



# **CENTRAL OKLAHOMA**

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## **WORKFORCE INNOVATION BOARD**

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### **In-Demand Occupations**

*In Central Oklahoma*

**Approved and Published: August 2024**

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**PURPOSE: The purpose of this item is to make a determination of the occupations that have a substantial current or potential impact on the economy of Central Oklahoma.**

*The Central Oklahoma Workforce Innovation Board (COWIB) is the policy and guidance board for the Workforce Oklahoma system in Central Oklahoma. We are business leaders with a goal to establish a highly skilled, productive workforce in our 9-county area.*

*The Central Oklahoma Workforce Innovation Board (COWIB) complies with WIOA's Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, the basis of citizenship status or participation in a WIOA Title-1 financially assisted program or activity.*

<http://www.cowib.org/>



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## In-Demand Occupations

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# COWIB Policy on In-Demand Occupations

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## Purpose

The purpose of this item is to make a determination of the occupations that have a substantial current or potential impact on the economy of Central Oklahoma.

## Authority

The authority to make this determination is explicitly stated in Section 3(23)(B) of the Workforce Innovation and Opportunity Act (WIOA):

*(B) DETERMINATION. — The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.*

## Background

The definition of the term “in-demand occupation” is given in Section 3(23) of WIOA:

*(23) IN-DEMAND INDUSTRY SECTOR OR OCCUPATION. —*

*(A) IN GENERAL. — The term “in-demand industry sector or occupation” means—*

*(i) an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or*

*(ii) an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.*

There are several reasons why it is important to properly determine the in-demand occupations for a local workforce area. For example:

First, Section 107(b)(2) of WIOA requires that the business members of the local workforce development board must represent businesses that “*provide employment opportunities... in in-demand industry sectors or occupations in the local area.*” Therefore, it is important to determine the in-demand occupations in the local area in order to assure compliance with the board composition requirements of WIOA.

Second, in using funds for Youth Workforce Investment Activities, the local workforce development board is required to support activities that provide “*effective connections to employers... in in-demand industry sectors and occupations of the local and regional labor markets.*” (Reference WIOA Sec. 129(c)(1)(C)(v))

Third, pursuant to WIOA Sec. 134(c)(3)(F)(v), when Adults and Dislocated Worker participants are

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contemplating the selection of a program of occupational skills training, the law requires that, *“Priority consideration shall, consistent with clause (i), be given to programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area involved.”*

Fourth, pursuant to WIOA Sec. 134(c)(3)(G)(ii)(V)(aa), some special types of occupational skills training may be provided *“if... the local board determines that... it would be most appropriate to award a contract... in order to facilitate the training of multiple individuals in in-demand industry sectors or occupations...”*

Fifth, when Individual Training Accounts are used to support occupational skills training for a WIOA Title I participant, WIOA Section 134(c)(3)(G)(iii) requires that the training services *“...be directly linked to an in-demand industry sector or occupation in the local area or the planning region, or in another area to which an adult or dislocated worker receiving such services is willing to relocate, except that a local board may approve training services for occupations determined by the local board to be in sectors of the economy that have a high potential for sustained demand or growth in the local area.”*

### Additional Background

The 2024 WIOA State Plan provides a description of the industries and occupations for which there is existing demand in the Central planning region. Here is an excerpt:

*To achieve the ambitious goals that have been set by the Governor’s Cabinet, workforce partners must align their efforts and take active roles in ensuring resources are used in ways that maximize, strengthen, and support the education-to-workforce pipeline for all Oklahomans. Underpinning all Oklahoma Works efforts are the five Industry Clusters (Aerospace and Defense, Agriculture and Biosciences, Energy, Information and Financial Services, and Transportation and Distribution), and 100 Critical Occupations within these ecosystems (growth and demand occupations). These foundational pieces are utilized by state and local economic development and tie partner initiatives together in an aligned, cohesive direction.*

NOTE: In the State Plan, the state’s key demand industry sectors are referred to as “industry clusters.”

### Determination

Relying on the 2024 WIOA State Plan as well as our own independent review of regional business and labor market projections, the Central Oklahoma Workforce Innovation Board determines that there are over 180 “in-demand occupations” in Central Oklahoma. These occupations have a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on our regional economy.

Our list of in-demand occupations (Attachment A) is defined in two ways:

- (1) A 6-page list of 188 easily-identifiable in-demand occupations is attached. Each in-demand occupation is identified by a job title as well as an SOC code. For each in-demand occupation, a

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projection of employment growth (2024 – 2034) is given. A Location Quotient is also indicated. The employment projections are derived from a report prepared by Lightcast (<https://lightcast.io/>).

- (2) Additionally, COWIB recognizes that an in-demand occupation is any other occupation that:
- a. Is related to an in-demand industry sector in our region; and
  - b. Is projected to have a number of open positions in that industry.

For the purpose of determining whether an occupation is “related to” an in-demand industry sector, we will use the O\*Net Online website as a resource for establishing a relationship between an occupation and an industry.

For example, Industrial Truck and Tractor Operators (SOC 53-7051) is not given in our list of in-demand occupations. Even so, we will regard it as an in-demand occupation in Central Oklahoma because, according to the O\*Net Online website, Industrial Truck and Tractor Operators is related to the Transportation and Warehousing sector. It is also related to the Manufacturing, Administrative and Support Services, and Wholesale Trade sectors.

See illustration, next page.

(Administrative and Support Services, Manufacturing, Transportation and Warehousing, and Wholesale Trade are all recognized as in-demand industry sectors in Central Oklahoma).

This determination will be reviewed periodically and may be updated as needed.

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Here is an illustration of how the O\*Net Online resource serves to establish a relationship between an occupation (Industrial Truck and Tractor Operators) and an in-demand industry (Administrative and Support Services, Manufacturing, Transportation and Warehousing, or Wholesale Trade):

### Industrial Truck and Tractor Operators

53-7051.00

Updated 2024

Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location.

**Sample of reported job titles:** Checker Loader, Fork Lift Technician, Fork Truck Driver, Forklift Driver, Forklift Operator, Lift Truck Operator, Shag Truck Driver, Spotter Driver, Tow Motor Operator, Truck Driver

Summary Details Custom Easy Read Veterans Español

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#### Workforce Characteristics

#### Wages & Employment Trends

|                                    |   |
|------------------------------------|---|
| Median wages (2023)                | \$21.38 hourly, \$44,470 annual   |
| State wages                        | Select a State <input type="button" value="Go"/>  |
| Local wages                        | ZIP Code <input type="button" value="Go"/>  |
| Employment (2022)                  | 796,600 employees   |
| Projected growth (2022-2032)       | <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Average (2% to 4%)  |
| Projected job openings (2022-2032) | 80,900  |
| State trends                       | Select a State <input type="button" value="Go"/>  |
| Top industries (2022)              | <a href="#">Transportation and Warehousing</a> (48% employed in this sector)<br><a href="#">Manufacturing</a> (23%)<br><a href="#">Administrative and Support Services</a> (10%)<br><a href="#">Wholesale Trade</a> (10%) |

Source: Bureau of Labor Statistics [2023 wage data](#) and [2022-2032 employment projections](#). "Projected growth" represents the estimated change in total employment over the projections period (2022-2032). "Projected job openings" represent openings due to growth and replacement.

## Equal Opportunity and Nondiscrimination Statement

All Recipients, and Sub-recipients / Sub-grantees must comply with WIOA's Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title-I financially assisted program or activity.

## Addenda / Revisions

The COWIB Chief Executive Officer is authorized to issue additional instructions, guidance, approvals,

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and/or forms to further implement the requirements of policy, without making substantive change to the policy, except in situations when a new or updated state and federal guidance is issued.

## In-Demand Occupations

| SOC     | Description   | 2024<br>Jobs | 2034<br>Jobs | 2024 -<br>2034<br>Change | 2024 - 2034<br>% Change | Avg.<br>Annual<br>Openings | Avg.<br>Hourly<br>Earnings |
|---------|---|--------------|--------------|--------------------------|-------------------------|----------------------------|----------------------------|
| 11-1021 | General and Operations Managers                               | 17,728       | 19,096       | 1,368                    | 8%                      | 1,599                      | \$51.60                    |
| 11-2021 | Marketing Managers  | 820          | 950          | 130                      | 16%                     | 83                         | \$59.48                    |
| 11-2022 | Sales Managers  | 1,421        | 1,591        | 170                      | 12%                     | 126                        | \$64.11                    |
| 11-3021 | Computer and Information Systems Managers                     | 1,730        | 2,013        | 283                      | 16%                     | 149                        | \$64.84                    |
| 11-3031 | Financial Managers  | 2,862        | 3,410        | 548                      | 19%                     | 266                        | \$64.91                    |
| 11-3121 | Human Resources Managers                                      | 756          | 831          | 75                       | 10%                     | 67                         | \$57.64                    |
| 11-9021 | Construction Managers   | 1,956        | 2,172        | 216                      | 11%                     | 166                        | \$39.32                    |
| 11-9031 | Education and Childcare Administrators, Preschool and Daycare | 393          | 389          | (4)                      | (1%)                    | 27                         | \$24.52                    |
| 11-9111 | Medical and Health Services Managers                          | 3,116        | 4,016        | 900                      | 29%                     | 336                        | \$52.78                    |
| 11-9151 | Social and Community Service Managers                         | 621          | 723          | 102                      | 16%                     | 62                         | \$33.98                    |
| 11-9171 | Funeral Home Managers   | 126          | 138          | 11                       | 9%                      | 11                         | \$45.33                    |
| 13-1041 | Compliance Officers   | 2,356        | 2,505        | 148                      | 6%                      | 200                        | \$30.41                    |
| 13-1071 | Human Resources Specialists                                   | 4,068        | 4,477        | 409                      | 10%                     | 393                        | \$31.79                    |
| 13-1081 | Logisticians  | 2,806        | 3,198        | 393                      | 14%                     | 277                        | \$41.27                    |
| 13-1082 | Project Management Specialists                                | 3,772        | 4,077        | 304                      | 8%                      | 303                        | \$43.20                    |
| 13-1111 | Management Analysts   | 3,217        | 3,769        | 552                      | 17%                     | 336                        | \$46.49                    |
| 13-1151 | Training and Development Specialists                          | 2,089        | 2,301        | 212                      | 10%                     | 204                        | \$30.86                    |
| 13-1161 | Market Research Analysts and Marketing Specialists            | 3,626        | 4,182        | 556                      | 15%                     | 408                        | \$32.55                    |
| 13-1199 | Business Operations Specialists, All Other                    | 4,431        | 4,841        | 410                      | 9%                      | 437                        | \$43.34                    |
| 13-2011 | Accountants and Auditors                                      | 7,397        | 8,343        | 945                      | 13%                     | 701                        | \$39.93                    |
| 13-2051 | Financial and Investment Analysts                             | 953          | 1,068        | 116                      | 12%                     | 76                         | \$44.23                    |
| 13-2052 | Personal Financial Advisors                                   | 804          | 955          | 151                      | 19%                     | 69                         | \$77.35                    |
| 13-2072 | Loan Officers   | 2,200        | 2,354        | 154                      | 7%                      | 169                        | \$38.85                    |
| 15-1211 | Computer Systems Analysts                                     | 1,592        | 1,764        | 172                      | 11%                     | 115                        | \$53.05                    |
| 15-1212 | Information Security Analysts                                 | 653          | 831          | 178                      | 27%                     | 62                         | \$51.52                    |
| 15-1231 | Computer Network Support Specialists                          | 737          | 781          | 44                       | 6%                      | 55                         | \$38.79                    |
| 15-1232 | Computer User Support Specialists                             | 3,796        | 4,010        | 214                      | 6%                      | 281                        | \$27.34                    |
| 15-1241 | Computer Network Architects                                   | 714          | 711          | (3)                      | (0%)                    | 39                         | \$52.99                    |
| 15-1244 | Network and Computer Systems Administrators                   | 1,178        | 1,236        | 58                       | 5%                      | 73                         | \$43.71                    |
| 15-1251 | Computer Programmers  | 741          | 664          | (77)                     | (10%)                   | 43                         | \$59.51                    |
| 15-1252 | Software Developers   | 4,371        | 5,450        | 1,079                    | 25%                     | 369                        | \$54.36                    |



# COWIB Policy on In-Demand Occupations

# Attachment A

|         |  |       |       |     |     |     |         |
|---------|--|-------|-------|-----|-----|-----|---------|
| 15-1253 | Software Quality Assurance Analysts and Testers                          | 760   | 899   | 139 | 18% | 65  | \$35.82 |
| 15-1254 | Web Developers   | 291   | 335   | 44  | 15% | 24  | \$41.39 |
| 15-1255 | Web and Digital Interface Designers                                      | 280   | 337   | 57  | 20% | 27  | \$32.86 |
| 15-1299 | Computer Occupations, All Other  | 1,860 | 2,149 | 289 | 16% | 154 | \$45.17 |
| 15-2031 | Operations Research Analysts   | 1,352 | 1,535 | 183 | 14% | 105 | \$39.75 |
| 15-2051 | Data Scientists  | 1,072 | 1,365 | 293 | 27% | 101 | \$46.16 |
| 17-1022 | Surveyors  | 402   | 409   | 8   | 2%  | 26  | \$32.21 |
| 17-2011 | Aerospace Engineers  | 869   | 994   | 124 | 14% | 61  | \$53.72 |
| 17-2041 | Chemical Engineers   | 48    | 53    | 6   | 12% | 3   | \$57.44 |
| 17-2051 | Civil Engineers  | 1,004 | 1,081 | 77  | 8%  | 68  | \$51.32 |
| 17-2061 | Computer Hardware Engineers  | 123   | 134   | 11  | 9%  | 8   | \$59.10 |
| 17-2071 | Electrical Engineers   | 745   | 799   | 54  | 7%  | 47  | \$49.68 |
| 17-2112 | Industrial Engineers   | 738   | 901   | 163 | 22% | 62  | \$45.92 |
| 17-2141 | Mechanical Engineers   | 811   | 934   | 122 | 15% | 60  | \$43.99 |
| 17-3021 | Aerospace Engineering and Operations Technologists and Technicians       | 47    | 60    | 13  | 28% | 6   | \$42.42 |
| 17-3022 | Civil Engineering Technologists and Technicians                          | 252   | 258   | 6   | 2%  | 24  | \$30.56 |
| 17-3026 | Industrial Engineering Technologists and Technicians                     | 463   | 486   | 23  | 5%  | 45  | \$35.81 |
| 19-1022 | Microbiologists  | 50    | 55    | 4   | 8%  | 4   | \$32.44 |
| 19-4021 | Biological Technicians   | 239   | 256   | 17  | 7%  | 32  | \$22.11 |
| 19-4044 | Hydrologic Technicians   | 47    | 47    | 1   | 2%  | 5   | \$29.92 |
| 19-5011 | Occupational Health and Safety Specialists                               | 574   | 651   | 77  | 13% | 72  | \$38.30 |
| 21-1021 | Child, Family, and School Social Workers                                 | 2,013 | 2,180 | 167 | 8%  | 177 | \$21.06 |
| 21-1029 | Social Workers, All Other  | 247   | 273   | 26  | 10% | 23  | \$42.89 |
| 21-1094 | Community Health Workers   | 198   | 242   | 44  | 22% | 26  | \$24.06 |
| 23-2011 | Paralegals and Legal Assistants  | 1,316 | 1,425 | 109 | 8%  | 150 | \$28.38 |
| 25-2011 | Preschool Teachers, Except Special Education                             | 2,967 | 3,146 | 179 | 6%  | 342 | \$17.83 |
| 25-2012 | Kindergarten Teachers, Except Special Education                          | 587   | 649   | 62  | 11% | 71  | \$23.38 |
| 25-2021 | Elementary School Teachers, Except Special Education                     | 5,355 | 5,995 | 640 | 12% | 441 | \$24.75 |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical Education    | 2,375 | 2,661 | 285 | 12% | 196 | \$24.69 |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 7,968 | 8,685 | 716 | 9%  | 582 | \$27.89 |
| 25-2032 | Career/Technical Education Teachers, Secondary School                    | 271   | 311   | 40  | 15% | 22  | \$27.56 |
| 25-2051 | Special Education Teachers, Preschool                                    | 68    | 77    | 9   | 13% | 6   | \$24.36 |
| 25-2052 | Special Education Teachers, Kindergarten and Elementary School           | 541   | 610   | 69  | 13% | 46  | \$25.17 |
| 25-2057 | Special Education Teachers, Middle School                                | 177   | 202   | 25  | 14% | 15  | \$25.12 |
| 25-2058 | Special Education Teachers, Secondary School                             | 762   | 851   | 88  | 12% | 63  | \$30.64 |

|         |   |        |        |       |       |       |         |
|---------|---|--------|--------|-------|-------|-------|---------|
| 25-2059 | Special Education Teachers, All Other                         | 82     | 108    | 26    | 32%   | 9     | \$36.05 |
| 25-3099 | Teachers and Instructors, All Other                           | 357    | 397    | 39    | 11%   | 50    | \$32.89 |
| 25-9044 | Teaching Assistants, Postsecondary                            | 1,522  | 1,250  | (272) | (18%) | 166   | \$19.36 |
| 25-9045 | Teaching Assistants, Except Postsecondary                     | 4,502  | 4,992  | 490   | 11%   | 603   | \$13.66 |
| 25-9099 | Educational Instruction and Library Workers, All Other        | 208    | 248    | 40    | 19%   | 24    | \$21.36 |
| 27-1013 | Fine Artists, Including Painters, Sculptors, and Illustrators | 355    | 454    | 99    | 28%   | 48    | \$15.23 |
| 27-1014 | Special Effects Artists and Animators                         | 123    | 142    | 20    | 16%   | 14    | \$24.50 |
| 27-1024 | Graphic Designers   | 1,038  | 1,086  | 48    | 5%    | 91    | \$25.69 |
| 27-1027 | Set and Exhibit Designers                                     | 56     | 56     | (1)   | (1%)  | 5     | \$25.44 |
| 27-2012 | Producers and Directors                                       | 403    | 413    | 10    | 3%    | 36    | \$32.26 |
| 27-2041 | Music Directors and Composers                                 | 282    | 309    | 27    | 9%    | 32    | \$32.95 |
| 27-3043 | Writers and Authors   | 589    | 681    | 92    | 16%   | 71    | \$27.63 |
| 27-3091 | Interpreters and Translators                                  | 280    | 311    | 31    | 11%   | 32    | \$27.59 |
| 27-3092 | Court Reporters and Simultaneous Captioners                   | 80     | 95     | 16    | 20%   | 10    | \$29.19 |
| 27-4011 | Audio and Video Technicians                                   | 336    | 369    | 34    | 10%   | 35    | \$24.39 |
| 27-4014 | Sound Engineering Technicians                                 | 74     | 76     | 2     | 3%    | 7     | \$37.64 |
| 27-4015 | Lighting Technicians  | 39     | 41     | 2     | 6%    | 4     | \$34.42 |
| 27-4031 | Camera Operators, Television, Video, and Film                 | 112    | 111    | (1)   | (1%)  | 10    | \$24.27 |
| 27-4032 | Film and Video Editors  | 135    | 148    | 13    | 10%   | 13    | \$30.03 |
| 27-4099 | Media and Communication Equipment Workers, All Other          | 64     | 68     | 5     | 7%    | 6     | \$43.17 |
| 29-1031 | Dietitians and Nutritionists                                  | 348    | 416    | 68    | 20%   | 31    | \$33.31 |
| 29-1124 | Radiation Therapists  | 113    | 126    | 13    | 12%   | 6     | \$42.58 |
| 29-1126 | Respiratory Therapists  | 831    | 1,022  | 191   | 23%   | 65    | \$34.63 |
| 29-1141 | Registered Nurses   | 15,001 | 17,520 | 2,519 | 17%   | 1,133 | \$39.36 |
| 29-1292 | Dental Hygienists   | 1,061  | 1,250  | 189   | 18%   | 95    | \$45.25 |
| 29-2018 | Clinical Laboratory Technologists and Technicians             | 2,515  | 2,802  | 286   | 11%   | 197   | \$27.11 |
| 29-2031 | Cardiovascular Technologists and Technicians                  | 368    | 427    | 59    | 16%   | 30    | \$32.95 |
| 29-2032 | Diagnostic Medical Sonographers                               | 469    | 584    | 115   | 25%   | 38    | \$39.61 |
| 29-2033 | Nuclear Medicine Technologists                                | 103    | 117    | 14    | 14%   | 6     | \$41.58 |
| 29-2034 | Radiologic Technologists and Technicians                      | 1,594  | 1,813  | 219   | 14%   | 111   | \$33.91 |
| 29-2035 | Magnetic Resonance Imaging Technologists                      | 219    | 260    | 41    | 19%   | 17    | \$40.60 |
| 29-2042 | Emergency Medical Technicians                                 | 520    | 634    | 114   | 22%   | 52    | \$17.00 |
| 29-2043 | Paramedics  | 564    | 637    | 73    | 13%   | 35    | \$25.26 |
| 29-2052 | Pharmacy Technicians  | 2,027  | 2,319  | 292   | 14%   | 223   | \$18.60 |
| 29-2053 | Psychiatric Technicians                                       | 755    | 904    | 148   | 20%   | 83    | \$16.92 |

COWIB Policy on In-Demand Occupations

Attachment A

|         |  |        |        |       |      |       |         |
|---------|--|--------|--------|-------|------|-------|---------|
| 29-2055 | Surgical Technologists                                       | 1,078  | 1,219  | 140   | 13%  | 82    | \$27.76 |
| 29-2056 | Veterinary Technologists and Technicians                     | 361    | 463    | 102   | 28%  | 48    | \$18.15 |
| 29-2057 | Ophthalmic Medical Technicians                               | 300    | 364    | 64    | 21%  | 42    | \$18.07 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses            | 4,221  | 4,614  | 393   | 9%   | 376   | \$25.14 |
| 29-2072 | Medical Records Specialists                                  | 985    | 1,136  | 151   | 15%  | 85    | \$24.89 |
| 29-2081 | Opticians, Dispensing  | 354    | 404    | 49    | 14%  | 37    | \$17.46 |
| 29-2099 | Health Technologists and Technicians, All Other              | 645    | 768    | 123   | 19%  | 59    | \$22.50 |
| 29-9021 | Health Information Technologists and Medical Registrars      | 301    | 362    | 60    | 20%  | 26    | \$23.46 |
| 29-9093 | Surgical Assistants  | 139    | 161    | 22    | 16%  | 11    | \$19.03 |
| 29-9099 | Healthcare Practitioners and Technical Workers, All Other    | 117    | 145    | 28    | 24%  | 11    | \$33.49 |
| 31-1128 | Home Health and Personal Care Aides                          | 9,052  | 10,950 | 1,898 | 21%  | 1,665 | \$13.02 |
| 31-1131 | Nursing Assistants   | 6,368  | 7,263  | 895   | 14%  | 1,059 | \$16.28 |
| 31-2011 | Occupational Therapy Assistants                              | 326    | 395    | 69    | 21%  | 56    | \$31.88 |
| 31-2021 | Physical Therapist Assistants                                | 662    | 817    | 155   | 23%  | 116   | \$29.88 |
| 31-9011 | Massage Therapists   | 656    | 768    | 112   | 17%  | 107   | \$29.13 |
| 31-9091 | Dental Assistants  | 2,073  | 2,408  | 335   | 16%  | 344   | \$20.31 |
| 31-9092 | Medical Assistants   | 4,547  | 5,350  | 804   | 18%  | 711   | \$19.00 |
| 31-9094 | Medical Transcriptionists                                    | 261    | 328    | 66    | 25%  | 58    | \$14.78 |
| 31-9095 | Pharmacy Aides   | 356    | 376    | 20    | 6%   | 67    | \$13.80 |
| 31-9096 | Veterinary Assistants and Laboratory Animal Caretakers       | 854    | 989    | 135   | 16%  | 192   | \$16.62 |
| 31-9097 | Phlebotomists  | 713    | 843    | 130   | 18%  | 113   | \$18.80 |
| 33-2011 | Firefighters   | 1,507  | 1,595  | 89    | 6%   | 126   | \$35.76 |
| 33-3012 | Correctional Officers and Jailers                            | 1,071  | 1,042  | (29)  | (3%) | 91    | \$23.08 |
| 33-3051 | Police and Sheriff's Patrol Officers                         | 3,074  | 3,238  | 164   | 5%   | 260   | \$36.44 |
| 33-9032 | Security Guards  | 5,146  | 5,318  | 172   | 3%   | 714   | \$17.57 |
| 35-1011 | Chefs and Head Cooks   | 723    | 802    | 79    | 11%  | 98    | \$19.32 |
| 35-2014 | Cooks, Restaurant  | 7,482  | 9,052  | 1,571 | 21%  | 1,403 | \$15.60 |
| 39-4031 | Morticians, Undertakers, and Funeral Arrangers               | 151    | 166    | 15    | 10%  | 20    | \$30.39 |
| 39-5091 | Makeup Artists, Theatrical and Performance                   | 20     | 25     | 5     | 27%  | 4     | \$71.29 |
| 39-9011 | Childcare Workers  | 5,719  | 5,607  | (112) | (2%) | 955   | \$13.31 |
| 41-3031 | Securities, Commodities, and Financial Services Sales Agents | 1,273  | 1,483  | 211   | 17%  | 123   | \$38.25 |
| 43-3021 | Billing and Posting Clerks                                   | 1,955  | 2,130  | 175   | 9%   | 228   | \$20.82 |
| 43-4051 | Customer Service Representatives                             | 16,654 | 17,509 | 855   | 5%   | 2,387 | \$19.48 |
| 43-6013 | Medical Secretaries and Administrative Assistants            | 4,671  | 5,272  | 601   | 13%  | 580   | \$18.72 |
| 47-2021 | Brickmasons and Blockmasons                                  | 268    | 250    | (18)  | (7%) | 22    | \$24.75 |

|         |   |       |       |      |       |     |         |
|---------|---|-------|-------|------|-------|-----|---------|
| 47-2031 | Carpenters  | 3,540 | 3,571 | 31   | 1%    | 303 | \$24.18 |
| 47-2061 | Construction Laborers   | 5,783 | 6,152 | 369  | 6%    | 549 | \$19.90 |
| 47-2111 | Electricians  | 3,413 | 3,752 | 339  | 10%   | 347 | \$29.45 |
| 47-2121 | Glaziers  | 371   | 383   | 12   | 3%    | 38  | \$20.68 |
| 47-2151 | Pipelayers  | 170   | 175   | 5    | 3%    | 14  | \$26.68 |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters                                       | 2,866 | 3,107 | 241  | 8%    | 280 | \$27.19 |
| 47-2211 | Sheet Metal Workers   | 2,038 | 2,100 | 61   | 3%    | 196 | \$28.90 |
| 47-2221 | Structural Iron and Steel Workers   | 315   | 328   | 13   | 4%    | 29  | \$24.13 |
| 47-3011 | Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters   | 45    | 37    | (8)  | (17%) | 5   | \$18.68 |
| 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                                 | 280   | 299   | 19   | 7%    | 28  | \$21.03 |
| 49-2021 | Radio, Cellular, and Tower Equipment Installers and Repairers                 | 46    | 46    | 0    | 1%    | 5   | \$24.49 |
| 49-2022 | Telecommunications Equipment Installers and Repairers, Except Line Installers | 624   | 614   | (11) | (2%)  | 66  | \$29.02 |
| 49-2091 | Avionics Technicians  | 455   | 489   | 33   | 7%    | 45  | \$29.19 |
| 49-2094 | Electrical and Electronics Repairers, Commercial and Industrial Equipment     | 451   | 456   | 5    | 1%    | 39  | \$31.83 |
| 49-2097 | Audiovisual Equipment Installers and Repairers                                | 92    | 92    | 0    | 0%    | 9   | \$22.49 |
| 49-2098 | Security and Fire Alarm Systems Installers                                    | 513   | 566   | 53   | 10%   | 62  | \$25.21 |
| 49-3011 | Aircraft Mechanics and Service Technicians                                    | 3,028 | 3,166 | 138  | 5%    | 239 | \$28.72 |
| 49-3021 | Automotive Body and Related Repairers   | 1,014 | 1,056 | 42   | 4%    | 94  | \$23.03 |
| 49-3023 | Automotive Service Technicians and Mechanics                                  | 4,491 | 4,858 | 368  | 8%    | 432 | \$23.72 |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists                         | 1,370 | 1,432 | 62   | 5%    | 122 | \$25.81 |
| 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                              | 1,240 | 1,365 | 125  | 10%   | 120 | \$27.47 |
| 49-3093 | Tire Repairers and Changers   | 694   | 732   | 37   | 5%    | 82  | \$17.10 |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers         | 2,517 | 2,800 | 283  | 11%   | 251 | \$26.77 |
| 49-9051 | Electrical Power-Line Installers and Repairers                                | 577   | 608   | 32   | 5%    | 49  | \$32.82 |
| 49-9052 | Telecommunications Line Installers and Repairers                              | 446   | 452   | 6    | 1%    | 43  | \$31.21 |
| 49-9062 | Medical Equipment Repairers   | 330   | 394   | 63   | 19%   | 39  | \$24.43 |
| 49-9071 | Maintenance and Repair Workers, General                                       | 7,403 | 7,945 | 542  | 7%    | 748 | \$20.76 |
| 49-9081 | Wind Turbine Service Technicians  | 112   | 150   | 38   | 34%   | 16  | \$26.84 |
| 49-9098 | Helpers--Installation, Maintenance, and Repair Workers                        | 333   | 373   | 39   | 12%   | 44  | \$18.19 |
| 51-2011 | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers                 | 138   | 154   | 17   | 12%   | 18  | \$22.00 |
| 51-2041 | Structural Metal Fabricators and Fitters                                      | 253   | 231   | (22) | (9%)  | 25  | \$21.11 |
| 51-3021 | Butchers and Meat Cutters   | 721   | 768   | 47   | 7%    | 93  | \$16.16 |
| 51-3022 | Meat, Poultry, and Fish Cutters and Trimmers                                  | 110   | 160   | 50   | 46%   | 21  | \$15.01 |
| 51-3023 | Slaughterers and Meat Packers   | 18    | 30    | 12   | 67%   | 4   | \$14.66 |
| 51-3092 | Food Batchmakers  | 334   | 380   | 46   | 14%   | 58  | \$17.16 |

|         |   |        |        |     |      |       |         |
|---------|---|--------|--------|-----|------|-------|---------|
| 51-4041 | Machinists  | 1,198  | 1,336  | 139 | 12%  | 138   | \$25.84 |
| 51-4121 | Welders, Cutters, Solderers, and Brazers                                | 2,752  | 2,922  | 169 | 6%   | 294   | \$23.99 |
| 51-4122 | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders | 46     | 47     | 1   | 2%   | 5     | \$20.67 |
| 51-6031 | Sewing Machine Operators  | 388    | 386    | (1) | (0%) | 45    | \$15.02 |
| 51-8031 | Water and Wastewater Treatment Plant and System Operators               | 419    | 443    | 24  | 6%   | 44    | \$22.96 |
| 51-9124 | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | 672    | 725    | 53  | 8%   | 68    | \$21.62 |
| 51-9161 | Computer Numerically Controlled Tool Operators                          | 783    | 805    | 22  | 3%   | 75    | \$22.96 |
| 51-9162 | Computer Numerically Controlled Tool Programmers                        | 201    | 240    | 38  | 19%  | 24    | \$27.65 |
| 51-9193 | Cooling and Freezing Equipment Operators and Tenders                    | 69     | 70     | 2   | 2%   | 8     | \$22.17 |
| 53-2021 | Air Traffic Controllers   | 180    | 191    | 11  | 6%   | 17    | \$64.47 |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers                                 | 11,031 | 11,654 | 624 | 6%   | 1,254 | \$26.17 |
| 53-3051 | Bus Drivers, School   | 1,266  | 1,381  | 115 | 9%   | 213   | \$17.55 |
| 53-3052 | Bus Drivers, Transit and Intercity                                      | 413    | 474    | 61  | 15%  | 63    | \$23.26 |
| 53-6032 | Aircraft Service Attendants   | 40     | 43     | 3   | 8%   | 7     | \$16.84 |
| 53-6051 | Transportation Inspectors   | 140    | 148    | 8   | 6%   | 14    | \$51.07 |
| 53-7021 | Crane and Tower Operators   | 160    | 167    | 7   | 4%   | 16    | \$27.66 |
| 53-7071 | Gas Compressor and Gas Pumping Station Operators                        | 36     | 40     | 4   | 12%  | 4     | \$29.83 |