

AGENDA

- I. Call to Order Lee Daher, Chair
- II. Board Member Update Lee Daher, Chair
 - Consideration of new members*
- III. Approval of Minutes* Lee Daher, Chair
- IV. Policy Updates
- V. One Stop Certification Michael Veh, Executive Director
 - Individual Training Account Policy* Michael Veh, Executive Director
 - Phase 1 Certification
 - Phase 3 Certification
- VI. Partner Memorandum of Understanding Michael Veh, Executive Director
- VII. **Strategic Plan Goal 1**
Prepare a pipeline of work-ready individuals based on the needs of employers
 - WorkReady Lucas County Report only
 - Proposed Demand Occupation List* Michael Veh, Executive Director
- VIII. **Strategic Plan Goal 2**
Provide proactive and adaptable business services and solutions through meaningful employer engagement
 - Incumbent Worker & OJT Report only
 - Business Engagement Data Report only
- IX. **Strategic Plan Goal 3**
Provide holistic, customer-centric, streamlined, and team-based career services
 - Adult and Dislocated Workers Report only
 - CCMEP Youth Program Report only
 - One-stop Update Report only
- X. **Strategic Plan Goal 4**
Enhance public perception of the Lucas County workforce system by providing effective, timely, and accurate communication
 - One-Stop Outreach and Engagement Darlene White, Operator
- XI. **Strategic Plan Goal 5**
Establish the Lucas County Workforce Development Board as the central hub of workforce development activities in the region
 - Business Services Grant Michael Veh, Executive Director
 - Business Advisory Group Lee Daher, Chair
- XII. Financial Report Report only
- XIII. Other Business Lee Daher, Chair
 - Upcoming Meeting Dates

Next Meeting: April 21, 2022 at 2 pm

Vision

Our region prospers through a diverse, trained, career-ready workforce that addresses the current and future needs of individuals and businesses.

Mission

We deliver innovative workforce solutions to businesses and job seekers to accelerate regional economic growth and individual prosperity.

Lucas County Workforce Development Board

Meeting Minutes for: Wednesday, December 8, 2021 at 3:30 pm
OhioMeansJobs Lucas County, 3737 W. Sylvania Avenue, Toledo, 43623

Board Member Roster

N	LaTonya Boyd	N	Joshua Hughes	Y	Teresa Moore
Y	David Conover	Y	Jeremy Knisely	N	Debra Morris
Y	Lee Daher	N	Nicole Langenderfer	Y	Andrew Newby
Y	Tom Dimitrew	N	Joe Luzar	Y	Scott Potter
N	Clint Dockery	Y	Karyn McConnell	Y	Denise Smith
Y	Charlotte Dymarkowski	Y	Loren McDonald	N	Steven Stockdale
Y	Scott Hayes	Y	Michelle McDougall	Y	Kristy Valleroy
N	Kristi Hill	Y	Jeremy McLaney		
N	Jack Hollister	Y	Valerie Moffitt		

Board of County Commissioners

Y	Tina Skeldon Wozniak	N	Pete Gerken	N	Gary Byers
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Staff, Visitors and Other

Y	Megan Vahey Casiere	Y	Ben Pushka	Y	Michael Veh
Y	David Glaza	Y	David Timmerman	Y	Darlene White
N	Angela Miller	N	Michelle Upchurch		

Call to Order

The meeting of the Lucas County Workforce Development Board was called to order by Board Chair Lee Daher on December 8, 2021 at 3:38 pm with a quorum present.

Board Member Update

- L. Daher explained that Board member Karyn McConnell had left her position at Goodwill Industries of NW Ohio to take a new position with the YWCA but had expressed an interest to remain on the board. David Takats who had previously served on the Board had been recommended as a new representative for Goodwill. L. Daher also mentioned that Board member Josh Hughes with the Associated General Contractors had determined that he would not be able to serve as the AGC representative and had recommended Laura Jenkins as a replacement for him. A motion to accept these recommendations was made by C. Dymarkowski, seconded by T. Moore. The motion passed unanimously.
- L. Daher also mentioned that Board member Joe Luzar will be retiring and has asked to not be reappointed to the Board. Also, Clint Dockery and Jack Hollister have both declined the opportunity for reappointment meaning that there will be two open seats for business representatives and one for an apprenticeship representative. If any board members have suggestions for these seats, they can be forwarded to Michael Veh.

Approvals

Meeting Minutes

- L. Daher asked for a motion to approve the minutes of the meetings held on April 28, 2021 and October 27, 2021. The motion was made by K. McConnell and seconded by C. Dymarkowski. The motion passed unanimously.

Adoption of the 2021 State Approved Strategic Plan

- Chair L. Daher discussed the process that went into the updating of the previous plan through the work of the Business Advisory Group and members of the Planning and Development Staff. The plan has already been approved by the Ohio Department of Job and Family Services and recommended for approval by the Board of County Commissioners. V. Moffett moved to adopt the plan, seconded by C. Dymarkowski. The motion was approved unanimously.

Policy Updates and Bylaw Change

Use of Virtual Technology When Conducting Board Meetings Policy and By-Law Change

- L. Daher informed the Board of changes included in the State of Ohio's budget legislation that would allow Workforce Development Boards to meet virtually using telephone, video or other technology but, in order to do so, the board is required to pass a local policy setting rules for doing so. He also mentioned that it is recommended to modify the Board by-laws to reflect the change in meeting requirements.
- Discussion was held, including comments that virtual attendance should be an exception and not the rule but that it would be convenient for members who may be travelling, unable to attend in person due to scheduling issues, or when inclement weather would make attending difficult or dangerous. A motion was made by V. Moffett and seconded by S. Potter to approve both the policy and the recommended wording of the by-law change. The motion passed unanimously.

Rescission of the Temporary COVID-19 Related Policy

- L. Daher opened discussion on the Temporary COVID-19 policy that had been passed in April 2020 in response to the global pandemic. M. Veh explained that the policy had originally been adopted in response to changes at the State level intended to address the pandemic and was intended to expire when the Governor's office declared the state of emergency to be over. The rescission was moved and seconded before being passed unanimously.

Modification of the Incumbent Worker Training Policy

- L. Daher introduced the modification to the Incumbent Worker Policy and M. Veh explained that the State of Ohio had made changes to its policy which needed to be reflected in the Board's policy. Most of the changes include additional definitions and tightening up language to be more specific in the requirements of Incumbent Worker Training. The modification was moved by Charlotte, seconded and then passed unanimously.

Strategic Plan Goal 1

Prepare a pipeline of work-ready individuals based on the needs of employers

- WorkReady Lucas County Report
 - The report was provided and no questions were asked.
- Proposed Demand Occupation List
 - M. Veh led the discussion on the proposed updates to the Demand Occupation List. He explained that previous list was approved in 2018 and that the pandemic had derailed previous attempts to update the list. He also pointed out that earlier versions of the list included a cut-off point, based potential wages to be earned, that prohibited training contracts for low wage jobs.
 - Since the minimum wage earned had earlier led to discussion about what an appropriate “living wage” should be, M. Veh provided several options based on various criteria that could be considered. He then presented the State of Ohio demand occupation list for the region and showed where each of the “living wage” options appeared in the broader list. More discussion followed with V. Moffett asking if by eliminating lower paying opportunities we were preventing people from entering into potential long-term careers.
 - Additional discussion regarding the Individual Training Account policy which uses the Demand Occupation List when creating training contracts for individuals took place. A committee consisting of V. Moffett, C. Dymarkowski, M. McDougall, J. Knisely, K. McConnell, and D. Smith will be formed to look at additional options.

Strategic Plan Goal 2

Provide proactive and adaptable business services and solutions through meaningful employer engagement

- Incumbent Worker and OJT Report
 - The Incumbent Worker Training and On-the-Job Training report was reviewed and no questions asked.
- Business Engagement Data
 - The Business Engagement Data report was reviewed and no questions were asked.

Strategic Plan Goal 3

Provide holistic, customer-centric, streamlined, and team-based career services

- Adult and Dislocated Workers Report
 - The Adult and Dislocated Workers report was reviewed. L. Daher mentioned that some of the information was showing no payments to date for the year and wondered why that was the case. M. Veh pointed out that payments are not made until a student actually starts classes and upon receipt of an invoice from the school. These payments may not come due for several more weeks so no payments had yet been made. No further questions were asked.

- CCMEP Report
 - The Comprehensive Case Management and Employment report was reviewed. S. Potter asked about the summer employment report and wanted to know if the youth listed as “Terminations for Cause” had been tracked and if there was data on why they had been terminated. He said his thought was there may be trend information that could be used to address challenges being faced before they result in termination. D. Timmerman with Harbor said that they do track the data and would review it for potential trends but that in many cases, it was for a number of different reasons. He also pointed out that termination from a job did not mean termination from the program and most youth continued in some other fashion.
- One-Stop Update
 - The One-Stop Update report was reviewed with no questions.

Strategic Plan Goal 4

Enhance public perception of the Lucas County workforce system by providing effective, timely, and accurate communication

- One-Stop Outreach and Engagement
 - L. Daher invited D. White of Harbor to talk about planned outreach activities for OhioMeansJobs Lucas County. She explained the concept of a multi-layer outreach approach. One layer would be to work with individuals in the community to encourage them to take advantage of the job search training that will be provided online and in-person to connect them to good paying jobs. She referred to this as developing the pipeline to employers.
 - Another layer would involve connecting with other community partners to help the individual they are working with take advantage of services provided by OhioMeansJobs. By forming a collaborative relationship, more people would have access to work preparation activities and training and employment opportunities. D. White also informed the Board that she had recently hired an outreach specialist who will be able to focus on connecting to the community and forming these relationships. She also spoke about the process currently underway to develop a stronger referral system between the one-stop and the staff with Lucas County Job and Family Services and the Child Support system. Those activities are just getting started but she expressed a strong belief that they would be successful.
 - Finally, D. White touched on some outreach and engagement being planned with the local media which will include television, radio, billboards, and other digital media. In addition to raising awareness of the new location for OhioMeansJobs Lucas County, she suggested that the outreach would probably reach areas businesses as well.

- Business Services Grant
 - M. Veh mentioned that a request for quotes had been released to marketing companies for the cost of developing an outreach and engagement plan for business services. The request had been sent to several area companies and the quotes are due December 10. He expects to have more information at the next meeting.

Strategic Plan Goal 5

Establish the Lucas County Workforce Development Board as the central hub of workforce development activities in the region

- Business Advisory Group
 - L. Daher mentioned that the group had assisted with the update to the Strategic Plan but had been very quiet in recent months. He hopes to reactivate the group in the new year.
- Financial Report
 - M. Veh informed the Board that the Financial Report was being provided without a formal presentation in part because there had not been a great deal of time since the last report and there hadn't been any major changes. He also said a new format for presenting the financial data was being developed that would provide the information in a much easier to understand format.
 - L. Daher asked if there is anything in the report that the Board should be aware of. D. Glaza pointed out that some budget items reflect large surpluses but that was due to delay in billing and payment from some of our providers and things will more accurately reflect the status after the current quarter closes.

Other Business

- L. Daher asked Commissioner Wozniak if she wanted to update the Board on anything and she mentioned that the Minority Business Assistance Center was moving into the Shared Campus facility and would be holding an open house and ribbon cutting on December 10. She also informed the Board that the County had just passed its 2022 budget.
- M. Casiere referenced a recent article she read that discussed economic predictions based on the impact of Federal stimulus funds as a result of COVID. She said the article addressed the affect the end of these programs will have on people and offered to share the article with the Board members.

Upcoming Meeting Dates

- L. Daher pointed out that the past year had forced the Board out of the normal sequence for meetings and that it had been earlier proposed that the Board meet more frequently than quarterly. S. Potter mentioned that he recalled a decision to move the meetings back to morning hours. A Doodle Poll will be sent to survey the preferred days, times, and frequency of the meetings.

The meeting was adjourned at approximately 4:40 pm.

Policy Number: 2019-0724.2-ITA

Effective Date

This policy will go into effect immediately upon passage.

Requirements

The Workforce Innovation and Opportunity Act (WIOA) Individual Training Account program is administered in Lucas County under the authorization of the Workforce Innovation and Opportunity Act and the Rules and Regulations governing the training programs authorized under WIOA Regulations that are defined in Section 134.

Education and training for qualified WIOA participants will be administered by means of Individual Training Accounts (ITAs) in order to provide formal schooling or training to assist individuals to obtain or retain self-sufficiency. In this instance, a local definition of self-sufficiency is used when identifying demand occupations and, unless modified by the Lucas County Workforce Development Board (LCWDB) through a separate self-sufficiency policy, this definition will continue to be used when determining suitable training programs.

Participants must demonstrate a need for formal training and meet the suitability guidelines established through the Suitability and Training Services Policy passed by the Lucas County Workforce Development Board (LCWDB) and the participant has failed to obtain and retain employment that leads to self-sufficiency through the career services offered by the OhioMeansJobs Lucas County One-Stop.

The following guidelines apply in managing WIOA ITA awards including the Comprehensive Case Management and Employment Program for youth:

The revisions in this policy shall apply to new ITAs signed after this policy goes into effect. ITA contracts and existing ITA contract renewals written prior to this revision shall follow previous policy.

WIOA ITA Requirements

1. ITA will only be approved for training courses that are on the Workforce Inventory of Education and Training (WIET) list for the state of Ohio. By securing this approval the Training Provider has made a commitment to meet the performance standards as outlined in the WIOA Rules and Regulations.
2. Programs of study must be for careers identified on Workforce Development Board's approved Demand Occupation List or the current State of Ohio's In-Demand Occupations Report in effect at the time the training request is made. Refer to the Suitability and Training Services Policy for specifics.
3. ITA may be used for:
 - a) A certificate, an associate degree, baccalaureate degree, license **OR**

- b) The skills or competencies needed for a specific job or jobs, an occupation, occupational group, or generally, for many types of jobs or occupations, as recognized by employers and determined prior to training.
- 4. Participants shall receive one ITA contract in a lifetime, excluding appropriate contract renewals and/or modifications. Exceptions to this limit are listed below:
 - a.) An exception may be approved by the Workforce Development Board or Designee in situations where the initial credential did not meet the needs of the individual as identified in the Individual Employability Plan (IEP),
 - b.) Failure of the education provider to provide training suitable for the credential desired **OR**
 - c.) An additional ITA contract would allow the individual to advance in their career within Board designated high-demand occupations or industries.
- 5. ITA funding will not pay for master's or doctorate degrees.
- 6. All training programs must be approved through the State of Ohio's Eligible Training Provider process AND meet local requirements.
- 7. WIOA ITA funds are only authorized to pay for tuition and books, required equipment, and other associated fees for the training program, less the PELL, OIG, and other grants, financial aid, or Work Study contributions.
 - a.) Training funds through other organizations and partners should be accessed whenever possible .
 - b.) Other sources of funding, not including loans to the potential student, should be accessed prior to the use of WIOA funding based on information provided by the training provider or gathered by WIOA staff.
 - c.) Staff will also make reasonable attempts to verify that all other sources of funding have been exhausted prior to requesting approval of the training contract.
- 8. Supportive Services programs may address other needs. (See the Supportive Services Policy in effect when the participant requests services and not necessarily the date of this policy.)
- 9. ITA funds in Lucas County are limited to:
 - a.) Annual and lifetime spending limits will be established by the LCWDB based on evaluation of current training costs and potential for career advancement training.
 - b.) The preferred period for funding will be two (2) training years depending on the availability of funding, where a training year begins on the first day of training and runs for twelve (12) consecutive months. This time restriction may be extended upon approval of the LCWDB or Designee and with proper documentation illustrating a need for more time to complete the program,
 - c.) The ITA will not cover a Bachelor's Degree unless the recipient has successfully completed at least 6 full-time semesters or 9 full-time quarters AND the recipient can complete the degree within the preferred two (2) year training period. The participant must provide a transcript and a signed plan-of -

- study from the institution documenting they can complete the degree requirements in the two-year time limit.
- d.) The ITA will not cover an Associate Degree unless the recipient has successfully completed two (2) full-time semesters or three (3) full-time quarters AND the recipient can complete within the preferred two (2) year training period. The participant must provide a transcript and a signed plan-of-study from the institution documenting they can complete the degree requirements in the two (2) year time limit.
 - e.) The ITA will cover training up to one year for a participant holding a Bachelor's Degree for upgrade purposes only if the current diploma will not lead to direct employment.
 - f.) The use of ITA funds for training related to registered apprenticeship programs in high-demand, local occupations may exceed the restrictions above and will be authorized under a separate policy approved by the LCWDB.
10. In order to receive ITA reimbursement, the participating service provider must apply to the State of Ohio and meet the requirements for inclusion as an eligible training provider. In addition to the provider being approved, each course of study to be paid for through WIOA funding must also be listed and approved. See <https://goo.gl/tAUYYy> for additional details.
11. Lucas County ITA funds will pay for education and training expenses at any educational institution that is listed as a State of Ohio Eligible Training Provider at the maximum amounts stated above.
- a.) This program is available to serve Lucas County residents or non-residents. However, funding the ITA will be at the lesser cost when comparing ITA benefits of the two counties regardless of residency.
 - b.) In the case of Dislocated Workers who have worked in Lucas County, but reside outside of Lucas County, these workers will be treated as Lucas County residents in respect to services for training allowances.
12. The training occupation should have career advancement potential and must be in accordance with the recipients' Individual Employment Plan (IEP) or Individual Opportunity Plan (IOP).
13. Residents of Ohio are given priority.
14. Short-term training of less than 12 months in duration will be given priority over longer term programs.

WIOA Student Requirements

1. Students must have applied for WIOA services and have been determined by a WIOA Case Manager to be eligible for training services as defined in the Training Services Policy passed by the LCWDB **prior to starting classes**.
2. Students must complete an Individual Employment Plan (IEP) or, in the case of CCMEP TANF eligible youth participants, an Individual Opportunity Plan (IOP) that

details the participant's skills, interests, and abilities and sets specific goals for the student to meet in order to obtain or retain employment that leads to self-sufficiency.

3. Students must choose a training program that is consistent with their skills, interests, and abilities, with the assistance of the WIOA Case Manager, CCMEP Case Manager, or partner agency.
4. Students in qualifying programs must apply for PELL, OIG, and other appropriate grants before utilizing WIOA funds.
5. After the first quarter or semester, the student must be in good academic standing and/or have maintained a "C" average in the program of study, unless a higher grade point average is required by the State. In the event that the student does not reach this standard, interventions, including intensive case management services, will be offered to the student.

A student may not change majors or training providers after the ITA is signed **without receiving approval from their WIOA Case Manager or other appropriate authority.** If the student does change majors or training providers, ITA funds will not be obligated for payment nor will continuation of the ITA be guaranteed.

If the student fails to maintain good academic standing or a "C" average for the second consecutive quarter or semester, that student will be ineligible to receive additional WIOA funding until the student makes a "good faith" effort to modify their circumstances. This "good faith" effort can include life skills classes, counseling, evaluation of skills, interests, and abilities, a request for additional supportive services, etc., and will be coordinated by the student's WIOA Case Manager.

If the student continues to fail to maintain good academic standing or a "C" average for three consecutive quarters or semesters, that student will be ineligible for WIOA funding for one (1) calendar year.

If a student withdraws from a training program, they may be required to pay back (reimburse) the amount of funding received. **Students with justifiable reasons for prematurely ending or pausing their training must notify their WIOA Case Manager prior to quitting the program.**

If the student has no contact with their WIOA Case Manager for ninety (90) days, the ITA will be deemed inactive and outstanding contracts may be cancelled. The student may be obligated to pay back any costs incurred after the 90-day period.

Changes made in relation to this policy will apply to new contracts written after the policy goes into effect and will not impact contracts initiated prior to the passage of this policy or renewals of those existing contracts.



Certification Maintenance Goals

ACT Percent to Goal: **97%**

Workforce Category	Goal	Actual	Remaining	Percentage
Emerging	1,192	2,390	0	200.5%
Current	176	1,649	0	936.9%
Transitioning	1,963	1,915	48	97.6%
Not Categorized		19		
Total	3,331	5,973	48	179.3%

Improved Certificates	147	96	51	65.3%
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Employers	171	418	0	244.4%
New and Reaffirming	86	271	0	315.1%

Data through: January 31, 2022

Certificate Level	Current	Percentage
Bronze	2,142	35.9%
Silver	2,840	47.5%
Gold	784	13.1%
Platinum	207	3.5%
Total	5,973	

Latest Update Date: February 15, 2022 Maintaining Goal Date: April 11, 2022 Days Remaining*: 55

Notes:

Maintenance Goals were set by ACT, Inc. and need to be met in order to retain certified status.

New and Reaffirming Employers are those that have recently indicated their support for the initiative and those who have recommitted their support.

Improved Certificates represent individuals who possessed a National Career Readiness Certificate and successfully retested to achieve a higher score.

* Days remaining on the date the report was last updated.

Code	Occupational Title	Employment*		Change in Employment		Annual Openings				Typical Education Needed for Entry	Work Experience in a Related Occupation	Typical On-The-Job Training Needed to Attain Competency in the Occupation	Median Wage May 2019
		2018 Annual	2028 Projected	2018-2028	Percent	Growth	Exits	Transfers	Total				
A1													
00-0000	Total, All Occupations	#####	321,963	1,626	0.5%	163	11249	15610	27022				\$17.95
11-0000	Management Occupations	21,557	21,441	(116)	-0.5%	(12)	806	823	1617				\$45.20
11-1011	Chief Executives	422	366	(56)	-13.3%	(6)	10	14	18	Bachelor's degree	5 years or more	None	#
11-1021	General and Operations Managers	3,104	3,175	71	2.3%	7	64	169	240	Bachelor's degree	5 years or more	None	\$42.81
11-2021	Marketing Managers	309	332	23	7.4%	2	6	18	26	Bachelor's degree	5 years or more	None	\$51.30
11-2022	Sales Managers	342	347	5	1.5%	0	7	19	26	Bachelor's degree	Less than 5 years	None	\$49.10
11-3011	Administrative Services Managers	547	562	15	2.7%	2	0	0	2	Bachelor's degree	Less than 5 years	None	\$39.19 †
11-3021	Computer and Information Systems Managers	505	518	13	2.6%	1	8	25	34	Bachelor's degree	5 years or more	None	\$56.23
11-3031	Financial Managers	842	952	110	13.1%	11	18	40	69	Bachelor's degree	5 years or more	None	\$54.55
11-3051	Industrial Production Managers	637	653	16	2.5%	2	12	27	41	Bachelor's degree	5 years or more	None	\$49.00
11-3071	Transportation, Storage, and Distribution Managers	344	369	25	7.3%	2	7	17	26	High school diploma or equivalent	5 years or more	None	\$40.29
11-3121	Human Resources Managers	193	205	12	6.2%	1	4	10	15	Bachelor's degree	5 years or more	None	\$52.97
11-9021	Construction Managers	936	971	35	3.7%	4	19	40	63	Bachelor's degree	None	Moderate-term on-the-job training	\$46.29
11-9031	Education Administrators, Preschool and Childcare Center/Program	160	165	5	3.1%	0	4	7	11	Bachelor's degree	Less than 5 years	None	\$18.88
11-9032	Education Administrators, Elementary and Secondary School	445	437	(8)	-1.8%	(1)	11	18	28	Master's degree	5 years or more	None	\$40.55 ††
11-9033	Education Administrators, Postsecondary	508	495	(13)	-2.6%	(1)	12	20	31	Master's degree	Less than 5 years	None	\$55.10
11-9041	Engineering Managers	267	272	5	1.9%	0	4	12	16	Bachelor's degree	5 years or more	None	\$61.10
11-9051	Food Service Managers	763	733	(30)	-3.9%	(3)	22	52	71	High school diploma or equivalent	Less than 5 years	None	\$20.42
11-9111	Medical and Health Services Managers	930	1,039	109	11.7%	11	25	43	79	Bachelor's degree	Less than 5 years	None	\$40.89
11-9141	Property, Real Estate and Community Association Managers	438	441	3	0.7%	0	16	14	30	High school diploma or equivalent	Less than 5 years	None	\$24.37
11-9151	Social and Community Service Managers	232	259	27	11.6%	3	7	11	21	Bachelor's degree	Less than 5 years	None	\$33.00
11-9198	Managers, All Other	595	630	35	5.9%	4	0	0	4	Bachelor's degree	Less than 5 years	None	\$48.09
13-0000	Business and Financial Operations Occupations	10,582	10,836	254	2.4%	25	254	512	791				\$28.78
13-1031	Claims Adjusters, Examiners, and Investigators	352	338	(14)	-4.0%	(1)	8	17	24	High school diploma or equivalent	None	Long-term on-the-job training	\$30.73
13-1041	Compliance Officers	360	367	7	1.9%	1	9	18	28	Bachelor's degree	None	Moderate-term on-the-job training	\$31.00
13-1051	Cost Estimators	534	571	37	6.9%	4	16	31	51	Bachelor's degree	None	Moderate-term on-the-job training	\$33.22
13-1071	Human Resource Specialists	924	944	20	2.2%	2	26	55	83	Bachelor's degree	None	None	\$24.62
13-1075	Labor Relations Specialists	591	534	(57)	-9.6%	(6)	15	33	42	Bachelor's degree	Less than 5 years	None	\$19.53
13-1081	Logisticians	183	197	14	7.7%	1	4	12	17	Bachelor's degree	None	None	\$35.40
13-1111	Management Analysts	439	467	28	6.4%	3	15	24	42	Bachelor's degree	Less than 5 years	None	\$30.99
13-1121	Meeting and Convention Planners	116	118	2	1.7%	0	4	8	12	Bachelor's degree	None	None	\$23.30
13-1131	Fundraisers	321	348	27	8.4%	3	10	20	33	Bachelor's degree	None	None	\$27.08
13-1141	Compensation, Benefits, and Job Analysis Specialists	225	247	22	9.8%	2	8	12	22	Bachelor's degree	Less than 5 years	None	\$31.87
13-1151	Training and Development Specialists	413	442	29	7.0%	3	13	25	41	Bachelor's degree	Less than 5 years	None	\$25.03
13-1161	Market Research Analysts and Marketing Specialists	894	1,033	139	15.5%	14	23	62	99	Bachelor's degree	None	None	\$24.57
13-1198	Business Operations Specialists, All Other	1,244	1,277	33	2.7%	3	0	1	4	Bachelor's degree	None	None	\$32.47
13-2011	Accountants and Auditors	2,166	2,154	(12)	-0.6%	(1)	61	115	175	Bachelor's degree	None	None	\$30.07
13-2052	Personal Financial Advisors	218	230	12	5.5%	1	5	10	16	Bachelor's degree	None	Long-term on-the-job training	\$30.86
13-2072	Loan Officers	376	389	13	3.5%	1	9	19	29	Bachelor's degree	None	Moderate-term on-the-job training	\$28.35
15-0000	Computer and Mathematical Occupations	3,869	4,019	150	3.9%	15	6	8	29				\$32.17
15-1132	Software Developers, Applications	669	789	120	17.9%	12	0	0	12	Bachelor's degree	None	None	▲
15-1134	Web Developers	127	146	19	15.0%	2	0	0	2	Associate's degree	None	None	▲
15-1211	Computer Systems Analysts	549	541	(8)	-1.5%	(1)	0	0	0	Bachelor's degree	None	None	\$36.61
15-1231	Computer Network Support Specialists	432	400	(32)	-7.4%	(3)	2	2	1	Associate's degree	None	None	\$29.30
15-1232	Computer User Support Specialists	669	663	(6)	-0.9%	(1)	0	0	0	Some college, no degree	None	None	\$21.53
15-1241	Computer Network Architects	133	137	4	3.0%	0	0	0	0	Bachelor's degree	5 years or more	None	\$41.22
15-1244	Network and Computer Systems Administrators	448	446	(2)	-0.4%	0	0	0	0	Bachelor's degree	None	None	\$35.60
15-1245	Database Administrators	126	136	10	7.9%	1	0	0	1	Bachelor's degree	None	None	\$38.73
15-1251	Computer Programmers	178	163	(15)	-8.4%	(2)	1	1	0	Bachelor's degree	None	None	\$34.19
15-1299	Computer Occupations, All Other	352	380	28	8.0%	3	0	0	3	Bachelor's degree	None	None	\$32.39
17-0000	Architecture and Engineering Occupations	4,471	4,602	131	2.9%	13	104	188	305				\$35.17
17-1011	Architects, Except Landscape and Naval	104	100	(4)	-3.8%	0	3	4	7	Bachelor's degree	None	Internship/residency	\$37.06
17-1022	Surveyors	109	110	1	0.9%	0	4	4	8	Bachelor's degree	None	Internship/residency	\$33.74
17-2051	Civil Engineers	541	529	(12)	-2.2%	(1)	11	25	35	Bachelor's degree	None	None	\$32.97
17-2071	Electrical Engineers	294	307	13	4.4%	1	7	11	19	Bachelor's degree	None	None	\$41.07

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		2018 Annual	2028 Projected	2018-2028	Percent	Growth	Exits	Transfers	Total				
17-2112	Industrial Engineers	782	890	108	13.8%	11	18	31	60	Bachelor's degree	None	None	\$41.49
17-2141	Mechanical Engineers	559	597	38	6.8%	4	10	22	36	Bachelor's degree	None	None	\$36.99
17-2199	Engineers, All Other	273	278	5	1.8%	0	6	10	16	Bachelor's degree	None	None	\$41.46
17-3011	Architectural and Civil Drafters	213	197	(16)	-7.5%	(2)	6	11	15	Associate's degree	None	None	\$20.55
17-3022	Civil Engineering Technicians	177	173	(4)	-2.3%	0	5	9	14	Associate's degree	None	None	\$24.88
17-3023	Electrical and Electronic Engineering Technicians	100	97	(3)	-3.0%	0	3	5	8	Associate's degree	None	None	\$29.95
17-3026	Industrial Engineering Technicians	150	151	1	0.7%	0	5	8	13	Associate's degree	None	None	\$26.85
17-3031	Surveying and Mapping Technicians	116	109	(7)	-6.0%	(1)	4	9	12	High school diploma or equivalent	None	Moderate-term on-the-job training	\$19.68
19-0000	Life, Physical, and Social Science Occupations	2,060	2,097	37	1.8%	4	30	107	141				\$30.02
19-1042	Medical Scientists, Except Epidemiologists	167	184	17	10.2%	2	2	10	14	Doctoral or professional degree	None	None	\$34.64
19-2031	Chemists	154	158	4	2.6%	0	2	10	12	Bachelor's degree	None	None	\$30.71
19-2041	Environmental Scientists and Specialists, Including Health	172	177	5	2.9%	0	3	12	15	Bachelor's degree	None	None	\$37.24
19-3031	Clinical, Counseling, and School Psychologists	235	241	6	2.6%	1	5	8	14	Doctoral or professional degree	None	Internship/residency	\$34.64
19-4021	Biological Technicians	248	259	11	4.4%	1	5	20	26	Bachelor's degree	None	None	\$23.52
19-4031	Chemical Technicians	148	151	3	2.0%	0	2	11	13	Associate's degree	None	Moderate-term on-the-job training	\$25.06
19-4042	Environmental Science and Protection Technicians, Including Health	108	109	1	0.9%	0	0	0	0	Associate's degree	None	None	\$19.26
19-5011	Occupational Health and Safety Specialists	259	267	8	3.1%	1	0	0	1	Bachelor's degree	None	None	\$35.96
21-0000	Community and Social Service Occupations	6,406	6,861	455	7.1%	46	230	383	659				\$21.51
21-1012	Educational, Vocational, and School Counselors	859	884	25	2.9%	2	28	48	78	Master's degree	None	None	\$24.24
21-1015	Rehabilitation Counselors	247	277	30	12.1%	3	8	14	25	Master's degree	None	None	\$16.17
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	558	644	86	15.4%	9	20	33	62	Bachelor's degree	None	None	\$22.09
21-1021	Child, Family, and School Social Workers	606	649	43	7.1%	4	18	36	58	Bachelor's degree	None	None	\$21.36
21-1022	Medical and Public Health Social Workers	389	422	33	8.5%	3	12	23	38	Master's degree	None	Internship/residency	\$25.23
21-1023	Mental Health and Substance Abuse Social Workers	630	708	78	12.4%	8	19	38	65	Master's degree	None	Internship/residency	\$20.24
21-1029	Social Workers, All Other	164	183	19	11.6%	2	5	10	17	Bachelor's degree	None	None	\$18.42
21-1091	Health Educators	156	166	10	6.4%	1	6	10	17	Bachelor's degree	None	None	\$26.48
21-1092	Probation Officers and Correctional Treatment Specialists	245	244	(1)	-0.4%	0	5	13	18	Bachelor's degree	None	Short-term on-the-job training	\$24.49
21-1093	Social and Human Service Assistants	1,148	1,239	91	7.9%	9	47	81	137	High school diploma or equivalent	None	Short-term on-the-job training	\$18.08
21-1094	Community Health Workers	106	110	4	3.8%	0	4	6	10	High school diploma or equivalent	None	Short-term on-the-job training	\$18.51
21-2011	Clergy	974	998	24	2.5%	2	42	51	95	Bachelor's degree	None	Moderate-term on-the-job training	\$21.67
23-0000	Legal Occupations	1,623	1,477	(146)	-9.0%	(15)	40	54	79				\$36.09
23-1011	Lawyers	838	739	(99)	-11.8%	(10)	17	18	25	Doctoral or professional degree	None	None	\$46.05
23-1023	Judges, Magistrate Judges, and Magistrates	186	185	(1)	-0.5%	0	4	4	8	Doctoral or professional degree	5 years or more	Short-term on-the-job training	\$61.29
23-2011	Paralegals and Legal Assistants	441	402	(39)	-8.8%	(4)	15	26	37	Associate's degree	None	None	\$18.96
25-0000	Education, Training, and Library Occupations	20,476	20,402	(74)	-0.4%	(7)	537	567	1097				\$23.99
25-1011	Business Teachers, Postsecondary	212	230	18	8.5%	2	8	8	18	Doctoral or professional degree	None	None	\$35.78 ++
25-1022	Mathematical Science Teachers, Postsecondary	109	107	(2)	-1.8%	0	4	4	8	Doctoral or professional degree	None	None	\$38.72 ++
25-1032	Engineering Teachers, Postsecondary	227	221	(6)	-2.6%	(1)	8	8	15	Doctoral or professional degree	None	None	\$45.53 ++
25-1072	Nursing Instructors and Teachers, Postsecondary	290	309	19	6.6%	2	11	11	24	Doctoral or professional degree	Less than 5 years	None	\$36.28 ++
25-1081	Education Teachers, Postsecondary	272	268	(4)	-1.5%	0	10	10	20	Doctoral or professional degree	Less than 5 years	None	\$55.26 ++
25-1121	Art, Drama, and Music Teachers, Postsecondary	291	289	(2)	-0.7%	0	11	11	22	Master's degree	None	None	\$31.20 ++
25-1123	English Language and Literature Teachers, Postsecondary	194	191	(3)	-1.5%	0	7	7	14	Doctoral or professional degree	None	None	\$33.66 ++
25-2011	Preschool Teachers, Except Special Education	1,024	1,071	47	4.6%	5	42	52	99	Associate's degree	None	None	\$12.64
25-2012	Kindergarten Teachers, Except Special Education	226	222	(4)	-1.8%	0	9	11	20	Bachelor's degree	None	None	\$33.60 ++
25-2021	Elementary School Teachers, Except Special Education	2,514	2,460	(54)	-2.1%	(5)	79	86	160	Bachelor's degree	None	None	\$28.64 ++
25-2022	Middle School Teachers, Except Special and Career/Technical Education	1,857	1,818	(39)	-2.1%	(4)	58	64	118	Bachelor's degree	None	None	\$21.46 ++
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	2,433	2,391	(42)	-1.7%	(4)	67	84	147	Bachelor's degree	None	None	\$30.09 ++
25-2052	Special Education Teachers, Kindergarten and Elementary	293	284	(9)	-3.1%	(1)	10	10	19	Bachelor's degree	None	None	\$25.13 ++
25-2058	Special Education Teachers, Secondary School	405	406	1	0.2%	0	0	0	0	Bachelor's degree	None	None	\$19.62 ++
25-3021	Self-Enrichment Education Teachers	526	522	(4)	-0.8%	0	31	24	55	High school diploma or equivalent	Less than 5 years	None	\$11.61
25-3031	Substitute Teachers	1,731	1,713	(18)	-1.0%	(2)	1	1	0	Bachelor's degree	None	None	\$12.95
25-3097	Teachers and Instructors, All Other, Except Substitute Teachers	325	325	0	0.0%	0	19	15	34	Bachelor's degree	None	None	\$17.12 ++
25-4021	Librarians	215	212	(3)	-1.4%	0	0	0	0	Master's degree	None	None	▲
25-4031	Library Technicians	110	100	(10)	-9.1%	(1)	9	6	14	Postsecondary non-degree award	None	None	\$17.98

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		2018 Annual	2028 Projected	2018-2028	Percent	Growth	Exits	Transfers	Total				
25-9031	Instructional Coordinators	254	253	(1)	-0.4%	0	11	10	21	Master's degree	5 years or more	None	\$24.47
25-9041	Teacher Assistants	2,754	2,745	(9)	-0.3%	(1)	0	0	0	Some college, no degree	None	None	▲
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	4,240	3,994	(246)	-5.8%	(25)	160	235	370				\$19.66
27-1011	Art Directors	106	91	(15)	-14.2%	(2)	5	5	8	Bachelor's degree	5 years or more	None	\$41.07
27-1024	Graphic Designers	436	381	(55)	-12.6%	(6)	13	22	29	Bachelor's degree	None	None	\$20.89
27-1026	Merchandise Displayers and Window Trimmers	226	214	(12)	-5.3%	(1)	7	12	18	High school diploma or equivalent	None	Short-term on-the-job training	\$16.95
27-2012	Producers and Directors	155	157	2	1.3%	0	3	10	13	Bachelor's degree	Less than 5 years	None	\$19.12
27-2022	Coaches and Scouts	592	620	28	4.7%	3	36	46	85	Bachelor's degree	None	None	\$17.59 ++
27-3031	Public Relations Specialists	331	339	8	2.4%	1	9	21	31	Bachelor's degree	None	None	\$25.94
27-3043	Writers and Authors	191	169	(22)	-11.5%	(2)	7	9	14	Bachelor's degree	None	Long-term on-the-job training	\$23.72
27-4021	Photographers	340	213	(127)	-37.4%	(13)	10	14	11	High school diploma or equivalent	None	Moderate-term on-the-job training	\$14.65
29-0000	Healthcare Practitioners and Technical Occupations	20,366	21,720	1,354	6.6%	135	452	458	1045				\$28.93
29-1021	Dentists, General	278	265	(13)	-4.7%	(1)	6	2	7	Doctoral or professional degree	None	None	\$61.58
29-1031	Dietitians and Nutritionists	169	179	10	5.9%	1	6	5	12	Bachelor's degree	None	Internship/residency	\$27.91
29-1051	Pharmacists	899	870	(29)	-3.2%	(3)	18	16	31	Doctoral or professional degree	None	None	\$56.59
29-1122	Occupational Therapists	252	279	27	10.7%	3	6	8	17	Master's degree	None	None	\$39.00
29-1123	Physical Therapists	413	456	43	10.4%	4	8	8	20	Doctoral or professional degree	None	None	\$45.07
29-1126	Respiratory Therapists	405	471	66	16.3%	7	10	9	26	Associate's degree	None	None	\$27.94
29-1127	Speech-Language Pathologists	385	463	78	20.3%	8	9	13	30	Master's degree	None	Internship/residency	\$34.96
29-1141	Registered Nurses	6,887	7,391	504	7.3%	50	194	149	393	Bachelor's degree	None	None	\$30.69
29-1171	Nurse Practitioners	341	432	91	26.7%	9	8	11	28	Master's degree	None	None	\$52.46
29-1223	Psychiatrists	180	210	30	16.7%	3	0	0	3	Doctoral or professional degree	None	Internship/residency	#
29-1292	Dental Hygienists	516	510	(6)	-1.2%	(1)	0	0	0	Associate's degree	None	None	\$28.14
29-2010	Clinical Laboratory Technologists and Technicians	595	605	10	1.7%	1	16	17	34	Bachelor's degree	None	None	\$26.62
29-2031	Cardiovascular Technologists and Technicians	181	187	6	3.3%	1	4	4	9	Associate's degree	None	None	\$25.41
29-2032	Diagnostic Medical Sonographers	149	165	16	10.7%	2	4	4	10	Associate's degree	None	None	\$29.09
29-2034	Radiologic Technologists	448	445	(3)	-0.7%	0	11	11	22	Associate's degree	None	None	\$28.45
29-2041	Emergency Medical Technicians and Paramedics	435	414	(21)	-4.8%	(2)	1	1	0	Postsecondary non-degree award	None	None	\$16.79 †
29-2052	Pharmacy Technicians	1,074	1,101	27	2.5%	3	31	50	84	High school diploma or equivalent	None	Moderate-term on-the-job training	\$14.24
29-2055	Surgical Technologists	237	237	0	0.0%	0	7	11	18	Postsecondary non-degree award	None	None	\$22.76
29-2056	Veterinary Technologists and Technicians	162	189	27	16.7%	3	5	8	16	Associate's degree	None	None	\$15.67
29-2061	Licensed Practical and Licensed Vocational Nurses	1,899	2,054	155	8.2%	16	64	71	151	Postsecondary non-degree award	None	None	\$22.12
29-2071	Medical Records and Health Information Technicians	516	539	23	4.5%	2	0	0	2	Postsecondary non-degree award	None	None	▲
29-2081	Opticians, Dispensing	217	219	2	0.9%	0	9	6	15	High school diploma or equivalent	None	Long-term on-the-job training	\$19.90
29-2098	Health Technologists and Technicians, All Other	438	487	49	11.2%	5	0	0	5	Postsecondary non-degree award	None	None	\$19.08
31-0000	Healthcare Support Occupations	10,920	12,560	1,640	15.0%	164	214	301	679				\$12.79
31-1011	Home Health Aides	2,593	3,507	914	35.2%	91	0	0	91	High school diploma or equivalent	None	Short-term on-the-job training	\$11.09 †
31-1014	Nursing Assistants	3,348	3,406	58	1.7%	6	0	0	6	Postsecondary non-degree award	None	None	\$13.10
31-1015	Orderlies	178	188	10	5.6%	1	0	0	1	High school diploma or equivalent	None	Short-term on-the-job training	\$14.25
31-2011	Occupational Therapist Assistants	359	455	96	26.7%	10	18	21	49	Associate's degree	None	None	\$28.26
31-2021	Physical Therapist Assistants	507	586	79	15.6%	8	21	35	64	Associate's degree	None	None	\$27.81
31-9011	Massage Therapists	226	269	43	19.0%	4	14	11	29	Postsecondary non-degree award	None	None	\$20.32
31-9091	Dental Assistants	463	459	(4)	-0.9%	0	20	26	46	Postsecondary non-degree award	None	None	\$16.38
31-9092	Medical Assistants	2,043	2,451	408	20.0%	41	86	137	264	Postsecondary non-degree award	None	None	\$15.51
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	114	128	14	12.3%	1	6	11	18	High school diploma or equivalent	None	Short-term on-the-job training	\$12.75
31-9097	Phlebotomists	502	549	47	9.4%	5	20	30	55	Postsecondary non-degree award	None	None	\$17.34
33-0000	Protective Service Occupations	6,689	6,536	(153)	-2.3%	(15)	267	344	596				\$22.06
33-1012	First-Line Supervisors of Police and Detectives	142	142	0	0.0%	0	3	5	8	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	\$42.91
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	210	209	(1)	-0.5%	0	5	7	12	Postsecondary non-degree award	Less than 5 years	Moderate-term on-the-job training	\$36.46
33-1099	First-Line Supervisors of Protective Service Workers, All Other	106	102	(4)	-3.8%	0	0	0	0	High school diploma or equivalent	Less than 5 years	None	\$15.51 †
33-2011	Fire Fighters	955	954	(1)	-0.1%	0	19	42	61	Postsecondary non-degree award	None	Long-term on-the-job training	\$26.29
33-3012	Correctional Officers and Jailers	602	532	(70)	-11.6%	(7)	23	26	42	High school diploma or equivalent	None	Moderate-term on-the-job training	\$22.07
33-3021	Detectives and Criminal Investigators	125	124	(1)	-0.8%	0	3	5	8	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	\$32.98
33-3051	Police and Sheriff's Patrol Officers	1,603	1,596	(7)	-0.4%	(1)	38	68	105	High school diploma or equivalent	None	Moderate-term on-the-job training	\$30.34

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		2018 Annual	2028 Projected	2018-2028	Percent	Growth	Exits	Transfers	Total				
33-9032	Security Guards	2,020	1,963	(57)	-2.8%	(6)	101	137	232	High school diploma or equivalent	None	Short-term on-the-job training	\$12.29
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	399	404	5	1.3%	0	57	40	97	No formal educational credential	None	Short-term on-the-job training	\$9.37
35-0000	Food Preparation and Serving Related Occupations	30,060	30,515	455	1.5%	46	1178	1737	2961				\$9.78
35-1011	Chefs and Head Cooks	301	295	(6)	-2.0%	(1)	9	25	33	High school diploma or equivalent	5 years or more	None	\$19.95
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	2,477	2,511	34	1.4%	3	111	231	345	High school diploma or equivalent	Less than 5 years	None	\$13.70
35-2011	Cooks, Fast Food	704	583	(121)	-17.2%	(12)	35	49	72	No formal educational credential	None	Short-term on-the-job training	\$9.88
35-2012	Cooks, Institution and Cafeteria	962	966	4	0.4%	0	52	73	125	No formal educational credential	None	Short-term on-the-job training	\$13.22
35-2014	Cooks, Restaurant	1,641	1,807	166	10.1%	17	93	130	240	No formal educational credential	Less than 5 years	Moderate-term on-the-job training	\$11.19
35-2021	Food Preparation Workers	1,565	1,597	32	2.0%	3	115	136	254	No formal educational credential	None	Short-term on-the-job training	\$10.32
35-3011	Bartenders	1,834	1,837	3	0.2%	0	80	205	285	No formal educational credential	None	Short-term on-the-job training	\$9.32
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	9,998	10,697	699	7.0%	70	0	0	70	No formal educational credential	None	Short-term on-the-job training	\$9.47 +
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	1,195	1,146	(49)	-4.1%	(5)	2	2	0	No formal educational credential	None	Short-term on-the-job training	\$9.47 †
35-3031	Waiters and Waitresses	5,841	5,643	(198)	-3.4%	(20)	399	606	985	No formal educational credential	None	Short-term on-the-job training	\$9.52
35-3041	Food Servers, Nonrestaurant	732	715	(17)	-2.3%	(2)	54	52	104	No formal educational credential	None	Short-term on-the-job training	\$11.26
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	490	493	3	0.6%	0	40	38	78	No formal educational credential	None	Short-term on-the-job training	\$9.27
35-9021	Dishwashers	688	654	(34)	-4.9%	(3)	50	49	96	No formal educational credential	None	Short-term on-the-job training	\$9.96
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	785	792	7	0.9%	1	87	80	168	No formal educational credential	None	Short-term on-the-job training	\$9.50
37-0000	Building and Grounds Cleaning and Maintenance Occupations	10,563	10,745	182	1.7%	18	602	674	1294				\$12.70
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	349	360	11	3.2%	1	15	21	37	High school diploma or equivalent	Less than 5 years	None	\$19.52
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping	229	246	17	7.4%	2	8	14	24	High school diploma or equivalent	Less than 5 years	None	\$20.14
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,520	5,636	116	2.1%	12	341	338	691	No formal educational credential	None	Short-term on-the-job training	\$12.45
37-2012	Maids and Housekeeping Cleaners	1,891	1,808	(83)	-4.4%	(8)	128	101	221	No formal educational credential	None	Short-term on-the-job training	\$10.62
37-3011	Landscaping and Groundskeeping Workers	2,338	2,452	114	4.9%	11	102	180	293	No formal educational credential	None	Short-term on-the-job training	\$14.06
39-0000	Personal Care and Service Occupations	9,418	10,392	974	10.3%	97	483	498	1078				\$11.48
39-2021	Nonfarm Animal Caretakers	727	845	118	16.2%	12	52	60	124	High school diploma or equivalent	None	Short-term on-the-job training	\$10.45
39-3031	Ushers, Lobby Attendants, and Ticket Takers	178	184	6	3.4%	1	23	18	42	No formal educational credential	None	Short-term on-the-job training	\$9.51
39-3091	Amusement and Recreation Attendants	260	261	1	0.4%	0	26	28	54	No formal educational credential	None	Short-term on-the-job training	\$9.74
39-4021	Funeral Attendants	177	169	(8)	-4.5%	(1)	16	10	25	High school diploma or equivalent	None	Short-term on-the-job training	\$13.69
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,197	1,320	123	10.3%	12	73	66	151	Postsecondary non-degree award	None	None	\$11.04
39-9011	Child Care Workers	1,998	2,014	16	0.8%	2	149	126	277	High school diploma or equivalent	None	Short-term on-the-job training	\$11.06
39-9021	Personal and Home Care Aides	2,242	2,903	661	29.5%	66	0	0	66	High school diploma or equivalent	None	Short-term on-the-job training	\$11.09 †
39-9031	Fitness Trainers and Aerobics Instructors	710	737	27	3.8%	3	45	64	112	High school diploma or equivalent	None	Short-term on-the-job training	\$11.97
39-9032	Recreation Workers	571	602	31	5.4%	3	36	52	91	High school diploma or equivalent	None	Short-term on-the-job training	\$11.37
41-0000	Sales and Related Occupations	27,554	26,451	(1,103)	-4.0%	(110)	1375	1829	3094				\$13.29
41-1011	First-Line Supervisors of Retail Sales Workers	2,664	2,492	(172)	-6.5%	(17)	88	162	233	High school diploma or equivalent	Less than 5 years	None	\$17.46
41-1012	First-Line Supervisors of Non-Retail Sales Workers	567	517	(50)	-8.8%	(5)	16	28	39	High school diploma or equivalent	Less than 5 years	None	\$36.56
41-2011	Cashiers	6,932	6,471	(461)	-6.7%	(46)	564	566	1084	No formal educational credential	None	Short-term on-the-job training	\$9.97
41-2021	Counter and Rental Clerks	888	880	(8)	-0.9%	(1)	40	56	95	No formal educational credential	None	Short-term on-the-job training	\$10.57
41-2022	Parts Salespersons	557	574	17	3.1%	2	23	38	63	No formal educational credential	None	Moderate-term on-the-job training	\$14.45
41-2031	Retail Salespersons	7,738	7,326	(412)	-5.3%	(41)	422	564	945	No formal educational credential	None	Short-term on-the-job training	\$12.17
41-3011	Advertising Sales Agents	251	225	(26)	-10.4%	(3)	7	20	24	High school diploma or equivalent	None	Moderate-term on-the-job training	\$15.27
41-3021	Insurance Sales Agents	988	1,052	64	6.5%	6	34	51	91	High school diploma or equivalent	None	Moderate-term on-the-job training	\$21.82
41-3031	Securities, Commodities, and Financial Services Sales Agents	948	948	0	0.0%	0	22	55	77	Bachelor's degree	None	Moderate-term on-the-job training	\$23.27
41-3091	Sales Representatives, Services, All Other	1,368	1,418	50	3.7%	5	0	1	6	High school diploma or equivalent	None	Moderate-term on-the-job training	\$25.39
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	406	412	6	1.5%	1	12	25	38	Bachelor's degree	None	Moderate-term on-the-job training	\$37.52
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,766	2,783	17	0.6%	2	82	167	251	High school diploma or equivalent	None	Moderate-term on-the-job training	\$25.03
41-9022	Real Estate Sales Agents	403	387	(16)	-4.0%	(2)	16	16	30	High school diploma or equivalent	None	Moderate-term on-the-job training	\$21.79
41-9041	Telemarketers	547	452	(95)	-17.4%	(10)	21	48	59	No formal educational credential	None	Short-term on-the-job training	\$10.14
41-9099	Sales and Related Workers, All Other	187	196	9	4.8%	1	8	14	23	High school diploma or equivalent	None	None	\$13.39
43-0000	Office and Administrative Support Occupations	38,366	35,887	(2,479)	-6.5%	(248)	1778	2072	3602				\$17.56
43-1011	First-Line Supervisors of Office and Administrative Support Workers	2,752	2,633	(119)	-4.3%	(12)	100	152	240	High school diploma or equivalent	Less than 5 years	None	\$26.97
43-2011	Switchboard Operators, Including Answering Service	158	114	(44)	-27.8%	(4)	7	7	10	High school diploma or equivalent	None	Short-term on-the-job training	\$11.09

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		2018 Annual	2028 Projected	2018-2028	Percent	Growth	Exits	Transfers	Total				
43-3011	Bill and Account Collectors	505	448	(57)	-11.3%	(6)	17	33	44	High school diploma or equivalent	None	Moderate-term on-the-job training	\$18.95
43-3021	Billing and Posting Clerks and Machine Operators	1,684	1,799	115	6.8%	12	70	98	180	High school diploma or equivalent	None	Moderate-term on-the-job training	\$17.98
43-3031	Bookkeeping, Accounting, and Auditing Clerks	3,079	2,850	(229)	-7.4%	(23)	178	135	290	Some college, no degree	None	Moderate-term on-the-job training	\$18.10
43-3051	Payroll and Timekeeping Clerks	279	261	(18)	-6.5%	(2)	13	14	25	High school diploma or equivalent	None	Moderate-term on-the-job training	\$21.72
43-3061	Procurement Clerks	140	130	(10)	-7.1%	(1)	4	8	11	High school diploma or equivalent	None	Moderate-term on-the-job training	\$20.25
43-3071	Tellers	766	668	(98)	-12.8%	(10)	32	44	66	High school diploma or equivalent	None	Short-term on-the-job training	\$15.04
43-4031	Court, Municipal, and License Clerks	431	430	(1)	-0.2%	0	20	18	38	High school diploma or equivalent	None	Long-term on-the-job training	\$19.28
43-4051	Customer Service Representatives	3,950	3,688	(262)	-6.6%	(26)	178	277	429	High school diploma or equivalent	None	Short-term on-the-job training	\$15.98
43-4061	Eligibility Interviewers, Government Programs	127	128	1	0.8%	0	5	6	11	High school diploma or equivalent	None	Moderate-term on-the-job training	\$20.98
43-4071	File Clerks	222	176	(46)	-20.7%	(5)	11	11	17	High school diploma or equivalent	None	Short-term on-the-job training	\$16.42
43-4081	Hotel, Motel, and Resort Desk Clerks	293	262	(31)	-10.6%	(3)	14	28	39	High school diploma or equivalent	None	Short-term on-the-job training	\$9.80
43-4121	Library Assistants, Clerical	283	254	(29)	-10.2%	(3)	22	16	35	High school diploma or equivalent	None	Short-term on-the-job training	\$15.58
43-4131	Loan Interviewers and Clerks	394	409	15	3.8%	2	13	22	37	High school diploma or equivalent	None	Short-term on-the-job training	\$17.25
43-4151	Order Clerks	404	365	(39)	-9.7%	(4)	17	24	37	Some college, no degree	None	Short-term on-the-job training	\$14.47
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	303	283	(20)	-6.6%	(2)	12	18	28	Associate's degree	None	None	\$18.51
43-4171	Receptionists and Information Clerks	1,847	1,839	(8)	-0.4%	(1)	104	118	221	High school diploma or equivalent	None	Short-term on-the-job training	\$13.24
43-4199	Information and Record Clerks, All Other	116	122	6	5.2%	1	5	7	13	High school diploma or equivalent	None	Short-term on-the-job training	\$18.81
43-5021	Couriers and Messengers	365	285	(80)	-21.9%	(8)	13	16	21	High school diploma or equivalent	None	Short-term on-the-job training	\$13.35
43-5031	Police, Fire, and Ambulance Dispatchers	290	288	(2)	-0.7%	0	10	15	25	High school diploma or equivalent	None	Moderate-term on-the-job training	\$24.11
43-5032	Dispatchers, Except Police, Fire, and Ambulance	434	432	(2)	-0.5%	0	15	22	37	High school diploma or equivalent	None	Moderate-term on-the-job training	\$18.33
43-5051	Postal Service Clerks	127	98	(29)	-22.8%	(3)	5	3	5	High school diploma or equivalent	None	Short-term on-the-job training	\$23.24
43-5052	Postal Service Mail Carriers	774	600	(174)	-22.5%	(17)	25	22	30	High school diploma or equivalent	None	Short-term on-the-job training	\$23.79
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	107	78	(29)	-27.1%	(3)	5	3	5	High school diploma or equivalent	None	Short-term on-the-job training	\$28.92
43-5061	Production, Planning, and Expediting Clerks	1,166	1,190	24	2.1%	2	41	69	112	High school diploma or equivalent	None	Moderate-term on-the-job training	\$20.80
43-5071	Shipping, Receiving, and Traffic Clerks	1,397	1,348	(49)	-3.5%	(5)	46	76	117	High school diploma or equivalent	None	Short-term on-the-job training	\$16.80
43-6011	Executive Secretaries and Administrative Assistants	886	686	(200)	-22.6%	(20)	40	40	60	High school diploma or equivalent	Less than 5 years	None	\$26.73
43-6012	Legal Secretaries	439	278	(161)	-36.7%	(16)	18	18	20	High school diploma or equivalent	None	Moderate-term on-the-job training	\$23.06
43-6013	Medical Secretaries	1,996	2,159	163	8.2%	16	107	105	228	High school diploma or equivalent	None	Moderate-term on-the-job training	\$16.09
43-6014	Secretaries, Except Legal, Medical, and Executive	3,967	3,463	(504)	-12.7%	(50)	191	188	329	High school diploma or equivalent	None	Short-term on-the-job training	\$17.48
43-9021	Data Entry Keyers	326	257	(69)	-21.2%	(7)	12	17	22	High school diploma or equivalent	None	Short-term on-the-job training	\$16.64
43-9041	Insurance Claims and Policy Processing Clerks	272	274	2	0.7%	0	10	15	25	High school diploma or equivalent	None	Moderate-term on-the-job training	\$18.11
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	169	136	(33)	-19.5%	(3)	7	9	13	High school diploma or equivalent	None	Short-term on-the-job training	\$15.60
43-9061	Office Clerks, General	6,009	5,617	(392)	-6.5%	(39)	318	317	596	High school diploma or equivalent	None	Short-term on-the-job training	\$16.33
43-9199	Office and Administrative Support Workers, All Other	172	174	2	1.2%	0	7	10	17	High school diploma or equivalent	None	Short-term on-the-job training	\$17.29
45-0000	Farming, Fishing, and Forestry Occupations	519	522	3	0.6%	0	21	53	74				\$15.55
47-0000	Construction and Extraction Occupations	13,280	14,320	1,040	7.8%	104	397	880	1381				\$26.68
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	898	975	77	8.6%	8	26	57	91	High school diploma or equivalent	5 years or more	None	\$34.59
47-2021	Brickmasons and Blockmasons	217	245	28	12.9%	3	7	13	23	High school diploma or equivalent	None	Apprenticeship	\$30.14
47-2031	Carpenters	2,154	2,293	139	6.5%	14	64	130	208	High school diploma or equivalent	None	Apprenticeship	\$25.92
47-2051	Cement Masons and Concrete Finishers	275	306	31	11.3%	3	7	18	28	No formal educational credential	None	Moderate-term on-the-job training	\$24.81
47-2061	Construction Laborers	2,526	2,751	225	8.9%	22	78	168	268	No formal educational credential	None	Short-term on-the-job training	\$19.24
47-2071	Paving, Surfacing, and Tamping Equipment Operators	103	114	11	10.7%	1	4	7	12	High school diploma or equivalent	None	Moderate-term on-the-job training	\$23.62
47-2073	Operating Engineers and Other Construction Equipment Operators	812	878	66	8.1%	7	27	56	90	High school diploma or equivalent	None	Moderate-term on-the-job training	\$30.91
47-2111	Electricians	1,887	2,046	159	8.4%	16	56	138	210	High school diploma or equivalent	None	Apprenticeship	\$34.03
47-2141	Painters, Construction and Maintenance	676	691	15	2.2%	2	22	36	60	No formal educational credential	None	Moderate-term on-the-job training	\$21.98
47-2151	Pipelayers	145	148	3	2.1%	0	4	10	14	No formal educational credential	None	Short-term on-the-job training	\$20.99
47-2152	Plumbers, Pipefitters, and Steamfitters	812	901	89	11.0%	9	24	57	90	High school diploma or equivalent	None	Apprenticeship	\$34.34
47-2181	Roofers	337	369	32	9.5%	3	8	23	34	No formal educational credential	None	Moderate-term on-the-job training	\$17.60
47-2221	Structural Iron and Steel Workers	583	651	68	11.7%	7	14	46	67	High school diploma or equivalent	None	Apprenticeship	\$28.85
47-4051	Highway Maintenance Workers	225	226	1	0.4%	0	9	13	22	High school diploma or equivalent	None	Moderate-term on-the-job training	\$24.42
49-0000	Installation, Maintenance, and Repair Occupations	12,292	12,592	300	2.4%	30	387	685	1102				\$21.94
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1,024	1,055	31	3.0%	3	31	53	87	High school diploma or equivalent	Less than 5 years	None	\$32.20
49-2011	Computer, Automated Teller, and Office Machine Repairers	207	187	(20)	-9.7%	(2)	6	13	17	Some college, no degree	None	Short-term on-the-job training	\$14.62
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	355	334	(21)	-5.9%	(2)	10	24	32	Postsecondary non-degree award	None	Moderate-term on-the-job training	\$25.56

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		2018 Annual	2028 Projected	2018-2028	Percent	Growth	Exits	Transfers	Total				
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	130	131	1	0.8%	0	3	6	9	Postsecondary non-degree award	None	Long-term on-the-job training	\$32.12
49-3011	Aircraft Mechanics and Service Technicians	137	144	7	5.1%	1	4	6	11	Postsecondary non-degree award	None	None	\$32.76
49-3021	Automotive Body and Related Repairers	307	309	2	0.7%	0	10	16	26	High school diploma or equivalent	None	Long-term on-the-job training	\$14.93
49-3023	Automotive Service Technicians and Mechanics	1,473	1,384	(89)	-6.0%	(9)	40	84	115	Postsecondary non-degree award	None	Short-term on-the-job training	\$18.87
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	545	556	11	2.0%	1	15	30	46	High school diploma or equivalent	None	Long-term on-the-job training	\$19.65
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	401	414	13	3.2%	1	13	23	37	High school diploma or equivalent	None	Long-term on-the-job training	\$27.92
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	161	149	(12)	-7.5%	(1)	4	8	11	High school diploma or equivalent	None	Moderate-term on-the-job training	\$36.24
49-9021	Heating, AC, and Refrigeration Mechanics and Installers	493	537	44	8.9%	4	14	30	48	Postsecondary non-degree award	None	Long-term on-the-job training	\$24.23
49-9041	Industrial Machinery Mechanics	1,146	1,253	107	9.3%	11	37	59	107	High school diploma or equivalent	None	Long-term on-the-job training	\$29.74
49-9043	Maintenance Workers, Machinery	159	175	16	10.1%	2	6	7	15	High school diploma or equivalent	None	Long-term on-the-job training	\$25.00
49-9044	Millwrights	389	455	66	17.0%	7	13	20	40	High school diploma or equivalent	None	Apprenticeship	\$32.42
49-9051	Electrical Power-Line Installers and Repairers	137	143	6	4.4%	1	3	8	12	High school diploma or equivalent	None	Long-term on-the-job training	\$41.37
49-9071	Maintenance and Repair Workers, General	3,135	3,199	64	2.0%	6	109	163	278	High school diploma or equivalent	None	Moderate-term on-the-job training	\$19.47
49-9098	Helpers--Installation, Maintenance, and Repair Workers	129	135	6	4.7%	1	7	9	17	High school diploma or equivalent	None	Short-term on-the-job training	\$16.04
49-9099	Installation, Maintenance, and Repair Workers, All Other	268	267	(1)	-0.4%	0	10	15	25	High school diploma or equivalent	None	Moderate-term on-the-job training	\$19.96
51-0000	Production Occupations	35,534	34,355	(1,179)	-3.3%	(118)	937	1625	2444				\$18.54
51-1011	First-Line Supervisors of Production and Operating Workers	1,858	1,881	23	1.2%	2	56	109	167	High school diploma or equivalent	Less than 5 years	None	\$30.50
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	779	802	23	3.0%	2	33	44	79	High school diploma or equivalent	None	Moderate-term on-the-job training	\$16.03
51-2098	Assemblers and Fabricators, All Other, Including Team Assemblers	8,603	8,340	(263)	-3.1%	(26)	13	13	0	High school diploma or equivalent	None	Moderate-term on-the-job training	\$20.01 †
51-3011	Bakers	243	255	12	4.9%	1	14	16	31	No formal educational credential	None	Long-term on-the-job training	\$10.50
51-3021	Butchers and Meat Cutters	284	285	1	0.4%	0	11	19	30	No formal educational credential	None	Long-term on-the-job training	\$13.79
51-3092	Food Batchmakers	320	316	(4)	-1.3%	0	17	22	39	High school diploma or equivalent	None	Moderate-term on-the-job training	\$13.62
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	236	216	(20)	-8.5%	(2)	8	11	17	High school diploma or equivalent	None	Moderate-term on-the-job training	\$26.90
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	843	781	(62)	-7.4%	(6)	27	49	70	High school diploma or equivalent	None	Moderate-term on-the-job training	\$17.00
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	196	177	(19)	-9.7%	(2)	8	11	17	High school diploma or equivalent	None	Moderate-term on-the-job training	\$16.26
51-4041	Machinists	1,340	1,381	41	3.1%	4	45	80	129	High school diploma or equivalent	None	Long-term on-the-job training	\$19.39
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,486	1,629	143	9.6%	14	49	91	154	High school diploma or equivalent	None	Moderate-term on-the-job training	\$26.12
51-4111	Tool and Die Makers	957	920	(37)	-3.9%	(4)	35	50	81	Postsecondary non-degree award	None	Long-term on-the-job training	\$26.97
51-4121	Welders, Cutters, Solderers, and Brazers	636	644	8	1.3%	1	16	44	61	High school diploma or equivalent	None	Moderate-term on-the-job training	\$20.01
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	233	220	(13)	-5.6%	(1)	6	16	21	High school diploma or equivalent	None	Moderate-term on-the-job training	\$17.10
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	146	136	(10)	-6.8%	(1)	4	8	11	High school diploma or equivalent	None	Moderate-term on-the-job training	\$15.58
51-5112	Printing Press Operators and Job Printers	508	430	(78)	-15.4%	(8)	17	28	37	High school diploma or equivalent	None	Moderate-term on-the-job training	\$16.32
51-6011	Laundry and Dry-Cleaning Workers	514	479	(35)	-6.8%	(4)	30	29	55	No formal educational credential	None	Short-term on-the-job training	\$10.27
51-6031	Sewing Machine Operators	100	98	(2)	-2.0%	0	6	4	10	No formal educational credential	None	Short-term on-the-job training	\$14.88
51-8031	Water and Wastewater Treatment Plant and System Operators	257	232	(25)	-9.7%	(2)	7	12	17	High school diploma or equivalent	None	Long-term on-the-job training	\$24.74
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	395	407	12	3.0%	1	9	28	38	High school diploma or equivalent	None	Moderate-term on-the-job training	\$40.01
51-9011	Chemical Equipment Operators and Tenders	148	146	(2)	-1.4%	0	3	11	14	High school diploma or equivalent	None	Moderate-term on-the-job training	\$21.67
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	269	243	(26)	-9.7%	(3)	8	18	23	High school diploma or equivalent	None	Moderate-term on-the-job training	\$21.56
51-9022	Grinding and Polishing Workers, Hand	113	88	(25)	-22.1%	(2)	3	7	8	No formal educational credential	None	Moderate-term on-the-job training	\$12.14
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	421	408	(13)	-3.1%	(1)	13	29	41	High school diploma or equivalent	None	Moderate-term on-the-job training	\$16.48
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	238	224	(14)	-5.9%	(1)	8	16	23	High school diploma or equivalent	None	Moderate-term on-the-job training	\$17.68
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	611	584	(27)	-4.4%	(3)	22	37	56	High school diploma or equivalent	None	Moderate-term on-the-job training	\$17.00
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	145	149	4	2.8%	0	6	8	14	High school diploma or equivalent	None	Moderate-term on-the-job training	\$13.88
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,803	2,383	(420)	-15.0%	(42)	96	185	239	High school diploma or equivalent	None	Moderate-term on-the-job training	\$25.70
51-9111	Packaging and Filling Machine Operators and Tenders	784	781	(3)	-0.4%	0	32	47	79	High school diploma or equivalent	None	Moderate-term on-the-job training	\$14.60
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	268	263	(5)	-1.9%	0	0	0	0	High school diploma or equivalent	None	Moderate-term on-the-job training	▲
51-9161	Computer Numerically Controlled Tool Operators	684	642	(42)	-6.1%	(4)	2	2	0	High school diploma or equivalent	None	Moderate-term on-the-job training	\$19.52
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	182	179	(3)	-1.6%	0	7	11	18	High school diploma or equivalent	None	Long-term on-the-job training	\$17.24
51-9196	Paper Goods Machine Setters, Operators, and Tenders	365	349	(16)	-4.4%	(2)	14	21	33	High school diploma or equivalent	None	Moderate-term on-the-job training	\$16.93
51-9198	Helpers--Production Workers	1,475	1,596	121	8.2%	12	79	126	217	High school diploma or equivalent	None	Short-term on-the-job training	\$17.40

Code	Occupational Title	Employment*		Change in Employment		Annual Openings				Typical Education Needed for Entry	Work Experience in a Related Occupation	Typical On-The-Job Training Needed to Attain Competency in the Occupation	Median Wage May 2019
		2018 Annual	2028 Projected	2018-2028	Percent	Growth	Exits	Transfers	Total				
51-9199	Production Workers, All Other	822	837	15	1.8%	2	29	54	85	High school diploma or equivalent	None	Moderate-term on-the-job training	\$14.71
53-0000	Transportation and Material Moving Occupations	29,492	29,639	147	0.5%	15	992	1575	2582				\$14.86
53-3022	Bus Drivers, School	395	412	17	4.3%	2	0	0	2	High school diploma or equivalent	None	Short-term on-the-job training	▲
53-3031	Driver/Sales Workers	1,264	1,146	(118)	-9.3%	(12)	49	72	109	High school diploma or equivalent	None	Short-term on-the-job training	\$11.84
53-3032	Truck Drivers, Heavy and Tractor-Trailer	5,179	5,368	189	3.6%	19	216	316	551	Postsecondary non-degree award	None	Short-term on-the-job training	\$21.34
53-3033	Truck Drivers, Light or Delivery Services	2,389	2,396	7	0.3%	1	98	143	242	High school diploma or equivalent	None	Short-term on-the-job training	\$15.60
53-3041	Taxi Drivers and Chauffeurs	325	333	8	2.5%	1	0	0	1	No formal educational credential	None	Short-term on-the-job training	▲
53-3099	Motor Vehicle Operators, All Other	260	262	2	0.8%	0	27	14	41	No formal educational credential	None	Short-term on-the-job training	\$14.52
53-6021	Parking Lot Attendants	222	214	(8)	-3.6%	(1)	10	20	29	No formal educational credential	None	Short-term on-the-job training	\$10.77
53-6031	Service Station Attendants	232	233	1	0.4%	0	10	20	30	No formal educational credential	None	Short-term on-the-job training	\$11.80
53-7021	Crane and Tower Operators	132	138	6	4.5%	1	4	9	14	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	\$21.49
53-7051	Industrial Truck and Tractor Operators	1,481	1,549	68	4.6%	7	43	104	154	No formal educational credential	None	Short-term on-the-job training	\$17.54
53-7061	Cleaners of Vehicles and Equipment	967	968	1	0.1%	0	46	76	122	No formal educational credential	None	Short-term on-the-job training	\$11.04
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6,438	6,649	211	3.3%	21	281	509	811	No formal educational credential	None	Short-term on-the-job training	\$13.29
53-7064	Packers and Packagers, Hand	3,134	2,997	(137)	-4.4%	(14)	172	215	373	No formal educational credential	None	Short-term on-the-job training	\$13.15
53-7065	Stock Clerks and Order Fillers	4,790	4,659	(131)	-2.7%	(13)	6	7	0	High school diploma or equivalent	None	Short-term on-the-job training	\$12.38
53-7081	Refuse and Recyclable Material Collectors	100	105	5	5.0%	0	5	8	13	No formal educational credential	None	Short-term on-the-job training	\$17.70

* Occupations with 100 or more workers.

Wages above max.

▲ Wage not available due to OES/SOC changes.

† Aggregate wages.

†† Certain occupations only report wages at the annual level - for elementary and secondary teachers this typically reflects a 9 1/2 month school year.

Source: Ohio Department of Job and Family Services, Bureau of Labor Market Information, July 2021.

FY2022 Incumbent Worker and On-the-Job Training **(July 1, 2021 – Present)**

Ohio Workforce Area #9 utilizes Workforce Innovation and Opportunity Act (WIOA) funding to assist employers in their efforts to find and retain the talent they need in two ways:

- On-the-Job Training can reimburse employers a portion of the wages paid to new hires during the training period
- Customized Training for Incumbent Workers can be used for employers in need of support to upgrade the skills of their current workforce. Incumbent workers are defined as having an employer / employee relationship for 6 months or longer.

LCDPD staff has been active working with employers to promote employment during COVID-19.

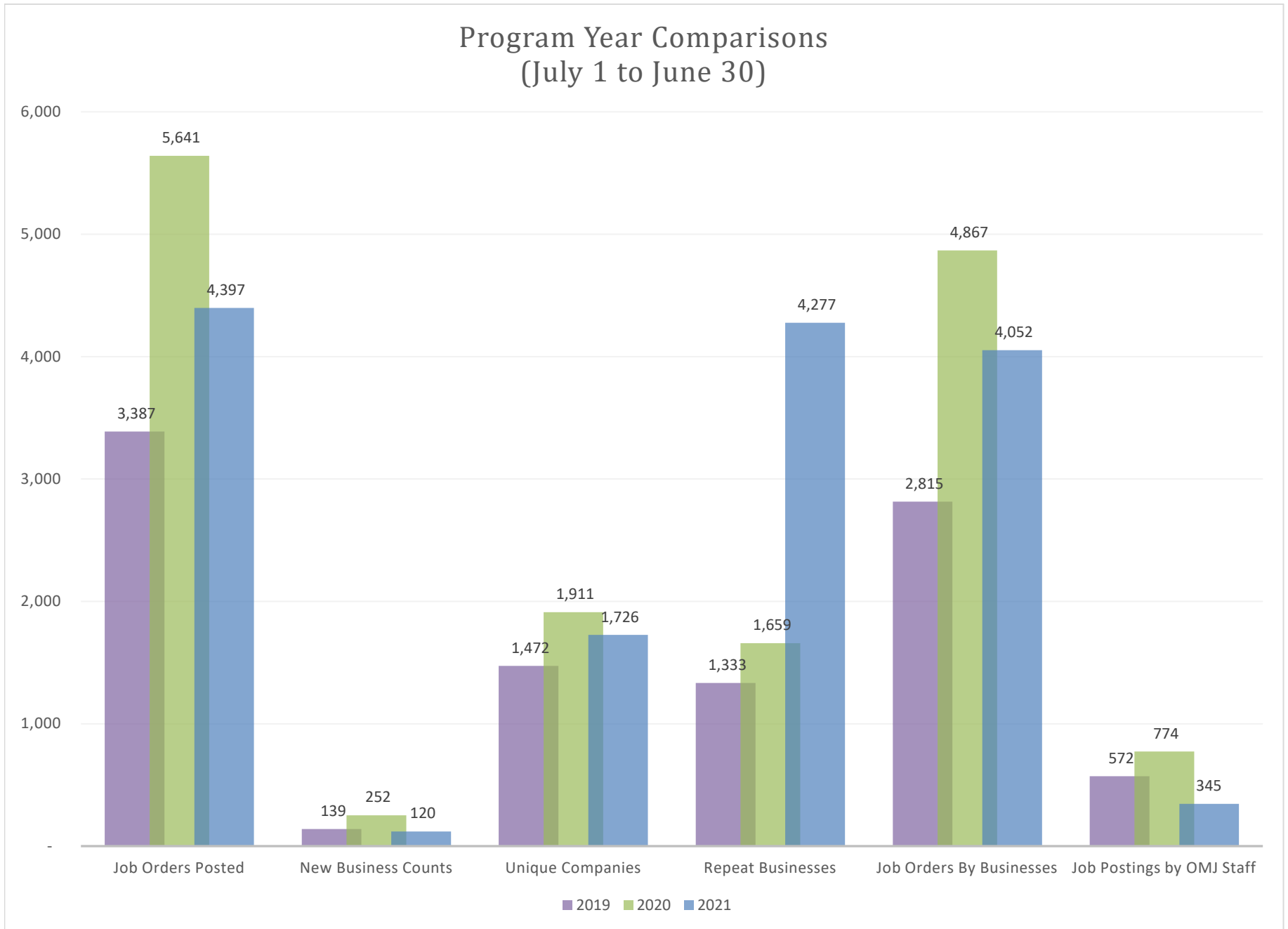
Type	Contracts
On-the-Job Training	9
Customized Training	4

On-the-Job Training assistance was provided to one employer through a 50% reimbursement of the wages of three newly hired employees.

Customized Training contracts were provided to two employers for enhancing the skills of 613 incumbent workers.

Business Engagement Data

Program Year Comparisons (July 1 to June 30)



Individual Training Agreements

Ohio Workforce Area #9 utilizes Workforce Innovation and Opportunity Act (WIOA) funding to assist job seekers in their efforts to find and retain employment that can enhance self-sufficiency.

- Individual Training Agreements (ITAs) provide training for qualifying WIOA participants to provide formal schooling or training to assist individuals in in-demand occupations
- Dislocated Workers funds are used for job seekers who are unlikely to return to previous occupation.
- Supportive Services provide short-term assistance to qualifying individuals actively participating in WIOA vocational education or training

Fiscal Year 2022 WIOA Funded Services Provided (July 1, 2021 – Present)

Service	#
WIOA ITA – Adult	90
Supportive Services	46

So far in FY2022, \$16,601.69 in supportive services funding has been disbursed to 23 customers for items such as:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Auto Repair • Auto Insurance • Auto Loan Payments • Mileage Reimbursement | <ul style="list-style-type: none"> • Home Internet • Clothing Required for Employment and Training • Gas Cards |
|--|---|

Approved Training Providers / Awards Provided

Provider	Count	2022 Award	Payments to Date
Davis College	1	\$9264.84	\$3088.28
Hondros	3	\$6097.00	\$0
MedCerts	2	\$8,000.00	\$4,000.00
Mercy College of NW Ohio	2	\$15,000.00	\$6,885.00
NW State Community College	1	\$3,405.98	\$0
Owens Community College	14	\$53,342.00	\$36,065.09

Penta County Career Center	2	\$1,515.00	\$1,515.00
Professional Skills Institute	28	\$190,754.62	\$92,653.60
Stautzenberger College	9	\$66,389.52	\$34,001.45
Ternion Training & Education Ctr	13	\$80,578.00	\$48,624.00
Trainco Truck Driving School	15	\$69,912.50	\$42,826.75
Totals	90	\$504,259.44	\$269,659.17

WIOA Funded Programs

(Approved In-Demand job training opportunities)

- Accounting - 1
- CDL A – 37
- Construction Laborer – 1
- Fiber Optics - 1
- HVAC – 6
- Ind. Machinery Mechanic – 1
- IT-2000 Help Desk Admin - 1
- IT-5000 IT Security & Network Technician – 1
- LPN - 17
- Med. Admin. Asst. – 1
- Medical Assistant – 7
- Medical Billing & Coding - 1
- Phlebotomy – 2
- Real Estate - 3
- Registered Nurse – 4
- Tool & Die - 6

Harbor Quarterly Program Goals

Program Year 10/1/2021-9/30/2022

Accurate as of 2/15/2022

WIOA Services		Carry-In	Q1	Q2	Q3	Q4
1	Tutoring	144	217	226		
2	Alternative Secondary	32	40	43		
3	Work Experience Program	35	62	154		
4	Occupational Skills Training	54	89	112		
5	Occupational Education	192	238	254		
6	Leadership Development	729	941	991		
7	Supportive Services	139	552	629		
8	Adult Mentoring	139	200	209		
9	Follow Up	0	100	147		
10	Guidance and Counseling	23	25	25		
11	Financial Literacy	332	479	515		
12	Entrepreneurial Skills	274	413	439		
13	Labor Market Information	298	316	507		
14	Post Secondary Preparation	43	49	49		

Clients Served

	Plan	Carry-In				1500
	Actual	1006	1169	1184		
Enrolled	IS	600	674	679		
	OOS	406	495	505		
Exited	Plan					450
	Actual		114	174		

Performance Measures

			Jul - Sep 2021	Oct - Dec 2021	Jan - Mar 2022	Apr - Jun 2022
IS	MSG rate for IS clients	Plan	20%	20%	50%	75%
		Actual	29%	28%	29%	
	Education/employment rate for 2021 high school graduates	Plan	25%	50%	65%	75%
		Actual	44%	66%	68%	

			Oct - Dec 2021	Jan - Mar 2022	Apr - Jun 2022	Jul - Sep 2022
IS	Diploma rate for IS clients scheduled to graduate high school	Plan	0%	0%	0%	90%
		Actual	0%	4%		
OOS	Credential rate for clients scheduled to complete training	Plan	90%	90%	90%	90%
		Actual	69%	66%		
	GED/Diploma rate for OOS clients engaged in alternative secondary education	Plan	5%	5%	5%	10%
		Actual	6%	9%		
Job placement rate for OOS clients	Plan	10%	20%	25%	30%	
	Actual	11%	15%			
Combined	Average wage at hire	Plan	\$13.00	\$13.00	\$13.00	\$13.00
		Actual	\$13.75	\$13.86		
	Average weekly hours at hire	Plan	30	30	30	30
		Actual	27.89	28.55		

Q1 - 10/1/2021 - 12/31/2021

Q2 - 1/1/2022 - 3/31/2022

Q3 - 4/1/2022 - 6/30/2022

Q4 - 7/1/2022 - 9/30/2022

*To mirror state guidelines, 80% of performance target is "meets", 105% is exceeds.

**All elements and performance targets must be listed and or documented in OWCMS.

*** Average hourly wage and weekly hours only includes data with unsubsidized employment. Data should match the data placed into OWCMS ("Employment Opportunities").

To: Michael Veh, Deputy Director
 Carrie Arnold, Workforce Innovation Manager
 Chad Olson, LCDPD Policy Analyst



From: Darlene White, Program Manager

Subject: January Month End Report (FY 2022)

Phone Calls and Visits	Monthly	YTD
Unemployment	120	619
OMJLC General Information	140	877
Training Information	170	977
Employer Assistance	70	142
Total Calls	500	2615
Shared Campus Traffic		
01/1/22-01/31/22		

During the month of January the plan moving forward is eliminate the lobby greeter. It has been determined that since opening the campus there are ample supports in the lobby with ODJFS and CSEA staff to assist with directing customers upon entering the building.

Eligibility for WIOA Training	Date	# of Completion	Satisfaction Surveys
Orientation Video	01/01/22-01/31/22	35	93.00%
Career Profile	"	33	
Work Ready	"	33	
*WorkKeys Curriculum	"	33	
Clients passed to DPD	"	7	

In total, there were 42 participants who were successfully contacted and scheduled for testing preparation. Of the 42, a total of 33 arrived as scheduled for orientation and to learn more about the testing process. There were 19 that were a no call-no show for their scheduled testing date. Of the 33 who reported for training 5 completed the WorkKeys Curriculum and took the proctored test and successfully passed. There were 2 candidates who stated that they had taken the test before and their test scores were still valid. In total there were 7 candidates that were passed on to LCWPD for potential Training Agreements.

Employer Assistance	Posting
Job Orders	64
Basic Service Provided	# of Clients Served
Resume Writing	34
Mock Interviewing	0

Hiring Event	# of Employers	Attendees	Attendees YTD
*OMJ Pop-Up/Spotlight Job Fair	16	21	44

Four Employer Spotlights were scheduled for the month of December. An Employer Spotlight showcases 4 businesses from different work clusters. A total of 16 employers reported. These events were promoted on OMJ social media and shared with partners. Twenty-one job seekers participated. The plan moving forward is to have an Employer Spotlight/Jobs in the 419 on a weekly basis. Spotlights are scheduled for February with consideration switching to Virtual presentations to see if job seeker participation will increase. Employers have expressed a strong interest in having their business/job leads showcased virtually.

Internal OMJ Partner Referrals
105

Community Services	# of Events
Community Outreach Events	11
*Media Publicity	2

OMJ presented resources at the Re-Entry Coalition on First Wednesday. Staff is still maintaining a presence at the Main Library two days a week (Tues. & Thurs. 1-6 p.m.). Additional outreach included: Mosaic Ministries, Pathway Community Healthcare, Legal Aid of Northwest Ohio, Toledo Bar Association, Justice Bus, Citizen Circles as well as the four Employer Spotlights. The OMJ Commercial/ Ad Campaign launched in January via Channel 13; along with two ads. Data suggests that the viewing of the ads was higher than the national average.

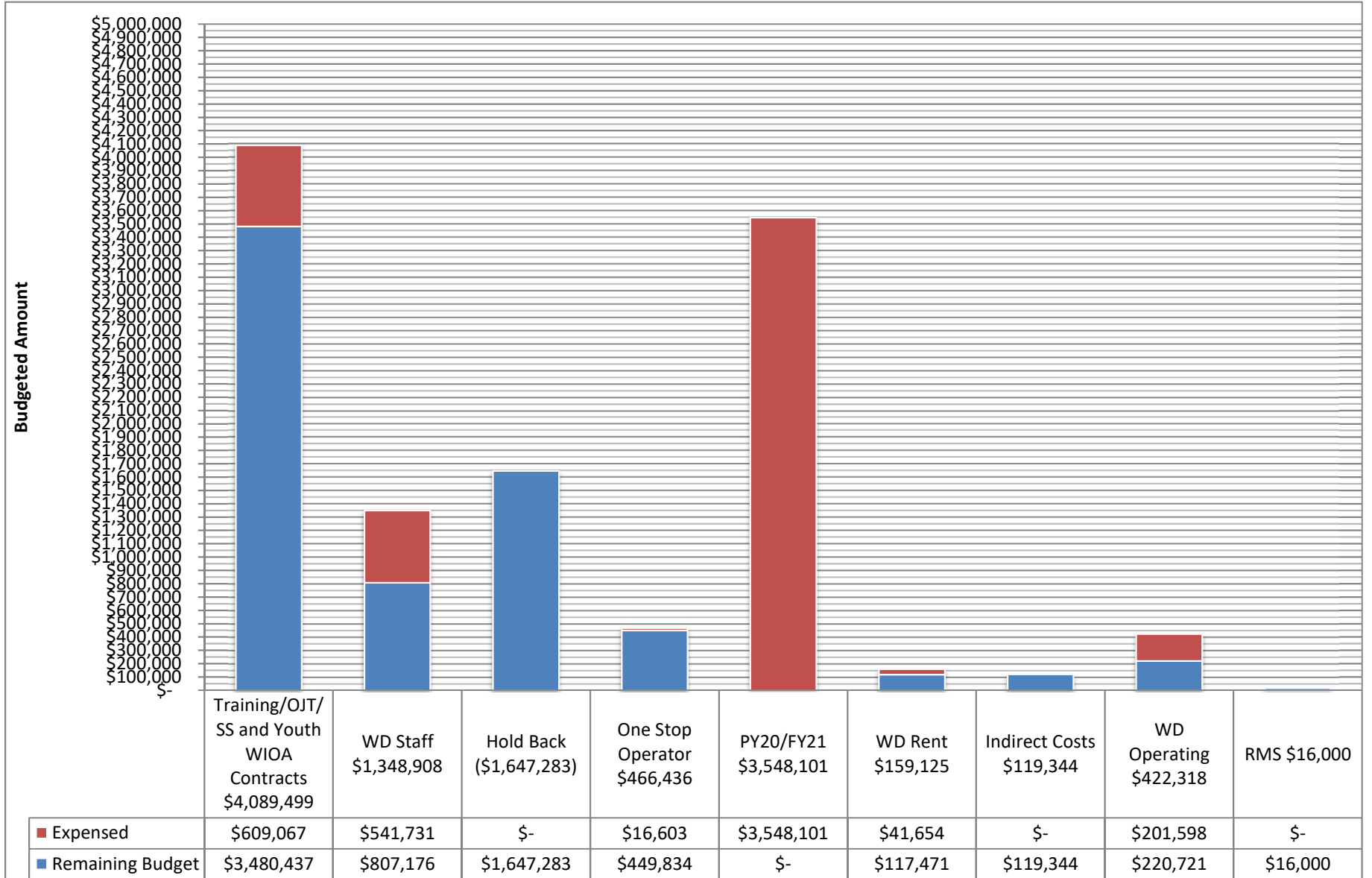
New Initiatives Collaborations	Funding Source	OMJ Partners Involved	Awarded/Not Awarded	Current Status
1	LISC	LCWD/Harbor	Awarded	Under Contract

OMJ Lucas County has been selected as a provider for the Toledo Region of Ohio To Work. Toledo is one of the 5 markets selected on a state wide level. The other markets selected are: Cleveland, Columbus, Dayton/Cincinnati and Youngstown. OMJ is also in discussion with Mercy Bon Secours with Project Retain Ohio this is an initiative with the Department of Jobs and Family Services. The purpose of the project is to improve health care results by implementing a patient centered model that utilizes early intervention so workers can return to work more quickly.

Employee Workshop	Presenter	Agency Attended	Date	
Community Health Workers	Kevin Cavanaugh	Pathways/OMJ	1/21/2022	
Social Media Engagement	# of New Followers	# of Likes/Reactions	Profile Visits	Total Followers
Facebook	34	184	782	6.2k
Instagram	12	32	31	198
Twitter	4	1	202	46
LinkedIn	11	18	30	120

Facebook Reach = 17431; Paid Reach = 9961; Paid Impressions = 15.7K; Page Visits = 369

WIOA PY21/FY22 Budget
Fiscal Year July 1, 2021 through June 30, 2022
Transactions through January 31, 2022



Fiscal Year 2022 Budget for Workforce Innovation and Opportunity Act Funds
July 1, 2021 through June 30, 2022
As of January 31, 2022

OVERVIEW - ALL WIOA FUNDING STREAMS

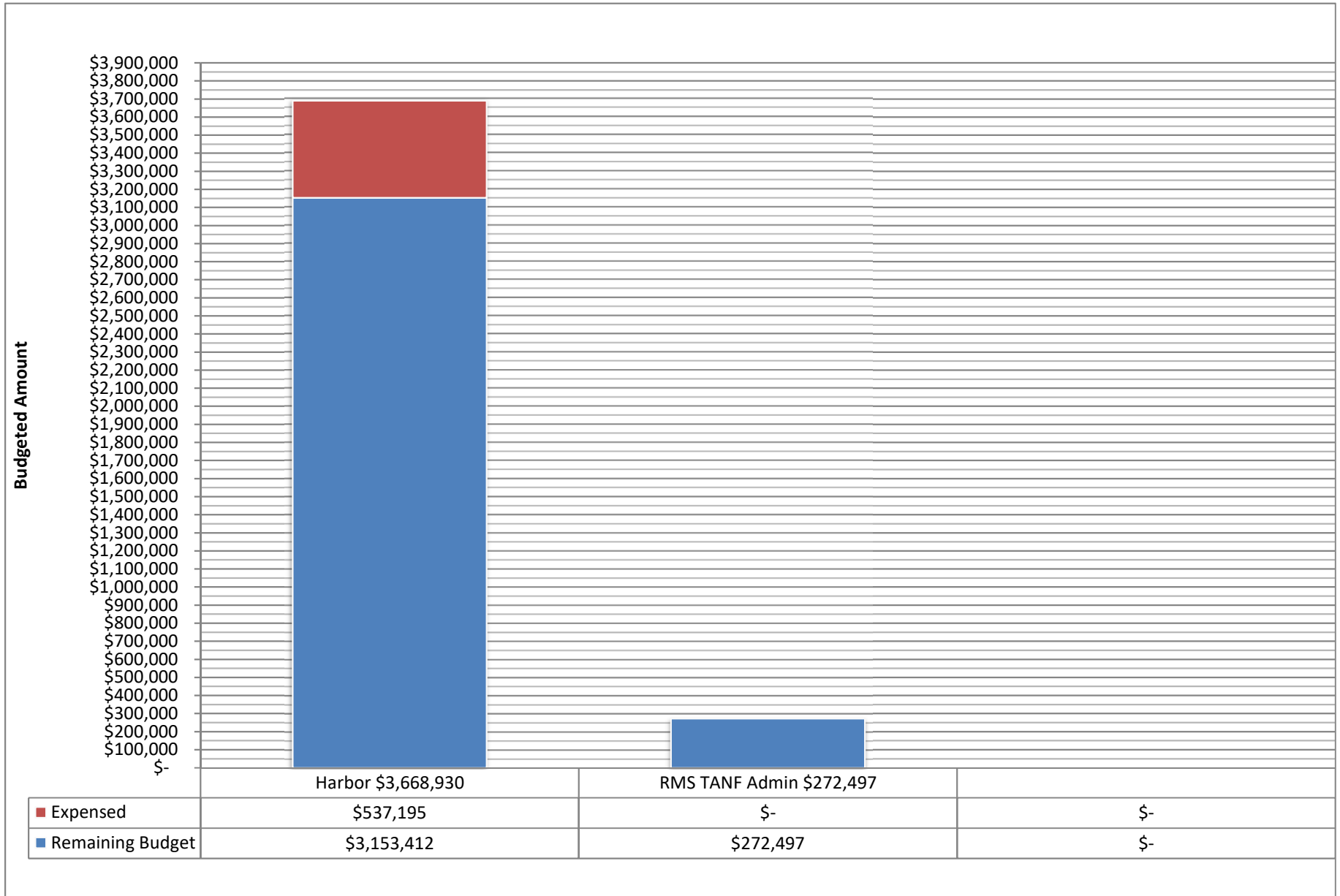
WIOA REVENUES

Carryforward Balance FY20 as of 1/31/22	2,351,912.51
FY22 Allocation	<u>4,506,352.89</u>
Total Est. Funds Available FY22	6,858,265.40

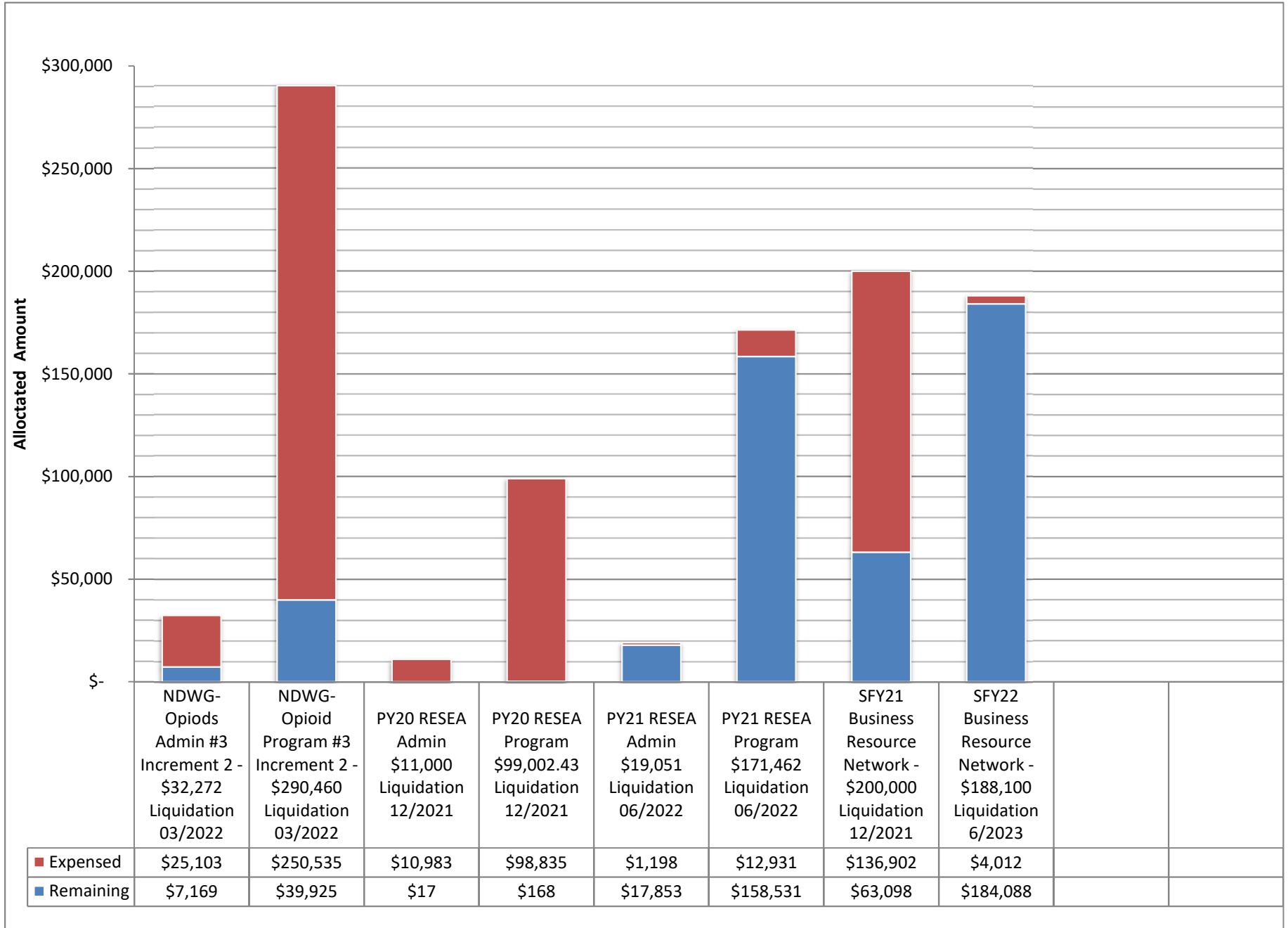
EXPENDITURES	FY 21 Budget	Available	Actual Expenditures	Percent Expensed
FY '21 Remaining Budget				
FY '21 ITAs	424,273.45	0.00	424,273.45	100.00%
OJTs (On-the-Job-Trainings)/Customized Trainings	166,531.83	0.00	166,531.83	100.00%
Supportive Services	31,467.51	0.00	31,467.51	100.00%
Rent for WDA	133,386.01	0.00	133,386.01	100.00%
Rent for the O/S Operator Contract (MOU)	84,896.07	0.00	84,896.07	100.00%
Career Services	292,657.04	0.00	292,657.04	100.00%
External - Support Services	0.00	0.00	0.00	0.00%
Youth Out-of-School Provider	1,638,918.71	0.00	1,638,918.71	100.00%
Youth In-School Provider	717,091.21	0.00	717,091.21	100.00%
RMS Contingency	0.00	0.00	0.00	0.00%
Indirect Costs (MOU w/ OMB and LEGAL included)	58,878.87	0.00	58,878.87	100.00%
Subtotal Remaining FY 21 Non-Personnel Costs	3,548,100.70	0.00	3,548,100.70	100.00%
WDA Staff	0.00	0.00	0.00	0.00%
WDA Operating Costs (cost pool)	0.00	0.00	0.00	0.00%
Subtotal Remaining FY 21 WDA Personnel Costs	0.00	0.00	0.00	0.00%
Total FY '21	3,548,100.70	0.00	3,548,100.70	100.00%

FY 22 Budget	FY 22 Budget	Available	Actual Expenditures	Percent Expensed
FY '21 ITAs	1,500,000.00	1,281,661.59	218,338.41	14.56%
OJTs (On-the-Job-Trainings)/Customized Trainings	250,000.00	216,739.93	33,260.07	13.30%
Supportive Services	125,000.00	116,659.49	8,340.51	6.67%
Rent for WDA	159,124.91	117,470.57	41,654.34	26.18%
Rent for the O/S Operator Contract (MOU)	129,288.99	112,686.38	16,602.61	12.84%
Career Services	337,147.40	337,147.40	0.00	0.00%
External - Support Services	125,000.00	125,000.00	0.00	0.00%
Youth Out-School Provider	1,567,127.87	1,302,608.19	264,519.68	16.88%
Youth In-School Provider	522,375.96	437,767.90	84,608.06	16.20%
RMS Contingency	16,000.00	16,000.00	0.00	0.00%
Indirect Costs (MOU w/ OMB and LEGAL included)	119,343.68	119,343.68	0.00	0.00%
Subtotal FY 22 Non-Personnel Costs	4,850,408.82	4,183,085.14	667,323.68	13.76%
WDA Staff	1,348,907.82	807,176.40	541,731.42	40.16%
WDA Operating Costs (cost pool)	422,318.37	220,720.57	201,597.80	47.74%
Subtotal FY 22 WDA Costs	1,771,226.19	1,027,896.97	743,329.22	41.97%
Less TANF Youth Paid Expenses				
Total FY '22	6,621,635.01	5,210,982.11	1,410,652.90	21.30%
		0.00		
Cumulative Refunds/Credits				
Unbudgeted Balance	<u>1,647,283.29</u>			

CCMEP TANF Youth FFY22 Budget
Fiscal Year October 1, 2021 through September 30, 2022
Transactions through January 31, 2022



FY21/FY22 Special Allocations Includes Transactions through January 31, 2022



**LCDPD FY-2022/PY-2021
Adult, Dislocated Worker, Incumbent Worker Program Commitment Report**

		Adult		Dislocated Worker		Incumbent Worker		Total	
			Customers Served		Customers Served		Customers Served		Customers Served
ITA Contracts		\$ 600,000.00		\$ 25,000.00				\$ 625,000.00	
	commitments	\$ 504,259.44	90	\$ -	0			\$ 504,259.44	90
	pending (est \$)								
	remaining	\$ 95,740.56		\$ 25,000.00				\$ 120,740.56	
OJT and CT contracts		\$ 110,000.00		\$ 20,000.00		\$ 320,000.00		\$ 450,000.00	
	commitments	\$ 51,360.00	9	\$ -	0	\$382,893.00	613	\$ 434,253.00	622
	pending (est \$)							\$ -	
	remaining	\$ 58,640.00		\$ 20,000.00		\$ (62,893.00)		\$ 15,747.00	
Supportive Services		\$ 50,000.00		\$ 24,386.00				\$ 74,386.00	
	expended	\$16,601.69	22	\$ -	0			\$ 16,601.69	22
	remaining	\$ 33,398.31		\$ 24,386.00				\$ 57,784.31	
Total		\$ 760,000.00		\$ 69,386.00		\$ 320,000.00		\$ 1,149,386.00	
	commitments	\$ 572,221.13	121	\$ -	0	\$382,893.00	613	\$ 955,114.13	734
	pending	\$ -		\$ -		\$ -		\$ -	
	remaining	\$ 187,778.87		\$ 69,386.00		\$ (62,893.00)		\$ 194,271.87	