



## 2025-26 Regional Demand Occupations List

All Occupations  
Sorted by Occupational Title

### Workforce Development Area 28 - Hillsborough and Pinellas counties

#### Workforce Estimating Conference Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 80 annual openings and positive growth
- 3 Mean Wage of \$19.21/hour and Entry Wage of \$15.61/hour
- 4 High Skill/High Wage (HSHW) Occupations:  
Mean Wage of \$30.08/hour and Entry Wage of \$19.21/hour

|           |        |                                                                    | Regional |          |                  |       |               |                     |
|-----------|--------|--------------------------------------------------------------------|----------|----------|------------------|-------|---------------|---------------------|
|           |        |                                                                    | Annual   | Annual   | 2024 Hourly Wage |       |               |                     |
| SOC Code* | HSHW** | Occupation Title*                                                  | % Growth | Openings | Mean             | Entry | LMEC Training | Qualifying Level*** |
| 132011    | HSHW   | Accountants and Auditors                                           | 0.94     | 1541     | 42.69            | 26.60 | 6             | R                   |
| 272011    |        | Actors                                                             | N/A      | N/A      | N/A              | N/A   | 3             | S                   |
| 152011    | HSHW   | Actuaries                                                          | 3.34     | 27       | 57.53            | 34.94 | 6             | E                   |
| 113012    | HSHW   | Administrative Services Managers                                   | 0.84     | 162      | 51.00            | 27.87 | 6             | R                   |
| 112011    | HSHW   | Advertising and Promotions Managers                                | 0.34     | 17       | 57.15            | 22.60 | 6             | E                   |
| 173021    | HSHW   | Aerospace Engineering and Operations Technologists and Technicians | 1.40     | 10       | 33.50            | 25.97 | 5             | E                   |
| 172011    | HSHW   | Aerospace Engineers                                                | 0.50     | 20       | 60.46            | 40.34 | 6             | E                   |
| 493011    | HSHW   | Aircraft Mechanics and Service Technicians                         | -0.81    | 56       | 40.28            | 26.05 | 5             | E                   |
| 512011    | HSHW   | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers      | N/A      | N/A      | N/A              | N/A   | 4             | E                   |
| 532022    | HSHW   | Airfield Operations Specialists                                    | N/A      | N/A      | N/A              | N/A   | 3             | E                   |
| 532011    | HSHW   | Airline Pilots, Copilots, and Flight Engineers                     | -1.72    | 23       | 129.86           | 62.28 | 6             | E                   |
| 171011    | HSHW   | Architects, Except Landscape and Naval                             | 1.67     | 49       | 43.68            | 28.01 | 6             | E                   |
| 173011    | HSHW   | Architectural and Civil Drafters                                   | 1.24     | 151      | 30.66            | 20.71 | 5             | R                   |
| 119041    | HSHW   | Architectural and Engineering Managers                             | 0.83     | 81       | 81.76            | 56.59 | 6             | R                   |
| 271011    | HSHW   | Art Directors                                                      | 0.93     | 87       | 45.50            | 27.96 | 6             | R                   |
| 274011    |        | Audio and Video Technicians                                        | 0.15     | 59       | 24.26            | N/A   | 5             | S                   |
| 493021    |        | Automotive Body and Related Repairers                              | 0.18     | 110      | 29.76            | 19.22 | 4             | R                   |
| 493023    |        | Automotive Service Technicians and Mechanics                       | 0.73     | 741      | 25.51            | 16.60 | 4             | R                   |
| 492091    | HSHW   | Avionics Technicians                                               | 0.61     | 7        | 34.76            | 25.78 | 5             | E                   |
| 395011    |        | Barbers                                                            | 1.95     | 119      | 23.06            | N/A   | N/A           | R                   |
| 172031    | HSHW   | Bioengineers and Biomedical Engineers                              | 0.44     | 10       | 46.93            | 31.36 | 6             | E                   |
| 194021    |        | Biological Technicians                                             | 1.22     | 66       | 24.55            | 17.05 | 6             | E                   |
| 433031    |        | Bookkeeping, Accounting, and Auditing Clerks                       | -0.09    | 2035     | 25.30            | 18.42 | 3             | S                   |
| 472021    |        | Brickmasons and Blockmasons                                        | -0.13    | 33       | 24.63            | N/A   | 3             | R                   |
| 434011    | HSHW   | Brokerage Clerks                                                   | -0.90    | 139      | 29.34            | 23.50 | 3             | E                   |
| 493031    | HSHW   | Bus and Truck Mechanics and Diesel Engine Specialists              | 0.33     | 154      | 30.25            | 21.45 | 4             | R                   |
| 533052    |        | Bus Drivers, Transit and Intercity                                 | 0.10     | 180      | 21.20            | N/A   | N/A           | S                   |
| 131199    | HSHW   | Business Operations Specialists, All Other                         | 1.00     | 1041     | 46.37            | 24.34 | 6             | R                   |
| 251011    | HSHW   | Business Teachers, Postsecondary                                   | #N/A     | #N/A     | #N/A             | N/A   | N/A           | R                   |
| 131021    | HSHW   | Buyers and Purchasing Agents                                       | -0.38    | 402      | 38.21            | 23.24 | 6             | S                   |
| 292031    |        | Cardiovascular Technologists and Technicians                       | 0.06     | 48       | 31.42            | 17.91 | 5             | E                   |

|           |        |                                                          | Regional |          |                  |       |               |                     |
|-----------|--------|----------------------------------------------------------|----------|----------|------------------|-------|---------------|---------------------|
|           |        |                                                          | Annual   | Annual   | 2024 Hourly Wage |       |               |                     |
| SOC Code* | HSHW** | Occupation Title*                                        | % Growth | Openings | Mean             | Entry | LMEC Training | Qualifying Level*** |
| 251194    |        | Career/Technical Education Teachers, Postsecondary       | #N/A     | #N/A     | #N/A             | N/A   | 4             | S                   |
| 252032    |        | Career/Technical Education Teachers, Secondary School    | 0.62     | 102      | 28.20            | 23.02 | 6             | R                   |
| 435011    |        | Cargo and Freight Agents                                 | -0.10    | 75       | 25.41            | N/A   | 4             | S                   |
| 472031    |        | Carpenters                                               | 0.76     | 749      | 24.74            | 18.34 | 4             | R                   |
| 472051    |        | Cement Masons and Concrete Finishers                     | -0.04    | 127      | 23.14            | N/A   | N/A           | S                   |
| 351011    | HSHW   | Chefs and Head Cooks                                     | 0.72     | 246      | 33.02            | 22.77 | 5             | R                   |
| 518091    | HSHW   | Chemical Plant and System Operators                      | N/A      | N/A      | N/A              | N/A   | 5             | E                   |
| 194031    |        | Chemical Technicians                                     | 0.02     | 49       | 22.09            | N/A   | 5             | S                   |
| 192031    | HSHW   | Chemists                                                 | -0.20    | 28       | 31.70            | N/A   | 6             | R                   |
| 211021    |        | Child, Family, and School Social Workers                 | 0.52     | 162      | 27.88            | 20.02 | 6             | R                   |
| 173022    | HSHW   | Civil Engineering Technologists and Technicians          | 0.62     | 65       | 35.75            | 23.66 | 5             | E                   |
| 172051    | HSHW   | Civil Engineers                                          | 1.40     | 202      | 53.08            | 34.50 | 6             | R                   |
| 131031    | HSHW   | Claims Adjusters, Examiners, and Investigators           | 0.50     | 708      | 35.86            | 24.84 | 3             | R                   |
| 292018    |        | Clinical Laboratory Technologists and Technicians        | 0.84     | 302      | 28.83            | 17.78 | 5             | R                   |
| 272022    |        | Coaches and Scouts                                       | 0.25     | 281      | 22.71            | N/A   | N/A           | S                   |
| 499092    | HSHW   | Commercial Divers                                        | N/A      | N/A      | N/A              | N/A   | 4             | E                   |
| 532012    | HSHW   | Commercial Pilots                                        | 0.66     | 33       | 61.93            | 33.68 | 4             | E                   |
| 211099    |        | Community and Social Service Specialists, All Other      | 0.45     | 90       | 27.53            | 19.02 | 6             | R                   |
| 211094    |        | Community Health Workers                                 | 2.35     | 45       | 26.26            | 19.15 | 6             | N                   |
| 113111    | HSHW   | Compensation and Benefits Managers                       | 0.74     | 12       | 66.13            | 41.52 | 6             | E                   |
| 131141    | HSHW   | Compensation, Benefits, and Job Analysis Specialists     | 1.17     | 83       | 36.07            | 24.33 | 6             | R                   |
| 131041    | HSHW   | Compliance Officers                                      | 1.15     | 511      | 38.95            | 23.17 | 6             | R                   |
| 113021    | HSHW   | Computer and Information Systems Managers                | 1.95     | 433      | 82.27            | 54.31 | 6             | R                   |
| 172061    | HSHW   | Computer Hardware Engineers                              | 0.28     | 41       | 52.48            | 31.98 | 6             | E                   |
| 151241    | HSHW   | Computer Network Architects                              | 0.87     | 100      | 62.29            | 42.16 | 6             | R                   |
| 151231    | HSHW   | Computer Network Support Specialists                     | 1.31     | 162      | 37.21            | 24.68 | 5             | R                   |
| 519161    |        | Computer Numerically Controlled Tool Operators           | -0.21    | 57       | 21.43            | 17.28 | 4             | E                   |
| 519162    | HSHW   | Computer Numerically Controlled Tool Programmers         | 2.50     | 14       | 32.86            | 22.00 | 5             | E                   |
| 151299    |        | Computer Occupations, All Other                          | 1.53     | 393      | 43.30            | 16.48 | 6             | R                   |
| 151251    | HSHW   | Computer Programmers                                     | -0.63    | 68       | 46.88            | 30.34 | 6             | S                   |
| 151211    | HSHW   | Computer Systems Analysts                                | 1.40     | 485      | 53.84            | 35.46 | 6             | R                   |
| 151232    |        | Computer User Support Specialists                        | 1.17     | 738      | 29.51            | 19.70 | 4             | R                   |
| 492011    |        | Computer, Automated Teller, and Office Machine Repairers | 0.26     | 91       | 23.66            | 17.94 | 4             | R                   |
| 474011    | HSHW   | Construction and Building Inspectors                     | 0.58     | 255      | 33.63            | 23.19 | 4             | R                   |
| 119021    | HSHW   | Construction Managers                                    | 0.97     | 485      | 54.51            | 27.53 | 6             | R                   |
| 352014    |        | Cooks, Restaurant                                        | 0.15     | 2912     | 17.88            | N/A   | N/A           | S                   |
| 333012    |        | Correctional Officers and Jailers                        | 0.32     | 280      | 31.81            | N/A   | N/A           | R                   |
| 131051    | HSHW   | Cost Estimators                                          | 0.19     | 174      | 38.71            | 24.12 | 6             | R                   |
| 273092    |        | Court Reporters and Simultaneous Captioners              | 0.70     | 20       | 30.56            | 19.92 | 4             | E                   |
| 434031    |        | Court, Municipal, and License Clerks                     | 0.22     | 94       | 24.12            | 20.30 | 3             | R                   |
| 132041    | HSHW   | Credit Analysts                                          | -0.38    | 58       | 40.88            | 27.90 | 6             | E                   |
| 434051    |        | Customer Service Representatives                         | -0.13    | 4660     | 19.46            | N/A   | N/A           | S/R                 |

|           |        |                                                                                          | Regional |          |                  |       |               |                     |
|-----------|--------|------------------------------------------------------------------------------------------|----------|----------|------------------|-------|---------------|---------------------|
|           |        |                                                                                          | Annual   | Annual   | 2024 Hourly Wage |       |               |                     |
| SOC Code* | HSHW** | Occupation Title*                                                                        | % Growth | Openings | Mean             | Entry | LMEC Training | Qualifying Level*** |
| 152051    | HSHW   | Data Scientists                                                                          | 4.10     | 197      | 56.58            | 33.66 | 6             | R                   |
| 151242    | HSHW   | Database Administrators                                                                  | -0.28    | 37       | 48.91            | N/A   | N/A           | S                   |
| 151243    | HSHW   | Database Architects                                                                      | 1.30     | 28       | 65.41            | 42.10 | 6             | E                   |
| 319091    |        | Dental Assistants                                                                        | 1.03     | 428      | 22.90            | 19.01 | 4             | R                   |
| 291292    | HSHW   | Dental Hygienists                                                                        | 1.11     | 150      | 41.89            | 37.43 | 5             | R                   |
| 519081    |        | Dental Laboratory Technicians                                                            | 0.02     | 66       | 28.40            | 19.25 | 4             | E                   |
| 292032    | HSHW   | Diagnostic Medical Sonographers                                                          | 1.62     | 60       | 38.79            | 32.12 | 5             | E                   |
| 292051    |        | Dietetic Technicians                                                                     | 1.16     | 44       | 17.29            | N/A   | 6             | S                   |
| 472081    |        | Drywall and Ceiling Tile Installers                                                      | -0.03    | 56       | 23.19            | N/A   | N/A           | R                   |
| 119032    | HSHW   | Education Administrators, Kindergarten through Secondary                                 | 0.05     | 118      | 44.15            | N/A   | N/A           | R                   |
| 119033    | HSHW   | Education Administrators, Postsecondary                                                  | 0.12     | 141      | 41.53            | N/A   | N/A           | S                   |
| 173023    | HSHW   | Electrical and Electronic Engineering Technologists and Technicians                      | -0.11    | 96       | 31.31            | N/A   | 6             | R                   |
| 173012    | HSHW   | Electrical and Electronics Drafters                                                      | 0.33     | 19       | 30.17            | 23.58 | 5             | E                   |
| 172071    | HSHW   | Electrical Engineers                                                                     | 0.27     | 69       | 55.27            | 37.65 | 6             | E                   |
| 499051    | HSHW   | Electrical Power-Line Installers and Repairers                                           | 0.15     | 115      | 49.43            | N/A   | 4             | S                   |
| 472111    |        | Electricians                                                                             | 1.00     | 684      | 26.82            | 20.13 | 4             | R                   |
| 173024    | HSHW   | Electro-Mechanical and Mechatronics Technologists and Technicians                        | 1.01     | 19       | 32.80            | 23.86 | 5             | E                   |
| 172072    | HSHW   | Electronics Engineers, Except Computer                                                   | -0.25    | 33       | 52.10            | N/A   | 6             | S                   |
| 492094    | HSHW   | Electronics Repairers, Commercial and Industrial Equip.                                  | 0.11     | 69       | 25.72            | N/A   | N/A           | S                   |
| 252021    |        | Elementary School Teachers, Except Special Education                                     | 0.66     | 603      | 29.72            | 22.07 | 6             | R                   |
| 533011    |        | Emergency Medical Responders                                                             | 3.20     | 25       | 16.25            | N/A   | 3             | S                   |
| 292042    |        | Emergency Medical Technicians                                                            | 1.02     | 88       | 19.84            | 16.44 | 4             | R                   |
| 173029    | HSHW   | Engineering Technologists and Technicians, Except Drafters, All Other                    | -0.26    | 29       | 29.11            | N/A   | 5             | S                   |
| 172199    | HSHW   | Engineers, All Other                                                                     | 0.05     | 65       | 49.29            | N/A   | 6             | S                   |
| 173025    |        | Environmental Engineering Technologists and Technicians                                  | 0.74     | 5        | 21.32            | 17.67 | 5             | E                   |
| 172081    | HSHW   | Environmental Engineers                                                                  | 1.49     | 18       | 42.54            | 27.89 | 6             | E                   |
| 194042    |        | Environmental Science and Protection Technicians, Including Health                       | 0.21     | 62       | 26.24            | 19.52 | 5             | E                   |
| 192041    | HSHW   | Environmental Scientists and Specialists, Including Health                               | 0.26     | 105      | 30.12            | N/A   | 6             | R                   |
| 436011    | HSHW   | Executive Secretaries and Executive Administrative Assistants                            | -1.92    | 301      | 34.75            | 24.23 | 3             | S                   |
| 113013    | HSHW   | Facilities Managers                                                                      | 0.69     | 84       | 48.16            | 28.72 | 6             | R                   |
| 132051    | HSHW   | Financial and Investment Analysts                                                        | 0.71     | 231      | 44.10            | 29.44 | 6             | R                   |
| 433099    |        | Financial Clerks, All Other                                                              | 0.08     | 65       | 27.89            | 21.54 | 3             | E                   |
| 132061    | HSHW   | Financial Examiners                                                                      | 2.64     | 107      | 33.25            | 20.70 | 6             | R                   |
| 113031    | HSHW   | Financial Managers                                                                       | 1.85     | 643      | 81.54            | 44.47 | 6             | R                   |
| 132054    | HSHW   | Financial Risk Specialists                                                               | 0.89     | 65       | 50.35            | 27.38 | 6             | E                   |
| 132099    | HSHW   | Financial Specialists, All Other                                                         | 0.80     | 142      | 36.89            | 23.60 | 6             | R                   |
| 332011    | HSHW   | Firefighters                                                                             | 0.45     | 192      | 30.96            | 23.51 | 4             | R                   |
| 471011    | HSHW   | First-Line Supervisors of Construction Trades and Extraction Workers                     | 0.73     | 782      | 37.07            | 24.67 | 3             | R                   |
| 391014    |        | First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services | 0.93     | 157      | 27.15            | 17.79 | 3             | R                   |
| 351012    |        | First-Line Supervisors of Food Preparation and Serving Workers                           | 0.02     | 1540     | 20.98            | N/A   | N/A           | R                   |

|           |        |                                                                                                                  | Regional |          |                  |       |               |                     |
|-----------|--------|------------------------------------------------------------------------------------------------------------------|----------|----------|------------------|-------|---------------|---------------------|
|           |        |                                                                                                                  | Annual   | Annual   | 2024 Hourly Wage |       |               |                     |
| SOC Code* | HSHW** | Occupation Title*                                                                                                | % Growth | Openings | Mean             | Entry | LMEC Training | Qualifying Level*** |
| 371011    |        | First-Line Supervisors of Housekeeping and Janitorial Workers                                                    | 0.02     | 167      | 22.50            | N/A   | N/A           | R                   |
| 371012    |        | First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers                                  | 1.05     | 207      | 26.16            | 18.34 | 3             | R                   |
| 491011    | HSHW   | First-Line Supervisors of Mechanics, Installers, and Repairers                                                   | 0.66     | 445      | 36.67            | 24.72 | 3             | R                   |
| 411012    | HSHW   | First-Line Supervisors of Non-Retail Sales Workers                                                               | 0.60     | 531      | 46.16            | 27.28 | 3             | R                   |
| 431011    | HSHW   | First-Line Supervisors of Office and Administrative Support Workers                                              | -0.12    | 1449     | 32.76            | 21.42 | 3             | S                   |
| 391022    |        | First-Line Supervisors of Personal Service Workers                                                               | 1.03     | 189      | 24.25            | 16.53 | 3             | R                   |
| 331012    | HSHW   | First-Line Supervisors of Police and Detectives                                                                  | 0.06     | 70       | 54.10            | N/A   | 6             | S                   |
| 511011    | HSHW   | First-Line Supervisors of Production and Operating Workers                                                       | 0.56     | 389      | 33.96            | 21.48 | 3             | R                   |
| 411011    |        | First-Line Supervisors of Retail Sales Workers                                                                   | 0.09     | 1073     | 24.84            | 16.44 | 3             | R                   |
| 531047    | HSHW   | First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | 1.07     | 527      | 30.72            | 20.56 | 3             | R                   |
| 194013    |        | Food Science Technicians                                                                                         | 1.18     | 11       | 25.01            | 21.27 | 5             | E                   |
| 191012    | HSHW   | Food Scientists and Technologists                                                                                | 0.96     | 4        | 52.85            | 37.80 | 6             | E                   |
| 119051    | HSHW   | Food Service Managers                                                                                            | 0.39     | 390      | 33.23            | 21.12 | 3             | R                   |
| 194092    |        | Forensic Science Technicians                                                                                     | 0.54     | 152      | 28.38            | N/A   | N/A           | R                   |
| 131131    |        | Fundraisers                                                                                                      | 0.03     | 45       | 31.02            | N/A   | 6             | S                   |
| 111021    | HSHW   | General and Operations Managers                                                                                  | 0.94     | 2681     | 66.82            | 27.83 | 6             | R                   |
| 192042    | HSHW   | Geoscientists, Except Hydrologists and Geographers                                                               | 1.61     | 13       | 45.55            | 26.96 | 6             | E                   |
| 472121    |        | Glaziers                                                                                                         | 0.29     | 107      | 24.05            | N/A   | N/A           | R                   |
| 271024    |        | Graphic Designers                                                                                                | 0.91     | 245      | 29.76            | 19.83 | 6             | R                   |
| 395012    |        | Hairdressers, Hairstylists, and Cosmetologists                                                                   | 0.00     | 514      | 13.92            | N/A   | N/A           | S                   |
| 211091    | HSHW   | Health Education Specialists                                                                                     | -0.18    | 35       | 29.94            | N/A   | 6             | S                   |
| 299021    | HSHW   | Health Information Technologists and Medical Registrars                                                          | 1.50     | 50       | 35.04            | 20.68 | 4             | E                   |
| 251071    | HSHW   | Health Specialties Teachers, Postsecondary                                                                       | 2.27     | 89       | 57.63            | 26.98 | 6             | R                   |
| 292099    |        | Health Technologists and Technicians, All Other                                                                  | 0.85     | 124      | 23.75            | 17.98 | 4             | R                   |
| 299099    |        | Healthcare Practitioners and Technical Workers, All Other                                                        | 0.57     | 28       | 37.11            | 18.18 | 4             | E                   |
| 319099    |        | Healthcare Support Workers, All Other                                                                            | 0.02     | 133      | 22.45            | N/A   | N/A           | S                   |
| 499021    |        | Heating, Air Conditioning, and Refrigeration Mechanics and Installers                                            | 0.70     | 501      | 26.09            | 19.81 | 4             | R                   |
| 533032    |        | Heavy and Tractor-Trailer Truck Drivers                                                                          | 1.33     | 1772     | 25.89            | 19.27 | 4             | R                   |
| 311128    |        | Home Health Aides                                                                                                | 0.18     | 2108     | 15.98            | N/A   | N/A           | S                   |
| 434161    |        | Human Resources Assistants, Except Payroll and Timekeeping                                                       | 0.34     | 126      | 24.78            | 19.09 | 5             | R                   |
| 113121    | HSHW   | Human Resources Managers                                                                                         | 1.03     | 153      | 69.85            | 41.64 | 6             | R                   |
| 131071    | HSHW   | Human Resources Specialists                                                                                      | 1.42     | 985      | 35.21            | 21.03 | 6             | R                   |
| 173026    |        | Industrial Engineering Technologists and Technicians                                                             | 0.80     | 39       | 27.48            | 19.70 | 5             | E                   |
| 172112    | HSHW   | Industrial Engineers                                                                                             | 1.50     | 147      | 47.36            | 31.28 | 6             | R                   |
| 499041    | HSHW   | Industrial Machinery Mechanics                                                                                   | 1.66     | 206      | 30.62            | 22.19 | 4             | R                   |
| 113051    | HSHW   | Industrial Production Managers                                                                                   | 0.55     | 87       | 59.74            | 34.29 | 6             | R                   |
| 537051    |        | Industrial Truck and Tractor Operators                                                                           | 0.11     | 568      | 22.83            | N/A   | N/A           | R                   |

|           |        |                                                           | Regional |          |                  |       |               |                     |
|-----------|--------|-----------------------------------------------------------|----------|----------|------------------|-------|---------------|---------------------|
|           |        |                                                           | Annual   | Annual   | 2024 Hourly Wage |       |               |                     |
| SOC Code* | HSHW** | Occupation Title*                                         | % Growth | Openings | Mean             | Entry | LMEC Training | Qualifying Level*** |
| 151212    | HSHW   | Information Security Analysts                             | 3.49     | 299      | 56.19            | 36.01 | 6             | R                   |
| 519061    |        | Inspectors, Testers, Sorters, Samplers, and Weighers      | -0.17    | 367      | 22.95            | 16.70 | 4             | S                   |
| 472131    |        | Insulation Workers, Floor, Ceiling, and Wall              | 0.03     | 29       | 23.69            | N/A   | 3             | S                   |
| 131032    | HSHW   | Insurance Appraisers, Auto Damage                         | 0.70     | 32       | 34.36            | 25.23 | 4             | E                   |
| 413021    | HSHW   | Insurance Sales Agents                                    | 1.36     | 1236     | 39.61            | 20.52 | 4             | R                   |
| 132053    | HSHW   | Insurance Underwriters                                    | 0.44     | 170      | 41.73            | 27.18 | 6             | R                   |
| 271025    | HSHW   | Interior Designers                                        | 1.55     | 101      | 31.68            | 19.97 | 6             | R                   |
| 273091    |        | Interpreters and Translators                              | 1.12     | 78       | 26.04            | 15.17 | 6             | E                   |
| 252012    | HSHW   | Kindergarten Teachers, Except Special Education           | 0.62     | 177      | 31.68            | 23.56 | 6             | R                   |
| 171012    | HSHW   | Landscape Architects                                      | 1.10     | 18       | 39.69            | 27.56 | 6             | E                   |
| 436012    |        | Legal Secretaries and Administrative Assistants           | -1.48    | 181      | 28.56            | 19.69 | 3             | S                   |
| 292061    |        | Licensed Practical and Licensed Vocational Nurses         | 1.03     | 555      | 29.10            | 24.31 | 4             | R                   |
| 194099    |        | Life, Physical, and Social Science Technicians, All Other | -0.25    | 42       | 29.56            | N/A   | 6             | S                   |
| 533033    |        | Light Truck Drivers                                       | -0.07    | 982      | 19.00            | N/A   | N/A           | R                   |
| 434131    |        | Loan Interviewers and Clerks                              | -0.37    | 216      | 24.71            | N/A   | 4             | S                   |
| 132072    | HSHW   | Loan Officers                                             | -0.07    | 437      | 37.94            | 20.99 | 6             | S                   |
| 119081    | HSHW   | Lodging Managers                                          | 0.15     | 61       | 29.96            | N/A   | 6             | S                   |
| 131081    | HSHW   | Logisticians                                              | 2.33     | 174      | 38.09            | 24.25 | 6             | R                   |
| 514041    |        | Machinists                                                | 0.93     | 169      | 25.68            | 19.55 | 4             | R                   |
| 292035    | HSHW   | Magnetic Resonance Imaging Technologists                  | 1.16     | 39       | 40.21            | 34.51 | 5             | E                   |
| 499071    |        | Maintenance and Repair Workers, General                   | 0.09     | 1558     | 21.85            | N/A   | N/A           | R                   |
| 131111    | HSHW   | Management Analysts                                       | 1.42     | 1457     | 47.45            | 28.22 | 6             | R                   |
| 119199    | HSHW   | Managers, All Other                                       | 0.78     | 671      | 56.62            | 26.69 | 6             | R                   |
| 395092    |        | Manicurists and Pedicurists                               | 0.01     | 64       | 17.30            | N/A   | N/A           | S                   |
| 172121    | HSHW   | Marine Engineers and Naval Architects                     | 0.63     | 0        | 54.82            | 25.50 | 6             | E                   |
| 131161    | HSHW   | Market Research Analysts and Marketing Specialists        | 1.71     | 1129     | 38.89            | 22.98 | 6             | R                   |
| 112021    | HSHW   | Marketing Managers                                        | 1.08     | 280      | 74.34            | 39.82 | 6             | R                   |
| 319011    |        | Massage Therapists                                        | 2.10     | 266      | 24.59            | 17.15 | 4             | R                   |
| 173027    | HSHW   | Mechanical Engineering Technologists and Technicians      | 0.96     | 8        | 33.48            | 25.83 | 5             | E                   |
| 172141    | HSHW   | Mechanical Engineers                                      | 1.33     | 80       | 49.56            | 33.74 | 6             | R                   |
| 119111    | HSHW   | Medical and Health Services Managers                      | 2.68     | 633      | 58.76            | 26.54 | 6             | R                   |
| 319092    |        | Medical Assistants                                        | 1.72     | 1238     | 20.22            | 17.27 | 4             | R                   |
| 292036    |        | Medical Dosimetrist                                       | 1.52     | 21       | 73.98            | N/A   | 6             | R                   |
| 319093    |        | Medical Equipment Preparers                               | 0.35     | 134      | 22.21            | N/A   | N/A           | R                   |
| 499062    |        | Medical Equipment Repairers                               | 1.72     | 94       | 28.56            | 18.20 | 5             | R                   |
| 292072    |        | Medical Records Specialists                               | 0.94     | 188      | 26.34            | 18.20 | 4             | R                   |
| 191042    | HSHW   | Medical Scientists, Except Epidemiologists                | 1.01     | 42       | 57.28            | 29.35 | 6             | N                   |
| 436013    |        | Medical Secretaries and Administrative Assistants         | 0.89     | 1098     | 20.33            | 16.75 | 3             | R                   |
| 131121    | HSHW   | Meeting, Convention, and Event Planners                   | 0.83     | 109      | 31.65            | 19.48 | 6             | R                   |
| 211023    | HSHW   | Mental Health and Substance Abuse Social Workers          | 1.04     | 69       | 26.33            | 18.91 | 6             | N                   |
| 514199    |        | Metal and Plastic Machine Workers, all other              | 0.23     | 21       | 16.79            | N/A   | 6             | R                   |

|           |        |                                                                                                                       | Regional |          |                  |       |               |                     |
|-----------|--------|-----------------------------------------------------------------------------------------------------------------------|----------|----------|------------------|-------|---------------|---------------------|
|           |        |                                                                                                                       | Annual   | Annual   | 2024 Hourly Wage |       |               |                     |
| SOC Code* | HSHW** | Occupation Title*                                                                                                     | % Growth | Openings | Mean             | Entry | LMEC Training | Qualifying Level*** |
| 252022    | HSHW   | Middle School Teachers, Except Special and Career/Technical Education                                                 | 0.65     | 195      | 30.99            | 22.43 | 6             | R                   |
| 514035    |        | Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic                                        | N/A      | N/A      | N/A              | N/A   | 4             | E                   |
| 493042    | HSHW   | Mobile Heavy Equipment Mechanics, Except Engines                                                                      | 1.22     | 113      | 30.56            | 23.70 | 4             | R                   |
| 493051    |        | Motorboat Mechanics and Service Technicians                                                                           | 1.52     | 68       | 27.10            | 19.79 | 4             | S                   |
| 272042    | HSHW   | Musicians and Singers                                                                                                 | 0.43     | 235      | 64.36            | 24.08 | 3             | R                   |
| 119121    | HSHW   | Natural Sciences Managers                                                                                             | 0.69     | 49       | 68.16            | 31.24 | 6             | E                   |
| 151244    | HSHW   | Network and Computer Systems Administrators                                                                           | 0.98     | 293      | 48.42            | 31.73 | 6             | R                   |
| 292033    | HSHW   | Nuclear Medicine Technologists                                                                                        | 0.51     | 22       | 44.98            | 37.29 | 5             | E                   |
| 311131    |        | Nursing Assistants                                                                                                    | 0.59     | 596      | 19.45            | 16.64 | 4             | R                   |
| 195011    | HSHW   | Occupational Health and Safety Specialists                                                                            | 1.87     | 113      | 39.76            | 25.16 | 6             | R                   |
| 312011    | HSHW   | Occupational Therapy Assistants                                                                                       | 1.91     | 87       | 34.17            | 28.69 | 5             | R                   |
| 439199    |        | Office and Administrative Support Workers, All Other                                                                  | -0.16    | 466      | 22.91            | 16.76 | 3             | S                   |
| 439061    |        | Office Clerks, General                                                                                                | -0.04    | 2920     | 21.44            | N/A   | N/A           | R                   |
| 472073    |        | Operating Engineers and Other Construction Equipment Operators                                                        | 0.08     | 329      | 23.80            | N/A   | N/A           | R                   |
| 152031    | HSHW   | Operations Research Analysts                                                                                          | 2.78     | 133      | 42.10            | 27.13 | 6             | R                   |
| 519083    |        | Ophthalmic Laboratory Technicians                                                                                     | -0.03    | 50       | 17.31            | N/A   | 6             | S                   |
| 292057    |        | Ophthalmic Medical Technicians                                                                                        | 1.65     | 62       | 21.39            | 17.73 | 4             | S                   |
| 292081    |        | Opticians, Dispensing                                                                                                 | 0.64     | 30       | 27.65            | 20.49 | 4             | R                   |
| 311132    |        | Orderlies                                                                                                             | 0.07     | 97       | 16.75            | N/A   | N/A           | S                   |
| 472141    |        | Painters, Construction and Maintenance                                                                                | 0.10     | 257      | 22.65            | N/A   | N/A           | S                   |
| 232011    | HSHW   | Paralegals and Legal Assistants                                                                                       | 1.18     | 649      | 30.08            | 20.17 | 5             | R                   |
| 433051    |        | Payroll and Timekeeping Clerks                                                                                        | -0.53    | 178      | 23.41            | 14.83 | 3             | S                   |
| 132052    | HSHW   | Personal Financial Advisors                                                                                           | -0.08    | 318      | 71.97            | 24.44 | 6             | S                   |
| 119179    | HSHW   | Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other | -0.37    | 10       | 31.42            | N/A   | 6             | S                   |
| 372021    |        | Pest Control Workers                                                                                                  | 0.01     | 175      | 22.85            | N/A   | N/A           | S                   |
| 292052    |        | Pharmacy Technicians                                                                                                  | 1.04     | 562      | 21.21            | 16.84 | 4             | R                   |
| 319097    |        | Phlebotomists                                                                                                         | 1.81     | 173      | 19.82            | 17.30 | 4             | R                   |
| 312021    | HSHW   | Physical Therapist Assistants                                                                                         | 2.25     | 170      | 33.24            | 27.49 | 5             | R                   |
| 291071    | HSHW   | Physician Assistants                                                                                                  | 0.44     | 194      | 56.14            | N/A   | N/A           | S                   |
| 472151    |        | Pipelayers                                                                                                            | 0.01     | 43       | 22.87            | N/A   | 3             | R                   |
| 472152    |        | Plumbers, Pipefitters, and Steamfitters                                                                               | 0.51     | 344      | 26.40            | 20.54 | 4             | R                   |
| 333051    | HSHW   | Police and Sheriff's Patrol Officers                                                                                  | 0.41     | 442      | 38.66            | 29.51 | 5             | R                   |
| 251199    | HSHW   | Postsecondary Teachers, All Other                                                                                     | #N/A     | #N/A     | #N/A             | N/A   | N/A           | S                   |
| 252011    |        | Preschool Teachers, Except Special Education                                                                          | 0.09     | 533      | 16.51            | N/A   | 4             | R                   |
| 339021    |        | Private Detectives and Investigators                                                                                  | 1.20     | 89       | 25.97            | 16.54 | 6             | R                   |
| 272012    | HSHW   | Producers and Directors                                                                                               | 0.01     | 74       | 44.60            | 23.26 | 6             | N                   |
| 435061    |        | Production, Planning, and Expediting Clerks                                                                           | 0.74     | 299      | 26.54            | 18.44 | 3             | R                   |
| 131082    | HSHW   | Project Management Specialists                                                                                        | 1.11     | 961      | 49.54            | 30.64 | 6             | R                   |
| 132022    | HSHW   | Property Appraisers and Assessors                                                                                     | 0.86     | 97       | 35.75            | 19.71 | 6             | R                   |
| 119141    | HSHW   | Property, Real Estate, and Community Association Managers                                                             | 1.18     | 539      | 38.10            | 22.01 | 6             | R                   |

| SOC Code* | HSHW** | Occupation Title*                                                                                | Regional           |                    |                  |       |               | Qualifying Level*** |
|-----------|--------|--------------------------------------------------------------------------------------------------|--------------------|--------------------|------------------|-------|---------------|---------------------|
|           |        |                                                                                                  | Annual<br>% Growth | Annual<br>Openings | 2024 Hourly Wage |       | LMEC Training |                     |
| 292053    |        | Psychiatric Technicians                                                                          | 0.99               | 112                | 21.18            | 16.78 | 4             | R                   |
| 273031    | HSHW   | Public Relations Specialists                                                                     | 0.90               | 291                | 32.17            | 20.79 | 6             | R                   |
| 113061    | HSHW   | Purchasing Managers                                                                              | -0.04              | 42                 | 59.31            | N/A   | 6             | S                   |
| 292034    | HSHW   | Radiologic Technologists and Technicians                                                         | 0.84               | 120                | 35.83            | 27.13 | 5             | R                   |
| 419021    |        | Real Estate Brokers                                                                              | 0.98               | 62                 | 41.66            | 19.98 | 4             | S                   |
| 419022    |        | Real Estate Sales Agents                                                                         | 0.96               | 782                | 34.03            | 16.93 | 4             | R                   |
| 291141    | HSHW   | Registered Nurses                                                                                | 0.44               | 1871               | 43.60            | 34.29 | 6             | R                   |
| 291126    | HSHW   | Respiratory Therapists                                                                           | 1.17               | 98                 | 40.92            | 33.09 | 5             | R                   |
| 472181    |        | Roofers                                                                                          | 0.04               | 249                | 23.46            | N/A   | N/A           | S                   |
| 112022    | HSHW   | Sales Managers                                                                                   | 0.80               | 388                | 71.46            | 34.09 | 6             | R                   |
| 413091    |        | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 1.24               | 1779               | 34.84            | 18.20 | 6             | R                   |
| 414012    |        | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products     | 0.76               | 1278               | 34.25            | 18.11 | 3             | R                   |
| 414011    | HSHW   | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products            | 0.77               | 401                | 55.55            | 24.08 | 6             | R                   |
| 252031    | HSHW   | Secondary School Teachers, Except Special and Career/Technical Education                         | 0.66               | 525                | 30.34            | 23.16 | 6             | R                   |
| 436014    |        | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive                  | -0.09              | 1392               | 21.43            | N/A   | 4             | R                   |
| 413031    | HSHW   | Securities, Commodities, and Financial Services Sales Agents                                     | 0.42               | 568                | 41.08            | 22.26 | 6             | R                   |
| 492098    |        | Security and Fire Alarm Systems Installers                                                       | 1.09               | 147                | 27.42            | 20.97 | 4             | R                   |
| 339032    |        | Security Guards                                                                                  | 0.14               | 1872               | 17.40            | N/A   | N/A           | R                   |
| 472211    |        | Sheet Metal Workers                                                                              | -0.08              | 86                 | 23.94            | N/A   | 3             | R                   |
| 535031    | HSHW   | Ship Engineers                                                                                   | N/A                | N/A                | N/A              | N/A   | 4             | E                   |
| 395094    |        | Skincare Specialists                                                                             | -0.19              | 94                 | 19.42            | N/A   | 4             | S                   |
| 119151    | HSHW   | Social and Community Service Managers                                                            | 0.66               | 101                | 38.04            | 22.98 | 6             | R                   |
| 211093    |        | Social and Human Service Assistants                                                              | 0.56               | 387                | 21.11            | 16.48 | 3             | R                   |
| 194061    | HSHW   | Social Science Research Assistants                                                               | 0.56               | 8                  | 27.95            | 20.89 | 6             | E                   |
| 211029    |        | Social Workers, All Other                                                                        | 0.31               | 109                | 31.88            | N/A   | 6             | S                   |
| 151252    | HSHW   | Software Developers                                                                              | 2.89               | 1401               | 59.28            | 37.84 | 6             | R                   |
| 151253    | HSHW   | Software Quality Assurance Analysts and Testers                                                  | 2.65               | 273                | 45.84            | 34.02 | 6             | R                   |
| 472231    |        | Solar Photovoltaic Installers                                                                    | 0.08               | 26                 | 24.12            | N/A   | 3             | S                   |
| 252052    |        | Special Education Teachers, Kindergarten and Elementary School                                   | 0.56               | 43                 | 34.31            | 26.17 | 6             | S                   |
| 252058    | HSHW   | Special Education Teachers, Secondary School                                                     | 0.62               | 61                 | 31.16            | 24.09 | 6             | S                   |
| 271014    | HSHW   | Special Effects Artists and Animators                                                            | 1.36               | 37                 | 46.49            | 29.77 | 6             | N                   |
| 472221    |        | Structural Iron and Steel Workers                                                                | -0.51              | 29                 | 23.67            | N/A   | 3             | R                   |
| 211018    |        | Substance Abuse, Behavioral Disorder, and Mental Health Counselors                               | 1.92               | 281                | 28.69            | 18.22 | 6             | R                   |
| 299093    |        | Surgical Assistants                                                                              | 0.84               | 17                 | 29.37            | 23.04 | 4             | E                   |
| 292055    |        | Surgical Technologists                                                                           | 0.34               | 75                 | 29.39            | 21.34 | 4             | E                   |
| 173031    |        | Surveying and Mapping Technicians                                                                | 1.15               | 110                | 23.60            | 17.77 | 5             | R                   |
| 171022    | HSHW   | Surveyors                                                                                        | 1.63               | 45                 | 33.23            | 21.92 | 6             | E                   |
| 132082    |        | Tax Preparers                                                                                    | 0.87               | 87                 | 27.85            | 17.57 | 4             | R                   |
| 259041    |        | Teacher Assistants                                                                               | #N/A               | #N/A               | #N/A             | N/A   | N/A           | N/A                 |

|           |        |                                                                               | Regional |          |                  |       |               |                     |
|-----------|--------|-------------------------------------------------------------------------------|----------|----------|------------------|-------|---------------|---------------------|
|           |        |                                                                               | Annual   | Annual   | 2024 Hourly Wage |       |               |                     |
| SOC Code* | HSHW** | Occupation Title*                                                             | % Growth | Openings | Mean             | Entry | LMEC Training | Qualifying Level*** |
| 253099    |        | Teachers and Instructors, All Other                                           | 0.65     | 111      | 31.51            | 15.09 | 6             | N                   |
| 273042    | HSHW   | Technical Writers                                                             | 1.19     | 41       | 42.47            | 29.09 | 6             | E                   |
| 492022    | HSHW   | Telecommunications Equipment Installers and Repairers, Except Line Installers | 1.76     | 189      | 30.27            | 22.63 | 4             | R                   |
| 499052    |        | Telecommunications Line Installers and Repairers                              | 1.79     | 208      | 28.32            | 20.16 | 4             | R                   |
| 291129    | HSHW   | Therapists, All Other                                                         | 1.33     | 16       | 26.68            | 21.42 | 6             | E                   |
| 472044    |        | Tile and Stone Setters                                                        | 0.22     | 75       | 24.29            | N/A   | N/A           | S                   |
| 514111    | HSHW   | Tool and Die Makers                                                           | 0.22     | 12       | 29.05            | 21.50 | 4             | E                   |
| 131151    |        | Training and Development Specialists                                          | 1.20     | 449      | 33.92            | 18.32 | 6             | R                   |
| 113071    | HSHW   | Transportation, Storage, and Distribution Managers                            | 0.94     | 112      | 51.02            | 27.09 | 6             | R                   |
| 413041    |        | Travel Agents                                                                 | 0.65     | 106      | 23.87            | 15.94 | 3             | R                   |
| 292056    |        | Veterinary Technologists and Technicians                                      | 2.53     | 238      | 21.53            | 17.24 | 5             | R                   |
| 518031    |        | Water and Wastewater Treatment Plant and System Operators                     | 1.30     | 35       | 25.95            | 20.04 | 4             | R                   |
| 151255    | HSHW   | Web and Digital Interface Designers                                           | 1.92     | 64       | 40.87            | 22.73 | 5             | N                   |
| 151254    | HSHW   | Web Developers                                                                | 2.04     | 64       | 46.68            | 21.74 | 5             | N                   |
| 514121    |        | Welders, Cutters, Solderers, and Brazers                                      | 0.53     | 216      | 24.65            | 19.46 | 4             | R                   |
| 514122    |        | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders       | -0.60    | 7        | 19.28            | 18.19 | 4             | E                   |
| 273043    | HSHW   | Writers and Authors                                                           | 0.54     | 96       | 36.48            | 22.99 | 6             | R                   |

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

\*\*HSHW = High Skill/High Wage.

\*\*\*Qualifying Level:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data.

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

E = Meets emerging wage and openings criteria based on state Labor Market Statistics employer survey data

N/A = Not available/releasable.