

INDUSTRY AND OCCUPATIONAL DATA REPORT

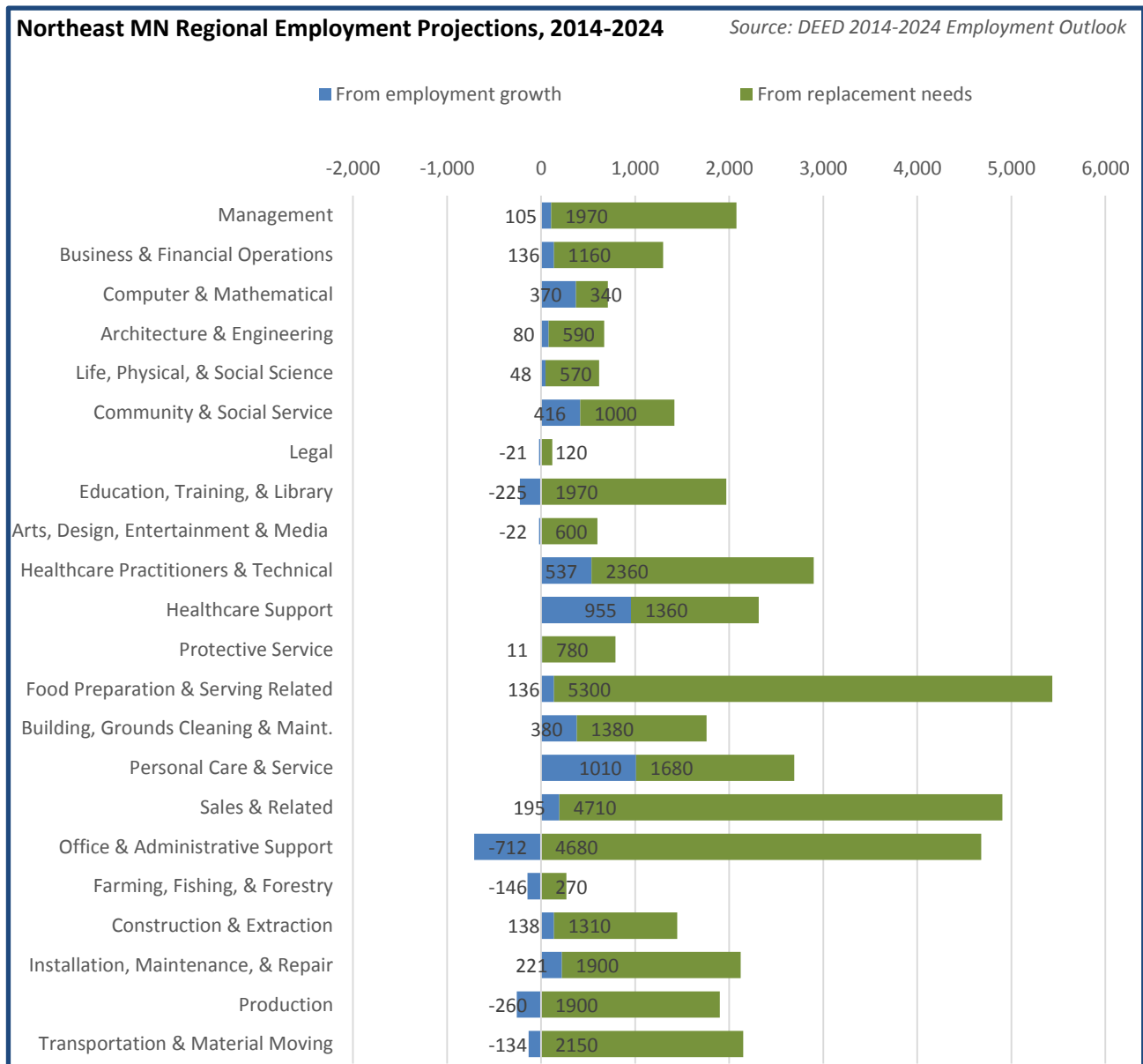
for the Eveleth-Gilbert and Virginia School Boards

*Prepared by the Northeast Minnesota Office of Job Training and the
Minnesota Department of Employment and Economic Development*

Two primary sets of data are available to assist the boards in exploring an academy model, *industry* and *occupation* projections. Occupation projections are only available on a regional basis, which includes the 7-county Arrowhead region (Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, and St. Louis counties). Industry data is available on a county and regional basis, both included below.

OCCUPATION PROJECTIONS

The following graph depicts employment projections by sector. Note that most of the occupational growth will be from replacement openings for workers who leave an occupation (primarily retirement but also other factors). Because of our aging population, ensuring there is a ready supply of skilled workers in these sectors is critical to the economic well-being of our communities.



According to this data, the following are the top 15 occupational groups projected to have the greatest need for workers by 2024 in Northeast Minnesota (See Appendix A for definitions of these occupational groups).

1. Food Preparation & Serving-related:	5,436 openings
2. Sales & Related:	4,905 openings
3. Office & Administrative Support:	3,968 openings
4. Healthcare Practitioners & Technical:	2,897 openings
5. Personal Care & Service:	2,390 openings
6. Healthcare Support:	2,315 openings
7. Installation, Maintenance & Repair:	2,121 openings
8. Management:	2,075 openings
9. Transportation & Material Moving:	2,016 openings
10. Building, Grounds Cleaning & Maintenance:	1,745 openings
11. Education, Training & Library:	1,748 openings
12. Production:	1,640 openings
13. Construction & Extraction:	1,448 openings
14. Community & Social Service:	1,416 openings
15. Business & Financial Operations:	1,296 openings

Another way to consider occupations in demand is by educational requirement, or what training is required to enter careers that are considered high need in our region. See Appendix B for a full list of high demand occupations by training requirement and median wage, including:

- High school diploma (64 positions in high demand; 20% pay more than \$50,000/year*)
- Vocational training (17 positions in high demand; 41% pay more than \$50,000/year*)
- Associate’s degree (11 positions in high demand; 82% pay more than \$50,000/year*)
- Bachelor’s degree (44 positions in high demand; 91% pay more than \$50,000/year*)

** The cost of living in NE MN for a family of three consisting of 2 adults and 1 child is \$45,852; cost of living in St. Louis County for a family of three is \$47,046. The cost of living for a single person living alone and working full time is \$25,076. Cost of living data calculates basic living costs; further data by different family types (number of children, full-time or part-time work, etc.) is available through DEED’s [Cost of Living](#) tool.*

INDUSTRY MIX

Data on the current mix of industries is available for 1) the 7-county region, 2) by county, and 3) for St. Louis County minus Duluth. Tables 1, 2, and 3 detail the current industry mix for all three levels of data, including number of employees, percent of total jobs, number of firms within each industry, and average annual wage.

The following industries are included among the top ten largest industries in the region, St. Louis County as a whole, and in St. Louis County outside of Duluth:

1. Healthcare and Social Assistance
2. Retail
3. Accommodation and Food Services
4. Educational Services
5. Public Administration
6. Manufacturing
7. Construction
8. Finance and Insurance

Table 1. St. Louis County Industry Mix (without Duluth), 2017

Industry	Number of Employees	Percent of Total Jobs	Number of Firms	Avg. Annual Wage
Total, All Industries	38,968	100.0%	2,838	\$40,720
Health Care and Social Assistance	7,195	18.5%	285	\$38,046
Retail Trade	5,725	14.7%	435	\$26,466
Accommodation and Food Services	3,845	9.9%	304	\$14,976
Mining	3,279	8.4%	16	\$88,226
Educational Services	2,955	7.6%	69	\$41,617
Public Administration	2,470	6.3%	132	\$42,131
Construction	2,153	5.5%	408	N/A
Manufacturing	1,573	4.0%	126	\$46,136
Finance and Insurance	1,449	3.7%	132	\$45,925
Other Services (except Public Administration)	1,532	3.9%	224	\$33,331
Transportation and Warehousing	1,477	3.8%	114	\$43,650
Administrative and Support and Waste Mgmt	1,106	2.8%	101	\$27,067
Arts, Entertainment, and Recreation	1,102	2.8%	69	\$22,123
Wholesale Trade	989	2.5%	93	\$60,093
Professional, Scientific, and Technical Services	884	2.3%	143	\$56,276
Real Estate and Rental and Leasing	377	1.0%	93	\$25,448
Information	291	0.7%	40	\$38,919
Utilities	226	0.6%	12	\$78,654
Management of Companies and Enterprises	208	0.5%	7	\$66,323
Agriculture, Forestry, Fishing and Hunting	186	0.5%	40	\$31,707

Source: DEED's Quarterly Census of Employment and Wages

Table 2. St. Louis County Industry Mix, 2017

Industry	Number of Employees	Percent of Total Jobs	Number of Firms	Avg. Annual Wage
Total, All Industries	98,009	100.0%	5,260	\$44,470
Health Care and Social Assistance	25,873	26.4%	611	\$50,372
Retail Trade	11,969	12.2%	843	\$25,426
Accommodation and Food Services	9,862	10.1%	545	\$16,495
Educational Services	8,056	8.2%	138	\$43,782
Public Administration	6,052	6.2%	191	\$54,072
Manufacturing	4,469	4.6%	213	\$53,832
Construction	4,053	4.1%	531	\$57,338
Other Services (except Public Administration)	3,627	3.7%	478	\$28,336
Professional, Scientific, and Technical Services	3,574	3.6%	368	\$64,845
Finance and Insurance	3,319	3.4%	280	\$55,550
Mining	3,279	3.3%	16	\$88,226
Transportation and Warehousing	2,857	2.9%	176	\$50,789
Administrative and Support and Waste Mgmt	2,585	2.6%	177	\$28,547
Arts, Entertainment, and Recreation	2,132	2.2%	143	\$20,883
Wholesale Trade	2,115	2.2%	178	\$57,597
Real Estate and Rental and Leasing	1,166	1.2%	206	\$30,436
Information	1,133	1.2%	79	\$48,279
Utilities	968	1.0%	18	\$93,942
Management of Companies and Enterprises	730	0.7%	31	\$75,143
Agriculture, Forestry, Fishing and Hunting	186	0.2%	40	\$31,707

Source: DEED's Quarterly Census of Employment and Wages

Table 3. Northeast Minnesota Region Industry Mix, 2017

Industry	Number of Jobs	Percent of Total Jobs	Number of Firms	Avg. Annual Wage
Total, All Industries	142,984	100.0%	8,639	\$43,073
Health Care & Social Assistance	34,121	23.9%	927	\$48,101
Retail Trade	17,637	12.3%	1,352	\$25,353
Accommodation & Food Services	15,179	10.6%	939	\$16,407
Educational Services	12,244	8.6%	261	\$41,964
Public Administration	11,015	7.7%	365	\$50,759
Manufacturing	8,499	5.9%	344	\$58,709
Construction	6,232	4.4%	925	\$57,507
Other Services	5,014	3.5%	784	\$27,405
Finance & Insurance	4,579	3.2%	431	\$54,325
Professional & Technical Services	4,179	2.9%	530	\$62,106
Mining	4,005	2.8%	31	\$89,533
Transportation & Warehousing	3,972	2.8%	326	\$47,835
Arts, Entertainment, & Recreation	3,729	2.6%	245	\$22,916
Admin. Support & Waste Mgmt. Svcs.	3,602	2.5%	294	\$28,504
Wholesale Trade	3,092	2.2%	264	\$54,517
Utilities	1,629	1.1%	51	\$92,738
Information	1,448	1.0%	133	\$45,597
Real Estate & Rental & Leasing	1,421	1.0%	279	\$29,287
Management of Companies	750	0.5%	36	\$75,631
Agriculture, Forestry, Fish & Hunt	633	0.4%	126	\$38,898
Source: DEED Quarterly Census of Employment & Wages (QCEW) program				

Distinguishing Industries

Northeast Minnesota stands out in the state for its higher concentrations of employment in mining and natural resources, and as measured by location quotient (the share of employment in the region compared to the state as a whole). The region has more than 70 percent of the state's jobs in water transportation and mining. With trees as a natural resource in the region, forestry and logging and paper manufacturing are also distinguishing industries.

Industry Projections

Northeast Minnesota's economy is projected to grow 2.0 percent from 2014 to 2024, a gain of 3,218 new jobs. The largest and fastest growing industry is expected to be healthcare and social assistance, which may gain almost 3,600 jobs in the region from 2014 to 2024. Other industries that are expected to grow in the region include professional and technical services, administrative support and waste management services, accommodation and food services, finance and insurance, mining, construction, and arts, entertainment, and recreation.

In contrast, the region is expected to see declines in public administration; manufacturing; agriculture, forestry, fishing, and hunting; information, and utilities.

Table 4 illustrates projected regional industry growth and decline. These projections indicate the following five industries will experience the most growth between 2014 and 2024:

- Healthcare and Social Assistance (11.7% growth)
- Professional and Technical Services (14.8%)
- Administrative and Waste Services (7.4%)
- Real Estate, Rental and Leasing (6.7%)
- Arts, Entertainment, and Recreation (6.4%)

These industries are the top five projected to decline between 2014 and 2024:

- Agriculture, Forestry, Fishing and Hunting (-17.1%)
- Information (-10.3%)
- Utilities (-7.9%)
- Manufacturing (-7.3%)
- Public Administration (-3.6%)

**Table 4. Northeast Minnesota Region
Industry Employment Projections, 2014-2024**

Industry	Estimated Employment 2014	Projected Employment 2024	Percent Change 2014 - 2024	Numeric Change 2014 - 2024
Total, All Industries	159,860	163,078	2.0%	3,218
Health Care and Social Assistance	30,558	34,141	11.7%	3,583
Professional and Technical Services	4,362	5,011	14.8%	649
Administrative and Waste Services	3,845	4,131	7.4%	286
Accommodation and Food Services	14,162	14,415	1.7%	253
Arts, Entertainment, and Recreation	3,547	3,777	6.4%	230
Finance and Insurance	5,244	5,396	2.8%	152
Mining	4,637	4,776	2.9%	139
Construction	6,468	6,606	2.1%	138
Real Estate and Rental and Leasing	1,242	1,326	6.7%	84
Educational Services	2,293	2,358	2.8%	65
Management of Companies and Enterprises	872	894	2.5%	22
Wholesale Trade	3,304	3,250	-1.6%	-54
Transportation and Warehousing	3,775	3,718	-1.5%	-57
Retail Trade	17,710	17,633	-0.4%	-77
Other Services, Ex. Public Admin	6,889	6,809	-1.1%	-80
Utilities	1,607	1,479	-7.9%	-128
Information	1,648	1,477	-10.3%	-171
Agriculture, Forestry, Fishing & Hunting	1,834	1,520	-17.1%	-314
Manufacturing	8,544	7,920	-7.3%	-624
Public Administration	27,158	26,170	-3.6%	-988

Source: DEED's Employment Outlook

Economy

Northeast Minnesota has seen a period of recovery following the recession and has recently regained all jobs that were lost. The region lost 3,394 jobs due to the recession, but has gained 4,777 jobs since 2009 and had 83,068 jobs in 2016. Though steady, the region has recovered more slowly than the state so far, which gained jobs at an 8.1 percent clip from 2011 to 2016, compared to a 3.5 percent increase in the local area.

According to DEED's [Quarterly Census of Employment & Wages \(QCEW\) program](#), Northeast Minnesota was home to 6,064 business establishments providing 83,068 covered jobs through 2016, with a total payroll of just over \$3.2 billion, about 3.0 percent of total employment in the state of Minnesota.

APPENDIX A – OCCUPATIONAL GROUP DEFINITIONS

Food Preparation & Serving Related: 5,436 openings Median Wage: \$11.47 (range: \$9.95 - \$15.22)

Sample Job Titles: Deli Clerk; Deli Slicer; Food Preparer; Salad Maker; Sandwich Maker; Dishwasher

Top Employing Industries in NE MN: Leisure & Hospitality; Education & Health Services

Sales & Related: 4,905 openings Median Wage: \$15.25 (range: \$10.22 - \$27.36)

Sample Job Titles: Cashiers; Counter & Rental Clerks; Insurance Sales; Parts Salesperson; Sales Engineers; Real Estate Sales Agents

Top Employing Industries in NE MN: Manufacturing

Office & Administrative Support: 3,968 openings Median Wage: \$16.36 (range: \$10.27 - \$27.02)

Sample Job Titles: Office Clerks; Loan Officers; Office & Administrative Support Workers; Office Managers

Top Employing Industries in NE MN: Education & Health Services; Professional & Business Services; Public Administration; Financial Activities

Healthcare Practitioners & Technical: 2,897 openings Median Wage: \$29.02 (range: \$17.37 - \$70.17)

Sample Job Titles: Lab Technicians; Radiology Technicians; Health Unit Coordinators; Acupuncture; Homeopathic/Holistic Health

Top Employing Industries in NE MN: Education & Health Services

Personal Care & Service: 2,390 openings Median Wage: \$11.53 (range: \$9.88 - \$17.30)

Sample Job Titles: Personal Care Aides; Home Health Aides; Social & Human Service Assistants

Top Employing Industries in NE MN: Education & Health Services; Public Administration

Healthcare Support: 2,315 openings Median Wage: \$14.89 (range: \$11.00 - \$22.21)

Sample Job Titles: Endoscopy Technician; Speech-Language Pathology Assistants

Top Employing Industries in NE MN: Education & Health Services

Installation, Maintenance & Repair: 2,121 openings Median Wage: \$22.56 (range: \$12.01 - \$36.82)

Sample Job Titles: Building Equipment Operator, Facilities Maintenance Technician, General Maintenance Mechanic; Trades Helper; Maintenance Technician

Top Employing Industries in NE MN: Trade, Transportation, & Utilities; Public Administration; Construction; Manufacturing

Management: 2,075 openings Median Wage: \$39.95 (range: \$20.79 - \$72.78)

Sample Job Titles: Business Analyst; Records Management; Business Operations Specialist; CEO; Director

Top Employing Industries in NE MN: Education & Health Services; Professional & Business Services; Public Administration

Transportation & Material Moving: 2,016 openings Median Wage: \$17.37 (range: \$10.04 - \$28.77)

Sample Job Titles: Heavy & Tractor-Trailer Truck Drivers; Shipping, Receiving & Traffic Clerks; Transportation Planners; Laborers & Freight, Stock, and Material Movers

Top Employing Industries in NE MN: Trade, Transportation & Utilities

Building, Grounds Cleaning & Maintenance: 1,745 openings Median Wage: \$12.81 (range: \$9.88 - \$21.89)

Sample Job Titles: Building Maintenance Mechanic; Plant Maintenance Technician; Caretaker; Custodian

Top Employing Industries in NE MN: Public Administration; Education & Health Services; Leisure & Hospitality; Trade, Transportation, & Utilities; Manufacturing; Professional & Business Services

Education, Training & Library: 1,748 openings Median Wage: \$23.93 (range: \$12.43 - \$42.47)

Sample Job Titles: Adult Basic Education Instructor; Health Educators; Training & Development Managers

Top Employing Industries in NE MN: Education & Health Services; Public Administration

Production: 1,640 openings Median Wage: \$19.44 (range: \$11.32 - \$33.14)

Sample Job Titles: Industrial Production Worker; Engineering Technicians; Production, Planning & Expediting Clerks; Assembly Technicians

Top Employing Industries in NE MN: Manufacturing; Natural Resources & Mining; Trade, Transportation & Utilities

Construction & Extraction: 1,448 openings Median Wage: \$27.53 (range: \$15.58 - \$39.50)

Sample Job Titles: Carpenters; Painters, Construction & Maintenance; Earth Drillers; Construction Laborers; Building Inspector; Operating Engineers & Equipment Operators; Mining Machine Operators

Top Employing Industries in NE MN: Constructions; Mining; Trade, Transportation & Utilities

Community & Social Service: 1,416 openings Median Wage: \$19.18 (range: \$12.11 - \$33.02)

Sample Job Titles: Social Worker; Community Health Worker; Mental Health Counselor; Social and Community Service Manager; Substance Abuse Counselor; Probation Officer

Top Employing Industries in NE MN: Education & Health Services; Public Administration

Business & Financial Operations: 1,296 openings Median Wage: \$28.31 (range: 17.43 - \$43.21)

Sample Job Titles: Business Manager; Financial Manager; Accountant; Auditor; Financial Advisor

Top Employing Industries in NE MN: Professional & Business Services; Education & Health Services; Public Administration; Manufacturing; Trade, Transportation & Utilities; Construction; Financial Activities; Leisure & Hospitality

APPENDIX B – OCCUPATIONS IN DEMAND BY EDUCATIONAL REQUIREMENT

Note: The current demand indicator represents how favorable current demand conditions are for an occupation relative to other occupations in the same region. Occupations are rated using a combination of local labor market data, and then assigned an indicator from 'Five Stars' (more favorable current demand conditions) to 'One Star' (less favorable current demand conditions).

High School Education Requirement		
Job Title	Current Demand Indicator	Median Wage
Heavy and Tractor-Trailer Truck Drivers	Five Stars	\$42,558/yr
Bus and Truck Mechanics and Diesel Engine	Five Stars	\$48,719/yr
First-Line Supervisors of Retail Sales Workers	Five Stars	\$36,879/yr
Office Clerks, General	Five Stars	\$32,701/yr
Social and Human Service Assistants	Five Stars	\$30,953/yr
Maintenance and Repair Workers, General	Five Stars	\$37,786/yr
First-Line Supervisors of Food Preparation	Five Stars	\$30,354/yr
Teacher Assistants	Five Stars	\$31,366/yr
Secretaries and Administrative Assistants, Except	Five Stars	\$36,816/yr
Bookkeeping, Accounting, and Auditing Clerks	Five Stars	\$35,865/yr
Recreation Workers	Five Stars	\$26,418/yr
Medical Secretaries	Five Stars	\$37,381/yr
Sales Representatives, Wholesale and Manufacturing	Five Stars	\$54,125/yr
Customer Service Representatives	Five Stars	\$30,703/yr
Hotel, Motel, and Resort Desk Clerks	Five Stars	\$22,954/yr
Medical Assistants	Five Stars	\$37,227/yr
First-Line Supervisors of Office and Administrative	Five Stars	\$51,319/yr
Pharmacy Technicians	Five Stars	\$33,805/yr
Tellers	Five Stars	\$26,379/yr
Receptionists and Information Clerks	Five Stars	\$27,747/yr
Childcare Workers	Five Stars	\$23,346/yr
Operating Engineers, Other Construction Equipment	Five Stars	\$69,265/yr
Nonfarm Animal Caretakers	Five Stars	\$20,562/yr
Light Truck or Delivery Services Drivers	Five Stars	\$36,363/yr
First-Line Supervisors of Production and Operating	Five Stars	\$60,853/yr
Reservation and Transportation Ticket Agents and T	Five Stars	\$53,565/yr
Welders, Cutters, Solderers, and Brazers	Five Stars	\$48,622/yr
Driver/Sales Workers	Five Stars	\$20,955/yr
Loan Officers	Five Stars	\$52,215/yr
Psychiatric Aides	Five Stars	\$44,843/yr
Maintenance Workers, Machinery	Five Stars	\$45,826/yr
Insurance Claims and Policy Processing Clerks	Five Stars	\$34,103/yr
First-Line Supervisors of Personal Service Workers	Five Stars	\$34,792/yr
Grinding, Lapping, Polishing, and Buffing Machine	Five Stars	\$41,865/yr
Residential Advisors	Five Stars	\$35,136/yr
Furnace, Kiln, Oven, Drier, and Kettle Operators a	Five Stars	\$40,627/yr
Eligibility Interviewers, Government Programs	Five Stars	\$48,677/yr

Inspectors, Testers, Sorters, Samplers, and Weigher Phlebotomists	Five Stars	\$34,916/yr
Shipping, Receiving, and Traffic Clerks	Four Stars	\$34,731/yr
First-Line Supervisors of Mechanics, Installers, a Cost Estimators	Four Stars	\$34,705/yr
Aircraft Structure, Surfaces, Rigging, and Systems	Four Stars	\$64,014/yr
Woodworking Machine Setters, Operators, Tender	Four Stars	\$53,965/yr
Loan Interviewers and Clerks	Four Stars	NA
Opticians, Dispensing	Four Stars	\$30,304/yr
Coaches and Scouts	Four Stars	\$40,489/yr
Insurance Sales Agents	Four Stars	\$30,923/yr
Advertising Sales Agents	Four Stars	\$39,781/yr
Interviewers, Except Eligibility and Loan	Four Stars	\$55,538/yr
Postal Service Clerks	Four Stars	\$39,535/yr
Order Clerks	Four Stars	\$34,247/yr
Claims Adjusters, Examiners, and Investigators	Four Stars	\$43,621/yr
Cabinetmakers and Bench Carpenters	Four Stars	\$24,094/yr
Medical Equipment Preparers	Four Stars	\$54,304/yr
Production, Planning, and Expediting Clerks	Four Stars	\$35,435/yr
Psychiatric Technicians	Four Stars	\$42,134/yr
Postal Service Mail Sorters, Processors	Four Stars	\$57,759/yr
Dental Laboratory Technicians	Four Stars	\$38,254/yr
Orderlies	Four Stars	\$59,000/yr
First-Line Supervisors of Transportation and Mater	Four Stars	\$42,815/yr
Power Plant Operators	Four Stars	\$40,224/yr
Crushing, Grinding, and Polishing Machine Setters,	Four Stars	NA
Gaming Change Persons and Booth Cashiers	Four Stars	\$82,888/yr
Furniture Finishers	Four Stars	\$46,616/yr
Mixing and Blending Machine Setters, Operators,	Four Stars	\$24,703/yr
	Four Stars	\$36,618/yr
	Four Stars	\$44,398/yr

Vocational Training Requirement

Job Title	Current Demand Indicator	Median Wage
Nursing Assistants	Five Stars	\$30,968/yr
Emergency Medical Technicians and Paramedics	Five Stars	\$33,569/yr
Licensed Practical and Licensed Vocational Nurses	Five Stars	\$40,940/yr
Hairdressers, Hairstylists, and Cosmetologists	Five Stars	\$30,869/yr
Automotive Service Technicians and Mechanics	Five Stars	\$40,379/yr
Industrial Machinery Mechanics	Five Stars	\$58,696/yr
Electricians	Five Stars	\$69,224/yr
Medical Records and Health Information Technicians	Five Stars	\$44,938/yr
Massage Therapists	Five Stars	\$43,016/yr
Aircraft Mechanics and Service Technicians	Five Stars	\$60,579/yr
Mobile Heavy Equipment Mechanics, Except Engines	Four Stars	\$52,510/yr
Dental Assistants	Four Stars	\$45,550/yr
Forest and Conservation Technicians	Four Stars	\$43,017/yr
Wind Turbine Service Technicians	Four Stars	\$72,945/yr
Avionics Technicians	Four Stars	\$57,985/yr

Electric Motor, Power Tool, and Related Repairers	Four Stars	\$49,623/yr
Ship Engineers	Four Stars	\$110,951/yr

Associate's Degree Requirement

Job Title	Current Demand Indicator	Median Wage
Registered Nurses	Five Stars	\$61,126/yr
Electrical and Electronics Engineering Technicians	Five Stars	\$70,694/yr
Radiologic Technologists	Five Stars	\$62,596/yr
Police and Sheriff's Patrol Officers	Five Stars	\$63,735/yr
Surgical Technologists	Four Stars	\$52,917/yr
Computer User Support Specialists	Four Stars	\$49,251/yr
Cardiovascular Technologists and Technicians	Four Stars	\$70,329/yr
Respiratory Therapists	Four Stars	\$63,740/yr
Computer Network Support Specialists	Four Stars	\$59,332/yr
Diagnostic Medical Sonographers	Four Stars	\$75,441/yr
Physical Therapist Assistants	Four Stars	\$49,938/yr

Bachelor's Degree Requirement

Job Title	Current Demand Indicator	Median Wage
Mental Health Counselors	Five Stars	NA
Elementary School Teachers, Except Special Ed	Five Stars	\$73,880/yr
Secondary School Teachers, Except Special Ed	Five Stars	\$54,504/yr
Medical and Health Services Managers	Five Stars	\$87,641/yr
Financial Managers	Five Stars	\$86,128/yr
Accountants and Auditors	Five Stars	\$59,941/yr
Human Resources Specialists	Five Stars	\$51,980/yr
Network and Computer Systems Administrators	Five Stars	\$73,329/yr
Construction Managers	Five Stars	\$84,929/yr
Educational, Guidance, School, and Vocational Counselor	Five Stars	\$53,635/yr
Rehabilitation Counselors	Five Stars	\$31,968/yr
Training and Development Specialists	Five Stars	\$46,956/yr
Computer Systems Analysts	Five Stars	\$73,369/yr
Civil Engineers	Five Stars	\$86,757/yr
Human Resources Managers	Five Stars	\$89,916/yr
Software Developers, Applications	Four Stars	\$77,684/yr
Personal Financial Advisors	Four Stars	\$84,502/yr
Substance Abuse and Behavioral Disorder Counselors	Four Stars	NA
Market Research Analysts and Marketing Specialists	Four Stars	\$51,004/yr
Medical and Clinical Laboratory Technologists	Four Stars	NA
Labor Relations Specialists	Four Stars	\$69,686/yr
Middle School Teachers, Except Special and Career/	Four Stars	\$58,482/yr
Compliance Officers	Four Stars	\$80,162/yr
Industrial Engineers	Four Stars	\$86,060/yr
Purchasing Agents, Except Wholesale, Retail, and F	Four Stars	NA
Appraisers and Assessors of Real Estate	Four Stars	\$64,357/yr

Hydrologists	Four Stars	\$70,599/yr
Public Relations Specialists	Four Stars	\$52,985/yr
Adult Basic and Secondary Education and Literacy T	Four Stars	\$45,540/yr
Management Analysts	Four Stars	\$69,217/yr
Environmental Scientists and Specialists	Four Stars	\$63,659/yr
Foresters	Four Stars	\$62,600/yr
Industrial Production Managers	Four Stars	\$97,925/yr
Occupational Health and Safety Specialists	Four Stars	\$76,855/yr
Mechanical Engineers	Four Stars	\$74,163/yr
Database Administrators	Four Stars	\$84,143/yr
Computer Programmers	Four Stars	\$64,601/yr
Aerospace Engineers	Four Stars	\$112,075/yr
Computer and Information Systems Managers	Four Stars	\$95,473/yr
Computer Network Architects	Four Stars	\$72,544/yr
Fundraisers	Four Stars	\$50,983/yr
First-Line Supervisors of Police and Detectives	Four Stars	\$68,301/yr
Education Administrators, Preschool and Childcare	Four Stars	\$43,946/yr
Sales Managers	Four Stars	\$90,098/yr
Architectural and Engineering Managers	Four Stars	\$119,328/yr
Instructional Coordinators	Four Stars	\$66,930/yr
Morticians, Undertakers, and Funeral Directors	Four Stars	\$60,452/yr
Electrical Engineers	Four Stars	\$93,745/yr

Master's Degree Requirement

Job Title	Current Demand Indicator	Median Wage
Child, Family, and School Social Workers	Five Stars	\$57,717/yr
Nurse Practitioners	Five Stars	\$115,476/yr
Physician Assistants	Five Stars	\$119,411/yr
Mental Health and Substance Abuse Social Workers	Five Stars	\$51,855/yr
Healthcare Social Workers	Five Stars	\$49,938/yr
Nurse Anesthetists	Five Stars	\$191,825/yr
Marriage and Family Therapists	Five Stars	\$40,990/yr
Occupational Therapists	Four Stars	\$69,758/yr
Education Administrators, Postsecondary	Four Stars	\$82,451/yr
Education Administrators, Elementary and Secondary	Four Stars	\$96,696/yr
Statisticians	Four Stars	\$73,586/yr

Doctorate's Degree Requirement

Job Title	Current Demand Indicator	Median Wage
Family and General Practitioners	Five Stars	\$208,443/yr
Physical Therapists	Five Stars	\$77,118/yr
Internists, General	Five Stars	NA
Dentists, General	Five Stars	\$176,937/yr
Clinical, Counseling, and School Psychologists	Five Stars	\$77,387/yr
Surgeons	Five Stars	NA
Pharmacists	Four Stars	\$137,266/yr

Pediatricians, General	Four Stars	\$198,804/yr
Audiologists	Four Stars	\$83,250/yr
Veterinarians	Four Stars	\$68,681/yr
Psychiatrists	Four Stars	NA
Obstetricians and Gynecologists	Four Stars	NA

Source: DEED's Occupation in Demand Data Tool