

INDIANA ECONOMIC ANALYSIS REPORT



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

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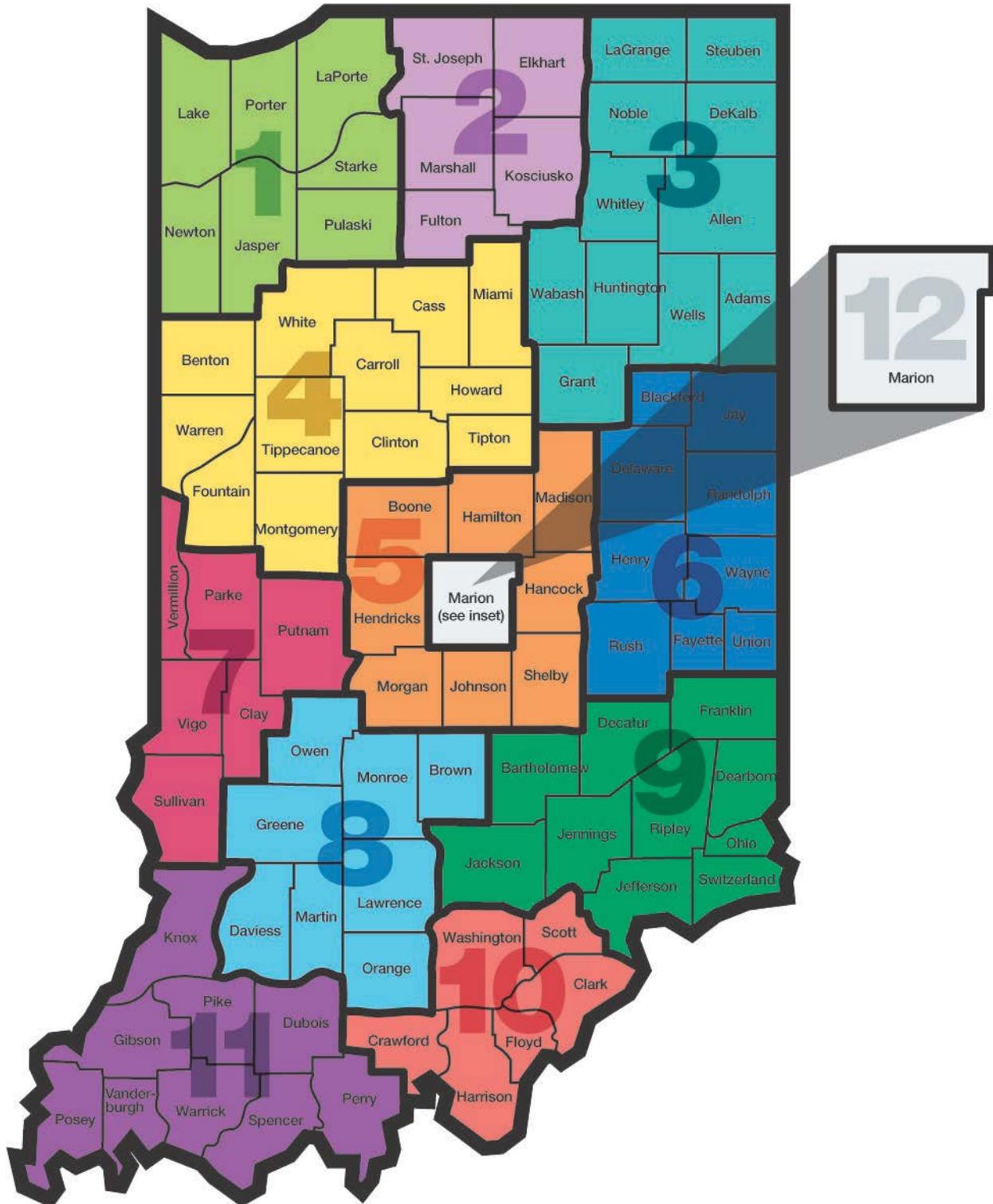
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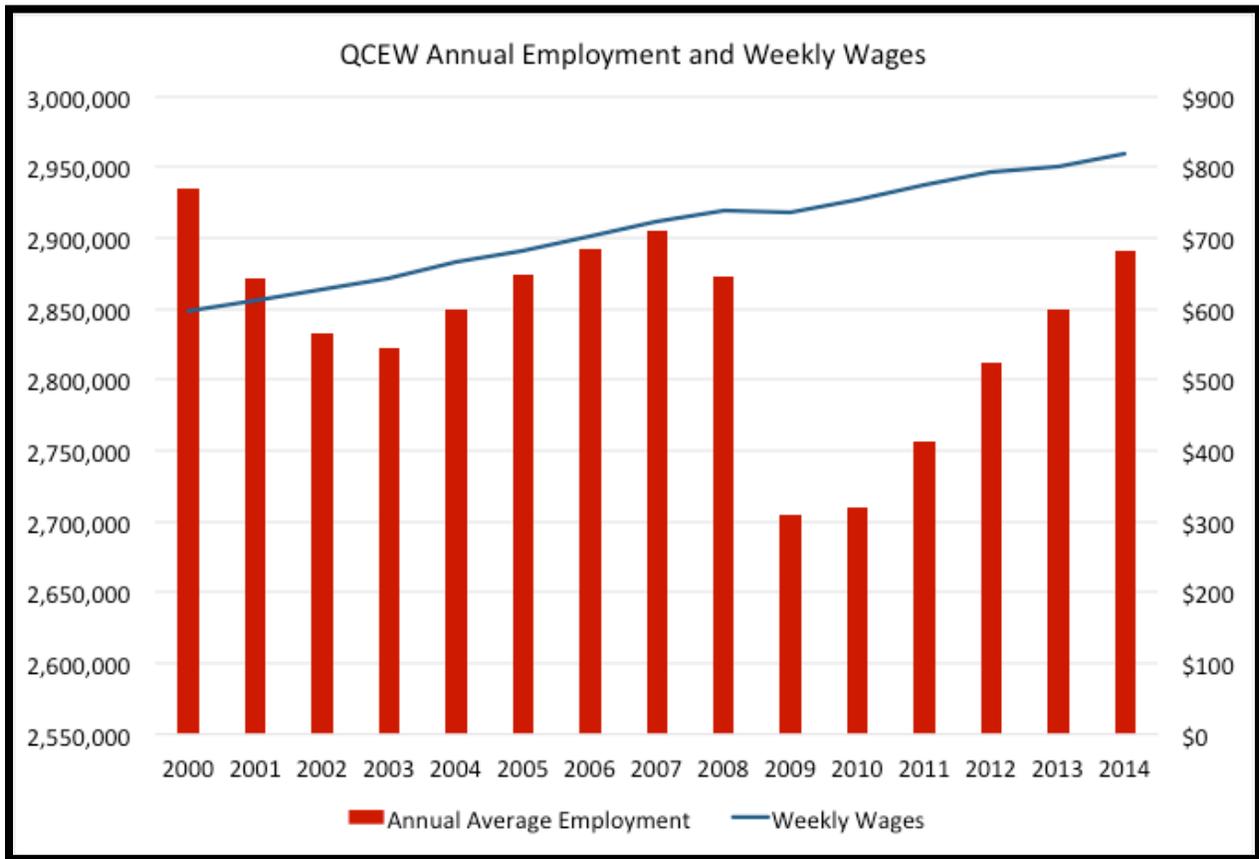
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Economic Growth Regions



2014 Indiana Employment in Brief:

Indiana has seen steady employment gains in the 5 years following the recession. The average annual employment level for all industries was 2,890,690 annually in 2014; this is up 7% since 2009. Average weekly wages have risen to \$818 for all Industries. Employment gains remain strongest in Health Care and Social Assistance, as well as Manufacturing. Weekly wages remain high for individuals in certain sectors of manufacturing, finance and insurance, and utilities. The following charts summarize briefly Indiana’s 2014 Employment from the Quarterly Census of Employment and Wage (QCEW) program.



Source IDWD Quarterly Census of Employment and Wages

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Summary: Current Indiana Economic Situation

Preliminary estimates from the Current Employment Statistics and Local Area Unemployment Statistics as of July 2015 continue to indicate growing private sector employment and falling unemployment. Indiana's labor force is up 23,000 over the year, and has gained 76,000 since January 2013. Indiana's labor force stands at 3,258,308. Indiana's unemployment is down by 111,800 since January 2013, which is a decline of (42%). This indicates growing labor shortages in many areas of the state, particularly in areas of strong manufacturing growth, and in areas with declining populations. The latest population estimates indicate that over half of Indiana's counties have lost population.

Indiana's private sector employment grew by 4,800 in July, (0.2%) and private sector employment is up 59,800 from a year ago, this is annual growth of (2.3%). Indiana's overall growth is comparable to the national trend, as US private sector employment is up by 2.4% over the year (July 2015). Private sector monthly job growth has averaged about 3,900 over the last two years.

Key growth sectors over the past year include private educational and health services, manufacturing, professional and business services, and retail and wholesale trade. The sector that is showing slow growth in recent months, yet decline over the year is the construction industry.

Source: Current Employment Statistics (CES Preliminary Estimates)

IN Employment Change Over the Month, Year-to-Date and Over the Year (seasonally adjusted)							
Industry	July 2014	December 2014	June 2015	July 2015	Month Change	Y-to-D Change	Y-to-Y Change
Private Educational & Health Services	438.7	441.5	447.2	451.6	4.4	10.1	12.9
.....Private Educational Services	64.3	65.5	64.1	64.1	0.0	-1.4	-0.2
.....Health Care & Social Assistance	374.4	376.0	383.1	387.5	4.4	11.5	13.1
Manufacturing	507.4	514.6	520.4	519.2	-1.2	4.6	11.8
Professional & Business Services	318.0	328.2	324.1	330.2	6.1	2.0	12.2
Financial Activities	128.0	130.9	128.0	129.5	1.5	-1.4	1.5
Construction	123.3	122.9	122.6	118.2	-4.4	-4.7	-5.1
Leisure and Hospitality	294.8	295.0	301.4	299.8	-1.6	4.8	5.0
Trade, Transportation & Utilities	575.7	581.5	596.7	596.8	0.1	15.3	21.1
.....Trade	437.4	440.1	448.6	448.5	-0.1	8.4	11.1
.....Transportation, Warehousing & Utilities	138.3	141.4	148.1	148.3	0.2	6.9	10.0
All Other	169.1	168.3	169.6	169.5	-0.1	1.2	0.4
Total Private	2,555.0	2,582.9	2,610.0	2,614.8	4.8	31.9	59.8
Government (Includes Public Schools & Hospitals)	424.9	429.2	432.9	429.0	-3.9	-0.2	4.1
Total Nonfarm	2,979.9	3,012.1	3,042.9	3,043.8	0.9	31.7	63.9
United States Total Private	117,295.0	118,690.0	119,938.0	120,148.0	210.0	1,458.0	2,853.0

SECTION A: ECONOMIC ANALYSIS

A1 Current (2014) Employment

INDIANA EMPLOYMENT, FIRMS, AND WAGES BY INDUSTRY, 2014				
Industries	Average Annual Wage	Units	Total Annual Wages (in billions)	Average Employment
Total	\$42,552	158,330	\$123	2,890,869
Manufacturing	\$57,666	8,431	\$29	507,198
Health Care and Social Assistance	\$44,061	13,059	\$18	404,010
Retail Trade	\$25,091	20,364	\$8	319,138
Accommodation and Food Services	\$14,252	12,701	\$4	254,685
Educational Services	\$38,317	3,065	\$10	250,475
Administrative and Waste Services	\$28,325	8,826	\$5	184,666
Transportation and Warehousing	\$42,617	6,224	\$6	134,066
Public Administration	\$43,699	2,840	\$6	125,677
Construction	\$52,500	14,422	\$7	123,086
Wholesale Trade	\$60,286	13,282	\$7	117,805

Source: Quarterly Census of Employment and Wages

Major Industries, Composition

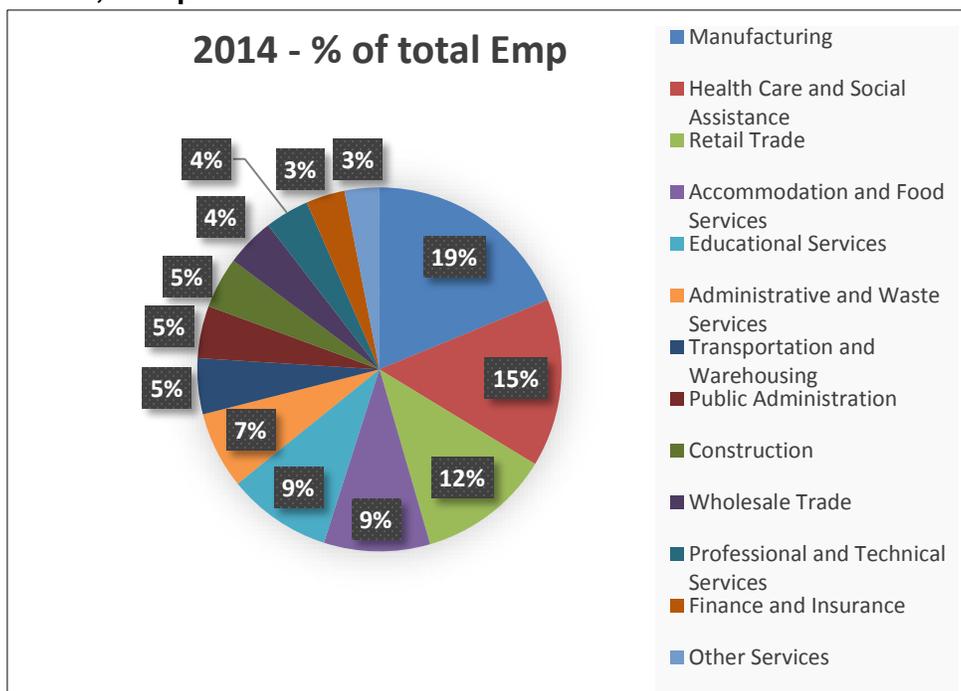


Table 1 Indiana Statewide Employment Change

Source: Indiana Quarterly Census of Employment and Wages (Public and Private)

Industry	2009	2014	Change	% Change
Total	2,705,346	2,890,869	185,523	7%
Manufacturing	442,280	507,198	64,918	15%
Administrative and Waste Services	140,170	184,666	44,496	32%
Health Care and Social Assistance	378,123	404,010	25,887	7%
Accommodation and Food Services	235,262	254,685	19,423	8%
Transportation and Warehousing	122,658	134,066	11,408	9%
Retail Trade	308,142	319,138	10,996	4%
Professional and Technical Services	96,086	106,041	9,955	10%
Management of Companies and Enterprises	27,518	28,944	1,426	5%
Other Services	80,503	83,348	2,845	4%
Construction	120,318	123,086	2,768	2%
Wholesale Trade	115,272	117,805	2,533	2%
Agriculture, Forestry, Fishing, and Hunting	12,449	14,591	2,142	17%
Mining	6,291	6,893	602	10%
Real Estate and Rental and Leasing	33,931	34,044	113	0%
Utilities	16,867	16,051	-816	-5%
Finance and Insurance	95,149	93,298	-1,851	-2%
Arts, Entertainment, and Recreation	44,031	41,665	-2,366	-5%
Information	44,483	41,965	-2,518	-6%
Educational Services	254,204	250,475	-3,729	-1%
Public Administration	131,339	125,677	-5,662	-4%

From 2009 to 2014 total employment grew by 7% overall for all industries, including both public and private employment. This is measured from the Quarterly Census of Employment and Wages, annual average employer reported data. This is the most recent full year of data at the time of this report. QCEW is the best measure of true employment levels, from which other surveys (such as the CES cited in the introduction) are benchmarked annually. Gains over this five year period of recession and recovery were dominated by growth in a few key sectors in Indiana. Manufacturing saw the largest declines throughout the recession, and has also seen the largest comeback in raw numbers with gains of nearly 65,000 (15%) since 2009.

Administrative support services (which includes employment services and temp labor) also saw significant gains over this time frame, 32% growth. These two sectors alone account for over 100,000 of the 185,000 jobs gained in the past five years. Many of the temp jobs may be in manufacturing as some employers have moved away from full time labor; however there have also been significant gains in health care, social services, transportation and warehousing, and in retail and wholesale trade. Many of these industries have also begun to utilize temporary help services in recent years.

Industries showing the highest employment increases from 2009 to 2014:

Manufacturing

Indiana manufacturers grew employment by 64,918 over this time frame, a growth rate of 15% as the fastest growing industry for Indiana. The latest CES survey job estimates for August of 2015 indicate continued growth for Manufacturing, with an additional 5,400 jobs since the start of 2015. The gains have been led by transportation equipment manufacturing, fabricated metals, and other supply chain industries for the automotive industry. This is an industry that pays wages greater than average, with weekly wages at \$1,109 on average during 2014.

Administrative Support and Waste Services

This industry has grown by 44,496 over this five year period, at a rate of 32%. Gains have been dominated by growth in temporary employment services. Once concentrated in office support or manufacturing, recent growth indicates employment services now provide temporary labor to a wide variety of industries throughout the state. Wages for these industries vary widely, and the weekly averages may include part time workers. During 2014 the average weekly wage for this industry was \$545.

Health Care and Social Assistance

Health care and social assistance facilities have grown by 7% in the last 5 years, an increase of 25,887 employed. This sector remains strong in 2015, showing gains of over 11,000 since January 2015 according to the latest CES August 2015 data. This sector growth includes physicians' offices, hospitals, and a wide range of providers. Wages in this industry averaged just above the statewide total, at \$847 weekly for 2014.

Accommodation and Food Services

The hospitality and food service industries have rebounded at a rate of 8% since 2009, growing 19,423 jobs. While many of these jobs are lower or middle wage jobs, growth in these industries indicates growth in consumer spending and confidence and may indicate positive economic trends for the state. This industry includes many part time workers, and average weekly wages were just \$274 during 2014.

Transportation and Warehousing

Trucking, logistics, and warehousing has also seen a boom over the last five years, gaining 11,408 jobs at a rate of 9%. This industry has grown another 5,000 since the start of 2015. This industry pays nearly the statewide average, with weekly wages averaging \$820 throughout 2014.

Industries showing decline from 2009 to 2014:

The following industries have shown employment declines over the time frame from 2009 to 2014. This is based on the annual average estimates from QCEW, and includes public and private jobs.

Finance and Insurance

This sector has declined by 1,851 at a rate of 2%. These losses were predominantly in companies in credit intermediation and related activities. Insurance carriers actually gained slightly over the last five years. This industry makes up a small % of total employment for Indiana, and pays average weekly wages of \$1,222.

Arts, Entertainment, and Recreation

As some of the entertainment industry still recovers from the recession, this industry lost 2,366 over the last five years, at a decline of 5%. Most of these losses were in performance and spectator sports companies, or in the gambling industries. This is also an industry with a share of part time workers, and average weekly wages were \$578 in 2014.

Information

The information sector is a small section of Indiana's economy, and lost 2,518 jobs at a rate of 6% decline from 2009 to 2014. This sector includes publishing, telecommunications, and internet broadcasting which all saw moderate declines over these years. Average weekly wages were above the state average, at \$956 during 2014.

Utilities

This remains one of the highest paying, yet smallest sectors of the economy in Indiana. During 2009 to 2014 this industry declined by 5%, which was a loss of 816 employment. Average weekly wages were \$1,615 in 2014.

Educational Services

This sector declined at a rate of just 1%, losing 3,729 jobs over this five year period. These jobs pay an average weekly wage under the statewide average at \$737 in 2014. Employment in this industry includes private schools, and may also include early education programs.

Public Administration

Government saw the largest declines over this time frame, down 4% and 5,662 in employment. The largest declines were in executive, legislative, and other support, justice, and public order activities, and administration of economic programs. Wages in public administration fall slightly below the statewide average at \$840 in 2014.

Table 2 Indiana Statewide Total Payrolls

PRIVATE SECTOR 2013-14 1 to 2013-14 4					
Summary of Year-to-Year Change in Quarterly Payrolls (as %)					
(sorted by Q4 Payroll)					
	13-14:Q1 Chg	13-14:Q2 Chg	13-14:Q3 Chg	13-14:Q4 Chg	2014 Q4 Payroll
Total Private	3.10%	3.10%	3.50%	6.00%	\$28,293,907,452
Manufacturing	4.20%	4.90%	5.30%	7.40%	\$7,560,236,360
Health Care & Social Assist	1.30%	1.30%	2.90%	4.30%	\$4,336,387,215
Retail Trade	1.20%	2.80%	3.10%	7.10%	\$2,145,271,883
Wholesale Trade	5.10%	3.00%	4.90%	6.00%	\$1,912,302,426
Construction	-9.30%	-4.60%	0.20%	4.00%	\$1,830,936,606
Professional & Technical Services	3.90%	2.50%	-0.50%	5.50%	\$1,762,644,238
Finance & Insurance	9.60%	2.00%	2.10%	4.80%	\$1,480,352,116
Admin & Support & Waste Mgmt.	5.80%	7.40%	7.00%	6.80%	\$1,423,546,131
Transportation & Warehousing	4.60%	5.50%	5.70%	7.60%	\$1,309,899,346
Accomm. & Food Services	0.80%	2.90%	3.40%	5.30%	\$946,739,615
Management of Companies	10.10%	7.00%	-1.10%	8.50%	\$699,856,143
Other Services	2.30%	3.70%	4.40%	6.20%	\$643,058,718
Information	-0.90%	1.10%	1.80%	2.60%	\$493,708,661
Educational Services	2.20%	2.40%	3.40%	3.20%	\$474,995,109
Arts, Entertainment & Recreation	-3.90%	2.10%	-2.70%	5.40%	\$356,758,702
Real Estate	14.00%	3.90%	5.70%	7.40%	\$344,887,184
Utilities	3.90%	1.80%	0.50%	1.70%	\$292,362,410
Agriculture, Forestry	7.10%	7.90%	5.80%	6.90%	\$148,351,446
Mining	0.10%	7.90%	9.30%	6.70%	\$131,124,936

Source IDWD Quarterly Census of Employment and Wages, data not seasonally adjusted

Wages

Average annual/weekly wages are affected by the ratio of full-time to part-time workers as well as the number of individuals in high-paying vs. low-paying occupations. Table 2 shows the quarterly payroll change from the same quarter a year earlier. In the first quarter of 2014 wages in construction, arts entertainment and recreation and information all lost ground compared to 2013. As the year went on all of the industry sectors gained ground in the fourth quarter 2014 on the same quarter in the previous year.

Over the longer time frame, all twenty of Indiana's industry sectors had an increase in annual average wages from 2009 to 2014 (Table 2a below). Some sectors experienced a more dramatic percentage change while other sectors were a little more modest in their increase. Real estate and rental and leasing gained 21.9% in wages from 2009 to 2014. This was followed closely by management of companies and enterprises (21.8%), finance and insurance (21.8%) and mining (19.9%). The lowest percentage increases were educational services at 4.6% and arts entertainment and recreation at 6.5% for the five year period.

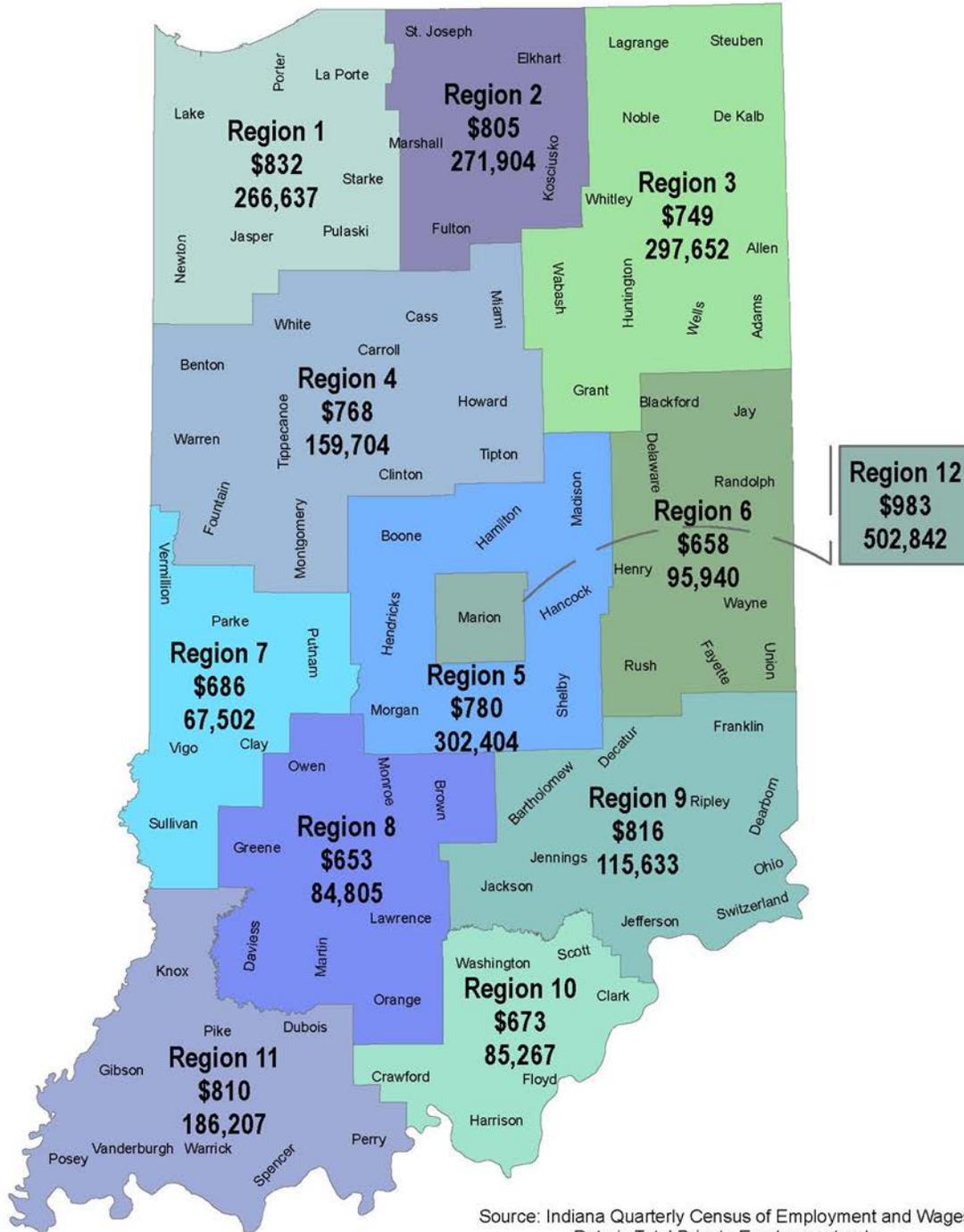
Table 2a Indiana Statewide Data

INDIANA AVERAGE WEEKLY WAGES BY INDUSTRY (2009 and 2014 comparison)				
	2008	2009	2014	% Change From 2009
Management of Companies and Enterprises	\$1,393	\$1,387	\$1,689	21.8%
Utilities	\$1,359	\$1,374	\$1,615	17.5%
Mining	\$1,120	\$1,112	\$1,333	19.9%
Finance and Insurance	\$1,018	\$1,004	\$1,222	21.8%
Professional and Technical Services	\$1,036	\$1,029	\$1,177	14.4%
Wholesale Trade	\$1,009	\$1,000	\$1,159	16.0%
Manufacturing	\$1,007	\$1,007	\$1,109	10.1%
Construction	\$908	\$905	\$1,010	11.6%
Information	\$836	\$839	\$956	13.9%
Health Care and Social Assistance	\$755	\$770	\$847	10.1%
Public Administration	\$753	\$772	\$840	8.8%
Transportation and Warehousing	\$754	\$747	\$820	9.8%
Real Estate and Rental and Leasing	\$635	\$632	\$770	21.9%
Educational Services	\$688	\$705	\$737	4.6%
Agriculture, Forestry, Fishing, and Hunting	\$583	\$580	\$689	18.9%
Arts, Entertainment, and Recreation	\$564	\$544	\$579	6.5%
Other Services	\$493	\$492	\$561	14.0%
Administrative and Waste Services	\$501	\$512	\$545	6.4%
Retail Trade	\$437	\$440	\$483	9.7%
Accommodation and Food Services	\$244	\$249	\$274	10.2%

Source IDWD Quarterly Census of Employment and Wages

Private sector wages vary across the state economic growth regions. The following map illustrates the average employment during 2014, and the average weekly wages for private employment in each of Indiana's regions. Wages vary as industry composition and cost of living is different throughout the state. Marion County and Economic Growth Region 1 had average wages above the statewide average during 2014.

**2014 Weekly Wages
2014 Average Quarterly Employment**



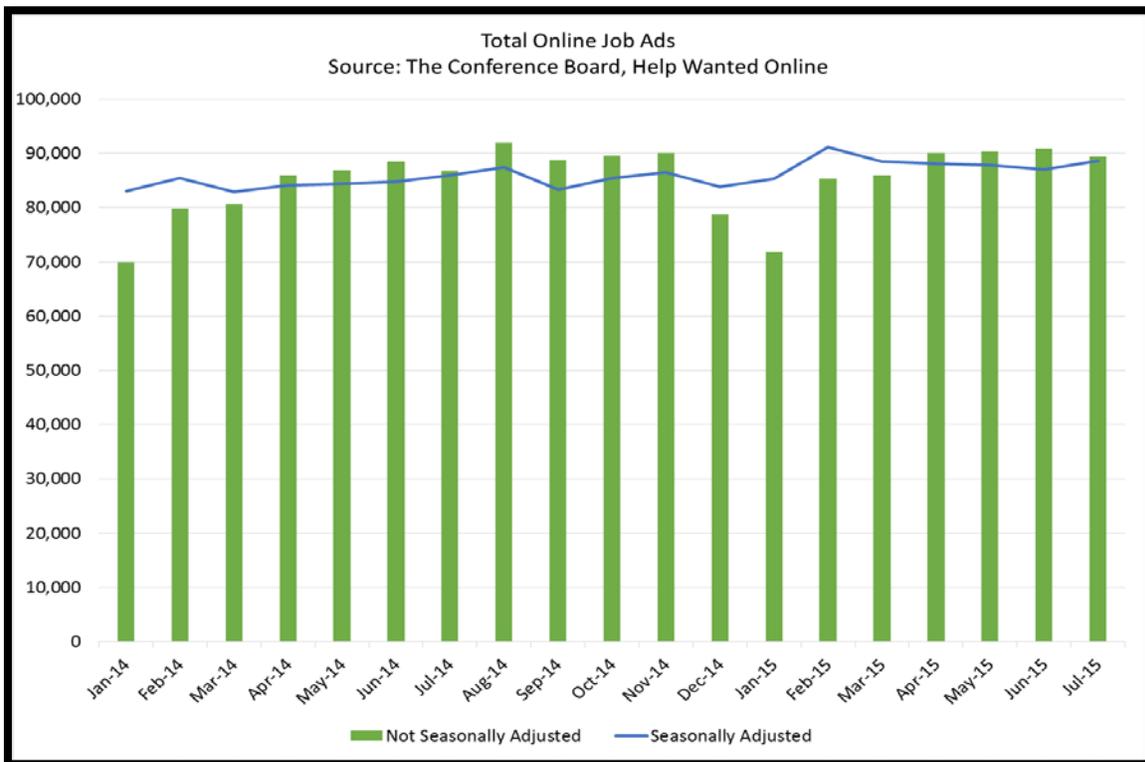
A2 Existing Demand

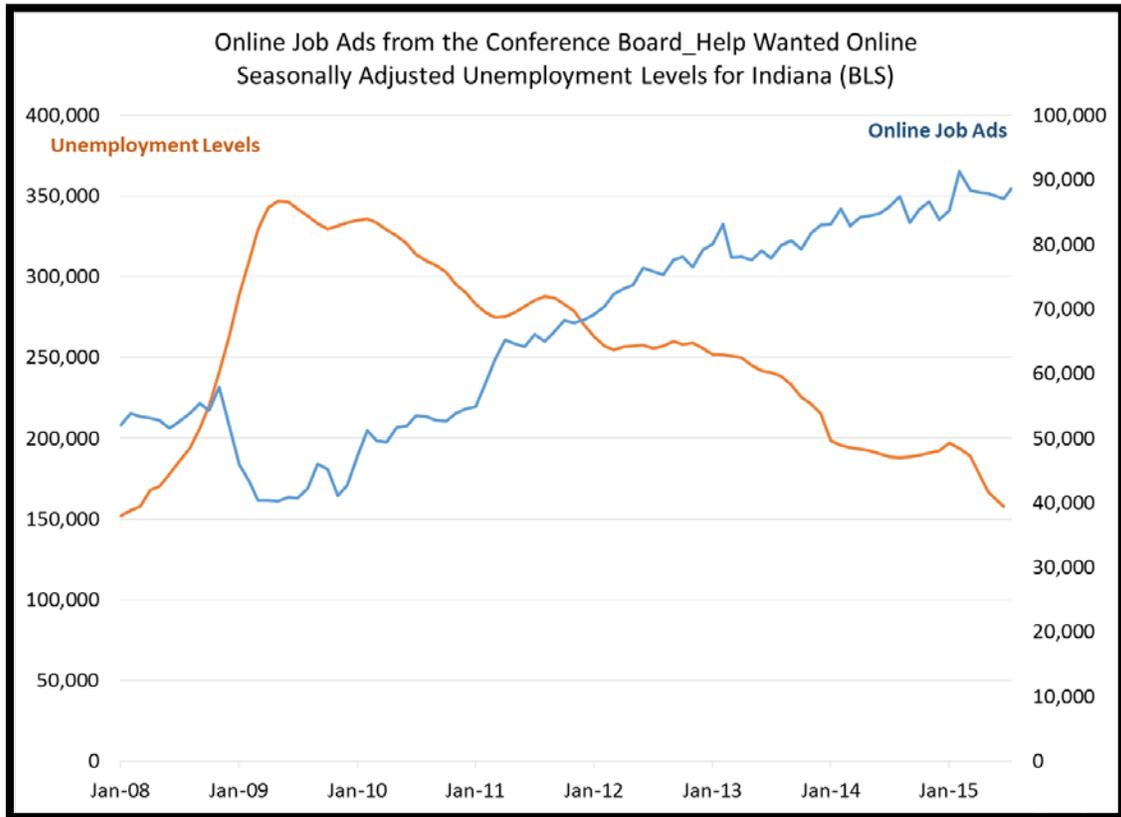
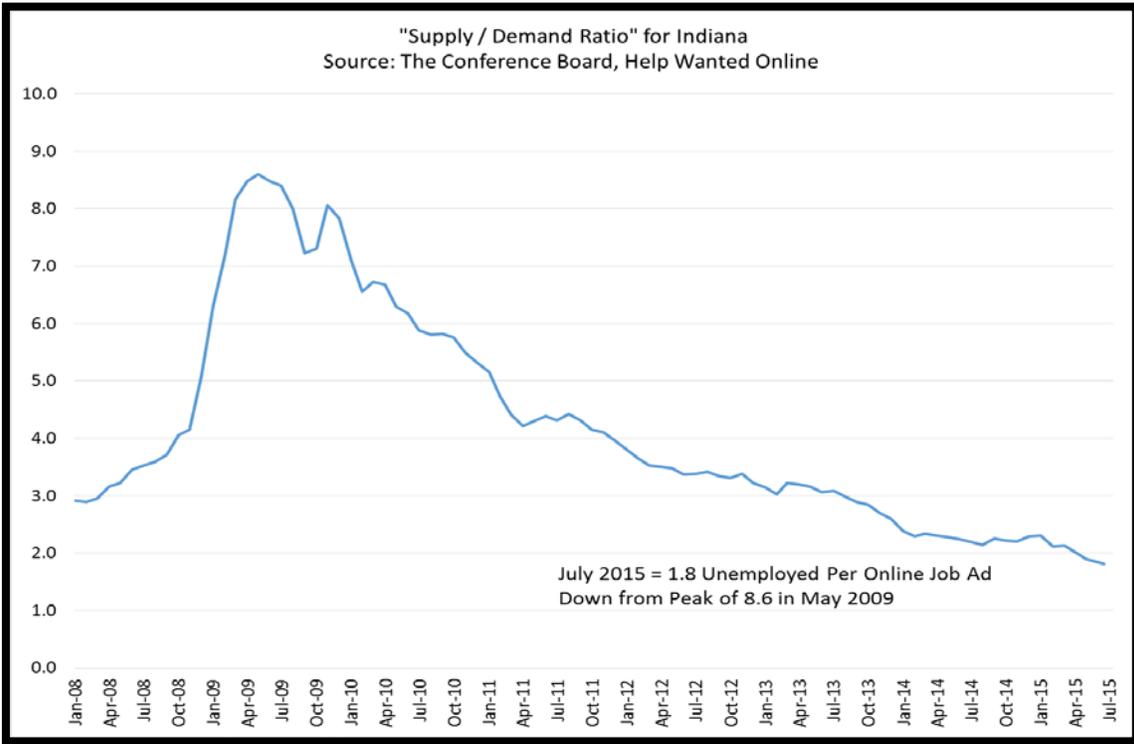
Current demand from employers, as measured from online jobs postings:

Online job postings for new jobs have increased over the last few years. This includes data from the US Conference Board’s Help Wanted Online Series (HWOL), and Indiana’s Labor Exchange System, Indiana Career Connect (ICC)

From HWOL:

Employers posted approximately 88,671 total online job ads in Indiana during July of 2015, this was up slightly over the month from 87,035 (1.9%) in June. This is an increase of 2,754 over the year from July of 2014. Job Ads have shown steady increases in 2013 and 2014. The June Supply/Demand rate for Indiana declined to 1.8 unemployed for every job ad. This is down 0.4 over the year and just slightly higher than the national average of 1.6 per job ad. This is down significantly since the peak of over 8 unemployed persons per online job ad during the summer of 2009. As more employers are now posting online for potential job vacancies than prior to the recession, it is hard to look back historically for a longer term comparison. This significant decline in the ratio of unemployed per online ad is indicative of what employers may be interpreting as a labor shortage throughout the state.





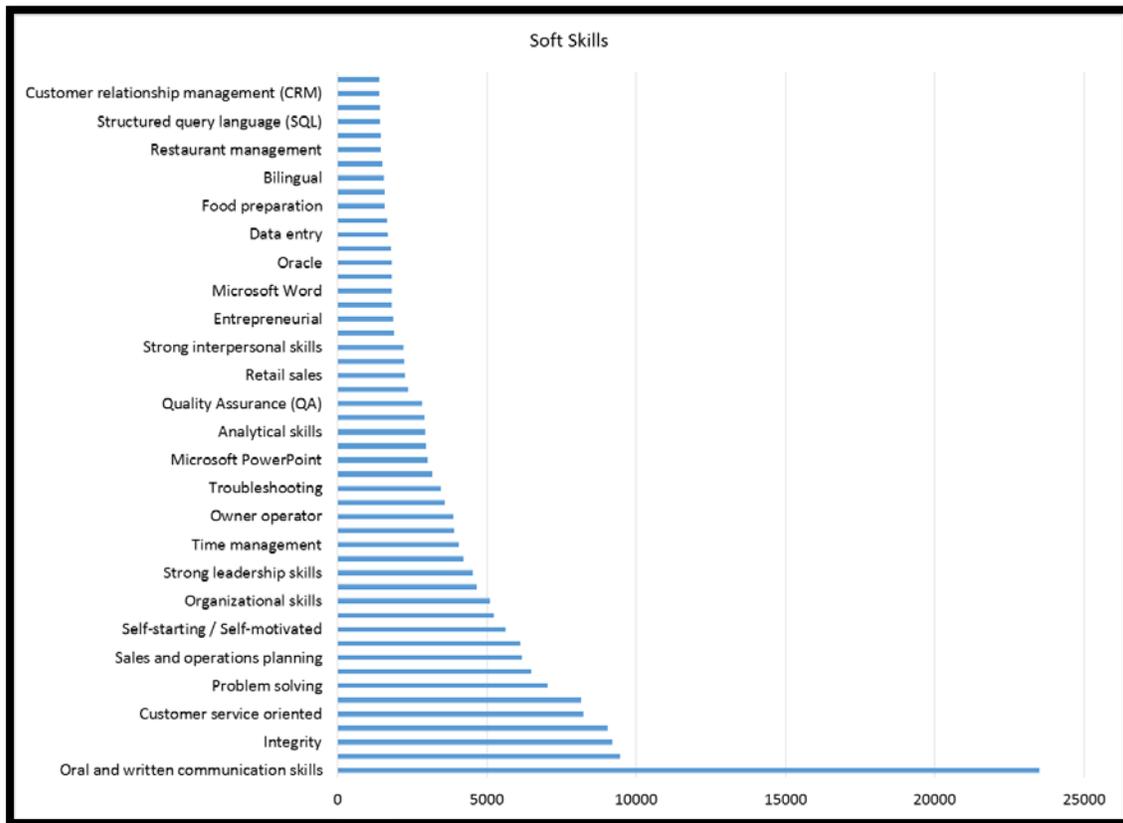
Online job posting demand varies by industry, and some industries often over represent true demand. Some employers may post a lot of openings as they search for the best candidate, and some industries such as construction and manufacturing may only hire locally via other avenues. Posting demand also varies significantly across urban and rural areas, as rural areas are underrepresented in online ads. Nevertheless, this data does illustrate employer demand by occupation and can be useful for career counselors and jobs seekers. Demand for healthcare practitioners, business and financial operations, office administrative support, and food prep show the most growth in online posting demand since last July. Sales and related have seen the most over the year declines. For a complete listing of the top posted jobs by Economic Growth Region, please see the appendix to this report.

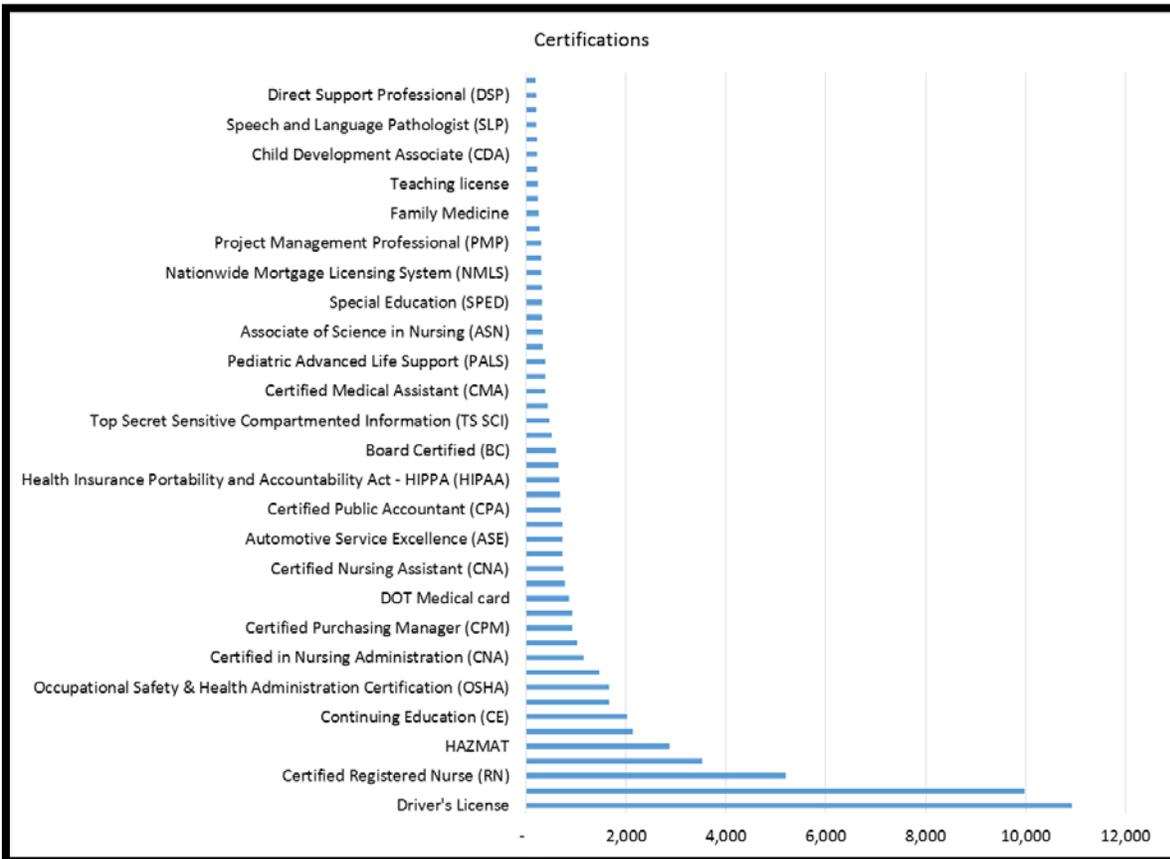
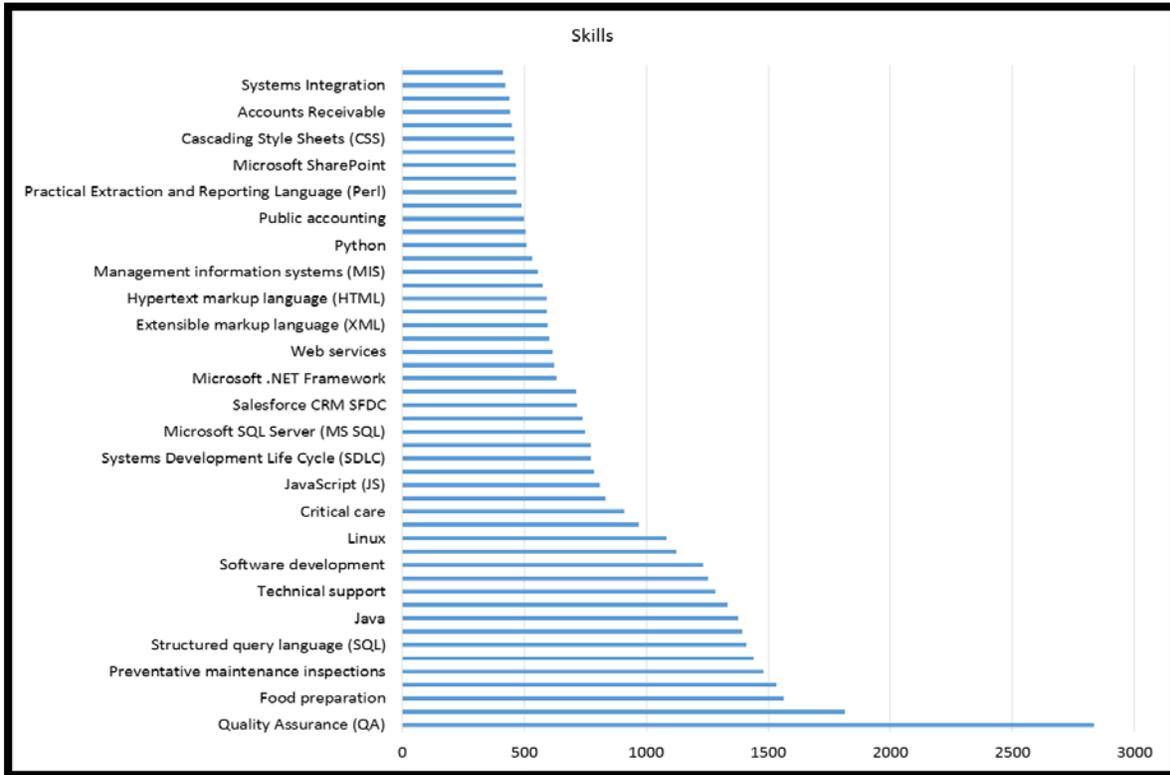
Labor Demand by Occupation, Not Seasonally Adjusted - Total Ads (000s)						
Source: The Conference Board						
Occupation	Jul-14	Jun-15	Jul-15	Change over the Month	Change over the Year	Average Hourly Wage (OES)
Total	86.8	90.9	89.5	-1.5	2.7	\$ 19.94
Management	7.2	7.0	6.6	-0.4	-0.6	\$ 44.71
Business and financial operations	3.8	4.1	4.1	0.0	0.3	\$ 30.17
Computer and mathematical	5.7	6.0	5.7	-0.3	0.1	\$ 33.41
Architecture and engineering	3.5	3.8	3.3	-0.4	-0.2	\$ 33.23
Life, physical, and social science	0.9	0.9	0.8	-0.1	-0.1	\$ 28.17
Community and social services	1.6	1.5	1.5	0.0	-0.1	\$ 20.00
Legal	0.2	0.2	0.2	0.0	0.0	\$ 36.53
Education, training, and library	2.4	2.7	2.6	-0.1	0.1	\$ 22.58
Arts, design, entertainment, sports, and media	1.8	1.9	1.9	0.0	0.1	\$ 20.35
Healthcare practitioners and technical	8.1	10.9	10.7	-0.2	2.6	\$ 33.83
Healthcare support	2.4	2.4	2.5	0.1	0.1	\$ 13.02
Protective service	0.8	0.7	0.7	0.0	0.0	\$ 18.00
Food preparation and serving related	3.1	3.2	3.3	0.1	0.2	\$ 9.73
Building and grounds cleaning and maintenance	1.9	2.0	1.9	-0.2	0.0	\$ 11.89
Personal care and service	1.0	0.9	0.9	0.0	0.0	\$ 10.82
Sales and related	11.3	9.7	9.3	-0.3	-2.0	\$ 17.05
Office and administrative support	8.8	9.1	9.5	0.4	0.8	\$ 15.76
Farming, fishing, and forestry	0.1	0.1	0.1	0.0	0.0	\$ 14.21
Construction and extraction	2.4	2.1	1.8	-0.3	-0.6	\$ 23.55

Top Skills and Certifications in Demand Statewide from Online Job Posting Data:

Source: HWOL, see appendix for full listing

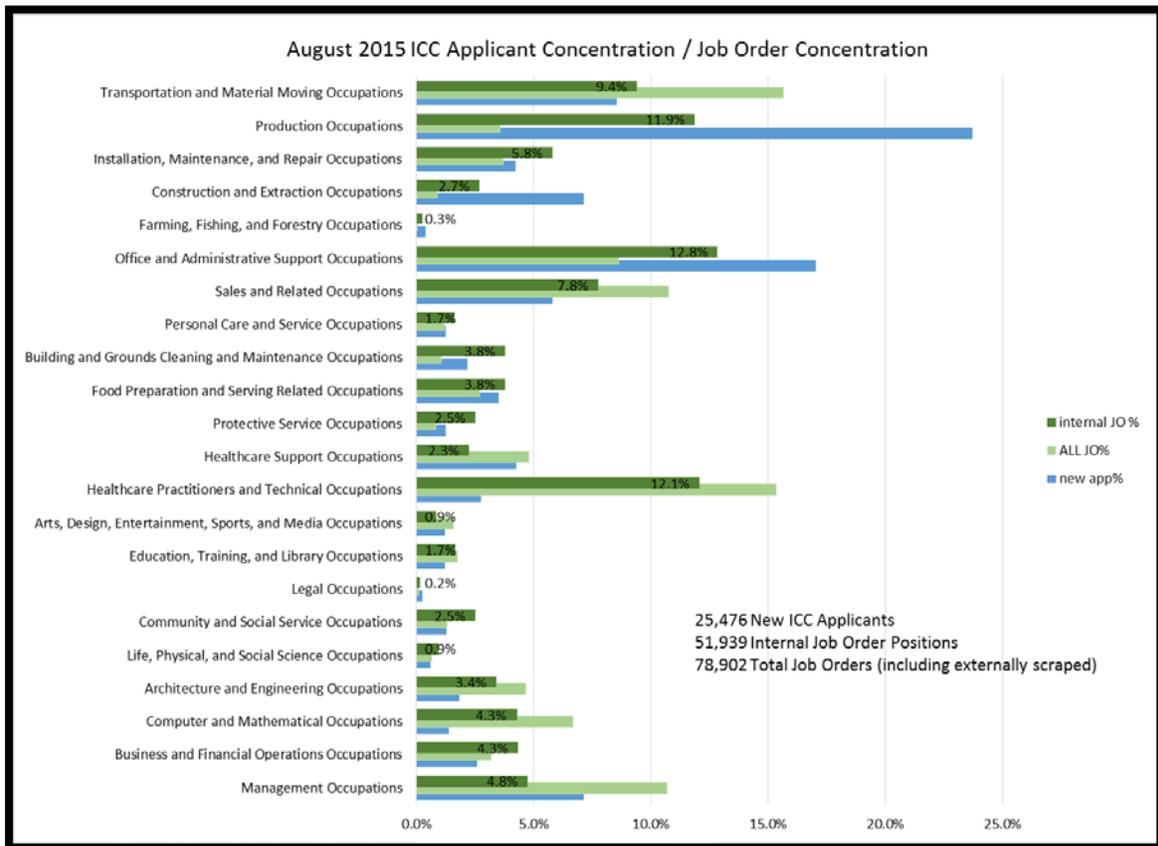
The top listed skill (soft skills) by far, is oral and written communication skills, with 23,500 online ads listing this skill requirement with the latest online job data from August 2015. This is followed by marketing listed by 9,449 ads, integrity listed by 9,198, team-oriented listed by 9,027, and customer service oriented listed by 8,226. Specialized or technical skills listed in highest demand include quality assurance (QA), listed by 2,834 ads, application process listed by 1,812 ads, food preparation listed by 1,563, bilingual listed by 1,534 ads and preventative maintenance inspections listed by 1,480. The top certifications in demand from advertising employers, include drivers' licenses, CDLs, certifications in Cardiopulmonary Resuscitation (CPR), HAZMAT, Basic Life Support (BLS) and Continuing Education (CE).





Supply and Demand as illustrated by Indiana Career Connect Job Postings and Applicants:

Internal job orders for total positions are up by approximately 3,000 since last August, and all ICC job orders are up by nearly 6,000. New monthly applicants are up from 4,767 to 25,476 in August of 2015 from last August. The chart below illustrates concentration by major occupational group. The majority of internal job orders are from transportation and material moving occupations (truck drivers), office and administrative support, and health care practitioners (nurses), and the majority of applicants still fall under production or office occupations. However, given the significant increase in applicants over the last year the labor exchange system is clearly reaching new audiences of jobs seekers.



A3 Emerging Demand Hoosier Hot 50 Jobs

The 2014 Hoosier Hot 50 Jobs is a list of high growth rate occupations (both short-term and long-term) with wages at or above the state median. The occupations are ranked according to a single index of weighted occupational measures of growth and opportunity. Interviews and descriptions of the full listing can be found online.

<https://netsolutions.dwd.in.gov/hh50/joblist.aspx>

Statewide Hoosier Hot 50

	Job Title	2022 Demand	Annual Openings	Average Wage	Education
1	Registered Nurses	69,748	2,197	\$58,320	Associate's Degree
2	K-12 Teachers	72,210	2,221	\$51,173	Bachelor's/Master's degree
3	Truck Drivers	49,651	1,185	\$40,990	Short Term on the Job Training
4	Sales Representatives, Wholesale and Manufacturing	33,891	922	\$53,790	Moderate on the Job Training
5	General and Operations Managers	32,758	878	\$107,460	Bachelor's degree
6	Licensed Practical Nurses	23,268	886	\$40,070	Postsecondary Vocational Training
7	Postsecondary Teachers	34,696	779	\$72,349	Bachelor's/Master's Degree
8	Accountants and Auditors	21,896	813	\$64,880	Bachelor's Degree
9	First-Line Supervisors of Office and Administrative Support Workers	26,041	821	\$49,920	High School diploma or equivalent
10	Electricians	16,684	495	\$59,110	High School diploma or equivalent

Some variation among the Regional Hot 50 Lists. Some jobs making the top 10 in some of the Economic Growth Regions include:

- Industrial Machinery Mechanics
- Construction Laborers
- First-Line Supervisors of Retail Sales Workers
- Inspectors, Testers, Sorters, Samplers, and Weighers
- Customer Service Representatives
- Machinists

- Maintenance and Repair Workers
- Accountants and Auditors
- Team Assemblers
- Bookkeeping, Accounting, and Auditing Clerks
- Physicians and Surgeons
- Secretaries and Administrative Assistants
- Mechanical Engineers

For a thorough listing of the Regional Hot 50 Jobs, please see the appendix.

The occupational projections program provides projected job growth for approximately 800 SOC coded and defined occupations within Indiana. The Hot 50 Jobs is a subset of this list, to illustrate the jobs most in demand over the next decade, and those that will pay above average wages. The projections analysts can tailor these lists to economic growth regions throughout the state, and filter them according to industry or required educational attainment. The list below is similar to the Hot 50, but illustrates concentrated demand over a shorter-time frame to 2016.

	Job Title	2016 Demand	Annual Openings	Education
1	Truck Drivers	50,312	1,822	Postsecondary Vocational Training
2	K-12 Teachers	68,408	2,066	Bachelor's/Master's degree
3	Sales Representatives, Wholesale and Manufacturing	33,788	1,382	Short Term on the Job Training
4	Registered Nurses	59,668	1,368	Associate's Degree
5	General and Operations Managers	30,944	1,014	Bachelor's degree
6	Accountants and Auditors	22,094	990	Bachelor's Degree
7	Maintenance and Repair Workers General	30,665	1,006	High School diploma or equivalent
8	First-Line Supervisors of Production and Operating Workers	24,279	766	Postsecondary non-degree award
9	First-Line Supervisors of Office and Administrative Support Workers	24,152	851	High School diploma or equivalent
10	First-Line Supervisors of Retail Sales Workers	35,605	958	High School diploma or equivalent

Section B: Workforce Analysis

B1 Labor Force Estimates

Indiana's unemployment rate dropped from a 10 year peak of 10.3 in 2009, to 6.0% annually in 2014. The rate continues to fall in 2015.

Indiana Statewide Labor Force Estimates: Non-Seasonally Adjusted 1994 - 2014

Year	Labor Force	Employment	Unemployment	Unemployment Rate
1994	3,064,328	2,915,071	149,257	4.9
1995	3,135,172	2,991,096	144,076	4.6
1996	3,109,669	2,983,209	126,460	4.1
1997	3,120,608	3,011,304	109,304	3.5
1998	3,123,160	3,026,444	96,716	3.1
1999	3,124,851	3,029,834	95,017	3.0
2000	3,126,379	3,029,073	97,306	3.1
2001	3,140,899	3,007,507	133,392	4.2
2002	3,171,168	3,006,811	164,357	5.2
2003	3,182,988	3,014,655	168,333	5.3
2004	3,167,797	2,998,068	169,729	5.4
2005	3,205,436	3,029,959	175,477	5.5
2006	3,235,110	3,072,113	162,997	5.0
2007	3,207,687	3,061,042	146,645	4.6
2008	3,232,097	3,041,828	190,269	5.9
2009	3,193,989	2,864,985	329,004	10.3
2010	3,175,192	2,845,608	329,584	10.4
2011	3,182,463	2,892,327	290,136	9.1
2012	3,170,442	2,906,201	264,241	8.3
2013	3,191,866	2,947,114	244,752	7.7
2014	3,230,540	3,035,581	194,959	6.0

Unemployment rates continued to fall statewide in 2014, with the lowest unemployment levels in Economic Growth Region 11, the southwest region of the state.

Indiana Regional Labor Force Data

INDIANA ECONOMIC GROWTH REGIONS (EGRs), LABOR FORCE AND UNEMPLOYMENT (N.S.A.), 2014				
Region	Labor Force	Employment	Unemployment	Unemployment Rate
EGR 1	403,574	373,158	30,416	7.5
EGR 2	304,843	286,956	17,887	5.9
EGR 3	371,833	350,911	20,922	5.6
EGR 4	245,562	231,782	13,780	5.6
EGR 5	969,397	914,049	55,348	5.7
EGR 6	155,552	144,965	10,587	6.8
EGR 7	101,059	93,526	7,533	7.5
EGR 8	147,245	137,721	9,524	6.5
EGR 9	164,585	155,305	9,280	5.6
EGR 10	144,660	136,429	8,231	5.7
EGR 11	222,229	210,779	11,450	5.2

Source: IDWD, Local Area Unemployment Statistics (LAUS) Region 5 EGR data in this publication includes Marion County Region 12.

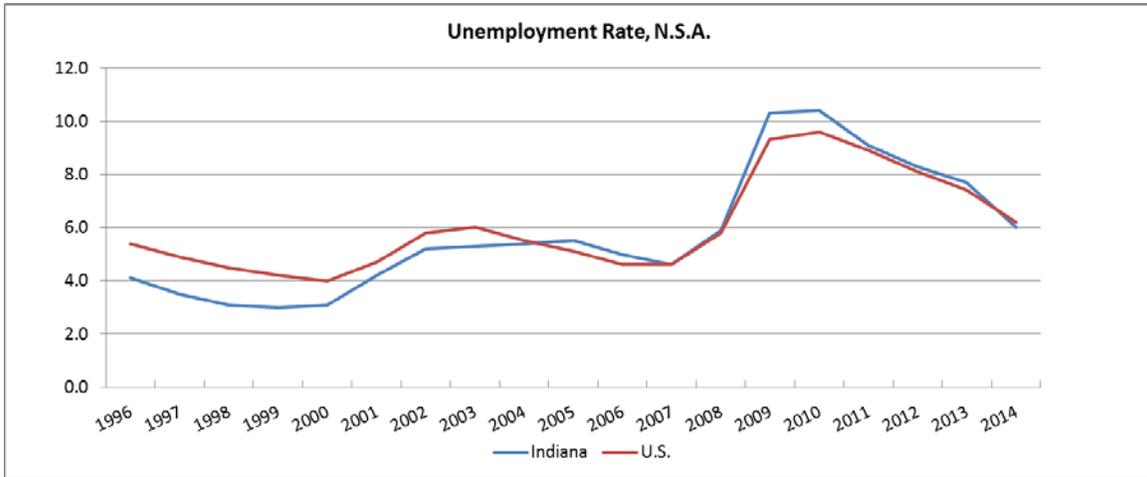
Unemployment Rates

Table 4 Indiana and U.S. Non-Seasonally Adjusted Annual Averages

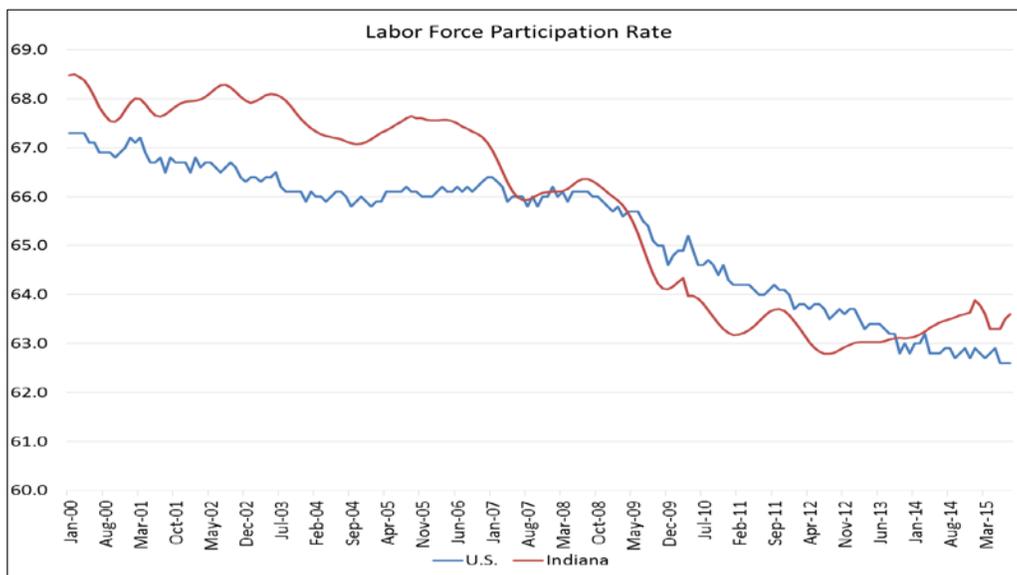
Year	Indiana	U.S.
1994	4.9	6.1
1995	4.6	5.6
1996	4.1	5.4
1997	3.5	4.9
1998	3.1	4.5
1999	3.0	4.2
2000	3.1	4.0
2001	4.2	4.7
2002	5.2	5.8
2003	5.3	6.0
2004	5.4	5.5
2005	5.5	5.1
2006	5.0	4.6
2007	4.6	4.6
2008	5.9	5.8
2009	10.3	9.3
2010	10.4	9.6
2011	9.1	8.9
2012	8.3	8.1
2013	7.7	7.4
2014	6.0	6.2

Over the decade from 1993 to 2004, Indiana’s unemployment rate was below the national average. Although a national recession was a contributor to a rate climb beginning in 2001, the Hoosier state still managed to outperform the nation for the next four years. The unemployment rate went above the national average in 2005 and 2006, but rebounded with a 4 point decrease in 2007 to match the U.S. average. Both the state and national rates have seen a significant decreases beginning in 2011 and continuing through 2014. By 2014 Indiana was again below the US rate.

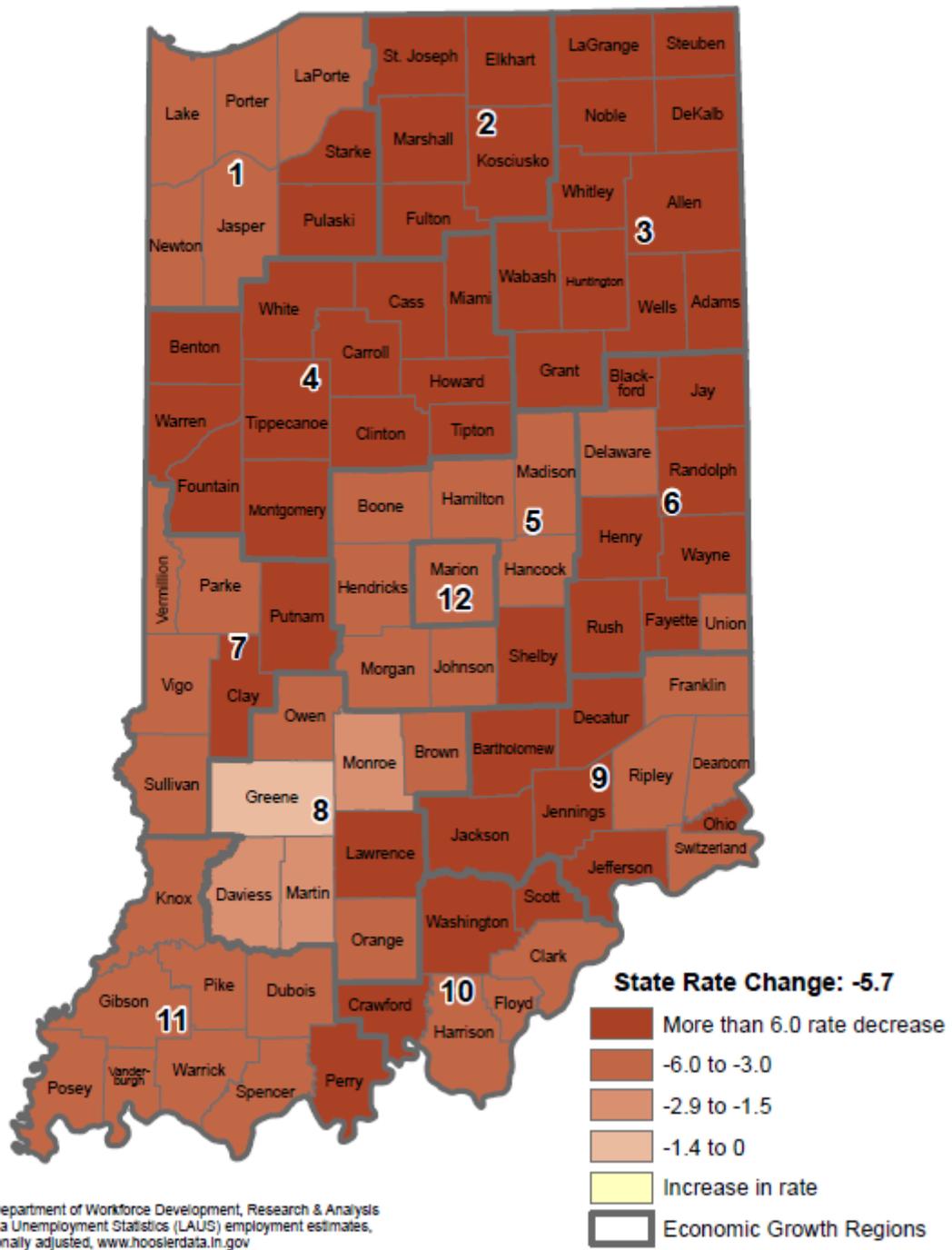
Figure 4



The gains to Indiana’s labor force are also significant. As Indiana’s labor force participation rate rose to over a full percentage point above the national average in 2015. Hoosiers are returning to the workforce, and looking for employment. The map below illustrates the variances in unemployment rates across the state. Despite the increased labor force, areas of the state with unemployment rates below 4.5% are beginning to suffer from labor shortages as employers compete for qualified workers.



Unemployment Rate Change in Indiana July 2009 to July 2015

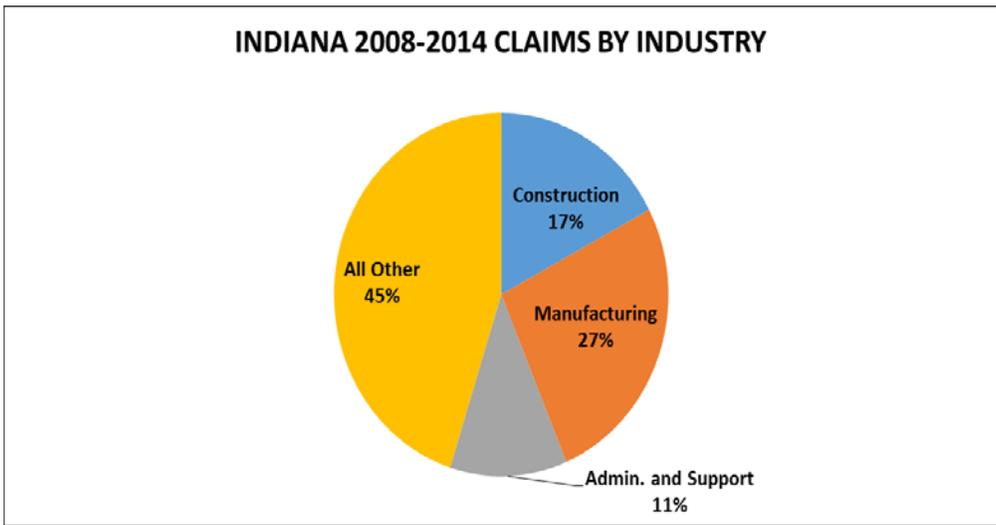
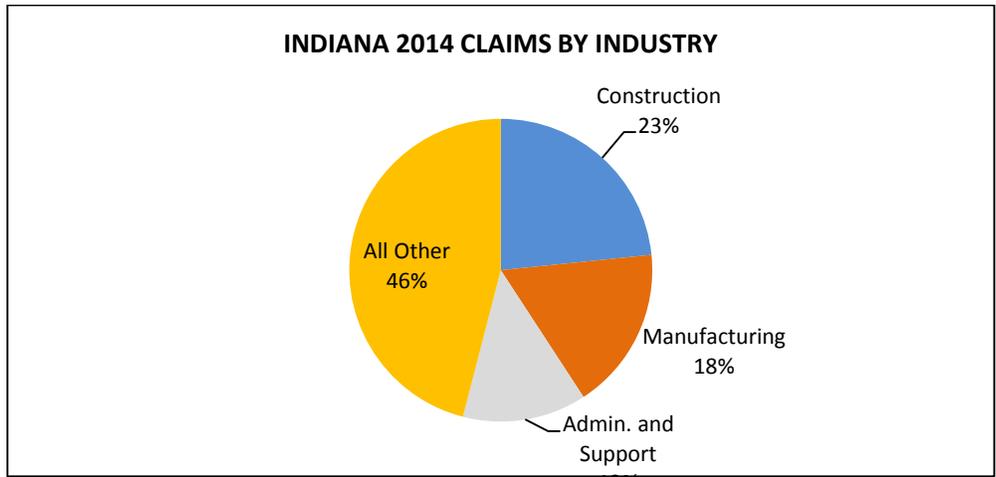


Region 5 EGR data in this publication includes Marion County Region 12.

Unemployment Claims by Industry

Manufacturing, construction and administrative and support services sectors account for 54% of the claims for unemployment insurance filed in Indiana during 2014. These industries are especially vulnerable during difficult economic times. During the 2008 to 2014 time frame manufacturing and construction accounted for 44% of all UI Claims. (See Figures 5 & 6) Unemployment Insurance claims have declined significantly throughout 2014 and are now at the lowest levels in over a decade. For additional analysis on the demographics of UI Claimant beneficiaries by economic growth region, please see the appendix.

Figure 5 & 6

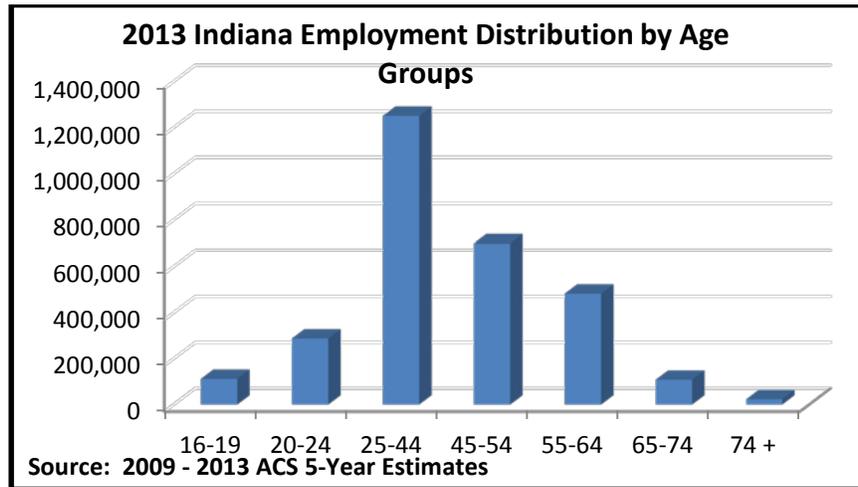


B2 Workforce and Industry Composition

Age Groups of the Workforce

Indiana’s workforce distribution is shown in Figure 6. The 2008 to 2013 American Community Survey (ACS) data shows the two youngest age groups were composed of somewhat modest employment before spiking dramatically at the 25-44 age range. This is consistent with prior years. Specific data shows that 1.251 million Indiana workers were between the ages of 25 and 44; 698,931 of the workers were between the ages of 45 and 54; and 483,105 of the workers were between the ages of 55 and 64. These numbers decrease significantly as many of Indiana’s employees enter the most common age ranges (65+) for retirement. See Figure 7.

Figure 7



As many young Hoosiers complete their college educations, there is a resulting surge in the employment concentration within the 25-34 age groups. Yet the percentage of Indiana workers in the 25-34 age group is higher for some industry sectors than others. Listed in (Table 7) are the top 5 industry sectors with the highest concentration of workers in the 25-34 age group during 2012.

Table 7 Sectors with Highest Percentage of Employment 25-34

Source: U.S. Census Bureau, Local Employment Dynamics

*Data is for 3Q2013, 4Q2013, 1Q2014, 2Q2014)

Industry Sector	(25-34 Age Group)	(All Age Groups)	% of (25-34 Age Group) Employed in Sector
Manufacturing	94,395	501,812	18.8%
Health Care and Social Assistance	88,225	395,546	22.3%
Retail Trade	66,629	316,290	21.1%
Accommodation and Food Services	57,872	248,475	23.3%
Administrative and Support and Waste Management and Remediation Services	49,084	182,844	26.8%

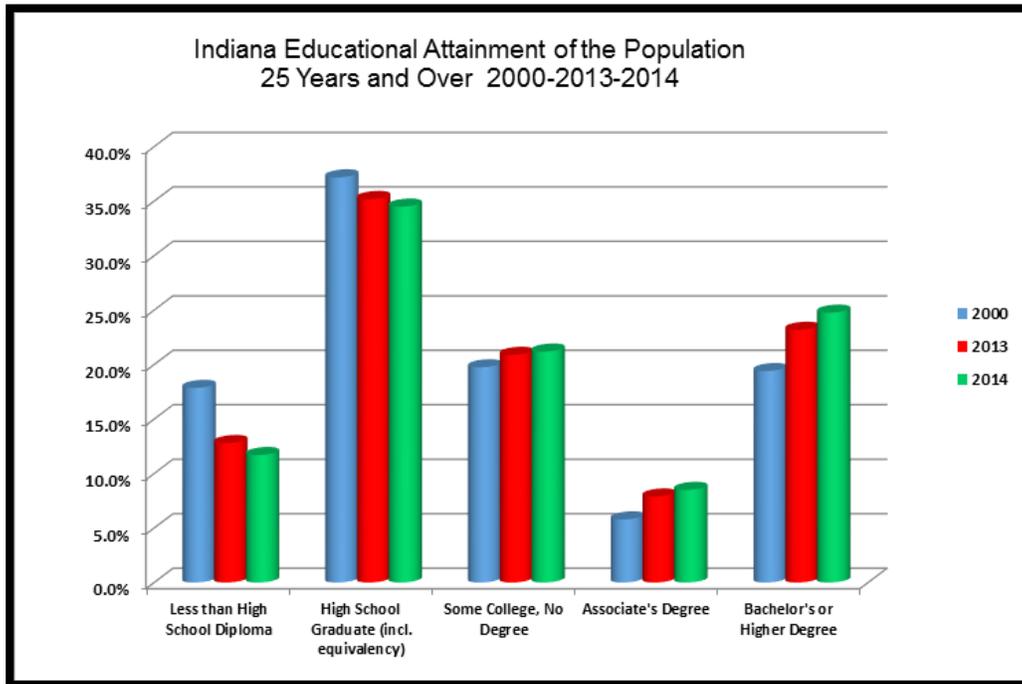
B3 Education

Rates of educational attainment are on the rise for Indiana. Since 2014 the % of the population 25 and older with a Bachelor’s degree or higher, has risen from 19.4% to 24.8% as illustrated below. Nevertheless, there are still significant portions of Indiana’s population without a high school diploma. Certain areas of the state illustrate greater numbers at risk and in need of continued and higher education programs.

EDUCATION ATTAINMENT, IN 2000 to 2014						
	2000	Pct. Of Pop. 25+	2013	Pct. Of Pop. 25+	2014	Pct. Of Pop. 25+
Total Population 25+	3,893,278	100%	4,312,892	100%	4,312,892	100%
Less than High School Graduate	695,540	17.9%	534,799	12.4%	503,778	11.7%
High School Graduate (incl. equivalency)	1,447,734	37.2%	1,479,322	34.3%	1,489,620	34.5%
Some college less than Bachelor's	994,391	25.5%	1,272,303	29.5%	1,285,503	29.8%
Bachelor's or Higher Degree	755,613	19.4%	1,026,468	23.8%	1,068,357	24.8%

Source: U.S. Census Bureau & American Community Survey

Figure 1



Source: U.S. Bureau of Census, American Community Survey (ACS)

Adults Age 18 to 64 without a High School Diploma or GED, 2013

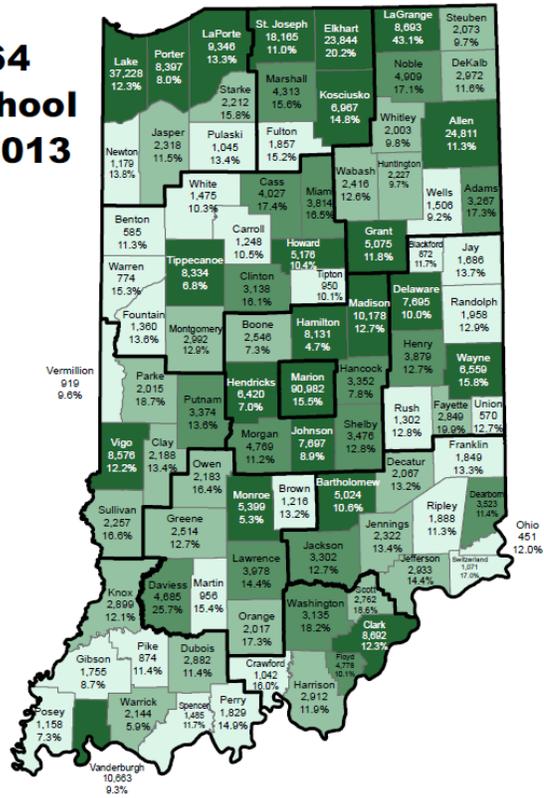
Number of Adults

- 451 - 1,999 (28)
- 2,000 - 2,999 (24)
- 3,000 - 4,999 (17)
- 5,000 - 90,982 (23)

□ Economic Growth Region

Labels also show the percent of adults age 18 to 64 without a high school diploma or equivalent.

Map produced by the Indiana Business Research Center in January 2015, using the American Community Survey 2009-2013 five-year estimates that were released by the U.S. Census Bureau in December 2014.

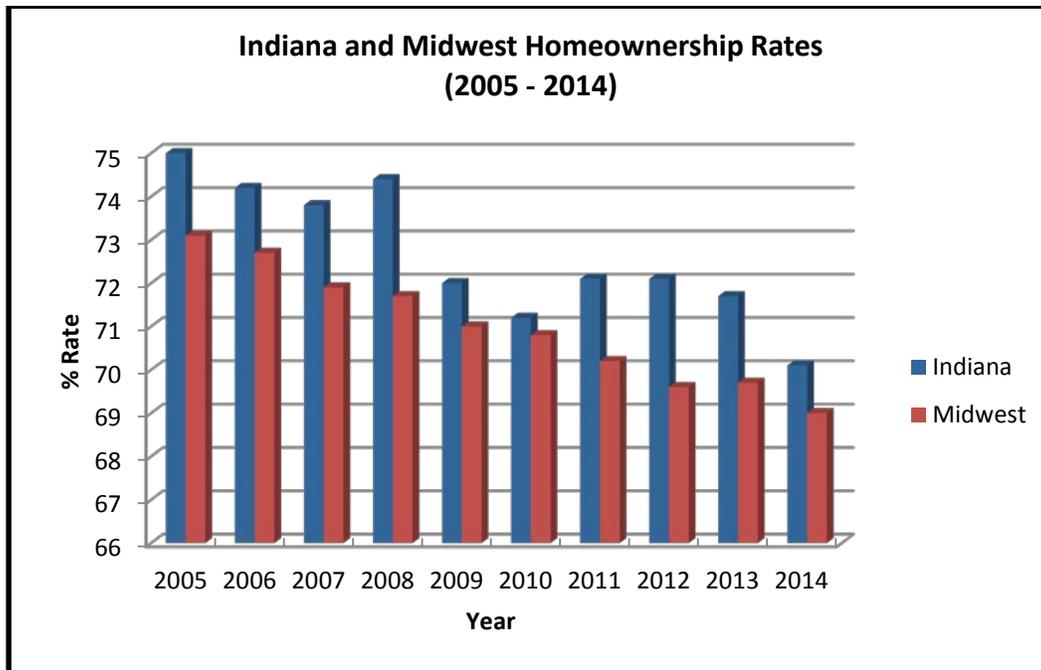


B4 Housing

Homeownership Rates

According to data from the U.S. Bureau of Census's Housing Vacancy Survey (HVS), from 2005 to 2014 Indiana maintained a higher percentage of homeownership in comparison to the Midwest region as a whole. In 2005, Indiana had a rate of 75.0% in comparison to the Midwest's 73.1%. Indiana maintained the higher rate during the entire time frame from 2005-2012. In 2014, the state finished with a homeownership rate of 70.1% to the Midwest's 69.0%. For a year by year comparison, see Figure 7.

Figure 7



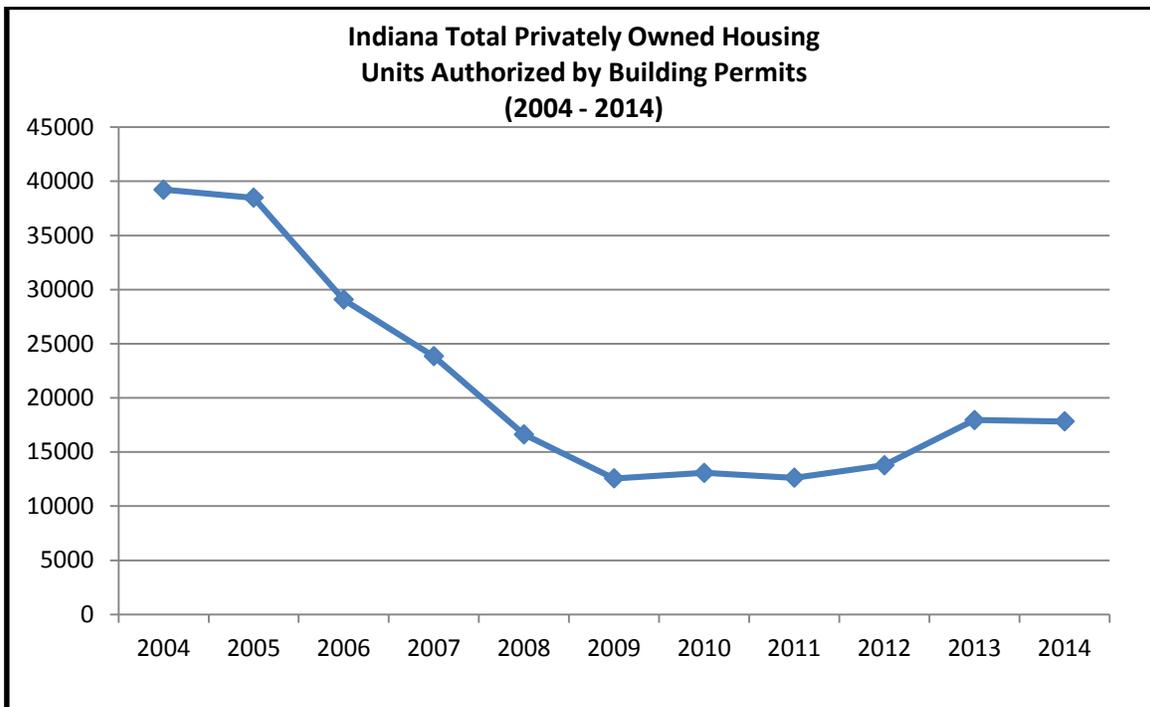
Source: U.S. Bureau of Census, Housing Vacancy Survey (HVS)

*Midwest: Illinois, Indiana, Michigan, Ohio, Wisconsin, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota

Housing Permits

From 2005 through 2009, the number of home building permits declined sharply. Much of this decline was a result of the nationwide financial crisis that began in late 2007. In 2010, the trend subsided and for the first time in four years the number of home building permits increased, albeit modestly. As shown in Figure 8, the number of home building permits increased 2012 and continued to rise in 2013, with the building permits climbing to 17,950. This trend stalled in 2014 as permits declined slightly from 2013 to 17,816.

Figure 8



Source: U.S. Bureau of Census



Unemployment Insurance (UI) Claimant Pool Analysis
Indiana Statewide
February 2015-July 2015

This report is a profile of UI Claimants receiving benefits for Unemployment Insurance. The numbers presented in this profile do not represent the total unemployed population.

Contact for questions or additional information:

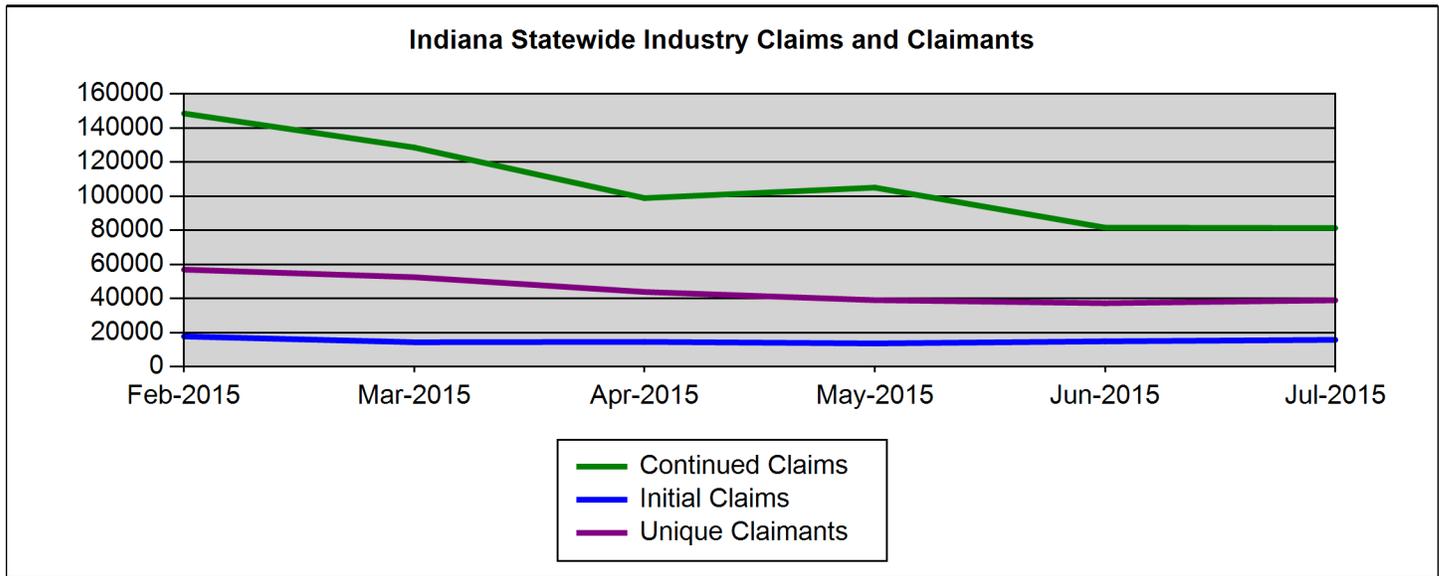
Olga Volokhova
Business & Workforce Studies/Data Team Manager
Department of Workforce Development
10 N. Senate Ave. Rm SE 207
Indianapolis, IN 46204
Phone: 317-233-2697
OVolokhova@dwd.in.gov

All NAICS Combined Claimants by Month

Indiana Statewide

February 2015-July 2015

Month	Continued Claims	Initial Claims	Unique Claimants
Feb-2015	148,432	17,730	56,908
Mar-2015	128,495	14,351	52,466
Apr-2015	98,839	14,557	43,827
May-2015	104,988	13,660	39,012
Jun-2015	81,542	14,872	37,236
Jul-2015	81,277	15,754	38,912



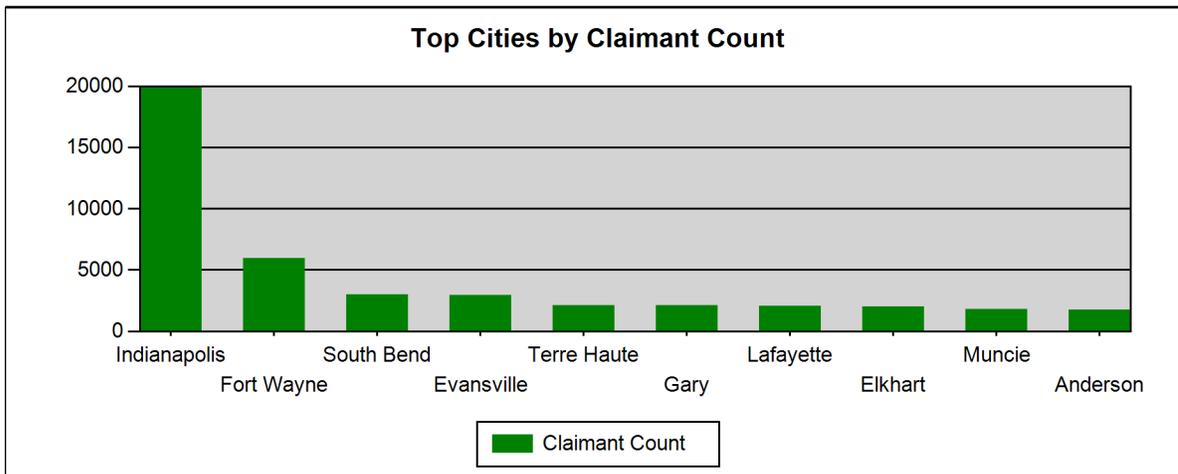
Note that continued claims counts may include multiple claims for the same individual.

All NAICS Combined Claimants by Indiana City of Residence

Indiana Statewide

February 2015-July 2015

City Name	Claimants	% of Total
Indianapolis	19,985	16.70%
Fort Wayne	5,979	5.00%
South Bend	3,012	2.52%
Evansville	2,954	2.47%
Terre Haute	2,128	1.78%
Gary	2,105	1.76%
Lafayette	2,035	1.70%
Elkhart	2,007	1.68%
Muncie	1,799	1.50%
Anderson	1,764	1.47%
Bloomington	1,733	1.45%
Valparaiso	1,543	1.29%
Hammond	1,418	1.18%
Kokomo	1,326	1.11%
Greenwood	1,178	0.98%
Crown Point	1,128	0.94%
Mishawaka	1,035	0.86%
Portage	1,020	0.85%
Columbus	988	0.83%
Michigan City	986	0.82%
Marion	962	0.80%
La Porte	929	0.78%
Hobart	864	0.72%
Noblesville	861	0.72%
Merrillville	846	0.71%
Other	59,104	49.38%
Total	119,689	

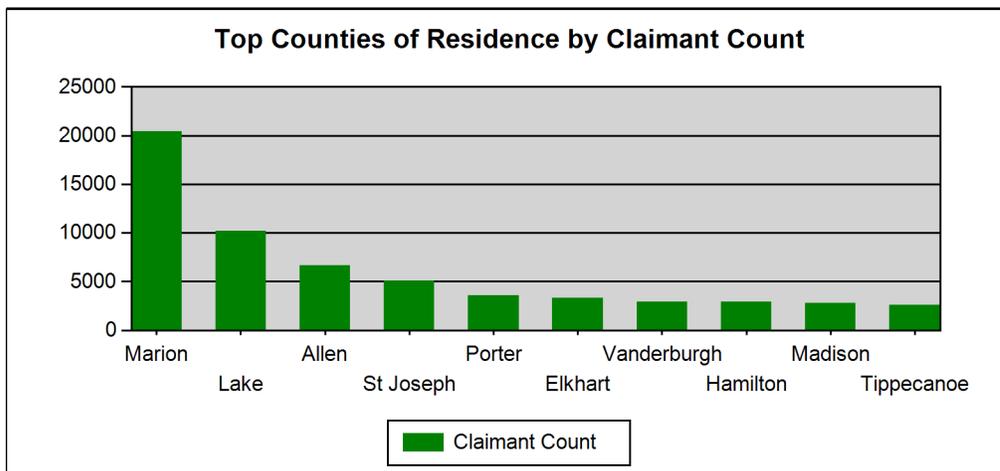


All NAICS Combined Claimants by Indiana County of Residence

Indiana Statewide

February 2015-July 2015

County Name	Claimants	% of Total
Marion	20,460	17.09%
Lake	10,178	8.50%
Allen	6,671	5.57%
St Joseph	5,069	4.24%
Porter	3,562	2.98%
Elkhart	3,348	2.80%
Vanderburgh	2,956	2.47%
Hamilton	2,917	2.44%
Madison	2,798	2.34%
Tippecanoe	2,613	2.18%
La Porte	2,504	2.09%
Vigo	2,437	2.04%
Johnson	2,243	1.87%
Delaware	2,209	1.85%
Monroe	1,968	1.64%
Hendricks	1,759	1.47%
Clark	1,577	1.32%
Morgan	1,517	1.27%
Howard	1,474	1.23%
Grant	1,388	1.16%
Kosciusko	1,373	1.15%
Lawrence	1,357	1.13%
Wayne	1,234	1.03%
Hancock	1,156	0.97%
Bartholomew	1,149	0.96%
Other	33,772	28.22%
Total	119,689	
Out of State	8,446	

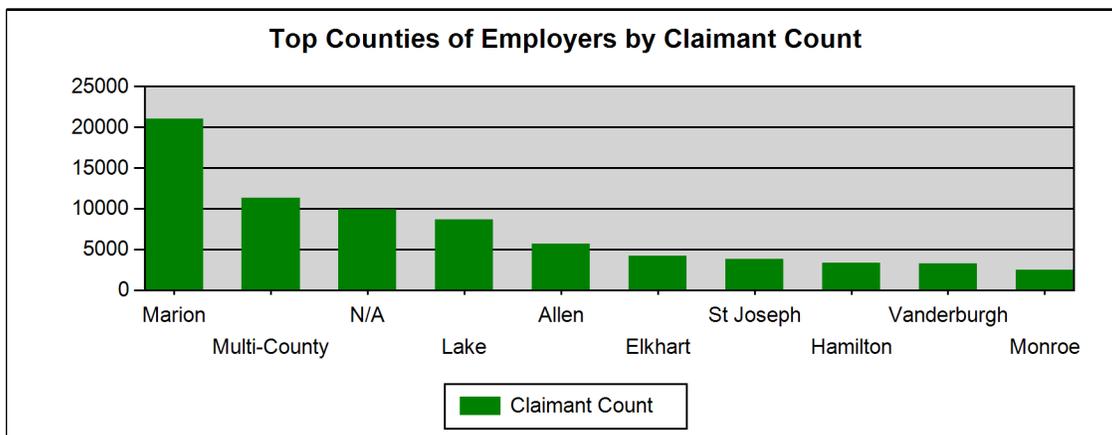


All NAICS Combined Claimants by Indiana County of Employer

Indiana Statewide

February 2015-July 2015

County Name	County Fips	Claimants
Marion	097	21,066
Multi-County	999	11,314
N/A	N/A	9,937
Lake	089	8,679
Allen	003	5,671
Elkhart	039	4,242
St Joseph	141	3,868
Hamilton	057	3,333
Vanderburgh	163	3,245
Monroe	105	2,486
Porter	127	2,423
Tippecanoe	157	2,205
Bartholomew	005	1,896
N/A	995	1,877
Vigo	167	1,815
Delaware	035	1,621
La Porte	091	1,589
Madison	095	1,584
Boone	011	1,369
Clark	019	1,332
Hendricks	063	1,319
N/A	900	1,266
Johnson	081	1,004
Wayne	177	995
Floyd	043	947
Other		22,606
Total		119,689



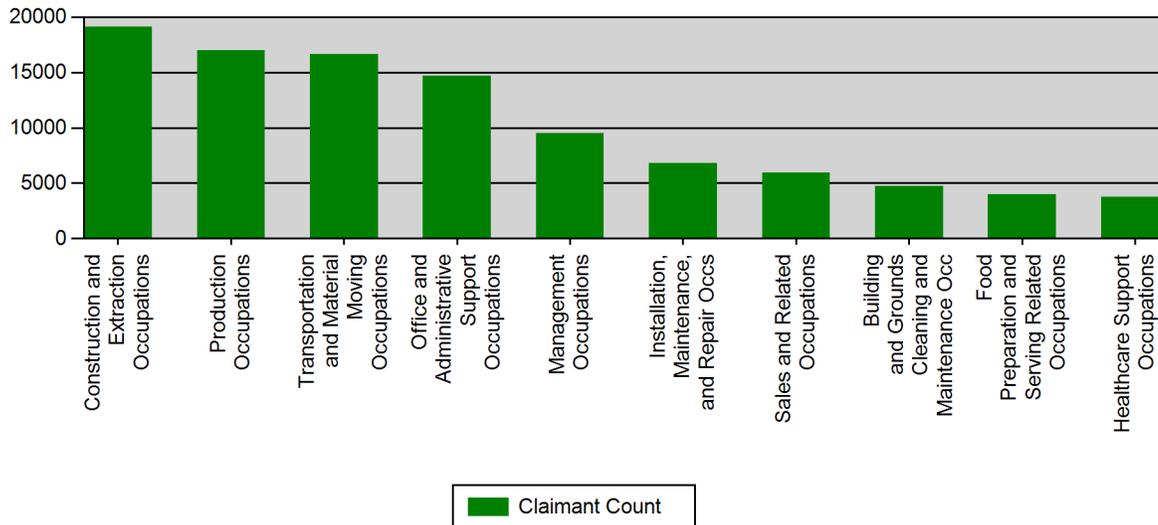
All NAICS Combined Claimants by Occupational Group Based on Self-Reported SOC Code

Indiana Statewide

February 2015-July 2015

Occupational Group Description	SOC Code	Claimants	% of Total
Construction and Extraction Occupations	470	19,148	16.00%
Production Occupations	510	17,014	14.22%
Transportation and Material Moving Occupations	530	16,670	13.93%
Office and Administrative Support Occupations	430	14,671	12.26%
Management Occupations	110	9,536	7.97%
Installation, Maintenance, and Repair Occs	490	6,812	5.69%
Sales and Related Occupations	410	5,949	4.97%
Building and Grounds Cleaning and Maintenance Occ	370	4,745	3.96%
Food Preparation and Serving Related Occupations	350	4,019	3.36%
Healthcare Support Occupations	310	3,760	3.14%
Healthcare Practitioners and Technical Occupations	290	3,397	2.84%
Business and Financial Operations Occupations	130	3,259	2.72%
Architecture and Engineering Occupations	170	1,926	1.61%
Education, Training, and Library Occupations	250	1,530	1.28%
Arts, Design, Entertainment, Sports, and Media Occ	270	1,484	1.24%
Computer and Mathematical Occupations	150	1,232	1.03%
Protective Service Occupations	330	1,032	0.86%
Personal Care and Service Occupations	390	949	0.79%
Community and Social Services Occupations	210	888	0.74%
Life, Physical, and Social Science Occupations	190	552	0.46%
Farming, Fishing, and Forestry Occupations	450	479	0.40%
Legal Occupations	230	435	0.36%
Military Specific Occupations	550	174	0.15%
Code 000	000	28	0.02%
Total		119,689	

Top Occupational Groups by Claimant Count



Claimants by NAICS of Separating Employer

Indiana Statewide

February 2015-July 2015

NAICS Code	NAICS Title	Claimants	% of Total
23	Construction	22,400	18.72%
31-33	Manufacturing	22,389	18.71%
56	Admin. & Support & Waste Mgt. & Rem. Services	15,555	13.00%
N/A	No NAICS available	9,937	8.30%
44-45	Retail Trade	9,058	7.57%
62	Health Care and Social Services	9,008	7.53%
72	Accommodation and Food Services	5,404	4.52%
48-49	Transportation and Warehousing	4,578	3.82%
54	Professional, Scientific, and Technical Services	3,741	3.13%
42	Wholesale Trade	3,731	3.12%
61	Educational Services	2,292	1.91%
81	Other Services(Except Public Administration)	2,288	1.91%
52	Finance and Insurance	2,148	1.79%
71	Arts, Entertainment, and Recreation	1,458	1.22%
53	Real Estate and Rental and Leasing	1,359	1.14%
92	Public Administration	1,292	1.08%
51	Information	1,244	1.04%
21	Mining	640	0.53%
55	Management of Companies and Enterprises	554	0.46%
11	Agriculture, Forestry, Fishing and Hunting	436	0.36%
22	Utilities	107	0.09%
99	Unallocated	70	0.06%
Total		119,689	

Top 10 Industries by NAICS by Claimant Count

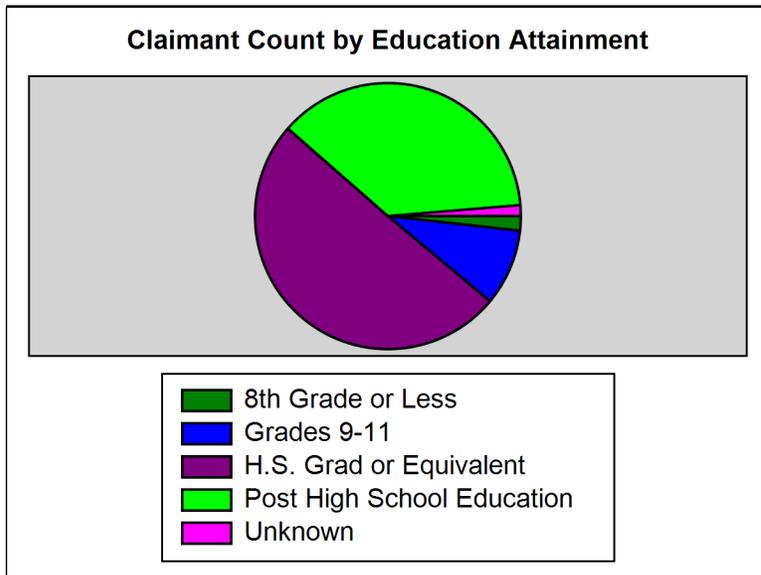


All NAICS Combined Claimants by Educational Attainment/Highest Grade Completed

Indiana Statewide

February 2015-July 2015

Category	Claimants	% of Total
8th Grade or Less	2,109	1.76%
Grades 9-11	11,126	9.30%
H.S. Grad or Equivalent	60,298	50.38%
Post High School Education	44,585	37.25%
Unknown	1,571	1.31%
Total	119,689	



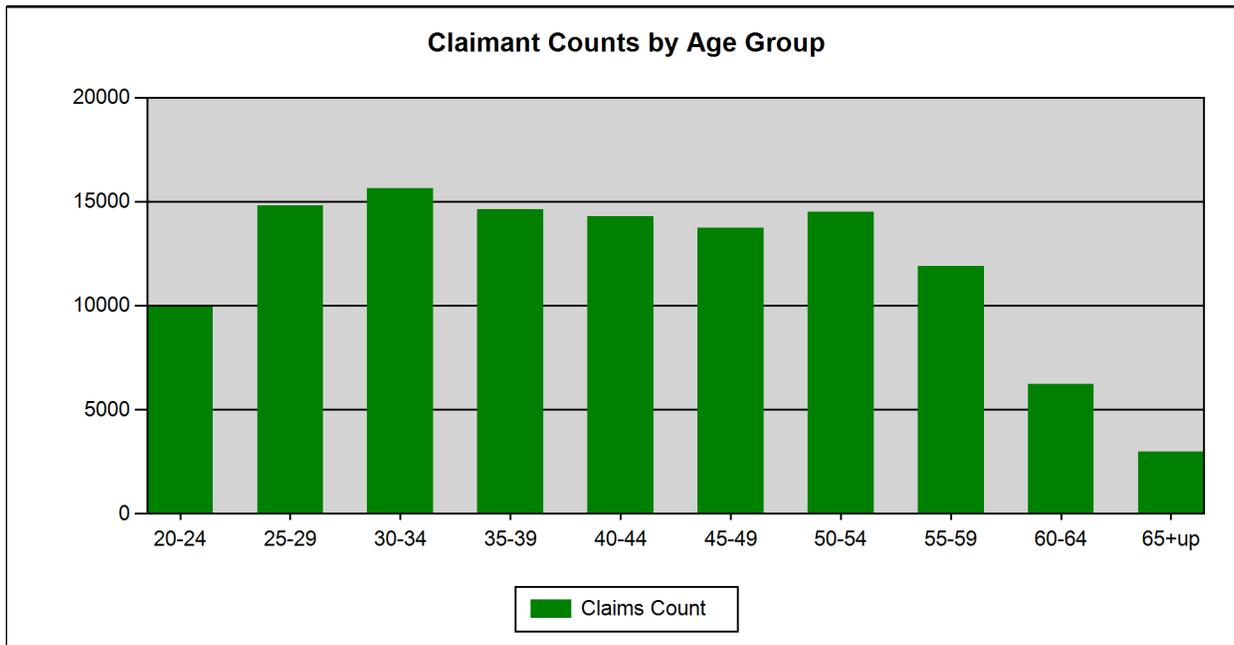
All NAICS Combined Claimants by Age Group

Indiana Statewide

February 2015-July 2015

Age Group	Claimants	% of Total
16-19	**	**
20-24	9,937	8.30%
25-29	14,821	12.38%
30-34	15,634	13.06%
35-39	14,622	12.22%
40-44	14,292	11.94%
45-49	13,734	11.47%
50-54	14,518	12.13%
55-59	11,891	9.93%
60-64	6,229	5.20%
65+up	2,990	2.50%
Other	*	*
Total	119,689	

Age calculated by Claims File Date - Birthdate

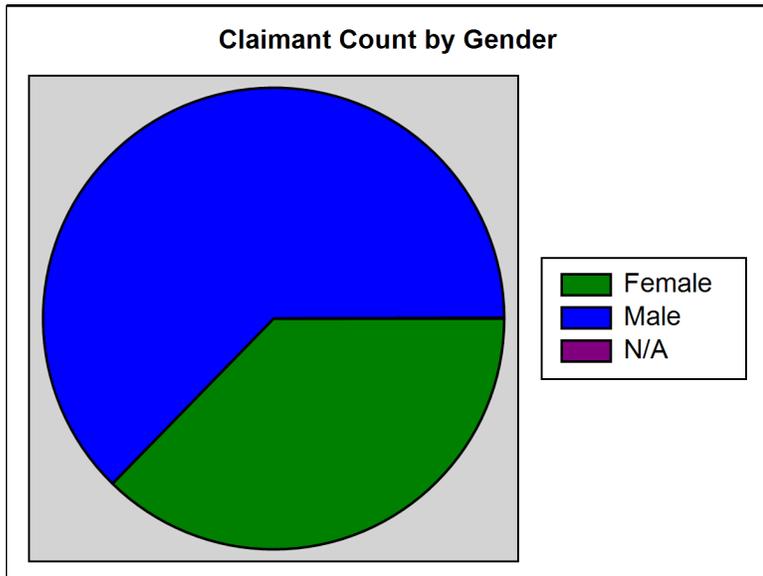


All NAICS Combined Claimants by Gender

Indiana Statewide

February 2015-July 2015

Category	Claimants	% of Total
Female	44,663	37.32%
Male	74,963	62.63%
N/A	63	0.05%
Total	119,689	



All NAICS Combined Claimants by Weeks Paid and Average Weekly Payment

Indiana Statewide

February 2015-July 2015

Weeks Unemployed	# of Unique Claimants	Average Proceed Amount (\$)	Average Entitlement Amount (\$)
1	7,007	229.22	256.02
2	5,990	234.68	261.41
3	5,532	232.78	260.54
4	5,700	229.32	256.53
5	5,456	231.16	258.40
6	5,566	227.79	254.83
7	4,275	235.04	262.75
8	3,957	232.39	259.76
9	3,444	233.09	260.27
10	3,135	233.42	259.16
11	2,755	229.44	256.77
12	2,274	231.81	258.53
13	2,075	225.72	251.97
14	1,864	235.61	261.74
15	1,631	228.28	255.19
16	1,461	229.14	257.34
17	1,320	231.46	258.49
18	1,374	225.37	252.50
19	1,209	225.33	251.96
20	1,090	224.10	251.69
21	846	229.52	254.93
22	741	230.90	259.63
23	759	218.46	243.94
24	607	220.53	245.47
25	298	228.09	256.36

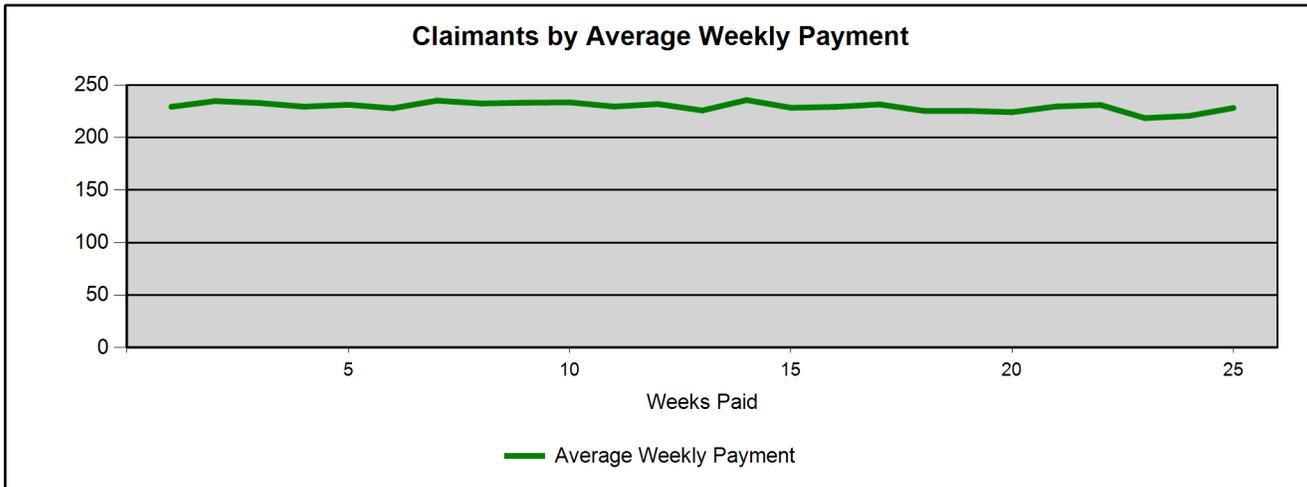
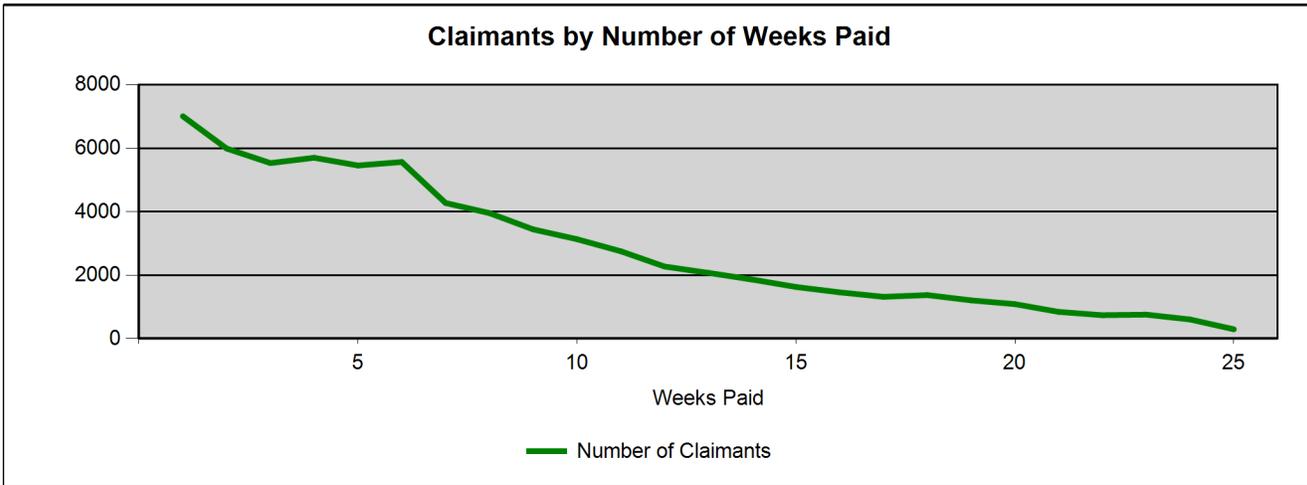
Average Number of Weeks Paid: 8

The number of weeks unemployed represent the number of weeks unemployed within the chosen time frame. These numbers do not represent the overall number of weeks for each person's spell of unemployment and may have additional weeks of unemployment beyond the chosen time frame.

All NAICS Combined Claimants by Weeks Paid and Average Weekly Payment (cont.)

Indiana Statewide

February 2015-July 2015



Methodology Notes

Claimant Analysis Scope = Unique Claimants Who Meet the Following Criteria:

Filed a continued claim for compensable weeks ending in February 2015-July 2015 (regardless of payment status)

Filed an initial claim in February 2015-July 2015 (regardless of claim status)

Transaction types of 'RG' (regular) and 'RV' (released vouchers) included.

Grand totals on each page excludes claimants from other states.

All claims types are included in the calculations in this report.

Additional Notes on "Weeks Paid and Average Weekly Payment" page:

Other analyses include all claimants, regardless of payment status, so these counts may be smaller.

Differences between entitlement amounts and proceeds amounts reflect amounts deducted for taxes, child support payments and/or employment payment amounts for vacation, holidays, etc.

Entitlement amounts are based on employees' wages during the benefit determination period.

Proceeds amounts are the actual dollar amounts of the checks that go out to claimants.

The City of Residence, County of Residence, and County of Employer pages only show the top 25 values. The remainder of the values are placed into an "Other" grouping.

Claims data extracted from the Workforce Warehouse database, designed primarily as a research database, may not match exactly other counts produced by or for the Employment & Training Administration of the U. S. Department of Labor.

Suppression:

*Data is non-disclosable in this cell due to primary suppression. If a value is less than 10 claimants, but greater than zero, the data is suppressed.

**Data is non-disclosable in this cell due to secondary suppression. In this case, if the value of a non-disclosable data cell can be determined by adding disclosed data and subtracting from the total, the 2nd smallest value is also suppressed.

Glossary of Terms

NAICS = Industry Codes. The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy.

SOC = Occupational Codes. The Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 840 detailed occupations according to their occupational definition.

Regional Listing

Economic Growth Regions

Economic Growth Region 1

Jasper, La Porte, Lake, Newton, Porter, Pulaski, Starke Counties

Economic Growth Region 2

Elkhart, Fulton, Kosciusko, Marshall, St Joseph Counties

Economic Growth Region 3

Adams, Allen, De Kalb, Grant, Huntington, Lagrange, Noble, Steuben, Wabash, Wells, Whitley Counties

Economic Growth Region 4

Benton, Carroll, Cass, Clinton, Fountain, Howard, Miami, Montgomery, Tippecanoe, Tipton, Warren, White Counties

Economic Growth Region 5

Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, Shelby Counties

Economic Growth Region 6

Blackford, Delaware, Fayette, Henry, Jay, Randolph, Rush, Union, Wayne Counties

Economic Growth Region 7

Clay, Parke, Putnam, Sullivan, Vermillion, Vigo Counties

Economic Growth Region 8

Brown, Daviess, Greene, Lawrence, Martin, Monroe, Orange, Owen Counties

Economic Growth Region 9

Dearborn, Decatur, Franklin, Jackson, Jefferson, Jennings, Ohio, Ripley, Switzerland Counties

Economic Growth Region 10

Clark, Crawford, Floyd, Harrison, Scott, Washington Counties

Economic Growth Region 11

Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, Warrick Counties

Custom Regions

Economic Growth Region 5, No Marion County

Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Morgan, Shelby Counties

radiusIN

Crawford, Daviess, Dubois, Greene, Lawrence, Martin, Orange, Washington Counties

IEDC - Northwest Region

Jasper, Lake, LaPorte, Newton, Porter, Pulaski, and Starke Counties

IEDC - North Central Region

Elkhart, Fulton, Kosciusko, Marshall, St. Joseph Counties

IEDC - Northeast Region

Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, Whitley Counties

IEDC - Central Region

Benton, Blackford, Boone, Brown, Carroll, Cass, Clay, Clinton, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Howard, Jay, Johnson, Madison, Marion, Miami, Monroe, Montgomery, Morgan, Owen, Parke, Putnam, Randolph, Rush, Shelby, Sullivan, Tippecanoe, Tipton, Union, Vermillion, Vigo, Warren, Wayne, White Counties

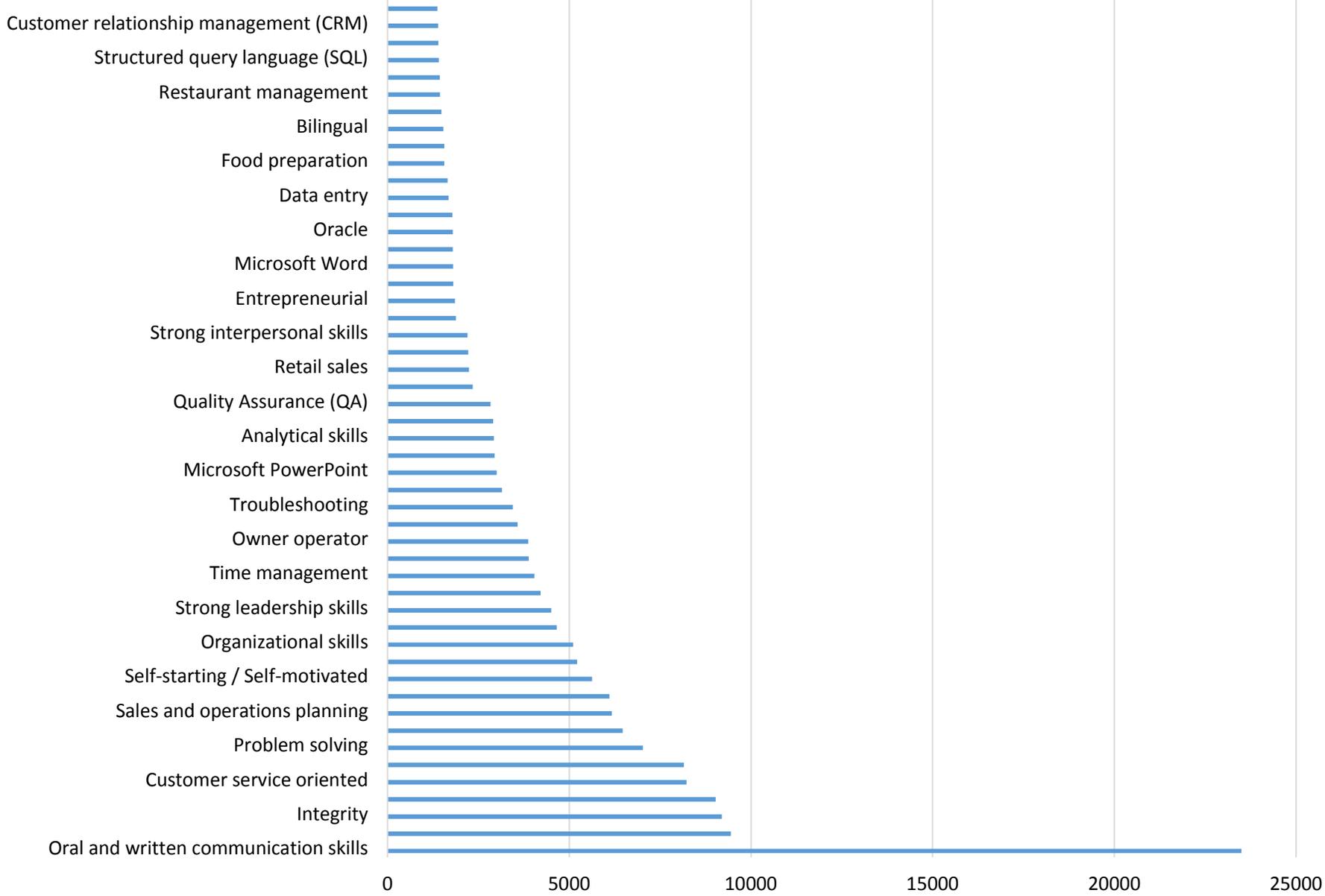
IEDC - Southwest Region

Daviess, Dubois, Gibson, Greene, Knox, Lawrence, Martin, Orange, Perry, Pike, Posey, Spencer, Vanderburgh, Warrick Counties

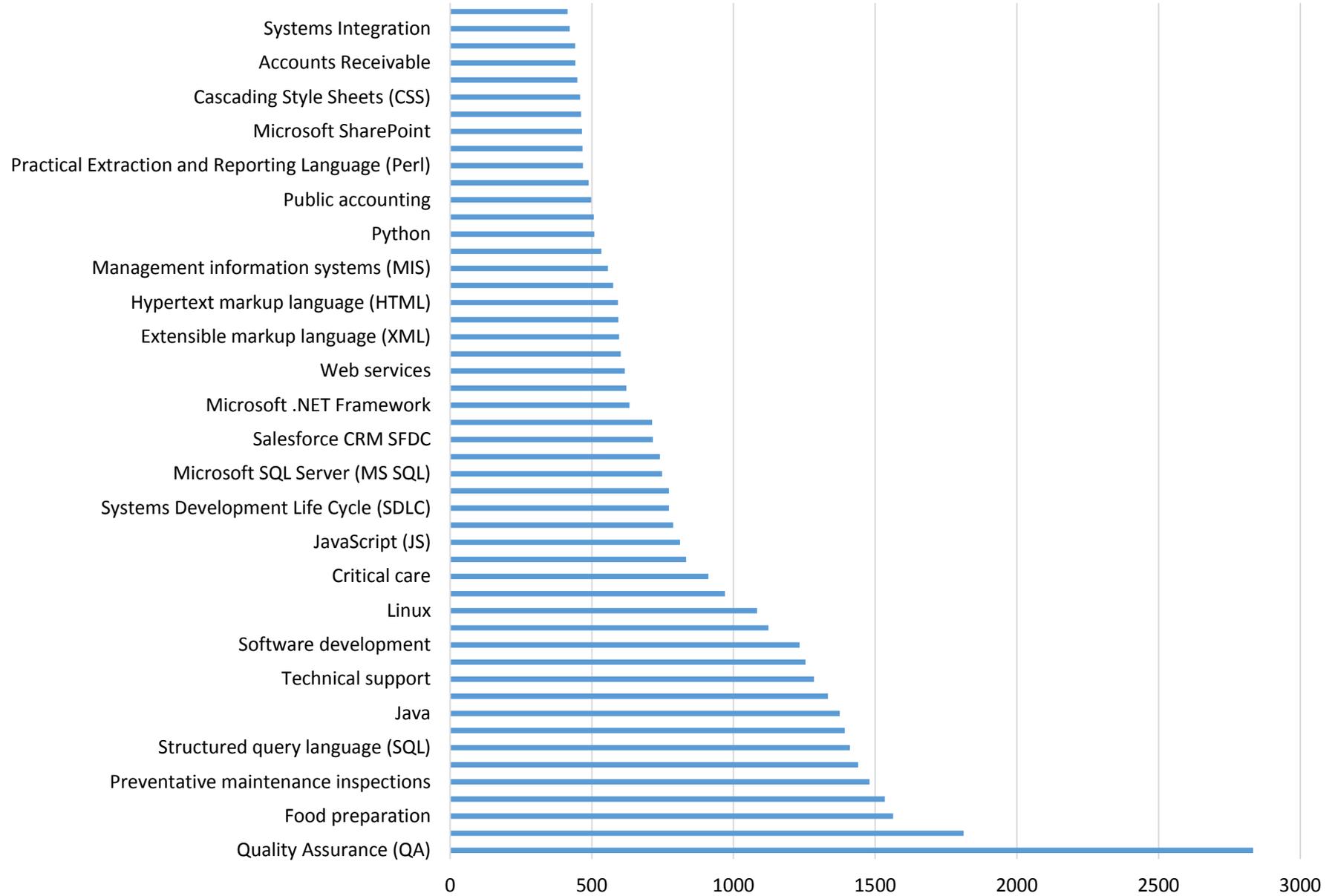
IEDC - Southeast Region

Bartholomew, Clark, Crawford, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland, Washington Counties

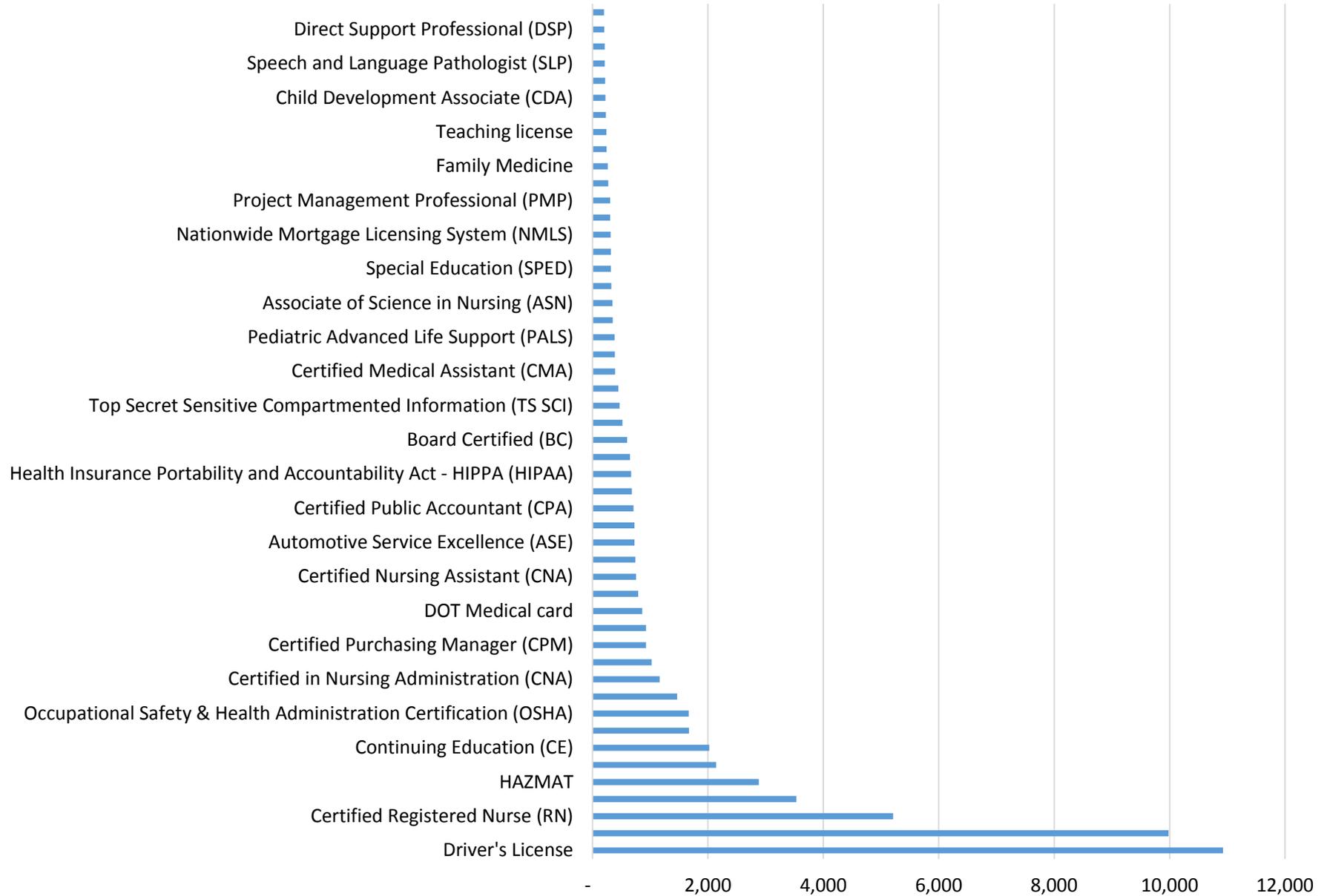
Soft Skills



Skills



Certifications



Source: US Conference Board HWOL

Soft Skills	Job Ads
Oral and written communication skills	23500
Marketing	9449
Integrity	9198
Team-oriented, teamwork	9027
Customer service oriented	8226
Detail oriented	8157
Problem solving	7025
Microsoft Office	6470
Sales and operations planning	6169
Creativity	6107
Self-starting / Self-motivated	5627
Work independently	5216
Organizational skills	5104
Management skills	4653
Strong leadership skills	4507
Coaching	4213
Time management	4042
Sales experience / ability	3888
Owner operator	3875
Basic computer skills	3578
Troubleshooting	3450
Work ethics	3149
Microsoft PowerPoint	3001
Project Management	2944
Analytical skills	2924
Dependability	2907
Quality Assurance (QA)	2834
Cash registers	2344
Retail sales	2242
Business development	2221
Strong interpersonal skills	2199
Ability to learn	1881
Entrepreneurial	1858
Application process	1812
Microsoft Word	1800
Negotiation skills	1799
Oracle	1795
Cash handling	1785
Data entry	1682
Guest service experience	1655
Food preparation	1563
Highly motivated	1562
Bilingual	1534
Preventative maintenance inspections	1480

Restaurant management	1444
Quality control	1440
Structured query language (SQL)	1411
Ability to travel	1401
Customer relationship management (CRM)	1392
Java	1375

Source: US Conference Board HWOL

Skill	Jobs Ads
Quality Assurance (QA)	2834
Application process	1812
Food preparation	1563
Bilingual	1534
Preventative maintenance inspections	1480
Quality control	1440
Structured query language (SQL)	1411
Customer relationship management (CRM)	1392
Java	1375
Pediatrics	1333
Technical support	1284
User Experience design (UX)	1254
Software development	1233
Geriatrics	1123
Linux	1083
Preventive maintenance	970
Critical care	911
UNIX	833
JavaScript (JS)	811
Patient Electronic Medical Record (EMR)	787
Systems Development Life Cycle (SDLC)	772
Application development	772
Microsoft SQL Server (MS SQL)	748
Behavioral health	740
Salesforce CRM SFDC	715
Electrical systems	713
Microsoft .NET Framework	633
Marketing and Sales	622
Web services	616
Material Handling	602
Extensible markup language (XML)	596
Relational Database Management System (RDBMS)	594
Hypertext markup language (HTML)	592
C-sharp (C#)	575
Management information systems (MIS)	557
Quality Systems	534
Python	509
Bilingual Spanish	507
Public accounting	498
Instrumentation	489
Practical Extraction and Reporting Language (Perl)	469
Transaction processing	467
Microsoft SharePoint	465
Business sales	462

Cascading Style Sheets (CSS)	459
Accounts payable	449
Accounts Receivable	442
Work order	441
Systems Integration	422
Equipment Maintenance	414

Source: US Conference Board HWOL

Certification	Job Ads
Driver's License	10,927
Commercial Driver's License (CDL)	9,981
Certified Registered Nurse (RN)	5,207
Certification in Cardiopulmonary Resuscitation (CPR)	3,531
HAZMAT	2,881
Basic Life Support (BLS)	2,141
Continuing Education (CE)	2,023
Licensed Practical Nurse (LPN)	1,671
Occupational Safety & Health Administration Certification (OSHA)	1,665
Food safety programs (HACCP)	1,467
Certified in Nursing Administration (CNA)	1,162
Advanced Cardiac Life Support (ACLS)	1,025
Certified Purchasing Manager (CPM)	928
Tanker and Hazmat Endorsement	925
DOT Medical card	861
Class A Commercial Drivers License	790
Certified Nursing Assistant (CNA)	755
Physical Therapist Certification	742
Automotive Service Excellence (ASE)	728
Certified Practical Nurse, Long-term care (CPNL, LTC)	727
Certified Public Accountant (CPA)	708
State insurance license	683
Health Insurance Portability and Accountability Act - HIPAA (HIPAA)	670
First Aid certification	647
Board Certified (BC)	598
Pharmacy Technician (PT)	519
Top Secret Sensitive Compartmented Information (TS SCI)	469
Commission on Collegiate Nursing Education (CCNE)	448
Certified Medical Assistant (CMA)	391
Certified in Long Term Care (LTC)	385
Pediatric Advanced Life Support (PALS)	384
Licensed Clinical Social Worker (LCSW)	348
Associate of Science in Nursing (ASN)	347
Basic Cardiac Life Support (BCLS)	327
Special Education (SPED)	318
Emergency Medical Technician (EMT)	318
Nationwide Mortgage Licensing System (NMLS)	311
Home Health Aide (HHA)	305
Project Management Professional (PMP)	303
Better Business Bureau (BBB)	271
Family Medicine	264
Early Childhood Education (ECE)	243
Teaching license	241
Certified Information Systems Security Professional (CISSP)	231

Child Development Associate (CDA)	222
Clinical Laboratory Improvement Act (CLIA)	219
Speech and Language Pathologist (SLP)	211
Family Physician / Internal Medicine (FP/IM)	211
Direct Support Professional (DSP)	204
American Registry of Radiologic Technologists (ARRT)	200
...	

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13 - Online posting demand by Economic Growth Regions (Indiana)

EGR 1		EGR 2	
Occupation	Volume	Occupation	Volume
Heavy and Tractor-Trailer Truck Drivers	1012	Heavy and Tractor-Trailer Truck Drivers	917
Registered Nurses	394	Registered Nurses	279
Retail Salespersons	236	Industrial Engineers	263
First-Line Supervisors of Retail Sales Workers	216	First-Line Supervisors of Retail Sales Workers	244
First-Line Supervisors of Food Preparation and Serving Workers	127	First-Line Supervisors of Production and Operating Workers	244
First-Line Supervisors of Production and Operating Workers	113	Retail Salespersons	215
Customer Service Representatives	100	Maintenance and Repair Workers, General	192
Maintenance and Repair Workers, General	91	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	146
Nursing Assistants	90	Customer Service Representatives	131
Occupational Therapists	85	First-Line Supervisors of Food Preparation and Serving Workers	113
Coaches and Scouts	83	Licensed Practical and Licensed Vocational Nurses	98
Industrial Engineers	80	Light Truck or Delivery Services Drivers	90
First-Line Supervisors of Office and Administrative Support Workers	76	Accountants	89
First-Line Supervisors of Mechanics, Installers, and Repairers	67	Laborers and Freight, Stock, and Material Movers, Hand	83
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	65	First-Line Supervisors of Mechanics, Installers, and Repairers	82
Licensed Practical and Licensed Vocational Nurses	65	First-Line Supervisors of Office and Administrative Support Workers	80
Physical Therapists	63	Helpers--Production Workers	74
Combined Food Preparation and Serving Workers, Including Fast Food	62	Social and Human Service Assistants	73
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	57	Nursing Assistants	71
Insurance Sales Agents	57	Mechanical Engineers	67
Medical and Health Services Managers	56	Occupational Therapists	62
Computer User Support Specialists	56	Tellers	61
Bus and Truck Mechanics and Diesel Engine Specialists	54	Bookkeeping, Accounting, and Auditing Clerks	60
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	49	Executive Secretaries and Executive Administrative Assistants	59
Secondary School Teachers, Except Special and Career/Technical Education	47	Coaches and Scouts	59
Social and Human Service Assistants	46	Critical Care Nurses	58

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13 - Online posting demand by Economic Growth Regions (Indiana)

EGR 1		EGR 2	
Occupation	Volume	Occupation	Volume
Medical and Clinical Laboratory Technologists	44	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	57
Medical Assistants	44	Landscaping and Groundskeeping Workers	57
Family and General Practitioners	42	Marketing Managers	57
Elementary School Teachers, Except Special Education	42	Computer User Support Specialists	55
Speech-Language Pathologists	41	Medical Assistants	55
Computer Systems Analysts	40	Sales Managers	54
Stock Clerks, Sales Floor	39	Medical and Health Services Managers	54
General and Operations Managers	39	Combined Food Preparation and Serving Workers, Including Fast Food	54
Bookkeeping, Accounting, and Auditing Clerks	39	General and Operations Managers	53
Home Health Aides	38	Demonstrators and Product Promoters	51
Critical Care Nurses	37	Human Resources Managers	50
Merchandise Displayers and Window Trimmers	37	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	50
Cooks, Restaurant	36	Computer Systems Analysts	49
Food Service Managers	36	Insurance Sales Agents	46
Pharmacists	35	Security Guards	46
Sales Agents, Financial Services	35	Bus and Truck Mechanics and Diesel Engine Specialists	45
Network and Computer Systems Administrators	34	Sales Representatives, Services, All Other	44
Security Guards	34	First-Line Supervisors of Non-Retail Sales Workers	43
Medical Secretaries	34	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43
Cashiers	34	Managers, All Other	43
Demonstrators and Product Promoters	33	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	43
First-Line Supervisors of Non-Retail Sales Workers	31	Office Clerks, General	42
Loan Officers	31	Secondary School Teachers, Except Special and Career/Technical Education	40
Sales Representatives, Services, All Other	31	Financial Managers, Branch or Department	40
Others (381)	2233	Others (426)	3143
Total (431)	6566	Total (476)	8224

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 3		EGR 4	
Occupation	Volume	Occupation	Volume
Heavy and Tractor-Trailer Truck Drivers	1431	Heavy and Tractor-Trailer Truck Drivers	980
Registered Nurses	604	Registered Nurses	156
Maintenance and Repair Workers, General	213	Retail Salespersons	146
First-Line Supervisors of Retail Sales Workers	191	First-Line Supervisors of Retail Sales Workers	145
Retail Salespersons	183	Maintenance and Repair Workers, General	111
Medical Assistants	164	Customer Service Representatives	107
Industrial Engineers	161	First-Line Supervisors of Food Preparation and Serving Workers	90
First-Line Supervisors of Production and Operating Workers	150	Industrial Engineers	89
Customer Service Representatives	142	First-Line Supervisors of Production and Operating Workers	84
Licensed Practical and Licensed Vocational Nurses	140	First-Line Supervisors of Office and Administrative Support Workers	81
First-Line Supervisors of Office and Administrative Support Workers	122	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	77
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	120	Speech-Language Pathologists	70
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	106	Receptionists and Information Clerks	70
First-Line Supervisors of Food Preparation and Serving Workers	105	Office Clerks, General	63
Nursing Assistants	104	Merchandise Displayers and Window Trimmers	60
Light Truck or Delivery Services Drivers	87	Medical and Health Services Managers	60
Network and Computer Systems Administrators	87	Demonstrators and Product Promoters	56
Laborers and Freight, Stock, and Material Movers, Hand	85	Coaches and Scouts	56
Medical and Health Services Managers	79	Nursing Assistants	53
Executive Secretaries and Executive Administrative Assistants	77	Insurance Sales Agents	53
Physical Therapists	76	Personal Care Aides	53
First-Line Supervisors of Mechanics, Installers, and Repairers	74	Occupational Therapists	52
Occupational Therapists	72	Computer User Support Specialists	52
Bookkeeping, Accounting, and Auditing Clerks	72	Combined Food Preparation and Serving Workers, Including Fast Food	50
Speech-Language Pathologists	70	Licensed Practical and Licensed Vocational Nurses	47
Accountants	68	Social and Human Service Assistants	45

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 3		EGR 4	
Occupation	Volume	Occupation	Volume
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	67	First-Line Supervisors of Mechanics, Installers, and Repairers	44
Insurance Sales Agents	66	Executive Secretaries and Executive Administrative Assistants	43
Computer Systems Analysts	66	Mechanical Engineers	40
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	65	Light Truck or Delivery Services Drivers	40
Computer User Support Specialists	64	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	40
Coaches and Scouts	64	Physical Therapists	37
Sales Representatives, Services, All Other	63	Telecommunications Equipment Installers and Repairers, Except Line Installers	36
Driver/Sales Workers	62	Medical Assistants	36
Landscaping and Groundskeeping Workers	61	Family and General Practitioners	35
Helpers--Production Workers	60	Medical Secretaries	34
Combined Food Preparation and Serving Workers, Including Fast Food	60	Helpers--Production Workers	34
Maids and Housekeeping Cleaners	59	Tellers	32
Home Health Aides	56	Cashiers	32
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	56	Electricians	32
Social and Human Service Assistants	55	Landscaping and Groundskeeping Workers	31
First-Line Supervisors of Construction Trades and Extraction Workers	55	Home Health Aides	31
Receptionists and Information Clerks	54	Bookkeeping, Accounting, and Auditing Clerks	31
Healthcare Support Workers, All Other	54	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	31
Tellers	53	First-Line Supervisors of Non-Retail Sales Workers	31
Medical Secretaries	52	Maids and Housekeeping Cleaners	30
Bus and Truck Mechanics and Diesel Engine Specialists	51	Elementary School Teachers, Except Special Education	30
Telecommunications Equipment Installers and Repairers, Except Line Installers	50	Teacher Assistants	30
Stock Clerks, Sales Floor	49	Laborers and Freight, Stock, and Material Movers, Hand	30
Office Clerks, General	49	Stock Clerks, Sales Floor	29
Others (470)	3582	Others (374)	1942
Total (520)	9756	Total (424)	5667

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 5		EGR 6	
Occupation	Volume	Occupation	Volume
Heavy and Tractor-Trailer Truck Drivers	2269	Heavy and Tractor-Trailer Truck Drivers	976
Registered Nurses	1176	Registered Nurses	171
First-Line Supervisors of Retail Sales Workers	739	Receptionists and Information Clerks	99
Customer Service Representatives	718	Customer Service Representatives	95
Retail Salespersons	696	Speech-Language Pathologists	93
First-Line Supervisors of Office and Administrative Support Workers	647	Retail Salespersons	90
Maintenance and Repair Workers, General	549	First-Line Supervisors of Retail Sales Workers	84
Computer Systems Analysts	546	Physical Therapists	73
Marketing Managers	488	Office Clerks, General	65
First-Line Supervisors of Food Preparation and Serving Workers	483	Maintenance and Repair Workers, General	63
Accountants	466	First-Line Supervisors of Production and Operating Workers	60
Computer User Support Specialists	458	First-Line Supervisors of Food Preparation and Serving Workers	52
First-Line Supervisors of Production and Operating Workers	458	First-Line Supervisors of Office and Administrative Support Workers	51
Software Developers, Applications	452	Occupational Therapists	49
Medical and Health Services Managers	442	Social and Human Service Assistants	49
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	428	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	49
Management Analysts	424	Executive Secretaries and Executive Administrative Assistants	49
Network and Computer Systems Administrators	392	Medical Secretaries	48
Industrial Engineers	387	Licensed Practical and Licensed Vocational Nurses	42
Sales Managers	363	Bookkeeping, Accounting, and Auditing Clerks	41
Executive Secretaries and Executive Administrative Assistants	357	Helpers--Production Workers	39
Bookkeeping, Accounting, and Auditing Clerks	354	Insurance Sales Agents	38
Web Developers	351	Medical and Health Services Managers	35
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	341	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	35
Information Technology Project Managers	316	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	35
Sales Representatives, Services, All Other	309	First-Line Supervisors of Mechanics, Installers, and Repairers	34

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 5		EGR 6	
Occupation	Volume	Occupation	Volume
Combined Food Preparation and Serving Workers, Including Fast Food	281	Nursing Assistants	33
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	276	Industrial Engineers	33
First-Line Supervisors of Mechanics, Installers, and Repairers	263	Laborers and Freight, Stock, and Material Movers, Hand	32
Laborers and Freight, Stock, and Material Movers, Hand	256	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	31
First-Line Supervisors of Non-Retail Sales Workers	249	Coaches and Scouts	30
General and Operations Managers	247	Combined Food Preparation and Serving Workers, Including Fast Food	29
Social and Human Service Assistants	230	Maids and Housekeeping Cleaners	27
Human Resources Specialists	229	Computer User Support Specialists	25
Managers, All Other	228	Hotel, Motel, and Resort Desk Clerks	25
Light Truck or Delivery Services Drivers	225	Physical Therapist Assistants	24
Insurance Sales Agents	208	Light Truck or Delivery Services Drivers	24
Financial Managers, Branch or Department	204	Personal Care Aides	23
Licensed Practical and Licensed Vocational Nurses	200	Construction Carpenters	23
Coaches and Scouts	200	Electricians	23
Medical Assistants	199	Critical Care Nurses	22
Stock Clerks- Stockroom, Warehouse, or Storage Yard	197	Data Entry Keyers	22
Human Resources Managers	196	Family and General Practitioners	20
Maids and Housekeeping Cleaners	195	Cashiers	20
Medical Scientists, Except Epidemiologists	192	Physicians and Surgeons, All Other	20
First-Line Supervisors of Construction Trades and Extraction Workers	191	Food Service Managers	20
Sales Agents, Financial Services	188	Merchandise Displayers and Window Trimmers	20
Food Service Managers	185	Security Guards	20
Computer Systems Engineers/Architects	178	Stock Clerks, Sales Floor	18
Computer Programmers	177	Mental Health and Substance Abuse Social Workers	18
Others (621)	14137	Others (330)	1342
Total (671)	33940	Total (380)	4439

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 7		EGR 8	
Occupation	Volume	Occupation	Volume
Heavy and Tractor-Trailer Truck Drivers	563	Heavy and Tractor-Trailer Truck Drivers	598
Registered Nurses	295	Registered Nurses	137
First-Line Supervisors of Retail Sales Workers	72	Receptionists and Information Clerks	90
Retail Salespersons	62	Computer Systems Analysts	79
First-Line Supervisors of Food Preparation and Serving Workers	59	First-Line Supervisors of Retail Sales Workers	79
Occupational Therapists	57	Retail Salespersons	74
Physical Therapists	45	Computer User Support Specialists	70
Customer Service Representatives	43	Customer Service Representatives	69
Industrial Engineers	43	Physical Therapists	68
Medical and Health Services Managers	40	Maintenance and Repair Workers, General	68
Surgical Technologists	38	Network and Computer Systems Administrators	67
Maintenance and Repair Workers, General	37	Executive Secretaries and Executive Administrative Assistants	66
Insurance Sales Agents	33	First-Line Supervisors of Food Preparation and Serving Workers	66
First-Line Supervisors of Production and Operating Workers	32	Industrial Engineers	63
Critical Care Nurses	31	First-Line Supervisors of Office and Administrative Support Workers	52
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	29	Hotel, Motel, and Resort Desk Clerks	51
Medical Secretaries	27	Office Clerks, General	51
Receptionists and Information Clerks	27	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	41
Social and Human Service Assistants	26	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	41
First-Line Supervisors of Office and Administrative Support Workers	26	Medical Secretaries	41
Hotel, Motel, and Resort Desk Clerks	25	Speech-Language Pathologists	39
First-Line Supervisors of Mechanics, Installers, and Repairers	23	Social and Human Service Assistants	39
Nursing Assistants	22	First-Line Supervisors of Production and Operating Workers	37
Light Truck or Delivery Services Drivers	22	Personal Care Aides	35
Office Clerks, General	22	Maids and Housekeeping Cleaners	34
Computer User Support Specialists	21	Information Security Analysts	34

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 7		EGR 8	
Occupation	Volume	Occupation	Volume
General and Operations Managers	21	Insurance Sales Agents	33
Food Service Managers	21	Electronics Engineering Technicians	33
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	20	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	33
Telecommunications Equipment Installers and Repairers, Except Line Installers	20	First-Line Supervisors of Mechanics, Installers, and Repairers	32
Mental Health and Substance Abuse Social Workers	19	Web Developers	32
Laborers and Freight, Stock, and Material Movers, Hand	19	Automotive Specialty Technicians	29
Stock Clerks, Sales Floor	18	Laborers and Freight, Stock, and Material Movers, Hand	29
Driver/Sales Workers	18	Critical Care Nurses	28
Family and General Practitioners	18	Landscaping and Groundskeeping Workers	27
Licensed Practical and Licensed Vocational Nurses	18	Property, Real Estate, and Community Association Managers	27
Executive Secretaries and Executive Administrative Assistants	18	Helpers--Production Workers	26
Combined Food Preparation and Serving Workers, Including Fast Food	18	Light Truck or Delivery Services Drivers	26
Surgeons	17	Merchandise Displayers and Window Trimmers	25
Demonstrators and Product Promoters	17	Bookkeeping, Accounting, and Auditing Clerks	25
Merchandise Displayers and Window Trimmers	17	Licensed Practical and Licensed Vocational Nurses	24
Physical Therapist Assistants	17	Information Technology Project Managers	24
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	17	Combined Food Preparation and Serving Workers, Including Fast Food	24
Security Guards	16	Nursing Assistants	23
Home Health Aides	16	Managers, All Other	23
Advertising Sales Agents	15	Cooks, Restaurant	23
Occupational Therapy Assistants	14	Software Developers, Applications	23
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	14	Marketing Managers	23
Medical Assistants	13	Logisticians	23
Helpers--Production Workers	13	Demonstrators and Product Promoters	22
Others (291)	899	Others (368)	1618
Total (341)	3033	Total (418)	4344

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 9		EGR 10	
Occupation	Volume	Occupation	Volume
Heavy and Tractor-Trailer Truck Drivers	384	Heavy and Tractor-Trailer Truck Drivers	250
Industrial Engineers	124	First-Line Supervisors of Retail Sales Workers	100
First-Line Supervisors of Retail Sales Workers	88	Customer Service Representatives	85
Registered Nurses	81	Maintenance and Repair Workers, General	77
Maintenance and Repair Workers, General	57	Retail Salespersons	72
First-Line Supervisors of Production and Operating Workers	57	First-Line Supervisors of Food Preparation and Serving Workers	69
Mechanical Engineers	52	Registered Nurses	65
Information Technology Project Managers	44	First-Line Supervisors of Office and Administrative Support Workers	47
Retail Salespersons	44	Nursing Assistants	40
Customer Service Representatives	43	Physical Therapists	38
Accountants	41	Industrial Engineers	38
Medical and Health Services Managers	40	First-Line Supervisors of Production and Operating Workers	37
Helpers--Production Workers	38	Licensed Practical and Licensed Vocational Nurses	37
First-Line Supervisors of Food Preparation and Serving Workers	38	Stock Clerks- Stockroom, Warehouse, or Storage Yard	36
Security Guards	38	Computer User Support Specialists	31
Computer Systems Analysts	38	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	31
Social and Human Service Assistants	37	Social and Human Service Assistants	31
Laborers and Freight, Stock, and Material Movers, Hand	34	Bookkeeping, Accounting, and Auditing Clerks	30
Computer User Support Specialists	34	Speech-Language Pathologists	29
Speech-Language Pathologists	33	Cleaners of Vehicles and Equipment	28
Personal Care Aides	33	First-Line Supervisors of Mechanics, Installers, and Repairers	28
Physical Therapists	29	Bus and Truck Mechanics and Diesel Engine Specialists	27
Licensed Practical and Licensed Vocational Nurses	29	Laborers and Freight, Stock, and Material Movers, Hand	27
Combined Food Preparation and Serving Workers, Including Fast Food	29	Medical Secretaries	26
Physical Therapist Assistants	26	Combined Food Preparation and Serving Workers, Including Fast Food	25
Maids and Housekeeping Cleaners	25	Security Guards	24

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 9		EGR 10	
Occupation	Volume	Occupation	Volume
Nursing Assistants	25	Telecommunications Equipment Installers and Repairers, Except Line Installers	24
Bookkeeping, Accounting, and Auditing Clerks	25	Helpers--Production Workers	24
First-Line Supervisors of Mechanics, Installers, and Repairers	25	Medical and Health Services Managers	24
Merchandise Displayers and Window Trimmers	22	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	23
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	21	Cashiers	22
General and Operations Managers	21	Medical Assistants	22
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	21	Insurance Sales Agents	20
Cashiers	21	Home Health Aides	20
Industrial Truck and Tractor Operators	20	Waiters and Waitresses	20
First-Line Supervisors of Office and Administrative Support Workers	20	Shipping, Receiving, and Traffic Clerks	19
Financial Managers, Branch or Department	20	Tellers	19
Electrical Engineers	20	Food Service Managers	18
Network and Computer Systems Administrators	20	Industrial Truck and Tractor Operators	18
Occupational Therapists	20	Stock Clerks, Sales Floor	17
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	18	Personal Care Aides	16
Software Developers, Applications	18	Merchandise Displayers and Window Trimmers	16
Home Health Aides	18	Maids and Housekeeping Cleaners	16
Electronics Engineers, Except Computer	17	Accountants	16
Demonstrators and Product Promoters	16	Information Technology Project Managers	16
Cooks, Restaurant	16	Welders, Cutters, and Welder Fitters	15
Bus and Truck Mechanics and Diesel Engine Specialists	16	Automotive Specialty Technicians	14
Tellers	16	Pharmacy Technicians	14
Medical Assistants	16	Driver/Sales Workers	13
Auditors	16	Family and General Practitioners	13
Others (277)	1064	Others (271)	857
Total (327)	3048	Total (321)	2624

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 11	
Occupation	Volume
Heavy and Tractor-Trailer Truck Drivers	847
Registered Nurses	173
Retail Salespersons	145
Maintenance and Repair Workers, General	145
First-Line Supervisors of Retail Sales Workers	145
Industrial Engineers	127
First-Line Supervisors of Production and Operating Workers	101
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	91
Customer Service Representatives	89
First-Line Supervisors of Food Preparation and Serving Workers	88
Receptionists and Information Clerks	88
First-Line Supervisors of Office and Administrative Support Workers	80
Social and Human Service Assistants	73
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	70
Licensed Practical and Licensed Vocational Nurses	65
Laborers and Freight, Stock, and Material Movers, Hand	64
Insurance Sales Agents	61
Home Health Aides	61
Maids and Housekeeping Cleaners	59
Computer User Support Specialists	59
Nursing Assistants	55
Combined Food Preparation and Serving Workers, Including Fast Food	55
Personal Care Aides	54
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	52
Executive Secretaries and Executive Administrative Assistants	52
Medical and Health Services Managers	52

Source: US Conference Board, Wanted Analytics/ Help Wanted Online Data

Date range: from 2015-06-14 to 2015-07-13

EGR 11	
Occupation	Volume
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52
First-Line Supervisors of Mechanics, Installers, and Repairers	49
Office Clerks, General	47
Computer Systems Analysts	46
Security Guards	45
Cashiers	43
Network and Computer Systems Administrators	43
Physical Therapists	42
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	42
Mechanical Engineers	42
Light Truck or Delivery Services Drivers	41
Driver/Sales Workers	41
Sales Representatives, Services, All Other	40
Bus and Truck Mechanics and Diesel Engine Specialists	39
Telecommunications Equipment Installers and Repairers, Except Line Installers	39
Medical Secretaries	38
Landscaping and Groundskeeping Workers	38
General and Operations Managers	37
Helpers--Production Workers	36
Accountants	36
Construction Carpenters	36
Food Service Managers	36
Cooks, Restaurant	35
First-Line Supervisors of Non-Retail Sales Workers	35
Others (429)	2573
Total (479)	6502