

High Demand Occupations

Looking at the occupations most in demand over the next decade, it is readily apparent that the outlook is somewhat of a mixed bag. When education, training and wages are factored into the equation, one finds that many of the jobs which will require the most new and replacement workers generally pay below average wages and require little or no advanced preparation. There are some notable exceptions to this general tendency, such as **Registered Nurses** and **General & Operations Managers**. Each of these require substantial education or experience and pay well above the regional average. Among the top ten demand occupations, the only other one which promised above average overall pay was **Truck Drivers, Heavy & Tractor Trailer**. Only about a third of the top one hundred occupations in demand reported potential earnings above the regional average of \$39,369 per year. Analysis of the Job Zone data reveals that more than half of the top hundred occupations will require little or no formal training (Job Zones 1 & 2). A little less than forty percent will require moderate to long term preparation (Job Zones 3 & 4). Only five of the top hundred occupations fell into the Job Zone 5 category, which involves extensive education and/or experience. A more detailed look at expectations within each job zone follows in a later section.

Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
1	41-2011	Cashiers	815	\$6.72	\$13,977	\$8.18	\$17,016	1
2	41-2031	Retail Salespersons	745	\$7.46	\$15,522	\$11.33	\$23,561	2
3	51-2092	Team Assemblers	465	\$9.38	\$19,505	\$12.48	\$25,959	1
4	29-1111	Registered Nurses	400	\$18.93	\$39,383	\$26.38	\$54,876	4
5	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	365	\$7.72	\$16,060	\$10.26	\$21,341	1
6	35-3031	Waiters and Waitresses	330	\$6.78	\$14,102	\$7.18	\$14,939	1
7	53-3032	Truck Drivers, Heavy and Tractor-Trailer	315	\$11.81	\$24,564	\$18.93	\$39,369	2
8	35-2021	Food Preparation Workers	245	\$6.75	\$14,050	\$7.59	\$15,789	1
9	51-6093	Upholsterers	245	\$11.09	\$23,071	\$14.42	\$29,985	3
10	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	230	\$7.33	\$15,240	\$9.51	\$19,776	1
11	31-1012	Nursing Aides, Orderlies, and Attendants	205	\$7.27	\$15,124	\$9.15	\$19,037	2
12	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	205	\$6.79	\$14,119	\$7.28	\$15,145	1
13	43-5081	Stock Clerks and Order Fillers	205	\$7.41	\$15,406	\$10.26	\$21,335	2
14	11-1021	General and Operations Managers	195	\$21.88	\$45,514	\$41.80	\$86,945	4
15	25-2021	Elementary School Teachers, Except Special Education	195	N/A	\$33,592	N/A	\$41,317	4
16	25-9041	Teacher Assistants	195	N/A	\$14,049	N/A	\$15,508	3
17	39-9011	Child Care Workers	195	\$6.76	\$14,066	\$7.83	\$16,295	1
18	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	195	\$10.81	\$22,477	\$16.63	\$34,598	2
19	25-2031	Secondary School Teachers, Except Special and Vocational Education	185	N/A	\$30,928	N/A	\$40,676	4
20	35-2011	Cooks, Fast Food	185	\$6.79	\$14,116	\$7.84	\$16,301	2
21	43-3031	Bookkeeping, Accounting, and Auditing Clerks	170	\$10.74	\$22,347	\$14.64	\$30,455	3
22	49-9042	Maintenance and Repair Workers, General	170	\$9.88	\$20,550	\$14.51	\$30,189	2
23	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	170	\$15.39	\$32,002	\$22.01	\$45,774	3
24	37-2012	Maids and Housekeeping Cleaners	160	\$6.78	\$14,113	\$8.01	\$16,652	1
25	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	160	\$13.49	\$28,059	\$20.89	\$43,446	3
26	43-3071	Tellers	160	\$8.80	\$18,314	\$11.24	\$23,378	2
27	43-6014	Secretaries, Except Legal, Medical, and Executive	160	\$8.97	\$18,667	\$11.91	\$24,774	2
28	51-9198	Helpers--Production Workers	160	\$8.05	\$16,735	\$11.01	\$22,898	1
29	53-7064	Packers and Packers, Hand	160	\$7.19	\$14,958	\$9.98	\$20,757	1
30	43-9061	Office Clerks, General	145	\$7.26	\$15,103	\$10.40	\$21,640	2
31	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and	135	\$13.22	\$27,495	\$26.72	\$55,584	2
32	51-6031	Sewing Machine Operators	135	\$9.46	\$19,687	\$12.76	\$26,548	1
33	53-7051	Industrial Truck and Tractor Operators	135	\$10.24	\$21,302	\$12.86	\$26,742	1
34	29-2061	Licensed Practical and Licensed Vocational Nurses	120	\$13.33	\$27,729	\$16.54	\$34,411	3

NOTE: Wages in RED are above average

Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
35	35-2014	Cooks, Restaurant	120	\$7.04	\$14,633	\$8.99	\$18,709	3
36	43-4051	Customer Service Representatives	120	\$9.73	\$20,240	\$13.11	\$27,277	2
37	43-4171	Receptionists and Information Clerks	120	\$8.26	\$17,177	\$10.41	\$21,660	2
38	47-2031	Carpenters	120	\$9.43	\$19,605	\$13.24	\$27,529	3
39	25-2022	Middle School Teachers, Except Special and Vocational Education	110	N/A	\$32,563	N/A	\$41,291	4
40	43-5071	Shipping, Receiving, and Traffic Clerks	110	\$9.82	\$20,419	\$13.23	\$27,518	1
41	51-7011	Cabinetmakers and Bench Carpenters	110	\$10.21	\$21,241	\$12.67	\$26,353	3
42	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	95	\$9.20	\$19,144	\$12.80	\$26,629	3
43	35-2012	Cooks, Institution and Cafeteria	95	\$6.78	\$14,093	\$7.95	\$16,527	2
44	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	95	\$9.96	\$20,715	\$13.98	\$29,073	1
45	53-3033	Truck Drivers, Light or Delivery Services	95	\$7.81	\$16,254	\$13.67	\$28,443	1
46	31-1011	Home Health Aides	85	\$6.76	\$14,058	\$8.49	\$17,664	1
47	33-3051	Police and Sheriff's Patrol Officers	85	\$12.21	\$25,402	\$15.67	\$32,596	3
48	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Wor	85	\$15.66	\$32,577	\$21.56	\$44,838	4
49	47-2073	Operating Engineers and Other Construction Equipment Operators	85	\$11.86	\$24,674	\$14.76	\$30,692	3
50	49-3023	Automotive Service Technicians and Mechanics	85	\$9.51	\$19,788	\$15.98	\$33,242	3
51	51-4121	Welders, Cutters, Solderers, and Brazers	85	\$12.24	\$25,454	\$15.97	\$33,227	2
52	53-3022	Bus Drivers, School	85	\$6.71	\$13,961	\$7.58	\$15,768	1
53	11-1011	Chief Executives	75	\$29.79	\$61,970	\$66.45	\$138,223	5
54	37-3011	Landscaping and Groundskeeping Workers	75	\$7.25	\$15,087	\$9.80	\$20,386	1
55	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	75	\$16.09	\$33,465	\$23.60	\$49,084	4
56	25-2011	Preschool Teachers, Except Special Education	60	\$6.69	\$13,910	\$9.62	\$20,015	4
57	35-9021	Dishwashers	60	\$6.80	\$14,135	\$7.58	\$15,763	1
58	41-2021	Counter and Rental Clerks	60	\$7.39	\$15,370	\$11.39	\$23,696	1
59	43-6011	Executive Secretaries and Administrative Assistants	60	\$12.07	\$25,103	\$15.85	\$32,965	4
60	47-2061	Construction Laborers	60	\$8.45	\$17,572	\$10.76	\$22,384	1
61	47-2152	Plumbers, Pipefitters, and Steamfitters	60	\$11.45	\$23,825	\$14.72	\$30,623	3
62	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Me	60	\$9.95	\$20,691	\$12.87	\$26,760	2
63	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	60	\$9.17	\$19,076	\$12.21	\$25,397	1
64	11-9141	Property, Real Estate, and Community Association Managers	50	\$10.90	\$22,679	\$20.41	\$42,453	4
65	13-2011	Accountants and Auditors	50	\$15.91	\$33,101	\$24.85	\$51,686	4
66	29-1062	Family and General Practitioners	50	\$38.77	\$80,641	\$74.55	\$155,060	5
67	33-2011	Fire Fighters	50	\$10.69	\$22,237	\$14.74	\$30,651	3

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Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
68	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	50	\$6.75	\$14,030	\$7.46	\$15,520	1
69	39-9021	Personal and Home Care Aides	50	\$6.92	\$14,393	\$8.18	\$17,017	2
70	43-3011	Bill and Account Collectors	50	\$9.73	\$20,231	\$13.29	\$27,653	2
71	43-5052	Postal Service Mail Carriers	50	N/A	N/A	N/A	N/A	1
72	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	50	\$6.68	\$13,902	\$9.08	\$18,893	1
73	47-2111	Electricians	50	\$12.62	\$26,240	\$17.81	\$37,053	3
74	47-2211	Sheet Metal Workers	50	\$10.68	\$22,207	\$13.38	\$27,821	3
75	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	50	\$8.38	\$17,426	\$12.69	\$26,403	2
76	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	50	\$8.63	\$17,953	\$12.02	\$25,008	2
77	51-9111	Packaging and Filling Machine Operators and Tenders	50	\$9.23	\$19,197	\$12.84	\$26,707	2
78	53-3031	Driver/Sales Workers	50	\$7.53	\$15,661	\$12.87	\$26,771	1
79	53-7063	Machine Feeders and Offbearers	50	\$9.69	\$20,151	\$13.22	\$27,500	1
80	11-3031	Financial Managers	35	\$22.18	\$46,131	\$34.74	\$72,253	5
81	11-9021	Construction Managers	35	\$16.65	\$34,633	\$23.73	\$49,367	4
82	11-9032	Education Administrators, Elementary and Secondary School	35	N/A	\$53,189	N/A	\$68,520	5
83	11-9051	Food Service Managers	35	\$12.87	\$26,767	\$21.61	\$44,950	4
84	23-1011	Lawyers	35	\$18.37	\$38,201	\$39.62	\$82,414	5
85	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary Schc	35	N/A	\$34,774	N/A	\$42,486	4
86	29-2071	Medical Records and Health Information Technicians	35	\$9.05	\$18,833	\$12.63	\$26,277	3
87	31-9091	Dental Assistants	35	\$9.44	\$19,635	\$11.97	\$24,888	2
88	33-3012	Correctional Officers and Jailers	35	\$10.69	\$22,237	\$13.07	\$27,183	2
89	33-9032	Security Guards	35	\$6.82	\$14,179	\$8.79	\$18,273	1
90	35-3041	Food Servers, Nonrestaurant	35	\$6.82	\$14,180	\$7.58	\$15,774	1
91	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35	\$6.76	\$14,068	\$7.77	\$16,153	1
92	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	35	\$10.55	\$21,945	\$15.83	\$32,925	3
93	39-3091	Amusement and Recreation Attendants	35	\$6.75	\$14,036	\$9.95	\$20,695	1
94	41-3021	Insurance Sales Agents	35	\$9.80	\$20,376	\$19.73	\$41,047	3
95	43-4111	Interviewers, Except Eligibility and Loan	35	\$9.90	\$20,594	\$12.42	\$25,833	3
96	43-5061	Production, Planning, and Expediting Clerks	35	\$12.40	\$25,793	\$17.70	\$36,812	2
97	45-4022	Logging Equipment Operators	35	\$11.88	\$24,702	\$14.70	\$30,574	2
98	47-4051	Highway Maintenance Workers	35	\$9.98	\$20,760	\$11.97	\$24,907	2
99	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	35	\$11.62	\$24,172	\$15.25	\$31,712	3
100	49-9051	Electrical Power-Line Installers and Repairers	35	\$15.19	\$31,587	\$20.32	\$42,275	4

NOTE: Wages in RED are above average

Determining the *“Hottest”* Occupations

A variety of methods could have been used to ascertain which occupations might prove to be the most attractive to students and other job seekers. For purposes of this publication, a fairly simple method of indexing desirability was utilized. Assuming that any person seeking work in a particular occupation would want to ensure that there was at least moderate demand for workers in that field and that it should pay a reasonable wage, LMI staff devised a method of indexing these factors. It was determined that the average annual demand for workers among all occupational titles across the Mississippi Partnership region was roughly **30** persons per year. The average annual salary for all surveyed occupations was found to be approximately **\$31,816**. For starting wages the mean was determined to be about **\$16,596**. As a first step, any occupation with below average demand or not paying average or above wages was eliminated. To arrive at the “Hot Factor” used for ranking the remaining occupations, the annual demand for that occupation was divided by the overall average of **30**. Then the annual overall wage for each occupation was divided by the average of **\$31,816** and the starting wage was divided by **\$16,596**. The three “indexes” derived from these calculations were then added together to obtain the “Hot Factor”. For example, if a certain occupation had an annual demand of **50** persons, the first “index” would be **50** divided by **30**, or **1.67**. If that same occupation had an annual salary of **\$37,500**, the second “index” would be **\$37,500** divided by **\$31,816** or **1.18**. If the starting wage was **\$20,500**, then dividing **\$20,500** by **\$16,596** would yield **1.24**. Adding the three “indexes” together would produce a “Hot Factor” of **4.09**. Generally speaking, any occupation with above average demand and above average wages would be a candidate for inclusion in the list. Higher wages might offset lower demand or vice versa, but the end result should still yield a reasonable approximation of the most desirable occupations.

The 50 *"Hottest"* Jobs

SOC Code	Occupational Title	Annual Demand	Average Starting Wage	Average Annual Wage	<i>"Hot"</i> Factor
1	29-1111 Registered Nurses	400	\$39,383	\$54,876	17.43
2	53-3032 Truck Drivers, Heavy and Tractor-Trailer	315	\$24,564	\$39,369	13.22
3	11-1021 General and Operations Managers	195	\$45,514	\$86,945	11.98
4	29-1062 Family and General Practitioners	50	\$80,641	\$155,060	11.40
5	11-1011 Chief Executives	75	\$61,970	\$138,223	10.58
6	25-2021 Elementary School Teachers, Except Special Education	195	\$33,592	\$41,317	9.82
7	25-2031 Secondary School Teachers, Except Special and Vocational Education	185	\$30,928	\$40,676	9.31
8	29-1051 Pharmacists	25	\$84,004	\$105,672	9.22
9	51-1011 First-Line Supervisors/Managers of Production and Operating Workers	170	\$32,002	\$45,774	9.03
10	41-1011 First-Line Supervisors/Managers of Retail Sales Workers	195	\$22,477	\$34,598	8.94
11	43-1011 First-Line Supervisors/Managers of Office and Administrative Support Workers	160	\$28,059	\$43,446	8.39
12	41-4012 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Prod	135	\$27,495	\$55,584	7.90
13	25-2022 Middle School Teachers, Except Special and Vocational Education	110	\$32,563	\$41,291	6.93
14	29-2061 Licensed Practical and Licensed Vocational Nurses	120	\$27,729	\$34,411	6.75
15	11-9032 Education Administrators, Elementary and Secondary School	35	\$53,189	\$68,520	6.53
16	11-3031 Financial Managers	35	\$46,131	\$72,253	6.22
17	47-1011 First-Line Supervisors/Managers of Construction Trades and Extraction Workers	85	\$32,577	\$44,838	6.21
18	11-2022 Sales Managers	25	\$41,102	\$87,988	6.08
19	49-1011 First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	75	\$33,465	\$49,084	6.06
20	23-1011 Lawyers	35	\$38,201	\$82,414	6.06
21	11-3051 Industrial Production Managers	25	\$47,159	\$73,871	6.00
22	11-9111 Medical and Health Services Managers	25	\$41,730	\$69,910	5.55
23	17-2112 Industrial Engineers	25	\$43,366	\$64,405	5.47
24	51-4121 Welders, Cutters, Solderers, and Brazers	85	\$25,454	\$33,227	5.41
25	33-3051 Police and Sheriff's Patrol Officers	85	\$25,402	\$32,596	5.39

The 50 *"Hottest"* Jobs

SOC Code	Occupational Title	Annual Demand	Average Starting Wage	Average Annual Wage	"Hot" Factor
26	13-2011 Accountants and Auditors	50	\$33,101	\$51,686	5.29
27	49-3023 Automotive Service Technicians and Mechanics	85	\$19,788	\$33,242	5.07
28	15-1051 Computer Systems Analysts	25	\$37,651	\$57,536	4.91
29	11-9021 Construction Managers	35	\$34,633	\$49,367	4.81
30	21-1012 Educational, Vocational, and School Counselors	25	\$38,751	\$51,513	4.79
31	29-1126 Respiratory Therapists	25	\$37,479	\$49,102	4.63
32	25-2041 Special Education Teachers, Preschool, Kindergarten, and Elementary School	35	\$34,774	\$42,486	4.60
33	13-2072 Loan Officers	25	\$33,491	\$55,467	4.59
34	43-6011 Executive Secretaries and Administrative Assistants	60	\$25,103	\$32,965	4.55
35	53-1031 First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle	25	\$33,375	\$52,176	4.48
36	25-2042 Special Education Teachers, Middle School	25	\$36,482	\$45,691	4.47
37	41-1012 First-Line Supervisors/Managers of Non-Retail Sales Workers	25	\$32,342	\$53,503	4.46
38	47-2111 Electricians	50	\$26,240	\$37,053	4.41
39	49-9051 Electrical Power-Line Installers and Repairers	35	\$31,587	\$42,275	4.40
40	25-2032 Vocational Education Teachers, Secondary School	25	\$35,888	\$44,601	4.40
41	11-9141 Property, Real Estate, and Community Association Managers	50	\$22,679	\$42,453	4.37
42	25-2043 Special Education Teachers, Secondary School	25	\$35,047	\$43,260	4.30
43	29-2011 Medical and Clinical Laboratory Technologists	25	\$33,265	\$46,348	4.29
44	29-2034 Radiologic Technologists and Technicians	25	\$32,684	\$46,156	4.25
45	11-9051 Food Service Managers	35	\$26,767	\$44,950	4.19
46	25-2012 Kindergarten Teachers, Except Special Education	25	\$32,488	\$40,076	4.05
47	49-9041 Industrial Machinery Mechanics	25	\$30,785	\$42,829	4.03
48	11-3011 Administrative Services Managers	25	\$28,127	\$47,678	4.03
49	27-2022 Coaches and Scouts	25	\$21,147	\$57,733	3.92
50	13-1023 Purchasing Agents, Except Wholesale, Retail, and Farm Products	25	\$29,029	\$42,621	3.92

NOTE: In order to have a sufficient number of qualifying occupations, the minimum demand level had to be dropped to 20 instead of 30