



Key Demand Occupations – 2012 – Flint Area

College Degree Required

Education	Title / Description / Key Skills	Projected Job Growth	% Job Growth 2002 - 2012	Hourly Wage
Management Occupations				
General and Operations Managers (11-1021)				
Work Exp. + Bachelor's	Plan, direct, or coordinate the operations of companies or public and private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources. Key Skills: Active Listening, Management of Personnel Resources, Time Management, Judgment & Decision Making, Monitoring.	210	11.3%	\$35.63
Sales Managers (11-2022)				
Work Exp. + Bachelor's	Direct the actual distribution or movement of a product or service to the customer. Coordinate sales distribution by establishing sales territories, quotas, and goals and establish training programs for sales representatives. Analyze sales statistics gathered by staff to determine sales potential and inventory requirements and monitor the preferences of customers. Key Skills: Active Listening, Speaking, Mathematics, Time Management, Service Orientation	65	21.5%	\$39.32
Computer and Information Systems Managers (11-3021)				
Work Exp. + Bachelor's	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming. Key Skills: Reading Comprehension, Critical Thinking, Active Listening, Judgment & Decision Making, Active Learning	65	25.7%	\$46.35*
Financial Managers (11-3031)				
Work Exp. + Bachelor's	Plan, direct, and coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment. Key Skills: Management of Financial Resources, Mathematics, Critical Thinking, Judgment & Decision Making, Reading Comprehension	45	10.8%	\$36.29
Medical and Health Services Managers (11-9111)				
Work Exp. + Bachelor's	Plan, direct, or coordinate medicine and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations. Key Skills: Active Listening, Reading Comprehension, Critical Thinking, Monitoring, Speaking	100	22.6%	\$33.30
Professional Occupations				
Training and Development Specialists (13-1073)				
Bachelor's	Conduct training and development programs for employees. Key Skills: Active Listening, Speaking, Time Management, Reading Comprehension, Writing	45	16.1%	\$24.69
Management Analysts (13-1111)				
Work Exp. + Bachelor's	Conduct organizational studies and evaluations, design systems and procedures, conduct work simplifications and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants. Key Skills: Critical Thinking, Judgment & Decision Making, Active Listening, Coordination, Time Management	60	13.3%	\$38.42*
Accountants and Auditors (13-2011)				
Bachelor's	Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data. Key Skills: Mathematics, Active Listening, Critical Thinking, Monitoring, Judgment & Decision Making	175	12.6%	\$25.21
Personal Financial Advisors (13-2052)				
Bachelor's	Advise clients on financial plans utilizing knowledge of tax and investment strategies, securities, insurance, pension plans, and real estate. Duties include assessing clients' assets, liabilities, cash flow, insurance coverage, tax status, and financial objectives to establish investment strategies. Key Skills: Active Listening, Speaking, Mathematics, Judgment & Decision Making, Service Orientation	45	23.6%	\$26.16
Computer Software Engineer, Applications (15-1031)				
Bachelor's	Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. Key Skills: Programming, Critical Thinking, Complex Problem Solving, Active Listening, Troubleshooting	90	27.7%	\$31.53

OJT = On-the-job Training

Note: The forecasts above highlight positive long-term growth occupations. They do not necessary reflect current hiring demand.

* Michigan Wage Data

Page 1 of 4

Flint Area includes the following counties: Genesee, Shiawassee

Key Demand Occupations – 2012 – Flint Area

College Degree Required

Education	Title / Description / Key Skills	Projected Job Growth	% Job Growth 2002 - 2012	Hourly Wage
Computer Systems Analysts (15-1051)				
	Analyze science, engineering, business, and all other data processing problems for application to electronic data processing systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations.	180	25.0%	\$34.51*
Bachelor's	Key Skills: Active Learning, Reading Comprehension, Complex Problem Solving, Critical Thinking, Active Listening			
Medical and Public Health Social Workers (21-1022)				
	Provide persons, families, or vulnerable populations with the psychosocial support needed to cope with chronic, acute, or terminal illnesses, such as Alzheimer's, cancer, or AIDS. Services include advising family care givers, providing patient education and counseling, and making necessary referrals for other social services.	40	24.3%	\$21.39
Master's	Key Skills: Active Listening, Writing, Reading Comprehension, Social Perceptiveness, Speaking			
Public Relations Specialists (27-3031)				
	Engage in promoting or creating good will for individuals, groups, or organizations by writing or selecting favorable publicity material and releasing it through various communications media. May prepare and arrange displays, and make speeches.	60	22.8%	\$20.10
Bachelor's	Key Skills: Writing, Critical Thinking, Reading Comprehension, Active Listening, Judgment & Decision Making			
Health Care Occupations				
Registered Nurses (29-1111)				
	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.	1,075	23.9%	\$26.78
Associate's	Key Skills: Active Listening, Reading Comprehension, Critical Thinking, Instructing, Speaking, Time Management			
Physical Therapists (29-1123)				
	Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and decrease or prevent deformity of patients suffering from disease or injury.	60	28.8%	\$32.01
Master's	Key Skills: Active Listening, Instructing, Time Management, Speaking, Critical Thinking			
Respiratory Therapists (29-1126)				
	Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.	85	31.1%	\$22.88
Associate's	Key Skills: Active Listening, Instruction, Reading Comprehension, Critical Thinking, Monitoring			
Medical and Clinical Laboratory Technologists (29-2011)				
	Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.	35	15.6%	\$24.04
Bachelor's	Key Skills: Quality Control Analysis, Equipment Maintenance, Reading Comprehension, Troubleshooting, Operation and Control			
Dental Hygienists (29-2021)				
	Clean teeth and examine oral areas, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop X-rays, or apply fluoride or sealants.	140	22.3%	\$23.39
Associate's	Key Skills: Active Listening, Speaking, Reading Comprehension, Active Learning, Time Management			
Radiological Technologists and Technicians (29-2034)				
	Take X-rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other modalities, such as computed tomography and magnetic resonance. Includes workers whose primary duties are to demonstrate portions of the human body on X-ray film or fluoroscopic screen.	80	18.0%	\$20.82
Associate's	Key Skills: Active Listening, Speaking, Reading Comprehension, Time Management, Critical Thinking			
Medical Records and Health Information Technicians (29-2071)				
	Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards.	80	34.9%	\$16.51
Associate's	Key Skills: Active Listening, Reading Comprehension, Time Management, Speaking, Writing			

OJT = On-the-job Training

Note: The forecasts above highlight positive long-term growth occupations. They do not necessary reflect current hiring demand.

* Michigan Wage Data

Page 2 of 4

Flint Area includes the following counties: Genesee, Shiawassee

Key Demand Occupations – 2012 – Flint Area

Job Training Required

Education	Title / Description / Key Skills	Projected Job Growth	% Job Growth 2002 - 2012	Hourly Wage
Management Occupations				
Food Service Managers (11-9051)		45	8.8%	\$19.83
Work Exp. in Related Occupation	Plan, direct, or coordinate activities of an organization or department that serves food and beverages. Key Skills: Active Listening, Instructing, Speaking, Time Management, Monitoring			
Professional Occupations				
Cost Estimators (13-1051)		45	15.9%	\$26.45
Work Exp. in Related Occupation	Prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. May specialize according to particular service performed or type of product manufactured. Key Skills: Active Listening, Reading Comprehension, Mathematics, Time Management, Writing			
Preschool Teachers, Except Special Education (25-2011)		60	10.9%	\$17.06
Post-Secondary Vocational Training	Instruct children (normally up to 5 years of age) in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility. May be required to hold State certification. Key Skills: Active Listening, Instructing, Speaking, Reading Comprehension, Learning Strategies			
Self-Enrichment Education Teachers (25-3021)		140	36.7%	\$14.57
Work Exp. in Related Occupation	Teach or instruct courses other than those that normally lead to an occupational objective or degree. Courses may include self-improvement, nonvocational, and nonacademic subjects. Teaching may or may not take place in a traditional educational institution. Key Skills: Instructing, Speaking, Active Listening, Learning Strategies, Social Perceptiveness			
Health Care Occupations				
Emergency Medical Technicians and Paramedics (29-2041)		30	13.3%	\$13.11
Post-Secondary Vocational Training	Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick persons to medical facilities. Key Skills: Active Listening, Critical Thinking, Speaking, Coordination, Equipment Maintenance			
Licensed Practical & Licensed Vocational Nurses (29-2061)		120	12.9%	\$17.97
Post-Secondary Vocational Training	Care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required. Key Skills: Active Listening, Reading Comprehension, Time Management, Writing, Active Learning			
Service Occupations				
Fire Fighters (33-2011)		75	12.9%	\$17.63*
Long-Term OJT	Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster management. Key Skills: Active Listening, Coordination, Equipment Selection, Critical Thinking, Equipment Maintenance			
Police and Sheriff's Patrol Officers (33-3051)		80	15.5%	\$23.17
Long-Term OJT	Maintain order, enforce laws and ordinances, and protect life and property in an assigned patrol district. Perform combination of following duties: patrol a specific area on foot or in a vehicle; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts. Key Skills: Judgment & Decision Making, Active Listening, Critical Thinking, Writing, Speaking			
First-Line Supervisors of Food Preparation Workers (35-1012)		110	8.2%	\$13.55
Work Exp. in Related Occupation	Supervise workers engaged in preparing and serving food. Key Skills: Speaking, Active Listening, Time Management, Instruction, Reading Comprehension			
Cooks, Restaurant (35-2014)		100	13.2%	\$8.89
Long-Term OJT	Prepare, season, and cook soups, meats, vegetables, desserts, or other foodstuffs in restaurants. May order supplies, keep records and accounts, price items on menu, or plan menu. Key Skills: Active Listening, Reading Comprehension, Speaking, Active Learning, Instructing			

OJT = On-the-job Training

Note: The forecasts above highlight positive long-term growth occupations. They do not necessary reflect current hiring demand.

* Michigan Wage Data

Page 3 of 4

Flint Area includes the following counties: Genesee, Shiawassee

Key Demand Occupations – 2012 – Flint Area

Job Training Required

Education	Title / Description / Key Skills	Projected Job Growth	% Job Growth 2002 - 2012	Hourly Wage
Hairdressers, Hairstylists, and Cosmetologists (39-5012)				
Post-Secondary Vocational Training	Provide beauty services, such as shampooing, cutting, coloring, and styling hair, and massaging and treating scalp. May also apply makeup, dress wigs, perform hair removal, and provide nail and skin care services. Key Skills: Active Listening, Speaking, Time Management, Coordination, Social Perceptiveness	85	8.8%	\$11.87
Sales Occupations				
First-Line Supervisors/Managers of Retail Sales Workers (41-1011)				
Work Exp. in Related Occupation	Directly supervise sales workers in a retail establishment or department. Duties may include management functions, such as purchasing, budgeting, accounting, and personnel work, in addition to supervisory duties. Key Skills: Management of Personnel Resources, Active Listening, Service Orientation, Time Management, Instructing	150	5.5%	\$17.15
Administrative Support Occupations				
Legal Secretaries (43-6012)				
Post-Secondary Vocational Training	Perform secretarial duties utilizing legal terminology, procedures, and documents. Prepare legal papers and correspondence, such as summonses, complaints, motions, and subpoenas. May also assist with legal research. Key Skills: Reading Comprehension, Active Listening, Time Management, Writing, Active Learning	35	10.1%	\$15.32
Medical Secretaries (43-6013)				
Post-Secondary Vocational Training	Perform secretarial duties utilizing specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence. Key Skills: Active Listening, Reading Comprehension, Speaking, Coordination, Active Learning	65	5.6%	\$12.70
Construction and Repair Occupations				
Managers of Construction Trades & Extraction Workers (47-1011)				
Work Exp. in Related Occupation	Directly supervise and coordinate activities of construction or extraction workers. Key Skills: Coordination, Management of Personnel Resources, Time Management, Speaking, Active Listening	60	8.7%	\$33.30
Carpenters (47-2031)				
Long-Term OJT	Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways to control the proper circulation of air through the passageways and to the working places. Key Skills: Mathematics, Time Management, Active Listening, Critical Thinking, Judgment & Decision Making	190	9.2%	\$21.31
Electricians (47-2111)				
Long-Term OJT	Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. Key Skills: Installation, Active Listening, Reading Comprehension, Troubleshooting, Equipment Selection	85	5.7%	\$25.99*
Structural Iron and Steel Workers (47-2221)				
Long-Term OJT	Raise, place, and unite iron or steel girders, columns, and other structural members to form completed structures or structural frameworks. May erect metal storage tanks and assemble prefabricated metal buildings. Key Skills: Installation, Equipment Selection, Operation and Control	35	8.3%	\$23.28*
HVAC Mechanics and Installers (49-9021)				
Long-Term OJT	Install or repair heating, central air conditioning, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves. Key Skills: Troubleshooting, Repairing, Active Listening, Equipment Maintenance, Critical Thinking	25	16.4%	\$22.74
Production Occupations				
Welders, Cutters, Solderers, and Brazers (51-4121)				
Long-Term OJT	Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products. Key Skills: Operation & Control, Equipment Selection, Equipment Maintenance, Mathematics, Operation Monitoring	60	7.6%	\$18.60*

OJT = On-the-job Training

Note: The forecasts above highlight positive long-term growth occupations. They do not necessary reflect current hiring demand.

* Michigan Wage Data

Page 4 of 4

Flint Area includes the following counties: Genesee, Shiawassee