

WHICH HOOSIER OCCUPATIONS MAY SUFFER FROM A SKILLS GAP?

The direct identification of a skills gap in a particular occupation is difficult. While business and industry leaders provide anecdotal evidence of occupational shortage, these claims are not sufficient to identify a skill gap. This is simply because difficulty in filling open positions might have other causes. For example, businesses might find insufficient workers because the offered wage is not high enough to command workers with the right skills.

Overall changes in the number of workers in a particular occupation may also be misleading. For example, the quantity of jobs in a particular occupation could rise or fall in the face of a skills gap. A skills gap could mean there are too few works to meet demand, and so the number of workers in that occupation could decline due to a skills gap. Conversely, there could be extraordinary demand for a worker in an occupation but insufficient skills within the labor force to accommodate that growth. So, the actual number of workers employed offers little evidence of a skills gap.

The only truly good evidence of the existence of a skills gap is provide by wage data. Employers are bound by the laws of economics, and as such, will pay more for the right workers in occupations in which there is a skills gap. Wage growth alone is not a sufficient condition in the identification of a skills gap. It is however a necessary condition: If a skill gap exists, the shortage of skilled workers willput upward pressure on wages leading to increase in real (inflation adjusted) wages.

To help identify which occupations potentially suffer a skills gap in Indiana, we consult the Bureau of Labor Statistics, Occupation and Employment Data. We focus on 786 occupations found in Indiana, examining wage growth from 2008 through 2011 (the most recent data available). In the following tables we report the occupational code and occupational title from 2011, the mean hourly wage in both 2011 and 2008, and the nominal and inflation adjusted wage growth for each occupation. We also include occupations which have



become newly classified since 2008, inferring from their newness that they are in higher demand and may suffer a skills gap.

Not all the occupations on this list suffer a skills gap. Some occupations, especially those which are not sensitive to labor markets (such as postmasters and judges) may experience wage growth unrelated to skill shortages. Also, occupations may experience significant labor derived productivity growth, and thus experience wage growth unrelated to the available supply of workers. It is difficult to disentangle the impact of productivity increases and a skills gap, particularly in production related occupations. We note that dishwashers have experienced wage growth, which is unlikely to be due to a skills shortage. Also, union contracts may play a role in wage changes that are not linked to skills shortage. Moreover, a very modest level of wage growth may be the artifact of the type of statistical sampling employed by the Bureau of Labor Statistics. Still, occupations do not experience wage increases cannot be shortage occupations.

Finally, this is state-level data, and labor markets are local. There could be a shortage of workers with the right skills in one location, and a surplus in another. This disequilibrium in labor markets should be viewed as temporary, as households and businesses migrate.

This list should be helpful in identifying which occupations are currently facing a skills gap in Indiana. However, the presence of an occupation on this list does not guarantee there is a skills gap or shortage associated with it. Roughly 48 percent of Indiana occupations have experienced wage growth in inflation-adjusted terms since 2008.

Notes for Tables: • Descriptions and codes from BLS 2011.
 • HMW = hourly mean wage in 2011 or 2008 U.S. dollars.
 • 2011 Inflation-Adjusted Increase.

MANAGEMENT OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Chief Executives	111011	83.91	74.91	12.0%	7.2%
General and Operations Managers	111021	54.31	50.21	8.2%	3.5%
Marketing Managers	112021	53.35	46.44	14.9%	10.0%
Public Relations and Fundraising Managers	112031	39.62	35.24	12.4%	7.6%
Administrative Services Managers	113011	36.31	33.11	9.7%	5.0%
Computer and Information Systems Managers	113021	49.67	46.10	7.7%	3.1%
Purchasing Managers	113061	42.89	40.10	7.0%	2.4%
Transportation, Storage, and Distribution Managers	113071	41.37	39.36	5.1%	0.6%
Compensation and Benefits Managers	113111	42.25	37.07	14.0%	9.1%
Human Resources Managers	113121	44.85	35.78	25.3%	20.0%
Education Administrators, Postsecondary	119033	46.21	37.85	22.1%	16.9%
Architectural and Engineering Managers	119041	50.56	46.74	8.2%	3.5%
Food Service Managers	119051	24.34	23.04	5.6%	1.1%
Lodging Managers	119081	22.91	20.46	12.0%	7.2%
Medical and Health Services Managers	119111	40.03	37.14	7.8%	3.2%
Postmasters and Mail Superintendents	119131	29.56	27.98	5.6%	1.1%
Social and Community Service Managers	119151	26.57	23.86	11.4%	6.6%
Emergency Management Directors	119161	20.35			New Occupation
Managers, All Other	119199	32.54	30.64	6.2%	1.7%

BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Claims Adjusters, Examiners, and Investigators	131031	29.23	25.24	15.8%	10.9%
Insurance Appraisers, Auto Damage	131032	30.03	26.01	15.5%	10.5%
Compliance Officers	131041	26.66	23.48	13.5%	8.7%
Cost Estimators	131051	29.10	27.60	5.4%	0.9%
Management Analysts	131111	38.17	34.62	10.3%	5.5%
Meeting, Convention, and Event Planners*	131121	21.17	19.44	8.9%	4.2%
Market Research Analysts and Marketing Specialists*	131161	26.81			New Occupation
Accountants and Auditors	132011	31.34	29.11	7.7%	3.1%
Financial Analysts	132051	35.14	33.17	5.9%	1.4%
Personal Financial Advisors	132052	47.52	45.07	5.4%	0.9%
Insurance Underwriters	132053	33.73	28.57	18.1%	13.0%
Loan Officers	132072	29.67	27.07	9.6%	4.9%
Tax Examiners and Collectors, and Revenue Agents	132081	25.54	23.53	8.5%	3.9%

COMPUTER AND MATHEMATICAL OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Computer and Information Research Scientists	151111	46.81	43.67	7.2%	2.6%
Computer Systems Analysts	151121	34.86	32.74	6.5%	1.9%
Software Developers, Systems Software	151133	40.64	37.22	9.2%	4.5%
Network and Computer Systems Administrators*	151142	30.42	27.93	8.9%	4.3%
Information Security Analysts, Web Developers, and Computer Network Architects	151179	33.68	New Occupation		
Computer Occupations, All Other*	151799	33.00	30.86	6.9%	2.4%

ARCHITECTURE AND ENGINEERING OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Architects, Except Landscape and Naval	171011	35.16	33.46	5.1%	0.6%
Cartographers and Photogrammetrists	171021	25.42	21.18	20.0%	14.9%
Surveyors	171022	24.48	22.29	9.8%	5.1%
Biomedical Engineers	172031	32.16	27.20	18.2%	13.2%
Civil Engineers	172051	36.16	32.92	9.8%	5.1%
Electronics Engineers, Except Computer	172072	39.78	36.62	8.6%	4.0%
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	172111	33.91	30.76	10.2%	5.5%
Materials Engineers	172131	42.15	32.49	29.7%	24.2%
Mechanical Engineers	172141	35.75	33.15	7.8%	3.2%
Engineers, All Other	172199	37.06	33.82	9.6%	4.9%
Electrical and Electronics Drafters	173012	26.86	22.77	18.0%	12.9%
Mechanical Drafters	173013	23.05	21.77	5.9%	1.3%
Drafters, All Other	173019	21.72	20.07	8.2%	3.6%
Aerospace Engineering and Operations Technicians	173021	34.39	25.62	34.2%	28.5%
Electrical and Electronics Engineering Technicians	173023	27.29	25.04	9.0%	4.3%
ElectroMechanical Technicians	173024	25.65	20.20	27.0%	21.5%
Environmental Engineering Technicians	173025	23.21	19.97	16.2%	11.3%
Industrial Engineering Technicians	173026	24.91	23.80	4.7%	0.2%
Mechanical Engineering Technicians	173027	25.02	22.69	10.3%	5.6%
Engineering Technicians, Except Drafters, All Other	173029	28.09	26.33	6.7%	2.1%
Surveying and Mapping Technicians	173031	18.18	17.09	6.4%	1.8%

LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Animal Scientists	191011	49.17			New Occupation
Food Scientists and Technologists	191012	28.94	25.97	11.4%	6.7%
Biological Scientists, All Other	191029	41.79	27.59	51.5%	45.0%
Conservation Scientists	191031	31.44	27.48	14.4%	9.5%
Epidemiologists	191041	28.18			New Occupation
Medical Scientists, Except Epidemiologists	191042	48.36	29.34	64.8%	57.8%
Geoscientists, Except Hydrologists and Geographers	192042	37.41	29.94	24.9%	19.6%
Hydrologists	192043	38.10	30.54	24.8%	19.4%
Physical Scientists, All Other	192099	28.27			New Occupation
Economists	193011	43.88			New Occupation
Psychologists, All Other	193039	40.92	36.48	12.2%	7.4%
Anthropologists and Archeologists	193091	26.95			New Occupation
Social Scientists and Related Workers, All Other	193099	31.60	26.48	19.3%	14.2%
Biological Technicians	194021	20.19	16.72	20.8%	15.6%
Geological and Petroleum Technicians	194041	30.35			New Occupation
Social Science Research Assistants	194061	21.74			New Occupation
Forensic Science Technicians	194092	25.06	22.16	13.1%	8.2%
Forest and Conservation Technicians	194093	16.64	14.76	12.7%	7.9%

COMMUNITY AND SOCIAL SERVICE OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Educational, Guidance, School, and Vocational Counselors	211012	25.62	21.77	17.7%	12.6%
Marriage and Family Therapists	211013	23.84	22.35	6.7%	2.1%
Rehabilitation Counselors	211015	15.30	14.03	9.1%	4.4%
Social Workers, All Other	211029	23.11	18.71	23.5%	18.2%
Probation Officers and Correctional Treatment Specialists	211092	18.68	17.30	8.0%	3.4%
Social and Human Service Assistants	211093	13.87	12.86	7.9%	3.2%
Clergy	212011	19.56	17.76	10.1%	5.4%

LEGAL OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Lawyers	231011	48.37	44.52	8.6%	4.0%
Administrative Law Judges, Adjudicators, and Hearing Officers	231021	45.29	43.24	4.7%	0.3%
Judges, Magistrate Judges, and Magistrates	231023	53.78	45.83	17.3%	12.3%
Title Examiners, Abstractors, and Searchers	232093	17.59	16.03	9.7%	5.0%

EDUCATION, TRAINING AND LIBRARY OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Adult Basic and Secondary Education and Literacy Teachers and Instructors	253011	24.05	19.99	20.3%	15.2%
Archivists	254011	21.49	17.61	22.0%	16.8%
Museum Technicians and Conservators	254013	18.45	16.09	14.7%	9.8%
Library Technicians	254031	12.55	11.25	11.6%	6.8%
AudioVisual and Multimedia Collections Specialists	259011	19.71	17.38	13.4%	8.6%
Education, Training, and Library Workers, All Other	259099	20.81	14.59	42.6%	36.5%

ARTS, DESIGN, ENTERTAINMENT, SPORTS AND MEDIA OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Craft Artists	271012	17.15	13.94	23.0%	17.8%
Designers, All Other	271029	22.49	17.65	27.4%	22.0%
Choreographers	272032	18.35	17.09	7.4%	2.8%
Music Directors and Composers	272041	27.07	21.66	25.0%	19.6%
Public Address System and Other Announcers	273012	27.11	15.69	72.8%	65.4%
Broadcast News Analysts	273021	38.74	28.16	37.6%	31.7%
Reporters and Correspondents	273022	18.88	17.62	7.2%	2.6%
Public Relations Specialists	273031	24.62	22.98	7.1%	2.6%
Editors	273041	23.46	21.54	8.9%	4.3%
Interpreters and Translators	273091	17.05	15.86	7.5%	2.9%
Media and Communication Workers, All Other	273099	17.94	16.13	11.2%	6.5%
Film and Video Editors	274032	21.00	16.43	27.8%	22.3%
Media and Communication Equipment Workers, All Other	274099	25.79	23.25	10.9%	6.2%

HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Dentists, General	291021	88.50	76.00	16.4%	11.5%
Oral and Maxillofacial Surgeons	291022	106.72	83.68	27.5%	22.1%
Dietitians and Nutritionists	291031	23.88	22.45	6.4%	1.8%
Pharmacists	291051	51.84	48.18	7.6%	3.0%
Family and General Practitioners	291062	85.43	76.42	11.8%	7.0%
Obstetricians and Gynecologists	291064	100.64	90.97	10.6%	5.9%
Pediatricians, General	291065	79.68	67.22	18.5%	13.5%
Psychiatrists	291066	99.67	88.05	13.2%	8.4%

CONTINUED: HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Physicians and Surgeons, All Other	291069	103.41	97.63	5.9%	1.4%
Physician Assistants	291071	41.81	35.29	18.5%	13.4%
Podiatrists	291081	71.21	58.89	20.9%	15.7%
Occupational Therapists	291122	35.32	32.81	7.7%	3.0%
Physical Therapists	291123	36.15	33.71	7.2%	2.6%
Recreational Therapists	291125	17.74	16.01	10.8%	6.1%
Veterinarians	291131	44.77	39.29	13.9%	9.1%
Health Diagnosing and Treating Practitioners, All Other	291199	29.27	19.62	49.2%	42.8%
Medical and Clinical Laboratory Technologists	292011	25.21	23.18	8.8%	4.1%
Cardiovascular Technologists and Technicians	292031	23.71	21.15	12.1%	7.3%
Diagnostic Medical Sonographers	292032	30.07	28.16	6.8%	2.2%
Emergency Medical Technicians and Paramedics	292041	14.83	14.10	5.2%	0.7%
Dietetic Technicians	292051	12.67	11.86	6.8%	2.3%
Medical Records and Health Information Technicians	292071	15.60	14.68	6.3%	1.7%
Opticians, Dispensing	292081	13.93	12.81	8.7%	4.1%
Health Technologists and Technicians, All Other*	292799	19.96	16.58	20.4%	15.2%
Healthcare Practitioners and Technical Workers, All Other*	299799	23.77	20.35	16.8%	11.8%

HEALTHCARE SUPPORT OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Occupational Therapy Assistants	312011	25.03	23.18	8.0%	3.4%
Physical Therapist Assistants	312021	25.46	23.49	8.4%	3.7%
Physical Therapist Aides	312022	13.94	11.60	20.2%	15.0%
Pharmacy Aides	319095	10.15	9.27	9.5%	4.8%
Veterinary Assistants and Laboratory Animal Caretakers	319096	11.28	10.35	9.0%	4.3%
Healthcare Support Workers, All Other*	319799	13.78	12.81	7.6%	3.0%

PROTECTIVE SERVICE OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
FirstLine Supervisors of Correctional Officers	331011	19.07	17.97	6.1%	1.6%
FirstLine Supervisors of Protective Service Workers, All Other	331099	20.18	18.51	9.0%	4.4%
Firefighters	332011	21.66	20.28	6.8%	2.2%
Correctional Officers and Jailers	333012	15.62	14.80	5.5%	1.0%
Detectives and Criminal Investigators	333021	28.24	24.64	14.6%	9.7%
Parking Enforcement Workers	333041	14.08	12.59	11.8%	7.0%
Gaming Surveillance Officers and Gaming Investigators	339031	20.81	19.66	5.8%	1.3%
Security Guards	339032	12.58	11.97	5.1%	0.6%
Crossing Guards	339091	11.87	10.89	9.0%	4.3%
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	339092	8.71	8.20	6.2%	1.7%
Protective Service Workers, All Other *	339099	14.56	12.67	14.9%	10.0%

FOOD PREPARATION AND SERVING RELATED OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Chefs and Head Cooks	351011	20.06	18.17	10.4%	5.7%
Cooks, Fast Food	352011	8.45	7.90	7.0%	2.4%
Food Preparation Workers	352021	9.53	8.97	6.2%	1.7%
Bartenders	353011	9.71	9.14	6.2%	1.7%
Combined Food Preparation and Serving Workers, Including Fast Food	353021	8.62	7.61	13.3%	8.4%
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	353022	8.72	7.88	10.7%	5.9%
Waiters and Waitresses	353031	9.36	8.57	9.2%	4.5%
Dining Room and Cafeteria Attendants and Bartender Helpers	359011	8.76	7.85	11.6%	6.8%
Dishwashers	359021	8.46	8.08	4.7%	0.2%

BUILDINGS AND GROUNDS, CLEANING AND MAINTENANCE OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Pesticide Handlers, Sprayers, and Applicators, Vegetation	373012	16.90	14.73	14.7%	9.8%
Grounds Maintenance Workers, All Other	373019	16.91	14.87	13.7%	8.9%
Slot Supervisors	391012	23.61	13.77	71.5%	64.1%
Gaming Dealers	393011	12.98	10.03	29.4%	23.9%
Gaming and Sports Book Writers and Runners	393012	14.55	10.27	41.7%	35.6%
Ushers, Lobby Attendants, and Ticket Takers	393031	8.60	7.57	13.6%	8.7%
Amusement and Recreation Attendants	393091	8.86	8.33	6.4%	1.8%
Embalmers	394011	21.46	19.84	8.2%	3.5%
Funeral Attendants	394021	10.58	9.99	5.9%	1.4%
Funeral Service Managers, Directors, Morticians, and Undertakers	394831	27.47	25.38	8.2%	3.6%
Hairdressers, Hairstylists, and Cosmetologists	395012	12.19	11.63	4.8%	0.3%
Manicurists and Pedicurists	395092	12.09	10.02	20.7%	15.5%
Skincare Specialists	395094	12.59	11.65	8.1%	3.4%
Baggage Porters and Bellhops	396011	12.12	10.45	16.0%	11.0%
Concierges	396012	13.01	11.92	9.1%	4.5%
Travel Guides	397012	19.32	15.76	22.6%	17.3%
Childcare Workers	399011	9.25	8.76	5.6%	1.1%
Fitness Trainers and Aerobics Instructors	399031	15.89	13.42	18.4%	13.3%
Personal Care and Service Workers, All Other	399099	11.94	8.67	37.7%	31.8%

SALES AND RELATED OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Cashiers	412011	9.09	8.22	10.6%	5.9%
Counter and Rental Clerks	412021	12.11	11.27	7.5%	2.9%
Parts Salespersons	412022	14.79	13.67	8.2%	3.6%
Advertising Sales Agents	413011	23.30	21.82	6.8%	2.2%
Insurance Sales Agents	413021	30.71	28.26	8.7%	4.0%
Travel Agents	413041	17.66	13.44	31.4%	25.8%
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	414011	37.99	36.33	4.6%	0.1%
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	419091	12.75	11.06	15.3%	10.3%
FirstLine Supervisors of Office and Administrative Support Workers	431011	23.50	22.04	6.6%	2.1%

OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Bill and Account Collectors	433011	15.22	14.29	6.5%	2.0%
Gaming Cage Workers	433041	12.76	11.89	7.3%	2.7%
Payroll and Timekeeping Clerks	433051	17.23	15.78	9.2%	4.5%
Procurement Clerks	433061	17.10	15.74	8.6%	4.0%
Correspondence Clerks	434021	15.43	14.55	6.0%	1.5%
Court, Municipal, and License Clerks	434031	14.14	12.51	13.0%	8.2%
File Clerks	434071	12.14	11.31	7.3%	2.7%
Hotel, Motel, and Resort Desk Clerks	434081	8.88	8.46	5.0%	0.5%
Interviewers, Except Eligibility and Loan	434111	13.79	13.04	5.8%	1.2%
Library Assistants, Clerical	434121	10.52	9.82	7.1%	2.5%
Loan Interviewers and Clerks	434131	15.67	14.38	9.0%	4.3%
Order Clerks	434151	14.96	13.77	8.6%	4.0%
Couriers and Messengers	435021	12.15	11.08	9.7%	5.0%
Postal Service Clerks	435051	25.60	24.24	5.6%	1.1%
Postal Service Mail Carriers	435052	24.18	22.33	8.3%	3.7%
Production, Planning, and Expediting Clerks	435061	21.07	19.27	9.3%	4.7%
Executive Secretaries and Executive Administrative Assistants	436011	20.25	17.74	14.1%	9.3%
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	436014	15.30	13.72	11.5%	6.7%
Computer Operators	439011	18.88	16.22	16.4%	11.4%
Word Processors and Typists	439022	14.16	13.25	6.9%	2.3%
Desktop Publishers	439031	19.79	16.73	18.3%	13.2%
Insurance Claims and Policy Processing Clerks	439041	16.67	15.59	6.9%	2.4%

CONTINUED: OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Mail Clerks and Mail Machine Operators, Except Postal Service	439051	13.63	12.43	9.7%	5.0%
Office Clerks, General	439061	12.28	11.50	6.8%	2.2%
Office Machine Operators, Except Computer	439071	14.05	13.14	6.9%	2.4%
Statistical Assistants	439111	16.87	15.26	10.6%	5.8%

FARMING, FISHING AND FORESTRY OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Agricultural Equipment Operators	452091	14.85	13.44	10.5%	5.8%
Farmworkers, Farm, Ranch, and Aquacultural Animals	452093	12.10	11.17	8.3%	3.7%
Fallers	454021	18.47	14.29	29.3%	23.7%
Logging Equipment Operators	454022	18.18	13.45	35.2%	29.4%

CONSTRUCTION AND EXTRACTION OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
FirstLine Supervisors of Construction Trades and Extraction Workers	471011	29.60	28.20	5.0%	0.5%
Boilermakers	472011	29.65	25.28	17.3%	12.3%
Stonemasons	472022	20.13	17.30	16.4%	11.4%
Floor Sanders and Finishers	472043	18.06	13.69	31.9%	26.3%
Tile and Marble Setters	472044	19.50	16.92	15.2%	10.3%
Paving, Surfacing, and Tamping Equipment Operators	472071	19.97	18.53	7.8%	3.2%
Operating Engineers and Other Construction Equipment Operators	472073	25.00	22.89	9.2%	4.5%
Tapers	472082	25.09	18.50	35.6%	29.8%
Glaziers	472121	20.39	17.50	16.5%	11.5%
Pipelayers	472151	21.84	19.79	10.4%	5.6%
Plumbers, Pipefitters, and Steamfitters	472152	26.43	25.25	4.7%	0.2%
Plasterers and Stucco Masons	472161	23.67	19.36	22.3%	17.0%
Reinforcing Iron and Rebar Workers	472171	25.42	20.45	24.3%	19.0%
Roofers	472181	18.84	17.61	7.0%	2.4%
Sheet Metal Workers	472211	24.59	21.37	15.1%	10.1%
HelpersPainters, Paperhangers, Plasterers, and Stucco Masons	473014	10.48	9.54	9.9%	5.2%
Elevator Installers and Repairers	474021	36.25	33.77	7.3%	2.8%
Fence Erectors	474031	13.90	12.87	8.0%	3.4%
Highway Maintenance Workers	474051	15.28	14.12	8.2%	3.6%
RailTrack Laying and Maintenance Equipment Operators	474061	23.18	20.15	15.0%	10.1%
Construction and Related Workers, All Other*	474799	16.15	14.09	14.6%	9.7%
Earth Drillers, Except Oil and Gas	475021	22.85	18.89	21.0%	15.8%

CONTINUED: CONSTRUCTION AND EXTRACTION OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Explosives Workers, Ordnance Handling Experts, and Blasters	475031	20.27	18.69	8.5%	3.8%
Continuous Mining Machine Operators	475041	22.88	19.36	18.2%	13.1%
Rock Splitters, Quarry	475051	17.52	15.61	12.2%	7.4%
Roof Bolters, Mining	475061	24.60	19.58	25.6%	20.3%
Roustabouts, Oil and Gas	475071	15.71	11.08	41.8%	35.7%

INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
FirstLine Supervisors of Mechanics, Installers, and Repairers	491011	28.73	27.38	4.9%	0.4%
Radio, Cellular, and Tower Equipment Installers and Repairs	492021	23.60	19.94	18.4%	13.3%
Electrical and Electronics Installers and Repairers, Transportation Equipment	492093	21.80	18.91	15.3%	10.4%
Electronic Home Entertainment Equipment Installers and Repairers	492097	18.71	15.12	23.7%	18.4%
Security and Fire Alarm Systems Installers	492098	20.47	18.98	7.9%	3.2%
Bus and Truck Mechanics and Diesel Engine Specialists	493031	19.49	18.48	5.5%	1.0%
Bicycle Repairers	493091	13.14	10.29	27.7%	22.2%
Tire Repairers and Changers	493093	12.15	10.99	10.6%	5.8%
Refractory Materials Repairers, Except Brickmasons	499045	22.99	20.19	13.9%	9.0%
Electrical PowerLine Installers and Repairers	499051	29.33	26.90	9.0%	4.4%
Medical Equipment Repairers	499062	21.90	18.00	21.7%	16.5%
Locksmiths and Safe Repairers	499094	17.09	15.92	7.3%	2.8%
Riggers	499096	21.15	16.92	25.0%	19.7%
Installation, Maintenance, and Repair Workers, All Other*	499799	18.49	15.94	16.0%	11.0%

TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Air Traffic Controllers	532021	57.77	53.90	7.2%	2.6%
Bus Drivers, Transit and Intercity	533021	15.58	14.55	7.1%	2.5%
Heavy and TractorTrailer Truck Drivers	533032	19.46	18.29	6.4%	1.8%
Light Truck or Delivery Services Drivers	533033	14.78	13.69	8.0%	3.3%
Locomotive Engineers	534011	28.80	21.01	37.1%	31.2%
Railroad Conductors and Yardmasters	534031	26.59	19.46	36.6%	30.8%
Ship Engineers	535031	32.76	30.83	6.3%	1.7%
Parking Lot Attendants	536021	10.04	8.38	19.8%	14.7%
Automotive and Watercraft Service Attendants	536031	9.80	8.88	10.4%	5.6%
Transportation Inspectors	536051	33.73	24.00	40.5%	34.5%
Crane and Tower Operators	537021	27.00	20.94	28.9%	23.4%
Excavating and Loading Machine and Dragline Operators	537032	19.39	17.36	11.7%	6.9%
Laborers and Freight, Stock, and Material Movers, Hand	537062	12.50	11.84	5.6%	1.1%
Packers and Packagers, Hand	537064	11.19	10.42	7.4%	2.8%
Pump Operators, Except Wellhead Pumpers	537072	24.14	18.29	32.0%	26.3%
Wellhead Pumpers	537073	15.11	11.80	28.1%	22.6%
Refuse and Recyclable Material Collectors	537081	15.42	14.33	7.6%	3.0%
Mine Shuttle Car Operators	537111	25.39	19.21	32.2%	26.5%
Material Moving Workers, All Other	537199	23.41	16.15	45.0%	38.8%

PRODUCTION OCCUPATIONS, 51###, ARE LISTED ON THE NEXT PAGE.

PRODUCTION OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	512011	20.67	19.21	7.6%	3.0%
Engine and Other Machine Assemblers	512031	18.18	16.10	12.9%	8.1%
Timing Device Assemblers and Adjusters	512093	14.99	12.72	17.8%	12.8%
Meat, Poultry, and Fish Cutters and Trimmers	513022	11.83	10.99	7.6%	3.0%
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	514012	20.85	17.98	16.0%	11.0%
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	514021	18.67	16.50	13.2%	8.3%
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	514023	22.49	20.74	8.4%	3.8%
Metal Refining Furnace Operators and Tenders	514051	21.90	19.85	10.3%	5.6%
Model Makers, Metal and Plastic	514061	21.96	18.39	19.4%	14.3%
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	514122	16.35	15.09	8.3%	3.7%
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	514191	19.59	17.86	9.7%	5.0%
Layout Workers, Metal and Plastic	514192	19.99	15.68	27.5%	22.0%
Prepress Technicians and Workers	515111	17.22	16.38	5.1%	0.6%
Printing Press Operators	515112	17.02	16.04	6.1%	1.6%

CONTINUED: PRODUCTION OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation-Adjusted
Laundry and Drycleaning Workers	516011	10.01	9.31	7.5%	2.9%
Pressers, Textile, Garment, and Related Materials	516021	10.25	9.18	11.7%	6.9%
Shoe and Leather Workers and Repairers	516041	14.69	12.77	15.0%	10.1%
Tailors, Dressmakers, and Custom Sewers	516052	12.23	10.95	11.7%	6.9%
Textile Cutting Machine Setters, Operators, and Tenders	516062	12.63	11.93	5.9%	1.3%
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	516091	14.36	13.38	7.3%	2.7%
Textile, Apparel, and Furnishings Workers, All Other	516099	13.83	11.77	17.5%	12.5%
Cabinetmakers and Bench Carpenters	517011	15.62	14.11	10.7%	6.0%
Sawing Machine Setters, Operators, and Tenders, Wood	517041	13.05	11.97	9.0%	4.4%
Power Distributors and Dispatchers	518012	32.61	27.33	19.3%	14.2%
Power Plant Operators	518013	29.57	27.78	6.4%	1.9%
Gas Plant Operators	518092	29.13	23.99	21.4%	16.2%
Chemical Equipment Operators and Tenders	519011	24.17	21.58	12.0%	7.2%
Mixing and Blending Machine Setters, Operators, and Tenders	519023	17.08	16.33	4.6%	0.1%
Cutting and Slicing Machine Setters, Operators, and Tenders	519032	14.90	13.68	8.9%	4.3%
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	519051	18.86	14.52	29.9%	24.3%

CONTINUED: PRODUCTION OCCUPATIONS

Description	Code	HMW \$2011	HMW \$2008	Nominal Increase	Inflation- Adjusted
Dental Laboratory Technicians	519081	17.72	16.55	7.1%	2.5%
Painters, Transportation Equipment	519122	21.74	18.08	20.2%	15.1%
Adhesive Bonding Machine Operators and Tenders	519191	13.48	12.82	5.1%	0.6%
Cooling and Freezing Equipment Operators and Tenders	519193	15.42	13.00	18.6%	13.5%
Etchers and Engravers	519194	15.07	13.00	15.9%	11.0%
Molders, Shapers, and Casters, Except Metal and Plastic	519195	13.91	13.26	4.9%	0.4%

ABOUT THE AUTHOR



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Michael J. Hicks, Ph.D., is the director of the Center for Business and Economic Research and an associate professor of economics in the Miller College of Business at Ball State University. Hicks' research has focused on issues affecting local and state economics.

His work on the effects of federal regulation of energy and mining industries has resulted in testimony in state and federal courts and the U.S. Senate. His work in modeling flood and hurricane damages has been heavily reported and has received a number of awards. His research has been highlighted in such outlets as the *Wall Street Journal*, *New York Times*, and *Washington Post*.

ABOUT THE CENTER

CENTER FOR BUSINESS AND ECONOMIC RESEARCH

The Center for Business and Economic Research (CBER) is an economic policy and forecasting research center at Ball State University. CBER research encompasses public finance, regional economics, manufacturing, transportation, and energy sector studies.

The Center produces the CBER Data Center and the Indiana Business Bulletin, a weekly newsletter with commentary on current issues and data on dozens of economic indicators.

In addition to research and data delivery, the Center serves as a business forecasting authority in Indiana's east-central region—holding the annual Indiana Economic Outlook luncheon and quarterly meetings of the Ball State University Business Roundtable.

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