



Key Demand Occupations – 2012 – Jackson 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)				
	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, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Includes owners and managers who head small business establishments whose duties are primarily managerial.	115	11.5%	\$42.24
Work Exp. + Bachelor's	Key Skills: Active Listening, Management of Personnel Resources, Time Management, Judgment & Decision Making, Monitoring			
Financial Managers (11-3031)				
	Plan, direct, and coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.	40	12.0%	\$36.18
Work Exp. + Bachelor's	Key Skills: Management of Financial Resources, Mathematics, Critical Thinking, Judgment & Decision Making, Reading Comprehension			
Medical and Health Services Managers (11-9111)				
	Plan, direct, or coordinate medicine and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.	40	18.7%	\$30.72
Work Exp. + Bachelor's	Key Skills: Active Listening, Reading Comprehension, Critical Thinking, Monitoring, Speaking			
Professional Occupations				
Employment, Recruitment & Placement Specialists (13-1071)				
	Recruit and place workers.	20	23.3%	\$20.25
Bachelor's	Key Skills: Reading Comprehension, Service Orientation, Active Listening, Speaking, Persuasion			
Training and Development Specialists (13-1073)				
	Conduct training and development programs for employees.	35	24.1%	\$23.51
Bachelor's	Key Skills: Active Listening, Speaking, Time Management, Reading Comprehension, Writing			
Management Analysts (13-1111)				
	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.	25	20.1%	\$38.42*
Work Exp. + Bachelor's	Key Skills: Critical Thinking, Judgment & Decision Making, Active Listening, Coordination, Time Management			
Accountants and Auditors (13-2011)				
	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.	110	11.7%	\$25.22
Bachelor's	Key Skills: Mathematics, Active Listening, Critical Thinking, Monitoring, Judgment & Decision Making			
Personal Financial Advisors (13-2052)				
	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.	30	23.0%	\$45.53*
Bachelor's	Key Skills: Active Listening, Speaking, Mathematics, Judgment & Decision Making, Service Orientation			
Computer Support Specialists (15-1041)				
	Provide technical assistance to computer system users. Answer questions or resolve computer problems for clients in person, via telephone or from remote location. May provide assistance concerning the use of computer hardware and software, including printers.	25	14.9%	\$20.18
Associate's	Key Skills: Troubleshooting, Reading Comprehension, Critical Thinking, Active Listening, Writing			
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.	55	16.4%	\$33.29
Bachelor's	Key Skills: Active Learning, Reading Comprehension, Complex Problem Solving, Critical Thinking, Active Listening			

OJT = On-the-job Training

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

* Michigan Wage Data

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Industrial Engineers (17-2112)				
		50	19.3%	\$32.92
Bachelor's	Design, develop, test, and evaluate integrated systems for managing industrial production processes including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination. Key Skills: Critical Thinking, Active Listening, Time Management, Reading Comprehension, Complex Problem Solving			
Child, Family, and School Social Workers (21-1021)				
		65	15.7%	\$23.10
Bachelor's	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist single parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers on how to deal with problem children. Key Skills: Speaking, Active Listening, Monitoring, Social Perceptiveness, Service Orientation			
Medical and Public Health Social Workers (21-1022)				
		30	22.6%	\$21.60
Master's	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. Key Skills: Active Listening, Writing, Reading Comprehension, Social Perceptiveness, Speaking			
Public Relations Specialists (27-3031)				
		40	17.3%	\$21.82
Bachelor's	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. Key Skills: Writing, Critical Thinking, Reading Comprehension, Active Listening, Judgment & Decision Making			
Health Care Occupations				
Physician Assistants (29-1071)				
		45	41.6%	\$34.52*
Bachelor's	Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication. Must graduate from an accredited education program for physician assistants. Key Skills: Active Listening, Active Learning, Speaking, Reading Comprehension, Critical Thinking			
Registered Nurses (29-1111)				
		450	21.9%	\$27.50*
Associate's	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. Key Skills: Active Listening, Reading Comprehension, Critical Thinking, Instructing, Speaking, Time Management			
Dental Hygienists (29-2021)				
		65	29.9%	\$28.70
Associate's	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. Key Skills: Active Listening, Speaking, Reading Comprehension, Active Learning, Time Management			
Medical Records and Health Information Technicians (29-2071)				
		50	46.4%	\$15.18
Associate's	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. Key Skills: Active Listening, Reading Comprehension, Time Management, Speaking, Writing			
Sales Occupations				
Securities, Commodities & Financial Sales Agents (41-3031)				
		20	18.2%	\$37.68*
Bachelor's	Buy and sell securities in investment and trading firms, or call upon businesses and individuals to sell financial services. Provide financial services, such as loan, tax, and securities counseling. May advise securities customers about such things as stocks, bonds, and market conditions. Key Skills: Service Orientation, Active Listening, Speaking, Instruction, Judgment and Decision Making			
Sales Engineers (41-9031)				
		20	15.7%	\$34.32
Bachelor's	Sell business goods or services, the selling of which requires a technical background equivalent to a baccalaureate degree in engineering. Key Skills: Active Listening, Operations Analysis, Persuasion, Reading Comprehension, Social Perceptiveness			

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Professional Occupations				
	Purchasing Agents, Except Wholesale, Retail and Farm (13-1023)	30	13.2%	\$23.84
Work Exp. in Related Occupation	Purchase machinery, equipment, tools, parts, supplies, or services necessary for the operation of an establishment. Purchase raw or semi-finished materials for manufacturing. Key Skills: Speaking, Active Listening, Critical Thinking, Judgment & Decision Making, Reading Comprehension			
	Cost Estimators (13-1051)	40	19.9%	\$29.34*
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)	55	23.8%	\$14.40*
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)	120	36.6%	\$12.75
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				
	Licensed Practical & Licensed Vocational Nurses (29-2061)	75	15.3%	\$16.72
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)	35	16.3%	\$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)	50	19.9%	\$19.63
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			
	Cooks, Restaurant (35-2014)	60	12.5%	\$9.12
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			
	Hairdressers, Hairstylists, and Cosmetologists (39-5012)	85	11.1%	\$11.54
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			
Sales Occupations				
	First-Line Supervisor/Managers of Retail Sales Workers (41-1011)	150	8.4%	\$17.49
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			

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	First-Line Supervisors/Managers of Non-Retail Worker (41-1012)	65	9.8%	\$36.49
Work Exp. in Related Occupation	Directly supervise and coordinate activities of sales workers other than retail sales workers. May perform duties, such as budgeting, accounting, and personnel work, in addition to supervisory duties. Key Skills: Speaking, Time Management, Active Listening, Reading Comprehension, Social Perceptiveness			
Construction and Repair Occupations				
	Carpenters (47-2031)	285	20.0%	\$19.59
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			
	Electricians (47-2111)	100	13.6%	\$22.89
Long-Term OJT9	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			
	Plumbers, Pipefitters, and Steamfitters (47-2152)	40	15.2%	\$22.76
Long-Term OJT	Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Key Skills: Active Listening, Mathematics, Repairing, Troubleshooting, Complex Problem Solving			
	Automotive Service Technicians and Mechanics (49-3023)	80	13.1%	\$19.43
Post-Secondary Vocational Training	Diagnose, adjust, repair, or overhaul automotive vehicles. Key Skills: Troubleshooting, Repairing, Equipment Selection, Active Listening, Critical Thinking			
	Industrial Machinery Mechanics (49-9041)	20	12.0%	\$23.51
Long-Term OJT	Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. Key Skills: Equipment Maintenance, Repairing, Troubleshooting, Operation Monitoring, Quality Control Analysis			
Production Occupations				
	Supervisors of Production & Operating Workers (51-1011)	105	10.0%	\$25.08
Work Exp. in Related Occupation	Supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Exclude team or work leaders. Key Skills: Active Listening, Management of Personnel Resources, Reading Comprehension, Instructing, Monitoring			
	Machinists (51-4041)	35	5.2%	\$14.82
Long-Term OJT	Set up and operate a variety of machine tools to produce precision parts and instruments. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, shop mathematics, metal properties, layout, and machining procedures. Key Skills: Operation & Control, Operation Monitoring, Mathematics, Equipment Selection, Troubleshooting			
	Welders, Cutters, Solderers, and Brazers (51-4121)	50	11.8%	\$15.03
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			
	Chemical Plant and Systems Operators (51-8091)	25	10.4%	\$21.90*
Long-Term OJT	Control or operate an entire chemical process or system of machines. Key Skills: Operation and Control, Operation Monitoring, Troubleshooting, Active Listening, Reading Comprehension,			

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