



High-Priority Jobs Report





Introduction

Committing to a Future Where Dallas Thrives

In November 2020, the Commit Partnership, the Dallas Regional Chamber, and over 50 community partners issued a report announcing “Dallas Thrives,” a bold vision “to double living wage attainment and inclusion in a single generation while providing Dallas employers with the diverse, skilled talent they need to grow their companies and our economy.” Realizing this vision will require a coordinated effort among K-12 education, higher education, and industry leaders to create and support accessible, equitable career pathways that connect all individuals to opportunity and lead to high-wage, in-demand jobs. This work starts by identifying the industries that are growing in the Dallas area, the jobs in those industries that pay a living wage, and the education, skills, and credentials necessary to be qualified for those jobs. In short, the work starts with the *High-Priority Jobs Report*.

The High-Priority Jobs Report

The research in this report was led by the Dallas Thrives Workforce Alignment Working Group, a collaboration among experts in labor market information from the Commit Partnership, Dallas College, the Dallas Regional Chamber, the University of Texas at Dallas, and Workforce Solutions Greater Dallas. Business and Financial Services, Education, Health Care, and Information Technology (IT) were identified as being high-growth sectors in the Dallas area, adding nearly 24,000 jobs that pay living wages by 2024. The top employers and the top technical and employability skills were also identified for each sector, as well as the entry-level education requirements. This data was vetted by Dallas employers in each of the four high-growth sectors in a series of roundtable discussions, ensuring that the report accurately reflects industry need while confirming the knowledge, skills, and certifications required by workers and to be delivered by education partners. This

coordination and cooperation among Dallas stakeholders in crafting this report is both a critical first step toward creating accessible, equitable career pathways and a conspicuous commitment to Dallas Thrives.

The Challenge of Squaring Earning a Living Wage with Entry-Level Education Requirements

Education, and postsecondary education in particular, is a challenge that must be prioritized and addressed if Dallas Thrives is to become a reality. Only 5% of the population 25 years and over possess an associate's degree and less than a third possess a bachelor's degree. But 95% of the entry-level jobs—19 out of 20—identified as high-priority jobs in this report require one or the other degree. At the core of the Dallas Thrives purpose is doubling living wage attainment, which is why the high-priority jobs were selected to align with living wage criteria. We know that the living wage has increased in the past year. When Dallas Thrives was announced in November 2020, the living wage was about \$50,000 a year, or \$24.00 per hour, for an adult with one child.

[\[cite MIT Living Wage Calculator\]](#) Now, less than a year later, that living wage is about \$63,500, or \$30.50 per hour. At \$31,200 a year (\$15.00 per hour), the living wage for a single adult is, as might be expected, much less. This report illuminates that access to jobs that offer living wages are likely to require some postsecondary education, and it is often a Bachelors degree.

Thriving Together

The *High-Priority Jobs Report* is a pulse check of the health of the Dallas labor market, not a prognosis. The report is meant to focus attention on jobs that pay living wages in four high-growth sectors and to inspire action from stakeholders, first preparing the local workforce for these jobs and then committing to hire this highly skilled talent in order to meet industry need. Together, we can connect all individuals to the education and training opportunities that lead to high priority jobs, impacting lives for the better while maintaining Dallas industries' competitive advantage in the local, national, and even world markets. Together, we can ensure that Dallas thrives.



Definitions of Terms in this Report

Living Wage

Living wage is an alternative measure of basic needs. It is a market-based approach that draws upon geographically specific expenditure data related to a family's likely minimum food, childcare, health insurance, housing, transportation, and other basic necessities (e.g. clothing, personal care items, etc.) costs. The living wage draws on these cost elements and the rough effects of income and payroll taxes to determine the minimum employment earnings necessary to meet a family's basic needs while also maintaining self-sufficiency. (<https://livingwage.mit.edu/pages/about>)

Family-Supporting Wage

A family-supporting wage in this report is defined as the living wage for one adult with one child.

Entry-Level Hourly Earnings

Entry-level hourly earnings are the average earnings workers earn at entry-level in any given occupation or industry.

Median Hourly Earnings

If hourly wages of all workers were arranged in order, the median wage would be the one with exactly half the data above it and half below it. The median wage is generally considered to be a more accurate reflection of the "average" wage because it discounts extremes at either of the scale. This is important, particularly in job families where this is such a significant gap between the salaries of senior executives and the average worker.

Job Family

Job families are broadly defined groupings of jobs involving work of the same nature and required foundational knowledge, but requiring different skills and competencies. Jobs in a family may not be unique to a single industry or sector. Job families are useful in understanding career paths and relationships between jobs.

Job Openings

25 words. Lanit, cusamus sum quaecum voluptas aut vel molupis nusantor mi, tor audit vollest endi repudant. Simusdandae provident, as autaqi remo et fugias alit.

Technical Skills

Technical skills are the skills that are specific to the industry, job family or occupation. These skills are typically required for the day-to-day tasks and responsibilities of a job.

Employability Skills

Employability skills are workplace dispositions and attitudes connected to often-performed work tasks and behaviors. Applicable across many industries, employability competencies include the ability to connect industry knowledge to one's personal efficacy in the workplace.

Criteria for Data Analysis

The working group evaluated multiple data sources and agreed to use EMSI and key criteria to define high priority jobs.

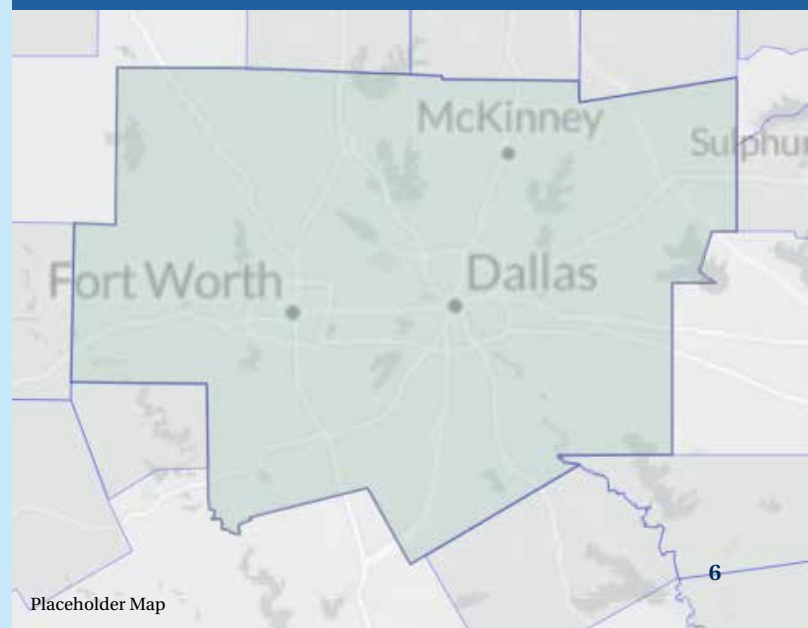
Key Criteria:

- Greater than or equal to \$15.98/hr entry level wage (Pct 10 Hourly Earnings)
- Greater than or equal to \$21.30/hr median wage
- One or more of the following:
 - greater than or equal to 100 net new jobs added, 2021-2024; *and/or*
 - greater than or equal to 50% job growth rate, 2021-2024; *and/or*
 - greater than or equal to 100 openings (net new and replacement jobs), 2021-2024
- Minimum HS diploma or equivalent required
- Less than an advanced degree required
- No work experience required
- Low automation risk

Additional Criteria for Consideration:

- Turnover rates
- Retirement risks
- Regional completions
- Location quotient
- Emerging trends

<https://censusreporter.org>



High-priority jobs are in-demand, offer opportunity for advancement and pay a living wage

≈25,000

By 2024, the Top 5 Occupations in Each of Four High-Growth Industries Will Add Nearly 25,000 High-Priority Jobs to Dallas

7,900

Business and Financial Services

3,700

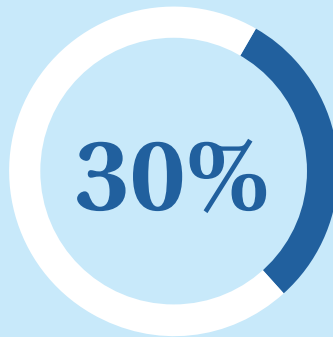
Education

4,900

Health Care

8,200

Information Technology



Living wages in Dallas have increased nearly 30% over the last year. Either entry-level jobs must pay more or workers must be better qualified for higher-paying entry-level positions in order to thrive in Dallas.

\$24,760



\$31,960

Living Wage For One Adult



\$49,900



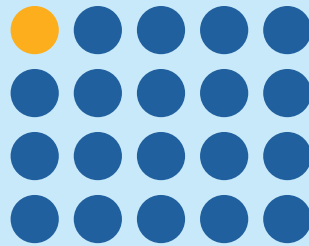
\$63,880

Living Wage For One Adult and One Child



Educational attainment differs drastically among Dallas' residents.

Left unchecked, high-priority jobs will go unfilled, and Black and Hispanic/Latinx individuals will be differentially excluded from these jobs.



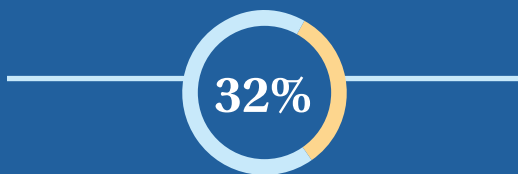
19 Out of 20

High-Priority Jobs Identified Require Either a 2- or 4-Year Degree

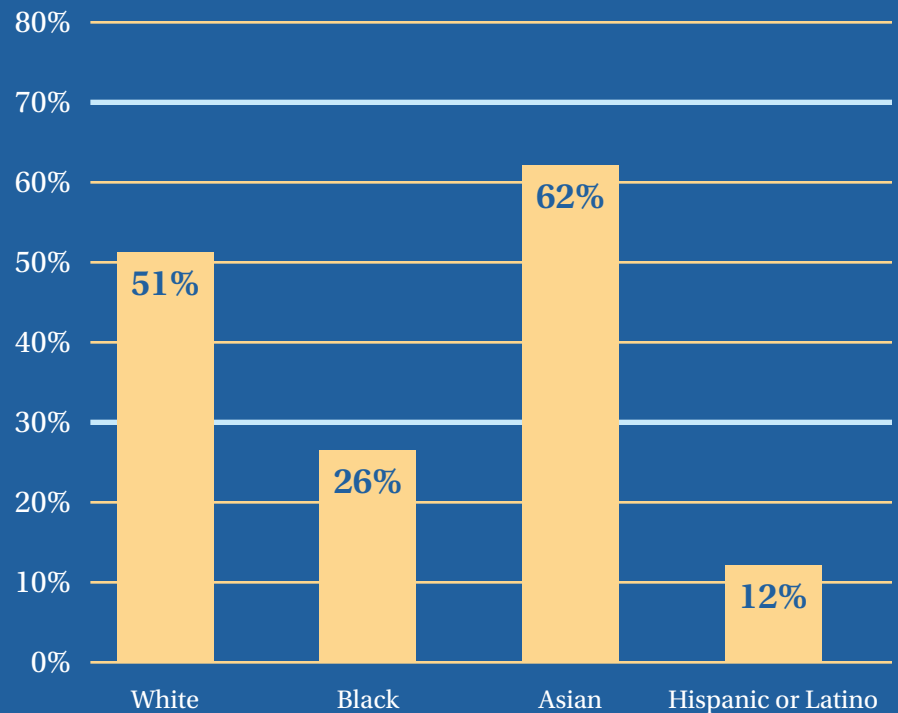
Percent of Population 25 Years and Over With a Bachelor's Degree, By Race/Ethnicity



14 Out of 20 of the High Priority Jobs Require a Bachelor's Degree



Dallas Population 25 Years and Over With a Bachelor's Degree



Top 5 Jobs

Business and Financial Services, Education, Health Care, and Information Technology (IT) are highlighted here because they are high-growth job families in the Dallas area, adding nearly 24,000 jobs that pay living wages by 2024. From the full list of High-Priority Jobs (see Appendix) defined by the Dallas Thrives Workforce Alignment Working Group, 5 Top Jobs were selected for each job family. In addition to data about each of the jobs, you'll find the top employers and the top technical and employability skills for each of the job families. This data was vetted by Dallas employers in each of the four high-growth sectors in a series of roundtable discussions, ensuring that the report accurately reflects industry need.

To better understand what true education and industry partnership looks like, you'll find a spotlight on an industry partner in each job family. These industry partners walk the Dallas Thrives walk and are committed to our collective goals.

- **Business and Financial Services**
- **Education**
- **Health Care**
- **Information Technology**



Business and Financial Services

TOP 5 JOBS

These top five high-priority jobs are in-demand by local employers hiring for business and financial services roles. This industry is growing in Dallas, and employers hiring for these high-priority jobs are looking for entry-level talent to have a Bachelor's degree.

Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Educational Requirement	2021 Jobs	Projected Growth 2021-2024 (Change in number of Jobs)
Accountants and Auditors	\$24.04	\$37.04	Bachelor's degree	45,304	2,161
Project Management Specialists and Business Operations Specialists	\$22.89	\$38.55	Bachelor's degree	43,833	2,036
Market Research Analysts and Marketing Specialists	\$19.10	\$34.03	Bachelor's degree	15,866	1,556
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists	\$23.66	\$38.65	Bachelor's degree	18,841	1,065
Human Resources Specialists	\$19.49	\$30.55	Bachelor's degree	18,299	1,055

Top employers



Top skills

Technical

- Customer Service
- Sales/Business Development
- Project Management

Employability

- Communication Skills
- Teamwork/Collaboration
- Microsoft Excel

Education

TOP 5 JOBS

These top five high-priority jobs are in-demand by local employers hiring for education services roles. This industry is growing in Dallas, and employers hiring for these high-priority jobs are looking for entry-level talent to have a Bachelor's degree.

Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Educational Requirement	2021 Jobs	Projected Growth 2021-2024 (Change in number of Jobs)
Elementary School Teachers, Except Special Education (\$58,035)	\$24.10	\$27.90	Bachelor's degree	36,019	1,521
Secondary School Teachers, Except Special and Career/Technical Education (\$58,525)	\$22.65	\$28.14	Bachelor's degree	27,840	1,186
Middle School Teachers, Except Special and Career/Technical Education (\$58,035)	\$23.58	\$27.90	Bachelor's degree	16,329	673
Kindergarten Teachers, Except Special Education (\$56,844)	\$21.51	\$27.33	Bachelor's degree	4,138	155
Special Education Teachers, Kindergarten and Elementary School (\$58,421)	\$24.59	\$28.09	Bachelor's degree	4,171	174

Top employers



ResponsiveEd



Top skills

Technical

- Lesson Planning
- Special Education
- Learning Styles

Employability

- Communication Skills
- Teamwork/Collaboration
- Organizational Skills

Health Care

TOP 5 JOBS

These top five high-priority jobs are in-demand by local employers hiring for health care services roles. This industry is growing in Dallas, and employers hiring for these high-priority jobs are looking for entry-level talent to have a xx degree.

Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Educational Requirement	2021 Jobs	Projected Growth 2021-2024 (Change in number of Jobs)
Registered Nurses	\$26.50	\$36.35	Bachelor's degree	63,844	3,076
Licensed Practical and Licensed Vocational Nurses	\$19.36	\$23.73	Postsecondary nondegree award	17,276	942
Dental Hygienists	\$30.96	\$39.30	Associate's degree	5,090	386
Respiratory Therapists	\$24.67	\$30.46	Associate's degree	3,622	249
Radiologic Technologists and Technicians	\$17.79	\$29.70	Associate's degree	3,860	212

Top employers



Top skills

Technical

- Patient Care
- Scheduling
- Cardiopulmonary Resuscitation (CPR)

Employability

- Communication Skills
- Teamwork/Collaboration
- Computer Literacy

Information Technology

TOP 5 JOBS

These top five high-priority jobs are in-demand by local employers hiring for information technology services roles. This industry is growing in Dallas, and employers hiring for these high-priority jobs are looking for entry-level talent to have a xx degree.

Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Educational Requirement	2021 Jobs	Projected Growth 2021-2024 (Change in number of Jobs)
Software Developers and Software Quality Assurance Analysts and Testers	\$32.91	\$52.56	Bachelor's degree	54,374	5,415
Computer Systems Analysts	\$27.47	\$45.14	Bachelor's degree	20,463	1,492
Network and Computer Systems Administrators	\$27.88	\$42.51	Bachelor's degree	12,843	655
Web Developers and Digital Interface Designers	\$16.72	\$32.70	Associate's degree	4,941	340
Computer Network Support Specialists	\$20.88	\$36.22	Associate's degree	5,583	330

Top employers



JPMORGAN CHASE & CO.





Top skills

Technical

- Software Development
- SQL
- JAVA

Employability

- Teamwork
- Problem Solving
- Verbal Communications

Working Together to ensure Dallas Thrives

Together, we can realize our collective goal of moving to 25% to 50% of young adults earning a living wage by 2040. To do that, we must build on the efforts undertaken to develop this report to continue to define and align on the region's high priority living-wage jobs and career pathways. Below are our next steps, as we come together to ensure that Dallas continues to thrive and is a city of opportunity for everyone.

What's next?

- 1. We have a significant gap between the education levels of our current workforce and the required education for our high-priority jobs.**

There is now an opportunity for industry partners to reevaluate their degree requirements and for education and training providers to redesign their programs, to ensure that there is alignment between regional talent development efforts and workforce needs. If we don't address this, we are at risk of further excluding our Black and Hispanic/LatinX individuals from living wage jobs.

- 2. The credential matters, but so do the skills.**
We must ensure entry-level workers develop the most requested technical and employability skills in each job family by providing education, training and work-based learning experiences aligned with local labor market needs. For a full list of top skills for each job family, see Appendix.

- 3. We must ensure that high-priority job demand and the supply of local talent are aligned and balanced.**

Education and workforce partners should work together to analyze the landscape of education and training programs to determine where to refine programs and where to make additional investments to support alignment to a thriving regional economy.



Appendix of High-Priority Jobs

by Industry and Typical Entry Level Education

High School or Equivalent

Description (Median Annual Earnings)	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical On-The-Job Training	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change	2021-2024 Openings	2020 Turnover Rate	Automation Index	Age 55-64 % of Occupation	Age 65+ % of Occupation	Total Regional Completions (2015-2019)
Business Operations Specialists													
Claims Adjusters, Examiners, and Investigators (\$67,925)	\$19.19	\$32.66	Long-term on-the-job training	9,974	?	397	4.0%	3,376	31.7%	89.4	17%	4%	153
Law Enforcement Workers													
Police and Sheriffs Patrol Officers (\$72,129)	\$24.76	\$34.68	Moderate-term on-the-job training	15,363	?	550	3.6%	4,875	19.8%	94.5	9%	2%	283
Correctional Officers and Jailers (\$48,234)	\$17.94	\$23.19	Moderate-term on-the-job training	5,480	?			1,920	29.1%	90.5	13%	3%	39
Other Protective Service Workers													
Transportation Security Screeners (\$44,971)	\$18.40	\$21.62	Short-term on-the-job training	615	?	5	0.8%	221	32.7%	96.7	19%	8%	0
Information and Record Clerks													
Brokerage Clerks (\$52,392)	\$17.29	\$25.19	Moderate-term on-the-job training	2,148	?	159	7.4%	1,076	38.1%	98.0	17%	7%	756
Secretaries and Administrative Assistants													
Legal Secretaries and Administrative Assistants (\$54,740)	\$16.97	\$26.32	Moderate-term on-the-job training	3,744	?			1,533	63.9%	98.2	27%	11%	38
Air Transportation Workers													
Commercial Pilots (\$105,268)	\$32.59	\$50.61	Moderate-term on-the-job training	2,336	?	41	1.7%	948	47.1%	89.6	22%	7%	94
Airfield Operations Specialists (\$82,037)	\$21.72	\$39.44	Long-term on-the-job training	649	?	25	3.9%	241	33.3%	90.9	20%	5%	0
Rail Transportation Workers													
Railroad Conductors and Yardmasters (\$56,740)	\$20.99	\$27.28	Moderate-term on-the-job training	1,043	?	32	3.1%	399	68.3%	98.1	15%	2%	530

Post-Secondary

Description (Median Annual Earnings)	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical On-The-Job Training	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change	2021-2024 Openings	2020 Turnover Rate	Automation Index	Age 55-64 % of Occupation	Age 65+ % of Occupation	Total Regional Completions (2015-2019)
Business Operations Specialists													
Insurance Appraisers, Auto Damage (\$60,992)	\$21.46	\$29.32	Moderate- term on-the-job training	1,123	1,071	1,123	52	4.9%	377	29.1%	91.2	16%	3%
Media and Communication Workers													
Court Reporters and Simultaneous Captioners (\$76,150)	\$17.12	\$36.61	Short-term on-the-job training	509	523	14	2.8%	184	29.0%	97.9	23%	10%	37
Health Technologists and Technicians													
Licensed Practical and Licensed Vocational Nurses (\$49,361)	\$19.36	\$23.73	None	17,276	18,218	942	5.5%	6,051	57.2%	84.8	18%	5%	2,480
Surgical Technologists (\$50,757)	\$16.50	\$24.40	None	2,385	2,492	107	4.5%	848	36.1%	89.0	10%	2%	1,607

Associate's Degree

Description (Median Annual Earnings)	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical On-The-Job Training	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change	2021-2024 Openings	2020 Turnover Rate	Automation Index	Age 55-64 % of Occupation	Age 65+ % of Occupation	Total Regional Completions (2015-2019)
Computer Occupations													
Computer Network Support Specialists (\$75,338)	\$20.88	\$36.22	None	5,583	5,912	330	5.9%	1,935	36.9%	86.9	13%	2%	5,307
Web Developers and Digital Interface Designers (\$68,010)	\$16.72	\$32.70	None	4,941	5,281	340	6.9%	1,759	34.7%	88.4	7%	2%	16,568
Drafters, Engineering Technicians, and Mapping Technicians													
Architectural and Civil Drafters (\$55,794)	\$17.46	\$26.82	None	4,115	4,229	114	2.8%	1,579	52.6%	88.9	15%	5%	932
Electrical and Electronic Engineering Technologists and Technicians (\$65,208)	\$18.61	\$31.35	None	3,245	3,353	108	3.3%	1,217	40.7%	98.6	25%	6%	2,176
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other (\$61,594)	\$19.00	\$29.61	None	2,017	2,089	72	3.6%	765	49.8%	92.1	22%	5%	1,387
Civil Engineering Technologists and Technicians (\$46,633)	\$16.22	\$22.42	None	1,350	1,407	57	4.2%	524	45.5%	92.4	19%	5%	752
Mechanical Drafters (\$55,265)	\$16.32	\$26.57	None	1,185	1,197	13	1.1%	433	57.7%	84.6	20%	8%	856
Electrical and Electronics Drafters (\$59,692)	\$17.16	\$28.70	None	850	872	22	2.6%	325	44.2%	91.0	20%	6%	856

Associate's Degree

Description (Median Annual Earnings)	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical On-The-Job Training	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change	2021-2024 Openings	2020 Turnover Rate	Automation Index	Age 55-64 % of Occupation	Age 65+ % of Occupation	Total Regional Completions (2015-2019)
Life, Physical, and Social Science Technicians													
Environmental Science and Protection Technicians, Including Health (\$50,782)	\$17.05	\$24.41	None	839	896	56	6.7%	449	70.1%	88.5	12%	4%	387
Forest and Conservation Technicians (\$45,307)	\$17.10	\$21.78	None	285	290	5	1.8%	133	40.4%	75.5	13%	4%	0
Legal Support Workers													
Paralegals and Legal Assistants (\$58,630)	\$19.97	\$28.19	None	8,708	9,261	553	6.4%	4,137	48.4%	89.4	17%	5%	1,403
Healthcare Diagnosing or Treating Practitioners													
Dental Hygienists (\$81,749)	\$30.96	\$39.30	None	5,090	5,476	386	7.6%	1,724	51.1%	96.8	11%	3%	1,444
Respiratory Therapists (\$63,359)	\$24.67	\$30.46	None	3,622	3,871	249	6.9%	966	21.1%	93.2	18%	3%	1,185
Radiation Therapists (\$83,230)	\$31.98	\$40.01	None	928	960	32	3.4%	215	24.2%	92.7	11%	2%	787
Health Technologists and Technicians													
Radiologic Technologists and Technicians (\$61,781)	\$17.79	\$29.70	None	3,860	4,072	212	5.5%	1,013	22.9%	94.1	14%	3%	1,978
Diagnostic Medical Sonographers (\$74,741)	\$27.36	\$35.93	None	1,501	1,619	118	7.9%	445	22.4%	93.3	14%	3%	1,125
Occupational Therapy and Physical Therapist Assistants and Aides													
Occupational Therapy Assistants (\$67,060)	\$20.10	\$32.24	None	1,425	1,575	150	10.6%	764	72.0%	87.3	11%	2%	1,006
Air Transportation Workers													
Air Traffic Controllers (\$148,492)	\$42.43	\$71.39	Long-term on-the-job training	915	931	15	1.7%	313	28.5%	90.7	12%	2%	0



Bachelor's Degree

Description (Median Annual Earnings)	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical On-The-Job Training	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change	2021-2024 Openings	2020 Turnover Rate	Automation Index	Age 55-64 % of Occupation	Age 65+ % of Occupation	Total Regional Completions (2015-2019)
Business Operations Specialists													
Project Management Specialists and Business Operations Specialists, All Other (\$80,174)	\$22.89	\$38.55	None	43,833	45,869	2,036	4.6%	17,831	49.3%	86.8	18%	6%	294
Market Research Analysts and Marketing Specialists (\$70,782)	\$19.10	\$34.03	None	15,866	17,422	1,556	9.8%	7,827	50.2%	88.6	10%	3%	4,929
Human Resources Specialists (\$63,554)	\$19.49	\$30.55	None	18,299	19,354	1,055	5.8%	7,824	82.7%	83.8	13%	4%	873
Buyers and Purchasing Agents (\$71,722)	\$19.84	\$34.48	Moderate-term on-the-job training	12,728	12,872	144	1.1%	4,739	48.4%	93.4	22%	7%	1,650
Compliance Officers (\$72,874)	\$20.12	\$35.04	Moderate-term on-the-job training	8,046	8,418	373	4.6%	2,939	39.2%	86.1	21%	6%	330
Logisticians (\$72,897)	\$21.03	\$35.05	None	6,419	6,761	342	5.3%	2,598	39.5%	82.1	17%	4%	1,232
Cost Estimators (\$64,538)	\$20.26	\$31.03	Moderate-term on-the-job training	6,122	6,315	193	3.1%	2,303	60.3%	96.5	25%	14%	35,818
Fundraisers (\$61,383)	\$17.78	\$29.51	None	1,651	1,754	104	6.3%	741	51.9%	85.8	16%	9%	0
Financial Specialists													
Accountants and Auditors (\$77,044)	\$24.04	\$37.04	None	45,304	47,465	2,161	4.8%	17,574	46.7%	93.1	18%	8%	11,753
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other (\$80,392)	\$23.66	\$38.65	Moderate-term on-the-job training	18,841	19,906	1,065	5.7%	6,838	34.4%	89.0	13%	4%	6,572
Loan Officers (\$73,759)	\$16.20	\$35.46	Moderate-term on-the-job training	9,316	9,631	315	3.4%	3,118	25.9%	91.7	15%	3%	6,139
Personal Financial Advisors (\$84,101)	\$18.81	\$40.43	Long-term on-the-job training	7,788	8,540	752	9.7%	3,113	19.4%	89.4	19%	11%	6,163
Insurance Underwriters (\$63,048)	\$21.03	\$30.31	Moderate-term on-the-job training	4,525	4,700	174	3.9%	1,524	30.2%	95.0	17%	3%	324
Credit Analysts (\$71,282)	\$21.16	\$34.27	None	3,559	3,646	88	2.5%	1,227	31.9%	92.2	12%	2%	17,381
Financial Examiners (\$87,693)	\$25.01	\$42.16	Long-term on-the-job training	2,498	2,653	156	6.2%	844	24.2%	89.8	18%	3%	11,624
Budget Analysts (\$76,445)	\$23.18	\$36.75	None	1,383	1,443	60	4.4%	483	35.3%	91.7	18%	5%	17,503
Tax Examiners and Collectors, and Revenue Agents (\$83,854)	\$24.21	\$40.31	Moderate-term on-the-job training	336	335	(1)	(0.2%)	110	26.8%	92.5	27%	8%	11,624

Bachelor's Degree

Description (Median Annual Earnings)	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical On-The-Job Training	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change	2021-2024 Openings	2020 Turnover Rate	Automation Index	Age 55-64 % of Occupation	Age 65+ % of Occupation	Total Regional Completions (2015-2019)
Computer Occupations													
Software Developers and Software Quality Assurance Analysts and Testers (\$109,329)	\$32.91	\$52.56	None	54,374	59,789	5,415	10.0%	20,505	35.1%	80.2	11%	2%	10,108
Computer Systems Analysts (\$93,881)	\$27.47	\$45.14	None	20,463	21,955	1,492	7.3%	7,109	36.5%	81.7	15%	3%	11,849
Computer Occupations, All Other (\$93,222)	\$21.72	\$44.82	Moderate-term on-the-job training	12,553	13,338	785	6.3%	4,396	38.0%	85.5	14%	3%	16,566
Network and Computer Systems Administrators (\$88,429)	\$27.88	\$42.51	None	12,843	13,499	655	5.1%	3,819	36.0%	87.2	12%	2%	9,771
Computer Programmers (\$83,416)	\$25.65	\$40.10	None	9,252	9,391	139	1.5%	2,433	49.3%	83.3	14%	3%	2,916
Database Administrators and Architects (\$101,300)	\$29.73	\$48.70	None	4,960	5,250	290	5.8%	1,611	35.8%	88.1	16%	3%	9,645
Mathematical Science Occupations													
Operations Research Analysts (\$84,225)	\$22.33	\$40.49	None	4,454	4,893	440	9.9%	1,644	30.0%	91.2	19%	4%	4,300
Data Scientists and Mathematical Science Occupations, All Other (\$94,110)	\$31.21	\$45.25	None	898	1,015	117	13.0%	445	44.0%	83.4	11%	4%	2,633
Actuaries (\$107,194)	\$37.12	\$51.54	Long-term on-the-job training	553	613	60	10.9%	187	20.4%	75.0	10%	Insf. Data	530
Architects, Surveyors, and Cartographers													
Architects, Except Landscape and Naval (\$85,519)	\$18.58	\$41.11	Internship/residency	4,462	4,692	230	5.2%	1,477	30.7%	76.6	18%	9%	502
Surveyors (\$60,950)	\$17.17	\$29.30	Internship/residency	1,009	1,060	51	5.0%	360	39.8%	95.8	17%	7%	0
Cartographers and Photogrammetrists (\$69,286)	\$21.90	\$33.31	None	310	323	13	4.1%	108	35.2%	94.2	17%	5%	384



Bachelor's Degree

Description (Median Annual Earnings)	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical On-The-Job Training	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change	2021-2024 Openings	2020 Turnover Rate	Automation Index	Age 55-64 % of Occupation	Age 65+ % of Occupation	Total Regional Completions (2015-2019)
Engineers													
Industrial Engineers (\$96,957)	\$31.10	\$46.61	None	7,581	7,978	398	5.2%	2,309	26.5%	92.0	25%	6%	1,126
Civil Engineers (\$84,633)	\$25.53	\$40.69	None	6,592	6,894	302	4.6%	2,156	36.1%	81.7	17%	9%	1,513
Mechanical Engineers (\$94,368)	\$30.24	\$45.37	None	6,286	6,542	256	4.1%	1,730	29.8%	83.4	20%	6%	3,839
Electrical Engineers (\$102,614)	\$31.95	\$49.33	None	4,476	4,688	212	4.7%	1,327	26.8%	84.8	23%	6%	3,804
Electronics Engineers, Except Computer (\$120,006)	\$35.48	\$57.70	None	4,924	5,021	97	2.0%	1,321	24.8%	85.4	24%	5%	3,947
Engineers, All Other (\$102,650)	\$29.77	\$49.35	None	3,580	3,725	146	4.1%	1,032	27.3%	88.2	22%	9%	1,645
Aerospace Engineers (\$129,161)	\$37.75	\$62.10	None	3,243	3,331	87	2.7%	830	19.5%	77.2	27%	6%	382
Computer Hardware Engineers (\$120,193)	\$39.96	\$57.79	None	1,679	1,764	86	5.1%	558	34.6%	83.1	14%	2%	1,000
Petroleum Engineers (\$191,866)	\$59.13	\$92.24	None	1,949	1,988	39	2.0%	529	32.4%	82.0	19%	5%	0
Chemical Engineers (\$143,367)	\$36.54	\$68.93	None	1,098	1,134	36	3.2%	287	27.6%	91.7	19%	6%	0
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors (\$95,527)	\$28.97	\$45.93	None	776	807	31	4.0%	222	34.4%	84.5	22%	6%	100
Environmental Engineers (\$109,828)	\$33.65	\$52.80	None	554	607	52	9.5%	207	36.0%	76.6	17%	5%	100
Materials Engineers (\$94,387)	\$29.92	\$45.38	None	601	621	19	3.2%	155	24.0%	87.3	24%	6%	419
Social Scientists and Related Workers													
Biological Scientists, All Other (\$84,399)	\$26.04	\$40.58	None	423	448	26	6.1%	166	35.8%	82.2	14%	4%	9,532
Physical Scientists													
Environmental Scientists and Specialists, Including Health (\$74,111)	\$19.75	\$35.63	None	1,368	1,481	113	8.3%	632	46.0%	74.6	17%	5%	437
Chemists (\$71,936)	\$21.00	\$34.58	None	792	838	46	5.8%	307	41.7%	87.3	17%	6%	1,008
Physical Scientists, All Other (\$116,270)	\$21.57	\$55.90	None	534	553	19	3.5%	174	27.4%	76.4	16%	10%	25
Social Scientists and Related Workers													
Social Scientists and Related Workers, All Other (\$85,577)	\$28.50	\$41.14	None	264	292	28	10.5%	136	37.6%	86.6	12%	7%	313
Life, Physical, and Social Science Technicians													
Biological Technicians (\$64,401)	\$16.65	\$30.96	None	2,336	2,425	89	3.8%	1,058	50.9%	90.4	10%	3%	18
Forensic Science Technicians (\$56,150)	\$17.56	\$27.00	Moderate-term on-the-job training	436	460	24	5.5%	228	39.6%	94.2	15%	4%	19

Bachelor's Degree

Description (Median Annual Earnings)	Entry-Level Hourly Earnings	Median Hourly Earnings	Typical On-The-Job Training	2021 Jobs	2024 Jobs	2021-2024 Change	2021-2024 % Change	2021-2024 Openings	2020 Turnover Rate	Automation Index	Age 55-64 % of Occupation	Age 65+ % of Occupation	Total Regional Completions (2015-2019)
Occupational Health and Safety Specialists and Technicians													
Occupational Health and Safety Specialists (\$69,876)	\$16.42	\$33.59	None	2,755	2,878	123	4.5%	706	31.8%	92.5	20%	6%	920
Counselors, Social Workers, and Other Community and Social Service Specialists													
Probation Officers and Correctional Treatment Specialists (\$48,385)	\$19.36	\$23.26	Short-term on-the-job training	1,930	1,969	39	2.0%	632	23.5%	78.2	15%	3%	5,463
Preschool, Elementary, Middle, Secondary, and Special Education Teachers													
Elementary School Teachers, Except Special Education (\$58,035)	\$24.10	\$27.90	None	36,019	37,540	1,521	4.2%	11,609	22.9%	82.3	16%	4%	1,717
Secondary School Teachers, Except Special and Career/Technical Education (\$58,525)	\$22.65	\$28.14	None	27,840	29,026	1,186	4.3%	8,649	22.1%	84.9	16%	5%	5,174
Middle School Teachers, Except Special and Career/Technical Education (\$58,035)	\$23.58	\$27.90	None	16,329	17,002	673	4.1%	5,239	22.8%	84.5	16%	4%	2,096
Kindergarten Teachers, Except Special Education (\$56,844)	\$21.51	\$27.33	None	4,138	4,293	155	3.8%	1,712	33.0%	82.5	12%	3%	2,908
Special Education Teachers, Kindergarten and Elementary School (\$58,421)	\$24.59	\$28.09	None	4,171	4,345	174	4.2%	1,375	23.1%	83.7	17%	4%	625
Special Education Teachers, Secondary School (\$57,423)	\$21.61	\$27.61	None	3,712	3,857	144	3.9%	1,209	23.2%	81.8	17%	4%	625
Special Education Teachers, Middle School (\$57,885)	\$24.38	\$27.83	None	1,832	1,906	75	4.1%	602	22.6%	84.2	17%	4%	625
Art and Design Workers													
Commercial and Industrial Designers (\$64,755)	\$21.79	\$31.13	None	526	546	20	3.8%	209	46.1%	81.3	16%	6%	2,003
Media and Communication Workers													
Public Relations Specialists (\$56,825)	\$16.55	\$27.32	None	9,514	9,883	368	3.9%	3,862	52.7%	90.0	14%	6%	2,985
Healthcare Diagnosing or Treating Practitioners													
Registered Nurses (\$75,604)	\$26.50	\$36.35	None	63,844	66,920	3,076	4.8%	16,230	26.5%	85.3	19%	5%	32,806
Other Healthcare Practitioners and Technical Occupations													
Athletic Trainers (\$58,446)	\$20.96	\$28.10	None	739	796	56	7.6%	223	27.3%	91.7	13%	5%	960

Bachelor's Degree

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Sales Representatives, Services													
Securities, Commodities, and Financial Services Sales Agents (\$59,449)	\$17.47	\$28.58	Moderate- term on-the- job training	17,404	18,578	1,175	6.7%	7,314	28.8%	92.8	13%	4%	24
Sales Representatives, Wholesale and Manufacturing													
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (\$75,535)	\$16.89	\$36.31	Moderate- term on-the- job training	8,392	8,680	288	3.4%	3,412	38.1%	93.5	19%	6%	294
Other Sales and Related Workers													
Sales Engineers (\$120,031)	\$33.02	\$57.71	Moderate- term on-the- job training	2,899	3,003	104	3.6%	1,243	46.8%	85.4	19%	6%	0

