

## WORKFORCE INVESTMENT COUNCIL MEETING

Tuesday, June 27, 2017

9:30 a.m. – 12:00 p.m.

International Brotherhood of Electrical Workers Hall  
8181 Tom Drive, Baton Rouge, LA 70815

### I. Call to Order and Roll Call

Chairman Charles Moniotte called to order the regular meeting of the Workforce Investment Council meeting at **9:36am** on June 27, 2017 at International Brotherhood of Electrical Workers Hall 8181 Tom Drive, Baton Rouge, LA 70815.

WIC Director Kellie Taylor-White conducted a roll call. The following persons were present:  
Number in attendance: 26 at 9:50 am.

Obtained forum: yes, 27 present at 9:57 am

<b>X</b>	<b>Member</b>	<b>X</b>	<b>Designee</b>
<input type="checkbox"/>	Gov. John Bel Edwards	<input checked="" type="checkbox"/>	Ms. Erin Monroe-Wesley
<input type="checkbox"/>	Executive Director Ava Dejoie	<input checked="" type="checkbox"/>	Mr. Kenneth Burrell
<input type="checkbox"/>	Sec. Don Pierson	<input checked="" type="checkbox"/>	Ms. Susan Schowen
<input type="checkbox"/>	<b>Sec. Marketa Walters</b>	<input type="checkbox"/>	Ms. Kim Matherne <i>(Lydia Scales attended- no designee form. Not counted toward quorum)</i>
<input type="checkbox"/>	Mr. John White	<input checked="" type="checkbox"/>	Ms. Lisa French
<input type="checkbox"/>	Dr. Monty Sullivan	<input checked="" type="checkbox"/>	Mr. David Helveston
<input checked="" type="checkbox"/>	Dr. Joe Rallo	<input type="checkbox"/>	Dr. Lisa Vosper
<input type="checkbox"/>	<b>Sec. James "Jimmy" LeBlanc</b>	<input type="checkbox"/>	Mr. Rhett Covington
<input checked="" type="checkbox"/>	Sen. Conrad Appel	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Sen. Gerald Boudreaux	<input type="checkbox"/>	Ms. Deidra Jackson
<input checked="" type="checkbox"/>	Sen. Ed Price	<input type="checkbox"/>	
<input type="checkbox"/>	<b>Rep. Patricia Hayes Smith</b>	<input type="checkbox"/>	Ms. C. Denise Marcelle
<input type="checkbox"/>	Mr. Joseph Ardoin	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Ms. Valerie Aymond	<input type="checkbox"/>	
<input type="checkbox"/>	Mr. James Ray Barker	<input checked="" type="checkbox"/>	Mr. Jerome Eymard
<input type="checkbox"/>	Ms. Kathy Bobbs	<input checked="" type="checkbox"/>	Mr. Mike Thompson <i>(did not answer roll call. Not counted toward quorum)</i>
<input checked="" type="checkbox"/>	Ms. Jennifer Boggs	<input type="checkbox"/>	Mr. Gary Littlefield
<input type="checkbox"/>	<b>Mr. Michael Boudreaux</b>	<input type="checkbox"/>	Ms. Jennifer Jeansonne
<input type="checkbox"/>	Mr. Keith Brand	<input checked="" type="checkbox"/>	Mr. Timothy Overmier
<input type="checkbox"/>	<b>Ms. Susan Broussard</b>	<input type="checkbox"/>	<i>Ray Wiley (no designee form – not counted toward quorum)</i>
<input checked="" type="checkbox"/>	Mr. Jason Dedon	<input type="checkbox"/>	Ms. Heather Stefan
<input checked="" type="checkbox"/>	Mr. Jason Engels	<input type="checkbox"/>	Mr. Gary Warren

<input type="checkbox"/>	Mr. Art Favre	<input checked="" type="checkbox"/>	Joel Thames
<input type="checkbox"/>	Ms. Thelma French	<input type="checkbox"/>	Glenis M. Scott, Sr.
<input type="checkbox"/>	Mr. Brent Golleher	<input type="checkbox"/>	Mr. Tyler Gray
<input checked="" type="checkbox"/>	Mr. Charlie Habig	<input type="checkbox"/>	Mr. Neal Miller
<input checked="" type="checkbox"/>	Mr. John Hopkins	<input type="checkbox"/>	
<input type="checkbox"/>	Mr. John F. Jones	<input type="checkbox"/>	Ms. Melissa Mann
<input checked="" type="checkbox"/>	Mr. Robert "Bob" Lobos	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Mr. Todd McDonald	<input type="checkbox"/>	Mr. Jonathan Wilson
<input checked="" type="checkbox"/>	Mr. Gerry Mims	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Charles Moniotte	<input type="checkbox"/>	Mr. Tobie Craig
<input checked="" type="checkbox"/>	Mr. John "Patrick" Mulhearn	<input type="checkbox"/>	Mr. Aaron Bayham
<input type="checkbox"/>	Ms. Susan Nelson	<input checked="" type="checkbox"/>	Mr. Ernest Stephens
<input type="checkbox"/>	Mr. Jim Odom	<input type="checkbox"/>	Ms. Diana Reihs
<input checked="" type="checkbox"/>	Mr. Thomas Mitchiner O'Neal	<input type="checkbox"/>	Ms. Cathy Geautreaux
<input type="checkbox"/>	Mr. Mike Palamone	<input type="checkbox"/>	
<input type="checkbox"/>	Ms. Peggy Parker	<input type="checkbox"/>	Ms. Jami Rogers
<input type="checkbox"/>	Mr. Carlos Perez	<input type="checkbox"/>	
<input type="checkbox"/>	Ms. Sonia Perez	<input checked="" type="checkbox"/>	Mr. David Aubrey
<input checked="" type="checkbox"/>	Mr. Louis Reine	<input type="checkbox"/>	
<input type="checkbox"/>	Ms. Natalie Robottom	<input type="checkbox"/>	Ms. Torrie Buckles
<input type="checkbox"/>	Ms. Missy Rogers	<input type="checkbox"/>	Ms. Aimee Daigle
<input type="checkbox"/>	Mr. Ronnie Rosser	<input checked="" type="checkbox"/>	Mr. Cliff Zilkes
<input checked="" type="checkbox"/>	Mr. C.A. "Buck" Vandersteen	<input type="checkbox"/>	Mr. Brian Breaux
<input type="checkbox"/>	Mr. Thomas Yura	<input type="checkbox"/>	Mr. John Mcghee (Marlow E. Foster attended – no designee form – not counted toward quorum)

II. Review and Approval of Previous Meeting Minutes:

Review and approval of Previous Minutes: WIC Director Kellie Taylor-White reviewed minutes.

Motioned to approve: Louis Reine

2<sup>nd</sup>: Susan Schowen

**vote unanimous**

Question: Dr. Rallo – IX b. on previous minutes. Will this happen at this meeting? (Board members will nominate 3 board members for OFC to Governor Edwards at the next meeting, June 22, 2017.) WIC Director Kellie Taylor-White stated, IXb. Is not. The nomination of three board members, as you know, is not on the agenda today. You were at the Executive Committee meeting where all agreed to table those nominations. The agenda is set by the chairman with his executive committee.

**Vote to Review and approve previous minutes was unanimous.**

- III. Comments from Chair – Charles Moniotte introduced new WIC Director Kellie Taylor-White. Thanked everyone for attending.
- IV. Life of Curt Eysink – Charles Moniotte- read the first couple lines of his obituary and asked that we have a moment of silence. David Helveston also spoke, at chairman’s request, about Curt’s contribution to higher education.
- V. Presentation and Consideration for Approval of Short and Long-term Occupational Forecasts – Sachin Chintawar – PowerPoint Presentation. All attendees were issued a hard copy of both forecasts and issued documentation on “How WIOA Performance Data Works”.

**Comments:**

Sen. Conrad Appel requested data on economic rate and job growth nationally, average income growth versus jobs growth. He also stated wealth creation is a concern. Wants to know how we are trending. He would like a separate program on wage growth.

Mr. C.A. “Buck” Vandersteen – Inquired about information that represented rural communities. Asked Sachin how he captured the information. Sachin explained.

**Public Comments:**

Dr. Lisa Vosper requested to have education information regarding most significant source of education added. Sachin – explained the education level and wage information and the need to incorporate a range for education. They are looking into a process on how to provide information.

Marlow E. Foster – inquired about factors for growth and non-growth wages currently; difference between short and long picture without associate factors. Stephan Barnes, Susan Schowen and WIC Director Kellie Taylor-White explained.

<b>Motion</b>	<b>To approve both Long-Term and Short-Term Occupational Forecasts by Sen. Conrad Appel</b>
<b>Second</b>	<b>Louis Reine</b>

Y	N	A b	Member	Y	N	A b	Designee
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Gov. John Bel Edwards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ms. Erin Monroe-Wesley
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Executive Director Ava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Kenneth Burrell
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Sec. Don Pierson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ms. Susan Schowen
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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sen. Conrad Appel				
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sen. Gerald Boudreaux				
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sen. Ed Price				
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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ms. Valerie Aymond				
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Mr. James Ray Barker	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Jerome Eymard
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Ms. Kathy Bobbs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Mike Thompson

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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. John "Patrick"				
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Ms. Susan Nelson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Ernest Stephens
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<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Ms. Sonia Perez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. David Aubrey
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<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Mr. Ronnie Rosser	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Cliff Zilkes
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. C.A. "Buck"				

1<sup>st</sup> Motion: **Sen. Conrad Appel**

2<sup>nd</sup> Motion: **Louis Reine**

Abstentions?: Yes  None

Opposition?: Yes  None

Approved: Yes  None

Unanimous vote

- VI. Presentation and Consideration for Approval of IBCC Recommendations – WIC Director Kellie Taylor-White
- a. Clinical Medical Assistant IBC

Comments: None

<b>Motion</b>	<b>To Approve by Louise Reine</b>
<b>Second</b>	<b>Sen. Ed Price</b>

Y	N	A b	Member	Y	N	A b	Designee
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Gov. John Bel Edwards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ms. Erin Monroe-Wesley
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Executive Director Ava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Kenneth Burrell
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Sec. Don Pierson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ms. Susan Schowen
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<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Dr. Monty Sullivan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. David Helveston
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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sen. Conrad Appel				
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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Jason Engels				
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Mr. Art Favre	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Joel Thames
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<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Ms. Sonia Perez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. David Aubrey
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<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Mr. Ronnie Rosser	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. Cliff Zilkes
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Mr. C.A. "Buck"				

1<sup>st</sup> Motion: **Louise Reine**

Abstentions?: Yes  None

2<sup>nd</sup> Motion: **Sen Ed Price**

Opposition?: Yes  None

Approved: Yes  None

Unanimous vote

b. ESRI Certification IBC

Comments: None

<b>Motion</b>	<b>To Approve by Louise Reine</b>
<b>Second</b>	<b>Kenneth Burrell</b>

Y	N	A b	Member	Y	N	A b	Designee
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Gov. John Bel Edwards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ms. Erin Monroe-Wesley
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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Ms. Jennifer Boggs				
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1<sup>st</sup> Motion: **Louise Reine**

2<sup>nd</sup> Motion: **Kenneth Burrell**

Abstentions?: Yes  None

Opposition?: Yes  None

Approved: Yes  None

Unanimous vote

VII. WDB # 70 participation on subcommittees – Nada Percival - suggested the WDB Directors participate in the WIC Council Meeting. She discussed the Industry Sector Partnerships around the state. She gave a breakdown of what happening in each region. She also discussed the endeavors of her region (northwest region) and what it is doing with the manufacturing industry. Would like to share with the board to help board understand what is happening in the local areas. Would like to develop sub-committee in local area. Charles stated they are working on the sub-committee idea. See report attached.

VIII. Presentation on Louisiana Rehabilitation Services – Bob Lobos

Amended agenda and minutes to change present title to Louisiana Rehabilitation Council.

Mr. Lobos is the chairperson for the council. Discussed the successes and challenges. Gave background on the LRC. He also explained the function of the LRC. "Getting people back to work". Provided information on the current state of the LRS. Asked that members consider working on the LRC and hiring clients of Louisiana Rehabilitation Services (LRS).

Erin Monroe-Wesley commented on dollars and wavers. Susan Schowen – requested specific info for people with disabilities.

Sen. Appel – will be releasing people from prison. Need jobs for those people being released. Need employers to hire them to keep them out of the system. He stated nothing works if we can't find jobs for these people. We have to create jobs for people coming out of prison.

Kenneth Burrell – Re-entry program and Workforce Development working together to find work for prisoners being released; education department to train them. He discussed what is being worked on to assist in the effort to get released prisoners jobs.

Ken York – Stated he would second what Bob said. The reason they are not employed is because of the attitude of the hiring companies and managers. Charles invited Ken to come back and speak at future meetings. Charles also thanked Bob Lobos for attending the meeting and the presentation. See report attached.

- IX. Discussion on current status of WIC – Charles Moniotte: stated the IBC committee is an extremely flexible committee and they were able to move this process quickly. “They are doing an outstanding job.” Discussed the effort of the group to upgrade the IBC process. Thanked IBC committee for their efforts and work. Charles stated to Erin Monroe-Wesley - Would like to have the general council to pursuit roles and responsibilities of WIC regarding State Law.
- X. Other Business: The handouts: “How WIOA Performance Data Works” flow charts from Charles Moniotte and “WIOA’s State Workforce Board. WIC” from Louisiana Workforce Commission. Chairman stated he would like to have report displaying how the WIC is meeting the guidelines required by the board. He asked that WIC Director Kellie Taylor-White produce such report. Rallo would like to have a more extensive flow chart. WIC Director Kellie Taylor-White assured Chairman Charles Moniotte she will compile a report of WIC since she started.
- XI. Public Comments
- XII. Adjournment: Chairman Charles Moniotte adjourned meeting at 11:42 a.m.

State of Louisiana  
Long Term Projections for All Occupations to 2024  
(In order by occupational code)

Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2024 Projected	10 Year Growth <sup>5</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Wage - Lowest 10% <sup>11</sup>	2015 State Annual Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Wage - Highest 10% <sup>13</sup>	2015 State Annual Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		00-0000	Total, All Occupations	2,039,900	2,187,180	147,280	17,500	50,620	68,120	\$83.77	\$31.56	\$65,642	>\$90.00	>\$187,199	Bachelors degree	5 years or more	None	
		11-1011	Chief Executives	1,320	1,320	0	0	20	20	\$87.39	\$22.66	\$47,132	>\$90.00	>\$187,199	Bachelors degree	Less than 5 years	None	
		11-1021	General and Operations Managers	30,860	33,370	2,510	280	780	1,060	\$73.39	\$18.56	\$47,132	>\$90.00	>\$187,199	Bachelors degree	Less than 5 years	None	
		11-1031	Legislators	700	690	-100	0	20	20	NA	NA	\$15,992	NA	\$33,413	Bachelors degree	Less than 5 years	None	
		11-2011	Advertising and Promotions Managers	350	390	40	0	10	20	\$32.39	\$18.29	\$38,040	\$39.60	\$123,962	Bachelors degree	Less than 5 years	None	
		11-2021	Marketing Managers	940	1,050	110	10	20	30	\$43.72	\$21.35	\$44,405	\$72.38	\$150,549	Bachelors degree	5 years or more	None	
		11-2022	Sales Managers	3,770	4,040	270	30	90	120	\$50.06	\$22.55	\$46,897	\$86.47	\$179,848	Bachelors degree	Less than 5 years	None	
		11-2031	Public Relations and Fundraising Managers	320	340	20	0	10	10	\$42.18	\$18.69	\$38,880	\$80.74	\$167,946	Bachelors degree	5 years or more	None	
		11-3011	Administrative Services Managers	3,410	3,650	240	30	60	90	\$37.56	\$18.56	\$38,608	\$39.57	\$123,915	Associates Degree	Less than 5 years	None	
		11-3021	Computer and Information Systems Managers	1,800	2,070	270	30	20	50	\$45.42	\$25.47	\$52,984	\$68.67	\$142,825	Bachelors degree	5 years or more	None	
		11-3031	Financial Managers	5,390	5,770	380	40	130	170	\$47.84	\$25.06	\$52,118	\$80.06	\$166,317	Bachelors degree	5 years or more	None	
		11-3051	Industrial Production Managers	1,720	1,790	70	10	50	60	\$54.47	\$27.69	\$57,537	\$91.54	\$190,402	Bachelors degree	5 years or more	None	
		11-3061	Purchasing Managers	810	850	40	10	20	20	\$41.43	\$22.30	\$46,379	\$69.10	\$143,133	Bachelors degree	5 years or more	None	
		11-3071	Transportation, Storage, and Distribution Managers	1,370	1,440	70	10	30	40	\$42.56	\$21.70	\$45,137	\$70.36	\$146,156	Associates Degree	5 years or more	None	
		11-3111	Compensation and Benefits Managers	230	240	10	0	10	10	\$34.50	\$21.08	\$43,845	\$52.35	\$108,895	Bachelors degree	5 years or more	None	
		11-3121	Human Resources Managers	1,480	1,620	140	20	40	60	\$38.11	\$28.73	\$45,193	\$59.49	\$123,740	Bachelors degree	5 years or more	None	
		11-3131	Training and Development Managers	430	460	30	0	10	20	\$36.35	\$19.57	\$40,699	\$58.53	\$115,502	Bachelors degree	5 years or more	None	
		11-9013	Farmers, Ranchers, and Other Agricultural	570	560	-10	0	10	10	\$30.80	\$11.38	\$23,679	\$46.77	\$97,279	High school diploma or equivalent	5 years or more	None	
		11-9021	Construction Managers	5,700	5,850	150	20	80	100	\$41.85	\$23.54	\$49,961	\$64.23	\$137,762	Bachelors degree	None	Moderate-term on-the-job training	
		11-9031	Education Administrators, Preschool and	250	280	30	0	10	10	\$21.26	\$13.09	\$27,237	\$29.87	\$62,125	Bachelors degree	Less than 5 years	None	
		11-9032	Education Administrators, Elementary and	3,760	3,980	220	30	110	130	NA	NA	\$54,167	NA	\$96,483	Masters degree	5 years or more	None	
		11-9033	Education Administrators, Postsecondary	2,130	2,310	180	20	60	80	\$44.82	\$23.25	\$48,258	\$78.05	\$156,100	Masters degree	5 years or more	None	
		11-9039	Education Administrators, All Other	580	620	40	0	20	20	NA	NA	NA	NA	>\$187,199	Bachelors degree	Less than 5 years	None	
		11-9041	Architectural and Engineering Managers	1,840	1,770	-70	10	50	60	\$65.33	\$37.95	\$78,922	\$93.59	\$194,677	Bachelors degree	5 years or more	None	
		11-9051	Food Service Managers	2,710	2,930	220	20	50	80	\$24.23	\$13.44	\$27,862	\$33.99	\$74,868	Associates Degree	Less than 5 years	None	
		11-9061	Funeral Service Managers	570	590	20	0	10	10	\$29.58	\$16.00	\$33,770	\$49.83	\$103,649	Associates degree	Less than 5 years	None	
		11-9071	Gaming Managers	250	250	0	0	10	10	\$36.01	\$25.26	\$52,540	\$48.93	\$101,784	High school diploma or equivalent	Less than 5 years	None	
		11-9081	Lodging Managers	570	620	50	10	10	20	\$27.16	\$16.03	\$31,236	\$49.27	\$102,489	Associates Degree	Less than 5 years	None	
		11-9111	Medical and Health Services Managers	2,540	3,130	590	30	70	100	\$43.68	\$25.99	\$54,066	\$66.45	\$125,743	Bachelors degree	None	None	
		11-9121	Natural Sciences Managers	290	300	10	0	10	10	\$44.98	\$28.35	\$58,976	\$64.30	\$129,585	Bachelors degree	5 years or more	None	
		11-9131	Postmasters and Mail Superintendents	160	140	-20	0	0	0	\$34.80	\$29.24	\$60,817	\$42.49	\$88,383	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		11-9141	Property, Real Estate, and Community Association Managers	4,940	5,270	330	30	90	120	\$21.54	\$9.08	\$18,892	\$36.46	\$75,827	Associates Degree	Less than 5 years	None	
		11-9151	Social and Community Service Managers	2,050	2,160	110	10	50	70	\$31.23	\$19.05	\$39,631	\$45.48	\$94,601	Bachelors degree	5 years or more	None	
		11-9161	Emergency/Management Directors	110	120	10	0	0	0	\$36.55	\$19.77	\$41,123	\$63.56	\$132,197	Bachelors degree	5 years or more	None	
		11-9199	Managers, All Other	15,740	16,250	510	80	350	430	\$39.87	\$19.43	\$40,413	\$66.22	\$137,748	High school diploma or equivalent	Less than 5 years	None	
		13-1011	Agents and Business Managers of Artists, Authors, and Musicians	120	120	0	0	0	0	\$36.99	\$19.12	\$39,764	\$44.24	\$92,028	Bachelors degree	Less than 5 years	None	
		13-1021	Buyers and Purchasing Agents, Farm Products	340	350	10	0	10	10	\$23.63	\$13.28	\$27,619	\$36.22	\$75,346	High school diploma or equivalent	None	Long-term on-the-job training	
		13-1022	Wholesale and Retail Buyers, Except Farm	1,000	1,070	70	10	30	40	\$21.29	\$10.88	\$32,632	\$33.83	\$70,215	Associates Degree	None	Long-term on-the-job training	



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		13-1023	Purchasing Agent, Except Wholesale, Retail, and	2,810	2,960	140	20	80	90	\$27.38	\$15.94	\$33.149	\$41.65	\$56.635	High school diploma or equivalent	None	Long-term on-the-job training	
		13-1031	Claims Adjuster, Examiner, and Investigators	3,080	3,340	260	30	80	100	\$32.77	\$18.91	\$39.341	\$47.49	\$68.76	Postsecondary non-degree award	None	Long-term on-the-job training	
		13-1032	Insurance Appraisers, Auto Damage	140	150	0	0	0	0	\$31.45	\$19.66	\$40.884	\$45.75	\$95.164	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		13-1041	Compliance Officers	4,280	4,450	170	20	60	80	\$28.89	\$15.90	\$33.071	\$44.85	\$93.281	Batchelor degree	None	Moderate-term on-the-job training	
		13-1051	Cost Estimators	2,640	2,770	130	10	80	90	\$27.41	\$15.90	\$33.064	\$43.87	\$91.232	Batchelor degree	None	None	None
		13-1071	Human Resources Specialists	3,310	3,660	350	20	90	100	\$25.25	\$14.88	\$30.951	\$38.00	\$79.037	Batchelor degree	None	None	None
		13-1075	Labor Relations Specialists	160	160	0	0	0	0	\$56.37	\$8.77	\$18.243	\$47.09	\$97.953	Batchelor degree	None	None	None
		13-1081	Legislators	700	760	60	10	10	20	\$34.42	\$19.11	\$39.251	\$52.17	\$108.510	Batchelor degree	None	None	None
		13-1111	Management Analysts	4,090	4,630	540	60	60	120	\$34.95	\$18.45	\$38.383	\$52.22	\$108.618	Batchelor degree	Less than 5 years	None	None
		13-1121	Meeting, Convention, and Event Planners	540	610	80	10	10	20	\$21.13	\$11.19	\$21.366	\$30.86	\$64.184	Batchelor degree	None	None	None
		13-1131	Facilitators	330	360	30	0	10	10	\$23.09	\$14.30	\$29.739	\$30.79	\$64.049	Batchelor degree	None	None	None
		13-1141	Compensation, Benefits, and Job Analysis	1,300	1,230	0	0	30	30	\$21.67	\$13.90	\$28.902	\$30.36	\$63.150	Batchelor degree	None	None	None
		13-1151	Training and Development Specialists	1,890	2,030	140	20	30	60	\$34.24	\$13.95	\$29.009	\$39.48	\$82.111	Batchelor degree	Less than 5 years	None	None
		13-1161	Market Research Analysts and Marketing	2,180	2,580	390	40	50	70	\$24.77	\$13.65	\$21.390	\$37.59	\$78.195	Batchelor degree	None	None	None
		13-1199	Business Operations Specialists, All Other	12,900	14,070	1,090	130	190	270	\$27.43	\$13.64	\$28.364	\$45.28	\$94.176	High school diploma or equivalent	None	None	None
		13-2011	Accountants and Auditors	12,220	13,400	1,180	130	330	460	\$30.34	\$19.20	\$39.931	\$45.93	\$95.539	Batchelor degree	None	Long-term on-the-job training	
		13-2021	Appraisers and Assessors of Real Estate	720	760	40	0	10	20	\$22.64	\$13.96	\$29.032	\$34.77	\$72.322	Postsecondary non-degree award	None	None	None
		13-2031	Budget Analysts	420	440	20	0	10	10	\$30.91	\$20.04	\$41.675	\$43.88	\$91.261	Batchelor degree	None	None	None
		13-2041	Credit Analysts	350	380	30	0	20	20	\$35.41	\$16.88	\$35.106	\$58.68	\$122.056	Batchelor degree	None	None	None
		13-2051	Financial Analysts	720	800	70	10	20	20	\$39.93	\$20.70	\$43.060	\$66.65	\$138.638	Batchelor degree	None	None	None
		13-2052	Personal Financial Advisors	1,680	2,050	370	40	40	80	\$46.21	\$18.53	\$38.542	>\$90.00	>\$187.199	Batchelor degree	None	None	None
		13-2053	Insurance Underwriters	1,110	1,030	0	0	20	20	\$31.42	\$17.47	\$35.331	\$53.44	\$109.010	Batchelor degree	None	Moderate-term on-the-job training	
		13-2061	Financial Examiners	230	270	40	0	10	10	\$38.29	\$19.83	\$41.243	\$66.55	\$138.439	Batchelor degree	None	Moderate-term on-the-job training	
		13-2071	Credit Counselors	100	100	10	0	0	0	\$17.85	\$11.77	\$24.489	\$23.17	\$48.199	Batchelor degree	None	Moderate-term on-the-job training	
		13-2072	Loan Officers	3,900	4,280	380	40	70	110	\$27.04	\$13.86	\$34.828	\$44.00	\$91.539	Associates Degree	None	Moderate-term on-the-job training	
		13-2081	Tax Examiners and Collectors, and Revenue	720	720	0	0	30	30	\$24.08	\$13.43	\$27.927	\$42.74	\$88.909	Batchelor degree	None	Moderate-term on-the-job training	
		13-2082	Tax Preparers	1,440	1,460	20	0	40	40	\$14.83	\$8.49	\$17.653	\$22.47	\$46.745	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		13-2099	Financial Specialists, All Other	990	1,050	70	10	10	20	\$26.50	\$13.17	\$27.299	\$45.48	\$94.591	Batchelor degree	None	Moderate-term on-the-job training	
		13-1121	Computer Systems Analysts	1,980	2,470	690	80	30	100	\$41.87	\$19.45	\$40.463	\$55.86	\$116.179	Batchelor degree	None	None	None
		13-1122	Information Security Analysts	740	930	190	20	10	30	\$34.18	\$16.90	\$35.142	\$58.90	\$122.505	Batchelor degree	Less than 5 years	None	None
		13-1131	Computer Programmers	2,350	3,330	890	100	60	160	\$32.56	\$19.42	\$40.392	\$48.08	\$100.005	Batchelor degree	None	None	None
		13-1132	Software Developers, Applications	1,260	2,130	860	100	20	110	\$37.54	\$19.34	\$40.222	\$55.42	\$115.247	Batchelor degree	None	None	None
		13-1133	Software Developers, Systems Software	1,030	1,750	720	80	20	100	\$35.29	\$19.70	\$40.983	\$49.95	\$103.896	Batchelor degree	None	None	None
		13-1134	Web Developers	720	1,060	340	40	10	100	\$25.59	\$14.08	\$29.290	\$36.55	\$76.025	Associates degree	None	None	None
		13-1141	Database Administrators	490	660	180	20	10	30	\$33.88	\$19.90	\$41.393	\$46.84	\$97.436	Batchelor degree	Less than 5 years	None	None
		13-1142	Network and Computer Systems Administrators	2,950	3,360	940	100	40	140	\$30.49	\$17.00	\$35.365	\$47.30	\$98.379	Batchelor degree	None	None	None
		13-1143	Computer Network Architects	300	380	80	10	0	10	\$42.56	\$23.42	\$52.871	\$62.30	\$129.587	Batchelor degree	5 years or more	None	None
		13-1151	Computer User Support Specialists	3,440	4,030	700	80	40	120	\$22.11	\$12.84	\$26.698	\$33.66	\$70.020	Some college, no degree	None	Moderate-term on-the-job training	
		13-1152	Computer Network Support Specialists	1,640	1,980	300	30	50	50	\$32.58	\$13.78	\$38.665	\$36.21	\$73.317	Associates degree	None	None	None
		13-1199	Computer Occupations, All Other	2,660	2,730	170	20	30	50	\$32.37	\$15.37	\$31.979	\$50.64	\$105.328	Batchelor degree	None	None	None
		13-2031	Operations Research Analysts	1,110	1,540	430	50	20	70	\$26.78	\$15.38	\$31.999	\$48.64	\$101.162	Batchelor degree	None	None	None

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		17-1011	Architects, Except Landscape and Naval Landscape Architects	1,190	1,270	80	10	20	30	\$34.92	\$19.09	\$39,715	\$57.32	\$119,234	Bachelors degree	None	Internship/residency	
		17-1012	Surveyors	220	230	20	0	0	10	\$21.87	\$13.69	\$28,471	\$36.15	\$75,196	Bachelors degree	None	Internship/residency	
		17-1022	Chemical Engineers	1,140	1,100	0	0	40	40	\$57.99	\$16.16	\$33,617	\$43.55	\$91,417	Bachelors degree	Less than 5 years	None	
		17-3041	Civil Engineers	2,370	2,700	330	40	70	100	\$34.73	\$33.63	\$69,939	\$78.68	\$163,645	Bachelors degree	None	None	
		17-3051	Computer Hardware Engineers	3,820	4,080	260	30	110	140	\$43.56	\$23.86	\$53,799	\$62.85	\$130,719	Bachelors degree	None	None	
		17-3061	Electronics Engineers, Except Computer	290	330	40	10	10	10	\$39.95	\$23.38	\$53,200	\$37.31	\$119,264	Bachelors degree	None	None	
		17-3071	Environmental Engineers	1,630	1,760	130	20	40	50	\$48.86	\$28.07	\$58,393	\$76.10	\$158,385	Bachelors degree	None	None	
		17-3072	Health and Safety Engineers, Except Mining Engineers	700	740	60	10	20	20	\$39.50	\$23.42	\$52,864	\$38.04	\$120,713	Bachelors degree	None	None	
		17-3081	Industrial Engineers	530	630	70	10	20	20	\$45.91	\$33.65	\$53,346	\$70.71	\$147,071	Bachelors degree	None	None	
		17-3111	Marine Engineers and Naval Architects	690	730	40	0	20	20	\$41.50	\$19.86	\$41,302	\$69.46	\$144,484	Bachelors degree	None	None	
		17-3112	Mechanical Engineers	2,380	2,540	160	20	70	90	\$46.93	\$22.82	\$47,472	\$73.91	\$153,731	Bachelors degree	None	None	
		17-3121	Materials Engineers	280	280	0	0	10	10	\$36.68	\$24.65	\$31,273	\$49.49	\$102,942	Bachelors degree	None	None	
		17-3131	Mining and Geological Engineers, Including Nuclear Engineers	80	80	0	0	0	0	\$55.32	\$33.23	\$67,078	NA	>\$187,199	Bachelors degree	None	None	
		17-3141	Petroleum Engineers	2,990	2,830	250	30	80	110	\$47.26	\$26.01	\$44,108	\$73.12	\$156,245	Bachelors degree	None	None	
		17-3151	Architectural and Civil Drafters	90	100	10	0	0	0	NA	NA	\$32,673	NA	>\$187,199	Bachelors degree	None	None	
		17-3161	Mechanical Drafters	130	150	20	0	0	10	\$49.11	\$33.96	\$70,643	\$66.31	\$138,346	Bachelors degree	None	None	
		17-3171	Electrical and Electronics Engineering Technicians	1,520	1,580	60	10	40	50	\$66.48	\$32.54	\$67,693	>\$90,000	>\$187,199	Bachelors degree	None	None	
		17-3199	Other Technicians	3,860	4,250	390	40	80	120	\$42.35	\$24.32	\$40,580	\$66.56	\$130,430	Bachelors degree	None	None	
		17-3011	Architectural and Civil Drafters	1,320	1,300	0	0	20	20	\$36.47	\$16.34	\$33,988	\$41.22	\$85,736	Associates degree	None	None	
		17-3012	Electrical and Electronics Drafters	240	290	20	0	0	10	\$31.98	\$19.81	\$41,213	\$49.58	\$103,118	Associate's degree	None	None	
		17-3013	Mechanical Drafters	1,200	1,200	0	0	10	10	\$31.57	\$18.53	\$38,548	\$51.64	\$107,410	Associates degree	None	None	
		17-3019	Drafters, All Other	940	940	0	0	10	10	\$36.35	\$14.66	\$30,483	\$38.44	\$79,945	Associates degree	None	None	
		17-3021	Aerospace Engineering and Operations Technicians	160	180	20	0	0	10	\$31.99	\$20.60	\$42,858	\$45.11	\$93,838	Associates degree	None	None	
		17-3022	Civil Engineering Technicians	1,710	1,690	0	0	40	40	\$32.49	\$13.42	\$37,909	\$33.04	\$68,730	Associates degree	None	None	
		17-3023	Electrical and Electronics Engineering Technicians	1,480	1,560	80	10	40	50	\$36.92	\$15.71	\$32,682	\$37.83	\$78,689	Associates degree	None	None	
		17-3024	Electro-Mechanical Technicians	650	630	0	0	20	20	\$31.80	\$13.20	\$17,462	\$37.15	\$77,265	Associates degree	None	None	
		17-3025	Environmental Engineering Technicians	370	390	20	0	10	10	\$30.90	\$10.41	\$21,656	\$32.21	\$67,000	Associates degree	None	None	
		17-3026	Industrial Engineering Technicians	400	430	30	0	10	10	\$32.05	\$12.98	\$26,996	\$48.32	\$100,516	Associates degree	None	None	
		17-3027	Mechanical Engineering Technicians	440	470	30	0	10	10	\$31.71	\$17.71	\$36,832	\$35.76	\$115,971	Associates degree	None	None	
		17-3029	Engineering Technicians, Except Drafters, All Other	750	790	40	0	20	20	\$38.58	\$15.47	\$32,175	\$49.33	\$102,597	Associates degree	None	None	
		17-3031	Surveying and Mapping Technicians	1,530	1,440	0	0	20	20	\$18.56	\$10.22	\$11,233	\$27.85	\$57,931	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		19-1013	Soil and Plant Scientists	110	110	0	0	0	0	\$39.84	\$15.82	\$32,897	\$42.75	\$88,916	Bachelors degree	None	None	
		19-1021	Biochemists and Biophysicists	280	270	0	0	10	10	\$32.20	\$15.52	\$32,272	\$30.06	\$62,529	Doctoral or professional degree	None	None	
		19-1023	Zoologists and Wildlife Biologists	60	60	0	0	0	0	\$33.86	\$21.55	\$44,833	\$49.49	\$102,942	Bachelors degree	None	None	
		19-1029	Biological Scientists, All Other	210	230	10	0	10	10	\$34.75	\$22.91	\$47,662	\$44.83	\$93,241	Bachelors degree	None	None	
		19-1031	Conservation Scientists	670	690	20	0	30	30	\$39.35	\$19.18	\$39,885	\$42.74	\$88,901	Bachelors degree	None	None	
		19-1032	Foresters	340	260	30	0	10	10	\$38.18	\$25.60	\$53,242	\$60.23	\$125,270	Bachelors degree	None	None	
		19-1041	Epidemiologists	110	110	0	0	0	0	\$30.31	\$17.53	\$36,463	\$53.10	\$110,449	Masters degree	None	None	
		19-1042	Medical Scientists, Except Epidemiologists	120	130	10	0	0	10	\$43.88	\$24.65	\$51,262	\$76.41	\$158,929	Doctoral or professional degree	None	None	
		19-2031	Chemists	700	740	40	10	30	20	\$34.95	\$16.97	\$35,289	\$54.20	\$112,736	Bachelors degree	None	None	

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 Long Term Projections for All Occupations to 2024  
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Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2024 Projected	10 Year Growth <sup>5</sup>	Annual New Growth <sup>6</sup>	Annual Replacement <sup>7</sup>	Annual Total Openings <sup>8</sup>	2015 State Annual Average Wage <sup>9</sup>	2015 State Hourly Avg. Wage - Lowest 10%/11	2015 State Annual Avg. Wage - Lowest 10%/12	2015 State Hourly Avg. Wage - Highest 10%/13	2015 State Annual Avg. Wage - Highest 10%/14	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		19-2032	Materials Scientists	100	110	10	0	0	0	\$51.36	\$35.38	\$73.582	\$63.37	\$131,809	Bachelor's degree	None	None	None
		19-2041	Environmental Scientists and Specialists, Including Health	1,270	1,370	100	10	40	50	\$30.41	\$15.92	\$33.112	\$32.06	\$108,208	Bachelor's degree	None	None	None
		19-2042	Geoscientists, Except Hydrologists and Health	910	960	60	10	30	30	\$48.32	\$21.37	\$44.413	\$91.06	\$189,411	Bachelor's degree	None	None	None
		19-2011	Economists	90	90	0	0	0	0	\$46.80	\$25.90	\$53,040	\$78.31	\$162,893	Bachelor's degree	None	None	None
		19-3022	Survey Researchers	290	310	30	0	0	10	\$21.70	\$16.15	\$33,588	\$30.61	\$63,672	Master's degree	None	None	None
		19-3031	Clinical, Counseling, and School Psychologists	530	620	90	10	10	20	\$37.54	\$17.63	\$36,677	\$58.71	\$122,123	Doctoral or professional degree	None	Internship/residency	None
		19-3039	Psychologists, All Other	250	280	30	0	10	10	\$43.60	\$27.76	\$37,239	\$4.61	\$111,515	Master's degree	None	Internship/residency	None
		19-3051	Urban and Regional Planners	90	100	10	0	0	0	\$27.62	\$16.66	\$35,068	\$44.51	\$92,580	Master's degree	None	None	None
		19-3091	Anthropologists and Archeologists	80	90	0	0	0	0	\$26.24	\$13.59	\$28,239	\$41.46	\$86,247	Master's degree	None	None	None
		19-3099	Social Scientists and Related Workers, All Other	140	140	10	0	0	0	\$33.04	\$22.13	\$46,035	\$45.47	\$94,588	Bachelor's degree	None	None	None
		19-4011	Agricultural and Food Science Technicians	50	60	0	0	0	0	\$15.47	\$10.34	\$21,500	\$22.93	\$47,703	Associate's degree	None	Moderate-term on-the-job training	None
		19-4021	Biological Technicians	180	200	20	0	10	10	\$19.37	\$11.19	\$23,283	\$29.50	\$61,335	Bachelor's degree	None	Moderate-term on-the-job training	None
		19-4031	Chemical Technicians	1,980	2,180	200	20	60	80	\$17.99	\$15.23	\$31,676	\$38.42	\$79,910	Associate's degree	None	Moderate-term on-the-job training	None
		19-4041	Geological and Petroleum Technicians	810	840	30	0	30	30	\$28.77	\$15.99	\$32,007	\$46.17	\$96,040	Associate's degree	None	Moderate-term on-the-job training	None
		19-4051	Nuclear Technicians	230	240	10	0	10	10	\$31.70	\$18.31	\$38,095	\$45.59	\$94,822	Associate's degree	None	Moderate-term on-the-job training	None
		19-4061	Social Science Research Assistants	120	130	10	0	10	10	\$14.86	\$7.70	\$16,017	\$33.55	\$69,719	Associate's degree	None	None	None
		19-4091	Environmental Science and Protection Technicians, Including Health	490	530	40	0	20	20	\$22.43	\$11.71	\$24,367	\$37.63	\$78,208	Associate's degree	None	None	None
		19-4093	Forensic Science Technicians	180	220	40	0	10	10	\$24.25	\$15.34	\$31,914	\$36.85	\$76,649	Bachelor's degree	None	Moderate-term on-the-job training	None
		19-4093	Forest and Conservation Technicians	70	70	0	0	0	0	NA	NA	NA	NA	>\$187,199	Associate's degree	None	None	None
		19-4099	Life, Physical, and Social Science Technicians, All Substance Abuse and Behavioral Disorder Counselors	390	410	30	0	20	20	\$23.49	\$15.35	\$31,935	\$33.50	\$67,595	Associate's degree	None	None	None
		21-1011	Substance Abuse and Behavioral Disorder Counselors	820	940	120	10	20	30	\$17.14	\$8.74	\$18,180	\$26.87	\$35,896	Bachelor's Degree	None	Moderate-term on-the-job training	None
		21-1012	Educational Guidance, School, and Vocational Marriage and Family Therapists	4,200	4,560	370	40	90	130	\$25.30	\$16.18	\$33,651	\$34.76	\$72,291	Master's degree	None	None	None
		21-1013	Marriage and Family Therapists	130	140	20	0	0	10	\$20.91	\$13.02	\$27,090	\$32.75	\$68,133	Master's degree	None	None	None
		21-1014	Mental Health Counselors	2,330	2,700	370	40	50	90	\$16.49	\$10.29	\$21,404	\$23.73	\$49,363	Master's degree	None	Internship/residency	None
		21-1015	Rehabilitation Counselors	800	870	70	10	20	20	\$22.38	\$13.25	\$27,552	\$32.87	\$68,364	Master's degree	None	None	None
		21-1019	Child, Family, and School Social Workers	1,020	1,100	80	10	20	30	\$18.25	\$8.65	\$17,966	\$28.72	\$49,730	Master's degree	None	None	None
		21-1021	Healthcare Social Workers	900	900	0	10	30	30	\$24.93	\$15.19	\$31,995	\$34.11	\$70,955	Bachelor's degree	None	None	None
		21-1022	Mental Health and Substance Abuse Social Workers, All Other	1,860	2,200	220	20	50	70	\$23.62	\$15.79	\$32,449	\$32.90	\$68,437	Master's degree	None	None	None
		21-1023	Mental Health and Substance Abuse Social Workers, All Other	1,440	1,180	140	20	30	40	\$19.81	\$11.39	\$23,684	\$30.07	\$63,548	Bachelor's degree	None	None	None
		21-1029	Health Educators	440	610	170	10	10	20	\$23.76	\$12.92	\$26,865	\$37.13	\$77,230	Bachelor's degree	None	None	None
		21-1092	Probation Officers and Correctional Treatment Specialists	1,260	1,290	0	0	30	30	\$23.02	\$15.19	\$31,588	\$34.89	\$72,579	Bachelor's degree	None	Short-term on-the-job training	None
		21-1093	Social and Human Service Assistants	3,060	3,350	290	40	60	100	\$13.46	\$8.49	\$17,662	\$30.01	\$41,614	High school diploma or equivalent	None	Short-term on-the-job training	None
		21-1094	Community Health Workers	600	640	80	10	10	20	\$18.59	\$11.16	\$23,203	\$29.97	\$62,341	High school diploma or equivalent	None	Short-term on-the-job training	None
		21-1099	Community and Social Service Specialists, All Other	\$1,830	6,030	2,900	20	110	140	\$18.37	\$9.34	\$19,427	\$39.05	\$60,429	Master's degree	None	None	None
		21-2011	Clergy	280	320	40	0	10	10	\$19.68	\$10.32	\$21,463	\$29.92	\$62,343	Bachelor's degree	None	Moderate-term on-the-job training	None
		23-1011	Lawyers	8,780	9,250	470	30	130	180	\$53.48	\$23.23	\$48,328	>\$90,000	>\$187,199	Doctoral or professional degree	None	None	None
		23-1012	Judicial Law Clerks	340	230	0	0	10	10	\$20.89	\$14.31	\$29,774	\$28.78	\$39,872	Doctoral or professional degree	None	None	None

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(in order by occupational code)

Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2024 Projected	10 Year Growth <sup>5</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage-Lowest 10% <sup>11</sup>	2015 State Annual Average Wage-Mid 10% <sup>12</sup>	2015 State Hourly Avg. Wage-Highest 10% <sup>13</sup>	2015 State Annual Average Wage-Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		23-1021	Administrative Law Judges, Adjudicators, and Arbitrators, Mediators, and Conciliators	240	240	0	0	0	0	\$33.39	\$8.19	\$17,022	\$76.13	\$158,244	Doctoral or professional degree	Less than 5 years	Short-term on-the-job training	
		23-1022	Judges, Magistrate Judges, and Hearing Officers	60	60	0	0	0	0	\$25.76	\$20.01	\$41,625	\$39.98	\$62,267	Bachelor's degree	Less than 5 years	Moderate-term on-the-job training	
		23-1033	Judges, Magistrate Judges, and Hearing Officers	290	290	0	0	0	0	\$43.50	\$11.43	\$33,781	>\$90.00	>\$187,199	Doctoral or professional degree	5 years or more	Short-term on-the-job training	
		23-3011	Paralegals and Legal Assistants	3,570	3,870	300	30	80	110	\$30.89	\$13.19	\$27,437	\$39.60	\$61,264	Associate's degree	None	None	
		23-3091	Court Reporters	\$10	\$30	10	0	10	10	\$19.73	\$10.31	\$21,436	\$29.10	\$60,437	Postsecondary non-degree award	None	Short-term on-the-job training	
		23-3093	Title Examiners, Abstractors, and Searchers	1,130	1,110	0	0	30	30	\$30.46	\$12.10	\$25,171	\$32.32	\$67,224	Postsecondary non-degree award	None	Short-term on-the-job training	
		23-3099	Legal Support Workers, All Other	310	330	10	0	10	10	\$22.34	\$12.29	\$25,563	\$30.26	\$62,922	High school diploma or equivalent	None	Short-term on-the-job training	
		25-1011	Business Teachers, Postsecondary	630	700	60	10	10	20	NA	NA	\$18,894	NA	\$147,238	Doctoral or professional degree	None	None	
		25-1021	Computer Science Teachers, Postsecondary	230	240	20	0	0	10	NA	NA	\$19,176	NA	\$121,533	Doctoral or professional degree	None	None	
		25-1022	Mathematical Science Teachers, Postsecondary	500	\$80	80	10	10	20	NA	NA	\$18,498	NA	\$109,543	Doctoral or professional degree	None	None	
		25-1031	Architecture Teachers, Postsecondary	80	90	10	0	0	0	NA	NA	\$40,163	NA	\$138,825	Doctoral or professional degree	None	None	
		25-1032	Engineering Teachers, Postsecondary	290	330	40	0	10	10	NA	NA	\$19,210	NA	\$129,381	Doctoral or professional degree	None	None	
		25-1041	Agricultural Sciences Teachers, Postsecondary	60	60	0	0	0	0	NA	NA	\$46,456	NA	\$126,596	Doctoral or professional degree	None	None	
		25-1042	Biological Science Teachers, Postsecondary	480	530	70	10	10	20	NA	NA	\$18,780	NA	\$102,708	Doctoral or professional degree	None	None	
		25-1052	Chemistry Teachers, Postsecondary	180	210	30	0	0	10	NA	NA	\$40,747	NA	\$122,740	Doctoral or professional degree	None	None	
		25-1053	Environmental Science Teachers, Postsecondary	60	60	0	0	0	0	NA	NA	\$41,357	NA	\$150,392	Doctoral or professional degree	None	None	
		25-1054	Physics Teachers, Postsecondary	160	190	20	0	0	10	NA	NA	\$43,538	NA	\$127,127	Doctoral or professional degree	None	None	
		25-1061	Anthropology and Archeology Teachers, Postsecondary	60	60	0	0	0	0	NA	NA	\$38,441	NA	\$122,738	Doctoral or professional degree	None	None	
		25-1063	Economics Teachers, Postsecondary	100	110	10	0	0	0	NA	NA	\$19,705	NA	\$141,294	Doctoral or professional degree	None	None	
		25-1065	Political Science Teachers, Postsecondary	110	120	10	0	0	0	NA	NA	\$42,505	NA	\$115,051	Doctoral or professional degree	None	None	
		25-1066	Psychology Teachers, Postsecondary	200	230	30	0	0	10	NA	NA	\$18,172	NA	\$107,644	Doctoral or professional degree	None	None	
		25-1067	Sociology Teachers, Postsecondary	130	140	20	0	0	0	NA	NA	\$18,869	NA	\$91,281	Doctoral or professional degree	None	None	
		25-1069	Social Science Teachers, Postsecondary, All	130	150	20	0	0	0	NA	NA	NA	NA	NA	Doctoral or professional degree	None	None	
		25-1071	Health Specialists Teachers, Postsecondary	1,460	1,710	360	30	30	60	NA	NA	NA	NA	>\$187,199	Doctoral or professional degree	Less than 5 years	None	
		25-1072	Nursing Instructors and Teachers, Postsecondary	1,390	1,640	250	30	20	50	NA	NA	\$36,216	NA	\$84,531	Master's degree	Less than 5 years	None	
		25-1081	Education Teachers, Postsecondary	270	290	20	0	10	10	NA	NA	\$18,690	NA	\$88,453	Doctoral or professional degree	None	None	
		25-1082	Library Science Teachers, Postsecondary	60	60	0	0	0	0	NA	NA	\$42,653	NA	\$94,222	Doctoral or professional degree	None	None	
		25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	140	170	30	0	0	10	NA	NA	\$19,287	NA	\$93,628	Doctoral or professional degree	None	None	
		25-1112	Law Teachers, Postsecondary	500	600	100	10	10	20	NA	NA	\$68,739	NA	>\$187,199	Doctoral or professional degree	None	None	
		25-1113	Social Work Teachers, Postsecondary	130	150	20	0	0	0	NA	NA	\$42,643	NA	\$95,926	Doctoral or professional degree	None	None	
		25-1121	Art, Drama, and Music Teachers, Postsecondary	340	600	60	10	10	20	NA	NA	\$17,767	NA	\$87,545	Master's degree	None	None	
		25-1122	Communications Teachers, Postsecondary	150	160	10	0	0	10	NA	NA	\$33,500	NA	\$110,587	Doctoral or professional degree	None	None	

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Star Rating <sup>1</sup>	Start	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>5</sup>	2024 Projected	10 Year Growth <sup>4</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		25-1123	English Language and Literature Teachers, Postsecondary	540	590	50	10	10	20	NA	NA	\$18,309	NA	\$91,579	Doctoral or professional degree	None	None	None
		25-1124	Foreign Language and Literature Teachers, Postsecondary	180	200	20	0	0	10	NA	NA	\$12,161	NA	\$106,099	Doctoral or professional degree	None	None	None
		25-1125	History Teachers, Postsecondary	300	320	20	0	0	10	NA	NA	\$18,896	NA	\$91,234	Doctoral or professional degree	None	None	None
		25-1126	Philosophy and Religion Teachers, Postsecondary	80	90	10	0	0	0	NA	NA	\$34,394	NA	\$115,112	Doctoral or professional degree	None	None	None
		25-1191	Graduate Teaching Assistants	2,140	2,280	140	20	40	50	NA	NA	\$17,166	NA	\$48,578	Bachelors degree	None	None	None
		25-1193	Recreation and Fitness Studies Teachers, Vocational Education Teachers, Postsecondary	130	130	0	0	0	0	NA	NA	\$17,142	NA	\$71,162	Doctoral or professional degree	None	None	None
		25-1194	Vocational Education Teachers, Postsecondary	1,200	1,200	0	0	0	0	\$21.94	\$8.67	\$18,040	\$6.00	\$76,739	Bachelors degree	Less than 5 years	None	None
		25-1199	Postsecondary Teachers, All Other	3,190	3,480	290	30	60	90	NA	NA	\$16,993	NA	\$101,167	Doctoral or professional degree	None	None	None
		25-2011	Preschool Teachers, Except Special Education	3,410	3,740	330	40	100	140	\$17.90	\$8.67	\$11,025	\$6.68	\$55,504	Associates degree	None	None	None
		25-2012	Kindergarten Teachers, Except Special Education	2,370	2,510	140	30	70	90	NA	NA	\$40,291	NA	\$69,680	Bachelors degree	None	None	None
		25-2021	Elementary School Teachers, Except Special Education	21,770	25,200	3,430	160	530	690	NA	NA	\$40,144	NA	\$60,323	Bachelors degree	None	None	None
		25-2022	Middle School Teachers, Except Special and Career/Technical Education Teachers, Middle	4,950	5,250	300	30	110	140	NA	NA	\$39,572	NA	\$59,856	Bachelors degree	None	None	None
		25-2023	Career/Technical Education Teachers, Middle	110	120	10	0	0	0	NA	NA	\$37,609	NA	\$60,907	Bachelors degree	None	None	None
		25-3031	Secondary School Teachers, Except Special and Career/Technical Education Teachers, Secondary	13,560	14,380	820	90	320	410	NA	NA	\$40,539	NA	\$69,907	Bachelors degree	None	None	None
		25-3032	Career/Technical Education Teachers, Secondary	1,490	1,500	10	0	40	40	NA	NA	\$42,059	NA	\$71,887	Bachelors degree	Less than 5 years	None	None
		25-3031	Special Education Teachers, Preschool	1,240	1,310	70	10	20	30	NA	NA	\$40,543	NA	\$61,084	Bachelors degree	None	None	None
		25-5025	Special Education Teachers, Kindergarten and Special Education Teachers, Middle School	2,520	2,690	160	20	50	70	NA	NA	\$40,349	NA	\$61,194	Bachelors degree	None	None	None
		25-5025	Special Education Teachers, Middle School	1,360	1,440	80	10	30	40	NA	NA	\$40,756	NA	\$59,871	Bachelors degree	None	None	None
		25-5024	Special Education Teachers, Secondary School	1,830	1,940	110	10	30	40	NA	NA	\$40,530	NA	\$61,854	Bachelors degree	None	None	None
		25-5029	Special Education Teachers, All Other	1,830	1,940	110	10	30	40	NA	NA	\$41,746	NA	\$73,379	Bachelors degree	None	None	None
		25-5011	Adult Basic and Secondary Education and Self-Enrichment Education Teachers	420	460	40	0	10	10	\$30.14	\$8.63	\$17,991	\$31.07	\$64,634	Bachelors degree	None	None	None
		25-5021	Self-Enrichment Education Teachers	1,160	1,340	180	20	20	40	\$15.97	\$8.48	\$17,650	\$25.19	\$57,405	Postsecondary non-degree award	Less than 5 years	None	None
		25-5097	Teachers and Instructors, All Other, Except Substitute Teachers	5,430	5,830	400	40	100	140	\$13.61	NA	\$18,489	NA	\$70,688	#N/A	#N/A	#N/A	None
		25-5011	Archivists	1,790	2,050	260	30	30	60	\$13.61	\$8.16	\$16,962	\$31.68	\$45,103	Bachelors degree	None	None	None
		25-4011	Curatons	230	250	20	0	0	0	\$24.48	\$16.55	\$34,433	\$30.17	\$62,762	Masters degree	None	None	None
		25-4013	Museum Technicians and Conservators	100	110	10	0	10	10	\$18.87	\$12.44	\$25,868	\$26.90	\$55,948	Masters degree	None	None	None
		25-4021	Librarians	1,820	1,850	30	0	30	30	\$15.34	\$10.03	\$20,863	\$22.71	\$47,238	Bachelors degree	None	None	None
		25-4031	Library Technicians	2,190	2,300	110	10	110	120	\$25.39	\$19.15	\$39,831	\$32.61	\$67,826	Masters degree	None	None	None
		25-9031	Instructional Coordinators	1,920	2,060	140	20	20	40	\$16.42	\$9.37	\$19,500	\$25.23	\$52,473	Postsecondary non-degree award	None	None	None
		25-9041	Teacher Assistants	14,540	15,490	950	110	350	450	\$34.96	\$15.60	\$32,446	\$36.27	\$75,452	Masters degree	5 years or more	None	None
		25-9099	Education, Training, and Library Workers, All	2,450	2,550	200	20	20	50	NA	NA	\$16,273	NA	\$27,170	Postsecondary non-degree award	None	None	None
		27-1011	Art Directors	740	700	-40	0	0	0	\$33.58	\$10.20	\$21,212	\$38.29	\$79,645	Bachelors degree	None	None	None
		27-1013	Fine Artists, Including Painters, Sculptors, and	90	90	0	0	0	0	\$49.56	\$24.12	\$20,176	\$84.30	\$175,348	Bachelors degree	5 years or more	None	None
		27-1014	Multimedia Artists and Animators	750	700	-50	0	0	0	NA	NA	\$21,990	NA	\$50,442	Postsecondary non-degree award	None	None	None
		27-1021	Commercial and Industrial Designers	550	590	40	0	10	10	\$34.45	\$18.83	\$39,169	\$48.58	\$101,051	Bachelors degree	None	None	None
		27-1023	Fatal Designers	980	980	0	0	0	0	\$34.11	\$17.35	\$36,084	\$48.53	\$100,949	Bachelors degree	None	None	None
		27-1024	Graphic Designers	2,550	2,670	120	10	20	30	\$11.24	\$8.09	\$16,827	\$14.85	\$30,892	Postsecondary non-degree award	None	None	None
		27-1025	Interior Designers	660	640	-20	0	0	0	\$19.27	\$11.92	\$24,800	\$27.91	\$58,053	Bachelors degree	None	None	None
		27-1026	Merchandise Displayers and Window Trimmers	850	880	30	0	0	0	\$20.44	\$11.58	\$24,092	\$28.54	\$59,372	Bachelors degree	None	None	None
		27-1027	Set and Exhibit Designers	350	290	-60	0	0	0	\$13.43	\$9.29	\$19,330	\$18.76	\$39,015	High school diploma or equivalent	None	None	None
		27-1029	Designers, All Other	90	90	0	0	0	0	NA	NA	\$31,090	NA	\$85,093	Bachelors degree	None	None	None
										\$21.98	\$13.13	\$27,309	\$37.55	\$78,097	Bachelors degree	None	None	None

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Star Rating <sup>1</sup>	Sum	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>3</sup>	2024 Projected	10 Year Growth <sup>4</sup>	Annual New Growth <sup>5</sup>	Annual Replacement <sup>6</sup>	Annual Total Openings <sup>6</sup>	2015 State Annual Average Wage <sup>7</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>7</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>7</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>7</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>7</sup>	Most Significant Source of Education or Training <sup>8</sup>	Work Experience	Job Training	Occupational License Required <sup>9</sup>	
		27-2011	Actors	2,720	2,290	0	0	110	110	\$36.46	\$7.95	NA	>\$90.00	>\$187,199	Some college, no degree	None	Long-term on-the-job training		
		27-2012	Producers and Directors	1,110	1,100	0	0	40	40	\$33.35	\$15.00	\$31,205	\$56.13	\$116,759	Bachelors degree	Less than 5 years	None	Long-term on-the-job training	
		27-2021	Athletes and Sports Competitors	60	60	0	0	0	0	NA	NA	NA	NA	>\$187,199	Bachelors Degree	None	Long-term on-the-job training		
		27-2022	Coaches and Scouts	1,770	1,890	120	10	60	70	NA	NA	\$19,679	NA	\$78,292	Bachelors degree	None	None		
		27-2023	Umpires, Referees, and Other Sports Officials	230	230	0	0	10	10	NA	NA	\$18,656	NA	\$31,679	High school diploma or equivalent	None	Moderate-term on-the-job training		
		27-2031	Dancers	170	190	20	0	10	10	\$19.26	\$9.36	NA	\$33.69	>\$187,199	High school diploma or equivalent	None	Long-term on-the-job training		
		27-2032	Choreographers	460	500	40	0	20	20	\$19.28	\$8.16	\$16,980	\$36.84	\$76,622	High school diploma or equivalent	5 years or more	Long-term on-the-job training		
		27-2041	Music Directors and Composers	80	80	0	0	0	0	\$25.11	\$9.00	\$18,713	\$41.85	\$87,642	Bachelors degree	Less than 5 years	None		
		27-2042	Musicians and Singers	80	940	70	0	30	30	\$20.86	\$8.50	NA	\$53.40	>\$187,199	High school diploma or equivalent	None	Long-term on-the-job training		
		27-2099	Entertainers and Performers, Sports and Related	2,620	2,370	0	0	80	80	NA	NA	NA	>\$187,199	>\$187,199	Bachelors degree	None	None		
		27-3011	Radio and Television Announcers	630	570	0	0	20	20	\$17.32	\$8.88	\$18,462	\$32.52	\$67,637	Bachelors degree	None	None		
		27-3012	Public Address System and Other Announcers	280	270	0	0	10	10	\$15.11	\$8.00	\$16,638	\$36.60	\$55,337	High school diploma or equivalent	None	Short-term on-the-job training		
		27-3022	Reporters and Correspondents	550	530	0	0	20	20	\$30.56	\$9.64	\$20,031	\$36.45	\$75,822	Bachelors degree	None	None		
		27-3031	Public Relations Specialists	2,040	2,180	130	20	20	40	\$33.65	\$12.48	\$25,952	\$39.18	\$81,487	Bachelors degree	None	Short-term on-the-job training		
		27-3041	Editors	480	450	0	0	20	20	\$24.15	\$15.50	\$32,236	\$40.55	\$84,354	Bachelors degree	None	None		
		27-3042	Technical Writers	210	240	30	0	10	10	\$28.01	\$13.48	\$26,041	\$43.30	\$90,062	Bachelors degree	Less than 5 years	None		
		27-3043	Writers and Authors	860	880	20	0	10	20	\$22.62	\$12.58	\$26,163	\$35.55	\$73,937	Bachelors degree	None	Moderate-term on-the-job training		
		27-3091	Interpreters and Translators	220	300	80	10	0	10	\$22.46	\$15.36	\$31,956	\$34.76	\$72,305	Bachelors degree	None	Short-term on-the-job training		
		27-3099	Media and Communication Workers, All Other	180	190	10	0	0	0	\$19.98	\$13.02	\$27,089	\$28.75	\$59,791	High school diploma or equivalent	None	Short-term on-the-job training		
		27-4011	Audio and Video Equipment Technicians	580	600	20	0	10	10	\$23.07	\$12.17	\$25,315	\$41.49	\$86,594	Postsecondary non-degree award	None	Short-term on-the-job training		
		27-4012	Broadcast Technicians	230	230	0	0	0	0	\$16.27	\$8.40	\$17,479	\$38.36	\$58,292	Associate degree	None	Short-term on-the-job training		
		27-4014	Sound Engineering Technicians	240	200	0	0	0	0	\$39.28	\$9.22	\$19,182	\$70.27	\$146,155	Postsecondary non-degree award	None	Short-term on-the-job training		
		27-4021	Photographers	1,090	1,110	30	0	30	30	\$13.25	\$8.25	\$17,157	\$20.54	\$42,216	Bachelors Degree	None	Long-term on-the-job training		
		27-4031	Camera Operators, Television, Video, and Motion	800	710	0	0	10	10	\$20.82	\$12.69	\$26,400	\$30.60	\$63,640	Bachelors degree	None	None		
		27-4032	Film and Video Editors	360	350	0	0	0	0	\$36.18	\$11.65	\$24,227	\$70.67	\$147,003	Bachelors degree	None	None		
		27-4099	Media and Communication Equipment Workers, All Other	80	70	0	0	0	0	\$32.87	\$19.30	\$40,140	\$48.58	\$101,052	High school diploma or equivalent	None	None		
		29-1011	Chiropractors	450	490	30	0	10	10	\$33.95	\$16.91	\$35,171	\$49.75	\$103,485	Doctoral or professional degree	None	Short-term on-the-job training		
		29-1021	Dentists, General	1,000	1,070	70	10	20	30	\$66.87	\$17.57	\$36,544	>\$80.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1023	Orthodontists	80	90	10	0	0	0	\$118.56	\$51.41	\$106,932	>\$90.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1029	Dentists, All Other Specialists	90	100	10	0	0	0	\$106.92	\$41.24	\$85,777	>\$90.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1031	Dietitians and Nutritionists	830	960	130	10	10	20	\$33.88	\$13.54	\$28,163	\$34.84	\$72,457	Bachelors degree	None	None		
		29-1041	Ophthalmologists	340	390	50	0	10	20	\$32.49	\$27.36	\$36,900	>\$90.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1051	Pharmacists	4,200	4,410	210	20	100	130	\$54.77	\$36.30	\$75,498	\$71.98	\$149,710	Doctoral or professional degree	None	None		
		29-1061	Aesthetician	770	840	70	10	20	30	\$126.80	\$81.56	\$169,651	>\$90.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1062	Family and General Practitioners	1,640	1,970	330	40	40	80	\$89.25	\$54.40	\$113,152	NA	>\$187,199	Doctoral or professional degree	None	None		
		29-1063	Internists, General	1,900	2,270	370	30	50	90	\$114.34	\$75.04	\$156,076	>\$90.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1064	Obstetricians and Gynecologists	650	790	140	20	20	40	\$93.55	\$41.88	\$87,121	>\$90.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1065	Pediatricians, General	1,010	1,200	190	20	30	50	NA	NA	\$93,632	NA	>\$187,199	Doctoral or professional degree	None	None		
		29-1066	Psychiatrists	670	740	70	10	20	30	\$67.13	\$19.34	\$40,028	>\$90.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1067	Surgeons	500	610	110	10	20	20	\$116.62	\$75.19	\$156,391	>\$90.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1069	Physicians and Surgeons, All Other	8,400	9,920	1,420	160	230	390	\$96.99	\$49.66	\$103,287	>\$90.00	>\$187,199	Doctoral or professional degree	None	None		
		29-1071	Physician Assistants	860	1,090	230	30	20	50	\$41.44	\$14.12	\$39,564	\$66.31	\$137,917	Masters degree	None	None		

State of Louisiana

Long Term Projections for All Occupations to 2024  
(In order by occupational code)

Star Rating <sup>1</sup>	Star <sup>1</sup>	Occ. Code <sup>2</sup>	Occupational Title <sup>1</sup>	2015 Estimate <sup>3</sup>	2024 Projected	10 Year Growth <sup>4</sup>	Annual New Growth <sup>5</sup>	Annual Replacement <sup>6</sup>	Annual Total Openings <sup>7</sup>	2015 State Annual Average Wage <sup>8</sup>	2015 State Hourly Avg. Lowest 10% <sup>9</sup>	2015 State Annual Avg. Lowest 10% <sup>10</sup>	2015 State Hourly Avg. Highest 10% <sup>11</sup>	2015 State Annual Avg. Highest 10% <sup>12</sup>	Most Significant Source of Education or Training <sup>13</sup>	Work Experience	Job Training	Occupational License Required <sup>14</sup>
		29-1081	Podiatrists	60	60	0	0	0	0	\$67.02	\$38.19	\$79,427	\$99.66	\$207,200	Doctoral or professional degree	None	Internship/residency	
		29-1122	Occupational Therapist	1,460	1,730	280	30	30	60	\$38.28	\$25.52	\$33,088	\$55.76	\$115,990	Master's degree	None	None	
		29-1123	Physical Therapist	2,630	3,280	650	70	70	140	\$38.35	\$30.66	\$42,980	\$59.39	\$123,522	Doctoral or professional degree	None	None	
		29-1134	Radiation Therapist	310	330	30	0	10	10	\$32.35	\$22.67	\$47,149	\$43.51	\$90,496	Associate's degree	None	None	
		29-1135	Recreational Therapist	360	370	20	0	10	10	\$19.93	\$13.45	\$27,975	\$28.45	\$59,184	Bachelor's degree	None	None	
		29-1126	Respiratory Therapist	2,200	2,460	270	30	50	80	\$25.06	\$19.10	\$39,727	\$32.33	\$61,838	Associate's degree	None	None	
		29-1127	Speech-Language Pathologists	2,460	2,820	360	40	60	100	\$30.49	\$20.72	\$43,095	\$45.42	\$94,483	Master's degree	None	None	
		29-1128	Exercise Physiologists	120	130	10	0	0	0	\$23.82	\$16.54	\$34,400	\$33.32	\$69,298	Master's degree	None	None	
		29-1129	Therapist, All Other	330	370	60	10	0	10	\$23.57	\$14.43	\$30,013	\$30.28	\$63,988	Bachelor's degree	None	None	
		29-1131	Veterinarians	900	970	80	10	10	20	\$40.77	\$23.39	\$48,652	\$60.28	\$122,375	Doctoral or professional degree	None	None	
		29-1141	Registered Nurses	42,300	47,860	5,560	620	1,230	1,850	\$30.03	\$20.62	\$42,900	\$40.02	\$83,255	Associate's degree	None	None	
		29-1151	Nurse Anesthetists	1,200	1,330	130	10	30	40	\$60.90	\$32.66	\$67,934	\$89.08	\$185,287	Master's degree	None	None	
		29-1171	Nurse Practitioners	2,890	3,580	690	80	80	160	\$46.45	\$31.68	\$65,892	\$62.28	\$125,551	Master's degree	None	None	
		29-1181	Audiologists	120	140	30	0	0	10	\$30.39	\$22.30	\$46,386	\$41.17	\$85,642	Doctoral or professional degree	None	None	
		29-1199	Health Diagnosing and Treating Practitioners, All Other	160	180	20	0	0	10	\$31.54	\$20.05	\$41,712	\$45.01	\$93,620	Master's degree	None	None	
		29-2011	Medical and Clinical Laboratory Technologists	2,330	2,780	230	30	60	90	\$23.90	\$16.08	\$31,327	\$32.21	\$66,905	Bachelor's degree	None	None	
		29-2012	Medical and Clinical Laboratory Technicians	2,530	2,810	290	30	60	90	\$16.19	\$10.28	\$21,386	\$23.80	\$49,504	Associate's degree	None	None	
		29-2021	Dental Hygienists	1,810	1,900	90	10	30	40	\$27.09	\$16.00	\$33,270	\$39.47	\$81,098	Associate's degree	None	None	
		29-2031	Cardiovascular Technologists and Technicians	880	1,050	170	20	20	40	\$20.07	\$10.17	\$21,154	\$32.05	\$66,663	Associate's degree	None	None	
		29-2032	Diagnostic Medical Sonographers	670	800	130	20	10	30	\$38.60	\$20.81	\$43,294	\$37.47	\$77,931	Associate's degree	None	None	
		29-2033	Nuclear Medicine Technologists	440	430	0	0	10	10	\$29.24	\$18.04	\$37,528	\$38.07	\$79,187	Associate's degree	None	None	
		29-2034	Radiologic Technologists	2,770	2,910	140	20	50	70	\$22.83	\$15.64	\$32,532	\$30.23	\$65,871	Associate's degree	None	None	
		29-2035	Magnetic Resonance Imaging Technologists	740	780	50	10	10	20	\$26.05	\$19.02	\$39,560	\$35.30	\$73,416	Associate's degree	Less than 5 years	None	
		29-2041	Emergency Medical Technicians and Paramedics	2,630	3,160	470	50	40	100	\$17.81	\$10.00	\$20,804	\$26.62	\$55,361	Postsecondary non-degree award	None	None	
		29-2051	Dietetic Technicians	360	390	30	0	0	10	\$11.46	\$8.02	\$16,686	\$15.49	\$32,220	Postsecondary non-degree award	None	None	
		29-2052	Pharmacy Technicians	5,610	6,330	710	60	60	130	\$14.46	\$10.13	\$21,078	\$19.05	\$39,619	Postsecondary non-degree award	None	None	
		29-2053	Psychiatric Technicians	790	840	50	10	10	10	\$11.95	\$8.05	\$16,744	\$17.88	\$37,193	Postsecondary non-degree award	None	None	
		29-2054	Respiratory Therapy Technicians	470	400	0	0	10	10	\$21.57	\$15.32	\$31,861	\$28.61	\$59,515	Associate's degree	None	None	
		29-2055	Surgical Technologists	1,890	2,090	210	20	20	40	\$18.71	\$13.01	\$27,059	\$24.12	\$50,178	Postsecondary non-degree award	None	None	
		29-2056	Veterinary Technologists and Technicians	1,380	1,630	250	30	10	40	\$13.11	\$9.45	\$19,662	\$17.62	\$36,648	Associate's degree	None	None	
		29-2057	Ophthalmic Medical Technicians	380	420	40	0	0	10	\$17.55	\$12.01	\$24,974	\$23.56	\$48,987	Postsecondary non-degree award	None	None	
		29-2061	Licensed Practical and Licensed Vocational Nurses	21,680	23,920	2,240	250	620	870	\$18.25	\$13.75	\$28,606	\$23.26	\$48,397	Postsecondary non-degree award	None	None	
		29-2071	Medical Records and Health Information Nurses	2,640	3,110	470	50	60	110	\$15.97	\$9.99	\$20,788	\$23.94	\$47,725	Postsecondary non-degree award	None	None	
		29-2081	Opticians, Dispensing	1,350	1,490	240	30	40	60	\$15.16	\$10.11	\$21,031	\$21.08	\$43,836	High school diploma or equivalent	None	Long-term on-the-job training	
		29-2091	Opticians and Prosthetists	220	280	60	10	0	10	\$40.01	\$14.28	\$29,706	\$57.29	\$110,154	Master's degree	None	Internship/residency	
		29-2099	Health Technologists and Technicians, All Other	2,170	2,520	350	40	20	60	\$16.58	\$10.30	\$21,414	\$27.17	\$56,595	High school diploma or equivalent	None	None	
		29-9011	Occupational Health and Safety Specialists	1,150	1,230	70	10	20	30	\$36.46	\$19.67	\$40,923	\$58.24	\$121,133	Bachelor's degree	None	Short-term on-the-job training	
		29-9012	Occupational Health and Safety Technicians	560	580	20	0	10	10	\$25.63	\$14.07	\$29,256	\$37.43	\$77,857	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		29-9091	Athletic Trainers	180	210	30	0	0	10	NA	NA	\$20,016	NA	\$60,181	Bachelor's degree	None	None	
		29-9099	Healthcare Practitioners and Technical Workers, All Other	1,910	2,130	200	20	40	60	\$23.56	\$10.50	\$21,846	\$36.91	\$76,771	Bachelor's degree	None	None	

State of Louisiana

Long Term Projections for All Occupations to 2024

(In order by occupational code)

Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2024 Projected	10 Year Growth <sup>4</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		31-1011	Home Health Aides	9,360	12,330	2,970	330	210	540	\$9.69	\$7.75	\$16,121	\$13.51	\$28,101	Less than high school	None	Short-term on-the-job training	
		31-1013	Psychiatric Aides	1,660	1,710	50	10	40	40	\$11.13	\$7.90	\$16,436	\$15.83	\$32,935	Postsecondary non-degree award	None	Short-term on-the-job training	
		31-1014	Nursing Assistants	24,470	27,390	2,910	320	550	870	\$10.05	\$7.85	\$16,331	\$13.31	\$27,687	Postsecondary non-degree award	None	None	None
		31-1015	Orderlies	920	1,040	120	10	20	30	\$9.57	\$7.71	\$16,038	\$12.28	\$25,542	High school diploma or equivalent	None	Short-term on-the-job training	
		31-2011	Occupational Therapy Assistants	430	580	140	20	10	30	\$25.99	\$14.05	\$29,226	\$26.34	\$75,482	Associates degree	None	None	None
		31-2012	Occupational Therapy Aides	190	220	40	0	10	10	\$15.02	\$10.14	\$21,098	\$21.22	\$44,145	Associates Degree	None	Short-term on-the-job training	
		31-2021	Physical Therapist Assistants	1,040	1,350	300	30	30	60	\$21.65	\$11.72	\$24,388	\$33.58	\$69,848	Associates degree	None	None	None
		31-2022	Physical Therapist Aides	1,290	1,640	350	40	40	80	\$10.92	\$8.15	\$16,961	\$14.26	\$29,661	Postsecondary non-degree award	None	Short-term on-the-job training	
		31-9011	Massage Therapists	930	1,110	160	20	10	20	\$17.39	\$8.48	\$17,629	\$20.70	\$61,852	Postsecondary non-degree award	None	None	None
		31-9091	Dental Assistants	3,750	3,940	190	20	90	110	\$14.03	\$9.84	\$20,475	\$18.64	\$38,762	Postsecondary non-degree award	None	None	None
		31-9092	Medical Assistants	5,600	6,460	860	100	120	210	\$12.97	\$9.01	\$18,731	\$17.56	\$36,521	Postsecondary non-degree award	None	None	None
		31-9093	Medical Equipment Preparators	300	340	40	0	10	10	\$13.64	\$10.02	\$20,837	\$18.22	\$37,897	Postsecondary non-degree award	None	None	None
		31-9094	Medical Transcriptionists	1,120	1,080	-40	0	20	20	\$14.68	\$9.49	\$19,942	\$19.03	\$39,590	Postsecondary non-degree award	None	None	None
		31-9095	Pharmacy Aides	870	910	40	0	20	20	\$11.22	\$8.10	\$16,846	\$14.66	\$30,486	Postsecondary non-degree award	None	Short-term on-the-job training	
		31-9096	Veterinary Assistants and Laboratory Animal Technicians	1,310	1,420	110	10	30	40	\$11.26	\$8.00	\$16,638	\$16.69	\$34,715	Postsecondary non-degree award	None	Short-term on-the-job training	
		31-9097	Phlebotomists	1,890	2,160	260	30	40	70	\$14.18	\$9.57	\$19,910	\$18.72	\$38,947	Postsecondary non-degree award	None	None	None
		31-9099	Healthcare Support Workers, All Other	2,110	2,340	230	30	40	70	\$13.96	\$8.88	\$18,475	\$19.65	\$40,862	High school diploma or equivalent	None	None	None
		33-1011	First-Line Supervisors of Correctional Officers	1,260	1,250	-10	0	40	40	\$25.52	\$16.30	\$33,896	\$35.09	\$72,984	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	
		33-1012	First-Line Supervisors of Police and Detectives	1,960	2,030	80	10	70	80	\$30.25	\$18.75	\$37,669	\$46.10	\$95,878	Associates Degree	Less than 5 years	Moderate-term on-the-job training	
		33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	1,670	1,740	70	10	80	90	\$26.05	\$17.06	\$35,481	\$36.82	\$76,576	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	
		33-1099	First-Line Supervisors of Protective Services	890	960	70	10	20	30	\$21.81	\$13.41	\$27,896	\$33.13	\$68,915	High school diploma or equivalent	Less than 5 years	None	None
		33-2011	Firefighters	6,570	6,860	290	30	190	220	\$15.96	\$9.23	\$19,206	\$23.84	\$53,750	Postsecondary non-degree award	None	Long-term on-the-job training	
		33-2021	Fire Inspectors and Investigators	170	180	10	0	10	10	\$26.69	\$16.59	\$34,503	\$39.42	\$81,997	High school diploma or equivalent	5 years or more	Moderate-term on-the-job training	
		33-3011	Bailiffs	410	430	20	0	10	10	\$16.47	\$10.45	\$21,738	\$23.87	\$49,650	High school diploma or equivalent	None	Moderate-term on-the-job training	
		33-3012	Correctional Officers and Jailers	8,300	9,110	210	20	250	270	\$16.43	\$10.17	\$21,145	\$24.09	\$50,116	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		33-3021	Detectives and Criminal Investigators	1,880	1,950	60	10	50	50	\$29.32	\$15.31	\$31,848	\$56.85	\$118,242	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	
		33-3031	Fish and Game Wardens	230	230	0	0	10	10	NA	NA	NA	NA	>\$187,199	High school diploma or equivalent	None	Short-term on-the-job training	
		33-3041	Parking Enforcement Workers	160	130	-30	0	10	10	\$10.01	\$4.06	\$16,767	\$11.92	\$24,786	High school diploma or equivalent	None	Short-term on-the-job training	
		33-3051	Police and Sheriff's Patrol Officers	11,840	11,540	-300	60	360	420	\$18.32	\$12.14	\$25,247	\$24.61	\$51,187	High school diploma or equivalent	None	Short-term on-the-job training	
		33-3052	Transt and Railroad Police	100	100	0	0	0	0	\$19.78	\$14.26	\$29,656	\$27.36	\$56,919	Associates Degree	None	Short-term on-the-job training	
		33-9011	Animal Control Workers	280	290	10	0	10	10	\$14.25	\$9.01	\$18,745	\$21.02	\$43,717	High school diploma or equivalent	None	Moderate-term on-the-job training	
		33-9021	Private Detectives and Investigators	490	520	30	0	10	20	\$19.68	\$11.75	\$24,446	\$28.51	\$59,291	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		33-9031	Gaming Surveillance Officers and Gaming Technicians	280	270	-10	0	0	0	\$15.46	\$10.75	\$22,363	\$21.40	\$44,522	Postsecondary non-degree award	None	Short-term on-the-job training	
		33-9013	Security Guards	17,820	19,290	1,470	160	250	410	\$12.98	\$8.21	\$17,071	\$22.05	\$45,841	High school diploma or equivalent	None	Short-term on-the-job training	
		33-9091	Crossing Guards	1,180	1,340	160	10	10	20	\$9.89	\$7.67	\$16,930	\$14.43	\$30,020	High school diploma or equivalent	None	Short-term on-the-job training	
		33-9092	Lifeguards, Ski Patrol, and Other Recreational Supervisors	720	770	50	10	10	20	\$9.62	\$7.71	\$16,435	\$13.15	\$27,360	High school diploma or equivalent	None	Short-term on-the-job training	
		33-9093	Transportation Security Screeners	300	310	10	0	0	0	\$17.93	\$15.00	\$31,210	\$20.82	\$43,307	High school diploma or equivalent	None	Short-term on-the-job training	



State of Louisiana

Long Term Projections for All Occupations to 2024

(In order by occupational code)

Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>5</sup>	2024 Projected	10 Year Growth <sup>6</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		35-9099	Protective Service Workers, All Other	1,530	1,590	60	10	20	30	\$16.27	\$8.88	\$18.466	\$23.60	\$49.084	High school diploma or equivalent	None	Short-term on-the-job training	
		35-1011	Chefs and Head Cooks	1,540	1,750	210	20	20	50	\$18.96	\$10.49	\$21.820	\$32.56	\$47.726	Postsecondary non-degree award	5 years or more	None	
		35-1012	First-Line Supervisors of Food Preparation and Serving Workers	16,960	19,420	2,460	270	510	780	\$14.28	\$9.87	\$20.537	\$19.39	\$40.756	High school diploma or equivalent	Less than 5 years	None	
		35-2011	Cooks, Fast Food	7,540	6,940	-600	0	200	200	\$8.66	\$7.70	\$16,009	\$10.63	\$21,408	Less than high school	None	Short-term on-the-job training	
		35-2012	Cooks, Institution and Cafeteria	5,730	6,100	370	40	150	190	\$10.16	\$7.80	\$16,234	\$14.08	\$29,279	High school diploma or equivalent	None	Short-term on-the-job training	
		35-2013	Cooks, Private Household	120	130	0	0	0	0	NA	NA	NA	NA	>\$187,199	Postsecondary non-degree award	Less than 5 years	None	
		35-2014	Cooks, Restaurant	14,860	17,820	2,960	330	390	720	\$10.46	\$7.93	\$16,486	\$14.00	\$29,129	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	
		35-2015	Cooks, Short Order	3,780	3,830	50	10	100	110	\$9.51	\$7.79	\$16,205	\$11.99	\$24,737	Postsecondary non-degree award	None	Short-term on-the-job training	
		35-2019	Cooks, All Other	1,140	1,190	50	10	30	40	\$15.43	\$8.18	\$17,010	\$25.11	\$32,230	Less than high school	None	Moderate-term on-the-job training	
		35-2021	Food Preparation Workers	34,790	38,930	4,140	460	980	1,440	\$8.61	\$7.65	\$15,904	\$10.28	\$21,390	Less than high school	None	Short-term on-the-job training	
		35-2013	Barenders	8,830	10,280	1,450	160	330	490	\$9.35	\$7.70	\$16,073	\$11.49	\$23,893	Less than high school	None	Short-term on-the-job training	
		35-2021	Combined Food Preparation and Serving Workers, Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	27,190	31,650	4,460	500	900	1,400	\$8.63	\$7.65	\$15,907	\$10.36	\$21,351	Less than high school	None	Short-term on-the-job training	
		35-2022	Waiters and Waitresses	4,870	5,270	400	50	310	360	\$9.07	\$7.71	\$16,033	\$11.56	\$24,045	Less than high school	None	Short-term on-the-job training	
		35-2021	Food Servers, Nonrestaurant	36,140	39,300	3,160	350	1,760	2,110	\$9.22	\$7.64	\$15,895	\$11.42	\$23,746	Less than high school	None	Short-term on-the-job training	
		35-2041	Food Servers, Nonrestaurant	3,220	3,500	280	30	80	110	\$9.22	\$7.69	\$16,003	\$11.50	\$23,911	Less than high school	None	Short-term on-the-job training	
		35-9011	Dining Room and Cafeteria Attendants and Dishwashers	6,800	7,400	600	70	350	420	\$9.01	\$7.68	\$15,966	\$11.34	\$23,300	Less than high school	None	Short-term on-the-job training	
		35-9021	Deliverers	5,130	5,210	80	10	230	240	\$8.70	\$7.66	\$15,931	\$10.75	\$22,367	Less than high school	None	Short-term on-the-job training	
		35-9031	Hosts and Hostesses, Restaurant, Lounge, and Food Preparation and Serving Related Workers	5,410	5,970	570	60	400	460	\$8.78	\$7.66	\$15,937	\$10.78	\$22,413	Less than high school	None	None	
		35-9099	Food Preparation and Serving Related Workers, First-Line Supervisors of Housekeeping and Janitorial Workers	1,520	1,710	190	20	80	100	\$8.46	\$7.64	\$15,900	\$9.46	\$19,676	Less than high school	None	Short-term on-the-job training	
		37-1011	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	3,570	3,830	260	30	60	90	\$15.38	\$10.05	\$20,913	\$22.93	\$47,691	High school diploma or equivalent	Less than 5 years	None	
		37-1012	Janitors and Cleaners, Except Maids and Servitors, and Groundskeeping Workers	1,800	1,900	100	10	30	40	\$20.39	\$12.91	\$26,846	\$29.69	\$41,765	Postsecondary non-degree award	Less than 5 years	None	
		37-2011	Maids and Housekeeping Cleaners	30,370	32,730	2,360	260	600	860	\$10.25	\$7.83	\$16,281	\$14.13	\$29,291	Less than high school	None	Short-term on-the-job training	
		37-2012	Building Cleaning Workers, All Other	15,680	17,330	1,650	180	370	550	\$9.12	\$7.70	\$16,009	\$11.55	\$24,016	Less than high school	None	Short-term on-the-job training	
		37-2019	Real Estate Salespersons, Brokers, and Appraisers	1,900	1,610	-290	0	0	10	\$9.78	\$7.44	\$15,894	\$13.74	\$28,581	Less than high school	None	Short-term on-the-job training	
		37-2021	Real Estate Salespersons, Brokers, and Appraisers	1,580	1,610	30	0	40	40	\$15.62	\$9.97	\$20,746	\$22.79	\$47,402	High school diploma or equivalent	None	Moderate-term on-the-job training	
		37-3011	Landscaping and Groundskeeping Workers	11,190	11,980	790	90	200	290	\$11.71	\$8.05	\$16,748	\$17.38	\$36,146	Less than high school	None	Short-term on-the-job training	
		37-3012	Pesticide Handlers, Sprayers, and Applicators, Trained	1,010	1,050	40	10	20	20	\$15.21	\$9.54	\$19,847	\$23.37	\$48,609	High school diploma or equivalent	None	Moderate-term on-the-job training	
		37-3013	Tree Trimmers and Pruners	820	890	60	10	20	20	\$18.44	\$13.81	\$28,719	\$23.35	\$48,567	High school diploma or equivalent	None	Short-term on-the-job training	
		37-3019	Grounds Maintenance Workers, All Other	1,900	210	10	0	0	10	\$14.52	\$8.71	\$18,122	\$29.48	\$61,222	Less than high school	None	Short-term on-the-job training	
		39-1011	Gaming Supervisors	1,290	1,310	20	0	40	50	\$22.18	\$16.33	\$33,971	\$28.74	\$59,726	High school diploma or equivalent	Less than 5 years	None	
		39-1012	Six Supervisors	670	660	-10	0	20	20	\$16.25	\$10.27	\$21,364	\$22.52	\$46,836	High school diploma or equivalent	Less than 5 years	None	
		39-1021	First-Line Supervisors of Personal Service Workers	4,170	4,740	570	60	80	140	\$15.03	\$10.24	\$21,304	\$20.68	\$43,013	High school diploma or equivalent	Less than 5 years	None	
		39-2011	Animal Trainers	400	440	40	0	10	20	\$12.51	\$8.08	\$16,816	\$20.71	\$43,085	High school diploma or equivalent	None	Moderate-term on-the-job training	
		39-2021	Nonfarm Animal Caretakers	2,710	3,020	310	40	60	90	\$10.41	\$7.88	\$16,390	\$14.22	\$29,577	Less than high school	None	Short-term on-the-job training	
		39-3011	Gaming Dealers	3,410	3,590	110	10	90	100	\$8.48	\$7.66	\$15,927	\$9.60	\$19,959	Postsecondary non-degree award	None	Short-term on-the-job training	
		39-3012	Gaming and Sports Book Writers and Runners	80	90	0	0	0	0	NA	NA	\$16,713	NA	\$24,459	High school diploma or equivalent	None	Short-term on-the-job training	
		39-3019	Gaming Service Workers, All Other	470	490	20	0	10	10	\$10.18	\$7.71	\$16,032	\$14.93	\$31,045	High school diploma or equivalent	None	Short-term on-the-job training	

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		39-3021	Motion Picture Projectionists	90	50	0	0	0	0	\$10.66	\$8.10	\$16.841	\$13.77	\$28.631	Less than high school	None	Short-term on-the-job training	
		39-3031	Usher, Lobby Attendants, and Ticket Takers	1,990	2,050	60	10	130	140	\$9.17	\$7.70	\$16.022	\$11.42	\$23.762	Less than high school	None	Short-term on-the-job training	
		39-3091	Amusement and Recreation Attendants	1,750	1,900	160	20	80	90	\$9.92	\$7.75	\$16.115	\$13.80	\$28.704	Less than high school	None	Short-term on-the-job training	
		39-3099	Entertainment Attendants and Related Workers, All Other	1,030	1,190	160	20	40	60	\$10.12	\$7.80	\$16.233	\$14.09	\$29.201	High school diploma or equivalent	None	Short-term on-the-job training	
		39-4011	Embalmers	130	130	0	0	0	0	\$20.76	\$11.90	\$24.762	\$33.68	\$70.059	Postsecondary non-degree award	None	Short-term on-the-job training	
		39-4021	Funeral Attendants	750	770	20	0	20	20	\$11.04	\$8.06	\$16.737	\$14.61	\$30.290	High school diploma or equivalent	None	Short-term on-the-job training	
		39-4031	Monitors, Underwriters, and Funeral Directors	410	450	40	0	10	10	\$10.32	\$10.87	\$22.615	\$33.73	\$70.200	Associate's degree	None	Long-term on-the-job training	
		39-5011	Barbers	380	410	40	0	10	10	\$12.63	\$8.13	\$16.903	\$19.55	\$40.867	Postsecondary non-degree award	None	None	
		39-5012	Hairstylists, Hairdressers, and Cosmetologists	5,310	5,870	560	60	140	200	\$11.52	\$8.05	\$16.745	\$16.81	\$34.957	Postsecondary non-degree award	None	None	
		39-5092	Manicurists and Pedicurists	860	960	100	10	10	20	\$10.63	\$7.86	\$16.336	\$15.96	\$31.198	Postsecondary non-degree award	None	None	
		39-5093	Shampooners	340	380	40	10	0	10	\$8.67	\$7.69	\$15.995	\$10.71	\$22.282	Less than high school	None	Short-term on-the-job training	
		39-5094	Skincare Specialists	330	370	40	0	0	10	\$11.34	\$7.83	\$16.291	\$17.53	\$36.456	Postsecondary non-degree award	None	None	
		39-6011	Bargee Porters and Bellhops	450	500	50	10	10	20	\$9.69	\$7.77	\$16.165	\$13.36	\$27.792	High school diploma or equivalent	None	Short-term on-the-job training	
		39-6012	Concierges	290	330	40	0	10	10	\$12.75	\$9.80	\$20.992	\$16.70	\$34.731	High school diploma or equivalent	None	Moderate-term on-the-job training	
		39-7011	Tour Guides and Escorts	800	880	80	10	30	40	\$12.09	\$7.91	\$16.460	\$18.67	\$38.838	High school diploma or equivalent	None	Moderate-term on-the-job training	
		39-9011	Childcare Workers	11,240	12,730	1,490	170	330	500	\$9.07	\$7.70	\$16.014	\$11.47	\$23.855	Postsecondary non-degree award	None	Short-term on-the-job training	
		39-9021	Personal Care Aides	32,250	40,280	8,040	890	260	1,150	\$8.70	\$7.65	\$15.919	\$10.62	\$22.092	Less than high school	None	Short-term on-the-job training	
		39-9031	Fitness Trainers and Aerobics Instructors	2,280	2,510	230	30	40	70	\$14.32	\$8.05	\$16.754	\$23.01	\$37.023	High school diploma or equivalent	None	Short-term on-the-job training	
		39-9032	Recreation Workers	3,180	3,500	310	40	60	90	\$10.64	\$7.77	\$16.161	\$15.43	\$32.102	Bachelor's degree	None	None	
		39-9041	Residential Advisors	600	650	50	10	20	30	\$11.05	\$8.01	\$16.671	\$16.02	\$33.316	High school diploma or equivalent	None	Short-term on-the-job training	
		39-9099	Personal Care and Service Workers, All Other	1,600	1,730	130	20	40	50	\$10.44	\$7.79	\$16.209	\$17.04	\$35.436	High school diploma or equivalent	None	Short-term on-the-job training	
		41-1011	First-Line Supervisors of Retail Sales Workers	27,160	29,010	1,850	210	610	810	\$17.66	\$11.15	\$23.195	\$25.68	\$53.420	Postsecondary non-degree award	Less than 5 years	None	
		41-1012	First-Line Supervisors of Non-Retail Sales	3,210	3,400	190	20	40	60	\$30.76	\$15.16	\$31.527	\$49.21	\$102.985	High school diploma or equivalent	None	None	
		41-2011	Cashiers	70,970	74,450	3,480	390	1,080	3,470	\$8.98	\$7.71	\$16.034	\$11.36	\$23.628	High school diploma or equivalent	None	Short-term on-the-job training	
		41-2012	Gaming Change Persons and Booth Cashiers	1,130	1,020	0	0	50	50	\$10.71	\$8.01	\$16.657	\$14.15	\$29.442	High school diploma or equivalent	None	Short-term on-the-job training	
		41-2021	Counter and Rental Clerks	5,240	5,610	370	40	130	170	\$12.07	\$8.11	\$16.876	\$17.75	\$36.930	High school diploma or equivalent	None	Short-term on-the-job training	
		41-2022	Parts Salespersons	4,280	4,540	260	30	90	120	\$14.18	\$8.32	\$17.203	\$22.70	\$47.209	High school diploma or equivalent	None	Moderate-term on-the-job training	
		41-2031	Retail Salespersons	62,750	68,960	6,210	690	2,190	2,880	\$11.75	\$7.93	\$16.204	\$17.83	\$37.096	High school diploma or equivalent	None	Short-term on-the-job training	
		41-3011	Advertising Sales Agents	1,520	1,520	0	0	50	50	\$19.73	\$10.46	\$21.757	\$30.88	\$64.237	High school diploma or equivalent	None	Moderate-term on-the-job training	
		41-3021	Insurance Sales Agents	7,480	8,380	900	100	200	300	\$25.71	\$12.64	\$26.301	\$38.35	\$79.779	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		41-3031	Securities, Commodities, and Financial Services	2,740	2,900	160	10	40	50	\$43.14	\$13.44	\$27.953	>\$90.00	>\$187.199	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		41-3041	Travel Agents	490	450	0	0	10	10	\$16.07	\$9.80	\$20.978	\$23.68	\$49.251	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		41-3099	Sales Representatives, Services, All Other	7,660	8,090	430	70	160	230	\$25.42	\$11.17	\$23.238	\$40.55	\$84.357	High school diploma or equivalent	None	Short-term on-the-job training	
		41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	3,410	3,350	0	10	70	80	\$40.02	\$20.92	\$43.599	\$60.10	\$125.014	Bachelor's degree	None	Moderate-term on-the-job training	
		41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	23,950	25,390	1,440	160	490	650	\$28.12	\$13.97	\$29.047	\$43.39	\$94.414	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		41-9011	Demonstrators and Product Promoters	270	300	30	0	10	10	\$13.94	\$8.46	\$17.602	\$25.15	\$52.311	High school diploma or equivalent	None	Short-term on-the-job training	
		41-9021	Real Estate Brokers	490	500	10	0	0	0	\$28.12	\$13.12	\$27.285	\$45.68	\$95.018	Postsecondary non-degree award	Less than 5 years	None	

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		41-9022	Real Estate Sales Agents	2,390	2,430	40	0	20	20	\$30.03	\$10.43	\$31,698	\$32.46	\$67,509	Postsecondary non-degree award	None	Long-term on-the-job training	
		41-9031	Sales Engineers	190	190	10	0	10	10	\$45.94	\$21.04	\$47,931	\$71.14	\$152,129	Bachelors degree	None	Moderate-term on-the-job training	
		41-9041	Telemarketers	400	390	0	0	10	10	\$13.09	\$8.60	\$17,995	\$18.93	\$30,376	High school diploma or equivalent	None	Short-term on-the-job training	
		41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	50	50	0	0	0	0	NA	NA	NA	NA	>\$187,199	High school diploma or equivalent	None	Short-term on-the-job training	
		41-9099	Sales and Related Workers, All Other	900	1,030	130	10	10	30	\$12.98	\$7.86	\$16,359	\$30.03	\$41,658	High school diploma or equivalent	None	None	
		43-1011	First-Line Supervisors of Office and Switchboard Operators, Including Answering Service	20,610	22,260	1,650	180	310	500	\$22.76	\$13.78	\$28,655	\$34.30	\$71,349	Associates Degree	Less than 5 years	Short-term on-the-job training	
		43-3011	Switchboard Operators, Including Answering Service	2,470	1,780	0	0	30	30	\$11.78	\$8.31	\$17,287	\$16.05	\$31,379	High school diploma or equivalent	None	Short-term on-the-job training	
		43-3099	Communications Equipment Operators, All Other	50	60	0	0	0	0	\$17.09	\$11.82	\$24,577	\$31.61	\$44,046	High school diploma or equivalent	None	Short-term on-the-job training	
		43-3011	Bill and Account Collectors	3,560	3,470	0	0	90	90	\$15.27	\$10.24	\$21,301	\$21.05	\$43,780	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-3021	Billing and Posting Clerks	5,670	6,190	510	60	120	170	\$15.51	\$10.65	\$22,132	\$31.72	\$45,192	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-3031	Bookkeeping, Accounting, and Auditing Clerks	24,030	22,500	0	0	240	240	\$17.00	\$11.17	\$33,226	\$23.49	\$48,655	Associates Degree	None	Moderate-term on-the-job training	
		43-3041	Gaming Cage Workers	630	680	50	10	10	20	\$11.07	\$8.05	\$16,741	\$14.74	\$30,659	High school diploma or equivalent	None	Short-term on-the-job training	
		43-3051	Payroll and Timekeeping Clerks	3,510	3,420	0	0	90	90	\$17.79	\$11.22	\$23,328	\$35.29	\$52,593	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-3061	Procurement Clerks	740	710	0	0	30	30	\$19.72	\$12.21	\$25,393	\$27.69	\$37,287	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-3071	Tellers	8,430	8,020	0	0	330	330	\$11.97	\$9.62	\$20,017	\$14.97	\$31,144	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-3099	Financial Clerks, All Other	90	90	10	0	0	0	\$20.70	\$12.49	\$25,981	\$39.23	\$81,599	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4011	Brokerage Clerks	230	240	0	0	10	10	\$25.19	\$13.92	\$28,947	\$38.39	\$79,847	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-4031	Court, Municipal, and License Clerks	1,880	1,970	80	10	10	20	\$16.28	\$10.05	\$20,904	\$23.36	\$48,288	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-4041	Credit Authorizers, Checkers, and Clerks	1,530	1,460	0	0	10	10	\$12.97	\$8.57	\$17,827	\$18.17	\$37,786	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4051	Customer Service Representatives	20,230	22,620	2,390	270	400	760	\$14.33	\$9.17	\$19,068	\$21.46	\$44,624	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-4061	Eligibility Interviewers, Government Programs	210	220	10	0	0	0	\$18.81	\$11.17	\$23,232	\$25.29	\$52,194	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-4071	File Clerks	2,290	2,160	0	0	30	30	\$11.39	\$8.28	\$17,228	\$14.90	\$30,995	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4081	Hotel, Motel, and Resort Desk Clerks	3,760	4,240	480	50	200	250	\$9.96	\$7.86	\$16,353	\$13.26	\$27,283	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4111	Interviewers, Except Eligibility and Loan	720	750	30	0	20	20	\$12.46	\$8.27	\$17,418	\$17.35	\$36,092	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4121	Library Assistants, Clerical	410	430	20	0	10	20	\$11.71	\$8.21	\$12,073	\$16.52	\$34,256	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-4131	Loan Interviewers and Clerks	2,450	2,710	260	30	40	70	\$15.98	\$9.79	\$20,368	\$23.69	\$49,271	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4141	New Accounts Clerks	700	660	0	0	20	30	\$15.17	\$11.39	\$23,697	\$18.83	\$39,211	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-4151	Order Clerks	1,020	1,020	0	0	30	30	\$14.09	\$8.47	\$17,619	\$21.78	\$45,294	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4161	Human Resources Assistants, Except Payroll and Timekeeping	1,370	1,340	0	0	30	30	\$17.69	\$11.79	\$24,530	\$23.61	\$49,099	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-4171	Receptionists and Information Clerks	15,410	15,850	450	50	420	470	\$11.30	\$8.11	\$16,877	\$15.49	\$32,218	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4181	Reservation and Transportation Ticket Agents and Reservation Clerks	870	890	30	0	10	10	\$18.78	\$10.81	\$22,493	\$28.13	\$58,504	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-4199	Information and Record Clerks, All Other	3,660	3,890	230	30	90	120	\$16.43	\$8.79	\$18,289	\$24.72	\$51,429	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5011	Cargo and Freight Agents	340	370	30	0	10	10	\$19.32	\$11.96	\$24,878	\$31.29	\$65,091	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-5021	Customs and Messengers	1,650	1,740	90	10	20	30	\$11.65	\$8.06	\$16,774	\$17.30	\$35,990	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5031	Police, Fire, and Ambulance Dispatchers	1,880	1,830	0	0	50	50	\$14.70	\$9.57	\$19,912	\$21.51	\$44,747	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-5033	Dispatchers, Except Police, Fire, and Ambulance	4,420	4,700	280	30	110	140	\$18.17	\$10.50	\$21,850	\$28.30	\$58,667	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-5041	Meter Readers, Utilities	1,160	960	0	0	20	20	\$13.58	\$9.41	\$19,572	\$20.02	\$41,642	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5051	Postal Service Clerks	730	630	0	0	10	10	\$23.58	\$15.63	\$32,517	\$28.40	\$59,074	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5053	Postal Service Mail Carriers	2,770	2,380	0	0	50	50	\$24.20	\$16.65	\$34,632	\$29.48	\$61,217	High school diploma or equivalent	None	Short-term on-the-job training	

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Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2024 Projected	10 Year Growth <sup>5</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	680	530	0	0	10	10	\$24.24	\$15.63	\$32,518	\$27.87	\$57,970	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-5061	Production, Planning, and Expediting Clerks	2,810	2,970	160	20	80	90	\$34.73	\$12.80	\$26,615	\$39.63	\$82,233	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-5071	Shipping, Receiving, and Traffic Clerks	7,710	7,830	120	10	170	180	\$15.37	\$9.40	\$19,555	\$22.99	\$47,826	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-5081	Stock Clerks and Order Fillers	22,940	24,430	1,480	170	730	900	\$10.98	\$7.92	\$16,464	\$15.87	\$33,000	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5111	Weights, Measurers, Checkers, and Samplers, Recordkeeping	710	720	10	0	20	20	\$16.16	\$9.69	\$20,148	\$23.55	\$48,778	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5011	Executive Secretaries and Executive Legal Secretaries	14,940	13,860	-1,080	0	160	160	\$19.99	\$12.26	\$25,507	\$28.80	\$49,903	High school diploma or equivalent	Less than 3 years	None	
		43-5012	Legal Secretaries	3,510	3,400	-1,100	0	40	40	\$16.96	\$10.48	\$21,800	\$24.15	\$52,310	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-5013	Medical Secretaries	2,360	2,600	240	30	30	50	\$13.90	\$10.26	\$21,331	\$18.14	\$37,722	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-5014	Secretaries and Administrative Assistants, Except Computer Operators	34,810	35,710	900	100	370	470	\$14.22	\$9.23	\$19,203	\$20.13	\$41,864	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-9011	Computer Operators	430	390	-40	0	0	0	\$19.96	\$12.91	\$26,850	\$28.03	\$58,311	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-9021	Data Entry Keyers	2,570	2,540	-30	0	30	30	\$13.80	\$8.69	\$18,083	\$19.16	\$39,858	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-9022	Word Processors and Typists	370	330	-40	0	0	0	\$15.40	\$10.04	\$10,874	\$20.06	\$41,716	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-9031	Desktop Publishers	120	90	-30	0	0	0	\$20.51	\$12.84	\$26,708	\$39.41	\$61,165	Associates degree	None	Short-term on-the-job training	
		43-9041	Insurance Claims and Policy Processing Clerks	1,960	2,150	190	20	50	70	\$19.17	\$12.06	\$25,087	\$28.47	\$59,312	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	700	610	-90	0	10	10	\$13.13	\$8.33	\$17,334	\$18.63	\$38,750	High school diploma or equivalent	None	Short-term on-the-job training	
		43-9061	Office Clerks, General	39,940	41,330	1,390	150	860	1,010	\$11.98	\$8.14	\$16,931	\$17.41	\$36,209	High school diploma or equivalent	None	Short-term on-the-job training	
		43-9071	Office Machine Operator, Except Computer Statistical Assistants	280	230	-50	0	10	10	\$14.23	\$9.92	\$20,629	\$20.81	\$43,281	High school diploma or equivalent	None	Short-term on-the-job training	
		43-9111	Statistical Assistants	70	70	0	0	0	0	\$22.76	\$13.34	\$27,749	\$36.44	\$75,800	Bachelor's degree	None	None	
		43-9199	Office and Administrative Support Workers, All First-Line Supervisors of Farming, Fishing, and Forestry Workers	2,120	2,290	170	20	60	80	\$14.60	\$8.12	\$16,894	\$23.99	\$48,645	High school diploma or equivalent	None	Short-term on-the-job training	
		45-1011	Forestry Workers	1,130	1,080	-50	0	30	30	\$26.52	\$13.61	\$28,303	\$40.31	\$83,849	Bachelor's Degree	Less than 3 years	None	
		45-2011	Agricultural Inspectors	240	240	0	0	10	10	\$22.99	\$13.64	\$28,363	\$33.78	\$70,264	Bachelors degree	None	Moderate-term on-the-job training	
		45-2041	Orders and Sorters, Agricultural Products	290	240	-50	0	0	0	\$14.44	\$9.84	\$20,470	\$18.64	\$39,186	Less than high school	None	Short-term on-the-job training	
		45-2091	Agricultural Equipment Operators	500	540	40	0	10	20	\$14.33	\$8.31	\$17,294	\$23.31	\$48,488	Less than high school	None	Short-term on-the-job training	
		45-2092	Farmworkers and Laborers, Crop, Nursery, and Farmworkers, Farm, Ranch, and Aquacultural Animals	970	930	-40	0	30	30	\$12.01	\$8.23	\$17,118	\$18.44	\$38,345	Less than high school	None	Short-term on-the-job training	
		45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	310	310	0	0	10	10	\$10.82	\$7.98	\$16,607	\$14.17	\$29,466	Less than high school	None	Short-term on-the-job training	
		45-2099	Agricultural Workers, All Other	240	230	-10	0	10	10	\$20.04	\$10.74	\$22,333	\$28.36	\$58,932	Less than high school	None	Short-term on-the-job training	
		45-3011	Fishers and Related Fishing Workers	110	100	-10	0	0	0	NA	NA	NA	NA	>\$181,199	Less than high school	None	Moderate-term on-the-job training	
		45-4011	Forest and Conservation Workers	300	300	0	0	10	10	\$16.40	\$10.98	\$22,839	\$22.11	\$45,981	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		45-4021	Furriers	160	140	-20	0	0	0	NA	NA	\$16,948	NA	\$48,477	High school diploma or equivalent	None	Moderate-term on-the-job training	
		45-4022	Logging Equipment Operators	2,700	2,740	40	10	60	70	\$17.99	\$12.24	\$25,463	\$24.16	\$50,263	High school diploma or equivalent	None	Moderate-term on-the-job training	
		45-4023	Log Graders and Skidders	170	170	0	0	0	0	\$15.18	\$10.08	\$20,963	\$21.39	\$44,483	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	12,510	12,810	300	30	100	130	\$30.26	\$18.57	\$38,627	\$44.82	\$93,230	High school diploma or equivalent	3 years or more	None	
		47-2011	Boilermakers	1,550	1,430	-120	0	50	50	\$26.15	\$15.73	\$32,721	\$46.59	\$76,118	High school diploma or equivalent	None	Apprenticeship	
		47-2021	Blacksmiths and Blacksmiths	670	720	50	10	10	10	\$18.94	\$13.21	\$27,419	\$23.81	\$49,520	High school diploma or equivalent	None	Apprenticeship	
		47-2022	Swordsmen	110	120	10	0	0	0	\$14.77	\$10.26	\$21,346	\$20.66	\$42,964	Postsecondary non-degree award	None	Apprenticeship	
		47-2031	Carpenters	18,070	18,570	500	60	350	610	\$18.28	\$12.21	\$25,403	\$26.10	\$54,297	Postsecondary non-degree award	None	Apprenticeship	
		47-2041	Carpenter Installers	550	550	0	0	10	10	\$16.59	\$9.31	\$19,337	\$23.40	\$46,675	Postsecondary non-degree award	None	Short-term on-the-job training	

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		47-202	Floor Layers, Except Carpet, Wood, and Hard Tiles	330	330	0	0	10	10	\$14.92	\$10.25	\$21,322	\$21.30	\$44,304	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-2044	Tile and Marble Setters	750	800	50	10	10	20	\$16.17	\$9.43	\$19,619	\$22.42	\$46,638	Postsecondary non-degree award	None	Long-term on-the-job training	
		47-2051	Cement Masons and Concrete Finishers	1,800	1,790	0	0	60	60	\$19.10	\$9.83	\$20,439	\$28.49	\$59,252	Less than high school	None	Moderate-term on-the-job training	
		47-2061	Construction Laborers	23,930	23,940	1,000	110	380	490	\$14.64	\$9.12	\$18,972	\$21.97	\$45,691	Less than high school	None	Short-term on-the-job training	
		47-2071	Paving, Surfacing, and Tamping Equipment Operators	690	670	0	0	20	20	\$17.85	\$10.60	\$22,039	\$29.28	\$60,893	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-2072	Pile-Driver Operators	500	490	0	0	10	10	\$18.04	\$10.30	\$21,431	\$26.55	\$55,232	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-2073	Operating Engineers and Other Construction Equipment Operators	9,190	9,470	280	30	300	330	\$19.40	\$12.62	\$26,228	\$28.30	\$58,156	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-2081	Drywall and Ceiling Tile Installers	1,970	1,800	0	0	10	10	NA	NA	\$26,636	NA	\$77,424	Less than high school	None	Moderate-term on-the-job training	
		47-2082	Tapers	540	520	0	0	0	0	\$21.49	\$13.20	\$27,465	\$43.34	\$90,146	Less than high school	None	Moderate-term on-the-job training	
		47-2111	Electricians	13,560	14,130	590	70	400	470	\$33.42	\$15.62	\$22,500	\$33.76	\$70,214	Postsecondary non-degree award	None	Apprenticeship	
		47-2121	Glaziers	630	630	0	0	10	10	\$16.24	\$12.11	\$25,192	\$22.07	\$45,911	High school diploma or equivalent	None	Apprenticeship	
		47-2131	Insulation Workers, Floor, Ceiling, and Wall	560	530	0	0	20	20	\$18.97	\$9.76	\$20,292	\$30.33	\$63,077	Postsecondary non-degree award	None	Short-term on-the-job training	
		47-2132	Insulation Workers, Mechanical	2,610	2,350	140	20	90	100	\$20.96	\$13.85	\$24,814	\$28.70	\$59,705	High school diploma or equivalent	None	Apprenticeship	
		47-2141	Painters, Construction and Maintenance	9,130	9,210	180	20	150	160	\$16.83	\$10.56	\$21,973	\$23.37	\$48,603	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-2151	Pipelayers	1,030	1,010	0	0	10	10	\$21.09	\$11.09	\$23,067	\$34.81	\$72,409	Less than high school	None	Short-term on-the-job training	
		47-2152	Plumbers, Pipefitters, and Steamfitters	10,730	11,140	410	50	260	310	\$22.63	\$14.87	\$20,935	\$30.63	\$63,703	Postsecondary non-degree award	None	Apprenticeship	
		47-2161	Plasterers and Stucco Masons	140	140	0	0	0	0	\$14.83	\$11.31	\$22.04	\$22.64	\$45,843	Postsecondary non-degree award	None	Long-term on-the-job training	
		47-2171	Reinforcing Iron and Rebar Workers	570	640	70	10	10	20	\$25.16	\$15.93	\$33,141	\$35.10	\$73,010	High school diploma or equivalent	None	Apprenticeship	
		47-2181	Roofers	1,820	1,840	10	0	20	20	\$17.64	\$11.37	\$23,643	\$23.66	\$49,211	Less than high school	None	Moderate-term on-the-job training	
		47-2211	Sheet Metal Workers	1,330	1,340	10	0	40	40	\$19.95	\$12.26	\$35,501	\$28.84	\$59,989	High school diploma or equivalent	None	Apprenticeship	
		47-2221	Structural Iron and Steel Workers	3,040	3,170	140	20	50	70	\$23.54	\$14.14	\$29,418	\$37.16	\$77,283	High school diploma or equivalent	None	Apprenticeship	
		47-3011	Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	270	290	20	0	0	10	\$13.36	\$9.73	\$20,235	\$17.76	\$36,940	Less than high school	None	Short-term on-the-job training	
		47-3012	Helpers—Carpenters	1,770	1,810	40	10	20	30	\$13.70	\$9.35	\$19,445	\$18.61	\$38,718	Less than high school	None	Short-term on-the-job training	
		47-3013	Helpers—Electricians	3,230	3,330	100	20	40	60	\$14.25	\$9.87	\$20,528	\$19.07	\$39,656	High school diploma or equivalent	None	Short-term on-the-job training	
		47-3014	Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	820	800	0	0	10	10	\$12.98	\$9.66	\$20,091	\$17.81	\$37,053	Less than high school	None	Short-term on-the-job training	
		47-3015	Helpers—Pipefitters, Plumbers, Pipefitters, and Helpers—Roofers	2,840	2,330	0	0	40	40	\$14.53	\$10.23	\$21,211	\$20.08	\$41,758	High school diploma or equivalent	None	Short-term on-the-job training	
		47-3016	Helpers—Roofers	190	190	0	0	0	0	\$11.72	\$8.56	\$17,798	\$14.85	\$30,890	Less than high school	None	Short-term on-the-job training	
		47-3019	Helpers, Construction Trades, All Other	460	460	0	0	10	10	\$13.40	\$9.83	\$20,442	\$17.85	\$37,134	Less than high school	None	Short-term on-the-job training	
		47-4011	Construction and Building Inspectors	1,090	1,180	100	10	30	40	\$27.30	\$16.25	\$31,799	\$38.98	\$81,074	Postsecondary non-degree award	5 years or more	Moderate-term on-the-job training	
		47-4021	Elevator Installers and Repairers	130	130	0	0	0	0	\$19.92	\$12.92	\$26,879	\$29.61	\$61,579	Postsecondary non-degree award	None	Apprenticeship	
		47-4031	Fence Erectors	620	630	20	0	10	10	NA	NA	\$21.39	NA	\$48,567	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-4041	Hazardous Materials Removal Workers	640	660	20	0	10	20	\$18.30	\$11.53	\$23,979	\$27.08	\$56,334	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-4051	Highway Maintenance Workers	1,390	1,400	10	0	40	40	\$13.65	\$9.54	\$19,839	\$18.61	\$38,701	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-4061	Rail-Track Laying and Maintenance Equipment Operators	470	510	40	0	10	20	\$24.97	\$18.01	\$17,462	\$30.37	\$63,178	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-4071	Septic Tank Services and Sewer Pipe Cleaners	390	430	40	10	10	10	\$18.77	\$10.87	\$22,616	\$30.93	\$64,339	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-4099	Construction and Related Workers, All Other	870	890	20	0	10	20	\$20.24	\$12.62	\$26,252	\$32.90	\$68,433	High school diploma or equivalent	None	Moderate-term on-the-job training	

State of Louisiana  
Long Term Projections for All Occupations to 2024  
(In order by occupational code)

Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>5</sup>	2024 Projected	10 Year Growth <sup>4</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		47-5011	Derrick Operator, Oil and Gas	750	770	20	0	30	30	\$23.15	\$15.83	\$32,933	\$30.85	\$64,163	Less than high school	None	Short-term on-the-job training	
		47-5012	Rotary Drill Operators, Oil and Gas	1,440	1,450	10	0	50	50	\$30.07	\$16.33	\$33,972	\$47.38	\$98,546	Less than high school	None	Moderate-term on-the-job training	
		47-5013	Service Unit Operators, Oil, Gas, and Mining	3,650	3,410	-240	0	120	120	\$24.75	\$14.18	\$29,491	\$39.49	\$82,146	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-5021	Earth Drillers, Except Oil and Gas	420	420	0	0	10	10	\$26.58	\$18.52	\$38,519	\$38.32	\$79,710	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	270	270	0	0	10	10	\$26.09	\$15.31	\$31,842	\$38.03	\$79,100	High school diploma or equivalent	Less than 5 years	Long-term on-the-job training	
		47-5049	Mining Machine Operators, All Other	130	130	0	0	0	0	\$22.14	\$13.82	\$38,756	\$30.33	\$63,093	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-5071	Roustabouts, Oil and Gas	3,330	3,210	-120	0	70	70	\$18.92	\$11.18	\$23,674	\$28.69	\$59,672	Less than high school	None	Moderate-term on-the-job training	
		47-5081	Helpers—Extraction Workers	1,060	1,080	20	0	10	10	\$16.55	\$12.04	\$25,050	\$21.39	\$46,568	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-5099	Extraction Workers, All Other	440	440	0	0	10	10	NA	NA	NA	NA	\$187,199	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-1011	First-Line Supervisors of Mechanical, Electrical, and Electronic Equipment Installers and Repairs	9,560	10,140	580	70	190	260	\$30.58	\$17.28	\$35,939	\$48.00	\$99,836	Postsecondary non-degree award	Less than 5 years	None	
		49-2011	Computer, Automated Teller, and Office Machine Repairs	1,380	1,440	70	10	30	30	\$17.33	\$9.59	\$19,944	\$28.05	\$58,347	Some college; no degree	None	None	
		49-2021	Radio, Cellular, and Tower Equipment Installers and Repairs	150	170	20	0	0	0	\$24.09	\$14.15	\$29,440	\$33.65	\$69,989	Associates degree	None	Moderate-term on-the-job training	
		49-2022	Telecommunications Equipment Installers and Repairs	3,750	3,920	170	20	40	50	\$26.15	\$13.88	\$28,879	\$37.29	\$77,563	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		49-2091	Aeronautics Technicians	240	260	20	0	0	10	\$30.67	\$17.58	\$36,569	\$44.98	\$93,560	Associates degree	None	None	
		49-2092	Electric Motor, Power Tool, and Related Repairs	490	510	20	0	10	20	\$18.52	\$9.18	\$19,096	\$39.74	\$61,865	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-2093	Electrical and Electronics Installers and Repairs, Transportation Equipment	110	120	10	0	0	0	\$23.42	\$14.75	\$30,690	\$30.87	\$64,216	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-2094	Electrical and Electronics Repairs, Commercial and Industrial Equipment	980	1,020	40	10	20	20	\$29.47	\$16.91	\$35,180	\$40.86	\$84,993	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-2096	Electronic Equipment Installers and Repairs, Motor Vehicles	120	70	-50	0	0	0	\$13.88	\$10.27	\$21,364	\$18.57	\$38,629	Postsecondary non-degree award	None	Short-term on-the-job training	
		49-2097	Electronic Home Entertainment Equipment Installers and Repairs	330	330	0	0	10	10	\$19.64	\$8.51	\$17,724	\$37.49	\$77,980	Postsecondary non-degree award	None	None	
		49-2098	Security and Fire Alarm System Installers	1,120	1,240	120	10	30	40	\$18.02	\$12.18	\$25,339	\$23.97	\$49,861	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		49-2011	Aircraft Mechanics and Service Technicians	1,840	1,950	110	10	40	60	\$28.63	\$17.56	\$36,531	\$39.55	\$82,254	Postsecondary non-degree award	None	None	
		49-2021	Automotive Body and Related Repairs	2,120	2,340	220	30	50	80	\$18.94	\$10.20	\$21,225	\$30.43	\$63,292	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		49-2022	Automotive Glass Installers and Repairs	470	510	40	10	10	10	\$15.49	\$9.04	\$18,811	\$32.61	\$47,024	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-2023	Automotive Service Technicians and Mechanics	8,940	9,440	500	60	240	300	\$18.24	\$10.07	\$20,943	\$28.41	\$59,097	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-2031	Bus and Truck Mechanics and Diesel Engine Specialists	2,810	3,150	340	40	50	90	\$31.34	\$12.92	\$26,877	\$31.46	\$65,428	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3041	Farm Equipment Mechanics and Service Technicians	370	410	40	0	10	10	\$18.48	\$11.01	\$22,911	\$28.41	\$59,097	High school diploma or equivalent	None	Long-term on-the-job training	
		49-3042	Mobile Heavy Equipment Mechanics, Except Engines	3,740	3,880	140	20	90	100	\$21.40	\$13.30	\$27,664	\$31.47	\$65,452	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3043	Rail Car Repairs	380	400	20	0	10	10	\$27.39	\$17.93	\$37,297	\$36.47	\$75,865	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3051	Motorboat Mechanics and Service Technicians	170	170	0	0	0	0	\$17.53	\$10.10	\$21,006	\$36.60	\$55,333	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3052	Motorcycle Mechanics	410	430	20	0	10	10	\$18.25	\$9.33	\$19,318	\$28.56	\$59,405	High school diploma or equivalent	None	Long-term on-the-job training	
		49-3053	Outdoor Power Equipment and Other Small Recreational Vehicle Service Technicians	290	270	-20	0	10	10	\$16.76	\$9.20	\$19,144	\$23.83	\$49,469	Associates Degree	None	Moderate-term on-the-job training	
		49-3092	Recreational Vehicle Technicians	70	70	0	0	0	0	\$16.93	\$12.47	\$25,943	\$22.37	\$46,538	High school diploma or equivalent	None	Long-term on-the-job training	
		49-3093	Tire Repairs and Changes	2,410	2,460	50	10	80	90	\$10.66	\$7.88	\$16,385	\$14.40	\$29,960	High school diploma or equivalent	None	Short-term on-the-job training	

State of Louisiana  
 Long Term Projections for All Occupations to 2024  
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Sur Rating	Start	Occ Code <sup>1</sup>	Occupational Title <sup>2</sup>	2015 Estimate <sup>3</sup>	2024 Projected	10 Year Growth <sup>4</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		49-9011	Mechanical Door Repairers	60	70	10	0	0	0	NA	NA	\$25,554	NA	\$47,997	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-9012	Control and Valve Installers and Repairers, Except Heating, Air Conditioning, and Refrigeration	540	560	20	0	20	20	\$31.11	\$13.91	\$8,925	\$35.21	\$73,228	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-9021	Home Appliance Repairers	3,980	4,170	190	20	60	80	\$20.36	\$13.90	\$8,085	\$28.98	\$60,286	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-9031	Industrial Machinery Mechanics	290	300	10	0	10	10	\$13.73	\$8.46	\$17,588	\$18.52	\$38,234	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-9041	Maintenance Workers, Machinery	2,770	3,060	290	180	190	370	\$24.98	\$14.77	\$30,728	\$37.82	\$78,657	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-9043	Metalworkers	1,340	1,410	70	20	40	60	\$21.03	\$13.38	\$27,427	\$31.05	\$64,582	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		49-9044	Electrical Power-Line Installers and Repairers	1,340	1,410	70	20	40	60	\$25.09	\$15.39	\$31,905	\$30.29	\$63,000	Postsecondary non-degree award	None	Apprenticeship	
		49-9052	Telecommunications Line Installers and Repairers	730	750	20	0	10	20	\$18.89	\$12.17	\$25,312	\$28.59	\$39,451	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-9062	Medical Equipment Repairers	330	360	40	0	10	10	\$18.71	\$10.95	\$22,766	\$28.66	\$39,616	Associate degree	None	Moderate-term on-the-job training	
		49-9063	Musical Instrument Repairers and Tuners	60	60	0	0	0	0	\$18.33	\$11.13	\$21,154	\$24.24	\$30,421	High school diploma or equivalent	None	Apprenticeship	
		49-9069	Precision Instrument and Equipment Repairers	600	630	20	0	10	10	\$17.34	\$10.35	\$20,174	\$27.73	\$37,685	High school diploma or equivalent	None	Long-term on-the-job training	
		49-9071	Maintenance and Repair Workers, General	28,850	30,770	1,920	210	750	960	\$17.47	\$9.70	\$20,174	\$27.73	\$37,685	High school diploma or equivalent	None	Long-term on-the-job training	
		49-9091	Com., Vehicle, and Amusement Machine Services and Repairers	800	790	-10	0	10	10	\$13.65	\$8.94	\$18,602	\$20.15	\$41,912	High school diploma or equivalent	None	Short-term on-the-job training	
		49-9092	Commercial Drivers	870	1,120	260	30	10	40	\$23.99	\$14.22	\$29,579	\$30.57	\$63,576	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		49-9094	Locksmiths and Safe Repairers	130	130	0	0	10	10	\$18.65	\$12.41	\$25,817	\$28.51	\$39,294	High school diploma or equivalent	None	Long-term on-the-job training	
		49-9096	Riggers	5,230	5,330	120	10	130	150	\$18.40	\$12.31	\$25,935	\$28.04	\$38,314	Postsecondary non-degree award	None	Short-term on-the-job training	
		49-9097	Signal and Track Switch Repairers	240	230	-10	0	0	10	\$21.60	\$13.36	\$27,784	\$35.67	\$54,191	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-9098	Helper-Installation, Maintenance, and Repair Installation, Maintenance, and Repair Workers, All Other	4,100	4,350	250	30	130	160	\$12.77	\$8.58	\$17,946	\$18.23	\$37,923	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-9099	Installation, Maintenance, and Repair Workers, All Other	3,860	4,070	200	20	60	80	\$21.22	\$11.00	\$22,875	\$34.66	\$72,083	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-1011	First-Line Supervisors of Production and Operating Workers	10,770	11,170	400	50	170	220	\$33.93	\$16.21	\$33,716	\$59.15	\$123,022	Postsecondary non-degree award	Less than 5 years	None	
		51-2011	Aircraft Structure, Surfaces, Riggings, and Systems Electrical and Electronic Equipment Assemblers	130	150	20	0	0	10	\$20.45	\$11.09	\$23,084	\$29.14	\$60,615	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-2022	Electrical and Electronic Equipment Assemblers	160	170	10	0	0	0	\$18.22	\$11.65	\$24,223	\$26.67	\$55,471	Postsecondary non-degree award	None	Short-term on-the-job training	
		51-2031	Engine and Other Machine Assemblers	130	130	0	0	0	0	\$19.36	\$11.48	\$23,875	\$28.25	\$38,750	Postsecondary non-degree award	None	Short-term on-the-job training	
		51-2041	Structural Metal Fabricators and Fitters	2,530	2,660	140	20	40	60	\$30.56	\$14.07	\$31,349	\$37.63	\$57,469	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-2091	Fiberglass Laminators and Fabricators	350	390	30	0	10	10	\$16.67	\$10.36	\$21,554	\$24.39	\$30,723	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-2092	Team Assemblers	5,600	5,790	190	20	120	140	\$16.45	\$9.55	\$19,862	\$25.04	\$32,084	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-2099	Assemblers and Fabricators, All Other	1,580	1,690	110	10	30	50	\$14.13	\$8.63	\$17,933	\$21.30	\$44,298	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-3011	Bakers	1,650	1,830	170	20	40	60	\$10.76	\$7.91	\$16,457	\$14.69	\$30,558	Less than high school	None	Long-term on-the-job training	
		51-3021	Butchers and Meat Cutters	2,040	2,140	110	10	40	50	\$12.96	\$8.63	\$17,930	\$17.82	\$37,060	Less than high school	None	Long-term on-the-job training	
		51-3022	Meat, Poultry, and Fish Cutters and Trimmers	2,800	2,830	30	0	60	60	\$9.94	\$7.90	\$16,430	\$13.05	\$27,136	Less than high school	None	Short-term on-the-job training	
		51-3023	Slaughterers and Meat Packers	830	840	0	0	20	20	\$10.02	\$7.93	\$16,493	\$12.53	\$26,066	Less than high school	None	Short-term on-the-job training	
		51-3091	Food and Tobacco Roasting, Baking, and Drying Food Batchmakers	60	70	10	0	0	0	\$14.07	\$10.31	\$21,445	\$18.48	\$34,431	Less than high school	None	Moderate-term on-the-job training	
		51-3092	Food Batchmakers	930	940	10	0	20	20	\$11.72	\$8.09	\$16,819	\$17.34	\$36,066	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-3093	Food Cooking Machine Operators and Tenders	350	370	20	0	10	10	\$10.85	\$8.02	\$16,690	\$14.74	\$30,653	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-3099	Food Processing Workers, All Other	500	580	70	0	10	20	\$11.48	\$8.13	\$16,907	\$16.38	\$34,077	Less than high school	None	Moderate-term on-the-job training	
		51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	1,100	1,350	260	30	30	60	\$19.40	\$12.75	\$26,534	\$27.40	\$56,998	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	150	180	40	0	0	10	\$23.16	\$15.96	\$33,205	\$32.01	\$66,585	Postsecondary non-degree award	None	Long-term on-the-job training	
		51-4021	Operators and Tenders, Metal and Plastic	430	350	-80	0	10	10	\$16.53	\$10.66	\$22,182	\$21.78	\$45,393	Postsecondary non-degree award	None	Moderate-term on-the-job training	

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		51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	190	160	0	0	10	10	\$17.20	\$10.83	\$22,521	\$24.36	\$50,667	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	980	820	0	0	10	10	\$17.42	\$12.00	\$24,960	\$23.20	\$48,258	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	300	260	0	0	10	10	\$21.89	\$12.53	\$26,067	\$41.56	\$66,444	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	170	140	0	0	10	10	\$16.68	\$9.60	\$19,977	\$23.51	\$53,065	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	260	220	0	0	10	10	\$19.07	\$12.18	\$23,550	\$26.75	\$55,640	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	100	90	0	0	0	0	\$19.95	\$12.78	\$26,582	\$24.02	\$50,274	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4041	Machinists	6,260	7,220	960	110	200	310	\$22.36	\$15.24	\$31,689	\$30.33	\$63,093	Postsecondary non-degree award	None	Long-term on-the-job training	
		51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	440	380	0	0	10	10	\$14.20	\$10.16	\$21,142	\$18.88	\$39,280	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	230	250	20	0	0	10	\$19.64	\$13.73	\$26,470	\$29.43	\$61,204	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4111	Tool and Die Makers	240	210	0	0	0	10	\$20.76	\$13.45	\$27,982	\$29.72	\$61,819	High school diploma or equivalent	None	Long-term on-the-job training	
		51-4121	Welders, Cutters, Solderers, and Brazers	17,300	18,030	730	80	590	610	\$21.33	\$14.55	\$30,262	\$29.48	\$61,313	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4122	Welding, Soldering, and Braising Machine Setters, Operators, and Tenders	820	720	0	0	20	20	\$19.20	\$12.96	\$26,954	\$27.65	\$57,514	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	220	190	0	0	0	0	\$21.64	\$15.81	\$32,890	\$24.45	\$59,169	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-4192	Layout Workers, Metal and Plastic	660	590	0	0	10	10	\$24.28	\$17.27	\$35,923	\$30.65	\$63,725	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4193	Painting and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	120	100	0	0	0	0	\$15.26	\$10.76	\$22,388	\$19.83	\$41,253	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-4194	Tool Grinders, Filers, and Sharpeners	140	120	0	0	0	0	\$17.72	\$11.21	\$23,315	\$25.40	\$52,839	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-5111	Progress Technicians and Workers	270	290	0	0	0	0	\$16.59	\$10.68	\$22,209	\$23.66	\$49,204	Postsecondary non-degree award	None	None	
		51-5112	Printing Press Operators	1,720	1,760	40	0	30	30	\$16.41	\$9.41	\$19,580	\$15.81	\$33,675	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-5113	Print Binding and Finishing Workers	330	370	40	10	10	10	\$14.24	\$9.72	\$20,216	\$20.90	\$43,473	High school diploma or equivalent	None	Short-term on-the-job training	
		51-6011	Laundry and Dry-Cleaning Workers	3,840	3,940	100	10	60	70	\$9.34	\$7.75	\$16,125	\$11.79	\$24,518	Less than high school	None	Short-term on-the-job training	
		51-6021	Pressers, Textile, Garment, and Related Materials	560	550	0	0	10	10	\$9.90	\$7.88	\$16,387	\$13.12	\$27,284	Less than high school	None	Short-term on-the-job training	
		51-6031	Sewing Machine Operators	790	800	10	0	10	10	\$11.15	\$1.93	\$16,492	\$14.92	\$31,941	Less than high school	None	Short-term on-the-job training	
		51-6051	Sewers, Hand	140	140	0	0	10	10	\$10.92	\$7.74	\$16,106	\$16.73	\$34,843	Less than high school	None	Moderate-term on-the-job training	
		51-6052	Tailors, Dressmakers, and Custom Sewers	640	630	0	0	20	20	NA	NA	\$17,031	NA	\$39,413	Less than high school	None	Moderate-term on-the-job training	
		51-6053	Textile Cutting Machine Setters, Operators, and Tenders	100	90	0	0	0	0	\$12.23	\$9.92	\$20,642	\$16.29	\$33,874	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-6062	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	70	90	0	0	0	0	NA	NA	NA	NA	>\$187,199	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-6092	Fabric and Apparel Patternmakers	70	80	0	0	0	0	NA	NA	\$20,337	NA	\$30,632	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-6093	Upholsters	190	200	10	0	10	10	\$14.64	\$9.47	\$19,694	\$18.73	\$38,953	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-6099	Textile, Apparel, and Furnishings Workers, All Other	210	230	20	0	0	10	\$12.47	\$8.91	\$18,577	\$17.28	\$35,951	High school diploma or equivalent	None	Short-term on-the-job training	
		51-7011	Cabinetmakers and Bench Carpenters	500	510	10	0	0	10	\$15.74	\$11.41	\$23,723	\$19.75	\$41,075	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	590	580	0	0	20	20	\$15.06	\$9.23	\$19,198	\$20.32	\$42,273	High school diploma or equivalent	None	Short-term on-the-job training	
		51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	200	190	0	0	0	0	\$16.17	\$11.03	\$22,950	\$20.30	\$42,224	High school diploma or equivalent	None	Short-term on-the-job training	



State of Louisiana

Long Term Projections for All Occupations to 2024

(In order by occupational code)

Star Rating <sup>1</sup>	Stars	Occ Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>5</sup>	2024 Projected	10 Year Growth <sup>6</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		51-7099	Woodworkers, All Other	70	70	0	0	0	0	\$23.19	\$8.61	\$17,905	\$39.58	\$82,220	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-8011	Nuclear Power Reactor Operators	410	460	40	10	10	20	\$37.96	\$29.44	\$61,238	\$46.26	\$96,214	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8012	Power Distributors and Dispatchers	190	190	10	0	10	10	NA	NA	\$53,298	NA	\$107,785	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8013	Power Plant Operators	340	350	10	0	10	10	\$27.96	\$13.36	\$27,785	\$44.09	\$91,712	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8021	Stationary Engineers and Boiler Operators	270	270	0	0	10	10	\$21.38	\$15.08	\$31,364	\$29.97	\$64,248	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8031	Water and Wastewater Treatment Plant and System Operators	2,400	2,640	160	20	60	80	\$16.43	\$10.59	\$22,035	\$33.51	\$48,207	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8091	Chemical Plant and System Operators	4,460	4,720	260	30	170	200	\$33.89	\$25.50	\$53,030	\$43.38	\$90,650	Associate's Degree	None	Long-term on-the-job training	
		51-8092	Gas Plant Operators	650	660	10	0	20	30	\$29.52	\$20.51	\$42,657	\$38.94	\$80,284	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8093	Petroleum Pump System Operators, Refinery Operators, and Oilers	5,660	5,890	230	30	210	240	\$31.71	\$20.41	\$42,443	\$43.99	\$91,499	Postsecondary non-degree award	None	Long-term on-the-job training	
		51-8099	Plant and System Operators, All Other	1,290	1,310	60	10	50	50	\$24.94	\$14.29	\$29,713	\$37.32	\$77,632	High school diploma or equivalent	None	Long-term on-the-job training	
		51-9011	Chemical Equipment Operators and Tenders	2,220	2,370	150	20	70	90	\$20.16	\$17.05	\$35,455	\$46.00	\$95,681	Associate's Degree	None	Moderate-term on-the-job training	
		51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	400	420	20	0	10	20	\$17.14	\$10.56	\$21,973	\$28.03	\$58,207	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	640	610	0	0	10	10	\$18.28	\$9.60	\$19,960	\$29.15	\$60,637	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9022	Mixing and Blending Machine Setters, Operators, and Tenders	110	100	0	0	0	0	\$14.29	\$10.37	\$21,573	\$19.83	\$41,247	Less than high school	None	Moderate-term on-the-job training	
		51-9023	Cutting and Trimming Machine Setters, Operators, and Tenders	1,330	1,570	50	10	30	40	\$21.79	\$13.15	\$27,358	\$30.75	\$63,955	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9031	Cutting and Slicing Machine Setters, Operators, and Tenders	50	60	0	0	0	0	\$12.51	\$8.86	\$18,421	\$16.99	\$35,343	Less than high school	None	Short-term on-the-job training	
		51-9032	Extending, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	900	890	0	0	10	10	\$20.08	\$15.19	\$31,592	\$28.34	\$58,939	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-9041	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	170	170	0	0	10	10	\$19.66	\$11.29	\$23,484	\$38.39	\$59,042	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	9,760	10,470	700	80	250	320	\$22.33	\$12.64	\$26,291	\$35.09	\$72,291	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9071	Jewelers and Precious Stone and Metal Workers	1,040	910	0	0	20	20	\$15.15	\$10.19	\$21,187	\$22.46	\$46,711	High school diploma or equivalent	None	Long-term on-the-job training	
		51-9081	Dental Laboratory Technicians	430	540	110	10	10	20	\$16.44	\$9.59	\$19,946	\$24.55	\$51,070	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9082	Medical Appliance Technicians	90	110	20	0	0	0	\$17.14	\$10.58	\$21,998	\$25.35	\$52,734	High school diploma or equivalent	None	Long-term on-the-job training	
		51-9083	Ophthalmic Laboratory Technicians	640	730	90	10	20	30	\$15.21	\$10.45	\$21,721	\$22.71	\$47,233	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-9111	Packaging and Filling Machine Operators and Tenders	1,640	1,730	90	10	60	70	\$12.93	\$8.12	\$16,884	\$19.25	\$40,040	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	800	820	30	0	20	20	\$16.11	\$10.70	\$22,201	\$22.73	\$47,279	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-9122	Painters, Transportation Equipment	720	790	70	10	10	20	\$20.22	\$10.95	\$22,777	\$33.32	\$69,309	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9123	Painting, Coating, and Decorating Workers	130	140	10	0	0	0	\$14.49	\$8.65	\$17,985	\$22.29	\$46,573	Less than high school	None	Moderate-term on-the-job training	
		51-9151	Photographic Process Workers and Processing Machine Operators	180	130	0	0	0	0	\$12.07	\$8.40	\$17,471	\$16.77	\$34,886	High school diploma or equivalent	None	Short-term on-the-job training	
		51-9191	Adhesive Bonding Machine Operators and Tenders	430	420	0	0	10	10	\$16.80	\$10.23	\$21,284	\$22.81	\$47,453	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	70	70	0	0	0	0	\$15.39	\$9.81	\$20,395	\$24.46	\$50,869	Less than high school	None	Moderate-term on-the-job training	
		51-9193	Cooling and Freezing Equipment Operators and Tenders	360	370	10	0	10	10	NA	NA	\$18,257	NA	\$28,780	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9194	Elders and Careworkers	60	60	0	0	0	0	\$13.27	\$9.08	\$18,991	\$19.16	\$39,849	High school diploma or equivalent	None	Moderate-term on-the-job training	

State of Louisiana  
Long Term Projections for All Occupations to 2024  
(in order by occupational code)

Star Rating <sup>1</sup>	Start	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2024 Projected	10 Year Growth <sup>5</sup>	Annual New Growth <sup>6</sup>	Annual Replacement <sup>7</sup>	Annual Total Openings <sup>8</sup>	2015 State Annual Average Wage <sup>9</sup>	2015 State Hourly Avg. Wage- Lowest 10% <sup>10</sup>	2015 State Annual Average Wage- Lowest 10% <sup>11</sup>	2015 State Hourly Avg. Wage- Highest 10% <sup>12</sup>	2015 State Annual Average Wage- Highest 10% <sup>13</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	220	230	10	0	10	10	\$17.84	\$11.83	\$23,597	\$22.98	\$47,886	High school diploma or equivalent	None	Long-term on-the-job training	
		51-9196	Paper Goods Machine Setters, Operators, and Tenders	560	470	0	0	10	10	\$20.56	\$11.27	\$23,438	\$19.83	\$61,035	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9198	Helpers-Production Workers	6,620	6,580	0	0	220	220	\$14.64	\$9.49	\$19,748	\$20.92	\$43,521	Less than high school	None	Short-term on-the-job training	
		51-9199	Production Workers, All Other	8,820	9,070	250	30	180	210	\$17.54	\$9.39	\$19,536	\$28.47	\$39,226	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-1011	Aircraft Cargo Handling Supervisors	140	160	10	0	10	10	\$21.31	\$12.93	\$26,903	\$29.83	\$62,656	Associate Degree	Less than 5 years	None	
		53-1012	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	3,220	3,390	170	20	100	120	\$22.99	\$14.16	\$29,441	\$35.55	\$73,939	High school diploma or equivalent	Less than 5 years	None	
		53-1021	Material Movers, Hand	3,220	3,910	690	20	120	140	\$30.02	\$16.55	\$35,050	\$48.27	\$100,393	Postsecondary non-degree award	Less than 5 years	None	
		53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	3,220	3,910	690	20	120	140	NA	NA	\$50,801	NA	\$128,077	Bachelor's degree	Less than 5 years	Moderate-term on-the-job training	
		53-2011	Aviation Pilot, Captain, and Flight Engineers	130	140	10	0	30	40	NA	NA	\$51,327	NA	\$133,151	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-2012	Commercial Pilot	1,060	1,170	110	0	30	40	\$42.65	\$30.84	\$64,146	\$59.23	\$123,188	Associate degree	None	Long-term on-the-job training	
		53-3021	Air-Traffic Controllers	140	150	10	0	0	10	NA	NA	\$36,871	NA	\$42,921	High school diploma or equivalent	None	Long-term on-the-job training	
		53-3022	Airfield Operations Specialists	120	130	10	0	0	10	\$11.89	\$8.00	\$16,642	\$22.31	\$46,403	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-3023	Ambulance Drivers and Attendants, Except Ambulance Drivers	260	300	40	10	20	40	\$16.21	\$8.83	\$18,360	\$23.67	\$49,239	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-3024	Bus Drivers, Transit and Intercity	1,300	1,990	690	30	20	40	\$9.91	\$7.81	\$16,244	\$13.76	\$28,634	Postsecondary non-degree award	None	Short-term on-the-job training	
		53-3025	Bus Drivers, School or Special Client	720	760	40	40	140	140	\$14.01	\$8.25	\$17,157	\$22.35	\$46,488	High school diploma or equivalent	None	Short-term on-the-job training	
		53-3031	Drivers/Sales Workers	370	410	40	30	60	100	\$14.01	\$8.25	\$17,157	\$22.35	\$46,488	High school diploma or equivalent	None	Short-term on-the-job training	
		53-3032	Heavy and Tractor-Trailer Truck Drivers	2,580	2,690	110	180	430	600	\$19.28	\$12.29	\$25,553	\$28.70	\$59,691	Postsecondary non-degree award	None	Short-term on-the-job training	
		53-3033	Light Truck or Delivery Services Drivers	1,520	1,630	110	130	260	380	\$15.07	\$8.39	\$17,446	\$15.29	\$32,498	High school diploma or equivalent	None	Short-term on-the-job training	
		53-3041	Taxi Drivers and Chauffeurs	1,120	1,130	10	60	60	130	\$11.18	\$7.98	\$16,592	\$16.27	\$33,835	Less than high school	None	Short-term on-the-job training	
		53-3089	Motor Vehicle Operators, All Other	780	840	60	10	20	30	\$14.48	\$8.55	\$17,560	\$22.44	\$46,685	High school diploma or equivalent	None	Short-term on-the-job training	
		53-4011	Locomotive Engineers	730	780	50	0	30	30	\$39.93	\$30.20	\$42,019	\$44.34	\$92,225	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		53-4021	Railroad Brake, Signal, and Switch Oper.	800	830	30	0	30	30	\$26.55	\$19.02	\$39,562	\$34.42	\$71,595	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-4031	Railroad Conductors and Yardmasters	720	750	30	0	30	30	\$27.91	\$19.00	\$39,527	\$38.22	\$79,705	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-5011	Sailors and Marine Officers	670	690	20	20	170	200	\$21.38	\$12.47	\$25,943	\$32.49	\$67,570	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		53-5021	Captains, Mates, and Pilots of Water Vei	920	940	20	0	350	370	\$47.31	\$22.00	\$45,263	\$73.38	\$153,633	Bachelor's degree	None	None	
		53-5022	Motorboat Operators	190	200	10	0	10	10	NA	NA	\$27,346	NA	\$73,971	High school diploma or equivalent	None	Short-term on-the-job training	
		53-5031	Ship Engineers	170	180	10	10	50	50	\$49.96	\$30.03	\$41,667	\$75.93	\$157,927	Bachelor's degree	None	None	
		53-6011	Bridge and Lock Tenders	390	380	0	10	50	20	\$16.88	\$10.74	\$22,337	\$23.38	\$48,625	High school diploma or equivalent	None	Short-term on-the-job training	
		53-6021	Parking Lot Attendants	1,660	1,800	140	20	20	110	\$9.22	\$7.81	\$16,248	\$11.56	\$24,042	Less than high school	None	Short-term on-the-job training	
		53-6031	Automotive and Watercraft Service Attn	1,310	1,510	200	20	90	80	\$12.45	\$8.38	\$17,437	\$17.30	\$36,399	Less than high school	None	Short-term on-the-job training	
		53-6041	Traffic Technicians	230	260	30	0	50	20	\$19.42	\$12.41	\$25,818	\$28.72	\$59,737	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		53-6051	Transportation Inspectors	340	360	20	0	10	10	\$33.22	\$19.59	\$40,739	\$52.12	\$100,416	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-6061	Transportation Attendants, Except Flight	370	390	20	0	10	10	\$13.24	\$8.49	\$17,654	\$18.94	\$39,297	High school diploma or equivalent	None	Short-term on-the-job training	
		53-6089	Transportation Workers, All Other	1,500	1,990	490	10	80	80	\$11.48	\$7.78	\$16,184	\$18.94	\$31,403	High school diploma or equivalent	None	Short-term on-the-job training	
		53-7011	Conveyor Operators and Tenders	890	920	30	0	30	30	\$16.16	\$10.72	\$22,290	\$23.30	\$46,454	Less than high school	None	Short-term on-the-job training	
		53-7021	Crane and Tower Operators	370	310	0	10	110	120	\$20.93	\$14.64	\$30,448	\$29.97	\$62,236	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	
		53-7031	Dredge Operators	180	180	0	0	0	0	\$19.76	\$14.46	\$30,074	\$27.99	\$58,228	High school diploma or equivalent	None	Short-term on-the-job training	
		53-7032	Excavating and Loading Machine and Dr	1090	1090	0	0	10	10	NA	NA	NA	NA	>\$187,199	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		53-7041	Hoist and Winch Operators	70	70	0	0	0	0	NA	NA	NA	NA	\$47,991	High school diploma or equivalent	None	Short-term on-the-job training	
		53-7051	Industrial Truck and Tractor Operators	6880	6940	60	20	170	190	\$16.44	\$10.71	\$22,281	\$23.07	\$47,991	Less than high school	None	Short-term on-the-job training	
		53-7061	Cleaners of Vehicles and Equipment	4380	4880	500	40	150	210	\$11.27	\$7.85	\$16,337	\$17.50	\$36,195	Less than high school	None	Short-term on-the-job training	
		53-7062	Laborers and Freight, Stock, and Material	42920	46820	3900	120	1,310	1,640	\$12.47	\$8.21	\$17,082	\$18.22	\$37,994	Less than high school	None	Short-term on-the-job training	
		53-7063	Machine Feeders and Operators	1490	1540	50	10	30	40	\$18.05	\$11.46	\$23,831	\$23.20	\$48,452	Less than high school	None	Short-term on-the-job training	
		53-7064	Packers and Packers, Hand	3590	3770	180	10	100	110	\$10.95	\$7.84	\$16,310	\$15.78	\$32,813	Less than high school	None	Short-term on-the-job training	

State of Louisiana  
 Long Term Projections for All Occupations to 2024  
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Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>5</sup>	2024 Projected	10 Year Growth <sup>4</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		53-7072	Pump Operators, Except Wellhead Pump	1360	1280	10	0	60	60	NA	NA	NA	NA	>\$187,199	Less than high school	None	Moderate-term on-the-job training	
		53-7073	Wellhead Pumps	320	330	10	0	20	20	\$19.36	\$9.19	\$9,125	\$35.78	\$74,428	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		53-7081	Refuse and Recyclable Material Collectors	1350	1400	50	10	30	40	\$12.46	\$8.10	\$16,847	\$18.03	\$37,512	Less than high school	None	Short-term on-the-job training	
		53-7121	Tank Car, Truck, and Ship Loaders	740	780	40	10	20	30	\$24.27	\$13.70	\$28,492	\$37.55	\$76,106	Less than high school	None	Short-term on-the-job training	
		53-7199	Material Moving Workers, All Other	990	990	10	0	20	20	\$17.38	\$12.26	\$25,506	\$23.36	\$48,591	Less than high school	None	Short-term on-the-job training	

<sup>1</sup> Stars represent occupational outlook and wages. Five star occupations have the best outlook and pay the highest wages. Star ratings are being revised to reflect changes and wages and long term projections and will be added once the revisions are complete.

<sup>2</sup> Unique code assigned to each occupation describing knowledge, skills and abilities necessary to perform a variety of activities and tasks. <http://online.onetcenter.org/>

<sup>3</sup> Title of the occupation.

<sup>4</sup> 2014 Annual Average employment from employer payroll files, with estimates for self-employed and unpaid family workers.

<sup>5</sup> 2024 Projected employment estimate includes new jobs and replacement needs of employers.

<sup>6</sup> Projected 10 year growth or decline in an occupation.

<sup>7</sup> Number of projected new jobs for the occupation.

<sup>8</sup> Number of job needed to fill those workers retiring or leaving an occupation.

<sup>9</sup> Annual job openings as a function of replacement demand (retirements + turnover) + new growth.

<sup>10</sup> 2015 Annual average wage for all workers in this occupation.

<sup>11</sup> Average hourly wage for lowest 10 percent of workers in this occupation.

<sup>12</sup> Average annual wage for lowest 10 percent of workers in this occupation.

<sup>13</sup> Average hourly wage for highest 10 percent of workers in this occupation.

<sup>14</sup> Annual average wage of highest 10 percent of workers in this occupation.

<sup>15</sup> Most Significant Source of Education: Researched and designated by the Bureau of Labor Statistics (BLS)

Long-Term Trng. & Exp. = Long-Term training and experience (more than 12 months of on-the-job training)

Mod.-term Trng. & Exp. = Moderate-term training and experience (1 to 12 months of combined on-the-job experience and informal

Short-term Trng. & Exp. = Short-term training and experience (up to 1 month of on-the-job experience)

<sup>16</sup> Louisiana Licensing Guide reference describing those occupations regulated by state boards, commissions or agencies. <http://www.laworks.net/Downloads/LM/licensingguide.pdf>

NA - Wages from the 2015 Occupational Wage Survey were not available because of confidentiality, or only annual wages are available for most of the education related occupations.

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Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2018 Projected <sup>5</sup>	2 Year Growth <sup>6</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Hourly Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Hourly Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		00-0000	Total All Occupations	2,039,900	2,079,410	39,530	16,830	\$1,010	67,840	\$174.36	\$31.56	\$65,642	NA	NA	None	5 years or more	None	
		11-1011	Chief Executives	1,330	1,310	0	0	20	30	\$174.36	\$31.56	\$65,642	NA	NA	Bachelors degree	5 years or more	None	
		11-1021	General and Operations Managers	30,860	31,320	470	160	730	880	\$108,869	\$22.66	\$47,132	NA	NA	Bachelors degree	Less than 5 years	None	
		11-1031	Legislators	700	690	0	0	10	10	\$21,445	NA	\$15,992	NA	\$33,403	Bachelors degree	Less than 5 years	None	
		11-1011	Advertising and Promotions Managers	350	360	10	0	10	20	\$67,380	\$18.29	\$38,040	NA	\$123,962	Bachelors degree	Less than 5 years	None	
		11-2021	Marketing Managers	940	960	20	10	20	30	\$90,937	\$21.35	\$44,405	\$72.38	\$150,549	Bachelors degree	5 years or more	None	
		11-2023	Sales Managers	3,770	3,810	30	10	80	90	\$104,133	\$22.55	\$46,897	\$86.47	\$179,848	Bachelors degree	Less than 5 years	None	
		11-2031	Public Relations and Fundraising Managers	320	320	0	0	10	10	\$87,740	\$18.69	\$38,880	\$80.74	\$167,946	Bachelors degree	5 years or more	None	
		11-3011	Administrative Services Managers	3,410	3,440	40	10	60	70	\$77,715	\$18.56	\$34,601	\$97.57	\$123,915	Associates Degree	Less than 5 years	None	
		11-3021	Computer and Information Systems Managers	1,800	1,980	180	60	20	80	\$94,468	\$25.47	\$32,984	\$48.67	\$142,835	Bachelors degree	5 years or more	None	
		11-3031	Financial Managers	5,390	5,430	40	10	120	130	\$99,517	\$25.06	\$51,118	\$80.06	\$166,517	Bachelors degree	5 years or more	None	
		11-3051	Industrial Production Managers	1,720	1,690	0	0	40	40	\$113,294	\$27.69	\$37,587	\$91.54	\$190,402	Bachelors degree	5 years or more	None	
		11-3061	Purchasing Managers	810	790	0	0	20	20	\$86,169	\$22.30	\$46,379	\$69.10	\$143,733	Bachelors degree	5 years or more	None	
		11-3071	Transportation, Storage, and Distribution Managers	1,370	1,370	0	0	30	30	\$88,415	\$21.70	\$45,137	\$70.36	\$146,356	Associates Degree	5 years or more	None	
		11-3111	Compensation and Benefits Managers	230	230	0	0	10	10	\$17,794	\$21.08	\$43,345	\$53.35	\$108,895	Bachelors degree	5 years or more	None	
		11-3121	Human Resources Managers	1,480	1,510	30	10	40	50	\$79,268	\$31.73	\$45,193	\$59.49	\$133,740	Bachelors degree	5 years or more	None	
		11-3131	Training and Development Managers	430	430	0	0	10	10	\$75,811	\$19.57	\$40,699	\$55.53	\$115,502	Bachelors degree	5 years or more	None	
		11-9013	Farmers, Ranchers, and Other Agricultural Managers	370	360	0	0	10	10	\$64,074	\$11.38	\$23,679	\$46.77	\$97,279	High school diploma or equivalent	5 years or more	None	
		11-9021	Construction Managers	5,700	5,830	140	50	80	130	\$87,049	\$23.54	\$48,961	\$66.23	\$137,762	Bachelors degree	None	Moderate-term on-the-job training	
		11-9031	Education Administrators, Preschool and Childcare Center/Program	250	260	10	0	10	10	\$44,219	\$13.09	\$27,237	\$29.87	\$62,135	Bachelors degree	Less than 5 years	None	
		11-9033	Education Administrators, Elementary and Secondary School	3,760	3,830	90	30	110	140	\$73,871	NA	\$54,167	NA	\$96,483	Masters degree	5 years or more	None	
		11-9033	Education Administrators, Postsecondary	2,130	2,200	70	20	60	90	\$93,221	\$21.35	\$48,358	\$75.05	\$156,100	Masters degree	5 years or more	None	
		11-9039	Education Administrators, All Other	580	590	20	10	20	20	NA	NA	NA	NA	NA	Bachelors degree	Less than 5 years	None	
		11-9041	Architectural and Engineering Managers	1,640	1,640	0	0	40	40	\$135,880	\$37.95	\$76,932	\$93.59	\$194,677	Bachelors degree	5 years or more	None	
		11-9051	Food Service Managers	2,710	2,810	90	30	30	80	\$50,295	\$13.44	\$27,962	\$35.99	\$74,868	Associates Degree	Less than 5 years	None	
		11-9061	Funeral Service Managers	570	580	10	0	10	20	\$61,526	\$16.00	\$33,270	\$49.83	\$103,649	Associates degree	Less than 5 years	None	
		11-9071	Gaming Managers	250	240	0	0	10	10	\$74,902	\$24.36	\$52,540	\$48.93	\$101,784	High school diploma or equivalent	Less than 5 years	None	
		11-9081	Lodging Managers	570	590	20	10	10	20	\$56,887	\$16.03	\$33,336	\$49.27	\$102,489	Associates Degree	Less than 5 years	None	
		11-9111	Medical and Health Services Managers	2,840	2,940	100	30	70	100	\$88,776	\$25.99	\$54,066	\$60.45	\$125,743	Bachelors degree	None	None	
		11-9123	Natural Sciences Managers	290	290	0	0	10	10	\$93,562	\$28.35	\$35,976	\$63.30	\$139,585	Bachelors degree	5 years or more	None	
		11-9131	Postmasters and Mail Superintendents	160	160	0	0	0	0	\$72,383	\$29.24	\$60,817	\$42.49	\$88,383	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		11-9141	Property, Real Estate, and Community Association Managers	4,980	5,050	70	20	80	100	\$44,799	\$9.08	\$18,892	\$36.46	\$75,827	Associates Degree	Less than 5 years	None	
		11-9151	Social and Community Service Managers	2,050	2,050	0	0	50	60	\$61,960	\$19.05	\$39,631	\$45.48	\$94,601	Bachelors degree	5 years or more	None	
		11-9161	Emergency Management Directors	110	110	0	0	0	0	\$76,024	\$19.77	\$41,133	\$63.56	\$132,197	Bachelors degree	5 years or more	None	
		11-9199	Managers, All Other	13,780	13,920	140	50	320	370	\$82,927	\$19.43	\$40,413	\$66.22	\$137,748	High school diploma or equivalent	Less than 5 years	None	
		13-1011	Agents and Business Managers of Artists, Authors, and Performers	120	110	0	0	0	0	\$76,334	\$19.12	\$39,764	\$44.24	\$92,028	Bachelors degree	Less than 5 years	None	
		13-1021	Buyers and Purchasing Agents, Farm Products	340	340	0	0	10	10	\$49,142	\$13.38	\$27,619	\$36.22	\$75,346	High school diploma or equivalent	None	Long-term on-the-job training	
		13-1022	Wholesale and Retail Buyers, Except Farm Products	1,000	1,030	30	10	30	40	\$44,277	\$10.88	\$22,612	\$33.83	\$70,375	Associates Degree	None	Long-term on-the-job training	

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Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2018 Projected <sup>5</sup>	2 Year Growth <sup>6</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		13-1023	Purchasing Agent, Except Wholesale, Retail, and Farm Products	2,810	2,800	0	0	80	80	\$56,954	\$15.94	\$33,149	\$41.65	\$86,635	High school diploma or equivalent	None	Long-term on-the-job training	
		13-1031	Claims Adjuster, Examiners, and Investigators	3,080	3,310	130	40	70	110	\$68,160	\$18.91	\$39,341	\$47.49	\$98,782	Postsecondary, non-degree award	None	Long-term on-the-job training	
		13-1032	Insurance Appraisers, Auto Damage	140	150	0	0	0	0	\$65,416	\$19.66	\$40,884	\$45.75	\$93,164	Postsecondary, non-degree award	None	Moderate-term on-the-job training	
		13-1041	Compliance Officers	4,280	4,290	10	0	60	60	\$60,088	\$15.90	\$33,071	\$44.85	\$93,281	Bachelors degree	None	Moderate-term on-the-job training	
		13-1051	Cost Estimators	2,640	2,730	90	30	70	100	\$57,015	\$15.90	\$33,064	\$43.87	\$91,253	Bachelors degree	None	Moderate-term on-the-job training	
		13-1071	Human Resources Specialists	3,510	3,530	20	10	80	90	\$52,231	\$14.88	\$30,951	\$34.00	\$79,037	Bachelors degree	None	None	None
		13-1075	Labor Relations Specialists	160	160	0	0	0	0	\$54,848	\$8.77	\$18,243	\$47.09	\$97,353	Bachelors degree	None	None	None
		13-1081	Logisticians	700	710	10	0	10	10	\$71,600	\$19.11	\$39,751	\$52.17	\$108,510	Bachelors degree	None	None	None
		13-1111	Management Analysts	4,090	4,220	130	40	50	90	\$72,695	\$18.45	\$38,383	\$51.32	\$108,618	Bachelors degree	Less than 5 years	None	None
		13-1121	Meeting, Convention, and Event Planners	540	560	20	10	10	10	\$43,941	\$11.19	\$23,366	\$30.86	\$64,184	Bachelors degree	None	None	None
		13-1131	Facilitators	330	340	0	0	0	10	\$48,017	\$14.30	\$29,739	\$36.79	\$64,049	Bachelors degree	None	None	None
		13-1141	Compensation, Benefits, and Job Analysis Specialists	1,300	1,250	0	0	30	30	\$45,064	\$13.90	\$28,302	\$30.36	\$63,150	Bachelors degree	None	None	None
		13-1151	Training and Development Specialists	1,890	1,910	20	10	40	50	\$50,009	\$13.95	\$29,009	\$39.48	\$82,111	Bachelors degree	Less than 5 years	None	None
		13-1161	Market Research Analysts and Marketing Specialists	2,180	2,290	100	30	20	60	\$51,206	\$13.65	\$28,390	\$37.59	\$78,195	Bachelors degree	None	None	None
		13-1199	Business Operations Specialists, All Other	12,980	13,100	120	40	140	180	\$57,055	\$13.64	\$28,364	\$45.28	\$94,176	High school diploma or equivalent	None	None	None
		13-2011	Accountants and Auditors	12,220	12,400	180	60	330	390	\$63,104	\$19.20	\$39,931	\$45.93	\$95,529	Bachelors degree	None	None	None
		13-2021	Appraisers and Assessors of Real Estate	730	730	0	0	10	20	\$47,098	\$13.96	\$29,032	\$34.77	\$72,322	Postsecondary, non-degree award	None	Long-term on-the-job training	
		13-2031	Budget Analysts	420	420	0	0	10	10	\$44,244	\$20.04	\$41,675	\$41.88	\$91,261	Bachelors degree	None	None	None
		13-2041	Credit Analysts	350	350	0	0	20	20	\$73,651	\$16.88	\$35,106	\$58.68	\$122,056	Bachelors degree	None	None	None
		13-2051	Financial Analysts	730	740	10	0	10	20	\$83,056	\$20.70	\$43,060	\$66.63	\$138,638	Bachelors degree	None	None	None
		13-2052	Personal Financial Advisors	1,680	1,790	110	40	40	80	\$96,121	\$18.53	\$38,542	N/A	N/A	Bachelors degree	None	None	None
		13-2053	Insurance Underwriters	1,110	1,100	0	0	20	20	\$65,334	\$17.47	\$36,331	\$52.44	\$109,080	Bachelors degree	None	Moderate-term on-the-job training	
		13-2061	Financial Examiners	230	240	10	0	10	10	\$79,639	\$19.83	\$41,243	\$66.55	\$138,429	Bachelors degree	None	Moderate-term on-the-job training	
		13-2071	Credit Counselors	100	100	0	0	0	0	\$37,132	\$11.77	\$24,489	\$23.17	\$48,199	Bachelors degree	None	Moderate-term on-the-job training	
		13-2072	Loan Officers	3,900	3,950	40	20	70	80	\$56,245	\$13.86	\$28,828	\$44.00	\$91,529	Associates Degree	None	Moderate-term on-the-job training	
		13-2081	Tax Examiners and Collectors, and Revenue Agents	730	720	0	0	30	30	\$50,078	\$13.43	\$27,927	\$42.74	\$88,909	Bachelors degree	None	Moderate-term on-the-job training	
		13-2082	Tax Preparers	1,440	1,420	0	0	30	30	\$30,850	\$8.49	\$17,653	\$22.47	\$46,745	Postsecondary, non-degree award	None	Moderate-term on-the-job training	
		13-2099	Financial Specialists, All Other	990	1,000	10	0	10	10	\$55,112	\$13.17	\$27,399	\$45.48	\$94,591	Bachelors degree	None	Moderate-term on-the-job training	
		13-1121	Computer Systems Analysts	1,980	2,240	260	90	20	110	\$77,539	\$19.45	\$40,463	\$55.86	\$161,179	Bachelors degree	None	Moderate-term on-the-job training	
		13-1122	Information Security Analysts	740	810	70	20	10	30	\$71,091	\$16.90	\$35,142	\$58.90	\$122,505	Bachelors degree	Less than 5 years	None	None
		13-1131	Computer Programmers	2,530	2,920	390	130	60	190	\$67,717	\$19.42	\$40,392	\$48.08	\$100,005	Bachelors degree	None	None	None
		13-1132	Software Developers, Applications	1,260	1,610	350	120	20	130	\$78,102	\$19.34	\$40,232	\$55.42	\$115,267	Bachelors degree	None	None	None
		13-1133	Software Developers, Systems Software	1,030	1,310	280	90	10	110	\$73,407	\$19.70	\$40,983	\$49.95	\$103,896	Associates degree	None	None	None
		13-1134	Web Developers	720	860	140	50	10	50	\$53,228	\$14.08	\$29,290	\$36.55	\$76,023	Bachelors degree	None	None	None
		13-1141	Database Administrators	490	540	70	20	10	30	\$68,382	\$19.90	\$41,393	\$46.84	\$97,426	Bachelors degree	Less than 5 years	None	None
		13-1142	Network and Computer Systems Administrators	2,930	3,310	370	130	30	160	\$63,418	\$17.00	\$35,365	\$47.30	\$98,379	Bachelors degree	None	None	None
		13-1143	Computer Network Architects	300	330	30	10	0	10	\$88,532	\$25.42	\$51,871	\$62.30	\$129,587	Bachelors degree	5 years or more	None	None
		13-1151	Computer User Support Specialists	3,340	3,500	270	90	40	130	\$41,988	\$12.84	\$26,698	\$33.66	\$70,020	Some college, no degree	None	Moderate-term on-the-job training	
		13-1152	Computer Network Support Specialists	1,680	1,790	110	40	20	60	\$46,960	\$13.78	\$28,665	\$36.21	\$75,317	Associates degree	None	None	None

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		15-1199	Computer Occupations, All Other	2,460	2,510	50	20	30	40	\$67,330	\$15.37	\$31,979	\$50.64	\$105,328	Bachelors degree	None	None	None
		15-2031	Operations Research Analysts	1,110	1,260	150	50	20	70	\$55,207	\$15.18	\$31,999	\$48.64	\$101,163	Bachelors degree	None	None	None
		17-1011	Architects, Except Landscape and Naval	1,190	1,300	110	0	20	20	\$72,637	\$19.09	\$39,715	\$57.32	\$119,224	Bachelors degree	None	None	None
		17-1012	Landscape Architects	220	230	0	0	0	10	\$45,497	\$13.69	\$38,471	\$36.15	\$75,196	Bachelors degree	None	None	None
		17-1022	Surveyors	1,140	1,120	0	0	30	30	\$58,321	\$16.16	\$33,617	\$43.95	\$91,417	Bachelors degree	None	None	None
		17-2041	Chemical Engineers	2,370	2,490	120	40	60	100	\$113,844	\$31.63	\$69,959	\$78.68	\$163,645	Bachelors degree	None	None	None
		17-2051	Civil Engineers	3,820	3,820	0	0	110	110	\$90,611	\$25.56	\$53,299	\$64.85	\$130,719	Bachelors degree	None	None	None
		17-2061	Computer Hardware Engineers	290	300	10	0	10	10	\$83,105	\$23.58	\$53,100	\$37.31	\$119,208	Bachelors degree	None	None	None
		17-2071	Electrical Engineers	1,630	1,640	10	0	40	40	\$101,627	\$28.07	\$58,293	\$76.10	\$138,285	Bachelors degree	None	None	None
		17-2072	Electronics Engineers, Except Computer	700	710	10	0	20	20	\$82,166	\$23.42	\$12,444	\$48.04	\$120,713	Bachelors degree	None	None	None
		17-2081	Environmental Engineers, Except Computer	550	570	20	0	20	20	\$95,483	\$25.65	\$33,246	\$70.71	\$147,071	Bachelors degree	None	None	None
		17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	690	700	10	10	20	30	\$56,319	\$19.56	\$41,302	\$46.46	\$144,484	Bachelors degree	None	None	None
		17-2112	Industrial Engineers	2,380	2,300	0	0	70	70	\$97,620	\$22.82	\$41,472	\$73.91	\$153,731	Bachelors degree	None	None	None
		17-2121	Marine Engineers and Naval Architects	380	260	0	0	10	10	\$76,248	\$24.65	\$31,273	\$49.49	\$102,942	Bachelors degree	None	None	None
		17-2131	Materials Engineers	80	70	0	0	0	0	\$115,075	\$31.25	\$6,078	NA	NA	Bachelors degree	None	None	None
		17-2141	Mechanical Engineers	2,590	2,560	0	0	80	80	\$98,308	\$26.01	\$54,108	\$76.12	\$156,245	Bachelors degree	None	None	None
		17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	90	90	0	0	0	0	\$121,672	\$34.32	\$52,673	NA	NA	Bachelors degree	None	None	None
		17-2161	Nuclear Engineers	150	150	0	0	0	10	\$102,133	\$33.96	\$70,643	\$66.51	\$138,346	Bachelors degree	None	None	None
		17-2171	Petroleum Engineers	1,520	1,440	0	0	30	30	\$136,372	\$32.54	\$67,693	NA	NA	Bachelors degree	None	None	None
		17-2199	Engineers, All Other	3,860	3,890	30	10	70	80	\$88,089	\$24.32	\$50,580	\$66.56	\$138,450	Bachelors degree	None	None	None
		17-3011	Architectural and Civil Drafters	1,320	1,290	0	0	20	20	\$54,049	\$16.34	\$33,988	\$41.22	\$85,736	Associates degree	None	None	None
		17-3012	Electrical and Electronics Drafters	240	240	0	0	0	0	\$66,515	\$19.81	\$11,213	\$49.58	\$103,118	Associates degree	None	None	None
		17-3013	Mechanical Drafters	1,200	1,150	0	0	20	20	\$65,669	\$18.53	\$38,548	\$51.64	\$107,410	Associates degree	None	None	None
		17-3019	Drafters, All Other	940	920	0	0	10	10	\$54,804	\$14.66	\$30,481	\$38.44	\$79,945	Associates degree	None	None	None
		17-3021	Aerospace Engineering and Operations Technicians	160	160	0	0	0	10	\$66,549	\$20.60	\$42,858	\$45.11	\$93,838	Associates degree	None	None	None
		17-3022	Civil Engineering Technicians	1,710	1,660	0	0	40	40	\$46,770	\$13.42	\$27,909	\$33.04	\$88,730	Associates degree	None	None	None
		17-3023	Electrical and Electronics Engineering Technicians	1,480	1,440	0	0	40	46	\$55,983	\$15.71	\$32,682	\$37.83	\$78,689	Associates degree	None	None	None
		17-3024	Electro-Mechanical Technicians	650	550	0	0	20	20	\$45,347	\$13.20	\$27,462	\$37.15	\$77,365	Associates degree	None	None	None
		17-3025	Environmental Engineering Technicians	370	380	0	0	10	10	\$43,462	\$10.41	\$21,656	\$32.21	\$67,000	Associates degree	None	None	None
		17-3026	Industrial Engineering Technicians	400	380	0	0	10	10	\$66,655	\$12.98	\$56,996	\$48.32	\$100,416	Associates degree	None	None	None
		17-3027	Mechanical Engineering Technicians	440	430	0	0	10	10	\$65,955	\$17.71	\$36,832	\$55.76	\$115,971	Associates degree	None	None	None
		17-3029	Engineering Technicians, Except Drafters, All Other	740	740	0	0	20	20	\$59,445	\$15.47	\$32,175	\$49.33	\$102,597	Associates degree	None	None	None
		17-3031	Surveying and Mapping Technicians	1,520	1,420	0	0	20	20	\$37,990	\$10.22	\$21,253	\$27.85	\$57,931	Postsecondary non-degree award	None	None	None
		19-1013	Soil and Plant Scientists	110	110	0	0	0	0	\$62,071	\$15.82	\$31,897	\$42.75	\$88,916	Bachelors degree	None	None	None
		19-1021	Biochemists and Biophysicists	280	270	0	0	10	10	\$46,168	\$15.52	\$32,272	\$30.06	\$62,529	Doctoral or professional degree	None	None	None
		19-1023	Zoologists and Wildlife Biologists	60	60	0	0	0	0	\$70,434	\$21.55	\$44,833	\$49.49	\$102,942	Bachelors degree	None	None	None
		19-1029	Biological Scientists, All Other	210	220	10	0	10	10	\$72,266	\$22.91	\$47,662	\$44.83	\$93,241	Bachelors degree	None	None	None
		19-1031	Conservation Scientists	670	660	0	0	30	30	\$61,048	\$19.18	\$39,885	\$42.74	\$88,901	Bachelors degree	None	None	None
		19-1032	Foresters	240	250	10	0	10	10	\$79,404	\$23.60	\$53,242	\$60.23	\$125,270	Bachelors degree	None	None	None
		19-1041	Epidemiologists	110	110	0	0	0	0	\$63,035	\$17.53	\$36,463	\$53.10	\$110,449	Master's degree	None	None	None

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	19-1012	Medical Scientists, Except Epidemiologists	120	130	0	0	0	10	\$91,265	\$34.65	\$51,262	\$76.41	\$158,929	Doctoral or professional degree	None	None	None
	19-2031	Chemists	700	700	0	0	20	20	\$72,688	\$16.97	\$35,389	\$34.20	\$117,736	Bachelor's degree	None	None	None
	19-2032	Materials Scientists	100	110	0	0	0	0	\$106,823	\$35.38	\$73,542	\$63.37	\$131,809	Bachelor's degree	None	None	None
	19-2041	Environmental Scientists and Specialists, Including Health	1,270	1,370	0	0	40	40	\$63,254	\$15.92	\$33,112	\$32.06	\$108,288	Bachelor's degree	None	None	None
	19-2042	Geoscientists, Except Hydrologists and Geographers	910	880	0	0	30	30	\$100,209	\$21.37	\$44,453	\$91.06	\$189,411	Bachelor's degree	None	None	None
	19-3011	Economists	90	80	0	0	0	0	\$97,337	\$23.50	\$53,040	\$78.31	\$162,893	Master's degree	None	None	None
	19-3022	Survey Researchers	290	300	10	0	0	10	\$45,131	\$16.15	\$33,588	\$31.61	\$63,672	Master's degree	None	None	None
	19-3031	Clinical, Counseling, and School Psychologists	530	560	30	10	10	20	\$78,089	\$17.63	\$36,677	\$58.71	\$122,123	Doctoral or professional degree	None	Internship/residency	None
	19-3039	Psychologists, All Other	250	260	10	0	10	10	\$90,696	\$27.76	\$57,779	\$54.61	\$113,585	Master's degree	None	Internship/residency	None
	19-3051	Urban and Regional Planners	90	90	0	0	0	0	\$57,443	\$16.86	\$35,068	\$44.51	\$92,580	Master's degree	None	None	None
	19-3091	Anthropologists and Archeologists	80	80	0	0	0	0	\$54,571	\$13.59	\$28,259	\$41.46	\$86,247	Master's degree	None	None	None
	19-3099	Social Scientists and Related Workers, All Other	140	140	0	0	0	0	\$64,726	\$27.13	\$46,034	\$45.47	\$94,588	Bachelor's degree	None	None	None
	19-4011	Agricultural and Food Science Technicians	50	50	0	0	0	0	\$32,181	\$10.34	\$21,500	\$22.93	\$47,703	Associate's degree	None	Moderate-term on-the-job training	None
	19-4021	Biological Technicians	180	190	10	0	10	10	\$40,291	\$11.19	\$33,283	\$29.50	\$61,355	Bachelor's degree	None	Moderate-term on-the-job training	None
	19-4031	Chemical Technicians	1,980	2,020	50	20	60	70	\$58,211	\$15.23	\$31,676	\$38.42	\$79,910	Associate's degree	None	Moderate-term on-the-job training	None
	19-4041	Geological and Petroleum Technicians	810	740	0	0	30	30	\$59,139	\$15.39	\$32,007	\$46.17	\$96,040	Associate's degree	None	Moderate-term on-the-job training	None
	19-4051	Nuclear Technicians	230	230	0	0	10	16	\$64,936	\$18.31	\$38,095	\$45.59	\$94,122	Associate's degree	None	Moderate-term on-the-job training	None
	19-4061	Social Science Research Assistants	120	130	0	0	10	10	\$30,906	\$7.70	\$16,017	\$33.55	\$69,789	Associate's degree	None	None	None
	19-4091	Environmental Science and Protection Technicians, Including Health	490	500	10	0	20	20	\$44,562	\$11.71	\$24,367	\$37.63	\$78,268	Associate's degree	None	None	None
	19-4092	Forensic Science Technicians	180	190	10	0	10	10	\$50,447	\$15.34	\$31,914	\$36.85	\$76,649	Bachelor's degree	None	Moderate-term on-the-job training	None
	19-4093	Forest and Conservation Technicians	70	70	0	0	0	0	NA	NA	NA	NA	NA	Associate's degree	None	None	None
	19-4099	Life, Physical, and Social Science Technicians, All Other	390	400	10	0	20	20	\$48,864	\$15.35	\$31,935	\$32.50	\$67,955	Associate's degree	None	None	None
	21-1011	Substance Abuse and Behavioral Disorder Counselors	820	860	40	10	20	30	\$35,651	\$8.74	\$18,180	\$36.87	\$55,896	Bachelor's Degree	None	Moderate-term on-the-job training	None
	21-1012	Educational Guidance, School, and Vocational Counselors	4,300	4,340	40	50	80	130	\$52,625	\$16.18	\$33,652	\$34.76	\$72,291	Master's degree	None	None	None
	21-1013	Marriage and Family Therapists	130	130	0	0	0	0	\$43,498	\$13.02	\$27,090	\$32.75	\$68,123	Master's degree	None	None	None
	21-1014	Mental Health Counselors	2,330	2,490	160	40	50	90	\$34,303	\$10.29	\$21,404	\$31.73	\$49,363	Master's degree	None	Internship/residency	None
	21-1015	Rehabilitation Counselors	800	820	20	10	30	30	\$46,540	\$13.25	\$27,552	\$32.87	\$68,364	Master's degree	None	None	None
	21-1019	Counselors, All Other	1,020	1,040	20	10	20	30	\$37,928	\$8.65	\$17,996	\$28.72	\$59,730	Master's degree	None	None	None
	21-1021	Child, Family, and School Social Workers	900	930	30	10	20	30	\$51,850	\$15.19	\$31,595	\$34.11	\$70,955	Bachelor's degree	None	None	None
	21-1022	Healthcare Social Workers	1,980	2,040	60	20	50	70	\$49,122	\$15.79	\$32,849	\$32.90	\$68,437	Master's degree	None	None	None
	21-1023	Mental Health and Substance Abuse Social Workers	1,940	1,080	50	20	20	40	\$41,200	\$11.39	\$23,684	\$30.07	\$62,548	Bachelor's degree	None	None	None
	21-1029	Social Workers, All Other	540	560	20	10	10	20	\$49,435	\$12.92	\$26,865	\$37.13	\$77,230	Bachelor's degree	None	None	None
	21-1091	Health Educators	440	450	10	10	10	10	\$50,532	\$13.56	\$28,205	\$36.58	\$76,095	Bachelor's degree	None	None	None
	21-1092	Probation Officers and Correctional Treatment Specialists	1,240	1,230	0	0	20	20	\$47,880	\$13.19	\$31,588	\$34.89	\$72,579	Bachelor's degree	None	Short-term on-the-job training	None
	21-1093	Social and Human Service Assistants	3,660	1,170	110	40	60	90	\$27,995	\$8.49	\$17,662	\$20.01	\$41,614	High school diploma or equivalent	None	Short-term on-the-job training	None
	21-1094	Community Health Workers	600	620	20	10	10	20	\$38,661	\$11.16	\$23,203	\$19.97	\$42,341	High school diploma or equivalent	None	Short-term on-the-job training	None

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		21-1099	Community and Social Service Specialists, All Other	5,530	5,500	0	0	110	110	\$38,218	\$9.34	\$19,427	\$29.05	\$60,429	Masters degree	None	None	None
		21-1011	Clerk	280	290	10	0	10	10	\$41,356	\$10.32	\$21,463	\$29.92	\$62,343	Bachelors degree	None	Moderate-term on-the-job training	None
		23-1011	Lawyers	4,780	8,810	3,930	10	120	130	\$111,240	\$23.23	\$48,328	NA	NA	Doctoral or professional degree	None	None	None
		23-1012	Judicial Law Clerks	240	230	-10	0	10	10	\$43,555	\$14.31	\$29,774	\$28.78	\$59,872	Doctoral or professional degree	None	None	None
		23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	240	240	0	0	0	0	\$69,455	\$8.19	\$17,032	\$78.13	\$158,344	Doctoral or professional degree	Less than 5 years	Short-term on-the-job training	None
		23-1022	Arbitrators, Mediators, and Conciliators	60	60	0	0	0	0	\$53,290	\$20.01	\$41,624	\$19.98	\$62,367	Bachelors degree	Less than 5 years	Moderate-term on-the-job training	None
		23-1023	Judges, Magistrate Judges, and Mayors	230	230	0	0	0	0	\$90,488	\$11.43	\$23,781	NA	NA	Doctoral or professional degree	5 years or more	Short-term on-the-job training	None
		23-2011	Paralegals and Legal Assistants	3,570	3,600	30	10	70	80	\$43,447	\$13.19	\$27,437	\$29.60	\$61,564	Associates degree	None	None	None
		23-2091	Court Reporters	510	510	0	0	10	10	\$41,036	\$10.31	\$21,436	\$29.10	\$60,537	Postsecondary non-degree award	None	Short-term on-the-job training	None
		23-2093	Title Examiners, Abstractors, and Searchers	1,130	1,120	-10	0	20	20	\$42,558	\$12.10	\$24,171	\$32.32	\$67,234	Postsecondary non-degree award	None	Short-term on-the-job training	None
		23-2099	Legal Support Workers, All Other	310	320	10	0	10	10	\$46,471	\$12.29	\$23,563	\$30.26	\$62,932	High school diploma or equivalent	None	Short-term on-the-job training	None
		25-1011	Business Teachers, Postsecondary	650	670	20	10	10	20	\$76,156	NA	\$18,894	NA	\$147,338	Doctoral or professional degree	None	None	None
		25-1021	Computer Science Teachers, Postsecondary	220	230	10	0	0	10	\$70,218	NA	\$19,176	NA	\$121,533	Doctoral or professional degree	None	None	None
		25-1022	Mathematical Science Teachers, Postsecondary	500	530	30	10	10	20	\$61,425	NA	\$18,498	NA	\$109,543	Doctoral or professional degree	None	None	None
		25-1031	Architecture Teachers, Postsecondary	80	80	0	0	0	0	\$76,729	NA	\$40,163	NA	\$138,825	Doctoral or professional degree	None	None	None
		25-1032	Engineering Teachers, Postsecondary	290	300	10	10	10	10	\$78,341	NA	\$19,210	NA	\$129,381	Doctoral or professional degree	None	None	None
		25-1041	Agricultural Sciences Teachers, Postsecondary	60	60	0	0	0	0	\$44,976	NA	\$46,456	NA	\$126,596	Doctoral or professional degree	None	None	None
		25-1042	Biological Science Teachers, Postsecondary	480	510	30	10	10	20	\$66,778	NA	\$18,780	NA	\$102,708	Doctoral or professional degree	None	None	None
		25-1052	Chemistry Teachers, Postsecondary	180	190	10	0	0	10	\$79,333	NA	\$40,747	NA	\$122,740	Doctoral or professional degree	None	None	None
		25-1053	Environmental Science Teachers, Postsecondary	60	60	0	0	0	0	\$87,015	NA	\$41,357	NA	\$150,398	Doctoral or professional degree	None	None	None
		25-1054	Physics Teachers, Postsecondary	160	170	10	0	0	10	\$79,212	NA	\$43,538	NA	\$127,127	Doctoral or professional degree	None	None	None
		25-1061	Anthropology and Archeology Teachers, Postsecondary	60	60	0	0	0	0	\$75,807	NA	\$18,441	NA	\$123,738	Doctoral or professional degree	None	None	None
		25-1063	Economics Teachers, Postsecondary	100	110	10	0	0	0	\$83,268	NA	\$19,705	NA	\$141,394	Doctoral or professional degree	None	None	None
		25-1065	Political Science Teachers, Postsecondary	110	110	0	0	0	0	\$75,345	NA	\$42,505	NA	\$115,051	Doctoral or professional degree	None	None	None
		25-1066	Psychology Teachers, Postsecondary	200	210	10	0	0	10	\$61,895	NA	\$18,172	NA	\$107,644	Doctoral or professional degree	None	None	None
		25-1067	Sociology Teachers, Postsecondary	120	130	10	0	0	0	\$59,879	NA	\$18,569	NA	\$91,281	Doctoral or professional degree	None	None	None
		25-1069	Social Sciences Teachers, Postsecondary, All Other	130	130	0	0	0	0	NA	NA	NA	NA	NA	Doctoral or professional degree	None	None	None
		25-1071	Health Specialists Teachers, Postsecondary	1,460	1,350	-90	30	20	50	NA	NA	NA	NA	NA	Doctoral or professional degree	Less than 5 years	None	None
		25-1072	Nursing Instructors and Teachers, Postsecondary	1,390	1,470	80	30	20	50	\$58,662	NA	\$36,216	NA	\$84,531	Masters degree	Less than 5 years	None	None
		25-1081	Education Teachers, Postsecondary	270	280	10	0	0	10	\$59,025	NA	\$18,690	NA	\$81,453	Doctoral or professional degree	None	None	None
		25-1082	Library Science Teachers, Postsecondary	60	60	0	0	0	0	\$63,610	NA	\$42,653	NA	\$94,222	Doctoral or professional degree	None	None	None
		25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	140	150	10	0	0	10	\$62,934	NA	\$19,287	NA	\$93,628	Doctoral or professional degree	None	None	None
		25-1112	Law Teachers, Postsecondary	500	540	40	10	10	20	\$163,975	NA	\$68,739	NA	NA	Doctoral or professional degree	None	None	None
		25-1113	Social Work Teachers, Postsecondary	130	140	10	0	0	0	\$68,288	NA	\$42,843	NA	\$95,936	Doctoral or professional degree	None	None	None



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		25-1121	Art, Drama, and Music Teachers, Postsecondary	540	560	20	10	10	20	\$33,833	NA	\$17,767	NA	\$87,245	Master's degree	None	None	None
		25-1122	Communications Teachers, Postsecondary	150	160	10	0	0	0	\$66,730	NA	\$33,500	NA	\$110,287	Doctoral or professional degree	None	None	None
		25-1123	English Language and Literature Teachers, Postsecondary	540	560	20	10	10	20	\$52,501	NA	\$18,309	NA	\$91,579	Doctoral or professional degree	None	None	None
		25-1124	Foreign Language and Literature Teachers, Postsecondary	180	190	10	0	0	10	\$43,313	NA	\$32,161	NA	\$106,099	Doctoral or professional degree	None	None	None
		25-1125	History Teachers, Postsecondary	200	208	8	0	0	10	\$60,679	NA	\$18,896	NA	\$91,234	Doctoral or professional degree	None	None	None
		25-1126	Philosophy and Religion Teachers, Postsecondary	80	90	10	0	0	0	\$76,610	NA	\$34,194	NA	\$115,112	Doctoral or professional degree	None	None	None
		25-1191	Graduate Teaching Assistants	2,140	2,200	60	20	40	30	\$31,045	NA	\$17,166	NA	\$48,578	Bachelor's degree	None	None	None
		25-1193	Recreation and Fitness Studies Teachers, Postsecondary	120	120	0	0	0	0	\$44,271	NA	\$17,142	NA	\$73,162	Doctoral or professional degree	None	None	None
		25-1194	Vocational Education Teachers, Postsecondary	1,200	1,230	30	10	20	30	\$45,631	\$8.67	\$18,240	\$14.90	\$76,749	Bachelor's degree	Less than 5 years	None	None
		25-1199	Postsecondary Teachers, All Other	3,190	3,300	110	40	50	90	\$51,222	NA	\$16,593	NA	\$101,867	Doctoral or professional degree	None	None	None
		25-2011	Preschool Teachers, Except Special Education	3,410	3,520	110	40	100	140	\$37,239	\$8.67	\$18,825	\$16.68	\$55,504	Associate's degree	None	None	None
		25-2012	Kindergarten Teachers, Except Special Education	3,370	2,420	60	20	70	90	\$47,864	NA	\$40,241	NA	\$59,680	Bachelor's degree	None	None	None
		25-2021	Elementary School Teachers, Except Special Education	22,770	24,350	590	200	530	720	\$48,429	NA	\$40,144	NA	\$60,323	Bachelor's degree	None	None	None
		25-2022	Middle School Teachers, Except Special and Career/Technical Education Teachers	4,950	5,070	120	40	110	150	\$47,433	NA	\$39,522	NA	\$59,856	Bachelor's degree	None	None	None
		25-2023	Career/Technical Education Teachers, Middle School	110	110	0	0	0	0	\$44,126	NA	\$37,609	NA	\$60,907	Bachelor's degree	Less than 5 years	None	None
		25-2031	Secondary School Teachers, Except Special and Career/Technical Education Teachers	13,560	13,890	340	110	340	490	\$49,800	NA	\$40,539	NA	\$61,543	Bachelor's degree	None	None	None
		25-2032	Career/Technical Education Teachers, Secondary School	1,490	1,500	10	0	40	40	\$54,987	NA	\$42,059	NA	\$71,887	Bachelor's degree	Less than 5 years	None	None
		25-2051	Special Education Teachers, Preschool	1,240	1,270	30	10	20	30	\$49,095	NA	\$40,543	NA	\$61,084	Bachelor's degree	None	None	None
		25-2052	Special Education Teachers, Kindergarten and Elementary School	2,520	2,590	70	20	90	70	\$48,714	NA	\$40,349	NA	\$61,194	Bachelor's degree	None	None	None
		25-2053	Special Education Teachers, Middle School	1,360	1,400	40	10	30	40	\$48,201	NA	\$40,756	NA	\$59,871	Bachelor's degree	None	None	None
		25-2054	Special Education Teachers, Secondary School	1,820	1,870	50	20	30	50	\$49,809	NA	\$40,530	NA	\$61,854	Bachelor's degree	None	None	None
		25-2059	Special Education Teachers, All Other	1,820	1,880	60	20	30	50	\$54,781	NA	\$41,746	NA	\$72,379	Bachelor's degree	None	None	None
		25-2011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	420	430	10	0	10	10	\$41,882	\$8.63	\$17,951	\$31.07	\$64,634	Bachelor's degree	None	None	None
		25-2021	Self-Enrichment Education Teachers	1,160	1,220	60	20	20	40	\$33,110	\$8.48	\$17,630	\$23.19	\$52,405	Postsecondary non-degree award	Less than 5 years	None	None
		25-2097	Teachers and Instructors, All Other, Except Substitute Teachers	5,430	5,580	150	50	100	150	\$43,806	NA	\$18,489	NA	\$70,688	#N/A	#N/A	None	None
		25-3008	Substitute Teachers	1,790	1,860	70	20	30	60	\$28,303	\$8.16	\$16,962	\$21.68	\$45,103	Bachelor's degree	None	None	None
		25-4011	Archivists	110	110	0	0	0	0	\$50,920	\$16.55	\$34,433	\$30.17	\$62,762	Master's degree	None	None	None
		25-4012	Curators	230	240	10	0	10	10	\$39,241	\$12.44	\$23,866	\$26.91	\$55,948	Master's degree	None	None	None
		25-4013	Museum Technicians and Conservators	100	100	0	0	0	10	\$11,904	\$10.03	\$20,863	\$27.71	\$47,238	Bachelor's degree	None	None	None
		25-4021	Librarians	1,820	1,830	10	0	40	40	\$52,819	\$19.15	\$39,831	\$32.61	\$67,836	Master's degree	None	None	None
		25-4031	Library Technicians	2,190	2,210	20	10	130	120	\$34,162	\$9.37	\$19,500	\$33.23	\$52,473	Postsecondary non-degree award	None	None	None
		25-9031	Instructional Coordinators	1,920	1,970	50	20	10	30	\$51,920	\$15.60	\$32,446	\$36.27	\$75,452	Master's degree	5 years or more	None	None
		25-9041	Teacher Assistants	14,540	14,920	380	130	330	460	\$30,315	NA	\$16,273	NA	\$27,170	Postsecondary non-degree award	None	None	None

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Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2018 Projected <sup>5</sup>	2 Year Growth <sup>6</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		25-0099	Education, Training and Library Workers	2,450	2,530	80	30	20	40	\$49,044	\$10.30	\$31,312	\$34.29	\$79,645	Bachelor's degree	None	None	None
		27-1011	Art Directors	740	700	-40	0	10	10	\$10,082	\$24.12	\$50,176	\$84.30	\$173,348	Bachelor's degree	5 years or more	None	None
		27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	90	90	0	0	0	0	\$33,854	\$10.57	\$21,990	\$24.25	\$50,442	Postsecondary non-degree award	None	Long-term on-the-job training	None
		27-1014	Multimedia Artists and Animators	730	700	-30	0	10	10	\$71,651	\$18.83	\$39,169	\$48.58	\$101,051	Bachelor's degree	None	Moderate-term on-the-job training	None
		27-1021	Commercial and Industrial Designers	530	540	10	0	10	10	\$70,949	\$17.35	\$36,084	\$48.23	\$100,449	Bachelor's degree	None	None	None
		27-1023	Floor Designers	980	980	0	0	20	20	\$23,377	\$8.09	\$16,027	\$14.85	\$30,892	Postsecondary non-degree award	None	Moderate-term on-the-job training	None
		27-1034	Graphic Designers	2,550	2,560	10	0	60	60	\$40,073	\$11.92	\$24,400	\$27.41	\$58,053	Bachelor's degree	None	None	None
		27-1035	Interior Designers	660	660	0	0	20	20	\$42,523	\$11.58	\$24,092	\$28.24	\$39,372	Bachelor's degree	None	None	None
		27-1036	Mechanical Drafters and Windrow Trimmers	850	860	10	10	20	30	\$27,935	\$9.29	\$19,330	\$18.26	\$39,015	High school diploma or equivalent	None	Moderate-term on-the-job training	None
		27-1037	Set and Exhibit Designers	350	300	-50	0	10	10	\$48,825	\$14.95	\$31,090	\$40.91	\$85,093	Bachelor's degree	None	None	None
		27-1039	Designer, All Other	90	90	0	0	0	0	\$45,214	\$13.13	\$27,209	\$37.55	\$78,097	Bachelor's degree	None	None	None
		27-2011	Producers and Directors	2,720	2,360	-360	0	100	100	NA	\$7.95	\$31,205	NA	NA	Some college, no degree	None	Long-term on-the-job training	None
		27-2021	Athletes and Sports Competitors	60	30	-30	0	0	0	NA	\$15.00	NA	NA	NA	Bachelor's degree	Less than 5 years	None	None
		27-2022	Coaches and Scouts	1,770	1,800	30	10	60	70	\$48,845	NA	\$19,679	NA	\$78,292	Bachelor's degree	None	Long-term on-the-job training	None
		27-2023	Umpires, Referees, and Other Sports Officials	230	230	0	0	10	10	\$23,553	NA	\$16,626	NA	\$31,879	High school diploma or equivalent	None	Moderate-term on-the-job training	None
		27-2031	Dancers	170	170	0	0	10	10	NA	\$9.36	NA	\$33.69	NA	High school diploma or equivalent	None	Long-term on-the-job training	None
		27-2032	Choreographers	460	470	10	10	10	20	\$40,095	\$8.16	\$16,900	\$36.84	\$76,632	High school diploma or equivalent	5 years or more	Long-term on-the-job training	None
		27-2041	Music Directors and Composers	80	80	0	0	0	0	\$52,238	\$9.00	\$16,713	\$41.85	\$87,042	Bachelor's degree	Less than 5 years	None	None
		27-2042	Musicians and Singers	870	880	10	10	20	30	NA	\$8.50	NA	\$53.40	NA	High school diploma or equivalent	None	Long-term on-the-job training	None
		27-2099	Entertainers and Performers, Sports and Related Workers, All Other	2,620	2,390	-230	0	80	80	NA	\$8.77	NA	\$61.78	NA	High school diploma or equivalent	None	None	None
		27-3011	Radio and Television Announcers	630	610	-20	0	20	20	\$36,021	\$8.88	\$18,462	\$32.52	\$67,637	Bachelor's degree	None	None	None
		27-3012	Public Address System and Other Announcers	280	280	0	0	10	10	\$31,423	\$8.00	\$16,638	\$26.60	\$55,337	High school diploma or equivalent	None	Short-term on-the-job training	None
		27-3022	Reporters and Correspondents	550	540	-10	0	20	20	\$42,766	\$9.64	\$20,051	\$36.45	\$73,822	Bachelor's degree	None	None	None
		27-3031	Public Relations Specialists	2,040	2,070	30	10	20	30	\$49,148	\$12.48	\$25,952	\$39.18	\$81,487	Bachelor's degree	None	None	None
		27-3041	Editors	480	460	-20	0	20	20	\$50,244	\$15.40	\$32,236	\$40.55	\$84,354	Bachelor's degree	Less than 5 years	None	None
		27-3042	Technical Writers	210	210	0	0	10	10	\$38,252	\$13.48	\$28,041	\$43.30	\$90,062	Bachelor's degree	None	Short-term on-the-job training	None
		27-3043	Writers and Authors	860	860	0	0	10	10	\$47,056	\$12.58	\$26,161	\$35.55	\$73,937	Bachelor's degree	None	Moderate-term on-the-job training	None
		27-3091	Interpreters and Translators	220	240	20	10	0	10	\$46,725	\$15.36	\$31,956	\$34.76	\$72,305	Bachelor's degree	None	Short-term on-the-job training	None
		27-3099	Media and Communication Workers, All Other	180	180	0	0	0	0	\$41,563	\$13.02	\$27,888	\$28.75	\$59,791	High school diploma or equivalent	None	Short-term on-the-job training	None
		27-4011	Audio and Video Equipment Technicians	580	560	-20	0	10	10	\$47,880	\$12.17	\$25,315	\$41.49	\$86,294	Postsecondary non-degree award	None	Short-term on-the-job training	None
		27-4012	Broadcast Technicians	230	240	10	0	0	0	\$33,848	\$8.40	\$17,479	\$28.36	\$58,992	Associate's degree	None	Short-term on-the-job training	None
		27-4014	Sound Engineering Technicians	240	200	-40	0	0	0	\$81,693	\$9.22	\$19,182	\$70.27	\$146,155	Postsecondary non-degree award	None	Short-term on-the-job training	None
		27-4021	Photographers	1,090	1,090	0	0	30	30	\$27,552	\$8.25	\$17,157	\$20.54	\$43,716	Bachelor's Degree	None	Long-term on-the-job training	None
		27-4031	Camera Operators, Television, Video, and Motion Picture	800	790	-10	0	10	10	\$43,310	\$12.69	\$26,400	\$30.60	\$63,640	Bachelor's degree	None	None	None
		27-4032	Film and Video Editors	360	340	-20	0	0	0	\$75,532	\$11.65	\$25,227	\$70.67	\$147,003	Bachelor's degree	None	None	None
		27-4099	Media and Communication Equipment Technicians	80	80	0	0	0	0	\$68,276	\$19.30	\$40,140	\$48.58	\$101,042	High school diploma or equivalent	None	Short-term on-the-job training	None
		29-1011	Chiropractors	450	460	10	0	10	10	\$70,621	\$16.91	\$35,171	\$49.75	\$103,483	Doctoral or professional degree	None	None	None
		29-1021	Dentist, General	1,000	1,020	20	10	20	30	\$139,083	\$17.57	\$56,544	NA	NA	Doctoral or professional degree	None	None	None

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		29-1023	Orthodontists	80	80	0	0	0	0	\$346,596	\$51.41	\$106,932	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1029	Dentists, All Other Specialists	90	100	0	0	0	0	\$323,400	\$41.24	\$85,777	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1031	Dietitians and Nutritionists	830	870	50	20	10	20	\$49,666	\$13.54	\$28,163	\$34.84	\$72,457	Bachelors degree	None	Internship/residency	
		29-1041	Optometrists	340	350	20	10	10	20	\$109,181	\$27.36	\$66,900	NA	NA	Doctoral or professional degree	None	None	
		29-1051	Pharmacists	4,200	4,290	80	30	90	120	\$113,911	\$36.30	\$75,498	\$71.90	\$149,710	Doctoral or professional degree	None	None	
		29-1061	Anesthesiologists	770	800	30	10	20	30	\$263,736	\$81.56	\$169,651	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1062	Family and General Practitioners	1,650	1,750	100	40	40	80	\$306,445	\$54.40	\$113,152	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1063	Internists, General	1,900	2,030	120	40	50	90	\$337,819	\$75.04	\$156,076	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1064	Ophthalmologists and Gynecologists	650	690	40	20	20	40	\$194,584	\$41.88	\$87,121	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1065	Pediatricians, General	1,010	1,070	60	20	30	50	\$162,457	\$45.02	\$93,632	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1066	Psychiatrists	670	700	20	10	20	30	\$139,621	\$19.24	\$40,028	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1067	Surgeons	560	580	20	10	20	20	\$342,563	\$75.19	\$154,301	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1069	Physicians and Surgeons, All Other	8,500	8,970	470	160	220	380	\$201,744	\$49.66	\$103,187	NA	NA	Doctoral or professional degree	None	Internship/residency	
		29-1081	Podiatrists	860	930	80	30	20	40	\$86,193	\$14.12	\$29,364	\$66.31	\$137,917	Masters degree	None	None	
		29-1122	Occupational Therapists	1,460	1,560	90	30	20	50	\$79,627	\$25.52	\$53,088	\$55.76	\$115,990	Masters degree	None	None	
		29-1123	Physical Therapists	2,630	2,840	210	70	60	130	\$79,721	\$20.66	\$42,940	\$39.39	\$123,522	Doctoral or professional degree	None	None	
		29-1124	Radiation Therapists	310	320	10	0	10	10	\$67,298	\$22.67	\$47,149	\$43.51	\$90,496	Associates degree	None	None	
		29-1125	Recreational Therapists	360	360	0	0	10	10	\$41,448	\$13.45	\$27,975	\$28.45	\$59,184	Bachelors degree	None	None	
		29-1126	Respiratory Therapists	2,200	2,300	100	30	50	80	\$32,120	\$19.10	\$39,727	\$32.23	\$67,038	Associates degree	None	None	
		29-1127	Speech-Language Pathologists	2,460	2,580	120	40	60	100	\$63,414	\$20.72	\$43,095	\$45.42	\$94,483	Masters degree	None	None	
		29-1128	Exercise Physiologists	120	130	10	0	0	0	\$49,542	\$16.54	\$34,400	\$33.32	\$69,298	Bachelors degree	None	None	
		29-1129	Therapists, All Other	120	130	10	0	0	0	\$49,015	\$14.43	\$30,013	\$30.28	\$62,908	Bachelors degree	None	None	
		29-1131	Veterinarians	900	910	10	10	0	10	\$54,806	\$23.19	\$48,652	\$60.28	\$125,375	Doctoral or professional degree	None	None	
		29-1141	Registered Nurses	42,300	44,320	2,020	670	0	670	\$62,455	\$20.62	\$42,900	\$40.03	\$83,255	Associates degree	None	None	
		29-1151	Nurse Anesthetists	1,200	1,240	40	20	20	40	\$126,661	\$32.66	\$67,934	\$89.08	\$185,287	Masters degree	None	None	
		29-1171	Nurse Practitioners	2,890	3,120	230	80	70	140	\$96,619	\$31.68	\$65,892	\$62.28	\$129,551	Masters degree	None	None	
		29-1181	Audiologists	120	130	10	0	0	10	\$63,217	\$22.30	\$46,386	\$41.17	\$85,642	Doctoral or professional degree	None	None	
		29-1199	Health Diagnosing and Treating Practitioners, All Other	160	170	10	0	0	10	\$65,694	\$20.05	\$41,712	\$45.01	\$93,620	Masters degree	None	None	
		29-2011	Medical and Clinical Laboratory Technologists	2,530	2,630	100	30	60	100	\$49,705	\$15.06	\$31,327	\$32.21	\$66,995	Bachelors degree	None	None	
		29-2012	Medical and Clinical Laboratory Technicians	2,520	2,630	110	40	60	100	\$33,664	\$10.28	\$21,386	\$23.80	\$49,504	Associates degree	None	None	
		29-2021	Dental Hygienists	1,810	1,850	30	10	20	40	\$56,339	\$16.00	\$33,270	\$39.47	\$82,098	Associates degree	None	None	
		29-2031	Cardiovascular Technologists and Technicians	880	940	60	20	10	30	\$41,744	\$10.17	\$21,154	\$23.05	\$66,663	Associates degree	None	None	
		29-2033	Diagnostic Medical Sonographers	670	710	50	20	10	30	\$59,479	\$20.81	\$43,294	\$37.47	\$77,931	Associates degree	None	None	
		29-2033	Nuclear Medicine Technologists	440	440	0	0	10	10	\$60,815	\$18.04	\$37,528	\$38.07	\$79,187	Associates degree	None	None	
		29-2034	Radiologic Technologists	2,770	2,830	70	20	40	70	\$47,491	\$15.64	\$33,532	\$30.23	\$62,871	Associates degree	None	None	
		29-2035	Magnetic Resonance Imaging Technologists	740	760	20	10	10	20	\$54,190	\$19.02	\$39,560	\$35.30	\$73,416	Associates degree	Less than 5 years	None	
		29-2041	Emergency Medical Technicians and Paramedics	2,690	2,830	150	50	40	90	\$37,039	\$10.00	\$20,804	\$26.62	\$55,361	Postsecondary non-degree award	None	None	
		29-2151	Dietetic Technicians	360	370	10	0	0	10	\$23,830	\$8.02	\$16,666	\$15.49	\$32,220	Postsecondary non-degree award	None	None	

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		29-2052	Pharmacy Technicians	5,610	5,830	240	80	50	130	\$30,070	\$10.13	\$21,078	\$19.05	\$39,619	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		29-2053	Psychiatric Technicians	790	810	20	10	10	10	\$24,861	\$8.05	\$16,734	\$17.88	\$37,193	Postsecondary non-degree award	None	Short-term on-the-job training	
		29-2054	Respiratory Therapy Technicians	470	490	0	0	0	0	\$44,873	\$15.32	\$31,861	\$28.61	\$49,515	Associate's degree	None	Moderate-term on-the-job training	
		29-2055	Surgical Technologists	1,880	1,960	80	30	20	40	\$38,912	\$13.01	\$27,099	\$24.12	\$30,178	Postsecondary non-degree award	None	None	
		29-2056	Veterinary Technologists and Technicians	1,380	1,430	50	20	10	30	\$27,265	\$9.45	\$19,662	\$17.62	\$36,648	Associate's degree	None	None	
		29-2057	Ophthalmic Medical Technicians	380	390	10	0	0	10	\$36,499	\$12.01	\$24,974	\$31.56	\$48,997	Postsecondary non-degree award	None	None	
		29-2061	Licensed Practical and Licensed Vocational Nurses	21,680	22,370	690	230	610	840	\$37,964	\$13.75	\$28,606	\$33.26	\$48,387	Postsecondary non-degree award	None	None	
		29-2071	Medical Records and Health Information Technicians	2,640	2,790	160	50	50	110	\$32,388	\$9.79	\$20,788	\$22.94	\$47,725	Postsecondary non-degree award	None	None	
		29-2081	Optician, Dispensing	1,350	1,420	80	30	30	60	\$31,542	\$10.11	\$21,031	\$21.08	\$43,836	High school diploma or equivalent	None	Long-term on-the-job training	
		29-2091	Orthotists and Prosthetists	220	240	20	10	0	10	\$83,225	\$14.28	\$29,706	\$57.29	\$119,154	Master's degree	None	Long-term on-the-job training	Internship/residency
		29-2099	Health Technologists and Technicians, All Other	2,170	2,300	130	40	20	60	\$34,489	\$10.30	\$21,414	\$27.17	\$36,505	High school diploma or equivalent	None	None	
		29-9011	Occupational Health and Safety Specialists	1,150	1,150	0	0	20	20	\$75,834	\$19.67	\$40,923	\$38.24	\$121,133	Bachelor's degree	None	Short-term on-the-job training	
		29-9012	Occupational Health and Safety Technicians	580	580	20	10	10	30	\$53,315	\$14.07	\$29,256	\$37.43	\$77,857	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		29-9091	Athletic Trainers	180	190	10	0	0	10	\$39,605	NA	\$20,016	NA	\$60,181	Bachelor's degree	None	None	
		29-9099	Healthcare Practitioners and Technical Workers, All Other	1,910	1,990	80	30	30	60	\$48,596	\$10.49	\$21,846	\$36.91	\$76,771	Bachelor's degree	None	None	
		31-1011	Home Health Aides	9,560	10,470	910	300	200	510	\$20,197	\$7.75	\$16,121	\$13.51	\$28,101	Less than high school	None	Short-term on-the-job training	
		31-1013	Psychiatric Aides	1,660	1,670	10	0	40	40	\$23,154	\$7.90	\$16,436	\$15.83	\$32,935	Postsecondary non-degree award	None	Short-term on-the-job training	
		31-1014	Nursing Assistants	24,470	25,340	870	290	430	810	\$20,909	\$7.85	\$16,321	\$13.31	\$27,687	Postsecondary non-degree award	None	None	
		31-1015	Orderlies	930	970	40	20	20	30	\$18,903	\$7.71	\$16,038	\$12.28	\$25,542	High school diploma or equivalent	None	Short-term on-the-job training	
		31-2011	Occupational Therapy Assistants	430	480	50	20	10	30	\$40,050	\$14.05	\$29,226	\$36.34	\$75,582	Associate's degree	None	None	
		31-2012	Occupational Therapy Aides	190	200	10	0	10	10	\$31,247	\$10.14	\$21,098	\$21.22	\$44,145	Associate's Degree	None	Short-term on-the-job training	
		31-2021	Physical Therapist Assistants	1,040	1,140	100	30	30	60	\$45,026	\$11.72	\$24,388	\$33.58	\$69,848	Associate's degree	None	None	
		31-2022	Physical Therapist Aides	1,280	1,400	110	40	40	70	\$23,717	\$8.15	\$16,961	\$14.26	\$29,661	Postsecondary non-degree award	None	Short-term on-the-job training	
		31-2021	Massage Therapist	930	1,000	50	20	20	20	\$36,162	\$8.48	\$17,629	\$30.70	\$63,852	Postsecondary non-degree award	None	None	
		31-9091	Dental Assistants	3,750	3,830	70	30	40	110	\$29,187	\$9.84	\$20,475	\$18.64	\$38,762	Postsecondary non-degree award	None	None	
		31-9092	Medical Assistants	5,690	5,890	200	100	110	210	\$26,976	\$9.01	\$18,731	\$17.56	\$36,521	Postsecondary non-degree award	None	None	
		31-9094	Medical Equipment Preparers	300	310	10	0	10	10	\$28,374	\$10.02	\$20,837	\$18.22	\$37,497	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		31-9093	Medical Transportationists	1,130	1,110	0	0	20	20	\$30,540	\$9.59	\$19,942	\$19.03	\$39,590	Postsecondary non-degree award	None	Short-term on-the-job training	
		31-9095	Pharmacy Aides	870	890	20	10	10	20	\$21,328	\$8.10	\$16,846	\$14.66	\$30,486	Postsecondary non-degree award	None	Short-term on-the-job training	
		31-9096	Veterinary Assistants and Laboratory Animal Caretakers	1,310	1,330	10	10	30	30	\$23,639	\$8.00	\$16,638	\$16.69	\$34,715	Postsecondary non-degree award	None	Short-term on-the-job training	
		31-9097	Phlebotomists	1,890	1,980	100	30	40	70	\$29,487	\$9.57	\$19,910	\$18.72	\$38,947	Postsecondary non-degree award	None	None	
		31-9099	Healthcare Support Workers, All Other	2,110	2,190	90	30	40	70	\$29,033	\$8.88	\$18,475	\$19.65	\$40,862	High school diploma or equivalent	None	None	
		33-1011	First-Line Supervisors of Correctional Officers	1,250	1,230	0	0	30	30	\$52,881	\$16.30	\$33,896	\$35.09	\$77,984	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	
		33-1012	First-Line Supervisors of Police and Detectives	1,960	1,960	0	0	70	70	\$62,929	\$18.25	\$37,969	\$46.10	\$95,878	Associate's Degree	Less than 5 years	Moderate-term on-the-job training	
		33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	1,670	1,670	0	0	70	70	\$54,179	\$17.06	\$35,481	\$36.82	\$76,576	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	
		33-1099	First-Line Supervisors of Protective Service Workers, All Other	890	900	20	10	20	30	\$45,337	\$13.41	\$27,896	\$33.13	\$68,915	High school diploma or equivalent	Less than 5 years	None	
		33-2011	Firefighters	6,370	6,590	10	0	180	190	\$33,205	\$9.23	\$19,206	\$25.84	\$53,730	Postsecondary non-degree award	None	Long-term on-the-job training	

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		33-3021	Fire Inspectors and Investigators	170	170	0	0	10	10	\$55,510	\$16.59	\$34,503	\$39.42	\$81,997	\$24.94	High school diploma or equivalent	5 years or more	Moderate-term on-the-job training	
		33-3011	Bailiffs	410	410	0	0	10	10	\$34,249	\$10.45	\$21,738	\$23.87	\$49,650	\$15.16	High school diploma or equivalent	None	Moderate-term on-the-job training	
		33-3012	Correctional Officers and Jailers	8,900	8,810	0	0	250	250	\$34,173	\$10.17	\$21,145	\$24.09	\$50,116	\$15.16	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		33-3021	Detectives and Criminal Investigators	1,880	1,890	10	0	40	40	\$60,993	\$15.31	\$31,848	\$56.85	\$118,242	\$35.46	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	
		33-3031	Fish and Game Wardens	230	230	0	0	10	10	NA	NA	NA	NA	NA	NA	High school diploma or equivalent	None	Short-term on-the-job training	
		33-3041	Parking Enforcement Workers	160	150	0	0	10	10	\$20,816	\$8.06	\$16,767	\$11.92	\$24,786	\$7.66	High school diploma or equivalent	None	Short-term on-the-job training	
		33-3051	Police and Sheriff's Patrol Officers	11,040	11,070	30	10	350	370	\$38,102	\$12.14	\$23,247	\$24.61	\$51,187	\$18.77	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		33-3052	Tram and Railroad Police	100	100	0	0	0	0	\$41,136	\$14.26	\$29,656	\$27.36	\$56,919	\$16.91	Associate Degree	None	Short-term on-the-job training	
		33-9011	Animal Control Workers	280	280	0	0	10	10	\$29,650	\$9.01	\$18,745	\$21.02	\$43,717	\$13.17	High school diploma or equivalent	None	Short-term on-the-job training	
		33-9021	Private Detectives and Investigators	490	500	10	0	10	20	\$40,939	\$11.75	\$24,446	\$28.51	\$59,291	\$18.51	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		33-9031	Gaming Surveillance Officers and Gaming Investigators	280	270	0	0	0	0	\$32,135	\$10.75	\$22,563	\$21.40	\$44,522	\$13.40	Postsecondary non-degree award	None	Short-term on-the-job training	
		33-9032	Security Guards	17,820	18,120	300	100	230	330	\$27,003	\$8.21	\$17,071	\$22.05	\$45,861	\$14.86	High school diploma or equivalent	None	Short-term on-the-job training	
		33-9091	Coaching Guards	1,180	1,190	10	0	20	30	\$20,574	\$7.67	\$15,940	\$14.43	\$30,020	\$11.43	High school diploma or equivalent	None	Short-term on-the-job training	
		33-9092	Lifeguard, Ski Patrol, and Other Recreational Protective Service Workers	720	720	0	0	10	10	\$20,000	\$7.71	\$16,035	\$13.15	\$27,360	\$11.15	High school diploma or equivalent	None	Short-term on-the-job training	
		33-9093	Transportation Security Screeners	300	310	10	0	0	10	\$17,294	\$5.00	\$31,210	\$20.82	\$43,307	\$13.30	High school diploma or equivalent	None	Short-term on-the-job training	
		33-9099	Protective Service Workers, All Other	1,530	1,530	0	0	20	20	\$33,835	\$11.88	\$18,466	\$33.60	\$49,084	\$18.84	High school diploma or equivalent	None	Short-term on-the-job training	
		33-1011	Chefs and Head Cooks	1,540	1,630	90	30	20	50	\$39,444	\$10.49	\$21,820	\$32.56	\$67,726	\$20.56	Postsecondary non-degree award	5 years or more	Short-term on-the-job training	
		33-1012	First-Line Supervisors of Food Preparation and Serving Workers	16,960	18,020	1,060	350	540	890	\$29,699	\$9.87	\$20,527	\$19.59	\$40,756	\$13.59	High school diploma or equivalent	Less than 5 years	None	
		33-2011	Cook, Fast Food	7,540	7,510	0	0	200	200	\$18,016	\$7.70	\$16,009	\$10.63	\$22,108	\$7.70	Less than high school	None	Short-term on-the-job training	
		33-2012	Cook, Institution and Cafeteria	5,730	5,830	120	40	150	190	\$21,133	\$7.80	\$16,334	\$14.08	\$29,279	\$11.08	High school diploma or equivalent	None	Short-term on-the-job training	
		33-2013	Cook, Private Household	130	130	0	0	0	0	NA	NA	NA	NA	NA	NA	Postsecondary non-degree award	Less than 5 years	None	
		33-2014	Cook, Restaurant	14,860	16,070	1,200	400	400	800	\$21,748	\$7.93	\$16,486	\$14.00	\$29,129	\$11.29	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	
		33-2015	Cook, Short Order	3,740	3,860	80	30	100	130	\$19,772	\$7.79	\$16,205	\$11.89	\$24,737	\$8.79	Postsecondary non-degree award	None	Short-term on-the-job training	
		33-2019	Cook, All Other	1,140	1,110	0	0	30	30	\$32,091	\$8.18	\$17,010	\$25.11	\$52,230	\$17.01	Less than high school	None	Moderate-term on-the-job training	
		33-2021	Food Preparation Workers	34,790	36,690	1,890	630	1,080	1,710	\$17,908	\$7.65	\$15,904	\$10.28	\$21,990	\$7.65	Less than high school	None	Short-term on-the-job training	
		33-2011	Barenders	8,830	9,440	610	200	330	530	\$19,452	\$7.70	\$16,023	\$11.49	\$23,893	\$8.93	Less than high school	None	Short-term on-the-job training	
		33-2021	Combined Food Preparation and Serving Workers, Including Fast Food Workers, Including Fast Food Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	27,190	29,120	1,930	640	1,060	1,700	\$17,934	\$7.65	\$15,907	\$10.36	\$21,351	\$7.65	Less than high school	None	Short-term on-the-job training	
		33-2022	Concession and Coffee Shop Attendants and Waitresses	4,870	5,020	150	50	450	500	\$18,868	\$7.71	\$16,033	\$11.56	\$24,045	\$7.71	Less than high school	None	Short-term on-the-job training	
		33-2031	Waiters and Waitresses	36,140	37,820	1,680	560	1,890	2,450	\$19,208	\$7.64	\$15,895	\$11.42	\$23,746	\$7.64	Less than high school	None	Short-term on-the-job training	
		33-2041	Food Servers, Nonrestaurant	3,220	3,330	110	40	80	110	\$19,177	\$7.69	\$16,003	\$11.50	\$23,911	\$7.69	Less than high school	None	Short-term on-the-job training	
		33-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	6,800	7,050	250	80	430	510	\$18,732	\$7.68	\$15,966	\$11.24	\$23,380	\$7.68	Less than high school	None	Short-term on-the-job training	
		33-9021	Dishwashers	5,130	5,290	110	40	290	320	\$18,096	\$7.66	\$15,931	\$10.75	\$22,367	\$7.66	Less than high school	None	Short-term on-the-job training	
		33-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	5,410	5,690	280	90	540	630	\$18,233	\$7.66	\$15,937	\$10.78	\$22,413	\$7.66	Less than high school	None	Short-term on-the-job training	
		33-9099	Food Preparation and Serving Related Workers, All Other	1,520	1,610	90	30	100	130	\$17,593	\$7.64	\$15,900	\$9.46	\$19,676	\$7.64	Less than high school	None	Short-term on-the-job training	
		37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	3,570	3,640	80	30	50	80	\$31,992	\$10.05	\$20,913	\$22.93	\$47,691	\$10.05	High school diploma or equivalent	Less than 5 years	None	
		37-1012	First-Line Supervisors of Landscaping, Lawn Services, and Groundskeeping Workers	1,800	1,830	20	10	30	30	\$52,402	\$12.91	\$26,846	\$29.69	\$61,765	\$12.91	Postsecondary non-degree award	Less than 5 years	None	

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		37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	30,370	30,970	600	200	550	750	\$21,326	\$7.83	\$16,281	\$14.13	\$29,391	Less than high school	None	Short-term on-the-job training	
		37-2012	Maids and Housekeeping Cleaners	15,680	16,260	580	200	350	550	\$18,968	\$7.70	\$16,009	\$11.55	\$26,016	Less than high school	None	Short-term on-the-job training	
		37-2019	Building Cleaning Workers, All Other	150	150	0	0	0	0	\$20,350	\$7.64	\$15,894	\$13.74	\$28,581	Less than high school	None	Short-term on-the-job training	
		37-2021	Pest Control Workers	1,580	1,570	0	0	40	40	\$32,498	\$9.97	\$20,746	\$22.79	\$27,402	High school diploma or equivalent	None	Moderate-term on-the-job training	
		37-3011	Landscaping and Groundskeeping Workers	11,190	11,390	160	50	200	250	\$24,363	\$8.05	\$16,748	\$17.18	\$36,146	Less than high school	None	Short-term on-the-job training	
		37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	1,010	1,010	0	0	20	20	\$31,636	\$9.54	\$19,647	\$23.37	\$48,609	High school diploma or equivalent	None	Moderate-term on-the-job training	
		37-3013	Tree Trimmers and Pruners	820	840	20	10	10	20	\$38,346	\$13.81	\$28,719	\$23.35	\$48,567	High school diploma or equivalent	None	Short-term on-the-job training	
		37-3019	Grounds Maintenance Workers, All Other	190	200	10	0	0	10	\$30,198	\$8.71	\$18,122	\$29.48	\$41,322	Less than high school	None	Short-term on-the-job training	
		39-1011	Gaming Supervisors	1,390	1,300	-10	0	40	50	\$46,130	\$16.33	\$33,971	\$28.74	\$59,776	High school diploma or equivalent	None	Less than 3 years	
		39-1012	Skin Supervisors	670	660	-10	0	20	20	\$33,809	\$10.27	\$21,564	\$22.52	\$46,836	High school diploma or equivalent	None	Less than 3 years	
		39-1021	First-Line Supervisors of Personal Service Workers	4,170	4,390	180	60	70	130	\$31,268	\$10.24	\$21,304	\$20.68	\$43,013	High school diploma or equivalent	None	Less than 3 years	
		39-2011	Animal Trainers	400	410	10	0	10	20	\$26,015	\$8.08	\$16,816	\$20.71	\$43,085	High school diploma or equivalent	None	Moderate-term on-the-job training	
		39-2021	Nonfarm Animal Caretakers	2,710	2,810	90	30	90	80	\$21,643	\$7.88	\$16,390	\$14.22	\$29,577	Less than high school	None	Short-term on-the-job training	
		39-3011	Gaming Dealers	3,410	3,430	20	10	90	90	\$17,644	\$7.66	\$15,927	\$9.60	\$19,939	Postsecondary non-degree award	None	Short-term on-the-job training	
		39-3012	Gaming and Sports Book Writers and Runners	80	80	0	0	0	0	\$21,499	\$8.04	\$16,713	\$11.76	\$34,499	High school diploma or equivalent	None	Short-term on-the-job training	
		39-3019	Gaming Service Workers, All Other	470	460	-10	0	10	10	\$21,184	\$7.71	\$16,032	\$14.93	\$31,045	High school diploma or equivalent	None	Short-term on-the-job training	
		39-3021	Motion Picture Projectionists	90	70	-20	0	0	0	\$22,166	\$8.10	\$16,841	\$13.77	\$28,631	Less than high school	None	Short-term on-the-job training	
		39-3031	Ushers, Lobby Attendants, and Ticket Takers	1,990	1,950	-40	0	130	130	\$10,043	\$7.70	\$16,022	\$11.42	\$23,762	Less than high school	None	Short-term on-the-job training	
		39-3091	Amusement and Recreation Attendants	1,730	1,760	10	0	90	90	\$20,634	\$7.75	\$16,115	\$13.80	\$28,704	Less than high school	None	Short-term on-the-job training	
		39-3099	Entertainment Attendants and Related Workers, All Other	1,030	1,060	30	10	50	60	\$21,045	\$7.80	\$16,233	\$14.09	\$29,301	High school diploma or equivalent	None	Short-term on-the-job training	
		39-4011	Embalmers	130	130	0	0	0	0	\$43,179	\$11.90	\$24,762	\$33.68	\$70,059	Postsecondary non-degree award	None	Short-term on-the-job training	
		39-4021	Funeral Attendants	750	770	10	0	20	20	\$22,969	\$8.06	\$16,757	\$14.61	\$30,390	High school diploma or equivalent	None	Short-term on-the-job training	
		39-4031	Morticians, Undertakers, and Funeral Directors	410	430	20	10	10	10	\$43,365	\$10.87	\$23,615	\$33.75	\$70,200	Associate's degree	None	Long-term on-the-job training	
		39-5011	Barbers	380	390	10	0	10	10	\$26,269	\$8.13	\$16,903	\$19.65	\$40,867	Postsecondary non-degree award	None	None	
		39-5012	Hairdressers, Hairstylists, and Cosmetologists	5,310	5,310	210	70	130	200	\$23,970	\$8.05	\$16,745	\$16.81	\$34,957	Postsecondary non-degree award	None	None	
		39-5092	Manufacturers and Production Crafters	860	900	40	10	10	20	\$22,110	\$7.86	\$16,356	\$15.96	\$33,198	Postsecondary non-degree award	None	None	
		39-5093	Shampooners	340	360	20	10	0	10	\$18,035	\$7.69	\$15,995	\$10.71	\$22,282	Less than high school	None	Short-term on-the-job training	
		39-5094	Skincare Specialists	330	340	20	10	0	10	\$23,594	\$7.83	\$16,291	\$17.53	\$36,436	Postsecondary non-degree award	None	None	
		39-6011	Baggage Porters and Bellhops	450	470	20	10	10	10	\$20,159	\$7.77	\$16,165	\$13.36	\$27,792	High school diploma or equivalent	None	Short-term on-the-job training	
		39-6012	Concierges	290	310	10	0	10	10	\$26,515	\$9.80	\$20,392	\$16.70	\$34,731	High school diploma or equivalent	None	Moderate-term on-the-job training	
		39-6013	Tour Guides and Escorts	800	830	30	10	30	40	\$23,149	\$7.91	\$16,460	\$18.67	\$38,838	High school diploma or equivalent	None	Short-term on-the-job training	
		39-9011	Childcare Workers	11,240	11,750	510	170	340	510	\$18,866	\$7.70	\$16,014	\$11.47	\$23,855	Postsecondary non-degree award	None	Short-term on-the-job training	
		39-9021	Personal Care Aides	32,250	34,700	2,450	840	210	1,040	\$18,086	\$7.65	\$15,919	\$10.62	\$22,092	Less than high school	None	Short-term on-the-job training	
		39-9031	Financial Trainers and Analytics Instructors	2,290	2,310	20	10	40	50	\$29,787	\$8.65	\$16,754	\$32.01	\$52,023	High school diploma or equivalent	None	Short-term on-the-job training	
		39-9032	Recreation Workers	3,180	3,250	60	20	60	80	\$22,140	\$7.77	\$16,161	\$15.43	\$32,102	Bachelor's degree	None	None	
		39-9041	Residential Advisors	600	620	20	10	20	30	\$22,982	\$8.01	\$16,671	\$16.02	\$33,316	High school diploma or equivalent	None	Short-term on-the-job training	
		39-9099	Personal Care and Service Workers, All Other	1,600	1,640	50	20	40	50	\$21,721	\$7.79	\$16,209	\$17.04	\$35,436	High school diploma or equivalent	None	Short-term on-the-job training	

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		41-1011	First-Line Supervisors of Retail Sales Workers	27,160	27,810	640	220	630	830	\$36,726	\$11.15	\$23,195	\$24.68	\$53,420	Postsecondary non-degree award	Less than 5 years	None	None
		41-1012	First-Line Supervisors of Non-Retail Sales Workers	3,210	3,240	30	10	40	50	\$63,991	\$15.16	\$31,527	\$49.51	\$102,945	High school diploma or equivalent	Less than 5 years	None	None
		41-2011	Cashiers	70,970	72,540	1,570	530	3,600	4,130	\$18,682	\$7.71	\$16,014	\$11.36	\$33,628	High school diploma or equivalent	None	Short-term on-the-job training	None
		41-2012	Gaming Change Persons and Booth Cashiers	1,130	1,070	-60	0	60	60	\$32,285	\$8.01	\$16,657	\$14.15	\$29,442	High school diploma or equivalent	None	Short-term on-the-job training	None
		41-2021	Counter and Rental Clerks	5,240	5,230	-10	0	140	140	\$25,099	\$8.11	\$16,876	\$17.75	\$34,930	High school diploma or equivalent	None	Short-term on-the-job training	None
		41-2022	Parts Salespersons	4,380	4,330	-50	20	80	100	\$29,503	\$8.32	\$17,303	\$23.70	\$47,209	Postsecondary non-degree award	None	Moderate-term on-the-job training	None
		41-2031	Retail Salespersons	62,750	64,930	2,180	730	2,350	3,070	\$24,415	\$7.93	\$16,504	\$17.83	\$37,096	High school diploma or equivalent	None	Short-term on-the-job training	None
		41-3011	Advertising Sales Agents	1,520	1,510	-10	0	40	40	\$41,033	\$10.46	\$21,797	\$30.88	\$44,237	High school diploma or equivalent	None	Moderate-term on-the-job training	None
		41-3021	Insurance Sales Agents	7,480	7,870	380	130	190	330	\$53,473	\$12.64	\$28,501	\$38.35	\$79,777	Postsecondary non-degree award	None	Moderate-term on-the-job training	None
		41-3031	Securities, Commodities, and Financial Services Sales Agents	2,170	2,180	10	0	40	40	\$89,733	\$13.44	\$27,953	NA	NA	Bachelors degree	None	Moderate-term on-the-job training	None
		41-3041	Travel Agents	490	480	-10	0	10	10	\$33,418	\$9.80	\$20,378	\$23.68	\$49,251	Postsecondary non-degree award	None	Moderate-term on-the-job training	None
		41-3099	Sales Representatives, Services, All Other	7,460	7,600	140	50	160	210	\$52,877	\$11.17	\$23,238	\$40.55	\$84,352	High school diploma or equivalent	None	Short-term on-the-job training	None
		41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	3,410	3,370	-40	0	70	70	\$83,340	\$20.92	\$43,509	\$60.10	\$123,014	Bachelors degree	None	Moderate-term on-the-job training	None
		41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	23,930	24,060	130	50	480	530	\$58,499	\$13.97	\$29,047	\$42.39	\$94,414	Postsecondary non-degree award	None	Moderate-term on-the-job training	None
		41-9011	Demonstrators and Product Promoters	270	280	10	0	10	10	\$28,286	\$8.46	\$17,602	\$25.15	\$52,311	High school diploma or equivalent	None	Short-term on-the-job training	None
		41-9021	Real Estate Brokers	490	490	0	0	0	0	\$58,498	\$13.12	\$27,285	\$45.68	\$95,018	Postsecondary non-degree award	Less than 5 years	None	None
		41-9022	Real Estate Sales Agents	2,390	2,400	10	0	20	20	\$41,660	\$10.43	\$21,698	\$32.46	\$67,509	Postsecondary non-degree award	None	Long-term on-the-job training	None
		41-9031	Sales Engineers	190	180	-10	0	10	10	\$95,552	\$23.04	\$47,931	\$73.14	\$153,129	Bachelors degree	None	Moderate-term on-the-job training	None
		41-9041	Telemarketers	400	390	-10	0	10	10	\$27,229	\$8.60	\$17,895	\$18.93	\$39,376	High school diploma or equivalent	None	Short-term on-the-job training	None
		41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	50	50	0	0	0	0	NA	NA	NA	NA	NA	High school diploma or equivalent	None	Short-term on-the-job training	None
		41-9099	Sales and Related Workers, All Other	900	940	40	10	10	20	\$26,990	\$7.86	\$16,339	\$20.03	\$41,638	High school diploma or equivalent	None	None	None
		43-1011	First-Line Supervisors of Office and Administrative Support Workers	20,610	20,930	330	130	330	440	\$47,335	\$13.78	\$28,655	\$34.30	\$71,349	Associates Degree	Less than 5 years	None	None
		43-2011	Switchboard Operators, Including Answering Service	2,470	2,250	-220	0	40	40	\$24,492	\$8.31	\$17,287	\$16.05	\$33,379	High school diploma or equivalent	None	Short-term on-the-job training	None
		43-2099	Communications Equipment Operators, All Other	50	50	0	0	0	0	\$35,537	\$11.82	\$24,577	\$21.61	\$44,946	High school diploma or equivalent	None	Short-term on-the-job training	None
		43-3011	Bill and Account Collectors	3,560	3,500	-60	0	90	90	\$31,766	\$10.24	\$21,301	\$21.05	\$43,780	High school diploma or equivalent	None	Moderate-term on-the-job training	None
		43-3021	Billing and Posting Clerks	5,670	5,810	130	50	110	150	\$33,251	\$10.65	\$22,152	\$21.73	\$45,192	Postsecondary non-degree award	None	Short-term on-the-job training	None
		43-3031	Bookkeeping, Accounting, and Auditing Clerks	24,030	23,340	-690	0	230	230	\$25,357	\$11.17	\$23,226	\$23.49	\$48,855	Associates Degree	None	Moderate-term on-the-job training	None
		43-3041	Earning Wage Workers	630	640	10	0	10	20	\$23,023	\$8.05	\$16,741	\$14.74	\$30,659	High school diploma or equivalent	None	Short-term on-the-job training	None
		43-3051	Payroll and Timekeeping Clerks	3,510	3,470	-40	0	90	90	\$36,997	\$11.22	\$23,338	\$25.29	\$53,593	High school diploma or equivalent	None	Moderate-term on-the-job training	None
		43-3061	Procurement Clerks	740	730	-10	0	30	30	\$41,013	\$12.21	\$23,393	\$27.69	\$57,587	Postsecondary non-degree award	None	Moderate-term on-the-job training	None
		43-3071	Tellers	8,430	8,110	-320	0	370	370	\$24,896	\$9.62	\$20,017	\$14.97	\$31,144	Postsecondary non-degree award	None	Short-term on-the-job training	None
		43-3099	Financial Clerks, All Other	90	90	0	0	0	0	\$43,062	\$12.49	\$25,981	\$39.23	\$81,599	High school diploma or equivalent	None	Short-term on-the-job training	None
		43-4011	Brokerage Clerks	230	230	0	0	10	10	\$57,385	\$13.92	\$28,947	\$38.39	\$79,847	High school diploma or equivalent	None	Moderate-term on-the-job training	None
		43-4031	Count, Municipal, and License Clerks	1,880	1,890	10	0	10	10	\$33,853	\$10.05	\$20,904	\$23.36	\$48,588	Postsecondary non-degree award	None	Moderate-term on-the-job training	None
		43-4041	Credit Authorizers, Checkers, and Clerks	1,520	1,470	-50	0	10	10	\$25,986	\$8.57	\$17,827	\$18.17	\$37,786	High school diploma or equivalent	None	Short-term on-the-job training	None

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Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2018 Projected <sup>5</sup>	2 Year Growth <sup>6</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		43-4031	Customer Service Representatives	20,230	20,810	590	100	470	670	\$29,918	\$9.17	\$19,068	\$21.46	\$44,634	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-4061	Eligibility Interviewer, Government Programs	210	210	0	0	0	0	\$39,124	\$11.17	\$21,232	\$25.29	\$52,594	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-4071	File Clerks	2,290	2,230	-60	0	50	50	\$23,687	\$8.28	\$17,228	\$14.90	\$30,595	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4081	Hotel, Motel, and Resort Desk Clerks	3,760	3,960	200	70	210	270	\$20,711	\$7.86	\$16,353	\$13.26	\$27,583	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4111	Interviewers, Except Eligibility and Loan	720	740	20	10	20	20	\$23,915	\$8.37	\$17,418	\$17.35	\$36,092	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4121	Library Assistant, Clerical	410	410	0	0	10	10	\$24,354	\$8.21	\$17,073	\$16.52	\$34,356	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-4131	Loan Interviewers and Clerks	2,450	2,490	30	10	40	50	\$33,233	\$9.79	\$20,368	\$23.69	\$49,271	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4141	New Accounts Clerks	700	670	-30	0	20	20	\$31,554	\$11.39	\$23,697	\$18.85	\$39,111	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-4151	Order Clerks	1,020	1,010	-10	0	30	30	\$29,313	\$8.47	\$17,619	\$21.78	\$42,294	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4161	Human Resources Assistants, Except Payroll and Timekeeping	1,370	1,350	-20	0	10	10	\$36,796	\$11.79	\$24,530	\$23.61	\$49,099	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-4171	Receptionists and Information Clerks	15,410	15,460	50	20	40	460	\$23,506	\$8.11	\$16,677	\$15.49	\$33,218	High school diploma or equivalent	None	Short-term on-the-job training	
		43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	860	810	-50	0	10	10	\$39,066	\$10.81	\$22,493	\$28.13	\$58,504	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-4199	Information and Record Clerks, All Other	3,660	3,730	80	30	90	110	\$34,166	\$8.79	\$18,289	\$24.73	\$51,429	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5011	Cargo and Freight Agents	340	350	10	0	10	10	\$40,192	\$11.96	\$24,878	\$31.29	\$65,091	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-5021	Conductors and Messengers	1,650	1,680	30	10	20	30	\$24,229	\$8.06	\$16,774	\$17.30	\$35,990	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5031	Police, Fire, and Ambulance Dispatchers	1,880	1,850	-30	0	50	50	\$30,577	\$9.57	\$19,912	\$21.51	\$44,747	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-5032	Dispatchers, Except Police, Fire, and Ambulance	4,420	4,390	-30	0	110	110	\$37,794	\$10.50	\$21,850	\$28.30	\$58,867	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-5041	Meter Readers, Utilities	1,100	1,050	-50	0	30	30	\$28,244	\$9.41	\$19,572	\$20.02	\$41,642	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5051	Postal Service Clerks	730	710	-20	0	10	10	\$49,047	\$15.63	\$32,517	\$28.40	\$59,074	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5052	Postal Service Mail Carriers	2,770	2,720	-50	0	50	50	\$50,338	\$16.65	\$34,632	\$39.48	\$61,317	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	690	650	-40	0	10	10	\$50,414	\$15.63	\$33,318	\$27.87	\$57,970	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-5061	Production, Planning, and Expediting Clerks	2,810	2,790	-20	0	80	80	\$51,446	\$12.80	\$26,615	\$39.63	\$82,433	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-5071	Shipping, Receiving, and Traffic Clerks	7,710	7,600	-110	0	130	150	\$31,963	\$9.40	\$18,555	\$22.99	\$47,826	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-5081	Stock Clerks and Order Fillers	22,940	23,370	430	140	790	920	\$22,844	\$7.92	\$16,464	\$15.87	\$33,000	High school diploma or equivalent	None	Short-term on-the-job training	
		43-5111	Weights, Measurers, Checkers, and Samplers, Recordkeeping	710	710	0	0	20	20	\$33,615	\$9.69	\$20,148	\$23.55	\$48,978	High school diploma or equivalent	None	Short-term on-the-job training	
		43-6011	Executive Secretaries and Executive Administrative Assistants	14,940	14,380	-560	0	160	160	\$40,738	\$12.25	\$25,507	\$28.50	\$59,903	High school diploma or equivalent	Less than 5 years	None	
		43-6012	Legal Secretaries	3,510	3,420	-90	0	40	40	\$32,383	\$10.48	\$21,800	\$25.15	\$52,310	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-6013	Medical Secretaries	2,360	2,490	130	30	30	50	\$28,907	\$10.26	\$21,331	\$18.14	\$37,722	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	34,810	34,920	110	40	370	400	\$29,564	\$9.23	\$19,203	\$20.13	\$41,864	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-9011	Computer Operators	450	430	-20	0	0	0	\$41,509	\$12.91	\$26,850	\$28.03	\$58,311	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-9021	Data Entry Keyers	2,570	2,540	-30	0	40	40	\$28,700	\$8.69	\$18,083	\$19.16	\$39,858	High school diploma or equivalent	None	Moderate-term on-the-job training	
		43-9022	Word Processors and Typists	370	350	-20	0	0	0	\$23,032	\$10.04	\$20,874	\$20.06	\$41,716	Postsecondary non-degree award	None	Short-term on-the-job training	
		43-9031	Desktop Publishers	120	110	-10	0	0	0	\$42,661	\$12.84	\$26,708	\$29.41	\$61,165	Associate degree	None	Short-term on-the-job training	
		43-9041	Insurance Claims and Policy Processing Clerks	1,960	2,050	90	30	50	80	\$39,872	\$12.06	\$23,087	\$28.47	\$59,212	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	700	670	-30	0	20	20	\$27,206	\$8.33	\$17,334	\$18.63	\$38,750	High school diploma or equivalent	None	Short-term on-the-job training	
		43-9061	Office Clerks, General	39,940	40,130	190	60	840	910	\$24,917	\$8.14	\$16,931	\$17.41	\$36,209	High school diploma or equivalent	None	Short-term on-the-job training	



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		43-9071	Office Machine Operator, Except Computer	290	270	0	0	10	10	\$29,606	\$9.92	\$20,629	\$20.81	\$43,281	High school diploma or equivalent	None	Short-term on-the-job training	
		43-9081	Proofreaders and Copy Writers	50	50	0	0	0	0	\$38,715	\$12.77	\$26,561	\$23.69	\$49,273	Bachelor's degree	None	None	
		43-9111	Statistical Assistants	70	70	0	0	0	0	\$47,339	\$13.34	\$27,749	\$36.44	\$74,800	Bachelor's degree	None	None	None
		43-9199	Office and Administrative Support Workers, All Other	2,130	2,170	50	30	60	70	\$30,358	\$8.12	\$16,894	\$23.39	\$48,645	High school diploma or equivalent	None	Short-term on-the-job training	
		45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1,130	1,110	0	0	30	30	\$55,160	\$13.61	\$28,303	\$40.31	\$83,949	Bachelors Degree	None	None	Less than 5 years
		45-2011	Agricultural Inspectors	340	340	0	0	10	10	\$47,813	\$13.64	\$24,443	\$33.78	\$70,564	Bachelors degree	None	None	Moderate-term on-the-job training
		45-2041	Graders and Sorters, Agricultural Products	290	290	0	0	0	0	\$30,041	\$9.84	\$20,470	\$18.84	\$39,186	Less than high school	None	None	Short-term on-the-job training
		45-2091	Agricultural Equipment Operators	500	510	0	0	10	20	\$29,799	\$8.31	\$17,294	\$23.31	\$48,488	Less than high school	None	None	Short-term on-the-job training
		45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	970	950	0	0	30	30	\$24,980	\$8.23	\$17,118	\$18.44	\$38,345	Less than high school	None	None	Short-term on-the-job training
		45-2103	Farmworkers, Farm, Ranch, and Aquacultural Animals	310	300	0	0	10	10	\$22,495	\$7.98	\$16,607	\$14.17	\$29,466	Less than high school	None	None	Short-term on-the-job training
		45-2109	Agricultural Workers, All Other	340	230	0	0	10	10	\$41,693	\$10.74	\$22.33	\$28.36	\$58,982	Less than high school	None	None	Short-term on-the-job training
		45-3011	Fishers and Related Fishing Workers	110	100	0	0	0	0	NA	NA	NA	NA	NA	Less than high school	None	None	Moderate-term on-the-job training
		45-4011	Forest and Conservation Workers	300	300	0	0	10	10	\$34,103	\$10.95	\$22,839	\$22.11	\$45,981	Postsecondary non-degree award	None	None	Moderate-term on-the-job training
		45-4021	Fallers	160	160	0	0	0	0	\$33,938	\$8.13	\$16,948	\$43.31	\$48,477	High school diploma or equivalent	None	None	Moderate-term on-the-job training
		45-4022	Logging Equipment Operators	2,700	2,720	20	10	70	70	\$37,418	\$12.24	\$23,463	\$34.16	\$50,263	High school diploma or equivalent	None	None	Moderate-term on-the-job training
		45-4023	Log Graders and Skidders	170	170	0	0	0	0	\$31,482	\$10.08	\$20,963	\$21.39	\$44,483	High school diploma or equivalent	None	None	Moderate-term on-the-job training
		47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	12,510	12,890	380	110	110	230	\$62,399	\$18.57	\$38,627	\$44.82	\$93,230	High school diploma or equivalent	5 years or more	None	
		47-2011	Boilermakers	1,590	1,990	400	10	40	60	\$44,391	\$15.73	\$32,721	\$36.59	\$76,118	High school diploma or equivalent	None	None	Apprenticeship
		47-2021	Brickmasons and Blockmasons	670	710	40	10	10	20	\$39,392	\$13.21	\$27,479	\$23.81	\$49,520	High school diploma or equivalent	None	None	Apprenticeship
		47-2022	Stonemasons	110	120	10	0	0	0	\$30,731	\$10.26	\$21,346	\$20.66	\$42,964	Postsecondary non-degree award	None	None	Apprenticeship
		47-2031	Carpenters	18,030	18,710	680	220	\$50	770	\$38,032	\$12.21	\$24,403	\$26.10	\$54,297	Postsecondary non-degree award	None	None	Apprenticeship
		47-2041	Carpet Installers	530	560	30	0	10	10	\$34,502	\$9.31	\$19,357	\$23.40	\$48,675	Postsecondary non-degree award	None	None	Short-term on-the-job training
		47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	310	340	30	10	10	10	\$31,032	\$10.25	\$21,322	\$21.30	\$44,304	High school diploma or equivalent	None	None	Moderate-term on-the-job training
		47-2044	Tile and Marble Setters	750	770	20	10	10	20	\$33,637	\$9.43	\$19,619	\$22.42	\$46,638	Postsecondary non-degree award	None	None	Long-term on-the-job training
		47-2051	Concrete Masons and Concrete Finishers	1,800	1,900	100	30	60	90	\$39,722	\$9.83	\$20,439	\$28.49	\$59,252	Less than high school	None	None	Moderate-term on-the-job training
		47-2061	Construction Laborers	22,940	24,070	1,130	370	330	710	\$30,444	\$9.12	\$18,972	\$21.97	\$43,691	Less than high school	None	None	Short-term on-the-job training
		47-2071	Paving, Surfacing, and Tamping Equipment Operators	680	700	20	10	20	30	\$37,119	\$10.60	\$22,039	\$29.28	\$60,893	Postsecondary non-degree award	None	None	Moderate-term on-the-job training
		47-2072	File-Drawer Operators	500	530	30	10	10	20	\$37,517	\$10.30	\$21,431	\$26.55	\$55,232	Postsecondary non-degree award	None	None	Moderate-term on-the-job training
		47-2073	Operating Engineers and Other Construction Equipment Operators	9,190	9,370	180	60	300	360	\$40,360	\$12.62	\$26,238	\$28.30	\$58,856	High school diploma or equivalent	None	None	Moderate-term on-the-job training
		47-2081	Drywall and Ceiling Tile Installers	1,970	2,010	40	10	0	30	\$45,133	\$12.81	\$26,656	\$37.22	\$77,424	Less than high school	None	None	Moderate-term on-the-job training
		47-2082	Tapers	540	590	50	0	0	10	\$48,838	\$13.30	\$27,465	\$43.34	\$90,146	Less than high school	None	None	Moderate-term on-the-job training
		47-2111	Electricians	13,560	13,970	410	140	410	590	\$48,799	\$15.62	\$33,500	\$33.76	\$70,214	Postsecondary non-degree award	None	None	Moderate-term on-the-job training
		47-2121	Glassers	650	660	10	10	10	20	\$33,773	\$12.11	\$23,192	\$22.07	\$45,911	High school diploma or equivalent	None	None	Apprenticeship
		47-2131	Insulation Workers, Floor, Ceiling, and Wall	560	570	10	0	20	20	\$39,461	\$9.76	\$20,292	\$30.33	\$63,077	Postsecondary non-degree award	None	None	Short-term on-the-job training
		47-2132	Insulation Workers, Mechanical	2,610	2,770	160	50	20	140	\$43,596	\$13.85	\$28,814	\$28.70	\$59,705	High school diploma or equivalent	None	None	Apprenticeship
		47-2141	Painters, Construction and Maintenance	9,130	9,240	110	40	140	180	\$35,000	\$10.56	\$21,973	\$23.37	\$48,603	Postsecondary non-degree award	None	None	Moderate-term on-the-job training
		47-2151	Pipefitters	1,030	1,090	60	20	10	40	\$43,868	\$11.09	\$23,067	\$34.81	\$72,409	Less than high school	None	None	Short-term on-the-job training
		47-2152	Plumbers, Pipefitters, and Steamfitters	10,720	11,170	450	150	280	430	\$47,061	\$14.87	\$30,935	\$30.63	\$63,703	Postsecondary non-degree award	None	None	Apprenticeship

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		47-2161	Plasterers and Stucco Masons	140	140	0	0	0	0	\$32,917	\$11.31	\$23,515	\$22.04	\$45,843	Postsecondary non-degree award	None	Long-term on-the-job training	
		47-2171	Reinforcing Iron and Rebar Workers	570	620	50	20	10	20	\$52,335	\$15.93	\$33,141	\$31.10	\$73,010	High school diploma or equivalent	None	Apprenticeship	
		47-2181	Roofers	1,020	1,060	40	10	20	30	\$36,701	\$11.37	\$23,643	\$33.66	\$49,211	Less than high school	None	Moderate-term on-the-job training	
		47-2211	Sheet Metal Workers	1,330	1,350	20	10	40	50	\$41,502	\$13.26	\$25,501	\$28.84	\$59,989	High school diploma or equivalent	None	Apprenticeship	
		47-2321	Structural Iron and Steel Workers	3,940	3,190	-750	50	60	110	\$48,970	\$14.14	\$19,418	\$37.16	\$77,283	High school diploma or equivalent	None	Apprenticeship	
		47-3011	Helpers—Bricklayers, Blockmasons, Stonemasons, and Tile and Marble Setters	270	290	20	10	0	10	\$27,782	\$9.73	\$20,235	\$17.76	\$36,940	Less than high school	None	Short-term on-the-job training	
		47-3012	Helpers—Carpenters	1,770	1,860	90	30	30	60	\$28,501	\$9.35	\$19,445	\$18.61	\$38,718	Less than high school	None	Short-term on-the-job training	
		47-3013	Helpers—Electricians	3,230	3,400	170	60	50	110	\$29,631	\$9.87	\$20,528	\$19.07	\$39,656	High school diploma or equivalent	None	Short-term on-the-job training	
		47-3014	Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	820	840	20	10	10	20	\$26,994	\$9.66	\$20,091	\$17.81	\$37,053	Less than high school	None	Short-term on-the-job training	
		47-3015	Helpers—Pipefitters, Plumbers, Pipefitters, and Seamstresses	2,840	2,990	150	50	50	100	\$30,213	\$10.25	\$21,311	\$20.08	\$41,758	High school diploma or equivalent	None	Short-term on-the-job training	
		47-3016	Helpers—Roofers	190	200	10	0	0	10	\$24,375	\$8.56	\$17,798	\$14.85	\$30,890	Less than high school	None	Short-term on-the-job training	
		47-3019	Helpers, Construction Trades, All Other	460	490	30	10	10	20	\$27,864	\$9.83	\$20,442	\$17.85	\$37,124	Less than high school	None	Short-term on-the-job training	
		47-4011	Construction and Building Inspectors	1,090	1,110	20	10	30	30	\$56,785	\$16.25	\$31,799	\$38.91	\$81,074	Postsecondary non-degree award	5 years or more	Moderate-term on-the-job training	
		47-4021	Elevator Installers and Repairers	130	140	10	0	0	0	\$41,435	\$12.92	\$24,879	\$29.61	\$61,579	Postsecondary non-degree award	None	Apprenticeship	
		47-4031	Fence Erectors	620	640	20	10	10	20	\$31,687	\$10.16	\$21,399	\$23.35	\$48,567	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-4041	Hazardous Materials Removal Workers	640	630	-10	0	10	10	\$36,039	\$11.53	\$23,979	\$27.08	\$56,324	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-4051	Highway Maintenance Workers	1,390	1,420	30	10	30	40	\$24,393	\$8.54	\$19,839	\$18.61	\$38,701	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-4061	Rail-Track Laying and Maintenance Equipment Operators	470	500	30	10	10	20	\$51,943	\$18.01	\$37,462	\$30.37	\$63,178	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	390	390	0	0	10	10	\$29,033	\$10.87	\$22,616	\$30.93	\$64,339	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-4099	Construction and Related Workers, All Other	870	880	10	0	10	20	\$42,095	\$12.62	\$26,253	\$32.90	\$68,433	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-5011	Derrick Operators, Oil and Gas	750	650	-100	0	30	30	\$48,154	\$15.83	\$33,913	\$30.85	\$64,163	Less than high school	None	Short-term on-the-job training	
		47-5012	Rotary Drill Operators, Oil and Gas	1,440	1,250	-190	0	50	50	\$62,545	\$16.33	\$33,972	\$47.38	\$98,546	Less than high school	None	Moderate-term on-the-job training	
		47-5013	Service Unit Operators, Oil, Gas, and Mining	3,630	3,000	-630	0	130	120	\$51,488	\$14.18	\$29,491	\$39.49	\$82,146	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-5021	Earth Drillers, Except Oil and Gas	420	420	0	0	10	10	\$55,286	\$18.52	\$38,519	\$38.32	\$79,710	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	270	240	-30	0	10	10	\$54,268	\$15.31	\$31,842	\$38.03	\$79,100	High school diploma or equivalent	Less than 5 years	Long-term on-the-job training	
		47-5049	Mining Machine Operators, All Other	130	120	-10	0	0	0	\$46,042	\$13.82	\$28,756	\$30.33	\$61,093	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-5071	Roustabouts, Oil and Gas	3,330	2,930	-400	0	60	60	\$39,361	\$11.38	\$23,674	\$28.69	\$59,673	Less than high school	None	Moderate-term on-the-job training	
		47-5081	Helpers—Extraction Workers	1,060	980	-80	0	10	10	\$34,433	\$12.04	\$20,050	\$22.39	\$46,568	High school diploma or equivalent	None	Moderate-term on-the-job training	
		47-5099	Extraction Workers, All Other	440	430	-10	0	0	0	NA	NA	NA	NA	NA	High school diploma or equivalent	None	Moderate-term on-the-job training	
		48-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	9,560	9,630	70	20	180	210	\$63,601	\$17.28	\$35,939	\$48.00	\$99,836	Postsecondary non-degree award	Less than 5 years	None	
		48-2011	Computer, Automated Teller, and Office Radio, Cellular, and Tower Equipment Installers and Repairers	1,380	1,390	10	0	30	30	\$56,037	\$9.59	\$19,944	\$28.05	\$58,317	Some college; no degree	None	None	None
		48-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	150	150	0	0	0	0	\$50,101	\$14.15	\$29,340	\$33.65	\$69,989	Associate degree	None	Moderate-term on-the-job training	
		48-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	3,730	3,730	0	0	40	40	\$54,395	\$13.88	\$28,879	\$37.29	\$77,563	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		48-2091	Avionics Technicians	240	230	-10	0	0	0	\$63,803	\$17.58	\$36,569	\$44.98	\$93,560	Associate degree	None	None	None
		48-2092	Electric Motor, Power Tool, and Related Repairs	490	490	0	0	10	10	\$38,534	\$9.18	\$19,096	\$29.74	\$61,865	Postsecondary non-degree award	None	Long-term on-the-job training	

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		49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	110	120	0	0	0	0	\$48,722	\$14.75	\$30,690	\$30.87	\$64,216	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	980	980	0	0	20	20	\$61,302	\$16.91	\$35,180	\$40.86	\$84,993	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	120	100	0	0	0	0	\$28,872	\$10.27	\$21,364	\$18.57	\$38,629	Postsecondary non-degree award	None	Short-term on-the-job training	
		49-2097	Electronic Home Entertainment Equipment Installers and Repairers	320	320	0	0	10	10	\$40,842	\$8.52	\$17,724	\$37.49	\$77,980	Postsecondary non-degree award	None	None	
		49-2098	Security and Fire Alarm Systems Installers	1,120	1,160	40	10	20	40	\$37,486	\$12.18	\$25,339	\$23.97	\$49,861	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		49-3011	Aircraft Mechanics and Service Technicians	1,840	1,740	0	0	40	-40	\$59,557	\$17.56	\$48,531	\$39.53	\$82,354	Postsecondary non-degree award	None	None	
		49-3021	Automotive Body and Related Equipment	2,120	2,210	90	30	50	80	\$39,387	\$10.20	\$21,225	\$30.43	\$63,292	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		49-3022	Automotive Glass Installers and Repairers	470	490	20	10	10	10	\$32,218	\$9.04	\$18,811	\$22.61	\$47,024	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-3023	Automotive Service Technicians and Mechanics	8,940	9,070	130	40	230	280	\$37,935	\$10.07	\$20,943	\$28.41	\$59,097	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2,810	2,910	100	40	50	90	\$44,382	\$12.92	\$26,877	\$31.46	\$65,428	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3041	Farm Equipment Mechanics and Service Technicians	370	370	0	0	10	10	\$38,431	\$11.01	\$22,911	\$28.41	\$59,097	High school diploma or equivalent	None	Long-term on-the-job training	
		49-3042	Mobile Heavy Equipment Mechanics, Except Engines	3,740	3,730	0	0	90	90	\$44,311	\$13.30	\$27,664	\$31.47	\$65,452	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3043	Rail Car Repairs	380	380	0	0	10	10	\$46,972	\$17.93	\$37,297	\$36.47	\$75,865	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3051	Motorboat Mechanics and Service Technicians	170	170	0	0	0	0	\$36,453	\$10.10	\$21,006	\$16.60	\$35,333	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3052	Motorcycle Mechanics	410	410	0	0	10	10	\$37,960	\$9.33	\$19,398	\$28.56	\$59,405	High school diploma or equivalent	None	Long-term on-the-job training	
		49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	230	260	10	0	0	10	\$34,866	\$9.20	\$19,144	\$23.83	\$49,569	Associate Degree	None	Moderate-term on-the-job training	
		49-3092	Recreational Vehicle Service Technicians	70	70	0	0	0	0	\$32,210	\$12.47	\$23,943	\$22.37	\$46,538	High school diploma or equivalent	None	Long-term on-the-job training	
		49-3093	Tire Repairers and Changers	2,410	2,420	10	0	90	90	\$22,163	\$7.88	\$16,385	\$14.40	\$29,960	High school diploma or equivalent	None	Short-term on-the-job training	
		49-3011	Mechanical Door Repairers	60	70	0	0	0	0	\$36,737	\$12.29	\$25,554	\$22.84	\$47,497	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-3012	Control and Valve Installers and Repairers, Except Mechanical Door	540	530	0	0	20	20	\$48,073	\$13.91	\$28,925	\$35.21	\$73,228	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-3021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,980	4,140	160	90	60	120	\$42,345	\$13.50	\$28,085	\$28.98	\$60,286	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3031	Home Appliance Repairers	290	290	0	0	10	10	\$28,508	\$8.46	\$17,588	\$18.52	\$38,524	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-3041	Industrial Machinery Mechanics	7,370	7,580	210	70	170	240	\$51,962	\$14.77	\$30,728	\$37.82	\$78,657	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3043	Maintenance Workers, Machinery	2,770	2,800	30	10	50	60	\$43,735	\$13.38	\$27,827	\$31.05	\$64,582	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		49-3044	Millwrights	1,280	1,370	90	30	40	70	\$48,422	\$15.34	\$31,905	\$30.29	\$63,000	Postsecondary non-degree award	None	Apprenticeship	
		49-3051	Electrical Power-Line Installers and Repairers	1,340	1,380	40	20	50	70	\$52,193	\$15.39	\$32,019	\$37.78	\$78,582	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3052	Telecommunications Line Installers and Repairers	730	730	0	10	10	20	\$39,287	\$12.17	\$24,312	\$28.58	\$59,451	Postsecondary non-degree award	None	Long-term on-the-job training	
		49-3062	Medical Equipment Repairers	320	320	0	0	10	10	\$38,922	\$10.95	\$22,766	\$28.66	\$59,616	Associate degree	None	Moderate-term on-the-job training	
		49-3063	Musical Instrument Repairers and Tuners	60	60	0	0	0	0	\$38,110	\$11.13	\$23,154	\$24.24	\$50,421	High school diploma or equivalent	None	Apprenticeship	
		49-3069	Precision Instrument and Equipment Repairers, All Other	600	610	10	0	10	10	\$35,864	\$10.35	\$21,533	\$29.24	\$60,828	High school diploma or equivalent	None	Long-term on-the-job training	
		49-3071	Maintenance and Repair Workers, General	28,830	29,110	260	90	690	780	\$36,336	\$9.70	\$20,174	\$27.73	\$57,685	High school diploma or equivalent	None	Long-term on-the-job training	
		49-3091	Con., Vendng. and Amusement Machine Servicers and Repairers	800	790	0	0	10	10	\$28,396	\$8.94	\$18,602	\$20.15	\$41,912	High school diploma or equivalent	None	Short-term on-the-job training	
		49-3092	Commercial Drivers	870	930	80	30	10	40	\$49,887	\$14.22	\$29,370	\$30.57	\$63,576	Postsecondary non-degree award	None	Moderate-term on-the-job training	

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		49-9094	Locksmiths and Safe Repairers	150	140	0	0	10	10	\$39,786	\$12.41	\$25,817	\$28.51	\$39,294	High school diploma or equivalent	None	Long-term on-the-job training	
		49-9096	Riggers	5,220	4,820	0	0	130	130	\$31,276	\$12.31	\$22,595	\$28.04	\$38,314	Postsecondary non-degree award	None	Short-term on-the-job training	
		49-9097	Signal and Track Switch Repairers	240	240	0	0	0	0	\$44,919	\$13.36	\$27,784	\$35.67	\$74,191	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-9098	Helpers—Installation, Maintenance, and Repair Workers	4,100	4,140	50	20	140	160	\$24,558	\$8.53	\$17,846	\$13.23	\$37,923	High school diploma or equivalent	None	Moderate-term on-the-job training	
		49-9099	Installers, Maintenance, and Repair Workers, All Other	3,860	3,890	30	10	60	70	\$44,147	\$11.00	\$22,875	\$34.66	\$72,083	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-1011	First-Line Supervisors of Production and Operating Workers	10,770	10,680	0	0	170	170	\$70,579	\$16.21	\$33,716	\$59.15	\$123,022	Postsecondary non-degree award	Less than 5 years	None	
		51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	130	130	0	0	0	0	\$42,532	\$11.09	\$23,064	\$29.14	\$66,615	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-2022	Electrical and Electronic Equipment Assemblers	160	130	0	0	0	0	\$37,901	\$11.65	\$24,223	\$26.67	\$55,471	Postsecondary non-degree award	None	Short-term on-the-job training	
		51-2031	Engine and Other Machine Assemblers	120	110	0	0	0	0	\$40,270	\$11.48	\$23,875	\$28.25	\$58,730	Postsecondary non-degree award	None	Short-term on-the-job training	
		51-2041	Structural Metal Fabricators and Fitters	2,520	2,380	0	0	40	40	\$42,760	\$15.07	\$31,349	\$27.63	\$57,469	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-2091	Fiberglass Laminators and Fabricators	330	340	0	0	10	10	\$34,677	\$10.36	\$21,554	\$24.39	\$50,723	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-2092	Team Assemblers	5,600	5,480	0	0	120	120	\$34,225	\$9.95	\$19,862	\$25.04	\$53,084	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-2099	Assemblers and Fabricators, All Other	1,580	1,530	0	0	30	30	\$29,399	\$8.63	\$17,953	\$21.30	\$44,298	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-3011	Bakers	1,650	1,710	60	20	30	50	\$22,344	\$7.91	\$16,457	\$14.69	\$30,538	Less than high school	None	Long-term on-the-job training	
		51-3021	Butchers and Meat Cutters	2,040	2,060	50	20	40	50	\$26,951	\$8.65	\$17,950	\$17.82	\$37,060	Less than high school	None	Long-term on-the-job training	
		51-3022	Meat, Poultry, and Fish Cutters and Trimmers	2,800	2,830	30	10	50	60	\$20,672	\$7.90	\$16,430	\$13.05	\$27,136	Less than high school	None	Short-term on-the-job training	
		51-3023	Slaughterers and Meat Packers	830	840	10	0	20	20	\$20,837	\$7.93	\$16,493	\$12.53	\$26,066	Less than high school	None	Short-term on-the-job training	
		51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	60	60	0	0	0	0	\$29,265	\$10.31	\$21,445	\$18.48	\$38,431	Less than high school	None	Moderate-term on-the-job training	
		51-3092	Food Batchmakers	930	940	20	10	20	20	\$24,848	\$8.09	\$16,819	\$17.34	\$36,066	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-3093	Food Cooking Machine Operators and Tenders	330	360	10	0	10	10	\$22,570	\$8.02	\$16,690	\$14.74	\$30,653	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-3099	Food Processing Workers, All Other	500	530	20	10	10	20	\$23,872	\$8.13	\$16,907	\$16.38	\$34,077	Less than high school	None	Moderate-term on-the-job training	
		51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	1,100	1,080	0	0	30	30	\$40,118	\$12.75	\$26,524	\$27.40	\$56,998	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	130	140	0	0	0	0	\$48,174	\$15.96	\$33,205	\$32.01	\$66,585	Postsecondary non-degree award	None	Long-term on-the-job training	
		51-4021	Extending and Drawing Machine Series, Operators, and Tenders, Metal and Plastic	430	380	0	0	10	10	\$34,385	\$10.66	\$22,182	\$21.78	\$45,293	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4023	Rolling Machine Series, Operators, and Tenders, Metal and Plastic	190	160	0	0	10	10	\$33,778	\$10.83	\$22,521	\$24.36	\$50,667	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4031	Cutting, Punching, and Press Machine Series, Operators, and Tenders, Metal and Plastic	980	830	0	0	10	10	\$36,230	\$12.00	\$24,960	\$23.20	\$48,238	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4032	Drilling and Boring Machine Tool Series, Operators, and Tenders, Metal and Plastic	300	270	0	0	10	10	\$43,531	\$12.53	\$16,067	\$41.56	\$86,444	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Series, Operators, and Tenders, Metal and Plastic	170	150	0	0	10	10	\$34,702	\$9.60	\$19,977	\$24.51	\$53,065	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-4034	Lathe and Turning Machine Tool Series, Operators, and Tenders, Metal and Plastic	240	230	0	0	10	10	\$39,661	\$12.28	\$24,530	\$26.75	\$55,640	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4035	Milling and Planing Machine Series, Operators, and Tenders, Metal and Plastic	100	90	0	0	0	0	\$41,500	\$12.78	\$16,582	\$28.02	\$58,274	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4041	Mechanists	6,260	6,180	0	0	200	200	\$46,515	\$13.24	\$31,689	\$30.33	\$63,093	Postsecondary non-degree award	None	Long-term on-the-job training	

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Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2018 Projected <sup>5</sup>	2 Year Growth <sup>6</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Openings <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Average Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Average Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>
		51-4072	Molding, Conforming, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	440	400	0	0	10	10	\$39,529	\$10.16	\$21,142	\$18.88	\$39,280	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	230	220	0	0	0	0	\$40,849	\$12.73	\$26,470	\$29.43	\$61,204	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4111	Tool and Die Makers	240	210	0	0	0	0	\$43,176	\$13.45	\$27,982	\$29.72	\$61,819	High school diploma or equivalent	None	Long-term on-the-job training	
		51-4121	Welders, Cutters, Solderers, and Brazers	17,300	17,060	0	0	330	330	\$44,365	\$14.25	\$30,262	\$29.48	\$61,313	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	820	730	0	0	20	20	\$39,928	\$12.96	\$26,958	\$27.65	\$57,314	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	220	190	0	0	0	0	\$45,013	\$15.81	\$32,890	\$28.45	\$59,169	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-4192	Layout Workers, Metal and Plastic	660	530	0	0	10	10	\$50,462	\$17.27	\$35,923	\$30.65	\$63,755	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-4193	Painting and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	120	100	0	0	0	0	\$31,744	\$10.76	\$22,383	\$19.83	\$41,253	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-4194	Tool Grinders, Filers, and Sharpeners	140	130	0	0	0	0	\$36,835	\$11.21	\$23,315	\$23.40	\$52,839	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-5111	Progress Technicians and Workers	270	260	0	0	0	0	\$34,208	\$10.68	\$22,299	\$23.66	\$49,204	Postsecondary non-degree award	None	None	
		51-5112	Printing Press Operators	1,720	1,740	30	10	30	40	\$34,289	\$9.41	\$19,580	\$25.81	\$51,675	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-5113	Print Binding and Finishing Workers	330	350	20	10	10	10	\$32,609	\$9.72	\$20,216	\$20.90	\$43,473	High school diploma or equivalent	None	Short-term on-the-job training	
		51-6011	Laundry and Dry-Cleaning Workers	3,840	3,900	50	20	60	70	\$19,333	\$7.75	\$16,125	\$11.79	\$23,518	Less than high school	None	Short-term on-the-job training	
		51-6021	Pressers, Textile, Garment, and Related Materials	\$60	\$60	0	0	10	10	\$20,292	\$7.88	\$16,387	\$13.12	\$27,284	Less than high school	None	Short-term on-the-job training	
		51-6031	Sewing Machine Operators	790	790	0	0	10	10	\$23,198	\$7.93	\$16,492	\$14.92	\$31,041	Less than high school	None	Short-term on-the-job training	
		51-6031	Sewers, Hand	140	140	0	0	10	10	\$22,720	\$7.74	\$16,106	\$16.75	\$34,843	Less than high school	None	Moderate-term on-the-job training	
		51-6032	Tailors, Dressmakers, and Custom Sewers	640	640	0	0	20	20	\$22,781	\$8.19	\$17,031	\$14.24	\$29,615	Less than high school	None	Moderate-term on-the-job training	
		51-6062	Textile Cutting Machine Setters, Operators, and Tenders	100	100	0	0	0	0	\$25,410	\$9.92	\$20,642	\$16.59	\$33,874	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	70	70	0	0	0	0	NA	NA	NA	NA	NA	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-6092	Fabric and Apparel Patternmakers	70	80	10	0	0	0	\$24,681	\$9.87	\$20,537	\$14.73	\$30,632	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-6093	Upholsterers	190	190	0	0	10	10	\$30,442	\$9.47	\$19,694	\$14.73	\$38,933	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-6099	Textile, Apparel, and Furnishings Workers, All Other	210	210	0	0	0	0	\$25,935	\$8.91	\$18,527	\$17.28	\$35,951	High school diploma or equivalent	None	Short-term on-the-job training	
		51-7011	Cabinetmakers and Bench Carpenters	500	530	30	10	0	10	\$32,734	\$11.41	\$23,723	\$19.75	\$41,075	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	490	600	110	0	20	20	\$31,321	\$9.23	\$19,198	\$20.32	\$42,273	High school diploma or equivalent	None	Short-term on-the-job training	
		51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	200	200	0	0	0	0	\$15,629	\$11.03	\$23,940	\$20.30	\$42,224	High school diploma or equivalent	None	Short-term on-the-job training	
		51-7099	Woodworkers, All Other	70	70	0	0	0	0	\$48,337	\$8.61	\$17,205	\$39.58	\$82,320	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-8011	Nuclear Reactor Operators	410	420	10	0	20	20	\$78,955	\$29.44	\$61,238	\$46.26	\$96,214	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8012	Power Distributors and Dispatchers	190	190	0	0	10	10	\$80,006	\$25.62	\$53,298	\$51.82	\$107,785	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8013	Power Plant Operators	340	340	0	0	10	10	\$58,154	\$13.26	\$27,785	\$44.09	\$91,712	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8021	Stationary Engineers and Boiler Operators	270	270	0	0	10	10	\$44,461	\$15.08	\$31,364	\$29.97	\$62,348	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8031	Water and Wastewater Treatment Plant and System Operators	2,480	2,520	40	10	50	60	\$34,178	\$10.59	\$22,035	\$23.51	\$48,007	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8091	Chemical Plant and System Operators	4,460	4,290	130	40	130	200	\$70,487	\$25.50	\$53,030	\$43.58	\$90,650	Associate's Degree	None	Long-term on-the-job training	
		51-8092	Gas Plant Operators	650	610	0	0	20	20	\$61,392	\$20.51	\$42,657	\$38.94	\$80,988	High school diploma or equivalent	None	Long-term on-the-job training	
		51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	5,660	5,560	0	0	190	190	\$65,961	\$20.41	\$42,453	\$43.99	\$91,499	Postsecondary non-degree award	None	Long-term on-the-job training	

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		51-8099	Plan and System Operator, All Other	1,250	1,230	0	0	40	40	\$51,873	\$14.29	\$29,713	\$37.32	\$77,635	High school diploma or equivalent	None	Long-term on-the-job training	
		51-9011	Chemical Equipment Operators and Tenders	2,230	2,290	70	20	60	90	\$67,739	\$17.05	\$35,455	\$46.00	\$95,641	Associate Degree	None	Moderate-term on-the-job training	
		51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	400	410	10	0	10	20	\$35,647	\$10.56	\$21,973	\$28.03	\$58,307	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	640	630	0	0	10	10	\$38,031	\$9.60	\$19,960	\$29.15	\$66,637	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9022	Grinding and Polishing Workers, Hand	110	100	0	0	0	0	\$30,669	\$10.37	\$21,573	\$19.83	\$41,347	Less than high school	None	Moderate-term on-the-job training	
		51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	1,530	1,560	30	10	30	40	\$45,321	\$13.15	\$27,354	\$30.75	\$63,955	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9031	Carriers and Trimmers, Hand	50	60	0	0	0	0	\$26,023	\$8.86	\$18,421	\$16.99	\$35,343	Less than high school	None	Short-term on-the-job training	
		51-9033	Cutting and Slicing Machine Setters, Operators, and Tenders	510	500	0	0	10	10	\$43,219	\$14.24	\$29,611	\$34.61	\$51,339	High school diploma or equivalent	None	Short-term on-the-job training	
		51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	900	910	10	0	30	30	\$41,762	\$13.19	\$31,592	\$21.34	\$58,939	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	170	178	0	0	10	10	\$40,892	\$11.29	\$23,484	\$28.39	\$59,042	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9061	Inspection, Testing, Sorting, Sampling, and Weighers	9,760	9,650	0	0	240	240	\$46,454	\$12.64	\$26,291	\$35.09	\$72,991	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9071	Jewelers and Precious Stone and Metal Workers	1,040	1,000	0	0	20	20	\$31,519	\$10.19	\$21,187	\$22.46	\$46,711	High school diploma or equivalent	None	Long-term on-the-job training	
		51-9081	Dental Laboratory Technicians	430	460	40	10	10	20	\$34,196	\$9.99	\$19,946	\$24.55	\$51,070	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9082	Medical Appliance Technicians	90	100	10	0	0	10	\$35,658	\$10.58	\$21,998	\$25.35	\$52,734	High school diploma or equivalent	None	Long-term on-the-job training	
		51-9083	Ophthalmic Laboratory Technicians	640	670	30	10	20	30	\$31,435	\$10.45	\$21,721	\$22.71	\$47,233	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-9111	Packaging and Filling Machine Operators and Tenders	1,640	1,680	40	10	60	70	\$26,899	\$8.12	\$16,884	\$19.25	\$40,040	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	800	770	0	0	20	20	\$33,518	\$10.70	\$22,241	\$22.73	\$47,279	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		51-9122	Painters, Transportation Equipment	720	720	0	0	10	10	\$42,066	\$10.95	\$22,777	\$33.32	\$69,309	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9123	Painting, Coating, and Decorating Workers	130	130	0	0	0	0	\$30,141	\$8.55	\$17,985	\$22.39	\$46,573	Less than high school	None	Moderate-term on-the-job training	
		51-9131	Photographic Process Workers and Processing Machine Operators	180	170	0	0	0	0	\$25,104	\$8.40	\$17,471	\$16.77	\$34,886	High school diploma or equivalent	None	Short-term on-the-job training	
		51-9191	Adhesive Bonding Machine Operators and Tenders	430	430	0	0	10	10	\$34,949	\$10.23	\$21,254	\$22.81	\$47,453	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	70	70	0	0	0	0	\$32,020	\$9.81	\$20,395	\$24.46	\$50,869	Less than high school	None	Moderate-term on-the-job training	
		51-9193	Cooling and Freezing Equipment Operators and Tenders	360	370	10	0	10	10	\$32,784	\$8.78	\$18,257	\$13.64	\$28,780	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9194	Educers and Enginers	60	60	0	0	0	0	\$27,602	\$9.08	\$18,891	\$19.16	\$39,849	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	220	220	0	0	10	10	\$37,108	\$11.83	\$24,997	\$22.98	\$47,806	High school diploma or equivalent	None	Long-term on-the-job training	
		51-9196	Paper Goods Machine Setters, Operators, and Tenders	560	590	0	0	10	10	\$42,772	\$11.27	\$23,438	\$29.83	\$62,055	High school diploma or equivalent	None	Moderate-term on-the-job training	
		51-9198	Helpers—Production Workers	6,630	6,370	0	0	210	210	\$30,441	\$9.49	\$19,748	\$30.92	\$43,221	Less than high school	None	Short-term on-the-job training	
		51-9199	Production Workers, All Other	8,820	8,690	0	0	170	170	\$36,479	\$9.39	\$19,536	\$28.47	\$59,226	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-1011	Arceab: Cargo Handling Supervisors	140	150	0	0	0	0	\$44,328	\$12.93	\$26,903	\$39.83	\$62,046	Associate Degree	Less than 5 years	None	
		53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	1,220	1,220	0	0	100	100	\$47,826	\$14.16	\$29,461	\$35.53	\$73,939	High school diploma or equivalent	Less than 5 years	None	

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		53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	3,720	3,720	10	0	110	120	\$62,431	\$16.85	\$35,050	\$48.27	\$100,293	Postsecondary non-degree award	Less than 5 years	None	None
		53-2011	Airline Pilots, Copilots, and Flight Engineers	130	130	0	0	0	0	\$93,601	NA	\$99,801	NA	\$124,077	Bachelor's degree	Less than 5 years	Moderate-term on-the-job training	
		53-2012	Commercial Pilots	1,060	1,020	0	0	30	30	\$85,918	NA	\$51,337	NA	\$133,131	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-2021	Air Traffic Controllers	140	150	10	0	0	10	\$88,708	\$30.84	\$64,146	\$99.23	\$123,188	Associate degree	None	Long-term on-the-job training	
		53-2022	Airfield Operations Specialists	130	110	0	0	0	0	\$57,315	\$17.73	\$36,871	\$39.87	\$82,921	High school diploma or equivalent	None	Long-term on-the-job training	
		53-3011	Ambulance Drivers and Attendants, Except EMTs	360	270	20	10	0	10	\$26,815	\$8.00	\$16,642	\$22.31	\$46,403	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-3021	Bus Drivers, Transit and Intercity	1,300	1,360	60	20	20	40	\$33,712	\$8.83	\$11,360	\$23.67	\$49,229	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		53-3022	Bus Drivers, School or Special Client	7260	7410	150	50	60	100	\$20,620	\$7.81	\$16,244	\$13.76	\$18,624	Postsecondary non-degree award	None	Short-term on-the-job training	
		53-3031	Drivers/Sales Workers	3750	3870	120	40	60	100	\$29,150	\$8.25	\$17,157	\$22.35	\$46,488	High school diploma or equivalent	None	Short-term on-the-job training	
		53-3032	Heavy and Tractor-Trailer Truck Drivers	23180	24130	250	80	400	480	\$40,095	\$12.29	\$15,583	\$38.70	\$59,691	Postsecondary non-degree award	None	Short-term on-the-job training	
		53-3033	Light Truck or Delivery Services Drivers	12340	12510	270	90	240	330	\$31,344	\$8.39	\$17,446	\$25.29	\$51,598	High school diploma or equivalent	None	Short-term on-the-job training	
		53-3041	Taxi Drivers and Chauffeurs	3430	3600	180	60	60	120	\$23,299	\$7.98	\$16,592	\$16.27	\$33,835	Less than high school	None	Short-term on-the-job training	
		53-3099	Motor Vehicle Operators, All Other	780	790	10	10	30	30	\$34,121	\$8.35	\$17,360	\$22.44	\$46,685	High school diploma or equivalent	None	Short-term on-the-job training	
		53-4011	Locomotive Engineers	720	760	40	0	20	30	\$62,261	\$20.20	\$42,019	\$44.34	\$92,225	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		53-4021	Railroad Brake, Signal, and Switch Operators	800	800	0	0	30	30	\$55,219	\$19.02	\$39,562	\$34.42	\$71,595	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-4031	Railroad Conductors and Yardmasters	720	720	0	0	170	170	\$58,056	\$19.00	\$39,527	\$38.32	\$79,705	High school diploma or equivalent	None	Moderate-term on-the-job training	
		53-5011	Sailors and Marine Officers	6710	6360	0	0	280	280	\$44,404	\$12.47	\$25,943	\$32.49	\$67,570	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		53-5021	Captain, Mate, and Pilot of Water Vessels	9230	8680	0	0	10	10	\$51,577	\$13.15	\$17,346	\$33.56	\$73,971	Bachelor's degree	None	Short-term on-the-job training	
		53-5031	Ship Engineers	1790	1700	0	0	50	50	\$103,908	\$20.03	\$41,667	\$75.93	\$157,927	Bachelor's degree	None	Short-term on-the-job training	
		53-6011	Bridge and Lock Tenders	390	380	0	0	20	20	\$33,114	\$10.74	\$23,337	\$23.38	\$48,625	High school diploma or equivalent	None	Short-term on-the-job training	
		53-6021	Parking Lot Attendants	1660	1700	40	10	100	130	\$19,178	\$7.81	\$16,248	\$11.56	\$24,042	Less than high school	None	Short-term on-the-job training	
		53-6031	Automotive and Watercraft Service Attendants	1310	1370	60	20	60	80	\$32,905	\$8.38	\$17,437	\$17.50	\$36,399	Less than high school	None	Moderate-term on-the-job training	
		53-6031	Traffic Technicians	230	240	0	0	10	10	\$40,388	\$12.41	\$25,818	\$28.72	\$59,737	Postsecondary non-degree award	None	Moderate-term on-the-job training	
		53-6051	Transportation Inspectors	340	340	0	0	10	10	\$70,148	\$19.59	\$40,739	\$52.12	\$108,416	High school diploma or equivalent	None	Short-term on-the-job training	
		53-6061	Transportation Attendants, Except Flight Attendants	370	370	0	0	10	10	\$27,534	\$8.49	\$17,654	\$18.94	\$39,397	High school diploma or equivalent	None	Short-term on-the-job training	
		53-6099	Transportation Workers, All Other	1500	1520	20	10	70	70	\$21,882	\$7.78	\$16,188	\$18.94	\$39,403	High school diploma or equivalent	None	Short-term on-the-job training	
		53-7011	Conveyor Operators and Tenders	890	900	20	10	30	30	\$33,066	\$10.72	\$22,290	\$23.30	\$48,454	Less than high school	None	Short-term on-the-job training	
		53-7021	Cane and Tower Operators	2370	3090	0	0	0	0	\$40,538	\$14.17	\$29,474	\$37.34	\$77,661	Less than high school	None	Short-term on-the-job training	
		53-7031	Dredge Operators	1050	1090	40	10	10	30	\$43,332	\$14.64	\$30,448	\$39.97	\$62,336	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		53-7041	Excavating and Loading Machine and Driller Operators	70	60	0	0	0	0	\$41,101	\$14.46	\$30,074	\$27.99	\$58,238	High school diploma or equivalent	None	Short-term on-the-job training	
		53-7051	Industrial Truck and Tractor Operators	6800	6760	0	0	160	160	\$34,201	\$10.71	\$22,281	\$23.07	\$47,991	Less than high school	None	Short-term on-the-job training	
		53-7061	Cleaners of Vehicles and Equipment	4380	4490	110	40	160	190	\$23,335	\$7.85	\$16,337	\$17.50	\$36,395	Less than high school	None	Short-term on-the-job training	
		53-7062	Labors and Freight, Stock, and Material Movers	43930	44520	600	200	1,360	1,560	\$25,943	\$8.21	\$17,002	\$18.22	\$37,894	Less than high school	None	Short-term on-the-job training	
		53-7063	Machine Feeders and Offbearers	1490	1310	20	10	30	40	\$37,544	\$11.46	\$23,831	\$23.30	\$48,252	Less than high school	None	Short-term on-the-job training	
		53-7064	Packers and Packers, Hand	3690	3680	0	0	90	90	\$22,768	\$7.84	\$16,510	\$15.78	\$31,813	Less than high school	None	Moderate-term on-the-job training	
		53-7072	Pump Operators, Except Wellhead Pumps	1260	1100	0	0	10	10	\$40,261	NA	NA	NA	NA	Less than high school	None	Moderate-term on-the-job training	
		53-7073	Wellhead Pumps	320	310	0	0	10	10	\$40,261	\$9.19	\$19,135	\$35.78	\$74,426	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
		53-7081	Refuse and Recyclable Material Collectors	1350	1330	0	0	30	30	\$25,919	\$8.10	\$16,847	\$18.03	\$37,512	Less than high school	None	Short-term on-the-job training	
		53-7121	Tank, Car, Truck, and Ship Loaders	740	740	0	0	20	20	\$30,476	\$13.70	\$28,492	\$37.35	\$78,106	Less than high school	None	Short-term on-the-job training	
		53-7199	Material Moving Workers, All Other	590	560	0	0	20	20	\$36,154	\$12.26	\$25,206	\$23.36	\$48,591	Less than high school	None	Short-term on-the-job training	

State of Louisiana  
 Short Term Projections for All Occupations to 2018  
 (in order by occupational code)

Star Rating <sup>1</sup>	Stars	Occ. Code <sup>2</sup>	Occupational Title <sup>3</sup>	2015 Estimate <sup>4</sup>	2018 Projected <sup>5</sup>	2 Year Growth <sup>6</sup>	Annual New Growth <sup>7</sup>	Annual Replacement <sup>8</sup>	Annual Total Opening <sup>9</sup>	2015 State Annual Average Wage <sup>10</sup>	2015 State Hourly Avg. Wage - Lowest 10% <sup>11</sup>	2015 State Annual Avg. Wage - Lowest 10% <sup>12</sup>	2015 State Hourly Avg. Wage - Highest 10% <sup>13</sup>	2015 State Annual Avg. Wage - Highest 10% <sup>14</sup>	Most Significant Source of Education or Training <sup>15</sup>	Work Experience	Job Training	Occupational License Required <sup>16</sup>	
<p>Stars represent occupational outlook and wages. Five star occupation have the best outlook and pay the highest wages. Star ratings are being revised to reflect changes and wages and long term projections and will be added once the revisions are complete.</p> <p><sup>1</sup> Unique code assigned to each occupation describing knowledge, skills, and abilities necessary to perform a variety of activities and tasks.</p> <p><sup>2</sup> Title of the occupation.</p> <p><sup>3</sup> 2014 Annual Average employment from employer payroll files, with estimates for self-employed and unpaid family workers.</p> <p><sup>4</sup> 2017 Projected employment estimate includes new jobs and replacement needs of employees.</p> <p><sup>5</sup> Projected 2 year growth or decline in an occupation.</p> <p><sup>6</sup> Number of projected new jobs for the occupation.</p> <p><sup>7</sup> Number of job needed to fill those workers retiring or leaving an occupation.</p> <p><sup>8</sup> Annual job openings as a function of replacement demand (retirements + turnover) + new growth.</p> <p><sup>9</sup> 2015 Annual average wage for all workers in this occupation.</p> <p><sup>10</sup> Average hourly wage for lowest 10 percent of workers in this occupation.</p> <p><sup>11</sup> Average annual wage for lowest 10 percent of workers in this occupation.</p> <p><sup>12</sup> Average hourly wage for highest 10 percent of workers in this occupation.</p> <p><sup>13</sup> Annual average wage of highest 10 percent of workers in this occupation.</p> <p><sup>14</sup> Most Significant Source of Education- Researched and designated by the Bureau of Labor Statistics (BLS)            Long-Term Trng. &amp; Exp. = Long-Term training and experience (more than 12 months of on-the-job training)            Mod.-term Trng. &amp; Exp. = Moderate-term training and experience (1 to 12 months of combined on-the-job experience and informal training)            Short-term Trng. &amp; Exp. = Short-term training and experience (up to 1 month of on-the-job experience)</p> <p><sup>15</sup> Louisiana Licensing Guide reference describing those occupations regulated by state boards, commissions or agencies.  <a href="http://www.laworks.net/Download/Details/MI/leasingsguide.pdf">http://www.laworks.net/Download/Details/MI/leasingsguide.pdf</a></p> <p><sup>16</sup> NA - Wages from the 2015 Occupational Wage Survey were not available because of confidentiality, or only annual wages are available for most of the education related occupations.</p>																			

NOT FOR DISTRIBUTION



## Presentation to WIC

June 27, 2017

I recently spoke to Charles Moniotte in an effort to ensure that the WIC is aware of the things happening across the State in our local areas. There are some local areas that are doing some remarkable things to strengthen the workforce in their local areas resulting in a stronger workforce across the State. It is important that the WIC see the connection between the decisions that are made at the State level and the boots on the ground in our local areas. The local Business and Career Solution Centers provide the “legs” to the actions taken by the WIC.

One of the things that I wanted to make the WIC aware of is the efforts being made around Sector Partnerships (SP). We currently have 3 regions that have come together and begun focusing on SP as a way to strengthen the economies in our local areas. In the North East corner of the State, 2 local areas led by Terry Mitchell and Doretha Bennett, have been building a healthcare SP. In the Central area of the State, Elaine Morace and Gay Stringer are also working together on a healthcare SP. In my area of the State, the North West corner, Herman Vital and I are working on a manufacturing SP. And in the Baton Rouge area, Cynthia Douglas and Tina Roper are in the very beginning stages of an IT SP.

Why are we working on Sector Partnerships? Because it is in the new WIOA regulations Section 101 (d) (3) (D). USDOL says that it a means of “developing and expanding strategies to meet the needs of employers, workers and job seekers”. This has shown us a new way to build regional teams that can work together cohesively for the betterment of our communities. And it is a different way of doing business, it is led by employers.

Let me tell you about the work that has been done in my region. On August 18, 2016 we had our first meeting about sector partnership. We invited community partners from across Region 7. We had 39 of them in attendance. There was discussion concerning the definition of sector partnership and how we intended to approach it in our region. It was explained that this must be a business led effort, a very different approach to doing business for all of us. Our normal approach is to take the services we have and “sell” them to the business, assuming that we understand what they need. With the SP, we will turn that around and actually listen to what the businesses are telling us they need. As support partners we will look in our tool kits as a group and try to meet those needs. Sometimes those needs are not workforce, in Region 8 they have addressed many regulatory concerns, but once those needs have met, workforce will likely come to the surface.

We supplied LMI information on the target sectors for our area- Transportation & Warehousing, Manufacturing, Healthcare and IT. We had great conversations about the information in the LMI, as well as what is actually behind the numbers. After much discussion, we asked the group to vote for the area that they think would be the most beneficial area to concentrate in and that they were willing to work towards strengthening. The group chose Manufacturing, closely followed by health care and IT. We agreed to do manufacturing, but to give serious consideration to health care and IT in the future, once we have worked through our first sector.

Next we began to work with our area employers. It was important to us that we consider the entire Region, not just the metro area of Shreveport/ Bossier City. We explained that we wanted to build this SP, but needed the businesses in our area to support it. We gather some employers that we considered

to be recognized by the manufacturers in the region and willing to work with us toward a strong SP. These people agreed to extend an invitation to other manufactures in our area and ask them to attend a meeting to determine the interest of the manufacturing community. This letter was signed by Jim Shockley of Gordon Industries and the President of the NWLA Manufacturers Managers Council, Patrick Harrison of Sound Fighters, Bob Ewing of Red Ball Oxygen, Ron Shepherd of Honeywell UOP, Jeff Harper of International Paper Container Division, and Ken Gardner of Alliance Compressors.

On Nov 17, 2016 we had our "Launch Party". 23 employers attended, despite the 1 hour drive for several of them. We had attendance from across our Region and from many aspects of manufacturing. There was discussion that explored what is working well in our area including new & expanding product lines, increased technology, and regulatory changes that have driven the need for new products around energy efficiency. There was talk about the assets in our area, especially in transportation. Our area has I-20, I-49, rail service and several ports making us a transportation hub. Next we talked about what it would take to unleash the opportunities in the world of manufacturing. Some of the things discussed were skilled and supervisory talent, marketing, talent recruitment, shared messaging around manufacturing and more networking for the area businesses.

After this meeting, we began looking for employers that were willing to lead the charge to set goals and find solutions to these concerns raised by our manufacturers. We found some very driven people to lead our work groups. In January 2017 we formed 2 work groups. On Jan 17 we had the first meeting for our Increasing the Flow of Talent work group- chaired by Bob Ewing of Red Ball Oxygen and co-chaired by Chad Snitker of Omni Packaging. And on Jan 18 the Marketing Modern Manufacturing work group met- chaired by Robert Mills of Calumet and Lauren Roberts of Valve Works USA.

The goals of the Increasing the Flow of Talent group are:

- Focus on two career pathways- Operator and Technical/ Maintenance
- Agree on definitions of the occupations and the skills required for each. Share with local institutions
- Develop specific partnership agreements committing business and education to work together in measureable ways

The goals of the Marketing Manufacturing group are:

- Increase interest in manufacturing careers and enrollment in education and training programs among the youth
- Increase the transition of adults into manufacturing pathways
- Increase and attract outside talent into local manufacturers
- Increase the understanding of manufacturing needs in local communities and government resulting in better policies to support manufacturing industry growth

As we move forward we expect that there will be stronger ties to Jump Start. I am currently working with Deidre Jackson to bring all of this together. This should lead to stronger lines of communication between the manufacturers and education (K-12, Technical Colleges, Community Colleges, and 4 year Institutions). We expect that this will lead to more connection to our local One Stop Centers. We also expect to convey a clearer understanding to parents, youth our adult transitioning workforce and our Veterans about what modern manufacturing really is and that there are well paying jobs in the industry.

I believe that it is important that I, as a Workforce Development Board (WDB) Director give you this report on one of the initiatives that is taking place at the local level. It is important that the WIC is aware of the activities in our local offices across the State. One of the roles of the WIC is to coordinate and align workforce programs to provide coordinated, complementary and consistent services to job seekers and employers.

Because our local One Stop Centers are where the rubber meets the road, I believe that the WDB Directors can supply key insight into what is happening in the local areas and what we are already doing to meet the needs of the jobseekers and employers.

Chares and I have spoken about the possibility of forming a subcommittee of with some of the WDB Directors as members to allow a better line of communication between the State Board (WIC) and the local workforce boards (WDB). I hope that the WIC will also see the benefit of forming such a subcommittee.

Presented by Nada Percival to WIC 6-27-2017. Minutes not yet approved.

In May of 2017, Louisiana reported 121,173 people as unemployed, disconnected from the workforce. As of June 17, 2017, there are 9,117 known jobs available in Louisiana. In many states, the responses to these challenges are uncoordinated without a single entity responsible for coordinating education and workforce development to connect businesses with the talent they need. With WIOA, the WIC is empowered to lead the alignment of these systems to meet the needs of businesses and workers, creating sustainable change to compete in the global economy.

## What is a State Workforce Board?

State workforce boards are appointed by the governor and led by private sector business representatives, who make up a majority of the board's membership. Boards also include organized labor; leaders from state agencies responsible for post-secondary education, career and technical education, workforce development and economic development; and community organizations. The board takes on the leadership role to ensure the one-stop system is both customer driven and job driven.

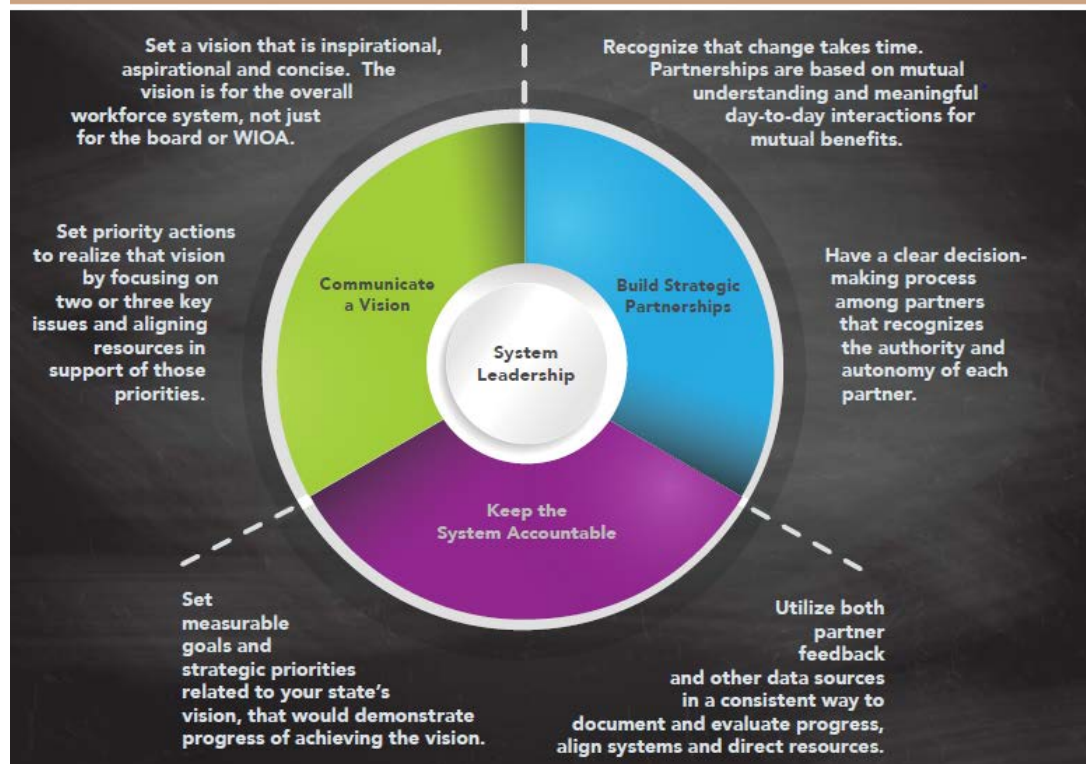
## What are the goals of the WIC in the Workforce System?

1. Promote the development of a well-educated, highly skilled workforce in LA through literacy, adult education, community education, apprenticeship, and state-of-the art occupational skills education and training and professional degree programs;
2. Advocate for the development of an integrated workforce development delivery system that provides competitive quality services addressing the needs of businesses and workers in LA;
3. Develop strategies that will upgrade the skills of LA's existing workforce and prepare new workers with the skills for a constantly changing economy; and
4. Ensure the equitable distribution of quality education, training, and employment services statewide

## Successful Performing State Workforce Boards have been found to:

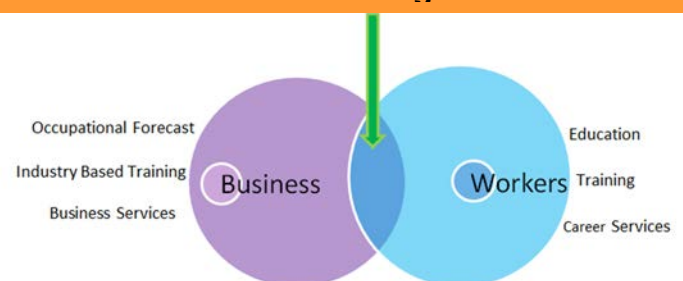
- Set and communicate the **Vision** for the workforce system
- Model and manage **Strategic Partnerships** that achieve the vision
- Use data and accountability systems to **Keep the System Accountable** to the vision

## Three Critical Roles for High-Performing State Workforce Boards



Source: "A Framework and Strategies for States,"  
<https://www.nga.org/files/live/sites/NGA/files/pdf/2016/1612NGAHighPerformingStateWorkforceBoard.pdf>

## WIC Oversight



# How WIOA Performance Data Works

There are four titles of the Workforce Innovation and Opportunity Act (WIOA), each authorizing different programs. All programs collect similar types of data and use the same core performance metrics. However, depending on the program, different entities are involved in the data collection and reporting. Here's a look at how the data travels:



## The Four Titles of WIOA Each Authorize Different Programs:

**TITLE I**

Helps jobseekers with career counseling, job search assistance, and job training.

**TITLE II**

Helps adults who lack basic skills. Services assist with improving reading, writing, math, and English proficiencies, attaining a high school diploma or equivalent, and transition to employment or postsecondary education/training.

**TITLE III**

Helps jobseekers, including those getting unemployment benefits. Services assist jobseekers in finding work and help employers with recruiting.

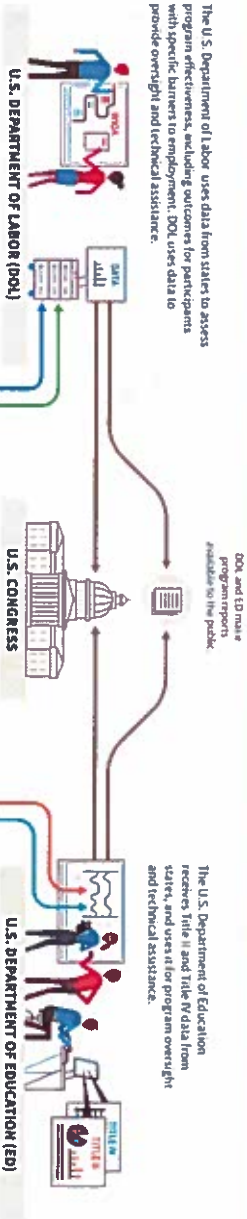
**TITLE IV**

Helps individuals with disabilities maximize their employability, independence, and integration into the workplace and society. Programs offer comprehensive and individualized services including vocational rehabilitation, occupational training, and assistive technologies.

### FEDERAL LEVEL

Federal agencies review data on program performance to support federal funding and oversight.

The U.S. Department of Labor uses data from states to assess program effectiveness, including outcomes for participants with specific barriers to employment. DOL uses data to provide oversight and technical assistance.



### STATE LEVEL

State agencies review data to monitor program performance and identify service providers that need technical assistance.

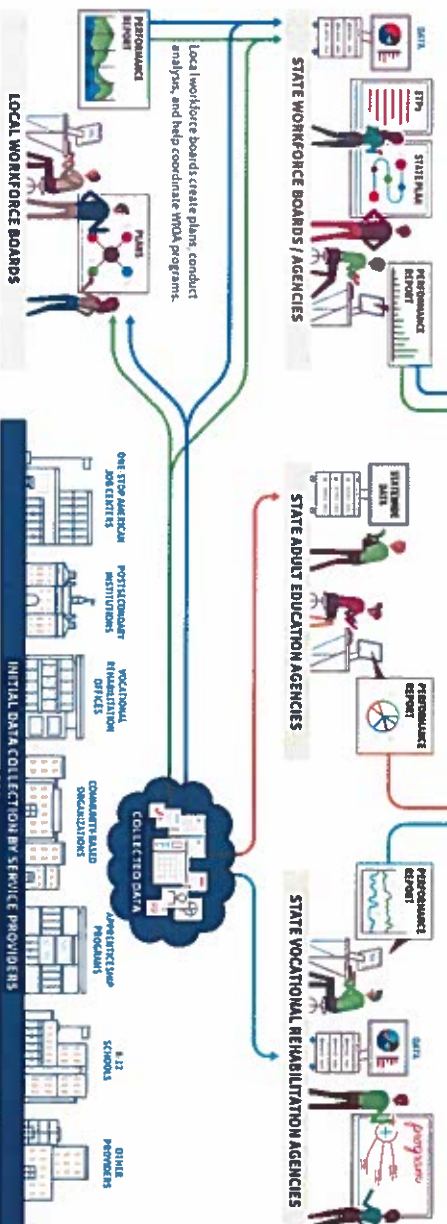
State agencies also collaborate with each other to link data to measure education progression and employment outcomes. Matching participant data with wage records shows what portion of participants get jobs and their average earnings, but this type of data linkage remains a challenge in some states.

Data is sent to federal agencies, some in aggregate form, and some at the individual level.

State workforce boards and state workforce agencies create statewide plans, share labor market information, develop performance reports, and maintain lists of eligible training providers. They use data to drive local board oversight and technical assistance.

State education agencies maintain a statewide database, aggregate data for federal reporting, and analyze data to assist with program improvement.

State vocational rehabilitation agencies administer program databases, monitor data for federal reporting, and analyze data to assist with program improvement.



### LOCAL LEVEL

Individual data on program participants is collected by organizations providing WIOA program services. It is used for local planning and sent to the state for review.

For Titles I and III, data from service providers may flow through the local workforce board or go directly to the state level, depending on the state and type of data.

## Who Uses the Data?

**POLICYMAKERS**

- Allocate resources to programs effectively
- Assess program design to improve results

**PROGRAM MANAGERS/ JOB COUNSELORS/ EDUCATORS**

- Replicate success, identify areas for improvement
- Find out quality services for target populations
- Customize services for individual needs

**BUSINESSES**

- Build confidence in program accountability
- Enhance willingness to partner with WIOA

**STUDENTS AND WORKERS**

- Choose training providers with record of success
- Select careers supported by employment and earnings outcomes
- Obtain more outcome information

## Which Data is Collected?

- Demographics
- Program eligibility
- Services received
- Employment and earnings outcomes
- Postsecondary educational attainment
- Skills gains
- Program costs

Visit [workforcehq.org](http://workforcehq.org) for more information.

**The LOUISIANA REHABILITATION COUNCIL at a glance Thank you Charles.**

**The Intent of this short recap is to inform, explain and report to you, the members of the WIC the workings, successes and challenges of the LRC and the LRS and encourage members to consider first to hire persons with disabilities.**

**Background on the LRC:**

**The Louisiana Rehabilitation Council (LRC) was formed in 1993 and continues to work in partnership with Louisiana Rehabilitation Services (LRS) to deliver quality services to persons with disabilities in Louisiana.**

**The LRC is currently operating and authorized under Executive Order No. 2016-45 issued by Governor John Bel Edwards. This order establishes the LRC to consist of 26 members and mandates that the council convene a minimum of four (4) meetings a year. There are currently 8 vacancies on the council to represent various parts of the state.**

**The Council is a voice for all Louisiana citizens with disabilities and works with the LRS director and staff to provide input in the initial stages of planning and policy development by LRS and other disability and employment service providers.**

**At each meeting, the Council receives an agency report from the LRS Director.**

**The members along with consumers and other attendees have the opportunity**

to ask questions and provide comments.

The Council continues to seek committed members from all geographic areas of the state and it recruits businesses and LRS consumers to serve on the council.

LRC and the LRS enjoy a great partnership of mutual respect and collaboration with a single goal in mind: That goal is to

**IMPROVE OPPORTUNITIES FOR LOUISIANA CITIZENS WITH DISABILITIES TO ACHIEVE THEIR INDEPENDENCE THROUGH VOCATIONAL REHABILITATION THAT LEADS TO MEANINGFUL EMPLOYMENT.**

The LRC and LRS are jointly aware of, measure, and focus on successful positive employment outcomes.

Here are Some Basic FACTS about people with disabilities which you may or may not be aware of:

According to the U.S. Census Bureau, the overall estimated rate of disability in the U.S. population in 2014 was 12.6%, which continues the upward trend since 2010.

Over half (51.6%) of these individuals are of “working age”, from 18 -64.

Bringing that number closer to home here in Louisiana, according to the May 2017 Governor’s Office of Disability Affairs newsletter there are 372,144

Louisiana citizens of working age with disabilities. Only 33% are employed and 67% are unemployed.

**Sadly, Louisiana is among the 12 states in the nation with the highest percentage of civilians with disabilities as a percent of the total population. In addition Louisiana ranks among those states where 30-40% of the population with disabilities lives at or below the poverty level.**

**As a full partner with LRS, the LRC promotes on behalf of all Louisiana citizens with disabilities for full access to the range of employment outcomes realized by citizens with NO disabilities.**

**A major obstacle to helping our residents with disabilities pursue their employment goals is the fact that Louisiana lacks the additional state funds to match more federal dollars for the Vocational Rehabilitation Program.**

**For every \$1 dollar of state general funds, LRS receives \$3.69 dollars in Federal matching funds. From 2009 -2016, the matching funds available for vocational rehabilitation services was \$54.5 million per year. Louisiana only leveraged \$34.2 million per year.**

**Total federal funds of \$162.3 million originally allocated to Louisiana from 2009-2016 years, was reallocated to other states due to Louisiana's failure to appropriate matching funds. Our neighboring states love us.**



**In 2010 LRS served over 29,000 clients through the vocational rehabilitation program. Due to the constant budget cuts that number dwindled to 17,000. No new clients received services since February 2017. There is a waiting list of over 4100 clients in 2017.**

**Due to the budget cuts, the LRS staff has decreased from 326 in 2010 to 213 in 2017. By June 2018 staffing levels may be in the 175 range.**

**Some SUCCESSES – the good news:**

**There truly is a great Return on Investment:**

**For every \$1 dollar spent on vocational rehabilitation services the return on investment is \$16.99 calculated over 5 years.**

**Over a 5 year period the LRS consumer cases closed in employment generated an estimated \$65 Million dollars in state and local taxes. It is a “win-win” situation.**

**The LRC is committed to continues its advocacy efforts in support of increasing state funding for LRS and will continue to provide information to public policy makers on the impact of funding the Vocational Rehabilitation Program.**

**Due to the recent advocacy efforts by LRC and other groups, the legislature, according to the LRS Director Mark Martin, approved an additional \$1.0 million dollars to bring the current LRS VR budget to \$7.4million dollars for this upcoming fiscal year. (which is 91.4% of the SFY 2016 budget).**

**This will allow LRS to start working with individuals on the waiting list and ultimately opening the order of selection.**

**It should be noted that Louisiana is still not taking full advantage of the Federal Allocation.**

**Also, it should be noted that according to the LRS Director, the latest 2017 performance analysis shows that 68% of the clients exiting the VR program in employment, do enter high demand occupations.**

**The 2017 LRC customer satisfaction survey, which is done every three years, was sent electronically to 5113 consumers with a 12.00% (613) return. There was a 76.5% satisfaction rate, up from 3 years ago.**

**Accolades to the LRS leadership and staff for great results achieved with fewer employees. "Continuing to do more with less"!**

**Please consider serving on the LRC as we have a number of current vacancies and, also consider hiring people with disabilities.**

**They are great employees who want to work, show up every day, are engaged and well trained.**

**Thank you for the opportunity to present this report. Questions?**

**Submitted to the WIC by: Robert J. (Bob) Lobos,**

**Chairperson 2017-18**

**Louisiana Rehabilitation Council**

**June 27, 2017**