



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 salary data are used by Job Search Intelligence, NACE's partner in providing the NACE Salary Calculator?

JSI does not receive salary survey data from any entity. We access raw survey data from the following agencies, which are providing proprietary data sets to JSI: U. S. Department of Labor, U. S. Bureau of Labor Statistics, U. S. Census Bureau, U. S. Equal Employment Opportunity Commission, U. S. Bureau of Economic Analysis, U. S. Federal Reserve, and proprietary resources, which are converted into compensation data sets using our patent pending algorithms.

How accurate are the output values from the JSI salary calculator program?

The salary output values provided by the JSI program are the actual compensation values being paid in the U. S. labor market at any given point in time. We are using the largest compensation market data sets of any compensation firm in the business. The survey methodology used to gather our data effectively eliminates sampling bias. The sample sizes for each occupation within each geographic region are statistically significant with a minimum of 25 respondents per occupation per region, which eliminates the need for interpolations or extrapolations to create data sets. Finally, our program has been developed and peer reviewed by leading statisticians from top research and academic institutions, including MIT, Carnegie-Mellon, UCLA, the U. S. Congressional Budget Office, and the RAND Corporation.

How often does JSI update its salary data?

Salary data sets are updated monthly.

What is the occupational and geographic structure of the NACE Salary Calculator?

For occupational classifications, we use the O*NET system, which provides information and data for more than 1,000 occupations. The O*NET system is organized by the U. S. Department of Labor and is endorsed by more than 400 trade associations. Our geographic structure is based upon the 560 Bureau of Labor Statistics Metropolitan Statistical Areas (MSA). The O*NET and MSA systems information are free to any person or entity via the JSI web site, and through the web sites of the U. S. Department of Labor and the Bureau of Labor Statistics. These structures are the most efficient and accurate systems for mapping to internal or competing compensation systems.

If I purchase credits for the NACE Salary Calculator to be used at a later date, will they expire?

They can be used later. They do not expire. They will remain in your account until you use them.

Do the data available through Express Checkout differ from the data I get when I purchase and credits?

No, the data are identical. The Express Checkout option enables you to do one or two analyses and pay by credit card to complete your work now. The Purchase/Use Credits option enables you to pay up front for numerous analyses and then using them on an as-needed basis.

What data points are provided by the NACE Salary Calculator?

The range of salaries paid for the occupation within the region is provided at the 10th, 25th, median, 75th and 90th percentiles is provided. A "wage band" which is based upon the range of salaries for employees with similar characteristics as those entered into the query, is also provided. A recommended salary is also provided by the program.

How many occupations are included in the Salary Calculator?

The Salary Calculator program represents more than 1,000 occupations. Each occupation is also parsed by our leveling system, which enables determining the correct pay for persons at varying levels of competency and experience, such as entry-level accountant, mid-level accountant, senior accountant, and so forth.

Why does the calculator ask me to select the industry sector that I operate within?

We do so in order to create a more precise salary value. When comparing salaries, 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 the potential reasons for this: Your company may have a policy (or is doing so unknowingly) to pay above or below the stated value for a given skill set; there may be factors considered for the employee that are not taken into account by our program (e.g., you require a systems analyst to also possess data base programming skills); and demand will also cause employment costs to fluctuate.

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

No single source of data constitutes greater than 20 percent of our compensation market data.

Why are some of the occupations in the 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. We need a minimum of 25 respondents per occupation, per geographic region to provide data for the occupation.

Why does JSI not represent benefits analysis as part of its compensation program?

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.

Can I hire JSI to perform custom labor market analysis?

Yes. Statisticians trained by MIT, Carnegie-Mellon, and the RAND Corporation are available at an hourly rate. Send an inquiry to info@jobsearchintelligence.com.

How is my data and compensation report delivered to me once I pay for it?

Once you have paid for an analysis, we deliver your data in Microsoft Excel and PDF instantly in a new browser window. Excel is perfect for importing into your HRIS and the PDF copy can be printed and/or saved and put in an employees file.

Are you collecting and storing data from visitors to this site?

Yes, the input values from our job seekers program are used in aggregate form for further salary search analysis. No identifying information of job seekers or employers is disclosed. Please see our Terms of Service and Privacy Policy for more information.

How is it possible for JSI to offer this service at this price?

The Salary Calculator is automated to display data only for the geographic regions where we have 25 or more respondents for the occupation being queried. We do not engage in the costly exercise of using interpolation and extrapolation techniques to “manufacture” results for occupations with data from other regions, thereby keeping costs down.

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 www.apple.com/iwork/numbers/.

How do I get any other questions answered?

Send an e-mail to nace@jobsearchintelligence.com and we will respond to you immediately.