

# INDIANA ECONOMIC ANALYSIS REPORT



INDIANA  
DEPARTMENT OF  
**WORKFORCE**  

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**October 2021**

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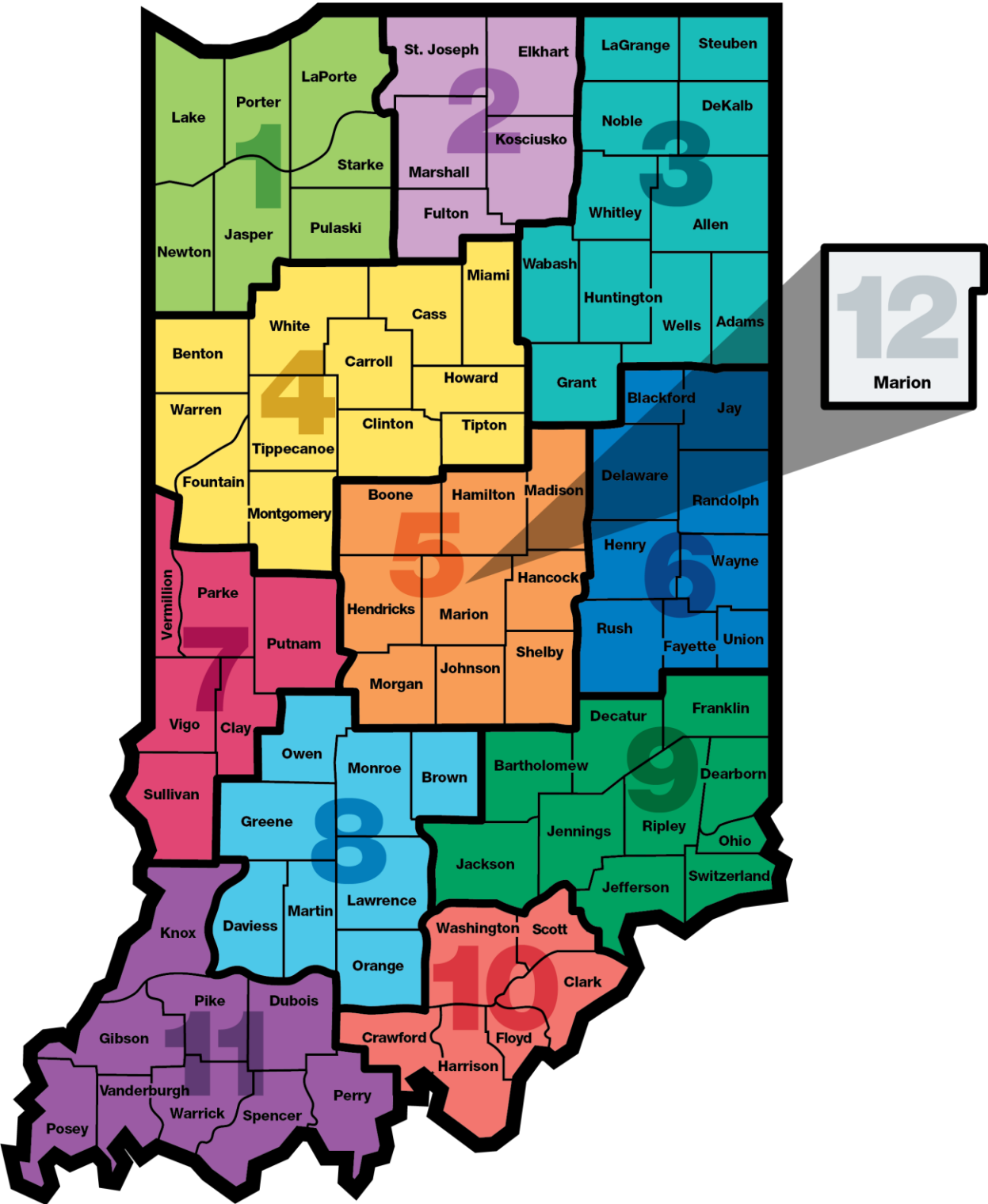
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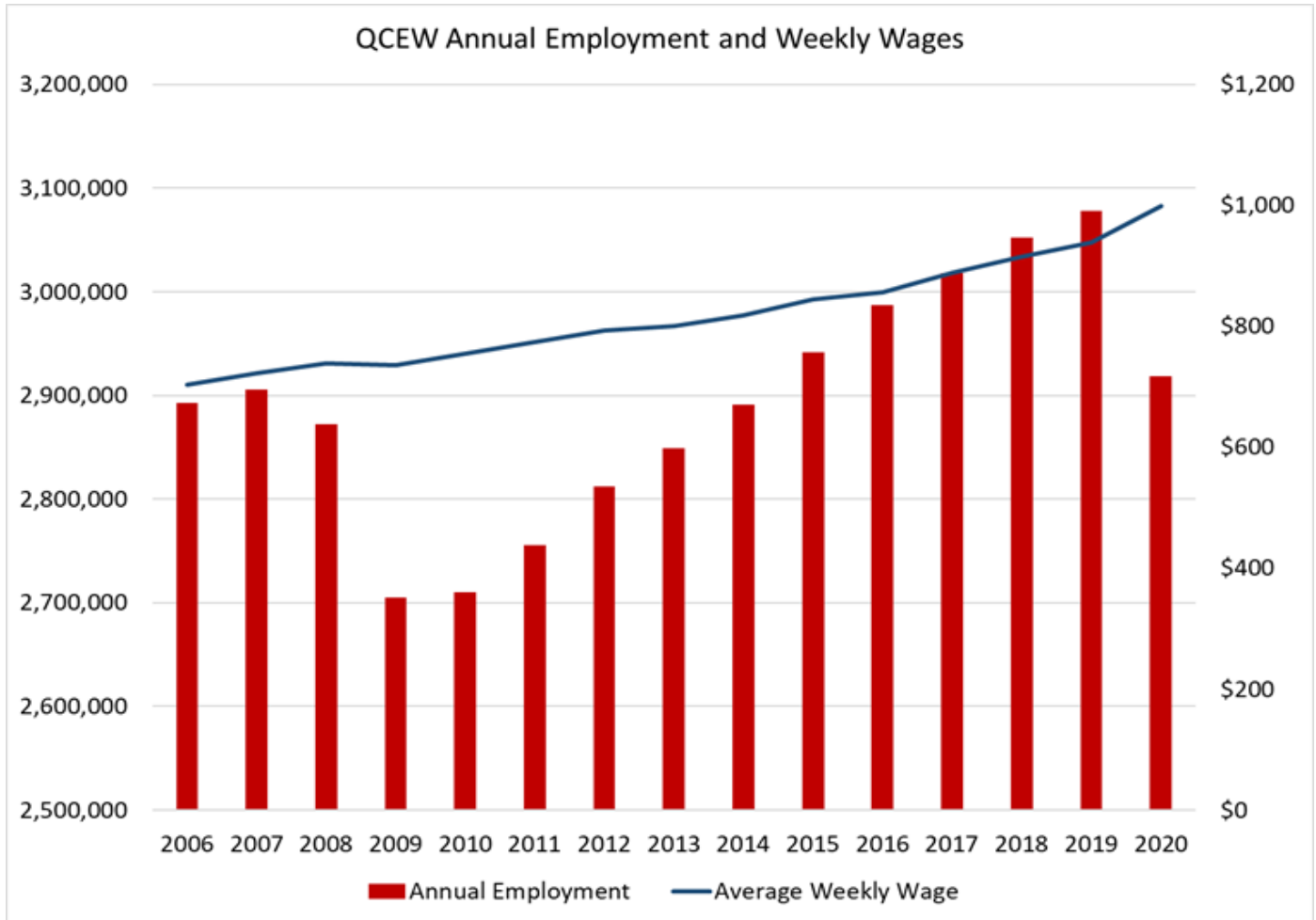
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### Economic Growth Regions



## 2020 Indiana Employment in Brief

Indiana had seen steady employment recovery following the Great Recession. This trend changed in 2020. In 2020 the average annual employment level was 2,535,558 for private employment and 2,918,792 for all public and private sectors. Those numbers are a loss of 159,019 public and private sector jobs. This was due to the Covid-19 pandemic and economic downturn that followed. Average weekly wages have risen to \$999 for all Industries. The following charts summarize Indiana’s 2020 Employment from the Quarterly Census of Employment and Wages (QCEW) program.



Source: IDWD Quarterly Census of Employment and Wages

**Summary: Current Employment Statistics and Labor Force 2020**

2020 estimates from the Current Employment Statistics (CES) and Local Area Unemployment Statistics (LAUS) indicate falling private sector employment and increasing unemployment from the previous year. Indiana's labor force has lost 63,481 from 2019 to 2020. These losses were due to the Covid-19 pandemic and the economic shutdowns it created in March and April. Indiana's 2020 annual labor force stands at 3,319,010.

Many sectors lost jobs due to the pandemic. From January 2020 to January 2021 Indiana's Total Non-Farm employment lost 134,400 and the private sector employment lost 109,200 jobs. Key growth sectors over the past year include Transportation, Warehousing, and Utilities which gained 10,500, and Construction which gained 1,500 over the year. Manufacturing lost 16,100 jobs from January 2020 to January 2021.

Source: *Current Employment Statistics January 2021.*

<b>IN Employment Change Over the Month and Over the Year (seasonally adjusted)</b>					
<b>Industry</b>	<b>January 2020</b>	<b>December 2020</b>	<b>January 2021</b>	<b>Month Change</b>	<b>Y-to-Y Change</b>
Private Educational & Health Services	484.1	461.3	461.5	0.2	-22.6
.....Private Educational Services	63.1	51.8	53.2	1.4	-9.9
.....Health Care & Social Assistance	421.0	409.5	408.3	-1.2	-12.7
Manufacturing	536.9	519.5	520.8	1.3	-16.1
Professional & Business Services	347.0	333.9	334.1	0.2	-12.9
Financial Activities	143.0	141.0	140.7	-0.3	-2.3
Construction	148.7	150.3	150.2	-0.1	1.5
Leisure and Hospitality	316.0	270.7	272.7	2.0	-43.3
Trade, Transportation & Utilities	598.9	605.1	606.0	0.9	7.1
.....Trade	438.5	433.1	435.1	2.0	-3.4
.....Transportation, Warehousing & Utilities	160.4	172.0	170.9	-1.1	10.5
All Other	163.2	141.3	142.6	1.3	-20.6
Total Private	2,737.8	2,623.1	2,628.6	5.5	-109.2
Government (Includes Public Schools & Hospitals)	427.9	401.7	402.7	1.0	-25.2
Total Nonfarm	3,165.7	3,024.8	3,031.3	6.5	-134.4
United States Total Private	129,445.0	121,047.0	121,169.0	122.0	-8276.0

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## Section A: Economic Analysis

### A1: Annual Employment and Wages (2020)

Indiana Employment, Firms and Wages by Industry (2020)				
Industries	Average Annual Wage	Units	Total Wages (in billions)	Average Employment
<b>Total</b>	<b>\$ 51,925</b>	<b>173,059</b>	<b>\$ 151.56</b>	<b>2,918,748</b>
<b>Manufacturing</b>	<b>\$ 65,070</b>	<b>9,265</b>	<b>\$ 32.83</b>	<b>504,494</b>
<b>Health Care and Social Services</b>	<b>\$ 54,141</b>	<b>14,988</b>	<b>\$ 23.60</b>	<b>435,905</b>
<b>Retail Trade</b>	<b>\$ 31,480</b>	<b>20,671</b>	<b>\$ 9.62</b>	<b>305,533</b>
<b>Educational Services</b>	<b>\$ 46,433</b>	<b>3,384</b>	<b>\$ 11.01</b>	<b>237,032</b>
<b>Accommodation and Food Services</b>	<b>\$ 17,909</b>	<b>13,769</b>	<b>\$ 4.15</b>	<b>231,597</b>
<b>Admin, Support, Waste</b>	<b>\$ 37,275</b>	<b>10,661</b>	<b>\$ 6.33</b>	<b>169,856</b>
<b>Transportation &amp; Warehousing</b>	<b>\$ 49,379</b>	<b>7,037</b>	<b>\$ 8.04</b>	<b>162,842</b>
<b>Construction</b>	<b>\$ 62,635</b>	<b>15,656</b>	<b>\$ 9.02</b>	<b>143,990</b>
<b>Public Administration</b>	<b>\$ 52,669</b>	<b>2,855</b>	<b>\$ 6.87</b>	<b>130,527</b>
<b>Professional, Scientific, Technical</b>	<b>\$ 75,143</b>	<b>20,355</b>	<b>\$ 9.35</b>	<b>124,373</b>
<b>Wholesale Trade</b>	<b>\$ 72,549</b>	<b>13,462</b>	<b>\$ 8.64</b>	<b>119,110</b>
<b>Finance and Insurance</b>	<b>\$ 79,781</b>	<b>10,628</b>	<b>\$ 7.88</b>	<b>98,739</b>
<b>Other Services (Except Public Administration)</b>	<b>\$ 36,645</b>	<b>13,296</b>	<b>\$ 2.97</b>	<b>80,926</b>
<b>Real Estate and Rental and Leasing</b>	<b>\$ 51,059</b>	<b>7,059</b>	<b>\$ 1.78</b>	<b>34,834</b>
<b>Arts, Entertainment, and Recreation</b>	<b>\$ 38,484</b>	<b>2,372</b>	<b>\$ 1.32</b>	<b>34,199</b>
<b>Management of Companies and Enterprises</b>	<b>\$ 105,177</b>	<b>1,242</b>	<b>\$ 3.58</b>	<b>34,035</b>
<b>Information</b>	<b>\$ 59,743</b>	<b>2,798</b>	<b>\$ 1.91</b>	<b>31,952</b>
<b>Utilities</b>	<b>\$ 96,742</b>	<b>560</b>	<b>\$ 1.54</b>	<b>15,870</b>
<b>Agriculture, Forestry, Fishing and Hunting</b>	<b>\$ 42,860</b>	<b>1,994</b>	<b>\$ 0.68</b>	<b>15,847</b>
<b>Mining</b>	<b>\$ 75,527</b>	<b>312</b>	<b>\$ 0.38</b>	<b>5,026</b>

Source: Quarterly Census of Employment and Wages

Major Industries, Composition

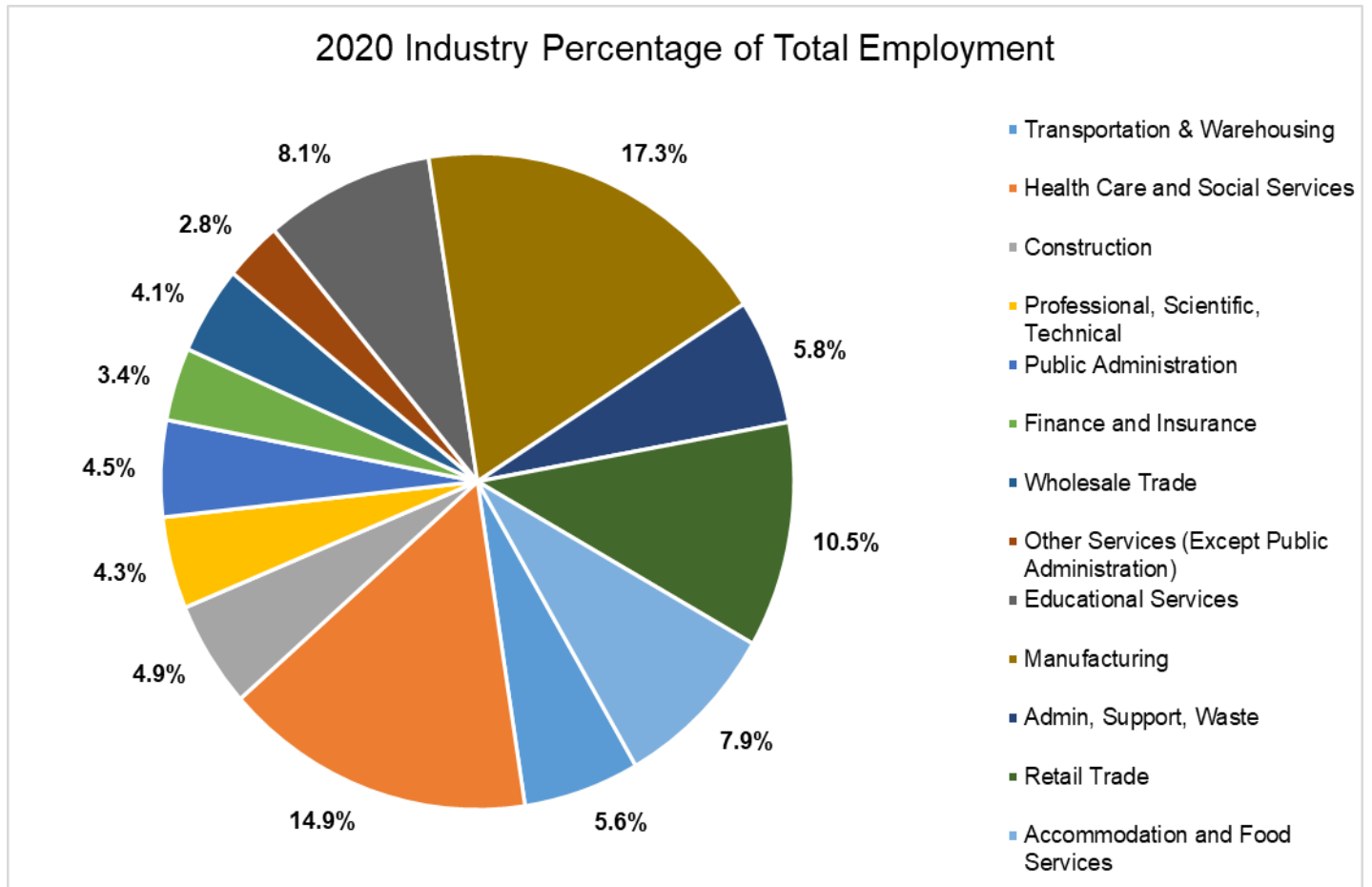




Table 1: Indiana Statewide Five- Year Employment Change

INDIANA ANNUAL AVERAGE EMPLOYMENT BY INDUSTRY				
Industry	2015	2020	Change	% Change
<b>Total</b>	<b>2,941,991</b>	<b>2,918,748</b>	<b>-23,243</b>	<b>-0.8%</b>
Transportation & Warehousing	135,172	162,842	27,670	20.5%
Health Care and Social Services	411,935	435,905	23,970	5.8%
Construction	127,103	143,990	16,887	13.3%
Professional, Scientific, Technical	109,841	124,373	14,532	13.2%
Public Administration	126,583	130,527	3,944	3.1%
Finance and Insurance	94,942	98,739	3,797	4.0%
Real Estate and Rental and Leasing	33,399	34,834	1,435	4.3%
Agriculture, Forestry, Fishing and Hunting	14,750	15,847	1,097	7.4%
Management of Companies and Enterprises	33,320	34,035	715	2.1%
Utilities	15,734	15,870	136	0.9%
Wholesale Trade	119,323	119,110	-213	-0.2%
Mining	6,520	5,026	-1,494	-22.9%
Other Services (Except Public Administration)	85,014	80,926	-4,088	-4.8%
Arts, Entertainment, and Recreation	41,707	34,199	-7,508	-18.0%
Information	39,864	31,952	-7,912	-19.8%
Educational Services	251,390	237,032	-14,358	-5.7%
Manufacturing	518,900	504,494	-14,406	-2.8%
Admin, Support, Waste	187,259	169,856	-17,403	-9.3%
Retail Trade	324,901	305,533	-19,368	-6.0%
Accommodation and Food Services	261,757	231,597	-30,160	-11.5%

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

**Table 1: Indiana Statewide One Year Employment Change- Impact of the 2020 Pandemic.**

	2019 Employment	2020 Employment	Total Change	Pct Change
<b>NAICS Code</b>				
<b>Total</b>	<b>3,077,110</b>	<b>2,919,380</b>	-157,730	-5.1%
Agriculture, Forestry, Fishing and Hunting	15,687	15,851	164	1.0%
Mining	5,788	5,026	-762	-13.2%
Utilities	15,742	15,870	128	0.8%
Construction	145,911	144,033	-1,878	-1.3%
Manufacturing	541,152	504,340	-36,812	-6.8%
Wholesale Trade	123,429	119,075	-4,354	-3.5%
Retail Trade	317,084	306,189	-10,895	-3.4%
Transportation & Warehousing	158,136	163,145	5,009	3.2%
Information	35,028	32,059	-2,969	-8.5%
Finance and Insurance	98,998	98,854	-144	-0.1%
Real Estate and Rental and Leasing	37,887	35,910	-1,977	-5.2%
Professional, Scientific, Technical	123,253	124,387	1,134	0.9%
Management of Companies and Enterprises	34,852	33,749	-1,103	-3.2%
Admin, Support, Waste	190,042	170,202	-19,840	-10.4%
Educational Services	250,994	237,066	-13,928	-5.5%
Health Care and Social Services	447,034	436,256	-10,778	-2.4%
Arts, Entertainment, and Recreation	44,552	34,156	-10,396	-23.3%
Accommodation and Food Services	271,916	231,744	-40,172	-14.8%
Other Services (Except Public Administration)	89,552	80,939	-8,613	-9.6%
Public Administration	130,073	130,529	456	0.4%

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

## **2020 Annual Industry Overview**

From 2010 to 2019 total employment increased each year. In 2020 due to the Covid-19 pandemic employment decreased from 2019 to 2020 by 23,243 jobs (-0.8%) overall for all industries, including both public and private employment. This is measured from the Quarterly Census of Employment and Wages, annual average employer reported data. This is the most recent full year of data at the time of this report. QCEW is the best measure of true employment levels, from which other surveys (such as the CES cited in the introduction) are benchmarked annually.

Over the most recent five-year period, four sectors showed modest growth Health Care and Social Services increased by 23,970 jobs or 5.8% since 2015. Professional, Scientific, Technical grew by 14,532, Transportation and Warehousing gained 27,670 jobs and Construction added 16,887 jobs from 2015-2020.

### **Industries showing the highest employment increases from 2015 to 2020**

#### **Health Care and Social Assistance**

Health care and social assistance employment has grown by 5.8% in the last 5 years with an increase of 23,970 jobs. This growth was muted due to a 10,778 decrease in 2020 due to the 2020 Covid pandemic. This sector growth includes physicians' offices, hospitals, and a wide range of providers. Wages in this industry increased by 18.3% in 2020 to an average weekly wage of \$1,041.

#### **Transportation and Warehousing**

Transportation and Warehousing has grown by 27,670 from 2015-2020. This industry has also been a target for economic development for several years. This industry grew by 20.5% during this five-year period. This industry showed annual growth in the face of the pandemic. The average weekly wages for Transportation and Warehousing were at \$950 for 2020.

#### **Construction**

The Construction industry grew by 16,887 or 13.3% between 2015 and 2020. This sector grew slowing early in the economic recovery but has gained momentum in recent years. Construction experienced a small loss of 1,878 jobs in 2020. The average weekly wages for this industry are at \$1,205 for 2020.

#### **Professional and Technical Services**

Professional and Technical Services has shown healthy growth from 2015 to 2020. This is an industry that will be key to Indiana's future. Among the industries this sector contains are Legal Services, Architectural and Engineering, Research and Development and Computer Systems Design and Related Services. Many of these areas have been the focus of Indiana economic development. The sector has grown 14,532 jobs at a 13.2% gain over the past five years. This industry did gain 1,134 jobs in 2020. The average weekly wages for 2020 for this sector are above the state average at \$1,445.

#### **Utilities**

Utilities is one of the smaller industries in Indiana. From 2015-2020 the sector increased by 0.9% with 136 jobs. Utilities did gain 128 jobs during 2020. Utilities are also one of the higher paying industries and had a weekly wage of \$1,860 in 2020.

### **Industries showing decline from 2015 to 2020**

The following industries are among those that have shown employment declines over the time frame from 2015 to 2020. This is based on the annual average employment from QCEW and includes public and private jobs. Much of this loss is due to the economic impact of the 2020 Covid-19 Pandemic.

### **Accommodation and Food Services**

The pandemic hit the Accommodation and Food service industries hard. This industry had shown consistent growth over the last decade. The pandemic forced shutdowns of hotels and restaurants throughout the state. This created a one- year decline at a rate of -14.8% and over 40,000 jobs lost. While many of these jobs are lower or middle wage jobs, this industry also includes many part time workers, and average weekly wages were just \$344 during 2020.

### **Manufacturing**

Indiana manufacturers lost employment by 14,406 over this time frame. However, over the first four years Manufacturing gained over 22,000 jobs. In 2020 Manufacturing lost 36,812 jobs and had the second largest decrease in total jobs of all industries due to the pandemic. Manufacturing pays wages greater than average, with average weekly wages of \$1,251 during 2020.

### **Educational Services**

This sector lost employment by 14,4358 over the five-year time frame, also representing one of the larger declines in total jobs of all industries. The pandemic played havoc on Educational Services resulting in a decline of nearly 14,000 jobs in 2020 along. Educational Services decreased by -5.7% as an industry for Indiana and had average weekly wages of \$752 during 2020.

### **Retail Trade**

Retail Trade had the second largest decline in Indiana in terms of total employment. Along with the pandemic, pressures from online competitors have caused a decline in the Retail employment. From 2015-2020 employment fell by 19,368 for a decline of -6.0%. In 2020 the economic shutdowns contributed to retail losing 10,895 jobs. Retail is also one of the lower paying industries with an average weekly pay of \$605.

### **Admin, Support, Waste**

Admin, Support, Waste had the third largest decline in Indiana in terms of total employment. From 2015-2020 employment fell by 17,403 for a decline of -9.3%. Again, this is entirely due to the pandemic as in 2020 there was a loss of nearly 20,000 jobs. It is also one of the lower paying industries with an average weekly pay of \$717.

### **Other Services (Except Public Administration)**

This industry has declined by 4,088 over 2015-2020 at a rate of -4.8%. This loss is highly inflated as the industry lost over 8,600 jobs in 2020 along. This industry includes Repair and Maintenance, Personal and Laundry Services, Religious, Grant Making, Civic, Professional & Similar Organizations and Private Households. Wages for these industries vary widely, and the weekly averages may include part time workers. During 2020 the average weekly wage for this industry sector was \$705.

### **Mining**

Mining is the smallest industrial sector in Indiana. Over the 2015 to 2020 time frame this industry lost 1,494 jobs or a loss of -22.9% of its total. The pandemic had very little impact on Mining in 2020. Mining does have a very high average wage of \$1,452.

### **Information**

The information sector lost 7,192 jobs at a rate of 19.8% decline from 2015 to 2020. In 2020 alone this sector lost almost 3,000 jobs. This sector includes publishing, telecommunications, and internet broadcasting which all saw moderate declines over these years. Average weekly wages were above the state average, at \$1,149 during 2020.

## Wages

Average annual/weekly wages are affected by the ratio of full-time to part-time workers as well as the number of individuals in high-paying vs. low-paying occupations. Table 2 on the next page shows the historical annual averages from 2004-2020 with 2020 showing a 6.5% increase from 2019.

Table 2a shows percentage growth of wage changes over the last five years (2015-2020). Over this time, all sectors experienced an increase in wages. The highest increases were Administrative, Support and Waste Management and Remediation Services and Arts, Entertainment, and Recreation increasing by 28% and 23.3% respectively. Other industries with healthy wage increases include Other Services (Except Public Administration) at 21.1% and Real Estate and Rental and Leasing at 22.9%.

The slowest percentage wage increases from 2015-2020 were in Manufacturing (10.2%), Mining (10.0%) and Utilities (9.5%).

**Table 2: Indiana Statewide Total Wages**

Year	Annual Employment	Average Weekly Wage	% Chg
2004	2,848,873	\$667	3.9%
2005	2,873,795	\$681	2.1%
2006	2,892,419	\$703	3.2%
2007	2,905,725	\$722	2.7%
2008	2,872,442	\$739	2.4%
2009	2,705,331	\$736	-0.4%
2010	2,709,831	\$755	2.6%
2011	2,755,826	\$774	2.5%
2012	2,812,347	\$793	2.5%
2013	2,849,311	\$801	1.0%
2014	2,890,758	\$818	2.1%
2015	2,941,991	\$844	3.2%
2016	2,987,091	\$857	1.5%
2017	3,018,177	\$888	3.6%
2018	3,051,879	\$915	3.1%
2019	3,077,767	\$938	2.5%
2020	2,918,748	\$999	6.5%

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

Table 2a: Indiana Statewide Data

2020 INDIANA AVERAGE WEEKLY WAGES BY INDUSTRY (comparison to 2015, 2019 & 2020)					
NAICS Code	2015	2019	2020	% Change From 2015	% Change From 2019
Indiana State Totals	\$844	\$938	\$999	18.4%	6.5%
Enterprises	\$1,760	\$1,945	\$2,023	14.9%	4.0%
Utilities	\$1,698	\$1,849	\$1,860	9.5%	0.6%
Mining	\$1,321	\$1,469	\$1,453	10.0%	-1.1%
Finance and Insurance	\$1,277	\$1,445	\$1,534	20.1%	6.2%
Professional, Scientific, Technical	\$1,221	\$1,362	\$1,445	18.3%	6.1%
Wholesale Trade	\$1,203	\$1,333	\$1,395	16.0%	4.7%
Manufacturing	\$1,135	\$1,218	\$1,251	10.2%	2.7%
Construction	\$1,033	\$1,155	\$1,205	16.7%	4.3%
Information	\$977	\$1,069	\$1,149	17.6%	7.5%
Health Care and Social Services	\$880	\$976	\$1,041	18.3%	6.7%
Public Administration	\$857	\$969	\$1,013	18.2%	4.5%
Transportation & Warehousing	\$854	\$922	\$950	11.2%	3.0%
Real Estate and Rental and Leasing	\$799	\$903	\$982	22.9%	8.7%
Educational Services	\$752	\$830	\$893	18.8%	7.6%
Agriculture, Forestry, Fishing and Hunting	\$705	\$781	\$824	16.9%	5.5%
Arts, Entertainment, and Recreation	\$600	\$676	\$740	23.3%	9.5%
Other Services (Except Public Administration)	\$582	\$649	\$705	21.1%	8.6%
Admin, Support, Waste	\$560	\$656	\$717	28.0%	9.3%
Retail Trade	\$501	\$556	\$605	20.8%	8.8%
Accommodation and Food Services	\$288	\$330	\$344	19.4%	4.2%

Source: DWD Quarterly Census of Employment and Wages

## ***A2: Analysis - INDemand Jobs***

**INDIANA CAREER READY** is an Indiana Department of Workforce Development website that focuses on high-demand, high-wage jobs for today and tomorrow. The INDemand focus will help ensure a long and rewarding career. The demand indicator used is based on a methodology that ranks all Indiana jobs based on future growth and wages. Whether you are searching for your first job, changing jobs, re-entering the workforce, or planning a career change make the [INDemand Jobs](#) page the cornerstone of your efforts.

### **Updated Methodology**

Indiana has established an occupational demand ranking system designated by “Flames.” An occupation will be assigned between 1 and 5 Flames, depending on how “in demand” that occupation is in Indiana. The methodology for the occupational demand ranking system is detailed below.

Each occupation in Indiana is designated a 1-10 score in 5 categories: Total Openings (x2), Growth Openings, Percentage Change, Real Time Labor Market Information, and Wages for both Short Term and Long Term outlook using 2019-2021 Short Term Projections and 2018-2028 Long Term Projections and Bureau of Labor Statistics wage estimates. The scoring method is determined by deciles or, in other words, a percentile system ranging from the 90<sup>th</sup> percentile and above, down to the 10<sup>th</sup> percentile and below. The averaged total for each occupation is then divided by 2 to produce an Indiana Demand Ranking in both outlooks. Lastly, both the short term and long term outlook Indiana Demand Ranking scores for each occupation are averaged to calculate the occupation’s final rating.

- 5 Categories for Short Term and Long Term Outlook
  - Total Job Openings x2 (Projected total openings, includes growth and separations)
  - Growth Openings (Occupational growth openings)
  - Percentage Change (Occupational percentage change from base year to projected year)
  - Real time labor market information (Job posting data)
  - Wages (OES Wage Estimates)

**Table 3: Five Flame INDemand Jobs**

SOC Code	SOC Title	Final Score	Flames
15-1252	Software Developers	5	*****
15-1253	Software Quality Assurance Analysts and Testers	5	*****
11-3031	Financial Managers	5	*****
11-9111	Medical and Health Services Managers	5	*****
13-1111	Management Analysts	5	*****
29-1171	Nurse Practitioners	5	*****
11-1021	General and Operations Managers	5	*****
13-1161	Market Research Analysts and Marketing Specialists	5	*****
29-1141	Registered Nurses	5	*****
25-1071	Health Specialties Teachers, Postsecondary	5	*****
49-9041	Industrial Machinery Mechanics	5	*****
11-9021	Construction Managers	5	*****
15-1211	Computer Systems Analysts	5	*****
29-1123	Physical Therapists	5	*****
13-1082	Project Management Specialists	5	*****
13-1199	Business Operations Specialists, All Other	5	*****
41-3091	Representatives of Services, Except Advertising, Insurance, Financial Services	5	*****
13-2011	Accountants and Auditors	5	*****
31-9092	Medical Assistants	5	*****
47-2111	Electricians	5	*****



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# Understanding occupation data

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Because there is nearly an infinite number of occupations, the six-digit SOC code system was developed as a federal standard to classify jobs into occupation groups. Knowing which occupations people have is crucial for different economic analyses, long-term employment projections, preparing employment policies and programs, and deciding on training programs. State and federal agencies collect these data from various resources, often through surveys.

Data that come directly from the people who work (via the [American Community Survey](#)) or from the employers (via the [Occupational Employment Statistics](#) program) are sampled and used to produce occupation estimates. It is important to note that these surveys are carefully sampled to provide an insight into what jobs people hold, but they can still be subject to limitations. Often the issue involves declining response rates and the nonmandatory nature of most surveys. This is where administrative data have an advantage since they can reduce response burden and enhance data integrity.

Administrative data refers to micro-data which are collected for nonstatistical purposes and used mainly for administering services and programs.<sup>1</sup> Some examples include records on enrollments and completions in higher education, as well as wages. Wage data represent one of the most frequently used sources of workforce data and can answer questions ranging from how much are certain occupations pay to how much certain college graduates earn.

Indiana has an existing longitudinal data infrastructure that contains wage records collected from employers each quarter. Every employer is legally required to report the wages paid to their employees in Indiana.<sup>2</sup> To facilitate collection of wage records, employers use the Employer Self Service/Uplink web application<sup>3</sup> where they can manually enter their employees' wages or upload a file containing wages. Up until early 2019, employers were required to provide employees' wages, names and Social Security numbers. Using other employer administrative records, we can determine industry of employment but not

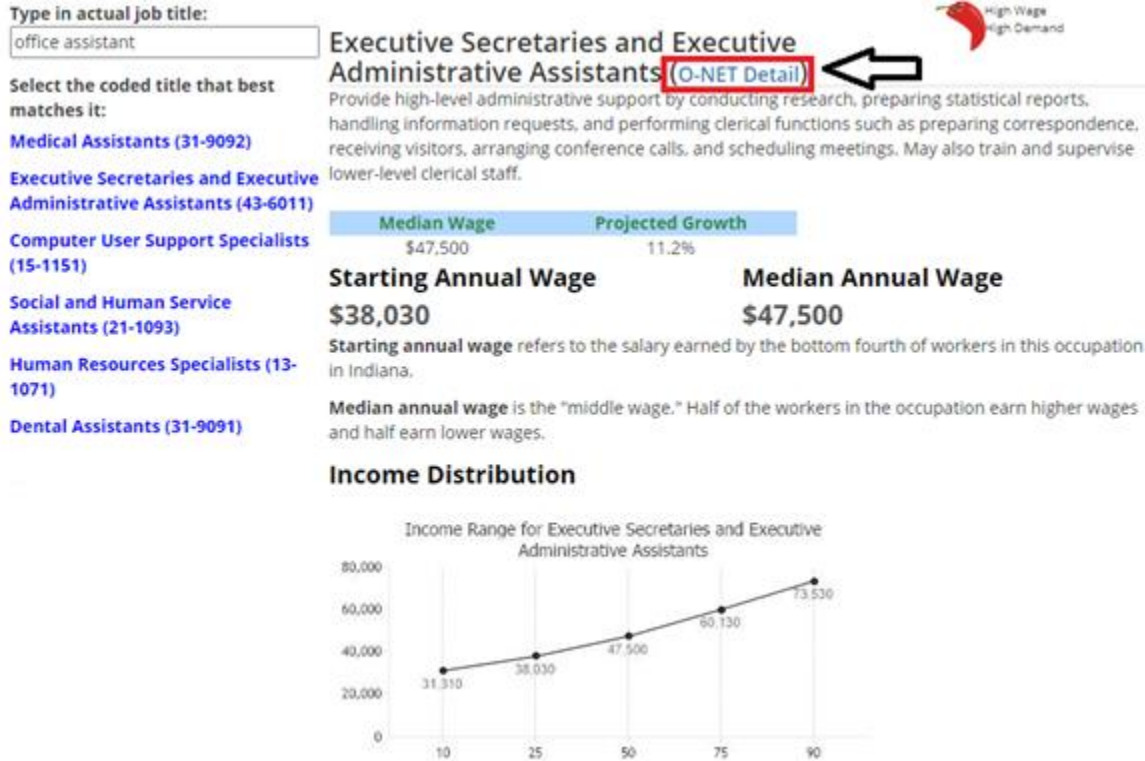
occupation. This means it was possible to tell if a person worked in the health care industry within a hospital, but it was not always possible to determine whether that person's occupation in the hospital was a surgeon, an administrator, a cook or a social worker. To get a clearer picture of the labor market, Indiana started collecting occupation data from employers and requesting each employer to report [Standard Occupational Classification \(SOC\) codes](#) for their employees.

### **How do SOC codes work?**

Because there is nearly an infinite number of occupations people can have, the six-digit SOC code system was developed as a federal standard to classify jobs into occupation groups.

In 2017, Indiana received a [Workforce Data Quality Initiative](#) grant from the U.S. Department of Labor's Employment and Training Administration to create an infrastructure that would allow collection and analysis of occupation data. In early 2019, Indiana joined Louisiana and Alaska in requesting occupation data directly from employers. To facilitate determining and reporting occupations for their employees, employers can use the [occupation coding tool](#) on the Hoosiers by the Numbers website. The tool uses job titles to suggest several different occupations. To determine the most appropriate occupation code, the employer can type the job title in the search box. A number of occupation codes will populate and the employer can click on each of them to see a short description of tasks associated with that occupation.<sup>4</sup> To explore more about the occupation, the employer can click on an external link (O-NET Detail) that offers a more extensive list of tasks for each occupation (see **Figure 1**). This allows them to select the most appropriate occupation code based on the tasks their employee is performing.

Figure 1: Sample output from the occupation coding tool



Source: [Hoosiers by the Numbers](#) from the Indiana Department of Workforce Development

All workers are classified into one of the [459 broad or 867 detailed occupations](#). For illustration, let us look at how the granularity of the information changes within the broad category of general food preparation and serving occupations (35-0000).

### 35-0000 Food preparation and serving related occupations

The first two digits in the SOC code 35-0000 designate the major group and will tell us the general occupation group. The group "Food Preparation and Serving Related Occupations" consists of occupations like chefs, cooks, servers, bartenders, dishwashers and hosts. If we have a person's general occupation data, we will know that the person likely works in a restaurant or a bar, but we will not know if they are a chef or a host.

### 35-2000 Cooks and food preparation workers

The second two digits in the SOC code 35-2000 represent the minor group. These digits give us more detail on the person's occupation and tell us they are neither a chef nor a host, but work on cooking and food preparation.

### 35-2010 Cooks

Looking at the third two digits in the SOC code 35-2010 tells us the person works as a cook. Cooks and food preparation workers have different skills and responsibilities. While a cook is responsible for ensuring the food is cooked to the appropriate temperature, they are also responsible for supervising the work of other kitchen staff. A food preparation worker usually prepares the food to be cooked and does not have supervising responsibilities.

The last digit in the SOC code will tell us if a person works as a cook in a fast-food restaurant (35-2011 Cooks, Fast Food) or a traditional restaurant (35-2014 Cooks, Restaurant).

While we can get a fairly good understanding of a person's job by looking at their broad occupation (the first two digits), knowing their detailed occupation (six digits) will give us a more complete understanding of the person's skills, responsibilities and related wage range.

### **How can occupation data be used?**

Collecting occupation data directly from employers represents an important expansion of the longitudinal data and allows for a more accurate account on career pathway intelligence. This means that Indiana will be able to better support research and evaluation efforts. For example, we will be able to analyze employment and occupation outcomes for people in different stages of their careers. Also, we will be able to see what jobs people hold after graduating from college or participating in a training program. Similarly, we will get a more accurate picture of the talent pipeline coming from Indiana's correctional system. This information will help us understand how people move from one occupation to another.

Insight into occupation data will result in a better understanding of how people travel through the education and workforce systems. In addition to improved workforce data quality in Indiana, we will have enhanced ability to match education and workforce data, conduct deeper analysis and reporting on the education-workforce relationships, and share the outcomes of this work with other states.

### **Notes**

1. U.S. Census Bureau American Community Survey Office, "Realizing the promise of administrative data for enhancing the American Community Survey," November 2018, [www.census.gov/content/dam/Census/programs-surveys/acs/operations-and-administration/administrative-records-in-the-american-community-survey.pdf](http://www.census.gov/content/dam/Census/programs-surveys/acs/operations-and-administration/administrative-records-in-the-american-community-survey.pdf)
2. See [Indiana Administrative Code, Rule 646 IAC 5-2: Employer Rights, Responsibilities, and Liability](#).
3. See the Employer Self Service application at [www.in.gov/dwd/indiana-unemployment/employers/ess/](http://www.in.gov/dwd/indiana-unemployment/employers/ess/).
4. Please note that there are two versions of SOC codes available—the 2010 version and the 2018 version. As of December 2020, Indiana still accepts either one.

## Section B: Workforce Analysis

### B1: Labor Force

#### Estimates

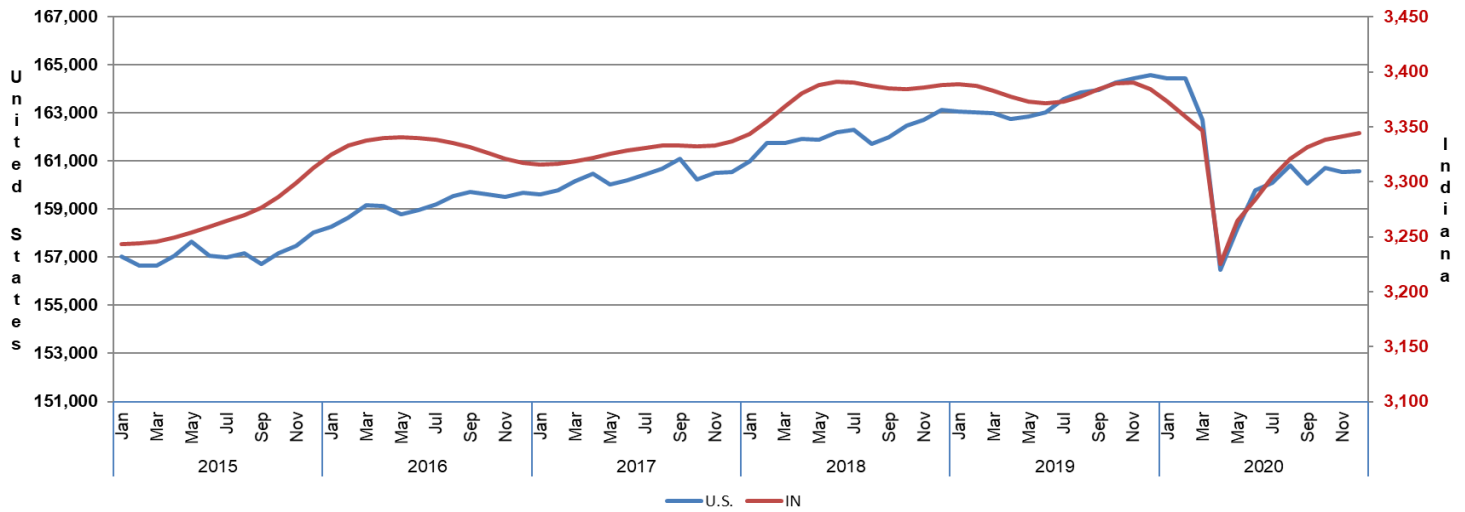
Indiana's unemployment rate dropped from a twenty-year peak of 10.5% in 2010, to 7.1% in 2019. The Labor Force and low unemployment rate had been stable for Indiana in 2019. That would abruptly change in the first half of 2020 due to the pandemic. The pandemic caused the highest annual unemployment rate since 2013 and the lowest Annual Labor Force since 2015.

**Table 4: Indiana Labor Force and Unemployment, non-seasonally adjusted 2000-2020 annual averages**

INDIANA LABOR FORCE AND UNEMPLOYMENT 2000-2020 (Non-seasonally Adjusted)				
Year	Labor Force	Employment	Unemployment	Unemployment Rate
2000	3,125,304	3,030,889	94,415	3.0
2001	3,143,985	3,010,490	133,495	4.2
2002	3,161,709	2,997,963	163,746	5.2
2003	3,178,568	3,011,507	167,061	5.3
2004	3,165,247	2,993,991	171,256	5.4
2005	3,202,215	3,029,258	172,957	5.4
2006	3,235,980	3,075,761	160,219	5.0
2007	3,202,589	3,054,548	148,041	4.6
2008	3,244,790	3,053,593	191,197	5.9
2009	3,216,535	2,880,173	336,362	10.5
2010	3,175,885	2,854,843	321,042	10.1
2011	3,189,011	2,904,397	284,614	8.9
2012	3,172,556	2,911,925	260,631	8.2
2013	3,193,683	2,953,672	240,011	7.5
2014	3,228,524	3,036,685	191,839	5.9
2015	3,266,392	3,109,791	156,601	4.8
2016	3,331,821	3,186,420	145,401	4.4
2017	3,327,615	3,211,524	116,091	3.5
2018	3,378,165	3,264,145	114,020	3.4
2019	3,382,491	3,273,070	109,421	3.2
2020	3,319,010	3,082,982	236,028	7.1

Source: Local Area Unemployment Statistics (LAUS), Non-Seasonally Adjusted

**Indiana & U.S. Labor Force, 2015-2020 (in 1000s)**



**Table 5: Indiana Regional Labor Force Data**

INDIANA ECONOMIC GROWTH REGIONS (EGRs), LABOR FORCE AND UNEMPLOYMENT (N.S.A.) 2020				
EGR	Labor Force	Employed	Unemployed	Unemployment Rate
EGR 1	394,916	357,717	37,199	9.4%
EGR 2	317,625	293,461	24,164	7.6%
EGR 3	380,903	353,982	26,921	7.1%
EGR 4	246,954	229,936	17,018	6.9%
EGR 5	548,096	518,472	29,624	5.4%
EGR 6	149,862	139,275	10,587	7.1%
EGR 7	94,934	88,118	6,816	7.2%
EGR 8	149,121	140,223	8,898	6.0%
EGR 9	168,650	157,010	11,640	6.9%
EGR 10	150,904	140,420	10,484	6.9%
EGR 11	221,984	208,224	13,760	6.2%
EGR 12	495,063	456,145	38,918	7.9%

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

Due to the 2020 pandemic and the subsequent economic shutdown, the Indiana Labor Force showed a decline of 63,481 annually in Labor Force over 2019. Since the trough of 2010, the Labor Force has increased 143,125.

## Unemployment Rates

This is the highest the annual rate has been since 2012.

Indiana's annual unemployment rate dropped every year from 2010 to 2019. The Indiana unemployment rate was below or equal to the national rate from September 2013 to March 2020. This stopped abruptly in April 2020 due to the pandemic and economic shut down. Since April 2020 the Indiana rate has declined steadily and has been below the national unemployment rate since May 2020. Indiana's annual unemployment rate was 8.1%.

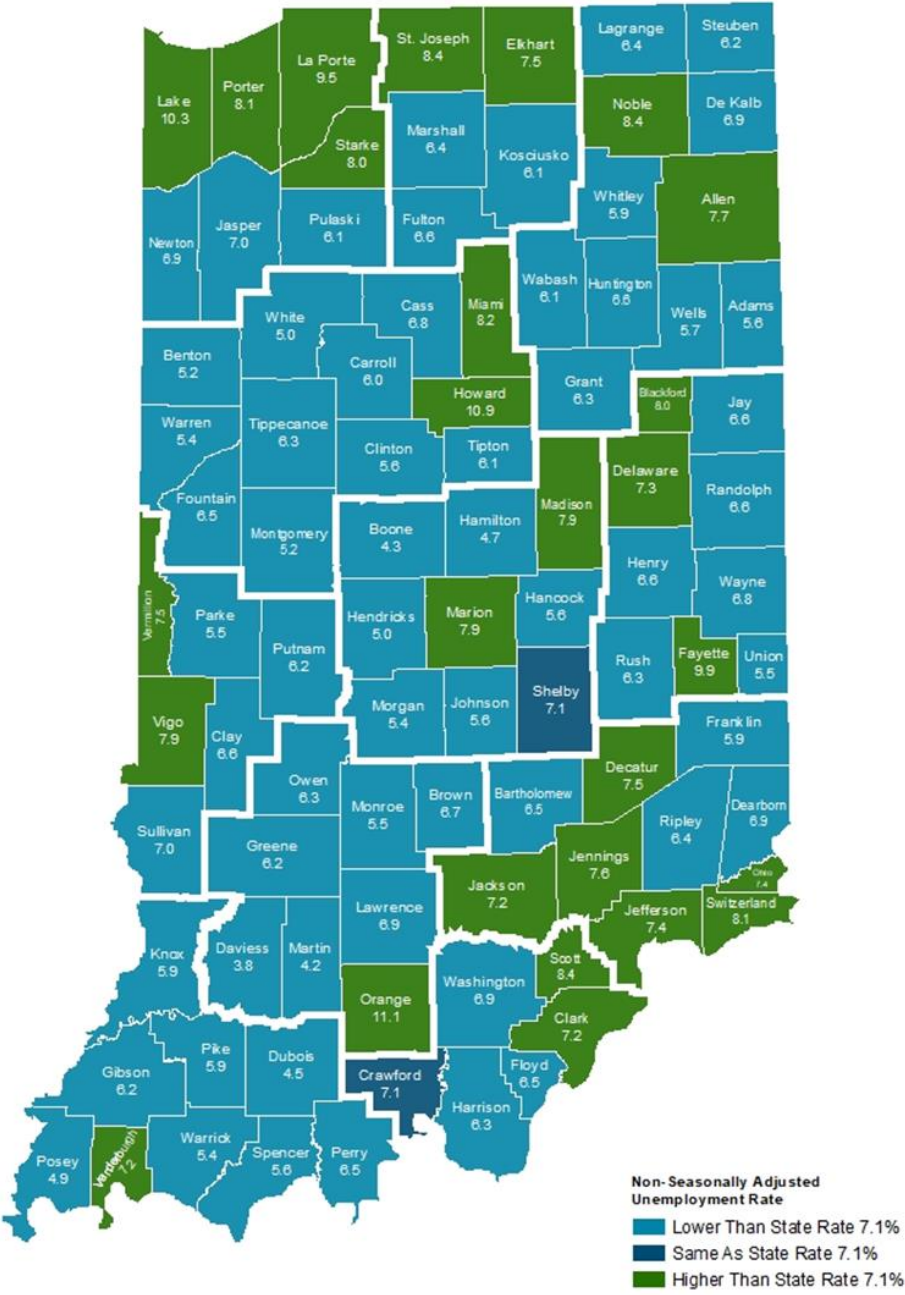
**Table 5: Indiana Unemployment Rates, Non-Seasonally Adjusted (Annual Averages of Monthly Data)**

2020 INDIANA UNEMPLOYMENT RATES, NON-SEASONALLY ADJUSTED (ANNUAL AVERAGES OF MONTHLY DATA)		
Year	Indiana	U.S.
1999	2.9	4.2
2000	3.0	4.0
2001	4.2	4.7
2002	5.2	5.8
2003	5.3	6.0
2004	5.4	5.5
2005	5.4	5.1
2006	5.0	4.6
2007	4.6	4.6
2008	5.9	5.8
2009	10.5	9.3
2010	10.1	9.6
2011	8.9	8.9
2012	8.2	8.1
2013	7.5	7.4
2014	5.9	6.2
2015	4.8	5.3
2016	4.4	4.9
2017	3.5	4.4
2018	3.4	3.9
2019	3.2	3.7
2020	7.1	8.1



The map below illustrates the variances in unemployment rates across the state. 2020 saw a sharp increase in unemployment from April through June due to the Pandemic. The rate came down dramatically over the rest of 2020 and into 2021.

### County Unemployment Rates Annual Averages 2020



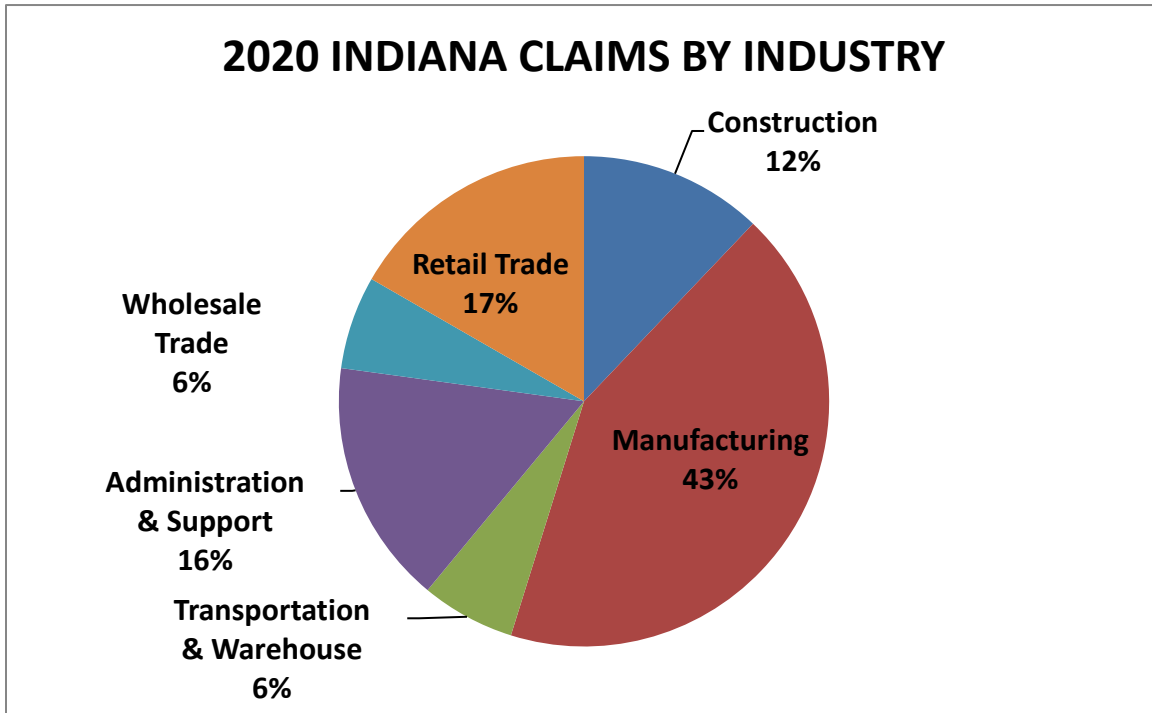
Source: DWD, Local Area Unemployment Statistics



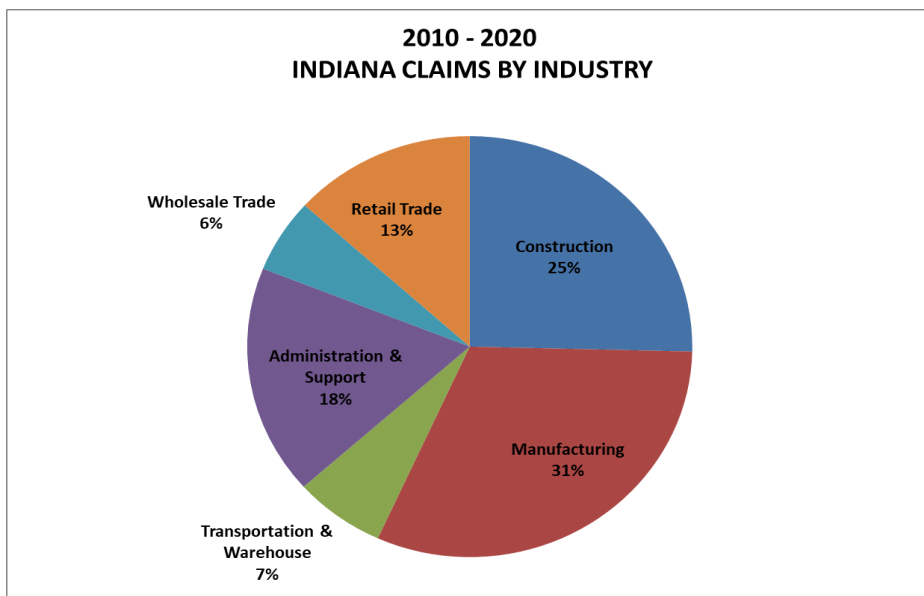
**Unemployment Claims by Industry**

The manufacturing and construction industries historically have been leading industries with unemployment claims. As a result of the 2020 Pandemic manufacturing accounted for over 60% of claims in 2020.

**Figure 6: Indiana 2020 Claims by Industry**



**Figure 7: Indiana 2010-2020 Claims by Industry**

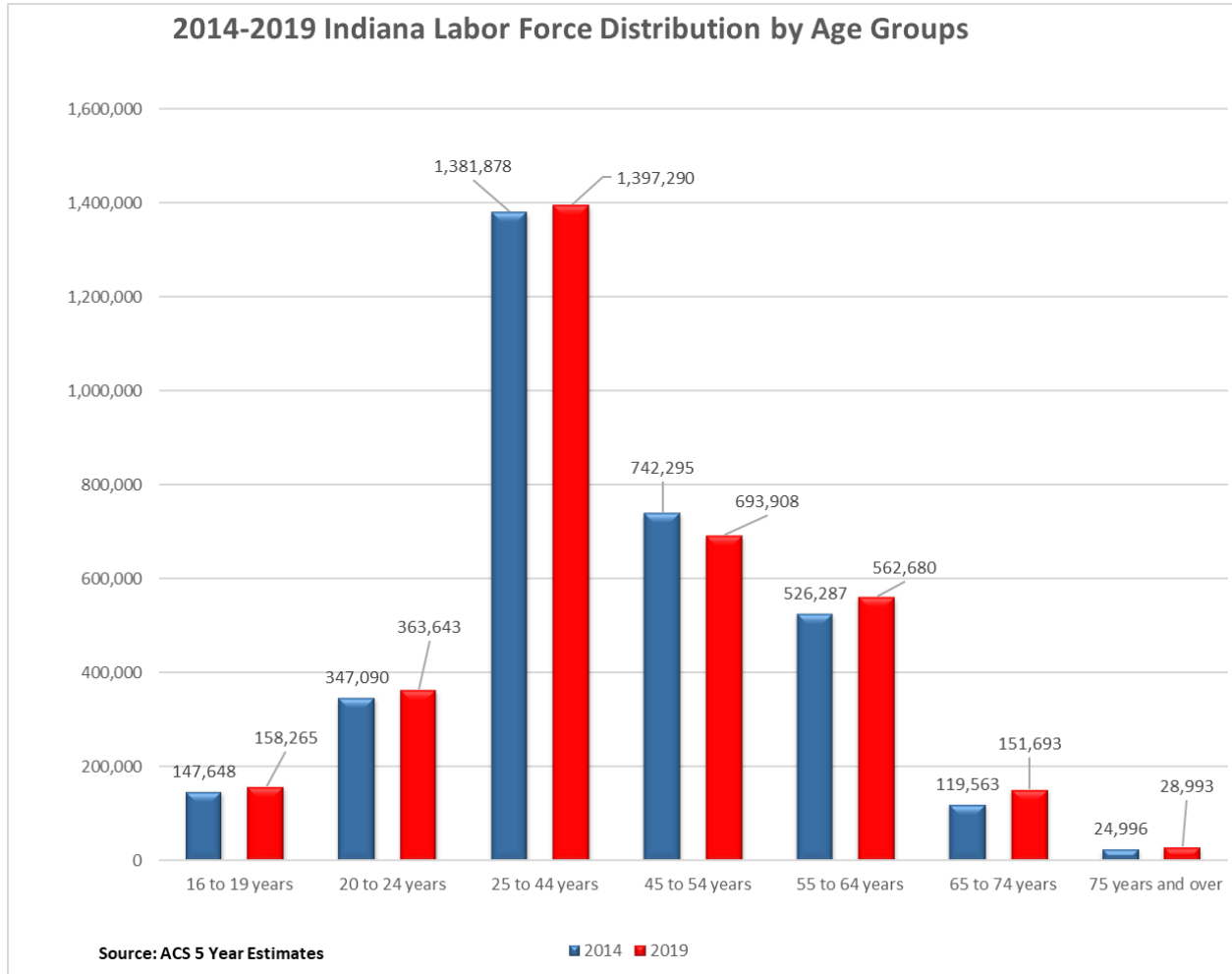


## B2: Workforce and Industry Composition

### Age Distribution of the Workforce

The age distribution of Indiana’s workforce is shown in Figure 8. Between the 2014 and 2019 estimates of the age distribution, Indiana’s workforce increased at every age group except 45 to 54 years of age. The number of workers age 44 and younger increased by 42,582. Workers over age 55 also increased by 72,520.

**Figure 8: Indiana Labor Force Distribution by Groups**



**Race and Gender Distribution of the Labor Force**

Population group	Civilian non-institutional population	Civilian labor force					
		Total	Percent of population	Employed		Unemployed	
				Total	Percent of population	Total	Rate
Total	5,273	3,337	63.3	3,100	58.8	237	7.1
Men	2,561	1,768	69.1	1,649	64.4	119	6.7
Women	2,712	1,569	57.8	1,451	53.5	118	7.5
White	4,512	2,865	63.5	2,681	59.4	184	6.4
Men	2,193	1,524	69.5	1,429	65.2	95	6.2
Women	2,319	1,342	57.9	1,252	54.0	90	6.7
Black or African American	478	286	60.0	255	53.3	32	11.1
Men	223	140	62.8	127	57.1	13	9.1
Women	254	146	57.5	127	50.0	19	13.0
Asian	129	80	61.8	73	56.2	7	9.0
Hispanic or Latino ethnicity	313	217	69.5	197	63.0	20	9.3
Men	157	122	77.9	113	71.8	10	7.8
Women	156	95	61.0	84	54.2	11	11.2

Source: CPS Annual Averages 2020

Please note some races and genders are omitted due to small sample size.

**Race and Gender Distribution: Labor Force Participation and Unemployment Rate**

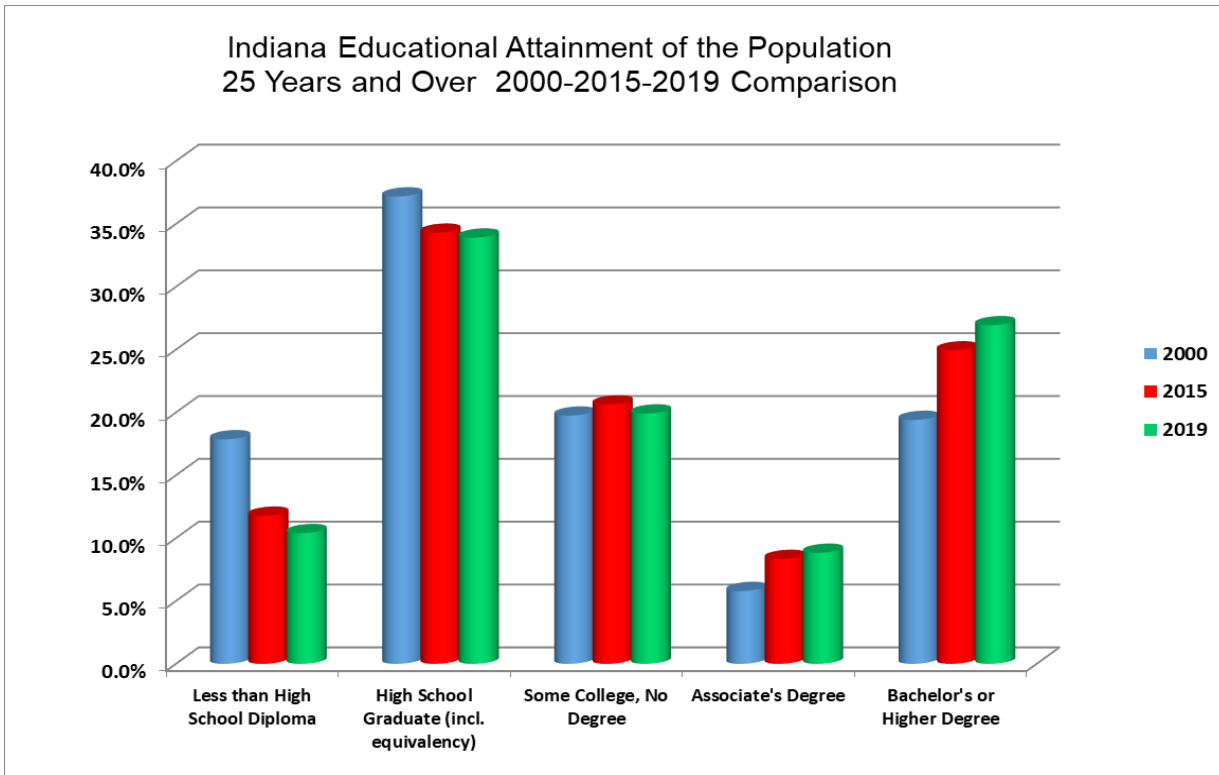
	Labor Force Participation Rate				Unemployment Rate NSA			
	2010	2015	2019	2020	2010	2015	2019	2020
Total	63.8	63.8	64.6	58.8	10.6	4.8	3.4	7.1
Men	70.1	69.4	70.9	64.4	11.4	4.8	3.6	6.7
Women	57.9	58.5	58.6	53.5	9.7	4.8	3.2	7.5
White	64.3	64.2	64.5	59.4	9.8	4.5	3.2	6.4
Men	70.9	70.1	71.0	65.2	10.8	4.7	3.3	6.2
Women	58.0	58.6	58.4	54.0	8.7	4.2	2.9	6.7
Black or African American	61.2	62.2	64.1	53.3	19.8	7.0	5.8	11.1
Men	63.9	63.5	67.3	57.1	18.9	6.8	6.0	9.1
Women	59.0	61.1	61.3	50.0	20.5	7.2	5.6	13.0
Hispanic or Latino ethnicity	72.3	73.2	70.2	67	15.3	5.6	4.5	9.3

Source: CPS Annual Averages

**B3: Education**

Rates of educational attainment continue to rise in Indiana. Since 2000, the percent of the population 25 and older with at least a Bachelor’s degree rose from 19.4% to 26.9% in 2019 as illustrated below. The percent of the population without a high school diploma fell from 17.9% in 2000 to 10.4% in 2019, but there are still significant portions of Indiana’s population without a high school diploma. Certain areas of the state illustrate greater numbers at risk and in need of continued higher education programs.

**Chart 6: Indiana Educational Attainment in 2000, 2015, and 2019**



# Adults Age 18 to 64 without a High School Diploma or HSE, 2019

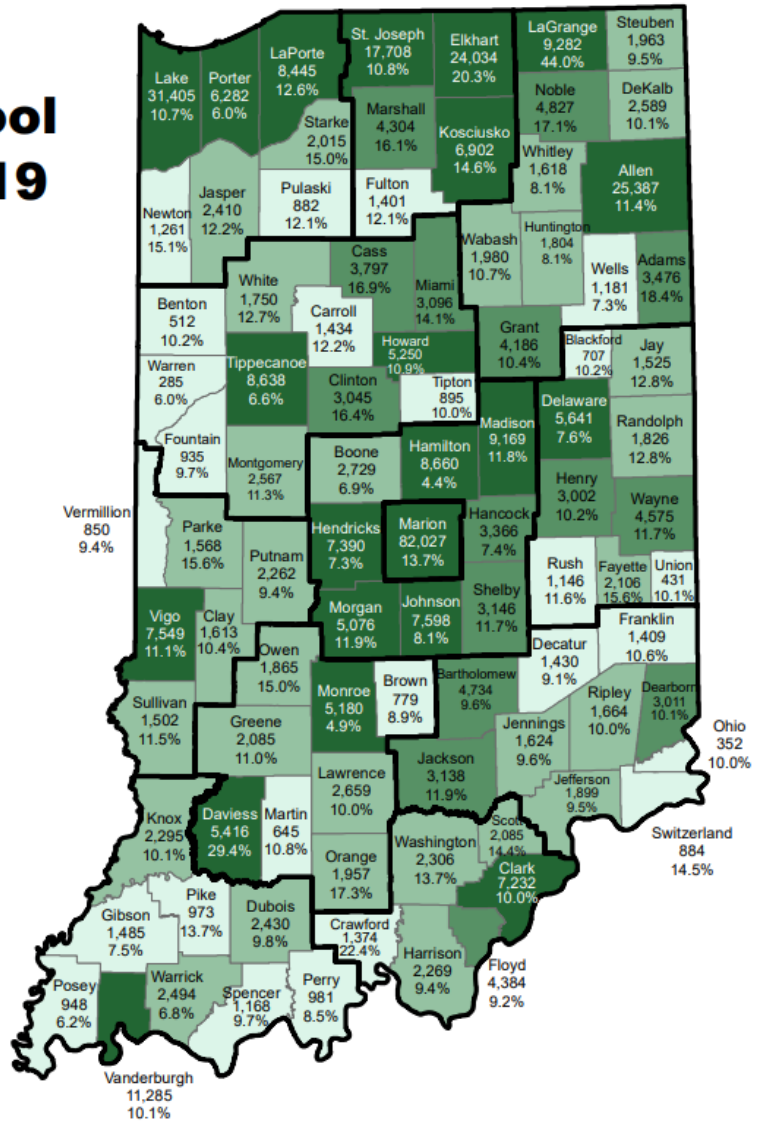
Indiana = 447,450 adults  
(11.0% of total age group)

## Number of Adults

- 285 - 1,500 (25)
- 1,501 - 3,000 (30)
- 3,001 - 5,000 (15)
- 5,001 - 82,027 (22)

Economic Growth Region

*Labels also show the percent of adults in this age group without a high school diploma or high school equivalency (HSE).*



Map produced by the Indiana Business Research Center, using the American Community Survey 2015-2019 five-year estimates that were released by the U.S. Census Bureau in December 2020.

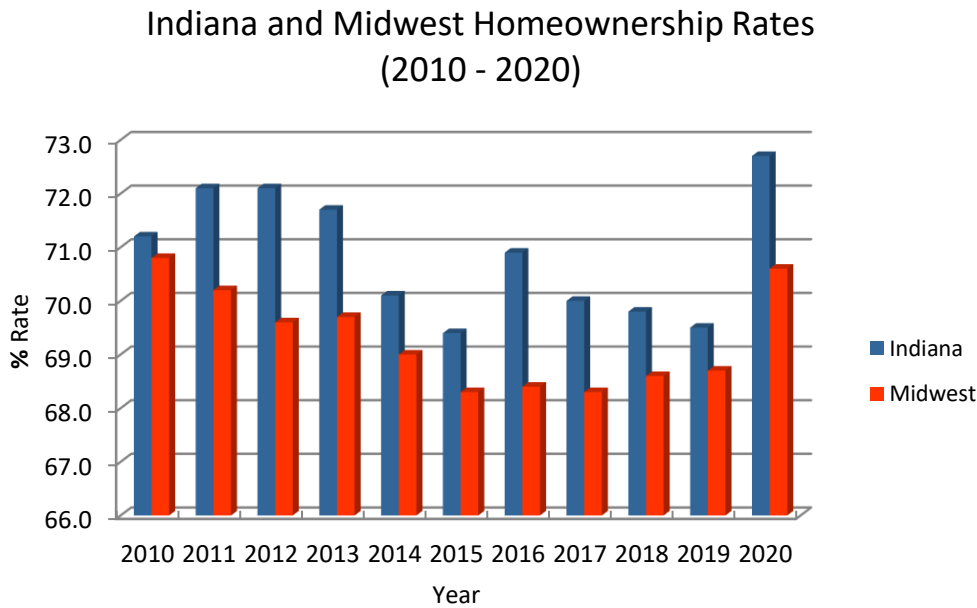
Source: 2010 Census and 2016, 2017 ACS 5-year estimates

## B4: Housing

### Homeownership Rates

According to data from the U.S. Bureau of Census’s Housing Vacancy Survey (HVS), from 2010 to 2020 Indiana maintained a higher percentage of homeownership in comparison to the Midwest region as a whole. Indiana showed declines in Homeownership from 2008-2010 and 2012-2015 with a increase in 2016. There has been a slight decrease in 2017-2019, with a rebound in 2020. In 2020, the state finished with a homeownership rate of 72.7% compared to the Midwest’s 70.6%. For a year by year comparison, see Figure 7.

**Figure 9: Indiana and Midwest Homeownership Rates 2010-2020**



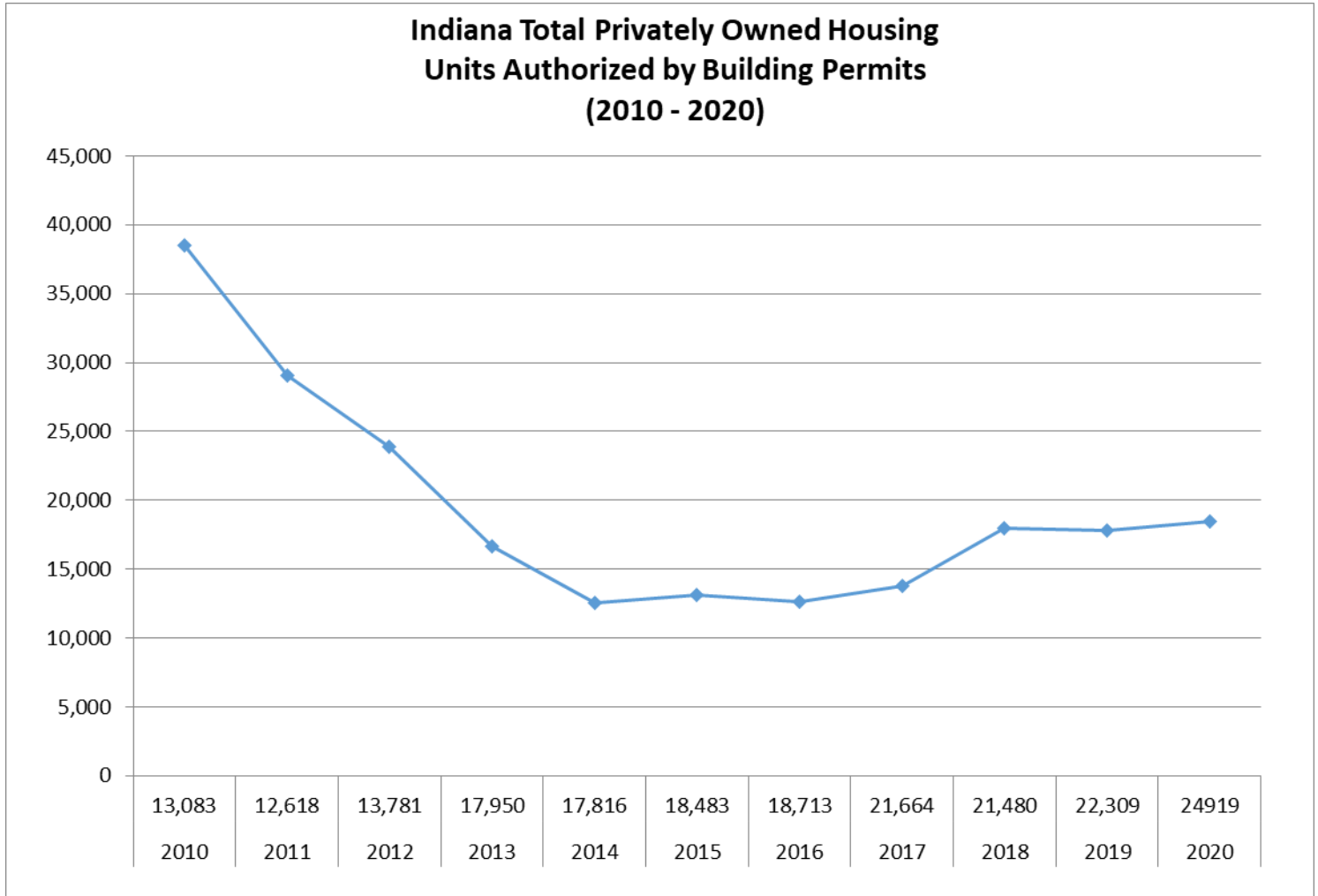
Source: U.S. Bureau of Census, Housing Vacancy Survey (HVS)

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

## Housing Permits

Indiana number of home building permits increased in 2020. In 2020 there were 24,919 home building permits compared to 2019 with 22,309. As shown in Figure 8, the number of home building permits increased has been relatively flat but stable since 2013, aside from the notable increase from 2016-2017.

**Figure 8: Indiana Total Privately Owned Housing Units Authorized by Building Permits, 2010-2020**



Source: U.S. Bureau of Census