

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 that 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 fifteen demand occupations, the only other one which promises above average overall pay is **Truck Drivers, Heavy & Tractor Trailer**. Only thirty of the top one hundred occupations in demand reported potential earnings above the regional average of \$33,409 per year. Analysis of the Job Zone data reveals that roughly sixty percent of the top one hundred occupations will require little or no formal training (Job Zones 1 & 2). Less than forty percent will require moderate to long term preparation (Job Zones 3 & 4). Only four of the top hundred occupations fall 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	1,085	\$6.74	\$14,020	\$8.23	\$17,112	1
2	41-2031	Retail Sales persons	1,010	\$7.58	\$15,771	\$11.57	\$24,075	2
3	29-1111	Registered Nurses	645	\$20.14	\$41,897	\$26.53	\$55,189	4
4	35-3031	Waiters and Waitresses	500	\$6.77	\$14,075	\$7.93	\$16,489	1
5	35-2021	Food Preparation Workers	400	\$6.78	\$14,108	\$7.97	\$16,568	1
6	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	365	\$7.48	\$15,565	\$10.17	\$21,154	1
7	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	355	\$7.28	\$15,146	\$9.42	\$19,586	1
8	51-3022	Meat, Poultry, and Fish Cutters and Trimmers	315	\$8.38	\$17,437	\$10.13	\$21,068	1
9	31-1012	Nursing Aides, Orderlies, and Attendants	280	\$7.79	\$16,200	\$9.51	\$19,776	2
10	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	280	\$10.54	\$21,922	\$16.48	\$34,269	2
11	35-2011	Cooks, Fast Food	270	\$6.78	\$14,105	\$8.06	\$16,757	2
12	37-2012	Maids and Housekeeping Cleaners	270	\$6.90	\$14,344	\$8.39	\$17,451	1
13	53-3032	Truck Drivers, Heavy and Tractor-Trailer	270	\$11.80	\$24,542	\$17.27	\$35,929	2
14	11-1021	General and Operations Managers	255	\$22.77	\$47,368	\$41.85	\$87,056	4
15	43-3071	Tellers	255	\$8.73	\$18,151	\$10.83	\$22,521	2
16	43-3031	Bookkeeping, Accounting, and Auditing Clerks	245	\$10.53	\$21,905	\$14.78	\$30,735	3
17	51-4121	Welders, Cutters, Solderers, and Brazers	245	\$13.28	\$27,629	\$17.05	\$35,464	2
18	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	230	\$6.80	\$14,148	\$7.90	\$16,430	1
19	43-5081	Stock Clerks and Order Fillers	230	\$7.19	\$14,958	\$9.68	\$20,136	2
20	39-9011	Child Care Workers	220	\$6.78	\$14,108	\$7.87	\$16,378	1
21	29-2061	Licensed Practical and Licensed Vocational Nurses	205	\$12.75	\$26,515	\$15.42	\$32,075	3
22	43-6014	Secretaries, Except Legal, Medical, and Executive	205	\$9.00	\$18,715	\$12.21	\$25,397	2
23	49-9042	Maintenance and Repair Workers, General	205	\$9.62	\$20,000	\$13.67	\$28,433	2
24	25-2021	Elementary School Teachers, Except Special Education	195	N/A	\$34,837	N/A	\$42,962	4
25	25-9041	Teacher Assistants	195	N/A	\$14,241	N/A	\$16,057	3
26	39-3011	Gaming Dealers	195	\$6.79	\$14,119	\$9.45	\$19,658	2
27	43-4051	Customer Service Representatives	195	\$9.56	\$19,886	\$12.57	\$26,141	2
28	43-9061	Office Clerks, General	195	\$7.18	\$14,938	\$10.29	\$21,408	2
29	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Wor	185	\$13.04	\$27,127	\$20.20	\$42,022	3
30	35-2014	Cooks, Restaurant	170	\$7.63	\$15,865	\$9.87	\$20,521	3
31	51-2092	Team Assemblers	170	\$8.23	\$17,117	\$11.43	\$23,769	1
32	25-2031	Secondary School Teachers, Except Special and Vocational Education	160	N/A	\$34,579	N/A	\$45,541	4
33	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	160	\$6.77	\$14,071	\$7.77	\$16,161	1
34	43-4171	Receptionists and Information Clerks	160	\$8.11	\$16,871	\$10.35	\$21,521	2

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	47-2031	Carpenters	160	\$11.26	\$23,426	\$15.71	\$32,686	3
36	33-3051	Police and Sheriff's Patrol Officers	145	\$10.40	\$21,637	\$14.24	\$29,623	3
37	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	145	\$9.32	\$19,386	\$13.44	\$27,953	3
38	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical a	145	\$13.54	\$28,160	\$24.25	\$50,435	2
39	47-2061	Construction Laborers	135	\$8.94	\$18,588	\$11.40	\$23,716	1
40	47-2152	Plumbers, Pipefitters, and Steamfitters	135	\$12.43	\$25,859	\$18.40	\$38,276	3
41	33-3012	Correctional Officers and Jailers	120	\$8.37	\$17,401	\$11.32	\$23,548	2
42	35-2012	Cooks, Institution and Cafeteria	120	\$6.84	\$14,223	\$8.76	\$18,222	2
43	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction W	120	\$17.54	\$36,479	\$24.32	\$50,577	4
44	47-2111	Electricians	120	\$13.67	\$28,439	\$18.95	\$39,424	3
45	49-3023	Automotive Service Technicians and Mechanics	120	\$9.15	\$19,036	\$15.96	\$33,195	3
46	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	120	\$15.91	\$33,085	\$23.28	\$48,431	3
47	11-1011	Chief Executives	110	\$28.46	\$59,196	\$62.73	\$130,470	5
48	13-2011	Accountants and Auditors	110	\$15.62	\$32,496	\$26.42	\$54,952	4
49	37-3011	Landscaping and Groundskeeping Workers	110	\$8.05	\$16,735	\$10.16	\$21,140	1
50	47-2073	Operating Engineers and Other Construction Equipment Operators	110	\$11.14	\$23,178	\$14.69	\$30,563	3
51	53-3033	Truck Drivers, Light or Delivery Services	110	\$7.80	\$16,214	\$12.54	\$26,083	1
52	31-1011	Home Health Aides	95	\$7.76	\$16,135	\$9.29	\$19,316	1
53	43-4081	Hotel, Motel, and Resort Desk Clerks	95	\$7.24	\$15,052	\$9.01	\$18,739	2
54	43-6011	Executive Secretaries and Administrative Assistants	95	\$11.95	\$24,853	\$17.63	\$36,668	4
55	51-9198	Helpers--Production Workers	95	\$8.15	\$16,948	\$10.91	\$22,686	1
56	53-3022	Bus Drivers, School	95	\$6.81	\$14,173	\$7.44	\$15,473	1
57	11-9141	Property, Real Estate, and Community Association Managers	85	\$11.25	\$23,400	\$16.89	\$35,140	4
58	23-1011	Lawyers	85	\$13.63	\$28,349	\$34.33	\$71,412	5
59	33-2011	Fire Fighters	85	\$9.64	\$20,049	\$15.06	\$31,332	3
60	35-3011	Bartenders	85	\$6.74	\$14,025	\$8.16	\$16,964	2
61	35-9021	Dishwashers	85	\$6.79	\$14,126	\$7.98	\$16,607	1
62	43-5071	Shipping, Receiving, and Traffic Clerks	85	\$8.08	\$16,814	\$11.85	\$24,658	1
63	45-2093	Farmworkers, Farm and Ranch Animals	85	N/A	N/A	N/A	N/A	1
64	53-7051	Industrial Truck and Tractor Operators	85	\$10.08	\$20,966	\$13.33	\$27,722	1
65	11-9021	Construction Managers	75	\$20.36	\$42,350	\$30.60	\$63,645	4
66	25-2011	Preschool Teachers, Except Special Education	75	\$7.00	\$14,567	\$10.62	\$22,096	4
67	25-2022	Middle School Teachers, Except Special and Vocational Education	75	N/A	\$33,083	N/A	\$40,673	4

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				Hourly	Annual	Hourly	Annual	
68	31-1013	Psychiatric Aides	75	\$8.33	\$17,330	\$8.94	\$18,603	2
69	41-2021	Counter and Rental Clerks	75	\$7.10	\$14,776	\$10.42	\$21,665	1
70	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	75	\$17.02	\$35,406	\$25.28	\$52,589	4
71	53-7064	Packers and Packagers, Hand	75	\$6.78	\$14,092	\$8.93	\$18,567	1
72	11-9051	Food Service Managers	60	\$15.07	\$31,356	\$25.49	\$53,026	4
73	31-9091	Dental Assistants	60	\$10.23	\$21,268	\$13.41	\$27,901	2
74	31-9092	Medical Assistants	60	\$9.61	\$19,987	\$12.13	\$25,239	3
75	33-9032	Security Guards	60	\$8.00	\$16,633	\$10.99	\$22,860	1
76	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	60	\$6.72	\$13,976	\$8.09	\$16,828	1
77	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	60	\$6.76	\$14,057	\$7.73	\$16,088	1
78	39-1012	Slot Key Persons	60	\$10.32	\$21,465	\$13.37	\$27,807	2
79	39-2021	Nonfarm Animal Caretakers	60	\$7.28	\$15,149	\$9.03	\$18,786	2
80	39-9032	Recreation Workers	60	\$7.18	\$14,937	\$10.35	\$21,525	3
81	53-3031	Driver/Sales Workers	60	\$8.05	\$16,744	\$12.67	\$26,354	1
82	11-9111	Medical and Health Services Managers	50	\$23.28	\$48,431	\$36.60	\$76,118	5
83	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	50	\$12.90	\$26,824	\$23.10	\$48,040	3
84	21-1021	Child, Family, and School Social Workers	50	\$12.65	\$26,312	\$15.54	\$32,319	5
85	29-2071	Medical Records and Health Information Technicians	50	\$8.75	\$18,208	\$12.87	\$26,771	3
86	33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	50	\$14.33	\$29,800	\$19.79	\$41,159	3
87	35-2015	Cooks, Short Order	50	\$6.68	\$13,900	\$8.19	\$17,026	1
88	35-3041	Food Servers, Nonrestaurant	50	\$6.79	\$14,121	\$7.72	\$16,061	1
89	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	50	\$9.58	\$19,936	\$13.79	\$28,682	3
90	39-1011	Gaming Supervisors	50	\$15.97	\$33,218	\$21.86	\$45,460	2
91	39-3012	Gaming and Sports Book Writers and Runners	50	\$7.44	\$15,475	\$9.33	\$19,397	2
92	39-3091	Amusement and Recreation Attendants	50	\$6.73	\$13,999	\$9.02	\$18,756	1
93	41-2012	Gaming Change Persons and Booth Cashiers	50	\$9.03	\$18,793	\$11.45	\$23,823	2
94	41-3021	Insurance Sales Agents	50	\$10.45	\$21,738	\$18.79	\$39,086	3
95	43-3011	Bill and Account Collectors	50	\$9.62	\$20,004	\$12.93	\$26,899	2
96	43-3021	Billing and Posting Clerks and Machine Operators	50	\$9.79	\$20,366	\$12.76	\$26,533	3
97	43-3041	Gaming Cage Workers	50	\$10.65	\$22,147	\$12.73	\$26,482	2
98	43-5052	Postal Service Mail Carriers	50	N/A	N/A	N/A	N/A	1
99	43-5061	Production, Planning, and Expediting Clerks	50	\$13.92	\$28,943	\$22.23	\$46,241	2
100	45-4022	Logging Equipment Operators	50	\$10.59	\$22,036	\$13.07	\$27,183	2

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 Twin Districts region was roughly **35** persons per year. The average annual salary for all surveyed occupations was found to be approximately **\$33,409**. For starting wages the mean was determined to be about **\$16,726**. 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 **35**. Then the annual overall wage for each occupation was divided by the average of **\$33,409** and the starting wage was divided by **\$16,726**. 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 **35** or **1.43**. If that same occupation had an annual salary of **\$37,500**, the second “index” would be **\$37,500** divided by **\$33,409** or **1.12**. If the starting wage were **\$20,500**, then dividing **\$20,500** by **\$16,726** would yield **1.23**. Adding the three “indexes” together would produce a “Hot Factor” of **3.78**. 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	Job Zone
1	29-1111 Registered Nurses	645	\$41,897	\$55,189	22.59	4
2	29-1061 Anesthesiologists	0	\$141,171	\$166,263	13.42	5
3	29-1062 Family and General Practitioners	35	\$114,844	\$177,680	13.18	5
4	11-1021 General and Operations Managers	255	\$47,368	\$87,056	12.72	4
5	29-1021 Dentists, General	10	\$87,671	\$178,249	10.86	5
6	11-1011 Chief Executives	110	\$59,196	\$130,470	10.59	5
7	41-1011 First-Line Supervisors/Managers of Retail Sales Workers	280	\$21,922	\$34,269	10.34	2
8	53-3032 Truck Drivers, Heavy and Tractor-Trailer	270	\$24,542	\$35,929	10.26	2
9	29-1065 Pediatricians, General	0	\$92,462	\$151,549	10.06	5
10	51-4121 Welders, Cutters, Solderers, and Brazers	245	\$27,629	\$35,464	9.71	2
11	29-1051 Pharmacists	25	\$86,220	\$106,738	9.06	5
12	25-2021 Elementary School Teachers, Except Special Education	195	\$34,837	\$42,962	8.94	4
13	43-1011 First-Line Supervisors/Managers of Office and Administrative Support Workers	185	\$27,127	\$42,022	8.17	3
14	25-2031 Secondary School Teachers, Except Special and Vocational Education	160	\$34,579	\$45,541	8.00	4
15	11-9121 Natural Sciences Managers	10	\$74,447	\$100,453	7.74	5
16	53-2011 Airline Pilots, Copilots, and Flight Engineers	0	\$76,652	\$93,515	7.38	4
17	41-4012 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	145	\$28,160	\$50,435	7.34	2
18	47-1011 First-Line Supervisors/Managers of Construction Trades and Extraction Workers	120	\$36,479	\$50,577	7.12	4
19	17-2011 Aerospace Engineers	10	\$68,645	\$88,232	7.03	5
20	19-2012 Physicists	0	\$66,550	\$100,060	6.97	5
21	51-1011 First-Line Supervisors/Managers of Production and Operating Workers	120	\$33,085	\$48,431	6.86	3
22	19-2042 Geoscientists, Except Hydrologists and Geographers	10	\$65,030	\$88,007	6.81	5
23	13-2011 Accountants and Auditors	110	\$32,496	\$54,952	6.73	4
24	11-9032 Education Administrators, Elementary and Secondary School	35	\$59,000	\$71,349	6.66	5
25	11-9111 Medical and Health Services Managers	50	\$48,431	\$76,118	6.60	5

The 50 *"Hottest"* Jobs

SOC Code	Occupational Title	Annual Demand	Average Starting Wage	Average Annual Wage	"Hot" Factor	Job Zone
26	11-9021 Construction Managers	75	\$42,350	\$63,645	6.58	4
27	47-2152 Plumbers, Pipefitters, and Steamfitters	135	\$25,859	\$38,276	6.55	3
28	17-2041 Chemical Engineers	10	\$59,465	\$85,837	6.41	5
29	11-2022 Sales Managers	35	\$45,139	\$89,421	6.38	4
30	47-2111 Electricians	120	\$28,439	\$39,424	6.31	3
31	23-1011 Lawyers	85	\$28,349	\$71,412	6.26	5
32	17-2061 Computer Hardware Engineers	0	\$57,670	\$91,871	6.20	4
33	49-1011 First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	75	\$35,406	\$52,589	5.83	4
34	11-3031 Financial Managers	35	\$43,745	\$73,431	5.81	5
35	17-2051 Civil Engineers	25	\$50,532	\$69,117	5.80	4
36	11-9071 Gaming Managers	0	\$56,485	\$80,709	5.79	3
37	17-2072 Electronics Engineers, Except Computer	10	\$52,524	\$78,001	5.76	5
38	15-1032 Computer Software Engineers, Systems Software	10	\$53,997	\$75,047	5.76	4
39	11-3051 Industrial Production Managers	25	\$45,436	\$73,961	5.64	4
40	17-2071 Electrical Engineers	10	\$51,990	\$72,851	5.57	5
41	19-2021 Atmospheric and Space Scientists	0	\$56,705	\$72,354	5.56	4
42	15-1011 Computer and Information Scientists, Research	10	\$50,491	\$74,796	5.54	5
43	25-1071 Health Specialties Teachers, Postsecondary	10	\$48,719	\$77,876	5.53	5
44	13-1111 Management Analysts	25	\$45,493	\$68,334	5.48	4
45	17-2141 Mechanical Engineers	25	\$46,419	\$64,352	5.42	4
46	17-3023 Electrical and Electronic Engineering Technicians	35	\$42,437	\$61,281	5.37	3
47	17-1012 Landscape Architects	0	\$56,149	\$66,970	5.36	4
48	25-2022 Middle School Teachers, Except Special and Vocational Education	75	\$33,083	\$40,673	5.34	4
49	43-6011 Executive Secretaries and Administrative Assistants	95	\$24,853	\$36,668	5.30	4
50	41-4011 Sales Representatives, Wholesale and Manufacturing, Technical and Scientific	10	\$47,600	\$72,005	5.29	3