



Indiana Social Work Reinvestment Initiative

An integrated action plan designed to unify and advance the social work profession

The Indiana Social Work Reinvestment Initiative {ISWRI}
Chapter Plan

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The Indiana Social Work Reinvestment Initiative {ISWRI}

Introduction

The Intent of the NASW National and State Social Work Reinvestment Initiative

The NASW National office recently announced a major initiative designed to unify and advance the social work profession at the state and national levels. The Social Work Reinvestment Initiative is an integrated action plan that addresses four of the key goals identified by the 2005 Social Work Congress and builds on the National Social Work Public Education Campaign and the recent findings by the NASW Workforce Center.

As explained by the National NASW Director, Elizabeth Clark, PhD, ACSW, MPH, "The goal is to fully recognize the importance of social work and the initiative will begin at the state level and may include components such as funding for social work education, support for research, strengthening policies and regulations to support social work practice, and social work education loan forgiveness."

The Process Utilized to Develop the Indiana Social Work Reinvestment (SWRI)

Indiana's initial draft was based on recent research related to labor market information and a variety of social work education and practice issues along with the Chapter's 2007-2010 Strategic Plan. The Chapter's Social Work Reinvestment Initiative (SWRI) Task Force, which is comprised of members from the Board of Directors and other members and the lobbyists, reviewed this preliminary draft. This is a living document and feedback and changes will be incorporated as we move forward.

Timeline for the Indiana SWRI

The Chapter will present the Indiana SWRI and Feedback Form on the website, in email updates, "IndianaUPDATE newsletter" and through all events, meetings, and continuing education programming.

Chapter's SWRI Task Force
Chapter's Board of Directors
Chapter's Volunteer Leadership
Indiana Delegates to the 2008 Delegate Assembly
Chapter's Regions, Committees, and Specialty Practice Groups

The Chapter's 3,000 Members including Student Members and Affiliates

Organizations, Associations, and Groups Providing Feedback now or in the future

Other organizations will be added

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The Indiana Mental Health Directors Association
The Indiana Department of Mental Health
The Council on Social Work Education
The Indiana Coalition of Human Services
The Indiana Deans and Directors of Social Work Programs
The Indiana Society of Clinical Social Work
The Latino Social Work Network
The Indiana Marriage and Family Association
The Indiana Association of School Social Workers
The Indiana Association of Black Social Workers
The National Alliance on Mental Illness of Indiana
The Indiana Society of Social Workers Leadership in Health Care (ISSWLHC)
The Indiana Youth Institute

Who are we missing????



Indiana Profile of Social Workers

Licensure in Indiana

The purpose of licensing and certification in social work is to assist the public through identification of standards for the safe professional practice of social work. Each state defines by law what is required for each level of social work licensure. Typically, there are four categories of practice that a state may legally regulate.

Bachelors: Baccalaureate social work degree upon graduation;

Masters: Master's degree in social work (MSW) with no post-degree experience;

Advanced Generalist: MSW with two years post-master's supervised experience; and

Clinical: MSW with two years post-master's direct clinical social work experience.

Currently there are two levels of social work licensure in Indiana which include the Licensed Social Worker (LSW) and the Licensed Clinical Social Worker (LCSW).

The Licensed Social Worker requires obtaining a BSW or MSW from a Council on Social Work Education (CSWE) Accredited school of social work. The BSW must document 3000 hours of post-baccalaureate full time paid experience, fulfilling the pre-license coursework and supervision requirements, and pass the Association of Social Work Boards Master level test. The MSW can take the Master Level test directly after graduation and obtain an LSW.

The Licensed Clinical Social Work (LCSW) requires obtaining a MSW from a Council on Social Work Education (CSWE) accredited school of social work, obtaining 4500 Paid full time employment if no social work/service experience or 3000 hours of post-masters clinical experience, fulfilling the pre-license coursework and supervision requirements, and passing the Association of Social Work Boards Advanced Clinical exam. LCSW licensure allows the individual to perform independent and unsupervised psychotherapy.

Both the LSW and the LCSW license must be renewed every two years, and it is required that the licensee obtain forty (40) continuing education hours units during each renewal period. Individuals with a BSW or MSW degree may be employed as social workers without holding a state license.

The Board of Indiana Social Worker, Marriage and Family Therapist, and Mental Health Counselor is comprised of nine members (2 are social workers).

Statistics

Active Licensed Clinical Social Workers (LCSW) - 3,681

Active Licensed Social Workers (LSW) and MSWs pursuing a LCSW - 2,168

The Indiana licensure board does not collect demographic information. The following approximate demographic data is taken from the membership reports of the Indiana Chapter.

Female - 81.53%

Male - 18.69%

Respondents described their race and ethnicity as:

Non-Hispanic White - 78.75%

Hispanic Latino - 1.43%

Multi Race/Other - 4.27%

Asian - .03%

Native American/Alaska Native - 0.17%

The respondents described their age (in years) as:

Mean - 52.7 years

Median - 54 years

The respondents described the number of years in practice as:

Mean - 20 years

Median - 20 years

The respondents described their primary practice setting as:

Private Practice - 18.09%

Health Facility - 27.57%

County, State Municipal Agency - 10.41%

Non-Profit/Charitable - 20.73%

Schools - 2.97%

College/University Setting - 1.06%

Other - 10.06%

According to the Department of Labor/Bureau of Labor Statistics, Social Work is one of the occupations most affected by Baby Boomer retirements. Employment of social workers is expected to increase faster than average for all occupations through 2014.



Social Work Education

As of 2004, the Council on Social Work Education (CSWE) accredited 442 BSW programs and 168 MSW programs. The Group for the Advancement of Doctoral Education (GADE) listed 80 doctoral programs in social work (DSW or Ph.D.). BSW programs prepare graduates for direct service positions, such as caseworker, and include courses in social work values and ethics, dealing with a culturally diverse clientele, at-risk populations, promotion of social and economic justice, human behavior and the social environment, social welfare policy and services, social work practice, social research methods, and field education. Accredited BSW programs require a minimum of 400 hours of supervised field experience.

Master's degree programs prepare graduates for work in their chosen field of concentration and continue to develop the skills required to perform clinical assessments, manage large caseloads, take on supervisory roles, and explore new ways of drawing upon social services to meet the needs of clients. Master's programs last 2 years full time and include a minimum of 900 hours of supervised field instruction, or internship. A part-time program may take up to 4 years. Entry into a master's program does not require a bachelor's degree in social work, but courses in psychology, biology, sociology, economics, political science, and social work are recommended. In addition, a second language can be very helpful. Most master's programs offer advanced standing for those with a bachelor's degree from an accredited social work program.

All States and the District of Columbia have licensing, certification, or registration requirements regarding social work practice and the use of professional titles. Although standards for licensing vary by State, a growing number of States are placing greater emphasis on communications skills, professional ethics, and sensitivity to cultural diversity issues. Most States require two years (3,000 hours) of supervised clinical experience for licensure of clinical social workers.

Indiana Social Work Education

BSW Programs

Anderson University

Ball State University

Goshen College

Grace College

Huntington University

Indiana State University

Indiana University

Indiana University

Indiana University: Bloomington Campus

Indiana University: East Campus

Indiana University: Northwest Campus

Indiana University: South Bend Campus

Indiana Wesleyan University

Manchester College

Saint Mary's College

Taylor University

University of Indianapolis

University of Saint Francis

University of Southern Indiana

University of Southern Indiana

Valparaiso University

An average of 1300 students are studying in a BSW Program.

MSW Programs

Indiana University, IUPUI South Bend, Fort Wayne, Gary and East (fall of 2008) Campuses

University of Southern Indiana

Indiana State University

At any one time, approximately 600 students are enrolled at the MSW level.

PhD Program

Indiana University, IUPUI Campus

Approximately 35 students are in the PhD program



Indiana Demographic Trends

One of the major issues in Indiana is recruiting and retaining a culturally competent workforce that reflects the racial and ethnic diversity of the populations to be served. To better understand the current and potential labor market for social workers in Indiana, the Chapter first reviewed the 2000 Census Statistics related to age, race, languages spoken at home, and poverty status. This research is important because Indiana in the last ten years has become a multi cultural state and, as such, is challenged with a substantial leadership role in designing and maintaining services that achieve cultural and linguistic competency. By 2040, the expectation is that the Hispanic/Latino population will grow to a 30% Majority, while Whites will decrease to 14% and the percentage of Asians and Blacks are expected to remain about the same. The Chapter is involved with IARRAC looking at current trends, and related challenges to better understand how to recruit, prepare, license and train social workers who are or will be serving our youth.

Total Indiana Population: 6,313,520 (2006),

Age (2005 data):

19 or younger - 25%

65 and older - 12.4%

As the Baby Boom generation (those born between 1946 and 1964) reaches retirement age after 2010, the percentage of the population that is elderly will increase rapidly in the Midwest. (2014 expected to increase to 15.7%)

Race (2005 data):

White - 84.6

Hispanic or Latino - 4.9%

Asian - 1.2%

Black or African American - 8.8%

Native American Indian/Alaska Native - .03%

A report by the U.S. Census Bureau, "*Population Projections for States by Age, Sex, Race, and Hispanic Origin: 1995 to 2025*" states that over the next 30 years the White population, the largest of the five race/ethnic groups, is projected to be the slowest-growing and the Midwest will grow at one-half the U.S. total rate. Over the 30 years, the Black population is projected to be the second slowest-growing in all regions. The Asian population is the fastest-growing group in all regions of the country. The Hispanic origin population is projected to increase rapidly over the 1995 to 2025 projection period, accounting for 44 percent of the growth in the Nation's population being the second fastest growing group.

Language Spoken At Home:

English Only - 87.4%

Other than English - 12.6%

Poverty Rates by Race/Ethnicity:

11. 4% in Indiana - Rank 28 in the US (2005-2006)

White - 13%

Hispanic or Latino - 33%

Black or African American - 28%

Other - 3%

Indiana Social Work Trends and Employers

SIGNIFICANT POINTS

About 9 out of 10 jobs are in health care and social assistance industries, as well as State and local government agencies.

Employment is projected to grow faster than average.

Competition for jobs is expected in cities, but opportunities are good in rural areas.

Social workers held about 562,000 jobs in 2004. About 9 out of 10 jobs were in health care and social assistance industries, as well as state and local government agencies, primarily in departments of health and human services. Although most social workers are employed in cities or suburbs, some work in rural areas.

The following data shows 2004 employment by type of social worker:

Child, family, and school social workers	272,000
Mental health and substance abuse social workers	116,000
Medical and public health social workers	110,000
Social workers, all other	64,000

The Following list is based on informal Interviews and data from Indiana Work Force Development the top areas employing social workers are:

Hospitals, Nursing/Hospice Facilities, Home Health/Area on Aging
Residential Facilities and Youth and Foster Care Agency
Education (Special ED, General Education and Social Work Education)
State and County Services and Administration
Individual, Family, Psychiatric and Substance Abuse Services

Following data is from Department of Labor/Bureau of Labor Statistics:

Indiana		Employment		Percent Change	Job Openings ¹	
Child, family, and school social workers		2004	2014			
		6,430	7,440	+ 16 %	210	
Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$11.77	\$14.23	\$18.02	\$23.59	\$30.06
	Yearly	\$24,500	\$29,600	\$37,500	\$49,100	\$62,500
Indiana	Hourly	\$10.30	\$12.23	\$14.86	\$17.78	\$20.67
	Yearly	\$21,400	\$25,400	\$30,900	\$37,000	\$43,000

Indiana		Employment		Percent Change	Job Openings ¹	
Educational, vocational, and school counselors		2004	2014			
		3,780	4,450	+ 18 %	150	
Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$13.10	\$17.37	\$22.85	\$29.32	\$36.50
	Yearly	\$27,200	\$36,100	\$47,500	\$61,000	\$75,900
Indiana	Hourly	—	—	—	—	—
	Yearly	—	—	—	—	—

Indiana		Employment		Percent Change	Job Openings ¹	
		2004	2014			
Social and community Services		2,110	2,610	+ 24 %	90	
Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$14.93	\$18.86	\$25.03	\$32.47	\$42.59
	Yearly	\$31,100	\$39,200	\$52,100	\$67,500	\$88,600
Indiana	Hourly	\$13.06	\$15.82	\$19.78	\$25.90	\$35.26
	Yearly	\$27,200	\$32,900	\$41,100	\$53,900	\$73,300

Indiana		Employment		Percent Change	Job Openings ¹	
		2004	2014			
Postsecondary teachers		30,430	39,560	+ 30 %	1,600	
Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	—	—	—	—	—
	Yearly	\$31,400	\$41,900	\$54,300	\$70,200	\$91,600
Indiana	Hourly	—	—	—	—	—
	Yearly	\$34,700	\$40,000	\$46,500	\$54,900	\$64,200

Note: There is no hourly wage data available for this occupation.

Indiana		Employment		Percent Change	Job Openings ¹	
		2004	2014			
Legislators		2,280	2,240	-2 %	30	
Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	—	—	—	—	—
	Yearly	\$12,200	\$13,500	\$15,700	\$38,700	\$75,300
Indiana	Hourly	—	—	—	—	—
	Yearly	\$12,000	\$13,400	\$22,400	\$53,700	\$145,600+

Median Annual Earnings

Median annual earnings of child, family, and school social workers were \$34,820 in May 2004. The middle 50 percent earned between \$27,840 and \$45,140. The lowest 10 percent earned less than \$23,130, and the top 10 percent earned more than \$57,860. Median annual earnings in the industries employing the largest numbers of child, family, and school social workers in May 2004 were:

Elementary and secondary schools	\$44,300
Local government	40,620
State government	35,070
Individual and family services	30,680
Other residential care facilities	30,550

Median annual earnings of medical and public health social workers were \$40,080 in May 2004. The middle 50 percent earned between \$31,620 and \$50,080. The lowest 10 percent earned less than \$25,390, and the top 10 percent earned more than \$58,740. Median annual earnings in the industries employing the largest numbers of medical and public health social workers in May 2004 were:

General medical and surgical hospitals	\$44,920
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Home health care services	42,710
Local government	39,390
Nursing care facilities	35,680
Individual and family services	32,100

Median annual earnings of mental health and substance abuse social workers were \$33,920 in May 2004. The middle 50 percent earned between \$26,730 and \$43,430. The lowest 10 percent earned less than \$21,590, and the top 10 percent earned more than \$54,180. Median annual earnings in the industries employing the largest numbers of mental health and substance abuse social workers in May 2004 were:

Psychiatric and substance abuse hospitals	\$36,170
Local government	35,720
Outpatient care centers	33,220
Individual and family services	32,810
Residential mental retardation, mental health and substance abuse facilities	29,110

Median annual earnings of social workers, all other were \$39,440 in May 2004. The middle 50 percent earned between \$30,350 and \$51,530. The lowest 10 percent earned less than \$24,080, and the top 10 percent earned more than \$62,720. Median annual earnings in the industries employing the largest numbers of social workers, all other in May 2004 were:

Local government	\$42,570
State government	40,940
Individual and family services	32,280

Competition for social worker jobs is expected in cities, where demand for services often is highest and training programs for social workers are prevalent. However, opportunities should be good in rural areas, which often find it difficult to attract and retain qualified staff. By specialty, job prospects may be best for those social workers with a background in children services, gerontology and substance abuse treatment.

Employment of social workers is expected for all fields through 2014. The rapidly growing elderly population and the aging baby boom generation will create greater demand for health and social services, resulting in particularly rapid job growth among gerontology social workers. Many job openings also will stem from the need to replace social workers who are retiring or leaving the profession.

As hospitals continue to limit the length of patient stays, the demand for social workers in hospitals will grow more slowly than in other areas. Because hospitals are releasing patients earlier than in the past, social worker employment in home health care services is growing. However, the expanding senior population is an even larger factor. Employment opportunities for social workers with backgrounds in gerontology should be good in the growing numbers of assisted-living and senior-living communities. The expanding senior population also will spur demand for social workers in nursing homes, long-term care facilities, and hospices.

Strong demand is expected for substance abuse social workers over the 2006–16 projection periods. Substance abusers are increasingly being placed into treatment programs instead of being sentenced to prison. Because of the increasing numbers of individuals sentenced to prison or probation who are substance abusers, correctional systems are increasingly requiring substance abuse treatment as a condition added to their sentencing or probation. As this trend grows, demand will increase for treatment programs and social workers to assist abusers on the road to recovery.

Employment of social workers in private social service agencies also will increase. However, agencies increasingly will restructure services and hire lower paid social and human service assistants instead of social workers. Employment in State and local government agencies may grow somewhat in response to increasing needs for public welfare, family services, and child protection services; however, many of these services will be

contracted out to private agencies. Employment levels in public and private social services agencies may fluctuate, depending on need and government funding levels.

Employment of school social workers also is expected to grow as expanded efforts to respond to rising student enrollments and continued emphasis on integrating disabled children into the general school population lead to more jobs. There could be competition for school social work jobs in some areas because of the limited number of openings. The availability of Federal, State and local funding will be a major factor in determining the actual job growth in schools.

Opportunities for social workers in private practice will expand, but growth may be somewhat hindered by restrictions that managed care organizations put on mental health services. The growing popularity of employee assistance programs is expected to spur demand for private practitioners, some of whom provide social work services to corporations on a contractual basis. However, the popularity of employee assistance programs will fluctuate with the business cycle, because businesses are not likely to offer these services during recessions.

According to America's Career Information Net, the 25 fastest growing occupations nationwide (Requiring a bachelor's degree or higher) include the following social work fields:

Wage information for Social Workers, All Other

Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$12.28	\$15.64	\$20.95	\$27.12	\$32.93
	Yearly	\$25,500	\$32,500	\$43,600	\$56,400	\$68,500
Indiana	Hourly	\$11.03	\$13.00	\$16.20	\$22.09	\$27.81
	Yearly	\$22,900	\$27,000	\$33,700	\$45,900	\$57,800

Kentucky	Hourly	\$7.98	\$9.76	\$11.75	\$22.21	\$31.20
	Yearly	\$16,600	\$20,300	\$24,400	\$46,200	\$64,900

Illinois	Hourly	\$10.75	\$14.73	\$18.24	\$25.96	\$34.10
	Yearly	\$22,400	\$30,600	\$37,900	\$54,000	\$70,900

Michigan	Hourly	\$14.78	\$20.04	\$27.57	\$32.23	\$35.43
	Yearly	\$30,700	\$41,700	\$57,300	\$67,000	\$73,700

Ohio	Hourly	\$11.67	\$14.54	\$18.80	\$25.21	\$30.50
	Yearly	\$24,300	\$30,200	\$39,100	\$52,400	\$63,400

United States		Employment		Percent Change	Job Openings ¹	
		2004	2014			
Mental health and substance abuse social workers		116,100	147,100	+ 27 %	5,090	
Indiana		Employment		Percent Change	Job Openings ¹	
		2004	2014			
Mental health and substance abuse social workers		1,480	1,930	+ 31 %	70	
Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$10.81	\$13.43	\$17.02	\$21.98	\$27.71
	Yearly	\$22,500	\$27,900	\$35,400	\$45,700	\$57,600
Indiana	Hourly	\$12.33	\$14.59	\$17.58	\$22.43	\$27.19
	Yearly	\$25,600	\$30,300	\$36,600	\$46,700	\$56,600

Illinois	Hourly	\$9.70	\$12.28	\$14.79	\$18.09	\$25.93
	Yearly	\$20,200	\$25,500	\$30,800	\$37,600	\$53,900

Michigan	Hourly	\$10.96	\$14.89	\$18.92	\$23.08	\$27.22
	Yearly	\$22,800	\$31,000	\$39,400	\$48,000	\$56,600

Kentucky	Hourly	\$10.30	\$13.18	\$16.54	\$20.49	\$24.21
	Yearly	\$21,400	\$27,400	\$34,400	\$42,600	\$50,400

Ohio	Hourly	\$12.08	\$13.71	\$16.22	\$20.16	\$24.98
	Yearly	\$25,100	\$28,500	\$33,700	\$41,900	\$52,000

United States		Employment		Percent Change	Job Openings ¹	
		2004	2014			
Medical and public health social workers		110,400	139,000	+ 26 %	4,750	
Indiana		Employment		Percent Change	Job Openings ¹	
		2004	2014			
Medical and public health social workers		2,000	2,610	+ 31 %	100	
Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$13.12	\$16.40	\$20.69	\$25.84	\$30.80
	Yearly	\$27,300	\$34,100	\$43,000	\$53,700	\$64,100
Indiana	Hourly	\$12.82	\$15.52	\$19.36	\$22.80	\$27.12
	Yearly	\$26,700	\$32,300	\$40,300	\$47,400	\$56,400

Illinois	Hourly	\$10.57	\$15.37	\$20.56	\$25.71	\$30.01
	Yearly	\$22,000	\$32,000	\$42,800	\$53,500	\$62,400

Kentucky	Hourly	\$12.37	\$14.97	\$17.95	\$21.19	\$24.32
	Yearly	\$25,700	\$31,100	\$37,300	\$44,100	\$50,600

Michigan	Hourly	\$14.65	\$17.40	\$20.75	\$24.71	\$29.10
	Yearly	\$30,500	\$36,200	\$43,200	\$51,400	\$60,500

Ohio	Hourly	\$13.94	\$16.43	\$19.63	\$22.88	\$26.79
	Yearly	\$29,000	\$34,200	\$40,800	\$47,600	\$55,700

United States		Employment		Percent Change	Job Openings ¹	
		2004	2014			
Marriage and family therapists		24,000	30,000	+ 25 %	1,160	
Indiana		Employment		Percent Change	Job Openings ¹	
		2004	2014			
Marriage and family therapists		340	440	+ 29 %	20	
Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$12.15	\$15.84	\$20.78	\$26.03	\$33.20
	Yearly	\$25,300	\$32,900	\$43,200	\$54,100	\$69,100
Indiana	Hourly	\$14.87	\$16.23	\$18.22	\$22.33	\$33.92
	Yearly	\$30,900	\$33,800	\$37,900	\$46,400	\$70,600

Illinois	Hourly	\$12.90	\$15.07	\$16.91	\$22.00	\$30.32
	Yearly	\$26,800	\$31,300	\$35,200	\$45,800	\$63,100

Michigan	Hourly	—	—	—	—	—
	Yearly	—	—	—	—	—

Kentucky	Hourly	—	—	—	—	—
	Yearly	—	—	—	—	—

Ohio	Hourly	\$15.37	\$17.69	\$22.36	\$27.22	\$36.22
	Yearly	\$32,000	\$36,800	\$46,500	\$56,600	\$75,300

Wage information for Child, Family, and School Social Workers

Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$11.77	\$14.23	\$18.02	\$23.59	\$30.06
	Yearly	\$24,500	\$29,600	\$37,500	\$49,100	\$62,500
Indiana	Hourly	\$10.30	\$12.23	\$14.86	\$17.78	\$20.67
	Yearly	\$21,400	\$25,400	\$30,900	\$37,000	\$43,000

Illinois	Hourly	\$13.26	\$16.99	\$23.43	\$28.95	\$34.27
	Yearly	\$27,600	\$35,300	\$48,700	\$60,200	\$71,300

Michigan	Hourly	\$13.25	\$17.64	\$21.93	\$25.37	\$34.14
	Yearly	\$27,600	\$36,700	\$45,600	\$52,800	\$71,000

Ohio	Hourly	\$11.20	\$13.12	\$16.12	\$19.61	\$24.05
	Yearly	\$23,300	\$27,300	\$33,500	\$40,800	\$50,000

Kentucky	Hourly	—	—	—	—	—
	Yearly	—	—	—	—	—

Wage information for Social Work Teachers, Postsecondary

Location	Pay Period	2006				
		10%	25%	Median	75%	90%
United States	Hourly	\$12.28	\$15.64	\$20.95	\$27.12	\$32.93
	Yearly	\$25,500	\$32,500	\$43,600	\$56,400	\$68,500
Indiana	Hourly	\$11.03	\$13.00	\$16.20	\$22.09	\$27.81
	Yearly	\$22,900	\$27,000	\$33,700	\$45,900	\$57,800

Ohio	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$33,300	\$44,900	\$56,600	\$72,300	\$93,800

Illinois	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$18,400	\$27,900	\$49,100	\$69,100	\$95,800

Michigan	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$37,600	\$50,000	\$59,000	\$72,900	\$92,900

Kentucky	Hourly	N/A	N/A	N/A	N/A	N/A
	Yearly	\$30,200	\$35,700	\$49,000	\$58,700	\$88,400