

# High Demand Occupations

Looking at the occupations most in demand over the next decade, it is readily apparent that the outlook is somewhat of a mixed bag. When level of preparation required and wages are factored into the equation, one finds that many of the jobs that will require the most new and replacement workers generally pay below average wages and require little or no advanced preparation. There are some notable exceptions to this general tendency, such as **Registered Nurses, School Teachers** and **General & Operations Managers**. Each of these require substantial education or experience and pay well above the regional average. Among the top twenty demand occupations, three others promise above average starting and overall pay. These would be **Truck Drivers, Heavy & Tractor Trailer, Licensed Practical Nurses and Bookkeeping, Accounting & Auditing Clerks**. About half of the top one hundred occupations in demand reported potential earnings above the regional average of \$25,800 per year. Analysis of the Job Zone data reveals that just under half of the top 100 occupations will require little or no formal training (Job Zones 1 & 2). Roughly four out of ten will require moderate to long term preparation (Job Zones 3 & 4). About ten percent of the top 100 occupations fall into the Job Zone 5 category, which involves extensive education and/or experience. A more detailed look at expectations within each job zone follows in a later section.

## Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
1	41-2011	Cashiers	270	\$6.71	\$13,957	\$7.73	\$16,079	1
2	41-2031	Retail Salespersons	230	\$6.70	\$13,941	\$9.99	\$20,778	2
3	37-2012	Maids and Housekeeping Cleaners	170	\$6.70	\$13,940	\$7.71	\$16,042	1
4	29-1111	Registered Nurses	145	\$20.57	\$42,789	\$29.93	\$62,247	4
5	35-3031	Waiters and Waitresses	135	\$6.76	\$14,063	\$7.49	\$15,577	1
6	39-9011	Child Care Workers	135	\$6.79	\$14,118	\$7.36	\$15,315	1
7	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	135	\$7.09	\$14,740	\$9.65	\$20,067	1
8	35-2021	Food Preparation Workers	110	\$6.73	\$14,001	\$7.55	\$15,706	1
9	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	110	\$6.72	\$13,967	\$8.27	\$17,202	1
10	51-2092	Team Assemblers	110	\$8.63	\$17,947	\$11.45	\$23,807	1
11	31-1012	Nursing Aides, Orderlies, and Attendants	95	\$7.21	\$14,989	\$8.62	\$17,938	2
12	53-3032	Truck Drivers, Heavy and Tractor-Trailer	95	\$9.23	\$19,198	\$13.74	\$28,572	2
13	25-9041	Teacher Assistants	85	N/A	\$13,967	N/A	\$15,116	3
14	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	85	\$6.90	\$14,347	\$8.21	\$17,079	1
15	49-9042	Maintenance and Repair Workers, General	85	\$9.13	\$19,000	\$14.55	\$30,273	2
16	11-1021	General and Operations Managers	75	\$22.75	\$47,315	\$44.34	\$92,237	4
17	25-2021	Elementary School Teachers, Except Special Education	75	N/A	\$24,650	N/A	\$36,935	4
18	25-2031	Secondary School Teachers, Except Special and Vocational Education	75	N/A	\$27,333	N/A	\$39,737	4
19	29-2061	Licensed Practical and Licensed Vocational Nurses	75	\$14.66	\$30,493	\$17.89	\$37,206	3
20	31-1011	Home Health Aides	75	\$7.90	\$16,425	\$9.86	\$20,507	1
21	35-2011	Cooks, Fast Food	75	\$6.77	\$14,086	\$7.16	\$14,897	2
22	35-3011	Bartenders	75	\$6.78	\$14,105	\$8.28	\$17,230	2
23	43-3031	Bookkeeping, Accounting, and Auditing Clerks	75	\$10.27	\$21,360	\$14.53	\$30,218	3
24	43-4081	Hotel, Motel, and Resort Desk Clerks	75	\$6.69	\$13,912	\$8.02	\$16,675	2
25	33-3012	Correctional Officers and Jailers	60	\$8.43	\$17,530	\$9.74	\$20,263	2
26	35-2014	Cooks, Restaurant	60	\$7.83	\$16,294	\$10.45	\$21,729	3
27	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	60	\$12.74	\$26,500	\$20.75	\$43,159	3
28	43-3071	Tellers	60	\$8.62	\$17,935	\$10.79	\$22,447	2
29	43-5081	Stock Clerks and Order Fillers	60	\$6.74	\$14,016	\$8.91	\$18,536	2
30	43-6014	Secretaries, Except Legal, Medical, and Executive	60	\$7.96	\$16,560	\$10.96	\$22,790	2
31	33-3051	Police and Sheriff's Patrol Officers	50	\$9.83	\$20,454	\$12.94	\$26,910	3
32	35-2012	Cooks, Institution and Cafeteria	50	\$6.86	\$14,265	\$8.49	\$17,659	2
33	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	50	\$6.76	\$14,060	\$7.36	\$15,304	1
34	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	50	\$9.73	\$20,247	\$14.94	\$31,080	2

**NOTE: Wages in RED are above average**

## Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
35	43-4051	Customer Service Representatives	50	\$7.56	\$15,718	\$11.16	\$23,210	2
36	43-9061	Office Clerks, General	50	\$6.74	\$14,023	\$9.53	\$19,825	2
37	53-3022	Bus Drivers, School	50	\$6.74	\$14,024	\$10.25	\$21,328	1
38	25-2011	Preschool Teachers, Except Special Education	35	\$7.76	\$16,151	\$11.40	\$23,714	4
39	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	35	\$9.01	\$18,742	\$13.43	\$27,939	3
40	37-3011	Landscaping and Groundskeeping Workers	35	\$7.72	\$16,063	\$9.89	\$20,565	1
41	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Pro	35	\$13.80	\$28,694	\$23.86	\$49,635	2
42	43-4171	Receptionists and Information Clerks	35	\$7.45	\$15,492	\$9.67	\$20,118	2
43	47-2031	Carpenters	35	\$9.96	\$20,718	\$13.85	\$28,801	3
44	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	35	\$13.97	\$29,061	\$20.61	\$42,869	3
45	51-4121	Welders, Cutters, Solderers, and Brazers	35	\$9.88	\$20,557	\$12.83	\$26,679	2
46	51-6011	Laundry and Dry-Cleaning Workers	35	\$6.67	\$13,874	\$8.14	\$16,935	1
47	53-7051	Industrial Truck and Tractor Operators	35	\$8.30	\$17,263	\$11.31	\$23,529	1
48	11-9051	Food Service Managers	25	\$17.36	\$36,100	\$24.60	\$51,178	4
49	11-1011	Chief Executives	25	\$28.92	\$60,150	\$66.33	\$137,958	5
50	13-2011	Accountants and Auditors	25	\$15.88	\$33,038	\$23.28	\$48,415	4
51	21-1012	Educational, Vocational, and School Counselors	25	\$15.27	\$31,771	\$24.45	\$50,848	4
52	23-1011	Lawyers	25	\$14.30	\$29,741	\$31.17	\$64,829	5
53	25-2022	Middle School Teachers, Except Special and Vocational Education	25	N/A	\$33,180	N/A	\$42,282	4
54	25-2032	Vocational Education Teachers, Secondary School	25	N/A	\$36,000	N/A	\$44,973	4
55	33-2011	Fire Fighters	25	\$8.20	\$17,054	\$11.88	\$24,715	3
56	33-9032	Security Guards	25	\$7.06	\$14,691	\$9.76	\$20,308	1
57	35-2015	Cooks, Short Order	25	\$6.77	\$14,089	\$7.98	\$16,597	1
58	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	25	\$6.85	\$14,255	\$7.55	\$15,694	1
59	35-3041	Food Servers, Nonrestaurant	25	\$6.90	\$14,342	\$7.59	\$15,797	1
60	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	25	\$6.71	\$13,965	\$7.59	\$15,788	1
61	35-9021	Dishwashers	25	\$6.71	\$13,965	\$7.35	\$15,288	1
62	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	25	\$9.55	\$19,858	\$14.05	\$29,221	3
63	39-9021	Personal and Home Care Aides	25	\$6.79	\$14,129	\$6.92	\$14,404	2
64	39-9032	Recreation Workers	25	\$7.89	\$16,409	\$10.84	\$22,546	3
65	41-2021	Counter and Rental Clerks	25	\$6.73	\$14,008	\$8.97	\$18,653	1
66	43-5071	Shipping, Receiving, and Traffic Clerks	25	\$8.99	\$18,690	\$12.60	\$26,203	1
67	43-6011	Executive Secretaries and Administrative Assistants	25	\$12.35	\$25,690	\$17.01	\$35,372	4

**NOTE: Wages in RED are above average**

## Top 100 Occupations - Annual Demand

Rank	SOC Code	Occupational Title	Annual Demand	Average Starting Wage		Average Overall Wage		Job Zone
				Hourly	Annual	Hourly	Annual	
68	47-2073	Operating Engineers and Other Construction Equipment Operators	25	\$10.46	\$21,751	\$13.85	\$28,804	3
69	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	25	\$16.10	\$33,491	\$25.52	\$53,090	4
70	49-3023	Automotive Service Technicians and Mechanics	25	\$8.25	\$17,167	\$12.13	\$25,237	3
71	51-9198	Helpers--Production Workers	25	\$7.66	\$15,938	\$12.45	\$25,896	1
72	53-3033	Truck Drivers, Light or Delivery Services	25	\$7.40	\$15,388	\$13.07	\$27,191	1
73	53-7064	Packers and Packagers, Hand	25	\$6.84	\$14,225	\$7.80	\$16,224	1
74	11-2022	Sales Managers	10	\$20.28	\$42,180	\$30.79	\$64,037	4
75	11-3011	Administrative Services Managers	10	\$17.31	\$35,995	\$26.11	\$54,313	4
76	11-3031	Financial Managers	10	\$24.39	\$50,734	\$35.59	\$74,023	5
77	11-9011	Farm, Ranch, and Other Agricultural Managers	10	\$19.37	\$40,287	\$22.86	\$47,552	4
78	11-9021	Construction Managers	10	\$27.12	\$56,418	\$34.45	\$71,651	4
79	11-9031	Education Administrators, Preschool and Child Care Center/Program	10	\$12.78	\$26,579	\$27.46	\$57,114	4
80	11-9032	Education Administrators, Elementary and Secondary School	10	N/A	\$57,324	N/A	\$69,428	5
81	11-9033	Education Administrators, Postsecondary	10	\$28.68	\$59,663	\$39.40	\$81,955	4
82	11-9081	Lodging Managers	10	\$10.16	\$21,131	\$19.92	\$41,431	3
83	11-9111	Medical and Health Services Managers	10	\$22.00	\$45,753	\$35.51	\$73,858	5
84	11-9141	Property, Real Estate, and Community Association Managers	10	\$9.13	\$18,983	\$19.40	\$40,350	4
85	11-9151	Social and Community Service Managers	10	\$11.37	\$23,643	\$17.77	\$36,954	4
86	11-1031	Legislators	10	\$7.73	\$16,086	\$13.19	\$27,439	3
87	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	10	\$14.51	\$30,189	\$20.81	\$43,287	3
88	13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	10	\$12.31	\$25,595	\$16.98	\$35,323	3
89	13-1071	Employment, Recruitment, and Placement Specialists	10	\$10.91	\$22,693	\$17.43	\$36,246	4
90	13-1199	Business Operations Specialists, All Other	10	\$17.94	\$37,317	\$24.06	\$50,038	3
91	13-2072	Loan Officers	10	\$16.45	\$34,206	\$25.01	\$52,018	3
92	13-2081	Tax Examiners, Collectors, and Revenue Agents	10	\$11.28	\$23,465	\$21.60	\$44,937	3
93	21-1021	Child, Family, and School Social Workers	10	\$11.56	\$24,052	\$15.77	\$32,809	5
94	21-1022	Medical and Public Health Social Workers	10	\$11.18	\$23,254	\$15.62	\$32,487	5
95	23-2011	Paralegals and Legal Assistants	10	\$13.22	\$27,503	\$16.94	\$35,232	3
96	25-1011	Business Teachers, Postsecondary	10	N/A	\$33,068	N/A	\$54,106	5
97	25-1123	English Language and Literature Teachers, Postsecondary	10	N/A	\$35,084	N/A	\$54,697	5
98	25-2012	Kindergarten Teachers, Except Special Education	10	N/A	\$31,940	N/A	\$41,910	4
99	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	10	N/A	\$36,734	N/A	\$48,328	4
100	25-2043	Special Education Teachers, Secondary School	10	N/A	\$31,694	N/A	\$43,590	4

**NOTE: Wages in RED are above average**

## Determining the *“Hottest”* Occupations

A variety of methods could have been used to ascertain which occupations might prove to be the most attractive to students and other job seekers. For purposes of this publication, a fairly simple method of indexing desirability was utilized. Assuming that any person seeking work in a particular occupation would want to ensure that there was at least moderate demand for workers in that field and that it should pay a reasonable wage, LMI staff devised a method of indexing these factors. It was determined that the average annual demand for workers among all occupational titles across the Delta region was roughly **15** persons per year. The average annual salary for all surveyed occupations was found to be approximately **\$25,958**. For starting wages the mean was determined to be about **\$15,020**. As a first step, any occupation with below average demand or not paying average or above wages was eliminated. To arrive at the “Hot Factor” used for ranking the remaining occupations, the annual demand for that occupation was divided by the overall average of **15**. Then the annual overall wage for each occupation was divided by the average of **\$25,958** and the starting wage was divided by **\$15,020**. The three “indexes” derived from these calculations were then added together to obtain the “Hot Factor”. For example, if a certain occupation had an annual demand of **50** persons, the first “index” would be **50** divided by **15**, or **3.33**. If that same occupation had an annual salary of **\$37,500**, the second “index” would be **\$37,500** divided by **\$25,958** or **1.44**. If the starting wage was **\$20,500**, then dividing **\$20,500** by **\$15,020** would yield **1.36**. Adding the three “indexes” together would produce a “Hot Factor” of **6.13** which would have placed it among this year’s hottest occupations. Generally speaking, any occupation with above average demand and above average wages would be a candidate for inclusion in the list. Higher wages might offset lower demand or vice versa, but the end result should still yield a reasonable approximation of the most desirable occupations.

## The 50 *"Hottest"* Jobs

SOC Code	Occupational Title	Annual Demand	Average Starting Wage	Average Annual Wage	<i>"Hot"</i> Factor	Job Zone
1	41-2011 Cashiers	270	\$13,957	\$16,079	19.48	1
2	41-2031 Retail Salespersons	230	\$13,941	\$20,778	16.98	2
3	29-1111 Registered Nurses	145	\$42,789	\$62,247	14.67	4
4	37-2012 Maids and Housekeeping Cleaners	170	\$13,940	\$16,042	12.82	1
5	11-1021 General and Operations Managers	75	\$47,315	\$92,237	11.34	4
6	53-7062 Laborers and Freight, Stock, and Material Movers, Hand	135	\$14,740	\$20,067	10.67	1
7	35-3031 Waiters and Waitresses	135	\$14,063	\$15,577	10.47	1
8	39-9011 Child Care Workers	135	\$14,118	\$15,315	10.47	1
9	11-1011 Chief Executives	25	\$60,150	\$137,958	10.44	5
10	51-2092 Team Assemblers	110	\$17,947	\$23,807	9.35	1
11	37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	110	\$13,967	\$17,202	8.86	1
12	35-2021 Food Preparation Workers	110	\$14,001	\$15,706	8.81	1
13	53-3032 Truck Drivers, Heavy and Tractor-Trailer	95	\$19,198	\$28,572	8.60	2
14	29-2061 Licensed Practical and Licensed Vocational Nurses	75	\$30,493	\$37,206	8.31	3
15	25-2031 Secondary School Teachers, Except Special and Vocational Education	75	\$27,333	\$39,737	8.19	4
16	49-9042 Maintenance and Repair Workers, General	85	\$19,000	\$30,273	7.98	2
17	31-1012 Nursing Aides, Orderlies, and Attendants	95	\$14,989	\$17,938	7.95	2
18	25-2021 Elementary School Teachers, Except Special Education	75	\$24,650	\$36,935	7.92	4
19	43-3031 Bookkeeping, Accounting, and Auditing Clerks	75	\$21,360	\$30,218	7.47	3
20	43-1011 First-Line Supervisors/Managers of Office and Administrative Support Workers	60	\$26,500	\$43,159	7.25	3
21	45-2092 Farmworkers and Laborers, Crop, Nursery, and Greenhouse	85	\$14,347	\$17,079	7.21	1
22	25-9041 Teacher Assistants	85	\$13,967	\$15,116	7.12	3
23	31-1011 Home Health Aides	75	\$16,425	\$20,507	6.80	1
24	35-3011 Bartenders	75	\$14,105	\$17,230	6.53	2
25	43-4081 Hotel, Motel, and Resort Desk Clerks	75	\$13,912	\$16,675	6.50	2

## The 50 *"Hottest"* Jobs

SOC Code	Occupational Title	Annual Demand	Average Starting Wage	Average Annual Wage	"Hot" Factor	Job Zone
26	35-2011 Cooks, Fast Food	75	\$14,086	\$14,897	6.45	2
27	43-3071 Tellers	60	\$17,935	\$22,447	5.97	2
28	41-4012 Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	35	\$28,694	\$49,635	5.96	2
29	43-6014 Secretaries, Except Legal, Medical, and Executive	60	\$16,560	\$22,790	5.89	2
30	23-1011 Lawyers	25	\$29,741	\$64,829	5.89	5
31	33-3012 Correctional Officers and Jailers	60	\$17,530	\$20,263	5.87	2
32	11-9051 Food Service Managers	25	\$36,100	\$51,178	5.84	4
33	35-2014 Cooks, Restaurant	60	\$16,294	\$21,729	5.84	3
34	41-1011 First-Line Supervisors/Managers of Retail Sales Workers	50	\$20,247	\$31,080	5.75	2
35	51-1011 First-Line Supervisors/Managers of Production and Operating Workers	35	\$29,061	\$42,869	5.75	3
36	49-1011 First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	25	\$33,491	\$53,090	5.73	4
37	33-3051 Police and Sheriff's Patrol Officers	50	\$20,454	\$26,910	5.62	3
38	25-2032 Vocational Education Teachers, Secondary School	25	\$36,000	\$44,973	5.62	4
39	43-5081 Stock Clerks and Order Fillers	60	\$14,016	\$18,536	5.57	2
40	13-2011 Accountants and Auditors	25	\$33,038	\$48,415	5.54	4
41	21-1012 Educational, Vocational, and School Counselors	25	\$31,771	\$50,848	5.54	4
42	25-2022 Middle School Teachers, Except Special and Vocational Education	25	\$33,180	\$42,282	5.34	4
43	43-4051 Customer Service Representatives	50	\$15,718	\$23,210	5.18	2
44	53-3022 Bus Drivers, School	50	\$14,024	\$21,328	5.00	1
45	43-9061 Office Clerks, General	50	\$14,023	\$19,825	4.95	2
46	35-2012 Cooks, Institution and Cafeteria	50	\$14,265	\$17,659	4.89	2
47	35-3021 Combined Food Preparation and Serving Workers, Including Fast Food	50	\$14,060	\$15,304	4.80	1
48	47-2031 Carpenters	35	\$20,718	\$28,801	4.71	3
49	51-4121 Welders, Cutters, Solderers, and Brazers	35	\$20,557	\$26,679	4.62	2
50	43-6011 Executive Secretaries and Administrative Assistants	25	\$25,690	\$35,372	4.60	4

**NOTE:** An insufficient number of occupations met criteria related to wages. List extended to include top 50 overall wages with above average demand.