

INDIANA'S EDUCATION
ROUNDTABLE

Partnership for Indiana's Future

Economic Growth Region 11

Education and Workforce Data

June 2012

Background

In 2012 Indiana's Education Roundtable provided grants to six regions across the state, including Economic Growth Region 11, with the goal of building a world-class workforce in Indiana. In addition to a collaborative strategic planning process, regions were tasked with measuring the status of students and workers across a variety of demographic and economic categories.

To better understand where our region's workforce has been, and where it is headed, Region 11 presents the following analysis of education and workforce data.

This report is divided into five sections:

Section 1: Demographics provides a look into Region 11's educational attainment levels, including education by age group as well as the relationship between education and poverty, median earnings, and employment. It concludes by placing Region 11 in an international context of educational attainment, comparing it with Indiana, the Midwest, and nations around the globe.

Section 2: Education Completions examines high school across Region 11 by diploma type, along with certificate, associate degree and bachelor degree+ completions at the region's postsecondary institutions.

The region's high school student remediation rates are found in **Section 3: Education Performance**. This section also reviews graduation rates of the region's postsecondary institutions, including four-year public and

private colleges and universities, 2-year public and for-profit colleges, and certificate-granting institutions.

Section 4: Occupational Requirements provides an in-depth analysis of growing occupations in the health care, manufacturing, and transportation industries and the areas of knowledge, skill, and ability required to build a quality workforce for the coming decade.

Finally, to achieve the goal that 60% of Indiana's students go on to complete some form of postsecondary education, we must understand **Section 5: The Math of the Big Goal**. That is, if 90% of Indiana's high school students graduate from high school, roughly 70% must complete postsecondary education reach an overall postsecondary achievement rate of 60%.



About Region 11

County	Population (2011)	Largest City (2010)
Dubois	42,199	Jasper (15,038)
Gibson	33,505	Princeton (8,644)
Knox	38,500	Vincennes (18,423)
Perry	19,354	Tell City (7,272)
Pike	12,728	Petersburg (2,383)
Posey	25,720	Mount Vernon (6,687)
Spencer	20,961	Rockport (2,160)
Vanderburgh	180,305	Evansville (117,429)
Warrick	60,275	Boonville (6,834)



Region 11 is located in the Southwest corner in Indiana. It has a regional population of 433,547 (2011) and is comprised of eleven counties: Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, and Warrick. The region has a median wage of \$31,416, a median poverty rate of 9.7%, and an average unemployment rate

of 5.2%. For adults ages 25 to 34, 36.6% have an Associate's Degree or higher. Key target industries within the region include Manufacturing, Health Care, and Logistics.

Major Employers	
Company	Industry
Toyota Motor Manufacturing Inc.	Automobile Manufacturing
St. Mary's Hospital	Health Care
Deaconess Hospital	Health Care
Mead Johnson Nutritionals	Pediatric Nutritionals Manufacturing
Alcoa	Aluminum Smelting and Fabricating
Bristol-Myers Squibb Co.	Pharmaceutical Manufacturing
Good Samaritan Hospital	Health Care
Berry Plastics	Plastic Packaging Products Manufacturing
SABIC Innovative Plastics	Thermoplastics Manufacturing
TJ Maxx Warehouse	Transportation, Distribution, and Logistics

* Information gathered from the Indiana Department of Workforce Development

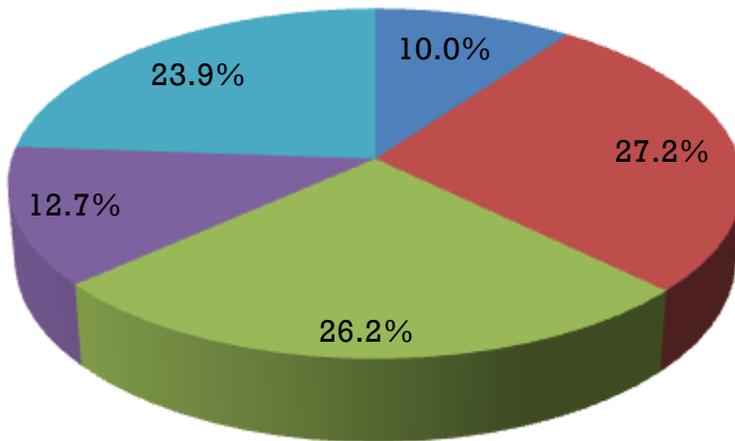
(Section 1)

Workforce Demographics

Education

Population 25-34: Regional Educational Attainment

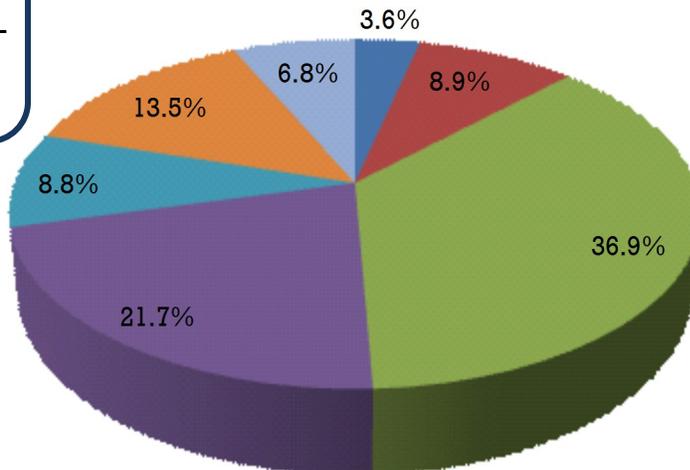
Over **63%** of young adults age 25-34 have not secured a postsecondary degree



- Less than High School
- High School Graduate (includes equivalency)
- Some College
- Associate's Degree
- Bachelor's Degree or Higher

Population 25 years and Older: Regional Educational Attainment

Only **29.0%** of individuals 25 and above have attained an Associate's Degree or Higher



- Less than 9th grade
- 9th-12th Grade
- High School Graduate (includes equivalency)
- Some College, no degree
- Associate's Degree
- Bachelor's Degree
- Graduate or Professional Degree

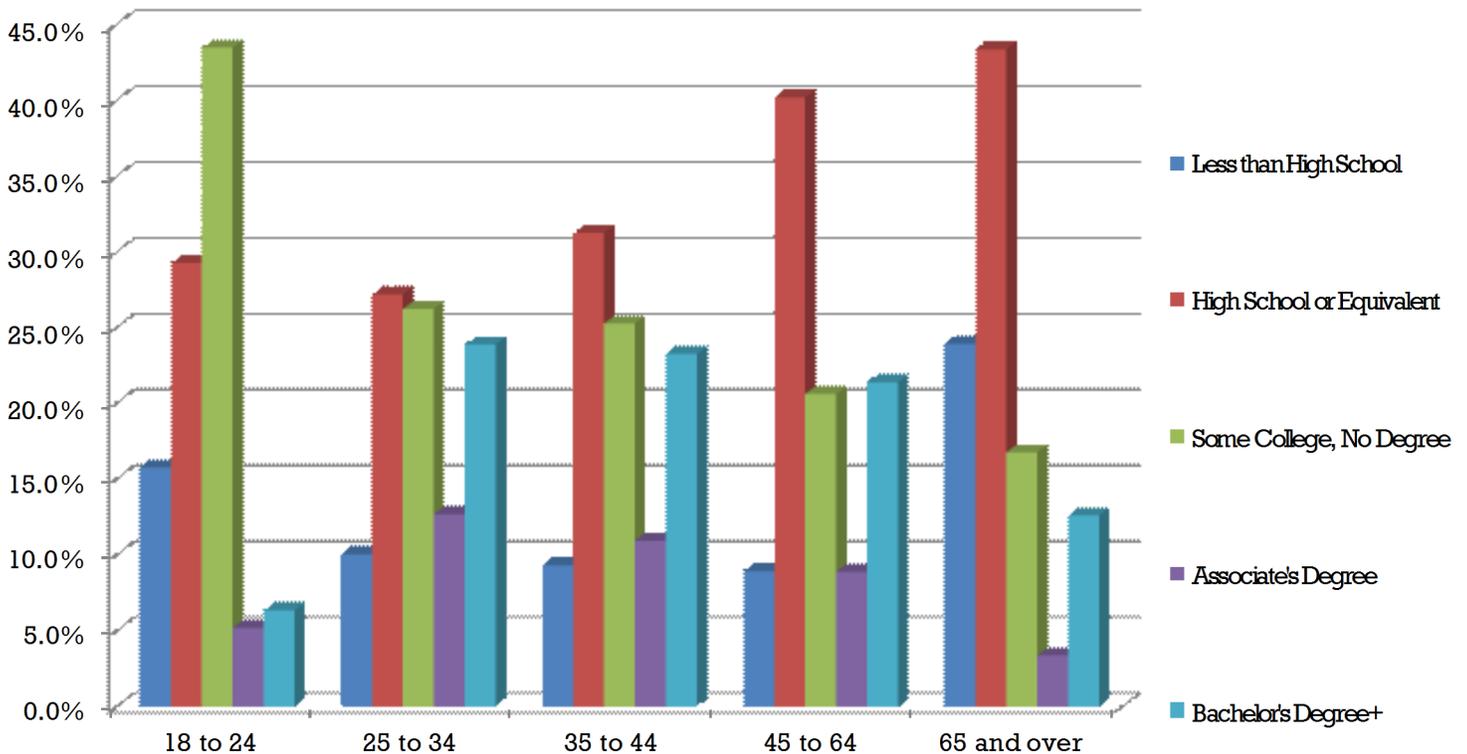
Age

67% of the Region's primary workforce (individuals 25-64) have an educational attainment less than an Associate's Degree

Only 26.8% of individuals 18 and over in Region 11 have completed a postsecondary degree or certificate

Individuals 25-34 have the highest percent attainment of Associate's Degrees or higher, at 36.6%

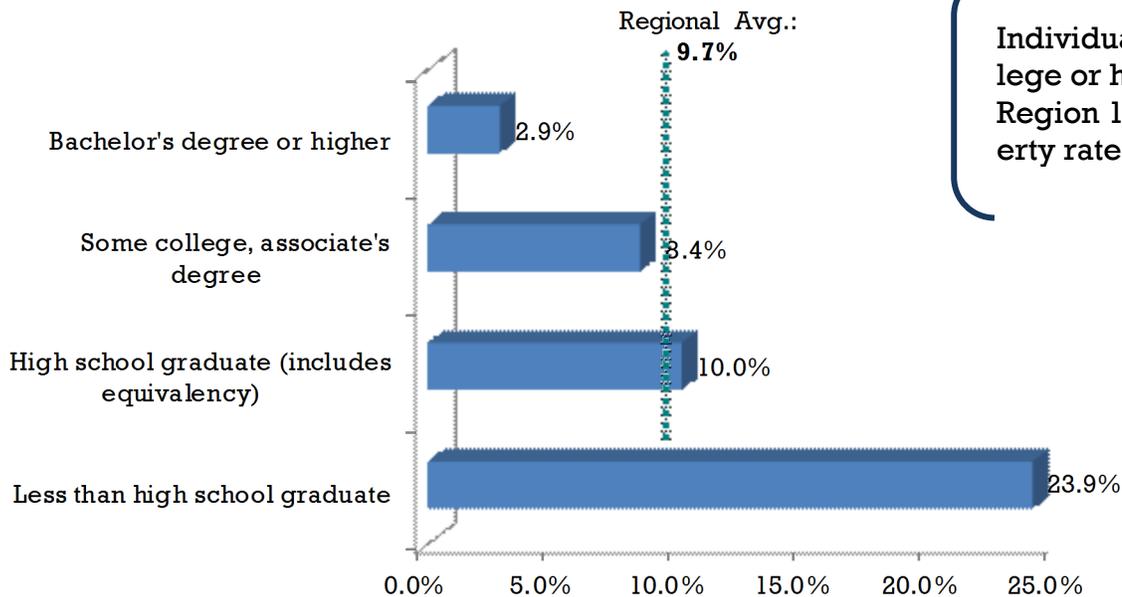
Regional 11: Education Attainment by Age Group



* Information gathered from the 2008-2010 3-year Census Survey

Poverty & Earnings

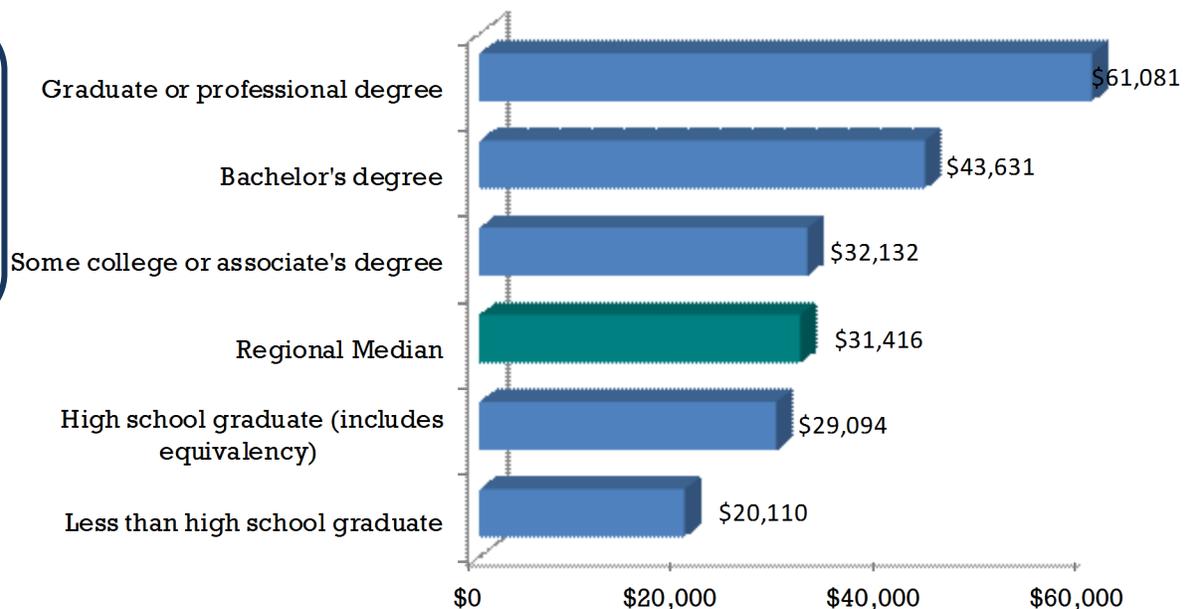
Region 11: Poverty Rate by Education Level 2008-2010 Region 11 Average



Individuals with some college or higher are below Region 11's average poverty rate

Median Earnings by Education Level 2008-2010 Region 11 Average

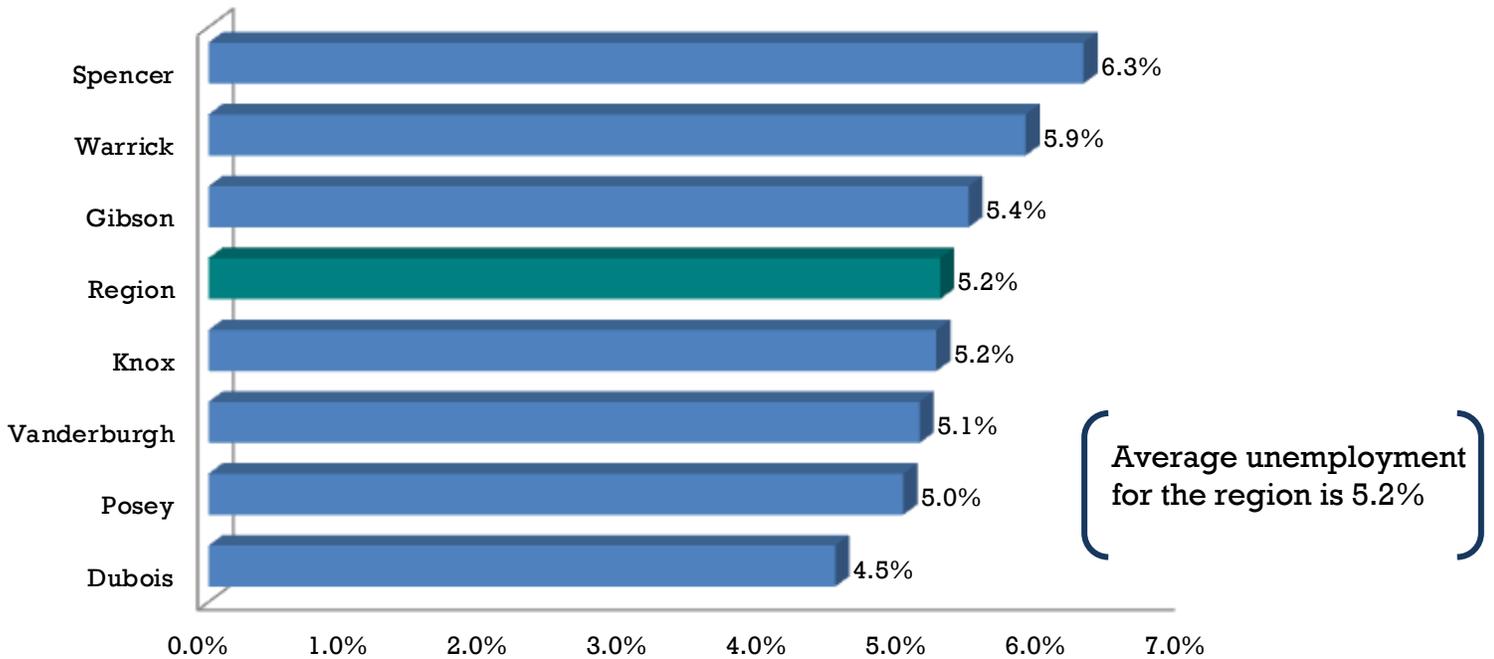
Individuals with some college or higher have median annual earnings above the regional median



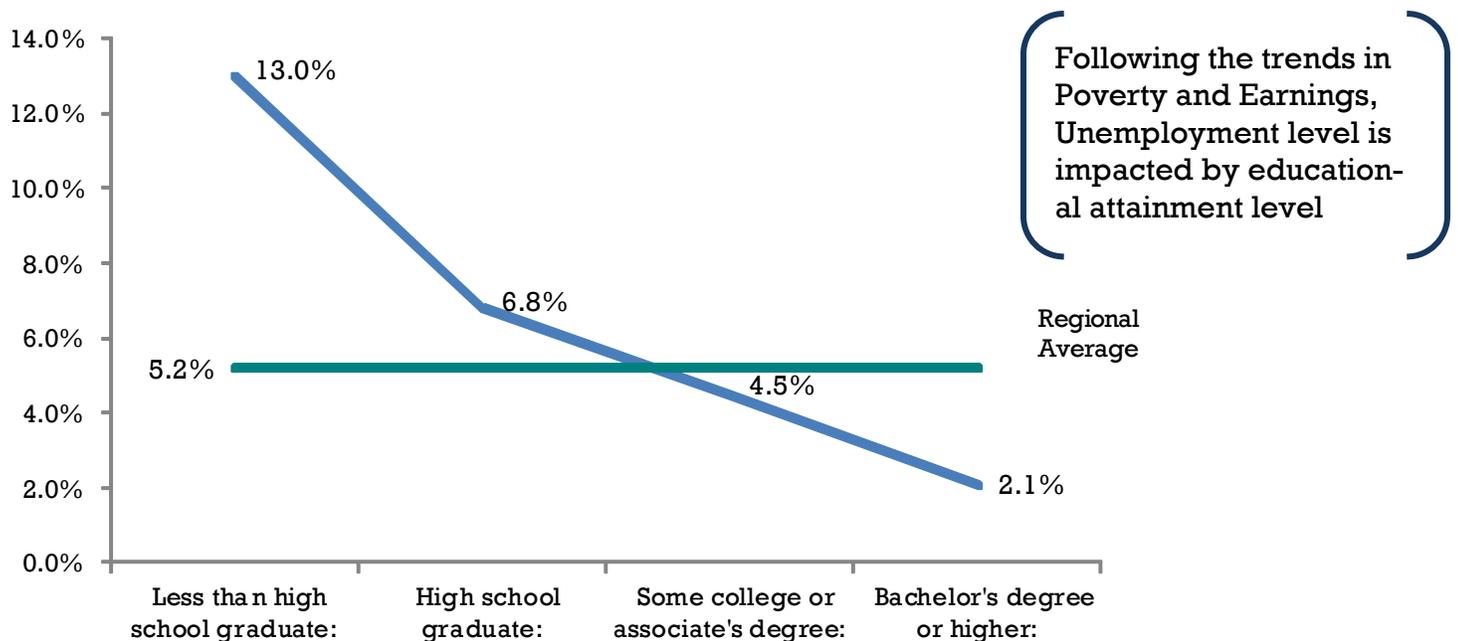
* Information gathered from the 2008-2010 3-year Census Survey

Employment

Unemployment by County*



Unemployment Rate by Education Level



* Information gathered from the 2008-2010 3-year Census Survey. Not all counties had 3-year Census data available

National

To gain a perspective of Indiana’s educational attainment, the percentage of adults ages 25-34 with an Associate’s degree or higher were compared with the same age range and educational attainment on a national and regional scale.

Percentage of Adults 25-34 with an Associate Degree or Higher

Indiana		United States
	68%	District of Columbia
	54%	Massachusetts
	51%	North Dakota
	49%	Minnesota , New York
Region 5	47%	
	46%	New Jersey, Maryland, New Hampshire, Connecticut, Iowa
Region 8	45%	Rhode Island, Illinois
	44%	Vermont, Virginia
	43%	Nebraska , Pennsylvania
	42%	Colorado, Hawaii, Montana
	41%	Kansas , Washington, Wisconsin
	40%	South Dakota
Marion County	39%	Missouri , North Carolina
	38%	California, Utah, Ohio , Oregon, Maine
Region 11	37%	Delaware
Region 4	36%	Michigan , Georgia, South Carolina, Florida
Indiana	35%	
	34%	Kentucky
Region 1, Region 3	33%	Tennessee, Wyoming
Region 2, Region 9, Region 10	32%	Arizona, Alabama, Texas, Oklahoma
	31%	Idaho, Louisiana
	30%	Alaska, West Virginia
	29%	Mississippi, Nevada, New Mexico, Arkansas
Region 7	28%	
Region 6	27%	

* Bold states are in the Midwest

* Information gathered from College Board’s The College Completion Agenda 2011, and 2008-2010 3-year Census Survey

International

To gain an even wider perspective of Indiana's educational attainment, the percentage of adults ages 25-34 with an Associate's degree or higher were compared with the same age range and educational attainment on an international scale (2009 data).

Percentage of Adults 25-34 with an Associate Degree or Higher

United States		OECD Countries
District of Columbia	68%	
	63%	Korea
	56%	Canada
	56%	Japan
Massachusetts	54%	
North Dakota	51%	
Minnesota, New York	49%	
	48%	Ireland
	47%	Norway, New Zealand
New Jersey, Maryland, New Hampshire, Connecticut, Iowa	46%	
Rhode Island, Illinois	45%	United Kingdom, Australia, Denmark
Vermont, Virginia	44%	Luxembourg
Nebraska, Pennsylvania	43%	France, Israel
Colorado, Hawaii, Montana	42%	Belgium, Sweden
Kansas, Washington, Wisconsin	41%	United States
South Dakota	40%	Netherlands, Switzerland
Missouri, North Carolina	39%	Finland
California, Utah, Ohio, Oregon, Maine	38%	Spain
Delaware, Region 11	37%	OECD average, Estonia
Michigan, Georgia, South Carolina, Florida	36%	Iceland
Indiana	35%	Poland, Chile
Kentucky	34%	
Tennessee, Wyoming	33%	
Arizona, Alabama, Texas, Oklahoma	32%	
Idaho, Louisiana	31%	
Alaska, West Virginia	30%	Slovenia
Mississippi, Nevada, New Mexico, Arkansas	29%	Greece
	26%	Germany
	25%	Hungary
	23%	Portugal
	21%	Austria, Slovak Republic
	20%	Czech Republic, Mexico, Italy
	17%	Turkey
	12%	Brazil
	6%	China

* Information gathered from OECD Factbook 2011-2012, College Board's The College Completion Agenda 2011, and 2008-2010 3-year Census Survey

(Section 2)

Education Completions

Data Methodology

Bureau of Labor Statistics and EMSI Analyst

BLS reports the minimum educational requirement for an occupation

To better understand the projections data presented in this report, we provide a brief discussion here on methodology. In this section and the following sections we utilize state and regional data from Economic Modeling Specialists, Inc. (“EMSI”). EMSI utilizes national and state data from the Bureau of Labor Statistics (BLS) when forecasting occupational and skills demand. Like BLS, EMSI reports the minimum educational requirements needed for an individual to hold a specific occupation.

BLS data holds minimum educational demand constant when projecting future demand

In addition to reporting minimal education requirements, BLS also projects occupational data by holding educational demand within occupational classifications constant. BLS assumes that the status-quo of occupation-specific educational demand does not change, or changes very little, over time. Therefore, the occupations that require a post secondary degree in 2012 will be the same ones that require a post secondary degree in 2021. However, BLS and EMSI occupational growth projections do point to a greater need for educational attainment in the aggregate.

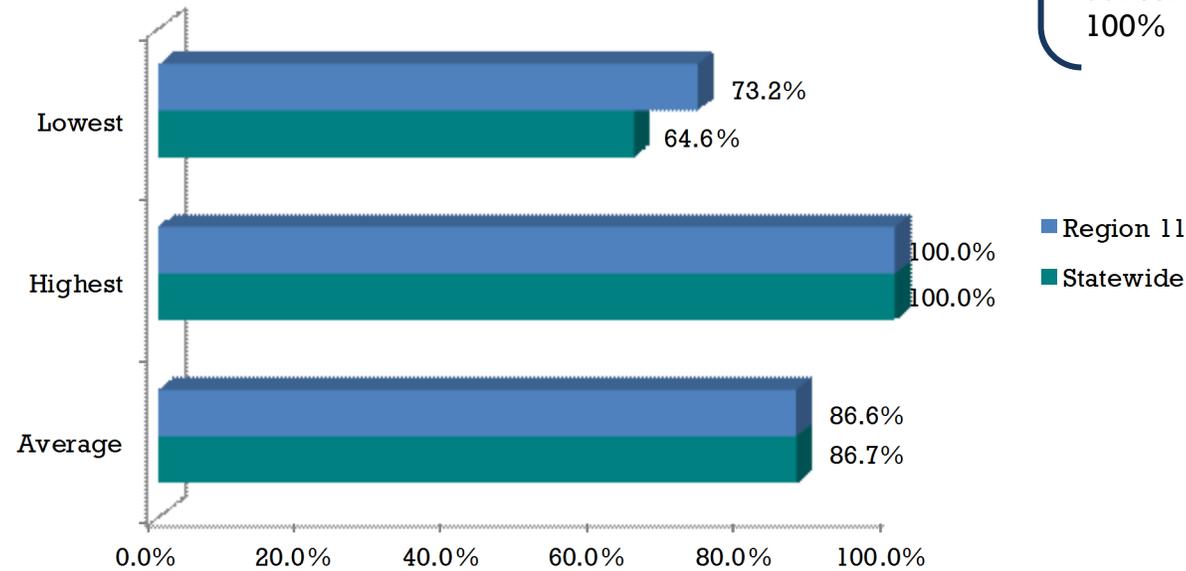
What does this mean?

Other reports, such as the Lumina Foundation’s *A Stronger Nation through Higher Education* modify the traditional approach to estimate the change in postsecondary education demand at the individual occupation level. The result is a different—and often higher—estimate of higher education requirements for the coming years.

Either way, the need is clear. We must do better at graduating graduate college or career ready students who move on to postsecondary education and receive a relevant credential more quickly and affordably than before.

High School

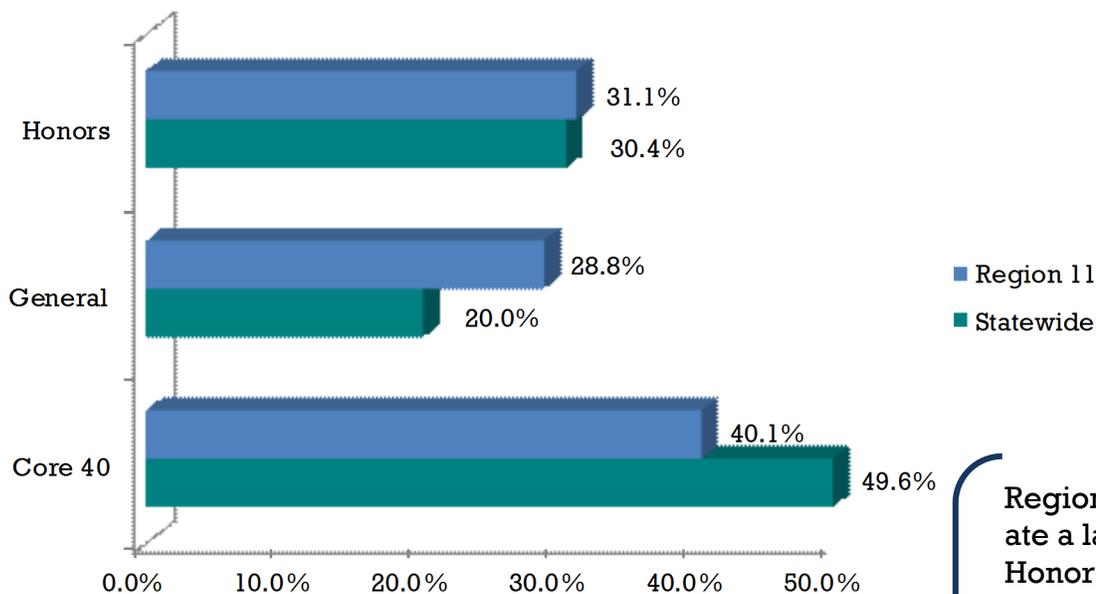
High School Graduation Rates (2010-11)



Region 11 boasts the State's highest graduation rate for an individual school district, 100%

» Lowest and Highest refer to scores for individual school districts within the Region/State

Graduates by Diploma Type (2010-11)



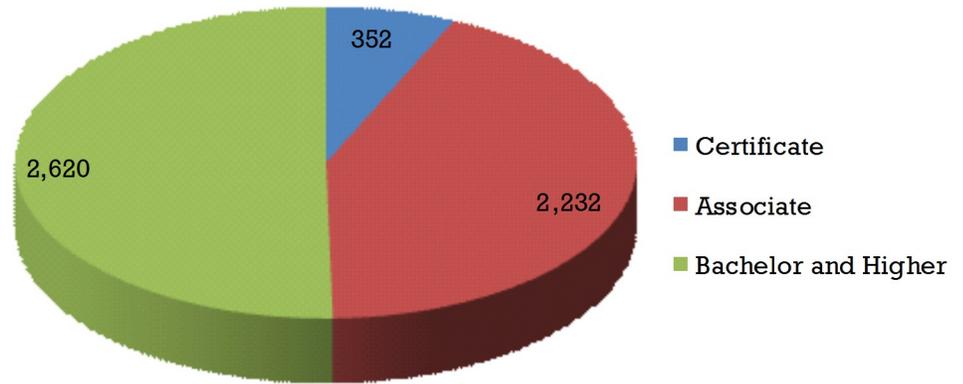
Region 11 schools graduate a larger percentage of Honors and General students than the State average, but a smaller portion of Core 40 students

* Information gathered from Indiana Department of Education 2010-2011 Fact Sheet and include only Public High Schools

Higher Education

Higher Education Completions (2010-11)

Out of 5,204 individuals, over 50% of Higher Education Completions are bachelor's degrees or higher



Higher Education Program Completions in Region 11, 2010-2011 School Year

	Associate	Bachelor	Master	Doctor	Certificate	Total
University of Southern Indiana	76	1314	280	15	11	1696
Oakland City University	217	196	58	20	0	491
University of Evansville	11	522	63	33	0	629
Vincennes University	1256	91	0	0	0	1347
Ivy Tech Community College-Southwest	540	0	0	0	193	733
Harrison College-Evansville	35	11	0	0	0	46
ITT Technical Institute-Newburgh	97	17	0	0	0	114
Vincennes Beauty College	0	0	0	0	23	23
Rogers Academy of Hair Design	0	0	0	0	51	51
The Salon Professional Academy-Evansville	0	0	0	0	52	52
Regency Beauty Institute-Evansville	0	0	0	0	22	22

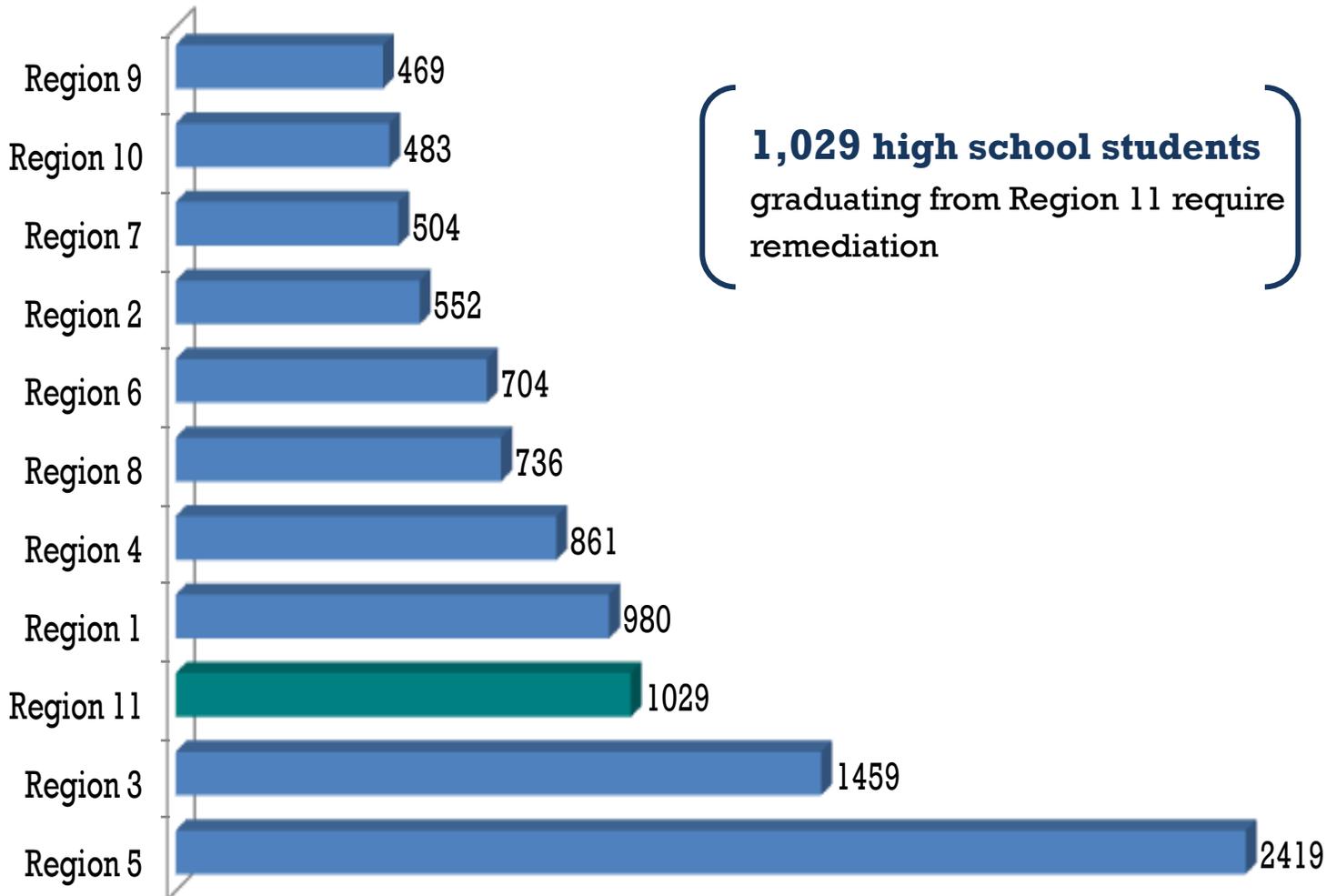
* Information gathered from the National Center for Education Statistics, 2010-2011 School Year

(Section 3)

Education Performance

High School

Number of High School Graduates Requiring Remediation (2010)

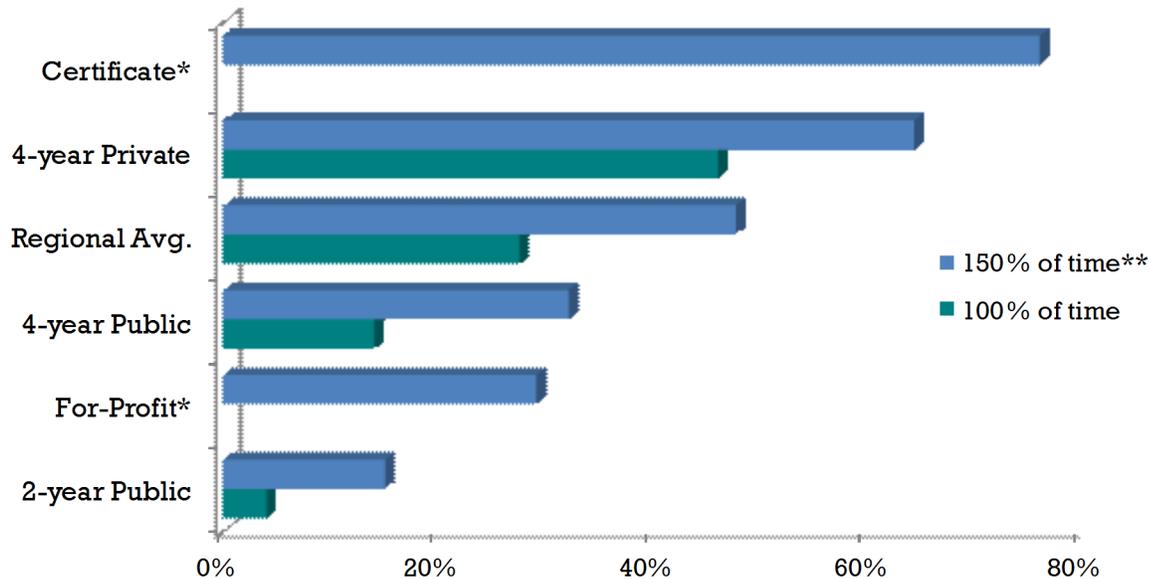


In total, the state of Indiana has **10,196 high school graduates** who require remediation for post secondary education

Includes the raw number of High School graduates by Economic Growth Region requiring Remediation for Postsecondary Education.

Higher Education

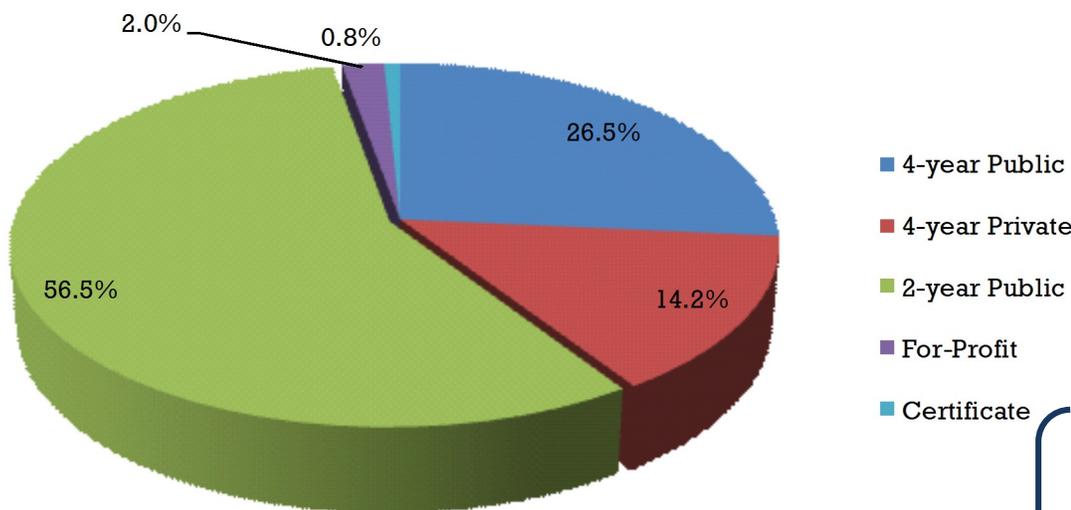
Average Postsecondary Graduation Rates, 2010



**150% of time is defined as within 6 years for a 4-year program and within 3 years for a 2-year program. 100% of time is the advertised, expected length of a full-time program, such as 4 years for a typical bachelor's degree or 2 years for a typical associate's degree.

*On-time graduation rates are not publicly available for certificate and for-profit schools. This means accurate benchmarking is not currently possible.

Postsecondary Enrollment by School Type, 2010



83.0% of Region 11's postsecondary students attend public schools

* Information gathered from the National Center for Education Statistics, 2010-2011 School Year

(Section 4)

Occupational Requirements

*All information for this section was gathered from EMSI which collects educational level requirement data from O*Net. O*Net monitors individuals while they work to create a profile for each job description. O*Net sources its data on certificates as "Postsecondary Vocational Awards." For the purpose of this report, all O*Net data originally categorized as "Postsecondary Vocational Awards" have been renamed to "Vocational Certificates" to keep consistency throughout the report.*

Work Keys information was collected from ACT Workforce Resources

Methodology

Knowledge, Skills, and Abilities

To better help education providers and technical institutes to prepare individuals for today's workforce needs, several sets of Knowledge, Skills, and Abilities (KSAs) were analyzed. KSAs represent both the soft skills and academic skills required for an individual to perform a specifically defined occupation and are broken apart into 120 subcategories. Breaking down workforce needs into high demand KSAs helps to facilitate the integration of these workforce competencies into current education programs. To more comprehensively understand the current needs of the labor market, two sets of KSAs were examined. KSAs range in level of importance from 1 to 100 for each occupation.

By Industry

KSAs for each target industry where occupations were chosen by a combination of their projected growth from 2011 to 2021 and projected 2021 employment: Occupations were separated by each of the three target industries: Manufacturing, HealthCare, and Logistics. Then, for each industry the median wage for all occupations was calculated. Individual occupations which offered wages below 80% of the overall median wage were removed from each of the lists. From these revised tables, ten occupations were chosen for each industry based on the occupations with the highest projected employment and growth. KSA requirements for each of these ten occupations were then compiled using a weighted average that places greater emphasis on the KSA requirements of jobs with the highest growth. The top 10 associated Knowledge requirements and the top 5 Skills and Abilities are examined in this report.

By Level of Education

KSAs for each education level where occupations were chosen by their projected growth: First occupations were separated by minimum educational requirement: On-the-Job Training, Vocational, Associate, Bachelor, and Masters or higher degrees. Then, for each education level the median wage for all occupations was calculated. Individual occupations which offered wages below 80% of the overall median wage were removed from each of the lists. From these revised tables, ten occupations were chosen for each education level based on the occupations with the highest projected growth from 2011 to 2021. KSA requirements for each of these ten occupations were then compiled using a weighted average that places greater emphasis on the KSA requirements of jobs with the highest growth. The top 10 associated Knowledge requirements and the top 5 Skills and Abilities are examined in this report.

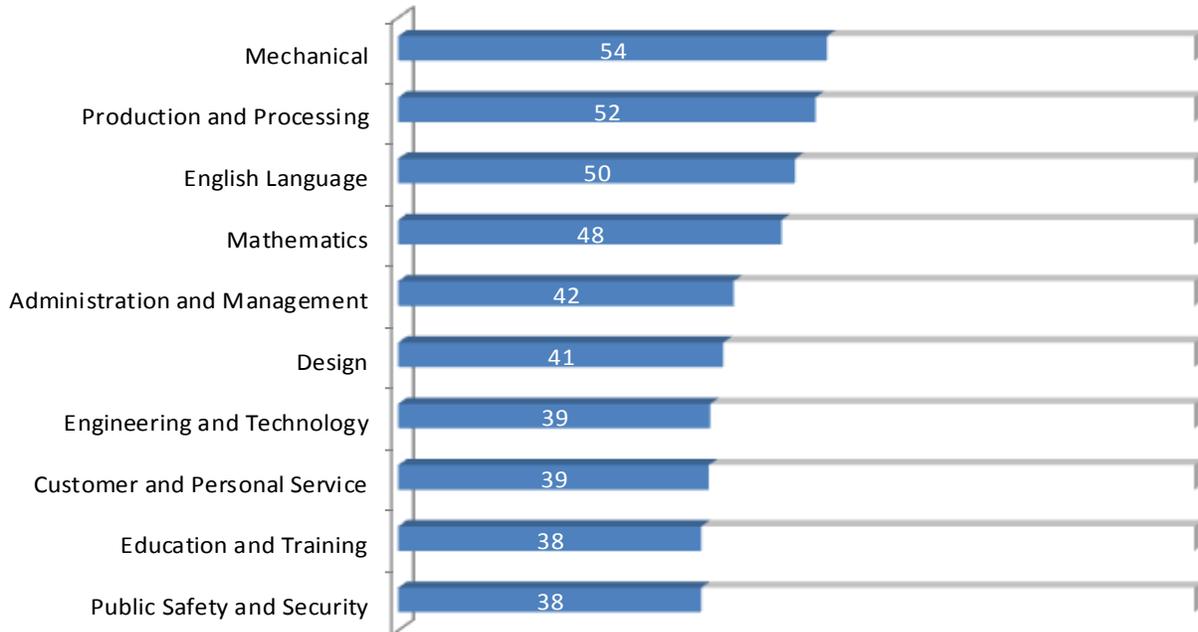
Work Keys

To examine competency requirements, Work Keys scores in Applied Mathematics, Reading for Information, and Locating Information were gathered for each of the occupations identified in KSA analysis. For both categories, "By Level of Education" and "By Industry", Work Keys scores were compiled using a weighted average that places greater emphasis on the score requirements of occupations with the highest growth from 2012 to 2021.

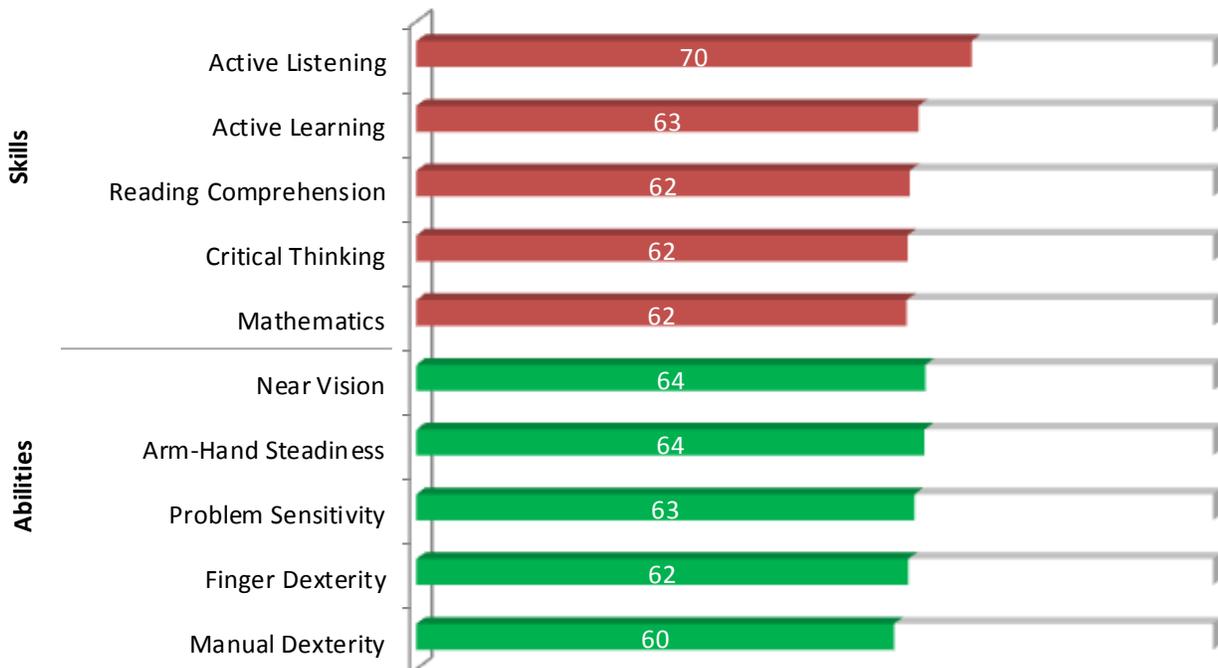
Target Industry

Manufacturing– Knowledge, Skills, and Abilities

**Average Required Knowledge for
Top Ten Manufacturing Occupations**

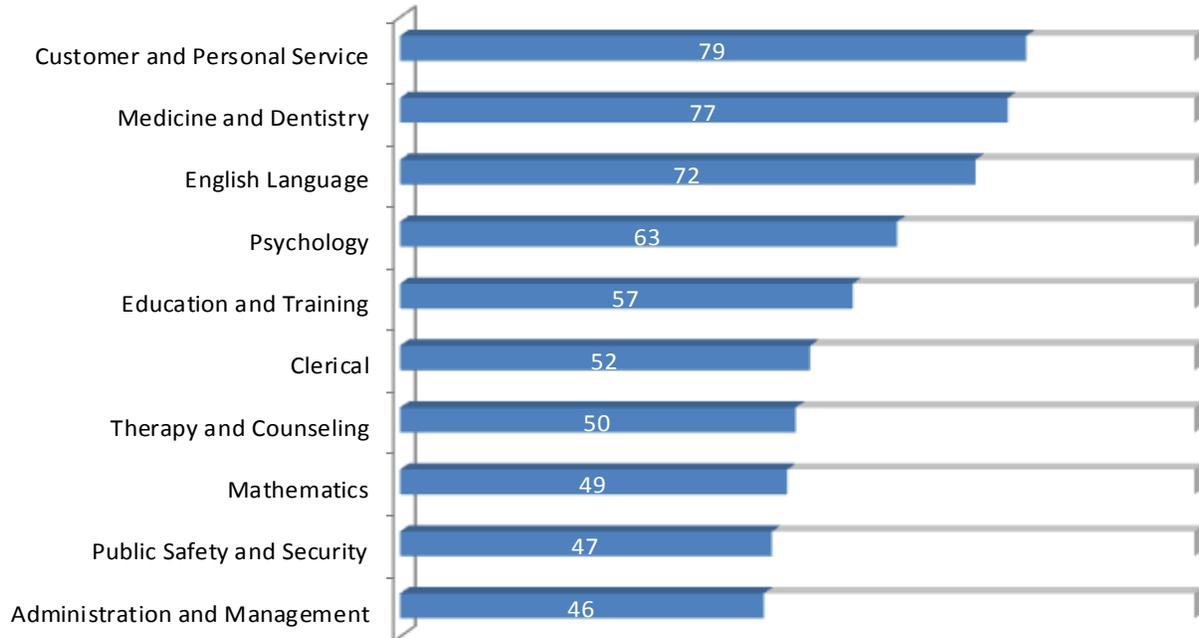


**Average Required Competency Levels for
Top Ten Manufacturing Occupations**

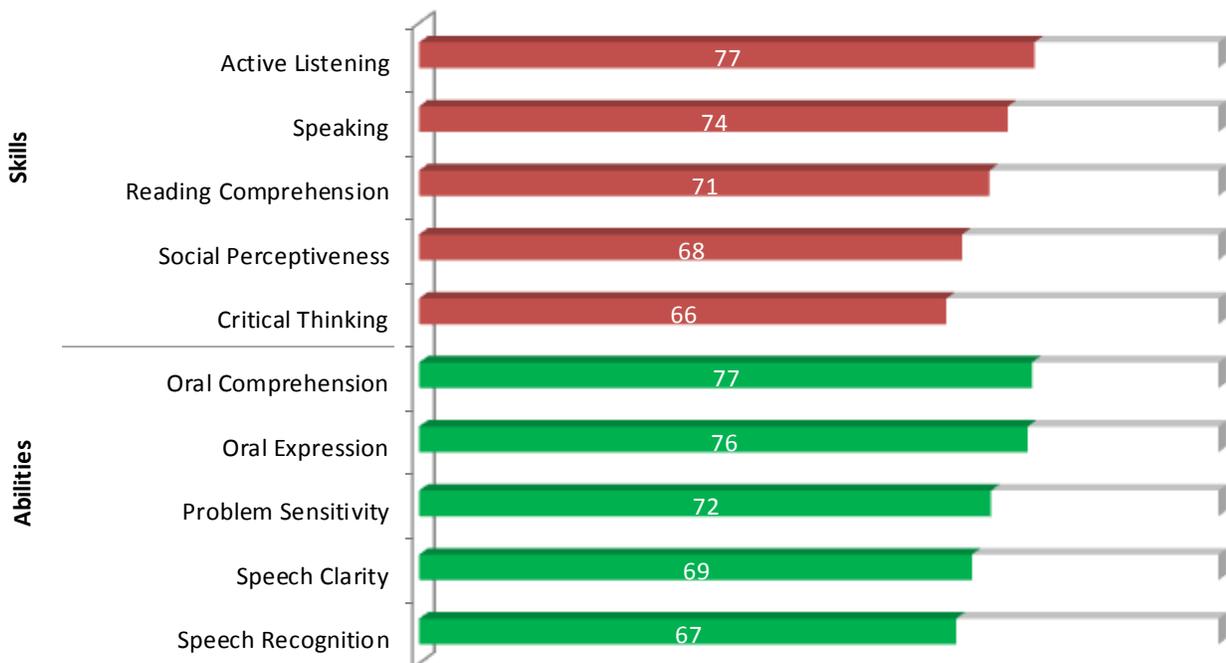


Health Care – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Health Care Occupations

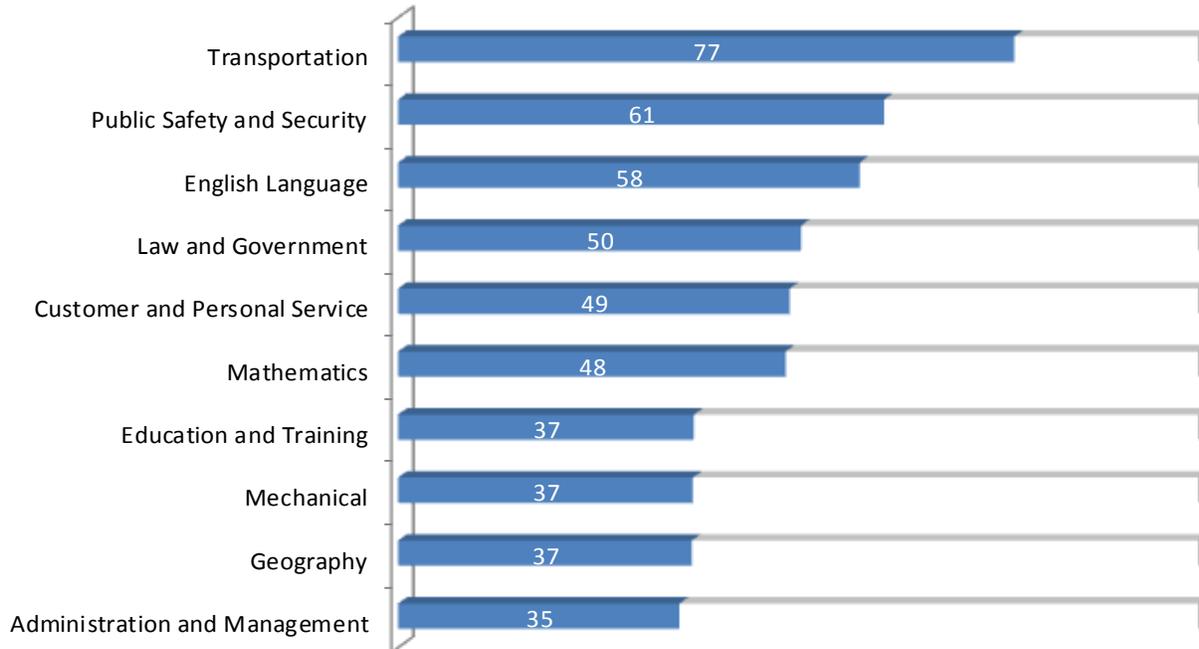


Average Required Competency Levels for Top Ten Health Care Occupations

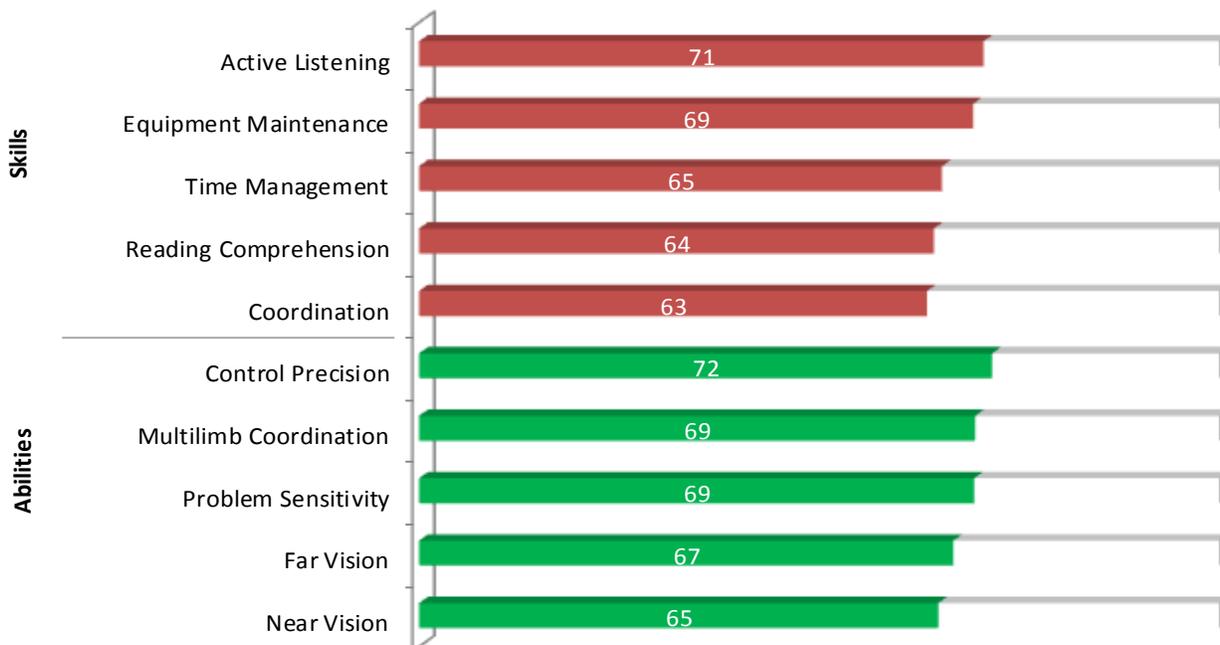


Logistics – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Logistics Occupations

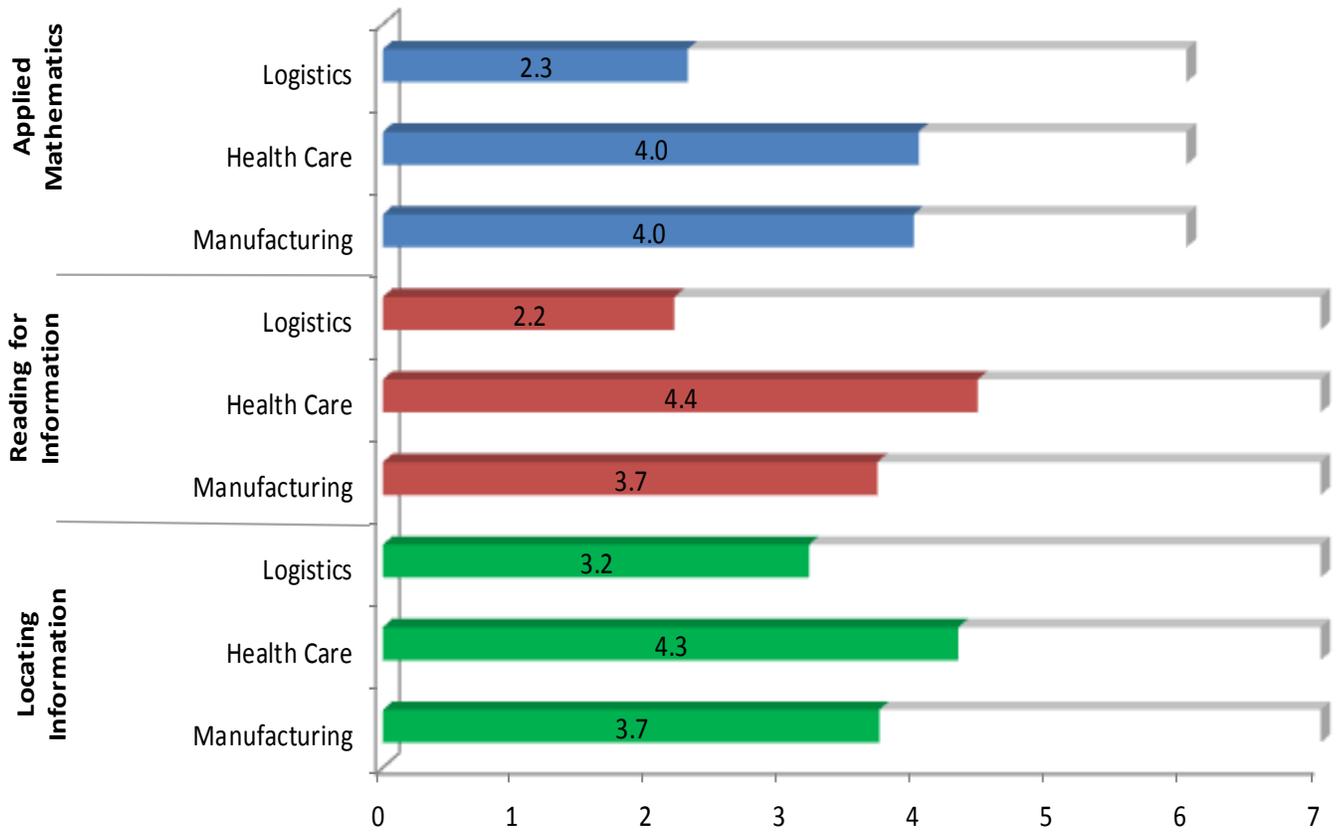


Average Required Competency Levels for Top Ten Logistics Occupations



Work Keys

Average Required Work Keys for Target Industries

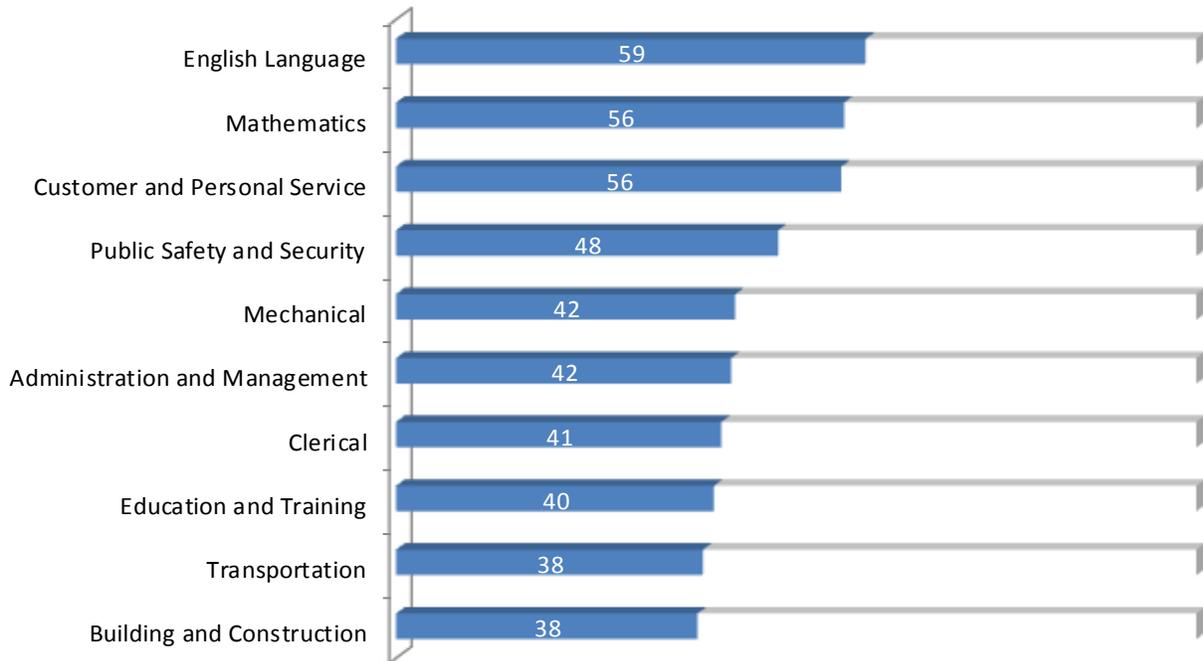


Reading for Information and Locating Information are both rated on a scale from 0-7. Applied Mathematics is rated on a scale from 0-6.

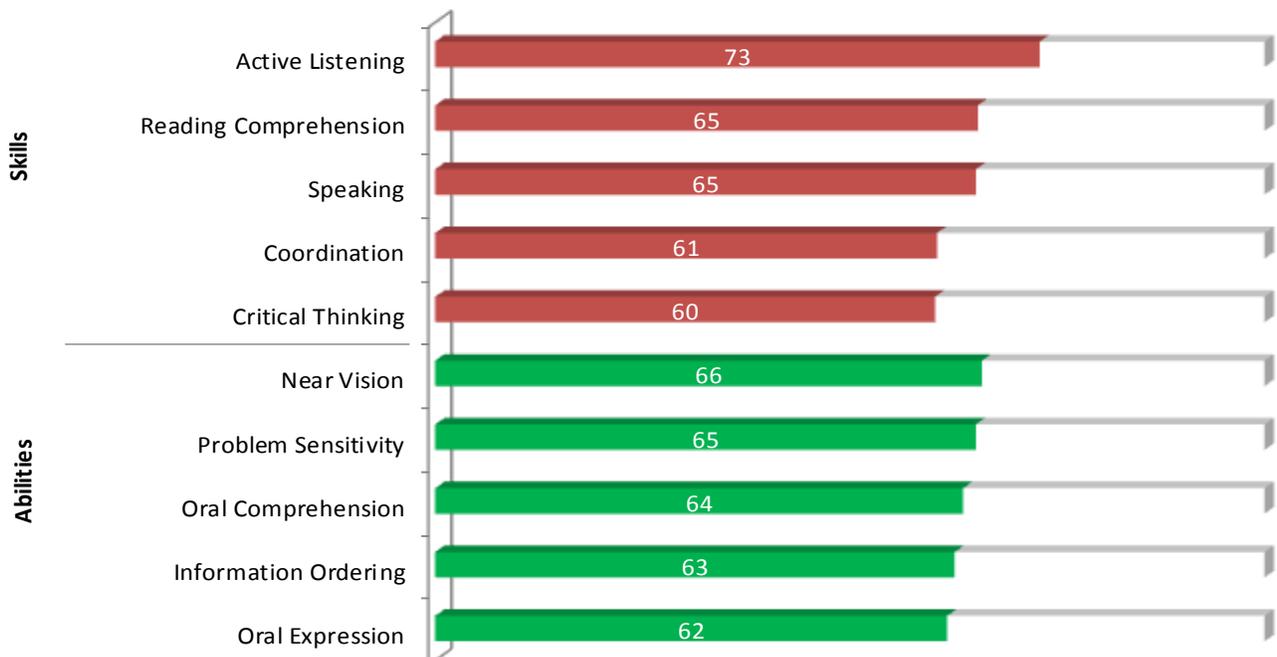
Educational Attainment

On-the-Job Training – Knowledge, Skills, and Abilities

**Average Required Knowledge for
Top Ten OJT Occupations**

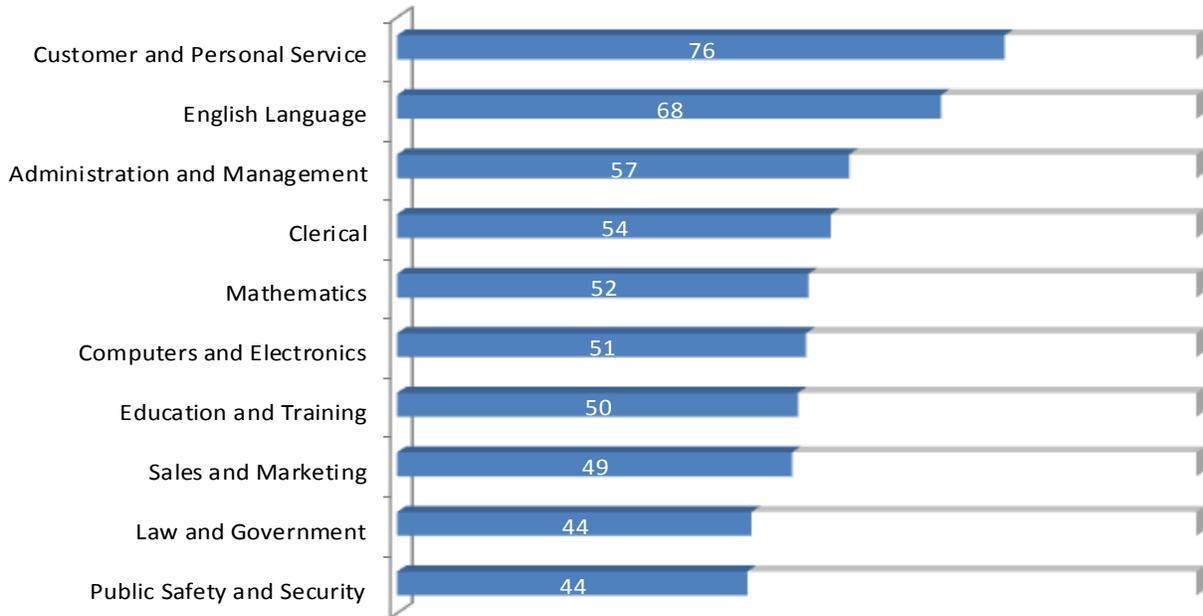


**Average Required Competency Levels for
Top Ten OJT Occupations**

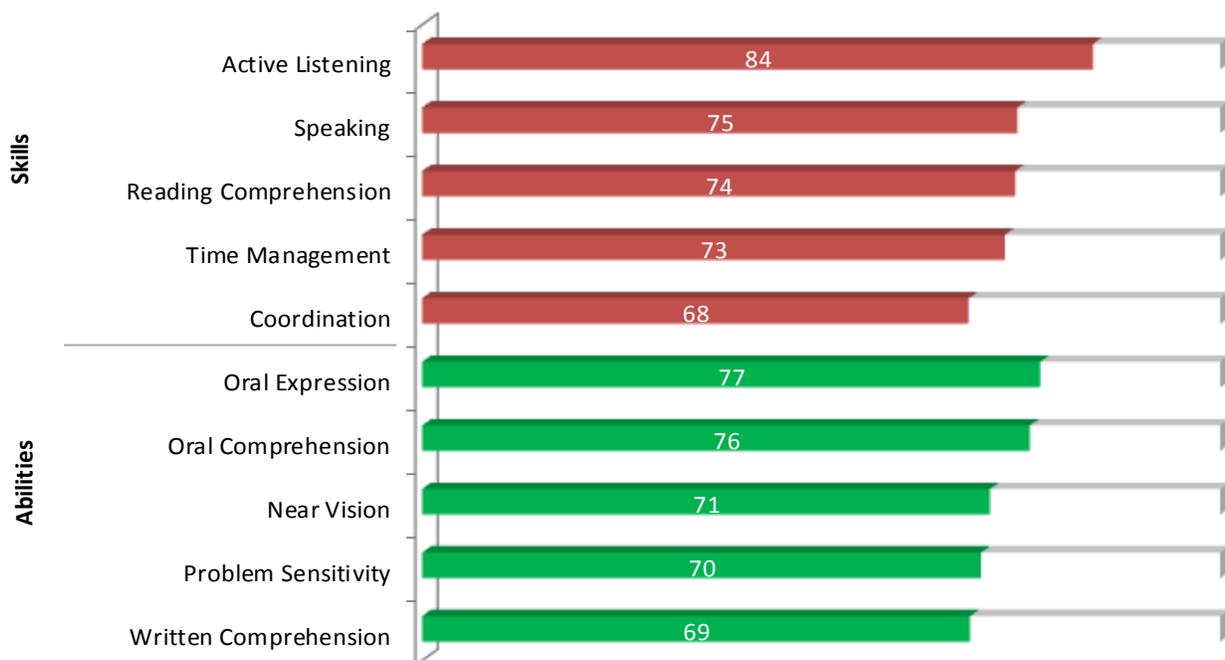


Vocational Certificate – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Vocational Occupations

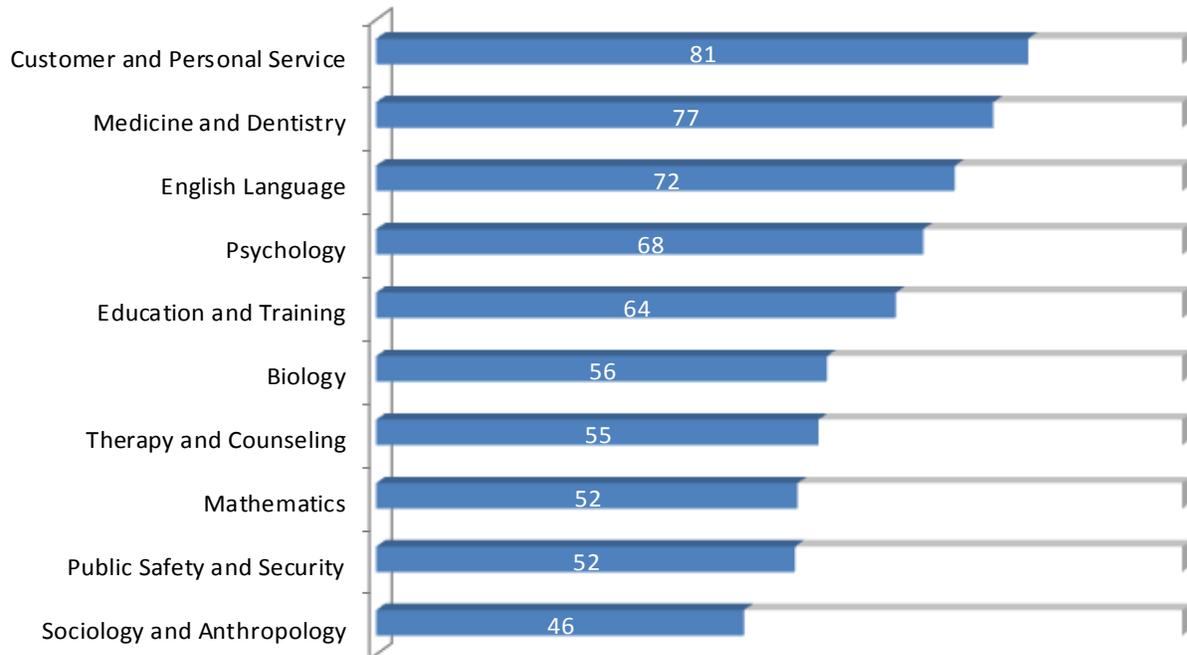


Average Required Competency Levels for Top Ten Vocational Occupations

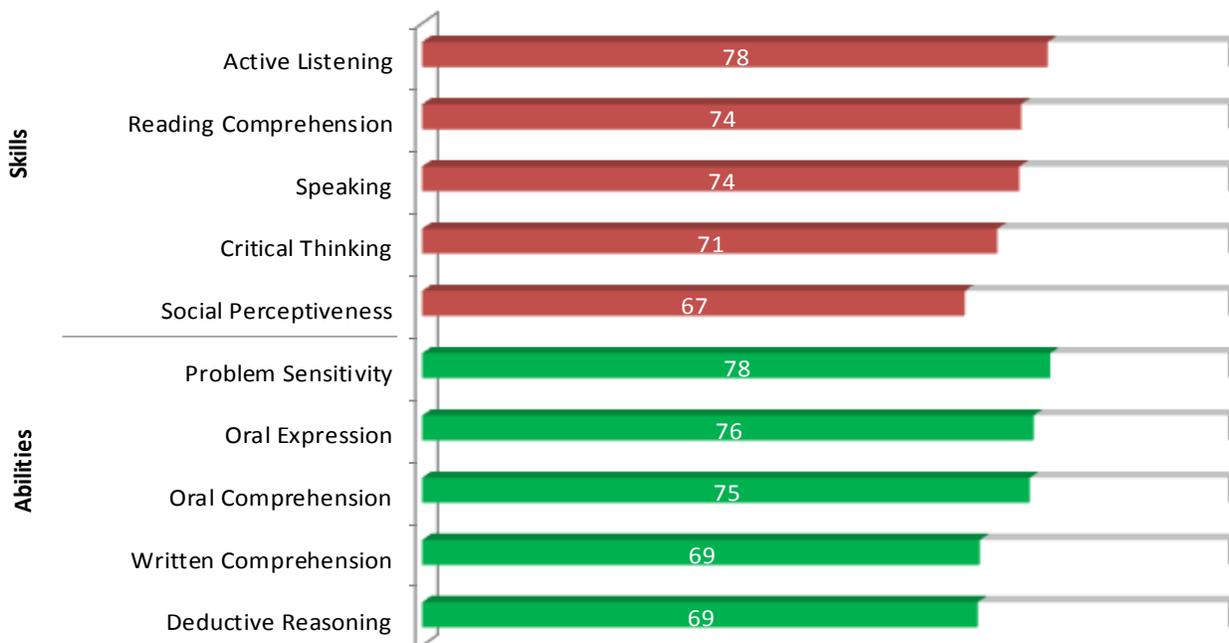


Associate Degree – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Associate's Degree Occupations

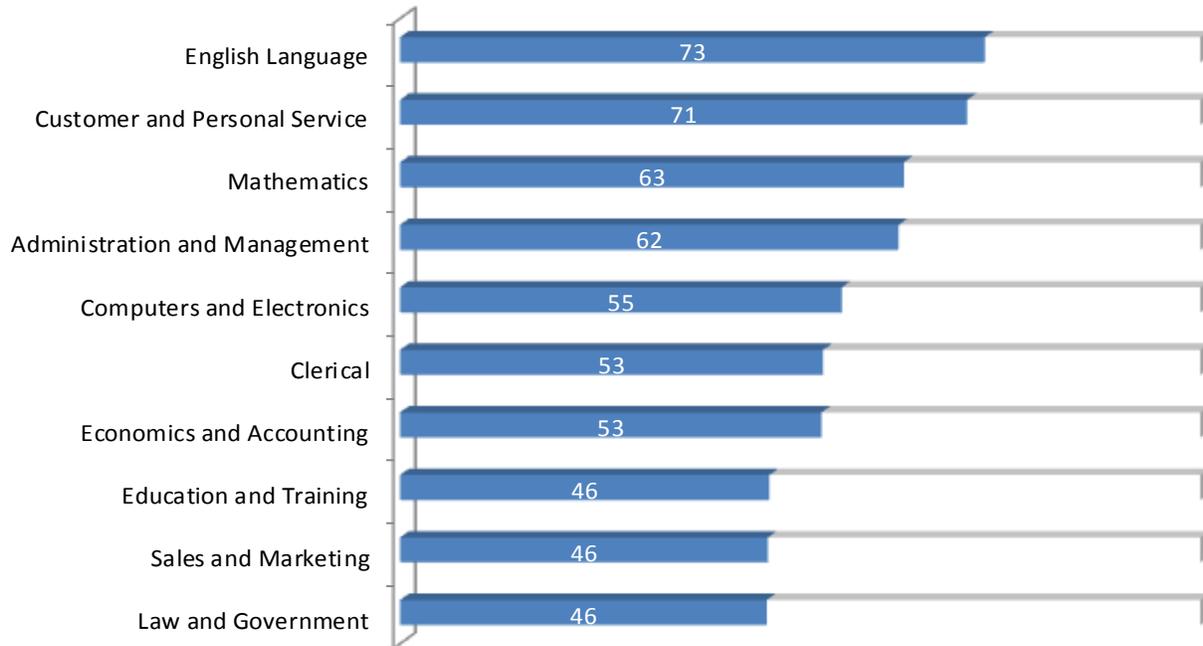


Average Required Competency Levels for Top Ten Associate's Degree Occupations

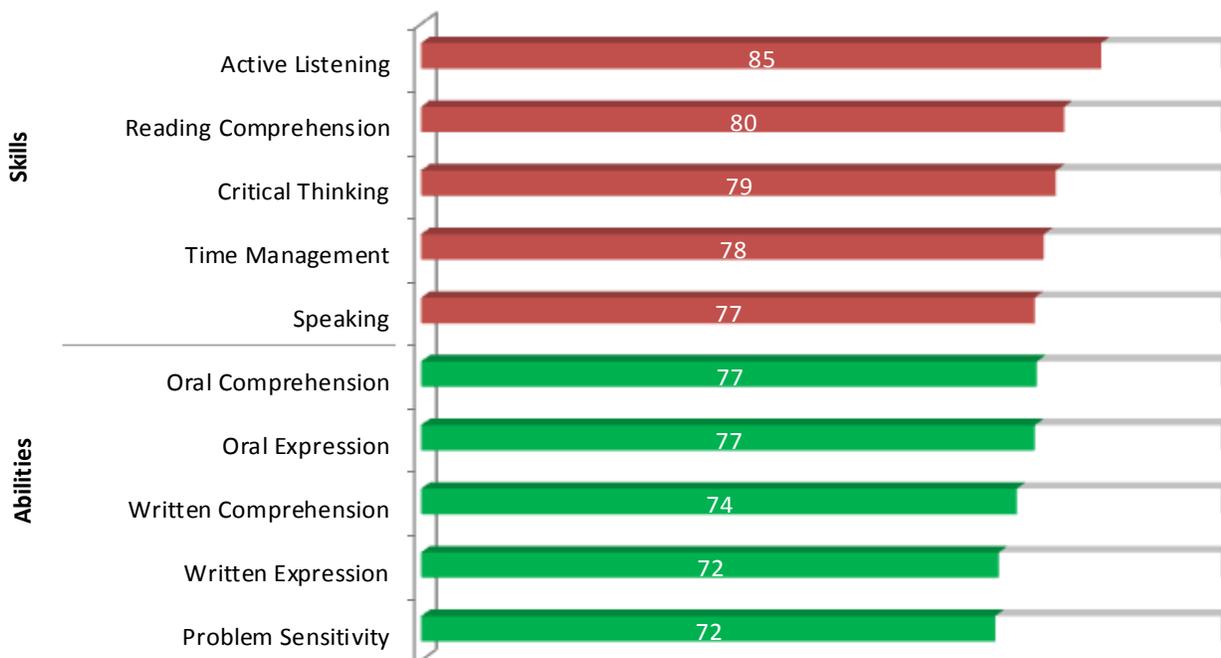


Bachelor's Degree – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Bachelor's Degree Occupations

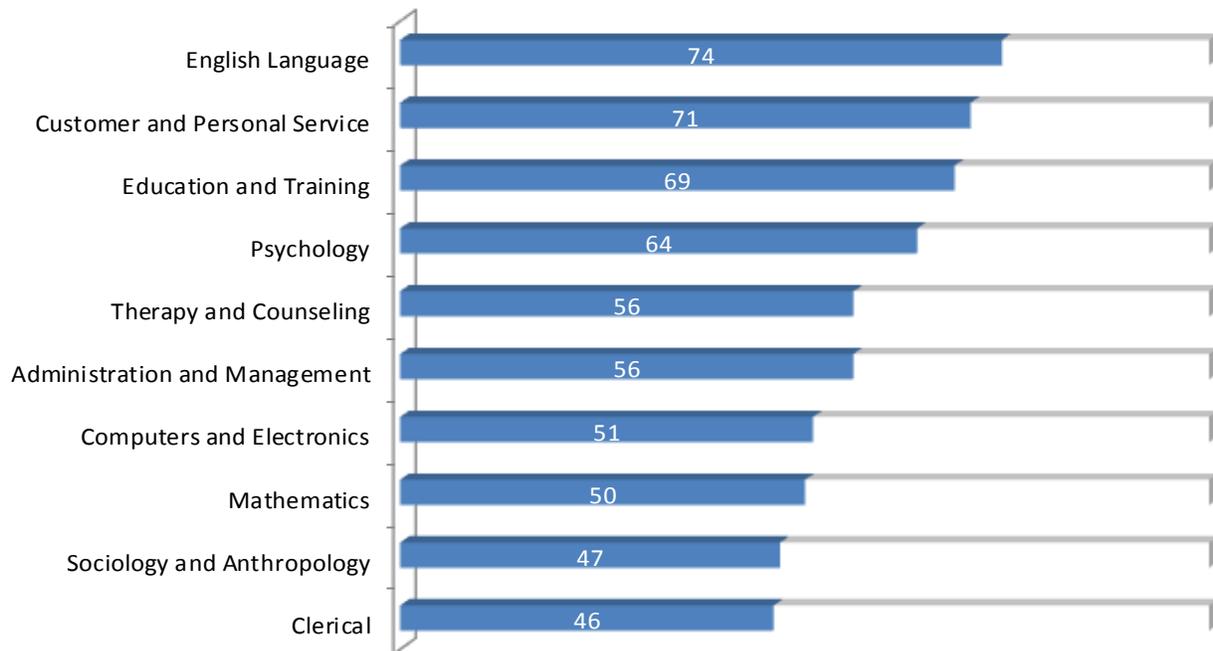


Average Required Competency Levels for Top Ten Bachelor's Degree Occupations

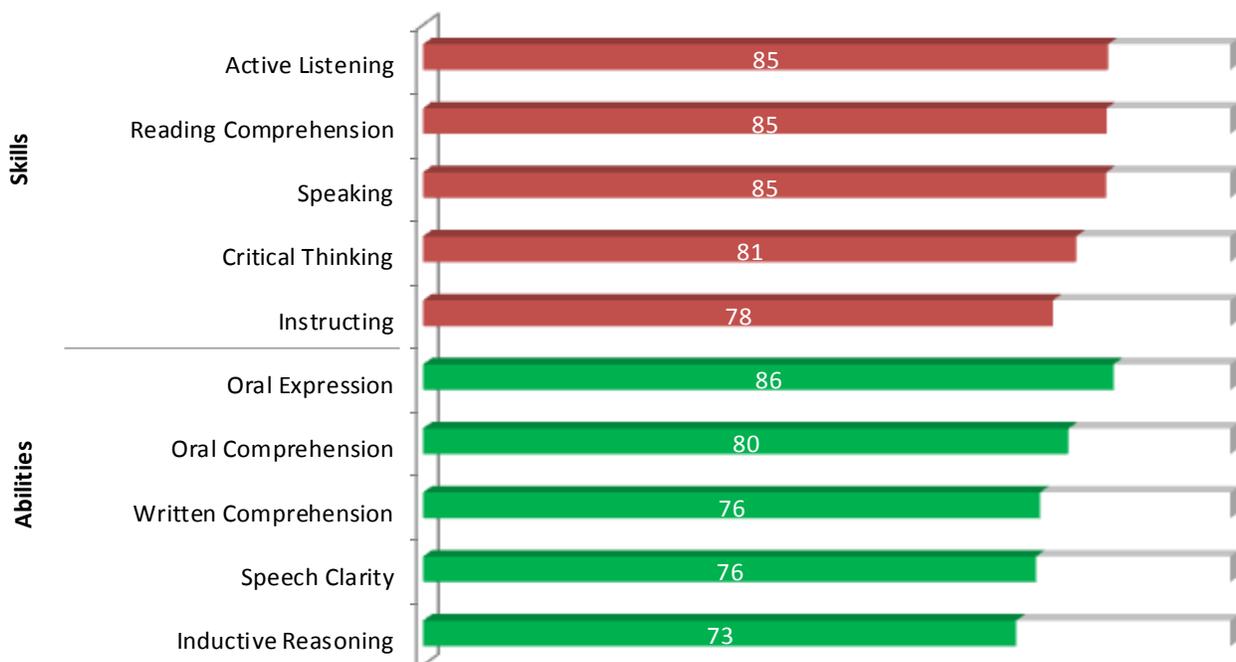


Master's Degree+ – Knowledge, Skills, and Abilities

Average Required Knowledge for Top Ten Master's Degree (or Higher) Occupations

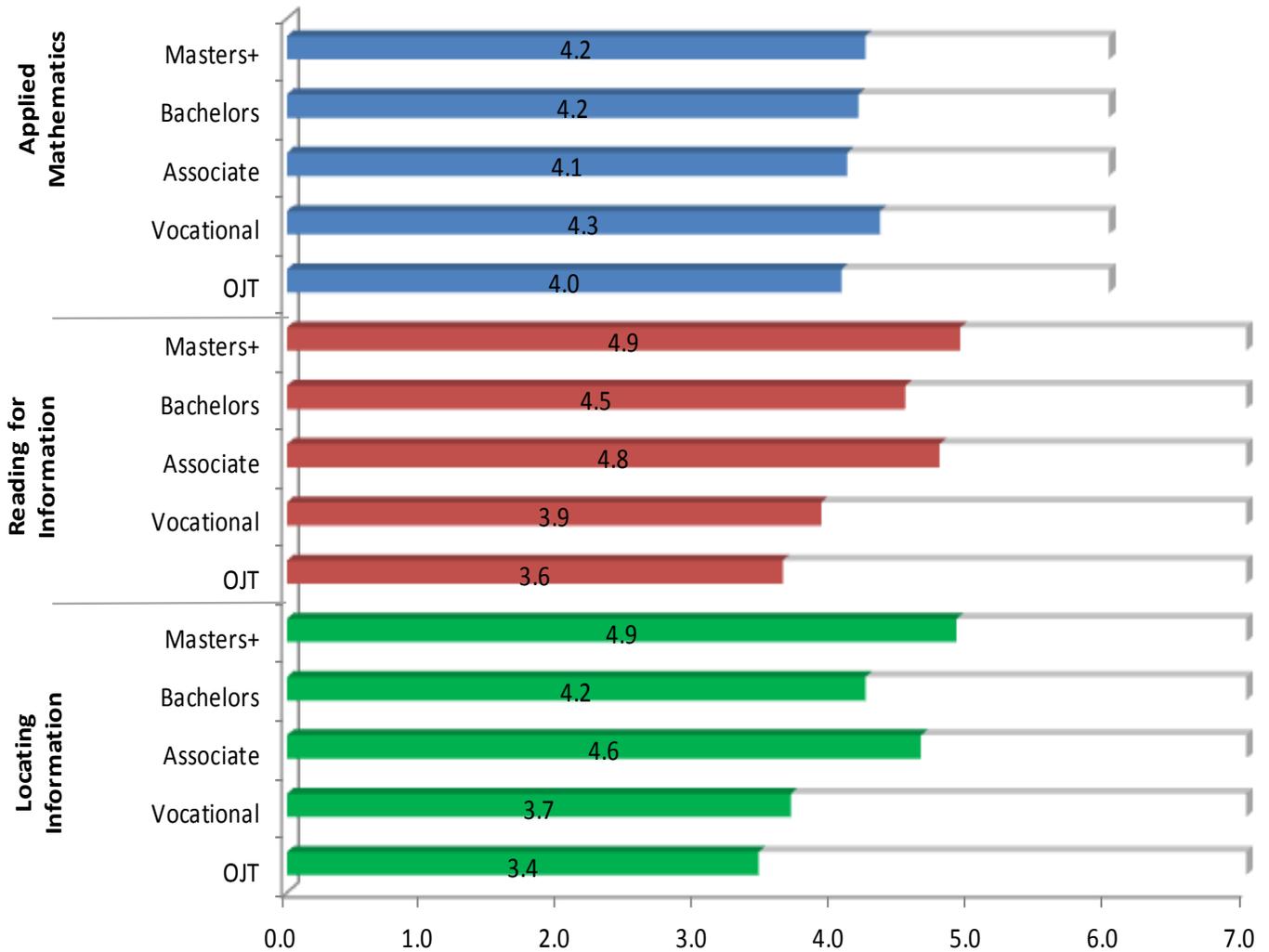


Average Required Competency Levels for Top Ten Master's Degree (or Higher) Occupations



Work Keys

Average Required Work Keys for Target Industries



Reading for Information and Locating Information are both rated on a scale from 0-7. Applied Mathematics is rated on a scale from 0-6.

(Section 5)

The Math of a World-Class Workforce

Data Methodology

Georgetown University Center on Education and the Workforce

The Center estimates all educational requirements for an occupation

To better understand the data presented within this section of the report, a brief discussion on data methodology is provided here. This

section describes the Big Goal of 60% of Indiana’s Labor Force with High-Quality Degrees and Credentials by 2025 as calculated by the **Georgetown University Center on Education and the Workforce**, here after called “the Center”. The Center’s use of data and projection estimates are very different than that of BLS and EMSI. Unlike the approach of using minimal educational requirements, the Center uses an estimation of the distribution of educational requirements within each occupation.

The Center uses a dynamic model for educational projections

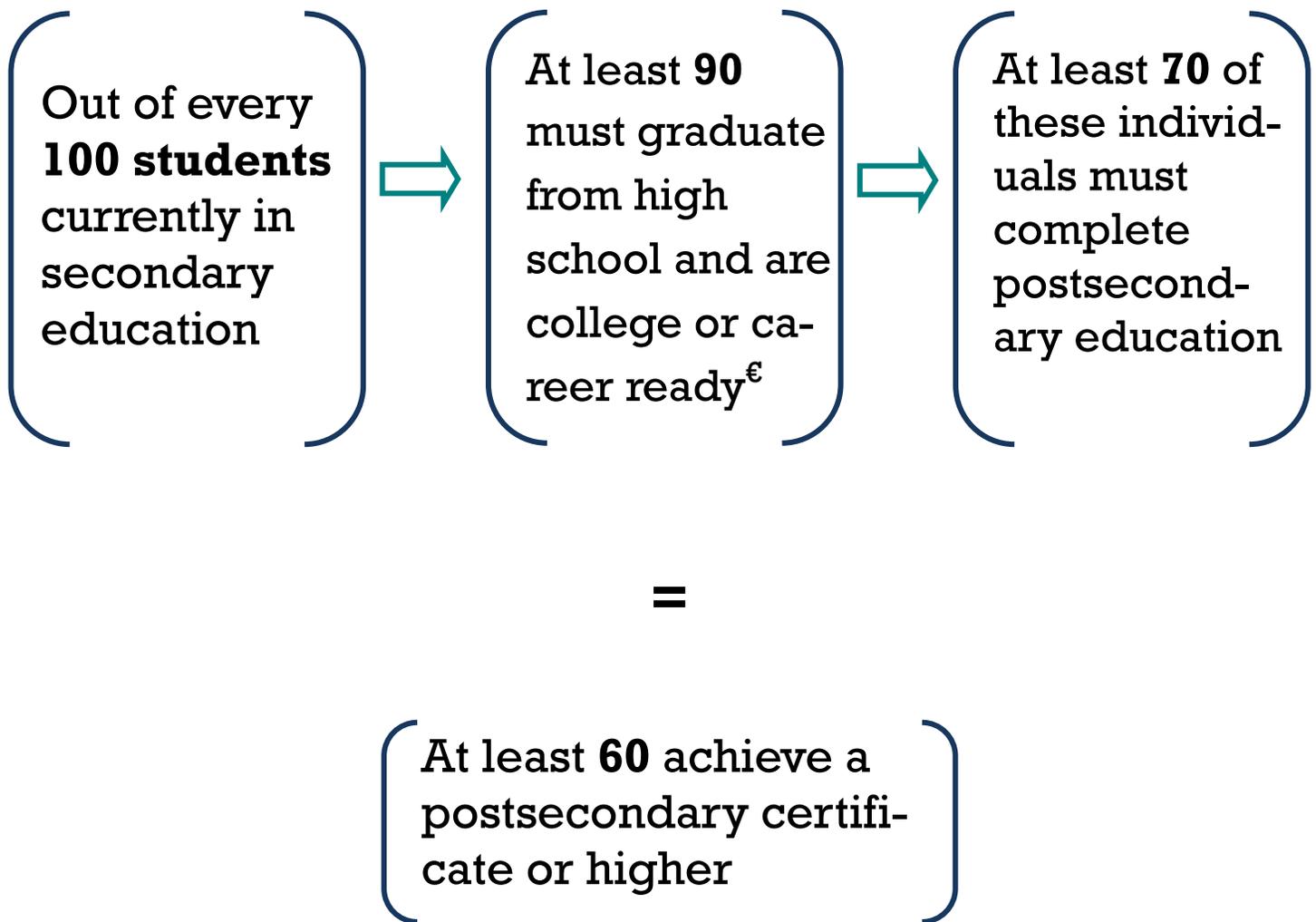
An additional difference is, while BLS holds minimum educational demand constant while creating projections, the Center uses a dynamic

model for estimating future educational requirements. **Key assumptions made by the Center when using this dynamic model include, changing educational requirements within occupations and changing educational demand from changes in employment composition.** These assumptions of dynamic occupations and employment composition stem from the following reasoning:

- Economic growth tends toward industries and occupations that require more education
- Upskilling - or the changes in requirements for existing occupational categories

The Big Goal

60% of Indiana's Labor Force with High-Quality Degrees and Credentials by 2025



[€] College or career ready is defined as an individual who does not require remediation after high school

〔Attachments〕

A. Occupational Projections

B. Data Sources

A: Growth Occupations

Target Industry Staffing Patterns

Manufacturing					
Occupation	Employed in Industry (2012)	Employed in Industry (2021)	Change	% Change	2011 Median Hourly Wage
Carpenters	229	269	40	17%	\$15.24
Computer Software Engineers, Applications	70	85	17	25%	\$24.20
Computer-Controlled Machine Tool Operators, Metal and Plastic	331	354	27	8%	\$16.45
Electrical and Electronic Engineering Technicians	208	231	20	9%	\$29.30
Industrial Machinery Mechanics	709	744	29	4%	\$21.80
Mechanical Engineers	263	276	16	6%	\$32.29
Paper Goods Machine Setters, Operators, and Tenders	126	136	9	7%	\$15.43
Slaughterers and Meat Packers	123	167	54	48%	\$14.13
Truck Drivers, Heavy and Tractor-Trailer	358	378	17	5%	\$16.29
Upholsterers	155	212	53	33%	\$17.11

Health Care					
Occupation	Employed in Industry (2012)	Employed in Industry (2021)	Change	% Change	2011 Median Hourly Wage
Bookkeeping, Accounting, and Auditing Clerks	436	520	100	0.24	13.89
Dental Assistants	389	540	172	0.47	15.62
Dental Hygienists	310	415	121	0.41	29.55
Licensed Practical and Licensed Vocational Nurses	1378	1612	270	0.2	16.74
Medical Assistants	742	962	252	0.35	12.82
Medical Secretaries	526	678	174	0.35	12.75
Physical Therapists	395	514	140	0.37	30.82
Registered Nurses	3675	4535	1008	0.29	24.23
Secretaries, Except Legal, Medical, and Executive	633	773	165	0.27	13.03
Surgical Technologists	264	346	95	0.38	17.67

Logistics					
Occupation	Employed in Industry (2012)	Employed in Industry (2021)	Change	% Change	2011 Median Hourly Wage
Bus and Truck Mechanics and Diesel Engine Specialists	169	177	8	0.05	16.9
Bus Drivers, School	221	249	40	0.19	11.66
Customer Service Representatives	115	136	21	0.18	13.04
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	88	94	6	0.07	19.92
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	146	148	1	0.01	21.86
Industrial Truck and Tractor Operators	318	350	29	0.09	13.21
Maintenance and Repair Workers, General	76	87	11	0.14	17.51
Shipping, Receiving, and Traffic Clerks	141	149	6	0.04	12.94
Truck Drivers, Heavy and Tractor-Trailer	3250	3638	401	0.12	16.29
Truck Drivers, Light or Delivery Services	448	455	6	0.01	11.33

Growth Occupations

Education Level Staffing Patterns

On-the-Job Training						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	2011 Median Hourly Wage
Bookkeeping, Accounting, and Auditing Clerks	3,242	3,459	217	7%	63	\$13.89
Cabinetmakers and Bench Carpenters	1,002	1,321	319	32%	59	\$13.50
Carpenters	2,277	2,561	284	12%	61	\$15.24
Construction Laborers	1,763	2,149	386	22%	54	\$15.30
Customer Service Representatives	2,642	2,975	333	13%	120	\$13.04
Maintenance and Repair Workers, General	2,986	3,199	213	7%	72	\$17.51
Medical Assistants	894	1,144	250	28%	37	\$12.82
Medical Secretaries	649	822	173	27%	28	\$12.75
Plumbers, Pipefitters, and Steamfitters	1,190	1,388	198	17%	48	\$24.75
Truck Drivers, Heavy and Tractor-Trailer	5,034	5,656	622	12%	163	\$16.29

Vocational Certificate						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	2011 Median Hourly Wage
Automotive Service Technicians and Mechanics	1,206	1,239	33	3%	29	\$14.27
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	274	410	136	50%	21	\$27.87
Emergency Medical Technicians and Paramedics	453	486	33	7%	14	\$13.72
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	752	949	197	26%	35	\$19.65
Insurance Sales Agents	1,252	1,394	142	11%	45	\$21.05
Licensed Practical and Licensed Vocational Nurses	1,717	1,983	266	15%	83	\$16.74
Massage Therapists	236	284	48	20%	8	\$13.96
Medical Transcriptionists	269	319	50	19%	8	\$15.11
Real Estate Sales Agents	3,260	3,815	555	17%	113	\$15.50
Surgical Technologists	337	427	90	27%	18	\$17.67

Associate's Degree						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	2011 Median Hourly Wage
Appraisers and Assessors of Real Estate	532	592	60	0.11	16	16.97
Computer Support Specialists	537	568	31	0.06	18	17.43
Dental Hygienists	334	438	104	0.31	18	29.55
Medical Equipment Repairers	76	169	93	1.22	12	19.06
Medical Records and Health Information Technicians	370	419	49	0.13	13	12.83
Occupational Therapist Assistants	119	161	42	0.35	6	23.51
Physical Therapist Assistants	232	294	62	0.27	10	22.25
Radiologic Technologists and Technicians	416	477	61	0.15	13	20.25
Registered Nurses	4518	5428	910	0.2	179	24.23
Respiratory Therapists	305	381	76	0.25	14	22.16

Growth Occupations

Education Level Staffing Patterns

Bachelor's Degree						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	2011 Median Hourly Wage
Accountants and Auditors	1607	1832	225	0.14	52	23.54
Construction Managers	677	773	96	0.14	16	25.64
Cost Estimators	487	596	109	0.22	23	25.63
Elementary School Teachers, Except Special Education	2243	2491	248	0.11	79	23.55
General and Operations Managers	1496	1586	90	0.06	54	31.17
Management Analysts	929	1125	196	0.21	37	28.52
Middle School Teachers, Except Special and Vocational Education	998	1095	97	0.1	34	22.44
Personal Financial Advisors	800	981	181	0.23	28	27.17
Property, Real Estate, and Community Association Managers	1306	1603	297	0.23	54	19.7
Securities, Commodities, and Financial Services Sales Agents	492	611	119	0.24	27	21.33

Master's Degree+						
Description	2012 Jobs	2021 Jobs	Change	% Change	Annual Openings	2011 Median Hourly Wage
Clergy	521	587	66	0.13	18	16.65
Family and General Practitioners	309	361	52	0.17	11	79.91
Geoscientists, Except Hydrologists and Geographers	167	224	57	0.34	11	35.71
Mental Health and Substance Abuse Social Workers	225	300	75	0.33	14	12.92
Occupational Therapists	252	302	50	0.2	10	29.97
Oral and Maxillofacial Surgeons	27	71	44	1.63	5	71.8
Pharmacists	339	372	33	0.1	11	50.67
Physical Therapists	411	530	119	0.29	18	30.82
Postsecondary teachers	1978	2212	234	0.12	60	33.75
Speech-Language Pathologists	204	254	50	0.25	9	27.25

B: Data Sources

EMSI Analyst provides in-depth and current local employment data, updated it four times per year. To extrapolate data to the county and ZIP code level where it is otherwise unavailable, EMSI 2012.1 relies on more than 90 data sources, including the following: Bureau of Economic Analysis and U.S. Census Bureau from the U.S. Department of Commerce; Bureau of Labor Statistics and Employment and Training Administration (ETA) from the U.S. Department of Labor; and Integrated Postsecondary Education Data System (IPEDS), Common Core of Data (CCD), and Characteristics of Private Schools in the United States from the U.S. Department of Education, National Center for Education Statistics.

Additional Resources:

- ACT Workforce Resources
- College Board's The College Completion Agenda 2011
- Indiana Commission for Higher Education, Indiana College Readiness Reports 2012
- Indiana Department of Education 2010-2011 Fact Sheet
- Indiana Department of Workforce Development
- Lumina Foundation, Goal 2025
- National Center for Education Statistics, 2010-2011 School Year
- Organization for Economic and Co-operative Development (OECD) Factbook 2011-2012: Economic, Environmental and Social Statistics
- U.S. Census Bureau 2008-2010 3-year American Community Survey