inContext

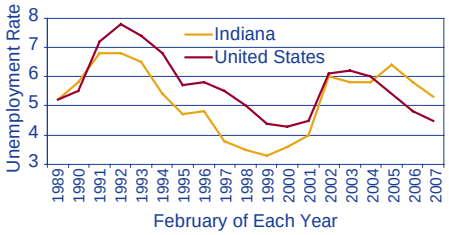
INDIANA'S WORKFORCE AND ECONOMY

MAY 2007

inside

February Unemployment Rates

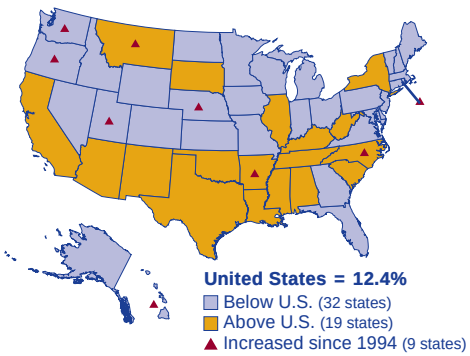
Indiana's February unemployment rate dropped 0.5 percentage points since the same time last year. However, Indiana's 2007 rate of 5.3 percent was still above the U.S. rate of 4.5 percent.



*not seasonally adjusted

Poverty in 2004

Of the 19 states above the U.S. poverty level in 2004, Mississippi had the highest rate of 17.7 percent (5.3 percentage points higher than the U.S. rate). Indiana ranked 33rd among the 50 states and the District of Columbia with a 10.2 percent poverty level.



Source: IBRC, using U.S. Census Bureau data

Putting Feet on Research: Applying Skill Pathway Analysis to Workforce Development

You've invented the better mousetrap, discovered the cure for the common cold, or developed a different approach to analyzing occupations based on the importance of skills. Now what? One of the challenges researchers face after discovery or development is what to do with the new information or insight. How does it apply to real people?

A new model for career exploration developed by the Indiana Department of Workforce Development (DWD) groups occupations based on required skills and emphasizes the transferability of those skills across seemingly unrelated occupations.

This newly developed model depicts four skill pathways (see **Table 1**), which are profiled in the recently released "Moving Toward Tomorrow's Jobs: Indiana's New Skill Pathways and Guides."[1] The career guide can help counselors and job-seekers identify viable career paths and point them to the right education, training and/or work experience. [2]

Another practical application of this new model are reports that identify the skill sets of workers in transition based on their current occupations and then identify other occupations that value similar skills. This approach allows us to suggest other occupations that are growing in a region for which the workers may qualify without additional training or experience.

TABLE 1: **THE FOUR SKILL PATHWAYS**

Cluster	Working With
	People
	Things
	Systems
	Information and Concepts

Source: Research and Analysis Department, Indiana Department of Workforce and Development

One Step Up

DWD regional market analysts produce a quarterly report of *Frequently Listed Jobs*. These reports highlight job openings and associated wages from all 11 Indiana economic growth regions. These job listings represent actual demand for occupations as requested by area employers using DWD's CS3 job matching tool. Historically, these reports have been dominated by entry-level positions with high turnover—occupations that employers regularly need to fill in large quantities.

DWD's vision is to focus attention on occupations that will pay higher wages and help Hoosiers achieve a better quality of life. To meet employer demand and fill these occupations, we need to encourage education, raise Indiana workers up one level and continue to increase

Skill Sets with Associated Skills

- **People:** coordination, instructing, negotiation, persuasion, service orientation, social perceptiveness and time management
- **Things:** equipment maintenance, equipment selection, installation, operation and control, operation monitoring, repairing and troubleshooting
- **Systems:** judgment and decision making, management of financial resources, management of material resources, management of personnel resources, systems analysis and systems evaluation
- **Information:** complex problem solving, operations analysis, programming and technology design

their skills. New job listing reports will continue to include the entry-level positions frequently posted with the job-matching system for each area, but will now include examples of occupations that can take a worker "one step up" in wages with a small amount of additional education, training, skill development or work experience. To assist workers facing layoff situations, custom reports will be developed to highlight a possible career ladder for the dislocated worker. The declining occupation will be matched to occupations that are in demand regionally. A dislocated or underemployed electronic equipment assembler, for example, has developed skills such as equipment selection, troubleshooting and repairing. These are some of the same skills that are vital to a successful career as a plumber or pipefitter. With some on-the-job training or perhaps an apprenticeship, the worker may develop installation and complex problem solving skills to increase their salary by more than $15,000 (based on state median wages).

These "one step up" occupations are chosen only when they have been defined as in demand for Indiana and/or the region in which the layoff is occurring. For an occupation to be considered in demand, it must be projected to show employment growth at or above 10 percent over the next decade, and/or rank high in terms of total job openings (new job growth and replacements) over the next decade. Occupations were limited to those paying greater than $22,038, a salary based on Indiana's Self Sufficiency Standard.[3]

These occupational mappings are being provided to workers at Rapid Response events and job fairs organized by DWD and employers involved in pending layoffs. Rapid Response events are designed to provide early intervention and job services for dislocated workers through collaboration between the State, WorkOne centers, and local workforce boards.[4] The first "one step up" report was recently distributed in conjunction with an upcoming layoff in the automotive sector. Based on an industry-specific staffing pattern, the occupations common to the industry facing the layoff were compared against the frequently listed job postings in that region. The next step involved a review of the skill sets of the auto manufacturing occupations followed by identification of higher wage jobs requiring a similar set of skills. The worker could potentially qualify for these jobs with a small amount of additional training or experience. Obviously, there are many possible matches based on common skill sets plus additional training and/or experience. The "one step up" occupations shown in **Table 2** are designed to serve as examples to encourage a more thorough exploration of the possibilities inherent in the transferability of the worker's existing skills and an assessment of those skills.

The response at these events has been overwhelmingly positive. The new career guide and "one step up" reports are in high demand throughout Indiana. DWD is getting requests from career centers, schools and for use at other dislocation events. Hundreds of guides and reports were distributed at the first informational event and job fair, and thousands more have been ordered for distribution throughout the spring. This information has been placed directly into the hands of workers facing dislocation. Each report is customized by DWD's regional analysts with local information on jobs in demand, required skills and average wages for the featured jobs.

Next Steps

A quarterly "one step up" report will soon be available for each of Indiana's economic growth regions. When appropriate, and as the information is available, DWD analysts will work with local WorkOne centers and Rapid Response teams to provide up-to-date and industry-specific information for workers.

The next stage in development of programs and tools around the skill pathway model will need to include performance measures and analysis of the possible economic impact. If we are able to move 20 dislocated workers up one level from the job listings shown

in the left column of **Table 2**, to the occupations on the right; the average wage of those workers will increase from $31,500 to $42,269. If the skill pathway tools encourage and allow for increased skill development throughout the state, we can hope that Indiana's per capita personal income will grow, bringing a higher quality of life to Indiana workers and closing the income gap between the state and national average. The skill pathway should also open doors for employers as the job applicant pool of skilled workers grows. Job seekers from many different industries can begin to develop the basic skills that have been proven to be vital across a variety of occupations.

For more information, contact the DWD regional analyst in your area. Each regional analyst is listed on the Hoosiers by the Numbers website at www.hoosierdata.in.gov via the "contact us" link.

Notes

1. "Moving Toward Tomorrow's Jobs: Indiana's New Skill Pathways and Guides," *InContext* (February 2007): 4-5. Available online at www.incontext.indiana.edu/2007/february/2.html.
2. For more information on the new guide check out the Hoosiers by the Numbers website at: www.in.gov/dwd/careerguides/index.html
3. A weighted population was used to create a state average, using data from "Refining Measures of Economic Stability: The 2005 Self-Sufficiency Standard for Indiana," *Indiana Business Review* (Spring 2006): 5-9.
4. The Workforce Investment Act (WIA) designates funds specifically for dislocated workers, and Rapid Response funding is used to provide emergency on-site core services and pre-layoff services as soon as possible. These events typically occur as soon as a Worker Adjustment and Retraining Notification (WARN) notice is issued announcing a mass dislocation or plant closure.

—Allison Leeuw and Vicki Seegert, Research and Analysis, Advanced Economic and Market Analysis, Indiana Department of Workforce Development

TABLE 2: **Frequent Job Openings and Possible Career Paths in the Things and People Pathways**

Annual Median Wages	Occupation Title	Possible Career Path—One Step Up	Annual Median Wages	Education*
		THINGS		
		Industrial Engineers	$61,530	BA
$54,992	Millwrights	Aircraft Mechanics and Service Technicians	$51,569	PC
$37,863	Industrial Machinery Mechanics	Plumbers, Pipefitters, and Steamfitters	$50,947	LT
$26,052	Electrical and Electronic Equipment Assemblers	First-Line Supervisors/Managers of Mechanics, Installers	$49,763	WE
$39,125	Maintenance Workers, Machinery	Structural Iron and Steel Workers	$48,434	LT
$41,975	First-Line Supervisors/Managers of Production and Operation Workers	Brickmasons and Blockmasons	$48,122	LT
$28,773	Carpenters	Electrical and Electronic Engineering Technicians	$47,942	AD
$46,884	Electricians	First-Line Supervisors/Managers of Transportation	$46,014	WE
$36,934	Mobile Heavy Equipment Mechanics, Except Engines	Engine and Other Machine Assemblers	$45,679	ST
$34,899	Machinists	Operating Engineers and Other Construction Equipment Operators	$40,363	MT
$36,406	Truck Drivers, Heavy and Tractor-Trailer	Heating, Air Conditioning, and Refrigeration Mechanics	$35,547	LT
$25,099	Outdoor Power Equipment and Other Engine Mechanics	Bus and Truck Mechanics and Diesel Engine Specialists	$35,523	PC
$32,345	Automotive Service Technicians and Mechanics	Machinists	$34,899	LT
$24,383	Team Assemblers	Machinists	$34,899	LT
$32,178	Multiple Machine Tool Setters, Operators, and Tenders	Recreational Vehicle Service Technicians	$31,601	LT
$25,045	Industrial Truck and Tractor Operators	Computer-Controlled Machine Tool Operators	$31,523	LT
$24,591	Inspectors, Testers, Sorters, Samplers, and Weighers	Structural Metal Fabricators and Fitters	$30,450	MT
$24,549	Production Workers, All Other			
		PEOPLE		
		Transportation Inspectors	$49,576	WE
$24,712	Truck Drivers, Light or Delivery Services	Registered Nurses	$49,067	AD
$29,884	Licensed Practical and Licensed Vocational Nurses	Police and Sheriff's Patrol Officers	$40,917	LT
$23,943	Correctional Officers and Jailers	Advertising Sales Agents	$40,156	MT
$21,130	First-Line Supervisors/Managers of Retail Sales Workers	Shipping, Receiving, and Traffic Clerks	$25,406	ST
$19,695	Stock Clerks and Order Fillers			

*Bachelor's Degree (BA); Associate's Degree (AD); Postsecondary Certificate (PC); Work experience (WE); Long-term on-the-job training (LT); Moderate-term on-the-job training (MT); Short-term on-the-job training (ST)
Source: Research and Analysis Department, Indiana Department of Workforce and Development

The Top 20 Counties in Indiana: Magnets for Growth

The Largest 20

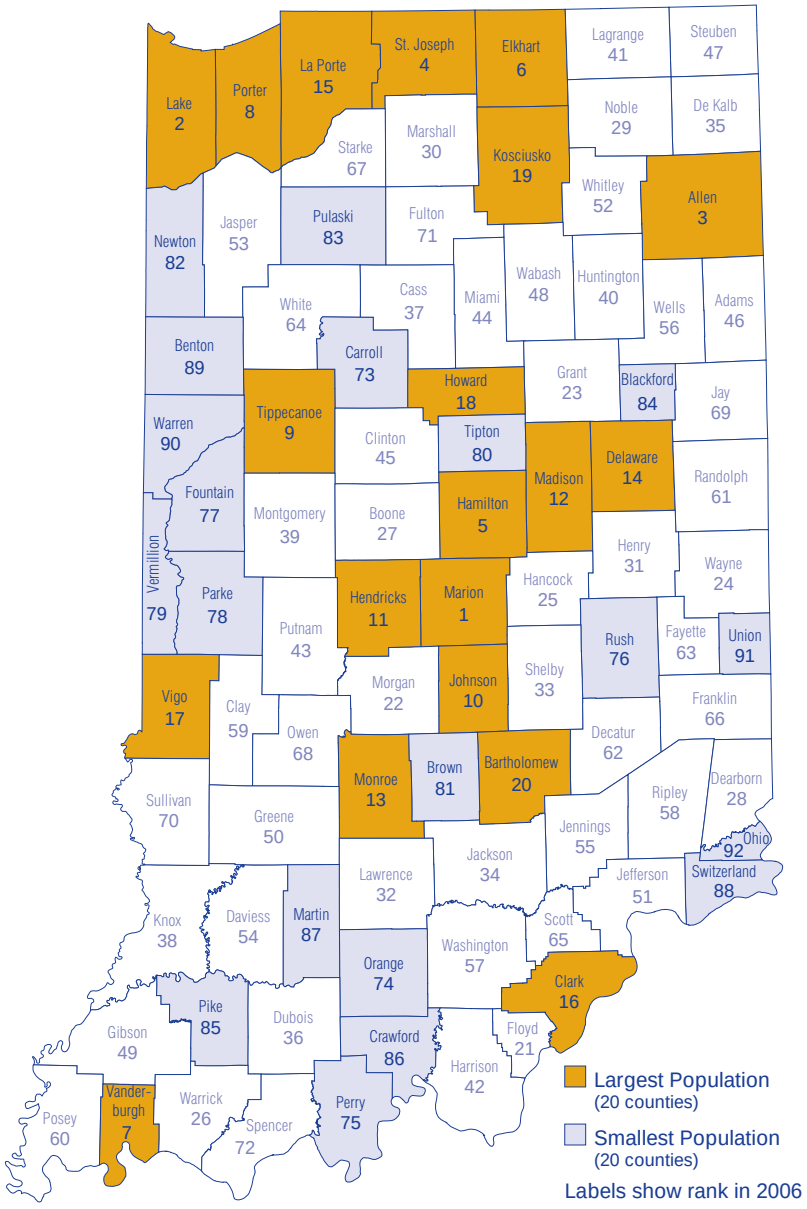
Indiana's population clocked in at 6.3 million in 2006 and more than half (3.4 million) of that population resides in just 20 of its 92 counties (see **Figure 1**).

Most significantly, the largest twenty counties made up 80 percent of the state's population increase of 233,000 in the six years since the 2000 census. Within those 20 counties, a mere six accounted for 67 percent of that population increase and are part of the state's metropolitan areas of Indianapolis, Fort Wayne, Gary and Elkhart.

Of course, as shown in **Table 1**, not all of the top 20 are growing. Four counties saw population declines ranging from -464 (Howard County) to -3,890 (Delaware County). However, while the four counties lost a total of nearly 10,000 residents, the remaining 16 gained over 196,600 people. Hamilton County alone added 68,239 people in the past six years (a 37 percent growth). **Figure 2** shows the population of the 20 largest counties in Indiana in 2006.

What lies behind this population growth? All 20 counties experienced natural increase (meaning births outnumbered deaths) and nine of the 20 counties had positive net migration (meaning more people moved in than moved out). An increasingly significant portion of those population increases can be accounted for by international migration; that is, people migrating from countries outside the United States. In fact, all 20 counties experienced positive international migration.

FIGURE 1: **Most and Least Populated Counties in Indiana, 2006**



Source: IBRC, using U.S. Census Bureau data

The 20 Smallest

What's happening at the other end of the spectrum? About 276,000 people

TABLE 1: **Population Change in 20 Largest Counties**

County	Population Estimate	Change Since Census 2000	
	2006	Numeric	Percent
Hamilton	250,979	68,239	37.3
Hendricks	131,204	27,111	26.0
Johnson	133,316	18,107	15.7
Allen	347,316	15,467	4.7
Elkhart	198,105	15,314	8.4
Porter	160,105	13,307	9.1
Lake	494,202	9,638	2.0
Tippecanoe	156,169	7,214	4.8
Clark	103,569	7,097	7.4
Marion	865,504	5,050	0.6
Bartholomew	74,444	3,009	4.2
Kosciusko	76,541	2,484	3.4
Monroe	122,613	2,050	1.7
Vanderburgh	173,356	1,434	0.8
St. Joseph	266,678	1,119	0.4
LaPorte	110,479	373	0.3
Howard	84,500	-464	-0.5
Madison	130,575	-2,783	-2.1
Vigo	103,009	-2,839	-2.7
Delaware	114,879	-3,890	-3.3

Source: U.S. Census Bureau

live in the state's 20 smallest counties (see **Figure 3**). Since Census 2000, nine of those counties grew a combined 2,488; however the remaining 11 had a total loss of 2,840.

All but two counties (Warren and Vermillion) experienced natural increase, and eight counties had positive net migration. Perhaps not suprisingly, migration from abroad is less of a factor for these counties, with just 13 of the 20 experiencing positive international migration.

The Largest 20 Counties Population Facts

- Sixty-five percent of Indiana's total population
- Eighty percent of Indiana's growth since 2000
- Seventeen of the 20 are part of large metropolitan areas
- Sixteen grew, while four declined since Census 2000
- Hendricks County moved up five ranks, from 16th to 11th
- Johnson County moved up from 13th to 10th

The Smallest 20 Counties Population Facts

- Four percent of Indiana's total population
- Combined for a net population loss of 352 residents since Census 2000
- Only seven of the 20 are part of large metropolitan areas
- Nine grew, while 11 declined since Census 2000 (see **Table 2**)
- There were no significant movements in ranks, with Pulaski and Blackford counties switching and Switzerland and Benton counties switching

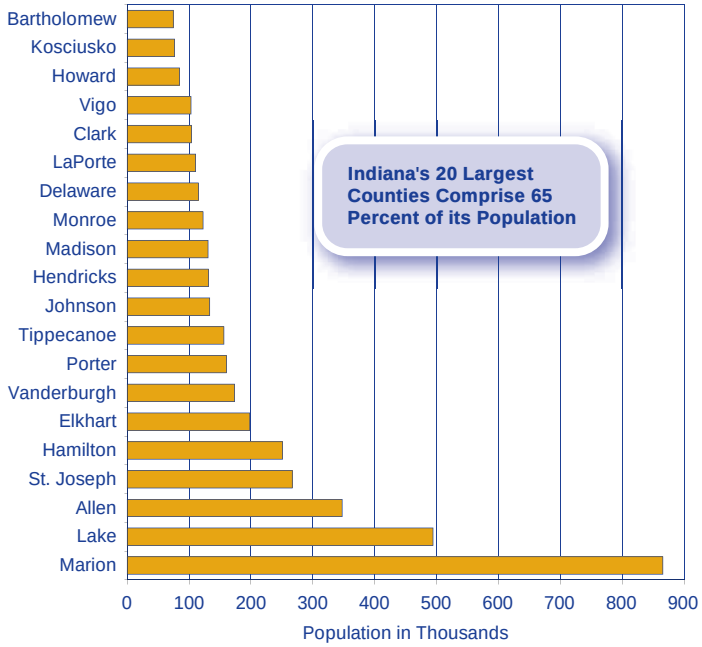
—Carol Rogers, Deputy Director, and Rachel Justis, Managing Editor, Indiana Business Research Center, Kelley School of Business, Indiana University

TABLE 2: **POPULATION CHANGE IN 20 SMALLEST COUNTIES**

County	Population Estimate	Change Since Census 2000	
	2006	Numeric	Percent
Switzerland	9,721	656	7.2
Crawford	11,137	394	3.7
Carroll	20,526	361	1.8
Orange	19,659	353	1.8
Warren	8,701	282	3.3
Ohio	5,826	203	3.6
Brown	15,071	114	0.8
Pulaski	13,861	106	0.8
Pike	12,855	18	0.1
Martin	10,340	-29	-0.3
Perry	18,843	-56	-0.3
Union	7,291	-58	-0.8
Vermillion	16,645	-143	-0.9
Tipton	16,377	-200	-1.2
Parke	17,021	-220	-1.3
Newton	14,293	-273	-1.9
Benton	9,050	-371	-3.9
Blackford	13,603	-445	-3.2
Fountain	17,486	-468	-2.6
Rush	17,684	-577	-3.2

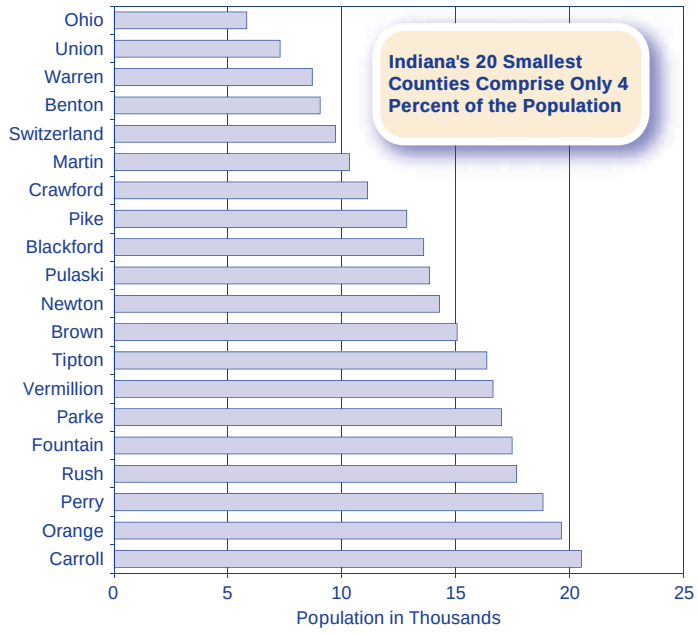
Source: U.S. Census Bureau

FIGURE 2: **POPULATION OF THE 20 LARGEST COUNTIES IN INDIANA, 2006**



Source: IBRC, using U.S. Census Bureau data

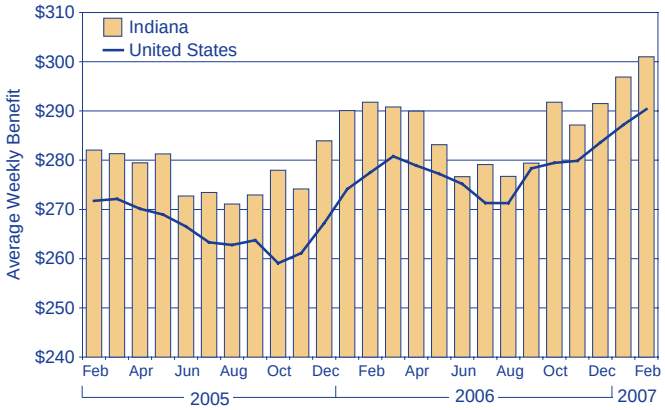
FIGURE 3: **POPULATION OF THE 20 SMALLEST COUNTIES IN INDIANA, 2006**



Source: IBRC, using U.S. Census Bureau data

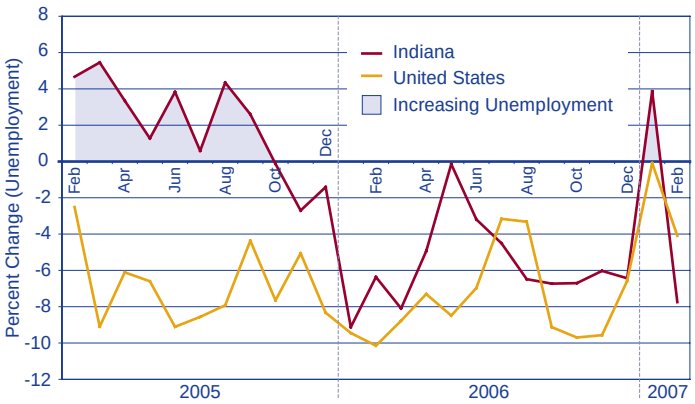
Monthly Metrics: Indiana's Economic Indicators

Average Benefits Paid for Unemployment Insurance Claims



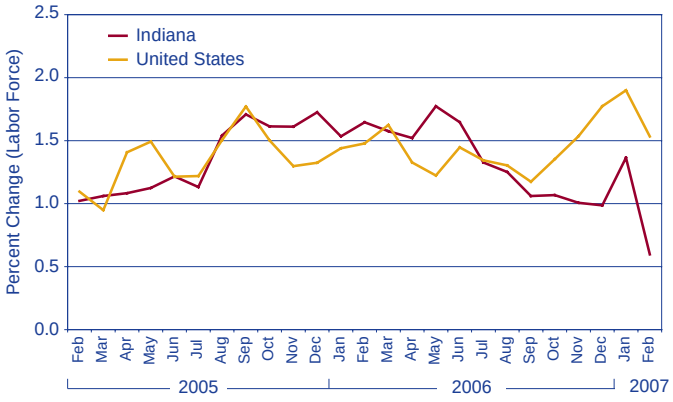
Source: IBRC, using U.S. Department of Labor data

Percent Change in Persons Unemployed from the Previous Year*



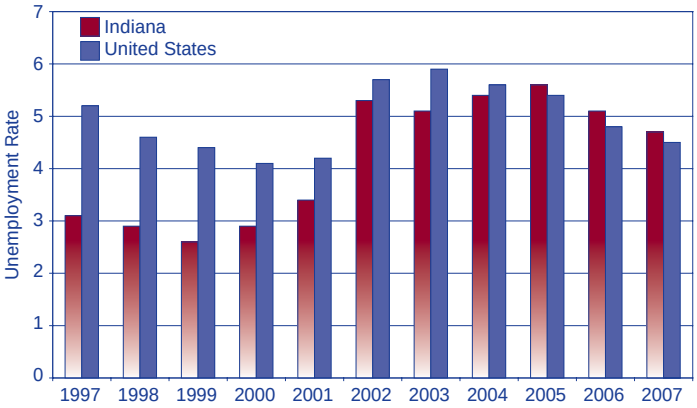
*seasonally adjusted
Source: IBRC, using Bureau of Labor Statistics data

Percent Change in Labor Force from Previous Year*



*seasonally adjusted
Source: IBRC, using Bureau of Labor Statistics data

February Unemployment Rates



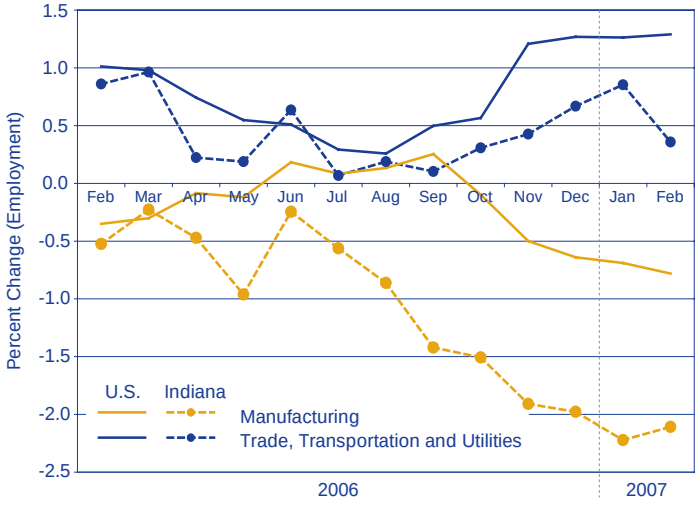
*seasonally adjusted
Source: IBRC, using Bureau of Labor Statistics data

Change in Employment by Industry Super-Sector, 2006 to 2007*

Industry	Indiana		United States
	Change in Jobs	Percent Change	Percent Change
Total Nonfarm	-12,700	-0.4	2.0
Educational and Health Services	3,700	1.0	3.1
Professional and Business Services	1,200	0.4	4.0
Government	1,700	0.4	1.3
Other Services	400	0.4	1.0
Trade, Transportation and Utilities	2,100	0.4	1.3
Natural Resources and Mining	0	0.0	8.7
Financial Activities	0	0.0	2.2
Information	-100	-0.2	0.5
Leisure and Hospitality	-1,700	-0.6	3.6
Manufacturing	-12,000	-2.1	-0.8

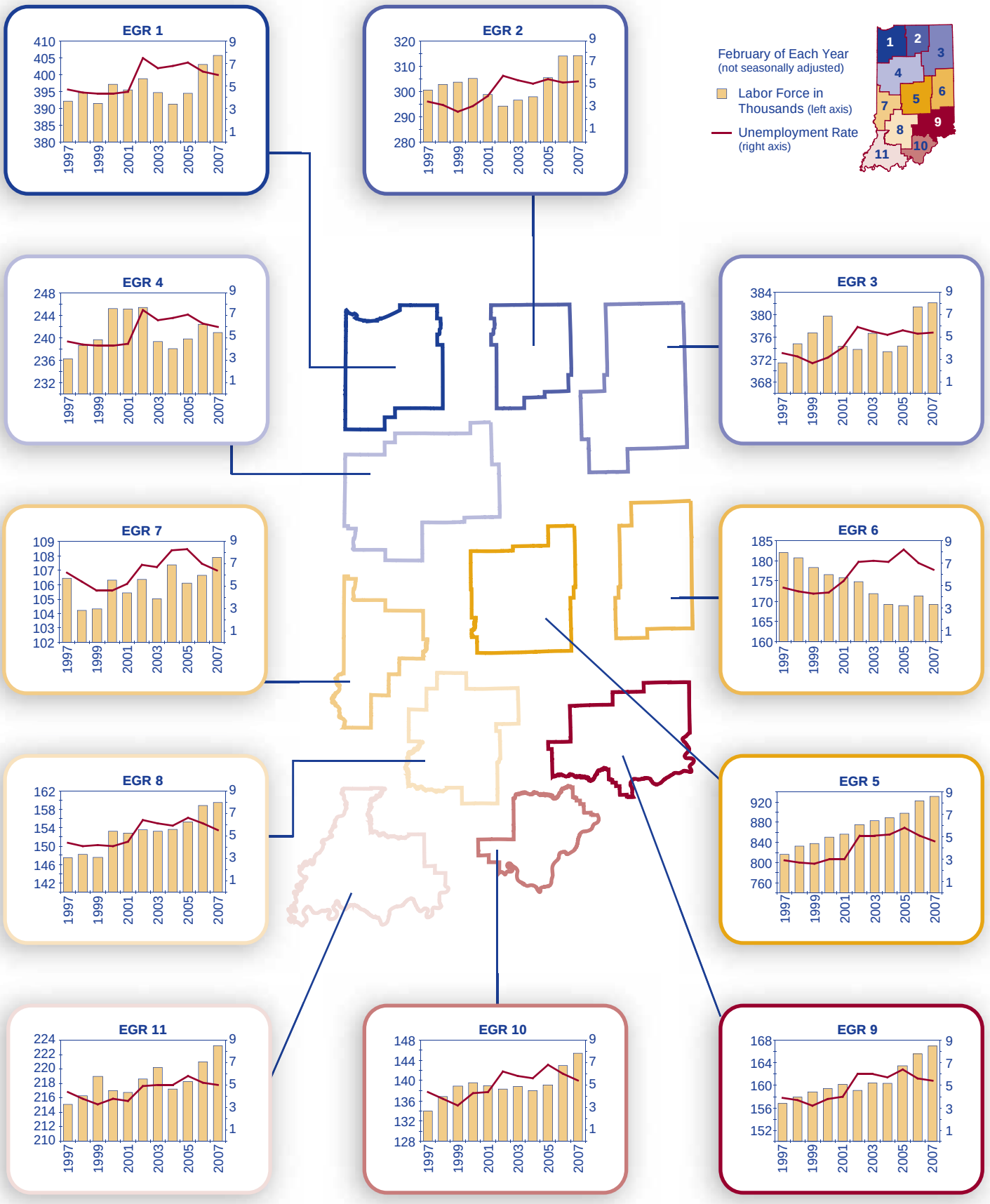
*February of each year, seasonally adjusted
Source: IBRC, using Bureau of Labor Statistics data

Over-the-Year Percent Change in Employment by Super-Sector*



*seasonally adjusted
Source: IBRC, using Bureau of Labor Statistics and Indiana Department of Workforce Development data

Regional Labor Force and Unemployment Rates



Louisville Metro Continues to Add Jobs

The Louisville metro economy (including Indiana's Clark, Floyd, Harrison and Washington counties) continues to add payroll jobs at a relatively healthy pace, adding 15,000 jobs from January 2006 to 2007. This 2.5 percent increase is impressive, especially compared to the 16-year average of 1.3 percent during that time frame.

The strength of the local economy can also be seen in the change from December to January total payrolls. The average decrease in employment from December to January was 2.8 percent, while this past year's decline was only 1.9 percent (note: data in this article are not seasonally adjusted).

A small caution, however, rests with the January to February 2007 numbers, with employment growth from January to February of this year slightly negative compared to the 16-year average of 0.35 percent.

Industry View

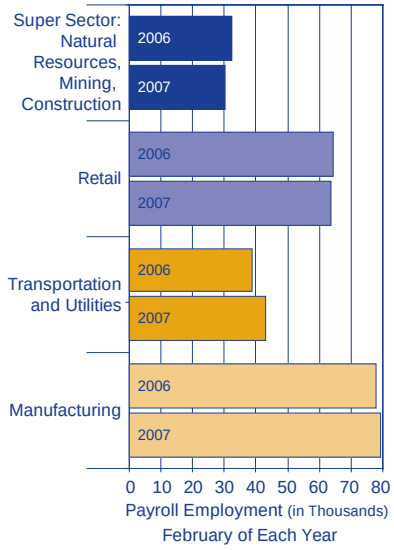
Despite overall healthy job growth in the Louisville metro, the housing slump has negatively impacted employment in the construction and retail sectors.

In the natural resources, mining and construction supersector, 800 jobs were lost from January 2006 to 2007. Meanwhile, February numbers show a continued decline of about 1,800 jobs (see **Figure 1**). The typical increase in employment for that supersector from January to January is about 2.1 percent, but this past year showed a 2.5 percent decline (see **Figure 2**).

Retail sector jobs decreased compared to natural resources, mining and construction. The average year-to-year change in retail employment for the first two months of the year is almost flat, but this past year we observed declines of approximately 1 percent. Similar declines were observed in 2001, the last recorded recession.

We are seeing very healthy gains in transportation and utilities. From January to January, the Louisville metro added approximately 4,300 jobs. This translates to an 11 percent gain in employment, compared to an historical average of 2.7 percent.

FIGURE 1: **Louisville Metro Payroll Employment, February 2006 to 2007**



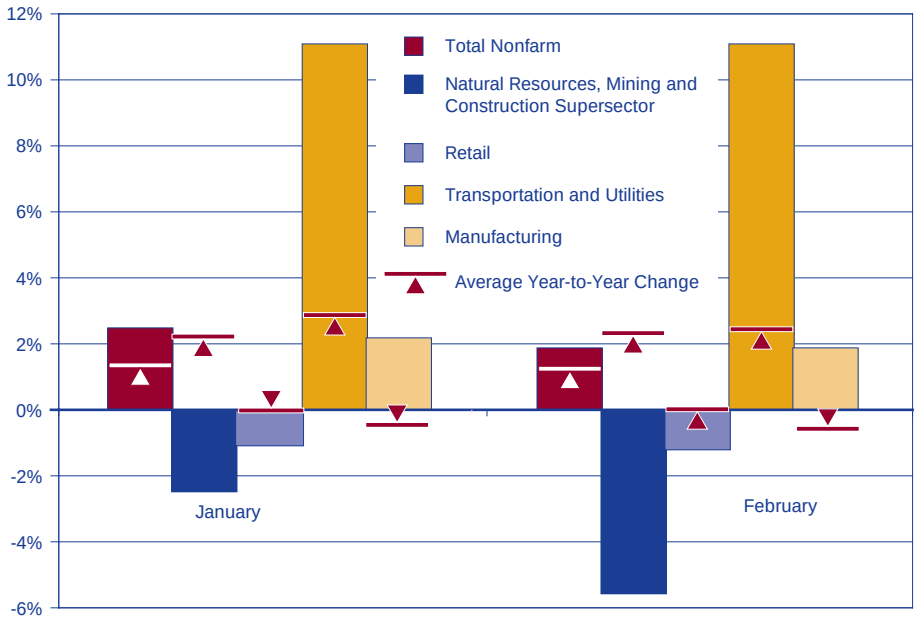
Source: Bureau of Labor Statistics

Despite slowdowns in construction and minor declines in retail employment, the Louisville metro economy continues to add jobs. Even manufacturing, a sector that typically sheds jobs from January to January, added almost 2,000 jobs, a 2.2 percent growth. This compares to an average 0.5 percent decrease for January to January manufacturing payroll activity.

Despite local job growth, some potentially troubling signs across the country could slow down the local economy. Declining consumer sentiment across the nation and declines in durable goods orders could have further adverse impacts on local retail, potentially erasing some of the gains in local manufacturing employment. Additionally, food and energy prices continue to surge, which could also dampen consumer spending and apply greater pressure on the retail sector.

—Uric Dufrene, Sanders Chair in Business, Indiana University Southeast

FIGURE 2: **Percent Change in Payroll Employment in the Louisville Metro, 2006 to 2007**

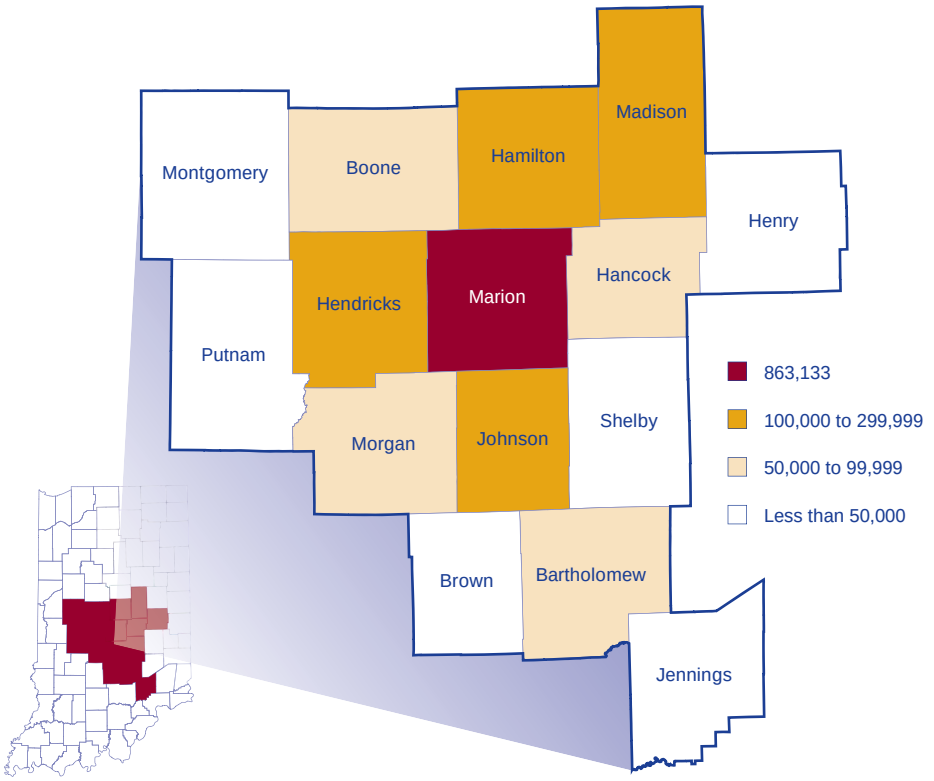


Source: Bureau of Labor Statistics

The Indianapolis-Anderson-Carmel CSA

This article is the fifth of seven highlighting each of Indiana's combined statistical areas (CSAs). CSAs are groupings of predefined metropolitan (metro) and/or micropolitan (micro) areas that, as the title suggests, combine these areas to "represent larger regions and reflect broader social and economic interactions."[1]

FIGURE 1: **INDIANAPOLIS-ANDERSON-CARMEL CSA POPULATION BY COUNTY, 2005**

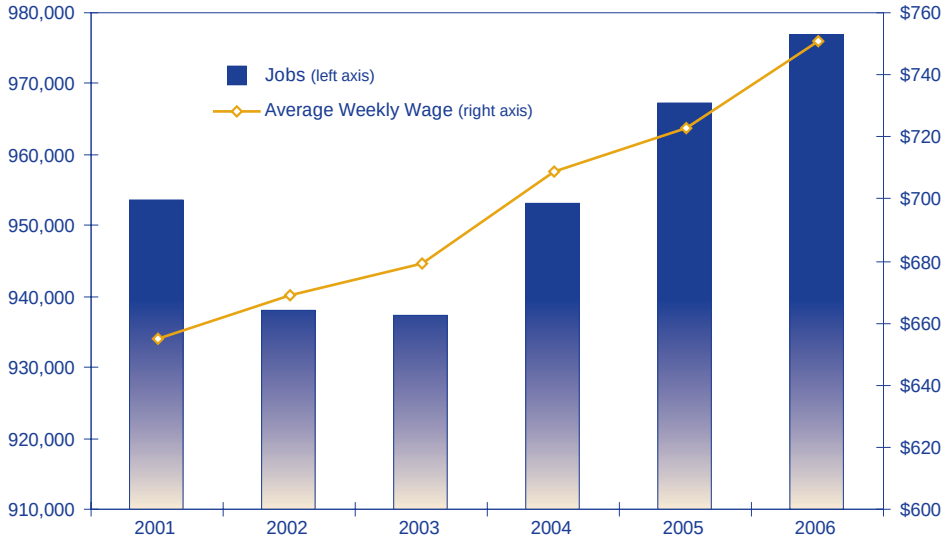


Source: IBRC, using U.S. Census Bureau data

The Area

There are 15 counties included in the Indianapolis-Anderson-Columbus CSA: Bartholomew, Boone, Brown, Hamilton, Hancock, Hendricks, Henry, Jennings, Johnson, Madison, Marion, Montgomery, Morgan, Putnam and Shelby. This is the largest self-contained combined statistical area in Indiana. The Cincinnati-Middletown-Wilmington and Chicago-Naperville-Michigan City combined areas are both larger in population than the Indianapolis-Anderson Columbus CSA but most of their populations live outside the Indiana state lines. The 15 counties that make up the CSA accounted for nearly one-third of Indiana's 6.3 million residents in 2005. **Figure 1** shows how each of the 15 counties contributes to the CSA's population. The area's population has had significant growth over the past five years, averaging more than 19,000 new residents each year.

FIGURE 2: **JOBS AND AVERAGE WEEKLY WAGES IN THE INDIANAPOLIS-ANDERSON-CARMEL CSA***



*Second quarter of each year
Source: IBRC, using Bureau of Labor Statistics data

Jobs

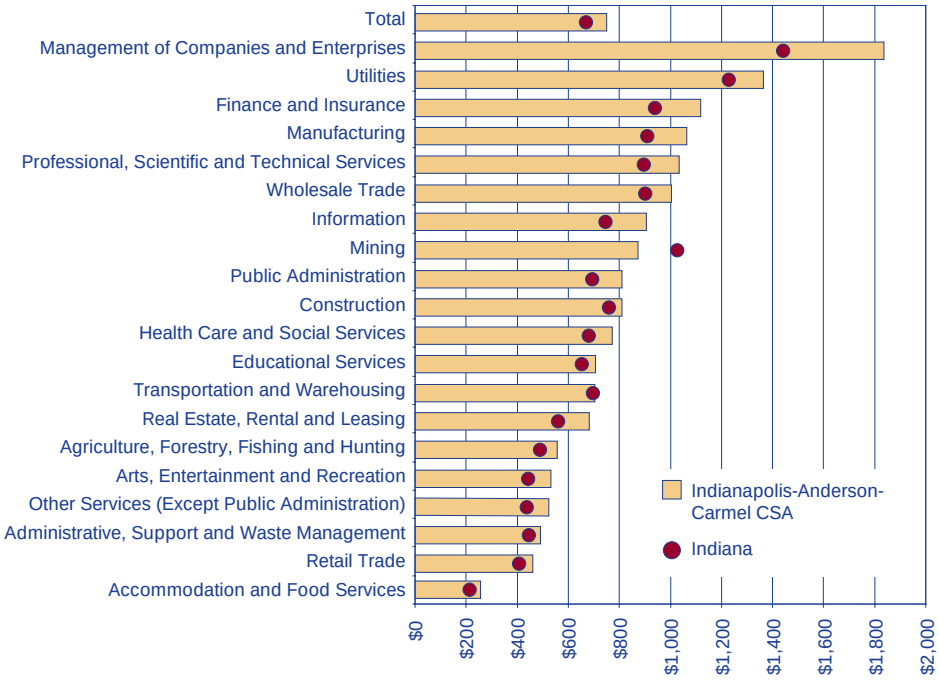
Jobs in the Indianapolis-Anderson-Columbus CSA have risen since 2003 (see **Figure 2**). Compared to the state overall, the Indianapolis-Anderson-Columbus CSA seems to be performing well. From the second quarter of 2001 to the same quarter in 2006, jobs have increased 2.5 percent in the CSA, more than 2 percentage points higher than Indiana's increase (see **Table 1**). Jobs in Indianapolis are somewhat more diverse than the state overall. For example, manufacturing made up 13.5 percent of jobs in the area, but 19.6 percent of jobs statewide. The retail trade sector and the health care and social services sector (the other two sectors with at least a 10 percent share of jobs) also contributed to a lower

TABLE 1: **CHANGE IN JOBS IN THE INDIANAPOLIS-ANDERSON-CARMEL CSA AND INDIANA, 2001:2 TO 2006:2**

Industry	CSA		Indiana	
	Jobs 2006:2	Percent Change Since 2001:2	Jobs 2006:2	Percent Change Since 2001:2
Total	976,980	2.5	2,908,961	0.3
Administrative, Support and Waste Management	69,235	20.7	163,378	17.9
Educational Services	66,459	11.0	244,044	8.5
Health Care and Social Services	116,360	10.6	352,566	10.7
Real Estate, Rental and Leasing	16,785	9.8	38,037	-1.1
Accommodation and Food Services	84,620	9.6	241,748	5.4
Utilities	5,216	8.8	16,521	0.1
Professional, Scientific and Technical Services	42,719	6.7	93,436	6.8
Construction	56,495	6.4	152,713	0.9
Public Administration	47,195	4.2	129,443	1.1
Other Services (Except Public Administration)	30,736	4.2	85,136	-3.1
Arts, Entertainment and Recreation	15,948	2.5	47,283	-1.4
Retail Trade	107,726	-3.0	328,574	-5.9
Transportation and Warehousing	54,512	-3.3	129,686	-0.5
Wholesale Trade	45,584	-3.8	123,849	-0.2
Management of Companies and Enterprises	11,309	-4.4	26,521	-0.3
Finance and Insurance	47,298	-4.6	100,547	-4.9
Information	19,242	-4.9	47,146	-9.1
Manufacturing	131,877	-10.7	568,929	-8.9
Agriculture, Forestry, Fishing and Hunting	2,182	-14.5	12,247	3.1
Mining	622	-27.3	6,679	-2.2

Source: IBRC, using Bureau of Labor Statistics data

FIGURE 3: **COMPARISON OF AVERAGE WEEKLY WAGES, 2006:2**



Source: IBRC, using Bureau of Labor Statistics data

percentage of jobs in the CSA than they did in Indiana, allowing for more workers in other industries.

It appears the Indianapolis-Anderson-Columbus CSA helped compensate for job losses elsewhere in the state, with an increase of about 23,400 jobs from 2001 to 2006, almost three times Indiana's 7,900 overall increase in jobs. So which industries were responsible for the major gains experienced in the CSA? Numerically, the administrative, support and waste management sector contributed the most jobs, followed closely by health care and social services.

Wages

Average weekly wages in the Indianapolis-Anderson-Columbus CSA have been climbing since 2001; even when the total number of jobs dropped, average weekly wages continued to grow (as shown in **Figure 2**). Since 2001, the CSA has seen an increase of $96 per week across all industry sectors to reach a weekly paycheck averaging $751 (see **Figure 3**). These figures weren't quite as high for Indiana, which increased wages over that period by $89, up to $685 per week.

Management of companies and enterprises saw the largest increase over that time, up $369 to reach a weekly wage of $1,837. However, only 1.2 percent of workers in the area were directly affected by this dramatic change. Of those sectors that comprised at least 3 percent of jobs in the area, public administration saw the highest increase in weekly wages (up $170) while finance and insurance paid the most ($1,120 per week).

None of the 20 major industry sectors saw a decrease in average weekly wages over the five-year span in either the CSA or the state overall.

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Research Director.....Hope Clark

10 N. Senate
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Web: www.in.gov/dwd

Indiana Business Research Center
Kelley School of Business, Indiana University

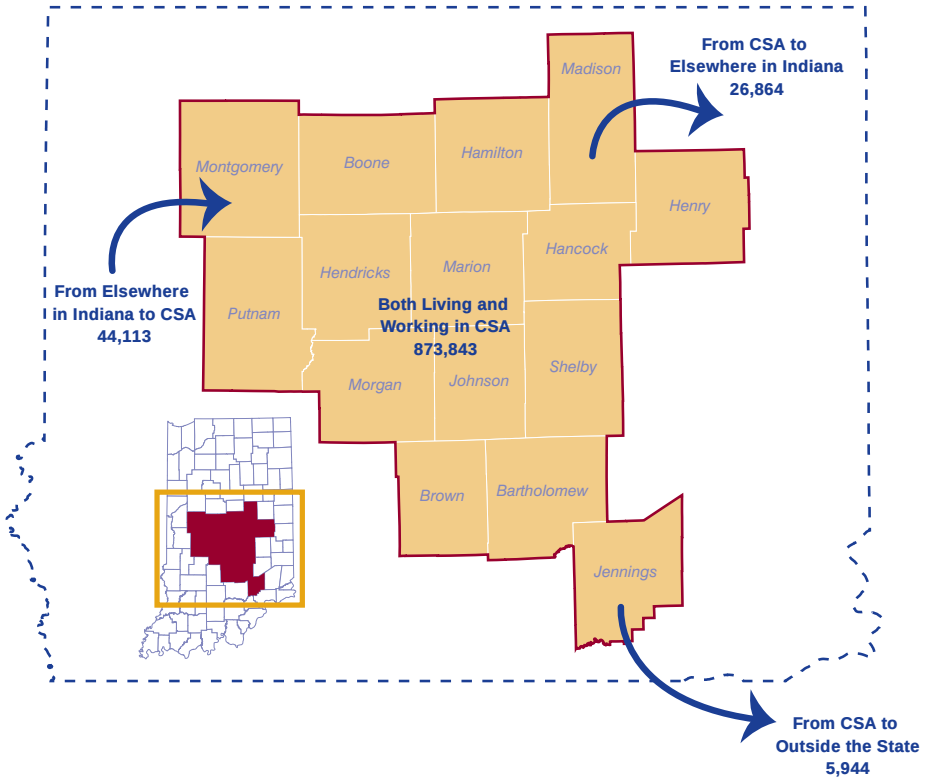
Director.....Jerry Conover
Deputy Director.....Carol O. Rogers
Managing Editor.....Rachel Justis
Associate Editor.....Molly Manns
Circulation.....Nikki Livingston
Quality Control.....Amber Kostelac

Bloomington
1275 E. Tenth Street, Suite 3110
Bloomington, IN 47405

Indianapolis
777 Indiana Avenue, Suite 210
Indianapolis, IN 46202

Web: www.ibrc.indiana.edu
E-mail: context@indiana.edu

FIGURE 4: **COMMUTING PATTERNS IN THE INDIANAPOLIS-ANDERSON-CARMEL CSA, 2000**



Source: IBRC, using U.S. Census Bureau data

Accommodation and food services saw the smallest increases in pay, up $21 and $23 in weekly wages over the five years in Indiana and the Indianapolis-Anderson-Columbus CSA, respectively.

Commuting

There were more than 900,000 workers living in the Indianapolis-Anderson-Columbus CSA according to Census 2000 data. Of those, only 68.2 percent lived and worked in the same county and another 28.2 percent traveled to one of the 14 other counties within the combined statistical area. More than 44,000 people lived outside the CSA and commuted into the area for work. Meanwhile, about 33,000 workers left the CSA to either work elsewhere in Indiana or outside the state (see **Figure 4**).

Notes

1. U.S. Office of Management and Budget, available at www.whitehouse.gov/omb/.

—Molly Manns, Associate Editor, Indiana Business Research Center, Kelley School of Business, Indiana University