



# Key Demand Occupations – 2012 – Kalamazoo-St. Joseph

## College Degree Required

| Education                                                                   | Title / Description / Key Skills                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Projected<br>Job Growth | % Job Growth<br>2002 - 2012 | Hourly Wage     |
|-----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------|-----------------|
| <b>Management Occupations</b>                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| <b>General and Operations Managers (11-1021)</b>                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| Work Exp.<br>+<br>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, 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.<br><br><b>Key Skills:</b> Active Listening, Management of Personnel Resources, Time Management, Judgment & Decision Making, Monitoring | <b>170</b>              | <b>12.4%</b>                | <b>\$40.51</b>  |
| <b>Financial Managers (11-3031)</b>                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| Work Exp.<br>+<br>Bachelor's                                                | Plan, direct, and coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.<br><br><b>Key Skills:</b> Management of Financial Resources, Mathematics, Critical Thinking, Judgment & Decision Making, Reading Comprehension                                                                                                                                                                                                                                                                                                                                                           | <b>40</b>               | <b>11.2%</b>                | <b>\$42.96</b>  |
| <b>Medical and Health Services Managers (11-9111)</b>                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| Work Exp.<br>+<br>Bachelor's                                                | Plan, direct, or coordinate medicine and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.<br><br><b>Key Skills:</b> Active Listening, Reading Comprehension, Critical Thinking, Monitoring, Speaking                                                                                                                                                                                                                                                                                                                                                                                                            | <b>60</b>               | <b>18.5%</b>                | <b>\$37.45</b>  |
| <b>Property, Real Estate &amp; Community Association Managers (11-9141)</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| Bachelor's                                                                  | Plan, direct, or coordinate selling, buying, leasing, or governance activities of commercial, industrial, or residential real estate properties.<br><br><b>Key Skills:</b> Active Listening, Critical Thinking, Time Management, Reading Comprehension, Speaking                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>40</b>               | <b>12.0%</b>                | <b>\$24.22</b>  |
| <b>Professional Occupations</b>                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| <b>Employment, Recruitment &amp; Placement Specialists (13-1071)</b>        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| Bachelor's                                                                  | Recruit and place workers.<br><br><b>Key Skills:</b> Reading Comprehension, Service Orientation, Active Listening, Speaking, Persuasion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>60</b>               | <b>20.8%</b>                | <b>\$21.51</b>  |
| <b>Training and Development Specialists (13-1073)</b>                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| Bachelor's                                                                  | Conduct training and development programs for employees.<br><br><b>Key Skills:</b> Active Listening, Speaking, Time Management, Reading Comprehension, Writing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>45</b>               | <b>20.7%</b>                | <b>\$24.56</b>  |
| <b>Management Analysts (13-1111)</b>                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| Work Exp.<br>+<br>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.<br><br><b>Key Skills:</b> Critical Thinking, Judgment & Decision Making, Active Listening, Coordination, Time Management                                                                                                                                                                                                                                               | <b>90</b>               | <b>31.9%</b>                | <b>\$38.42*</b> |
| <b>Accountants and Auditors (13-2011)</b>                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| 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.<br><br><b>Key Skills:</b> Mathematics, Active Listening, Critical Thinking, Monitoring, Judgment & Decision Making                                                                                                                                                                                                                                                                                                                                                              | <b>130</b>              | <b>12.6%</b>                | <b>\$24.01</b>  |
| <b>Personal Financial Advisors (13-2052)</b>                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| 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.<br><br><b>Key Skills:</b> Active Listening, Speaking, Mathematics, Judgment & Decision Making, Service Orientation                                                                                                                                                                                                                                                    | <b>50</b>               | <b>27.6%</b>                | <b>\$43.37</b>  |
| <b>Computer Software Engineers, Applications (15-1031)</b>                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                         |                             |                 |
| 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.<br><br><b>Key Skills:</b> Programming, Critical Thinking, Complex Problem Solving, Active Listening, Troubleshooting                                                                                                                                                       | <b>50</b>               | <b>34.0%</b>                | <b>\$28.07</b>  |

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

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## College Degree Required

| Education                                                 | Title / Description / Key Skills                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Projected<br>Job Growth | % Job Growth<br>2002 - 2012 | Hourly Wage |
|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------|-------------|
| <b>Computer Support Specialists (15-1041)</b>             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| Associate's                                               | 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.<br><b>Key Skills:</b> Troubleshooting, Reading Comprehension, Critical Thinking, Active Listening, Writing                                                                                                                                                                                                 | 50                      | 14.9%                       | \$20.69     |
| <b>Computer Systems Analysts (15-1051)</b>                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| Bachelor's                                                | 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.<br><b>Key Skills:</b> Active Learning, Reading Comprehension, Complex Problem Solving, Critical Thinking, Active Listening                                                                                                                                    | 65                      | 26.1%                       | \$30.30     |
| <b>Industrial Engineers (17-2112)</b>                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| 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.<br><b>Key Skills:</b> Critical Thinking, Active Listening, Time Management, Reading Comprehension, Complex Problem Solving                                                                                                                                                                                                      | 35                      | 12.3%                       | \$28.22     |
| <b>Mechanical Engineers (17-2141)</b>                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| Bachelor's                                                | Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such like heat, gas, water, and steam systems.<br><b>Key Skills:</b> Mathematics, Complex Problem Solving, Critical Thinking, Reading Comprehension, Science                                                                                                                                                                                                                          | 45                      | 8.3%                        | \$31.86     |
| <b>Environmental Scientists and Specialists (19-2041)</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| Master's                                                  | Conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or the health of the population. Utilizing knowledge of various scientific disciplines may collect, synthesize, study, report, and take action based on data derived from measurements or observations of air, food, soil, water, and other sources.<br><b>Key Skills:</b> Reading Comprehension, Active Listening, Coordination, Science, Active Learning                                               | 45                      | 29.7%                       | \$26.58*    |
| <b>Chemical Technicians (19-4031)</b>                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| Associate's                                               | Conduct chemical and physical laboratory tests to assist scientists in making qualitative and quantitative analyses of solids, liquids, and gaseous materials for purposes, such as research and development of new products or processes, quality control, maintenance of environmental standards, and other work involving experimental, theoretical, or practical application of chemistry and related sciences.<br><b>Key Skills:</b> Science, Reading Comprehension, Quality Control Analysis, Mathematics, Operation Monitoring                                          | 60                      | 8.6%                        | \$18.16*    |
| <b>Child, Family, and School Social Workers (21-1021)</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| 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.<br><b>Key Skills:</b> Speaking, Active Listening, Monitoring, Social Perceptiveness, Service Orientation | 90                      | 19.7%                       | \$24.98     |
| <b>Health Care Occupations</b>                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| <b>Registered Nurses (29-1111)</b>                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| 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.<br><b>Key Skills:</b> Active Listening, Reading Comprehension, Critical Thinking, Instructing, Speaking, Time Management                                                                                                                       | 405                     | 16.0%                       | \$26.78     |
| <b>Dental Hygienists (29-2021)</b>                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| 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.<br><b>Key Skills:</b> Active Listening, Speaking, Reading Comprehension, Active Learning, Time Management                                                                                                                                                                                                                                                                                          | 75                      | 22.3%                       | \$25.61     |
| <b>Service Occupations</b>                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| <b>Recreation Workers (39-9032)</b>                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                         |                             |             |
| Bachelor's                                                | Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.<br><b>Key Skills:</b> Service Orientation, Active Listening, Speaking, Instruction, Judgment and Decision Making                                                                                                                                          | 65                      | 14.8%                       | \$11.12     |

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## Job Training Required

| Education                          | Title / Description / Key Skills                                                                                                                                                                                                                                                                                                                                                                                                                | Projected Job Growth | % Job Growth 2002 - 2012 | Hourly Wage    |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------|----------------|
| <b>Professional Occupations</b>    |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                      |                          |                |
|                                    | <b>Purchasing Agents, Except Wholesale, Retail and Farm (13-1023)</b>                                                                                                                                                                                                                                                                                                                                                                           | <b>30</b>            | <b>11.1%</b>             | <b>\$22.67</b> |
| 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.<br><b>Key Skills:</b> Speaking, Active Listening, Critical Thinking, Judgment & Decision Making, Reading Comprehension                                                                                                                                           |                      |                          |                |
|                                    | <b>Cost Estimators (13-1051)</b>                                                                                                                                                                                                                                                                                                                                                                                                                | <b>45</b>            | <b>14.4%</b>             | <b>\$29.10</b> |
| 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.<br><b>Key Skills:</b> Active Listening, Reading Comprehension, Mathematics, Time Management, Writing                                                                                 |                      |                          |                |
|                                    | <b>Preschool Teachers, Except Special Education (25-2011)</b>                                                                                                                                                                                                                                                                                                                                                                                   | <b>95</b>            | <b>22.4%</b>             | <b>\$14.03</b> |
| 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.<br><b>Key Skills:</b> Active Listening, Instructing, Speaking, Reading Comprehension, Learning Strategies                                                              |                      |                          |                |
|                                    | <b>Self-Enrichment Education Teachers (25-3021)</b>                                                                                                                                                                                                                                                                                                                                                                                             | <b>190</b>           | <b>37.5%</b>             | <b>\$16.00</b> |
| 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.<br><b>Key Skills:</b> Instructing, Speaking, Active Listening, Learning Strategies, Social Perceptiveness                                                                     |                      |                          |                |
| <b>Health Care Occupations</b>     |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                      |                          |                |
|                                    | <b>Licensed Practical &amp; Licensed Vocational Nurses (29-2061)</b>                                                                                                                                                                                                                                                                                                                                                                            | <b>45</b>            | <b>6.9%</b>              | <b>\$17.82</b> |
| 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.<br><b>Key Skills:</b> Active Listening, Reading Comprehension, Time Management, Writing, Active Learning                                                                                                         |                      |                          |                |
| <b>Service Occupations</b>         |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                      |                          |                |
|                                    | <b>Police and Sheriff's Patrol Officers (33-3051)</b>                                                                                                                                                                                                                                                                                                                                                                                           | <b>65</b>            | <b>18.1%</b>             | <b>\$26.49</b> |
| 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.<br><b>Key Skills:</b> Judgment & Decision Making, Active Listening, Critical Thinking, Writing, Speaking |                      |                          |                |
|                                    | <b>First-Line Supervisors of Food Preparation Workers (35-1012)</b>                                                                                                                                                                                                                                                                                                                                                                             | <b>135</b>           | <b>12.1%</b>             | <b>\$13.17</b> |
| Work Exp. in Related Occupation    | Supervise workers engaged in preparing and serving food.<br><b>Key Skills:</b> Speaking, Active Listening, Time Management, Instructing, Reading Comprehension                                                                                                                                                                                                                                                                                  |                      |                          |                |
|                                    | <b>Cooks, Restaurant (35-2014)</b>                                                                                                                                                                                                                                                                                                                                                                                                              | <b>80</b>            | <b>12.8%</b>             | <b>\$9.49</b>  |
| 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.<br><b>Key Skills:</b> Active Listening, Reading Comprehension, Speaking, Active Learning, Instructing                                                                                                                                                       |                      |                          |                |
|                                    | <b>Hairdressers, Hairstylists, and Cosmetologists (39-5012)</b>                                                                                                                                                                                                                                                                                                                                                                                 | <b>115</b>           | <b>10.8%</b>             | <b>\$10.66</b> |
| 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.<br><b>Key Skills:</b> Active Listening, Speaking, Time Management, Coordination, Social Perceptiveness                                                                                                                    |                      |                          |                |
| <b>Sales Occupations</b>           |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                      |                          |                |
|                                    | <b>First-Line Supervisor/Managers of Retail Sales Workers (41-1011)</b>                                                                                                                                                                                                                                                                                                                                                                         | <b>205</b>           | <b>9.8%</b>              | <b>\$18.50</b> |
| 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.<br><b>Key Skills:</b> Management of Personnel Resources, Active Listening, Service Orientation, Time Management, Instructing                                                                                               |                      |                          |                |

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## Job Training Required

| Education                                                                 | Title / Description / Key Skills                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Projected Job Growth | % Job Growth 2002 - 2012 | Hourly Wage     |
|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------|-----------------|
| <b>Administrative Support Occupations</b>                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                      |                          |                 |
| <b>Legal Secretaries (43-6012)</b>                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>35</b>            | <b>12.4%</b>             | <b>\$17.14</b>  |
| 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.<br><b>Key Skills:</b> Reading Comprehension, Active Listening, Time Management, Writing, Active Learning                                                                                                                                                                                                                                                                                                                       |                      |                          |                 |
| <b>Construction Occupations</b>                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                      |                          |                 |
| <b>Managers of Construction Trades &amp; Extraction Workers (47-1011)</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>90</b>            | <b>12.7%</b>             | <b>\$30.68</b>  |
| Work Exp. in Related Occupation                                           | Directly supervise and coordinate activities of construction or extraction workers.<br><b>Key Skills:</b> Coordination, Management of Personnel Resources, Time Management, Speaking, Active Listening                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                      |                          |                 |
| <b>Carpenters (47-2031)</b>                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>175</b>           | <b>14.2%</b>             | <b>\$18.84</b>  |
| 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.<br><b>Key Skills:</b> Mathematics, Time Management, Active Listening, Critical Thinking, Judgment & Decision Making |                      |                          |                 |
| <b>Electricians (47-2111)</b>                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>155</b>           | <b>17.8%</b>             | <b>\$16.61</b>  |
| 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.<br><b>Key Skills:</b> Installation, Active Listening, Reading Comprehension, Troubleshooting, Equipment Selection                                                                                                                                                                                                                                                                                                              |                      |                          |                 |
| <b>Plumbers, Pipefitters, and Steamfitters (47-2152)</b>                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>100</b>           | <b>12.5%</b>             | <b>\$26.72</b>  |
| 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.<br><b>Key Skills:</b> Active Listening, Mathematics, Repairing, Troubleshooting, Complex Problem Solving                                                                                                                                                                                                                                                                                                                                             |                      |                          |                 |
| <b>Automotive Service Technicians and Mechanics (49-3023)</b>             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>60</b>            | <b>10.6%</b>             | <b>\$17.18</b>  |
| Post-Secondary Vocational Training                                        | Diagnose, adjust, repair, or overhaul automotive vehicles.<br><b>Key Skills:</b> Troubleshooting, Repairing, Equipment Selection, Active Listening, Critical Thinking                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |                          |                 |
| <b>HVAC Mechanics and Installers (49-9021)</b>                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>30</b>            | <b>23.0%</b>             | <b>\$25.59</b>  |
| Long-Term OJT                                                             | Install or repair heating, central air conditioning, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.<br><b>Key Skills:</b> Troubleshooting, Repairing, Active Listening, Equipment Maintenance, Critical Thinking                                                                                                                                                                                                                                                                                                                                                                                               |                      |                          |                 |
| <b>Industrial Machinery Mechanics (49-9041)</b>                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>20</b>            | <b>12.6%</b>             | <b>\$22.76</b>  |
| Long-Term OJT                                                             | Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.<br><b>Key Skills:</b> Equipment Maintenance, Repairing, Troubleshooting, Operation Monitoring, Quality Control Analysis                                                                                                                                                                                                                                                                                                                                                                                             |                      |                          |                 |
| <b>Telecommunications Line Installers and Repairers (49-9052)</b>         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>40</b>            | <b>15.7%</b>             | <b>\$19.81*</b> |
| Long-Term OJT                                                             | String and repair telephone and television cable, including fiber optics and other equipment for transmitting messages or television programming.<br><b>Key Skills:</b> Installation, Repairing, Troubleshooting, Equipment Maintenance, Equipment Selection                                                                                                                                                                                                                                                                                                                                                                                           |                      |                          |                 |
| <b>Production Occupations</b>                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                      |                          |                 |
| <b>Welders, Cutters, Solderers, and Brazers (51-4121)</b>                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>70</b>            | <b>10.4%</b>             | <b>\$15.11</b>  |
| 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.<br><b>Key Skills:</b> Operation & Control, Equipment Selection, Equipment Maintenance, Mathematics, Operation Monitoring                                                                                                                                                                                                                                                                                                                                                 |                      |                          |                 |

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