



NACE Salary Calculator

FAQ

The NACE Salary Calculator is provided to the National Association of Colleges and Employers (NACE) by Job Search Intelligence (JSI).

What sources of data are used by the NACE Salary Calculator?

The data sets are proprietary to JSI and are derived from U.S. Department of Labor, U. S. Bureau of Labor Statistics, U.S. Census Bureau, U.S. Equal Employment Opportunity Commission, U.S. Federal Reserve, and proprietary resources.

How accurate are the output values from the NACE Salary Calculator?

The salary output values provided are the actual compensation values being paid in the U.S. labor market, at any given point in time. We are using the largest salary data sets of any compensation consultancy in the market. The survey methodology used to gather the data effectively eliminates sampling bias. The sample sizes for each occupation within each geographic region are statistically significant, eliminating the need for interpolations or extrapolations. Finally, the NACE Salary Calculator has been developed and peer reviewed by leading statisticians from top research and academic institutions.

How often does the NACE Salary Calculator update its salary data?

Salary data sets are updated monthly.

Do the data sets reflect the recent decline in wages for occupations?

The salary data sets reflect all changes in wages by occupation and geographic region. Be advised that “wage deflation” is not broad based, even though the media has presented anecdotal information that would imply the contrary to be the case. Less than 10 percent of all occupations have seen actual wage reductions when compared to recent prior periods. Those reductions have generally been limited to manufacturing, sales, and some transportation occupations. Reductions to other forms of compensation, such as benefits, have been broader based than have wage cuts.

How many occupations are in the NACE Salary Calculator?

There are data for more than 500 occupations. Each occupation is also parsed by a grading system, which enables determining the correct pay for persons at varying levels of competency, such as entry-level accountant, mid-level accountant, senior accountant, and so on.

Why do new menus appear as I complete the present menus?

As you respond to queries, you are instructing the program to present new data base variables. With each query completed, you are “drilling down” to a more precise final result. Be advised that you will need a high-speed Internet connection as with each menu selection made, you are sending and receiving information from our data bases.

Why does the NACE Salary Calculator ask me to select the industry sector that I operate within?

This variable will affect compensation by as much as 40 percent in some occupations.

Is it possible that I might receive a “recommended value” from your program that is different than what I currently pay?

Yes, and here are possible reasons for this: 1)Your company may have a policy (or is doing so unknowingly) to pay above or below the stated value for a given skill set; 2) there may be factors considered for the employee that are not taken into account by the NACE Salary Calculator (e. g. You require a systems analyst to also possess data base programming skills); 3) demand will also cause employment costs to fluctuate.

If I am integrating the data into other surveys I am using, what weightings should I apply to your sources of data??

Data derived from Bureau of Labor Statistics sources constitute less than 25 percent of our compensation data.

Can I pay for an analysis using any form other than a credit card?

If you anticipate performing more than 1,000 queries per month, we can set up a key to enable prepaid analyses. Send an email to nace@jobsearchintelligence.com and we will respond to you the next business day. *continued on page 2*

Why are some of the occupations in the NACE Salary Calculator not represented in every geographic region?

We do not show a salary value for an occupation where the sample size is not large enough to be statistically significant.

Why does the NACE Salary Calculator not represent benefits analysis as part of its compensation program?

The benefits packages offered by employers are not closely correlated with market demand, and therefore, benefits packages can vary widely within an industry and geographic region. In addition, the available data relating to benefits are not at all sufficient for proper analysis.

Can I hire JSI to perform custom labor market analysis?

Yes. Statisticians trained by MIT, Carnegie-Mellon, and the RAND Corp are available at \$400 per hour. Send an inquiry to info@jobsearchintelligence.com

How do I open the data file with a MAC?

Depending upon your operating system and the spreadsheet program that you are running, you may be required to perform different tasks. Generally, if you right click on the link that says "Click here to download your data file", and follow the resulting drop-down menu instructions, you will find the spreadsheet program that will present your data file. For additional information, see <http://www.apple.com/iwork/numbers/>

Why do I leave the NACE Salary Calculator when I click "buy now" to purchase my data?

The payment processing is actually being performed by Wells Fargo and Authorize.net. When the purchase is complete, your data file can be accessed by clicking on "Click here to download your data file."

How do I get any other questions answered?

Send an email to nace@jobsearchintelligence.com and we will respond to you the next business day.