
	Aircraft Mechanics and Service Technicians	420	\$7.79	\$30.00	\$16.35
	Automotive Body and Related Repairers	30	\$6.55	\$25.00	\$14.47
	Automotive Glass Installers and Repairers	3	\$9.00	\$12.02	\$10.27
	Automotive Master Mechanics	63	\$6.85	\$31.17	\$14.47
	Automotive Service Technicians and Mechanics	41	\$6.55	\$21.75	\$11.91
	Automotive Specialty Technicians	79	\$5.85	\$28.85	\$12.31
	Avionics Technicians	3	\$16.07	\$29.00	\$21.69
	Bus and Truck Mechanics and Diesel Engine Specialists	113	\$5.85	\$28.85	\$16.19
	Camera and Photographic Equipment Repairers	2	\$10.00	\$15.00	\$12.50
	Coin, Vending, and Amusement Machine Servicers and Repairers	39	\$7.25	\$25.48	\$10.01
	Communication Equipment Mechanics, Installers, and Repairers	25	\$11.70	\$28.85	\$16.02
	Computer, Automated Teller, and Office Machine Repairers	3	\$9.00	\$23.80	\$14.20
	Data Processing Equipment Repairers	2	\$14.05	\$14.05	\$14.05
	Electric Home Appliance and Power Tool Repairers	1	\$9.00	\$9.00	\$9.00
	Electric Meter Installers and Repairers	2	\$12.20	\$12.20	\$12.20
	Electric Motor and Switch Assemblers and Repairers	10	\$9.00	\$28.85	\$18.24
	Electrical and Electronics Installers and Repairers, Transportation Equipment	6	\$10.00	\$21.15	\$14.37
	Electrical and Electronics Repairers, Commercial and Industrial Equipment	56	\$6.55	\$28.85	\$17.28
	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	19	\$13.69	\$50.00	\$20.96
	Electrical Power-Line Installers and Repairers	13	\$15.36	\$40.00	\$21.33
	Electronic Equipment Installers and Repairers, Motor Vehicles	10	\$9.87	\$10.57	\$10.22
	Electronic Home Entertainment Equipment Installers and Repairers	22	\$6.55	\$15.00	\$8.10
	Farm Equipment Mechanics	13	\$7.50	\$20.00	\$11.34
	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	59	\$5.85	\$43.85	\$19.30
	Gas Appliance Repairers	3	\$10.00	\$20.00	\$14.17
	Heating and Air Conditioning Mechanics	165	\$5.85	\$35.00	\$15.75
	Helpers--Installation, Maintenance, and Repair Workers	81	\$5.85	\$34.62	\$11.72
	Home Appliance Installers	4	\$8.00	\$12.00	\$9.50
	Home Appliance Repairers	4	\$7.00	\$12.00	\$10.25
	Industrial Machinery Mechanics	286	\$8.50	\$43.52	\$16.07
	Installation, Maintenance, and Repair Workers, All Other	160	\$5.85	\$31.73	\$13.90
	Locksmiths and Safe Repairers	3	\$8.00	\$8.00	\$8.00

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
Maintenance and Repair Workers, General		392	\$5.85	\$27.15	\$12.37
Maintenance Workers, Machinery		190	\$5.85	\$61.94	\$16.25
Manufactured Building and Mobile Home Installers		17	\$8.50	\$15.00	\$11.33
Mechanical Door Repairers		3	\$8.00	\$12.00	\$10.00
Medical Equipment Repairers		5	\$8.00	\$18.00	\$11.52
Millwrights		68	\$11.00	\$31.25	\$18.42
Mobile Heavy Equipment Mechanics, Except Engines		43	\$8.00	\$22.80	\$15.32
Motorcycle Mechanics		6	\$12.00	\$19.23	\$15.05
Musical Instrument Repairers and Tuners		1	\$10.00	\$25.00	\$17.50
Office Machine and Cash Register Servicers		3	\$12.00	\$25.00	\$16.82
Outdoor Power Equipment and Other Small Engine Mechanics		14	\$7.00	\$21.63	\$11.01
Precision Instrument and Equipment Repairers, All Other		1	\$12.75	\$13.15	\$12.95
Radio Mechanics		7	\$16.00	\$50.00	\$35.43
Rail Car Repairers		11	\$9.00	\$22.95	\$14.92
Recreational Vehicle Service Technicians		9	\$9.50	\$20.00	\$13.75
Refrigeration Mechanics		9	\$10.00	\$29.00	\$17.97
Riggers		3	\$11.00	\$16.00	\$13.83
Security and Fire Alarm Systems Installers		7	\$6.25	\$20.00	\$15.03
Signal and Track Switch Repairers		1	\$18.86	\$18.86	\$18.86
Telecommunications Equip Installers & Repairers, Except Line Installers		9	\$7.50	\$22.00	\$13.11
Telecommunications Line Installers and Repairers		24	\$8.00	\$50.00	\$13.34
Tire Repairers and Changers		48	\$5.85	\$36.06	\$9.25

Production Occupations

Aircraft Rigging Assemblers		31	\$17.78	\$17.78	\$17.78
Assemblers and Fabricators, All Other		762	\$6.00	\$35.00	\$9.29
Auxiliary Equipment Operators, Power		29	\$17.66	\$23.58	\$20.73
Bakers		11	\$6.50	\$11.00	\$8.20
Bakers, Bread and Pastry		12	\$6.00	\$13.50	\$9.88
Bakers, Manufacturing		20	\$6.00	\$12.73	\$10.28
Bindery Machine Operators and Tenders		2	\$5.85	\$5.85	\$5.85
Bindery Workers		14	\$8.00	\$18.28	\$11.06
Boiler Operators and Tenders, Low Pressure		1	\$12.00	\$12.00	\$12.00
Bookbinders		2	\$8.11	\$11.49	\$9.55
Brazers		1	\$11.00	\$15.00	\$13.00
Buffing and Polishing Set-Up Operators		8	\$6.00	\$14.00	\$7.88
Butchers and Meat Cutters		10	\$7.00	\$19.71	\$13.31
Cabinetmakers and Bench Carpenters		53	\$8.00	\$25.00	\$10.72
Cementing and Gluing Machine Operators and Tenders		6	\$10.00	\$20.00	\$12.48
Chemical Equipment Controllers and Operators		3	\$14.42	\$14.50	\$14.45
Chemical Equipment Operators and Tenders		12	\$11.00	\$28.06	\$14.73
Chemical Equipment Tenders		15	\$10.00	\$28.87	\$13.42
Chemical Plant and System Operators		7	\$9.62	\$33.65	\$16.99
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders		10	\$6.55	\$15.00	\$11.01
Coating, Painting, and Spraying Machine Operators and Tenders		24	\$8.00	\$28.85	\$11.50
Coating, Painting, and Spraying Machine Setters and Set-Up Operators		2	\$7.36	\$9.00	\$8.18
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders		40	\$8.00	\$15.00	\$10.78
Combination Machine Tool Operators and Tenders, Metal and Plastic		26	\$9.00	\$26.00	\$12.27
Combination Machine Tool Setters and Set-Up Operators, Metal and Plastic		5	\$10.00	\$28.85	\$17.14
Computer-Controlled Machine Tool Operators, Metal and Plastic		112	\$8.00	\$27.00	\$14.96
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders		14	\$8.00	\$20.00	\$13.17
Cutters and Trimmers, Hand		12	\$8.00	\$16.00	\$9.26
Cutting and Slicing Machine Operators and Tenders		1	\$8.00	\$8.00	\$8.00
Cutting and Slicing Machine Setters, Operators, and Tenders		2	\$9.00	\$15.00	\$11.25
Cutting, Punching, & Press Mach Setters, Oper, & Tenders, Metal & Plastic		58	\$8.00	\$20.00	\$12.04
Dental Laboratory Technicians		2	\$7.00	\$12.00	\$9.75
Design Printing Machine Setters and Set-Up Operators		2	\$9.00	\$12.00	\$10.50
Drilling & Boring Mach Tool Setters, Oper, & Tenders, Metal & Plastic		7	\$10.00	\$25.00	\$19.16
Electrical and Electronic Equipment Assemblers		29	\$8.00	\$25.00	\$11.63
Electrical and Electronic Inspectors and Testers		26	\$8.00	\$31.25	\$15.72
Electromechanical Equipment Assemblers		4	\$12.00	\$20.93	\$16.64
Engine and Other Machine Assemblers		16	\$10.00	\$22.50	\$15.07
Engraver Set-Up Operators		1	\$12.00	\$13.00	\$12.50

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Etchers, Hand	3	\$7.00	\$10.00	\$8.83
	Extruding & Drawing Mach Setters, Operators, & Tenders, Metal & Plastic	52	\$9.00	\$20.00	\$10.45
	Extruding, Forming, Pressing, and Compacting Machine Operators and Tenders	32	\$9.00	\$30.77	\$13.70
	Extruding, Forming, Pressing, and Compacting Machine Setters and Set-Up Operators	1	\$10.00	\$10.00	\$10.00
	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	50	\$8.25	\$18.00	\$8.77
	Extruding/Forming Machine Setters, Operators, Tenders, Synthetic & Glass Fibers	3	\$17.44	\$17.44	\$17.44
	Fabric and Apparel Patternmakers	7	\$7.00	\$10.00	\$7.89
	Fiberglass Laminators and Fabricators	8	\$9.00	\$15.00	\$11.07
	Film Laboratory Technicians	1	\$12.20	\$16.26	\$14.23
	First-Line Supervisors/Managers of Production and Operating Workers	304	\$5.85	\$52.88	\$17.35
	Fitters, Structural Metal- Precision	7	\$10.00	\$23.00	\$21.14
	Food & Tobacco Roasting, Baking, & Drying Machine Operators & Tenders	3	\$5.85	\$10.00	\$7.67
	Food Batchmakers	52	\$5.85	\$18.69	\$8.89
	Food Cooking Machine Operators and Tenders	63	\$6.00	\$15.50	\$9.49
	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	15	\$8.50	\$18.25	\$12.21
	Foundry Mold and Coremakers	24	\$5.85	\$24.04	\$12.74
	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	7	\$9.50	\$14.00	\$10.74
	Furniture Finishers	11	\$8.93	\$13.00	\$10.09
	Gem and Diamond Workers	1	\$15.00	\$16.00	\$15.50
	Glass Blowers, Molders, Benders, and Finishers	2	\$12.66	\$21.79	\$16.03
	Glass Cutting Machine Setters and Set-Up Operators	1	\$5.85	\$20.00	\$10.50
	Grinding and Polishing Workers, Hand	10	\$5.85	\$20.00	\$11.07
	Grinding, Lapping, Polishing, Buffing Mach Tool Setters, Oper, Tenders, Metal & Plastic	166	\$6.00	\$26.76	\$18.08
	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	7	\$11.50	\$16.11	\$13.53
	Heat Treating, Annealing, Tempering Machine Operators and Tenders, Metal & Plastic	22	\$13.00	\$29.71	\$13.62
	Heaters, Metal and Plastic	1	\$13.00	\$13.00	\$13.00
	Heating Equipment Setters and Set-Up Operators, Metal and Plastic	3	\$7.00	\$13.00	\$9.33
	Helpers--Production Workers	144	\$6.55	\$30.00	\$10.53
	Inspectors, Testers, Sorters, Samplers, and Weighers	244	\$6.55	\$48.77	\$13.57
	Job Printers	5	\$9.00	\$26.20	\$17.64
	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	55	\$8.00	\$27.00	\$14.54
	Laundry and Drycleaning Machine Operators and Tenders, Except Pressing	56	\$6.00	\$10.48	\$7.41
	Laundry and Dry-Cleaning Workers	31	\$6.50	\$12.00	\$7.64
	Machinists	253	\$5.85	\$26.44	\$14.14
	Marking and Identification Printing Machine Setters and Set-Up Operators	1	\$18.00	\$18.00	\$18.00
	Materials Inspectors	18	\$7.39	\$31.39	\$13.88
	Meat, Poultry, and Fish Cutters and Trimmers	658	\$7.15	\$15.00	\$9.38
	Mechanical Inspectors	9	\$10.00	\$33.65	\$16.47
	Metal Fabricators, Structural Metal Products	53	\$9.00	\$17.00	\$14.77
	Metal Molding, Coremaking, and Casting Machine Operators and Tenders	9	\$10.60	\$15.37	\$12.30
	Metal Workers and Plastic Workers, All Other	96	\$8.50	\$33.65	\$13.92
	Metal-Refining Furnace Operators and Tenders	38	\$10.00	\$26.01	\$13.87
	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	24	\$9.00	\$24.00	\$15.79
	Mixing and Blending Machine Setters, Operators, and Tenders	23	\$7.00	\$16.82	\$10.31
	Model Makers, Metal and Plastic	1	\$15.66	\$15.66	\$15.66
	Model Makers, Wood	14	\$8.00	\$17.60	\$11.04
	Mold Makers, Hand	18	\$5.85	\$20.00	\$12.92
	Molding and Casting Workers	17	\$8.25	\$28.53	\$11.09
	Molding, Coremaking, Casting Machine Setters, Operators, Tenders, Metal & Plastic	4	\$8.55	\$31.25	\$12.81
	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	14	\$8.66	\$20.00	\$14.13
	Nonelectrolytic Plating and Coating Machine Operators and Tenders, Metal and Plastic	1	\$10.00	\$16.00	\$13.00
	Numerical Control Machine Tool Operators and Tenders, Metal and Plastic	22	\$8.25	\$25.00	\$12.64
	Numerical Tool and Process Control Programmers	31	\$7.00	\$25.00	\$16.00
	Optical Instrument Assemblers	2	\$7.00	\$7.75	\$7.38
	Packaging and Filling Machine Operators and Tenders	130	\$6.55	\$19.32	\$14.61
	Painters, Transportation Equipment	29	\$8.00	\$25.00	\$12.66
	Painting, Coating, and Decorating Workers	40	\$7.00	\$17.50	\$10.82
	Paper Goods Machine Setters, Operators, and Tenders	23	\$7.00	\$21.00	\$13.14
	Patternmakers, Wood	5	\$9.00	\$20.00	\$11.90
	Petroleum Pump System Operators	1	\$18.08	\$21.69	\$19.89
	Petroleum Pump System Operators, Refinery Operators, and Gaugers	3	\$11.54	\$22.00	\$16.59
	Photographic Processing Machine Operators	1	\$8.00	\$8.50	\$8.25
	Plant and System Operators, All Other	11	\$9.50	\$20.00	\$16.16
	Plastic Molding and Casting Machine Operators and Tenders	49	\$7.00	\$21.26	\$9.06

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
	Plastic Molding and Casting Machine Setters and Set-Up Operators	7	\$9.00	\$20.00	\$15.25
	Platemakers	2	\$9.00	\$9.00	\$9.00
	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	1	\$10.00	\$12.00	\$11.00
	Pourers and Casters, Metal	5	\$14.26	\$14.26	\$14.26
	Power Distributors and Dispatchers	1	\$17.11	\$17.11	\$17.11
	Power Generating Plant Operators, Except Auxiliary Equipment Operators	9	\$15.69	\$47.45	\$30.22
	Power Plant Operators	2	\$18.81	\$18.81	\$18.81
	Precision Devices Inspectors and Testers	8	\$8.00	\$30.43	\$14.79
	Precision Lens Grinders and Polishers	2	\$15.00	\$17.00	\$15.75
	Precision Pattern and Die Casters, Nonferrous Metals	3	\$14.55	\$14.55	\$14.55
	Precision Printing Workers	1	\$10.00	\$10.00	\$10.00
	Prepress Technicians and Workers	1	\$8.00	\$8.00	\$8.00
	Press/Press Brake Machine Setters & Set-Up Operators, Metal & Plastic	36	\$8.00	\$15.00	\$10.52
	Pressers, Hand	2	\$6.50	\$9.00	\$7.75
	Pressers, Textile, Garment, and Related Materials	6	\$7.25	\$10.00	\$8.19
	Pressing Machine Operators and Tenders- Textile, Garment, and Related Materials	1	\$6.00	\$6.00	\$6.00
	Printing Machine Operators	21	\$8.00	\$28.85	\$14.29
	Printing Press Machine Operators and Tenders	12	\$10.50	\$19.00	\$14.61
	Production Helpers	419	\$6.15	\$19.06	\$10.00
	Production Inspectors, Testers, Graders, Sorters, Samplers, Weighers	336	\$5.85	\$48.39	\$10.13
	Production Laborers	915	\$5.85	\$24.71	\$10.67
	Production Workers, All Other	961	\$5.85	\$23.16	\$11.89
	Sawing Machine Operators and Tenders	8	\$7.50	\$12.00	\$10.13
	Sawing Machine Setters and Set-Up Operators	5	\$10.00	\$10.00	\$10.00
	Sawing Machine Setters, Operators, and Tenders, Wood	9	\$7.50	\$14.00	\$9.07
	Sawing Machine Tool Setters and Set-Up Operators, Metal and Plastic	5	\$8.00	\$13.00	\$10.31
	Screen Printing Machine Setters and Set-Up Operators	6	\$6.50	\$14.00	\$9.83
	Semiconductor Processors	3	\$14.00	\$35.00	\$20.32
	Separating, Filtering, Clarifying, Precipitating, Still Machine Setters, Operators, & Tenders	7	\$8.25	\$29.66	\$19.02
	Sewers, Hand	11	\$7.00	\$8.50	\$7.89
	Sewing Machine Operators	36	\$6.55	\$14.00	\$8.69
	Sewing Machine Operators, Garment	3	\$5.85	\$7.00	\$6.64
	Sewing Machine Operators, Non-Garment	18	\$5.85	\$24.41	\$9.18
	Shear and Slitter Machine Setters and Set-Up Operators, Metal and Plastic	5	\$8.00	\$21.39	\$12.18
	Solderers	8	\$8.50	\$13.50	\$10.13
	Stationary Engineers	2	\$21.35	\$38.46	\$28.10
	Stationary Engineers and Boiler Operators	1	\$16.39	\$16.39	\$16.39
	Structural Metal Fabricators and Fitters	6	\$10.00	\$20.00	\$12.42
	Tailors, Dressmakers, and Custom Sewers	8	\$8.25	\$13.00	\$10.51
	Team Assemblers	141	\$7.50	\$12.26	\$9.46
	Textile Bleaching and Dyeing Machine Operators and Tenders	1	\$7.50	\$7.50	\$7.50
	Textile Cutting Machine Setters, Operators, and Tenders	1	\$10.00	\$13.00	\$11.50
	Textile, Apparel, and Furnishings Workers, All Other	6	\$5.85	\$12.50	\$7.74
	Tire Builders	34	\$10.00	\$13.00	\$12.91
	Tool and Die Makers	40	\$5.85	\$26.11	\$16.05
	Tool Grinders, Filers, and Sharpeners	20	\$5.85	\$20.00	\$13.56
	Typesetting and Composing Machine Operators and Tenders	30	\$7.00	\$13.12	\$11.47
	Upholsterers	14	\$5.85	\$20.00	\$10.81
	Water and Liquid Waste Treatment Plant and System Operators	17	\$5.88	\$19.23	\$14.46
	Welder-Fitters	200	\$7.00	\$26.20	\$16.45
	Welders and Cutters	71	\$9.50	\$22.00	\$12.92
	Welders, Production	94	\$7.00	\$24.04	\$12.51
	Welding Machine Operators and Tenders	126	\$7.50	\$25.00	\$14.36
	Welding Machine Setters and Set-Up Operators	42	\$8.00	\$21.94	\$16.14
	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	154	\$7.00	\$22.44	\$12.77
	Woodworkers, All Other	15	\$9.00	\$16.00	\$11.01
	Woodworking Machine Operators and Tenders, Except Sawing	21	\$8.00	\$15.59	\$9.67
	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	18	\$8.50	\$12.00	\$9.74

Transportation and Material Moving Occupations

	Air Traffic Controllers	36	\$10.00	\$10.00	\$10.00
	Airfield Operations Specialists	12	\$7.00	\$11.00	\$9.46
	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	8	\$5.85	\$10.00	\$7.88

Category	Job Title	Total Openings	Minimum Hourly Wage	Maximum Hourly Wage	Average Hourly Wage
Aviation Inspectors		1	\$27.33	\$27.33	\$27.33
Bus Drivers, School		122	\$5.85	\$20.00	\$10.36
Bus Drivers, Transit and Intercity		51	\$5.85	\$15.50	\$11.14
Cleaners of Vehicles and Equipment		150	\$6.00	\$21.60	\$8.37
Commercial Pilots		1	\$28.70	\$28.70	\$28.70
Conveyor Operators and Tenders		3	\$6.00	\$14.00	\$10.06
Crane and Tower Operators		17	\$10.00	\$20.00	\$14.07
Dragline Operators		1	\$21.00	\$21.00	\$21.00
Driver/Sales Workers		84	\$5.85	\$37.50	\$11.27
Excavating and Loading Machine and Dragline Operators		2	\$14.54	\$21.70	\$18.34
Excavating and Loading Machine Operators		18	\$8.00	\$25.00	\$14.67
First-Line Supers/Mgrs of Transportation/Material-Moving Machine & Vehicle Operators		36	\$8.00	\$57.36	\$18.99
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand		90	\$6.55	\$30.77	\$12.91
Freight Inspectors		2	\$11.81	\$16.83	\$14.32
Gas Compressor Operators		2	\$9.50	\$28.70	\$19.10
Gas Pumping Station Operators		3	\$6.50	\$8.50	\$7.17
Grips and Set-Up Workers, Motion Picture Sets, Studios, and Stages		2	\$8.02	\$20.85	\$12.22
Industrial Truck and Tractor Operators		594	\$5.85	\$37.50	\$10.97
Laborers and Freight, Stock, and Material Movers, Hand		1,013	\$6.00	\$25.00	\$10.27
Loading Machine Operators, Underground Mining		42	\$14.96	\$22.15	\$18.96
Machine Feeders and Offbearers		602	\$6.55	\$16.11	\$10.61
Material Moving Workers, All Other		335	\$5.85	\$28.06	\$12.62
Mates- Ship, Boat, and Barge		26	\$11.71	\$24.04	\$18.69
Motor Vehicle Inspectors		8	\$5.85	\$16.00	\$9.12
Motor Vehicle Operators, All Other		48	\$5.85	\$14.85	\$8.72
Ordinary Seamen and Marine Oilers		3	\$9.50	\$9.50	\$9.50
Packers and Packagers, Hand		1,067	\$5.85	\$21.00	\$8.91
Parking Lot Attendants		33	\$5.85	\$15.26	\$6.69
Rail Transportation Workers, All Other		16	\$10.71	\$16.50	\$13.88
Railroad Brake, Signal, and Switch Operators		1	\$10.00	\$10.00	\$10.00
Railroad Conductors and Yardmasters		22	\$12.00	\$25.96	\$17.84
Railroad Inspectors		1	\$31.25	\$31.25	\$31.25
Railroad Yard Workers		1	\$13.61	\$13.61	\$13.61
Refuse and Recyclable Material Collectors		38	\$6.00	\$21.10	\$12.19
Service Station Attendants		32	\$5.85	\$16.37	\$7.62
Ship Engineers		10	\$8.50	\$19.00	\$13.81
Tank Car, Truck, and Ship Loaders		56	\$5.85	\$22.22	\$11.34
Taxi Drivers and Chauffeurs		137	\$5.85	\$25.00	\$10.64
Tractor-Trailer Truck Drivers		287	\$8.00	\$48.08	\$18.20
Traffic Technicians		1	\$9.00	\$9.00	\$9.00
Train Crew Members		3	\$6.50	\$6.50	\$6.50
Transportation Workers, All Other		145	\$5.85	\$31.25	\$10.51
Truck Drivers, Heavy		57	\$7.00	\$32.50	\$14.01
Truck Drivers, Heavy and Tractor-Trailer		633	\$9.00	\$37.50	\$23.25
Truck Drivers, Light or Delivery Services		713	\$5.85	\$38.46	\$15.09

Military Occupations

Command and Control Center Specialists	40	\$11.54	\$11.54	\$11.54
Infantry	200	\$14.42	\$14.42	\$14.42
Military Enlisted Tactical Oper & Air/Weapons Specialists & Crew Members, All Other	58	\$6.30	\$23.26	\$13.50

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 mid hourly wage offered by all employers for the listed occupational grouping. Compensation for some jobs may include tips and/or commissions, and benefits not accounted for in the wage listing.

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

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

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

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

WorkOne



4555 Central Ave., Suite 1300 □ Columbus, IN 47202 □ (812) 376-3351
230 Mary Ave., Suite 100 □ Lawrenceburg, IN 47025 □ (812) 537-1117
1025 Freeland Rd. □ Greensburg, IN 47240 □ (812) 662-6205
1000 S. Poplar St. □ Seymour, IN 47274 □ (812) 522-9074
620 Green Rd. □ Madison, IN 47250 □ (812) 265-3734

Indiana Economic Growth Regions

Regional Market Analysts

EGR 2- Bruce Bendull
 1575 Adler Circle, Ste. A
 Portage, IN 46368
 (219) 762-6592 x 228
 FAX: (219) 762-1052
 E-mail: bbendull@dwd.in.gov



INDIANA
WORKFORCE
 DEVELOPMENT

EGR 1- Bruce Bendull
 1575 Adler Circle, Ste. A
 Portage, IN 46368
 (219) 762-6592 x 228
 FAX: (219) 762-1052
 E-mail: bbendull@dwd.in.gov

EGR 3- Sharon Ringenberg
 300 E. Main St., Ste. 100-A
 Ft. Wayne, IN 46802
 (260) 469-4217
 FAX: (260) 436-5973
 E-mail: sringenberg@dwd.in.gov

EGR 4- Deani Purvis
 709 S. Reed Rd.
 Kokomo, IN 46903
 (765) 459-0571 x 3036
 FAX: (765) 457-3144
 E-mail: dpurvis@dwd.in.gov

EGR 6- Sharon Ringenberg
 300 E. Main St., Ste. 100-A
 Ft. Wayne, IN 46802
 (260) 469-4217
 FAX: (260) 436-5973
 E-mail: sringenberg@dwd.in.gov

EGR 7- Kim Stevenson
 30 N. 8th Street
 Terre Haute, IN 47807
 (812) 234-6602 x 327
 FAX: (812) 232-7644
 E-mail: kstevenson@dwd.in.gov

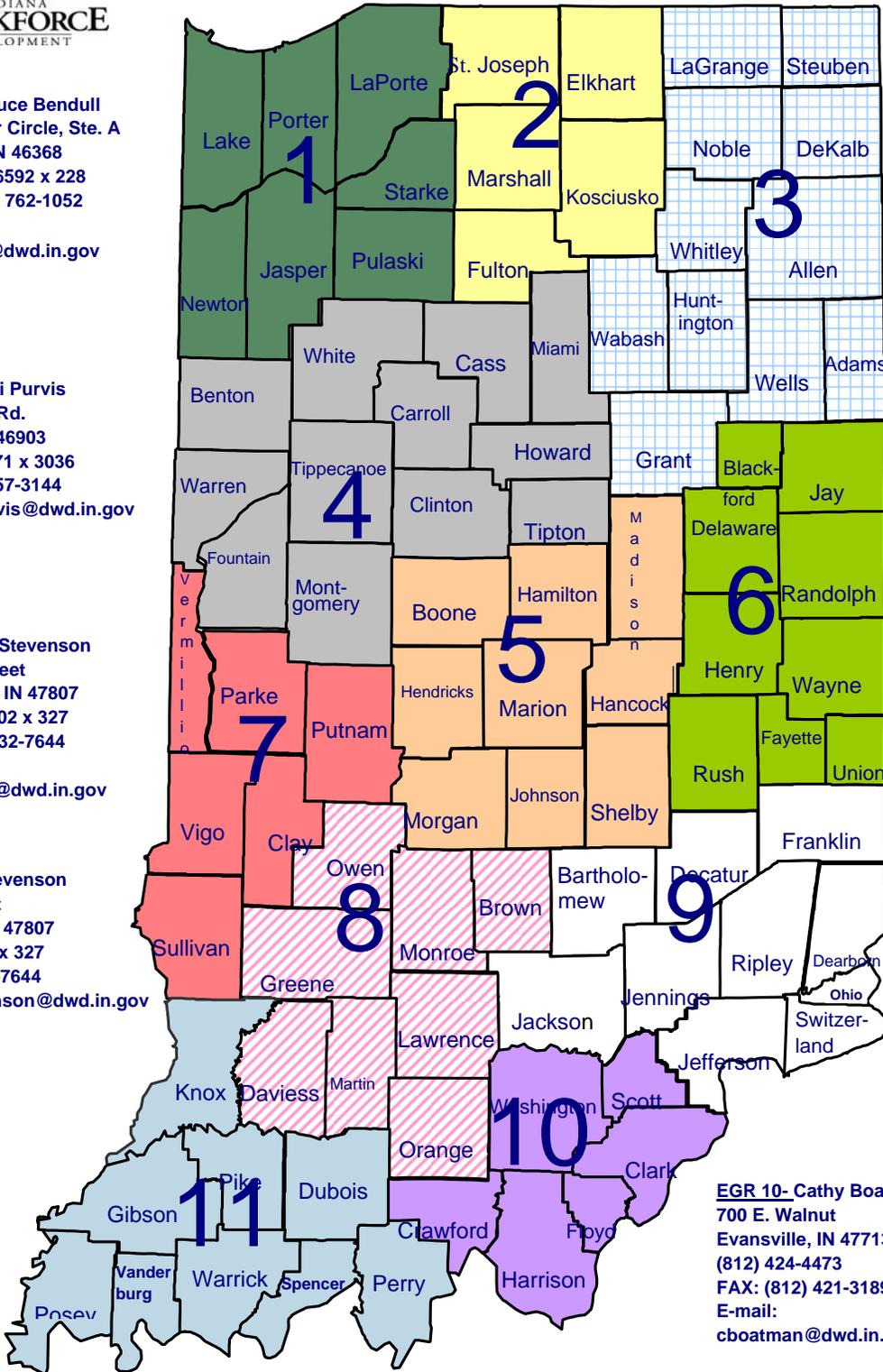
EGR 5- Deani Purvis
 709 S. Reed Rd.
 Kokomo, IN 46903
 (765) 459-0571 x 3036
 FAX: (765) 457-3144
 E-mail: dpurvis@dwd.in.gov

EGR 8- Kim Stevenson
 30 N. 8th Street
 Terre Haute, IN 47807
 (812) 234-6602 x 327
 FAX: (812) 232-7644
 E-mail: kstevenson@dwd.in.gov

EGR 9- Terry Brown
 10 N. Senate Ave., Room SE 207
 Indianapolis, IN 46204
 (317) 232-1920
 FAX: (317) 232-8480
 E-mail: tbrown@dwd.in.gov

EGR 10- Cathy Boatman
 700 E. Walnut
 Evansville, IN 47713
 (812) 424-4473
 FAX: (812) 421-3189
 E-mail: cboatman@dwd.in.gov

EGR 11- Cathy Boatman
 700 E. Walnut
 Evansville, IN 47713
 (812) 424-4473
 FAX: (812) 421-3189
 E-mail: cboatman@dwd.in.gov



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