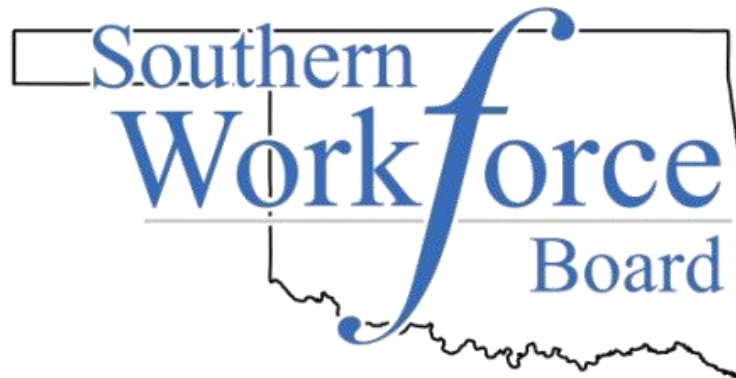


# SOUTHERN WORKFORCE BOARD, INC.



## DEMAND OCCUPATIONS & SKILL SETS POLICY

### SWB - #103

Revised 04-13-16

Revised 08-09-17

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Approved 8-15-18

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Revised 1-29-2020

Revised 10-28-2020 (list only)

Revised 10-27-2021 (list only)



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**PURPOSE:**

To disseminate policy regarding the determination and usage of the Southern Workforce Board's Demand Occupations List as required under the Workforce Innovation & Opportunity Act.

**BACKGROUND:**

The Workforce Innovation & Opportunity Act (WIOA) requires that the Southern Workforce Board identify occupations that are in demand in the region, as well as demand skill sets. This policy establishes the process that the Board (SWB) shall use for developing and maintaining a local list that identifies increasing and decreasing occupations and skill sets in the region.

Demand occupations and skill sets are those that have been determined by the Board to offer the greatest potential for customers to obtain reasonably stable, secure and family-supporting employment. WIOA Title I training funds may only be used to assist customers enrolled in courses of study that lead to entry into an occupation on this approved list *through a state approved eligible training provider*.

**DETERMINATION OF DEMAND OCCUPATIONS & SKILL SETS:**

The SWB shall maintain a list of occupations and skill sets that identify the increasing and decreasing demand for such in the local workforce area within the Board's targeted industries. The Demand Occupations List and Skill Set lists will be developed and approved by the Board utilizing current data from the Labor Market Analysis division of the Oklahoma Employment Security Commission (OESC), the Oklahoma Department of Commerce Division of Research, Economic Modeling, the Governor's Council for Workforce and Economic Development, economic development councils, business advisory groups, unemployment insurance call centers, significant employers throughout the region, and community colleges.

**Targeted Industries:**

The Southern Workforce Board has identified through the Board's State of the Workforce Labor Market Information (LMI) utilizing EMSI, Southern Oklahoma Workforce Briefing and Ecosystem reports identifying the industries within the seventeen county area that are eligible for participant training. They are: (1) Health Care & Social Assistance, (2) Transportation & Warehousing, (3) Manufacturing, (4) Construction, (5) Professional, Scientific & Technical Services, (6) Mining, Quarrying, and Oil and Gas Extraction (7) Wholesale (Distribution), (8) Finance and Insurance, (9) Educational Services (10) Agriculture, Forestry, Fishing and Hunting, (10) Government.

**Demand Occupations:**

The Southern Workforce Board has utilized the EMSI, Department of Commerce Ecosystems impact data to identify those occupations critical for future growth and advancement for our region's economy contained within the Board's targeted industries. That have *20+annual* job openings, an hourly wage of at least \$10.00 per hour or show a positive growth percentage and or any STEM, Ecosystem occupations or critical occupations identified by LMI data ( EMSI, ODOC Briefings) in the Southern Workforce Development Area and local area demand input to be "**In Demand**". The Board shall employ three major tools to establish a context for determination of demand occupations: (a) statewide and regional employment projections positive growth, (b) number of job openings and placements within the last 12 months, and (c) current workforce area labor market studies indicative of high growth, STEM and Ecosystem related industries.

### **Demand Skill Sets:**

The Southern Workforce Board has identified those skill sets within the demand occupations contained within the Board's targeted industries to be the "**demand skill sets**" for the Southern Workforce Development Area. The Board shall employ four major tools to establish a context for the determination of demand skill sets: (a) State of the Workforce Report of the Governor's Council for Workforce and Economic Development, (b) Focus Group information and feedback, (c) local labor market surveys of the area's businesses, and (d) skill sets as identified by the ACT's WorkKeys profiles or O'NET. The Board may also establish tiers of Skill Sets as correlates to the *High-demand Occupations* list or separately.

The lists shall be uniform for the entire workforce development area. Regional exceptions to the list can be included if there is county data which can substantiate a basis for making the exception. The list will be updated on an annual basis, however, it may be updated on a more frequent basis if a situation warrants it (plant closures or openings, significant changes in the local economy, etc.).

### **EXCEPTIONS:**

Exceptions to the occupations list attached may be considered in extreme circumstances. The occupation in question must be presented to the Chair of the Southern Workforce Board and to staff in written format. Exceptions must identify the occupation for which the training is to occur, the basis for requesting an exception including documented evidence to support the request, and whether the exception request is temporary or permanent. This request must be in advance of any training expenditure related to the request.

| SOC                    | Description   | 2021 Jobs | 2026 Jobs | 2021 - 2026 Change | 2021 - 2026 % Change | Annual Openings | Avg. Hourly Earnings |
|------------------------|---|-----------|-----------|--------------------|----------------------|-----------------|----------------------|
| 11-1021                | General and Operations Managers                                   | 1,928     | 2,113     | 185                | 10%                  | 186             | \$42.56              |
| 11-2011                | Advertising and Promotions Managers                               | 18        | 18        | 0                  | 0%                   | 2               | \$37.61              |
| 11-2021                | Marketing Managers  | 50        | 67        | 17                 | 34%                  | 8               | \$42.87              |
| 11-3011<br>use 11-3012 | Administrative Services Managers                                  | 542       | 570       | 28                 | 5%                   | 48              | \$40.26              |
| 11-3021                | Computer and Information Systems Managers                         | 162       | 181       | 19                 | 11%                  | 15              | \$44.93              |
| 11-3031                | Financial Managers  | 474       | 524       | 50                 | 11%                  | 42              | \$41.86              |
| 11-9021                | Construction Managers   | 432       | 458       | 26                 | 6%                   | 34              | \$33.87              |
| 11-9031                | Education and Childcare Administrators, Preschool and Daycare     | 124       | 127       | 3                  | 3%                   | 10              | \$20.97              |
| 11-9032                | Education Administrators, Kindergarten through Secondary          | 374       | 360       | (15)               | (4%)                 | 25              | \$35.04              |
| 11-9051                | Food Service Managers   | 323       | 361       | 39                 | 12%                  | 42              | \$23.31              |
| 11-9071                | Gambling Managers   | 54        | 69        | 15                 | 27%                  | 9               | \$28.64              |
| 11-9081                | Lodging Managers  | 58        | 65        | 7                  | 12%                  | 8               | \$25.07              |
| 11-9111                | Medical and Health Services Managers                              | 592       | 634       | 41                 | 7%                   | 53              | \$43.12              |
| 11-9161                | Emergency Management Directors                                    | 33        | 36        | 3                  | 9%                   | 3               | \$24.86              |
| 11-9171                | Funeral Home Managers   | 32        | 31        | (0)                | (1%)                 | 3               | \$27.80              |
| 13-1011                | Agents and Business Managers of Artists, Performers, and Athletes | 26        | 30        | 4                  | 14%                  | 4               | \$17.09              |
| 13-1041                | Compliance Officers   | 412       | 425       | 13                 | 3%                   | 36              | \$25.74              |
| 13-1111                | Management Analysts   | 294       | 338       | 45                 | 15%                  | 35              | \$47.06              |
| 13-1121                | Meeting, Convention, and Event Planners                           | 51        | 59        | 8                  | 15%                  | 7               | \$26.48              |
| 13-1199                | Business Operations Specialists, All other                        | 526       | 596       | 70                 | 13%                  | 62              | \$32.69              |
| 13-2011                | Accountants and Auditors  | 1,006     | 1,084     | 78                 | 8%                   | 101             | \$32.75              |
| 13-2072                | Loan Officers   | 462       | 451       | (11)               | (2%)                 | 34              | \$28.05              |



| SOC                  | Description  | 2021 Jobs | 2026 Jobs | 2021 - 2026 Change | 2021 - 2026 % Change | Annual Openings | Avg. Hourly Earnings |
|----------------------|--|-----------|-----------|--------------------|----------------------|-----------------|----------------------|
| 19-1029 & 19-1029.04 | Biological Scientists, All Other & Biologists                        | 60        | 58        | (2)                | (4%)                 | 5               | \$32.97              |
| 19-1099              | Life Scientists, All Other   | <10       | <10       | Insf. Data         | Insf. Data           | 0               | Insf. Data           |
|                      |  |           |           |                    |                      |                 |                      |
| 19-2012              | Physicists   | <10       | <10       | Insf. Data         | Insf. Data           | 0               | Insf. Data           |
| 19-2031              | Chemists   | 35        | 36        | 2                  | 5%                   | 3               | 32.61                |
| 19-2032              | Materials Scientists   | 0         | 0         | 0                  | 0%                   | 0               | \$0.00               |
| 19-2043              | Hydrologists   | 14        | 14        | (0)                | (0%)                 | 1               | \$39.89              |
| 19-2099              | Physical Scientists, All Other                                       | 42        | 41        | (1)                | (3%)                 | 3               | \$42.54              |
|                      |  |           |           |                    |                      |                 |                      |
| 19-3031 & 19-3033    | Clinical, Counseling, and School Psychologists                       | 42        | 46        | 5                  | 12%                  | 4               | \$48.09              |
| 19-4011 & 19-4012    | Agricultural and Food Science Technicians & Agricultural Technicians | 77        | 79        | 1                  | 2%                   | 10              | \$14.31              |
| 19-4021              | Biological Technicians   | 44        | 43        | (1)                | (3%)                 | 5               | \$23.58              |
| 19-4099              | Life, Physical, and Social Science Technicians, All Other            | 43        | 41        | (2)                | (4%)                 | 5               | \$29.24              |
|                      |  |           |           |                    |                      |                 |                      |
| 19-5011              | Occupational Health and Safety Specialists                           | 153       | 160       | 6                  | 4%                   | 10              | \$32.73              |
| 19-5012              | Occupational Health and Safety Technicians                           | 30        | 32        | 2                  | 8%                   | 2               | \$25.49              |
|                      |  |           |           |                    |                      |                 |                      |
| 21-1011              | Substance Abuse and Behavioral Disorder Counselors                   | 469       | 468       | (1)                | (0%)                 | 44              | \$23.21              |
| 21-1015              | Rehabilitation Counselors  | 391       | 384       | (7)                | (2%)                 | 37              | \$13.77              |
| 21-1021              | Child, Family, and School Social Workers                             | 829       | 880       | 51                 | 6%                   | 86              | \$18.80              |
| 21-1022              | Healthcare Social Workers  | 188       | 191       | 3                  | 2%                   | 18              | \$24.62              |
| 21-1023              | Mental Health and Substance Abuse Social Workers                     | 189       | 207       | 18                 | 10%                  | 21              | \$25.78              |
| 21-1091              | Health Education Specialists   | 62        | 65        | 3                  | 5%                   | 7               | \$24.66              |
| 21-1093              | Social and Human Service Assistants                                  | 304       | 345       | 41                 | 14%                  | 43              | \$16.05              |
| 21-1099              | Community and Social Service Specialists, All Other                  | 12        | 20        | 8                  | 62%                  | 3               | \$16.11              |
|                      |  |           |           |                    |                      |                 |                      |
| 23-1011              | Lawyers  | 704       | 740       | 36                 | 5%                   | 42              | \$47.41              |
|                      |  |           |           |                    |                      |                 |                      |
| 23-2011              | Paralegals and Legal Assistants                                      | 164       | 180       | 17                 | 10%                  | 20              | \$23.79              |
|                      |  |           |           |                    |                      |                 |                      |
| 25-1021              | Computer Science Teachers, Postsecondary                             |           |           | Insf. Data         | Insf. Data           |                 |                      |
| 25-1041              | Agricultural Sciences Teachers, Postsecondary                        |           |           | Insf. Data         | Insf. Data           |                 |                      |
| 25-1066              | Psychology Teachers, Postsecondary                                   |           |           | Insf. Data         | Insf. Data           |                 |                      |



| SOC                                     | Description   | 2021 Jobs | 2026 Jobs | 2021 - 2026 Change | 2021 - 2026 % Change | Annual Openings | Avg. Hourly Earnings |
|---|---|-----------|-----------|--------------------|----------------------|-----------------|----------------------|
| 29-1021                                 | Dentists, General   | 110       | 108       | (1)                | (1%)                 | 4               | \$98.19              |
| 29-1031                                 | Dietitians and Nutritionists                              | 68        | 69        | 1                  | 1%                   | 5               | \$30.86              |
| 29-1051                                 | Pharmacists   | 332       | 315       | (17)               | (5%)                 | 14              | \$58.07              |
| 29-1071                                 | Physician Assistants                                      | 112       | 121       | 9                  | 8%                   | 8               | \$56.96              |
| 29-1122                                 | Occupational Therapists                                   | 45        | 51        | 6                  | 13%                  | 4               | \$46.02              |
| 29-1123                                 | Physical Therapists                                       | 190       | 197       | 7                  | 4%                   | 11              | \$50.27              |
| 29-1124                                 | Radiation Therapists                                      | 46        | 43        | (3)                | (6%)                 | 2               | \$35.91              |
| 29-1126                                 | Respiratory Therapists                                    | 98        | 97        | (1)                | (1%)                 | 5               | \$28.41              |
| 29-1127                                 | Speech-Language Pathologists                              | 94        | 104       | 11                 | 12%                  | 8               | \$32.68              |
| 29-1128                                 | Exercise Physiologists                                    | 29        | 28        | (1)                | (5%)                 | 2               | \$17.49              |
| 29-1129                                 | Therapists, All Other                                     | 43        | 46        | 2                  | 5%                   | 3               | \$36.41              |
| 29-1131                                 | Veterinarians   | 127       | 135       | 8                  | 6%                   | 6               | \$37.72              |
| 29-1141                                 | Registered Nurses   | 2,473     | 2,405     | (68)               | (3%)                 | 128             | \$30.54              |
| 29-1161                                 | Nurse Midwives  | <10       | <10       | Insf. Data         | Insf. Data           | 0               | Insf. Data           |
| 29-1171                                 | Nurse Practitioners                                       | 204       | 233       | 29                 | 14%                  | 16              | \$52.85              |
| 29-1223                                 | Psychiatrists   | 19        | 21        | 2                  | 12%                  | 1               | \$161.88             |
| 29-1229.06<br>use 29-1229               | Sports Medicine Physicians & Physicians, All other        | 190       | 191       | 1                  | 1                    | 6               | \$80.24              |
| 29-1292                                 | Dental Hygienists   | 181       | 179       | (3)                | (1%)                 | 11              | \$42.21              |
|   |   |           |           |                    |                      |                 |                      |
| 29-2011 &<br>29-2012<br>use 29-<br>2018 | Medical & Clinical Laboratory Technologists & Technicians | 257       | 244       | (13)               | (5%)                 | 16              | \$22.97              |
| 29-2031                                 | Cardiovascular Technologists and Technicians              | 31        | 28        | (3)                | (9%)                 | 2               | \$24.05              |
| 29-2032                                 | Diagnostic Medical Sonographers                           | 67        | 68        | 1                  | 1%                   | 4               | \$32.21              |
| 29-2034                                 | Radiologic Technologists and Technicians                  | 229       | 223       | (6)                | (3%)                 | 12              | \$25.61              |
| 29-2042 &<br>29-2043<br>use<br>29-2098  | Emergency Medical Technicians & Paramedics                | 600       | 652       | 52                 | 9%                   | 50              | \$16.41              |
| 29-2052                                 | Pharmacy Technicians                                      | 424       | 411       | (13)               | (3%)                 | 32              | \$16.49              |
| 29-2055                                 | Surgical Technologists                                    | 80        | 76        | (4)                | (5%)                 | 6               | \$20.17              |
| 29-2056                                 | Veterinary Technologists and Technicians                  | 81        | 90        | 9                  | 11%                  | 8               | \$15.40              |
| 29-2061                                 | Licensed Practical and Licensed Vocational Nurses         | 1,513     | 1,454     | (58)               | (4%)                 | 107             | \$20.93              |
| 29-2072                                 | Medical Records Specialist                                | 349       | 351       | 2                  | 1%                   | 27              | \$18.97              |





| SOC     | Description  | 2021 Jobs | 2026 Jobs | 2021 - 2026 Change | 2021 - 2026 % Change | Annual Openings | Avg. Hourly Earnings |
|---------|--|-----------|-----------|--------------------|----------------------|-----------------|----------------------|
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers                                   | 1,452     | 1,566     | 114                | 8%                   | 230             | \$14.45              |
| 37-1011 | First-Line Supervisors of Housekeeping and Janitorial Workers                                    | 248       | 284       | 36                 | 15%                  | 35              | \$20.26              |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners                                    | 2,437     | 2,751     | 314                | 13%                  | 379             | \$13.06              |
| 39-1013 | First-Line Supervisors of Gambling Services Workers  | 238       | 297       | 59                 | 25%                  | 52              | \$18.78              |
| 39-3011 | Gambling Dealers   | 515       | 678       | 163                | 32%                  | 118             | \$10.76              |
| 39-5094 | Skincare Specialists   | 35        | 37        | 2                  | 7%                   | 4               | \$19.65              |
| 41-2011 | Cashiers   | 5,558     | 5,653     | 95                 | 2%                   | 1,008           | \$10.35              |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 501       | 559       | 59                 | 12%                  | 68              | \$24.56              |
| 41-9022 | Real Estate Sales Agents   | 299       | 313       | 14                 | 5%                   | 29              | \$30.17              |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers                              | 1,810     | 1,847     | 37                 | 2%                   | 183             | \$24.24              |
| 43-4061 | Eligibility Interviewers, Government Programs  | 93        | 107       | 14                 | 16%                  | 12              | \$24.31              |
| 43-4071 | File Clerks  | 173       | 165       | (8)                | (5%)                 | 19              | \$14.37              |
| 43-4171 | Receptionists and Information Clerks   | 689       | 712       | 24                 | 3%                   | 89              | \$13.07              |
| 43-4199 | Information and Record Clerks, All Other   | 125       | 134       | 9                  | 7%                   | 15              | \$19.45              |
| 43-5031 | Public Safety Telecommunicators  | 275       | 313       | 38                 | 14%                  | 32              | \$13.27              |
| 43-6013 | Medical Secretaries and Administrative Assistants  | 750       | 738       | (12)               | (2%)                 | 77              | \$15.28              |
| 43-9061 | Office Clerks, General   | 2,265     | 2,370     | 106                | 5%                   | 277             | \$13.93              |
| 43-9199 | Office and Administrative Support Workers, All Other   | 88        | 103       | 15                 | 17%                  | 13              | \$18.89              |

| SOC     | Description   | 2021 Jobs | 2026 Jobs | 2021 - 2026 Change | 2021 - 2026 % Change | Annual Openings | Avg. Hourly Earnings |
|---------|---|-----------|-----------|--------------------|----------------------|-----------------|----------------------|
| 45-2093 | Farmworkers, Farm, Ranch, and Aquaculture Animals                         | 75        | 84        | 9                  | 11%                  | 14              | \$16.40              |
|         |   |           |           |                    |                      |                 |                      |
| 47-2031 | Carpenters  | 939       | 954       | 16                 | 2%                   | 92              | \$21.58              |
| 47-2061 | Construction Laborers   | 1,524     | 1,577     | 53                 | 3%                   | 163             | \$17.30              |
| 47-2071 | Paving, Surfacing, and Tamping Equipment Operators                        | 83        | 87        | 4                  | 5%                   | 10              | \$17.40              |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators            | 1,057     | 1,090     | 33                 | 3%                   | 120             | \$19.42              |
| 47-2111 | Electricians  | 905       | 974       | 69                 | 8%                   | 108             | \$27.59              |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters                                   | 637       | 668       | 32                 | 5%                   | 69              | \$21.51              |
|         |   |           |           |                    |                      |                 |                      |
| 47-2221 | Structural Iron and Steel Workers   | 63        | 67        | 4                  | 7%                   | 8               | \$15.34              |
|         |   |           |           |                    |                      |                 |                      |
| 47-4011 | Construction and Building Inspectors                                      | 140       | 162       | 22                 | 16%                  | 21              | \$24.44              |
| 47-4051 | Highway Maintenance Workers   | 702       | 764       | 62                 | 9%                   | 85              | \$15.52              |
|         |   |           |           |                    |                      |                 |                      |
| 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers            | 776       | 822       | 46                 | 6%                   | 74              | \$32.77              |
|         |   |           |           |                    |                      |                 |                      |
| 49-2091 | Avionics Technicians  | 14        | 13        | (1)                | (4%)                 | 1               | \$23.79              |
| 49-2094 | Electrical and Electronics Repairers, Commercial and Industrial Equipment | 91        | 97        | 5                  | 6%                   | 8               | \$31.91              |
|         |   |           |           |                    |                      |                 |                      |
| 49-3021 | Automotive Body and Related Repairers                                     | 175       | 187       | 12                 | 7%                   | 18              | \$23.91              |
| 49-3023 | Automotive Service Technicians and Mechanics                              | 981       | 1,006     | 25                 | 3%                   | 96              | \$20.57              |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists                     | 431       | 472       | 41                 | 9%                   | 45              | \$20.34              |
|         |   |           |           |                    |                      |                 |                      |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers     | 354       | 379       | 25                 | 7%                   | 37              | \$20.74              |
| 49-9041 | Industrial Machinery Mechanics  | 796       | 859       | 63                 | 8%                   | 81              | \$28.20              |
| 49-9051 | Electrical Power-Line Installers and Repairers                            | 231       | 239       | 9                  | 4%                   | 20              | \$33.34              |
| 49-9071 | Maintenance and Repair Workers, General                                   | 1,973     | 2,135     | 163                | 8%                   | 210             | \$17.52              |
| 49-9098 | Helpers--Installation, Maintenance, and Repair Workers                    | 115       | 124       | 9                  | 7%                   | 17              | \$13.28              |
| 49-9099 | Installation, Maintenance, and Repair Workers, All Other                  | 131       | 146       | 15                 | 12%                  | 17              | \$20.30              |
|         |   |           |           |                    |                      |                 |                      |
| 51-1011 | First-Line Supervisors of Production and Operating Workers                | 986       | 1,004     | 18                 | 2%                   | 97              | \$30.75              |
| 51-2011 | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers             | 23        | 17        | (6)                | (26%)                | 2               | \$20.40              |
| 51-2041 | Structural Metal Fabricators and Fitters                                  | 74        | 75        | 1                  | 2%                   | 9               | \$14.35              |

| SOC                | Description   | 2021 Jobs | 2026 Jobs | 2021 - 2026 Change | 2021 - 2026 % Change | Annual Openings | Avg. Hourly Earnings |
|--------------------|---|-----------|-----------|--------------------|----------------------|-----------------|----------------------|
| 51-3011            | Bakers  | 160       | 188       | 27                 | 17%                  | 27              | \$11.73              |
| 51-3021            | Butchers and Meat Cutters   | 139       | 144       | 6                  | 4%                   | 17              | \$12.79              |
| 51-3022            | Meat, Poultry, and Fish Cutters and Trimmers                            | 634       | 690       | 56                 | 9%                   | 83              | \$13.19              |
| 51-3023            | Slaughterers and Meat Packers   | 378       | 413       | 35                 | 9%                   | 50              | \$11.53              |
|                    |   |           |           |                    |                      |                 |                      |
| 51-4041            | Machinists  | 194       | 233       | 39                 | 20%                  | 28              | \$20.07              |
|                    |   |           |           |                    |                      |                 |                      |
| 51-4121            | Welders, Cutters, Solderers, and Brazers                                | 1,016     | 1,028     | 12                 | 1%                   | 109             | \$19.94              |
| 51-4122            | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders | 20        | 20        | 0                  | 0%                   | 2               | \$22.49              |
|                    |   |           |           |                    |                      |                 |                      |
| 51-6099            | Textile, Apparel, and Furnishings Workers, All Other                    | 27        | 30        | 3                  | 11%                  | 4               | \$10.37              |
|                    |   |           |           |                    |                      |                 |                      |
| 51-9111            | Packaging and Filling Machine Operators and Tenders                     | 212       | 219       | 7                  | 3%                   | 26              | \$17.01              |
| 51-9161            | Computer Numerically Controlled Tool Operators                          | 405       | 404       | (1)                | (0%)                 | 40              | \$19.07              |
|                    |   |           |           |                    |                      |                 |                      |
| 53-1043<br>53-1047 | First-Line Supervisors of Material moving machine and vehicle operators | 615       | 662       | 47                 | 8%                   | 68              | \$27.43              |
|                    |   |           |           |                    |                      |                 |                      |
| 53-3011            | Ambulance Drivers and Attendants, Except Emergency Medical Technicians  | 0         | 0         | 0                  | 0%                   | 0               | \$0.00               |
| 53-3032            | Heavy and Tractor-Trailer Truck Drivers                                 | 4,235     | 4,575     | 340                | 8%                   | 522             | \$24.52              |
| 53-3052            | Bus Drivers, Transit and Intercity                                      | 77        | 105       | 27                 | 35%                  | 16              | \$12.26              |
| 53-3099            | Motor Vehicle Operators, All Other                                      | 57        | 64        | 7                  | 13%                  | 11              | \$24.41              |
|                    |   |           |           |                    |                      |                 |                      |
| 53-6051            | Transportation Inspectors   | 62        | 64        | 2                  | 3%                   | 7               | \$34.02              |
|                    |   |           |           |                    |                      |                 |                      |
| 53-7021            | Crane and Tower Operators   | 115       | 109       | (6)                | (5%)                 | 12              | \$30.39              |
|                    |   |           |           |                    |                      |                 |                      |
| 55-9999            | Military-only occupations   | 720       | 691       | (29)               | (4%)                 | 72              | \$17.13              |
| 51-1011            | First-Line Supervisors of Production and Operating Workers              | 986       | 1,004     | 18                 | 2%                   | 97              | \$30.75              |
| 51-2011            | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers           | 23        | 17        | (6)                | (26%)                | 2               | \$20.40              |
| 51-2041            | Structural Metal Fabricators and Fitters                                | 74        | 75        | 1                  | 2%                   | 9               | \$14.35              |

## DEMAND SKILL SETS

### Compiled Skills List Based on Level of Importance by High Priority Occupations

| Total Importance<br>Score | Required Skill                    | Total Level of Required Skill |
|---------------------------|-----------------------------------|-------------------------------|
| 652                       | Critical Thinking                 | 521                           |
| 651                       | Active Listening                  | 509                           |
| 639                       | Monitoring                        | 513                           |
| 629                       | Speaking                          | 482                           |
| 602                       | Reading Comprehension             | 509                           |
| 602                       | Social Perceptiveness             | 471                           |
| 587                       | Judgment and Decision Making      | 464                           |
| 568                       | Coordination                      | 483                           |
| 561                       | Time Management                   | 461                           |
| 543                       | Operation Monitoring              | 422                           |
| 536                       | Complex Problem Solving           | 449                           |
| 528                       | Service Orientation               | 431                           |
| 527                       | Writing                           | 431                           |
| 515                       | Active Learning                   | 446                           |
| 504                       | Instructing                       | 444                           |
| 464                       | Learning Strategies               | 432                           |
| 446                       | Operation and Control             | 353                           |
| 436                       | Quality Control Analysis          | 379                           |
| 423                       | Persuasion                        | 401                           |
| 418                       | Mathematics                       | 364                           |
| 415                       | Management of Personnel Resources | 387                           |
| 398                       | Negotiation                       | 353                           |
| 398                       | Systems Analysis                  | 361                           |
| 398                       | Troubleshooting                   | 322                           |
| 379                       | Systems Evaluation                | 350                           |
| 319                       | Equipment Maintenance             | 265                           |
| 305                       | Repairing                         | 245                           |
| 265                       | Equipment Selection               | 219                           |
| 262                       | Management of Material Resources  | 232                           |
| 247                       | Science                           | 212                           |
| 246                       | Operations Analysis               | 220                           |
| 211                       | Management of Financial Resources | 197                           |
| 175                       | Technology Design                 | 143                           |
| 108                       | Installation                      | 105                           |
| 106                       | Programming                       | 85                            |

(Frequency of Skill In Demand Occupations Indicates The Number of Times

This Skill Is Shown as Being Necessary in the Demand Occupations List)

## Education Typically Required for Occupations That are In Demand

| Average Hourly Wage | Job Openings | Educational Level Required                        |
|---------------------|--------------|---|
| \$ 21.35            | 560          | Associate degree                                  |
| \$ 18.09            | 1550         | Bachelor's degree                                 |
| \$ 30.13            | 1320         | Bachelor's or higher degree, plus work experience |
| \$ 17.72            | 50           | Doctoral degree                                   |
| \$ 36.88            | 90           | First professional degree                         |
| \$ 13.51            | 1390         | Long-term on-the-job training                     |
| \$ 20.25            | 140          | Master's degree                                   |
| \$ 12.65            | 3460         | Moderate-term on-the-job training                 |
| \$ 14.89            | 1140         | Postsecondary vocational training                 |
| \$ 10.25            | 2960         | Short-term on-the-job training                    |
| \$ 16.73            | 1610         | Work experience in a related occupation           |