

**WORKFORCE
STRATEGY & INNOVATION
COMMITTEE
MEETING AGENDA**

May 7, 2026
1:00 PM – 2:30 PM
Self-Help Credit Union
Community Room
900 Crows Landing Rd.
Modesto, CA 95351
www.stanworkforce.com

Committee Members

<i>Kris Helton, Co-Chair</i>	<i>Kendra Mitchell</i>
<i>Jennifer Shipman, Co-Chair</i>	<i>Lourdes Uranday</i>
<i>Billy Meyers</i>	<i>Maryn Pitt</i>
<i>Cecil Russell</i>	<i>Rachelle Barkus</i>
<i>Christine Schweininger</i>	<i>Richard Carnes</i>
<i>Dillon Olvera</i>	<i>Steve Stevenson</i>
<i>Jason Maggard</i>	<i>Tiffani Burns</i>
	<i>Tim Roos</i>

The Stanislaus County Workforce Strategy & Innovation Committee welcomes you to its meeting, your interest is encouraged and appreciated.

The Workforce Strategy & Innovation Committee complies with all provisions of the Brown Act and the Conflict of Interest Code on file with the Stanislaus County Department of Workforce Development. See links below.

https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202520260SB707
<https://www.stanworkforce.com/workforce-board/#committees>

PUBLIC COMMENT PERIOD: Matters under the jurisdiction of the Committee, and not on the posted agenda, may be addressed by the general public at the beginning of the regular agenda and any off-agenda matters before the Committee for consideration. However, California law prohibits the Committee from taking action on any matter which is not on the posted agenda unless it is determined to be an emergency by the Committee. Any member of the public wishing to address the Committee during the "Public Comment" period shall be permitted to be heard once for up to 5 minutes unless the Chairperson of the Committee sets a different time limit. Please complete a Public Comment Form and give it to the Clerk of the Committee. If you would like to provide a written comment, please email your comment form to the Clerk of the Workforce Strategy & Innovation Committee at ixtak@stanworkforce.com by 4:00 p.m. on the day prior to the meeting. Public Comment forms are available at <https://www.stanworkforce.com/workforce-board/public-comment-forms/>. Your written comment will be distributed to the Committee and kept on file as part of the official record of the Workforce Strategy & Innovation Committee meeting.

The agenda is divided into two sections:

CONSENT ITEMS: These matters include routine financial and administrative actions. All consent items will be voted on as a single action at the beginning of the meeting under the section titled "Consent Items" without discussion. If you wish to discuss a consent item, please notify the Clerk of the Committee prior to the beginning of the meeting or you may speak about the item during Public Comment Period.

DISCUSSION AND ACTION ITEMS: These items will be individually discussed.

ANY MEMBER OF THE AUDIENCE DESIRING TO ADDRESS THE COMMITTEE ON A MATTER ON THE AGENDA: Please raise your hand or step to the podium at the time the item is announced by the Committee Chairperson. In order that interested parties have an opportunity to speak, any person addressing the Committee will be limited to a maximum of 5 minutes unless the Chairperson of the Committee sets a different time limit.

COMMITTEE AGENDAS AND MINUTES: Committee agendas, Minutes, and copies of items to be considered by the Committee are typically posted on the Internet on Monday afternoons preceding a Thursday meeting at the following website: <https://www.stanworkforce.com/workforce-board/#committees>.

NOTICE REGARDING NON-ENGLISH SPEAKERS: Workforce Strategy & Innovation Committee meetings are conducted in English. Language assistance request should be made by noon the Monday before the meeting by contacting the Clerk at 209-595-0556.

REASONABLE ACCOMMODATIONS: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Clerk of the Committee at (209) 595-0556. Notification 72 hours prior to the meeting will enable the Department to make reasonable arrangements to ensure accessibility to this meeting.

Please note: The proceedings of this meeting will be recorded solely for internal reference and record-keeping.

1. Call to Order
 2. Introductions
 3. Conflict of Interest
 4. Public Comment Period
 5. Department Report
 6. Sector Updates Presentation: “Businesses in Stanislaus County” – Chris Hancock, Business Services Manager
 7. Next Sector Strategy Meetings – Angie Young, Workforce Coordinator
 - A. Underserved Sectors Panel
 1. Stanislaus Latino Chamber of Commerce
 2. Stanislaus Equity Partners
 3. Modesto Chamber of Commerce
 4. Ceres Chamber of Commerce
 8. Discussion and Action Items
 - A. Approve the Minutes of the March 12, 2026 Workforce Strategy & Innovation Committee Meeting
 - B. Approval of the 2026-2027 In-Demand Sectors and Occupation List
 9. Future Topic(s), Discussion, Announcements
- Next Meeting: Thursday, August 6, 2026
1:00 PM – 2:30 PM
Self-Help Credit Union

Workforce Strategy & Innovation Committee Meeting Minutes

Thursday, March 12, 2026
Workforce Development
Job Center
629 12th Street
Modesto, CA 95354
March 12, 2026
1:00 PM – 2:30 PM

Members in attendance: Kris Helton, Jennifer Shipman, Billy Myers, Lourdes Uranday, Kendra Mitchell, Rachelle Barkus, Richard Carnes, Steve Stevenson, Tiffani Barnes

Members Absent: Christine Schweininger, Dillon Olvera, Maryn Pitt, Tim Roos, Cecil Russell, Jason Maggard

Staff in attendance:

Doris Foster, Sara Redd, Kris Ixta,

(*Unexcused)

1 additional guest(s) were present

Kris Helton, Committee Co-Chair, called the meeting to order at 1:03 PM

Introductions

Everyone present introduced themselves.

Conflict of Interest

Kris Helton outlined the Conflict of Interest Policy.

Public Comment Period

There were no public comments.

Chair Report

Co-Chairs Kris Helton and Jennifer Shipman reviewed the reason for merging the two former committees to create the new committee. They explained that bringing the groups together will streamline their work and better align their efforts within one combined committee. Workforce Development Director Doris Foster noted that the Committee will concentrate on in-demand industry sectors, the needs within those sectors, and upcoming grant opportunities, including determining which grants the department should pursue.

Department Report

- Committee Member Commitment and Expectations
- Director Doris Foster reviewed the Bylaws and the areas in which they pertain to the Committee.

- Director Foster briefly reviewed some areas of the Business Services and Career Services Statistic Reports.
- Director Foster informed the Committee that \$300,000 in underserved business funds is currently available, with an additional \$300,000 expected in July. Members will be asked to identify potential initiatives and strategies to support local businesses and determine how these funds can be used most effectively within the community.

Discussion and Action Items

Approval of a Name for the Committee and Development and Approval of the Mission and Vision Statement for the Workforce Committee

- A motion was made by T. Burns, seconded by L. Uranday, regarding the following:
 1. Select “Workforce Strategy & Innovation Committee” as the name of the Committee.
 2. Adopt the Workforce Developments Vision Statement.
 3. Adopt the following mission statement: “To collaborate across business, education, training, and job seekers to foster a cohesive workforce system that provides the Workforce Development Board with strategic guidance and leads staff in the creation of innovative programming and funding”.

The motion passed unanimously.

- Approval of the Month’s, Day’s and Times for the Workforce Committee Meetings
R. Barkus / K. Mitchell

Future Topic(s), Discussion, Announcements

- Lourdes Uranday announced her Women’s Job Fair & Expo.
Future Topics:
 - Each meeting have a sector convenor presentation.

Meeting adjourned: 1:47 PM

Next Meeting: Thursday, May 7, 2026
1:00 – 2:30 PM
Location: TBD

**WORKFORCE STRATEGY & INNOVATION COMMITTEE
AGENDA ITEM**

COMMITTEE AGENDA: 8.B.
AGENDA DATE: May 7, 2026

DISCUSSION AND ACTION:

SUBJECT:

Approval of the 2026-2027 In-Demand Sectors and Occupation List

STAFF RECOMMENDATION:

1. Approve the 2026-2027 In Demand Sectors and Occupation list.

DISCUSSION:

The Workforce Innovation and Opportunity Act allow eligible individuals in need of occupational skills training to select vocational training or work based training programs that will best meet the individual's employment or career goal. The caveat that the local Workforce Development Board may limit the choices for training to occupations that are In-Demand in the local area. Stanislaus County Workforce Development (SCWD) provides a list of existing and emerging In-Demand Occupations to inform participants of occupations that are most likely to provide viable employment in the local area as required in WIOA Sec. 134(c)(3)(G)(iii).

WIOA Section 3(23) defines an in-demand industry sector or occupation as follows:

- (A) IN GENERAL—The term “in-demand industry sector or occupation” means—
- (i) an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or
 - (ii) an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.
- (B) DETERMINATION—The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.

Lightcast enables the Department to generate reports that show demand in the local area and the ability to identify prospective occupations for the In-Demand list. This data allows Stanislaus County Workforce Development (SCWD) to obtain up-to-date occupational analysis based on the most recent Quarterly Census of Employment and Wages (QCEW) of the previous year. The In-Demand Occupation methodologies were calibrated as follows.

In-Demand Occupation Methodology

The top sectors were identified using Quarter 1 2026 job data and five-year growth projections from Lightcast Data. In the 2024-2025 Annual Report, there were 221,224 employed in Stanislaus County. Individuals who are self-employed, contracted, or work in the gig economy would not be listed under the industry sectors. For the analysis of determining in-demand sectors and occupations, 202,240 occupations were identified.

The criteria used to determine the In-Demand Occupations were:

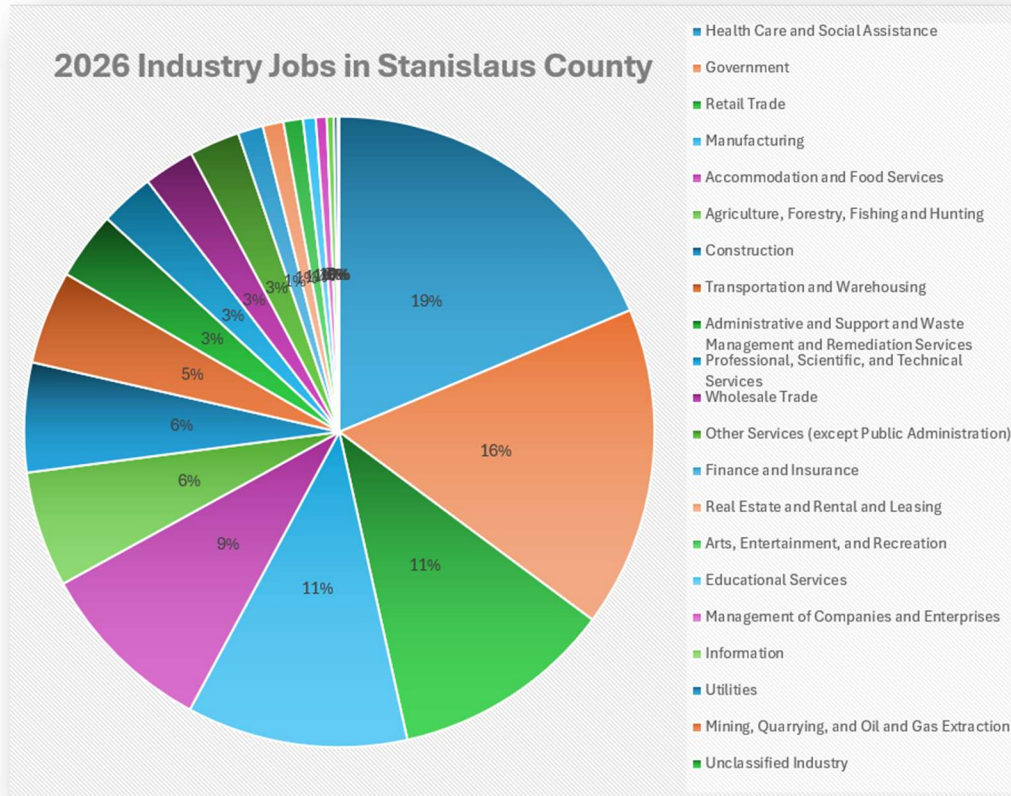
1. Review of the 202,240 employees identified in industries in Stanislaus County.

Occupations identified in each of the sectors were:

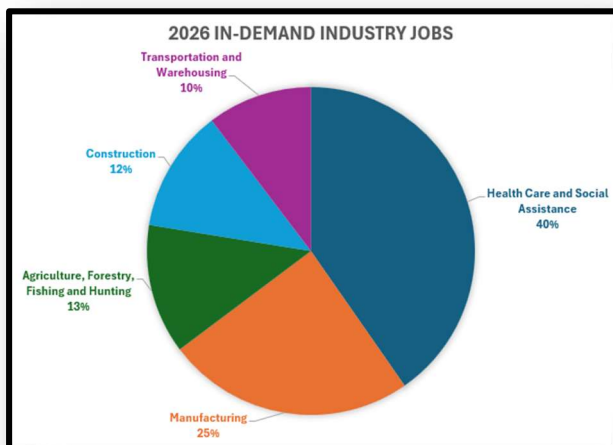
Industry	2026 Jobs
Health Care and Social Assistance	37,811
Government	33,292
Retail Trade	23,005
Manufacturing	22,913
Accommodation and Food Services	18,485
Agriculture, Forestry, Fishing and Hunting	11,996
Construction	11,355
Transportation and Warehousing	9,695
Administrative and Support and Waste Management and Remediation Services	7,032
Professional, Scientific, and Technical Services	5,644
Wholesale Trade	5,275
Other Services (except Public Administration)	5,225
Finance and Insurance	2,610
Real Estate and Rental and Leasing	2,150
Arts, Entertainment, and Recreation	2,020
Educational Services	1,314
Management of Companies and Enterprises	1,130
Information	725
Utilities	400
Mining, Quarrying, and Oil and Gas Extraction	125
Unclassified Industry	38
Total Jobs	202,240

The sectors identifies at 5% or over were:

- Health Care and Social Assistance – 19%
- Government – 18%
- Retail Trade – 11%
- Manufacturing – 11%
- Accommodation and Food Services – 9%
- Agriculture, Forestry, Fishing and Hunting – 6%
- Construction – 6%
- Transportation and Warehousing – 5%

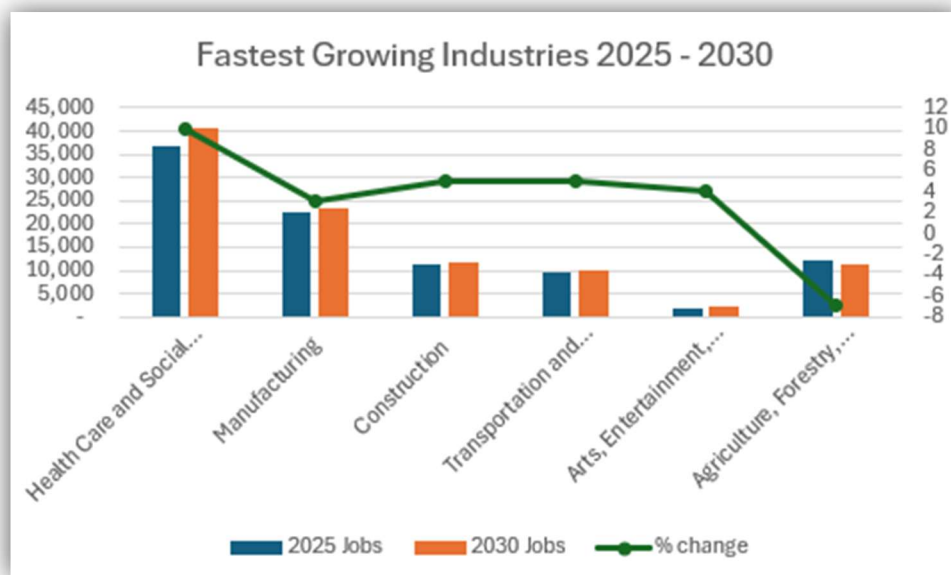


The top five industries approved last year by the Workforce Board are as identified in the chart below. Retail Trade and Accommodation and Food Services were excluded due to salaries and earnings falling below Self-Sufficiency guidelines. Additionally excluded was the Government Sector.



In determining the in-demand occupations, taken into consideration was:

1. Selected Occupations with Median Hourly Earnings greater than \$19.74
 - a. Board approved on January 7, 2019 Agenda Item VII-B - Lower Living Standard Income Level (LLSIL) at 200% for a single adult to determine the rate for self-sufficiency.
 - b. 2025 LLSIL was used.
2. For each of the industry sectors, the top 50 occupations were selected with the most jobs in 2026 are:
3. Selected occupations in projected 5 Year Forecast (2025-2030) with positive growth rate, except for Agriculture, Forestry, Fishing and Hunting are:



Attachment 1 includes occupations identified as 2026-2027 with the above identified sectors. Occupations selected are in the top 50 of the industry sectors 2026 jobs and have median annual earnings greater than 200% LLSIL. No occupations with an average wage below 200% LLSIL are included in the attached list.

Vocational Training and Work Based Learning programs, such as transitional jobs and on-the-job training may access all occupational opportunities, not just those identified in the Targeted Industry Sectors.

The Board has discretion to modify the Occupations list as necessary. The Director of the Department can make exceptions to the Workforce Development Board approved In-Demand Occupations list on a case-by-case basis. An example of such an exception is when an employer guarantees a job to an individual pending completion of a training program for an occupation that is not on the list.

The Strategy and Innovative Committee based on the information above should identify the top industry sectors and occupations. These recommendations will be presented to the Workforce Development Board at the June 1, 2026 meeting. Training allocations will be in line with the adopted in-demand sectors and occupations.

POLICY ISSUE:

In-Demand Occupations are occupations that have, or are projected to have, many positions that lead to economic self-sufficiency and/or opportunities for advancement. Workforce Innovation and Opportunity Act (WIOA) section 3(23) (B), states: The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information. While regulations require the Workforce Development Board to approve the In-Demand Sectors, the local Workforce Development Board has previously requested to review and approve the In-Demand Occupations List.

FISCAL IMPACT:

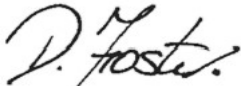
There is no Budget Impact associated with this item, however, approval of the In-Demand Occupations List allows funds to be expended on vocational skills training targeting occupations that will result in greater employability of participants.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board's priority of *Development of a Skilled Workforce* by collaborating with and building with, a skilled workforce responsive to the needs of the in-demand business community.

STAFFING IMPACT:

No staffing impact is associated with this agenda item.



Doris Foster, Director



In-Demand Occupation List 2026 - 2027

SOC	Health Care and Social Assistance	Employed in Industry Group (2025)	Employed in Industry Group (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry Group (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
29-1141	Registered Nurses	4,500	4,772	272	6%	12.3%	\$81.47	Bachelor's degree	None	None
31-9092	Medical Assistants	1,555	1,705	151	10%	4.2%	\$23.33	Postsecondary nondegree award	None	None
31-1131	Nursing Assistants	1,274	1,326	51	4%	3.5%	\$21.96	Postsecondary nondegree award	None	None
43-6013	Medical Secretaries and Administrative Assistants	1,267	1,356	88	7%	3.5%	\$23.00	High school diploma or equivalent	None	Moderate-term on-the-job training
29-2061	Licensed Practical and Licensed Vocational Nurses	918	960	42	5%	2.5%	\$36.44	Postsecondary nondegree award	None	None
31-9091	Dental Assistants	818	887	69	8%	2.2%	\$23.39	Postsecondary nondegree award	None	None
11-9111	Medical and Health Services Managers	702	824	121	17%	1.9%	\$67.32	Bachelor's degree	Less than 5 years	None
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	698	815	117	17%	1.9%	\$29.95	Bachelor's degree	None	None
21-1093	Social and Human Service Assistants	612	659	47	8%	1.7%	\$27.56	High school diploma or equivalent	None	Short-term on-the-job training
43-9061	Office Clerks, General	390	408	18	5%	1.1%	\$22.37	High school diploma or equivalent	None	Short-term on-the-job training
29-1171	Nurse Practitioners	386	479	93	24%	1.1%	\$79.23	Master's degree	None	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	371	394	22	6%	1.0%	\$34.14	High school diploma or equivalent	Less than 5 years	None
25-2011	Preschool Teachers, Except Special Education	359	394	35	10%	1.0%	\$23.38	Associate's degree	None	None
29-2099	Health Technologists and Technicians, All Other	343	386	44	13%	0.9%	\$28.59	Postsecondary nondegree award	None	None
29-1123	Physical Therapists	334	384	49	15%	0.9%	\$59.68	Doctoral or professional degree	None	None
29-2042	Emergency Medical Technicians	322	349	27	8%	0.9%	\$21.13	Postsecondary nondegree award	None	None
29-2018	Clinical Laboratory Technologists and Technicians	318	336	18	6%	0.9%	\$32.45	Bachelor's degree	None	None
43-3021	Billing and Posting Clerks	316	338	22	7%	0.9%	\$23.24	High school diploma or equivalent	None	Moderate-term on-the-job training
29-2034	Radiologic Technologists and Technicians	264	286	22	8%	0.7%	\$54.29	Associate's degree	None	None
29-1229	Physicians, All Other	261	275	14	5%	0.7%	\$82.85	Doctoral or professional degree	None	Internship/residency
29-1126	Respiratory Therapists	261	286	25	9%	0.7%	\$49.91	Associate's degree	None	None
21-1013	Marriage and Family Therapists	256	278	22	8%	0.7%	\$32.16	Master's degree	None	Internship/residency
21-1021	Child, Family, and School Social Workers	239	255	15	6%	0.7%	\$31.36	Bachelor's degree	None	None
43-4111	Interviewers, Except Eligibility and Loan	233	228	(5)	(2%)	0.6%	\$29.09	High school diploma or equivalent	None	Short-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	228	247	19	8%	0.6%	\$25.04	High school diploma or equivalent	None	Short-term on-the-job training

29-1215	Family Medicine Physicians	224	231	7	3%	0.6%	\$148.30	Doctoral or professional degree	None	Internship/residency
21-1022	Healthcare Social Workers	211	238	26	12%	0.6%	\$46.01	Master's degree	None	Internship/residency
29-1292	Dental Hygienists	207	228	21	10%	0.6%	\$58.18	Associate's degree	None	None
29-1071	Physician Assistants	203	227	24	12%	0.6%	\$85.83	Master's degree	None	None
13-1199	Business Operations Specialists, All Other	200	214	14	7%	0.5%	\$37.14	Bachelor's degree	None	None
29-2053	Psychiatric Technicians	200	257	57	28%	0.5%	\$30.12	Postsecondary nondegree award	Less than 5 years	Short-term on-the-job training
11-9151	Social and Community Service Managers	192	211	19	10%	0.5%	\$37.56	Bachelor's degree	Less than 5 years	None
11-1021	General and Operations Managers	192	217	25	13%	0.5%	\$50.26	Bachelor's degree	5 years or more	None
29-2072	Medical Records Specialists	179	192	13	7%	0.5%	\$23.42	Postsecondary nondegree award	None	None
29-2055	Surgical Technologists	163	176	12	7%	0.4%	\$39.46	Postsecondary nondegree award	None	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	154	159	6	4%	0.4%	\$25.55	Some college, no degree	None	Moderate-term on-the-job training
49-9071	Maintenance and Repair Workers, General	147	158	11	7%	0.4%	\$28.87	High school diploma or equivalent	None	Moderate-term on-the-job training
29-1021	Dentists, General	147	160	14	9%	0.4%	\$96.68	Doctoral or professional degree	None	None
29-2032	Diagnostic Medical Sonographers	144	156	12	8%	0.4%	\$59.78	Associate's degree	None	None
31-9097	Phlebotomists	140	150	10	7%	0.4%	\$23.56	Postsecondary nondegree award	None	None
21-1023	Mental Health and Substance Abuse Social Workers	140	162	22	16%	0.4%	\$32.37	Master's degree	None	Internship/residency
31-9093	Medical Equipment Preparers	140	149	9	6%	0.4%	\$33.51	High school diploma or equivalent	None	Moderate-term on-the-job training
13-1071	Human Resources Specialists	140	154	14	10%	0.4%	\$36.30	Bachelor's degree	None	None
31-9099	Healthcare Support Workers, All Other	139	149	10	7%	0.4%	\$23.52	High school diploma or equivalent	None	None
21-1019	Counselors, All Other	137	143	7	5%	0.4%	\$23.64	Master's degree	None	None
31-2021	Physical Therapist Assistants	135	164	29	21%	0.4%	\$46.21	Associate's degree	None	None
43-4051	Customer Service Representatives	131	137	7	5%	0.4%	\$22.18	High school diploma or equivalent	None	Short-term on-the-job training
29-1051	Pharmacists	124	140	16	13%	0.3%	\$80.17	Doctoral or professional degree	None	None
21-1091	Health Education Specialists	121	129	7	6%	0.3%	\$29.21	Bachelor's degree	None	None
29-1122	Occupational Therapists	113	140	27	23%	0.3%	\$57.11	Master's degree	None	None

SOC	Manufacturing	Employed in Industry Group (2025)	Employed in Industry Group (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry Group (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
51-9111	Packaging and Filling Machine Operators and Tenders	1,986	2,036	50	3%	8.8%	\$27.40	High school diploma or equivalent	None	Moderate-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,150	1,183	32	3%	5.1%	\$22.23	No formal educational credential	None	Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	930	962	32	3%	4.1%	\$26.60	No formal educational credential	None	Short-term on-the-job training
51-1011	First-Line Supervisors of Production and Operating Workers	744	774	30	4%	3.3%	\$37.15	High school diploma or equivalent	Less than 5 years	None
51-2098	Miscellaneous Assemblers and Fabricators	646	672	26	4%	2.8%	\$21.02	High school diploma or equivalent	None	Moderate-term on-the-job training
49-9041	Industrial Machinery Mechanics	572	639	67	12%	2.5%	\$37.75	High school diploma or equivalent	None	Long-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	513	530	17	3%	2.3%	\$24.96	High school diploma or equivalent	None	Moderate-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	467	474	7	2%	2.1%	\$25.35	Postsecondary nondegree award	None	Short-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	466	476	10	2%	2.1%	\$37.09	High school diploma or equivalent	None	Moderate-term on-the-job training
43-5071	Shipping, Receiving, and Inventory Clerks	453	447	(6)	(1%)	2.0%	\$20.91	High school diploma or equivalent	None	Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	447	462	15	3%	2.0%	\$28.87	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	442	415	(28)	(6%)	2.0%	\$27.13	High school diploma or equivalent	None	Moderate-term on-the-job training
51-3092	Food Batchmakers	352	401	48	14%	1.6%	\$22.93	High school diploma or equivalent	None	Moderate-term on-the-job training
11-1021	General and Operations Managers	313	328	14	5%	1.4%	\$50.26	Bachelor's degree	5 years or more	None
51-4121	Welders, Cutters, Solderers, and Brazers	310	311	0	0%	1.4%	\$24.99	High school diploma or equivalent	None	Moderate-term on-the-job training
11-3051	Industrial Production Managers	283	294	10	4%	1.2%	\$58.55	Bachelor's degree	5 years or more	None
51-9198	Helpers--Production Workers	282	279	(3)	(1%)	1.2%	\$22.61	High school diploma or equivalent	None	Short-term on-the-job training
51-9199	Production Workers, All Other	262	272	10	4%	1.2%	\$27.28	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9196	Paper Goods Machine Setters, Operators, and Tenders	261	278	17	7%	1.1%	\$27.66	High school diploma or equivalent	None	Moderate-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	243	246	3	1%	1.1%	\$28.87	High school diploma or equivalent	None	Moderate-term on-the-job training
43-9061	Office Clerks, General	221	215	(6)	(3%)	1.0%	\$22.37	High school diploma or equivalent	None	Short-term on-the-job training
19-4013	Food Science Technicians	184	188	4	2%	0.8%	\$23.51	Associate's degree	None	Moderate-term on-the-job training
11-2022	Sales Managers	181	186	5	3%	0.8%	\$45.78	Bachelor's degree	Less than 5 years	None
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	181	185	5	3%	0.8%	\$22.57	High school diploma or equivalent	None	Moderate-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	165	164	(2)	(1%)	0.7%	\$25.55	Some college, no degree	None	Moderate-term on-the-job training
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	160	169	9	6%	0.7%	\$41.42	High school diploma or equivalent	None	Moderate-term on-the-job training

51-2041	Structural Metal Fabricators and Fitters	149	136	(14)	(9%)	0.7%	\$23.47	High school diploma or equivalent	None	Moderate-term on-the-job training
51-3093	Food Cooking Machine Operators and Tenders	149	155	6	4%	0.7%	\$38.61	High school diploma or equivalent	None	Moderate-term on-the-job training
51-7011	Cabinetmakers and Bench Carpenters	146	150	4	3%	0.6%	\$22.68	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	140	142	2	1%	0.6%	\$24.06	High school diploma or equivalent	None	Moderate-term on-the-job training
13-2011	Accountants and Auditors	135	140	5	4%	0.6%	\$41.18	Bachelor's degree	None	None
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	131	133	2	2%	0.6%	\$28.03	High school diploma or equivalent	None	Moderate-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	126	131	5	4%	0.6%	\$30.28	High school diploma or equivalent	Less than 5 years	None
13-1199	Business Operations Specialists, All Other	126	130	4	3%	0.6%	\$37.14	Bachelor's degree	None	None
13-1028	Buyers and Purchasing Agents	123	133	10	8%	0.5%	\$35.18	Bachelor's degree	None	Moderate-term on-the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	119	121	2	2%	0.5%	\$34.14	High school diploma or equivalent	Less than 5 years	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	117	120	3	3%	0.5%	\$42.03	High school diploma or equivalent	Less than 5 years	None
13-1071	Human Resources Specialists	117	120	4	3%	0.5%	\$36.30	Bachelor's degree	None	None
51-5112	Printing Press Operators	116	115	(1)	(1%)	0.5%	\$26.79	High school diploma or equivalent	None	Moderate-term on-the-job training
43-4051	Customer Service Representatives	116	118	2	2%	0.5%	\$22.18	High school diploma or equivalent	None	Short-term on-the-job training
51-4041	Machinists	116	117	2	1%	0.5%	\$24.84	High school diploma or equivalent	None	Long-term on-the-job training
17-2112	Industrial Engineers	110	123	12	11%	0.5%	\$50.08	Bachelor's degree	None	None
51-9161	Computer Numerically Controlled Tool Operators	109	105	(4)	(4%)	0.5%	\$22.87	High school diploma or equivalent	None	Moderate-term on-the-job training
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	105	112	7	6%	0.5%	\$21.74	High school diploma or equivalent	None	Moderate-term on-the-job training
53-3033	Light Truck Drivers	103	105	2	2%	0.5%	\$20.56	High school diploma or equivalent	None	Short-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	103	103	0	0%	0.5%	\$25.04	High school diploma or equivalent	None	Short-term on-the-job training
13-1081	Logisticians	94	104	10	11%	0.4%	\$44.36	Bachelor's degree	None	None
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	91	93	2	2%	0.4%	\$23.80	High school diploma or equivalent	None	Moderate-term on-the-job training
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	82	86	5	6%	0.4%	\$25.20	No formal educational credential	None	Moderate-term on-the-job training
19-1012	Food Scientists and Technologists	78	83	4	5%	0.3%	\$39.00	Bachelor's degree	None	None

SOC	Construction	Employed in Industry Group (2025)	Employed in Industry Group (2025)2	Employed in Industry Group (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry Group (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
47-2031	Carpenters	1,285	1,285	1,318	32	3%	11.5%	\$31.21	High school diploma or equivalent	None	Apprenticeship
47-2061	Construction Laborers	850	850	932	82	10%	7.6%	\$28.07	No formal educational credential	None	Short-term on-the-job training
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	675	675	725	50	7%	6.0%	\$45.69	High school diploma or equivalent	5 years or more	None
47-2111	Electricians	671	671	758	87	13%	6.0%	\$36.24	High school diploma or equivalent	None	Apprenticeship
47-2141	Painters, Construction and Maintenance	479	479	497	18	4%	4.3%	\$23.99	No formal educational credential	None	Moderate-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	459	459	491	31	7%	4.1%	\$29.48	High school diploma or equivalent	None	Apprenticeship
43-9061	Office Clerks, General	383	383	381	(2)	(0%)	3.4%	\$22.37	High school diploma or equivalent	None	Short-term on-the-job training
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	353	353	385	31	9%	3.2%	\$30.61	Postsecondary nondegree award	None	Long-term on-the-job training
47-2051	Cement Masons and Concrete Finishers	347	347	352	5	1%	3.1%	\$32.83	No formal educational credential	None	Moderate-term on-the-job training
47-2081	Drywall and Ceiling Tile Installers	327	327	328	1	0%	2.9%	\$30.84	No formal educational credential	None	Moderate-term on-the-job training
11-1021	General and Operations Managers	296	296	314	17	6%	2.6%	\$50.26	Bachelor's degree	5 years or more	None
47-2073	Operating Engineers and Other Construction Equipment Operators	296	296	316	20	7%	2.6%	\$41.84	High school diploma or equivalent	None	Moderate-term on-the-job training
11-9021	Construction Managers	288	288	318	30	10%	2.6%	\$58.58	Bachelor's degree	None	Moderate-term on-the-job training
13-1082	Project Management Specialists	278	278	296	18	6%	2.5%	\$47.56	Bachelor's degree	None	None
47-2181	Roofers	267	267	281	14	5%	2.4%	\$29.64	No formal educational credential	None	Moderate-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	197	197	198	1	0%	1.8%	\$25.55	Some college, no degree	None	Moderate-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	189	189	200	11	6%	1.7%	\$25.35	Postsecondary nondegree award	None	Short-term on-the-job training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	188	188	193	5	3%	1.7%	\$28.84	High school diploma or equivalent	None	Moderate-term on-the-job training
13-1051	Cost Estimators	168	168	169	1	0%	1.5%	\$39.09	Bachelor's degree	None	Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	161	161	165	5	3%	1.4%	\$25.04	High school diploma or equivalent	None	Short-term on-the-job training
47-2161	Plasterers and Stucco Masons	149	149	147	(1)	(1%)	1.3%	\$30.73	No formal educational credential	None	Long-term on-the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	84	84	86	2	3%	0.7%	\$34.14	High school diploma or equivalent	Less than 5 years	None
47-2044	Tile and Stone Setters	82	82	84	2	2%	0.7%	\$26.56	No formal educational credential	None	Long-term on-the-job training
13-2011	Accountants and Auditors	79	79	83	4	6%	0.7%	\$41.18	Bachelor's degree	None	None
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	78	78	80	3	4%	0.7%	\$22.23	No formal educational credential	None	Short-term on-the-job training

51-4121	Welders, Cutters, Solderers, and Brazers	75	75	74	(1)	(1%)	0.7%	\$24.99	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2231	Solar Photovoltaic Installers	72	72	83	11	15%	0.6%	\$30.78	High school diploma or equivalent	None	Moderate-term on-the-job training
17-2051	Civil Engineers	69	69	73	4	6%	0.6%	\$49.54	Bachelor's degree	None	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	64	64	68	4	6%	0.6%	\$42.03	High school diploma or equivalent	Less than 5 years	None
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	64	64	63	(1)	(1%)	0.6%	\$23.78	No formal educational credential	None	Moderate-term on-the-job training
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	62	62	66	4	6%	0.6%	\$35.05	High school diploma or equivalent	None	Long-term on-the-job training
49-9052	Telecommunications Line Installers and Repairers	57	57	59	2	3%	0.5%	\$47.04	High school diploma or equivalent	None	Long-term on-the-job training
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	55	55	56	1	3%	0.5%	\$21.22	No formal educational credential	None	Short-term on-the-job training
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	53	53	56	3	7%	0.5%	\$26.25	High school diploma or equivalent	None	Short-term on-the-job training
47-2211	Sheet Metal Workers	53	53	56	3	6%	0.5%	\$37.44	High school diploma or equivalent	None	Apprenticeship
47-2121	Glaziers	52	52	48	(5)	(9%)	0.5%	\$26.50	High school diploma or equivalent	None	Apprenticeship
49-9099	Installation, Maintenance, and Repair Workers, All Other	50	50	49	(0)	(1%)	0.4%	\$22.75	High school diploma or equivalent	None	Moderate-term on-the-job training
49-9098	Helpers--Installation, Maintenance, and Repair Workers	47	47	49	2	5%	0.4%	\$21.16	High school diploma or equivalent	None	Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	45	45	48	3	6%	0.4%	\$28.87	High school diploma or equivalent	None	Moderate-term on-the-job training
47-4031	Fence Erectors	44	44	42	(3)	(6%)	0.4%	\$21.65	No formal educational credential	None	Moderate-term on-the-job training
47-2221	Structural Iron and Steel Workers	44	44	43	(1)	(3%)	0.4%	\$23.38	High school diploma or equivalent	None	Apprenticeship
13-1199	Business Operations Specialists, All Other	42	42	43	1	1%	0.4%	\$37.14	Bachelor's degree	None	None
47-2071	Paving, Surfacing, and Tamping Equipment Operators	40	40	43	3	7%	0.4%	\$35.34	High school diploma or equivalent	None	Moderate-term on-the-job training
49-9011	Mechanical Door Repairers	38	38	39	1	4%	0.3%	\$28.29	High school diploma or equivalent	None	Moderate-term on-the-job training
47-3019	Helpers, Construction Trades, All Other	37	37	37	(0)	(0%)	0.3%	\$20.76	No formal educational credential	None	Short-term on-the-job training
43-4051	Customer Service Representatives	37	37	37	(0)	(0%)	0.3%	\$22.18	High school diploma or equivalent	None	Short-term on-the-job training
47-3013	Helpers--Electricians	37	37	41	4	11%	0.3%	\$22.13	High school diploma or equivalent	None	Short-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	36	36	37	1	2%	0.3%	\$28.87	High school diploma or equivalent	None	Moderate-term on-the-job training
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	34	34	36	2	5%	0.3%	\$31.43	Postsecondary nondegree award	None	Moderate-term on-the-job training
43-3051	Payroll and Timekeeping Clerks	33	33	31	(2)	(5%)	0.3%	\$27.97	High school diploma or equivalent	None	Moderate-term on-the-job training

SOC	Transportation and Warehousing	Employed in Industry Group (2025)	Employed in Industry Group (2025)2	Employed in Industry Group (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry Group (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,009	2,009	2,077	68	3%	21.1%	\$25.35	Postsecondary nondegree award	None	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,465	1,465	1,560	96	7%	15.4%	\$22.23	No formal educational credential	None	Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	912	912	975	63	7%	9.6%	\$26.60	No formal educational credential	None	Short-term on-the-job training
53-3033	Light Truck Drivers	403	403	419	16	4%	4.2%	\$20.56	High school diploma or equivalent	None	Short-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	280	280	299	19	7%	2.9%	\$30.28	High school diploma or equivalent	Less than 5 years	None
43-5071	Shipping, Receiving, and Inventory Clerks	229	229	244	15	7%	2.4%	\$20.91	High school diploma or equivalent	None	Short-term on-the-job training
53-3053	Shuttle Drivers and Chauffeurs	189	189	191	2	1%	2.0%	\$21.01	No formal educational credential	None	Short-term on-the-job training
43-5032	Dispatchers, Except Police, Fire, and Ambulance	180	180	179	(1)	(0%)	1.9%	\$24.73	High school diploma or equivalent	None	Moderate-term on-the-job training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	160	160	161	1	1%	1.7%	\$35.48	High school diploma or equivalent	None	Long-term on-the-job training
43-9061	Office Clerks, General	135	135	136	0	0%	1.4%	\$22.37	High school diploma or equivalent	None	Short-term on-the-job training
11-1021	General and Operations Managers	131	131	137	6	4%	1.4%	\$50.26	Bachelor's degree	5 years or more	None
11-3071	Transportation, Storage, and Distribution Managers	127	127	138	11	9%	1.3%	\$46.67	High school diploma or equivalent	5 years or more	None
53-3052	Bus Drivers, Transit and Intercity	126	126	127	0	0%	1.3%	\$32.52	High school diploma or equivalent	None	Moderate-term on-the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	103	103	110	7	6%	1.1%	\$34.14	High school diploma or equivalent	Less than 5 years	None
49-9071	Maintenance and Repair Workers, General	93	93	103	10	11%	1.0%	\$28.87	High school diploma or equivalent	None	Moderate-term on-the-job training
53-3051	Bus Drivers, School	84	84	83	(1)	(2%)	0.9%	\$30.04	No formal educational credential	None	Short-term on-the-job training
43-4051	Customer Service Representatives	76	76	80	3	4%	0.8%	\$22.18	High school diploma or equivalent	None	Short-term on-the-job training
13-1199	Business Operations Specialists, All Other	61	61	66	5	7%	0.6%	\$37.14	Bachelor's degree	None	None
43-5061	Production, Planning, and Expediting Clerks	60	60	64	4	7%	0.6%	\$28.87	High school diploma or equivalent	None	Moderate-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	58	58	58	(0)	(0%)	0.6%	\$25.55	Some college, no degree	None	Moderate-term on-the-job training
13-1151	Training and Development Specialists	53	53	59	6	11%	0.6%	\$33.29	Bachelor's degree	Less than 5 years	None
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	53	53	54	2	4%	0.6%	\$28.84	High school diploma or equivalent	None	Moderate-term on-the-job training
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	52	52	55	3	6%	0.5%	\$20.55	High school diploma or equivalent	None	Short-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	52	52	53	2	3%	0.5%	\$25.04	High school diploma or equivalent	None	Short-term on-the-job training
13-1081	Logisticians	46	46	55	9	19%	0.5%	\$44.36	Bachelor's degree	None	None
13-1071	Human Resources Specialists	44	44	46	2	5%	0.5%	\$36.30	Bachelor's degree	None	None
43-5011	Cargo and Freight Agents	39	39	38	(1)	(1%)	0.4%	\$25.02	High school diploma or equivalent	None	Short-term on-the-job training

49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	37	37	37	(0)	(0%)	0.4%	\$42.03	High school diploma or equivalent	Less than 5 years	None
49-3011	Aircraft Mechanics and Service Technicians	35	35	38	2	7%	0.4%	\$51.78	Postsecondary nondegree award	None	None
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	34	34	37	4	11%	0.4%	\$24.96	High school diploma or equivalent	None	Moderate-term on-the-job training
43-4151	Order Clerks	30	30	30	0	0%	0.3%	\$22.35	Some college, no degree	None	Short-term on-the-job training
53-3054	Taxi Drivers	29	29	27	(1)	(5%)	0.3%	\$24.45	No formal educational credential	None	Short-term on-the-job training
43-3021	Billing and Posting Clerks	28	28	29	0	1%	0.3%	\$23.24	High school diploma or equivalent	None	Moderate-term on-the-job training
53-3031	Driver/Sales Workers	28	28	29	1	5%	0.3%	\$22.16	High school diploma or equivalent	None	Short-term on-the-job training
13-2011	Accountants and Auditors	26	26	27	1	4%	0.3%	\$41.18	Bachelor's degree	None	None
49-3043	Rail Car Repairers	25	25	21	(4)	(15%)	0.3%	\$32.90	High school diploma or equivalent	None	Long-term on-the-job training
43-5021	Couriers and Messengers	24	24	20	(3)	(14%)	0.2%	\$20.97	High school diploma or equivalent	None	Short-term on-the-job training
15-1299	Computer Occupations, All Other	23	23	25	2	10%	0.2%	\$43.76	Bachelor's degree	None	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	23	23	24	2	8%	0.2%	\$37.09	High school diploma or equivalent	None	Moderate-term on-the-job training
53-2012	Commercial Pilots	22	22	23	1	4%	0.2%	\$48.77	High school diploma or equivalent	None	Moderate-term on-the-job training
19-5012	Occupational Health and Safety Technicians	20	20	24	4	18%	0.2%	\$28.39	High school diploma or equivalent	None	Moderate-term on-the-job training
19-5011	Occupational Health and Safety Specialists	20	20	22	2	9%	0.2%	\$45.83	Bachelor's degree	None	None
43-3051	Payroll and Timekeeping Clerks	18	18	17	(1)	(4%)	0.2%	\$27.97	High school diploma or equivalent	None	Moderate-term on-the-job training
13-1041	Compliance Officers	17	17	18	1	4%	0.2%	\$33.86	Bachelor's degree	None	Moderate-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	17	17	19	2	12%	0.2%	\$27.40	High school diploma or equivalent	None	Moderate-term on-the-job training
11-2022	Sales Managers	16	16	18	1	7%	0.2%	\$45.78	Bachelor's degree	Less than 5 years	None
49-9099	Installation, Maintenance, and Repair Workers, All Other	16	16	17	1	6%	0.2%	\$22.75	High school diploma or equivalent	None	Moderate-term on-the-job training
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	15	15	16	1	5%	0.2%	\$26.07	Associate's degree	None	None
11-9199	Managers, All Other	14	14	15	1	7%	0.1%	\$75.00	Bachelor's degree	Less than 5 years	None
49-9041	Industrial Machinery Mechanics	14	14	15	1	8%	0.1%	\$37.75	High school diploma or equivalent	None	Long-term on-the-job training

SOC	Agriculture, Forestry, Fishing and Hunting	Employed in Industry Group (2025)	Employed in Industry Group (2025)2	Employed in Industry Group (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry Group (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,417	1,417	1,337	(80)	(6%)	11.6%	\$20.54	High school diploma or equivalent	5 years or more	None
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	325	325	305	(21)	(6%)	2.7%	\$25.54	High school diploma or equivalent	Less than 5 years	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	193	193	185	(8)	(4%)	1.6%	\$25.35	Postsecondary nondegree award	None	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	171	171	162	(9)	(5%)	1.4%	\$22.23	No formal educational credential	None	Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	159	159	149	(10)	(6%)	1.3%	\$26.60	No formal educational credential	None	Short-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	102	102	95	(8)	(7%)	0.8%	\$25.55	Some college, no degree	None	Moderate-term on-the-job training
43-9061	Office Clerks, General	92	92	86	(6)	(6%)	0.7%	\$22.37	High school diploma or equivalent	None	Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	89	89	85	(4)	(4%)	0.7%	\$28.87	High school diploma or equivalent	None	Moderate-term on-the-job training
11-1021	General and Operations Managers	87	87	84	(3)	(4%)	0.7%	\$50.26	Bachelor's degree	5 years or more	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	77	77	75	(2)	(2%)	0.6%	\$37.09	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	76	76	71	(5)	(7%)	0.6%	\$27.40	High school diploma or equivalent	None	Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	74	74	70	(5)	(6%)	0.6%	\$25.04	High school diploma or equivalent	None	Short-term on-the-job training
11-9199	Managers, All Other	71	71	68	(3)	(4%)	0.6%	\$75.00	Bachelor's degree	Less than 5 years	None
37-3011	Landscaping and Groundskeeping Workers	62	62	59	(3)	(5%)	0.5%	\$21.69	No formal educational credential	None	Short-term on-the-job training
53-3033	Light Truck Drivers	57	57	54	(3)	(5%)	0.5%	\$20.56	High school diploma or equivalent	None	Short-term on-the-job training
49-3041	Farm Equipment Mechanics and Service Technicians	54	54	50	(4)	(8%)	0.4%	\$29.32	High school diploma or equivalent	None	Long-term on-the-job training
51-9199	Production Workers, All Other	50	50	48	(2)	(4%)	0.4%	\$27.28	High school diploma or equivalent	None	Moderate-term on-the-job training
19-4012	Agricultural Technicians	49	49	47	(2)	(4%)	0.4%	\$23.90	Associate's degree	None	Moderate-term on-the-job training
43-5071	Shipping, Receiving, and Inventory Clerks	41	41	39	(2)	(5%)	0.3%	\$20.91	High school diploma or equivalent	None	Short-term on-the-job training
13-2011	Accountants and Auditors	37	37	36	(1)	(3%)	0.3%	\$41.18	Bachelor's degree	None	None
39-2011	Animal Trainers	37	37	33	(3)	(9%)	0.3%	\$21.97	High school diploma or equivalent	None	Moderate-term on-the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	33	33	31	(2)	(6%)	0.3%	\$34.14	High school diploma or equivalent	Less than 5 years	None
43-3051	Payroll and Timekeeping Clerks	30	30	28	(3)	(8%)	0.2%	\$27.97	High school diploma or equivalent	None	Moderate-term on-the-job training

51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	28	28	26	(2)	(6%)	0.2%	\$24.96	High school diploma or equivalent	None	Moderate-term on-the-job training
19-1013	Soil and Plant Scientists	27	27	27	(1)	(3%)	0.2%	\$51.56	Bachelor's degree	None	None
11-1011	Chief Executives	27	27	26	(1)	(3%)	0.2%	\$87.22	Bachelor's degree	5 years or more	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	26	26	24	(2)	(7%)	0.2%	\$30.28	High school diploma or equivalent	Less than 5 years	None
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	24	24	23	(1)	(5%)	0.2%	\$35.05	High school diploma or equivalent	None	Long-term on-the-job training
43-4051	Customer Service Representatives	24	24	22	(1)	(6%)	0.2%	\$22.18	High school diploma or equivalent	None	Short-term on-the-job training
11-3031	Financial Managers	22	22	22	0	0%	0.2%	\$75.35	Bachelor's degree	5 years or more	None
51-1011	First-Line Supervisors of Production and Operating Workers	21	21	20	(1)	(5%)	0.2%	\$37.15	High school diploma or equivalent	Less than 5 years	None
13-1071	Human Resources Specialists	21	21	20	(1)	(5%)	0.2%	\$36.30	Bachelor's degree	None	None
11-2022	Sales Managers	20	20	19	(1)	(5%)	0.2%	\$45.78	Bachelor's degree	Less than 5 years	None
45-2011	Agricultural Inspectors	20	20	18	(2)	(9%)	0.2%	\$32.86	Bachelor's degree	None	Moderate-term on-the-job training
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	19	19	17	(2)	(11%)	0.2%	\$20.55	High school diploma or equivalent	None	Short-term on-the-job training
49-9041	Industrial Machinery Mechanics	19	19	18	(1)	(6%)	0.2%	\$37.75	High school diploma or equivalent	None	Long-term on-the-job training
45-2021	Animal Breeders	19	19	18	(1)	(5%)	0.2%	\$27.03	High school diploma or equivalent	None	Short-term on-the-job training
53-3031	Driver/Sales Workers	16	16	17	0	0%	0.1%	\$22.16	High school diploma or equivalent	None	Short-term on-the-job training
11-1031	Legislators	16	16	15	(1)	(5%)	0.1%	\$32.59	Bachelor's degree	Less than 5 years	None
13-1028	Buyers and Purchasing Agents	15	15	15	(0)	(2%)	0.1%	\$35.18	Bachelor's degree	None	Moderate-term on-the-job training
13-1199	Business Operations Specialists, All Other	14	14	14	(0)	(3%)	0.1%	\$37.14	Bachelor's degree	None	None
51-4121	Welders, Cutters, Solderers, and Brazers	14	14	14	(1)	(5%)	0.1%	\$24.99	High school diploma or equivalent	None	Moderate-term on-the-job training
41-9099	Sales and Related Workers, All Other	13	13	13	(1)	(4%)	0.1%	\$24.06	High school diploma or equivalent	None	None
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	13	13	12	(0)	(4%)	0.1%	\$35.48	High school diploma or equivalent	None	Long-term on-the-job training
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	13	13	12	(1)	(5%)	0.1%	\$42.03	High school diploma or equivalent	Less than 5 years	None
11-3051	Industrial Production Managers	12	12	12	(0)	(3%)	0.1%	\$58.55	Bachelor's degree	5 years or more	None
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	12	12	11	(1)	(8%)	0.1%	\$22.57	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	11	11	11	(1)	(5%)	0.1%	\$24.06	High school diploma or equivalent	None	Moderate-term on-the-job training

47-2073	Operating Engineers and Other Construction Equipment Operators	11	11	11	(0)	(2%)	0.1%	\$41.84	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	10	10	<10	(1)	(6%)	0.1%	\$27.13	High school diploma or equivalent	None	Moderate-term on-the-job training