

**2010 NORTHEAST INDIANA
FRINGE BENEFIT SURVEY
AND OCCUPATIONAL WAGE DATA**

**Survey Prepared for and Sponsored by
WorkOne Northeast**

**In Cooperation with the
Northeast Indiana Regional Partnership**

**Prepared and Analyzed by the
Community Research Institute at IPFW**



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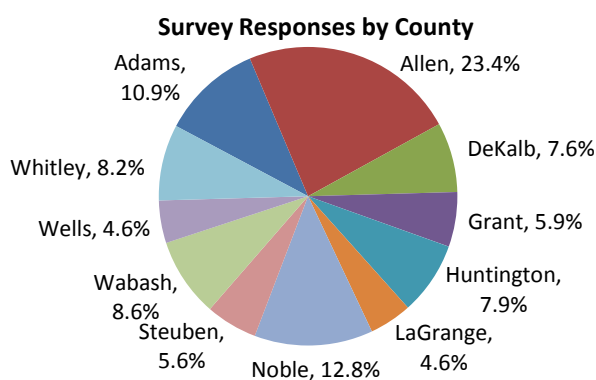
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2010 FRINGE BENEFIT SURVEY: INTRODUCTION AND METHODOLOGY

In late January 2010, fringe benefit surveys were mailed to 1,104 establishments in Economic Growth Region 3 (EGR3)¹. The survey was not entirely random; an invitation to complete the electronic survey was sent to major employers, targeted industry employers², and to other establishments selected by the county local economic development officers. However, the e-survey was available on the CRI web site, and no business was excluded from participation. Some establishments have multiple locations in this 11-county area, and a slightly different introductory letter and survey was sent to one location asking them to complete one survey for the entire organization. Some school corporations and government entities were surveyed, but retail, restaurant, hotel and other leisure sectors were excluded. The intent was to identify employers who might be competing for the same type of employees as the EGR3 major employers or targeted industry employers. Note that there is substantial commuting between the EGR3 counties, and the most current information on commuting is included in Appendix A. Also, historically in this region, there has been greater interest in manufacturing, and as seen in Appendix D, the population which received the surveys was heavily skewed toward manufacturers. An overall response rate of 27.5 percent was achieved.

COUNTY	PERCENT OF TOTAL SURVEYS SENT TO EACH COUNTY
Adams	6.2%
Allen	31.3%
DeKalb	9.1%
Grant	7.2%
Huntington	6.3%
LaGrange	5.4%
Noble	8.7%
Steuben	7.1%
Wabash	8.0%
Wells	5.3%
Whitley	5.5%

Note: companies with multiple locations are only recorded once in this summary.



This was a robust survey. There was an interest in determining whether fringe benefits differed by classification of employee, and the survey was designed with this in mind. Using “exempt” and “non-exempt” classifications, employers were asked if the benefits were the same for each of these classifications, or if they differed. The Fair Labor Standards Act administered by the U.S. Department of Labor identifies which jobs are exempt and non-exempt. For the purposes of this paper, a quick definition would be that exempt employees are not paid overtime, and non-exempt employees are eligible for overtime. Employers determine the correct basis for their employees.

A sincere thank you is offered to all the employers whom devoted time and effort toward the completion of the survey. An additional thank you is extended to the local economic development officials for their invaluable assistance and to those individuals who assisted in the creation of the survey.

Survey Notes: While some companies have multiple policies within a classification, it was requested that the response be geared toward the majority of employees in that classification. In general, about 80 percent of the companies had the same policies available to both classifications.

Note on ranges: if ranges are given in the report, it is due to the desire to be conservative in assuming the intent of an unanswered question.

¹ EGR3 consists of 11 counties in northeast Indiana: Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, and Whitley. Map is available in Appendix C.

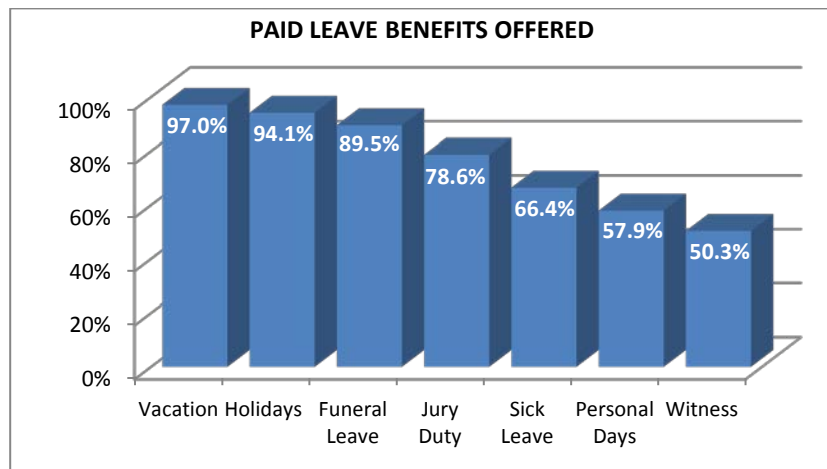
² Targeted Industries are defined by the Northeast Indiana Regional Partnership and are based on key basic sectors in the area. Targeted Industries in EGR3 include: advanced manufacturing, defense industry, medical device industry, food industry, finance and insurance, transportation and logistics.

FRINGE BENEFITS REGIONALLY

VACATION AND LEAVE

Vacation and Sick Leave can be offered separately, or as part of a leave package known as “PAID TIME OFF”. There does not appear to be an exact definition of PTO since in some companies, all paid leave is part of PTO, while other companies offer additional days off for other leaves, such as holidays or jury duty. For the purposes of this report, if PTO is offered, then vacation, sick leave, and personal days are included in our statistics. Companies were surveyed if they offered additional leave policies, and those responses were used in the other leave statistics. The percent of employers offering PTO in lieu of separate benefits was 30.6 percent of all respondents. The data below reflect responses combined from the “PTO” and “non-PTO” companies to give an overall perspective. More detail on PTOs, companies offering traditional leave policies, and on differences in salary classification follow.

The chart to the right represents TOTAL RESPONSES from both PTO and Traditional Leave Programs. This is the percent of responses which offered Paid Leave to at least one classification (exempt or non-exempt). Note: Our calculation assumes that if PTO was offered, vacation, sick leave, and personal days are offered. Other leaves (funeral, jury, witness, holiday) are calculated as offered if companies indicated the leave is offered in addition to PTO. See next section.



Paid Leaves

Paid Time Off (PTO)

- 30.6 Percent of companies offer PTO
 - 97.8 percent of exempt employees in these companies receive PTO
 - 96.7 percent of non-exempt employees in these companies receive PTO
 - 79.3 percent of all PTO companies responded that they offered the same paid time off policy to both exempt and non-exempt staff.
- Number of days of PTO based on length of service and classification

EXEMPT			NON-EXEMPT		
Years:	Average	Mode	Years:	Average	Mode
1	10.0	5	1	9.3	5
5	14.8	10	5	14.2	10
10	18.0	15	10	17.7	15
20	20.5	20	20	20.5	20

- Leave in addition to PTO

Some companies assign all leave to PTO; others allot additional days for other leave. The percent of “PTO companies” offering additional leave for specific activities are indicated below. The assumption is that PTO is used by employees in other companies for these leaves. (note: the percentage was almost identical for exempt and non-exempt classifications).

 - Holidays 79.3%
 - Funeral Leave 80.4%
 - Jury Duty 77.2%
 - Witness in Court 58.7%

Leave in “non PTO Companies” Vacation

- 95.8 percent offered a vacation policy (of those not offering PTO). A range is given below to account for the few non-responses received on this question.
 - 95.0 to 97.5 percent of exempt employees in these companies are eligible for vacation.
 - 94.5 to 97.0 percent of non-exempt employees in these companies are eligible for vacation.
- Almost 71 percent of companies responded that exempt and non-exempt have the same vacation policy.
- Number of days of vacation days based on length of service and classification:

EXEMPT			NON-EXEMPT		
Years:	Average	Mode	Years:	Average	Mode
1	7.8	10	1	6.6	5
5	12.1	15	5	11.4	10
10	15.2	15	10	14.9	15
20	18.3	20	20	18.2	20

Sick Leave

- 51.4 Percent of companies with separate leave policies (i.e. non PTO) offer sick leave. *In these companies:*
 - 92.4 percent of exempt employees in these companies are eligible for sick leave.
 - 80.0 percent of non-exempt employees in these companies are eligible for sick leave.
- Almost 55 percent of companies offering sick leave responded that exempt and non-exempt have the same sick leave policy.
- Number of days of sick leave days based on length of service and classification (note wide variance between average and mode indicate the influence of some outliers. Some companies may have been referring to their disability policy when responding, but these responses were included in the statistics regardless of the actual intent):

EXEMPT			NON-EXEMPT		
Years:	Average	Mode	Years:	Average	Mode
1	11.3	5	1	8.7	0
5	16.5	5	5	11.1	0
10	18.9	5	10	12.4	0
20	22.8	5	20	15.2	0

(Note: “0” was only included when the company offered sick leave to another classification or at another range of service years; That is, if a company simply did not offer sick leave, it was not included in these statistics.)

- Additional Sick Leave Policy Observations:
 - In the subset of companies which offered separate sick leave benefits for exempt and non-exempt, there were several (approximately 20 percent in this subset) which indicated “no limit” or “as needed” number of days available for exempt staff only. There were no comparable responses for non-exempt classifications. Once again, this may be related to a disability policy.
 - Additionally, wide ranges in sick leave days were observed for both exempt and non-exempt classifications. For example, the range with 20 years of service was 0 days to two years of paid sick leave.

Other Paid Leaves

- Over 93 percent of the non-PTO companies offered at least one other type of Other Paid Leave, and the most common leave was Paid Holidays. The breakdown by classification is shown in the table below.
- Almost 81 percent of companies offering other leaves responded that exempt and non-exempt have the same other leave policies.
- Number of days of other leave days by classification

EXEMPT				NON-EXEMPT			
Type:	Percent of Companies:	Average: in Days	Mode: in Days	Type:	Percent of Companies:	Average: in Days	Mode: in Days
Paid Holidays	93.2%	9.0	10	Paid Holidays	93.6%	9.0	10
Funeral Leave	87.8%	3.2	3	Funeral Leave	86.3%	3.2	3
Jury Duty*	73.7%	6.8	5	Jury Duty*	71.7%	6.7	5
Witness Leave**	33.8%	4.6	5	Witness Leave**	28.8%	4.4	1
Personal Days	41.4%	3.6	3	Personal Days	38.6%	3.1	3

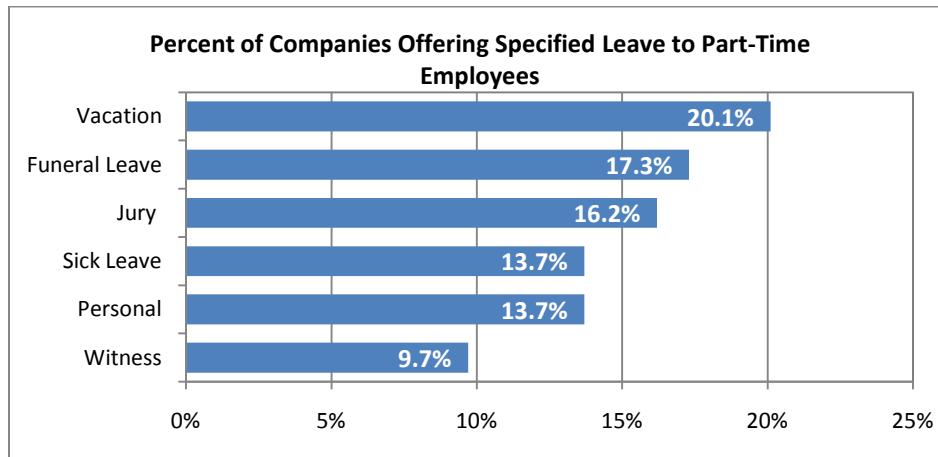
* There were no limits to Jury Leave in approximately 9 percent of both exempt and non-exempt classifications in companies offering this leave.

**There were no limits to Court Witness in approximately 6.5 percent of both exempt and non-exempt classifications in companies offering this leave.

Note: There is an assumption in these calculations. Companies which indicated that they offered no vacation days also left responses to these leave questions blank. The assumption is that these companies also do not offer any other paid leave.

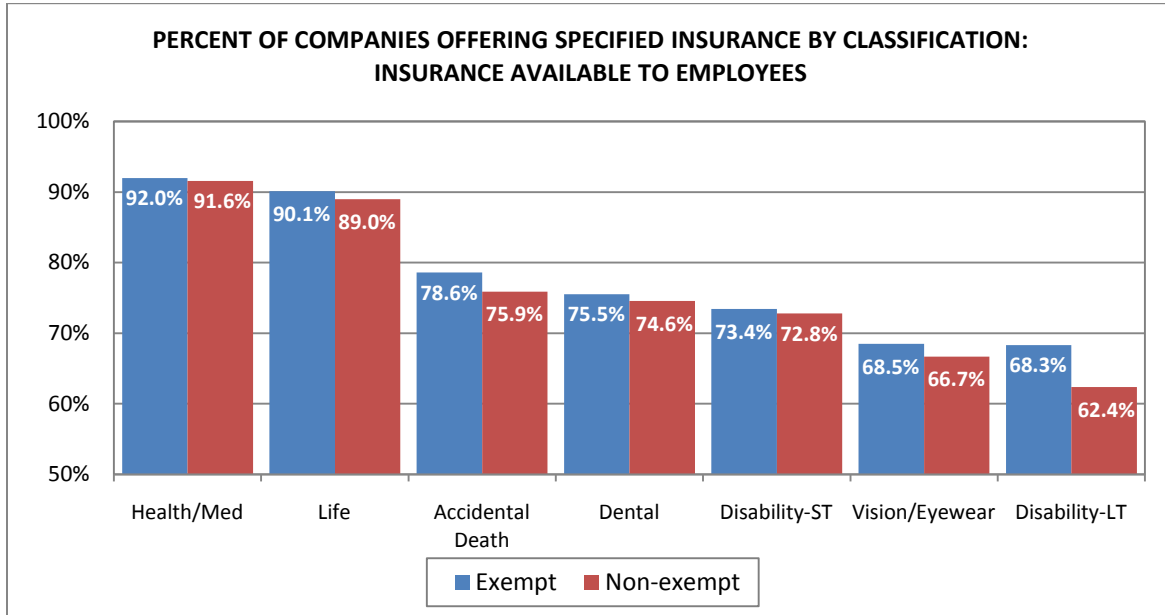
Part-Time Employees and Paid Leaves

- 26.3 percent of companies offered at least one type of Paid Leave to part-time employees. This includes holidays, sick leave, funeral leave, jury duty, personal days.



HEALTH, MEDICAL, AND OTHER INSURANCE

A little more than 82 percent (87.2) of the respondents indicated that non-exempt and exempt were offered the same insurance plans. Most of the differences in insurance offerings between the classifications are very small, with one of the few differences between exempt and non-exempt insurance was that long-term disability was available less often to non-exempt personnel.



WHO PAYS FOR EMPLOYEE COST OF INSURANCE?

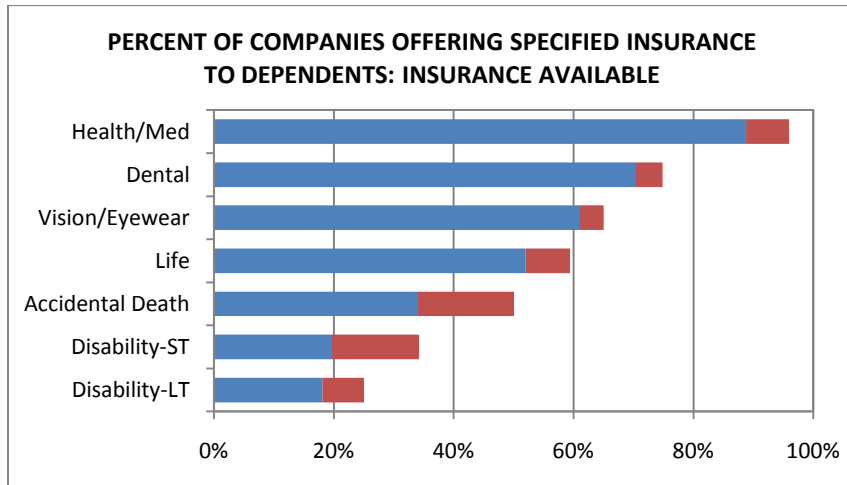
Type	Company Pays	Employee Pays	Shared Expense Between Company and Employee
Health	14.2%	1.4%	84.3%
Life	65.2%	5.9%	28.9%
Accidental Death & Dismemberment	59.5%	14.7%	25.9%
Dental	11.9%	24.8%	63.3%
Disability-Short Term	60.1%	21.1%	18.8%
Vision/Eyewear	19.9%	24.2%	55.9%
Disability-Long Term	54.9%	22.3%	22.8%

RESPONSES FROM COMPANIES OFFERING MEDICAL(HEALTH) BENEFITS:	NO	YES	NOT KNOWN
Does your company's medical insurance cover pre-existing conditions?	20.8%	56.4%	22.7%
Do you offer a choice in provider, such as a Preferred Provider Organization (PPO) or Health Maintenance Organization, etc	59.0%	36.0%	5.0%
Does your company offer Health Savings Accounts?	55.7%	44.3%	0.0%

Note: Respondents were given an opportunity to specifically indicate if the responses to these particular questions were unknown to them.

Dependent Coverage

Some respondents did not complete certain sections of the dependent health questions. Rather than assume the non-response had a specific intent, a range is shown. For example, between 88.8 to 95.7 percent of the companies surveyed have a health insurance plan available to dependents.



Insurance	Range
Health/Med	88.8-95.7%
Dental	70.4-84.9%
Vision/Eyewear	60.9-77.1%
Life	52.0-59.4%
Accidental Death	33.9-41.0%
Disability-ST	19.7-23.8%
Disability-LT	18.1-22.5%

WHO PAYS FOR DEPENDENT COST OF INSURANCE?

Type of insurance	Company Pays	Employee Pays	Shared Expense between Company and Employee
Health	6.7%	17.4%	75.9%
Dental	7.9%	32.2%	59.8%
Vision/Eyewear	12.4%	32.4%	55.1%
Life	19.0%	56.3%	24.7%
Accidental Death & Dismemberment	23.3%	53.4%	23.3%
Disability-Short-term	30.0%	40.0%	30.0%
Disability-Long-term	27.3%	45.5%	27.3%

Prescription Plans

- 79.2 percent of companies indicated that they offered a separate prescription plan or one that is part of an insurance program.
 - 16.2 percent responded that no prescription plan was available.
 - 4.6 percent did not respond.
- Of those responding, the following indicate payment responsibility:

PRESCRIPTION PLAN PAYMENT:

	Employee Plan Only	Dependent Plan Only
Company	9.9%	5.1%
Employee	2.1%	14.5%
Shared	88.1%	80.4%

Insurance Benefits to Part-Time or Retired Employees

- 11.8 percent of companies indicated that they offered some type of insurance plan(s) to part-time employees.
- 18.4 percent of companies indicated that they offered some type of insurance plan(s) to retired employees.

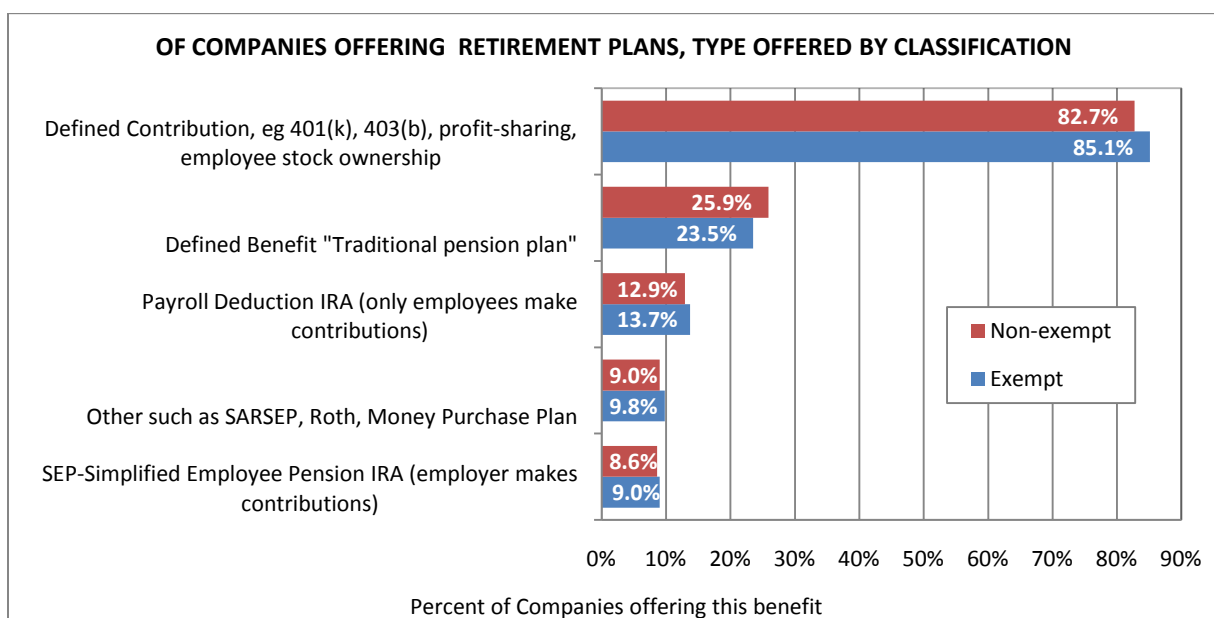
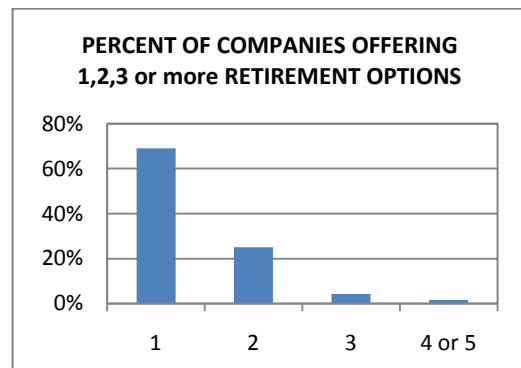
Insurance Benefits Offered To: (Percent of Companies Indicating that they offered the Identified Insurance)	Part-Time	Retired
Health	10.4%	16.0%
Dental	9.8%	10.9%
Vision/Eyeware	8.4%	7.8%
Life	8.8%	5.1%
Disability-Short-term	7.1%	na
Disability-Long-term	6.1%	1.0%
Accidental Death & Dismemberment	7.7%	1.0%

Who pays for plans/premiums?	Part-Time	Retired
Shared	77.1%	40.0 %
Employee	17.1 %	58.2 %
Company	5.7%	1.8%

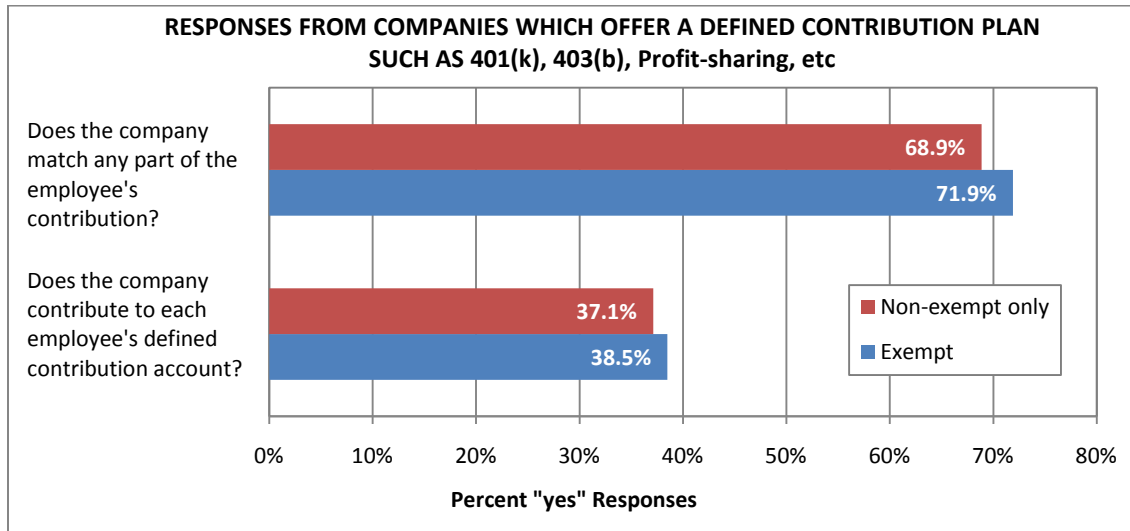
RETIREMENT BENEFITS

Retirement Benefits by Classification

- Approximately 83.9 percent of all companies offered some type of retirement plan. There were some minor differences in the types of plans offered to exempt or non-exempt personnel as shown in the chart below.
- Of those offering plans, 31 percent of all companies offered multiple retirement plans. The percentage offering multiple plans is shown on the right. As an example, of those offering a defined benefit plan, only 22 percent offered this as their only retirement plan. Given this, the summary of the retirement plans offered in the chart below will total more than 100 percent.

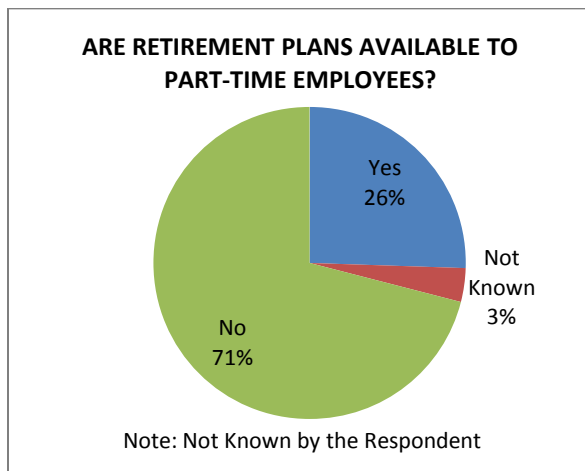


If a defined contribution plan was offered, questions concerning employer contribution were asked, and responses are summarized below.



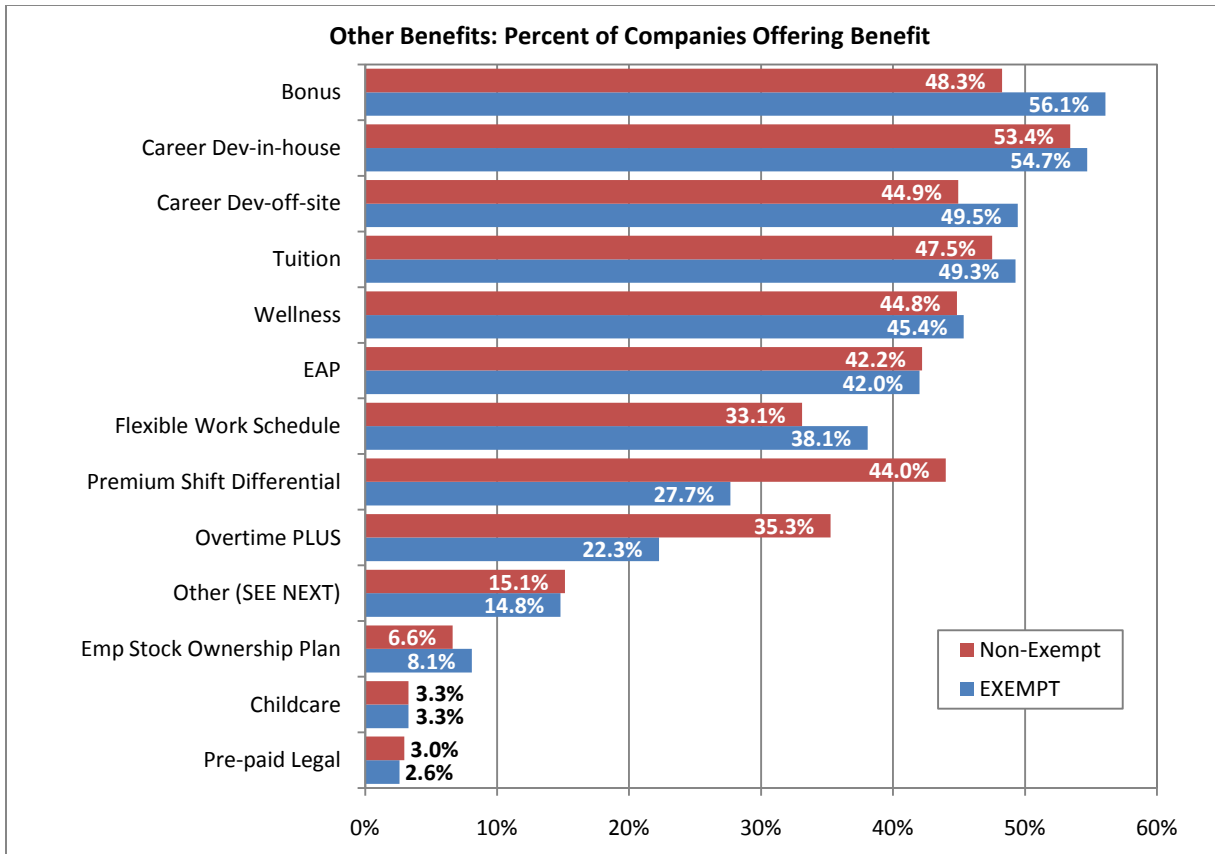
Retirement Plan Benefits and Part-Time Employees

- 26 percent of companies indicated that they offered some type of retirement plan(s) to part-time employees.



OTHER BENEFITS

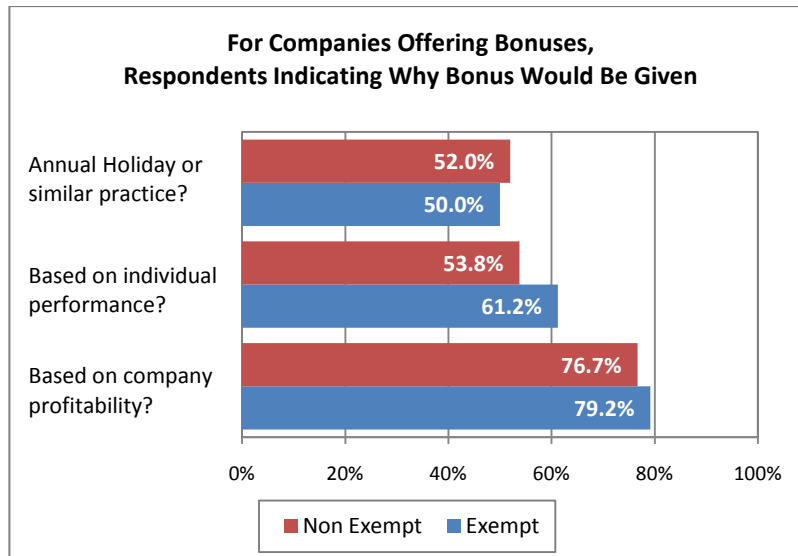
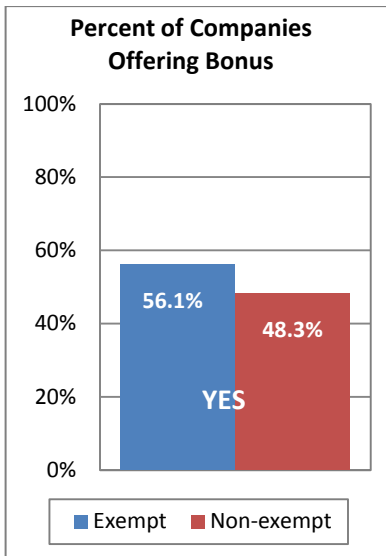
- Sixty-nine percent of companies responded that exempt and non-exempt have the same Other Benefits policies.
- *Bonus* was the "other" benefit identified most often as available to exempt personnel. 56.1 percent of the companies had bonus programs for exempt personnel; 48.3 percent for non-exempt.
- *Career Development in house* was the other benefit most often available to non-exempt personnel with 53.4 percent of the companies offering this to non-exempt; 54.7 percent to exempt.



“Other” is broken out below in greater detail.

Note that overtime does not have to be paid to exempt personnel.

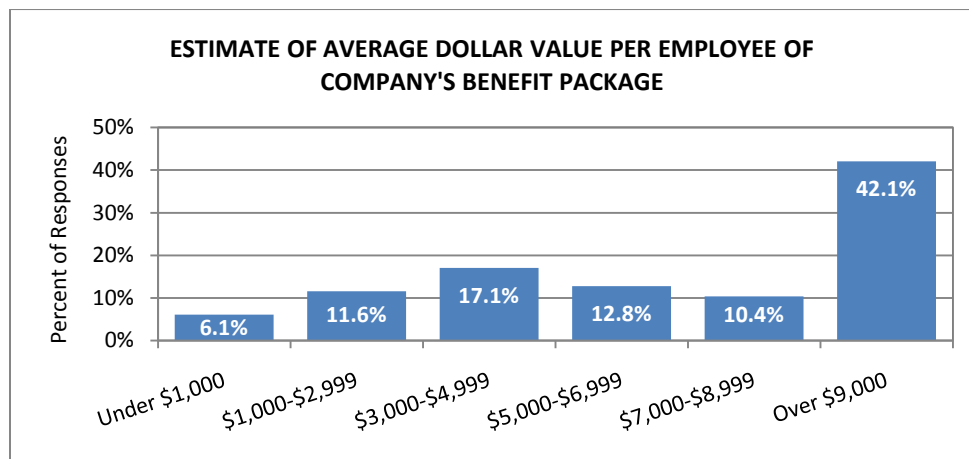
For those responding that a bonus was offered (see left chart below), three additional questions were asked. These are reviewed in the chart below. Responses are not mutually exclusive.



Respondents were also given an opportunity to write-in other benefits, and this was completed by approximately 15 percent of the respondents. The predominant response was flexible spending accounts, and other than scholarships, most other benefits only received one response, as summarized below.

Type	Number Identifying Benefit	Benefit
Education Related	5	<ul style="list-style-type: none"> • Children/student scholarship
Health or Related	1	<ul style="list-style-type: none"> • 1/2 price health club membership
	23	<ul style="list-style-type: none"> • Flexible spending accounts
	1	<ul style="list-style-type: none"> • Complimentary & Alternative Medicine
	1	<ul style="list-style-type: none"> • HSA company contribution
	2	<ul style="list-style-type: none"> • On-site clinic
Financial Related	1 response each:	<ul style="list-style-type: none"> • bonus for good quality
		<ul style="list-style-type: none"> • Bonuses until 2008 No longer provided until economy improves (i.e. used to provide bonuses, and those are on hold right now).
		<ul style="list-style-type: none"> • Discount on selected items
		<ul style="list-style-type: none"> • Employee meals
		<ul style="list-style-type: none"> • Phantom stock (a type of deferred compensation; a future cash bonus equal to a number of shares)
		<ul style="list-style-type: none"> • Police receive differential pay; utility workers who are on call for the weekends also receive it.
		<ul style="list-style-type: none"> • Computer Purchase Loan Program
		<ul style="list-style-type: none"> • Free banking services
		<ul style="list-style-type: none"> • Specialty Pay for police officers and utility workers that hold certifications.
		Other

BENEFIT COST



RESPONSES TO QUESTION "Estimate of Benefit Value as a Percent of Wages?"

Range	4-68%
Average	28.3%
Mode	35.0%

RESPONSES TO "What Percent of Payroll is Applied Toward Providing Health/Medical Insurance?"

Range	0-85%
Average	18.1%
Mode	20%

GENERAL QUESTIONS ON SURVEY

Raises

More than one response was possible when asked what were factors used in determining raises or wage adjustments (given the understanding that many companies have not given raises in the past year or so due to the economic climate).



Union or Labor Agreements

Most companies responded to the question asking about union activity.

- 14 percent of all companies responded that there was a labor agreement at the NEI location. Note that this includes all companies, including educational institutions, construction entities, other service unions, and manufacturers.
 - Within the set of responses from manufacturers, 11.1 percent of manufacturers responded that at least some employees were members of a union, and 3.5 percent of the manufacturers did not respond to this question.
- 57.1 percent of all companies with unions responded that there was some type of union activity within the last year.
 - Within the set of responses from manufacturers, 52.6 percent of manufacturers responded that there was some type of union activity within the last year.

Shutdowns during Past Year

Almost one third (32.7 percent) of all manufacturing companies responded that there was at least one shutdown "during the year". One-third of the companies which had shutdowns responded that employees were paid during the shutdown although our question could have been more specific. For example, employees could have used vacation or other factors could exist. Most often, we seem to associate shutdowns with capital conversions or labor issues. Labor issues were not a predominant factor within northeast Indiana since less than 20 percent of all companies which reported a shutdown also had a union presence (18.5 percent). Quite possibly, this percentage of companies with shutdowns is higher than usual due to the recession, but further research in this area may be helpful.

OPEN ENDED QUESTION SUMMARY

Questions and responses are summarized below.

Critical Job-Specific Skills

Almost 75 percent of the companies responded to this question, and of those, more than 16 percent did not stop with just three suggestions for job-specific skills. Some had six or seven responses, and there were over 600 total responses. The major responses are summarized below, and this represents more than two-thirds of all responses. This type of response at the end of a lengthy survey is interesting. Respondents wanted to relay their opinion that certain skills were important. This particular question did not ask if these skills were lacking-just what was needed to be successful in that particular workplace. This question was posed by WorkOne in order to identify the need for potential training programs and strategies, so in-depth review may be done by that organization.

RESPONSE to Question: What are the three most critical job-specific skills that workers must possess to ensure success in the workplace (e.g. welding skills, quality skills, customer service skills, electrical skills, process engineering skills, others)?	Number of Companies which identified (if more than 5 indicated that skill):
Customer service skills	88
Quality skills	65
Computer or Computer Skills	41
Communication skills	34
Math (note: shop and basic math skills were mainly identified, but "math/physics" and "math analysis" were also listed)	27
Team Player, Work well with a team	25
Engineering (technical)	24
Machining (excluding CNC-see below)	22
Welding	20
(Good) Work Ethic	16
Attendance/dependable	16
Detail (attention to)	13
CNC	12
Blueprint Reading	11
Reading	11
Electrical	11
Mechanical skills	9
Lean Processing/Advanced Manufacturing Skills	9
People skills	7
Critical Thinking	7
Forklift	6
Motivated	6
Safety Awareness/skills	6

Software/Technology Skills

Almost two-thirds of the companies responded to this question, and there were approximately 400 total responses/suggestion/needs. Microsoft products were clearly identified.

RESPONSE to Question: What are the two most software/technology skills that workers must possess to be effective on the job (e.g. Excel, AutoCAD, Unigraphics, Outlook, others)?	Number of Companies which identified (if more than 5 indicated that skill):
MICROSOFT OFFICE:	
Excel	121
Outlook	67
Word	49
Microsoft (general, no specific application)	32
Access	7
OTHERS LISTED More Than Three Times:	
Auto cad	38
Basic Computer skills	18
CAM	10

(note: 14 companies indicated “none”). SOLIDWORKS was specifically identified as a CAD/CAM program by seven companies.

Difficult to Fill Positions

56 percent of the companies identified positions that were difficult to fill with Indiana workers, but another 11 percent took the time to respond that they had no particular problems. Some were fairly specific with their identifications, e.g. “toolmakers who will work 2 or 3rd shift”; “Heat Treat Line operator-a skill learned O-T-J and not transferable from other companies in the area”, etc, and therefore this summary may not be as helpful as the original list. As stated above, WorkOne will analyze the responses so as to be as receptive as possible to NEI’s needs.

RESPONSE to Question: What jobs/positions are most difficult to fill with workers from Indiana?	Number of Companies which identified that position if more than 3 were identified:
PRODUCTION RELATED: (and with over 50 percent of our respondents from this sector, a large number of responses in this area is not surprising).	
Maintenance	19
Welder	13
CNC	10
Machine	7
Tool & Die	7
Electronics/electrical technicians	6
Production/mfg	5
Supervisors	5
Mold	4
Labor	4
Engineer	21
TRANSPORTATION & WAREHOUSE SECTOR: CDL, forklift/loader, other drivers, and shipping	13
HEALTH SECTOR (a variety –no one position dominated)	6
SALES	12
MANAGEMENT-UPPER LEVEL	8
IT/COMPUTER	4
EDUCATION SECTOR: math and science teachers, substitutes, and bus drivers	7

Note: 33 companies responded that they had “no problems” filling their positions.

Skills, Degrees, Certifications

59 percent of the companies identified preferred skills, certifications, or degrees, or took the time to indicate that their particular business had no specific requirements. Some commented that these positions were hard to fill; others simply identified their needs regardless of any difficulty in filling their positions. (e.g. schools would obviously need individuals with Indiana Teacher Certifications).

RESPONSE to Question: What specific skills are the most difficult to find in workers from northeast Indiana? What degrees or certifications do you require/prefer workers to possess?	Number of Companies which identified (if three or more indicated that degree, certification, etc.):
Attendance, dependable, dedication, work ethic	21
Teamwork/teambuilding	4
Communication skills	4
Electrical/electrician	4
Sales, cold calling	3
Web, Internet skills, graphic	3
Forklift	3
Math (from basic to statistics)	8
High school or equivalent	23
<i>Certifications</i>	
certified mold maker	4
maintenance	3
welding	6
CDL	3
CNC & machining- machine tooling	11
Associates, not specified	4
Bachelor	10
engineering-elec	4
Computer Science	3
Engineering-not identified	6
RNs and LPN	4
Teaching -Indiana licensed teachers	4
Programming, level not spec.	3

Note: 19 companies responded that they do not have any difficulty finding employees with skills that they need.

Hiring in 2010

77 percent of the companies responded to this final question.

RESPONSE to Question: Do you anticipate hiring in 2010? IF yes, how many new positions? Do you anticipate many "replacement" positions?	Percent of Companies which responded to this question which plan the identified activity:
Do not anticipate any hiring	32.5%
Plan to call-back laid off workers	1.3%
Plan to hire replacement workers	22.6%
Plan to hire new personnel (or have already hired since January 2010)	42.7%
Plan to hire seasonal or temporary	1.3%
Uncommitted, but hopeful (*)	9.0%
(note some companies planned more than one adjustment, e.g. hiring replacement employees and new employees so totals will exceed 100 percent)	
*Of course, most of these responses could be considered "uncommitted". They are simply the future plans for this year.	

**OCCUPATIONAL SALARY AND WAGES
2008 EGR3**

Total all occupations 16

Management Occupations..... 16

Business and Financial Operations Occupations 16

Computer and Mathematical Occupations..... 17

Architecture and Engineering Occupations 17

Life, Physical & Social Science Occupations..... 17

Community and Social Services Occupations 18

Legal Occupations 18

Education, Training & Library Occupations..... 18

Arts, Design, Entertainment, Sports & Media Occupations..... 19

Healthcare Practitioners and Technical Occupations 19

Protective Service Occupations 20

Building and Grounds Cleaning and Maintenance Occupations 21

Personal Care and Service Occupations..... 21

Sales and Related Occupations 21

Office and Administrative Support Occupations 22

Farming, Fishing & Forestry Occupations 23

Construction and Extraction Occupations 23

Installation, Maintenance & Repair Occupations 24

Production Occupations..... 24

Transportation and Material Moving Occupations..... 26

Source: Indiana Department of Workforce Development, Research & Analysis, Occupational Employment Statistics (OES) Program

Note: Those occupations with an estimated employment of NA or less than 100 were excluded.

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Total all occupations	346,030	\$36,474	\$18,047	\$45,687

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Management Occupations	12,050	\$86,883	\$46,834	\$106,907
Top Executives	3,940	\$107,426	\$54,719	\$133,779
Chief Executives	690	\$143,841	\$76,934	\$177,294
General and Operations Managers	3,040	\$101,482	\$54,979	\$124,733
Legislators	200	\$71,615	\$29,203	\$92,821
Advertising, Marketing, Promotions, Public Relations & Sales Managers	980	\$88,465	\$48,860	\$108,268
Marketing Managers	210	\$85,423	\$46,789	\$104,740
Sales Managers	640	\$92,335	\$50,488	\$113,259
Operations Specialties Managers	3,320	\$83,420	\$50,064	\$100,099
Administrative Services Managers	420	\$65,126	\$40,166	\$77,605
Computer and Information Systems Managers	460	\$93,254	\$64,481	\$107,640
Financial Managers	750	\$95,658	\$56,863	\$115,055
Human Resources Managers, All Other	140	\$69,218	\$45,901	\$80,877
Industrial Production Managers	910	\$81,841	\$51,809	\$96,856
Purchasing Managers	230	\$85,556	\$55,209	\$100,730
Transportation, Storage & Distribution Managers	270	\$78,431	\$43,592	\$95,851
Other Management Occupations	3,810	\$68,274	\$39,022	\$82,900
Construction Managers	440	\$78,218	\$52,467	\$91,093
Education Administrators, Preschool and Child Care Center/Program	100	\$38,239	\$27,851	\$43,433
Education Administrators, Elementary and Secondary School	540	\$76,557	\$61,626	\$84,023
Education Administrators, Postsecondary	170	\$90,091	\$49,450	\$110,412
Engineering Managers	420	\$95,257	\$66,128	\$109,822
Food Service Managers	330	\$44,488	\$30,309	\$51,577
Medical and Health Services Managers	580	\$77,726	\$51,010	\$91,084
Property, Real Estate & Community Association Managers	120	\$48,968	\$32,587	\$57,159
Social and Community Service Managers	350	\$43,478	\$28,511	\$50,961
Managers, All Other	500	\$61,899	\$37,298	\$74,199

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Business and Financial Operations Occupations	9,570	\$53,611	\$30,590	\$65,121
Business Operations Specialists	5,510	\$50,346	\$29,129	\$60,954
Wholesale and Retail Buyers, Except Farm Products	240	\$43,455	\$27,709	\$51,328
Purchasing Agents, Except Wholesale, Retail & Farm Products	960	\$52,858	\$34,425	\$62,074
Claims Adjusters, Examiners & Investigators	410	\$52,281	\$34,565	\$61,139
Compliance Officers, Except Agriculture, Construction, Health and Safety & Transportation	250	\$43,482	\$28,179	\$51,134
Cost Estimators	570	\$52,370	\$34,069	\$61,520
Employment, Recruitment & Placement Specialists	500	\$40,491	\$24,826	\$48,324
Compensation, Benefits & Job Analysis Specialists	750	\$46,838	\$30,194	\$55,160
Training and Development Specialists	530	\$47,730	\$24,627	\$59,281
Human Resources, Training & Labor Relations Specialists, All Other	410	\$35,645	\$14,366	\$46,284
Logisticians	140	\$61,770	\$37,942	\$73,684
Management Analysts	420	\$62,107	\$39,826	\$73,248
Business Operations Specialists, All Other	690	\$56,885	\$36,992	\$66,832
Financial Specialists	4,060	\$58,036	\$32,856	\$70,626
Accountants and Auditors	2,000	\$60,808	\$38,988	\$71,718
Appraisers and Assessors of Real Estate	330	\$39,647	\$25,305	\$46,817
Budget Analysts	110	\$61,407	\$43,846	\$70,188

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Financial Analysts	220	\$72,169	\$42,374	\$87,067
Personal Financial Advisors	240	\$76,158	\$23,821	\$102,326
Insurance Underwriters	270	\$61,054	\$35,023	\$74,070
Loan Counselors	100	\$47,139	\$29,632	\$55,893
Loan Officers	370	\$50,590	\$30,701	\$60,534

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Computer and Mathematical Occupations	5,420	\$63,271	\$38,148	\$75,832
Computer Specialists	5,260	\$62,327	\$37,879	\$74,551
Computer Programmers	390	\$63,624	\$42,588	\$74,142
Computer Software Engineers, Applications	850	\$82,815	\$60,076	\$94,185
Computer Software Engineers, Systems Software	590	\$76,471	\$56,011	\$86,702
Computer Support Specialists	1,000	\$42,436	\$26,253	\$50,528
Computer Systems Analysts	580	\$65,013	\$45,476	\$74,781
Database Administrators	160	\$61,728	\$40,415	\$72,384
Network and Computer Systems Administrators	800	\$54,770	\$37,323	\$63,494
Network Systems and Data Communications Analysts	780	\$60,122	\$40,832	\$69,767
Mathematical Science Occupations	170	\$93,321	\$56,262	\$111,850

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Architecture and Engineering Occupations	5,520	\$59,665	\$38,018	\$70,489
Architects, Surveyors & Cartographers	240	\$57,142	\$38,667	\$66,380
Architects, Except Landscape and Naval	120	\$66,698	\$45,782	\$77,157
Engineers	3,480	\$67,755	\$46,260	\$78,503
Civil Engineers	220	\$56,453	\$42,750	\$63,305
Electrical Engineers	620	\$78,508	\$55,043	\$90,240
Electronics Engineers, Except Computer	310	\$80,964	\$53,207	\$94,842
Industrial Engineers	970	\$64,431	\$48,304	\$72,495
Materials Engineers	120	\$64,961	\$46,318	\$74,282
Mechanical Engineers	1,030	\$62,122	\$39,934	\$73,217
Drafters, Engineering & Mapping Technicians	1,800	\$44,364	\$31,061	\$51,016
Architectural and Civil Drafters	240	\$42,483	\$31,948	\$47,750
Mechanical Drafters	320	\$42,619	\$30,306	\$48,776
Engineering Technicians, Except Drafters	910	\$45,541	\$31,391	\$52,615
Electrical and Electronic Engineering Technicians	290	\$44,758	\$25,039	\$54,617
Industrial Engineering Technicians	390	\$48,554	\$36,564	\$54,549
Mechanical Engineering Technicians	100	\$41,666	\$32,184	\$46,407
Engineering Technicians, Except Drafters, All Other	140	\$51,795	\$37,517	\$58,933

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Life, Physical & Social Science Occupations	1,130	\$47,934	\$28,130	\$57,836
Life Scientists	120	\$53,078	\$34,567	\$62,334
Physical Scientists	260	\$51,980	\$31,737	\$62,102
Chemists	120	\$46,265	\$30,676	\$54,060
Environmental Scientists and Specialists, Including Health	100	\$47,975	\$32,056	\$55,935
Social Scientists and Related Workers	510	\$51,178	\$30,609	\$61,463
Market Research Analysts	300	\$46,937	\$28,182	\$56,315
Life, Physical & Social Science Technicians	240	\$34,339	\$22,450	\$40,283
Chemical Technicians	140	\$29,968	\$20,247	\$34,828

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Community and Social Services Occupations	4,270	\$35,966	\$23,319	\$42,290
Counselors, Social Workers & Other Community & Social Service Specialists	4,170	\$35,825	\$23,283	\$42,096
Substance Abuse and Behavioral Disorder Counselors	120	\$36,305	\$22,968	\$42,973
Educational, Vocational & School Counselors	430	\$51,168	\$35,320	\$59,092
Mental Health Counselors	200	\$45,357	\$30,885	\$52,594
Rehabilitation Counselors	160	\$35,828	\$21,819	\$42,833
Social Workers	1,480	\$36,611	\$27,668	\$41,082
Child, Family & School Social Workers	680	\$33,171	\$27,266	\$36,123
Medical and Public Health Social Workers	320	\$42,813	\$30,129	\$49,156
Mental Health and Substance Abuse Social Workers	280	\$37,304	\$28,054	\$41,928
Social Workers, All Other	200	\$37,337	\$27,283	\$42,364
Health Educators	120	\$42,881	\$29,629	\$49,506
Probation Officers and Correctional Treatment Specialists	230	\$40,963	\$31,320	\$45,785
Social and Human Service Assistants	1,260	\$25,697	\$20,322	\$28,385
Community and Social Service Specialists, All Other	100	\$39,938	\$26,540	\$46,636

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Legal Occupations	1,240	\$69,157	\$31,391	\$88,039
Lawyers, Judges & Related Workers	760	\$89,087	\$42,744	\$112,258
Lawyers	660	\$89,573	\$42,374	\$113,173
Legal Support Workers	490	\$38,184	\$26,575	\$43,989
Paralegals and Legal Assistants	290	\$39,769	\$26,368	\$46,469

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Education, Training & Library Occupations	18,060	\$42,406	\$22,390	\$52,414
Postsecondary Teachers	2,710	\$60,131	\$42,470	\$68,962
Business Teachers, Postsecondary	390	\$70,325	\$42,259	\$84,358
Mathematical Science Teachers, Postsecondary	150	\$55,400	\$44,236	\$60,983
Psychology Teachers, Postsecondary	100	\$62,262	\$43,244	\$71,771
Health Specialties Teachers, Postsecondary	160	\$54,162	\$46,419	\$58,033
Nursing Instructors and Teachers, Postsecondary	200	\$54,392	\$44,924	\$59,126
Education Teachers, Postsecondary	290	\$58,396	\$42,648	\$66,270
Art, Drama & Music Teachers, Postsecondary	190	\$54,207	\$39,087	\$61,767
Communications Teachers, Postsecondary	120	\$56,999	\$40,889	\$65,054
English Language and Literature Teachers, Postsecondary	180	\$52,946	\$41,084	\$58,877
Philosophy and Religion Teachers, Postsecondary	140	\$60,814	\$40,794	\$70,824
Vocational Education Teachers, Postsecondary	120	\$52,210	\$44,105	\$56,263
Primary, Secondary & Special Education School Teachers	10,020	\$46,579	\$30,706	\$54,515
Preschool Teachers, Except Special Education	800	\$22,402	\$16,955	\$25,125
Elementary School Teachers, Except Special Education	2,980	\$47,877	\$33,433	\$55,098
Middle School Teachers, Except Special and Vocational Education	2,200	\$48,500	\$35,330	\$55,085
Secondary School Teachers, Except Special & Vocational Education	2,590	\$49,180	\$33,985	\$56,777
Vocational Education Teachers, Secondary School	390	\$54,231	\$38,338	\$62,177
Special Education Teachers, Preschool, Kindergarten & Elementary School	360	\$46,846	\$31,883	\$54,327
Special Education Teachers, Middle School	250	\$47,769	\$35,864	\$53,721
Special Education Teachers, Secondary School	220	\$47,306	\$35,040	\$53,439
Other Teachers and Instructors	1,660	\$26,484	\$19,260	\$30,096
Self-Enrichment Education Teachers	250	\$36,417	\$21,439	\$43,907
Teachers and Instructors, All Other	1,330	\$24,187	\$18,517	\$27,022
Librarians, Curators & Archivists	720	\$34,157	\$19,367	\$41,553

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Librarians	310	\$48,734	\$34,665	\$55,769
Library Technicians	390	\$22,463	\$17,194	\$25,098
Other Education, Training & Library Occupations	2,860	\$22,885	\$17,624	\$25,515
Teacher Assistants	2,750	\$22,016	\$17,569	\$24,239

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Arts, Design, Entertainment, Sports & Media Occupations	3,740	\$34,702	\$17,488	\$43,309
Art and Design Workers	1,010	\$40,471	\$20,411	\$50,501
Floral Designers	180	\$20,048	\$15,898	\$22,123
Graphic Designers	420	\$37,483	\$24,321	\$44,064
Merchandise Displayers and Window Trimmers	120	\$31,506	\$19,732	\$37,393
Entertainers and Performers, Sports and Related Workers	1,180	\$28,532	\$14,741	\$35,427
Producers and Directors	110	\$39,045	\$26,726	\$45,205
Coaches and Scouts	700	\$24,581	\$14,256	\$29,744
Media and Communication Workers	1,260	\$36,907	\$19,567	\$45,577
Radio and Television Announcers	150	\$26,896	\$14,124	\$33,282
Reporters and Correspondents	130	\$32,118	\$22,231	\$37,061
Public Relations Specialists	450	\$40,313	\$25,734	\$47,602
Editors	180	\$40,746	\$22,458	\$49,890
Interpreters and Translators	100	\$29,741	\$23,287	\$32,968
Media and Communication Equipment Workers	290	\$30,062	\$18,284	\$35,951
Photographers	130	\$30,262	\$19,869	\$35,458

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Healthcare Practitioners and Technical Occupations	19,150	\$59,317	\$30,038	\$73,957
Health Diagnosing and Treating Practitioners	10,990	\$76,161	\$39,608	\$94,438
Dentists, General	190	\$165,324	\$95,792	\$200,090
Dietitians and Nutritionists	180	\$46,684	\$35,186	\$52,433
Optometrists	100	\$70,388	\$36,611	\$87,277
Pharmacists	820	\$100,044	\$86,500	\$106,816
Physicians and Surgeons	1,280	\$198,775	NA	NA
Family and General Practitioners	150	\$174,699	\$116,800	\$203,649
Surgeons	130	\$221,466	NA	NA
Physicians and Surgeons, All Other	410	\$196,463	NA	NA
Physician Assistants	140	\$77,987	\$63,374	\$85,293
Registered Nurses	6,680	\$51,342	\$38,174	\$57,927
Occupational Therapists	280	\$63,321	\$44,593	\$72,685
Physical Therapists	360	\$67,120	\$46,520	\$77,420
Respiratory Therapists	280	\$47,147	\$37,244	\$52,099
Speech-Language Pathologists	160	\$62,155	\$45,656	\$70,405
Health Technologists and Technicians	7,920	\$36,351	\$24,287	\$42,383
Medical and Clinical Laboratory Technologists	340	\$54,523	\$41,896	\$60,836
Medical and Clinical Laboratory Technicians	410	\$33,585	\$25,879	\$37,439
Dental Hygienists	520	\$54,833	\$42,131	\$61,184
Diagnostic Medical Sonographers	130	\$55,532	\$42,158	\$62,219
Radiologic Technologists and Technicians	560	\$47,518	\$36,322	\$53,116
Emergency Medical Technicians and Paramedics	740	\$27,009	\$21,292	\$29,867
Pharmacy Technicians	990	\$25,493	\$19,907	\$28,286
Psychiatric Technicians	240	\$27,486	\$23,191	\$29,634
Surgical Technologists	220	\$36,668	\$30,000	\$40,002
Licensed Practical and Licensed Vocational Nurses	2,730	\$36,927	\$31,608	\$39,586
Medical Records and Health Information Technicians	400	\$29,387	\$21,705	\$33,228

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Opticians, Dispensing	210	\$24,512	\$16,186	\$28,675
Other Healthcare Practitioners and Technical Occupations	240	\$45,778	\$26,758	\$55,288

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Healthcare Support Occupations	10,290	\$24,420	\$18,231	\$27,514
Nursing, Psychiatric & Home Health Aides	6,870	\$22,088	\$17,840	\$24,212
Home Health Aides	2,470	\$20,283	\$17,106	\$21,871
Nursing Aides, Orderlies & Attendants	4,200	\$22,964	\$18,620	\$25,137
Psychiatric Aides	200	\$26,041	\$18,821	\$29,650
Occupational and Physical Therapist Assistants and Aides	370	\$40,906	\$25,072	\$48,824
Physical Therapist Assistants	190	\$45,731	\$33,972	\$51,610
Other Healthcare Support Occupations	3,050	\$27,673	\$21,306	\$30,856
Dental Assistants	680	\$31,772	\$25,949	\$34,683
Medical Assistants	1,050	\$25,731	\$21,568	\$27,813
Medical Transcriptionists	210	\$29,928	\$25,034	\$32,375
Pharmacy Aides	120	\$18,390	\$16,223	\$19,474
Veterinary Assistants and Laboratory Animal Caretakers	110	\$23,849	\$18,021	\$26,764
Healthcare Support Workers, All Other	710	\$27,892	\$22,034	\$30,820

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Protective Service Occupations	5,610	\$33,022	\$18,827	\$40,119
First-Line Supervisors/Managers, Protective Service Workers	510	\$47,268	\$26,487	\$57,659
First-Line Supervisors/Managers of Police and Detectives	170	\$60,206	\$50,624	\$64,996
First-Line Supervisors/Managers, Protective Service Workers, All Other	150	\$29,373	\$17,330	\$35,395
Fire Fighting and Prevention Workers	570	\$39,731	\$31,258	\$43,968
Fire Fighters	550	\$39,211	\$30,964	\$43,335
Law Enforcement Workers	1,980	\$37,899	\$28,825	\$42,435
Correctional Officers and Jailers	530	\$30,287	\$27,851	\$31,505
Police and Sheriff's Patrol Officers	1,180	\$39,005	\$32,972	\$42,022
Other Protective Service Workers	2,550	\$24,896	\$15,629	\$29,530
Security Guards	1,960	\$25,129	\$16,247	\$29,570
Crossing Guards	100	\$21,409	\$16,258	\$23,984
Lifeguards, Ski Patrol & Other Recreational Protective Service Workers	260	\$15,189	\$14,200	\$15,683
Protective Service Workers, All Other	130	\$27,920	\$18,025	\$32,868

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Food Preparation and Serving-Related Occupations	31,210	\$17,752	\$14,102	\$19,577
Supervisors, Food Preparation and Serving Workers	2,250	\$28,795	\$20,230	\$33,078
First-Line Supervisors/Managers of Food Preparation and Serving Workers	2,170	\$28,668	\$20,204	\$32,899
Cooks and Food Preparation Workers	8,140	\$18,406	\$14,049	\$20,585
Cooks, Fast Food	1,290	\$16,289	\$14,264	\$17,302
Cooks, Institution and Cafeteria	1,380	\$21,007	\$15,761	\$23,630
Cooks, Restaurant	2,740	\$18,372	\$13,794	\$20,661
Cooks, Short Order	430	\$17,864	\$14,390	\$19,602
Food Preparation Workers	2,300	\$18,183	\$14,111	\$20,219
Food and Beverage Serving Workers	17,850	\$16,374	\$14,117	\$17,502
Bartenders	1,270	\$17,186	\$14,150	\$18,704

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Combined Food Preparation and Serving Workers, Including Fast Food	8,460	\$15,428	\$14,104	\$16,090
Counter Attendants, Cafeteria, Food Concession & Coffee Shop	1,670	\$15,907	\$14,037	\$16,842
Waiters and Waitresses	6,030	\$17,455	\$14,159	\$19,103
Food Servers, Nonrestaurant	420	\$19,322	\$14,850	\$21,558
Other Food Preparation and Serving Related Workers	2,980	\$15,884	\$14,098	\$16,777
Dining Room and Cafeteria Attendants and Bartender Helpers	920	\$15,433	\$14,091	\$16,105
Dishwashers	1,110	\$15,858	\$14,143	\$16,715
Hosts and Hostesses, Restaurant, Lounge & Coffee Shop	860	\$16,202	\$14,065	\$17,271

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Building and Grounds Cleaning and Maintenance Occupations	10,130	\$24,440	\$16,557	\$28,381
Supervisors, Building and Grounds Cleaning and Maintenance Workers	770	\$37,309	\$24,792	\$43,568
First-Line Supervisors/Managers of Housekeeping & Janitorial Workers	470	\$34,065	\$23,081	\$39,558
First-Line Supervisors/Managers of Landscaping, Lawn Service & Groundskeeping Workers	300	\$42,521	\$27,676	\$49,943
Building Cleaning and Pest Control Workers	7,030	\$23,253	\$16,287	\$26,736
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,480	\$24,190	\$16,546	\$28,011
Maids and Housekeeping Cleaners	1,460	\$19,076	\$15,092	\$21,068
Grounds Maintenance Workers	2,340	\$23,769	\$16,854	\$27,227
Landscaping and Groundskeeping Workers	2,140	\$22,939	\$16,733	\$26,042
Pesticide Handlers, Sprayers & Applicators, Vegetation	110	\$28,239	\$22,302	\$31,207

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Personal Care and Service Occupations	6,240	\$21,349	\$14,976	\$24,535
Supervisors, Personal Care and Service Workers	270	\$34,047	\$21,458	\$40,341
First-Line Supervisors/Managers of Personal Service Workers	270	\$34,047	\$21,458	\$40,341
Animal Care and Service Workers	260	\$18,986	\$13,775	\$21,592
Nonfarm Animal Caretakers	250	\$18,913	\$13,775	\$21,482
Entertainment Attendants and Related Workers	790	\$16,934	\$13,960	\$18,421
Ushers, Lobby Attendants & Ticket Takers	220	\$14,684	\$13,960	\$15,047
Amusement and Recreation Attendants	410	\$17,417	\$13,957	\$19,147
Personal Appearance Workers	860	\$21,312	\$15,332	\$24,302
Hairdressers, Hairstylists & Cosmetologists	620	\$21,857	\$14,751	\$25,410
Transportation, Tourism & Lodging Attendants	660	\$28,412	\$17,390	\$33,923
Tour Guides and Escorts	190	\$18,217	\$14,445	\$20,103
Other Personal Care and Service Workers	3,270	\$20,153	\$15,314	\$22,572
Child Care Workers	940	\$16,767	\$14,050	\$18,126
Personal and Home Care Aides	1,240	\$19,789	\$17,244	\$21,061
Fitness Trainers and Aerobics Instructors	360	\$23,545	\$17,241	\$26,697
Recreation Workers	590	\$22,134	\$16,028	\$25,188

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Sales and Related Occupations	33,440	\$32,862	\$15,059	\$41,763
Supervisors, Sales Workers	3,660	\$44,885	\$24,390	\$55,133
First-Line Supervisors/Managers of Retail Sales Workers	2,900	\$37,847	\$23,444	\$45,048
First-Line Supervisors/Managers of Non-Retail Sales Workers	760	\$71,728	\$41,157	\$87,014
Retail Sales Workers	20,460	\$20,198	\$14,019	\$23,288
Cashiers	7,410	\$16,449	\$14,017	\$17,665
Counter and Rental Clerks	1,580	\$21,108	\$14,030	\$24,646

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Parts Salespersons	690	\$25,777	\$17,387	\$29,971
Retail Salespersons	10,790	\$22,285	\$14,684	\$26,086
Sales Representatives, Services	3,330	\$54,326	\$26,826	\$68,077
Advertising Sales Agents	360	\$38,668	\$22,245	\$46,880
Insurance Sales Agents	1,120	\$60,638	\$29,279	\$76,318
Securities, Commodities & Financial Services Sales Agents	460	\$73,049	\$32,594	\$93,276
Travel Agents	130	\$31,315	\$19,486	\$37,229
Sales Representatives, Services, All Other	1,270	\$48,684	\$26,589	\$59,732
Sales Representatives, Wholesale and Manufacturing	4,850	\$59,855	\$31,439	\$74,062
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	790	\$68,932	\$40,096	\$83,349
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	4,060	\$58,086	\$30,295	\$71,981
Other Sales and Related Workers	1,140	\$43,825	\$19,168	\$56,154
Real Estate Sales Agents	250	\$57,066	\$24,144	\$73,527
Sales Engineers	130	\$77,061	\$45,189	\$92,997
Telemarketers	510	\$28,829	\$17,529	\$34,479
Sales and Related Workers, All Other	110	\$52,886	\$24,409	\$67,124

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Office and Administrative Support Occupations	49,420	\$29,379	\$19,308	\$34,415
Supervisors, Office and Administrative Support Workers	2,470	\$44,558	\$28,816	\$52,429
First-Line Supervisors/Managers of Office & Administrative Support Workers	2,470	\$44,558	\$28,816	\$52,429
Communications Equipment Operators	360	\$23,517	\$18,679	\$25,936
Financial Clerks	9,010	\$29,057	\$20,586	\$33,292
Bill and Account Collectors	740	\$29,492	\$21,784	\$33,346
Billing and Posting Clerks and Machine Operators	1,250	\$30,913	\$23,168	\$34,786
Bookkeeping, Accounting & Auditing Clerks	4,660	\$30,286	\$21,587	\$34,635
Payroll and Timekeeping Clerks	600	\$30,311	\$20,561	\$35,186
Procurement Clerks	220	\$33,579	\$24,278	\$38,229
Tellers	1,530	\$22,444	\$18,332	\$24,500
Information and Record Clerks	10,150	\$27,666	\$19,079	\$31,960
Customer Service Representatives	3,970	\$30,328	\$20,384	\$35,301
Eligibility Interviewers, Government Programs	330	\$32,695	\$24,964	\$36,560
File Clerks	280	\$23,183	\$16,886	\$26,332
Hotel, Motel & Resort Desk Clerks	350	\$16,488	\$13,976	\$17,745
Interviewers, Except Eligibility and Loan	380	\$25,684	\$21,244	\$27,904
Library Assistants, Clerical	280	\$21,363	\$15,918	\$24,086
Loan Interviewers and Clerks	290	\$29,217	\$22,195	\$32,728
Order Clerks	440	\$29,138	\$20,715	\$33,350
Human Resources Assistants, Except Payroll and Timekeeping	380	\$33,717	\$25,388	\$37,882
Receptionists and Information Clerks	2,600	\$23,449	\$17,738	\$26,305
Information and Record Clerks, All Other	240	\$31,902	\$22,326	\$36,691
Material Recording, Scheduling, Dispatching & Distributing Workers	9,760	\$30,729	\$18,138	\$37,025
Cargo and Freight Agents	230	\$36,191	\$23,099	\$42,738
Couriers and Messengers	150	\$22,991	\$17,170	\$25,902
Police, Fire & Ambulance Dispatchers	250	\$33,537	\$26,686	\$36,963
Dispatchers, Except Police, Fire & Ambulance	570	\$35,090	\$25,385	\$39,943
Meter Readers, Utilities	100	\$35,178	\$26,442	\$39,545
Postal Service Clerks	160	\$54,535	\$49,021	\$57,292
Postal Service Mail Carriers	850	\$48,723	\$37,588	\$54,290
Postal Service Mail Sorters, Processors & Processing Machine	240	\$44,276	\$27,475	\$52,677

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Operators				
Production, Planning & Expediting Clerks	740	\$41,875	\$28,177	\$48,725
Shipping, Receiving & Traffic Clerks	2,220	\$28,777	\$20,248	\$33,042
Stock Clerks and Order Fillers	4,050	\$23,244	\$15,528	\$27,102
Weighers, Measurers, Checkers & Samplers, Recordkeeping	200	\$31,564	\$23,124	\$35,784
Secretaries and Administrative Assistants	8,480	\$30,619	\$22,205	\$34,826
Executive Secretaries and Administrative Assistants	2,440	\$35,854	\$27,051	\$40,255
Legal Secretaries	450	\$34,853	\$26,580	\$38,990
Medical Secretaries	1,040	\$28,782	\$21,542	\$32,403
Secretaries, Except Legal, Medical & Executive	4,560	\$27,825	\$21,153	\$31,161
Other Office and Administrative Support Workers	9,190	\$25,155	\$16,522	\$29,471
Computer Operators	230	\$34,117	\$24,257	\$39,047
Data Entry Keyers	960	\$29,777	\$22,849	\$33,241
Insurance Claims and Policy Processing Clerks	780	\$29,371	\$21,688	\$33,212
Mail Clerks and Mail Machine Operators, Except Postal Service	280	\$26,328	\$19,793	\$29,596
Office Clerks, General	6,410	\$23,392	\$15,566	\$27,305
Office Machine Operators, Except Computer	180	\$21,944	\$17,004	\$24,415
Office and Administrative Support Workers, All Other	200	\$30,480	\$22,041	\$34,699

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Farming, Fishing & Forestry Occupations	240	\$32,622	\$21,200	\$38,333
Agricultural Workers	220	\$32,781	\$21,107	\$38,618

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Construction and Extraction Occupations	14,000	\$41,885	\$25,904	\$49,876
Supervisors, Construction and Extraction Workers	1,210	\$53,642	\$35,781	\$62,573
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1,210	\$53,642	\$35,781	\$62,573
Construction Trades Workers	10,820	\$42,868	\$26,986	\$50,809
Brickmasons and Blockmasons	230	\$52,706	\$36,888	\$60,615
Carpenters	2,090	\$39,604	\$27,891	\$45,461
Carpet Installers	210	\$35,221	\$24,752	\$40,456
Cement Masons and Concrete Finishers	550	\$34,965	\$26,255	\$39,320
Construction Laborers	1,330	\$36,067	\$22,317	\$42,941
Paving, Surfacing & Tamping Equipment Operators	120	\$35,377	\$23,897	\$41,118
Operating Engineers and Other Construction Equipment Operators	960	\$42,696	\$28,292	\$49,898
Electricians	1,760	\$52,544	\$33,358	\$62,137
Painters, Construction and Maintenance	570	\$44,170	\$28,540	\$51,986
Plumbers, Pipefitters & Steamfitters	1,300	\$51,727	\$36,402	\$59,389
Roofers	320	\$33,859	\$23,014	\$39,282
Sheet Metal Workers	660	\$40,158	\$25,236	\$47,619
Structural Iron and Steel Workers	180	\$36,565	\$25,818	\$41,939
Helpers, Construction Trades	580	\$24,735	\$16,543	\$28,830
Helpers--Brickmasons, Blockmasons, Stonemasons & Tile & Marble Setters	160	\$29,833	\$19,639	\$34,930
Helpers--Carpenters	190	\$22,619	\$17,668	\$25,095
Helpers--Pipelayers, Plumbers, Pipefitters & Steamfitters	140	\$25,099	\$20,239	\$27,529
Other Construction and Related Workers	1,340	\$31,154	\$22,794	\$35,334
Highway Maintenance Workers	770	\$30,758	\$24,168	\$34,053
Septic Tank Servicers and Sewer Pipe Cleaners	100	\$38,981	\$35,862	\$40,541

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Installation, Maintenance & Repair Occupations	15,480	\$39,866	\$25,097	\$47,250
Supervisors of Installation, Maintenance & Repair Workers	1,380	\$57,030	\$39,969	\$65,561
First-Line Supervisors/Managers of Mechanics, Installers & Repairers	1,380	\$57,030	\$39,969	\$65,561
Electrical and Electronic Equipment Mechanics, Installers & Repairers	1,550	\$44,351	\$28,809	\$52,121
Computer, Automated Teller & Office Machine Repairers	220	\$40,195	\$27,525	\$46,530
Telecommunications Equipment Installers and Repairers, Except Line Installers	280	\$43,207	\$30,869	\$49,376
Electric Motor, Power Tool & Related Repairers	110	\$37,999	\$25,245	\$44,377
Vehicle and Mobile Equipment Mechanics, Installers & Repairers	4,230	\$35,429	\$23,251	\$41,519
Aircraft Mechanics and Service Technicians	140	\$58,717	\$50,639	\$62,756
Automotive Body and Related Repairers	490	\$34,783	\$23,622	\$40,364
Automotive Service Technicians and Mechanics	1,530	\$35,676	\$23,999	\$41,514
Bus and Truck Mechanics and Diesel Engine Specialists	890	\$37,581	\$26,677	\$43,033
Farm Equipment Mechanics	100	\$34,893	\$28,326	\$38,177
Mobile Heavy Equipment Mechanics, Except Engines	240	\$41,805	\$31,113	\$47,151
Tire Repairers and Changers	310	\$22,674	\$16,038	\$25,992
Other Installation, Maintenance & Repair Occupations	8,310	\$38,436	\$24,909	\$45,200
Heating, Air Conditioning & Refrigeration Mechanics and Installers	890	\$38,873	\$26,686	\$44,966
Home Appliance Repairers	130	\$39,001	\$25,185	\$45,910
Industrial Machinery Mechanics	1,190	\$43,925	\$29,672	\$51,051
Maintenance and Repair Workers, General	3,880	\$36,436	\$24,686	\$42,311
Maintenance Workers, Machinery	340	\$37,608	\$29,120	\$41,851
Millwrights	280	\$53,450	\$42,534	\$58,907
Telecommunications Line Installers and Repairers	380	\$38,864	\$25,766	\$45,414
Medical Equipment Repairers	100	\$40,514	\$28,427	\$46,558
Coin, Vending & Amusement Machine Servicers and Repairers	150	\$27,254	\$19,856	\$30,953
Locksmiths and Safe Repairers	100	\$29,307	\$24,056	\$31,932
Helpers--Installation, Maintenance & Repair Workers	330	\$25,156	\$15,718	\$29,876
Installation, Maintenance & Repair Workers, All Other	120	\$35,416	\$23,423	\$41,413

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Production Occupations	58,990	\$33,221	\$20,899	\$39,381
Supervisors, Production Workers	3,740	\$50,728	\$32,976	\$59,604
First-Line Supervisors/Managers of Production & Operating Workers	3,740	\$50,728	\$32,976	\$59,604
Assemblers and Fabricators	15,930	\$32,022	\$20,374	\$37,846
Coil Winders, Tapers & Finishers	160	\$28,913	\$22,899	\$31,920
Electrical and Electronic Equipment Assemblers	2,010	\$23,949	\$17,141	\$27,353
Electromechanical Equipment Assemblers	240	\$31,926	\$22,535	\$36,622
Engine and Other Machine Assemblers	180	\$40,383	\$28,915	\$46,117
Structural Metal Fabricators and Fitters	520	\$31,494	\$23,573	\$35,454
Fiberglass Laminators and Fabricators	330	\$32,445	\$22,010	\$37,662
Team Assemblers	9,760	\$29,448	\$20,713	\$33,815
Assemblers and Fabricators, All Other	2,700	\$46,877	\$25,101	\$57,765
Food Processing Workers	1,280	\$29,866	\$19,723	\$34,938
Bakers	340	\$24,778	\$17,011	\$28,662
Butchers and Meat Cutters	370	\$29,938	\$21,294	\$34,259
Food Batchmakers	440	\$33,590	\$22,441	\$39,165
Metal Workers and Plastic Workers	17,430	\$34,233	\$24,307	\$39,195
Computer-Controlled Machine Tool Operators, Metal and Plastic	1,240	\$32,904	\$25,615	\$36,549
Extruding and Drawing Machine Setters, Operators & Tenders, Metal and Plastic	1,230	\$37,060	\$24,978	\$43,101
Forging Machine Setters, Operators & Tenders, Metal and Plastic	100	NA	NA	NA
Rolling Machine Setters, Operators & Tenders, Metal and Plastic	230	\$30,802	\$17,981	\$37,212

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Cutting, Punching & Press Machine Setters, Operators & Tenders, Metal and Plastic	2,090	\$29,802	\$22,567	\$33,420
Drilling & Boring Machine Tool Setters, Operators & Tenders, Metal & Plastic	430	\$33,541	\$24,390	\$38,116
Grinding, Lapping, Polishing & Buffing Machine Tool Setters, Operators & Tenders, Metal & Plastic	820	\$29,452	\$21,783	\$33,287
Lathe & Turning Machine Tool Setters, Operators & Tenders, Metal & Plastic	590	\$31,921	\$23,317	\$36,223
Milling & Planing Machine Setters, Operators & Tenders, Metal & Plastic	120	\$38,798	\$28,048	\$44,173
Machinists	2,570	\$36,778	\$27,859	\$41,238
Metal-Refining Furnace Operators and Tenders	230	\$42,093	\$30,648	\$47,815
Pourers and Casters, Metal	120	\$41,303	\$25,490	\$49,210
Foundry Mold and Coremakers	360	\$30,444	\$24,675	\$33,329
Molding, Coremaking & Casting Machine Setters, Operators & Tenders, Metal & Plastic	1,710	\$30,300	\$24,685	\$33,107
Multiple Machine Tool Setters, Operators & Tenders, Metal and Plastic	990	\$31,890	\$21,257	\$37,206
Tool and Die Makers	1,320	\$47,804	\$32,221	\$55,596
Welders, Cutters, Solderers & Brazers	1,930	\$30,450	\$22,939	\$34,206
Welding, Soldering & Brazing Machine Setters, Operators & Tenders	360	\$28,793	\$23,957	\$31,211
Heat Treating Equipment Setters, Operators & Tenders, Metal & Plastic	220	\$34,253	\$21,792	\$40,484
Plating & Coating Machine Setters, Operators & Tenders, Metal & Plastic	160	\$35,638	\$21,129	\$42,893
Printing Workers	1,460	\$31,219	\$20,564	\$36,546
Bindery Workers	230	\$31,016	\$23,455	\$34,797
Prepress Technicians and Workers	200	\$33,357	\$24,654	\$37,708
Printing Machine Operators	740	\$33,960	\$24,324	\$38,779
Textile, Apparel & Furnishings Workers	2,570	\$23,112	\$16,928	\$26,204
Laundry and Dry-Cleaning Workers	430	\$20,154	\$16,653	\$21,905
Sewing Machine Operators	1,140	\$20,069	\$16,514	\$21,846
Tailors, Dressmakers & Custom Sewers	130	\$20,599	\$17,449	\$22,174
Textile Cutting Machine Setters, Operators & Tenders	100	\$27,769	\$19,765	\$31,771
Extruding & Forming Machine Setters, Operators & Tenders, Synthetic & Glass Fibers	110	\$29,627	\$28,820	\$30,031
Upholsterers	350	\$29,812	\$22,220	\$33,607
Woodworkers	1,290	\$31,419	\$23,018	\$35,619
Cabinetmakers and Bench Carpenters	910	\$32,022	\$24,758	\$35,655
Sawing Machine Setters, Operators & Tenders, Wood	130	\$32,714	\$21,766	\$38,188
Woodworking Machine Setters, Operators & Tenders, Except Sawing	120	\$26,127	\$19,419	\$29,481
Plant and System Operators	530	\$40,268	\$27,981	\$46,412
Water and Liquid Waste Treatment Plant and System Operators	290	\$36,848	\$27,147	\$41,699
Chemical Plant and System Operators	110	\$41,475	\$29,578	\$47,423
Other Production Occupations	14,770	\$31,043	\$19,429	\$36,851
Crushing, Grinding & Polishing Machine Setters, Operators & Tenders	190	\$35,968	\$23,758	\$42,073
Grinding and Polishing Workers, Hand	490	\$28,579	\$23,379	\$31,178
Mixing and Blending Machine Setters, Operators & Tenders	600	\$32,480	\$24,091	\$36,675
Cutters and Trimmers, Hand	170	\$33,219	\$19,764	\$39,947
Cutting and Slicing Machine Setters, Operators & Tenders	550	\$30,576	\$20,482	\$35,623
Extruding, Forming, Pressing & Compacting Machine Setters, Operators & Tenders	840	\$35,786	\$22,303	\$42,528
Inspectors, Testers, Sorters, Samplers & Weighers	2,780	\$31,414	\$21,825	\$36,208
Dental Laboratory Technicians	250	\$34,062	\$22,873	\$39,657

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Packaging and Filling Machine Operators and Tenders	1,110	\$27,876	\$17,717	\$32,956
Coating, Painting & Spraying Machine Setters, Operators & Tenders	840	\$30,513	\$22,760	\$34,390
Painters, Transportation Equipment	200	\$37,696	\$28,412	\$42,339
Painting, Coating & Decorating Workers	200	\$23,643	\$18,882	\$26,024
Photographic Processing Machine Operators	120	\$21,220	\$17,315	\$23,172
Cementing and Gluing Machine Operators and Tenders	210	\$26,945	\$20,279	\$30,278
Cleaning, Washing & Metal Pickling Equipment Operators & Tenders	120	\$29,652	\$24,315	\$32,320
Molders, Shapers & Casters, Except Metal and Plastic	310	\$29,408	\$20,212	\$34,006
Paper Goods Machine Setters, Operators & Tenders	290	\$30,332	\$21,844	\$34,576
Helpers--Production Workers	3,220	\$21,792	\$16,650	\$24,362
Production Workers, All Other	1,390	\$47,195	\$25,496	\$58,045

Occupational Title	Estimated Employment	Mean	Entry	Experienced
Transportation and Material Moving Occupations	30,830	\$31,451	\$17,628	\$38,362
Supervisors, Transportation and Material Moving Workers	1,290	\$45,760	\$30,950	\$53,165
First-Line Supervisors/Managers of Helpers, Laborers & Material Movers, Hand	660	\$41,381	\$28,688	\$47,727
Motor Vehicle Operators	12,460	\$34,111	\$19,416	\$41,458
Bus Drivers, Transit and Intercity	210	\$27,044	\$17,606	\$31,762
Bus Drivers, School	1,120	\$25,939	\$15,276	\$31,270
Driver/Sales Workers	800	\$21,749	\$14,210	\$25,518
Truck Drivers, Heavy and Tractor-Trailer	7,260	\$40,129	\$28,152	\$46,117
Truck Drivers, Light or Delivery Services	2,410	\$28,886	\$16,734	\$34,962
Taxi Drivers and Chauffeurs	270	\$18,862	\$14,882	\$20,852
Motor Vehicle Operators, All Other	360	\$17,560	\$14,324	\$19,178
Other Transportation Workers	400	\$20,074	\$14,296	\$22,963
Parking Lot Attendants	150	\$17,525	\$14,298	\$19,139
Material Moving Workers	16,200	\$25,811	\$16,607	\$30,413
Conveyor Operators and Tenders	140	\$30,286	\$22,087	\$34,385
Crane and Tower Operators	290	\$51,774	\$41,505	\$56,908
Industrial Truck and Tractor Operators	1,960	\$30,269	\$23,849	\$33,479
Cleaners of Vehicles and Equipment	1,040	\$20,312	\$14,135	\$23,401
Laborers and Freight, Stock & Material Movers, Hand	7,460	\$25,093	\$16,573	\$29,353
Machine Feeders and Offbearers	1,240	\$30,594	\$19,855	\$35,963
Packers and Packagers, Hand	3,530	\$21,930	\$15,655	\$25,068
Refuse and Recyclable Material Collectors	380	\$29,723	\$25,717	\$31,726

APPENDICES

APPENDIX A. Commuting Patterns of the Region

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
EGR3	EGR3 (intra-NEI Commuting)	48,031
	from other Indiana counties:	12,951
	from out-of-state:	6,734
	Total Commuting into EGR3	67,716

<i>Traveling From:</i>	<i>Working In:</i>	<i>Number of Commuters:</i>
EGR3	EGR3 (intra-NEI Commuting)	48,031
	To other Indiana counties:	18,598
	To out-of-state:	11,746
	Total Commuting out of EGR3	78,375

Note: Sources for this data (IBRC, who analyze State Dept of Revenue data) report that unexplained numbers of out-of-state commuters are observed for 2008 data. CRI note-these are not an increase in contiguous state commuting. IBRC will continue to investigate this as a possible error in the data.

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
ADAMS COUNTY	Adams	
	Allen	871
	DeKalb	12
	Grant	32
	Huntington	86
	LaGrange	0
	Noble	17
	Steuben	9
	Wabash	6
	Wells	760
	Whitley	25
	from other Indiana counties:	1,065
	from out-of-state:	745
	Total	3,628
	Note: Total NEI commuting	1,818

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
ADAMS COUNTY	Adams	
	Allen	2,308
	DeKalb	21
	Grant	29
	Huntington	40
	LaGrange	4
	Noble	10
	Steuben	4
	Wabash	5
	Wells	712
	Whitley	19
	to other Indiana counties:	434
	to out-of-state:	576
	Total	4,162
	Note: Total NEI commuting	3,152

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
ALLEN COUNTY	Adams	2,308
	Allen	
	DeKalb	3,185
	Grant	385
	Huntington	3,776
	LaGrange	411
	Noble	2,504
	Steuben	1,022
	Wabash	440
	Wells	3,651
	Whitley	4,973
	from other Indiana counties:	2,344
	from out-of-state:	2,376
	Total Commuting Into	27,375
	Note: Total NEI commuting	22,655

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
ALLEN COUNTY	Adams	871
	Allen	
	DeKalb	2,665
	Grant	173
	Huntington	880
	LaGrange	130
	Noble	989
	Steuben	218
	Wabash	155
	Wells	680
	Whitley	1,630
	to other Indiana counties:	2,512
	to out-of-state:	4,803
	Total Commuting Out of	15,706
	Note: Total NEI commuting	8,391

Working IN:	Traveling From:	Number of Commuters:
DEKALB COUNTY	Adams	21
	Allen	2,665
	DeKalb	
	Grant	14
	Huntington	57
	LaGrange	197
	Noble	1,088
	Steuben	1,249
	Wabash	4
	Wells	33
	Whitley	195
	from other Indiana counties:	200
	from out-of-state:	660
	Total	6,383
Note: Total NEI commuting	5,523	

Traveling From :	Working in:	Number of Commuters:
DEKALB COUNTY	Adams	12
	Allen	3,185
	DeKalb	
	Grant	7
	Huntington	24
	LaGrange	90
	Noble	1,427
	Steuben	749
	Wabash	8
	Wells	6
	Whitley	150
	to other Indiana counties:	295
	to out-of-state:	842
	Total	6,795
Note: Total NEI commuting	5,658	

Working IN:	Traveling From:	Number of Commuters:
GRANT COUNTY	Adams	29
	Allen	173
	DeKalb	7
	Grant	
	Huntington	397
	LaGrange	1
	Noble	5
	Steuben	0
	Wabash	582
	Wells	142
	Whitley	25
	from other Indiana counties:	3,672
	from out-of-state:	343
	Total	5,376
Note: Total NEI commuting	1,361	

Traveling From :	Working in:	Number of Commuters:
GRANT COUNTY	Adams	32
	Allen	385
	DeKalb	14
	Grant	
	Huntington	474
	LaGrange	1
	Noble	9
	Steuben	5
	Wabash	368
	Wells	87
	Whitley	17
	to other Indiana counties:	3,359
	to out-of-state:	1,041
	Total	5,792
Note: Total NEI commuting	1,392	

Working IN:	Traveling From:	Number of Commuters:
HUNTINGTON CO.	Adams	40
	Allen	880
	DeKalb	24
	Grant	474
	Huntington	
	LaGrange	7
	Noble	36
	Steuben	8
	Wabash	498
	Wells	468
	Whitley	274
	from other Indiana counties:	348
	from out-of-state:	91
	Total	3,148
Note: Total NEI commuting	2,709	

Traveling From :	Working in:	Number of Commuters:
HUNTINGTON CO.	Adams	86
	Allen	3,776
	DeKalb	57
	Grant	397
	Huntington	
	LaGrange	4
	Noble	51
	Steuben	4
	Wabash	346
	Wells	488
	Whitley	353
	to other Indiana counties:	534
	to out-of-state:	476
	Total	6,572
Note: Total NEI commuting	5,562	

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
LAGRANGE CO	Adams	4
	Allen	130
	DeKalb	90
	Grant	1
	Huntington	4
	LaGrange	
	Noble	1,261
	Steuben	325
	Wabash	2
	Wells	4
	Whitley	35
	from other Indiana counties:	1,634
	from out-of-state:	826
	Total	4,316
	Note: Total NEI commuting	1,856

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
LAGRANGE CO	Adams	0
	Allen	411
	DeKalb	197
	Grant	1
	Huntington	7
	LaGrange	
	Noble	842
	Steuben	319
	Wabash	2
	Wells	5
	Whitley	12
	to other Indiana counties:	4,181
	to out-of-state:	957
	Total	6,934
	Note: Total NEI commuting	1,796

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
NOBLE COUNTY	Adams	10
	Allen	989
	DeKalb	1,427
	Grant	9
	Huntington	51
	LaGrange	842
	Noble	
	Steuben	379
	Wabash	17
	Wells	17
	Whitley	682
	from other Indiana counties:	764
	from out-of-state:	161
	Total	5,348
	Note: Total NEI commuting	4,423

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
NOBLE COUNTY	Adams	17
	Allen	2,504
	DeKalb	1,088
	Grant	5
	Huntington	36
	LaGrange	1,261
	Noble	
	Steuben	138
	Wabash	7
	Wells	12
	Whitley	766
	to other Indiana counties:	2,580
	to out-of-state:	762
	Total	9,174
	Note: Total NEI commuting	5,834

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
STEBEN COUNTY	Adams	4
	Allen	218
	DeKalb	749
	Grant	5
	Huntington	4
	LaGrange	319
	Noble	138
	Steuben	
	Wabash	1
	Wells	6
	Whitley	8
	from other Indiana counties:	162
	from out-of-state:	1,235
	Total	2,849
	Note: Total NEI commuting	1,452

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
STEBEN COUNTY	Adams	9
	Allen	1,022
	DeKalb	1,249
	Grant	0
	Huntington	8
	LaGrange	325
	Noble	379
	Steuben	
	Wabash	6
	Wells	9
	Whitley	28
	to other Indiana counties:	389
	to out-of-state:	1,084
	Total	4,508
	Note: Total NEI commuting	4,508

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
WABASH COUNTY	Adams	5
	Allen	155
	DeKalb	8
	Grant	368
	Huntington	346
	LaGrange	2
	Noble	7
	Steuben	6
	Wabash	
	Wells	13
	Whitley	139
	to other Indiana counties:	1,373
	to out-of-state:	102
	Total	2,524
Note: Total NEI commuting	1,049	

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
WABASH COUNTY	Adams	6
	Allen	440
	DeKalb	4
	Grant	582
	Huntington	498
	LaGrange	2
	Noble	17
	Steuben	1
	Wabash	
	Wells	21
	Whitley	127
	to other Indiana counties:	2,084
	to out-of-state:	366
	Total	4,148
Note: Total NEI commuting	1,698	

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
WELLS COUNTY	Adams	712
	Allen	680
	DeKalb	6
	Grant	87
	Huntington	488
	LaGrange	5
	Noble	12
	Steuben	9
	Wabash	21
	Wells	
	Whitley	24
	to other Indiana counties:	877
	to out-of-state:	131
	Total	3,052
Note: Total NEI commuting	2,044	

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
WELLS COUNTY	Adams	760
	Allen	3,651
	DeKalb	33
	Grant	142
	Huntington	468
	LaGrange	4
	Noble	17
	Steuben	6
	Wabash	13
	Wells	
	Whitley	39
	to other Indiana counties:	418
	to out-of-state:	311
	Total	5,862
Note: Total NEI commuting	5,133	

<i>Working IN:</i>	<i>Traveling From:</i>	<i>Number of Commuters:</i>
WHITLEY COUNTY	Adams	19
	Allen	1,630
	DeKalb	150
	Grant	17
	Huntington	353
	LaGrange	12
	Noble	766
	Steuben	28
	Wabash	127
	Wells	39
	Whitley	
	to other Indiana counties:	512
	to out-of-state:	64
	Total	3,717
Note: Total NEI commuting	3,141	

<i>Traveling From :</i>	<i>Working in:</i>	<i>Number of Commuters:</i>
WHITLEY COUNTY	Adams	25
	Allen	4,973
	DeKalb	195
	Grant	25
	Huntington	274
	LaGrange	35
	Noble	682
	Steuben	8
	Wabash	139
	Wells	24
	Whitley	
	to other Indiana counties:	1,814
	to out-of-state:	528
	Total	8,722
Note: Total NEI commuting	6,380	

APPENDIX B. Survey Instrument

Below is a copy of the paper version of the survey. Companies were given the option of taking the survey electronically, which was available at the Community Research Institute's website, or contacting the Community Research Institute to request a paper version. Both the electronic and paper versions of the survey had the same questions. However, the electronic survey included skip logic so that if a company replied in a certain way to one or more questions they could skip related questions if it did not pertain to their benefit package.

Of the companies that responded to the survey, 88.5 percent responded using the electronic version.

2010 NORTHEAST INDIANA FRINGE BENEFIT SURVEY

Please feel confident that the benefit data and responses to open-ended questions will remain confidential. Although you are asked for the number of employees by company name in order to complete the major employers list for each county and the region, all individual benefit data will never be disclosed.

- In order to provide information to companies such as yours, the major users of this report, we are collecting information for two types of employees-exempt or salaried, and by non-exempt or hourly paid. If your company provides different benefits for these classifications, please use the left hand side for salaried and the right hand side for hourly. Opportunities exist within each of the survey categories to indicate that responses are the same for each classification.
- The final report will provide separate reports based on type of employee, by type of business, and by geography, if sufficient responses are received.
- Final Report(s) will be available at the CRI web site, or by contacting your county's economic development office.

A. DEMOGRAPHICS

Company Name: _____

Current Number Employed at this location: _____ (do not include any laid off employees)

Current Number of Full Time: _____ Current Number of Part-Time: _____

Temporary or Seasonal Employment Expected in 2010 (approx): _____ people for _____ months.

Business Description (or Primary NAICS Code if known) : _____

Which person or department should these surveys be directed to in the future:

E-mail of appropriate person or department: _____

B. LEAVES

1. **PAID TIME OFF (PTO)** - a "resource" of hours or days that an employee can draw from to take time off.

CHECK HERE IF PTO IS OFFERED. If vacation and sick leave are offered separately, please proceed to Question B2.

If yes, how many PTO days per year for	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
1 year of service		
5 years of service:		
10 years of service:		
20 years of service:		
FOR PTO plans only: Please indicate if the following leaves are included as part of your PTO plan		
Are holidays included in your PTO?	Yes or No	Yes or No
Is funeral leave included in your PTO?	Yes or No	Yes or No
Is jury duty included in your PTO?	Yes or No	Yes or No
Is time-off as witness included in your PTO?	Yes or No	Yes or No

This survey is printed on both sides of the paper.

If you offered PTO, please skip vacation and sick leave sections below, and proceed to Question B4.

2. PAID VACATION Please check if the benefit is offered

If yes, how many paid vacation days per year for	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classification and then skip the non-exempt</i>		
1 year of service:		
5 years of service:		
10 years of service		
20 years of service		

3. PAID SICK LEAVE Please check if the benefit is offered

If yes, how many sick leave days per year for	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
1 year of service:		
5 years of service:		
10 years of service		
20 years of service		

4. OTHER PAID LEAVE Please check each benefit if offered

	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
PAID HOLIDAYS-if yes, how many days per year (please exclude this question if part of PTO above) :		
PAID FUNERAL LEAVE?(please exclude this question if part of PTO above)	Yes or No	Yes or No
PAID JURY DUTY?(please exclude this question if part of PTO above)	Yes or No	Yes or No
PAID TIME OFF AS WITNESS (please exclude this question if part of PTO above)	Yes or No	Yes or No
PAID PERSONAL DAYS(please exclude this question if part of PTO above) If yes, how many paid personal days per year?	Yes or No _____	Yes or No _____

Do you offer any of these paid days off to part-time employees? **Yes or No or Not Known** If offered, please circle which types: vacation, sick leave, holidays, funeral/bereavement, jury duty, witness, personal days.

C.HEALTH/MEDICAL and other INSURANCE Please indicate if these types of insurance are available, and whether the Company pays or Employee pays for the plan/premiums, or if the cost is Shared.

This is abbreviated as C—E—S.

Type of Insurance	Salaried/exempt		Hourly/nonexempt	
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>				
HEALTH/MEDICAL Insurance	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	

<p>Health/Medical, continued: If Yes, does medical insurance cover pre-existing conditions Yes or No or Not Known If Yes, do you offer options, such as a choice among type of provider, such as Preferred Provider Organization(PPO), Health Maintenance Organization(HMO) Yes or No or Not Known Does your company offer Health Savings Accounts (HSA) Yes or No</p>				
	Salaried/exempt		Hourly/nonexempt	
DENTAL Insurance	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
VISION-Eyewear	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
LIFE Insurance	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
DISABILITY-Short term	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
DISABILITY-Long term	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
Accidental Death & Dismemberment	Check if available to salary/exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle) C—E—S	Check if available to hourly/non-exempt Yes <input type="checkbox"/>	Who pays for employee? (please circle)C—E—S
	Who pays for dependent? (please circle) C—E—S or Not Offered		Who pays for dependent? (please circle) C—E—S or Not Offered	
Does your company offer either a separate Prescription Plan or a Prescription plan as part of an insurance plan? Yes or No or Not Known				
If yes, who is covered by the prescription plan and who pays for the plan? (circle)				
Employee		C—E—S		
Dependent		C—E—S or Not Offered or available to dependents		

Do you offer any of these insurance plans to part-time employees? Yes or No Who Pays? C—E--S
 IF YES, WHICH TYPES? _____

Do you offer any of these insurance plans to retired employees? Yes or No Who Pays? C—E(retiree)--S
 IF YES, WHICH TYPES? _____



D. RETIREMENT BENEFITS:

Please Circle:

	Salaried or Exempt	Hourly or Non-Exempt
<input type="radio"/> <i>check here if benefits are the same for both classifications and then skip the non-exempt</i>		
Does your company offer a defined benefit pension plan, also known as "traditional pension plan"?	Yes or No	Yes or No
Does your company offer a defined contribution plan, such as 401(k) or 403(b) plan, profit-sharing plan*, employee stock ownership plan* *these plans could include a 401(k)	Yes or No	Yes or No
If yes— Does the company contribute to each employee's defined contribution account, regardless of employee contribution?	Yes or No	Yes or No
Does the company match any part of the employee's contribution?	Yes or No	Yes or No
•Does your company offer a Payroll Deduction IRA as a retirement plan? (only employees make contributions)	Yes or No	Yes or No
•Does your company offer a SEP (Simplified Employee Pension) IRA as a retirement plan? (employer makes contributions to each employee's IRA)	Yes or No	Yes or No
•Does your company offer another retirement plan, such as a SARSEP, Designated Roth Account, Money Purchase Plan?	Yes or No	Yes or No
Do you offer any retirement plans to part-time employees? Yes or No or Not Known		

E. OTHER BENEFITS:

check here if benefits are the same for both classifications and then skip the non-exempt/hourly
Does your company offer:

Please Circle:	Salaried/Exempt	Hourly/Non-Ex.
•Bonus: If yes, please answer the following questions: <i>Are bonuses based on company profitability?</i>	Yes or No	Yes or No
<i>Are they based on Individual Performance?</i>	Yes or No	Yes or No
<i>Is the bonus an Annual Holiday Bonus or similar?</i>	Yes or No	Yes or No
•Career Development <i>In-house</i>	Yes or No	Yes or No
<i>Off-site</i>	Yes or No	Yes or No
•Childcare	Yes or No	Yes or No
•Employee Assistance Programs	Yes or No	Yes or No
•Employee Stock Ownership Plan	Yes or No	Yes or No
•Flexible Spending Accounts	Yes or No	Yes or No
•Flexible Work Schedule	Yes or No	Yes or No
• Premium Pay for Overtime (above mandated overtime pay)	Yes or No	Yes or No
• Premium Paid Shift Differential	Yes or No	Yes or No

	Salaried/Exempt	Hourly/Non-Ex.
•Pre-Paid Legal	Yes or No	Yes or No
•Tuition Program	Yes or No	Yes or No
•Wellness Incentives or Programs	Yes or No	Yes or No
•Other-Please indicate:	_____	_____

F. BENEFIT COST

What is your estimate of the average dollar value per employee of your company's benefit package (insurance, paid leaves, retirement, and other)? If not known or easily estimated, please leave blank.

- Under \$1,000
 \$1,000-\$2,999
 \$3,000-\$4,999
 \$5,000-\$6,999
 \$7,000-\$8,999
 over \$9,000

What is your estimate of benefit value as a percent of wages? If not known or easily estimated, please leave blank.

What percent of total payroll is applied toward providing health/medical insurance? If not known or easily estimated, please leave blank. _____

G. GENERAL

Which of the following are factors when determining raises or wage adjustments at your company (at this northeast IN location)? With the understanding that most companies have not given raises recently, please indicate the factors that would be used by your company in normal economic conditions.

- No set pattern
 Cost of living
 Annual Adjustments
 Contract stipulation
 Performance
 Other
 Graduated wages - based on time in job or in meeting certain qualifications

Is any part of the company (at this location) covered by a labor agreement? Yes or No

If yes, which union(s)? _____

Has the company (at this location) had any union activity in the last year? Yes or No

Does your company (at this location) shut down any time during the year? Yes or No If yes, was it paid? Yes or No

H. OPEN ENDED QUESTIONS AND YOUR OPPORTUNITY FOR SUGGESTIONS

WorkOne Northeast is committed to funding training activities that produce workers with the specific skills, certifications, and/or degrees required by employers in the region. Please take a few minutes to answer the following questions which will assist WorkOne Northeast in identifying and developing training programs and strategies that will meet the needs of employers in northeast Indiana.

1. What are the three most critical job-specific skills that workers must possess to ensure success in the workplace (e.g. welding skills, quality skills, customer service skills, electrical skills, process engineering skills, others)?

2. What are the two most critical software/technology skills that workers must possess to be effective on the job (e.g. Excel, AutoCAD, Unigraphics, Outlook, others)

3. What jobs/positions are most difficult to fill with workers from northeast Indiana?

4. What specific skills are the most difficult to find in workers from northeast Indiana? What degrees or certifications do you require/prefer workers to possess?

5. Do you anticipate doing any hiring in 2010? If yes, about how many new positions do you anticipate hiring? About how many replacement positions would you anticipate hiring?

APPENDIX D. Background Data on Business Demographics in EGR3

While the survey was concentrated among the area's major employers and targeted industry employers, it may be helpful to know whether the responses represent the economic make-up of the area. Given that there was no attempt to survey retailers, leisure and hospitality, and the majority of other services, the following tables identify what type of sectors are represented, as well as identifying the economic make-up of the region, both in terms of types of establishments and where persons are employed.

Responses by NAICS (Industry Sector)			
Sector	NAICS	Percent of total responses	Adjusted Percent of Sector Establishments in EGR3*
Agriculture	11	1.0%	1.4%
Construction	23	1.3%	16.8%
Manufacturing	31-33	56.4%	12.8%
Wholesale Trade	42	3.9%	10.3%
Transportation and Warehousing	48-49	4.6%	6.1%
Information	51	1.6%	2.4%
Finance and Insurance	52	4.3%	10.3%
Professional and Business Services	54-55-56	3.9%	21.8%
Educational Services	61	8.2%	3.4%
Health Care and Social Assistance	62	5.2%	11.8%
Leisure and Hospitality	71-72	1.0%	Sector not included in totals
Other Services (except Public Adm)	81	0.7%	Sector not included in totals
Public Administration	92	7.9%	3.0%

*Sectors such as retail, leisure and hospitality, real estate and other smaller sectors (mining, utilities, etc) have been excluded from the total.

Looking at the responses from a different perspective, that of employment in each sector, there is a slightly different perspective of the representation of this survey:

Sector	NAICS	Percent Representation of NEI Survey by all Responses*	Adjusted Percent of EGR3 Employment, 2008*
Natural Resources	11	0.2%	0.7%
Construction	23	1.5%	5.4%
Manufacturing	31-33	44.0%	29.0%
Trade, Transportation, Utilities	41-42-48-49	6.7%	11.1%
Information	51	1.2%	1.9%
Finance and Insurance	52	2.6%	5.5%
Professional and Business Services	54-55-56	1.7%	10.0%
Educational and Health Care	61-62	35.3%	18.8%
Other Services (except Public Adm)	81	0.5%	3.4%
Public Administration	92	6.4%	14.2%

*Adjusted to exclude Retail, Hospitality and Leisure

In terms of employment, one hundred and seventy-five (175), or 42.4 percent of the respondents had fewer than 100 Full-Time-Equivalent (FTE) employees. One hundred and twenty-nine (129), or 57.6 percent of the respondents had 100 FTE or more. FTE takes into account part-time and seasonal employment by converting those efforts to a full-time equivalent number. For example, if a company hired 30 employees every summer for three months of temporary work, this is equivalent to 7.5 FTE. Or, if a company had 6 part-time employees on its payroll on a 12-month basis, this is assumed to be employees working approximately 50 percent of the hours, or 3 FTE in this case.