

2023 Demand Occupations

SOC	Description	2023 Jobs	2028 Jobs	2023 - 2028 Change	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
11-2021	Marketing Managers	54	60	6	\$46.00	Bachelor's degree	5+ years	None
11-2022	Sales Managers	127	139	12	\$41.15	Bachelor's degree	<5 years	None
11-2032	Public Relations Managers	21	22	2	\$41.44	Bachelor's degree	5+ years	None
11-3012	Administrative Services Managers	196	200	5	\$38.92	Bachelor's degree	<5 years	None
11-3013	Facilities Managers	55	55	1	\$37.24	Bachelor's degree	<5 years	None
11-3021	Computer and Information Systems Managers	156	173	17	\$47.32	Bachelor's degree	5+ years	None
* 11-3031	Financial Managers	280	309	29	\$45.88	Bachelor's degree	5+ years	None
11-3051	Industrial Production Managers	76	85	9	\$44.65	Bachelor's degree	5+ years	None
11-3061	Purchasing Managers	46	48	2	\$49.72	Bachelor's degree	5+ years	None
11-3121	Human Resources Managers	140	148	8	\$50.51	Bachelor's degree	5+ years	None
* 11-3131	Training and Development Managers	65	66	1	\$51.53	Bachelor's degree	5+ years	None
11-9021	Construction Managers	393	434	41	\$29.37	Bachelor's degree	None	Moderate-term OJT
* 11-9039	Education Administrators, All Other	41	42	1	\$38.99	Bachelor's degree	<5 years	None
11-9041	Architectural and Engineering Managers	82	87	4	\$66.53	Bachelor's degree	5+ years	None
11-9072	Entertainment and Recreation Managers, Except	11	12	1	\$27.23	Bachelor's degree	<5 years	None
* 11-9111	Medical and Health Services Managers	320	354	34	\$42.72	Bachelor's degree	<5 years	None
11-9121	Natural Sciences Managers	28	29	1	\$47.57	Bachelor's degree	5+ years	None
* 11-9151	Social and Community Service Managers	69	76	7	\$26.28	Bachelor's degree	<5 years	None
11-9161	Emergency Management Directors	44	45	1	\$33.91	Bachelor's degree	5+ years	None
11-9199	Managers, All Other	512	555	42	\$34.43	Bachelor's degree	<5 years	None
11-1021	General and Operations Managers	1,795	1,902	107	\$35.75	Bachelor's degree	5+ years	None
13-1041	Compliance Officers	198	204	6	\$24.42	Bachelor's degree	None	Moderate-term OJT
13-1071	Human Resources Specialists	641	674	33	\$26.51	Bachelor's degree	None	None
* 13-1081	Logisticians	303	320	17	\$36.81	Bachelor's degree	None	None
* 13-1082	Project Management Specialists	378	397	19	\$35.23	Bachelor's degree	None	None
* 13-1111	Management Analysts	239	254	15	\$33.83	Bachelor's degree	<5 years	None
13-1121	Meeting, Convention, and Event Planners	70	75	5	\$24.07	Bachelor's degree	None	None
13-1141	Compensation, Benefits, and Job Analysis Specialists	42	44	2	\$22.04	Bachelor's degree	<5 years	None
13-1151	Training and Development Specialists	212	223	11	\$26.02	Bachelor's degree	<5 years	None
13-1161	Market Research Analysts and Marketing Specialists	231	255	24	\$22.29	Bachelor's degree	None	None
13-1199	Business Operations Specialists, All Other	519	543	24	\$37.01	Bachelor's degree	None	None
13-2011	Accountants and Auditors	682	711	29	\$29.13	Bachelor's degree	None	None
* 13-2028	Property Appraisers and Assessors	56	59	4	\$20.38	Bachelor's degree	None	Long-term OJT
13-2031	Budget Analysts	42	42	1	\$31.43	Bachelor's degree	None	None
13-2051	Financial and Investment Analysts	66	72	6	\$27.83	Bachelor's degree	None	None
13-2052	Personal Financial Advisors	51	56	5	\$32.05	Bachelor's degree	None	Long-term OJT
13-2061	Financial Examiners	16	18	2	\$33.28	Bachelor's degree	None	Long-term OJT
13-2071	Credit Counselors	37	38	1	\$20.57	Bachelor's degree	None	Moderate-term OJT
13-2072	Loan Officers	295	296	2	\$27.41	Bachelor's degree	<5 years	Moderate-term OJT
13-2099	Financial Specialists, All Other	55	57	3	\$32.39	Bachelor's degree	None	None

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15-1211	Computer Systems Analysts	188	201	13	\$36.42	Bachelor's degree	None	None
15-1212	Information Security Analysts	91	100	9	\$38.76	Bachelor's degree	<5 years	None
15-1231	Computer Network Support Specialists	109	119	10	\$24.39	Associate's degree	None	None
15-1232	Computer User Support Specialists	359	379	20	\$18.97	Some college	None	None
15-1241	Computer Network Architects	75	81	6	\$57.42	Bachelor's degree	5+ years	None
15-1242	Database Administrators	48	50	2	\$39.02	Bachelor's degree	None	None
15-1244	Network and Computer Systems Administrators	182	190	8	\$34.26	Bachelor's degree	None	None
15-1252	Software Developers	232	283	51	\$39.33	Bachelor's degree	None	None
15-1253	Software Quality Assurance Analysts and Testers	46	52	6	\$21.28	Bachelor's degree	None	None
15-1254	Web Developers	24	27	3	\$36.83	Bachelor's degree	None	None
15-1255	Web and Digital Interface Designers	47	51	4	\$29.80	Bachelor's degree	None	None
15-1299	Computer Occupations, All Other	265	283	18	\$38.86	Bachelor's degree	None	None
15-2031	Operations Research Analysts	33	35	2	\$39.42	Bachelor's degree	None	None
15-2051	Data Scientists	36	44	7	\$36.11	Bachelor's degree	None	None
* 17-1011	Architects, Except Landscape and Naval	26	30	4	\$35.34	Bachelor's degree	None	Internship/residency
17-1022	Surveyors	23	25	2	\$28.31	Bachelor's degree	None	Internship/residency
* 17-2011	Aerospace Engineers	72	75	3	\$49.88	Bachelor's degree	None	None
17-2041	Chemical Engineers	17	17	1	\$46.52	Bachelor's degree	None	None
* 17-2051	Civil Engineers	172	183	10	\$36.13	Bachelor's degree	None	None
* 17-2061	Computer Hardware Engineers	19	20	1	\$57.46	Bachelor's degree	None	None
17-2071	Electrical Engineers	73	78	6	\$45.13	Bachelor's degree	None	None
17-2072	Electronics Engineers, Except Computer	67	73	6	\$41.05	Bachelor's degree	None	None
* 17-2112	Industrial Engineers	109	124	16	\$39.25	Bachelor's degree	None	None
* 17-2141	Mechanical Engineers	145	161	16	\$42.03	Bachelor's degree	None	None
* 17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	15	18	3	\$70.41	Bachelor's degree	None	None
17-2171	Petroleum Engineers	90	97	7	\$74.51	Bachelor's degree	None	None
17-2199	Engineers, All Other	157	158	1	\$47.39	Bachelor's degree	None	None
* 17-3011	Architectural and Civil Drafters	47	51	4	\$22.32	Associate's degree	None	None
17-3013	Mechanical Drafters	27	28	1	\$26.12	Associate's degree	None	None
* 17-3022	Civil Engineering Technologists and Technicians	54	55	1	\$22.55	Associate's degree	None	None
17-3023	Electrical and Electronic Engineering Technologists	73	77	4	\$34.66	Associate's degree	None	None
* 17-3026	Industrial Engineering Technologists and Technicians	29	32	2	\$30.11	Associate's degree	None	None
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	71	73	2	\$35.85	Associate's degree	None	None
* 19-1029	Biological Scientists, All Other	30	31	1	\$35.69	Bachelor's degree	None	None
19-2031	Chemists	24	26	2	\$31.46	Bachelor's degree	None	None
* 19-2041	Environmental Scientists and Specialists, Including Health	15	19	4	\$26.87	Bachelor's degree	None	None
* 19-2042	Geoscientists, Except Hydrologists and Geographers	21	22	1	\$54.90	Bachelor's degree	None	None

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* 19-4021	Biological Technicians	21	22	1	\$21.54	Bachelor's degree	None	None
* 19-4031	Chemical Technicians	43	45	2	\$30.16	Associate's degree	None	Moderate-term OJT
19-4043	Geological Technicians, Except Hydrologic	21	23	2	\$25.02	Associate's degree	None	Moderate-term OJT
* 19-4099	Life, Physical, and Social Science Technicians, All Other	28	29	1	\$27.68	Associate's degree	None	None
* 19-5011	Occupational Health and Safety Specialists	72	75	2	\$33.31	Bachelor's degree	None	None
* 21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	179	203	23	\$22.31	Bachelor's degree	None	None
21-1029	Social Workers, All Other	53	54	1	\$42.32	Bachelor's degree	None	None
* 21-1091	Health Education Specialists	39	40	1	\$24.42	Bachelor's degree	None	None
21-1092	Probation Officers and Correctional Treatment	31	33	2	\$21.03	Bachelor's degree	None	Short-term OJT
23-2011	Paralegals and Legal Assistants	104	108	4	\$20.66	Associate's degree	None	None
* 25-2012	Kindergarten Teachers, Except Special Education	139	140	2	\$24.65	Bachelor's degree	None	None
* 25-2021	Elementary School Teachers, Except Special	1,229	1,248	19	\$23.90	Bachelor's degree	None	None
25-2022	Middle School Teachers, Except Special and	591	598	7	\$27.66	Bachelor's degree	None	None
* 25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,324	1,355	31	\$26.24	Bachelor's degree	None	None
25-2032	Career/Technical Education Teachers, Secondary	73	74	1	\$28.65	Bachelor's degree	<5 years	None
25-2052	Special Education Teachers, Kindergarten and	99	102	3	\$23.16	Bachelor's degree	None	None
* 25-2057	Special Education Teachers, Middle School	32	34	1	\$26.14	Bachelor's degree	None	None
* 25-2058	Special Education Teachers, Secondary School	254	257	3	\$31.95	Bachelor's degree	None	None
* 25-3099	Teachers and Instructors, All Other	336	339	4	\$34.19	Bachelor's degree	None	None
25-9099	Educational Instruction and Library Workers, All Other	82	86	4	\$19.76	Bachelor's degree	None	None
27-1024	Graphic Designers	45	50	5	\$19.02	Bachelor's degree	None	None
* 27-2012	Producers and Directors	27	27	1	\$29.07	Bachelor's degree	<5 years	None
* 27-3031	Public Relations Specialists	87	91	4	\$23.17	Bachelor's degree	None	None
* 29-1031	Dietitians and Nutritionists	37	38	1	\$23.59	Bachelor's degree	None	Internship/residency
* 29-1126	Respiratory Therapists	80	85	5	\$28.15	Associate's degree	None	None
* 29-1141	Registered Nurses	1,604	1,642	37	\$29.14	Bachelor's degree	None	None
29-1292	Dental Hygienists	109	112	3	\$40.07	Associate's degree	None	None
* 29-2018	Clinical Laboratory Technologists and Technicians	231	239	8	\$22.29	Bachelor's degree	None	None
* 29-2032	Diagnostic Medical Sonographers	15	17	2	\$33.62	Associate's degree	None	None
29-2034	Radiologic Technologists and Technicians	157	160	2	\$26.77	Associate's degree	None	None
* 29-2042	Emergency Medical Technicians	205	232	27	\$12.26	Postsecondary	None	None
* 29-2043	Paramedics	257	276	18	\$17.74	Postsecondary	None	None
* 29-2055	Surgical Technologists	47	47	0	\$22.47	Postsecondary	None	None
* 29-2061	Licensed Practical and Licensed Vocational Nurses	929	957	27	\$20.15	Postsecondary	None	None
* 29-2099	Health Technologists and Technicians, All Other	66	67	1	\$19.89	Postsecondary	None	None

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* 29-9099	Healthcare Practitioners and Technical Workers, All Other	34	34	1	\$27.69	Postsecondary	None	None
* 31-1131	Nursing Assistants	972	1,023	52	\$11.56	Postsecondary	None	None
* 31-2011	Occupational Therapy Assistants	29	34	6	\$25.12	Associate's degree	None	None
* 31-2021	Physical Therapist Assistants	87	100	13	\$28.06	Associate's degree	None	None
* 31-9011	Massage Therapists	22	28	6	\$21.62	Postsecondary	None	None
* 31-9091	Dental Assistants	276	272	(3)	\$18.22	Postsecondary	None	None
31-9092	Medical Assistants	366	373	7	\$13.81	Postsecondary	None	None
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	59	64	5	\$32.26	Postsecondary	<5 years	Moderate-term OJT
33-2011	Firefighters	446	473	27	\$21.03	Postsecondary	None	Long-term OJT
* 41-3031	Securities, Commodities, and Financial Services Sales	101	109	8	\$22.72	Bachelor's degree	None	Moderate-term OJT
* 41-4011	Sales Representatives, Wholesale and Manufacturing,	231	249	18	\$23.85	Bachelor's degree	None	Moderate-term OJT
43-6013	Medical Secretaries and Administrative Assistants	454	454	0	\$15.20	HSD or HSE	None	Moderate-term OJT
47-2111	Electricians	402	421	19	\$25.57	HSD or HSE	None	Apprenticeship
47-2152	Plumbers, Pipefitters, and Steamfitters	478	493	15	\$22.75	HSD or HSE	None	Apprenticeship
49-2011	Computer, Automated Teller, and Office Machine Repairers	47	49	2	\$19.13	Some college	None	Short-term OJT
* 49-2021	Radio, Cellular, and Tower Equipment Installers and	16	18	2	\$22.10	Associate's degree	None	Moderate-term OJT
49-2022	Telecommunications Equipment Installers and	123	146	23	\$23.85	Postsecondary	None	Moderate-term OJT
* 49-2091	Avionics Technicians	108	109	1	\$31.55	Associate's degree	None	None
* 49-2094	Electrical and Electronics Repairers, Commercial and	164	168	4	\$28.86	Postsecondary	None	Long-term OJT
49-2095	Electrical and Electronics Repairers, Powerhouse,	77	78	2	\$38.55	Postsecondary	<5 years	Moderate-term OJT
* 49-3011	Aircraft Mechanics and Service Technicians	579	583	4	\$31.73	Postsecondary	None	None
* 49-3023	Automotive Service Technicians and Mechanics	634	646	12	\$19.80	Postsecondary	None	Short-term OJT
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics	424	441	17	\$21.27	Postsecondary	None	Long-term OJT
* 49-9062	Medical Equipment Repairers	30	35	5	\$22.69	Associate's degree	None	Moderate-term OJT
49-9081	Wind Turbine Service Technicians	76	83	7	\$24.27	Postsecondary	None	Long-term OJT
51-4121	Welders, Cutters, Solderers, and Brazers	551	510	(41)	\$21.32	HSD or HSE	None	Moderate-term OJT
* 53-2021	Air Traffic Controllers	78	80	1	\$52.41	Associate's degree	None	Long-term OJT
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,382	1,465	84	\$20.47	Postsecondary	None	Short-term OJT

* New Additions for 2023

State 2022 Critical Demand Occupations List

Requested by board member

Approved 8/9/2023