



INDIANA CAREER COUNCIL

INDIANA INVENTORY OF JOB AND CAREER TRAINING



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October 28, 2014

As required by I.C. 22-4.5-9-4, the Indiana Career Council is pleased to submit the inventory of current job and career training activities conducted throughout Indiana. This initial inventory represents education, job skills development, and career training activities performed by numerous state agencies in Indiana.

An updated inventory for DWD will be provided to the legislative council by December 1st of this year.

Sincerely,

Indiana Career Council

Career and College Ready

A Progress Analysis of Indiana's Career and Technical Education Programs



August 2014

**Indiana Department of
Education**

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Introduction

Much attention has been given to Indiana's Career and Technical Education (CTE) courses and programs over the last two years. The creation of the Indiana Career Council and Indiana Works Councils provides new avenues for conversations and collaboration among education and workforce partners at the regional and state levels regarding the best ways of improving the college and career readiness of Hoosiers.

While clear targets are needed to effect meaningful change, it is important to understand the current state of Career and Technical Education in order to identify and expand upon existing strengths and to examine and strategize solutions where gaps and challenges remain.

Information in this report is organized into three broad areas:

- CTE Enrollment
- CTE Student Readiness - a factor of:
 - Academic Preparation – Graduation Rates and State Assessment Scores
 - Technical Skills Preparation – College and Career Pathways completion and performance on Exams and Skills Assessments
 - College and Career Readiness – Industry-Recognized Certifications and College Credits that CTE students earn
- CTE Alignment to Indiana's Economy

The CTE student performance data and labor market information presented in this report raise more questions than answers but provide a good starting point for hearty discussions about college and career readiness among local schools, area CTE districts, regional employers, postsecondary representatives and state leaders.

CTE Enrollment

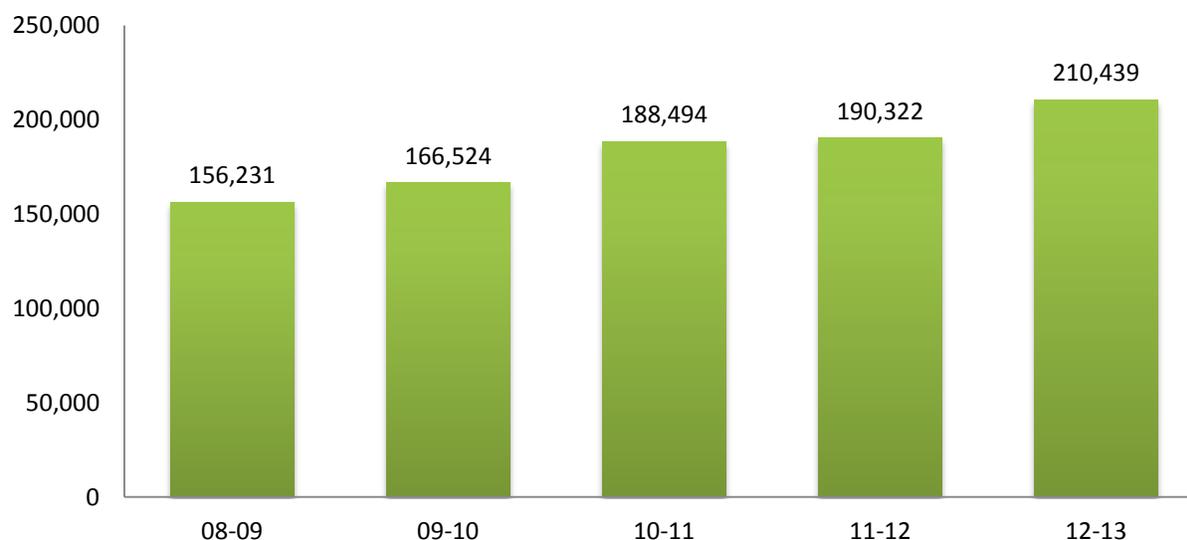
1. Two-thirds of all Indiana high school students are enrolled in one or more CTE courses

The popularity of Career and Technical Education (CTE) courses in Indiana high schools continues to grow steadily each year. During the 2012-13 school year, a total of 210,439 students in grades 9-12 (66.6% of all high school students in the state) were enrolled in at least one CTE course.



2. In the last five years, CTE enrollments have increased by 35%

Indiana CTE Enrollment Trends



While total enrollments in grades 9-12 have been fairly consistent over the last five years—ranging between 315,580 in 2008 to 316,108 in 2013—the percentage of high school students enrolled in one or more CTE courses has risen persistently in the same period of time, from just under half of all students taking a CTE course in 2008 to 67% in 2013.

The five career areas that students choose to enroll in the most are listed on the next page.

Courses in the Health Services career cluster are on top, followed in popularity by Educational Services, Agriculture, Human Services and courses in the Science, Engineering and Technologies cluster rounding out the top five.

Ranking of Highest CTE Enrollments by Career Cluster

Rank	16 Nationally Identified Career Clusters	Enrollment
1.	Health Services	44,854
2.	Educational Services	32,931
3.	Agriculture, Food & Natural Resources	26,235
4.	Human Services	20,053
5.	Science, Engineering and Technologies (STEM)	17,427

CTE Student Readiness

Effective college and career preparation programs in high schools prepare students with:

- Academic Preparation – Ensuring students have the ability to read, write and communicate well, solve problems by applying mathematical concepts to real-life situations and have the reasoning capacity to know how to seek out answers and additional information when needed.
- Technical Skills – Employers in the technical fields prefer candidates with experience, especially in high tech areas. High school graduates who possess the skills, techniques and knowledge of Indiana’s high wage, high demand and high-tech industry are better prepared for success.
- College and Career Readiness – A high school diploma is no longer sufficient evidence that a student is ready to succeed in postsecondary education or on the job. Earning dual credits and/or industry-based certifications while in high school are better indicators of how well students are prepared for “the next step.”

The next few pages provide a summary of Indiana CTE student performance in 2012-13 organized into each of these three areas based upon available indicators and data.

Academic Preparation

High school graduation rates and performance on the state’s high school ISTEP+ assessments (called End of Course Assessments or ECAs) are two of the most common indicators of students’ academic knowledge and preparation.

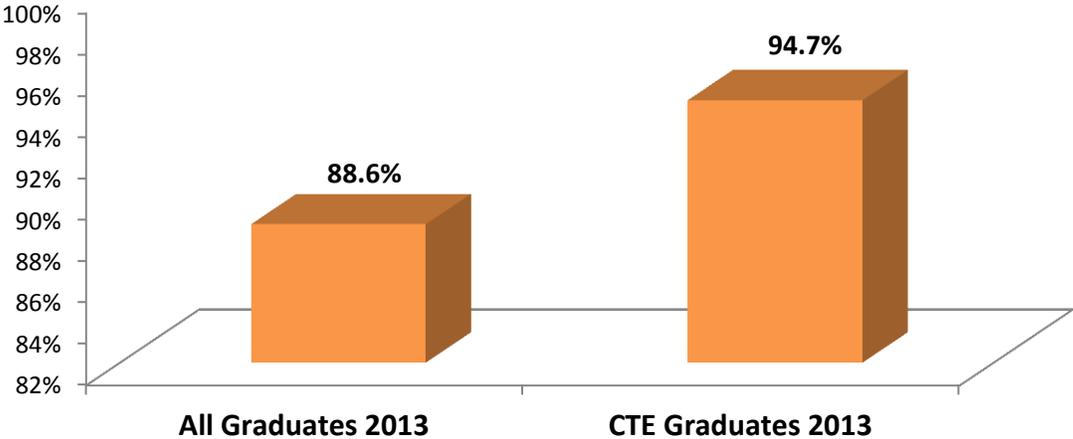
3. Indiana CTE graduates recorded their highest graduation rate ever in 2013

Graduation Rates

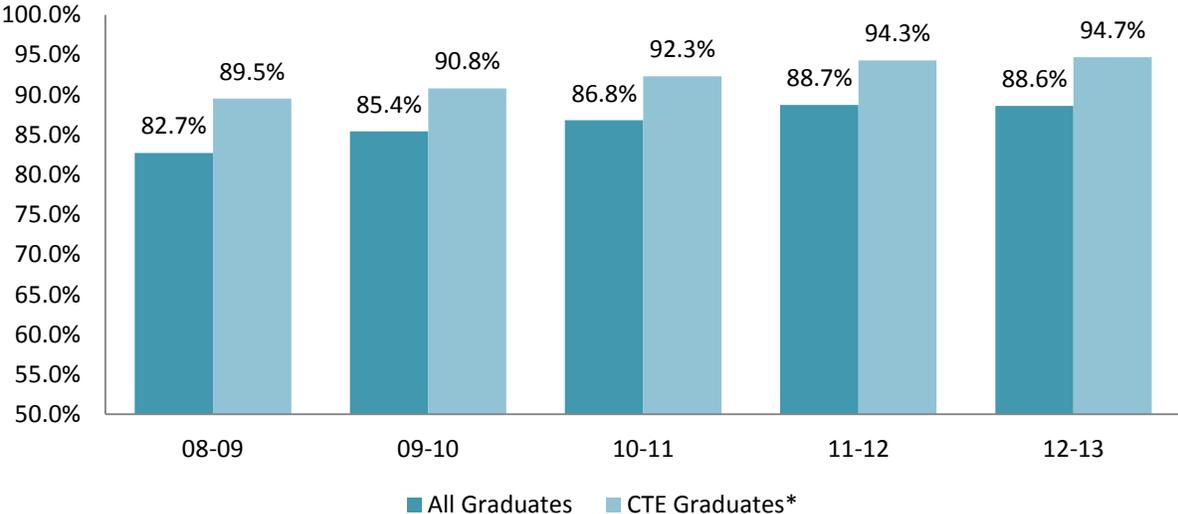
High school graduation rates for CTE students who are concentrators (those who have earned at least six credits in a CTE pathway) averaged 94.7% in 2013, the highest graduation rate ever recorded for CTE students in the state. That was 6% higher than Indiana’s 88.6% overall graduation rate for all high school students. Note that graduation rates reported in the charts below include students who graduated with waivers.

4. *The graduation rate for CTE concentrators in 2013 was 6% higher than the state average for all students*

All Student and CTE Student Graduation Rate Comparisons



All Student and CTE Student Graduation Rate Trends



*CTE Graduates are CTE concentrators who have completed six credits in a CTE Pathway

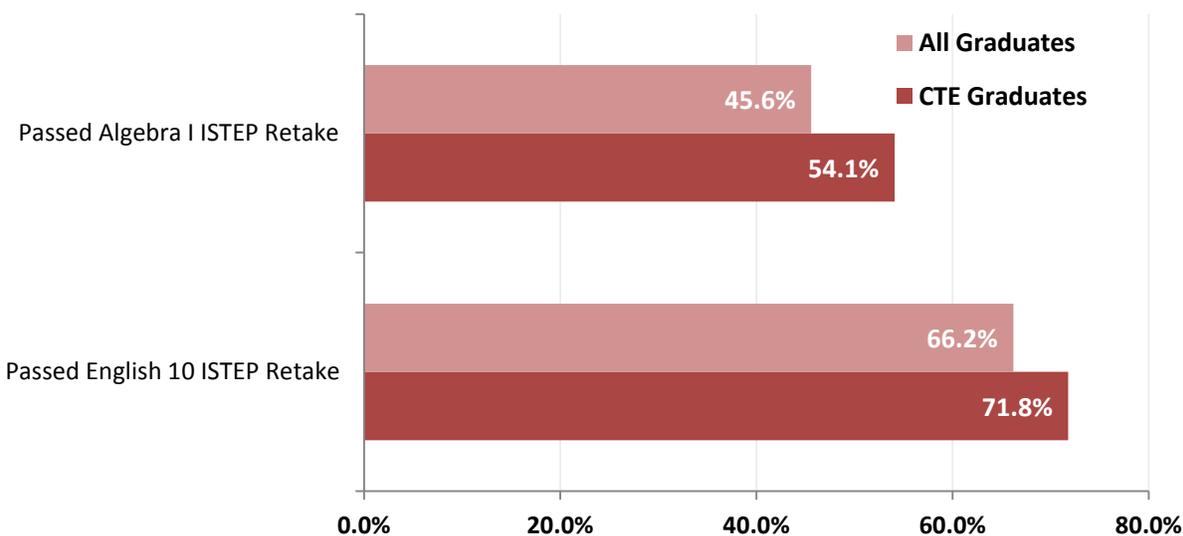
State Assessment Scores

Another indicator of student academic preparation is the passage rate of students taking the state's required graduation examinations, or end-of-course assessments (ECAs), in Algebra I and English 10.

Most ECA assessments are administered in a student's 9th or 10th grade year, well before they become a CTE concentrator, yet CTE programs embed English and math lessons into the career preparation curriculum in order to help students who have not passed the ECAs do so by the time of graduation.

Whether it is these academic lessons or a combination of other factors, senior CTE student concentrators outperform all other students when it comes to passing ECA exams.

CTE Graduate ECA Passage Percentage Compared to All Graduates



5. CTE graduates have significantly higher ECA graduation examination passage rates than all other seniors

Technical Skills

Indiana aligns its CTE courses into sequences called College and Career Pathways. Ideally, students take a broad career exploratory course, such as *Preparation for College and Careers*, in the 8th or 9th grade followed by one or more introductory CTE courses in 9th and 10th grades. The introductory courses, such as *Introduction to Advanced Manufacturing* or *Introduction to Construction*, allow students to consider one or two areas of interest in greater depth before moving to the 11th and 12th grade courses that are typically multi-hour, skills-based courses that

provide more specific training in a particular area. These courses often allow students to earn college credits or an industry certification while incorporating work-based learning experiences.

College and Career Pathway Programs

When looking at all 48 of the area Career and Technical Education Districts across the state, the most commonly offered program in 2012-13 was Automotive Services Technology, which was a choice for students in 38 of the 48 districts. Other frequently offered programs were Comprehensive Health Science, Construction Trades and Cosmetology.

CTE Pathway Programs	Total Number of Districts Offering Programs Out of all 48 Indiana CTE Districts
Automotive Services Technology	38
Comprehensive Health Science	36
Construction Trades	34
Cosmetology	30
Culinary Arts	29
Welding	29
Early Childhood Education	27
Auto Collision Repair	26
Machine Trades Technology	25
Engineering and Project Lead the Way	24
Graphic Arts	24

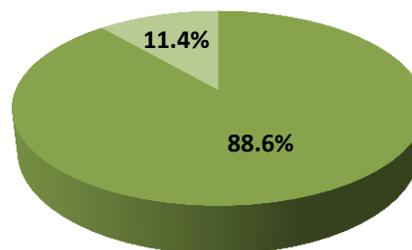
The table in Appendix B summarizes the Career Cluster programs offered around the state in 2012-13.

6. *The most frequently offered CTE Pathways in the state are related to careers in Automotive, Health and Construction*

Pathway Exams and Skills Assessments

Every CTE Pathway program includes a technical skills assessment or “Pathway exam” to measure student mastery of technical skills and content in a specific content area. Many assessments are industry-recognized certifications such as the Manufacturing Skills Standards Council (MSSC) certification or the credentials from the American Welding Society (AWS).

The statewide Pathway exam passage rate in 2012-13 was 88.6%.

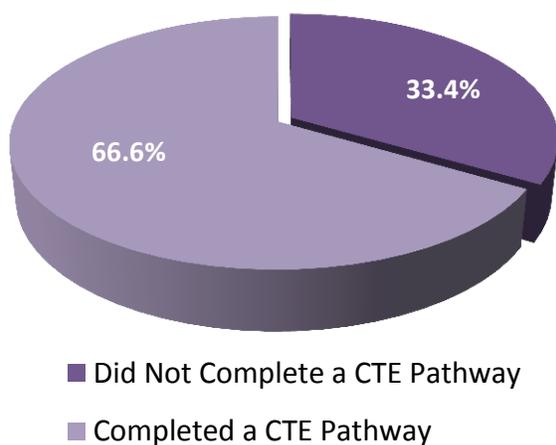


- Passed CTE Pathway Exams
- Did Not Pass CTE Pathway Exams

Students in Project Lead the Way (PLTW) pre-engineering and biomedical science programs sat for the highest number of Pathway exams followed closely by students who took the Certified Nurse Aide exam, CPR certification, Indiana Certified Nursing Assistant (CNA) exam, Automotive Service Excellence (ASE) certification and the NOCTI exam for Early Childhood Education.

7. 88.6% of CTE students passed their Pathway Exams

A detailed breakdown of the specific certifications and credentials CTE students earned in 2012-13 and the associated percent passage rates can be found in Appendix C. More details about industry-recognized certifications are provided later in this report.



Pathway Completion

CTE students are considered Pathway completers when they have earned a minimum of six course credits in a single College and Career Pathway and have taken the corresponding Pathway exam designated by the state.

13,553 CTE students—or two-thirds of all CTE concentrators—met the standards for being considered a Pathway completer in 2012-13.

8. 66.6% of CTE students completed a College and Career Pathway

College and Career Readiness

Perhaps the most critical measure of student performance in high school CTE programs is whether students are successful in transitioning to work or to postsecondary training (e.g. military, apprenticeship, certification and two- or four-year college) after graduation.

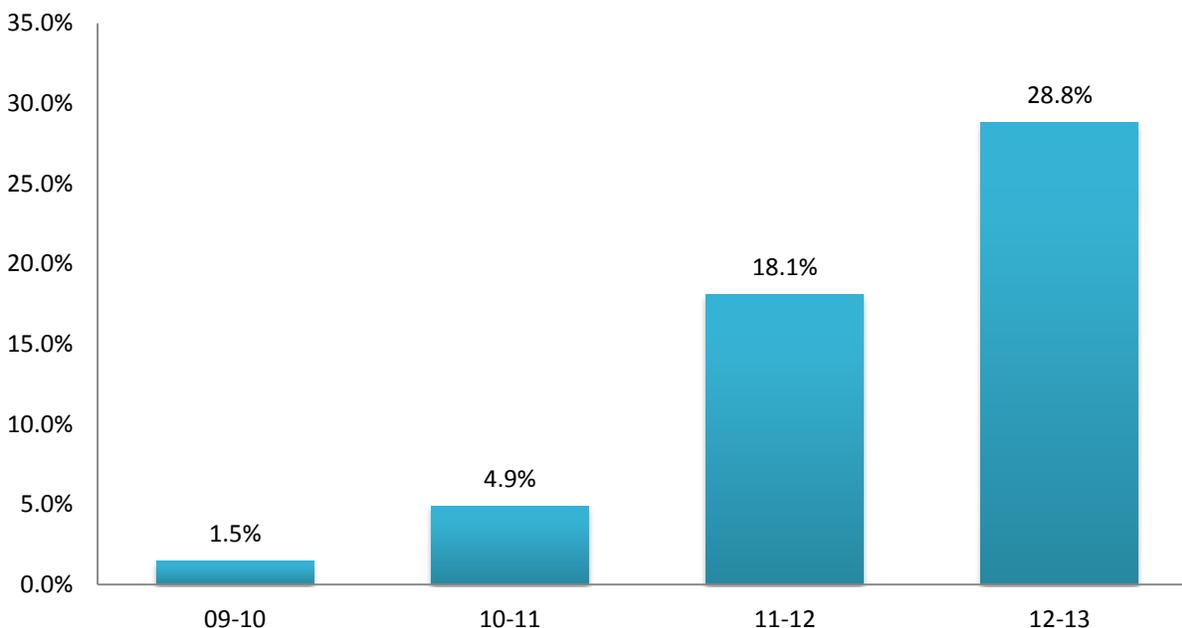
Measuring readiness for college and careers is an imperfect science but indicators such as the number of college credits and industry-based certifications students earn while in high school are two common indicators used around the country.

Industry-Recognized Certifications

Indiana CTE districts have made a concerted effort to embrace and expand the number and percent of students who earn an industry-recognized certification in Pathway programs. In just five years, the state's percentage of CTE graduates earning a certification or credential has

dramatically risen from a handful of students to a total of 7,500 CTE graduates leaving high school with a credential valued by employers. Almost one-third (28.8%) of CTE graduates earned an industry-recognized credential in 2012-13, a dramatic increase over the year before.

Percent of CTE Graduates with an Industry-Recognized Credential



9. Almost one-third of Indiana CTE graduates left high school with an industry-recognized certification in 2012-13

Though all states are required to use technical skills assessments to measure student progress in CTE programs, the assessments that are used vary widely from state to state. For example, few states use actual industry-recognized certifications and credentials for these measures and even fewer offer the large number of certifications that Indiana does.

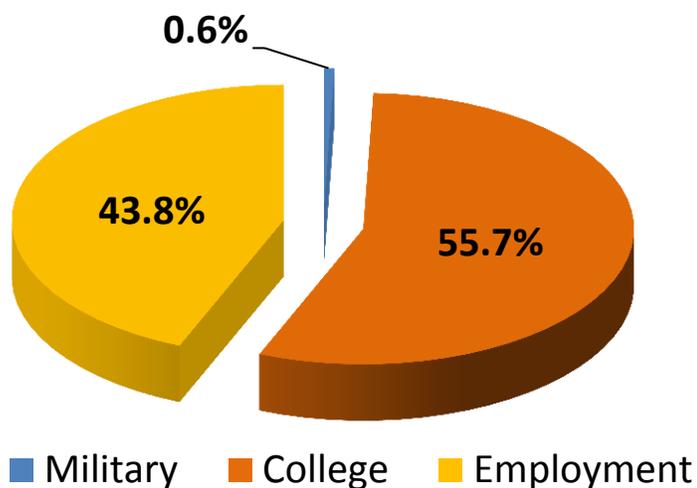
Continued conversations with regional employers on CTE Advisory Boards and the Indiana Works Councils around the state can help clarify which certifications and credentials are of highest value to regional and state employers.

Area CTE districts are also working to raise passage rates and performance on the credentialing exams in the areas of manufacturing, construction and automotive and in the emergency medical technician (EMT) certification process.

Post-High School Transition to College or Career

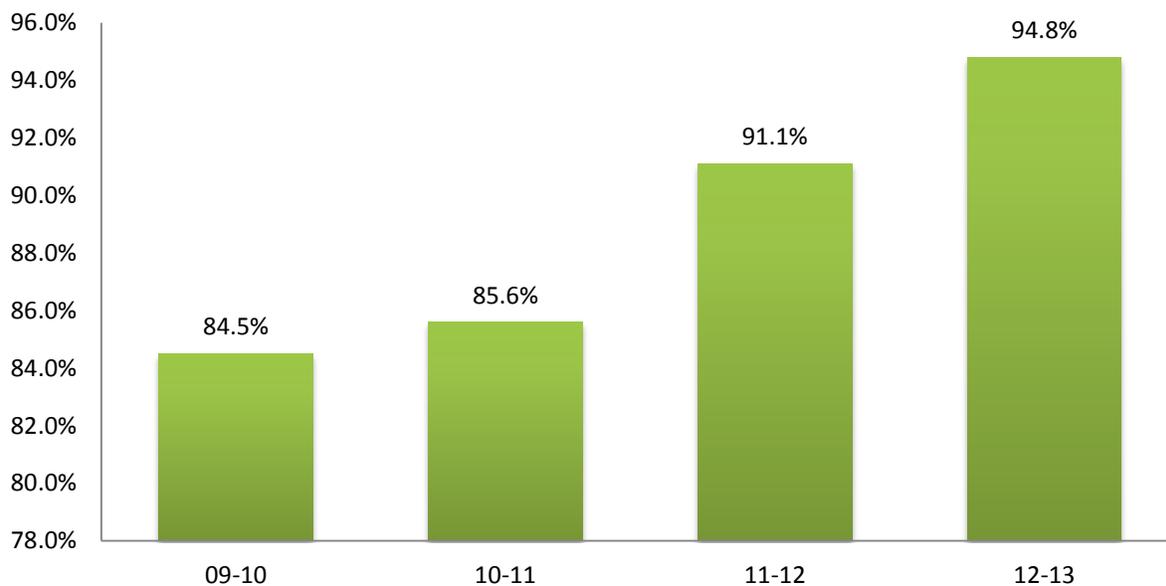
Within six months after graduating high school, the percentage of CTE concentrators who find employment, enlist with the military or enter postsecondary education is 94.8%. The majority of graduates (55.7%) enroll in a two- or four-year college (compared to a 66% college-going rate for all students), while 43.8% find employment. Only a small percentage of CTE graduates enlist in the military.

Percentage of CTE Graduates Transitioning to College or Career



Over the last four years, data indicates a steady upward trend of CTE graduates entering either the workforce or pursuing college or other postsecondary education—a possible reflection of the economic recession.

CTE Graduates Transitioning to College or Career Trends

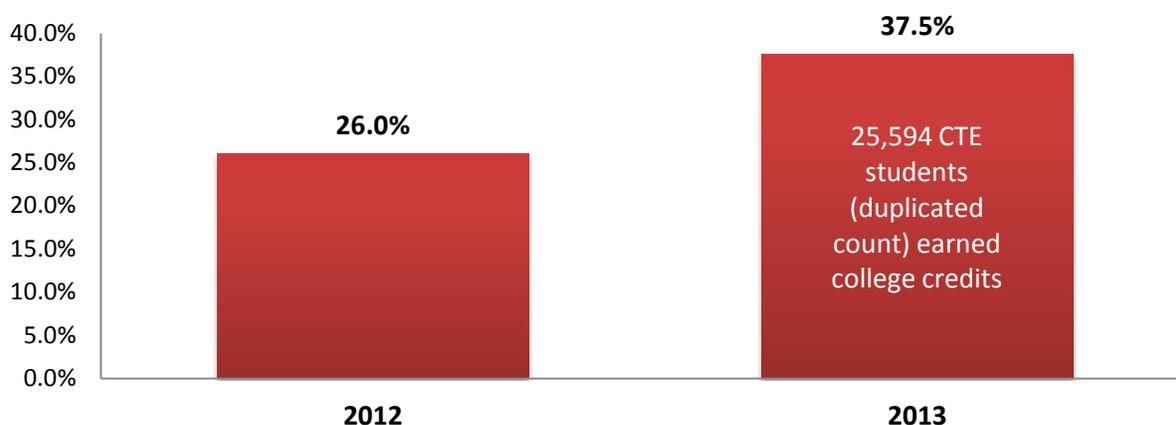


College Credits

An increasing number of CTE students earn college credits before graduating high school. Just in the last year, the percentage of CTE graduates earning college credits rose by more than 10% from 26.0% to 37.5%, the highest rate ever recorded.

10. *The percentage of CTE graduates earning college credits while in high school rose more than 10% from 2012 to 2013*

Percent of CTE Graduates Earning College Credits in High School

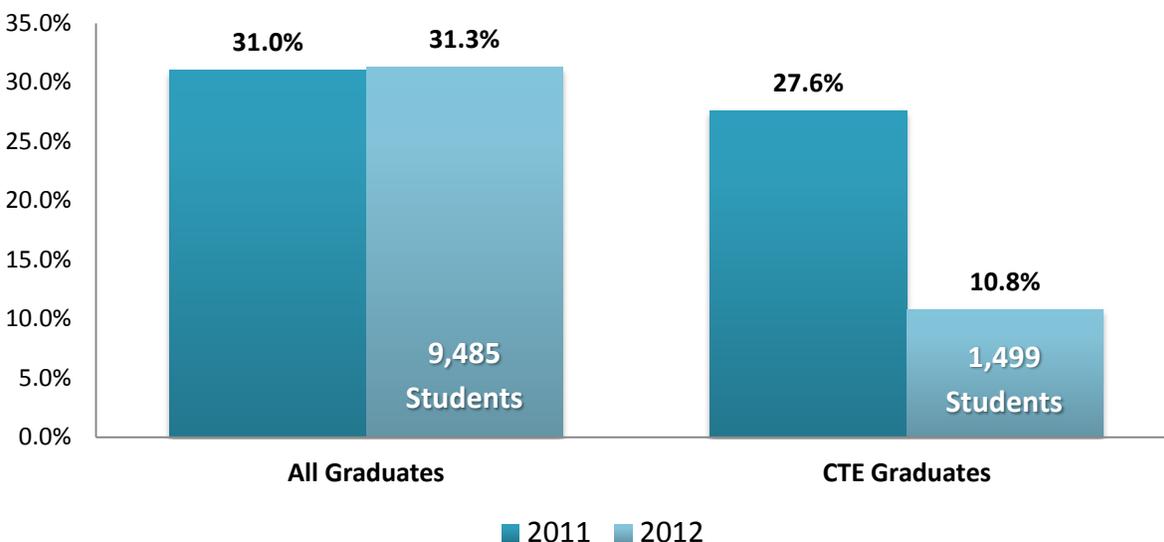


Another bright note regarding CTE graduates' transition to college and postsecondary education is found in the college remediation figures. Note that remediation data is unlike other data. It is one-year "behind" because it measures how the previous high school graduating class performed during the first year of college. Also, unlike other data, lower percentages in the area of remediation are a positive sign. Lower remediation rates mean more students were prepared for college-level work, were enrolled in college credit-bearing courses and therefore did not require a remedial college course (which typically does not result in a college credit).

With that in mind, note that in the bar graph on the next page 31.3% of all Indiana high school graduates in 2012 were required to take at least one remedial course during their first year of college, while remediation rates for CTE graduates were 20 percentage points better at 10.8%. Said another way, the average Indiana high school senior going to college last year was three times more likely to take a remedial course than a senior who was a CTE concentrator.

Trend data shows that this is a pattern that has continued for several years. First-year college retention rates for CTE graduates (correlated to better remediation rates) have consistently been better than the state average.

First-Year College Remediation Rates for CTE Graduates Compared to All Graduates



11. College remediation rates for CTE graduates are consistently better than remediation rates for all other students

The college credits that Indiana students earn in high school by completing college-level career preparation courses not only benefit students but also their parents, in significant ways.

Indiana colleges and postsecondary institutions waive the normal college tuition costs of college-level career courses taught in high schools, saving students and their parents as much as \$345 for every dual credit college course a student completes. In the 2012-13 school year, the Department of Workforce Development reports that 25,594 students earned at least one college credit in career preparation courses. Though some of the college credits were only one credit hour courses, many were two and three credit hour courses.

Using conservative student figures and Ivy Tech Community College's 2013 per credit hour tuition cost of \$116.15 (a figure used because Ivy Tech reportedly has the lowest college tuition rate in the state), total tuition savings to parents in 2013 totaled more than \$2.9 million dollars.

12. Parents of students completing CTE dual college credit courses saved \$2.9 million dollars in college tuition costs in 2013

CTE Alignment to Indiana's Economy

The Indiana Department of Education believes that all work has value and that Indiana's students should be supported in preparing for whatever career(s) they choose. Given the positive outcomes from Indiana's Career and Technical Education students, that philosophy appears very wise.

Recently, state leaders have begun discussing the alignment of CTE programs with the expanding workforce needs of Indiana's economy. Conversations about the Return on Investment (ROI) of state and federal CTE funding have raised many questions, including:

- Should the state limit what careers students should aspire toward and prepare for?
- What career preparation programs should be considered the most valuable?
- Given the success rate of Indiana's CTE students, should all students be on a career pathway whether matriculating to college after graduation or going directly to work?
- What is the value of a career program that may not lead directly to high-wage careers, but allows students to earn money as they pursue college and postsecondary training?
- If some career programs should be kept and others changed or eliminated, what criteria should be used to make these determinations?

What Data Should Be Used?

One challenge of more closely linking CTE programs with workforce and economic demands is determining what specific occupational data should be used. Many believe the focus should be on occupations with the highest demand and pay at least a living wage.

But as the table below illustrates, even the lists of the top five highest wage and demand occupations projected for Indiana in the next ten years by the federal Bureau of Labor Statistics (top row) vary considerably when ranked by demand versus wages. So too do the lists of the top five job postings by employers across Indiana last year recorded by the Department of Workforce Development's Job Postings and Starting Wages report (second row). Though all four lists offer insights on high-wage and high-demand occupations, there is little consensus.

A1: BLS Projected Openings Ranked by Demand	A2: BLS Projected Openings Ranked by Wages
1) Maintenance and repair workers, general 2) Sales representatives, wholesale and manufacturing, except technical 3) First-line supervisors/managers of production and operating 4) Customer service representatives 5) Inspectors, testers, sorters, samplers, weighers	1) Secondary school teachers, except special and vocational education 2) Physicians and surgeons, all other 3) Top executives 4) Dentists, general 5) Pharmacists
B1: DWD 2013 Job Postings Ranked by Demand	B2: DWD 2013 Job Postings Ranked by Wages
1) Heavy and tractor-trailer truck drivers 2) Insurance sales agents 3) Sales representatives, services, all other 4) Industrial truck and tractor operators 5) Managers, all other	1) Personal financial advisors 2) Chief executives 3) Marketing managers 4) Software developers, applications 5) Software developers, systems software

Both sets of data used in the table on page 14 were compiled according to wages above \$15.00 per hour and demand of at least 100 annual, statewide job openings. The \$15.00 per hour wage criteria corresponds to the Indiana Institute of Working Families' Self-Sufficiency Standard Calculator for the minimum hourly wage required to sustain one adult with one pre-school aged child (\$16.51/hour in Marion County), while the 100 job openings demand data approximates one job opening per year in each of Indiana's 92 counties.

Appendix D provides expanded ranked lists from the Indiana Department of Workforce Development's Job Postings and Starting Wages report (which provides a summary of the actual job postings in 2013 by Indiana employers plus the average annual wages of employees in those jobs), and the Bureau of Labor Statistics' (BLS) Long-Term Occupational Projections for 2012 to 2022 (a predictive tool used across the country to project where job openings and wages will be in the next ten years). The BLS data also aligns with Indiana's Hoosier Hot 50 Jobs list.

Summary

Efforts over the last several years to highlight the benefits of CTE in Indiana are well-deserved. Looking solely at the data in this report, CTE student outcomes and performance trends are quite remarkable. In many ways, more attention should be given to the positive, consistent benefits to students from completing a career pathway program.

Examining the alignment of CTE programs with the economic demands of the state can provide opportunities for constructive conversations, as long as there is consensus around what criteria and data are used to make those judgments. State and regional leaders must also consider how potential changes to programs could affect student motivation, enrollment and engagement—factors that appear to be strongly correlated to the positive student performance outcomes highlighted in this report.

Digging deeper into the reasons why Indiana students who complete a sequence of CTE courses outperform their peers is beyond the scope of this report. However, it seems logical that students succeed at higher rates when they are engaged in active versus passive learning, in areas they find interesting and enjoyable and when they are completing rigorous college courses and work-based learning experiences that connect them with the “real world.” Perhaps this is the way all education should work.

Appendix A

Sources

InTERS Student Data College System, Indiana Department of Workforce Development

COMPASS Data System, Indiana Department of Education

Indiana Commission for Higher Education, College Readiness Reports

Indiana CTE Data Profile, Indiana Department of Workforce Development

Indiana Department of Workforce Development, Job Postings & Starting Wages Report, 4th Quarter 2013 at <http://www.hoosierdata.in.gov/publookup>

US Bureau of Labor Statistics, 2012-2022 Long-Term Projections for Indiana at http://www.bls.gov/oes/current/oes_in.htm

Appendix B

Number and Type of Career Clusters Offered in Indiana in 2012-13

Indiana Career Clusters - ALPHABETICAL	Number of Programs Available
AGRICULTURE CLUSTER	30
ARCHITECTURE & CONSTRUCTION CLUSTER	81
ARTS, AV TECHNOLOGY & COMMUNICATIONS CLUSTER	63
BUSINESS & MARKETING CLUSTER	42
EDUCATION & TRAINING CLUSTER	37
HEALTH SCIENCE CLUSTER	79
HOSPITALITY & HUMAN SERVICES CLUSTER	66
INFORMATION TECHNOLOGY CLUSTER	46
MANUFACTURING & LOGISTICS CLUSTER	107
PUBLIC SAFETY CLUSTER	44
TRANSPORTATION CLUSTER	92

Indiana Career Clusters – BY HIGHEST NUMBER OF CLUSTERS	Number of Programs Available
MANUFACTURING & LOGISTICS CLUSTER	107
TRANSPORTATION CLUSTER	92
ARCHITECTURE & CONSTRUCTION CLUSTER	81
HEALTH SCIENCE CLUSTER	79
HOSPITALITY & HUMAN SERVICES CLUSTER	66
ARTS, AV TECHNOLOGY & COMMUNICATIONS CLUSTER	63
INFORMATION TECHNOLOGY CLUSTER	46
PUBLIC SAFETY CLUSTER	44
BUSINESS & MARKETING CLUSTER	42
EDUCATION & TRAINING CLUSTER	37
AGRICULTURE CLUSTER	30

Appendix C

Certifications, Certificates and Credentials Earned by CTE Students

Certification Name	% Passing versus # Taken	# Students Earning
Certified Nurse Aide	99.9%	929
Indiana State Certified Nursing Assistant (CNA)	93.9%	898
Healthcare Provider CPR Certification - American Heart Assn/Red Cross	89.5%	786
National Healthcare Foundation Skills Assessment	76.3%	293
State Board of Cosmetology	97.9%	235
Automotive Service Excellence (ASE) Certification	52.4%	220
American Welding Society (AWS) Certification	90.8%	208
Pro-Start National Certificate of Achievement-National Restaurant	88.8%	175
Automotive Service Excellence (ASE) Student Certification	55.9%	142
A Plus Certification	70.6%	75
Manufacturing Skill Standards Council (MSSC) - Certified Production	59.4%	60
Home Builders Institute Basic Principles of Construction	52.0%	51
Automotive Service Excellence (ASE) Certification- Electrical/Electronic	81.1%	43
Automotive Service Excellence (ASE) Certification- Suspension & Steering	59.4%	41
Manufacturing Skill Standards Council (MSSC) - Safety	62.5%	40
Automotive Service Excellence (ASE) Certification- Brakes	48.2%	40
OSHA General Certification	100%	33
IC3 Certification (Internet and Computing Core Certification)	100%	32
Firefighter 1 Certification	88.0%	22
Home Builders Institute (HBI) Basic Carpentry	26.8%	19
Emergency Medical Technician (EMT)	35.9%	19
OSHA 10 + 30 General Industry; IDHS First Responder; Lockout/Tagout; Forklift licensure	81.8%	18
National Institute for Metalworking Skills (NIMS)	89.5%	17
Limited Dental Radiographer	100%	17
PrintED Certification	53.9%	14
AWS MIG (GMAW) Certification	87.5%	14
AWS STICK (SMAW) Certification	81.3%	13
Microsoft Office Specialist Certification	48.0%	12
Firefighter 2 Certification	70.6%	12
Manufacturing Skill Standards Council (MSSC) - Processes and Production	57.9%	11
Automotive Service Excellence (ASE) Certification- Engine Repair	42.9%	9
Home Builders Institute (HBI) Basic Wiring	25.0%	9
EPA Type I CFC license	12.5%	3

Appendix D

Comparisons of the Top 25 Indiana Occupations

based on Wage and Data Criteria from the US Bureau of Labor Statistics (BLS) 2012-2022 Long Term Occupational Projections (A1 and A2) and the Indiana Department of Workforce Development's Job Postings and Starting Wages report for 2013 (B1 and B2)

A1. BLS Projected Openings 2012-2022 – Ranked by Openings

Based on minimum \$15/hour mean hourly wage and 100 Annual Avg Total Openings. Ranked by highest Annual Average Total Openings by occupational title only, not category.

	BLS Occupational Title	Mean Hourly Wage	Annual Avg Total Openings
1	Maintenance and repair workers, general	\$18.01	3,162
2	Sales Res, Wholesale & Manufacturing, except Technical	\$30.72	3,140
3	First-Line Supervisors/Managers of Production and Operating	\$26.19	2,706
4	Customer Service Representatives	\$15.82	2,472
5	Inspectors, Testers, Sorters, Samplers, and Weighers	\$16.87	2,326
6	Service Unit Operators, Oil, Gas, and Mining	\$18.75	1,747
7	Truck Drivers, Heavy and Tractor-Trailer	\$19.71	1,630
8	Wellhead Pumpers	\$16.76	1,615
9	Bookkeeping, Accounting, and Auditing Clerks	\$16.47	1,572
10	First-Line Supervisors/Managers of Office and Administrative	\$23.69	1,405
11	Secretaries, Except Legal, Medical, and Executive	\$15.40	1,403
12	Industrial Production Managers	\$41.01	1,376
13	General and Operations Managers	\$51.66	1,354
14	Fashion Designers	\$25.53	1,230
15	Accountants and Auditors	\$31.19	1,121
16	Industrial Truck and Tractor Operators	\$15.85	1,026
17	Molding, Coremaking, and Casting Machine Setters, Operators,	\$15.65	997
18	Property, Real Estate, and Community Association Managers	\$25.71	990
19	First-Line Supervisors/Managers of Construction Trades	\$29.57	962
20	Carpenters	\$19.72	911
21	First-Line Supervisors/Managers of Retail Sales Workers	\$18.29	838
22	Industrial Machinery Mechanics	\$23.77	813
23	Managers, All Other	\$32.20	805
24	Graphic Designers	\$19.57	753
25	Industrial Engineers	\$34.35	749

A2. BLS Projected Openings 2012-2022 – Ranked by Wage

Based on minimum \$15/hour mean hourly wage and 100 Annual Avg Total Openings. Ranked by highest Mean Annual Wage and including both occupational title and occupational categories.

	BLS Occupational Title	Mean Hourly Wage	Annual Avg Total Openings
1	Secondary School Teachers, Except Special and Vocational Edu	*	579
2	Physicians and Surgeons, All Other	\$105.35	240
3	Top Executives	\$84.30	1,949
4	Dentists, General	\$75.93	108
5	Pharmacists	\$54.26	216
6	Engineering Managers	\$53.98	122
7	Air Transportation Workers	*	145
8	General and Operations Managers	\$51.66	1,354
9	Computer and Information Systems Managers	\$50.68	202
10	Marketing Managers	\$50.40	230
11	Financial Managers	\$49.34	390
12	Computer Specialists	\$49.18	2,460
13	Sales Managers	\$49.18	504
14	Lawyers	\$47.70	212
15	Human resources managers	\$46.88	220
16	Management Occupations	\$44.37	9,010
17	Purchasing Managers	\$43.91	238
18	Sales Representatives, Wholesale & Manufacturing, Technical	\$42.89	217
19	Medical and Health Services Managers	\$41.39	244
20	Industrial Production Managers	\$41.01	1,376
21	Software developers, applications	\$40.99	264
22	Construction Managers	\$39.62	197
23	Transportation, Storage, and Distribution Managers	\$39.32	161
24	Physical Therapists	\$38.93	154
25	Management Analysts	\$38.91	328

B1. DWD Job Postings and Starting Wages for 2013 – Ranked by Openings

Based on minimum \$15/hour average hourly wage and 100 Annual Total Openings. Ranked by highest Total Openings.

	Occupational Title	Total Openings	Avg Hourly Wage
1	Heavy and Tractor-Trailer Truck Drivers	5,363	\$21.01
2	Insurance Sales Agents	3,493	\$26.79
3	Sales Representatives, Services, All Other	1,675	\$29.43
4	Industrial Truck and Tractor Operators	1,379	\$16.47
5	Managers, All Other	1,249	\$20.83
6	Registered Nurses	1,248	\$21.26
7	Sales Managers	1,154	\$34.51
8	Maintenance and Repair Workers, General	994	\$15.51
9	Licensed Practical and Licensed Vocational Nurses	932	\$16.54
10	First-Line Supervisors of Production and Operating Workers	684	\$18.75
11	Engineers, All Other	582	\$33.83
12	Electricians	526	\$20.96
13	Construction Carpenters	514	\$16.99
14	Maintenance Workers, Machinery	438	\$17.43
15	Industrial Machinery Mechanics	431	\$19.94
16	Electrical and Electronics Repairers, Commercial and Industrial Equipment	417	\$17.15
17	Healthcare Practitioners and Technical Workers, All Other	397	\$18.86
18	Bus and Truck Mechanics and Diesel Engine Specialists	387	\$16.07
19	Mechanical Engineers	325	\$37.09
20	Accountants	319	\$16.41
21	Chief Executives	315	\$53.45
22	Computer User Support Specialists	292	\$19.63
23	Manufacturing, Except Technical and Scientific Products	290	\$21.73
24	Marketing Managers	279	\$44.97
25	Plumbers	278	\$19.49

B2. DWD Job Postings and Starting Wages for 2013 – Ranked by Wage

Based on minimum \$15/hour average hourly wage and 100 Annual Total Openings. Ranked by highest Average Hourly Wage.

	Occupational Title	Total Openings	Avg Hourly Wage
1	Personal Financial Advisors	247	\$59.50
2	Chief Executives	315	\$53.45
3	Marketing Managers	279	\$44.97
4	Software Developers, Applications	274	\$39.37
5	Software Developers, Systems Software	170	\$37.49
6	Mechanical Engineers	325	\$37.09
7	Occupational Therapists	152	\$36.91
8	Electrical Engineers	137	\$36.62
9	Industrial Engineers	126	\$34.96
10	Sales Managers	1,154	\$34.51
11	Engineers, All Other	582	\$33.83
12	Computer Programmers	152	\$32.97
13	Management Analysts	116	\$32.93
14	Financial Specialists, All Other	101	\$32.54
15	Airline Pilots, Copilots and Flight Engineers	102	\$31.56
16	Physical Therapists	148	\$31.20
17	Sales Representatives, Services, All Other	1,675	\$29.43
18	Manufacturing Engineers	133	\$29.19
19	Insurance Sales Agents	3,493	\$26.79
20	Chemists	139	\$26.60
21	Boilermakers	148	\$25.60
22	Construction Managers	167	\$24.29
23	Financial Analysts	116	\$23.74
24	Education Administrators, Postsecondary	135	\$23.63
25	Medical and Health Services Managers	168	\$23.27



ANNUAL TRAINING REPORT PROGRAM YEAR 2012

ISSUED DECEMBER 2013



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

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Acknowledgement

I am pleased to submit this year's Annual Training Report for Program Year 2012. Many successes were achieved during the past 12 months that will result in Hoosier workers and job seekers attaining skills that will prepare them to meet the demands of an ever-changing economy.

During the past year, DWD has worked closely with educators, businesses and local community and faith-based organizations to develop and implement initiatives and programs that provide up-to-date, well-rounded skills to ensure a highly skilled Hoosier workforce. Across the state, our regional workforce partners are actively engaged in creating and putting into place educational and training programs to meet the needs of their communities. Together our efforts have resulted in many Hoosiers acquiring the skills needed to ensure long-term employment in high-demand, high-wage occupations in a broad range of industry sectors.

The report provided offers details of those efforts with an in-depth look at various programs and initiatives made available to support the needs of employees and employers. Together, with your continued support and guidance, we are working toward our goal of building a world-class system for workforce development with an emphasis on the importance of life-long learning.

Sincerely,



Scott B. Sanders
Commissioner
Indiana Department of Workforce Development



Mission, Goals & Value

The mission of the Indiana Department of Workforce Development (DWD) is to advance and cultivate economic growth by building a world-class workforce development system through partnerships and practice. This is accomplished by creating a highly skilled and educated workforce able to compete in the global economy by focusing on the following Good-to-Great principles and goals:

Increase Private Sector Employment

Identify, Align and Connect Indiana Employers with qualified workers

- Contribute resources to the success of the Governor's Jobs Cabinet, Indiana Works Councils and the Indiana Economic Development Corporation
- Focus resources on identified key industry high growth and demand sectors
- Ensure qualified workers are referred for job openings

Improve the Quality of the Hoosier Workforce

Ensure Hoosiers achieve occupational goals that advance Indiana's economy

- Ensure all customers receive skills assessments, career exploration, and career counseling;
- Promote college and career readiness and lifelong learning, focusing on occupational certifications;
- Improve coordination among secondary education, higher education and workforce development; and
- Develop career pathways through career, technical, and vocational education.

Achieve a Cohesive Workforce Investment System that Focuses on Delivering High Quality Services with Great Efficiency

- Establish a system of partnerships at the state and local level
- Maintain partnerships with organizations promoting workforce and economic development, educational attainment, and career preparation
- Expand the current performance-based funding model into additional programs;
- Invest in technology and training to enhance the overall customer service experience
- Aggressively maintain the integrity of the unemployment insurance system, including rapid reemployment of unemployment insurance recipients

Per IC 22-4-18-7, the 2012-2013 Annual Training Report summarizes the numerous state and federally-funded training programs awarded, administered, and implemented through the Department of Workforce Development or workforce investment boards from July 1, 2012 to June 30, 2013.

Adult Basic Education

The Adult Basic Education program is charged with ensuring delivery of foundational skills development, career pathways, and academic and career counseling services to adults and out-of-school youth for the purpose of employment, reemployment, or enhanced employment.

Regional consortia have been established throughout the state in each economic growth region. Each consortium is responsible for ensuring that all adult learners within its region have access to both educational and career advising services.

A formula allocation system is utilized to ensure federal and state funds are awarded in a similar manner to adult basic education providers. The formula is weighted to consider the unemployment population, the number of enrollees in adult basic education, and regional performance outcomes.

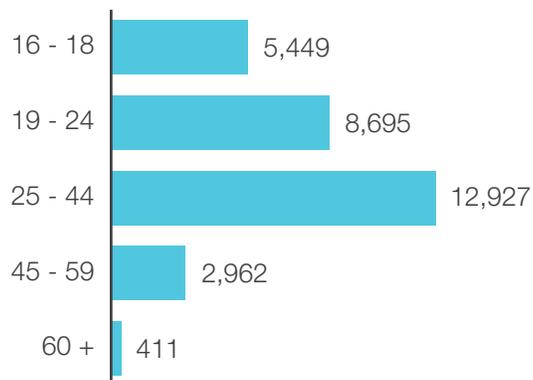
PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$20,532,216
STUDENT ENROLLMENT	30,440
• Adult Basic Education	21,558
• Adult Secondary Education	4,665
• English as a Second Language	4,217
STUDENTS WITH AT LEAST ONE LEVEL GAIN	14,362
• Total Level Gains	23,222
GEDS AND HS DIPLOMAS AWARDED	7,126
ENTERED EMPLOYMENT	1,123
ENTERED POST-SECONDARY EDUCATION	1,212
COST PER STUDENT ATTAINING A LEVEL GAIN	\$1,225
*Equivalent to two K-12 grade levels	

Adult Basic Education (continued)

ESL PARTICIPATION BY GRADE LEVEL EQUIVALENT	
Level	Number of Trainees
Beginning Literacy	1,514
Beginning Low	736
Beginning High	858
Intermediate Low	677
Intermediate High	359
Advanced	76

ABE PARTICIPATION BY GRADE LEVEL EQUIVALENT	
Level	Number of Trainees
0 - 1.9	477
2 - 3.9	3,817
4 - 5.9	8,691
6 - 8.9	8,577
9 - 10.9	3,041
11 - 12.9	1,621

PARTICIPATION BY AGE



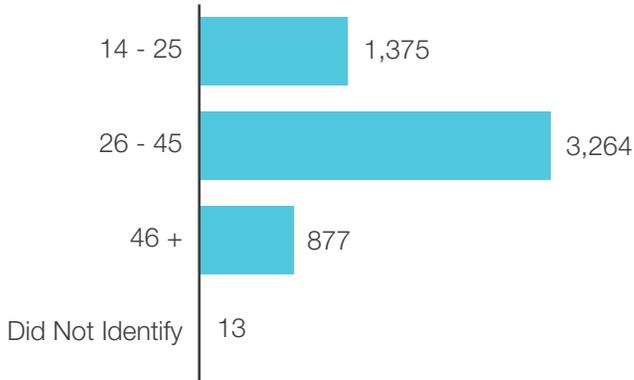
Apprenticeships

Per IC 22-4-25-1, DWD provides funding for training in apprenticeship programs approved by the United States Department of Labor Bureau of Apprenticeship and Training, which lead to an associate’s degree, as well as journeyman upgrades training. This training is provided through Ivy Tech Community College and Vincennes University. The multi-year training is designed to provide upgrades for persons in approved apprenticeship programs at various employers across the state. Some programs offer certificates equal to a year of training and others only upon completion of the entire program. Funding is provided from the Unemployment Insurance Penalty and Interest fund.

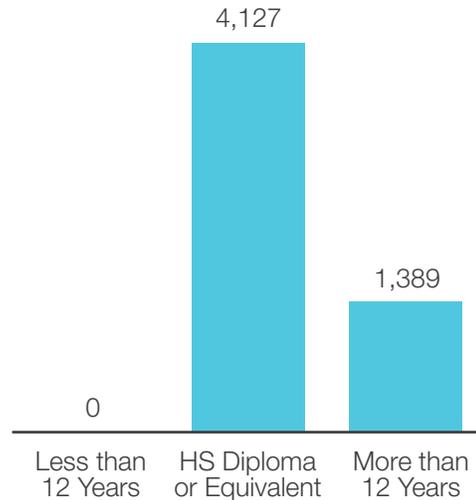
PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$5,500,000
ENROLLMENT	5,898
ASSOCIATE DEGREES	3,617
CERTIFICATIONS	1,090
JOURNEY LEVEL UPGRADES	1,720

Ivy Tech Community College Apprenticeship Program
 \$4,250,000 Awarded and Expended
 Number of Trainees: 5,516

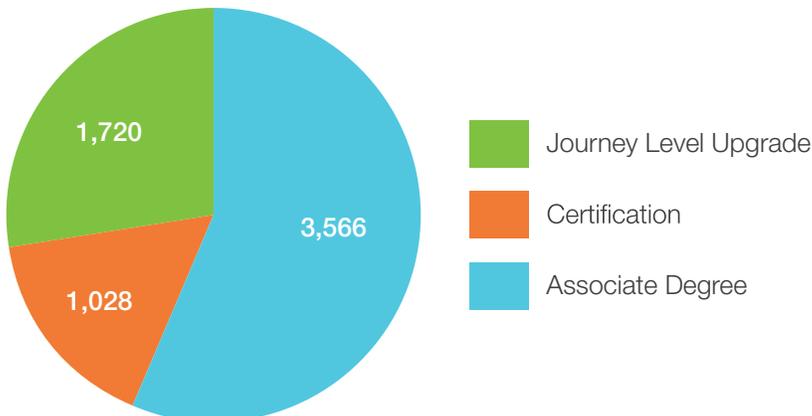
PARTICIPATION BY AGE



PARTICIPATION BY EDUCATION LEVEL



TRAINING RESULTS

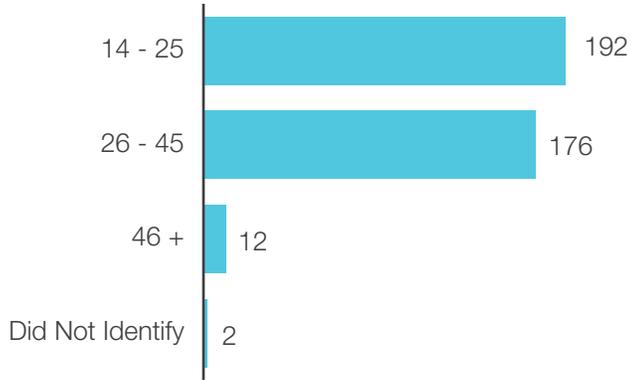


PARTICIPATION BY GENDER

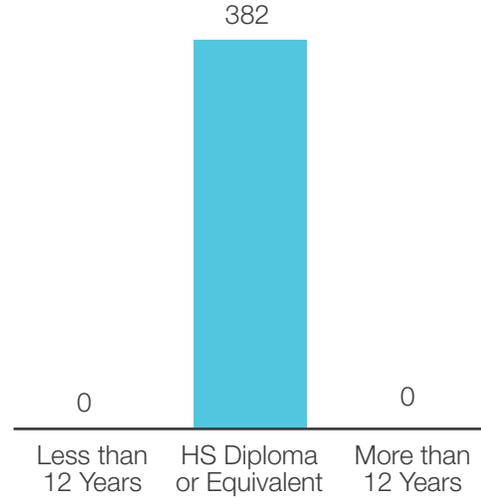
Male	5,431
Female	85

Vincennes University Apprenticeship Program
\$1,550,000 Awarded and Expended
Number of Trainees: 382

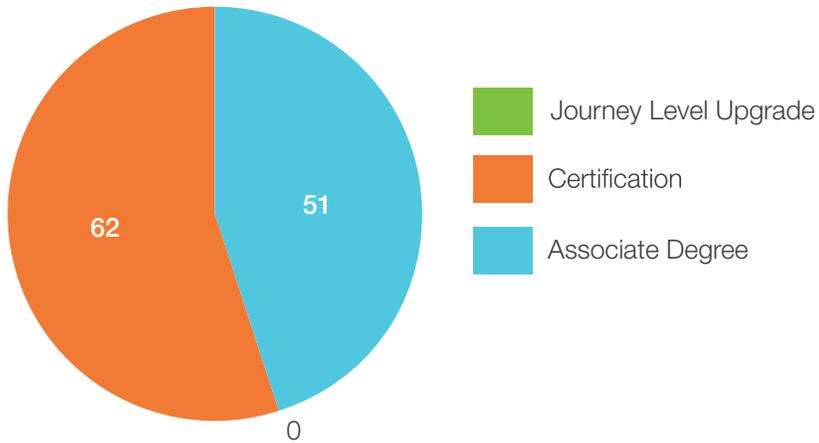
PARTICIPATION BY AGE



PARTICIPATION BY EDUCATION LEVEL



TRAINING RESULTS



PARTICIPATION BY GENDER

Male	374
Female	8

Pre-Apprenticeships

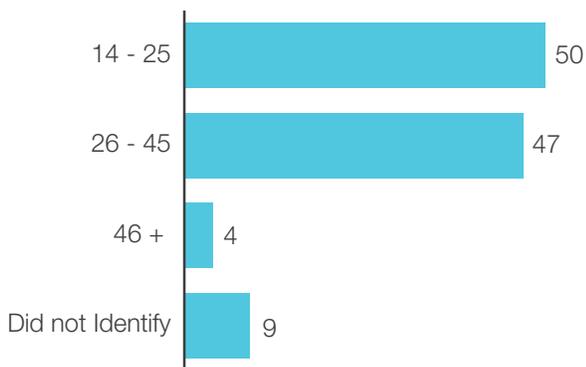
DWD provided funding for pre-apprenticeship training and counseling to the Indiana Plan for Equal Opportunity and Vincennes University.

Indiana Plan for Equal Opportunity

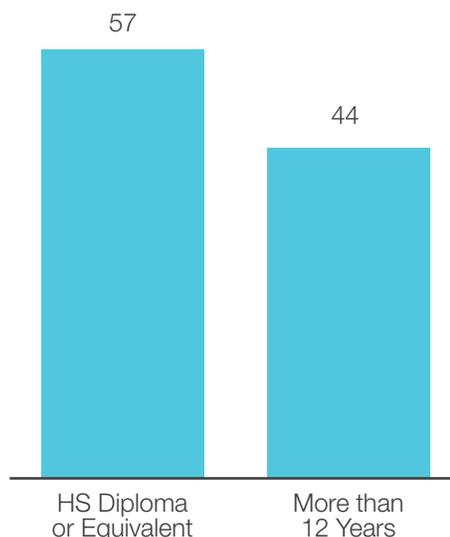
This training includes basic construction skills, applied construction, mathematics, mechanical reasoning, and spatial relations with a total of 80 hours of classroom training. Upon completion of training, participants receive a U.S. Department of Labor Bureau of Apprenticeship and Training pre-apprenticeship certificates and an OSHA 10-hour construction safety certification. Training takes place in Evansville, Gary and Indianapolis. Funding was provided from the Unemployment Insurance Penalty and Interest fund.

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$400,000
ENROLLMENT	110
DOL CERTIFICATIONS	94
OSHA CERTIFICATIONS	94

PARTICIPATION BY AGE



PARTICIPATION BY EDUCATION LEVEL



PARTICIPATION BY GENDER

Male	98
Female	12

Vincennes University

The Associated Builders and Contractors of Indiana/Kentucky (ABC) is the named provider of services to Vincennes University to deliver training and counseling assistance for the purpose of enabling individuals to apply for admission to apprenticeship programs of Associated Builders and Contractors, Bureau of Apprenticeship Training approved programs.

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$300,000
COMPLETIONS	82

Career and Technical Education (CTE)

Career and Technical Education is funded through the federal Carl D. Perkins program along with state funding. The program prepares students in secondary and post-secondary education for industry-recognized credentials and transition to higher education and/or workplace readiness. Indiana's CTE delivery system consists of 46 area vocational districts, nearly 300 school corporations and post-secondary institutions offering certification and two-year degree programs, administered by the Indiana Department of Workforce Development and the Indiana Department of Education.

Following the Perkins Act two-plus-two model the CTE program encourages secondary and post-secondary institutions to develop instructional plans that provide a minimum of two years of secondary CTE study followed by two years of post-secondary instruction, with an associate degree and accompanying certification as the preferred goal of the latter.

In accordance with the state's vision for all post-secondary CTE students to achieve challenging academic and technical standards as well as to prepare them for placement in current or emerging professions the following career pathways were identified in which post-secondary funds were to be obligated: Science, Engineering and Technologies, Health Services, Business, Management and Administration, Information Technology, Transportation and Logistics, Architecture and Construction, and Manufacturing and Processing.

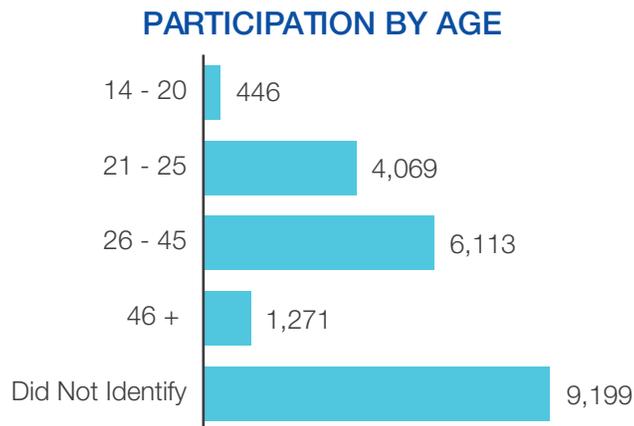
In addition to focusing on delivering "plus two" educational opportunities within defined pathways, the importance of credential attainment including both educational credentials and occupational certifications is also emphasized. To that end graduation-enhancing strategies, including intensive academic advising, study skills development, content area tutoring, and early intervention are particularly encouraged. In recognition of the value of objectively assessed, industry recognized certifications, activities that prepare students to successfully complete the certification exams are likewise encouraged. Finally, there is also strong emphasis on job placement for post-secondary CTE students. Accordingly, placement-enhancing activities are encouraged, including the development of experiential education (job shadowing, internships, co-operative experiences) and employment services and counseling (job-seeking skills instruction, development of on-the-job-training experiences, and other placement activities).

DWD Data Responsibilities for Secondary Career and Technical Education

As a result of an annual MOU with the DOE during the last 10+ years, DWD has retained the responsibility for several essential duties. They include data collection, reporting and oversight of vendor contracts. The MOU covers the cost of several collection and reporting duties. These items include, but are not limited to; technical support, education and training related to data collection and custom reporting. Additionally, DWD oversees the completion of the Form 30A report which is utilized for allocation of Indiana's CTE funds (approximately \$98 million), completion of the Federal year-end Perkins report and ad hoc reports (as requested by DOE, end users, schools, administrators, third parties and internal customers)

Career and Technical Education (CTE) (continued)

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$126 million
<ul style="list-style-type: none"> • \$28 million Federal Funds • \$98 million State Funds 	
ENROLLMENT	21,098
TECHNICAL SKILLS ATTAINMENT/CERTIFICATIONS	91.58%
GRADUATION/COMPLETION	19.85%
POSTSECONDARY RETENTION RATE	65.38%
ENTERED EMPLOYMENT RATE	100%
*Note PY 12 data will be provided January 2014	



Disability Employment Initiative

In October 2012, the U.S. Department of Labor awarded the state \$2,388,462 to implement the Disability Employment Initiative (DEI) program. The grant period of performance is from October 2012 through September 2015. Even though the statutory requirement for this report, found in IC 22-4-18-7, does not require inclusion of the DEI for PY 2012, it is a component of DWD training programs.

Per grant requirements the first year of the period of performance is for program implementation and start-up activities only, training will commence on October 1, 2013.

The DEI program is designed to improve education, training, and employment outcomes for adults with disabilities who are unemployed, underemployed and/or receiving Social Security disability benefits. The grant supports extensive collaboration across multiple workforce and disability service systems, including vocational rehabilitation, mental health, intellectual/developmental disability agencies, independent living centers, business leadership networks, and other community and nonprofit organizations.

Project Scope

The pilot regions will serve adult Hoosiers who may have physical, developmental, psychiatric or other non-visible disabilities, in particular persons who have a Ticket to Work, a disabled veteran or eligible spouse, and persons with additional barriers to education, training, or employment success.

Ticket to Work (TTW)

A component of the grant revolves around the TTW program, which focuses on decreasing the client's dependence on cash benefits by increasing their work efforts and achieving self-sufficiency. This program is offered at no cost and on a voluntary basis. Individuals must be between the ages of eighteen and sixty-four, receiving Supplemental Security Income (SSI) or Social Security Disability Insurance (SSDI).

Outreach Efforts

Pilot regions target persons without a high school diploma or its equivalency, who are basic skills deficient, have a criminal record, homeless, and/or receive Temporary Assistance for Needy Families (TANF) benefits. In addition, Community Health Centers will provide enhanced services to participants with moderate to severe mental illness, a sub-group of persons facing extreme levels of unemployment and poverty. Pilot regions will deliver services through the local WorkOne offices. Participants will have increased access to:

- Adult basic education and high school equivalency assessment;
- Advanced training and credential opportunities;
- Asset development, including counseling related to benefits, work incentives, financial literacy, budgeting, and tax credits and filing;
- Job readiness training and certification;
- Integrated case management to coordinate services and support across service providers;
- Work experience, supported employment, and on-the-job training; and
- Assistive technology equipment to better meet the needs of individuals with disabilities

Anticipated Outreach

- Expanded partnerships and co-enrollment among systems servicing adults with disabilities;
- Enhanced accessibility and usability of the WorkOne system;
- Increased use of the Ticket to Work program;
- Increased use of the WorkOne system by adults with disabilities; and
- Improved education, training and employment outcomes

Hoosier Initiative for Re-Entry (HIRE)

The HIRE program is an initiative to help ex-offenders become gainfully reemployed and reenter society. In conjunction with the Department of Correction (DOC), DWD leads program participants through the process of becoming successful job candidates by working with employers to determine the knowledge, skills, abilities, and aptitude needed to be a successful employee within their organization.

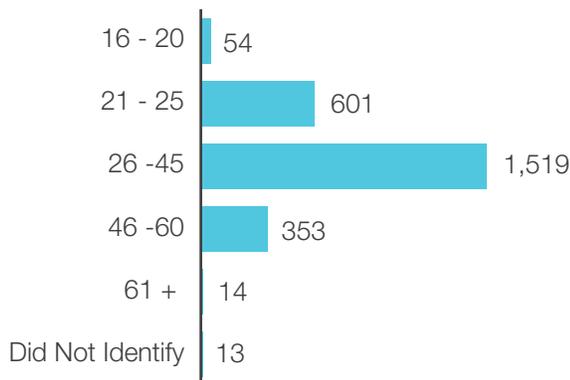
Participants are often chosen based on two main requirements: they must have displayed a positive track record during incarceration and must be identified as low or medium risk to re-offend. The staff works with DOC to determine which applicants would best suit a specific employer. Once applicants are screened, DWD delivers a curriculum focused on soft skills, workplace aptitude and motivation. Upon release participants receive additional targeted job training if needed.

After release and job placement, DWD staff meets regularly with participants and employers to identify work related issues or needs, and to discuss any program changes.

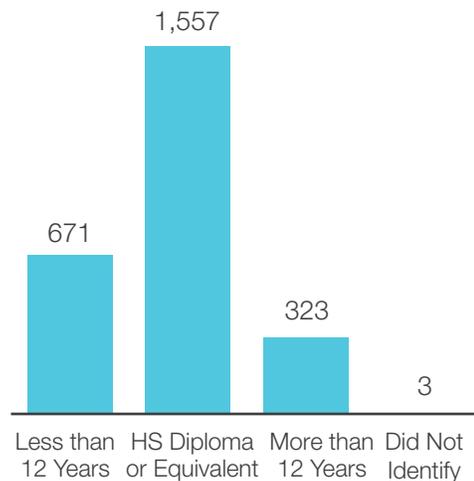
It costs Indiana \$20,000 per year to incarcerate one offender. Department figures show the state’s cash return to the economy during the past year is more than \$8M due to savings on incarceration costs and increases in state economic productivity.

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$644,000
PARTICIPANTS	1,511
ENTERED EMPLOYMENT	759
RETAINED EMPLOYMENT	80%
AVERAGE EARNINGS	\$9.23/hr

PARTICIPATION BY AGE



PARTICIPATION BY EDUCATION LEVEL



PARTICIPATION BY GENDER

Male	1,994
Female	560

Jobs for America's Graduates (JAG)

JAG-Indiana has implemented a multi-year program that targets at-risk high school juniors and seniors. The program's goals are as follows:

- Provide basic skills assessment and remediation to ensure program participants receive a high school diploma or its equivalent;
- Assist in the attainment of employability skills needed to find a job and/or pursue postsecondary education. Students are taught 37 core competencies with the possibility of 81 total competencies to assure a strong attachment to the labor market; and
- Help to ensure graduates remain employed full-time after graduation or transition to post-secondary education or training

Due to the success of the JAG Indiana Program, an additional \$6 million from the state budget has been allocated to significantly expand the program for the 2013-14 school year, which will make it the largest program in the nation. Indiana's JAG model provides tutoring assistance and adult mentoring. Participants receive individualized attention and identification of specific barriers to success, which may include academic problems, life skills, personal skills, and social or economic barriers. Students receive one full year of follow-up service after graduation.

Each senior completes the FAFSA, applies to two colleges and has the opportunity to take the ACT, SAT or some pre-post-secondary enrollment examination. Last year 47% of the students in follow-up were enrolled in post-secondary education.

The current 2013 graduates earned \$2.3M in scholarships. JAG Indiana was recognized by the national organization for having the highest amount of earned scholarships by its students.

In addition to class work, students participated in a highly motivated student-led JAG Career Association at their high schools that promoted community involvement, civic and social awareness and leadership. Through their Career Association, students were invited to participate in two statewide events sponsored by DWD: The Leadership Development Conference and the Career Development Conference.



Commissioner Scott Sanders, Outstanding Senior Savanna Taylor and Governor Pence, 2013

Jobs for America's Graduates (JAG) (continued)

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$6,000,000
PARTICIPANTS	3,238
<ul style="list-style-type: none"> • 2,149 Students in JAG • 1,089 Students in Follow-Up Services 	
PROGRAMS	74
GRADUATION RATE	90.5%
EMPLOYMENT RATE	55.4%
POST-SECONDARY EDUCATION RATE	46.8%

PARTICIPATION BY GENDER

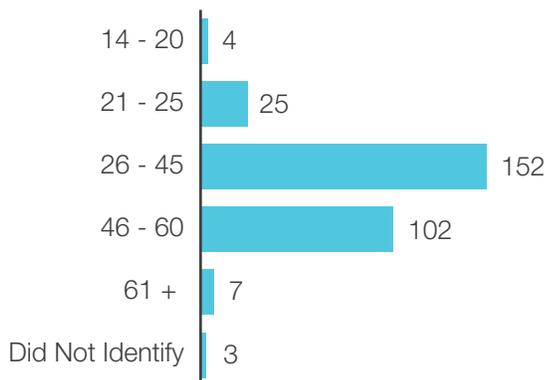
Male	1,281
Female	1,007

National Emergency Grant (NEG)

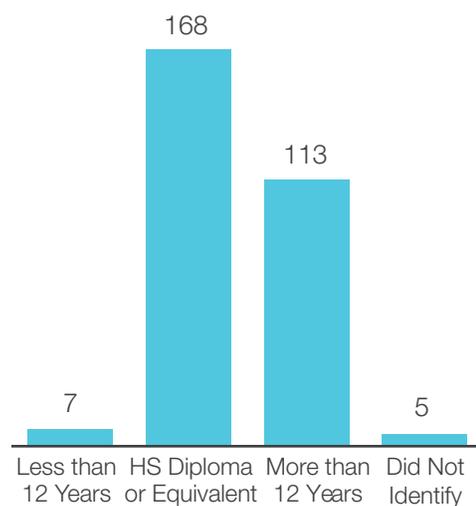
The State of Indiana completed an on-the-job training National Emergency Grant on September 30, 2012. Following a planned, structured process for developing skill proficiencies, the non-disaster NEG allowed dislocated Hoosiers to receive employment services and allowed program participants to learn task level skills that were aligned with job skills requirements and the ability to experience gains in productivity while employed. Further, participants were able to enjoy the benefits of being paid while learning new skills in a less intimidating environment, with known equipment and tools that may lead to career.

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$1,318,642
PARTICIPANTS	293
ENTERED EMPLOYMENT	252 (86.1%)
RETAINED EMPLOYMENT	251 (85.8%)
AVERAGE EARNINGS	\$13,970

PARTICIPATION BY AGE



PARTICIPATION BY EDUCATION LEVEL



PARTICIPATION BY GENDER

Male	216
Female	74
Did Not Identify	3

State Energy Sector Partnership (SESP)

The Indiana SESP grant continued to implement its focus through June 2013. The three-year, \$6 million dollar grant was focused on the following projects:

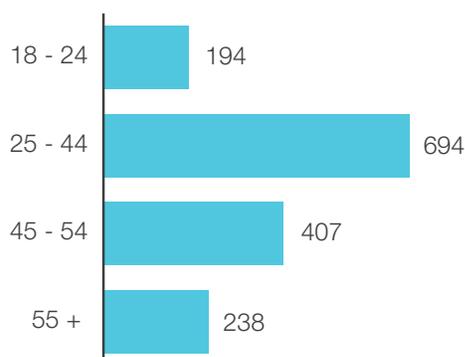
- Green manufacturing
- Energy efficient construction retrofit
- Clean(er) energy production
- Front-line green workers training
- Advanced Energy Training – for Dubois, Gibson, Knox, Perry, Pike, Posey, Spencer, Vanderburgh, and Warrick county residents
- Manufacturing Skill Standard Council Green Production Model (GPM) training

The grant provided financial assistance for program participants to obtain new skills to transition to occupations in emerging green energy sectors. Utilizing a variety of training methodologies, including on-the-job training, classroom instruction, and on-line training, participants (dislocated, unemployed, underemployed, and incumbent workers) obtained portable industry-recognized credentials.

Training providers for this project included Ivy Tech Community College, Purdue University Technical Assistance Program (TAP), and the Mid-American Science Park (MASP) training center located in Scottsburg.

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$6 million (over 3 years)
PARTICIPANTS	1,533
COMPLETED TRAINING	1,239
CREDENTIALS AWARDED	691
ASSOCIATE DEGREES AWARDED	3
ENTERED EMPLOYMENT	609

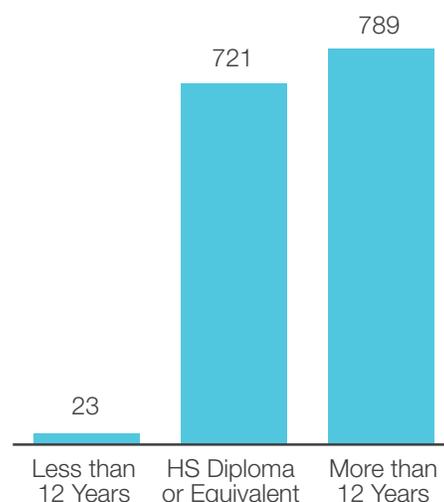
PARTICIPATION BY AGE



PARTICIPATION BY GENDER

Male	1,257
Female	276

PARTICIPATION BY EDUCATION LEVEL

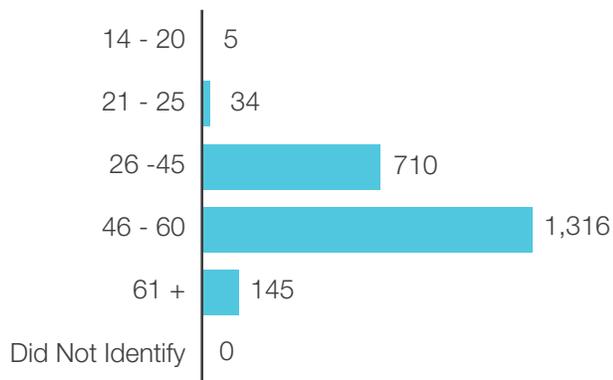


Trade Adjustment Assistance

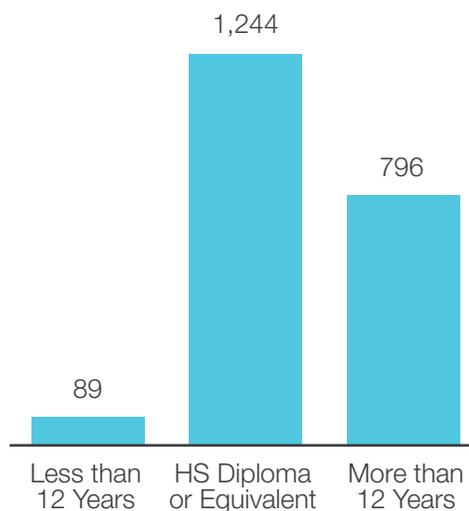
The Trade Adjustment Assistance (TAA) program was created to assist workers who have lost their jobs or may lose their job as a result of foreign trade. The program provides adversely affected workers with the opportunity to obtain skills, credentials, resources and support necessary to become re-employed. To qualify, a petition must be formally submitted to the US Department of Labor by or on behalf of the affected workers.

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$1,694,129
PARTICIPANTS	2,210
AUTHORIZED PETITIONS	21
COMPLETED TRAINING	865
ENTERED EMPLOYMENT	1,438 (65.1%)
RETAINED EMPLOYMENT	1,304 (90.7%)
AVERAGE EARNINGS (6-MONTH)	\$17,582

PARTICIPATION BY AGE



PARTICIPATION BY EDUCATION LEVEL



PARTICIPATION BY GENDER

Male	1,264
Female	946

Workforce Investment Act

In 2012, the federal Workforce Investment Act (WIA) offered a wide range of workforce development activities through statewide and local organizations. It provided the framework for a unique workforce preparation and employment systems designed to meet the needs of businesses, job seekers and those who wanted to further their career.

The program promoted an increase in the employment, job retention, earnings, and educational and occupational skills attainment of participants. Training and educational services were available to adults and dislocated workers who met WIA-eligibility requirements. A youth program, specifically designed to address the needs of individuals 14 to 21 years of age who met WIA-eligibility requirements, was also offered.

Assistance from a variety of training opportunities was available through each of the following programs: adult education and literacy, customized training, entrepreneurial training, occupational skills training, OJT in an employer's work environment, and skill upgrading and retraining in coursework such as math, reading and computers. In addition, the program was based on the following elements:

- Training and employment programs designed and managed at the local level where the needs of businesses and individuals are best understood;
- Customers were able to conveniently access the employment, education, training, and information services they needed at a single location in their neighborhoods;
- Customers had a choice in deciding the training program(s) that best fitted their needs and the organizations that provided the service. They had control over their own career development;
- Customers had a right to information about how well training providers succeeded in preparing people for jobs;
- Training providers provided information on their success rates; and
- Businesses provided information, leadership, and an active role in ensuring that the system prepared people for current and future jobs.

While many adults and dislocated workers gained valuable skills and credentials, the calculation of cost effectiveness was based on employment. The cost of providing adult services was calculated by dividing the number of adult exiters who gained employment by the year's adult expenditures. The cost per entered employment was \$517. For dislocated workers, the cost per entered employment was \$2,695.

During PY 2012, 229,972 individuals participated in WIA services. Of those, 6,285 (2.7%) adults, dislocated workers, and youth participated in WIA funded training. A summary of statewide and local participant performances by age, education level, gender, the entered employment rate and retention is located in Appendix B.

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$48,840,000
PARTICIPANTS IN WIA SERVICES	229,972
PARTICIPANTS IN WIA TRAINING	6,285

WorkINDiana

The WorkINDiana program offers short-term occupational training to adult education students resulting in industry-recognized certifications. The certifications are focused in key-industries that have been targeted by the Indiana Economic Development Corporation as high-growth, high-demand. Federal and state funds were allocated to support the WorkINDiana program.

Over two hundred career certification programs were located in 63 cities across the state with additional programs being added throughout the year:

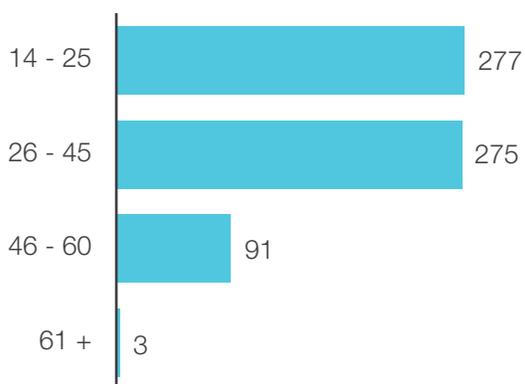
WorkINDiana Career Certifications	
Industry Sectors	Certifications
Health Care	Certified Nurse Aide (C.N.A.)
	Emergency Medical Technician (E.M.T.)
	Expanded Duties Dental Assistant (L.R.C.)
	Medical Assistant (C.C.M.A. †)
	Medical Coder (C.P.C.)
	Patient Access (C.H.A.A.)
	Pharmacy Technician (C.Ph.T.)
Information Technology	Phlebotomy Technician (C.P.T. † and/or P.B.T./A.S.C.P.†)
	Computer Support Specialist (CompTIA A+ or CompTIA A+, Security+ and Network+†)
Business Administration & Support	Electronics Installer/Repairers (ESPA/EST)
	Admin Assistant (IC3 or Microsoft Office)
Advanced Manufacturing	Customer Service Professional (TSIA CSP-1†)
	CNC Operator (NIMS Level 1)
	Electronic Repairer (ACE/CETa†)
	Entry Level Welder (A.W.S.)
	Heating and Cooling Technician (HVAC)
Transportation and Logistics	Production Worker (MSSC C.P.T.)
	Underground/Surface Coal Mining (MSHA 5023)
	Automotive Service Technician (A.S.E.)
	Laborers and Material Movers (MSSC C.L.A.)
	Laborers and Material Movers + Forklift Driving (MSSC C.L.A.+)
Hospitality	Truck Driver, Heavy and Tractor Trailer (CDL-A)
	Truck Driver, Light and Tractor Trailer (CDL-B)
Hospitality	Hospitality Staff (START)

† Conditional pending results of pilot.

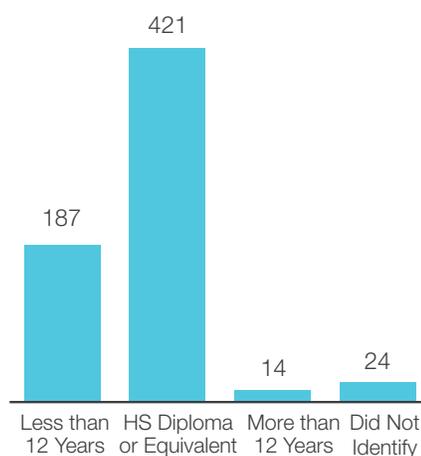
WorkINDiana (continued)

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$1,103,332
PARTICIPANTS	646
COMPLETED TRAINING	362
EARNED CREDENTIAL	262

PARTICIPATION BY AGE



PARTICIPATION BY EDUCATION LEVEL



PARTICIPATION BY GENDER

Male	221
Female	404
Did Not Identify	21

AREAS OF TRAINING

Type	Number Of Trainees
Advanced Manufacturing	133
Business Administration and Support	53
Health Care	348
Hospitality	33
Information Technology	5
Transportation and Logistics	74
Total	646

Young Hoosiers Conservation Corps

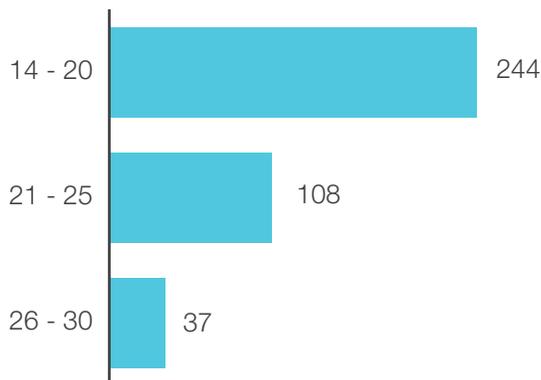
In 2012, DWD announced the fourth year of the Young Hoosiers Conservation Corps (YHCC). YHCC was a summer youth employment program that provided young adults with construction-related work experience. DWD continued its partnerships with the Indiana Department of Natural Resources (DNR), the Indiana Department of Transportation (INDOT) and the Indiana National Guard (ING). Individuals, ages 18-30, received up to 26 weeks of paid work experience and gained valuable occupational and work readiness skills.

INDOT employed 212 young adults during the summer of 2012 to work as highway maintenance technicians at 32 worksites around the State. Program workers operated equipment, performed chip and seal repair on roadways, replaced guard rails, completed bridge work, and dug drains. The DNR provided employment for 167 youth at 36 sites including state parks, forests, and fish and wildlife centers. Participants worked on a variety of tasks that included construction projects, trail work, and maintenance activities. Moreover, ten youth worked with the National Guard at the Hoosier Youth Challenge Academy in Knightstown and assisted with building renovations and grounds maintenance.

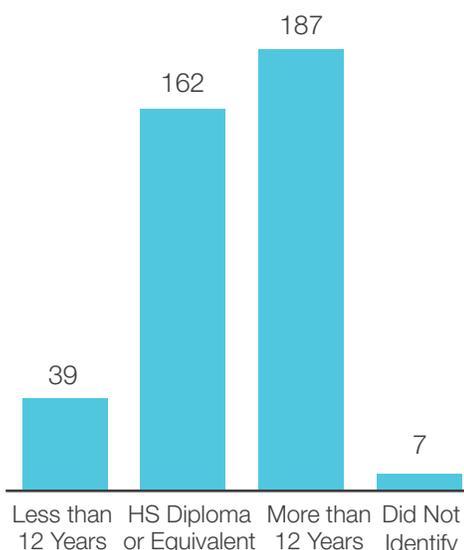
In addition to a broad array of work experiences, YHCC emphasized WorkOne services and the transition into employment or further education. Services and activities included workshops covering topics such as interviewing, developing resumes, financial literacy, and work ethics. Participants were able to attend job fairs, interview with employers, visit colleges, or meet with a WorkOne counselor. The program ended October 2012.

PROGRAM YEAR 2012 RESULTS	
TRAINING FUNDS	\$2,120,000
PARTICIPANTS	389
ENROLLED IN POST-SECONDARY	181
ENTERED EMPLOYMENT	81

PARTICIPATION BY AGE



PARTICIPATION BY EDUCATION LEVEL



PARTICIPATION BY GENDER

Male	258
Female	131

Economic Growth Regions Training Programs

In compliance with IC 22-4-18-7, training projects utilizing additional workforce development board funding must be included within the annual training report.

The Indiana Education Workforce Innovation Grant - five regional workforce service areas received the following grant amounts to align high school, college and career and technical education programs with specific employment opportunities around the state. The ultimate aim of the grant program was to increase Hoosier's educational attainment and to eliminate barriers to workforce development. The Economic Growth Regions plans included: forming a regional network to align education and workforce outcomes, expanding dual-credit and career education opportunities, providing internships, mentorships and scholarships, developing a new curriculum for the advanced manufacturing pipeline, and developing a career and technical education pathway for the medical manufacturing field.

- Economic Growth Region 1: \$75,000
- Economic Growth Region 2: \$60,000
- Economic Growth Region 6: \$25,000
- Economic Growth Region 11: \$75,000
- Marion County Economic Growth Region: \$75,000

Skills, Tasks and Results Training START Program - As part of a regional consortium, Economic Growth Region 2 and eleven college and universities created the START program. The non-traditional college student program was located at Indiana University. The curriculum provided career pathway training in the hospitality sector and was focused on training twelve major positions within the hospitality industry, including front desk, reservation, housekeeping, bell, restaurant, and banquet services, and hotel maintenance. In addition, service, professionalism, safety, and career exploration services were provided.

Upon program completion and passage of the certification exam, students received an industry recognized START certification from the American Hotel and Lodging Educational Institute. In PY 2012, three classes graduated from the program.

The Be SomeOne Now Program – In response to the needs of out-of-school youth in Economic Growth Region 3 the Be SomeOne Now program was created to served young adults between the ages of 16-21, who have either withdrawn from high school, enrolled in or need to enroll in a graduate equal classes, and have been determined as the most-in-need (i.e. unstable socioeconomic conditions or young parent). The Be SomeOne Now services were delivered by Stop Child Abuse and Neglect, inc.

Program referrals were derived from regional juvenile justice centers, adult education providers, social service agencies, and officers of the court. In PY 12, eligible youth worked with advocates to establish and complete short and long term educational and employment goals. In addition, participants met in small sessions to discuss topics such as getting and keeping a job, resume writing, interview skills, post-secondary fit/FAFSA, financial literacy/budgeting, and leadership development.

Applicants could have received up to \$300 in incentives for outcome achievements, session attendance, meeting established goals and for attending WorkOne workshops. Along with these incentives, young adults were eligible to receive up to \$1,000 in tuition assistance, paid graduate education equivalency testing fees, intensive case management support and twelve months of follow-up services after program completion.

In PY 2012, the Region allocated \$503,397 of WIA funding, 187 participants were enrolled in program, 189 individuals exited the program, 59 earned a credential, 34 were placed into employment, and 11 exited to educational placement.

The Aging Workforce Initiative Grant – Economic Growth Region 4 concluded its Aging Workforce grant during program 2012. In the summer of 2009, the Region 4 Workforce Investment Board received \$1,000,000 to expand the services available to older workers by creating an Older Worker Skills Network within the regional WorkOne system. Specific focus was placed on addressing the workforce challenges facing mature workers (age 55+) in areas of talent development, training, employment and job retention. The training offered by the project included computer skills training tailored to the needs of older workers, paid internships to provide participants with hands-on work experience, and up to \$2,400 in tuition support for existing training programs in information technology, health, and advanced manufacturing.

The Advanced Manufacturing Initiative – is a partnership of the Economic Growth Region 4 WorkOne system, local/regional economic development organizations, Ivy Tech Community College, two local government organizations, and over 30 participating manufactures.

The program provided recruiting, screening, assessing, and referring job-ready workers to manufacturing employers with immediate job openings. In addition, it provided training that lead to a WorkKeys® National Career Readiness Certification and a Certified Production Technician Credential. Training was funded by the Tecumseh Workforce Investment Board, Ivy Tech Community College grants, City/County economic development grants and participating employers.

During a sixteen month period 158 certified production technicians graduated from the program. An initial \$314,000 Workforce Investment Board investment has lead to key partners leveraging \$277,000.

Duke Energy Grant – A partnership between the Economic Growth Region 7 WorkOne offices, Ivy Tech Community College, and local economic development leaders resulted in Duke Energy contributing more than \$47,000 to the region's Workforce Investment Board in November 2012. The grant was utilized to help develop a highly-skilled workforce for businesses in Clay, Putnam, Parke, Sullivan, Vermillion, and Vigo counties. The program increased the pipeline of trained talent by upgrading the skills of mostly entry-level workers in industrial electrician, industrial maintenance, and machining occupations.

Hand Up Program – Economic Growth Region 10 and its local WorkOne offices has partnered with the Harrison County Community Foundation and Harrison County Local Government through the Hand Up program. This program provided local gap funding and investment, i.e. a “scholarship” to adult learners who were WorkOne customers in post-secondary education and/or training, and a resident of Harrison County. As of PY 12, thirteen customers received approximately \$10,000 in Hand Up funding. The Hand Up program is a signature education initiative at the county level and is promoted throughout the area to attract more customers to the local WorkOne office and to increase the enrollment of individuals into education and training opportunities.

Youth Employment Services – Economic Growth Region 11 in partnership with Vectren Corporation, German American Bank, and Toyota Motor Manufacturing Indiana, working in tandem with YouthBuild and the YWCA launched a new Youth Employment Service program (YES) that served the most at-risk youth within a nine county regional area. Services were offered to youth who dropped out of school prior to obtaining a high school diploma. In addition, workforce and training oportunties for individuals ages 17 to 25 were provided.

The YES program's private investments were utilized to provide services not covered by federal, state, and local government funding. The private sector vouchers were used to fill in the gap where other funds were limited due to eligibility, timeliness, or sytem barriers. Grants up to \$500 were used to help fund transportation, child care, or to provided assistance with other barriers that could have limited employability. Funds were issued to community base organizations for distribution.

PriorITize 12 – In program year 2012, the Marion County Economic Growth Region completed the final year of funding for its PriorITize Information Technology training initiative made possible by a grant award of \$2.9 million from the US Department of Labor in 2010 to the region's Workforce Investment Board.

This initiative enhanced the county's available workforce by training more than 300 unemployed, underemployed, and incumbent workers in IT and electronic systems industries.

Participants were provided:

- An industry specific training plan;
- Coaching and evaluation from career advisors and experts;
- A pre-training computer concept course;
- An associate's degree in Health IT or Computer IT, or certification as an electronic systems technician;
- Assistance with tuition, books, fees and certification expenses;
- Pre-employment work readiness training; and
- WorkOne employment and placement assistance.

An emphasis on embedded skill-based credentials, coordination of participants work experience and job development placed nearly 60 percent of completers in jobs. Key program partners included Ivy Tech Community College, the Economic Growth Region 5 Workforce Investment Board, the Goodwill Industries Excel Center, Knowledge Services, Metropolitan Indianapolis Central Indiana Area Health Education Center (MICI-AHEC), Stanley Security Systems, Community Health Network, Indianapolis Housing Agency, and Saint Vincent Hospital.

Glossary of Terms

Average Earnings (TAA & WIA Performance Measure)

Of those participants who are employed in the first, second and third quarters after the exit quarter: Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was October 2011 through September 2012.

Earning Replacement Rate (ERR)

A measurement that is used to determine wage change. The ERR is determined by dividing average quarterly wages earned in the fourth quarter after training is completed by the average quarterly wages earned in the training entrance quarter.

Employment Rate

The percentage of graduates employed one year after training. It is determined by dividing the number employed during the fourth quarter after training is completed by the number of graduates.

Employment Retention Rate (TAA & WIA Performance Measure)

Of those who are employed in the first quarter after the exit quarter: The number of participants who are employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was October 2011 through September 2012.

Entered Employment Rate (TAA & WIA Performance Measure)

Of those who are not employed at the date of participation: The number of participants who are employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter. The time period used was October 2011 through September 2012.

Retention Rate

One of the measurements used to gauge long-term benefits of DWD training programs. Retention rates are calculated by analyzing wage data one year after the completion of training.

Youth (14-21) Attainment of a Degree or Certificate (WIA Performance Measure)

Of all youth enrolled in education (at the date of participation or at any point during the program): Number of youth participants who attain a diploma, Graduate Equivalent, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter. To calculate this rate, the time period used was January 2012 through December 2012.

Youth (14-21) Literacy and Numeracy Gains (WIA Performance Measure)

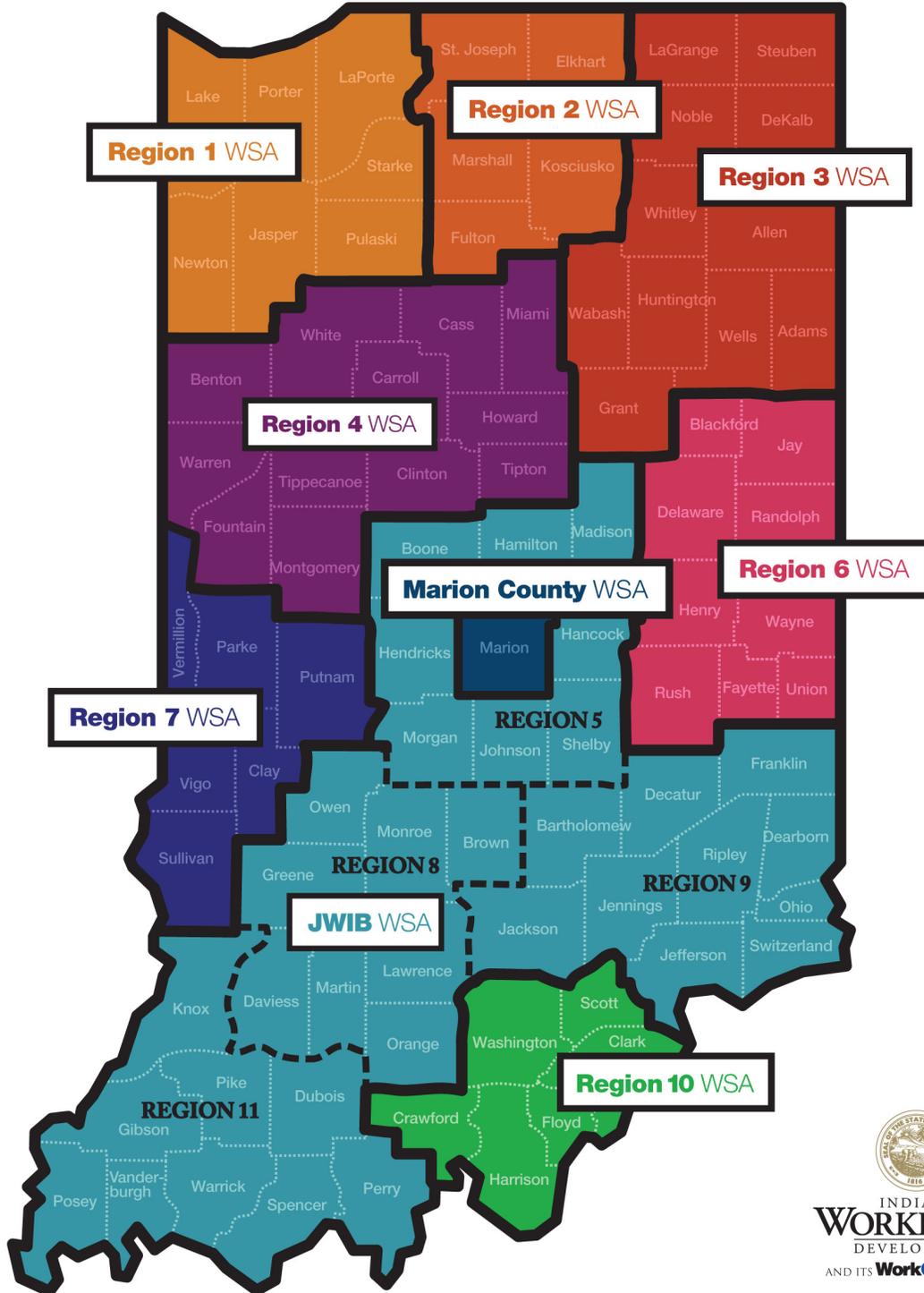
Of all those out-of-school youth who are basic skills deficient (at the date of participation): Number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the youth program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the youth program. To calculate this rate, the time period used was January 2012 through December 2012.

Youth (14-21) Placement in Employment or Education (WIA Performance Measure)

Of all youth who are not in post-secondary education or employment (including the military) at the date of participation: Number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter. To calculate this rate, the time period used was January 2012 through December 2012.

Appendix A: Economic Growth Region Map

Department of Workforce Development Workforce Service Areas (WSA)



Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Statewide							
	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	212,300	3,418	17,864,954		11,088,039		
Dislocated Workers	12,179	2,732	28,785,948		21,257,913		
Youth	5,493	135	30,627,504		14,321,601		
Totals	229,972	6,285	77,278,406		46,667,553		
WIA Rapid Response Grants*	2,475	273	2,090,963		1,664,405		
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	15,738	267	128	38	5,117	115
	21 - 25	28,069	546	806	209	376	20
	26 - 30	26,040	489	1,150	348		
	31 - 35	24,767	489	1,252	394		
	36 - 40	21,912	427	1,371	419		
	41 - 45	22,536	400	1,587	419		
	46 - 50	23,618	358	1,779	399		
	51 - 55	22,538	290	1,863	324		
	56 - 60	16,053	122	1,418	146		
	61 +	11,029	30	801	36		
	Not Collected	0	0	0	0		
Education	Less than 12 years	32,100	156	779	71	4,597	46
	Received Diploma/ Graduate Equivalent	106,273	1,669	5,929	1,341	728	58
	More than 12 years	71,011	1,593	5,442	1,318	164	31
	Not Collected	2,916	0	5	2	4	0
Gender	Male	116,580	1,404	5,965	1,305	2,328	49
	Female	95,120	2,010	6,188	1,427	3,153	86
	Not Collected	600	4	2	0	12	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults		67.8%				
	Dislocated Workers		71.9%				
Retention Rate	Adults		83.8%				
	Dislocated Workers		87.0%				
Six Months Average Earnings	Adults		\$12,531				
	Dislocated Workers		\$14,555.40				
Placement in Employment or Education	Youth (14-21)		70.4%				
Attain Degree or Certification	Youth (14-21)		67.8%				
Literacy and Numeracy Gains	Youth (14-21)		43.0%				

Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Joint Workforce Investment Board - Serving 5, 8, 9, 11							
	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	79,762	944	3,842,263		2,305,186		
Dislocated Workers	2,478	654	7,897,263		5,485,433		
Youth	1,322	66	7,618,895		3,678,329		
Totals	83,562	1,664	19,358,790		11,468,948		
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	5,603	90	13	5	1,221	58
	21 - 25	10,005	173	134	60	101	8
	26 - 30	9,660	149	201	89		
	31 - 35	9,172	142	237	102		
	36 - 40	8,347	109	258	95		
	41 - 45	8,546	105	318	102		
	46 - 50	9,145	79	412	94		
	51 - 55	8,705	64	413	70		
	56 - 60	6,130	27	330	32		
	61 +	4,449	6	162	5		
	Not Collected	0	0	0	0		
Education	Less than 12 years	11,846	33	116	14	1,045	11
	Received Diploma/ Graduate Equivalent	40,184	498	1,249	349	208	30
	More than 12 years	25,942	413	1,112	290	67	25
	Not Collected	1,790	0	1	1	2	0
Gender	Male	44,085	349	1,195	279	553	20
	Female	35,256	595	1,283	375	764	46
	Not Collected	421	0	0	0	5	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults		69.2%				
	Dislocated Workers		66.8%				
Retention Rate	Adults		82.9%				
	Dislocated Workers		86.4%				
Six Months Average Earnings	Adults		\$12,402				
	Dislocated Workers		\$14,447				
Placement in Employment or Education	Youth (14-21)		77.4%				
Attain Degree or Certification	Youth (14-21)		72.3%				
Literacy and Numeracy Gains	Youth (14-21)		33.8%				

Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Serving Marion County							
	Participants Served	Training Participants	Total Allocated Funding **			Total Expenditures	
Adults	10,531	512	3,070,098			2,374,662	
Dislocated Workers	1,870	551	4,501,956			3,811,038	
Youth	754	8	2,772,711			2,264,500	
Totals	13,155	1,071	10,344,765			8,450,200	
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	1,091	35	21	12	722	8
	21 - 25	1,176	85	114	37	32	0
	26 - 30	1,153	82	169	80		
	31 - 35	1,139	77	234	89		
	36 - 40	1,068	78	233	95		
	41 - 45	1,105	55	251	73		
	46 - 50	1,189	50	279	71		
	51 - 55	1,209	34	298	60		
	56 - 60	895	14	192	26		
	61 +	506	2	79	8		
	Not Collected	0	0	0	0		
Education	Less than 12 years	1,666	15	71	11	717	7
	Received Diploma/ Graduate Equivalent	3,958	176	672	203	28	1
	More than 12 years	4,864	321	1,126	337	9	0
	Not Collected	43	0	1	0	0	0
Gender	Male	4,620	207	863	282	297	1
	Female	5,877	302	1,006	269	456	7
	Not Collected	34	3	1	0	1	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults		65.1%				
	Dislocated Workers		74.4%				
Retention Rate	Adults		83.3%				
	Dislocated Workers		86.5%				
Six Months Average Earnings	Adults		\$12,924				
	Dislocated Workers		\$15,305				
Placement in Employment or Education	Youth (14-21)		64.2%				
Attain Degree or Certification	Youth (14-21)		66.7%				
Literacy and Numeracy Gains	Youth (14-21)		70.0%				

Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Serving WSA 1							
	Participants Served	Training Participants	Total Allocated Funding **			Total Expenditures	
Adults	46,572	243	2,874,785			1,407,367	
Dislocated Workers	1,373	100	2,773,081			1,868,707	
Youth	798	17	4,465,630			1,842,547	
Totals	48,743	360	10,113,496			5,118,621	
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	2,978	36	15	0	743	14
	21 - 25	6,162	49	103	9	55	3
	26 - 30	5,990	27	151	11		
	31 - 35	5,772	26	121	15		
	36 - 40	4,937	23	159	11		
	41 - 45	4,879	17	154	9		
	46 - 50	5,101	27	171	14		
	51 - 55	4,894	24	201	23		
	56 - 60	3,523	10	170	5		
	61 +	2,336	4	128	3		
	Not Collected	0	0	0	0		
Education	Less than 12 years	7,056	20	120	3	582	8
	Received Diploma/ Graduate Equivalent	23,097	124	680	46	188	7
	More than 12 years	15,765	99	573	51	27	2
	Not Collected	654	0	0	0	1	0
Gender	Male	25,513	100	669	44	330	10
	Female	21,054	143	704	56	468	7
	Not Collected	5	0	0	0	0	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults				64.1%		
	Dislocated Workers				71.1%		
Retention Rate	Adults				85.0%		
	Dislocated Workers				89.7%		
Six Months Average Earnings	Adults				\$13,240		
	Dislocated Workers				\$15,979		
Placement in Employment or Education	Youth (14-21)				68.2%		
Attain Degree or Certification	Youth (14-21)				63.5%		
Literacy and Numeracy Gains	Youth (14-21)				37.2%		

Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Serving WSA 2							
	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	6,855	296	1,740,692		833,775		
Dislocated Workers	440	324	4,209,001		2,566,821		
Youth	490	9	3,715,666		1,243,945		
Totals	7,785	629	9,665,359		4,644,541		
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	464	16	1	1	475	7
	21 - 25	784	31	25	17	15	2
	26 - 30	711	41	53	42		
	31 - 35	714	38	61	50		
	36 - 40	680	41	74	57		
	41 - 45	739	39	58	49		
	46 - 50	820	43	64	49		
	51 - 55	857	33	60	39		
	56 - 60	669	13	33	19		
	61 +	417	1	11	1		
	Not Collected	0	0	0	0		
Education	Less than 12 years	1,307	22	18	10	440	6
	Received Diploma/ Graduate Equivalent	3,192	168	233	180	45	3
	More than 12 years	2,242	106	189	134	5	0
	Not Collected	114	0	0	0	0	0
Gender	Male	3,374	88	191	119	249	3
	Female	3,473	208	249	205	241	6
	Not Collected	8	0	0	0	0	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults		62.2%				
	Dislocated Workers		81.1%				
Retention Rate	Adults		82.5%				
	Dislocated Workers		89.5%				
Six Months Average Earnings	Adults		\$11,881				
	Dislocated Workers		\$13,968				
Placement in Employment or Education	Youth (14-21)		62.9%				
Attain Degree or Certification	Youth (14-21)		43.6%				
Literacy and Numeracy Gains	Youth (14-21)		21.1%				

Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Serving WSA 3							
	Participants Served	Training Participants	Total Allocated Funding **			Total Expenditures	
Adults	10,606	615	2,264,225			2,079,560	
Dislocated Workers	2,062	495	3,009,644			2,886,513	
Youth	676	4	3,808,277			1,874,326	
Totals	13,344	1,114	9,082,146			6,840,399	
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	845	36	33	7	624	1
	21 - 25	1,332	80	124	35	52	3
	26 - 30	1,217	75	170	61		
	31 - 35	1,153	86	192	64		
	36 - 40	1,022	77	225	73		
	41 - 45	1,113	78	283	77		
	46 - 50	1,237	77	352	83		
	51 - 55	1,226	76	322	61		
	56 - 60	908	25	235	27		
	61 +	553	5	126	7		
	Not Collected	0	0	0	0		
Education	Less than 12 years	1,884	25	153	15	662	1
	Received Diploma/ Graduate Equivalent	5,095	284	990	250	9	2
	More than 12 years	3,599	306	918	229	4	1
	Not Collected	28	0	1	1	1	0
Gender	Male	5,658	319	1,189	294	291	2
	Female	4,943	297	873	201	385	2
	Not Collected	5	0	0	0	0	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults				70.5%		
	Dislocated Workers				76.3%		
Retention Rate	Adults				85.0%		
	Dislocated Workers				87.2%		
Six Months Average Earnings	Adults				\$12,200		
	Dislocated Workers				\$14,311		
Placement in Employment or Education	Youth (14-21)				63.2%		
Attain Degree or Certification	Youth (14-21)				63.9%		
Literacy and Numeracy Gains	Youth (14-21)				35.7%		

Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Serving WSA 4							
	Participants Served	Training Participants	Total Allocated Funding **			Total Expenditures	
Adults	24,149	337	1,319,245			766,669	
Dislocated Workers	1,893	254	2,480,529			1,898,892	
Youth	566	3	3,012,967			1,276,708	
Totals	26,608	594	6,812,741			3,942,269	
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	1,753	24	30	7	520	3
	21 - 25	3,695	37	175	15	46	0
	26 - 30	3,177	45	206	26		
	31 - 35	2,881	48	203	34		
	36 - 40	2,372	34	179	35		
	41 - 45	2,547	50	236	47		
	46 - 50	2,484	39	233	33		
	51 - 55	2,420	29	268	31		
	56 - 60	1,721	21	227	20		
	61 +	1,099	10	136	6		
	Not Collected	0	0	0	0		
Education	Less than 12 years	3,285	18	161	12	450	1
	Received Diploma/ Graduate Equivalent	13,006	186	1,056	134	105	2
	More than 12 years	7,815	133	674	108	11	0
	Not Collected	43	0	2	0	0	0
Gender	Male	14,130	164	942	125	260	0
	Female	9,957	172	950	129	301	3
	Not Collected	62	1	1	0	5	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults				68.6%		
	Dislocated Workers				76.1%		
Retention Rate	Adults				85.3%		
	Dislocated Workers				91.1%		
Six Months Average Earnings	Adults				\$12,901		
	Dislocated Workers				\$17,596		
Placement in Employment or Education	Youth (14-21)				86.9%		
Attain Degree or Certification	Youth (14-21)				86.7%		
Literacy and Numeracy Gains	Youth (14-21)				69.0%		

Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Serving WSA 6							
	Participants Served	Training Participants	Total Allocated Funding **			Total Expenditures	
Adults	16,841	179	1,236,160			682,363	
Dislocated Workers	894	143	1,662,204			1,335,453	
Youth	485	12	2,270,066			1,029,659	
Totals	18,220	334	5,168,430			3,047,475	
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	1,460	14	6	3	449	9
	21 - 25	2,555	44	55	17	36	3
	26 - 30	2,045	26	71	11		
	31 - 35	2,033	21	90	14		
	36 - 40	1,796	26	113	22		
	41 - 45	1,748	20	134	29		
	46 - 50	1,759	14	112	20		
	51 - 55	1,559	9	138	12		
	56 - 60	1,069	4	107	10		
	61 +	817	1	68	5		
	Not Collected	0	0	0	0		
Education	Less than 12 years	2,438	12	66	2	404	7
	Received Diploma/ Graduate Equivalent	9,212	90	521	84	61	3
	More than 12 years	5,071	77	307	57	20	2
	Not Collected	120	0	0	0	0	0
Gender	Male	10,134	78	459	73	191	7
	Female	6,681	101	435	70	293	5
	Not Collected	26	0	0	0	1	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults				72.2%		
	Dislocated Workers				74.0%		
Retention Rate	Adults				85.7%		
	Dislocated Workers				88.7%		
Six Months Average Earnings	Adults				\$13,143		
	Dislocated Workers				\$14,292		
Placement in Employment or Education	Youth (14-21)				73.7%		
Attain Degree or Certification	Youth (14-21)				78.5%		
Literacy and Numeracy Gains	Youth (14-21)				40.4%		

Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Serving WSA 7							
	Participants Served	Training Participants	Total Allocated Funding **			Total Expenditures	
Adults	9,267	233	762,228			322,122	
Dislocated Workers	307	128	1,259,252			752,207	
Youth	325	12	1,626,533			679,838	
Totals	9,899	373	3,648,013			1,754,167	
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	944	11	4	0	305	11
	21 - 25	1,350	37	15	7	20	1
	26 - 30	1,145	35	28	17		
	31 - 35	1,028	39	29	16		
	36 - 40	891	33	39	21		
	41 - 45	1,014	28	48	21		
	46 - 50	992	23	45	19		
	51 - 55	872	20	51	22		
	56 - 60	595	6	32	4		
	61 +	436	1	16	1		
	Not Collected	0	0	0	0		
Education	Less than 12 years	1,629	10	17	3	260	4
	Received Diploma/ Graduate Equivalent	4,887	110	138	53	49	7
	More than 12 years	2,708	113	152	72	16	1
	Not Collected	43	0	0	0	0	0
Gender	Male	5,087	90	156	69	133	6
	Female	4,155	143	151	59	192	6
	Not Collected	25	0	0	0	0	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults		80.5%				
	Dislocated Workers		85.6%				
Retention Rate	Adults		80.8%				
	Dislocated Workers		86.7%				
Six Months Average Earnings	Adults		\$11,170				
	Dislocated Workers		\$15,150				
Placement in Employment or Education	Youth (14-21)		73.5%				
Attain Degree or Certification	Youth (14-21)		81.3%				
Literacy and Numeracy Gains	Youth (14-21)		0				

Appendix B: Workforce Investment Act PY 2012

Summary of Local Performance - Serving WSA 10							
	Participants Served	Training Participants	Total Allocated Funding **			Total Expenditures	
Adults	7,717	59	754,889			317,741	
Dislocated Workers	838	83	993,018			652,849	
Youth	77	4	1,336,759			431,749	
Totals	8,632	146	3,084,666			1,402,339	
Participant Demographics							
Participant Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	600	5	5	3	58	4
	21 - 25	1,010	10	61	12	19	0
	26 - 30	942	9	101	11		
	31 - 35	875	12	85	10		
	36 - 40	799	6	91	10		
	41 - 45	845	8	105	12		
	46 - 50	891	6	111	16		
	51 - 55	796	1	112	6		
	56 - 60	543	2	92	3		
	61 +	416	0	75	0		
	Not Collected	0	0	0	0		
Education	Less than 12 years	989	1	57	1	37	1
	Received Diploma/ Graduate Equivalent	3,642	33	390	42	35	3
	More than 12 years	3,005	25	391	40	5	0
	Not Collected	81	0	0	0	0	0
Gender	Male	3,979	10	301	20	24	0
	Female	3,724	49	537	63	53	4
	Not Collected	14	0	0	0	0	0
WIA Common Measures Results for Participants Served							
Entered Employment	Adults		67.7%				
	Dislocated Workers		66.5%				
Retention Rate	Adults		81.7%				
	Dislocated Workers		81.8%				
Six Months Average Earnings	Adults		\$12,248				
	Dislocated Workers		\$12,071				
Placement in Employment or Education	Youth (14-21)		71.4%				
Attain Degree or Certification	Youth (14-21)		66.7%				
Literacy and Numeracy Gains	Youth (14-21)		17.6%				

* Funds used to provide training services for large scale dislocations. The participants served included in totals.

** The amounts mandated by WIA to formula allocate to each Workforce Investment Board for service to participants. Includes administrative 10% and carry-in funds available.

*** Youth are measured on placement in employment or education, attainment of a degree or certification and literacy gains. Youth coenrolled as adults may receive training.



The attached reports show the following information for those enrolled in training programs during the past year in a degree and certificate program where the provider is listed on INTraining on a statewide and regional basis.

The first report is sorted by Instructional Category and the second report is sorted by Provider. The following data fields are in both reports.

Training Provider	Lists all public and private education and training institutions identified by the State of Indiana as eligible to receive WIA funds. Not all providers on this list have approved programs.
Instructional Category	Lists the classification of instructional program (CIP) for each program offered to track and report the field of study.
Degree	Lists all programs where an individual is enrolled that could lead to a degree or certificate/credential.
Bachelors Or Higher	Shows the number of students and average age for students enrolled in programs if they have not completed or have completed the degreed or certificate/credential program.
Annualized Wages	For those that have completed either the degreed or certificate/credential program, the wages from the most recent quarter are listed and multiplied times four to simulate an annual wage. Wages for programs with only one student have been suppressed.

The data compiled in these two reports was done utilizing both the Department of Workforce Development's InTERS database and the Indiana Network for Knowledge, the state's longitudinal data warehouse.

Reports submitted October 2014

October 2014 Update- IN Training Provider
Enrollment

INSTRUCTION	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10	Region 11	Out Of State / Unknown EGR	Grand Total
AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES.	11	5	17	337	4	126	41	1	74		89		705
BIOLOGICAL AND BIOMEDICAL SCIENCES.	215	34	559	44	196	2	23	104	1	1	65		1,244
BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES.	2,899	1,879	4,421	2,047	4,720	1,989	760	1,243	1,375	738	2,035	106	24,212
COMMUNICATION, JOURNALISM, AND RELATED PROGRAMS.		1										3	4
COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES.											97		97
COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES.	620	549	955	785	1,512	753	287	435	508	356	602	14	7,376
CONSTRUCTION TRADES.	576	386	374	358	733	140	374		17	894	1,258	274	5,384
EDUCATION.					190							291	481
ENGINEERING TECHNOLOGIES AND ENGINEERING-RELATED FIELDS.	1,045	500	1,397	907	1,117	615	314	335	533	268	3,026	60	10,117
ENGINEERING.	66	15	352	34	135		1				136		739
HEALTH PROFESSIONS AND RELATED PROGRAMS.	6,884	3,339	5,194	3,522	7,628	4,951	1,966	1,213	2,384	1,590	2,967	1,206	42,844
HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATED PROTECTIVE SERVICES.	4	40			128								172
LEGAL PROFESSIONS AND STUDIES.	142	135	153	227	443	163	56	95	112	96	133		1,755
LEISURE AND RECREATIONAL ACTIVITIES.					2								2
MATHEMATICS AND STATISTICS.				2									2
MECHANIC AND REPAIR TECHNOLOGIES/TECHNICIANS.	281	299	649	400	722	266	176	71	18	21	648	329	3,880
NATURAL RESOURCES AND CONSERVATION.	1		5	4		1		2			191		204
PARKS, RECREATION, LEISURE, AND FITNESS STUDIES.	5	5	5	12	14		2	128	5	1	5		182
PERSONAL AND CULINARY SERVICES.					191							15	206
PHYSICAL SCIENCES.	67		191	2	3	1	1				115		380
PRECISION PRODUCTION.	601	255	253	106	683	40	30	37	21	181	462	150	2,819
PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS.			2										2
SCIENCE TECHNOLOGIES/TECHNICIANS.			5										5
TRANSPORTATION AND MATERIALS MOVING.	96	912	2,249	6	4,031	7	100		9	786	156	479	8,831
VISUAL AND PERFORMING ARTS.												2	2
Grand Total	13,513	8,354	16,781	8,793	22,452	9,054	4,131	3,664	5,057	4,932	11,985	2,929	111,645
% of Total	12%	7%	15%	8%	20%	8%	4%	3%	5%	4%	11%	3%	

October 2014 Update- INTraining Provider Enrollment

Row Labels (Instruction and Program Name)	Count of StudentID
AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES.	705
A.A.S./A.S. in Agriculture	472
A.S. in Agriculture	1
A.S./A.A.S. in Horticulture Technology	35
A.S./A.A.S.in Agribusiness	45
AAS/AS in Agriculture	68
Agribusiness Certificate	4
AS in Agriculture	1
B.S. in Agricultural Mechanization	2
B.S. in Animal Science	6
B.S. in Food Science and Technology	8
B.S. in General Agriculture	1
BA/BS in Agronomy and Crop Science	2
Certified Professional Dog Groomers Course	11
Precision Ag Certificate C.P.C.	3
(blank)	46
BIOLOGICAL AND BIOMEDICAL SCIENCES.	1244
A.A./A.S. in Biological/Biomedical Sciences	61
A.A.S./A.S. in Biotechnology	148
AAS/AS in Biotechnology	224
AS in Biotechnology	2
B.A. in Plant Sciences	1
B.S. in Biology	1
B.S. in Entomology	2
BA/BS in Biology	233
BA/BS in Human Biology	5
BA/BS in Microbiology	2
BS in Biochemistry	1
BS in Biology	503
BS in Biotechnology	2
BS in Neuroscience	5
M.S. in Biology	1
MA/MS in Physiology	3
MA/MS/MAEd in Biology	1
MS in Biology	46
(blank)	3
BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES.	24212
A.A.S. Business Finance	1
A.A.S. Business Management	32
A.A.S. Business Marketing	2
A.A.S. in Accounting	224
A.A.S. in Administrative Office Technology	51
A.A.S. in Business Finance	1
A.A.S. in Business Management	275
A.A.S./A.S. in Accounting	1577

Row Labels (Instruction and Program Name)	Count of StudentID
A.A.S./A.S. in Business Administration	6952
A.A.S./A.S. in Hospitality Administration	1436
A.A.S./A.S. in Office Administration	1442
A.S. in Accounting Technology	170
A.S. in Business Administration	263
A.S. in Computer Programming Technology	1
A.S. in Hotel, Restaurant and Tourism Management	2
A.S. in Organizational Leadership and Supervision	3
A.S. in Supply Chain Logistics Management	20
A.S. in Transportation, Distribution and Logistics	1
AAS in Accounting	949
AAS in Administrative Office Technology	131
AAS in Hospitality Administration	1079
AAS in Office Administration	105
AAS/AS in Business Administration	962
AAS/AS in Hospitality Administration	42
Accounting	3
Accounting Certificate	1
Administrative Assistant Certificate Program (IC3)	43
Administrative Assistant Microsoft Office Specialist	1
AS in Business	174
AS in Business Administration	3108
AS in Business Administration	2
AS in Business Studies	7
AS in Hospitality Administration/Management, Other	1
AS in Labor Studies	9
AS in Logistics Management	59
AS in Organizational Leadership & Supervision	39
AS/AAS in Business Administration	1
Associate of Science Business	1
Associate of Science in Organizational Management	3
B.S. in Business	8
B.S. in Organizational Leadership & Supervision	1
B.S. in Organizational Leadership and Supervision	14
BA Certificate in Business Administration	14
BA/BS in Accounting	45
BA/BS in Actuarial Science	6
BA/BS in Business Administration	152
BA/BS in Construction Management	1
BA/BS in Finance	3
BA/BS in Human Resources Management	3
BA/BS in Industrial Supervision	15
BA/BS in Management	43
BA/BS in Tourism and Travel Services Management	4
Bachelor of Business Administration - Accounting	1
Bachelor of Business Administration - Management	1

Row Labels (Instruction and Program Name)	Count of StudentID
Bachelor of Science Business Administration	23
Bachelor of Science in Business Administration	3
Bachelor of Science in Management	97
Bachelor of Science in Not-for-Profit Leadership	2
Bookkeeping Pre-Certification Course	7
BS in Actuarial Science	17
BS in Business	1732
BS in Labor Studies	15
BS in Organizational Leadership & Supervision	336
Business Information Technology	3
Certificate in Accounting < 30 hours	2
Certificate in Bookkeeping	189
Certificate in Business <30 Hours	1
Certificate in Business Administration and Management, General	11
Certificate in Business Studies	26
Certificate in Hospitality/Culinary Arts	1
Certificate in Human Resources Management	92
Certificate in Microsoft Office Specialist	28
Certificate in Office Management	1
Certificate in Organizational Leadership and Supervision	1
Certified Logistics Associate (MSSC)	16
Certified Logistics Technician (MSSC)	1
Clerical - General	3
Clerical - Medical	13
Clerical-General C.P.C.	3
Customer Service/Technical Support Professional Cert	1
Entrepreneurship Certificate C.P.C.	1
Global Logistics and Dispatch	2
Human Resources	4
Internet & Computing Core Certification (IC3)	5
Internet and Computing Core Certification	81
Logistics Readiness Certificate	26
Logistics Technician	15
M.S. in Organizational Leadership & Supervision	1
Management Training Certificate	3
Master of Business Administration	245
Material Management	151
Material Management MSSC (CLA) Logistics Readiness	9
Microsoft Office Suite Application Certification P	3
MS in Organizational Leadership & Supervision	31
Office Assistant	1
Organizational Leadership and Supervision	83
Post-Baccalaureate Certificate in Accountancy	28
Post-baccalaureate Certificate in Business	36
QuickBooks Certified User Preparation	1
Real Estate Sales and Prelicensure	22

Row Labels (Instruction and Program Name)	Count of StudentID
Skills, Tasks & Results Training (START)	34
Supervisory and Leadership Development Series	1
T.C. in Accounting	202
T.C. in Administrative Office Technology	1
T.C. in Business Administration	493
T.C. in Hospitality Administration	116
T.C. in Office Administration	187
T.C. in Supervision	1
TC in Accounting	33
TC in Accounting Technology	44
TC in Administrative Office Technology	24
TC in Business Administration	207
TC in Hospitality Administration	4
TC in Human Resources Management	1
TC in Organizational Management and Supervision	2
(blank)	6
COMMUNICATION, JOURNALISM, AND RELATED PROGRAMS.	4
BA in Mass Communications	1
Bachelor of Communications Public Relations/Journalism	3
COMMUNICATIONS TECHNOLOGIES/TECHNICIANS AND SUPPORT SERVICES.	97
A.A./A.S. in Electronic Media	86
A.A.S. in Multimedia Communications	11
COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES.	7376
A.A.S. in Computer Information Technology	1698
A.A.S. in Computer Programming Technology	87
A.A.S. in Computer/Software Support Specialist	18
A.A.S. in Information Security	136
A.A.S. in Network Administration	58
A.A.S. in Web Development	8
A.A.S./A.S. in Computer Information Systems	2119
A.S. in Computer Science	56
A.S. in Information Science/Studies	2
A.S. in Information Technology	97
AAS in Computer Information Systems	429
AAS in Information Security	1
AAS/AS in Computer Information Systems	107
AS in Computer Information Technology	933
AS in Computer Science	7
AS in Informatics	1
AS in Information Systems	39
AS in Information Technology	1
B.S. in Computer Graphics Technology	4
B.S. in Computer Science	130
B.S. in Informatics	3
BA/BS in Computer Science	232
BS in Computer Technology	5

Row Labels (Instruction and Program Name)	Count of StudentID
BS in Informatics	27
BS in Information Systems	92
BS in Information Technology	11
Certificate in Data Security/Network Security	2
Certificate in Database	32
Certificate in Java Programming	40
Certificate in Network Administration	45
Certificate in PC Support and Administration	105
Certificate in Routing and Switching	3
Certificate in Systems Security	13
Certificate in Visual Programming	2
Certificate in Web Management	22
Cisco CCNA Networking Basics	10
Comptia Network + and A+	4
CompTIA Network+	12
Computer Graphic Design	8
Computer Network Administration	2
Computer Networking	2
Computer Support Specialist	1
Computer Support Specialist A+ Certification Prep	2
Dynamic Web Development	4
Internet and Computing Core Certification (IC3)	39
MS in Applied Computer Science	25
Network+ Certification	1
T.C. in Computer Information Systems	176
T.C. in Computer Information Technology	242
T.C. in Information Security	3
TC in Computer Information Systems	36
TC in Information Security	2
TC in Information Technology	231
Web Publishing and Design	1
Web Publishing and Design Certificate	5
Web Site Development for E-Commerce	2
(blank)	3
CONSTRUCTION TRADES.	5384
A.A.S. in Apprenticeship Technology-Electrician	150
A.A.S. in Apprenticeship Technology-Heat and Frost Insulators	95
A.A.S. in Apprenticeship Technology-Plumbing	32
A.A.S. in Construction Technology	331
A.A.S. in Industrial Apprenticeship Technology-Electrician	32
A.A.S./A.S. in Apprenticeship Technology-Bricklayer	50
A.A.S./A.S. in Apprenticeship Technology-Carpenter	802
A.A.S./A.S. in Apprenticeship Technology-Electrician	778
A.A.S./A.S. in Apprenticeship Technology-Painter	58
A.A.S./A.S. in Apprenticeship Technology-Plumber and Pipefitter	727
A.A.S./A.S. in Apprenticeship Technology-REMC Technician	99

Row Labels (Instruction and Program Name)	Count of StudentID
A.A.S./A.S. in Building Construction Management	72
A.A.S./A.S. in Construction Technology	345
A.S. in Apprenticeship Technolgy-Carpentry	6
A.S. in Pipefitting/Pipefitter and Sprinkler Fitter	10
AAS in Apprenticeship Tech [Heat & Frost Insulators and Asbestos Workers]	16
AAS in Apprenticeship Technology	1
AAS in Apprenticeship Technology - Carpenter	1
AAS in Apprenticeship Technology - Electrician	2
AAS in Apprenticeship Technology (Heat and Frost Insulators and Asbestos Wor	47
AAS in Apprenticeship Technology-Carpenter	1
AAS in Apprenticeship Technology-Electrician	240
AAS in Apprenticeship Technology-Glazier	3
AAS in apprenticeship Technology-Plumber and Pipefitter	62
AAS in Construction Technology	60
AAS in Industrial Apprenticeship Technology-Electrician	3
AAS in Industrial Apprenticeship Technology-Facilities Maintenance	1
AAS/AS in Apprenticeship Technology - Carpenter	140
AAS/AS in Apprenticeship Technology: Electrician	139
AAS/AS in Apprenticeship Technology-Bricklayer	34
AAS/AS in Apprenticeship Technology-Carpenter	187
AAS/AS in Apprenticeship Technology-Painter	24
AAS/AS in Construction Technology	1
AS in Apprenticeship Technology-Sprinkler Fitter	159
AS in Construction Technology	1
Certificate in Construction Technician	49
Certificate in Industrial Electrician	119
CNC Operator Program with NIMS Certification	1
Electrical Lineworker Program	274
T.C. in Apprenticeship Technology-Bricklayer	6
T.C. in Apprenticeship Technology-Carpenter	1
T.C. in Apprenticeship Technology-Electrician	7
T.C. in Apprenticeship Technology-Painter	89
T.C. in Apprenticeship Technology-Plumber and Pipefitter	5
T.C. in Construction Technology	78
T.C. in Industrial Apprenticeship Technology-Electrician	1
T.C. in Industrial Apprenticeship Technology-Facilities Maintenance	1
T.C. in Industrial Apprenticeship Technology-Plumber and Pipefitter	2
TC in Apprenticeship Technology-Bricklayer	2
TC in Apprenticeship Technology-Electrician	1
TC in Apprenticeship Technology-Glazier	31
TC in Apprenticeship Technology-Painter	6
TC in Industrial Apprenticeship Technology-Electrician	2
EDUCATION.	481
Accounting Program	1
B.A. Early Childhood Education	50
CompTIA A+ & CompTIA Network+ Certification Program	3

Row Labels (Instruction and Program Name)	Count of StudentID
Interdisciplinary Studies	135
Microsoft Office Basic, Intermediate, & Advanced F	1
Transition to Teaching	291
ENGINEERING TECHNOLOGIES AND ENGINEERING-RELATED FIELDS.	10117
A S in Engineering Technology	114
A.A.S. in Architectural Drafting Technology	2
A.A.S. in Energy Technology	190
A.A.S. in Industrial Technology	1835
A.A.S. in Manufacturing Production and Operations	33
A.A.S. in Mining Technology	8
A.A.S. in Public Safety	193
A.A.S. in Quality Control	37
A.A.S./A.S. in Advanced CNC Manufacturing	410
A.A.S./A.S. in Apprenticeship Technology-Telecommunications Technician	14
A.A.S./A.S. in Architectural Studies Technology/CAD	46
A.A.S./A.S. in Drafting and Design/CAD	35
A.A.S./A.S. in Electronics and Computer Technology	127
A.S. in Engineering Technology	239
A.S. in Mechanical Engineering Technology	299
A.S./A.A.S. in Design Technology	780
A.S./A.A.S. in Electronics Technology	113
A.S./A.A.S. in Surveying Technology	25
AAS in Design Technology	492
AAS in Electronics and Computer Technology	222
AAS in Industrial Technology	351
AAS in Manufacturing Production and Operations	14
AAS in Public Safety	216
AAS in Quality Control	43
AAS/AS in Apprenticeship Technology-Telecommunications Technician	20
Advanced Manufacturing and Logistics	2
Architectural Computer Aided Design Drafting	1
AS in Architectural Engineering Technology	52
AS in Biomedical Engineering Technology	6
AS in Civil Engineering Technology	36
AS in Electrical Engineering Technology	90
AS in Energy Management and Systems Technology/Technician	5
AS in Engineering Technology	35
AS in Industrial Engineering Technology	21
AS in Mechanical Engineering Technology	236
AS in Mechanical Engineering/Mechanical Technology/Technician	1
AS in Public Safety	24
AS/AAS in Surveying Technology	1
B.A./B.S. in Manufacturing Technology	28
B.S. in Construction Engineering Technology	1
B.S. in Technology	60
BA/BS in Industrial Technology	5

Row Labels (Instruction and Program Name)	Count of StudentID
BA/BS in Safety Management	3
BPI Building Analyst	1
BS in Biomedical Engineering Technology	3
BS in Computer Engineering Technology	81
BS in Computer Integrated Manufacturing Technology	1
BS in Computer Technology	7
BS in Construction Engineering Technology	50
BS in Construction Technology	23
BS in Electrical Engineering Technology	45
BS in Electrical Technology	19
BS in Industrial Engineering Technology	13
BS in Manufacturing Technology	1
BS in Mechanical Engineering Technology	144
BS in Technology	1
Certificate in Automation Controls	3
Certificate in Fluid Power	31
Certificate in Hazardous Materials	2
Certificate in Industrial Technology	1
Certificate in Manufacturing Operations	72
Certified Production Technician (MSSC)	44
CNC Operator NIMS Level 1	5
CNC Operator Program with NIMS Certification	32
Coal Mining - Heavy Equipment	4
CompTIA A+,Network+,Security+	2
CompTIA Network/Security Technician/Specialist	21
Electrical Engineering Technology	1
Electrical Technician	83
Heating, Ventilation, Air-conditioning and Refrige	4
HVAC Fundamentals	25
Manufacturing Fundamentals Academy	10
Mechanical Engineering Technology	10
MS in Technology	23
MSSC Green Production Worker (GPM)	1
MSSC Production Technician Certification	22
Surface New Miner Training	1261
T.C. in Advanced Manufacturing	42
T.C. in Design Technology	85
T.C. in Energy Technology	32
T.C. in Industrial Technology	398
T.C. in Manufacturing Production and Operations	5
T.C. in Public Safety	7
TC in Design Technology	20
TC in Industrial Technology	128
TC in Manufacturing Production and Operations	2
TC in Quality Control <30 Hours	2
Underground New Miner Training	885

Row Labels (Instruction and Program Name)	Count of StudentID
ENGINEERING.	739
A.S. in Engineering Science	82
A.S. in Pre-Electrical Engineering	1
A.S. in Pre-Engineering	164
AS in Pre-Engineering	145
B.A./B.S. in Construction Engineering	1
B.S. in Aeronautical and Astronautical Engineering	2
B.S. in Agricultural and Biological Engineering	3
B.S. in Chemical Engineering	1
B.S. in Electrical Engineering	1
B.S.E./B.S.I.E. in Industrial Engineering	11
BS in Biomedical Engineering	2
BS in Civil Engineering	63
BS in Computer Engineering	26
BS in Electrical Engineering	62
BS in Mechanical Engineering	137
M.S./M.S.E./M.S.AandA in Aeronautical and Astronautical Engineering	1
MS in Engineering	36
MSBmE in Biomedical Engineering	1
HEALTH PROFESSIONS AND RELATED PROGRAMS.	42844
105 Hour ISDH Approved Nurse Aide Training Program	42
360 Circle of Support: Substance Abuse Counselor/	7
A.A. in Pre-Medicine	1
A.A.S. in Healthcare Support	15026
A.A.S. in Medical Assisting	2422
A.A.S. in Medical Laboratory Technology	79
A.A.S. in Pharmacy Technician	82
A.A.S. in Therapeutic Massage	123
A.A.S./A.S. in Human Services	3976
A.A.S./A.S. in Imaging Sciences	172
A.S. in Dental Assisting	1
A.S. in Dental Hygiene	36
A.S. in Emergency Medical Services	35
A.S. in Health Information Management	113
A.S. in Health Information Technology	69
A.S. in Human Services	5
A.S. in Massage Therapy	2
A.S. in Medical Radiologic Technology/Science – Radiation Therapist	1
A.S. in Nursing	2342
A.S. in Paramedic Science	285
A.S. in Physical Therapist Assistant	186
A.S. in Physical Therapy Assisting	46
A.S. in Pre-Occupational Therapy	14
A.S. in Pre-Pharmacy	1
A.S. in Radiography	21
A.S. in Respiratory Care	240

Row Labels (Instruction and Program Name)	Count of StudentID
A.S. in Respiratory Therapy	23
A.S. in Surgical Technology	215
A.S. in Surgical Technology/Technologist	1
AAS in Electroneurodiagnostics	4
AAS in Health Care Support	2
AAS in Healthcare Support	1629
AAS in Human Services	644
AAS in Medical Assisting	539
AAS in Medical Laboratory Technology	89
AAS in Pharmacy Technician	1
AAS/AS in Human Services	2
AAS/AS in Respiratory Care	64
American Red Cross Nursing Assistant-Indiana State	1
AS in Clinical/Medical Laboratory Technician	1
AS in Dental Assisting/Assistant	1
AS in Dental Hygiene	267
AS in Dental Laboratory Technology	49
AS in Dietetics	11
AS in Health Information Technology	183
AS in Homeland Security and Emergency Management	21
AS in Massage Therapy/Therapeutic Massage	1
AS in Medical Assisting	1
AS in Nursing	554
AS in Paramedic Science	41
AS in Physical Therapist Assistant	3
AS in Radiography	364
AS in Radiologic Technology	3
AS in Radiologic Technology/Science - Radiographer	9
AS in Radiologic Technology/Science – Radiographer	3
AS in Surgical Technology	71
AS in Surgical Technology/Technologist	1
AS S in Health Care Support	8
AS/AAS in Human Services	1
Associate of Science in Radiography	72
B.S. in Health Care Management	4
B.S. in Human Services	1
B.S. in Industrial Hygiene	24
B.S. in Music Therapy	2
B.S. in Nursing	76
B.S. in Public Health	2
B.S. in Radiologic Science	2
B.S./B.S.Pharm. in Pharmacy	2
BA/BS in Community Health Education	2
BA/BS in Dental Hygiene	165
BA/BS in Dietetics	14
BA/BS in Medical Radiologic Technology/Science - Radiation Therapist	4

Row Labels (Instruction and Program Name)	Count of StudentID
BA/BS in Medical Technology	3
BA/BS in Nuclear Medical Technology/Technologist	2
BA/BS in Pre-Medicine	2
BA/BS in Radiologic Technology/Science - Radiographer	8
BA/BS in Speech Pathology and Audiology	19
BA/BS in Veterinary/Animal Health Technology/Technician and Veterinary Assis	10
Basic Nurse Aide Training Program	147
BS in Communication Sciences and Disorders	112
BS in Health Services Administration	124
BS in Health Services Management	12
BS in Human Services	297
BS in Medical Technology	23
BS in Music Therapy	40
BS in Nursing-Generic	1150
BS in Public Health	25
BS in Radiologic Science	294
C.G. in Practical Nursing	72
Certificate in Addiction Studies	39
Certificate in Basic Emergency Medical Studies	155
Certificate in Direct Support Professional	2
Certificate in Elder Care Professional	3
Certificate in Electrocardiography Technician	53
Certificate in Health Information Management	1
Certificate in Massage Therapy	9
Certificate in Patient Care	28
Certificate in Pharmacy Technician	264
Certificate in Phlebotomy Technician	403
Certificate in Polysomnography	4
Certificate in Pre-Dental Hygiene	1
Certificate in Substance Abuse	4
Certificate in Surgical Technology	7
Certificate in Therapeutic Massage	46
Certificate of Graduation in Pre-Veterinary Technology	17
Certified Clinical Medical Assistant	24
Certified Nurse Aide	64
Certified Nurse Aide Course	107
Certified Nurse Aide Training	363
Certified Nurse Aide Training (CNA)	13
Certified Nurse Assistant (CNA)	94
Certified Nursing Aide Training	6
Certified Nursing Assistant	1479
Certified Nursing Assistant (CNA)	150
Certified Nursing Assistant (CNA) Preparation	38
Certified Nursing Assistant (CNA) Training	9
Certified Nursing Assistant (CNA) with Soft Skills	4
Certified Nursing Assistant Classes	53

Row Labels (Instruction and Program Name)	Count of StudentID
Certified Nursing Assistant Program	22
Certified Nursing Assistant Training	108
Chairside Dental Assisting	1
Clerk-Medical Certificate C.P.C.	11
Clinical Assistant diploma	89
Clinical laboratory assistant	9
Clinical Medical Assistant	9
CNA Certified Nursing Assistant	144
CNA includes everything	476
CNA Training	128
Dental Assistant Training Program with Dental Radiology	33
Dental Assisting	136
Dental Assisting Radiology At Home or Classroom Program	16
Dental Assisting/EDDA	14
Dental Office Training	22
EKG Technician	54
Electronic Health Records and Reimbursement Specia	2
Electronic Health Records Specialist	5
Emergency Medical Services/Paramedic	10
Emergency Medical Technician	35
Emergency Medical Technician (EMT)	19
Emergency Medical Technician (EMT) - Basic	30
EMS/Paramedic Certificate	5
EMT (Emergency Medical Technician)	2
Hancock Regional Hospital School of Radiologic Tec	7
Health Care Management	6
Health Care Management (B.S.)	5
Health Information Management-Coding Option Certificate	45
Home Health Aide Class	6
Indiana State Board of Health C.N.A. Training Prog	60
Inpatient/Outpatient Medical Coding & Billing	1
Legacy CNA Training	14
Limited medical radiography diploma	81
LPN to BS Track	29
Massage Therapist	126
Medical Assistant	673
Medical Assistant A.A.S.	84
Medical assistant diploma	69
Medical Billing & Coding + Medical Terminology via	4
Medical Billing and Coding	21
Medical Billing Specialist	12
Medical Coding and Billing	13
Medical Front Office Administration Specialist	3
Medical Front Office Assistant and Administrative	3
Medical Office Assistant	87
Medical Office Professional Program	8

Row Labels (Instruction and Program Name)	Count of StudentID
Medical Office Specialist	120
Medical Reimbursement Technology Associate Degree	2
Medical Terminology/Anatomy & Physiology	11
Medical Transcription	1
Medical Transcription Editor	1
MS in Clinical Counseling	15
MS in Nursing	8
MS in Nursing - Administration	52
Nursing Assistant	1
Nursing Assistant Program	10
Nursing Program	2
Nursing, Practical	108
Paramedic	11
Paramedic Science Program	34
Patient Access and Registration Professional Progr	26
Patient Access Fundamentals	111
Pharmacy Technical Certificate	13
Pharmacy Technician	207
Pharmacy Technician Certificate	30
Pharmacy Technician Program	33
Pharmacy Technician Training	8
Pharmacy Technician Training Program	2
Phlebotomy	143
Phlebotomy certificate	193
Phlebotomy Technician	293
Phlebotomy Technician Training Program	20
Practical Nursing	3
Practical Nursing Diploma	90
Pre-Dental Hygiene [Not a Degree Program]	4
Pre-Pharmacy [Not a Degree Program]	82
Pre-Veterinary [Not a Degree Program]	59
QMA (Qualified Medication Aide)	99
Qualified Medication Aide	6
Radiologic Technology	51
St. Vincent Health/St. Joseph Hospital Radiography	15
Substance Abuse Counseling C.P.C.	1
Surgical Technology Certificate	5
Surgical Technology Program	16
T.C. in Dental Assisting	121
T.C. in Human Services	98
T.C. in Medical Assisting	656
T.C. in Practical Nursing	539
T.C. in Therapeutic Massage	21
TC in Dental Assistant	27
TC in Dental Assisting	55
TC in Dental Assisting (1 Year)	32

Row Labels (Instruction and Program Name)	Count of StudentID
TC in Histotechnology	1
TC in Human Services	5
TC in Medical Assisting	38
TC in Practical Nursing	205
TC in Practical Nursing (not approved at the Certificate level at Region 14)	1
Tri-State Health Care Training Center LLC	20
(blank)	118
HOMELAND SECURITY, LAW ENFORCEMENT, FIREFIGHTING AND RELATED PRO	172
A.A.S. Criminal Justice	21
B.S. Criminal Justice	21
Criminal Justice	77
Firefighter I & II	53
LEGAL PROFESSIONS AND STUDIES.	1755
A.A.S./A.S. in Paralegal Studies	938
A.S. in Paralegal	37
AAS in Paralegal	330
AAS/AS in Paralegal	443
AAS/AS in Paralegal Studies	3
AS in Paralegal Studies	2
Paralegal	2
LEISURE AND RECREATIONAL ACTIVITIES.	2
RESIDENTIAL AND APARTMENT MAINTENANCE TECHNOLOGY	2
MATHEMATICS AND STATISTICS.	2
B.S. in Mathematics and Statistics	2
MECHANIC AND REPAIR TECHNOLOGIES/TECHNICIANS.	3880
A.A.S. in Apprenticeship Technology HVAC	28
A.A.S. in Automotive Technology	983
A.A.S. in Aviation Maintenance Technology	74
A.A.S. in Collision Repair and Refinishing	32
A.A.S. in Diesel Power Technology	3
A.A.S. in Heating, Ventilation, and Air Conditioning	521
A.A.S./A.S. in Automotive Technology	81
A.A.S./A.S. in Aviation Maintenance Technology	161
AAS in Automotive Technology	552
AAS in Aviation Technology	2
AAS in Heating, Ventilation, and Air Conditioning	1
AAS in Industrial Apprenticeship Technology (Stationary Power Plant Operators)	4
AAS/AS in Aviation Maintenance Technology	1
AAS/AS in Diesel Technology	116
Airframe and Powerplant Maintenance Technician	103
AS in Electronics Technology	38
Automotive Service Technician (ASE Brakes Certification)	1
Aviation Maintenance Technician	42
BA/BS in Avionics Maintenance Technology/Technician	17
Certificate in Alternative Fuels	2
Certificate in Automotive Electrical/Electronics	76

Row Labels (Instruction and Program Name)	Count of StudentID
Certificate in Brakes and Suspension	19
Certificate in Diesel Electronic Controls	1
Certificate in Engine Performance	25
Certificate in Heating	123
Certificate in Heating and Air Conditioning	46
Certificate in Heating, Ventilation, and Air Conditioning	126
Certificate in Power Train	9
Certificate in Truck Chassis Systems	1
CompTIA A+	1
Electronics Fundamentals	1
Energy and Industrial Technician	215
HVAC MAINTENANCE	1
PC Technician	2
T.C. in Automotive Technology	293
T.C. in Heating, Ventilation, and Air Conditioning	109
TC in Automotive Technology	59
TC in Industrial Apprenticeship Technology-Pattern Repairer	1
Wind Power Technician	10
NATURAL RESOURCES AND CONSERVATION.	204
A.S./A.A.S. in Conservation Law Enforcement	194
BA/BS in Environmental Science	1
BA/BS in Forestry, General	7
BA/BS in Natural Resources and Environmental Mgmt	1
MS in Environmental Science	1
PARKS, RECREATION, LEISURE, AND FITNESS STUDIES.	182
A.S. in Kinesiology	86
BS in Kinesiology	96
PERSONAL AND CULINARY SERVICES.	206
Cosmetology	159
Esthetics	47
PHYSICAL SCIENCES.	380
A.S. in Chemical Sciences	70
A.S. in Chemistry Secondary Education	1
A.S. in Geological and Earth Science/Geosciences	43
B.S./B.S.Chem. in Chemistry	1
BA/BS in Chemistry	54
BA/BS in Geology	54
BA/BS in Geology/Earth Science, General	1
BA/BS in Physics	1
BS in Physics	52
BS/BSChem in Chemistry	102
(blank)	1
PRECISION PRODUCTION.	2819
6G Pipe Weld SMAW Certification	10
6G PIPE-UPHILL WELDING	8
A.A.S. in Apprenticeship Technology-Sheet Metal	7

Row Labels (Instruction and Program Name)	Count of StudentID
A.A.S. in Apprenticeship Technology-Sheet Metal Worker	158
A.A.S. in Industrial Apprenticeship Technology-Machine Repair	72
A.A.S. in Industrial Apprenticeship Technology-Millwright	13
A.A.S. in Industrial Apprenticeship Technology-Mold/Die Maker	9
A.A.S. in Industrial Apprenticeship Technology-Tool Maker	8
A.A.S. in Welding Technology	47
A.A.S./A.S. in Apprenticeship Technology-Boilermaker	101
A.A.S./A.S. in Apprenticeship Technology-Ironworker	345
A.A.S./A.S. in Apprenticeship Technology-Millwright	203
A.A.S./A.S. in Precision Manufacturing	82
AAS in Apprenticeship Technology - Millwright	1
AAS in Apprenticeship Technology (Boilermakers)	2
AAS in Apprenticeship Technology (Ironworkers)	17
AAS in Apprenticeship Technology-Ironworker	105
AAS in Apprenticeship Technology-Ironworkers	3
AAS in Industrial Apprenticeship Technology-Machine Repair	166
AAS in Industrial Apprenticeship Technology-Millwright	20
AAS in Industrial Apprenticeship Technology-Mold/Die Maker	1
AAS in Industrial Apprenticeship Technology-Tool Maker	8
AAS/AS in Apprenticeship Technology-Millwright	78
AAS/AS in Apprenticeship Technology-Sheet Metal Worker	124
Adult Welding Program	4
American Welding Society (AWS) 3G Carbon Steel Welding	33
American Welding Society Certificate Prep Course	11
AS in Boilermaking/Boilermaker	94
AWS STICK (SMAW) Welding Certification	2
AWS Welding Certification 48 hours	4
C.G. in Welding Technology	17
Certificate in Machine Tool	56
Certificate in Structural Welding	360
CNC Basics 1	8
CNC Basics 2	8
CNC Machining	11
Elkhart Education Welding	9
Entry Level Welder - 2G Spray Arc Certification	3
FCAW & GMAW Structural Welding	1
Gas Metal Arc Welding	45
Gas Metal Arc Welding (GMAW) MIG	1
GMAW (MIG) & SMAW (STICK) WELDING COMBINATION	33
GMAW (MIG) WELDING	32
GTAW (TIG) WELDING	8
HTEC CNC Mill/Lathe Operator Level 1	1
HTEC CNC Mill/Lathe Operator Level 1	2
Introduction to Welding Processes	8
Machining Technology	3
MIG (GMAW) Welding AWS Certification	2

Row Labels (Instruction and Program Name)	Count of StudentID
MIG Welding	3
MIG Welding (MFIT GMW8)	33
SCILL Welding Step Up Program	13
Shielded Metal Arc Welding	3
SMAW & GMAW Structural Welding	15
SMAW (STICK) WELDING	10
SMAW Plate Welding	3
T.C. in Apprenticeship Technology-Boilermaker	1
T.C. in Industrial Apprenticeship Technology-Machine Repair	2
T.C. in Industrial Apprenticeship Technology-Millwright	2
T.C. in Industrial Apprenticeship Technology-Mold/Die Maker	1
T.C. in Industrial Apprenticeship Technology-Tool Maker	2
TC in Apprenticeship Technology-Millwright	5
TC in Industrial Apprenticeship Technology-Machine Repair	15
TC in Industrial Apprenticeship Technology-Millwright	3
TC in Industrial Apprenticeship Technology-Mold/Die Maker	12
TC in Industrial Apprenticeship Technology-Tool Maker	4
Welding	35
Welding AWS G1	8
Welding Basic	34
Welding Certification Program	7
Welding I & II	1
Welding I 3G Course	10
Welding I and II	17
Welding II 6G Pipe Welding Certification Course	5
Welding Institute	1
Welding Intermediate	2
WELDING TECHNICIAN	145
Welding Technology Certificate	16
Welding Training and Certification	25
Welding, 1-G MIG	28
Welding: All Skill Levels I/II	8
Welding: stick, MIG, and TIG	5
Workplace Welding/Gas Metal Arc (MIG)	1
PUBLIC ADMINISTRATION AND SOCIAL SERVICE PROFESSIONS.	2
Bachelor of Science in Human Resource Management	2
SCIENCE TECHNOLOGIES/TECHNICIANS.	5
AS in Chemical Methods	5
TRANSPORTATION AND MATERIALS MOVING.	8831
A.A./A.S. in General Aviation Flight Technology	1
A.A.S./A.S in Aviation Flight Technology	59
Accelerated Carrier Training	53
B.S. in Aviation Technology/Aviation Administration	6
BS in Professional Aviation Flight Technology	1
C1 Truck Driver Training	5117
CDL Training	1

Row Labels (Instruction and Program Name)	Count of StudentID
CDL Truck Driver Training (CDL2150 Essentials)	8
CDL Truck Driver Training (TTD150 Comprehensive)	7
CDL Truck Driver Training Class A	46
CDL Truck Driver Training Class B	15
CDL Truck Driver Training Program	13
CDL Truck Driver Training, Class A	16
Class A CDL Truck Driving Training Course 200 Cloc	64
CLASS A COMMERCIAL DRIVER'S LICENSE (CDL) TRAINING	362
Commercial Truck Driver Training	445
Quality Drivers	4
T.C. in Apprenticeship Technology-Operating Engineer	77
Tractor Trailer Driver Training	96
Tractor-Trailer Driver Training	50
Tractor-trailer Driver Training-Externship (B&I) (not CHE approved)	71
Truck Driver Training	1698
Truck Driver Training	621
VISUAL AND PERFORMING ARTS.	2
Interior Design	2
Grand Total	111645

Enrollment from INTraining Providers_October 2014 Update	
PROVIDER NAME	STUDENT COUNT
AC/C TECH	3
Adams Memorial Hospital	27
Advanced Healthcare Training	68
Advanced Healthcare Vocational Institute	13
American College Massage School, Inc.	126
American Red Cross - Clark County Chapter	1
Ancilla College	10
Apprentice Academy	115
Area 30 Career Center	8
ATA College	298
Aviation Institute of Maintenance	42
Blue River Career Programs	19
Brown County Career Resource Center	11
Brown Mackie College - Indianapolis	34
Brown Mackie College - Merrillville	4
Brown Mackie College - South Bend	55
Bumgarner Welding & Inspection, Inc.	36
C1 Truck Driver Training, LLC	5,117
Calumet College	2
Calumet Welding Center	19
Central Nine Career Center-Adult Education Division	205
CNA Academy	6
Commercial Driver Training Consultants, Inc.	61
Computer Education Institute Inc.	1
Connecting Health Careers Institute	1
Dayspring Career Institute	82
Dental Assisting Radiology Program At home Study or Classroom	16
Dental Careers Foundation of Indianapolis	1
Dental Careers of Southern Indiana	14
Dental Office Training By Lynn, LLC	22
Dixie Medical Education & Training LLC	30
Dog Grooming Academy of Northwest Indiana	11
Driveco CDL Learning Center Inc.	96
Education Center of Rising Sun	4
Eisele Education Services LLC	42
Elkhart Adult Education	54
First Choice	6
Fort Wayne Community Schools, Adult and Cont. Ed.	79
Freedom Academy	117
Gary Area Career Center	25
Good Samaritan College of Nursing and Health Science	2
Grace College	94
Hagen Health Education	8
Hair Fashions By Kaye Beauty College	15

Enrollment from IN Training Providers_ October 2014 Update	
PROVIDER NAME	STUDENT COUNT
Hancock Regional Hospital School of Radiologic Technology	7
Harrison College - Anderson	165
Harrison College - Lafayette	56
Health Care Training Center at Lebanon	71
Health Careers Training & Development	42
Hinds Career Center	61
His Solutions Healthcare, LLC	3
Home Health Aide Academy Inc.	6
Hoosier Occupational Training Services	21
Huntington University / College	10
IN Training Inc., College of Adult Education	1,094
Indiana Health Careers Vocational Training & Testing	8
Indiana Safety Professionals	304
Indiana State University	29
Indiana University - Northwest	92
Indiana University - Northwest/Gary	2,866
Indiana University Health AHC	44
Indiana University Health White Memorial Hospital	9
Indiana University South Bend	102
Indiana University/Purdue University - Greenwood	29
Indiana University/Purdue University - JE Light	1
Indiana University-Purdue University Fort Wayne	1
Indiana Wesleyan University	292
Indiana Wesleyan University-Columbus (IN) Education and Conference Center	3
Industrial Training Solutions	10
Ivy Tech Community College - Anderson	45
Ivy Tech Community College - Batesville	1
Ivy Tech Community College - Columbus	98
Ivy Tech Community College - East Chicago	3
Ivy Tech Community College - Evansville	5
Ivy Tech Community College - Fort Wayne	62
Ivy Tech Community College - Fort Wayne (satellite at Huntington Vocational Tech Center)	1
Ivy Tech Community College - Fort Wayne SIRVA/North American	1
Ivy Tech Community College - Gary	26
Ivy Tech Community College - Indianapolis	111
Ivy Tech Community College - Kokomo	38
Ivy Tech Community College - Kokomo (Rochester Learning Center, Rochester High School)	1
Ivy Tech Community College - Lafayette	87
Ivy Tech Community College - Lawrenceburg - Riverfront	25
Ivy Tech Community College - Logansport	28
Ivy Tech Community College - Madison	10
Ivy Tech Community College - Marion	37

Enrollment from IN Training Providers_ October 2014 Update

PROVIDER NAME	STUDENT COUNT
Ivy Tech Community College - Muncie	44
Ivy Tech Community College - Richmond	9
Ivy Tech Community College - Sellersburg	6
Ivy Tech Community College - Shelbyville	29
Ivy Tech Community College - South Bend	19
Ivy Tech Community College - Terre Haute	9
Ivy Tech Community College - Wabash	8
Ivy Tech Community College - Warsaw	1
Ivy Tech Community College Indianapolis - Walker Career Center	2
Ivy Tech Community College South Bend - Plymouth	5
Ivy Tech Community College, Columbus - Lutheran Home	4
Ivy Tech Community College-Bloomington	3,516
Ivy Tech Community College-Central Indiana	14,820
Ivy Tech Community College-Columbus	2,843
Ivy Tech Community College-East Central	6,290
Ivy Tech Community College-Kokomo	3,740
Ivy Tech Community College-Lafayette	4,554
Ivy Tech Community College-Northcentral	6,963
Ivy Tech Community College-Northeast/Ft. Wayne	8,289
Ivy Tech Community College-Northwest	8,687
Ivy Tech Community College-Richmond	2,627
Ivy Tech Community College-South Central/Sellersburg	4,112
Ivy Tech Community College-Southeast/Madison	2,054
Ivy Tech Community College-Southwest/Evansville	4,993
Ivy Tech Community College-Wabash Valley/Terre Haute	3,993
J Everett Light Career Center	86
John Jay Center	7
Kaplan College -- SE Indianapolis	857
Knight School Of Welding	95
Kokomo Area Career Center	8
Lake Michigan College- Bertrand Crossing	10
Lake Michigan College- MTEC	16
Learning Generation Initiative	22
Legacy CNA Training	14
Med Ed, Inc.	575
MedCerts	30
Medical Career Academy, LLC	48
MIAT College of Technology	326
MIAT Institute of Technology	4
Michiana Healthcare Training, Incorporated	18
Michigan City Area Schools	19
Monroe County Community Schools Adult Education	2
MyComputerCareer.Com/Techskills	2
Napier Truck Driver Training, Inc.	362

Enrollment from INTraining Providers_October 2014 Update	
PROVIDER NAME	STUDENT COUNT
National College (Indianapolis)	2
National College (Louisville)	3
Nellis Adult Day Care	51
New Beginnings Computer Training, LLC	5
New Castle Area Career Programs	10
New Horizons Computer Learning Center Of Indianapolis	7
New Horizons Computer Learning Center Of Louisville	22
Northern Kentucky University	51
Nurse Aide Training Center	482
Pelham Speciality Training Inc.	34
Prime Way Institute	354
Professional Drivers Institute	53
Progressive Truck Driving School, Inc.	64
Prosser Career Education Center	4
Purdue University - College of Technology at New Albany	1
Purdue University - Fort Wayne	5,895
Purdue University North Central	83
Quality Drivers	4
RESQ Health and Safety Training	147
Richmond Adult Education	7
Roadmaster Driver School Of Indiana, Inc.	445
Safe Drivers Institute of America	13
Scill Center	17
South Bend Schools Adult Education - Bendix Bldg	81
Southeast Lineman Training Center	274
Southwestern Indiana Health Services Academy	60
Southwestern Michigan College - ABP, Inc.	17
Spencerian College	531
St. Vincent Health/St. Joseph Hospital Radiography Program	15
Sullivan College of Technology and Design	31
The Salon Professional Academy-Anderson	191
Transformation Services, Inc.	7
Trine University - Angola Education Center	2
Trine University - Fort Wayne Regional Campus	1
Tri-State Health Care Training Center LLC	20
Truck Driver Institute of Indiana, Inc.	912
Truck Driver Institute of Indiana, Inc. - Sellersburg	786
Truck Driver Institute of Indiana, Inc. - Whiteland, IN (previously located in Indianapolis, IN)	621
Vermillion Convalescent Center	2
Vigo County School Corporation	8
Vincennes University	4,359
Vincennes University - Area 30	3
Vincennes University - Ben Davis High School	22

Enrollment from INTraining Providers_October 2014 Update	
PROVIDER NAME	STUDENT COUNT
Vincennes University - Fort Branch	2,186
Vincennes University - Greenfield	1
Vincennes University - Indianapolis	5
Vincennes University - Jasper	213
Vincennes University - Logistics Training & Education Center	1
Vincennes University - North Lawrence Career Center	4
Vincennes University - Portland	13
Vincennes University - Terre Haute	22
Vincennes University - Vincennes	163
Vincennes University Jasper Campus- Bloomington	7
Walker Career Center	114
Warsaw Community School	5
Western Governors University Indiana	185
Whitewater Technical Career Center	3
Workplace Safety Training	3
Grand Total	111,645



INDIANA

RETURN

ON INVESTMENT

REPORT

Part II: A Closer Look at College Value

What Hoosier students pay for college in Indiana and what they get in return





Introduction: A Closer Look at College Value

An investment in higher education may be the most important purchase Hoosiers ever make. A college degree yields returns in terms of higher earnings after graduation, but higher education offers benefits that extend far beyond a financial payback. These dividends include greater job satisfaction and security, enhanced social mobility, increased civic involvement, improved health and wellness, and a higher quality of life.¹

Indiana students and families sensibly view higher education as more than just a financial decision. However, due to the complex nature of this investment, Hoosiers must carefully consider the costs and benefits of how, where, and at what pace they pursue their higher education. Students invest their time and money to earn a college degree while governments and higher education institutions provide financial aid to support that achievement. Though the benefits of higher learning begin to accrue from the moment a student enrolls in college, the most meaningful and lasting return on investment occurs with college completion.

The College Payoff

College graduates earn an average of a \$1 million more over their lifetimes and experience half the unemployment risk of those with only a high school diploma. As a group, college degree-holders represent a better prepared workforce that increases Indiana's ability to attract outside investment, create jobs and spur new innovation. As the state's college graduates increase their standard of living, Indiana's per capita income and tax revenues grow as well, paving the way for a higher standard of living for all Hoosiers.

All learning pays dividends, but a college credential provides a passport to prosperity and opportunity. Unfortunately, far too many students in Indiana and across the nation leave college with debt and no degree. Others take out student loans without a clear understanding of what their post-graduate job earnings are likely to be or how long it will realistically take them to pay off their college debt. With students taking longer to graduate and finishing with more debt than ever before, Hoosiers' investment in higher

education must be accompanied by a clear sense of the financial realities and a purposeful plan to graduate on time.

Return on Investment: Part I (State Level)

The Commission for Higher Education is committed to helping Hoosiers understand the undeniable value of college while recognizing that the outcome depends heavily on individual choice—where students go to school, what they study, how long it takes them to graduate, and how much debt they incur.

With these realities in mind, the Commission released the first part of an ongoing series of "Return on Investment" reports in January 2013. Subtitled, "Making the Case: How Hoosiers can get more for their higher education dollars," the report conveyed the compelling value of college degrees and quality workforce credentials. The report also demonstrated that college graduates have more opportunities, greater job security and higher earnings while the State of Indiana secures a stronger economy, workforce and middle class as more Hoosiers advance their education.

Part I of Indiana's Return on Investment (ROI) series presented a three-fold opportunity to further increase the payoff higher education provides to students and the state. It called on the state to invest more in higher education through performance-based funding and for colleges to control tuition costs and encourage smarter student choices through proactive advising practices. Notably, the Commission also acknowledged students' responsibility, calling on students to develop clear plans for on-time graduation and to borrow wisely in an

All learning pays dividends, but a college degree is the true currency.





Indiana must empower students and families to make informed choices when investing in higher education.

effort to minimize college debt and increase their return on investment.

Return on Investment: Part II (College Level)

Released in November 2013, ROI Part II is designed to empower students and families with even more essential information as they consider their options for education beyond high school. Through institution-specific profiles for each of Indiana's public colleges and universities, the report examines the value of an individual's investment in higher education and the expected return in terms of salary and job opportunities by program area. In addition to helping college students make smarter choices, the data can be used to inform state-level policy discussions and guide the decisions of Indiana's higher education administrators.

ROI Part II features three key pieces of information. First, the report provides data on college costs (before and after financial aid), as well as average student debt. This can help students and families understand their expected investment and the importance of timely college completion.

Second, the report highlights the top three industries of employment by degree program for Hoosier graduates employed in Indiana. Students should understand which program areas offer clear career pathways following graduation versus those that may require further planning, research or advanced education to determine a career path.

Third, the report notes the average salaries for Hoosier graduates working in Indiana one, five, and ten years after graduation. This salary data is informative when considering how to pay for college and planning a post-graduation budget.

Armed with these data, it may be tempting to make decisions about a particular college or degree based solely on expected earnings. It's equally important for students to consider other factors, such as personal interest, preferred industry of employment, value to society, and potential for career growth. Ultimately, the data in

this report should equip students and families to make more informed decisions about their college and career path while ensuring a greater return on investment.



Increasing Indiana's return on investment in higher education is a responsibility that must be shared jointly by the state, Indiana colleges and Hoosier students.

Acknowledgments

This report would not be possible without strong gubernatorial and legislative support as well as the meaningful partnership with the Indiana Department of Workforce Development, Indiana Department of Education and the Indiana Business Research Center that created the Indiana Workforce Intelligence System (IWIS), the state's longitudinal data warehouse. The Commission also appreciates the ongoing engagement and collaboration of Indiana's colleges and universities as full partners in advancing educational opportunity and degree attainment for all Hoosiers.

¹ For more, see the College Board's report titled [Education Pays 2013: The Benefit of Higher Education for Individuals and Society](http://trends.collegeboard.org/sites/default/files/education-pays-2013-full-report.pdf) at <http://trends.collegeboard.org/sites/default/files/education-pays-2013-full-report.pdf>.





Frequently Asked Questions

Q: Why did the Commission for Higher Education create the Return on Investment reports?

A: The Commission recognizes that choosing to invest in higher education is a worthwhile but complex decision. Students and families must carefully consider the costs and benefits associated with their options for how, where, and at what pace they will pursue higher education. The value of the investment in higher education increases significantly through thoughtful planning and responsible financing.

Part II of the Return on Investment series is designed to help prospective college students and their families evaluate their ever-increasing options and make more informed choices about their investment in higher education. This same information can also be used to guide higher education administrators and state-level policy discussions.

Q: What are the key elements of the ROI report?

A: The report features three key pieces of information for each Indiana public college:

1) **Average cost of college** (before and after financial aid) and **average student debt**. These estimations show how much a student might pay for college as well as the amount of debt upon graduation. This information can help students and families better understand their expected investment and the importance of college completion.

2) **Top three industries of employment** by major one year post-graduation for Hoosier graduates who stay in Indiana. Students benefit from understanding which programs offer clear pathways to professions after graduation, versus areas that may require more research and planning to identify career pathways.

3) **Average salary one, five, and ten years post-graduation** for Hoosier graduates who stay in Indiana. Expected salary and future earnings are important information when choosing a degree program, considering how to finance a college education and planning a post-graduation budget.

Q: How should the ROI report be used?

A: The report can help students and families, educators, policymakers, and the public better understand the importance of making informed choices when investing in higher education in a number of ways. For instance, readers may be interested in reviewing the average cost of college, average debt load and percentage of graduates leaving with debt as they consider how to plan and pay for college.

Reviewing the top industries of employment for Hoosier graduates staying in Indiana indicates which majors tend to result in more direct career paths versus those that may require more planning, research or further education. Finally, reviewing salary trends for various program majors can help prospective students understand their average expected salary growth over time in comparison to the average cost of their education.





Frequently Asked Questions (continued)

Q: What should readers keep in mind when reviewing the ROI report?

A: As with nearly any report, the data have limitations when applied to individuals. First, the data points provided are averages that apply to certain types of students. Average cost of attendance before and after financial aid are average costs for first-time, full-time undergraduate students who are living on-campus (for institutions with on-campus housing) or living off-campus, not with family. A student's costs may be lower or higher than the averages reported here based on individual choices, personal circumstances and other factors. In addition, average debt upon graduation is based on graduates who started and finished at that institution. A student's debt may be more or less than the average, depending on individual choices, family income and financial planning among other considerations.

Workforce and salary data provided in the report are based on Hoosier graduates who chose to stay and work in Indiana. A college graduate's salary may, again, be more or less than the averages reported here, depending on where the individual chooses to live; the industry in which the individual chooses to work; the sector (public or private) in which individual chooses to work, among other factors. Industries of employment are based on one year post-graduation employment for Hoosier graduates staying in Indiana. Industry of employment may be heavily based on student choice, in addition to available job market, and may (and likely will) change over time.

Given these and other caveats, readers should consider the data in this report as one factor in making decisions about investing in college and determining their actual return on investment. Students and families should consider such factors as campus size and location; degree programs offered; average class size; research, internship, and study abroad opportunities; college advising and student services available, and the student's desired learning outcomes. Policymakers and members of the public should also consider a university's fidelity to its mission; the contribution of the university to the well-being of the state and regional economy; research and scholarship activities conducted by university staff; and the role of the institution in increasing the educational attainment of Hoosiers.

Q: What are the biggest takeaways from the ROI report?

A: First and foremost, a college degree matters and higher education continues to offer a significant return on investment for both individual students and the state. This investment is even more valuable when combined with sound financial planning and a clear understanding of a student's desired outcomes. Despite recent media attention and occasional claims to the contrary, a college education continues to be a sound and worthwhile investment that pays lifetime dividends. Though increasing college costs and student debt remain legitimate concerns (especially for those who are unemployed or underemployed), the data clearly show that the investment pays off for those who complete college.

Another important takeaway is that the clarity and directness of an individual's career path may vary considerably depending on the chosen program of study. For some college majors, two-thirds or more of Hoosier graduates that stay in state go to work directly for a particular industry. For other majors, there is much greater variety in the types of fields a student enters. This means that students who choose to pursue certain majors will likely need to do more planning or pursue further education to successfully navigate their career path. These and other factors underscore the importance of proactive college advising and career counseling. **The bottom line:** Purposeful planning and college completion pay off.





State of Indiana: Bachelor, Master, and Doctoral

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$21,430	Average debt upon graduation (for students with debt)	\$26,028
Annual cost of college AFTER financial aid	\$11,091	Percent of students with debt upon graduation	66%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Accounting and Related Services (7%) Banking Institutions (6%) Employment Services (4%)	 \$35,511	 \$49,252	 \$68,470
Education K-12 Schools (71%) Day Care Services (3%) Restaurants (2%)	 \$28,582	 \$38,898	 \$47,771
Health professions/related progs. General Hospitals (66%) Management of Companies (6%) Doctors' Offices (3%)	 \$46,501	 \$53,471	 \$64,458
ALL PROGRAM AREAS	 \$34,161	 \$44,730	 \$58,944





State of Indiana: Bachelor, Master, and Doctoral

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Agriculture	Nondurable Goods Wholesalers (8%)	Grain Farming (8%)	Law and Garden Equipment Stores (6%)	\$35,202	\$48,118	\$58,211
Architecture	Architectural and Engineering Services (34%)	Services to Buildings (9%)	Employment Services (5%)	\$25,842	\$41,118	\$56,144
Biological/life sciences	Colleges and Universities (9%)	General Hospitals (9%)	Employment Services (8%)	\$28,350	\$50,889	\$80,299
Business/marketing	Accounting and Related Services (7%)	Banking Institutions (6%)	Employment Services (4%)	\$35,511	\$49,252	\$68,470
Communication/journalism	Restaurants (6%)	Print Publishers (6%)	Broadcasting (6%)	\$28,200	\$39,509	\$51,470
Computer and information sciences	Computer Systems Design (22%)	Colleges and Universities (10%)	Employment Services (3%)	\$44,287	\$56,769	\$74,365
Education	K-12 Schools (71%)	Day Care Services (3%)	Restaurants (2%)	\$28,582	\$38,898	\$47,771
Engineering	Architectural and Engineering Services (16%)	Employment Services (6%)	Aerospace Product Manufacturing (5%)	\$50,560	\$66,892	\$89,470
Engineering technologies	Architectural and Engineering Services (8%)	Nonresidential Building Construction (6%)	Employment Services (4%)	\$45,856	\$59,191	\$74,375
English	K-12 Schools (25%)	Colleges and Universities (6%)	Print Publishers (5%)	\$26,910	\$36,547	\$46,530
Family and consumer sciences	Clothing Stores (8%)	Day Care Services (7%)	K-12 Schools (6%)	\$28,224	\$39,766	\$51,586
Foreign languages, literatures, and linguistics	K-12 Schools (24%)	Employment Services (7%)	Colleges and Universities (6%)	\$28,569	\$35,850	\$42,093
Health professions/related progs.	General Hospitals (66%)	Management of Companies (6%)	Doctors' Offices (3%)	\$46,501	\$53,471	\$64,458
History	Restaurants (8%)	Colleges and Universities (5%)	Employment Services (4%)	\$25,636	\$37,975	\$47,944
Homeland Security, law enforcement, firefighting, and protective services	Government (29%)	Human Resource Prog. Administration (5%)	Justice and Safety Activities (5%)	\$29,973	\$40,891	\$47,878
Interdisciplinary studies	K-12 Schools (11%)	Colleges and Universities (6%)	Outpatient Care Centers (5%)	\$26,909	\$39,246	\$51,627
Liberal arts/general studies	General Hospitals (7%)	Colleges and Universities (6%)	K-12 Schools (5%)	\$32,887	\$41,456	\$50,273
Mathematics and statistics	K-12 Schools (55%)	Insurance Carriers (6%)	Insurance Agencies (3%)	\$35,269	\$46,599	\$57,205
Natural resources and conservation	Government (10%)	Scientific and Technical Consulting (8%)	Colleges and Universities (7%)	\$28,088	\$40,144	\$49,426





State of Indiana: Bachelor, Master, and Doctoral

Bachelor's Programs (cont'd)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Parks/Recreation/Leisure/Fitness	K-12 Schools (7%)	Other Recreation Industries (6%)	General Hospitals (5%)	\$27,451	\$43,500	\$55,231
Philosophy and religious studies	Colleges and Universities (9%)	Restaurants (6%)	Employment Services (6%)	\$27,755	\$41,238	\$56,300
Physical sciences	Employment Services (11%)	Architectural and Engineering Services (10%)	Scientific and Technical Consulting (8%)	\$32,714	\$48,885	\$77,394
Psychology	Outpatient Care Centers (9%)	General Hospitals (5%)	Psychiatric Hospitals (5%)	\$25,668	\$35,418	\$46,646
Public administration and social services	Human Resource Prog. Administration (10%)	Government (5%)	Family Services (4%)	\$30,599	\$44,015	\$58,653
Social sciences	Government (9%)	K-12 Schools (9%)	Restaurants (5%)	\$28,086	\$38,876	\$51,747
Transportation and materials moving	Scheduled Air Transportation (23%)	Air Transportation Support (18%)	Employment Services (5%)	\$25,767	\$48,264	\$68,632
Visual and performing arts	K-12 Schools (15%)	Restaurants (8%)	Colleges and Universities (4%)	\$25,266	\$33,981	\$42,882
ALL BACHELOR'S PROGRAMS				\$34,161	\$44,730	\$58,944





State of Indiana: Bachelor, Master, and Doctoral

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	Colleges and Universities (26%)	Employment Services (10%)	General Hospitals (7%)	\$37,075	\$58,830	\$145,237
Business/marketing	Accounting and Related Services (12%)	Colleges and Universities (6%)	Engine and Transmission Equipment Manufacturing (6%)	\$71,823	\$93,118	\$114,224
Communication/journalism	Colleges and Universities (33%)	Junior Colleges (7%)	Print Publishers (5%)	\$45,862	\$49,311	\$60,144
Computer and information sciences	Computer Systems Design (27%)	Colleges and Universities (21%)	Communications Equipment Manufacturing (10%)	\$56,768	\$75,327	\$79,717
Education	K-12 Schools (78%)	Colleges and Universities (7%)	Junior Colleges (2%)	\$48,950	\$57,542	\$64,750
Engineering	Architectural and Engineering Services (14%)	Aerospace Product Manufacturing (11%)	Engine and Transmission Equipment Manufacturing (10%)	\$70,310	\$82,590	\$115,901
English	Colleges and Universities (39%)	K-12 Schools (22%)	Junior Colleges (18%)	\$38,216	\$44,513	**
Health professions/related progs.	General Hospitals (33%)	Doctors' Offices (17%)	Other Health Practitioners' Offices (8%)	\$68,220	\$75,436	\$86,200
History	Colleges and Universities (19%)	K-12 Schools (17%)	Junior Colleges (12%)	\$39,779	\$49,477	**
Liberal arts/general studies	Colleges and Universities (30%)	K-12 Schools (22%)	Junior Colleges (11%)	\$40,498	\$46,769	**
Library science	Other Information Services (32%)	K-12 Schools (23%)	Colleges and Universities (23%)	\$36,117	\$45,384	\$53,418
Mathematics and statistics	K-12 Schools (45%)	Junior Colleges (15%)	Colleges and Universities (10%)	\$49,127	\$61,195	**
Parks/Recreation/Leisure/Fitness	Colleges and Universities (33%)	K-12 Schools (13%)	General Hospitals (7%)	\$38,513	\$48,990	\$64,203
Physical sciences	K-12 Schools (19%)	Colleges and Universities (17%)	Pharmaceutical Manufacturing (16%)	\$50,740	\$59,756	**
Psychology	K-12 Schools (41%)	Outpatient Care Centers (10%)	Colleges and Universities (9%)	\$36,025	\$47,598	\$49,863
Public administration and social services	General Hospitals (14%)	Family Services (12%)	Human Resource Prog. Administration (9%)	\$39,743	\$47,998	\$53,484
Social sciences	Colleges and Universities (16%)	Government (16%)	Junior Colleges (6%)	\$38,510	\$47,241	\$72,528
Visual and performing arts	K-12 Schools (33%)	Colleges and Universities (30%)	Junior Colleges (5%)	\$36,153	\$43,423	\$52,479
ALL MASTER'S PROGRAMS				\$53,539	\$63,544	\$75,838





State of Indiana: Bachelor, Master, and Doctoral

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	Colleges and Universities (47%)	K-12 Schools (36%)	Junior Colleges (7%)	\$77,705	\$86,839	\$90,645
Health professions/related progs.	Colleges and Universities (45%)	Doctors' Offices (28%)	*	\$61,020	\$92,087	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$66,051	\$82,242	\$89,568

Doctoral/Professional Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	General Hospitals (32%)	Health Care Stores (18%)	Dentists' Offices (15%)	\$82,022	\$135,198	\$194,819
Law/legal studies	Legal Services (52%)	Government (14%)	Justice and Safety Activities (7%)	\$56,907	\$77,332	\$96,592
ALL DOCTORAL/PROFESSIONAL PROGRAMS				\$70,659	\$110,546	\$154,778





State of Indiana: Certificate and Associate

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$16,223	Average debt upon graduation (for students with debt)	\$17,132
Annual cost of college AFTER financial aid	\$9,041	Percent of students with debt upon graduation	49%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (50%) Nursing Care Facilities (10%) Doctors' Offices (8%)	\$39,238	\$46,163	\$53,375
Business/marketing Banking Institutions (7%) General Hospitals (4%) Employment Services (4%)	\$30,751	\$36,926	\$47,357
Liberal arts/general studies General Hospitals (7%) Colleges and Universities (6%) Restaurants (4%)	\$30,716	\$37,494	\$46,421
ALL PROGRAM AREAS	\$37,212	\$43,858	\$52,254





State of Indiana: Certificate and Associate

Certificate Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Employment Services (6%)	Colleges and Universities (6%)	Motor Vehicle Parts Manufacturing (5%)	\$28,393	\$35,747	\$49,529
Computer and information sciences	Employment Services (10%)	Motor Vehicle Parts Manufacturing (9%)	*	\$34,520	**	\$45,563
Construction trades	Building Equipment Contractors (19%)	Building Contractors (10%)	Nonresidential Building Construction (7%)	\$39,297	\$48,395	**
Engineering technologies	Building Equipment Contractors (8%)	Motor Vehicle Parts Manufacturing (6%)	Employment Services (5%)	\$38,298	\$46,644	\$55,769
Health professions/related progs.	Nursing Care Facilities (31%)	General Hospitals (17%)	Doctors' Offices (11%)	\$28,657	\$36,795	\$42,462
Interdisciplinary studies	General Hospitals (8%)	Colleges and Universities (8%)	Legal Services (6%)	\$36,369	\$41,630	\$59,446
Mechanic and repair technologies	Automotive Repair (17%)	Automobile Dealers (15%)	Motor Vehicle Parts Manufacturing (8%)	\$27,210	\$34,943	**
ALL CERTIFICATE PROGRAMS				\$30,508	\$37,738	\$45,175





State of Indiana: Certificate and Associate

Associate's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Agriculture	Services to Buildings (19%)	Law and Garden Equipment Stores (8%)	Nondurable Goods Wholesalers (8%)	\$27,922	\$43,210	\$41,155
Business/marketing	Banking Institutions (7%)	General Hospitals (4%)	Employment Services (4%)	\$30,751	\$36,926	\$47,357
Computer and information sciences	Computer Systems Design (7%)	Employment Services (5%)	K-12 Schools (4%)	\$32,525	\$41,713	\$46,165
Construction trades	Building Equipment Contractors (58%)	Nonresidential Building Construction (12%)	Building Finishing Contractors (4%)	\$56,817	\$60,015	\$69,421
Education	Day Care Services (38%)	K-12 Schools (11%)	Family Services (6%)	\$21,462	\$25,706	\$33,525
Engineering technologies	Architectural and Engineering Services (6%)	Building Equipment Contractors (5%)	Motor Vehicle Parts Manufacturing (5%)	\$39,936	\$51,923	\$63,218
Family and consumer sciences	Day Care Services (46%)	*	*	**	\$26,625	\$28,843
Health professions/related progs.	General Hospitals (50%)	Nursing Care Facilities (10%)	Doctors' Offices (8%)	\$39,238	\$46,163	\$53,375
Homeland Security, law enforcement, firefighting, and protective services	Government (27%)	Justice and Safety Activities (7%)	Security Services (4%)	\$27,286	\$38,114	\$43,375
Law/legal studies	Legal Services (36%)	Government (9%)	Employment Services (8%)	\$26,763	\$31,528	\$36,864
Liberal arts/general studies	General Hospitals (7%)	Colleges and Universities (6%)	Restaurants (4%)	\$30,716	\$37,494	\$46,421
Mechanic and repair technologies	Automobile Dealers (19%)	Automotive Repair (10%)	Machinery Wholesalers (10%)	\$31,910	\$41,260	\$45,384
Natural resources and conservation	Government (17%)	Employment Services (7%)	Justice and Safety Activities (7%)	\$26,506	\$36,293	**
Personal and culinary services	Death Care Services (47%)	Traveler Accommodation (5%)	*	\$31,979	\$40,972	**
Precision production	Building Equipment Contractors (26%)	Nonresidential Building Construction (21%)	Building Contractors (20%)	\$54,668	\$57,230	\$65,726
Visual and performing arts	Printing Activities (6%)	Banking Institutions (5%)	Print Publishers (5%)	\$25,469	\$30,068	\$37,237
ALL ASSOCIATE'S PROGRAMS				\$37,212	\$43,858	\$52,254





Ball State University

THE INVESTMENT

What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$20,760	Average debt upon graduation (for students with debt)	\$25,692
Annual cost of college AFTER financial aid	\$12,622	Percent of students with debt upon graduation	70%

THE RETURN

What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Education K-12 Schools (68%) Day Care Services (3%) Civic and Social Organizations (2%)	\$28,225	\$39,019	\$47,928
Business/marketing Banking Institutions (7%) Accounting and Related Services (6%) Employment Services (6%)	\$33,215	\$50,222	\$63,740
Liberal arts/general studies General Hospitals (8%) Employment Services (5%) Colleges and Universities (4%)	\$29,839	\$37,906	\$45,482
ALL PROGRAM AREAS	\$31,054	\$41,496	\$51,754





RETURN ON INVESTMENT



Ball State University

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Architecture	Architectural and Engineering Services (46%)	Services to Buildings (7%)	Restaurants (5%)	\$25,869	\$40,877	\$58,764
Biological/life sciences	Employment Services (7%)	General Hospitals (7%)	Colleges and Universities (6%)	\$27,961	\$42,717	**
Business/marketing	Banking Institutions (7%)	Accounting and Related Services (6%)	Employment Services (6%)	\$33,215	\$50,222	\$63,740
Communication/journalism	Broadcasting (8%)	Print Publishers (8%)	Restaurants (5%)	\$28,388	\$38,944	\$52,958
Education	K-12 Schools (68%)	Day Care Services (3%)	Civic and Social Organizations (2%)	\$28,225	\$39,019	\$47,928
Engineering technologies	Nonresidential Building Construction (9%)	Computer Systems Design (8%)	Building Equipment Contractors (7%)	\$37,449	\$48,901	**
English	K-12 Schools (46%)	Employment Services (5%)	Restaurants (4%)	\$29,007	\$37,128	\$44,287
Family and consumer sciences	Clothing Stores (11%)	Day Care Services (10%)	Department Stores (5%)	\$25,934	\$35,956	**
Foreign languages, literatures, and linguistics	K-12 Schools (33%)	Employment Services (8%)	*	\$27,603	\$36,629	**
Health professions/related progs.	General Hospitals (80%)	Nursing Care Facilities (3%)	Doctors' Offices (2%)	\$47,439	\$53,054	\$59,026
History	Restaurants (8%)	Colleges and Universities (7%)	Insurance Carriers (7%)	\$23,063	\$34,949	**
Homeland Security, law enforcement, firefighting, and protective services	Government (36%)	Justice and Safety Activities (7%)	Human Resource Prog. Administration (5%)	\$30,353	\$39,637	\$49,319
Liberal arts/general studies	General Hospitals (8%)	Employment Services (5%)	Colleges and Universities (4%)	\$29,839	\$37,906	\$45,482
Mathematics and statistics	K-12 Schools (76%)	*	*	\$34,146	\$44,458	**
Physical sciences	Employment Services (24%)	Scientific and Technical Consulting (16%)	Architectural and Engineering Services (11%)	\$35,237	\$50,278	**
Psychology	Outpatient Care Centers (14%)	Other Residential Facilities (7%)	Family Services (6%)	\$24,541	\$34,549	\$45,024
Public administration and social services	Human Resource Prog. Administration (22%)	Family Services (15%)	Nursing Care Facilities (10%)	\$27,028	\$33,757	\$38,188
Social sciences	K-12 Schools (21%)	Government (7%)	Restaurants (7%)	\$28,199	\$37,003	\$49,254
Visual and performing arts	K-12 Schools (35%)	Restaurants (10%)	Employment Services (3%)	\$25,958	\$35,147	\$48,293
ALL BACHELOR'S PROGRAMS				\$31,054	\$41,496	\$51,754



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Ball State University

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Accounting and Related Services (26%)	Banking Institutions (6%)	Medical Equipment Manufacturing (6%)	\$64,640	\$86,966	**
Communication/journalism	Colleges and Universities (21%)	Print Publishers (9%)	*	\$42,316	\$51,119	**
Computer and information sciences	Computer Systems Design (27%)	Colleges and Universities (23%)	Junior Colleges (7%)	\$50,934	\$67,615	\$80,213
Education	K-12 Schools (83%)	Colleges and Universities (5%)	Junior Colleges (2%)	\$49,568	\$57,313	\$60,781
Health professions/related progs.	General Hospitals (35%)	Doctors' Offices (12%)	Other Health Practitioners' Offices (10%)	\$64,198	\$66,867	\$69,916
Psychology	K-12 Schools (43%)	Colleges and Universities (10%)	General Hospitals (7%)	\$37,035	\$45,490	**
Public administration and social services	Colleges and Universities (17%)	General Hospitals (12%)	Government (12%)	\$44,852	\$52,941	**
ALL MASTER'S PROGRAMS				\$51,124	\$60,597	\$65,266

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	Colleges and Universities (44%)	K-12 Schools (31%)	*	\$71,011	\$92,068	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$62,096	\$78,925	**





RETURN ON INVESTMENT



Indiana State University

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$19,838	Average debt upon graduation (for students with debt)	\$24,145
Annual cost of college AFTER financial aid	\$11,183	Percent of students with debt upon graduation	75%

THE RETURN What do Hoosier graduates earn?

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MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (7%) Accounting and Related Services (5%) Insurance Agencies (4%)	 \$35,282	 \$46,508	 \$55,846
Education K-12 Schools (63%) Employment Services (4%) Day Care Services (3%)	 \$28,687	 \$38,674	 \$46,714
Social sciences Government (20%) Justice and Safety Activities (6%) Human Resource Prog. Administration (5%)	 \$26,979	 \$37,981	 \$43,854
ALL PROGRAM AREAS	 \$33,074	 \$41,717	 \$50,826





RETURN ON INVESTMENT



Indiana State University

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (7%)	Accounting and Related Services (5%)	Insurance Agencies (4%)	\$35,282	\$46,508	\$55,846
Communication/journalism	Broadcasting (9%)	Restaurants (6%)	Colleges and Universities (4%)	\$26,212	\$34,183	**
Computer and information sciences	Computer Systems Design (14%)	Colleges and Universities (12%)	*	\$36,306	\$45,857	**
Education	K-12 Schools (63%)	Employment Services (4%)	Day Care Services (3%)	\$28,687	\$38,674	\$46,714
Engineering technologies	Employment Services (8%)	Engine and Transmission Equipment Manufacturing (8%)	Motor Vehicle Parts Manufacturing (6%)	\$43,426	\$56,244	\$64,265
English	K-12 Schools (41%)	Employment Services (9%)	*	\$33,148	\$36,268	**
Family and consumer sciences	K-12 Schools (15%)	Day Care Services (13%)	Clothing Stores (8%)	\$25,068	\$33,036	\$38,138
Health professions/related progs.	General Hospitals (72%)	K-12 Schools (3%)	Outpatient Care Centers (3%)	\$48,169	\$51,008	\$59,005
Parks/Recreation/Leisure/Fitness	Government (8%)	Other Recreation Industries (8%)	Civic and Social Organizations (5%)	\$26,345	\$36,734	**
Psychology	Outpatient Care Centers (19%)	K-12 Schools (5%)	Other Residential Facilities (5%)	\$23,387	\$33,255	**
Social sciences	Government (20%)	Justice and Safety Activities (6%)	Human Resource Prog. Administration (5%)	\$26,979	\$37,981	\$43,854
Transportation and materials moving	Air Transportation Support (32%)	Scheduled Air Transportation (18%)	Employment Services (6%)	\$24,763	\$45,244	**
Visual and performing arts	K-12 Schools (30%)	Sporting Goods and Hobby Stores (5%)	Printing Activities (4%)	\$26,333	\$33,343	**
ALL BACHELOR'S PROGRAMS				\$33,074	\$41,717	\$50,826



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Indiana State University

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Colleges and Universities (25%)	Junior Colleges (8%)	*	\$50,519	\$62,767	\$95,804
Education	K-12 Schools (78%)	Colleges and Universities (8%)	Junior Colleges (2%)	\$47,245	\$59,380	\$63,585
Health professions/related progs.	General Hospitals (24%)	K-12 Schools (22%)	Other Health Practitioners' Offices (14%)	\$62,859	\$64,969	**
ALL MASTER'S PROGRAMS				\$47,708	\$57,132	\$71,041

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	K-12 Schools (49%)	Colleges and Universities (27%)	Junior Colleges (14%)	\$88,473	\$86,427	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$84,571	\$88,485	**





Indiana University-Bloomington

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$22,049	Average debt upon graduation (for students with debt)	\$27,413
Annual cost of college AFTER financial aid	\$10,899	Percent of students with debt upon graduation	61%

THE RETURN What do Hoosier graduates earn?

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MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Accounting and Related Services (17%) Banking Institutions (5%) Employment Services (5%)	 \$39,755	 \$57,930	 \$83,226
Education K-12 Schools (69%) Day Care Services (3%) Restaurants (2%)	 \$28,968	 \$39,342	 \$47,124
Parks/Recreation/Leisure/Fitness Restaurants (6%) K-12 Schools (6%) Traveler Accommodation (6%)	 \$26,573	 \$44,940	 \$56,173
ALL PROGRAM AREAS	 \$30,390	 \$45,183	 \$62,838





RETURN ON INVESTMENT



Indiana University-Bloomington

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	Colleges and Universities (13%)	General Hospitals (12%)	Employment Services (10%)	\$27,746	\$57,580	\$97,049
Business/marketing	Accounting and Related Services (17%)	Banking Institutions (5%)	Employment Services (5%)	\$39,755	\$57,930	\$83,226
Communication/journalism	Restaurants (9%)	Print Publishers (9%)	Broadcasting (6%)	\$27,811	\$41,905	\$53,698
Computer and information sciences	Computer Systems Design (25%)	Colleges and Universities (17%)	Accounting and Related Services (4%)	\$39,928	\$54,674	\$73,571
Education	K-12 Schools (69%)	Day Care Services (3%)	Restaurants (2%)	\$28,968	\$39,342	\$47,124
English	Print Publishers (13%)	Colleges and Universities (10%)	Restaurants (10%)	\$25,065	\$34,627	\$51,207
Family and consumer sciences	Clothing Stores (26%)	Department Stores (16%)	Shoe Stores (7%)	\$27,554	\$37,746	**
Foreign languages, literatures, and linguistics	Colleges and Universities (13%)	K-12 Schools (7%)	Employment Services (6%)	\$27,973	\$35,734	\$42,848
Health professions/related progs.	General Hospitals (55%)	K-12 Schools (6%)	Other Health Practitioners' Offices (4%)	\$39,359	\$55,051	\$59,747
History	Colleges and Universities (10%)	Restaurants (10%)	*	\$24,062	\$44,738	\$55,962
Homeland Security, law enforcement, firefighting, and protective services	Government (27%)	Restaurants (6%)	Human Resource Prog. Administration (6%)	\$29,305	\$42,422	\$52,413
Liberal arts/general studies	Colleges and Universities (14%)	Restaurants (6%)	Employment Services (4%)	\$31,378	\$39,559	\$51,522
Parks/Recreation/Leisure/Fitness	Restaurants (6%)	K-12 Schools (6%)	Traveler Accommodation (6%)	\$26,573	\$44,940	\$56,173
Physical sciences	Scientific and Technical Consulting (12%)	Pharmaceutical Manufacturing (10%)	Colleges and Universities (9%)	\$31,419	\$52,118	\$93,568
Psychology	Colleges and Universities (10%)	Restaurants (7%)	Outpatient Care Centers (6%)	\$26,021	\$39,355	\$54,037
Public administration and social services	Banking Institutions (5%)	Employment Services (4%)	Insurance Carriers (4%)	\$32,048	\$50,426	\$68,579
Social sciences	Colleges and Universities (8%)	Restaurants (7%)	Banking Institutions (5%)	\$27,167	\$40,750	\$57,126
Visual and performing arts	Restaurants (10%)	Colleges and Universities (8%)	Print Publishers (6%)	\$24,798	\$35,199	\$44,455
ALL BACHELOR'S PROGRAMS				\$30,390	\$45,183	\$62,838



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Indiana University-Bloomington

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Accounting and Related Services (36%)	Engine and Transmission Equipment Manufacturing (10%)	Colleges and Universities (7%)	\$73,426	\$95,711	\$125,829
Education	K-12 Schools (64%)	Colleges and Universities (17%)	Junior Colleges (2%)	\$41,907	\$52,858	\$61,607
Health professions/related progs.	General Hospitals (24%)	K-12 Schools (21%)	Other Health Practitioners' Offices (15%)	\$45,081	\$62,507	**
Library science	Colleges and Universities (42%)	Other Information Services (26%)	K-12 Schools (9%)	\$34,160	\$42,527	\$50,512
Parks/Recreation/Leisure/Fitness	Colleges and Universities (38%)	General Hospitals (7%)	K-12 Schools (5%)	\$37,530	\$50,204	\$61,506
Public administration and social services	Colleges and Universities (22%)	Government (10%)	Human Resource Prog. Administration (8%)	\$36,631	\$53,955	**
ALL MASTER'S PROGRAMS				\$45,859	\$56,778	\$72,735

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	Colleges and Universities (59%)	K-12 Schools (25%)	*	\$73,376	\$79,681	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$59,884	\$71,115	\$84,109

Doctoral/Professional Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	Other Health Practitioners' Offices (75%)	Colleges and Universities (16%)	*	\$55,260	\$85,415	\$85,994
Law/legal studies	Legal Services (59%)	Government (11%)	Justice and Safety Activities (9%)	\$54,597	\$77,192	\$90,266
ALL DOCTORAL/PROFESSIONAL PROGRAMS				\$54,759	\$79,349	\$89,172





Indiana University-East

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$19,146	Average debt upon graduation (for students with debt)	\$26,460
Annual cost of college AFTER financial aid	\$8,549	Percent of students with debt upon graduation	84%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (10%) Employment Services (5%) Restaurants (5%)	\$32,303		\$57,731
Health professions/related progs. General Hospitals (69%) Nursing Care Facilities (11%) Outpatient Care Centers (5%)	\$48,501	\$58,773	\$66,290
Liberal arts/general studies General Hospitals (13%) Outpatient Care Centers (12%)	\$28,742	\$36,933	\$46,404
ALL PROGRAM AREAS	\$33,435	\$43,015	\$51,365





Indiana University-East

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (10%)	Employment Services (5%)	Restaurants (5%)	\$32,303	**	\$57,731
Education	K-12 Schools (74%)	*	*	\$27,923	\$37,950	\$44,424
Health professions/related progs.	General Hospitals (69%)	Nursing Care Facilities (11%)	Outpatient Care Centers (5%)	\$48,501	\$58,773	\$66,290
Liberal arts/general studies	General Hospitals (13%)	Outpatient Care Centers (12%)	*	\$28,742	\$36,933	\$46,404
ALL BACHELOR'S PROGRAMS				\$33,435	\$43,015	\$51,365





Indiana University-Kokomo

THE INVESTMENT

What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$19,643	Average debt upon graduation (for students with debt)	\$25,839
Annual cost of college AFTER financial aid	\$10,058	Percent of students with debt upon graduation	70%

THE RETURN

What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (72%) Nursing Care Facilities (6%) Specialty Hospitals (4%)	\$\$\$ \$52,965	\$\$\$ \$61,420	\$\$\$\$ \$71,627
Liberal arts/general studies Motor Vehicle Parts Manufacturing (11%) Colleges and Universities (8%) General Hospitals (7%)	\$\$ \$37,186	\$\$ \$43,243	\$\$\$ \$61,955
Business/marketing Banking Institutions (7%) Accounting and Related Services (6%) Other General Merchandise Stores (6%)	\$\$ \$32,538	\$\$ \$45,504	\$\$\$ \$55,546
ALL PROGRAM AREAS	\$\$ \$42,147	\$\$ \$45,126	\$\$\$ \$53,496





Indiana University-Kokomo

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (7%)	Accounting and Related Services (6%)	Other General Merchandise Stores (6%)	\$32,538	\$45,504	\$55,546
Education	K-12 Schools (76%)	Family Services (4%)	*	\$25,791	\$33,242	\$39,810
Health professions/related progs.	General Hospitals (72%)	Nursing Care Facilities (6%)	Specialty Hospitals (4%)	\$52,965	\$61,420	\$71,627
Liberal arts/general studies	Motor Vehicle Parts Manufacturing (11%)	Colleges and Universities (8%)	General Hospitals (7%)	\$37,186	\$43,243	\$61,955
ALL BACHELOR'S PROGRAMS				\$42,147	\$45,126	\$53,496

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
All program areas have too little data to report.						
ALL MASTER'S PROGRAMS				\$50,917	\$74,792	\$93,259





Indiana University-Northwest

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$25,012	Average debt upon graduation (for students with debt)	\$31,686
Annual cost of college AFTER financial aid	\$13,379	Percent of students with debt upon graduation	71%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (62%) Management of Companies (22%) Doctors' Offices (4%)	 \$49,527	 \$57,514	 \$60,558
Liberal arts/general studies K-12 Schools (14%) Dentists' Offices (11%) General Hospitals (10%)	 \$28,662	 \$44,152	 \$46,535
Business/marketing Iron & Steel Manufacturing (11%) Banking Institutions (9%) Building Material Stores (7%)	 \$36,342	 \$49,404	 \$60,546
ALL PROGRAM AREAS	 \$37,210	 \$46,722	 \$54,313





Indiana University-Northwest

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Iron & Steel Manufacturing (11%)	Banking Institutions (9%)	Building Material Stores (7%)	\$36,342	\$49,404	\$60,546
Education	K-12 Schools (90%)	*	*	\$31,704	\$42,206	\$55,073
Health professions/related progs.	General Hospitals (62%)	Management of Companies (22%)	Doctors' Offices (4%)	\$49,527	\$57,514	\$60,558
Homeland Security, law enforcement, firefighting, and protective services	Government (31%)	Justice and Safety Activities (8%)	*	\$31,162	\$45,302	\$44,383
Liberal arts/general studies	K-12 Schools (14%)	Dentists' Offices (11%)	General Hospitals (10%)	\$28,662	\$44,152	\$46,535
ALL BACHELOR'S PROGRAMS				\$37,210	\$46,722	\$54,313

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Iron & Steel Manufacturing (19%)	Banking Institutions (8%)	Management of Companies (7%)	\$61,742	\$77,145	\$80,455
Education	K-12 Schools (96%)	*	*	\$60,023	\$65,178	**
Public administration and social services	Family Services (15%)	Human Resource Prog. Administration (9%)	Management of Companies (7%)	\$40,321	\$48,352	\$64,098
ALL MASTER'S PROGRAMS				\$52,679	\$60,481	\$71,618





Indiana University-Purdue University-Fort Wayne

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$23,736	Average debt upon graduation (for students with debt)	\$27,063
Annual cost of college AFTER financial aid	\$12,481	Percent of students with debt upon graduation	76%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (8%) Insurance Carriers (8%) Restaurants (6%)	\$33,086	\$45,047	\$56,597
Liberal arts/general studies General Hospitals (7%) K-12 Schools (5%) Banking Institutions (4%)	\$32,922	\$43,450	\$52,878
Education K-12 Schools (81%) Day Care Services (3%) Restaurants (2%)	\$28,213	\$38,026	\$47,071
ALL PROGRAM AREAS	\$32,224	\$43,708	\$53,945





RETURN ON INVESTMENT



Indiana University-Purdue University-Fort Wayne

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	General Hospitals (10%)	Health Care Stores (9%)	Medical Laboratories (6%)	\$25,419	\$52,074	**
Business/marketing	Banking Institutions (8%)	Insurance Carriers (8%)	Restaurants (6%)	\$33,086	\$45,047	\$56,597
Communication/journalism	Restaurants (5%)	*	*	\$27,265	\$37,840	\$45,764
Computer and information sciences	Computer Systems Design (27%)	Communications Equipment Manufacturing (13%)	*	\$46,245	\$63,987	\$80,987
Education	K-12 Schools (81%)	Day Care Services (3%)	Restaurants (2%)	\$28,213	\$38,026	\$47,071
Engineering	Architectural and Engineering Services (14%)	Communications Equipment Manufacturing (11%)	Employment Services (11%)	\$51,194	\$66,144	**
Engineering technologies	Architectural and Engineering Services (9%)	Medical Equipment Manufacturing (8%)	Communications Equipment Manufacturing (7%)	\$49,661	\$62,758	\$75,893
Health professions/related progs.	General Hospitals (48%)	Outpatient Care Centers (7%)	K-12 Schools (7%)	\$35,613	\$46,449	\$51,945
Homeland Security, law enforcement, firefighting, and protective services	Government (32%)	*	*	**	\$37,898	\$46,377
Liberal arts/general studies	General Hospitals (7%)	K-12 Schools (5%)	Banking Institutions (4%)	\$32,922	\$43,450	\$52,878
Psychology	Outpatient Care Centers (14%)	Restaurants (9%)	Vocational Rehabilitation Centers (7%)	\$24,258	\$31,277	\$40,602
Public administration and social services	Government (19%)	General Hospitals (12%)	Insurance Carriers (5%)	\$28,516	\$39,683	**
Social sciences	Colleges and Universities (8%)	General Hospitals (8%)	Outpatient Care Centers (8%)	\$25,757	\$37,118	**
Visual and performing arts	K-12 Schools (13%)	Restaurants (5%)	Employment Services (4%)	\$24,201	\$32,088	**
ALL BACHELOR'S PROGRAMS				\$32,224	\$43,708	\$53,945





RETURN ON INVESTMENT



Indiana University-Purdue University-Fort Wayne

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Communications Equipment Manufacturing (7%)	Colleges and Universities (7%)	Medical Equipment Manufacturing (6%)	\$66,628	\$85,571	\$113,993
Education	K-12 Schools (82%)	Colleges and Universities (2%)	Outpatient Care Centers (2%)	\$48,012	\$56,008	\$64,046
ALL MASTER'S PROGRAMS				\$54,731	\$63,443	\$70,452



INDIANA COMMISSION
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COMPLETION



PRODUCTIVITY



QUALITY



Indiana University-Purdue University-Indianapolis

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$23,579	Average debt upon graduation (for students with debt)	\$29,660
Annual cost of college AFTER financial aid	\$12,442	Percent of students with debt upon graduation	74%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Accounting and Related Services (6%) Employment Services (6%) Banking Institutions (5%)	 \$37,204	 \$50,420	 \$66,602
Health professions/related progs. General Hospitals (72%) Management of Companies (7%) Doctors' Offices (4%)	 \$50,272	 \$56,235	 \$65,325
Liberal arts/general studies General Hospitals (7%) Colleges and Universities (5%) Employment Services (5%)	 \$36,340	 \$45,493	 \$52,538
ALL PROGRAM AREAS	 \$37,974	 \$47,046	 \$59,474





RETURN ON INVESTMENT



IUPUI

Indiana University-Purdue University-Indianapolis

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	Colleges and Universities (13%)	Employment Services (11%)	Medical Laboratories (9%)	\$30,431	\$46,587	\$72,741
Business/marketing	Accounting and Related Services (6%)	Employment Services (6%)	Banking Institutions (5%)	\$37,204	\$50,420	\$66,602
Communication/journalism	Restaurants (7%)	Print Publishers (6%)	Colleges and Universities (4%)	\$31,251	\$42,363	\$50,439
Computer and information sciences	Computer Systems Design (19%)	Colleges and Universities (11%)	Employment Services (5%)	\$47,784	\$57,668	\$70,027
Education	K-12 Schools (77%)	Day Care Services (4%)	Restaurants (2%)	\$28,697	\$38,324	\$46,969
Engineering	Aerospace Product Manufacturing (11%)	Employment Services (10%)	Architectural and Engineering Services (9%)	\$52,355	\$72,898	\$85,237
Engineering technologies	Architectural and Engineering Services (10%)	Nonresidential Building Construction (9%)	Engine and Transmission Equipment Manufacturing (6%)	\$46,692	\$57,905	\$78,183
English	Banking Institutions (4%)	Electronic Markets (4%)	Print Publishers (4%)	\$26,516	\$34,684	**
Health professions/related progs.	General Hospitals (72%)	Management of Companies (7%)	Doctors' Offices (4%)	\$50,272	\$56,235	\$65,325
History	*	*	*	\$29,588	\$38,991	**
Homeland Security, law enforcement, firefighting, and protective services	Government (23%)	Human Resource Prog. Administration (6%)	Employment Services (5%)	\$31,787	\$42,862	\$48,992
Liberal arts/general studies	General Hospitals (7%)	Colleges and Universities (5%)	Employment Services (5%)	\$36,340	\$45,493	\$52,538
Parks/Recreation/Leisure/Fitness	K-12 Schools (14%)	Other Recreation Industries (7%)	General Hospitals (6%)	\$30,522	\$42,170	\$56,939
Physical sciences	Employment Services (16%)	Scientific and Technical Consulting (10%)	Pharmaceutical Manufacturing (8%)	\$33,247	\$53,573	**
Psychology	General Hospitals (9%)	Colleges and Universities (7%)	Outpatient Care Centers (4%)	\$28,338	\$37,869	\$45,995
Public administration and social services	Human Resource Prog. Administration (18%)	Family Services (8%)	General Hospitals (7%)	\$31,151	\$38,956	\$51,526
Social sciences	Government (7%)	Restaurants (6%)	Colleges and Universities (5%)	\$31,423	\$40,327	\$52,742
Visual and performing arts	Restaurants (10%)	Employment Services (5%)	Print Publishers (4%)	\$25,153	\$32,730	\$37,894
ALL BACHELOR'S PROGRAMS				\$37,974	\$47,046	\$59,474



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PRODUCTIVITY



QUALITY



IUPUI | Indiana University-Purdue University-Indianapolis

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	Colleges and Universities (30%)	Employment Services (11%)	General Hospitals (8%)	\$36,713	\$60,608	\$159,149
Business/marketing	Engine and Transmission Equipment Manufacturing (13%)	Accounting and Related Services (12%)	Pharmaceutical Manufacturing (7%)	\$81,456	\$107,933	\$117,529
Communication/journalism	Colleges and Universities (33%)	Computer Systems Design (12%)	*	\$55,217	\$53,872	**
Education	K-12 Schools (81%)	Colleges and Universities (5%)	General Hospitals (1%)	\$48,210	\$56,791	\$66,141
Health professions/related progs.	General Hospitals (37%)	Doctors' Offices (16%)	Colleges and Universities (9%)	\$75,952	\$87,555	\$112,554
Library science	Other Information Services (35%)	K-12 Schools (28%)	Colleges and Universities (16%)	\$36,720	\$46,466	\$55,468
Public administration and social services	General Hospitals (19%)	Family Services (16%)	Human Resource Prog. Administration (10%)	\$38,138	\$46,311	\$48,750
ALL MASTER'S PROGRAMS				\$56,672	\$67,823	\$82,460

Doctoral/Professional Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	General Hospitals (46%)	Dentists' Offices (31%)	Management of Companies (6%)	\$72,647	\$162,384	\$252,977
Law/legal studies	Legal Services (50%)	Government (15%)	Justice and Safety Activities (6%)	\$57,553	\$77,378	\$98,955
ALL DOCTORAL/PROFESSIONAL PROGRAMS				\$63,767	\$118,551	\$184,365





Indiana University-South Bend

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$20,813	Average debt upon graduation (for students with debt)	\$24,972
Annual cost of college AFTER financial aid	\$10,836	Percent of students with debt upon graduation	72%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Liberal arts/general studies General Hospitals (6%) K-12 Schools (6%) Colleges and Universities (6%)	 \$31,657	 \$38,745	 \$44,807
Business/marketing Accounting and Related Services (10%) Banking Institutions (9%) Employment Services (4%)	 \$31,991	 \$47,034	 \$64,436
Health professions/related progs. General Hospitals (63%) Dentists' Offices (13%) Doctors' Offices (3%)	 \$43,774	 \$48,417	 \$64,562
ALL PROGRAM AREAS	 \$32,359	 \$41,322	 \$53,881





Indiana University-South Bend

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Accounting and Related Services (10%)	Banking Institutions (9%)	Employment Services (4%)	\$31,991	\$47,034	\$64,436
Communication/journalism	Broadcasting (14%)	*	*	\$26,979	\$36,008	**
Education	K-12 Schools (76%)	Restaurants (3%)	Day Care Services (2%)	\$27,820	\$38,374	\$49,217
Health professions/related progs.	General Hospitals (63%)	Dentists' Offices (13%)	Doctors' Offices (3%)	\$43,774	\$48,417	\$64,562
Homeland Security, law enforcement, firefighting, and protective services	Government (25%)	Human Resource Prog. Administration (6%)	Banking Institutions (5%)	\$28,378	\$38,354	\$41,012
Liberal arts/general studies	General Hospitals (6%)	K-12 Schools (6%)	Colleges and Universities (6%)	\$31,657	\$38,745	\$44,807
Psychology	Psychiatric Hospitals (14%)	Other Residential Facilities (10%)	Family Services (9%)	\$25,364	\$32,649	**
Social sciences	Restaurants (11%)	*	*	\$27,510	\$35,237	**
Visual and performing arts	Restaurants (14%)	*	*	\$23,754	\$34,078	**
ALL BACHELOR'S PROGRAMS				\$32,359	\$41,322	\$53,881

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Accounting and Related Services (13%)	Banking Institutions (9%)	Colleges and Universities (8%)	\$56,435	\$75,054	\$109,491
Education	K-12 Schools (83%)	Colleges and Universities (5%)	Family Services (1%)	\$45,335	\$56,590	\$66,944
Public administration and social services	Psychiatric Hospitals (17%)	Family Services (12%)	General Hospitals (12%)	\$41,654	\$48,279	\$52,716
ALL MASTER'S PROGRAMS				\$46,820	\$57,592	\$68,527





Indiana University-Southeast

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$19,345	Average debt upon graduation (for students with debt)	\$23,359
Annual cost of college AFTER financial aid	\$10,261	Percent of students with debt upon graduation	61%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (12%) Accounting and Related Services (8%) Printing Activities (4%)	\$33,244	\$44,149	\$67,090
Liberal arts/general studies K-12 Schools (9%) General Hospitals (5%) Colleges and Universities (5%)	\$30,398	\$38,066	\$47,766
Education K-12 Schools (81%) Day Care Services (2%) Other General Merchandise Stores (2%)	\$28,868	\$39,270	\$47,682
ALL PROGRAM AREAS	\$31,958	\$40,193	\$52,366





Indiana University-Southeast

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (12%)	Accounting and Related Services (8%)	Printing Activities (4%)	\$33,244	\$44,149	\$67,090
Education	K-12 Schools (81%)	Day Care Services (2%)	Other General Merchandise Stores (2%)	\$28,868	\$39,270	\$47,682
Health professions/related progs.	General Hospitals (88%)	*	*	\$46,606	\$51,509	\$58,809
Liberal arts/general studies	K-12 Schools (9%)	General Hospitals (5%)	Colleges and Universities (5%)	\$30,398	\$38,066	\$47,766
ALL BACHELOR'S PROGRAMS				\$31,958	\$40,193	\$52,366

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	K-12 Schools (98%)	*	*	\$47,808	\$53,212	\$62,036
ALL MASTER'S PROGRAMS				\$50,298	\$56,634	\$65,198





Ivy Tech Community College

THE INVESTMENT

 What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$16,185	Average debt upon graduation (for students with debt)	\$17,444
Annual cost of college AFTER financial aid	\$8,915	Percent of students with debt upon graduation	47%

THE RETURN

 What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (52%) Nursing Care Facilities (11%) Doctors' Offices (8%)	 \$39,866	 \$44,480	 \$50,563
Business/marketing Banking Institutions (7%) Employment Services (5%) General Hospitals (5%)	 \$28,621	 \$33,964	 \$38,603
Construction trades Building Equipment Contractors (60%) Nonresidential Building Construction (12%) Building Finishing Contractors (4%)	 \$58,527	 \$60,606	 \$69,949
ALL PROGRAM AREAS	 \$37,777	 \$43,177	 \$49,747





Ivy Tech Community College

Certificate Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Employment Services (7%)	Colleges and Universities (6%)	Motor Vehicle Parts Manufacturing (6%)	\$27,718	\$30,552	\$35,900
Construction trades	Building Equipment Contractors (19%)	Building Contractors (10%)	Nonresidential Building Construction (7%)	\$39,297	\$48,395	**
Engineering technologies	Building Equipment Contractors (8%)	Motor Vehicle Parts Manufacturing (6%)	Employment Services (5%)	\$38,249	\$45,950	\$54,884
Health professions/related progs.	Nursing Care Facilities (33%)	General Hospitals (18%)	Doctors' Offices (11%)	\$28,841	\$37,404	\$43,075
Mechanic and repair technologies	Automotive Repair (17%)	Automobile Dealers (15%)	Motor Vehicle Parts Manufacturing (8%)	\$27,210	\$34,943	**
ALL CERTIFICATE PROGRAMS				\$30,154	\$37,662	\$43,462





Ivy Tech Community College

Associate's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (7%)	Employment Services (5%)	General Hospitals (5%)	\$28,621	\$33,964	\$38,603
Computer and information sciences	Computer Systems Design (7%)	Employment Services (5%)	General Hospitals (4%)	\$32,098	\$41,284	\$44,543
Construction trades	Building Equipment Contractors (60%)	Nonresidential Building Construction (12%)	Building Finishing Contractors (4%)	\$58,527	\$60,606	\$69,949
Education	Day Care Services (37%)	K-12 Schools (12%)	Family Services (7%)	\$21,588	\$25,276	\$30,772
Engineering technologies	Building Equipment Contractors (7%)	Employment Services (5%)	Motor Vehicle Parts Manufacturing (5%)	\$40,496	\$50,289	\$55,758
Health professions/related progs.	General Hospitals (52%)	Nursing Care Facilities (11%)	Doctors' Offices (8%)	\$39,866	\$44,480	\$50,563
Homeland Security, law enforcement, firefighting, and protective services	Government (24%)	Justice and Safety Activities (6%)	Restaurants (5%)	\$27,337	\$34,133	**
Law/legal studies	Legal Services (35%)	Government (8%)	Employment Services (8%)	\$26,855	\$31,974	\$37,528
Liberal arts/general studies	General Hospitals (11%)	Restaurants (6%)	Nursing Care Facilities (5%)	\$25,984	\$34,450	**
Mechanic and repair technologies	Automobile Dealers (24%)	Automotive Repair (12%)	Automotive Parts Stores (7%)	\$32,602	\$40,720	**
Personal and culinary services	Death Care Services (62%)	*	*	\$37,492	\$45,242	**
Precision production	Building Equipment Contractors (29%)	Nonresidential Building Construction (23%)	Building Contractors (22%)	\$56,318	\$59,123	\$67,501
Visual and performing arts	Print Publishers (7%)	Printing Activities (5%)	Banking Institutions (4%)	\$25,328	\$29,980	\$37,951
ALL ASSOCIATE'S PROGRAMS				\$37,777	\$43,177	\$49,747





Purdue University-Calumet Campus

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$20,232	Average debt upon graduation (for students with debt)	\$28,784
Annual cost of college AFTER financial aid	\$10,535	Percent of students with debt upon graduation	62%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (8%) Restaurants (6%) Iron & Steel Manufacturing (5%)	\$34,487	\$46,797	\$54,310
Social sciences K-12 Schools (14%) Government (11%) Human Resource Prog. Administration (7%)	\$31,512	\$38,585	\$44,960
Health professions/related progs. General Hospitals (64%) Management of Companies (26%)	\$50,211	\$60,120	
ALL PROGRAM AREAS	\$35,985	\$45,954	\$58,117





RETURN ON INVESTMENT



Purdue University-Calumet Campus

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (8%)	Restaurants (6%)	Iron & Steel Manufacturing (5%)	\$34,487	\$46,797	\$54,310
Communication/journalism	Banking Institutions (7%)	Gambling Industries (6%)	Restaurants (6%)	\$25,887	\$34,231	**
Computer and information sciences	Iron & Steel Manufacturing (11%)	*	*	**	\$48,328	\$64,063
Education	K-12 Schools (91%)	*	*	\$31,003	\$38,803	\$51,534
Engineering	Iron & Steel Manufacturing (29%)	Architectural and Engineering Services (16%)	Electric Power (16%)	\$56,943	\$72,538	**
Engineering technologies	Iron & Steel Manufacturing (16%)	Architectural and Engineering Services (13%)	Electric Power (7%)	\$48,714	\$74,333	\$85,427
English	K-12 Schools (42%)	Banking Institutions (7%)	Colleges and Universities (7%)	\$25,719	\$35,952	**
Health professions/related progs.	General Hospitals (64%)	Management of Companies (26%)	*	\$50,211	\$60,120	**
Psychology	Human Resource Prog. Administration (9%)	Residential Facilities (8%)	Banking Institutions (7%)	\$23,747	\$33,731	\$44,385
Social sciences	K-12 Schools (14%)	Government (11%)	Human Resource Prog. Administration (7%)	\$31,512	\$38,585	\$44,960
ALL BACHELOR'S PROGRAMS				\$35,985	\$45,954	\$58,117

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Iron & Steel Manufacturing (12%)	Banking Institutions (9%)	Colleges and Universities (6%)	\$81,938	\$84,997	\$125,980
Education	K-12 Schools (82%)	Colleges and Universities (6%)	Family Services (3%)	\$47,938	\$61,751	\$64,595
Health professions/related progs.	Doctors' Offices (48%)	General Hospitals (23%)	Management of Companies (7%)	\$73,465	\$78,822	\$89,166
ALL MASTER'S PROGRAMS				\$59,080	\$68,493	\$87,068





Purdue University-North Central Campus

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$20,503	Average debt upon graduation (for students with debt)	\$22,263
Annual cost of college AFTER financial aid	\$7,210	Percent of students with debt upon graduation	62%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Banking Institutions (10%) Building Material Stores (8%) Iron & Steel Manufacturing (5%)	 \$35,794	 \$43,638	 \$64,610
Liberal arts/general studies Restaurants (6%) Government (5%) K-12 Schools (5%)	 \$29,066	 \$40,076	 \$49,416
Engineering technologies Electric Power (10%) Architectural and Engineering Services (9%) Iron & Steel Manufacturing (9%)	 \$47,981	 \$69,398	
ALL PROGRAM AREAS	 \$35,149	 \$45,137	 \$53,064





Purdue University-North Central Campus

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Banking Institutions (10%)	Building Material Stores (8%)	Iron & Steel Manufacturing (5%)	\$35,794	\$43,638	\$64,610
Education	K-12 Schools (85%)	*	*	\$29,084	\$36,945	\$47,521
Engineering technologies	Electric Power (10%)	Architectural and Engineering Services (9%)	Iron & Steel Manufacturing (9%)	\$47,981	\$69,398	**
Interdisciplinary studies	Outpatient Care Centers (12%)	Social Advocacy Organizations (9%)	Human Resource Prog. Administration (8%)	\$24,488	\$32,967	**
Liberal arts/general studies	Restaurants (6%)	Government (5%)	K-12 Schools (5%)	\$29,066	\$40,076	\$49,416
ALL BACHELOR'S PROGRAMS				\$35,149	\$45,137	\$53,064





Purdue University-West Lafayette

THE INVESTMENT What do Hoosier students pay?

An investment in higher education may be the most important purchase Indiana students ever make. But as with any large investment, students should make informed choices and consider the costs and benefits of the numerous available options in higher education. As they pursue a higher standard of living through a college degree, students should minimize the amount of debt they incur and know their expected monthly payment and how long it will take to pay the debt off. As a general rule, college students should not borrow more than their anticipated annual starting salary after graduation.

AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$22,748	Average debt upon graduation (for students with debt)	\$24,056
Annual cost of college AFTER financial aid	\$12,969	Percent of students with debt upon graduation	60%

THE RETURN What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Business/marketing Accounting and Related Services (9%) Traveler Accommodation (5%) Restaurants (5%)	 \$36,564	 \$50,669	 \$73,369
Engineering Architectural and Engineering Services (18%) Iron & Steel Manufacturing (5%) Employment Services (5%)	 \$49,615	 \$65,281	 \$89,365
Education K-12 Schools (59%) Day Care Services (2%) Colleges and Universities (2%)	 \$29,251	 \$40,980	 \$49,854
ALL PROGRAM AREAS	 \$35,760	 \$49,035	 \$65,320





RETURN ON INVESTMENT



Purdue University-West Lafayette

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Agriculture	Nondurable Goods Wholesalers (8%)	Grain Farming (8%)	Law and Garden Equipment Stores (6%)	\$35,158	\$48,408	\$58,211
Biological/life sciences	Colleges and Universities (13%)	Research and Development Services (11%)	K-12 Schools (11%)	\$29,040	\$47,276	\$69,135
Business/marketing	Accounting and Related Services (9%)	Traveler Accommodation (5%)	Restaurants (5%)	\$36,564	\$50,669	\$73,369
Communication/journalism	Colleges and Universities (6%)	Employment Services (6%)	Broadcasting (5%)	\$28,069	\$44,347	\$55,708
Computer and information sciences	Computer Systems Design (38%)	Colleges and Universities (9%)	Insurance Carriers (5%)	\$49,298	\$66,862	\$83,916
Education	K-12 Schools (59%)	Day Care Services (2%)	Colleges and Universities (2%)	\$29,251	\$40,980	\$49,854
Engineering	Architectural and Engineering Services (18%)	Iron & Steel Manufacturing (5%)	Employment Services (5%)	\$49,615	\$65,281	\$89,365
Engineering technologies	Nonresidential Building Construction (8%)	Architectural and Engineering Services (7%)	Computer Systems Design (5%)	\$46,500	\$59,142	\$73,800
English	K-12 Schools (37%)	Colleges and Universities (7%)	Employment Services (6%)	\$27,393	\$39,236	\$49,551
Family and consumer sciences	Banking Institutions (7%)	K-12 Schools (6%)	Family Services (4%)	\$30,820	\$44,320	\$55,644
Health professions/related progs.	General Hospitals (52%)	Management of Companies (7%)	Other Professional Services (6%)	\$40,933	\$50,378	\$71,198
History	Restaurants (9%)	Employment Services (6%)	Colleges and Universities (5%)	\$25,205	\$36,669	**
Mathematics and statistics	K-12 Schools (52%)	Insurance Carriers (13%)	Insurance Agencies (5%)	\$37,741	\$53,404	\$63,299
Natural resources and conservation	Colleges and Universities (7%)	Environmental Quality Program Administration (7%)	Services to Buildings (7%)	\$27,893	\$39,771	\$49,112
Physical sciences	K-12 Schools (18%)	Colleges and Universities (10%)	Employment Services (7%)	\$32,873	\$41,153	\$68,625
Psychology	Psychiatric Hospitals (15%)	Outpatient Care Centers (5%)	Family Services (5%)	\$24,726	\$35,007	\$43,295
Social sciences	K-12 Schools (13%)	Government (10%)	Restaurants (5%)	\$27,527	\$43,190	\$53,659
Transportation and materials moving	Scheduled Air Transportation (26%)	Air Transportation Support (8%)	Nonscheduled Air Transportation (8%)	\$26,415	\$50,472	\$68,202
Visual and performing arts	K-12 Schools (17%)	Restaurants (8%)	Print Publishers (5%)	\$26,545	\$34,516	\$43,583
ALL BACHELOR'S PROGRAMS				\$35,760	\$49,035	\$65,320



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Purdue University-West Lafayette

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Colleges and Universities (8%)	Pharmaceutical Manufacturing (8%)	Employment Services (6%)	\$85,963	\$127,288	\$144,911
Education	K-12 Schools (34%)	Aerospace Product Manufacturing (17%)	Colleges and Universities (16%)	\$61,932	\$66,756	\$71,825
Engineering	Architectural and Engineering Services (23%)	Engine and Transmission Equipment Manufacturing (10%)	Aerospace Product Manufacturing (7%)	\$67,624	\$82,166	\$117,937
Health professions/related progs.	General Hospitals (14%)	K-12 Schools (14%)	Management of Companies (14%)	\$61,639	\$74,984	**
ALL MASTER'S PROGRAMS				\$64,669	\$75,790	\$93,696

Doctoral/Research Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Education	Colleges and Universities (66%)	K-12 Schools (31%)	*	\$69,867	\$89,956	**
Engineering	Colleges and Universities (59%)	*	*	\$77,261	\$97,284	**
ALL DOCTORAL/RESEARCH PROGRAMS				\$62,235	\$86,375	\$87,888

Doctoral/Professional Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	Health Care Stores (36%)	General Hospitals (22%)	Other Professional Services (21%)	\$94,392	\$108,273	\$100,992
ALL DOCTORAL/PROFESSIONAL PROGRAMS				\$94,392	\$108,273	\$100,992





RETURN ON INVESTMENT



University of Southern Indiana

THE INVESTMENT What do Hoosier students pay?

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$18,382	Average debt upon graduation (for students with debt)	\$21,940
Annual cost of college AFTER financial aid	\$12,495	Percent of students with debt upon graduation	68%

THE RETURN What do Hoosier graduates earn?

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MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (57%) Dentists' Offices (11%) Doctors' Offices (6%)	 \$40,880	 \$48,850	 \$55,951
Business/marketing Banking Institutions (7%) Accounting and Related Services (7%) Credit and Lending Institutions (5%)	 \$33,643	 \$45,525	 \$61,135
Education K-12 Schools (72%) Day Care Services (6%) Restaurants (3%)	 \$26,791	 \$36,730	 \$45,220
ALL PROGRAM AREAS	 \$32,951	 \$41,155	 \$53,358





RETURN ON INVESTMENT



University of Southern Indiana

Bachelor's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Biological/life sciences	General Hospitals (20%)	Architectural and Engineering Services (15%)	*	\$27,731	\$46,394	**
Business/marketing	Banking Institutions (7%)	Accounting and Related Services (7%)	Credit and Lending Institutions (5%)	\$33,643	\$45,525	\$61,135
Communication/journalism	Broadcasting (7%)	Banking Institutions (7%)	Restaurants (5%)	\$26,629	\$35,995	\$43,960
Computer and information sciences	Credit and Lending Institutions (9%)	Computer Systems Design (8%)	Management of Companies (7%)	\$38,882	\$49,580	\$62,094
Education	K-12 Schools (72%)	Day Care Services (6%)	Restaurants (3%)	\$26,791	\$36,730	\$45,220
English	K-12 Schools (34%)	General Hospitals (8%)	*	\$28,010	\$42,017	**
Health professions/related progs.	General Hospitals (57%)	Dentists' Offices (11%)	Doctors' Offices (6%)	\$40,880	\$48,850	\$55,951
History	*	*	*	\$27,036	\$35,712	**
Psychology	Other Health Practitioners' Offices (14%)	Outpatient Care Centers (11%)	General Hospitals (9%)	\$24,957	\$33,328	**
Public administration and social services	Human Resource Prog. Administration (23%)	Other Health Practitioners' Offices (12%)	General Hospitals (9%)	\$28,592	\$32,962	**
Social sciences	K-12 Schools (14%)	Government (7%)	Restaurants (7%)	\$26,672	\$34,887	\$59,530
Visual and performing arts	K-12 Schools (13%)	Restaurants (5%)	Other Professional Services (4%)	\$24,254	\$31,847	**
ALL BACHELOR'S PROGRAMS				\$32,951	\$41,155	\$53,358

Master's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	Credit and Lending Institutions (11%)	Colleges and Universities (9%)	Pharmaceutical Manufacturing (7%)	\$68,668	\$84,975	**
Education	K-12 Schools (91%)	*	*	\$45,969	\$55,165	**
Health professions/related progs.	General Hospitals (31%)	Doctors' Offices (22%)	Other Health Practitioners' Offices (14%)	\$60,719	\$63,681	**
ALL MASTER'S PROGRAMS				\$57,408	\$65,594	\$65,967



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Vincennes University

THE INVESTMENT

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AVERAGE STUDENT INVESTMENT		AVERAGE STUDENT DEBT	
Annual cost of college BEFORE financial aid	\$16,619	Average debt upon graduation (for students with debt)	\$15,476
Annual cost of college AFTER financial aid	\$9,497	Percent of students with debt upon graduation	60%

THE RETURN

What do Hoosier graduates earn?

A college degree brings more job options and a wider range of career opportunities. On average, college graduates earn an extra \$20,000 per year and more than \$1 million over their careers compared to non-college graduates. Though all degrees matter, some have a greater return on investment in terms of career options and earning potential. The highest-value degrees and credentials are those aligned with the needs of the workforce.

MOST POPULAR PROGRAM AREAS & Industries of Employment	Average Annual Salary in Indiana After Graduation		
	after 1 year	after 5 years	after 10 years
Health professions/related progs. General Hospitals (58%) Nursing Care Facilities (15%) Doctors' Offices (6%)	\$ \$ \$36,937	\$ \$ \$ \$43,948	\$ \$ \$ \$ \$50,909
Liberal arts/general studies General Hospitals (8%) Machine Shops (8%) Nursing Care Facilities (5%)	\$ \$ \$29,834	\$ \$ \$ \$33,504	\$ \$ \$ \$ \$52,313
Business/marketing General Hospitals (6%) Restaurants (6%) Employment Services (5%)	\$ \$ \$26,587	\$ \$ \$ \$32,456	\$ \$ \$ \$ \$39,597
ALL PROGRAM AREAS	\$ \$ \$ \$31,508	\$ \$ \$ \$ \$38,711	\$ \$ \$ \$ \$ \$45,935





Vincennes University

Certificate Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Health professions/related progs.	Nursing Care Facilities (54%)	General Hospitals (17%)	Doctors' Offices (10%)	\$29,629	\$35,997	\$45,821
ALL CERTIFICATE PROGRAMS				\$29,557	\$37,508	\$46,549

Associate's Programs: (Hoosier Graduates that Stay in State)

Program Area	Industries of Employment			Average Annual Salary After Graduation		
	Industry 1	Industry 2	Industry 3	after 1 year	after 5 years	after 10 years
Business/marketing	General Hospitals (6%)	Restaurants (6%)	Employment Services (5%)	\$26,587	\$32,456	\$39,597
Construction trades	Building Equipment Contractors (21%)	Residential Building Construction (14%)	Building Contractors (7%)	\$34,655	\$43,596	**
Engineering technologies	Architectural and Engineering Services (23%)	Motor Vehicle Parts Manufacturing (7%)	Engine and Transmission Equipment Manufacturing (6%)	\$36,385	\$44,858	\$51,089
Health professions/related progs.	General Hospitals (58%)	Nursing Care Facilities (15%)	Doctors' Offices (6%)	\$36,937	\$43,948	\$50,909
Homeland Security, law enforcement, firefighting, and protective services	Government (31%)	Justice and Safety Activities (9%)	Other Health Care (5%)	\$26,160	\$38,293	\$42,264
Liberal arts/general studies	General Hospitals (8%)	Machine Shops (8%)	Nursing Care Facilities (5%)	\$29,834	\$33,504	\$52,313
Mechanic and repair technologies	Machinery Wholesalers (22%)	Automobile Dealers (9%)	Automotive Repair (7%)	\$30,938	\$42,832	**
Natural resources and conservation	Government (17%)	Employment Services (7%)	Justice and Safety Activities (7%)	\$26,506	\$36,155	**
ALL ASSOCIATE'S PROGRAMS				\$31,508	\$38,711	\$45,935





RETURN ON INVESTMENT



NOTES ON WORKFORCE DATA:

Workforce data limitations: All workforce information (average salary, industry of employment) is based SOLELY on students who are employed in Indiana working for employers that participate in unemployment insurance and new hire data submissions. Additionally, workforce information is limited to records that could be linked to data collected by Indiana Department of Workforce Development.

Finally, workforce data are reported only for programs in which 30 or more students in at least two groups (1 year, 5 years, or 10 years out) were employed in Indiana. A space designated with ** indicates that fewer than 30 Indiana resident graduates in at least two groups were employed in Indiana. For industry of employment, data are reported only for industries in which at least five 2007-2011 Indiana resident graduates were employed one year post-graduation. A space designated with * indicates that all remaining industries (other than those reported) employed fewer than five individuals.

DATA ELEMENT DEFINITIONS AND SOURCES

Average Student Investment:

- Annual cost of college BEFORE financial aid: represents, for 2011-2012, the total annual cost of attendance, before financial aid, for in-state, full-time, first-time undergraduate degree-seeking students. Total price is based on students living on-campus (for institutions with on-campus housing) or students living off campus, not with parents. SOURCE: Integrated Postsecondary Education Database (IPEDS).
- Annual cost of cost of college AFTER financial aid: represents, for 2011-2012, the total annual cost of attendance after financial aid (aid that students do not need to pay back) for in-state, full-time, first-time undergraduate degree-seeking students. SOURCE: Integrated Postsecondary Education Database (IPEDS).

Average Student Debt:

- Average student debt upon graduation (for students with debt): represents, for Indiana resident students who graduated with Bachelor's degrees (for four-year institutions) or Associate's degrees (for two-year institutions) in 2010-2011, who started at the institution as first-time students, the total amount of debt amassed by those graduates divided by the total number of Bachelor's or Associate's graduates with debt. This calculation does not include Indiana resident students who graduated in 2010-2011 but did not start at the institution of completion as a first-time student, nor does it include students who graduated without debt. SOURCE: Institutional Supplemental Budget (BRS IV) Data Submissions, September 2012.
- Percent of students with debt upon graduation: represents, for Indiana resident students who graduated with Bachelor's degrees (for four-year institutions) or Associate's degrees (for two-year institutions) in 2010-2011, who started at the institution as first-time students, the percent of those students who graduated with debt. This calculation does not include Indiana resident students who graduated in 2010-2011 but did not start at the institution of completion as a first-time student. SOURCE: Institutional Supplemental Budget (BRS IV) Data Submissions, September 2012.

Most Popular Program Areas and Industries of Employment

- Most popular program areas are the two-digit CIP codes in which the institution conferred the most Bachelor's degrees (for four-year institutions) or Associate's degrees (for two-year institutions) to Indiana resident graduates between 2007 and 2011. SOURCE: CHEDSS Annual Data Submissions to the Indiana Commission for Higher Education.
- Industries of employment are the three four-digit NAICS (North American Industry Classification System) codes in which the largest percentage of 2007-2011 Indiana resident graduates in each program area were employed ONE YEAR post-graduation. SOURCE: Indiana Workforce Intelligence System (IWIS). Note that in some cases, NAICS code names have been slightly modified for space reasons.
- Average annual salary after graduation: represents annual salary for each measured period (1 year, 5 years, or 10 years post-graduation). Average salary after one year represents average salary one year (2-5 quarters) post-graduation for Indiana resident students who graduated between 2009-2011. Average salary after five years represents average salary five years (18-21 quarters) post-graduation for Indiana resident students who graduated between 2005-2007. Average salary after ten years represents average salary ten years (38-41 quarters) post-graduation for Indiana resident students who graduated between 2001-2002. SOURCE: Indiana Workforce Intelligence System (IWIS).



Indiana Wage and Workforce Measures

Graduates from Public Higher Education
2007/2008 to 2011/2012

Powered by INK
October 2014

Contents

Table 1. Indiana Wage & Employment | Graduates by Degree Level

Table 2. Indiana Wage & Employment | Graduates by Major (Program)

Table 3. Indiana Wage & Employment 1, 5 and 10 years Post-Graduation

Important Notes for Understanding these Data

1. Includes resident and non-resident students.
2. Wages are calculated beginning two quarters out from graduation and for the next four quarters after that point.
3. Graduates with an annualized wage below \$13,195 are excluded and deemed part-time working at minimum wage (\$7.25/hour *35 hrs./week * 52 weeks per year).
4. Wages are annualized if there are at least three quarters of wages in one year; if a graduate has only one or two quarters of wages in the reference year, they are not included in the employment counts.
5. Counts are unduplicated for each school year. If a student earned more than one degree in a given school year, the student is counted at the highest degree level. If a student earned more than one degree at the same degree level in more than one degree CIP, the student is counted once in the school year at the highest CIP code. If a student appears in more than one school year, the student is counted once in each school year.
6. A student is counted in only one post-graduate outcome per school year (employed or enrolled in additional post-secondary education). Employment at the above parameters takes precedence over post-graduate enrollment. For a student to be counted in enrollment, in addition to not being counted as employed, they must be degree-seeking AND must be enrolled in the following school year directly after graduation.
7. An * in the cell indicates primary suppression (values greater than 0 and less than 5). Wage is suppressed in a cell only if the graduate count is suppressed for the same year and degree level.
8. A double ** indicates secondary suppression, where the value of the suppressed cells can be determined by calculations, using the non-suppressed cells.

Table 1
Indiana Statewide
Wage and Workforce Measures - Graduates by Degree Level

One Year Post-Graduation - Residents/Non-Residents

Updated Oct 2014

Degree Level	2007-2008	2011-2012
Undergraduates		
Total Undergraduates	36,254	44,425
# of Graduates Employed in Indiana	17,072	21,568
% of Graduates Employed in Indiana	47.1%	48.5%
# of Graduates Enrolled in Additional Postsecondary Education	4,163	4,712
% of Graduates Enrolled in Additional Postsecondary Education	11.5%	10.6%
Average Annualized Wage in Indiana	\$34,413	\$35,214
Awards Of Less Than 1 Academic Year		
Total Awards Of Less Than 1 Academic Year	335	1,398
# of Graduates Employed in Indiana	172	783
% of Graduates Employed in Indiana	51.3%	56.0%
# of Graduates Enrolled in Additional Postsecondary Education	108	397
% of Graduates Enrolled in Additional Postsecondary Education	32.2%	28.4%
Average Annualized Wage in Indiana	\$31,681	\$30,945
Awards At Least 1 But Less Than 2 Academic Years		
Total Awards At Least 1 But Less Than 2 Academic Years	2,122	2,303
# of Graduates Employed in Indiana	1,371	1,358
% of Graduates Employed in Indiana	64.6%	59.0%
# of Graduates Enrolled in Additional Postsecondary Education	345	514
% of Graduates Enrolled in Additional Postsecondary Education	16.3%	22.3%
Average Annualized Wage in Indiana	\$29,943	\$30,317
Associate Degrees		
Total Associate Degrees	9,363	11,567
# of Graduates Employed in Indiana	5,133	6,839
% of Graduates Employed in Indiana	54.8%	59.1%
# of Graduates Enrolled in Additional Postsecondary Education	1,830	1,671
% of Graduates Enrolled in Additional Postsecondary Education	19.5%	14.4%
Average Annualized Wage in Indiana	\$36,170	\$36,190
Bachelor's Degrees		
Total Bachelor's Degrees	24,434	29,157
# of Graduates Employed in Indiana	10,396	12,588
% of Graduates Employed in Indiana	42.5%	43.2%
# of Graduates Enrolled in Additional Postsecondary Education	1,880	2,130
% of Graduates Enrolled in Additional Postsecondary Education	7.7%	7.3%
Average Annualized Wage in Indiana	\$34,180	\$35,478
Graduate Degrees		
Total Graduates	10,150	12,251
# of Graduates Employed in Indiana	3,651	4,502
% of Graduates Employed in Indiana	36.0%	36.7%
# of Graduates Enrolled in Additional Postsecondary Education	624	828
% of Graduates Enrolled in Additional Postsecondary Education	6.1%	6.8%
Average Annualized Wage in Indiana	\$55,314	\$56,402
Master's Degrees		
Total Master's Degrees	7,461	9,132
# of Graduates Employed in Indiana	2,894	3,573
% of Graduates Employed in Indiana	38.8%	39.1%
# of Graduates Enrolled in Additional Postsecondary Education	521	727
% of Graduates Enrolled in Additional Postsecondary Education	7.0%	8.0%
Average Annualized Wage in Indiana	\$51,828	\$53,965
Doctor's Degrees - Research/Scholarship		
Total Doctor's Degrees - Research/Scholarship	1,177	1,277
# of Graduates Employed in Indiana	176	220
% of Graduates Employed in Indiana	15.0%	17.2%
# of Graduates Enrolled in Additional Postsecondary Education	24	8
% of Graduates Enrolled in Additional Postsecondary Education	2.0%	0.6%
Average Annualized Wage in Indiana	\$64,704	\$59,532
Doctor's Degrees - Professional Practice		
Total Doctor's Degrees - Professional Practice	1,202	1,269
# of Graduates Employed in Indiana	440	487
% of Graduates Employed in Indiana	36.6%	38.4%
# of Graduates Enrolled in Additional Postsecondary Education	15	13
% of Graduates Enrolled in Additional Postsecondary Education	1.2%	1.0%
Average Annualized Wage in Indiana	\$72,970	\$69,559
Graduate Certificate		
Total Graduate Certificate	310	573
# of Graduates Employed in Indiana	141	222
% of Graduates Employed in Indiana	45.5%	38.7%
# of Graduates Enrolled in Additional Postsecondary Education	64	80
% of Graduates Enrolled in Additional Postsecondary Education	20.6%	14.0%
Average Annualized Wage in Indiana	\$60,050	\$63,649

Table 2

Indiana

Wage and Workforce Measures - Graduates by Degree Level and Major

One Year Post-Graduation - Residents/Non-Residents

Degree Level	Major	2007-2008						2011-2012						
		Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	
Awards Of Less Than 1 Academic Year	01. Agricultural Business And Production	0	0	0%	0	0%		0	0	0%	0	0%		
	09. Communications	0	0	0%	0	0%		0	0	0%	0	0%		
	10. Communications Technologies	0	0	0%	0	0%		0	0	0%	0	0%		
	11. Computer And Information Sciences	42	22	52%	12	29%	\$31,125	95	46	48%	24	25%	\$31,895	
	12. Personal And Miscellaneous Services	0	0	0%	0	0%		27	16	59%	16	59%	\$25,460	
	13. Education	0	0	0%	0	0%	\$0	16	16	100%	0	0%	\$75,711	
	15. Engineering-Related Technologies	24	14	58%	6	25%	\$49,012	59	39	66%	12	20%	\$43,682	
	19. Home Economics, General	0	0	0%	0	0%	\$0	15	7	47%	7	47%	\$22,918	
	23. English Language And Literature/Letters	0	0	0%	0	0%	\$0	0	0	0%	0	0%		
	24. Liberal Arts And Sciences, General Studies And Humanities	0	0	0%	0	0%		0	0	0%	0	0%		
	27. Mathematics	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	31. Parks, Recreation, Leisure And Fitness Studies	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	40. Physical Sciences	0	0	0%	0	0%	\$0	0	0	0%	0	0%		
	42. Psychology	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	43. Protective Services	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	44. Public Administration And Services	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	45. Social Sciences And History	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	46. Construction Trades	6	5	83%	0	0%	\$43,235	17	9	53%	5	29%	\$38,232	
	47. Mechanics And Repairers	65	31	48%	30	46%	\$24,756	323	198	61%	69	21%	\$30,776	
	48. Precision Production Trades	0	0	0%	0	0%	\$0	53	34	64%	7	13%	\$34,543	
	49. Transportation And Materials Moving Workers	16	0	0%	0	0%	\$33,138	13	8	62%	0	0%	\$29,707	
	50. Visual And Performing Arts	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	51. Health Professions And Related Sciences	27	18	67%	0	0%	\$23,181	329	194	59%	81	25%	\$23,769	
	52. Business Management And Administrative Services	140	69	49%	53	38%	\$33,167	435	216	50%	172	40%	\$31,156	
54. History	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0		
TOTAL (ALL MAJOR AREAS)	335	172	51%	108	32%	\$31,681	1,398	783	56%	397	28%	\$30,944		
Awards At Least 1 But Less Than 2 Academic Years	01. Agricultural Business And Production	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	05. Area, Ethnic And Cultural Studies	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	09. Communications	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	11. Computer And Information Sciences	0	0	0%	0	0%	\$0	119	58	49%	48	40%	\$34,062	
	12. Personal And Miscellaneous Services	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	13. Education	26	13	50%	9	35%	\$20,448	45	20	44%	16	36%	\$20,647	
	15. Engineering-Related Technologies	145	91	63%	17	12%	\$36,302	185	105	57%	52	28%	\$38,884	
	16. Foreign Languages And Literatures	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	19. Home Economics, General	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	22. Law And Legal Studies	0	0	0%	0	0%	\$0	10	7	70%	0	0%	\$29,173	
	24. Liberal Arts And Sciences, General Studies And Humanities	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	27. Mathematics	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	30. Multi/Interdisciplinary Studies	239	146	61%	46	19%	\$36,226	64	37	58%	13	20%	\$36,111	
	31. Parks, Recreation, Leisure And Fitness Studies	0	0	0%	0	0%	\$0	6	0	0%	0	0%	\$22,650	
	44. Public Administration And Services	0	0	0%	0	0%	\$0	9	0	0%	0	0%	\$26,415	
	46. Construction Trades	31	18	58%	5	16%	\$31,388	32	18	56%	6	19%	\$31,630	
	47. Mechanics And Repairers	42	18	43%	13	31%	\$23,763	39	27	69%	7	18%	\$29,182	
	48. Precision Production Trades	19	8	42%	0	0%	\$34,875	7	7	100%	0	0%	\$37,490	
	49. Transportation And Materials Moving Workers	0	0	0%	0	0%	\$0	7	0	0%	0	0%	\$65,643	
	50. Visual And Performing Arts	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	51. Health Professions And Related Sciences	1,349	943	70%	151	11%	\$28,996	1,174	779	66%	152	13%	\$28,054	
	52. Business Management And Administrative Services	251	122	49%	94	37%	\$26,694	595	288	48%	211	35%	\$29,248	
	N/A	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	TOTAL (ALL MAJOR AREAS)	2,122	1,371	65%	345	16%	\$29,943	2,303	1,358	59%	514	22%	\$30,317	
Associate Degrees	01. Agricultural Business And Production	34	14	41%	8	24%	\$34,618	134	56	42%	36	27%	\$28,677	
	03. Conservation And Renewable Natural Resources	32	12	38%	9	28%	\$22,367	53	25	47%	18	34%	\$26,530	
	09. Communications	5	0	0%	0	0%	\$16,963	14	0	0%	5	36%	\$29,813	
	10. Communications Technologies	38	16	42%	7	18%	\$26,710	22	11	50%	0	0%	\$22,244	
	11. Computer And Information Sciences	332	183	55%	60	18%	\$31,886	646	354	55%	104	16%	\$34,193	
	12. Personal And Miscellaneous Services	41	19	46%	5	12%	\$34,331	48	28	58%	0	0%	\$29,781	
	13. Education	252	110	44%	44	17%	\$21,429	449	177	39%	130	29%	\$21,611	
	14. Engineering	0	0	0%	0	0%	\$0	8	0	0%	5	63%	\$42,214	
	15. Engineering-Related Technologies	1,023	492	48%	368	36%	\$37,455	920	597	65%	134	15%	\$41,245	
	16. Foreign Languages And Literatures	23	8	35%	0	0%	\$26,964	11	0	0%	6	55%	\$39,050	
	19. Home Economics, General	20	0	0%	8	40%	\$19,856	23	7	30%	12	52%	\$19,293	
	22. Law And Legal Studies	113	63	56%	28	25%	\$27,608	167	88	53%	27	16%	\$27,030	
	23. English Language And Literature/Letters	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	24. Liberal Arts And Sciences, General Studies And Humanities	1,470	292	20%	557	38%	\$31,056	1,499	428	29%	410	27%	\$29,439	
	25. Library Science	0	0	0%	0	0%	\$0	16	7	44%	0	0%	\$21,109	
	26. Biological Sciences/Life Sciences	40	23	58%	8	20%	\$28,651	43	28	65%	7	16%	\$34,285	
	27. Mathematics	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	30. Multi/Interdisciplinary Studies	9	0	0%	0	0%	\$25,992	0	0	0%	0	0%	\$0	
	31. Parks, Recreation, Leisure And Fitness Studies	5	0	0%	0	0%	\$22,189	6	0	0%	0	0%	\$33,319	
	38. Philosophy And Religion	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	40. Physical Sciences	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	41. Science Technologies	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	42. Psychology	11	0	0%	0	0%	\$21,460	12	0	0%	9	75%	\$17,361	
	43. Protective Services	336	196	58%	77	23%	\$28,868	484	284	59%	96	20%	\$27,871	
	44. Public Administration And Services	25	6	24%	16	64%	\$24,647	8	0	0%	0	0%	\$24,238	
	45. Social Sciences And History	9	0	0%	0	0%	\$28,659	5	0	0%	0	0%	\$13,975	
	46. Construction Trades	438	313	71%	23	5%	\$52,780	693	534	77%	12	2%	\$56,977	
	47. Mechanics And Repairers	138	90	65%	12	9%	\$30,920	150	91	61%	14	9%	\$32,302	
	48. Precision Production Trades	84	54	64%	14	17%	\$47,171	168	118	70%	6	4%	\$50,246	
	49. Transportation And Materials Moving Workers	11	0	0%	0	0%	\$28,787	6	0	0%	0	0%	\$32,893	
	50. Visual And Performing Arts	181	74	41%	28	15%	\$23,639	216	94	44%	44	20%	\$25,045	
	51. Health Professions And Related Sciences	2,932	2,193	75%	189	6%	\$39,774	3,543	2,653	75%	254	7%	\$37,192	
	52. Business Management And Administrative Services	1,746	949	54%	335	19%	\$29,785	2,211	1,239	56%	319	14%	\$31,117	
	54. History	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	TOTAL (ALL MAJOR AREAS)	9,363	5,133	55%	1,830	20%	\$36,170	11,567	6,839	59%	1,671	14%	\$36,190	
	Bachelor's Degrees	01. Agricultural Business And Production	309	125	40%	31	10%	\$34,718	389	154	40%	45	12%	\$37,519
		03. Conservation And Renewable Natural Resources	82	24	29%	8	10%	\$30,578	167	56	34%	17	10%	\$26,991
		04. Architecture And Related Programs	155	49	32%	28	18%	\$28,138	154	52	34%	27	18%	\$30,338
		05. Area, Ethnic And Cultural Studies	37	18	49%	0	0%	\$24,479	54	14	26%	0	0%	\$28,552
		09. Communications	1,602	595	37%	84	5%	\$27,548	1,918	729	38%	74	4%	\$28,644
10. Communications Technologies		9	0	0%	0	0%	\$14,535	13	0	0%	0	0%	\$22,228	
11. Computer And Information Sciences		603	270	45%	42	7%	\$43,146	786	335	43%	48	6%	\$45,052	
13. Education		2,627	1,574	60%	109	4%	\$30,558	2,549	1,614	63%	83	3%	\$31,035	
14. Engineering		1,229	249	20%	111	9%	\$52,815	1,666	361	22%	173	10%	\$53,434	
15. Engineering-Related Technologies		914	459	50%	38	4%	\$45,984	856	459	54%	30	4%	\$57,793	
16. Foreign Languages And Literatures		307	107	35%	32	10%	\$29,173	372	134	36%	32	9%	\$28,561	
19. Home Economics, General		716	275	38%	29	4%	\$29,189	547	242	44%	12	2%	\$27,676	
22. Law And Legal Studies		21	11	52%	0	0%	\$30,954	20	9	45%	0	0%	\$24,536	
23. English Language And Literature/Letters		550	207	38%	50	9%	\$26,555	573	246	43%	42	7%	\$26,869	
24. Liberal Arts And Sciences, General Studies And Humanities		1,662	766	46%	110	7%	\$33,351	1,873	788	42%	109	6%	\$33,136	
25. Library Science		0	0	0%	0									

Indiana

Wage and Workforce Measures - Graduates by Degree Level and Major

One Year Post-Graduation - Residents/Non-Residents

Degree Level	Major	2007-2008						2011-2012						
		Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	
	42. Psychology	1,034	398	38%	110	11%	\$25,966	1,083	398	37%	133	12%	\$27,018	
	43. Protective Services	553	315	57%	35	6%	\$32,233	558	355	64%	24	4%	\$31,090	
	44. Public Administration And Services	583	259	44%	52	9%	\$31,122	939	415	44%	99	11%	\$31,465	
	45. Social Sciences And History	1,383	504	36%	134	10%	\$28,486	1,671	567	34%	112	7%	\$29,075	
	47. Mechanics And Repairers	*	*	*	*	*	*	10	*	*	0	0%	\$60,348	
	49. Transportation And Materials Moving Workers	186	48	26%	7	4%	\$29,482	183	46	25%	7	4%	\$33,368	
	50. Visual And Performing Arts	978	326	33%	64	7%	\$26,301	1,211	396	33%	57	5%	\$26,394	
	51. Health Professions And Related Sciences	2,091	1,183	57%	206	10%	\$44,216	2,997	1,895	63%	236	8%	\$44,530	
	52. Business Management And Administrative Services	4,295	1,801	42%	238	6%	\$36,177	5,214	2,222	43%	261	5%	\$38,247	
	54. History	330	107	32%	33	10%	\$27,658	423	139	33%	43	10%	\$26,184	
	N/A	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	TOTAL (ALL MAJOR AREAS)	24,434	10,396	43%	1,880	9%	\$34,180	29,157	12,588	43%	2,130	9%	\$35,478	
Master's Degrees	01. Agricultural Business And Production	72	9	13%	5	7%	\$37,670	66	8	12%	9	14%	\$49,142	
	03. Conservation And Renewable Natural Resources	32	10	31%	*	*	\$33,306	47	11	23%	5	11%	\$40,364	
	04. Architecture And Related Programs	46	13	28%	*	*	\$39,103	66	29	44%	*	*	\$38,067	
	05. Area, Ethnic And Cultural Studies	24	*	*	*	*	\$45,398	46	5	11%	14	30%	\$25,730	
	09. Communications	169	63	37%	13	8%	\$43,338	189	76	40%	13	7%	\$45,433	
	11. Computer And Information Sciences	167	38	23%	13	8%	\$59,695	318	67	21%	40	13%	\$58,055	
	13. Education	1,657	1,019	61%	46	3%	\$47,047	1,815	1,173	65%	52	3%	\$46,815	
	14. Engineering	500	47	9%	50	10%	\$69,277	720	96	13%	129	18%	\$71,066	
	15. Engineering-Related Technologies	48	12	25%	0	0%	\$68,838	201	88	44%	*	*	\$61,379	
	16. Foreign Languages And Literatures	88	10	11%	33	38%	\$36,844	96	20	21%	38	40%	\$41,250	
	19. Home Economics, General	45	13	29%	5	11%	\$32,635	35	15	43%	*	*	\$34,787	
	22. Law And Legal Studies	125	*	*	5	4%	\$78,357	165	5	3%	11	7%	\$56,082	
	23. English Language And Literature/Letters	114	44	39%	21	18%	\$35,505	148	43	29%	37	25%	\$36,877	
	24. Liberal Arts And Sciences, General Studies And Humanities	43	23	53%	*	*	\$36,864	35	19	54%	*	*	\$34,954	
	25. Library Science	233	106	45%	*	*	\$36,670	230	119	52%	8	3%	\$33,862	
	26. Biological Sciences/Life Sciences	250	73	29%	58	23%	\$41,118	292	82	28%	49	17%	\$41,814	
	27. Mathematics	98	21	21%	20	20%	\$54,945	97	24	25%	32	33%	\$47,669	
	30. Multi/Interdisciplinary Studies	53	24	45%	*	*	\$42,636	107	39	36%	5	5%	\$46,182	
	31. Parks, Recreation, Leisure And Fitness Studies	94	30	32%	5	5%	\$39,839	96	33	34%	6	6%	\$35,783	
	38. Philosophy And Religion	18	5	28%	7	39%	\$29,064	11	5	45%	*	*	\$58,917	
	40. Physical Sciences	89	20	22%	19	21%	\$47,678	110	22	20%	34	31%	\$40,656	
	42. Psychology	150	63	42%	44	29%	\$34,374	163	60	37%	55	34%	\$36,645	
	43. Protective Services	6	*	*	*	*	\$39,475	6	*	*	0	0%	\$55,936	
	44. Public Administration And Services	566	359	63%	10	2%	\$39,408	651	361	55%	9	1%	\$36,356	
	45. Social Sciences And History	166	31	19%	48	29%	\$40,015	142	37	26%	44	31%	\$40,814	
	46. Construction Trades	0	0	0%	0	0%	\$0	5	*	*	*	*	\$42,675	
	49. Transportation And Materials Moving Workers	0	0	0%	0	0%	\$0	18	*	*	*	*	\$57,739	
	50. Visual And Performing Arts	250	24	10%	39	16%	\$34,736	320	39	12%	48	15%	\$36,528	
	51. Health Professions And Related Sciences	651	335	51%	16	2%	\$68,290	848	495	58%	18	2%	\$68,446	
	52. Business Management And Administrative Services	1,639	464	28%	38	2%	\$72,606	2,035	577	28%	47	2%	\$78,322	
	54. History	47	13	28%	12	26%	\$43,527	54	18	33%	12	22%	\$46,434	
	N/A	21	18	86%	0	0%	\$72,456	0	0	0%	0	0%	\$0	
		TOTAL (ALL MAJOR AREAS)	7,461	2,894	39%	521	7%	\$51,828	9,132	3,573	39%	727	8%	\$53,965
Doctor's Degrees - Research/Scholarship	01. Agricultural Business And Production	38	*	*	0	0%	\$59,621	31	0	0%	0	0%	\$0	
	03. Conservation And Renewable Natural Resources	9	*	*	0	0%	\$54,653	12	*	*	0	0%	\$43,076	
	05. Area, Ethnic And Cultural Studies	6	0	0%	*	*	\$0	13	*	*	0	0%	\$14,472	
	09. Communications	17	0	0%	0	0%	\$0	37	5	14%	0	0%	\$45,977	
	11. Computer And Information Sciences	36	*	*	*	*	\$81,134	39	5	13%	0	0%	\$76,450	
	13. Education	193	71	37%	*	*	\$72,150	172	67	39%	0	0%	\$72,305	
	14. Engineering	194	10	5%	0	0%	\$74,387	219	13	6%	*	*	\$78,210	
	15. Engineering-Related Technologies	13	0	0%	0	0%	\$0	26	6	23%	0	0%	\$55,440	
	16. Foreign Languages And Literatures	41	5	12%	*	*	\$30,569	49	8	16%	0	0%	\$40,356	
	19. Home Economics, General	21	*	*	0	0%	\$76,920	12	*	*	0	0%	\$36,692	
	22. Law And Legal Studies	5	0	0%	0	0%	\$0	9	0	0%	0	0%	\$0	
	23. English Language And Literature/Letters	41	*	*	0	0%	\$51,978	49	8	16%	0	0%	\$41,931	
	25. Library Science	*	*	*	*	*	\$0	5	*	*	0	0%	\$37,178	
	26. Biological Sciences/Life Sciences	80	14	18%	*	*	\$58,109	96	23	24%	*	*	\$47,253	
	27. Mathematics	35	*	*	0	0%	\$44,547	36	8	22%	0	0%	\$53,073	
	30. Multi/Interdisciplinary Studies	16	*	*	0	0%	\$43,038	8	*	*	0	0%	\$107,790	
	31. Parks, Recreation, Leisure And Fitness Studies	15	*	*	*	*	\$51,898	25	*	*	0	0%	\$50,143	
	38. Philosophy And Religion	13	*	*	*	*	\$26,665	18	*	*	0	0%	\$46,457	
	40. Physical Sciences	106	*	*	*	*	\$46,627	111	14	13%	0	0%	\$43,563	
	41. Science Technologies	*	*	*	*	*	\$0	*	*	*	*	*	\$0	
	42. Psychology	58	9	16%	0	0%	\$50,006	51	10	20%	0	0%	\$51,055	
	43. Protective Services	*	*	*	*	*	\$0	*	*	*	*	*	\$0	
	44. Public Administration And Services	7	*	*	0	0%	\$58,000	10	*	*	0	0%	\$55,372	
	45. Social Sciences And History	51	6	12%	*	*	\$43,567	56	8	14%	0	0%	\$39,638	
	50. Visual And Performing Arts	54	6	11%	*	*	\$52,492	71	9	13%	0	0%	\$35,004	
	51. Health Professions And Related Sciences	67	15	22%	*	*	\$75,714	64	14	22%	*	*	\$75,640	
	52. Business Management And Administrative Services	32	*	*	0	0%	\$124,804	34	*	*	0	0%	\$107,698	
	54. History	23	*	*	*	*	\$42,435	21	*	*	0	0%	\$37,527	
		TOTAL (ALL MAJOR AREAS)	1,177	176	15%	24	2%	\$64,704	1,277	220	17%	8	1%	\$59,532
	Doctor's Degrees - Professional Practice	22. Law And Legal Studies	504	219	43%	5	1%	\$60,553	499	227	45%	*	*	\$54,773
		42. Psychology	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0
		51. Health Professions And Related Sciences	698	221	32%	10	1%	\$85,275	770	260	34%	**	**	\$82,467
		N/A	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0
		TOTAL (ALL MAJOR AREAS)	1,202	440	37%	15	1%	\$72,970	1,269	487	38%	13	1%	\$69,558
Graduate Certificate	04. Architecture And Related Programs	0	0	0%	0	0%	\$0	*	*	*	*	*	\$0	
	11. Computer And Information Sciences	*	*	*	*	*	\$0	*	*	*	*	*	\$0	
	13. Education	45	34	76%	*	*	\$79,552	72	48	67%	5	7%	\$79,547	
	14. Engineering	0	0	0%	0	0%	\$0	*	*	*	*	*	\$0	
	19. Home Economics, General	*	*	*	*	*	\$0	*	*	*	*	*	\$0	
	23. English Language And Literature/Letters	11	*	*	*	*	\$74,820	10	6	60%	0	0%	\$38,727	
	25. Library Science	*	*	*	*	*	\$0	*	*	*	*	*	\$0	
	26. Biological Sciences/Life Sciences	0	0	0%	0	0%	\$0	*	*	*	*	*	\$0	
	27. Mathematics	**	**	**	**	**	**	5	*	*	*	*	\$44,763	
	30. Multi/Interdisciplinary Studies	166	57	34%	44	27%	\$49,053	148	41	28%	19	13%	\$64,176	
	31. Parks, Recreation, Leisure And Fitness Studies	0	0	0%	0	0%	\$0	0	0	0%	0	0%	\$0	
	42. Psychology	20	12	60%	0	0%	\$52,407	18	6	33%	*	*	\$39,461	
	43. Protective Services	0	0	0%	0	0%	\$0	7	7	100%	0	0%	\$50,497	
	44. Public Administration And Services	**	**	**	**	**	**	68	25	37%	20	29%	\$36,006	
	45. Social Sciences And History	**	**	**	**	**	**	5	*	*	*	*	\$45,938	
	50. Visual And Performing Arts	0	0	0%	0	0%	\$0	42	*	*	11	26%	\$27,612	
	51. Health Professions And Related Sciences	22	11	50%	*	*	\$84,077	95	33	35%	5	5%	\$87,445	
52. Business Management And Administrative Services	32	21	66%	*	*	\$49,806	92	50	54%	11	12%	\$56,289		
	TOTAL (ALL MAJOR AREAS)	310	141	45%	64	21%	\$60,050	573	222	39%	80	14%	\$63,649	

Indiana Statewide Table 3

Wage and Workforce Measures - Graduates by Degree

4-Quarter Rolling Cohort Analysis - Residents/Non-Residents

Degree Level	Major	1 Year Post-Graduation*						5 Year Post-Graduation**						10 Year Post-Graduation***						
		Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	
Awards Of Less Than 1 Academic Year	01. Agricultural Business And Production	6			0	0.0%	\$38,172	6			0	0.0%	\$36,299	0	0	0.0%	0	0.0%	\$0	
	09. Communications							0	0	0.0%		0	0	0.0%	0	0	0.0%	0	0.0%	\$0
	10. Communications Technologies																			\$0
	11. Computer And Information Sciences	142	72	50.7%	28	19.7%	\$31,518	48	28	58.3%	9	18.8%	\$41,347	0	0	0.0%	0	0.0%	\$0	
	12. Personal And Miscellaneous Services	31			17	54.8%	\$30,220							0	0	0.0%	0	0.0%	\$0	
	13. Education	20	19	95.0%	0	0.0%	\$75,671							0	0	0.0%	0	0.0%	\$0	
	15. Engineering-Related Technologies	259	154	59.5%	51	19.7%	\$36,764	45	24	53.3%	9	20.0%	\$60,354							\$0
	19. Home Economics, General	23	10	43.5%	10	43.5%	\$21,244	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	23. English Language And Literature/Letters							6			0	0.0%	\$39,188	0	0	0.0%	0	0.0%	\$0	
	24. Liberal Arts And Sciences, General Studies And							8					\$26,506	0	0	0.0%	0	0.0%	\$0	
	27. Mathematics							0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	31. Parks, Recreation, Leisure And Fitness Studies							0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	43. Protective Services							7					\$22,163	0	0	0.0%	0	0.0%	\$0	
	44. Public Administration And Services	0	0	0.0%	0	0.0%	\$0							0	0	0.0%	0	0.0%	\$0	
	45. Social Sciences And History													0	0	0.0%	0	0.0%	\$0	
	46. Construction Trades	48	28	58.3%	8	16.7%	\$42,894	10			0	0.0%	\$53,234	0	0	0.0%	0	0.0%	\$0	
	47. Mechanics And Repairers	434	257	59.2%	96	22.1%	\$30,852	63	41	65.1%	18	28.6%	\$34,084	0	0	0.0%	0	0.0%	\$0	
	48. Precision Production Trades	70	44	62.9%	9	12.9%	\$34,494							0	0	0.0%	0	0.0%	\$0	
	49. Transportation And Materials Moving Workers	42	27	64.3%			\$31,216	68	34	50.0%			\$37,705	0	0	0.0%	0	0.0%	\$0	
	50. Visual And Performing Arts													0	0	0.0%	0	0.0%	\$0	
	51. Health Professions And Related Sciences	448	249	55.6%	116	25.9%	\$23,270	51	35	68.6%	7	13.7%	\$28,993	12					\$39,943	
	52. Business Management And Administrative Services	646	303	46.9%	218	33.7%	\$32,811	247	164	66.4%	59	23.9%	\$49,914						\$0	
	54. History																			\$0
	TOTAL (ALL MAJOR AREAS)	2,188	1,183	54.1%	560	25.6%	\$31,662	576	361	62.7%	110	19.1%	\$43,982	35	22	62.9%			\$52,376	
Awards At Least 1 But Less Than 2 Academic Years	01. Agricultural Business And Production	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0						\$0	
	05. Area, Ethnic And Cultural Studies							0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	09. Communications							0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	11. Computer And Information Sciences	173	83	48.0%	66	38.2%	\$34,853							107	43	40.2%	28	26.2%	\$43,041	
	12. Personal And Miscellaneous Services							0	0	0.0%	0	0.0%	\$0	15			0	0.0%	\$69,017	
	13. Education	96	39	40.6%	26	27.1%	\$21,013	50			14	28.0%	\$25,215						\$0	
	15. Engineering-Related Technologies	408	261	64.0%	67	16.4%	\$39,229	359	236	65.7%	50	13.9%	\$47,150	231	132	57.1%	39	16.9%	\$55,378	
	16. Foreign Languages And Literatures							0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	19. Home Economics, General	0	0	0.0%	0	0.0%	\$0												\$0	
	22. Law And Legal Studies	8	5	62.5%			\$27,960	0	0	0.0%	0	0.0%	\$0						\$0	
	24. Liberal Arts And Sciences, General Studies And							0	0	0.0%	0	0.0%	\$0	84	43	51.2%	27	32.1%	\$37,486	
	30. Multi/Interdisciplinary Studies	386	219	56.7%	52	13.5%	\$35,184	595	340	57.1%	75	12.6%	\$44,627	485	232	47.8%	63	13.0%	\$56,973	
	31. Parks, Recreation, Leisure And Fitness Studies							0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	44. Public Administration And Services	8					\$26,415	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	46. Construction Trades	128	89	69.5%			\$39,582	80	55	68.8%	7	8.8%	\$43,581	48	32	66.7%			\$58,347	
	47. Mechanics And Repairers	76	45	59.2%	16	21.1%	\$28,106	80	52	65.0%	10	12.5%	\$36,201	48	25	52.1%	10	20.8%	\$40,990	
	48. Precision Production Trades	27	24	88.9%			\$40,506							30					\$64,464	
	49. Transportation And Materials Moving Workers	12					\$50,785	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	50. Visual And Performing Arts							0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
	51. Health Professions And Related Sciences	2,945	1,962	66.6%	296	10.1%	\$28,883	4,245	2,840	66.9%	333	7.8%	\$36,210	3,552	2,238	63.0%	326	9.2%	\$41,674	
	52. Business Management And Administrative Services	898	427	47.6%	268	29.8%	\$29,126	450	228	50.7%	133	29.6%	\$33,881	421	206	48.9%	107	25.4%	\$47,704	
	N/A.	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0						\$0	
	TOTAL (ALL MAJOR AREAS)	5,178	3,168	61.2%	815	15.7%	\$30,696	5,959	3,833	64.3%	640	10.7%	\$37,632	5,044	2,986	59.2%	610	12.1%	\$44,239	
	Associate Degrees	01. Agricultural Business And Production	226	98	43.4%	49	21.7%	\$28,733	94	54	57.4%	10	10.6%	\$46,010	123	77	62.6%	6	4.9%	\$46,628
03. Conservation And Renewable Natural Resources		133	70	52.6%	35	26.3%	\$26,877	100	74	74.0%	10	10.0%	\$34,989	84	63	75.0%	5	6.0%	\$46,674	
09. Communications		35	14	40.0%	10	28.6%	\$25,296	22	11	50.0%			\$36,906	21	12	57.1%			\$41,326	
10. Communications Technologies		57	20	35.1%	14	24.6%	\$23,236	106	65	61.3%	7	6.6%	\$29,934	108	56	51.9%	14	13.0%	\$41,459	
11. Computer And Information Sciences		1,499	832	55.5%	216	14.4%	\$33,316	1,144	682	59.6%	140	12.2%	\$41,860	1,678	903	53.8%	222	13.2%	\$46,198	
12. Personal And Miscellaneous Services		119	69	58.0%	7	5.9%	\$31,741	124	65	52.4%	6	4.8%	\$40,776	52	34	65.4%			\$36,294	
13. Education		993	408	41.1%	280	28.2%	\$21,473	726	372	51.2%	82	11.3%	\$25,114	424	233	55.0%	46	10.8%	\$32,295	
14. Engineering		30	6	20.0%	17	56.7%	\$31,558	8					\$57,355	0	0	0.0%	0	0.0%	\$0	
15. Engineering-Related Technologies		2,345	1,507	64.3%	328	14.0%	\$40,866	2,633	1,666	63.3%	499	19.0%	\$52,027	2,718	1,617	59.5%	556	20.5%	\$61,932	
16. Foreign Languages And Literatures		29	11	37.9%	10	34.5%	\$29,895	50	23	46.0%	14	28.0%	\$31,968	11	5	45.5%			\$34,701	
19. Home Economics, General		56	17	30.4%	24	42.9%	\$21,781	66	28	42.4%	13	19.7%	\$25,705	132	69	52.3%	27	20.5%	\$30,178	
22. Law And Legal Studies		426	226	53.1%	75	17.6%	\$27,085	323	186	57.6%	44	13.6%	\$30,830	195	127	65.1%	16	8.2%	\$35,295	
23. English Language And Literature/Letters																				\$0
24. Liberal Arts And Sciences, General Studies And		3,763	1,026	27.3%	971	25.8%	\$30,728	3,626	1,148	31.7%	959	26.4%	\$35,795	2,518	879	34.9%	758	30.1%	\$44,328	
25. Library Science		39	15	38.5%	14	35.9%	\$22,817	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
26. Biological Sciences/Life Sciences		102	63	61.8%	20	19.6%	\$33,741	68	39	57.4%	12	17.6%	\$39,228						\$0	
27. Mathematics								6					\$56,822	18			7	38.9%	\$58,233	
30. Multi/Interdisciplinary Studies		7					\$38,631	21	9	42.9%	6	28.6%	\$45,762	34	24	70.6%	8	23.5%	\$66,884	
31. Parks, Recreation, Leisure And Fitness Studies		25	5	20.0%	11	44.0%	\$28,432	9					\$29,695						\$0	
38. Philosophy And Religion														0	0	0.0%	0	0.0%	\$0	
40. Physical Sciences		5	0	0.0%			\$0	12	8	66.7%			\$42,926	29	16	55.2%	9	31.0%	\$53,683	
41. Science Technologies		0	0	0.0%	0	0.0%	\$0							7					\$84,044	
42. Psychology		26	6	23.1%	15	57.7%	\$19,564	29	18	62.1%	5	17.2%	\$26,791	33	20	60.6%	8	24.2%	\$36,870	
43. Protective Services		1,155	645	55.8%	246	21.3%	\$27,707	865	569	65.8%	145	16.8%	\$38,032	512	314	61.3%	97	18.9%	\$45,903	
44. Public Administration And Services	28	12	42.9%	14	50.0%	\$23,810	49	30	61.2%	11	22.4%	\$32,610	52	29	55.8%	11	21.2%	\$36,113		
45. Social Sciences And History	9					\$16,8														

Degree Level	Major	1 Year Post-Graduation*						5 Year Post-Graduation**						10 Year Post-Graduation***						
		Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	
Bachelor's Degrees	01. Agricultural Business And Production	1,103	467	42.3%	112	10.2%	\$36,438	922	410	44.5%	60	6.5%	\$48,278	996	470	47.2%	60	6.0%	\$60,602	
	03. Conservation And Renewable Natural Resources	327	125	38.2%	26	8.0%	\$26,949	270	110	40.7%	19	7.0%	\$38,735	353	130	36.8%	24	6.8%	\$48,329	
	04. Architecture And Related Programs	441	132	29.9%	54	12.2%	\$27,319	516	162	31.4%	49	9.5%	\$41,766	472	152	32.2%	28	5.9%	\$55,022	
	05. Area, Ethnic And Cultural Studies	139	40	28.8%	12	8.6%	\$25,500	85	35	41.2%	8	9.4%	\$32,910	66	16	24.2%	**	**	\$50,430	
	09. Communications	5,475	2,046	37.4%	185	3.4%	\$28,634	5,033	1,840	36.6%	137	2.7%	\$39,624	4,631	1,588	34.3%	171	3.7%	\$52,309	
	10. Communications Technologies	38	5	13.2%	**	**	\$25,771	**	**	**	**	**	**	12	**	**	**	**	0.0%	\$39,993
	11. Computer And Information Sciences	1,905	805	42.3%	105	5.5%	\$45,281	1,967	924	47.0%	77	3.9%	\$57,781	2,070	815	39.4%	140	6.8%	\$74,039	
	13. Education	7,479	4,469	59.8%	287	3.8%	\$29,360	8,171	4,851	59.4%	165	2.0%	\$39,385	8,424	4,650	55.2%	310	3.7%	\$47,686	
	14. Engineering	4,661	1,030	22.1%	380	8.2%	\$52,618	3,792	682	18.0%	285	7.5%	\$68,110	3,570	683	19.1%	351	9.8%	\$87,670	
	15. Engineering-Related Technologies	2,787	1,471	52.8%	101	3.6%	\$48,055	2,763	1,390	50.3%	83	3.0%	\$60,370	2,409	1,206	50.1%	95	3.9%	\$73,149	
	16. Foreign Languages And Literatures	964	323	33.5%	73	7.6%	\$27,832	838	301	35.9%	46	5.5%	\$35,727	617	173	28.0%	60	9.7%	\$43,781	
	19. Home Economics, General	2,128	865	40.6%	58	2.7%	\$28,351	2,098	795	37.9%	48	2.3%	\$40,136	1,486	554	37.3%	46	3.1%	\$51,148	
	22. Law And Legal Studies	53	31	58.5%	7	13.2%	\$30,718	53	**	**	**	**	**	54	32	59.3%	**	**	\$42,640	
	23. English Language And Literature/Letters	1,622	683	42.1%	106	6.5%	\$26,660	1,677	707	42.2%	95	5.7%	\$35,426	1,554	563	36.2%	114	7.3%	\$45,792	
	24. Liberal Arts And Sciences, General Studies And	5,569	2,347	42.1%	335	6.0%	\$32,691	5,031	2,352	46.8%	236	4.7%	\$41,931	3,971	1,772	44.6%	300	7.6%	\$50,333	
	25. Library Science	**	**	**	**	**	**	**	**	**	**	**	**	5	**	**	**	**	0.0%	\$41,964
	26. Biological Sciences/Life Sciences	2,865	869	30.3%	637	22.2%	\$28,686	2,261	795	35.2%	366	16.2%	\$50,190	1,985	724	36.5%	357	18.0%	\$86,858	
	27. Mathematics	768	289	37.6%	67	8.7%	\$35,233	618	259	41.9%	37	6.0%	\$46,783	502	214	42.6%	38	7.6%	\$56,953	
	30. Multi/Interdisciplinary Studies	420	148	35.2%	35	8.3%	\$28,530	322	114	35.4%	13	4.0%	\$37,008	268	76	28.4%	20	7.5%	\$57,946	
	31. Parks, Recreation, Leisure And Fitness Studies	2,297	812	35.4%	171	7.4%	\$27,947	1,790	733	40.9%	88	4.9%	\$43,373	1,405	550	39.1%	78	5.6%	\$57,484	
	38. Philosophy And Religion	381	100	26.2%	39	10.2%	\$29,443	447	138	30.9%	25	5.6%	\$41,952	328	86	26.2%	40	12.2%	\$51,728	
	40. Physical Sciences	1,166	317	27.2%	200	17.2%	\$33,402	876	285	32.5%	121	13.8%	\$51,754	764	265	34.7%	96	12.6%	\$75,394	
	42. Psychology	3,134	1,184	37.8%	322	10.3%	\$26,254	3,159	1,267	40.1%	204	6.5%	\$35,891	2,774	1,088	39.2%	228	8.2%	\$46,927	
	43. Protective Services	1,444	845	58.5%	59	4.1%	\$30,605	1,609	954	59.3%	63	3.9%	\$41,774	1,257	689	54.8%	65	5.2%	\$48,881	
	44. Public Administration And Services	2,428	1,026	42.3%	183	7.5%	\$30,974	1,785	799	44.8%	78	4.4%	\$43,867	1,723	716	41.6%	107	6.2%	\$58,056	
	45. Social Sciences And History	4,769	1,618	33.9%	320	6.7%	\$28,592	4,063	1,546	38.1%	239	5.9%	\$38,983	3,234	1,232	38.1%	246	7.6%	\$50,849	
	47. Mechanics And Repairers	**	**	**	**	**	**	**	**	**	**	**	**	0	0	0.0%	0	0.0%	\$0	
	49. Transportation And Materials Moving Workers	533	137	25.7%	26	4.9%	\$29,833	629	176	28.0%	18	2.9%	\$46,508	541	139	25.7%	45	8.3%	\$68,562	
	50. Visual And Performing Arts	3,410	1,115	32.7%	166	4.9%	\$25,830	2,993	951	31.8%	164	5.5%	\$34,191	2,514	750	29.8%	214	8.5%	\$44,132	
	51. Health Professions And Related Sciences	7,767	5,025	64.7%	493	6.3%	\$45,809	5,355	3,308	61.8%	268	5.0%	\$53,216	4,146	2,334	56.3%	254	6.1%	\$64,419	
	52. Business Management And Administrative Services	14,284	5,982	41.9%	528	3.7%	\$37,115	12,722	5,241	41.2%	365	2.9%	\$50,414	12,448	5,016	40.3%	505	4.1%	\$68,254	
	54. History	1,128	372	33.0%	116	10.3%	\$26,245	1,010	390	38.6%	58	5.7%	\$37,487	834	298	35.7%	75	9.0%	\$47,079	
	N/A.	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	7	6	85.7%	0	0.0%	\$36,706	
	TOTAL (ALL MAJOR AREAS)	81,502	34,689	42.6%	5,205	6.4%	\$34,928	72,892	31,553	43.3%	3,421	4.7%	\$45,396	65,420	26,996	41.3%	4,080	6.2%	\$58,760	
	Master's Degrees	01. Agricultural Business And Production	202	37	18.3%	27	13.4%	\$48,029	167	24	14.4%	23	13.8%	\$51,341	206	25	12.1%	34	16.5%	\$120,053
		03. Conservation And Renewable Natural Resources	115	28	24.3%	13	11.3%	\$38,496	92	20	21.7%	5	5.4%	\$47,144	104	23	22.1%	10	9.6%	\$54,303
		04. Architecture And Related Programs	206	79	38.3%	**	**	\$35,673	98	26	26.5%	**	**	\$51,923	84	23	27.4%	0	0.0%	\$64,872
		05. Area, Ethnic And Cultural Studies	86	6	7.0%	19	22.1%	\$27,014	67	6	9.0%	15	22.4%	\$35,541	51	6	11.8%	10	19.6%	\$53,267
		09. Communications	479	186	38.8%	35	7.3%	\$45,254	498	159	31.9%	32	6.4%	\$51,192	363	108	29.8%	27	7.4%	\$62,467
		11. Computer And Information Sciences	823	178	21.6%	89	10.8%	\$57,416	468	104	22.2%	61	13.0%	\$73,400	653	161	24.7%	71	10.9%	\$87,399
		13. Education	5,214	3,302	63.3%	152	2.9%	\$48,142	5,068	3,012	59.4%	162	3.2%	\$57,481	4,124	2,341	56.8%	272	6.6%	\$64,762
		14. Engineering	1,806	235	13.0%	309	17.1%	\$70,820	1,499	145	9.7%	195	13.0%	\$99,657	1,330	121	9.1%	235	17.7%	\$112,386
		15. Engineering-Related Technologies	420	147	35.0%	14	3.3%	\$63,216	422	6	1.3%	**	**	\$87,679	42	6	14.3%	**	**	\$73,284
		16. Foreign Languages And Literatures	263	32	12.2%	102	38.8%	\$42,079	274	38	13.9%	100	36.5%	\$43,170	208	23	11.1%	77	37.0%	\$46,678
		19. Home Economics, General	1,064	41	38.7%	8	7.5%	\$37,568	131	43	32.8%	12	9.2%	\$46,115	136	43	31.6%	22	16.2%	\$52,969
		22. Law And Legal Studies	408	13	3.2%	20	4.9%	\$83,335	315	7	2.2%	26	8.3%	\$55,440	168	**	**	18	10.7%	\$22,687
		23. English Language And Literature/Letters	407	139	34.2%	79	19.4%	\$37,067	340	107	31.5%	68	20.0%	\$44,535	268	62	23.1%	54	20.1%	\$50,787
		24. Liberal Arts And Sciences, General Studies And	104	60	57.7%	7	6.7%	\$36,120	91	47	51.6%	6	6.6%	\$43,914	76	34	44.7%	**	**	\$50,717
25. Library Science		731	363	49.7%	13	1.8%	\$35,366	706	292	41.4%	16	2.3%	\$43,650	528	225	42.6%	20	3.8%	\$53,187	
26. Biological Sciences/Life Sciences		776	226	29.1%	138	17.8%	\$37,990	677	189	27.9%	134	19.8%	\$59,993	409	129	31.5%	89	21.8%	\$128,734	
27. Mathematics		283	71	25.1%	66	23.3%	\$47,212	331	73	22.1%	64	19.3%	\$65,227	237	37	15.6%	84	35.4%	\$85,882	
30. Multi/Interdisciplinary Studies		229	97	42.4%	13	5.7%	\$47,167	135	46	34.1%	7	5.2%	\$45,597	71	20	28.2%	**	**	\$62,920	
31. Parks, Recreation, Leisure And Fitness Studies		315	114	36.2%	21	6.7%	\$35,534	297	80	26.9%	15	5.1%	\$50,895	273	68	24.9%	23	8.4%	\$61,706	
38. Philosophy And Religion		41	10	24.4%	9	22.0%	\$86,002	39	7	17.9%	14	35.9%	\$37,913	21	**	**	**	**	\$13,312	
40. Physical Sciences		272	50	18.4%	78	28.7%	\$44,812	280	65	23.2%	70	25.0%	\$58,751	276	56	20.3%	65	23.6%	\$86,849	
42. Psychology		467	170	36.4%	143	30.6%	\$35,914	464	158	34.1%	148	31.9%	\$46,247	363	110	30.3%	127	35.0%	\$56,110	
43. Protective Services		12	7	58.3%	**	**	\$47,457	14	7	50.0%	**	**	\$48,998	6	0	0.0%	0	0.0%	\$0	
44. Public Administration And Services		1,864	1,046	56.1%	33	1.8%	\$39,731	1,640	825	50.3%	29	1.8%	\$48,780	1,435	573	39.9%	50	3.5%	\$53,899	
45. Social Sciences And History		497	106	21.3%	147	29.6%	\$39,239	490	105	21.4%	147	30.0%	\$49,043	454	93	20.5%	143	31.5%	\$63,433	
46. Construction Trades		5	**	**	**	**	\$42,675	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
49. Transportation And Materials Moving Workers		30	**	**	**	**	\$38,705	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	
50. Visual And Performing Arts		921	123	13.4%	140	15.2%	\$35,272	817	85	10.4%	151	18.5%	\$42,665	740	88	11.9%	132	17.8%	\$49,827	
51. Health Professions And Related Sciences		2,361	1,333	56.5%	56															

Degree Level	Major	1 Year Post-Graduation*						5 Year Post-Graduation**						10 Year Post-Graduation***					
		Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage	Total Graduates	# Employed in Indiana	% Employed in Indiana	# Enrolled Post-Graduation	% Enrolled Post-Graduation	Average Wage
bolarship	30. Multi/Interdisciplinary Studies	14					\$75,555	24			0	0.0%	\$58,668						
	31. Parks, Recreation, Leisure And Fitness Studies	50	8	16.0%			\$60,067	40	7	17.5%	5	12.5%	\$65,713	34	7	20.6%			\$82,166
	38. Philosophy And Religion	48	**	**	0	0.0%	\$43,757	37					\$36,785	32					\$54,769
	40. Physical Sciences	364	47	12.9%			\$47,296	287	21	7.3%			\$76,340	284	23	8.1%	10	3.5%	\$124,546
	41. Science Technologies	6			0	0.0%	\$50,261	**	**	**	**	**	**	5			0	0.0%	\$89,615
	42. Psychology	189	25	13.2%	0	0.0%	\$50,582	174	22	12.6%			\$67,016	172	26	15.1%	5	2.9%	\$71,598
	43. Protective Services	10			0	0.0%	\$59,155												
	44. Public Administration And Services	31	**	**	0	0.0%	\$59,640	22					\$77,153	19	0	0.0%			\$0
	45. Social Sciences And History	194	25	12.9%	0	0.0%	\$42,382	170	20	11.8%			\$52,569	211	16	7.6%	8	3.8%	\$79,328
	50. Visual And Performing Arts	187	17	9.1%			\$32,659	151	12	7.9%			\$52,194	128	14	10.9%			\$57,815
	51. Health Professions And Related Sciences	201	48	23.9%			\$64,337	186	41	22.0%	6	3.2%	\$87,852	119	25	21.0%			\$92,389
	52. Business Management And Administrative Services	84	7	8.3%			\$103,703	100	7	7.0%			\$128,174	74	7	9.5%			\$123,971
	54. History	62	9	14.5%	0	0.0%	\$38,145	59	7	11.9%			\$49,596	72	9	12.5%	0	0.0%	\$58,404
	TOTAL (ALL MAJOR AREAS)	3,783	661	17.5%	27	0.7%	\$58,833	3,409	468	13.7%	67	2.0%	\$78,067	2,879	374	13.0%	74	2.6%	\$87,888
Doctor's Degrees - Professional Practice	22. Law And Legal Studies	1,442	648	44.9%	20	1.4%	\$55,729	1,444	600	41.6%	12	0.8%	\$77,826	1,362	538	39.5%	17	1.2%	\$94,462
	42. Psychology	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0	7	5	71.4%	0	0.0%	\$65,136
	51. Health Professions And Related Sciences	2,245	737	32.8%	34	1.5%	\$84,632	2,088	807	38.6%	24	1.1%	\$136,604	1,886	771	40.9%	33	1.7%	\$200,350
	N/A.	15	13	86.7%	0	0.0%	\$87,986	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0
TOTAL (ALL MAJOR AREAS)	3,702	1,398	37.8%	54	1.5%	\$71,266	3,532	1,407	39.8%	36	1.0%	\$111,539	3,255	1,314	40.4%	50	1.5%	\$156,481	
Graduate Certificate	04. Architecture And Related Programs						\$0	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0
	11. Computer And Information Sciences						\$0					\$0	10	**	**	0	0.0%	\$72,854	
	13. Education	199	157	78.9%	9	4.5%	\$86,478	124	86	69.4%	11	8.9%	\$99,554	53	29	54.7%	6	11.3%	\$97,057
	14. Engineering						\$0					\$0	0	0	0.0%	0	0.0%	\$0	
	19. Home Economics, General						\$0					\$0	0	0	0.0%	0	0.0%	\$0	
	23. English Language And Literature/Letters	21	**	**			\$34,644	13					\$61,735	0	0	0.0%	0	0.0%	\$0
	25. Library Science						\$0					\$0	**	**	**	**	**	**	
	26. Biological Sciences/Life Sciences						\$0	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0
	27. Mathematics	9			7	77.8%	\$88,367	16	**	**			\$50,010	0	0	0.0%	0	0.0%	\$0
	30. Multi/Interdisciplinary Studies	461	142	30.8%	57	12.4%	\$50,972	403	109	27.0%	114	28.3%	\$55,984	375	62	16.5%	117	31.2%	\$68,669
	42. Psychology	32	17	53.1%			\$42,442	36	19	52.8%			\$60,707	15			0	0.0%	\$62,528
	43. Protective Services	**	**	**	**	**	**	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0
	44. Public Administration And Services	69	20	29.0%	18	26.1%	\$38,589	**	**	**	**	**	**	0	0	0.0%	0	0.0%	\$0
	45. Social Sciences And History	**	**	**	**	**	**	9					\$61,924	0	0	0.0%	0	0.0%	\$0
	50. Visual And Performing Arts	30			9	30.0%	\$27,612	0	0	0.0%	0	0.0%	\$0	0	0	0.0%	0	0.0%	\$0
	51. Health Professions And Related Sciences	172	48	27.9%	15	8.7%	\$90,138	72	31	43.1%	8	11.1%	\$117,659	0	0	0.0%	0	0.0%	\$0
	52. Business Management And Administrative Services	130	83	63.8%	12	9.2%	\$55,203	54	33	61.1%	**	**	\$66,709	**	**	**	**	**	
	TOTAL (ALL MAJOR AREAS)	1,147	489	42.6%	134	11.7%	\$65,872	739	293	39.6%	151	20.4%	\$76,859	465	103	22.2%	123	26.5%	\$75,929

Skills Enhancement Fund

The Skills Enhancement Fund (SEF) provides financial assistance to businesses committed to training their workforce. Trainees must be Indiana residents. SEF reimburses eligible training expenses over a two-year term. Companies may reapply for additional SEF funds after their initial two-year term. Indiana Economic Development Corporation (IEDC) typically does not provide reimbursement for training that is required by law.

Description

The Skills Enhancement Fund (SEF) provides financial assistance to businesses committed to training their Indiana workforce by offering grants that reimburse a portion of a company's eligible training costs over a two-year term. Each SEF application is evaluated on its merits. Companies may reapply for additional SEF funds after their initial grant is successfully completed. The SEF Program is established under [IC 5-28-7](#).

Eligible Companies

- Manufacturing Companies
- Distribution/Logistics Providers
- Headquarters and other businesses that can demonstrate that a significant portion of their local revenue stems from transactions with out-of-state entities

Other Eligibility Requirements

- Company is in good standing with all state regulatory agencies
- Company is making a capital investment in addition to employee training costs
- Company will commit to continue operations and maintain employment levels where the SEF training assistance is provided for at least five years after the training grant is completed
- Company is not a retail establishment, a non-profit entity, or engaged in business that is otherwise prohibited
- Trainees must be Indiana residents who are full-time and permanent employees of the company (i.e., 35 hours or more per week and non-temporary)

Financial Assistance and Training Parameters

The maximum amount awarded through the SEF program will typically not exceed 50 percent of a company's eligible training budget; the actual approved amount may be less than 50 percent.

- Most types of training are eligible except safety, HR/benefits orientation, and training required by law (e.g., Commercial Driver's License)
- Training expenses eligible for reimbursement include instruction, travel, and material and supply costs
- Trainee wages are not an eligible training expense, although the wages paid to a staff trainer/instructor can be an eligible expense

Evaluation Criteria

- Capital investment being made by the company
- Number of workers to be trained (both new and existing) and average wage levels
- Quality and cost of the training program
- Importance of the project to Indiana's strategic future
- Economic need of the affected community
- Receiving the grant award is a major factor in the applicant's decision to go forward with the training program

Skill Enhancement Fund			
Amounts Paid to Employers in 2013 from IEDC			
Industry	Actual Employees Trained	Total Paid in 2013	Total Contractual Grant
Administrative & Support & Waste Mgmt Remediation Services	56	\$8,477	\$200,000
Educational Services	31	\$13,904	\$46,000
Finance & Insurance	376	\$251,693	\$457,500
Health Care & Social Assistance	26	\$22,415	\$115,000
Information	1,129	\$314,054	\$860,000
Management of Companies & Enterprises	19	\$7,821	\$30,000
Manufacturing	8,285	\$2,453,854	\$7,007,250
Other Services	25	\$661	\$252,000
Professional, Scientific, and Technical Services	1,695	\$411,170	\$1,606,600
Real Estate and Rental Leasing	111	\$66,347	\$170,000
Retail Trade	1,867	\$25,418	\$75,000
Transportation & Warehousing	1,774	\$362,329	\$690,000
Unlisted	10,382	\$3,156,969	\$10,294,906
WholeSale Trade	55	\$45,328	\$127,250
Grand Total	25,831	\$7,140,439	\$21,931,506

Trade Adjustment Assistance Community College and Career Training

TAA CCCT Grant Program

In 2009, the American Recovery and Reinvestment Act amended the Trade Act of 1974 to authorize the Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant Program.

TAACCCT provides community colleges and other eligible institutions of higher education with funds to expand and improve their ability to deliver education and career training programs that can be completed in two years or less, are suited for workers who are eligible for training under the TAA for workers program, and prepare program participants for employment in high-wage, high-skill occupations.

Round Three (FY 2013)

On September 18, 2013, the US Department of Labor announced \$474.5 million in grants to community colleges and universities around the country for the development and expansion of innovative training programs in partnership with local employers. The grants are part of the Trade Adjustment Assistance Community College and Career Training grant program, a multiyear, nearly \$2 billion initiative to expand targeted training programs for unemployed workers, especially those impacted by foreign trade.

Purdue University received \$2,741,491 for project AWAKE, Assisting Workforce by Advancing Knowledge for Employment.

Round Four (FY 2014)

On September 29, 2014, the US Department of Labor \$450 million in grants to community colleges and universities around the country for the development and expansion of innovative training programs in partnership with local employers. The grants are part of the Trade Adjustment Assistance Community College and Career Training grant program, a multiyear, nearly \$2 billion initiative to expand targeted training programs for unemployed workers, especially those impacted by foreign trade.

Ivy Tech Community College of Indiana received \$2,496,003 for Information Technology Pathways in Indiana (IVY IT)