



2023-24 Regional Demand Occupations List

All Occupations

Sorted by Occupational Title

Workforce Development Area 15 - Hillsborough County

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 80 annual openings and positive growth
- 3 Mean Wage of \$16.89/hour and Entry Wage of \$13.73/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$26.45/hour and Entry Wage of \$16.89/hour

SOC Code†	HSHW††	Occupational Title†	Annual	Annual* Openings	2021 Hourly Wage*		FLDOE	Data Source†††
			Percent* Growth		Mean	Entry	Code	
132011	HSHW	Accountants and Auditors	1.60	966	\$37.13	\$22.04	5	R
113010	HSHW	Administrative Services and Facilities Managers	0.69	990	\$42.25	\$24.07	3	S
113011	HSHW	Administrative Services Managers	1.85	174	\$55.16	\$31.50	4	R
413011		Advertising Sales Agents	0.55	60	\$29.42	\$16.92	3	R
493011	HSHW	Aircraft Mechanics and Service Technicians	1.28	1,424	\$31.28	\$19.87	3	S
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	1.19	665	\$111.83	\$63.62	4	S
173011	HSHW	Architectural and Civil Drafters	1.36	831	\$26.84	\$18.87	3	S
119041	HSHW	Architectural and Engineering Managers	1.76	723	\$70.33	\$46.08	5	S
274011		Audio and Video Technicians	2.49	1,013	\$24.05	\$14.84	4	S
493021		Automotive Body and Related Repairers	0.31	49	\$23.15	\$16.50	3	R
493023		Automotive Service Technicians and Mechanics	0.33	5,289	\$21.79	\$13.91	3	S
395011		Barbers	0.83	660	\$14.65	\$10.50	3	S
194021		Biological Technicians	1.89	566	\$20.84	\$14.82	4	S
433031		Bookkeeping, Accounting, and Auditing Clerks	0.22	12,179	\$20.40	\$13.86	4	S
472021		Brickmasons and Blockmasons	0.79	41	\$20.43	\$16.45	3	R
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	1.26	1,594	\$25.08	\$18.05	3	S
533021		Bus Drivers, Transit and Intercity	0.73	1,327	\$20.76	\$14.27	3	S
131199	HSHW	Business Operations Specialists, All Other	1.66	5,660	\$35.29	\$19.65	4	R
251011	HSHW	Business Teachers, Postsecondary	2.23	525	\$45.70	\$23.69	5	S
131020	HSHW	Buyers and Purchasing Agents	0.23	258	\$32.69	\$18.80	4	R
292031		Cardiovascular Technologists and Technicians	1.55	517	\$24.33	\$14.20	3	S
435011		Cargo and Freight Agents	1.39	1,118	\$22.67	\$15.36	3	S
472031		Carpenters	0.99	6,762	\$21.14	\$15.60	3	S
472051		Cement Masons and Concrete Finishers	1.41	1,658	\$19.20	\$14.09	3	S
351011	HSHW	Chefs and Head Cooks	1.48	1,972	\$28.29	\$16.30	3	S
111011	HSHW	Chief Executives	0.08	293	\$116.39	\$56.70	5	R
172051	HSHW	Civil Engineers	1.67	1,642	\$45.22	\$27.52	5	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.10	2,094	\$31.45	\$20.39	3	S
212011		Clergy	1.03	1,825	\$24.58	\$15.27	5	S

292010		Clinical Laboratory Technologists and Technicians	1.40	1,891	\$25.13	\$15.26	4	S
532012	HSHW	Commercial Pilots	1.34	746	\$52.69	\$27.66	3	S
211099		Community and Social Service Specialists, All Other	1.56	546	\$21.18	\$15.25	5	S
211094		Community Health Workers	1.59	880	\$23.25	\$16.28	5	S
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	2.26	74	\$31.18	\$19.13	4	R
131041	HSHW	Compliance Officers	1.49	266	\$30.85	\$19.86	3	R
113021	HSHW	Computer and Information Systems Managers	1.82	2,248	\$70.34	\$44.67	5	S
514012	HSHW	Computer Controlled (CNC) Mach. Tool Programmers, M & P	2.11	360	\$29.30	\$21.48	3	S
151241	HSHW	Computer Network Architects	1.53	685	\$53.64	\$32.80	5	S
151231	HSHW	Computer Network Support Specialists	1.30	88	\$36.06	\$22.76	3	R
151211	HSHW	Computer Systems Analysts	1.75	576	\$43.52	\$29.92	4	R
151232		Computer User Support Specialists	1.90	591	\$25.58	\$15.71	3	R
514011		Computer-Controlled Machine Tool Operators, M & P	0.00	14	\$20.31	\$15.30	3	R
474011	HSHW	Construction and Building Inspectors	1.06	1,468	\$30.12	\$19.06	3	S
119021	HSHW	Construction Managers	2.00	355	\$53.57	\$31.27	4	R
352014		Cooks, Restaurant	3.23	1,721	\$15.73	\$13.29	3	R
333012		Correctional Officers and Jailers	-0.44	90	\$28.56	\$18.74	3	R
131051	HSHW	Cost Estimators	0.90	1,377	\$31.18	\$19.13	4	S
434051		Customer Service Representatives	0.60	4,517	\$18.73	\$13.69	3	R
151141	HSHW	Database Administrators	0.81	720	\$49.30	\$30.82	4	S
319091		Dental Assistants	1.87	3,421	\$19.63	\$15.87	3	S
291292	HSHW	Dental Hygienists	1.87	1,153	\$35.18	\$29.19	4	S
292032	HSHW	Diagnostic Medical Sonographers	2.45	614	\$34.27	\$26.98	3	S
292051		Dietetic Technicians	1.95	25	\$14.69	\$11.30	3	R
472081		Drywall and Ceiling Tile Installers	1.10	788	\$19.61	\$14.00	3	S
119032	HSHW	Education Administrators, Kindergarten through Secondary	0.21	101	\$41.15	\$31.77	5	R
119033	HSHW	Education Administrators, Postsecondary	1.42	1,111	\$46.05	\$33.25	5	S
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	1.42	782	\$29.33	\$19.14	4	S
172071	HSHW	Electrical Engineers	1.97	656	\$45.32	\$28.99	5	S
472111		Electricians	1.51	5,999	\$23.60	\$16.86	3	S
172072	HSHW	Electronics Engineers, Except Computer	1.69	519	\$50.30	\$35.33	5	S
492094	HSHW	Electronics Repairers, Commercial and Industrial Equip.	0.63	10	\$25.20	\$19.55	3	R
252021	HSHW	Elementary School Teachers, Except Special Education	0.19	359	\$33.87	\$24.21	5	R
292041		Emergency Medical Technicians and Paramedics	2.58	153	\$17.75	\$13.62	4	R
173029		Engineering Technicians, Except Drafters, All Other	1.16	36	\$32.05	\$17.63	4	R
172199	HSHW	Engineers, All Other	1.32	693	\$49.99	\$26.74	5	S
194091		Environmental Science and Protection Technicians, Including Health	2.28	45	\$19.19	\$13.52	3	R
436011	HSHW	Executive Secretaries and Executive Admin. Assistants	-1.28	214	\$28.52	\$19.56	3	R

119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	0.10	5,002	\$44.56	\$22.53	4	S
132051	HSHW	Financial Analysts	0.86	2,690	\$43.51	\$27.31	5	S
132098	HSHW	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	1.43	289	\$49.86	\$29.88	3	R
113031	HSHW	Financial Managers	2.68	391	\$63.67	\$32.15	5	R
132099	HSHW	Financial Specialists, All Other	1.18	2,053	\$30.21	\$17.83	3	R
332011	HSHW	Firefighters	0.63	1,626	\$25.71	\$16.59	3	S
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	1.35	6,420	\$31.74	\$21.04	4	S
351012		First-Line Supervisors of Food Preparation and Serving Workers	4.77	759	\$19.61	\$13.80	3	S
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	1.83	2,885	\$19.74	\$13.88	3	S
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.74	1,982	\$23.81	\$16.38	3	S
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	1.22	3,401	\$31.26	\$20.64	3	S
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.04	2,634	\$43.82	\$23.51	4	S
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.48	11,899	\$29.35	\$18.86	4	S
391098		First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	1.48	1,420	\$27.14	\$15.99	3	S
511011	HSHW	First-Line Supervisors of Production and Operating Workers	1.09	2,870	\$29.79	\$18.77	3	S
411011		First-Line Supervisors of Retail Sales Workers	0.02	10,845	\$22.39	\$14.19	3	S
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1.46	4,152	\$26.27	\$16.95	3	S
119051	HSHW	Food Service Managers	0.59	3,684	\$35.82	\$19.55	4	S
194092		Forensic Science Technicians	1.33	29	\$27.75	\$19.55	3	R
111021	HSHW	General and Operations Managers	1.50	1,326	\$48.56	\$21.35	4	R
472121		Glaziers	2.24	869	\$20.39	\$15.29	3	S
271024		Graphic Designers	0.70	1,716	\$25.83	\$16.87	4	S
395012		Hairdressers, Hairstylists, and Cosmetologists	1.38	343	\$17.46	\$11.05	3	R
292099		Health Technologists and Technicians, All Other	2.05	1,742	\$22.14	\$16.08	3	R
319099		Healthcare Support Workers, All Other	2.89	114	\$19.91	\$14.52	3	R
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.16	4,213	\$22.52	\$15.77	3	S
533032		Heavy and Tractor-Trailer Truck Drivers	0.83	1,378	\$20.62	\$14.60	3	R
311011		Home Health Aides	2.89	71,170	\$13.80	\$11.17	3	S
434161		Human Resources Assistants, Exc. Payroll	0.04	65	\$20.85	\$15.72	3	R
113121	HSHW	Human Resources Managers	1.63	91	\$56.60	\$33.99	5	R
131071	HSHW	Human Resources Specialists	1.91	699	\$30.31	\$19.40	5	R
172112	HSHW	Industrial Engineers	2.36	1,025	\$44.86	\$30.14	5	S
499041	HSHW	Industrial Machinery Mechanics	2.15	1,828	\$26.07	\$18.12	3	S
537051		Industrial Truck and Tractor Operators	1.13	274	\$17.61	\$13.74	3	R
151212	HSHW	Information Security Analysts	4.14	1,047	\$49.44	\$30.80	3	S
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	5.67	248	\$20.17	\$17.66	3	S

472131		Insulation Workers, Floor, Ceiling, and Wall	0.38	310	\$20.94	\$15.42	3	S
413021		Insurance Sales Agents	1.06	5,238	\$28.19	\$14.47	3	S
132053	HSHW	Insurance Underwriters	0.35	76	\$34.10	\$21.91	3	R
273091		Interpreters and Translators	3.15	522	\$24.63	\$13.67	4	S
252012	HSHW	Kindergarten Teachers, Except Special Education	1.20	979	\$28.39	\$19.71	5	S
292061		Licensed Practical and Licensed Vocational Nurses	1.57	3,969	\$23.01	\$18.96	3	S
533033		Light Truck Drivers	3.29	449	\$16.92	\$16.65	3	S
434131		Loan Interviewers and Clerks	0.26	146	\$23.37	\$17.29	4	R
132072	HSHW	Loan Officers	0.64	261	\$37.10	\$19.22	4	R
119081	HSHW	Lodging Managers	0.40	35	\$45.01	\$22.20	3	R
131081	HSHW	Logisticians	3.94	92	\$35.87	\$22.73	5	R
514041		Machinists	1.36	1,125	\$22.14	\$15.46	3	S
499071		Maintenance and Repair Workers, General	4.03	707	\$18.29	\$17.16	3	S
131111	HSHW	Management Analysts	2.24	1,046	\$45.24	\$25.51	5	R
119199	HSHW	Managers, All Other	0.60	11,310	\$64.94	\$34.78	4	S
395092		Manicurists and Pedicurists	2.24	2,660	\$16.29	\$12.11	3	S
131161	HSHW	Market Research Analysts and Marketing Specialists	3.11	773	\$33.45	\$19.34	5	R
112021	HSHW	Marketing Managers	1.54	1,463	\$72.48	\$36.91	5	S
319011		Massage Therapists	2.35	171	\$24.96	\$17.11	3	R
173027		Mechanical Engineering Technicians	1.64	10	\$29.70	\$23.92	4	R
172141	HSHW	Mechanical Engineers	1.75	711	\$43.30	\$27.76	5	S
119111	HSHW	Medical and Health Services Managers	4.29	277	\$54.87	\$29.82	5	R
319092		Medical Assistants	2.34	9,263	\$17.06	\$13.72	3	S
292098		Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	2.01	207	\$61.80	\$48.57	3	R
319093		Medical Equipment Preparers	2.50	30	\$19.33	\$15.64	3	R
499062		Medical Equipment Repairers	1.49	569	\$24.55	\$15.53	3	S
292071		Medical Records and Health Information Technicians	6.60	1,490	\$23.44	\$16.24	4	S
436013		Medical Secretaries and Administrative Assistants	1.50	5,104	\$17.21	\$13.53	3	S
131121		Meeting, Convention, and Event Planners	1.80	1,150	\$25.39	\$15.27	4	S
514199		Metal and Plastic Machine Workers, all other	0.31	382	\$18.44	\$13.90	2	R
252022	HSHW	Middle School Teachers, Except Special and Career/Technical Education	1.22	2,908	\$28.98	\$20.31	5	S
499044		Millwrights	0.52	380	\$27.34	\$21.99	3	S
493042		Mobile Heavy Equipment Mechanics, Except Engines	1.10	937	\$24.11	\$17.19	3	S
493051		Motorboat Mechanics and Service Technicians	1.12	507	\$24.18	\$15.78	3	S
151244	HSHW	Network and Computer Systems Administrators	1.56	246	\$39.61	\$24.95	4	R
292033		Nuclear Medicine Technologists	1.65	6	\$40.68	\$35.43	4	R
311014		Nursing Assistants	1.95	831	\$16.72	\$13.77	3	R
312011	HSHW	Occupational Therapy Assistants	3.36	588	\$31.43	\$24.74	4	S
439061		Office Clerks, General	1.87	1,308	\$17.52	\$17.06	3	S
472073		Operating Engineers and Other Construction Equipment Operators	0.96	2,869	\$21.27	\$15.72	3	S

519083		Ophthalmic Laboratory Technicians	0.37	280	\$16.11	\$13.93	3	S
292081		Opticians, Dispensing	0.21	14	\$24.13	\$16.26	4	R
472141		Painters, Construction and Maintenance	0.95	3,163	\$18.62	\$14.28	3	S
232011		Paralegals and Legal Assistants	1.52	516	\$26.44	\$18.41	3	R
311015		Patient Care Technicians (Orderlies)	0.47	750	\$14.71	\$12.05	3	S
132052	HSHW	Personal Financial Advisors	0.57	1,939	\$50.42	\$20.04	5	S
119198	HSHW	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	1.33	328	\$34.80	\$23.05	3	R
372021		Pest Control Workers	1.36	1,557	\$18.60	\$13.66	3	S
292052		Pharmacy Technicians	0.96	2,629	\$17.33	\$13.75	3	S
319097		Phlebotomists	2.29	1,214	\$17.17	\$13.78	3	S
312021	HSHW	Physical Therapist Assistants	3.39	1,330	\$31.22	\$22.28	4	S
291071	HSHW	Physician Assistants	3.99	837	\$50.39	\$28.97	5	S
472151		Pipelayers	0.64	34	\$19.71	\$16.54	3	R
472152		Plumbers, Pipefitters, and Steamfitters	1.10	3,524	\$23.13	\$16.60	3	S
333051	HSHW	Police and Sheriff/Es Patrol Officers	0.60	3,358	\$31.88	\$22.46	3	S
251199	HSHW	Postsecondary Teachers, All Other	1.47	2,167	\$33.81	\$19.75	4	S
252011		Preschool Teachers, Except Special Education	2.28	198	\$14.69	\$11.17	4	R
272012	HSHW	Producers and Directors	1.81	774	\$34.98	\$18.61	5	S
131082		Project Management Specialists	4.29	314	\$46.05	\$28.18	3	S
131198	HSHW	Project Management Specialists and Business Operations Specialists, All Other	1.36	1,289	\$46.05	\$28.18	3	R
119141		Property, Real Estate, and Community Association Managers	1.20	249	\$28.69	\$16.85	4	R
292053		Psychiatric Technicians	2.34	56	\$17.67	\$13.80	3	R
273031	HSHW	Public Relations Specialists	1.85	158	\$31.20	\$18.77	5	R
292034	HSHW	Radiologic Technologists and Technicians	1.39	1,359	\$28.64	\$20.96	3	S
419021		Real Estate Brokers	0.57	1,210	\$35.83	\$19.94	5	S
419022		Real Estate Sales Agents	1.15	436	\$27.94	\$15.27	5	R
291141	HSHW	Registered Nurses	1.53	13,568	\$34.62	\$26.50	4	S
291126	HSHW	Respiratory Therapists	3.03	742	\$29.37	\$24.46	4	S
472181		Roofers	2.35	3,616	\$19.63	\$14.17	3	S
112022	HSHW	Sales Managers	1.64	280	\$61.04	\$30.43	5	R
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	3.25	676	\$32.97	\$16.79	3	S
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.83	9,474	\$32.58	\$16.02	3	S
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.05	2,619	\$43.77	\$21.11	3	S
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	0.20	190	\$29.62	\$19.59	5	R
436014		Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.70	646	\$17.58	\$17.21	3	S
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.49	3,393	\$37.75	\$18.80	5	S
492098		Security and Fire Alarm Systems Installers	2.00	687	\$22.90	\$16.23	3	S
339032		Security Guards	2.03	1,157	\$14.99	\$11.73	3	R

472211		Sheet Metal Workers	1.43	1,016	\$21.68	\$15.24	3	S
395094		Skincare Specialists	2.14	63	\$19.87	\$14.32	3	R
151252		Software Developers	7.74	515	\$53.20	\$33.49	5	S
151256	HSHW	Software Developers and Software Quality Assurance Analysts and Testers	2.99	1,439	\$45.03	\$27.57	3	R
151133	HSHW	Software Developers, Systems Software	2.60	14,340	\$53.20	\$33.49	5	S
472231		Solar Photovoltaic Installers	2.72	250	\$20.85	\$17.08	3	S
252052	HSHW	Special Education Teachers, Kindergarten and Elementary School	1.22	615	\$30.63	\$19.78	5	S
472221		Structural Iron and Steel Workers	0.43	750	\$21.55	\$16.74	3	S
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.37	2,200	\$24.04	\$15.52	5	S
292055		Surgical Technologists	1.63	755	\$23.10	\$17.60	3	S
173031		Surveying and Mapping Technicians	1.65	717	\$20.52	\$14.73	3	S
259041		Teacher Assistants	0.50	15,370	\$12.02	\$11.00	3	S
253099		Teachers and Instructors, All Other	0.51	243	\$26.72	\$13.14	3	S
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	1.41	2,320	\$25.27	\$16.05	3	S
499052		Telecommunications Line Installers and Repairers	1.31	814	\$22.57	\$16.56	3	S
472044		Tile and Stone Setters	2.06	777	\$20.23	\$14.53	3	S
131151	HSHW	Training and Development Specialists	1.69	282	\$31.63	\$19.10	5	R
113071	HSHW	Transportation, Storage, and Distribution Managers	1.45	757	\$49.75	\$28.08	4	S
292056		Veterinary Technologists and Technicians	4.41	136	\$18.27	\$14.18	4	R
251194	HSHW	Vocational Education Teachers, Postsecondary	0.18	1,020	\$26.55	\$17.08	4	S
151134	HSHW	Web Developers	3.03	1,100	\$29.79	22.97*	3	S
151257	HSHW	Web Developers and Digital Interface Designers	1.80	126	\$40.58	\$24.43	5	R
514121		Welders, Cutters, Solderers, and Brazers	1.35	1,917	\$21.31	\$15.86	3	S

†SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

††HSHW = High Skill/High Wage.

†††Data Source:

R = Regional data are shown.

S = Statewide data are shown.

NR = Not releasable.