CENTRAL IOWA LOCAL PLAN

CENTRAL IOWA WORKFORCE DEVELOPMENT BOARD LOCAL PLAN – May 12, 2022

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CIWDB IOWA LOCAL PLAN

SECTION 1 – INFRASTRUCTURE

Local Plan Question:

- 1. Describe the local workforce delivery system in the local workforce development area (LWDA), including the following:
 - a. Name of the LWDA
 - b. Identification of the counties included in the LWDA
 - c. A roster of all LWDB members, including the organization representing and title/role and the city/county each is from, and identification of the LWDB Chairperson
 - d. Identification of Subcommittees of the LWDB and the chair of each
 - e. Identification of the Fiscal Agent (entity responsible for disbursal of Title I grant funds)
 - f. Identification of all LWDB Staff and brief description of their role(s)
 - g. Identification of the competitively selected WIOA Title I Adult, Dislocated Worker, and Youth service providers
 - h. Identification of the One-Stop Operator for the local area
 - i. Identification of the office locations in the local area, including:
 - i. Comprehensive One-Stop locations
 - ii. Affiliated sites
 - iii. Specialized Centers
 - j. A description of the process used to draft the local plan

CENTRAL IOWA WORKFORCE DEVELOPMENT BOARD (CIWDB)

Counties:

Boone, Dallas, Jasper, Madison, Marion, Polk, Story and Warren

CIWDB BOARD MEMBERS

Central Iowa Board Members:	Organization Representing:
T. Waldmann-Williams, PhD (Chair) President/Owner – TWW Consulting, LLC Knoxville/Marion	Business

Sara Bath Workforce Manager – Iowa Workforce Development Des Moines/Polk	Government – State Wagner-Peyser
Kathleen Davis Supervisor – Iowa Vocational Rehabilitation Services Des Moines/Polk	Government – Vocational Rehabilitation
Robert Denson President – Des Moines Area Community College Ankeny/Polk	Employment & Training Institution of Higher Education providing Workforce Services
Tom Hayes Secretary/Treasurer – South Central Iowa Federation of Labor Van Meter/Madison	Workforce – Labor Organization
Ashley Johnson Financial Reporting Supervisor Waukee/Dallas	Business
Amy Landas Vice President, Commercial Banker – Vision Bank Boone/Boone	Business
Tom Leners Executive Director – Madison County Development Group Winterset/Madison	Business
Marcanne Lynch Director of Human Resources – Mainstream Living Ames/Story	Business
Paula Martinez President- South Central Federation of Labor Carlisle/Warren	Workforce – Labor Organization

Lawrence McBurney Operational Risk Consultant, Assistant VP – Wells Fargo Bank Urbandale/Polk	Business
Robin Pfalzgraf Executive Director – Habitat for Humanity, Marion County Knoxville/Marion	Business
Michelle Elizabeth Rich Community Impact Officer, Income – United Way of Central Iowa Des Moines/Polk	Workforce–Community Based Organization
Stacy Sime President/CEO – LifeServe Blood Center Des Moines/Polk	Business
Sonia Sledge Talent Management Generalist/Bolton & Menk, Inc. Des Moines/Polk	Small Business
Eric Sundermeyer Associate Director, Adult Education and Literacy – DMACC Pleasant Hill/Polk	Employment & Training – Adult Education
Terisa "Teri" Vos Director of Work Based Learning – Central College Pella/Marion	Business
Jeff Vroman Managing Partner – The Vroman Group, LLP West Des Moines/Dallas	Small Business
Patrick Wells Business Manager – IBEW LU 347 Des Moines/Polk	Workforce – Labor Organization Apprenticeship Programs

SUBCOMMITTEES

Planning & Operations Committee – Lawrence McBurney (Chair)

Finance Committee - Stacy Sime (Chair)

Disability Access Committee - Marcanne Lynch (Chair)

Youth Committee - Paula Martinez (Chair)

FISCAL AGENT

Polk County Auditor

Jamie Fitzgerald
Administration Building
111 Court Avenue, Room 230
Des Moines, IA 50309
Jamie.fitzgerald@polkcountyjowa.gov

CIWDB IOWA BOARD SUPPORT

Heather Garcia – Board Executive Director P.O. Box 965 Waukee, IA 50263 515.669.0998 heather@workforcedevelopmentboards.com

Johnna Forbes – Board Consultant P.O. Box 965 Waukee, IA 50263 515.669.0998 johnna@workforcedevelopmentboards.com

Role Description:

The executive director and consultant to the board assist the CIWDB in carrying out the required functions of a local workforce development board as mandated by WIOA and state policies.

CIWDB - TITLE I SERVICE PROVIDER

Adult and Dislocated Worker Service Provider:

Children & Families of Iowa (CFI)
Janice Lane Schroeder – Chief Executive Officer
1111 University Avenue
Des Moines, IA 50314

Youth and Young Adult Service Provider:

Children & Families of Iowa (CFI)
Janice Lane Schroeder – Chief Executive Officer
1111 University Avenue
Des Moines, IA 50314

CIWDB ONE-STOP OPERATOR

Children & Families of Iowa (CFI)
Janice Lane Schroeder – Chief Executive Officer
1111 University Avenue
Des Moines, IA 50314

CIWDB - OFFICE LOCATIONS

IowaWORKS (One-Stop Location)
200 Army Post Road
Des Moines, IA 50315

DesMoinesIowaWORKS@iwd.iowa.gov
https://www.iowaworkforcedevelopment.gov/des-moines

IowaWORKS (Des Moines Satellite) 100 E. Euclid - Suite #4 Park Fair Mall Des Moines, IA 50313

Iowa*WORKS* (Ames Satellite) 903 Lincoln Way Ames, IA 50010

LOCAL PLAN DRAFT PROCESS

The Central lowa local plan was developed by stakeholders including Chief Elected Officials, Local workforce development board members and partners (required and non-required) located throughout the eight-county area. Collaborative efforts were made to develop, align, and integrate the Central lowa local area workforce development systems and accomplish the strategic and operational goals of the local area. Meetings were held to work on each of the local plan strategic planning elements and the required descriptions. The lowa ePolicy was frequently used as a guide throughout the local planning process.

As mandated by federal law and state policy, all Workforce Innovation & Opportunity Act (WIOA) local plan requirements were fulfilled throughout the drafting of this document. The local area followed the Public Comment Process defined by Iowa's ePolicy.

A public comment was submitted regarding the format of the program information found in section 3. Per the template issued by the State, this information was to be provided in a chart. The draft local plan available for public comment included information about the programs, but the information was provided in a bulleted format. The bulleted information was reformatted into a chart that was added to the draft local plan prior to submission in IowaGrants.

SECTION 2 – STRATEGIC PLANNING ELEMENTS

Questions in this section are designed to address the aspects of the local area's labor force, such as its composition and the determination of skills gaps between the talent needed by employers in the local area and the knowledge and skills held by workers and job seekers. It is recommended that these plans include data samples and streamlined graphics and tables that support the narrative provided. The local board must cite the source(s) used to collect all or part of the local area labor market.

ECONOMIC ANALYSIS

Local Plan Question:

- 1. **Economic Analysis:** Include a local area analysis of the:
 - a. Economic conditions including existing and emerging in-demand industry sectors and occupations.
 - b. Employment needs of employers in existing and emerging in-demand industry sectors and occupations.

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a. Economic Conditions including existing and emerging in-demand industry sectors and occupations.

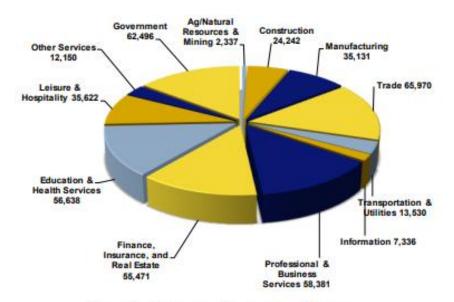
The Governor's Future Ready Iowa initiative calls for Iowa's employers to have greater access to advanced, skilled, diverse, and Future Ready workers. To emphasize that need for additional skilled workers, according to Iowa Workforce Development, just over half (50.2%) of the area's workers have some level of post-secondary education. The mission statement for Central Iowa supports this focus of creating a quality workforce with the area's vision statement also calls out connecting the workforce skills with employer needs.

As of 2020 the Central Iowa LWDA's largest private industry was Trade, representing 20.6 percent (65,970) of the area's total covered employment of 429,303. The industry sectors of Government (62,496), Professional & Business Services (58,381), Education & Health Services (56,638), Finance, Insurance, and Real Estate (55,471) round out the top five existing sectors of the local area.

While the majority of industries in the area recorded losses in employment, Ag/Natural Resources & Mining, Construction, Transportation & Utilities, Finance, Insurance and Real Estate all experienced increases in employment. Transportation & Utilities had the largest increase in employment with a 1.6 percent in 2020. The largest decrease in employment was posted in the Leisure & Hospitality sector with a 21.2 percent decrease in 2020.

The area's total employment decreased by 4.6 percent since 2019, while the average annual wage increased by 8.4 percent to \$60,595 for all industries. The Central Iowa LWDA average weekly wage for all industries was \$1,165 for 2020. This was an increase of 8.4 percent since 2019. The highest average weekly wage for a private sector industry was in Finance, Insurance and Real Estate averaging \$1,808. The Professional & Business Services sector reported the largest percentage increase in average weekly wage at 8.9 percent between 2019 and 2020.

### 2020 Industry Breakout by Employment

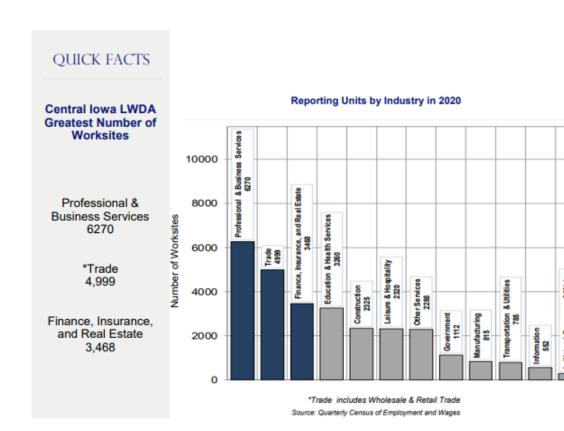


Source: Quarterly Census of Employment and Wages

2019 - 2020 Covered Employment and Reporting Units by Industry

| Reporting Units |        | its      |                                     | Employment |         | nt       |
|-----------------|--------|----------|-------------------------------------|------------|---------|----------|
| 2019            | 2020   | % Change |                                     | 2019       | 2020    | % Change |
| 27,886          | 28,468 | 2.09%    | Total All Industries                | 449,882    | 429,303 | -4.57%   |
| 26,782          | 27,356 | 2.14%    | Private Business                    | 385,594    | 366,808 | -4.87%   |
|                 |        |          |                                     |            |         |          |
| 270             | 275    | 1.85%    | Ag/Natural Resources & Mining       | 2,307      | 2,337   | 1.30%    |
| 2,299           | 2,325  | 1.13%    | Construction                        | 24,103     | 24,242  | 0.58%    |
| 815             | 815    | 0.00%    | Manufacturing                       | 36,616     | 35,131  | -4.06%   |
| 4,999           | 4,999  | 0.00%    | Trade                               | 68,510     | 65,970  | -3.71%   |
| 2,300           | 2,303  | 0.13%    | Wholesale Trade                     | 20,150     | 19,562  | -2.92%   |
| 2,699           | 2,696  | -0.11%   | Retail Trade                        | 48,360     | 46,408  | -4.04%   |
| 736             | 785    | 6.66%    | Transportation & Utilities          | 13,349     | 13,530  | 1.36%    |
| 529             | 552    | 4.35%    | Information                         | 7,878      | 7,336   | -6.88%   |
| 3,293           | 3,468  | 5.31%    | Finance, Insurance, and Real Estate | 58,014     | 58,381  | 0.63%    |
| 6,122           | 6,270  | 2.42%    | Professional & Business Services    | 56,342     | 55,471  |          |
| 2,991           | 3,260  | 8.99%    | Education & Health Services         | 59,879     | 56,638  | -5.41%   |
| 2,329           | 2,320  | -0.39%   | Leisure & Hospitality               | 45,204     | 35,622  | -21.20%  |
| 2,402           | 2,288  | -4.75%   | Other Services                      | 13,392     | 12,150  | -9.27%   |
|                 |        |          |                                     |            |         |          |
| 1,104           | 1,112  | 0.72%    | Government                          | 64,287     | 62,496  | -2.79%   |
| 370             | 378    | 2.16%    | State                               | 16,486     | 16,183  | -1.84%   |
| 514             | 515    | 0.19%    | Local                               | 40,358     | 38,645  | -4.24%   |
| 220             | 219    | -0.45%   | Federal                             | 7,443      | 7,667   | 3.01%    |

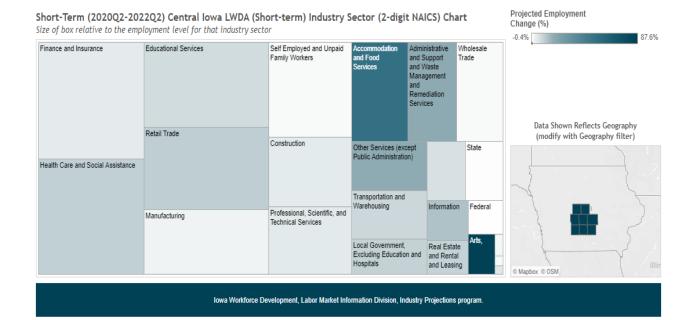
Source: Quarterly Census of Employment and Wages



# Short-Term (2020Q2-2022Q2) Central Iowa LWDA Industry Projections

| NAICS + Industry Description                                  | Base<br>Estimated<br>Employment | Projected<br>Estimated<br>Employment | Employment<br>Numeric<br>Change | Employment<br>Percent<br>Change |
|---------------------------------------------------------------|---------------------------------|--------------------------------------|---------------------------------|---------------------------------|
| 722 Food Services and Drinking Places                         | 20,650                          | 30,715                               | 10,065                          | 48.7%                           |
| 561 Administrative and Support Services                       | 19,485                          | 23,220                               | 3,735                           | 19.2%                           |
| 611 Educational Services                                      | 44,870                          | 48,160                               | 3,290                           | 7.3%                            |
| 621 Ambulatory Health Care Services                           | 17,195                          | 19,875                               | 2,680                           | 15.6%                           |
| 713 Amusement, Gambling, and Recreation Industries            | 3,440                           | 6,050                                | 2,610                           | 75.9%                           |
| 721 Accommodation                                             | 2,775                           | 5,190                                | 2,415                           | 87.0%                           |
| 624 Social Assistance                                         | 10,295                          | 12,100                               | 1,805                           | 17.5%                           |
| 448 Clothing and Clothing Accessories Stores                  | 1,480                           | 2,905                                | 1,425                           | 96.3%                           |
| 524 Insurance Carriers and Related Activities                 | 26,805                          | 28,115                               | 1,310                           | 4.9%                            |
| 711 Performing Arts, Spectator Sports, and Related Industries | 650                             | 1,780                                | 1,130                           | 174.0%                          |
| 812 Personal and Laundry Services                             | 3,150                           | 4,255                                | 1,105                           | 35.1%                           |
| 930 Local Government, Excluding Education and Hospitals       | 11,230                          | 12,280                               | 1,050                           | 9.4%                            |
| 541 Professional, Scientific, and Technical Services          | 23,855                          | 24,900                               | 1,045                           | 4.4%                            |
| 813 Religious, Grantmaking, Civic, Professional Organizations | 8,205                           | 9,060                                | 855                             | 10.4%                           |
| 522 Credit Intermediation and Related Activities              | 23,365                          | 24,190                               | 825                             | 3.5%                            |
| 814 Private Households                                        | 295                             | 1,045                                | 750                             | 254.0%                          |
| 441 Motor Vehicle and Parts Dealers                           | 5,890                           | 6,600                                | 710                             | 12.1%                           |
| 238 Specialty Trade Contractors                               | 17,040                          | 17,740                               | 700                             | 4.1%                            |
| 551 Management of Companies and Enterprises                   | 9,660                           | 10,270                               | 610                             | 6.3%                            |
| 493 Warehousing and Storage                                   | 1,770                           | 2,280                                | 510                             | 28.8%                           |
| 453 Miscellaneous Store Retailers                             | 1,720                           | 2,230                                | 510                             | 29.7%                           |
| 451 Sporting Goods, Hobby, Book and Music Stores              | 1,275                           | 1,760                                | 485                             | 38.0%                           |
| 671 Self Employed and Unpaid Family Workers                   | 33,415                          | 33,815                               |                                 | 1.2%                            |
| 445 Food and Beverage Stores                                  | 11,345                          | 11,745                               |                                 | 3.5%                            |
| 512 Motion Picture and Sound Recording                        | 295                             | 690                                  | 395                             | 134.0%                          |
| 532 Rental and Leasing Services                               | 1.540                           | 1,930                                | 390                             | 25.3%                           |
| 446 Health and Personal Care Stores                           | 2,020                           | 2,360                                | 340                             | 16.8%                           |
| 442 Furniture and Home Furnishings Stores                     | 915                             | 1,220                                | 305                             | 33.3%                           |
| 236 Construction of Buildings                                 | 4,285                           | 4,575                                |                                 | 6.8%                            |
| 336 Transportation Equipment Manufacturing                    | 1,235                           | 1,505                                |                                 | 21.9%                           |
| 622 Hospitals                                                 | 13.590                          | 13.855                               | 265                             | 2.0%                            |
| 485 Transit and Ground Passenger Transport                    | 515                             | 780                                  | 265                             | 51.5%                           |
| 623 Nursing and Residential Care Facilities                   | 10,355                          | 10,615                               | 260                             | 2.5%                            |
| 492 Couriers and Messengers                                   | 2,070                           | 2,280                                | 210                             | 10.1%                           |
| 511 Publishing Industries                                     | 2,250                           | 2,455                                |                                 | 9.1%                            |
| 484 Truck Transportation                                      | 5,895                           | 6,080                                |                                 | 3.1%                            |
| 323 Printing and Related Support Activities                   | 1,925                           | 2,105                                |                                 | 9.4%                            |
| 712 Museums, Historical Sites, and Similar Institutions       | 375                             | 545                                  |                                 | 45.3%                           |
| 444 Building Material and Garden Equipment                    | 4,545                           | 4,710                                |                                 | 3.6%                            |
| 531 Real Estate                                               | 4,415                           | 4,575                                |                                 | 3.6%                            |
| 518 Internet Service Providers, Web Search                    | 1,695                           | 1,855                                | 160                             | 9.4%                            |
| 312 Beverage and Tobacco Product                              | 580                             | 695                                  | 115                             | 19.8%                           |
| 424 Merchant Wholesalers, Nondurable Goods                    | 8,035                           | 8,145                                |                                 | 1.4%                            |
| 811 Repair and Maintenance                                    | 4,020                           | 4,120                                | 100                             | 2.5%                            |
| •                                                             | 4,020                           | 4,120                                | 100                             | 2.070                           |

| 311 Food Manufacturing                                       | 6,540      | 6,630  | 90  | 1.4%   |
|--------------------------------------------------------------|------------|--------|-----|--------|
| 517 Telecommunications                                       | 1,910      | 1,995  | 85  | 4.5%   |
| 488 Support Activities for Transportation                    | 1,330      | 1,410  | 80  | 6.0%   |
| 452 General Merchandise Stores                               | 7,845      | 7,920  | 75  | 1.0%   |
| 425 Wholesale Electronic Markets and Agents                  | 1,055      | 1,130  | 75  | 7.1%   |
| 333 Machinery Manufacturing                                  | 8,900      | 8,965  | 65  | 0.7%   |
| 321 Wood Product Manufacturing                               | 3,425      | 3,490  | 65  | 1.9%   |
| 562 Waste Management and Remediation                         | 1,060      | 1,110  | 50  | 4.7%   |
| 515 Broadcasting (except Internet)                           | 560        | 610    | 50  | 8.9%   |
| 337 Furniture and Related Product                            | 365        | 415    | 50  | 13.7%  |
| 481 Air Transportation                                       | 225        | 270    | 45  | 20.0%  |
| 339 Miscellaneous Manufacturing                              | 420        | 465    | 45  | 10.7%  |
| 237 Heavy and Civil Engineering Construction                 | 3,145      | 3,190  | 45  | 1.4%   |
| 523 Securities, Commodity Contracts, and Other Investments   | 1.820      | 1,860  | 40  | 2.2%   |
| 423 Merchant Wholesalers, Durable Goods                      | 10,245     | 10,285 | 40  | 0.4%   |
| 314 Textile Product Mills                                    | 45         | 80     | 35  | 77.8%  |
| 325 Chemical Manufacturing                                   | 1,155      | 1,185  | 30  | 2.6%   |
| 332 Fabricated Metal Manufacturing                           | 2.320      | 2,340  | 20  | 0.9%   |
| 487 Scenic and Sightseeing Transportation                    | 35         | 50     | 15  | 42.9%  |
| 221 Utilities                                                | 755        | 770    | 15  | 2.0%   |
| 115 Support Activities for Agriculture                       | 290        | 305    | 15  | 5.2%   |
| 454 Nonstore Retailers                                       | 725        | 735    | 10  | 1.4%   |
| 313 Textile Mills                                            | 55         | 65     | 10  | 18.2%  |
| 519 Other Information Services                               |            | 385    | 5   | 1.3%   |
| 482 Rail Transportation                                      | 380        | 800    | 5   | 0.6%   |
| 335 Electrical Equipment, Appliance and Component Manufac.   | 795<br>170 | 175    | 5   | 2.9%   |
| 331 Primary Metal Manufacturing                              |            |        |     |        |
| 327 Nonmetallic Mineral Product Manufacturing                | 215        | 220    | 5   | 2.3%   |
| 212 Mining (except Oil and Gas)                              | 1,225      | 1,230  | 5   | 0.4%   |
| 533 Lessors of Nonfinancial Intangible Assets                | 355        | 360    | 5   | 1.4%   |
| 521 Monetary Authorities - Central Bank                      | 5          | 5      | 0   | 0.0%   |
| 486 Pipeline Transportation                                  | 65         | 65     | 0   | 0.0%   |
|                                                              | 140        | 140    | 0   | 0.0%   |
| 483 Water Transportation 334 Computer and Electronic Product | 0          | 0      | 0   | 0.0%   |
|                                                              | 1,610      | 1,610  | 0   | 0.0%   |
| 324 Petroleum and Coal Products Manufacturing                | 10         | 10     | 0   | 0.0%   |
| 316 Leather and Allied Product Manufacturing                 | 5          | 5      | 0   | 0.0%   |
| 315 Apparel Manufacturing                                    | 45         | 45     | 0   | 0.0%   |
| 213 Support Activities for Mining                            | 0          | 0      | 0   | 0.0%   |
| 114 Fishing, Hunting and Trapping                            | 5          | 5      | 0   | 0.0%   |
| 113 Forestry and Logging                                     | 0          | 0      | 0   | 0.0%   |
| 910 Federal Government                                       | 4,970      | 4,965  | -5  | -0.1%  |
| 525 Funds, Trusts, and Other Financial Vehicles              | 25         | 20     | -5  | -20.0% |
| 443 Electronics and Appliance Stores                         | 1,295      | 1,285  | -10 | -0.8%  |
| 447 Gasoline Stations                                        | 4,145      | 4,130  | -15 | -0.4%  |
| 920 State Government, Excluding Education and Hospitals      | 9,325      | 9,290  | -35 | -0.4%  |
| 326 Plastics and Rubber Products                             | 2,680      | 2,640  | -40 | -1.5%  |
| 322 Paper Manufacturing                                      | 1,280      | 1,235  | -45 | -3.5%  |
|                                                              |            |        |     |        |



The occupational projections through 2028 align with the existing industry sectors of Education & Health Services, Government, Professional & Business Services, Finance, Insurance and Real Estate. The Ambulatory Health Care Services occupations are anticipated to have the largest projected employment growth of the sectors found in Central Iowa, increasing the number of jobs by 5,155 by 2028. Educational Services has the second highest number of projected employment opportunities (4,740), with an anticipated growth of 9.7%. The Administrative and Support Services industry is expected to increase by 4,320 positions.

There are other forecasting details of interest with the Occupational Projections in management and food service. The employment projection for Management of Companies and Enterprises is anticipated to grow by 25.9%. This is a significant increase in growth within this occupational sector.

The number of positions in Food Service and Drinking Places was anticipated to grow by 2,955 by 2028. Post pandemic, the food service industry has reported difficulty in filling open positions. This phenomenon may in turn influence the amount of growth that will occur within the sector over the course of the next 6 years. Other factors that may significantly impact this sector include increased food prices, disruptions in the supply chain, inflation and the overall health of the economy.

#### Central Iowa Occupational Projections (2018 - 2028)

| Industry Description                             | 2018<br>Estimated<br>Employment | 2028<br>Projected<br>Employment | Total<br>Growth | Percent<br>Change |
|--------------------------------------------------|---------------------------------|---------------------------------|-----------------|-------------------|
| Ambulatory Health Care Services                  | 18,845                          | 24.000                          | 5,155           | 27.4%             |
| Educational Services                             | 48,910                          | 53,650                          | 4,740           | 9.7%              |
| Administrative and Support Services              | 21,930                          | 26,250                          | 4,320           | 19.7%             |
| Insurance Carriers and Related Activities        | 26,675                          | 30,685                          | 4,010           | 15.0%             |
| Food Services and Drinking Places                | 31,030                          | 33,985                          | 2,955           | 9.5%              |
| Specialty Trade Contractors                      | 17,105                          | 19,875                          | 2,770           | 16.2%             |
| Social Assistance                                | 11,705                          | 14,245                          | 2,540           | 21.7%             |
| Management of Companies and Enterprises          | 9,225                           | 11,615                          | 2,390           | 25.9%             |
| Professional, Scientific, and Technical Services | 23,825                          | 25,975                          | 2,150           | 9.0%              |
| Nursing and Residential Care Facilities          | 10,700                          | 12,495                          | 1,795           | 16.8%             |
| Self Employed and Unpaid Family Workers          | 33,565                          | 36,135                          | 2,570           | 7.7%              |

Source: Labor Market and Economic Research Bureau, Iowa Workforce Development

Since 2006, the Finance and Insurance sector's average wage grew by 27.3%. In 2014, manufacturing supplied 216,887 jobs to lowans, which represented 14.3% of all employment. For 2014, there were a total of 4,027 manufacturing locations across lowa. Construction has added more than 12,000 jobs since 2010. Based on these statistics, Central lowa has multiple career opportunities available for individuals seeking employment in any sector.

Top Ten Occupations in the Central Iowa LWDA

| Occupational Title                                            | Estimated Employment |
|---------------------------------------------------------------|----------------------|
| Cashiers                                                      | 11,820               |
| Retail Salespersons                                           | 11,330               |
| Customer Service Representatives                              | 11,250               |
| Fast Food and Counter Workers                                 | 10,650               |
| Registered Nurses                                             | 8,060                |
| Office Clerks, General                                        | 7,680                |
| Heavy and Tractor-Trailer Truck Drivers                       | 7,580                |
| General and Operations Managers                               | 7,550                |
| Laborers and Freight, Stock, and Material Movers, Hand        | 7,110                |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 6,290                |

Source: Occupational Employment and Wage Statistics (OEWS)

#### 2021 CENTRAL IOWA QUARTERLY CENSUS OF EMPLOYMENT AND WAGES PROFILE

#### QUICK FACTS

#### Hourly Wage by Occupation

The occupation with the highest hourly mean wage in the Central lowa LWDA is Anesthesiologists with a mean hourly wage of \$146.07.

The lowest hourly mean wage by occupation in the Central lowa LWDA is for Baggage Porters and Bellhops with \$9.26 an hour

# 2020 Hourly Wages for the Ten Largest Occupations\* in the Central Iowa LWDA \*Based on employment numbers

| Occupational Title                                            | Mean Wage | Entry Wage | Experienced Wage |
|---------------------------------------------------------------|-----------|------------|------------------|
| Cashiers                                                      | \$11.97   | \$10.21    | \$12.84          |
| Retail Salespersons                                           | \$14.02   | \$9.95     | \$16.05          |
| Customer Service Representatives                              | \$20.74   | \$14.34    | \$23.94          |
| Fast Food and Counter Workers                                 | \$11.02   | \$8.75     | \$12.16          |
| Registered Nurses                                             | \$30.70   | \$25.79    | \$33.16          |
| Office Clerks, General                                        | \$19.52   | \$12.22    | \$23.17          |
| Heavy and Tractor-Trailer Truck Drivers                       | \$23.42   | \$18.80    | \$25.73          |
| General and Operations Managers                               | \$52.44   | \$24.11    | \$66.61          |
| Laborers and Freight, Stock, and Material Movers, Hand        | \$17.50   | \$13.04    | \$19.73          |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | \$13.64   | \$10.62    | \$15.15          |

Source: Occupational Employment and Wage Statistics (OEWS)

Of the current top four largest occupational categories, Cashiers, Retail Salespersons, Customer Service Representatives and Fast Food and Counter Workers, the mean hourly wage falls at or below \$20.74 per hour. If working full-time earning \$20.74 per hour, the annual wage would be \$43,139.20.

According to the Living Wage Calculator (<a href="https://livingwage.mit.edu/states/19">https://livingwage.mit.edu/states/19</a>), this wage of \$43,139.20 is higher than the living wage threshold in lowa for one adult, but it is less than the living wage if the worker is supporting a child or another adult.

|                 | 1 ADULT    |         |            | 2 ADULTS (1 WORKING) |            |         |            | 2 ADULTS   |            |         |
|-----------------|------------|---------|------------|----------------------|------------|---------|------------|------------|------------|---------|
|                 | 0 Children | 1 Child | 2 Children | 3 Children           | 0 Children | 1 Child | 2 Children | 3 Children | 0 Children | 1 Child |
| Living<br>Wage  | \$16.44    | \$33.21 | \$42.18    | \$55.64              | \$26.11    | \$32.00 | \$38.52    | \$41.71    | \$13.05    | \$18.70 |
| Poverty<br>Wage | \$6.19     | \$8.38  | \$10.56    | \$12.74              | \$8.38     | \$10.56 | \$12.74    | \$14.92    | \$4.19     | \$5.28  |
| Minimum<br>Wage | \$7.25     | \$7.25  | \$7.25     | \$7.25               | \$7.25     | \$7.25  | \$7.25     | \$7.25     | \$7.25     | \$7.25  |

The two largest occupations with the highest reported mean wages are General and Operations Managers (\$52.44) and Registered Nurses (\$20.70). Annual wages for General and Operations managers range from \$50,148.80-\$138,548.80. Annual wages for Registered Nurses range from \$53,643.20-\$68,972.80.

# Short-Term (2020-2022) Occupational Projections - Major Occupupational Groups Central Iowa

|         |                                                          | Base<br>Estimated | Projected<br>Estimated | Annual      | Total Annual | Median  |
|---------|----------------------------------------------------------|-------------------|------------------------|-------------|--------------|---------|
| SOC     | Occupational Title                                       | Employment        | Employment             | Growth Rate | Openings     | Wage*   |
| 11-0000 | Mgmt Occupations                                         | 43,075            | 45,550                 | 2.9%        | 4,705        | \$49.52 |
| 13-0000 | Business & Financial Operations Occupations              | 32,945            | 34,835                 | 2.9%        | 3,695        | \$33.10 |
| 15-0000 | Computer & Mathematical Occupations                      | 19,890            | 21,235                 | 3.4%        | 1,965        | \$40.60 |
| 17-0000 | Architecture & Engineering Occupations                   | 5,705             | 5,955                  | 2.1%        | 530          | \$34.32 |
| 19-0000 | Life, Physical, & Social Science Occupations             | 4,685             | 4,940                  | 2.7%        | 550          | \$30.51 |
| 21-0000 | Community & Social Service Occupations                   | 6,280             | 6,865                  | 4.7%        | 895          | \$23.97 |
| 23-0000 | Legal Occupations                                        | 4,060             | 4,235                  | 2.2%        | 360          | \$35.78 |
| 25-0000 | Educ, Training, & Library Occupations                    | 32,305            | 34,950                 | 4.1%        | 4,060        | \$22.73 |
| 27-0000 | Arts, Design, Entertainment, Sports, & Media Occupations | 7,455             | 8,570                  | 7.5%        | 1,340        | \$22.06 |
| 29-0000 | Healthcare Practitioners & Technical Occupations         | 22,070            | 23,900                 | 4.2%        | 2,065        | \$30.22 |
| 31-0000 | Healthcare Support Occupations                           | 14,640            | 16,260                 | 5.5%        | 2,460        | \$15.06 |
| 33-0000 | Protective Service Occupations                           | 7,420             | 8,560                  | 7.7%        | 1,460        | \$20.06 |
| 35-0000 | Food Preparation & Serving Related Occupations           | 28,065            | 38,785                 | 19.1%       | 10,785       | \$11.30 |
| 37-0000 | Building & Grounds Cleaning & Maintenance Occupations    | 12,850            | 15,570                 | 10.6%       | 3,060        | \$13.31 |
| 39-0000 | Personal Care & Service Occupations                      | 11,460            | 14,560                 | 13.5%       | 3,350        | \$12.03 |
| 41-0000 | Sales & Related Occupations                              | 44,425            | 48,465                 | 4.5%        | 7,740        | \$14.44 |
| 43-0000 | Office & Admin Support Occupations                       | 63,905            | 67,840                 | 3.1%        | 8,870        | \$19.68 |
| 45-0000 | Farming, Fishing, & Forestry Occupations                 | 2,590             | 2,660                  | 1.4%        | 410          | \$15.04 |
| 47-0000 | Construction & Extraction Occupations                    | 21,695            | 22,730                 | 2.4%        | 2,605        | \$23.09 |
| 49-0000 | Installation, Maintenance, & Repair Occupations          | 18,455            | 19,715                 | 3.4%        | 2,300        | \$23.50 |
| 51-0000 | Production Occupations                                   | 25,770            | 26,865                 | 2.1%        | 3,200        | \$18.68 |
| 53-0000 | Transportation & Material Moving Occupations             | 34,435            | 37,165                 | 4.0%        | 5,300        | \$18.23 |
|         |                                                          |                   |                        |             |              |         |

The occupations anticipated to have the greatest numbers of total annual openings by 2028 fall under Office and Administrative Support, Sales, and Food Preparations & Serving. Overall, the percentage of annual employment growth falls at or below 1% in each of these categories. Therefore, it may be concluded the annual openings are not newly created positions.

#### Long-Term (2018-2028) Occupational Projections - Major Occupational Groups Central Iowa

|         |                                                          | Base<br>Estimated | Projected<br>Estimated | Annual | Total Annual | Median  |
|---------|----------------------------------------------------------|-------------------|------------------------|--------|--------------|---------|
| SOC     | Occupational Title                                       | Employment        | Employment             |        | Openings     | Wage*   |
| 11-0000 | Management Occupations                                   | 44,925            | 49,115                 | 0.9%   | 4,530        | \$47.25 |
| 13-0000 | Business & Financial Operations Occupations              | 32,910            | 36,795                 | 1.2%   | 3,630        | \$31.87 |
| 15-0000 | Computer & Mathematical Occupations                      | 19,470            | 22,570                 | 1.6%   | 1,835        | \$39.80 |
| 17-0000 | Architecture & Engineering Occupations                   | 5,570             | 6,050                  | 0.9%   | 525          | \$33.98 |
| 19-0000 | Life, Physical, & Social Science Occupations             | 4,620             | 5,080                  | 1.0%   | 555          | \$29.20 |
| 21-0000 | Community & Social Service Occupations                   | 7,205             | 8,455                  | 1.7%   | 955          | \$23.20 |
| 23-0000 | Legal Occupations                                        | 3,775             | 4,155                  | 1.0%   | 320          | \$30.65 |
| 25-0000 | Educ, Training, & Library Occupations                    | 34,995            | 38,635                 | 1.0%   | 3,700        | \$21.90 |
| 27-0000 | Arts, Design, Entertainment, Sports, & Media Occupations | 8,295             | 8,805                  | 0.6%   | 1,005        | \$21.07 |
| 29-0000 | Healthcare Practitioners & Tech Occupations              | 24,200            | 28,095                 | 1.6%   | 1,840        | \$29.40 |
| 31-0000 | Healthcare Support Occupations                           | 10,095            | 12,010                 | 1.9%   | 1,450        | \$14.64 |
| 33-0000 | Protective Service Occupations                           | 7,365             | 8,065                  | 1.0%   | 955          | \$19.74 |
| 35-0000 | Food Preparation & Serving Related Occupations           | 38,320            | 42,535                 | 1.1%   | 7,455        | \$10.92 |
| 37-0000 | Building & Grounds Cleaning & Maintenance Occupations    | 15,545            | 17,985                 | 1.6%   | 2,430        | \$12.87 |
| 39-0000 | Personal Care & Service Occupations                      | 17,615            | 21,130                 | 2.0%   | 3,265        | \$12.13 |
| 41-0000 | Sales & Related Occupations                              | 48,590            | 51,655                 | 0.6%   | 7,260        | \$14.15 |
| 43-0000 | Office & Admin Support Occupations                       | 77,165            | 78,460                 | 0.2%   | 9,325        | \$19.08 |
| 45-0000 | Farming, Fishing, & Forestry Occupations                 | 3,490             | 3,530                  | 0.1%   | 575          | \$14.62 |
| 47-0000 | Construction & Extraction Occupations                    | 21,500            | 24,640                 | 1.5%   | 2,825        | \$22.97 |
| 49-0000 | Installation, Maintenance, & Repair Occupations          | 18,195            | 20,275                 | 1.1%   | 2,105        | \$22.56 |
| 51-0000 | Production Occupations                                   | 28,325            | 28,940                 | 0.2%   | 3,390        | \$18.28 |
| 53-0000 | Transportation & Material Moving Occupations             | 32,275            | 35,770                 | 1.1%   | 4,555        | \$17.59 |

#### b. Employment needs of employers in existing and emerging in-demand industry sectors and occupations.

The following charts were developed based upon data collected from Central Iowa employers through the Iowa Workforce Needs Assessment Survey conducted by IWD as well as Iowa Jobs data. Beginning in July 2018, 7,904 employers operating 10,436 locations in the local area were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 2,570 responses, yielding a 32.5 percent response rate.

The chart labeled "Vacancy Rate by Occupational Category" illustrates ongoing employment vacancies within occupational groupings. This data provides insight as to the frequency with which employers will need to address vacancies for each of these categories.

As employers know, the hiring process is time-consuming. Hiring activities often disrupt normal productivity in the duties that generate income for the business. By targeting workforce activities to reduce or eliminate vacancy rates, businesses will be able to operate at full capacity, thus generating more revenue and contributing to the local area's economic success. Looking at the Hot Jobs – Central

lowa chart, the top sectors that seem to have high turnover of over 300 vacancies annually are: General & Operations Managers (575); Accountants & Auditors (475); Management Analysts (395); Software Developers Applications (350); Insurance Agents (335); and Finance Managers (330). While the chart doesn't indicate why the higher turnover in these fields, this might be important when individuals are looking for stability, an environmental culture that is employee-friendly, etc. during career counseling discussions and preparing for informational interviews.



#### **VACANCY ESTIMATES**

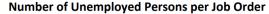
| Vacancy Rate by Occupational Categor          | Employment <sup>2</sup> | Estimated<br>Vacancies | *Vacancy<br>Rate | Entry Wage <sup>2</sup> | Projected Annual<br>Openings <sup>3</sup> |  |  |
|-----------------------------------------------|-------------------------|------------------------|------------------|-------------------------|-------------------------------------------|--|--|
| Construction & Extraction                     | 19,020                  | 1,054                  | 5.5%             | \$14.34                 | 2,725                                     |  |  |
| Healthcare Support                            | 9,290                   | 405                    | 4.4%             | \$12.10                 | 1,415                                     |  |  |
| Food Preparation & Serving Related            | 36,620                  | 1,254                  | 3.4%             | \$8.39                  | 7,390                                     |  |  |
| Architecture & Engineering                    | 5,270                   | 161                    | 3.1%             | \$21.87                 | 490                                       |  |  |
| Building & Grounds Cleaning & Maintenance     | 13,450                  | 407                    | 3.0%             | \$9.51                  | 2,310                                     |  |  |
| Production                                    | 27,120                  | 787                    | 2.9%             | \$11.37                 | 3,290                                     |  |  |
| Protective Service                            | 6,880                   | 155                    | 2.3%             | \$10.13                 | 880                                       |  |  |
| Installation, Maintenance & Repair            | 16,110                  | 347                    | 2.2%             | \$14.05                 | 2,005                                     |  |  |
| Farming, Fishing & Forestry                   | 590                     | 12                     | 2.1%             | \$11.46                 | 1,220                                     |  |  |
| Personal Care & Service                       | 13,520                  | 264                    | 1.9%             | \$9.17                  | 3,055                                     |  |  |
| Transportation & Material Moving              | 27,710                  | 475                    | 1.7%             | \$10.91                 | 4,150                                     |  |  |
| Community & Social Services                   | 5,500                   | 78                     | 1.4%             | \$14.53                 | 985                                       |  |  |
| Healthcare Practitioner & Technical           | 23,380                  | 337                    | 1.4%             | \$17.91                 | 1,665                                     |  |  |
| Education, Training & Library                 | 26,740                  | 306                    | 1.1%             | \$11.84                 | 3,090                                     |  |  |
| Business & Financial Operations               | 30,450                  | 308                    | 1.0%             | \$21.21                 | 3,535                                     |  |  |
| Sales & Related                               | 45,010                  | 426                    | 0.9%             | \$9.07                  | 7,170                                     |  |  |
| Arts, Design, Entertainment, Sports & Related | 6,820                   | 58                     | 0.8%             | \$11.01                 | 880                                       |  |  |
| Office & Administrative Support               | 71,390                  | 595                    | 0.8%             | \$12.29                 | 9,315                                     |  |  |
| Computer & Mathematical Science               | 16,680                  | 119                    | 0.7%             | \$24.31                 | 1,550                                     |  |  |
| Management                                    | 28,270                  | 208                    | 0.7%             | \$25.85                 | 3,540                                     |  |  |
| Legal                                         | 3,360                   | 18                     | 0.5%             | \$19.16                 | 280                                       |  |  |
| Life, Physical & Social Science               | 4,070                   | 15                     | 0.4%             | \$18.61                 | 580                                       |  |  |

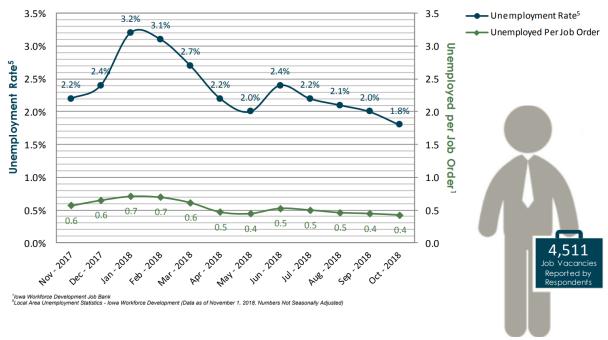
<sup>&</sup>lt;sup>2</sup>lowa Wage Report - lowa Workforce Development <sup>3</sup>lowa's Long-Term Occupational Projections - lowa Workforce Development \*\*Insufficient data to report

According to IWD's 2018 Workforce Assessment Report, the top five vacancy rates by sector were Construction and Extraction (5.5%); Healthcare Support (4.4%); Food Preparation and Service (3.4%); Architecture and Engineering (3.1%); and Building Grounds and Maintenance (3.0%). Based on the statistics, CIWDB has multiple career opportunities available for individuals seeking employment in any sector.

**Hot Jobs - Central Iowa** 

|                    | 2018-2028 REGION                                          | N 11 OCCUPA       | TIONAL PRO        | JECTIONS          |                              |              |                  |                 |                  |
|--------------------|-----------------------------------------------------------|-------------------|-------------------|-------------------|------------------------------|--------------|------------------|-----------------|------------------|
|                    | ual Job Sep                                               | arations/Op       | enings            |                   |                              |              |                  |                 |                  |
| SOC <sup>[1]</sup> | Occupational Title                                        | 2018<br>Estimated | 2028<br>Projected | Numeric<br>Change | Annual<br>Growth<br>Rate (%) | Exits<br>[a] | Transfers<br>[b] | New<br>(Growth) | Total<br>[a+b+c] |
| 29-1215            | Family Medicine Physicians                                | 645               | 740               | 95                | 1.5                          | 10           | 10               | 10              | 30               |
| 29-1021            | Dentists, General                                         | 450               | 505               | 55                | 1.2                          | 10           | 5                | 5               | 20               |
| 11-3021            | Computer & Information Systems Mgrs                       | 1,620             | 1,870             | 255               | 1.6                          | 30           | 105              | 25              | 160              |
| 25-1063            | Economics Teachers, Postsecondary                         | 95                | 110               | 15                | 1.6                          | 5            | 5                |                 | 10               |
| 11-3031            | Financial Mgrs                                            | 3,065             | 3,755             | 690               | 2.3                          | 75           | 190              | 70              | 330              |
| 11-3121            | Human Resources Mgrs                                      | 550               | 625               | 80                | 1.5                          | 15           | 35               | 10              | 55               |
| 11-2021            | Marketing Mgrs                                            | 890               | 1,010             | 120               | 1.3                          | 20           | 65               | 10              | 95               |
| 25-1032            | Engineering Teachers, Postsecondary                       | 475               | 555               | 80                | 1.7                          | 20           | 25               | 10              | 50               |
| 11-9033            | Educ Administrators, Postsecondary                        | 1,000             | 1,125             | 125               | 1.3                          | 25           | 55               | 15              | 95               |
| 15-2011            | Actuaries                                                 | 360               | 460               | 105               | 2.9                          | 5            | 20               | 10              | 35               |
| 11-2030<br>11-1021 | Public Relations & Fundraising Managers                   | 235<br>5,540      | 275<br>6,200      | 35<br>660         | 1.5                          | 125          | 15<br>385        | 5<br>65         | 25<br>575        |
| 25-1011            | General & Operations Mgrs                                 | 5,540             | 625               | 105               | 2.0                          | 20           | 25               | 10              | 60               |
| 29-1071            | Business Teachers, Postsecondary<br>Physician Assistants  | 275               | 365               | 90                | 3.3                          | 5            | 15               | 10              | 25               |
| 15-1245            | Database Administrators & Architects                      | 395               | 460               | 65                | 1.6                          | 10           | 20               | 5               | 35               |
| 25-1071            | Health Specialties Teachers, Postsecondary                | 580               | 755               | 170               | 2.9                          | 25           | 30               | 15              | 75               |
| 29-1171            | Nurse Practitioners                                       | 350               | 465               | 115               | 3.3                          | 10           | 15               | 10              | 35               |
| 11-3061            | Purchasing Mgrs                                           | 185               | 210               | 25                | 1.4                          | 5            | 10               | *               | 20               |
| 13-2052            | Personal Financial Advisors                               | 675               | 795               | 120               | 1.8                          | 15           | 40               | 10              | 70               |
| 29-1131            | Veterinarians                                             | 315               | 360               | 50                | 1.6                          | 5            | 5                | 5               | 15               |
| 11-3131            | Training & Development Mgrs                               | 190               | 220               | 30                | 1.6                          | 5            | 15               | 5               | 20               |
| 25-1042            | Biological Science Teachers, Postsecondary                | 330               | 390               | 60                | 1.8                          | 15           | 15               | 5               | 35               |
| 11-3010            | Administrative Services & Facilities Managers             | 1,070             | 1,235             | 165               | 1.5                          | 30           | 65               | 15              | 115              |
| 15-1132            | Software Developers, Applications                         | 3,220             | 4,115             | 895               | 2.8                          | 50           | 205              | 90              | 350              |
| 15-1133            | Software Developers, Systems Software                     | 1,105             | 1,290             | 185               | 1.7                          | 15           | 70               | 20              | 105              |
| 11-9111            | Medical & Health Services Mgrs                            | 1,770             | 2,145             | 370               | 2.1                          | 50           | 105              | 35              | 190              |
| 15-1212            | Information Security Analysts                             | 700               | 890               | 190               | 2.7                          | 10           | 45               | 20              | 75               |
| 25-1052            | Chemistry Teachers, Postsecondary                         | 105               | 115               | 15                | 1.4                          | 5            | 5                |                 | 10               |
| 25-1067            | Sociology Teachers, Postsecondary                         | 115               | 130               | 15                | 1.3                          | 5            | 5                |                 | 10               |
| 11-9021            | Construction Mgrs                                         | 1,230             | 1,420             | 190               | 1.5                          | 30           | 70               | 20              | 115              |
| 29-1123            | Physical Therapists                                       | 595               | 745               | 150               | 2.5                          | 10           | 15               | 15              | 45               |
| 19-3031            | Clinical, Counseling, & School Psychologists              | 300               | 365               | 70                | 2.3                          | 5            | 15               | 5               | 30               |
| 29-1122            | Occupational Therapists                                   | 325               | 390               | 70                | 2.2                          | 10           | 10               | 5               | 25               |
| 29-1127            | Speech-Language Pathologists                              | 355               | 470               | 115               | 3.2                          | 10           | 15               | 10              | 35               |
| 13-1111            | Management Analysts                                       | 3,435             | 3,930             | 495               | 1.4                          | 115          | 235              | 50              | 395              |
| 17-2112            | Industrial Engineers                                      | 545               | 620               | 75                | 1.4                          | 10           | 30               | 10              | 50               |
| 25-1066            | Psychology Teachers, Postsecondary                        | 175               | 205               | 30                | 1.7                          | 5            | 10               | 5               | 20               |
| 17-2141            | Mechanical Engineers                                      | 495               | 560               | 65                | 1.3                          | 10           | 25               | 5               | 40               |
| 17-2071<br>41-3021 | Electrical Engineers                                      | 160               | 180<br>3.150      | 20<br>555         | 1.3<br>2.1                   | 105          | 10<br>175        | 55              | 15<br>335        |
| 29-2032            | Insurance Sales Agents                                    | 2,595<br>225      | 3,150             |                   | 2.1                          | 5            |                  | 55              | 20               |
| 13-2011            | Diagnostic Medical Sonographers<br>Accountants & Auditors | 4,295             | 4,815             | 55<br>520         | 1.2                          | 130          | 10<br>295        | 50              | 475              |
| 29-1292            | Dental Hygienists                                         | 4,295<br>635      | 4,815<br>725      | 90                | 1.4                          | 30           | 15               | 10              | 4/5<br>55        |
| 11-9141            | Property, Real Estate, & Community Association Mgrs       | 710               | 800               | 90                | 1.3                          | 30           | 30               | 10              | 65               |
| 15-2041            | Statisticians                                             | 225               | 295               | 75                | 3.3                          | 5            | 15               | 5               | 25               |
| 13-1161            | Market Research Analysts & Marketing Specialists          | 2,115             | 2,650             | 535               | 2.5                          | 55           | 185              | 55              | 295              |
| 13-2020            | Property Appraisers & Assessors                           | 2,113             | 300               | 35                | 1.3                          | 10           | 10               | 5               | 25               |
| 49-9051            | Electrical Power-Line Installers & Repairers              | 400               | 465               | 65                | 1.6                          | 10           | 25               | 5               | 45               |
| 25-1126            | Philosophy & Religion Teachers, Postsecondary             | 75                | 90                | 15                | 2.0                          | 5            | 5                |                 | 10               |
| 25-1121            | Art, Drama, & Music Teachers, Postsecondary               | 330               | 375               | 45                | 1.4                          | 15           | 15               | 5               | 35               |
|                    | ,,                                                        |                   |                   | -                 |                              |              |                  | -               |                  |





A comparison of the number of unemployed individuals applying for open positions (identified as job orders posted in Iowa Jobs) and the unemployment rate indicates there is room to increase the number of applicants per position with additional training and awareness of the available employment opportunities.

Through a compilation of all the data sources available, the CIWDB has determined that the following are crucial in-demand occupations/industries through an evaluation of the growth potential as well as the ongoing job orders within these industries.

When reviewing the jobs and the growth of positions in Central Iowa one finds there are very few reducing industries and most show at least moderate growth or replacement of current workforce. Central Iowa is uniquely positioned with the most varied employment opportunities throughout the state.

#### **Health Care and Social Assistance**

The Health Care and Social Assistance sector comprises establishments providing health care and social assistance for individuals. The sector includes both health care and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities. The industries in this sector are arranged on a continuum starting with those establishments providing medical care exclusively, continuing with those providing health care and social assistance, and finally finishing with those providing only social assistance. The services provided by establishments in this sector are delivered by trained professionals. All industries in the sector share this commonality of process,

namely, labor inputs of health practitioners or social workers with the requisite expertise. Many of the industries in the sector are defined based on the educational degree held by the practitioners included in the industry. Excluded from this sector are aerobic classes in Subsector 713, Amusement, Gambling and Recreation Industries and nonmedical diet and weight reducing centers in Subsector 812, Personal and Laundry Services. Although these can be viewed as health services, these services are not typically delivered by health practitioners. (Source: North American Industry Classification System (NAICS)).

#### **Finance and Insurance**

The Finance and Insurance sector comprises establishments primarily engaged in financial transactions (transactions involving the creation, liquidation, or change in ownership of financial assets) and/or in facilitating financial transactions. Three principal types of activities are identified:

Raising funds by taking deposits and/or issuing securities and, in the process, incurring liabilities. Establishments engaged in this activity use raised funds to acquire financial assets by making loans and/or purchasing securities. Putting themselves at risk, they channel funds from lenders to borrowers and transform or repackage the funds with respect to maturity, scale and risk. This activity is known as financial intermediation.

Pooling of risk by underwriting insurance and annuities. Establishments engaged in this activity collect fees, insurance premiums, or annuity considerations; build up reserves; invest those reserves; and make contractual payments. Fees are based on the expected incidence of the insured risk and the expected return on investment.

Providing specialized services facilitating or supporting financial intermediation, insurance, and employee benefit programs.

In addition, monetary authorities charged with monetary control are included in this sector. The subsectors, industry groups, and industries within the NAICS Finance and Insurance sector are defined on the basis of their unique production processes. As with all industries, the production processes are distinguished by their use of specialized human resources and specialized physical capital. In addition, the way in which these establishments acquire and allocate financial capital, their source of funds, and the use of those funds provides a third basis for distinguishing characteristics of the production process. For instance, the production process in raising funds through deposit-taking is different from the process of raising funds in bond or money markets.

The process of making loans to individuals also requires different production processes than does the creation of investment pools or the underwriting of securities. Most of the Finance and Insurance subsectors contain one or more industry groups of (1) intermediaries with similar patterns of raising and using funds and (2) establishments engaged in activities that facilitate, or are otherwise related to, that type of financial or insurance intermediation. Industries within this sector are defined in terms of activities for which a production process can be specified, and many of these activities are not exclusive to a particular type of financial institution.

To deal with the varied activities taking place within existing financial institutions, the approach is to split these institutions into components performing specialized services. This requires defining the units engaged in providing those services and developing procedures that allow for their delineation. These units are the equivalents for finance and insurance of the establishments defined for other industries. The output of many financial services, as well as the inputs and the processes by which they are combined, cannot be observed at a single location and can only be defined at a higher level of the organizational structure of the enterprise. Additionally, a number of independent activities that represent separate and distinct production processes may take place at a single location belonging to a multilocation financial firm. Activities are more likely to be homogeneous with respect to production characteristics than are locations, at least in financial services. The classification defines activities broadly enough that it can be used both by those classifying by location and by those employing a more top-down approach to the delineation of the establishment. Establishments engaged in activities that facilitate, or are otherwise related to, the various types of intermediations have been included in individual subsectors, rather than in a separate subsector dedicated to services alone because these services are performed by intermediaries as well as by specialist establishments and the extent to which the activity of the intermediaries can be separately identified is not clear.

The Finance and Insurance sector has been defined to encompass establishments primarily engaged in financial transactions; that is, transactions involving the creation, liquidation, or change in ownership of financial assets or in facilitating financial transactions. Financial industries are extensive users of electronic means for facilitating the verification of financial balances, authorizing transactions, transferring funds to and from transactors' accounts, notifying banks (or credit card issuers) of the individual transactions, and providing daily summaries. Since these transaction processing activities are integral to the production of finance and insurance services, establishments that principally provide a financial transaction processing service are classified to this sector, rather than to the data processing industry in the Information sector.

Legal entities that hold portfolios of assets on behalf of others are significant and data on them are required for a variety of purposes. Thus, for NAICS, these funds, trusts, and other financial vehicles are the fifth subsector of the Finance and Insurance sector. These entities earn interest, dividends and other property income, but have little or no employment and no revenue from the sale of services. Separate establishments and employees devoted to the management of funds are classified in Industry Group 5239, Other Financial Investment Activities. (Source: North American Industry Classification System (NAICS)).

#### **Food Services and Drinking Places**

In 2019, the Accommodation and Food Services sector comprised 8.0 percent of all public and private sector employment in Iowa with 123,745 jobs and an annual average wage of \$17,178. Wages in this sector are 64.7 percent lower than the statewide average of \$48,672 for all industries; however, there is a greater ratio of part-time employment in addition to lower hourly rates than in other industries. Further, it should be kept in mind that the average wage does not include tips or gratuities earned by wait staff, bell hops, and bartenders, when not reported to their employers. Employment in this sector

has grown by 11.3 percent since reaching its recession-low in 2010 of 111,206. Wages have also increased in recent years, rising 26.3 percent from \$12,668 in 2010 to \$17,718 in 2019. The rise in both employment and wages can be attributed to a comfortable consumer with more disposable money for luxuries. While younger workers comprise much of the employment in this industry, older workers do make up a sizeable portion of the workforce. Also, women accounted for 56.6 percent of all workers in this industry.

In 2019, employers in the Accommodation and Food Services sector averaged 7,272 locations across lowa. The sector's employment is distributed between two major categories. The larger of the two, Food Service and Drinking Places, employed 102,376 workers, or 82.7 percent. Wages in Food services and drinking places averaged \$15,533 in 2019; however, this wage includes part-time and seasonal help. The average wage for the 21,371 Accommodation employees was much higher, averaging \$25,056 per year over the same period. (Source: North American Industry Classification System (NAICS))

#### Construction

In 2019, the Construction sector continues to be sensitive to the volatilities of the business cycle, so this percentage is subject to show more variation than other industries. This sector had an average annual wage of \$58,789 in 2019, which was an average annual increase of \$1,438 from the \$57,351 in 2018. The \$58,789 in 2019 is 17.21 percent higher than the statewide average of \$48,672 for all industries (publics and private sector). During the recession, this sector suffered a decline in employment of 15.4 percent from 2008 thru 2010. We have seen employment continue to grow from 82,170 in 2016 to 77,420 in 2017. In 2018, the employment increased to 78,699 and in 2019, it was 79,733. Men continue to make up majority of this industry, holding 87.2 percent of the jobs. This is a slight decline from 2018, when men held 87.4 percent. Interesting point, there was a larger increase from 2018 (9,291) to 2019 (9,558) of 267 women holding jobs in construction versus the increase of 60 women from 2017 (9,231) to 2018.

The Construction sector is comprised of establishments primarily engaged in the construction of buildings, engineering projects (e.g., highways and utility systems) or in the construction trades. Establishments primarily engaged in the preparation of sites for new construction or primarily engaged in subdividing land for sale as building sites are also included in this sector. Construction work done may include new work, additions, alterations or maintenance and repairs. Activities of these establishments generally are managed at a fixed place of business, but they usually perform construction activities at multiple project sites.

In 2019, there were 9,591 Construction employers across the state. The subsector with the most establishments and employees was Specialty Trade contractors, with 5,932 and 50,199 respectively. Heavy & Civil Engineering construction, however, had the highest average annual wage, at \$68,717. The employers listed to the left are classified in the subsector that reflects their primary industry, although each company may be engaged in other economic activities. (Source: North American Industry Classification System (NAICS))

#### **Management of Companies and Enterprises**

In 2019, the Management of Companies and Enterprises sector comprised 1.3 percent of all public and private sector employment in Iowa. This sector reported an average annual wage of \$87,742 in 2019, which is 80.3 percent higher than the statewide average of \$48,672. In comparison to other states in the Midwest, Iowa has one of the Iowest average annual wage, with only Nebraska being Iower, with average annual wages among private employees in this industry of \$87,476. Iowans in this sector make 30.5 percent less than the national average of \$126,310. Employment in this sector has seen substantial gains over the past decade, but since the employment high in 2015 gains have been marginal, with 2019 increasing by 7.5 percent from 2015, compared to the employment increase of 29.3 percent from a comparable timeframe of 2011 to 2015. The sector has added 7,883 jobs since its low point in 2010, equating to a growth rate of 61.7 percent. In 2019, men held 50.8 percent of jobs in this sector. The majority of employees fall between the ages of 25 and 64, showing a predominance in older employees in this industry. (Source: North American Industry Classification System (NAICS))

The Management of Companies and Enterprises sector comprises (1) establishments that hold the securities of (or other equity interests in) companies and enterprises for the purpose of owning a controlling interest or influencing management decisions or (2) establishments (except government) that administer, oversee and manage establishments of the enterprise and that normally undertake the strategic or organizational planning and decision-making role of the company or enterprise. Establishments that administer, oversee, and manage may hold the securities of the company or enterprise. Establishments in this sector perform essential activities that are often undertaken in-house by establishments in many sectors of the economy.

In 2019, the Management of Companies and Enterprises sector included 1070 locations across lowa, employing 20,659 people. 97.1 percent of the employees in the sector worked in Managing Offices, while 0.7 percent worked for Bank Holding Companies and 2.2 percent worked for Other Holding Companies. Some industries with company headquarters in lowa include tire manufacturing, grocery stores, ice cream and frozen dessert manufacturing, physicians' offices, utilities, and convenience stores. Establishments in this sector can and do support businesses in any other sector of the economy. (Source: North American Industry Classification System (NAICS))

#### **Professional, Scientific and Technical Services**

In 2018, the Professional, Scientific and Technical Services sector comprised 3.57 percent of all public and private sector employment in lowa with 53,114 jobs and an annual average wage of \$71,032. Wages in this sector are 37.0 percent above the statewide average of \$51,863 for all industries. Within the sector the greatest number of jobs are in computer systems design and related services, with 12,211 jobs (23.1% of sector total). Computer systems design and related services also has the highest annual average wage of \$88,523. Over the past ten years, employment in this sector has grown by 24.5 percent. Wages have also increased in recent years, rising 37.3 percent from \$51,720 in 2010 to \$71,032 in 2019. Females hold the majority of the positions in this industry in all but two age categories, 25-34 and 35-44. (Source: North American Industry Classification System (NAICS)).

#### **Retail Trade**

The Retail Trade sector comprises establishments engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. The retailing process is the final step in the distribution of merchandise; retailers are, therefore, organized to sell merchandise in small quantities to the general public. This sector comprises two main types of retailers: store and non-store retailers.

Store retailers operate fixed point-of-sale locations, located and designed to attract a high volume of walk-in customers. In general, retail stores have extensive displays of merchandise and use mass-media advertising to attract customers. They typically sell merchandise to the general public for personal or household consumption, but some also serve business and institutional clients. These include establishments, such as office supply stores, computer and software stores, building materials dealers, plumbing supply stores, and electrical supply stores. Catalog showrooms, gasoline services stations, automotive dealers, and mobile home dealers are treated as store retailers. In addition to retailing merchandise, some types of store retailers are also engaged in the provision of after-sales services, such as repair and installation. For example, new automobile dealers, electronic and appliance stores, and musical instrument and supply stores often provide repair services. As a general rule, establishments engaged in retailing merchandise and providing after-sales services are classified in this sector. The first eleven subsectors of retail trade are store retailers. The establishments are grouped into industries and industry groups typically based on one or more of the following criteria:

The merchandise line or lines carried by the store; for example, specialty stores are distinguished from general-line stores.

The usual trade designation of the establishments. This criterion applies in cases where a store type is well recognized by the industry and the public, but difficult to define strictly in terms of commodity lines carried; for example, pharmacies, hardware stores, and department stores.

Capital requirements in terms of display equipment; for example, food stores have equipment requirements not found in other retail industries.

Human resource requirements in terms of expertise; for example, the staff of an automobile dealer requires knowledge in financing, registering, and licensing issues that are not necessary in other retail industries.

Non-store retailers, like store retailers, are organized to serve the general public, but their retailing methods differ. The establishments of this subsector reach customers and market merchandise with methods, such as the broadcasting of "infomercials," the broadcasting and publishing of direct-response advertising, the publishing of paper and electronic catalogs, door-to-door solicitation, in-home demonstration, selling from portable stalls (street vendors, except food), and distribution through vending machines. Establishments engaged in the direct sale (non-store) of products, such as home

heating oil dealers and home delivery newspaper routes. The buying of goods for resale is a characteristic of retail trade establishments that particularly distinguishes them from establishments in the agriculture, manufacturing, and construction industries. For example, farms that sell their products at or from the point of production are not classified in retail, but rather in agriculture. Similarly, establishments that both manufacture and sell their products to the general public are not classified in retail, but rather in manufacturing. However, establishments that engage in processing activities incidental to retailing are classified in retail. This includes establishments, such as optical goods stores that do in-store grinding of lenses, and meat and seafood markets. Wholesalers also engage in the buying of goods for resale, but they are not usually organized to serve the general public. They typically operate from a warehouse or office and neither the design nor the location of these premises is intended to solicit a high volume of walk-in traffic. Wholesalers supply institutional, industrial, wholesale, and retail clients; their operations are, therefore, generally organized to purchase, sell, and deliver merchandise in larger quantities. However, dealers of durable non-consumer goods, such as farm machinery and heavy-duty trucks, are included in wholesale trade even if they often sell these products in single units. (Source: North American Industry Classification System (NAICS))

When reviewing the jobs and the growth of positions in Central Iowa one finds there are very few reducing industries and most show at least moderate growth or replacement of current workforce. The hard skills needed for the employers specifically for in-demand were listed in the above descriptions of those industries. What wasn't covered were basic skill and soft skills the employers have indicated through surveys and job orders that they need and often require.

The Needs Assessment Survey also collected data regarding the knowledge and skills employers seek. The following chart illustrates the education and experience as listed within the position descriptions of job orders (job postings for open positions) through the lowa Jobs job bank.

Through ongoing survey data collected by the Iowa **WORKS** offices of Central Iowa, employers indicate prospective employees often lack the basic skills, soft skills, hard skills necessary to perform the basic functions of the jobs to which they apply. Basic skills are defined as literacy, numeracy, basic computer skills, and organization. Soft skills include timeliness, responsibility, personal integrity, and self-esteem. Also included are interpersonal skills, such as leadership, customer service skills and teamwork. Hard skills are the specific technical know-how skills that apply directly to a job and are often taught embedded within day-to-day activities on the job at the workplace.

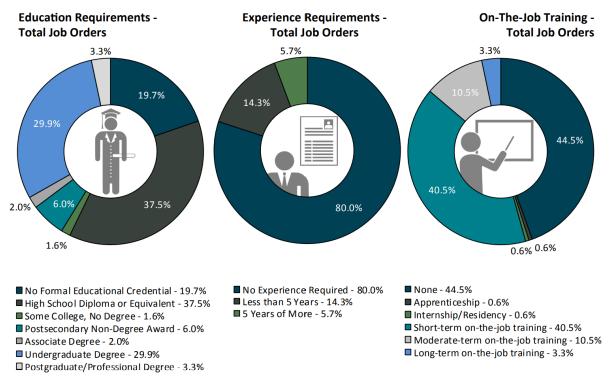
#### **WORKFORCE ANALYSIS**

Local Plan Question:

- 2. Workforce Analysis: Include a current analysis of:
  - a. The knowledge and skills needed to meet the employment needs of employers in the local area, including employment needs in in-demand industry sectors and occupations.
  - b. An analysis of the local workforce, including current labor force employment and unemployment data, information on labor market trends, and education and skill levels of the workforce, including individuals with barriers to employment.

#### **EDUCATION & EXPERIENCE REQUIREMENTS**

Education and experience levels required and on-the-job training for the job orders (112,750 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.



The Needs Assessment Survey also collected data regarding the knowledge and skills employers seek. The following chart illustrates the education and experience as listed within the position descriptions of job orders (job postings for open positions) through the Iowa Jobs job bank.

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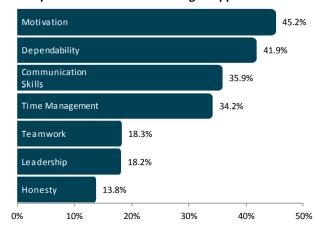
# Percentage of Employers That Perceive A Lack of Skills Among Applicants Across All Categories



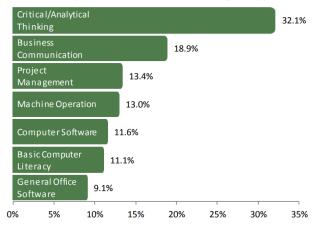




#### Interpersonal "Soft" Skills Lacking in Applicants



#### Occupational "Hard" Skills Lacking in Applicants



Occupational "hard" skills are the technical and knowhow skills that apply directly to a job. In general, occupational skills include analytical skills, managerial ability, physical ability, knowledge and experience. The exact definition of these skills varies, depending on the job in question.

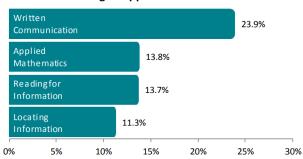
Interpersonal "soft" skills are skills associated with an individual's habits, personality and character. Soft skills include timeliness, responsibility, integrity and self-esteem. Also included are interpersonal skills such as leadership, customer service and teamwork. Individuals with strong soft skills are, generally, well suited to working with others.

The following chart illustrates the job applicants view of the skills they lack, based upon their own perceptions. This data was collected by IWD through the use of survey instruments. Individuals with significant barriers to employment were included in the audiences surveyed.









Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National Career Readiness Certificate testing program, provides a means to benchmark and certify applicants' skills in Applied Mathematics, Reading for Information and Locating Information. For more information on Skilled Iowa visit <a href="https://www.skillediowa.org">www.skillediowa.org</a>.

The pandemic also influenced unemployment rates throughout 2020. As restrictions were lifted, unemployment rates dropped. The following chart shows the fluctuations experienced in 2020:

#### **2020 Central Iowa Unemployment Rates**

|           | Labor Force | Employment | Unemployment | Rate |  |  |
|-----------|-------------|------------|--------------|------|--|--|
| January   | 474,151     | 459,037    | 15,114       | 3.2  |  |  |
| February  | 475,848     | 462,465    | 13,383       | 2.8  |  |  |
| March     | 469,168     | 454,421    | 14,747       | 3.1  |  |  |
| April     | 468,799     | 415,731    | 53,068       | 11.3 |  |  |
| May       | 452,279     | 414,128    | 38,151       | 8.4  |  |  |
| June      | 454,671     | 420,377    | 34,294       | 7.5  |  |  |
| July      | 454,136     | 426,878    | 27,258       | 6.0  |  |  |
| August    | 451,158     | 429,177    | 21,981       | 4.9  |  |  |
| September | 452,060     | 432,900    | 19,160       | 4.2  |  |  |
| October   | 452,426     | 437,174    | 15,252       | 3.4  |  |  |
| November  | 449,115     | 433,237    | 15,878       | 3.5  |  |  |
| December  | 444,256     | 427,066    | 17,190       | 3.9  |  |  |

#### **Unemployment Data provided by IWD**

Due to the pandemic, there is some volatility and uncertainty regarding the trends of the labor market. As of the time this data was analyzed, several anomalies exist regarding historical data and projections made prior to the pandemic.

Disruptions in workforce activity continue to impact the future of Central Iowa's economic climate.

Businesses have modified daily operations to alleviate disruptions caused by social distancing requirements

and a reduced workforce. Many adaptations developed for survival have spurred new trends that may become long-term solutions.

Job seekers are also evolving due to pandemic experiences. Many workers were forced to seek alternate employment throughout the pandemic. The necessity to learn new skills has influenced the types of employment for which workers seek and attain.

The expectations of job seekers have also been influenced by the pandemic. Some evidence also exists indicating job seekers may rate job satisfaction on criteria that may not have been a strong consideration prior to 2020.

Family needs are also influencing trends due to ways in which families have adapted to changes in childcare and education. There are indications that some families have adapted to become one-income households. Additional research will need to be conducted to determine whether this trend will have a significant impact on the workforce, but it could potentially show an overall reduction of the number of available workers actively seeking employment. If childcare providers continue to be understaffed, the lack of available childcare services may have an unforeseen long-term impact on the workforce.

The CIWDB would like to further analyze how family needs, health, safety, and remote working has influenced expectations of both employers and workers. This data may identify the new skills needed to perform du

ties as well as predict ways in which employers can attract and retain the workers they desire.

#### WORKFORCE DEVELOPMENT, EDUCATION AND TRAINING ANALYSIS

Local Plan Question:

- 3. Workforce Development, Education and Training Analysis: Include an analysis of:
  - a. The strengths and weaknesses of workforce development activities.
  - b. Capacity to provide the workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment.
  - c. The employment needs of employers.

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a. The strengths and weaknesses of workforce development activities.

Strengths

- Experienced Board Members and Engaged Chief Elected Officials
- Core Partner Collaboration
- An Effective Referral Process
- Programming Designed to Provide Services Within All Eight Counties
- In-Person and Virtual Services Offered

- Metro Area Public Transportation: DART, HIRTA, CyRide
- An Abundance of Metro Area Service Organizations
- A Compact Service Area: 8 Counties with a Centrally Located Comprehensive Center
- Strong Economic Development and Business Organizations
- Staff Expertise
- Career Fair Opportunities

Weaknesses

- Lack of Transportation Options/Partnerships in Rural Areas
- Disparity Between Urban and Rural Areas- Differences in Needs
- Lack of Affordable Housing
- Limited Internet Options Outside Metro Areas
- Lack of Affordable Dependent Care
- Iowa WORKS Center Hours Limit Services to Individuals Working 2nd and 3rd Shifts
- Underutilization of Co-Enrollment Opportunities
- Lack of Awareness/Understanding of Supportive Services Available Through Partner Programs
- Duplication of Services Among Partners and Community Resources
- Partners do use different data management systems that do not 'talk' to one another
- b. Capacity to provide the workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment.

In analyzing the current workforce there are a number of needs for hard skills as well as certifications as listed in the previous in-demand explanations. One very important condition and need of employers continues to be that of soft skills (personal characteristics, e.g. timeliness). The fact that many of the job seekers do not meet or understand the importance of soft skills is troubling however may be the easiest one to correct within the workforce system.

Central lowa possesses the capacity to meet the education and skill needs of the local area's workforce on any level, while continuing to grow as needs increase. Work is conducted in conjunction with the school districts to ensure students are aware of the need to plan the education necessary to attain their career goals. Developing an awareness of lowa **WORKS** services will reinforce the concept that services are always available to help all Central lowans achieve the highest career potential possible.

Adult education, language and literacy programs in Central Iowa are robust and continually growing to best serve individuals in fulfilling their basic education needs. Through a variety of different programs, funding is available to those who qualify to assist with the cost of supportive services.

The Title I partner staff is actively engaged in ensuring program participants have access to quality programs to attain the credentials most desired by the employers in a job seeker's desired field. The staff engage education and training providers to continue increasing the number of approved programs on the ETPL. All program staff work collaboratively with job seekers to identify the educational plan best suited to the needs of a job seeker. In determining the education plan, the types of credentials and length of programs are considered. Staff encourage job seekers to develop a plan that allows a return to the workforce as quickly as possible.

The local area has one comprehensive and two satellite centers in the local area. In addition to the physical locations, partners are willing to travel to meet customers in more convenient locations. Services and meetings can also be accessed virtually.

Partners offer a variety of workshops, to address various job seeker needs including:

- Essential Tools for Job Seekers
- Develop a Career Plan
- Research Industry Trends
- Conduct a Job Search
- Resume Lab
- Create a Great Resume
- Interview and Negotiate
- LinkedIn
- Money Management
- Business Panel
- Maintain a Positive Attitude
- Mock Interview
- National Career Readiness Certificate (NCRC)
- Career Fair Etiquette
- A Game
- Employer Panel: Exploring Career Paths

Central lowa has job seekers who could gain the education and skills needed to fill jobs, but several barriers prevent them from accessing those opportunities. Assisting employers to understand and improve hiring practices might make a difference in overcoming some barriers. Current hiring practices may prevent strong candidates from applying for jobs, or employers may overlook certain job seekers—especially minorities, those with disabilities, and those with a criminal record- due to outdated hiring policies. Business service staff can assist employers in understanding how hiring practices can be improved.

New Iowans

40 percent of Iowa's population growth since 2010 has come from immigration (The Gazette, 2018). The top challenges new Iowans face are a lack of English skills, understanding cultural differences, navigating

health care, and finding transportation and childcare. (USCRI and Catholic Charities). Many refugees and immigrants have education and competencies that are not recognized in the United States thus, they may struggle to find opportunities. Yet, they possess many strengths, including the ability to speak multiple languages, understand multiple cultures, and to share culturally rich experiences.

Individuals with a Record

Each year, 5,000 citizens return to lowa after serving time in state prisons. One year after release, 60 percent of people convicted of a crime are not employed (National Institute of Justice). Many exoffenders talk about being offered a well-paying, full-time job after going through the hiring process and then having that offer taken away once a background check is complete; or hiring managers ask up front whether the applicant has been convicted of a crime and don't get the opportunity to interview. As a result, returning citizens are often stuck in a series of part-time or minimum-wage positions or fall back into criminal habits to earn enough money to survive.

The cost of not having a job and being able to re-establish themselves in our community is great. Most people released from prisons are re-arrested within three years, and 70 percent of children with an incarcerated parent will follow in their parent's footsteps. This creates an opportunity for Business Services consultants to work with employers or find employers who have successfully worked with former offenders so that their stories can become "best practices" for other companies.

People with Disabilities

One of the largest minority groups in the U.S. is individuals with disabilities, making up 11.8 percent of Central lowa's population. According to the 2015 Kessler Foundation Employment and Disability Survey, 69 percent of Americans with disabilities are working, actively preparing for employment, searching for jobs, or seeking more hours. Yet 34.9 percent of Americans with disabilities ages 18 to 64 years old are in the workforce, compared with 76 percent of Americans without disabilities in the same age group.

People with disabilities face many barriers in securing and retaining employment, but the most difficult barrier is the attitudes people carry regarding people with disabilities. The most pervasive negative attitude is focusing on a person's disability rather than a person's abilities. For the most part, individuals with disabilities are a largely untapped resource of skills, passions, interests, and talents, often possessing both the technical job skills acquired through formal education and training programs and problem-solving skills through the adjustments they make in their daily lives due to their disabilities.

By working alongside employees with disabilities, individuals who are not disabled will become more aware about how to make the workplace and other settings more inclusive and accessible to everyone. Employees with disabilities can also teach their coworkers about creativity and other ways to solve problems or accomplish different tasks.

African Americans

One workforce challenge is that central Iowa has a higher rate of incarceration among African Americans than the rest of the nation, which creates a huge barrier to employment. Learn more by reading the report by One Economy.

When jobs are left unfilled, employers lose productivity and the ability to grow and serve customers. Our economy struggles to grow at the rate it has in the past several years, especially in a job market that is reaching full employment.

Many potential workers live in poverty and are piecing together jobs to get by. Use of food pantries has increased over the past year as central lowans have struggled to cover all their basic needs, including housing, childcare, transportation, and food. One in three central lowans do not earn enough to pay for basic needs and save.

c. The employment needs of employers.

The CIWDB continually examines the needs of businesses and individual job seekers in an effort to address these needs in a mutually beneficial, effective, and efficient manner. This involves reviewing labor market data and listening to employers describe their needs and responding to these needs. This process leads to the development of critical industries that represent the primary workforce development focus for the LWDA and the basis upon which strategic activities are planned. The needs of businesses are listed throughout this Plan including the needs of the high-demand and emerging employers.

Employers also need/want employees with at least some education/training beyond high school. The following charts illustrate the occupations available in the local area, the level of education required and what employers are paying.

Occupational Growth Rate by Education Level

No Education

			2018	3-2028 RE	GION 11	OCCU	PATIONAL	L PROJEC	TIONS												
						Annual Job Separations/Openings ^[3]				2020 Wage & Salary (\$) 4								Career Preparation ^[5]			
SOC ^[1]	Occupational Title	2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits	Transfers [b]	New (Growth)	Total	Mean Wage	Mean Salary	Entry Wage	Entry Salary	Median Wage	Median Salary	Exp Wage	Exp Salary	Educ	Work Exp	Job Training	
27-2042	Musicians & Singers	200	205	5	0.3	10	10	0	25	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	L	
27-2099	Entertainers & Performers, Sports & Related Wkrs, All Other	140	145	5	0.4	5	10	*	15	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S	
33-9091	Crossing Guards	220	250	30	1.4	30	10	5	40	14.36	29,868	10.36	21,554	13.86	28,820	16.36	34,025	NE	N	S	
33-9092	Lifeguard/Ski Patrol/Other Recreational Protective Service Wkrs	605	675	70	1.2	85	70	5	160	9.78	20,344	8.34	17,340	9.48	19,728	10.50	21,846	NE	N	S	
35-2011	Cooks, Fast Food	1,380	1,290	-95	-0.7	70	120	-10	180	12.09	25,157	8.76	18,227	10.78	22,417	13.76	28,622	NE	N	S	
35-2012	Cooks, Institution & Cafeteria	1,475	1,605	130	0.9	80	135	15	230	13.93	28,975	10.80	22,470	13.63	28,351	15.49	32,228	NE	N	S	
35-2014	Cooks, Restaurant	3,190	3,860	670	2.1	185	310	65	565	13.66	28,406	10.43	21,690	13.70	28,505	15.27	31,763	NE	< 5	M	
35-2015	Cooks, Short Order	535	520	-15	-0.3	30	45		75	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S	
35-2019	Cooks, All Other	410	430	20	0.5	20	35	*	60	19.48	40,512	15.53	32,313	20.21	42,033	21.45	44,611	NE	N	M	
35-2021	Food Preparation Wkrs	1,685	1,845	160	0.9	130	175	15	320	12.35	25,682	10.19	21,203	11.77	24,483	13.42	27,921	NE	N	S	
35-3011	Bartenders	1,945	2,115	165	0.8	95	260	15	375	10.78	22,428	8.38	17,434	9.07	18,873	11.98	24,925	NE	N	S	
35-3021	Combined Food Preparation & Serving Wkrs, Incl Fast Food	11,345	13,165	1,820	1.6	975	1,205	180	2,365	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S	
35-3022	Counter Attendants, Cafeteria, Food Concession, & Coffee Shop	2,055	2,195	140	0.7	240	220	15	475	10.91	22,691	8.64	17,978	10.47	21,787	12.04	25,048	NE	N	S	
35-3031	Waiters & Waitresses	6,725	7,160	435	0.6	480	850	45	1,375	11.00	22,888	8.41	17,484	9.50	19,762	12.30	25,590	NE	N	S	
35-3041	Food Servers, Nonrestaurant	780	880	100	1.3	60	70	10	140	12.65	26,304	9.64	20,055	11.48	23,877	14.15	29,428	NE	N	S	
35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	785	885	100	1.3	70	75	10	155	10.28	21,380	8.45	17,566	9.94	20,684	11.20	23,288	NE	N	S	
35-9021	Dishwashers	1,020	1,070	50	0.5	80	90	5	170	10.81	22,480	8.39	17,451	10.31	21,450	12.02	24,995	NE	N	S	
35-9031	Hosts & Hostesses, Restaurant, Lounge, & Coffee Shop	1,445	1,585	145	1.0	170	180	15	360	9.99	20,776	8.55	17,786	9.64	20,047	10.71	22,272	NE	N	S	
35-9099	Food Preparation & Serving Related Wkrs, All Other	510	555	45	0.9	45	45	5	95	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S	
37-2011	Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	7,685	9,015	1,330	1.7	510	590	135	1,235	13.69	28,483	10.32	21,465	12.42	25,830	15.38	31,991	NE	N	S	
37-2012	Maids & Housekeeping Cleaners	3,165	3,435	275	0.9	235	210	25	470	11.76	24,453	10.11	21,036	11.33	23,576	12.58	26,162	NE	N	S	
37-3011	Landscaping & Groundskeeping Wkrs	2,985	3,520	535	1.8	135	290	55	475	15.66	32,574	10.39	21,605	14.80	30,786	18.30	38,058	NE	N	S	
37-3019	Grounds Maintenance Wkrs, All Other	135	145	10	0.7	5	10	*	20	27.33	56,838	21.06	43,809	28.54	59,357	30.46	63,353	NE	N	S	
39-3031	Ushers, Lobby Attendants, & Ticket Takers	190	200	10	0.5	25	20		50	13.16	27,369	8.27	17,204	10.05	20,895	15.60	32,451	NE	N	S	
39-3091	Amusement & Recreation Attendants	910	1,010	100	1.1	100	120	10	230	11.46	23,828	8.42	17,514	10.18	21,166	12.97	26,986	NE	N	S	
41-2011	Cashiers	10,960	11,235	275	0.3	990	1,105	25	2,120	11.50	23,923	9.58	19,926	11.04	22,964	12.46	25,921	NE	N	S	
41-2012	Gaming Change Persons & Booth Cashiers	60	70	10	1.7	5	5		15	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S	
41-2021	Counter & Rental Clerks	1,730	1,960	230	1.3	95	145	25	260	14.34	29,834	8.99	18,704	13.21	27,487	17.02	35,400	NE	N	S	
41-2022	Parts Salespersons	895	960	65	0.7	40	75	5	120	20.52	42,675	11.55	24,021	18.45	38,384	25.00	52,001	NE	N	M	
41-2031	Retail Salespersons	12,820	13,470	650	0.5	755	1,165	65	1,985	14.13	29,395	9.51	19,784	11.77	24,479	16.44	34,201	NE	N	S	
41-9011	Demonstrators & Product Promoters	515	555	40	0.8	55	35	5	95	14.05	29,228	11.42	23,763	13.75	28,595	15.37	31,961	NE	N	S	
41-9041	Telemarketers	905	805	-100	-1.1	40	95	-10	125	15.32	31,860	11.74	24,426	16.13	33,545	17.10	35,577	NE	N	S	
41-9091	Door-to-Door Sales/News/Street Vendors, & Related Wkrs	435	420	-15	-0.3	30	25		50	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S	

45-2	041 Graders & Sorters, Agricultural Products	55	55	-5	-0.9		5	0	10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S
45-2	091 Agricultural Equipment Operators	305	320	15	0.5	10	40		50	19.26	40,054	13.56	28,212	17.33	36,051	22.10	45,974	NE	N	M
45-2	092 FarmWkrs & Laborers, Crop, Nursery, & Greenhouse	405	430	25	0.6	15	50		70	11.65	24,242	8.32	17,302	9.82	20,425	13.32	27,711	NE	N	S
45-2	093 FarmWkrs, Farm, Ranch, & Aquacultural Animals	555	580	25	0.5	20	70	5	95	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S
45-2	099 Agricultural Wkrs, All Other	1,775	1,725	-50	-0.3	70	215	-5	280	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S
47-2	041 Carpet Installers	220	230	10	0.5	5	15		20	26.71	55,563	22.61	47,037	27.63	57,480	28.76	59,826	NE	N	S
47-2	042 Floor Layers, Ex Carpet, Wood, & Hard Tiles	90	110	20	2.2	5	5		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	M
47-2	044 Tile & Marble Setters	145	180	40	2.8	5	10	5	20	22.43	46,649	15.43	32,086	22.28	46,349	25.93	53,930	NE	N	L
47-2	051 Cement Masons & Concrete Finishers	905	1,050	145	1.6	30	75	15	115	20.34	42,301	16.07	33,428	19.96	41,522	22.47	46,738	NE	N	M
47-2	061 Construction Laborers	3,315	3,840	530	1.6	120	280	55	450	18.56	38,614	13.13	27,317	18.07	37,591	21.28	44,263	NE	N	S
47-2	081 Drywall & Ceiling Tile Installers	520	555	35	0.7	15	40	5	55	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	M
47-2	082 Tapers	200	210	15	0.8	5	15		20	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	M
47-2	131 Insulation Wkrs, Floor, Ceiling, & Wall	100	110	5	0.5	*	10		15	19.95	41,494	16.50	34,321	18.48	38,445	21.67	45,081	NE	N	S
47-2	141 Painters, Construction & Maintenance	935	1,035	100	1.1	35	65	10	110	22.23	46,244	15.34	31,913	21.86	45,462	25.68	53,410	NE	N	M
47-2	151 Pipelayers	165	195	30	1.8	5	15	5	25	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S
47-2	161 Plasterers & Stucco Masons	100	110	10	1.0		5		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	L
47-2	181 Roofers	385	450	65	1.7	10	30	5	50	22.67	47,157	14.56	30,288	24.13	50,193	26.73	55,592	NE	N	M
47-3	012 HelpersCarpenters	175	200	25	1.4	5	20	5	30	17.04	35,443	13.59	28,268	15.32	31,871	18.76	39,030	NE	N	S
47-4	031 Fence Erectors	200	235	35	1.8	10	15	5	30	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	M
51-3	011 Bakers	675	755	80	1.2	40	55	10	105	11.65	24,240	8.71	18,114	9.84	20,460	13.13	27,303	NE	N	L
51-3	021 Butchers & Meat Cutters	780	875	95	1.2	35	70	10	110	13.27	27,610	10.38	21,590	12.16	25,288	14.72	30,620	NE	N	L
51-3	022 Meat, Poultry, & Fish Cutters & Trimmers	625	665	40	0.6	25	55	5	85	16.01	33,296	14.14	29,407	16.46	34,245	16.94	35,240	NE	N	S
51-3	023 Slaughterers & Meat Packers	525	555	35	0.7	20	45	5	70	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S
51-3	099 Food Processing Wkrs, All Other	205	215	15	0.7	10	15		25	16.62	34,577	14.16	29,450	16.55	34,414	17.86	37,140	NE	N	M
51-6	011 Laundry & Dry-Cleaning Wkrs	785	810	25	0.3	50	55	5	110	12.79	26,604	10.77	22,400	11.77	24,485	13.80	28,706	NE	N	S
51-6	021 Pressers, Textile, Garment, & Related Materials	105	80	-25	-2.4	5	5	-5	10	12.62	26,248	10.88	22,624	12.55	26,102	13.49	28,061	NE	N	S
51-6	031 Sewing Machine Operators	80	75	0	0.0	5	5	0	10	14.20	29,528	11.50	23,914	14.11	29,340	15.55	32,335	NE	N	S
51-6	052 Tailors, Dressmakers, & Custom Sewers	75	75	5	0.7	5	5	0	10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	M
53-3	041 Taxi Drivers & Chauffeurs	810	995	185	2.3	50	50	20	115	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S
53-3	099 Motor Vehicle Operators, All Other	295	325	35	1.2	30	20	5	55	14.29	29,733	8.37	17,413	9.87	20,537	17.26	35,893	NE	N	S
53-6	021 Parking Lot Attendants	290	320	30	1.0	15	30	5	50	15.02	31,232	10.15	21,108	11.93	24,822	17.45	36,294	NE	N	S
53-6	031 Automotive & Watercraft Service Attendants	175	200	25	1.4	10	20	5	30	14.88	30,960	11.71	24,354	15.29	31,794	16.47	34,262	NE	N	S
53-7	011 Conveyor Operators & Tenders	65	65	5	0.8		5	0	10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	NE	N	S
53-7	051 Industrial Truck & Tractor Operators	1,435	1,550	115	0.8	45	125	10	180	18.61	38,700	15.35	31,919	18.20	37,849	20.24	42,090	NE	N	S
53-7	061 Cleaners of Vehicles & Equipment	1,025	1,200	175	1.7	55	105	20	180	14.12	29,378	10.45	21,735	13.23	27,521	15.96	33,199	NE	N	S
53-7	062 Laborers & Freight, Stock, & Material Movers, Hand	7,565	8,480	915	1.2	360	750	90	1,205	16.73	34,794	12.27	25,523	16.41	34,124	18.96	39,429	NE	N	S
53-7	063 Machine Feeders & Offbearers	115	130	15	1.3	5	10		15	16.21	33,714	10.82	22,511	12.28	25,542	18.90	39,315	NE	N	S
53-7	064 Packers & Packagers, Hand	1,750	1,960	210	1.2	110	155	20	290	15.17	31,546	12.49	25,988	15.19	31,591	16.50	34,325	NE	N	S
53-7	081 Refuse & Recyclable Material Collectors	445	510	60	1.3	25	40	5	70	19.48	40,519	12.87	26,768	18.41	38,289	22.79	47,395	NE	N	S

The chart above shows there are occupations that do not require the completion of a high school education. Of these occupations, very few of them offer an economically self-sufficient wage for a household of one. Individuals wishing to pursue a career from this category will benefit from analyzing their financial resources and family needs. Employers may benefit by considering new ways to attract job seekers who are the right fit for these occupations. Targeting job seekers who need additional skills or are seeking to supplement income are two examples of populations most interested in this category of work. To attract employees to these occupations, employers (such as McDonald's), are changing their culture by marketing these jobs as a first job at the beginning of a successful career.

As can be expected, attaining a high school education opens doors for additional career opportunities. The chart below shows a larger list of occupations available to individuals with the completion of a high school education, or its equivalent. The number of occupations with the potential to earn a self-sufficient wage is also higher than the number of occupations listed under "No Education" above.

High School

			2018	-2028 RE	GION 11	occu	PATIONAL	L PROJEC	TIONS											
			Employm	ent ^[2]		Annua	ıl Job Sepai	rations/Ope	nings ^[3]			202	0 Wage	& Salary	(S) ^[4]			Caree	r Prep	aration ^[5]
soc ^[1]	Occupational Title	2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits	Transfers	New (Growth)	Total	Mean Wage	Mean Salary	Entry Wage	Entry Salary	Median Wage	Median Salary	Exp Wage	Exp Salary	Educ	Work Exp	Job Training
11-3071	Transportation, Storage, & Distribution Mgrs	335	370	35	1.0	10	20	5	30	44.85	93,285	32.15	66,863	42.65	88,719	51.20	106,496	HS	> 5	N
	Farmers, Ranchers, & Other Agricultural Mgrs	15,395	15,650	255	0.2	965	575	25	1,570	52.81	109,854			44.10	91,730		131,765		> 5	N
	Food Service Mgrs	790	885	95	1.2	25	70	10	105	23.86	49,623	17.99		22.57	46,937	26.79	55,721	HS	< 5	N
	Lodging Mgrs	265 710	295 800	30 95	1.1	10 30	20 30	5 10	30 65	30.14 35.31	62,681 73,452	18.44		29.64 26.54	61,654 55,213	35.98	74,845 92,882		< 5	N
	Property, Real Estate, & Community Association Mgrs Claims Adjusters, Examiners, & Investigators	1,800	1.890	90	0.5	45	110	10	165	32.00	66,560			31.00	64,476	44.65 36.26	75,423		N N	N L
	Tax Preparers	240	255	15	0.6	10	15	*	30	26.17	54,433	13.22		21.24	44,178	32.64	67,900		N	M
	Surveying & Mapping Technicians	60	65	5	0.8	*	5	0	10	25.70	53,460			24.94	51.871	28.52	59.321	HS	N	M
	Social & Human Service Assistants	1,295	1,530	235	1.8	55	110	25	190	16.88	35,102	11.40	23,707	16.31	33,931	19.62	40,800	HS	N	S
	Community Health Wkrs	115	140	25	2.2	5	10		15	19.41	40,374	13.41		18.27	38,004	22.41	46,609	HS	N	S
23-2093	Title Examiners, Abstractors, & Searchers	265	260	-5	-0.2	10	15	0	25	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	M
25-3021	Self-Enrichment Educ Teachers	670	785	120	1.8	40	40	10	95	16.38	34,066	8.63		15.76	32,786	20.25	42,118		< 5	N
	Floral Designers	215	185	-30	-1.4	5	15	-5	15	14.22	29,570			13.87	28,848	15.82	32,913		N	M
	Merch&ise Displayers & Window Trimmers	415	430	20	0.5	15	30		45	13.86	28,825	9.88		13.23	27,511	15.85	32,965		N	S
	Umpires, Referees, & Other Sports Officials	120	130	10	0.8	5	10		20	9.50	19,762	8.23		8.69	18,070	10.14	21,085		N	M
	Media & Communication Wkrs, All Other	105	120	15	1.4	5			15	19.43	40,421	9.33		20.99	43,652	24.48	50,924		N	S
	Photographers Pharmacy Technicians	460 1,050	440 1.180	-25 130	-0.5 1.2	15 30	25 60	15	40 105	17.97	37,373 34,122	9.18 13.28		16.19 16.66	33,675 34,645	22.36 17.97	46,516 37,373		N N	M M
	Opticians, Dispensing	295	350	55	1.2	15	15	15	30	15.92	33,112			15.43	32.089	17.46	36,317		N	L L
	Home Health Aides	975	1.335	365	3.7	60	65	35	165	13.46	27,993			13.16	27,367	14.66	30,485		N	S
	Orderlies	120	125	5	0.4	5	5		15	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	S
31-2022	Physical Therapist Aides	85	105	25	2.9	5	10		15	15.44	32,110			13.79	28,687	17.52	36,444		N	S
	Medical Equipment Preparers	95	105	10	1.1	5	5		10	15.76	32,791	13.13	27,301	15.14	31,499	17.08	35,535	HS	N	M
31-9095	Pharmacy Aides	100	105	5	0.5	5	10		15	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	S
31-9096	Veterinary Assistants & Laboratory Animal Caretakers	255	295	40	1.6	15	30	5	50	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	S
31-9099	Healthcare Support Wkrs, All Other	560	655	95	1.7	30	40	10	80	21.56	44,840			19.37	40,281	25.88	53,837	HS	N	N
	First-Line Supvs of Police & Detectives	305	325	20	0.7	10	10		20	44.45	92,462			44.86	93,312	50.00	103,991	HS	< 5	M
	First-Line Supvs of Protective Service Wkrs, All Other	215		30	1.4	10	15	5		21.86	45,468	13.33			43,854		54,340		< 5	N
	Correctional Officers & Jailers	630	600	-25	-0.4	25	30	-5	50	24.58	51,129			23.92	49,761	26.92	55,999		N < 5	M
	Detectives & Criminal Investigators Police & Sheriff's Patrol Officers	205 1,140	215 1,210	10 70	0.5	30	10 55	5	15 90	37.68 31.76	78,379 66,071	24.79	54,317 51,563	35.62 32.54	74,090 67,676	43.47 35.25	90,410 73,324		N N	M M
	Security Guards	2,760	3,175	415	1.5	150	230	40	425	16.33	33,975	10.39		12.85	26,729	19.31	40,156		N	S
	Transportation Security Screeners	2,700	90	413		5	5	0	10	19.53	40,619			19.81	41,196	20.67	42,999		N	S
	Protective Service Wkrs, All Other	105	120	15	1.4	15	10		30	19.40	40,358		30,257	17.51	36,422		45,408		N	S
	Chefs & Head Cooks	285	335	50	1.8	10	30	5	45	21.18	44,044		24,049	20.85	43,370	25.98	54,042		> 5	N
35-1012	First-Line Supvs of Food Preparation & Serving Wkrs	2,740	3,030	290	1.1	125	315	30	470	16.90	35,145	11.70	24,346	15.46	32,151	19.49	40,545	HS	< 5	N
37-1011	First-Line Supvs of Housekeeping & Janitorial Wkrs	690	820	130	1.9	30	55	15	100	21.06	43,803	14.55	30,273	19.57	40,698	24.31	50,568	HS	< 5	N
37-1012	First-Line Supvs of Landscaping/Lawn/Grounds Wkrs	425	495	70	1.6	15	35	5	55	24.16	50,255	16.30		21.47	44,651	28.09	58,431	HS	< 5	N
	Pest Control Wkrs	135	170	30	2.2	5	15	5	25	20.36	42,359			18.89	39,282	23.46	48,796		N	M
	Pesticide Handlers, Sprayers, & Applicators, Vegetation	170	205	30	1.8	10	15	5	30	16.88	35,100				33,944	18.42	38,313		N	M
	Tree Trimmers & Pruners	130	155	25	1.9	5	15	•	20	20.60	42,852			20.93	43,537	22.73	47,279		N	S
	First-Line Supvs of Gaming Wkrs First-Line Supvs of Personal Service Wkrs	165 685	210 775	45 95	2.7 1.4	10 30	20 40	5 10	35 80	N.A. 19.04	N.A. 39,597	N.A. 12.56	N.A. 26.126	N.A. 17.51	N.A. 36.426	N.A. 22.28	N.A. 46,332	HS HS	< 5	N N
	Animal Trainers	60	7/5	10	1.7	50	40	10	10	15.17	39,597	11.48		14.10	29,323	17.02	35,397		N N	M
	Nonfarm Animal Caretakers	865	985	125	1.4	65	85	10	160	11.70	24,344	8.59		10.70	22,266	13.26	27,584		N	S
	Gaming Dealers	180	240	60	3.3	15	20	5	40	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	S
	Funeral Attendants	115	115	0		10	10	0	20	14.44	30,039		23,562	13.65	28,391	16.00	33,278		N	S
	Tour & Travel Guides	105	125	15	1.4	10	10		20	13.31	27,679	9.19		12.45	25,904	15.37	31,965		N	M
39-9011	Childcare Wkrs	4,345	4,835	490	1.1	340	345	50	735	11.58	24,096	8.42	17,507	10.58	22,013	13.17	27,391	HS	N	S
	Personal Care Aides	4,105	5,855	1,750	4.3	370	325	175	870	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	S
	Fitness Trainers & Aerobics Instructors	1,830	2,175	345	1.9	120	215	35	365	15.34	31,900	9.74		14.09	29,302	18.13	37,720		N	S
	Recreation Wkrs	1,000	1,130	130	1.3	65	115	15	190	13.53	28,144			11.57	24,073	15.96	33,191	HS	N	S
39-9041	Residential Advisors	245	290	45	1.8	15	25	5	45	13.53	28,137	10.17	21,162	11.77	24,479	15.20	31,624	HS	N	S

	Personal Care & Service Wkrs, All Other	360	390	35	1.0	25	30	5	60	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	S
41-1011	First-Line Supvs of Retail Sales Wkrs	4,335	4,585	250	0.6	155	335	25		20.01	41,628	12.92	26,876	17.87		23.56	49,003	HS	< 5	N
	First-Line Supvs of Non-Retail Sales Wkrs	1,440	1,510	70	0.5	50	95	5		41.63	86,596		55,290	37.77	78,561		102,249	HS	< 5	N
	Advertising Sales Agents	495	480	-15	-0.3	15	50		65	19.20	39,942		22,405	17.10	35,558	23.42	48,711	HS	N	M
	Insurance Sales Agents	2,595	3,150	555	2.1	105	175	55		36.40	75,712		36,774	26.93	56,010	45.76	95,181	HS	N	M
	Travel Agents	155	165	10	0.6	10	10	*	20	22.19	46,146		32,977	21.74	45,229	25.35	52,731	HS	N	M
	Sales Reps, Services, All Other	2,285	2,605	320	1.4	70	235	30		33.95	70,622		35,223	29.86		42.46	88,322	HS	N	M
41-4012	Sales Reps, Wholesale & Mfg, Ex Tech & Scientific Products	4,885	5,175	290	0.6	155	375	30	555	36.20	75,286	17.73	36,869	29.93	62,247	45.43	94,494	HS	N	M
	Real Estate Brokers	155	175	20	1.3	5	10	*	15	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	< 5	N
	Real Estate Sales Agents	465	520	55	1.2	20	25	5	50	25.07	52,135		31,856	22.41	46,611	29.94	62,275	HS	N	M
	Sales & Related Wkrs, All Other	1,250	1,390	140	1.1	55	115	15		22.96	47,765		31,246	22.53	46,866	26.93	56,024	HS	N	N
	First-Line Supvs of Office & Admin Support Wkrs	4,385	4,560	175	0.4	170	300	20		30.34	63,118		41,480	28.67	59,643	35.55	73,936	HS	< 5	N
43-2011	Switchboard Operators, Incl Answering Service	105	80	-20	-1.9	5	5		10	14.13	29,386	10.98	22,843	13.89	28,882	15.70	32,658	HS	N	S
43-3011	Bill & Account Collectors	1,845	1,620	-230	-1.2	65	140	-25	185	18.02	37,478	13.80	28,700	17.47	36,347	20.13	41,867	HS	N	M
43-3021	Billing & Posting Clerks	1,430	1,665	235	1.6	65	105	25	190	19.41	40,364	15.47	32,179	18.41	38,294	21.37	44,457	HS	N	M
43-3041	Gaming Cage Wkrs	115	115	0	0.0	5	10	0	15	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	S
43-3051	Payroll & Timekeeping Clerks	360	370	10	0.3	15	25		40	23.30	48,473	17.93	37,291	23.09	48,033	25.99	54,064	HS	N	M
43-3061	Procurement Clerks	115	120	0	0.0	5	10	0	10	21.96	45,670	17.84	37,113	21.87	45,498	24.01	49,948	HS	N	M
43-3071	Tellers	2,000	1,750	-245	-1.2	90	135	-25	200	14.98	31,152	12.93	26,896	14.96	31,118	16.00	33,279	HS	N	S
43-3099	Financial Clerks, All Other	425	470	50	1.2	15	35	5	55	22.42	46,629	15.26	31,741	19.88	41,349	26.00	54,073	HS	N	S
43-4011	Brokerage Clerks	200	225	25	1.3	10	10		25	28.32	58,912	19.24	40,019	25.40	52,841	32.86	68,358	HS	N	M
43-4031	Court, Municipal, & License Clerks	325	340	20	0.6	15	15		35	22.49	46,776	15.16	31,538	22.61	47,027	26.15	54,395	HS	N	L
43-4041	Credit Authorizers, Checkers, & Clerks	180	200	20	1.1	5	15		20	20.71	43,085	14.87	30,935	19.81	41,200	23.63	49,161	HS	N	M
43-4051	Customer Service Reps	12,455	12,930	475	0.4	610	1,080	50	1,740	20.03	41,665	13.90	28,904	18.79	39,093	23.10	48,046	HS	N	S
	Eligibility Interviewers, Government Programs	445	470	25	0.6	20	25	5	45	27.26	56,709	21.92	45,598	28.63	59,556	29.93	62,264	HS	N	M
	File Clerks	290	270	-20	-0.7	15	20		30	18.67	38,839	11.73	24,392	17.63	36,673	22.15	46,062	HS	N	S
	Hotel, Motel, & Resort Desk Clerks	1,135	1,215	80	0.7	65	135	10	205	12.26	25,508		22,273	12.27	25,530	13.04	27,125	HS	N	S
43-4111	Interviewers, Ex Eligibility & Loan	470	495	20	0.4	25	35		60	16.00	33,275	12.84	26,705	15.55	32,344	17.58	36,560	HS	N	S
	Library Assistants, Clerical	465	455	-10	-0.2	35	35		70	13.51	28,100		19,247	11.52	23,965	15.64	32,527	HS	N	S
	Loan Interviewers & Clerks	2,610	2.905	295	1.1	105	175	30	310	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	S
	New Accounts Clerks	430	395	-35	-0.8	15	30	-5	45	19.81	41,196		32,975	19.51	40,590	21.78	45,307	HS	N	M
	Receptionists & Information Clerks	2.900	3,125	230	0.8	175	230	25		15.23	31,682		23,738	14.72	30,617	17.14	35,654	HS	N	S
	Reservation & Transportation Ticket Agents & Travel Clerks	135	160	20	1.5	5	10		20	15.71	32,686		18,588	11.70	24,330	19.10	39,734	HS	N	S
	Information & Record Clerks, All Other	475	520	45	0.9	25	35	5		21.14	43,971		34,063	20.94		23.52	48,925	HS	N	S
	Cargo & Freight Agents	145	170	25	1.7	5	10			20.43	42,503		28,237	18.57	38,618	23.86	49,636	HS	N	S
	Couriers & Messengers	210	240	30	1.4	10	15	5		13.60	28,298		23,618	13.38	27,826	14.73	30,638	HS	N	S
	Police, Fire, & Ambulance Dispatchers	205	220	10	0.5	10	15			24.73	51,436		40,571	26.54	55,203	27.34	56,869	HS	N	M
	Dispatchers, Ex Police, Fire, & Ambulance	470	505	35	0.7	15	30	5	50	23.63	49,160		34.878	22.37	46,531	27.07	56,301	HS	N	M
	Postal Service Clerks	240	205	-35	-1.5	10	10	-5		22.75	47,310		35,646	22.20	46,173	25.55	53,143	HS	N	S
	Postal Service Carriers	905	775	-130	-1.4	30	30	-15		24.87	51,736		37,812	23.76		28.22	58,698	HS	N	S
	Postal Service Mail Carriers Postal Service Mail Sorters & Processing Machine Operators	845	690	-155	-1.8	35	30	-15		24.76	51,730		37,533	28.91	60,136	28.12	58,499	HS	N	S
	Production, Planning, & Expediting Clerks	960	1,060	100	1.0	35	70	10		24.90	51,799		40,271	23.49		27.67	57,563	HS	N	M
	Shipping, Receiving, & Traffic Clerks	1.025	1,050	25	0.2	35	70	5		17.84	37,108		26,900	17.53	36,457	20.29	42,212	HS	N	S
	Stock Clerks & Order Fillers	4,935	5,330	400	0.2	260	425	40		14.49	30,135		22,129	13.35	27,770	16.41	34,137	HS	N	S
			235	20	0.8	10	425 15	40	25					17.18			39,622	HS	N	S
	Weighers, Measurers, Checkers, & Samplers, Recordkeeping	215 3,580	3,030	-550		170		-55		16.90	35,143 54,423		26,185	25.40	35,736 52,837	19.05	60,893			N
	Executive Secretaries & Executive Admin Assistants				-1.5	25	200		315	26.17			41,484			29.28		HS	< 5 N	M
	Legal Secretaries	525	420	-105	-2.0		30	-10	40		46,199		26,992	24.48	50,911	26.83	55,802	HS		
	Medical Secretaries	1,330	1,590	260	2.0	75	90	25		17.44	36,270		28,473	16.98	35,315	19.31	40,169	HS	N	M
	Secretaries & Admin Assistants, Ex Legal/Medical/Executive	5,375	5,125	-250	-0.5	270	320	-25	560	19.31	40,171	13.36		18.66	38,809	22.29	46,365	HS	N	S
	Computer Operators	305	230	-75	-2.5	15	20	-5	25	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	M
	Data Entry Keyers	370	295	-70	-1.9	15	25	-5	30	16.43	34,180		23,748	15.82	32,911	18.94	39,396	HS	N	S
	Word Processors & Typists	195	135	-60	-3.1	10	10	-5		18.74	38,974		30,965	19.20	39,927	20.66	42,978	HS	N	S
	Insurance Claims & Policy Processing Clerks	2,200	2,495	300	1.4	85	145	30		21.38	44,473	16.44		20.60		23.85	49,609	HS	N	M
	Mail Clerks & Mail Machine Operators, Ex Postal Service	805	845	40	0.5	40	50	5	95	15.57	32,387		24,927	14.82	30,822	17.36	36,117	HS	N	S
	Office Clerks, General	9,800	10,000	200	0.2	555	630	20		17.74		11.74		16.98		20.74	43,130	HS	N	S
43-9071	Office Machine Operators, Ex Computer	405	370	-35	-0.9	25	25	-5	45	17.07	35,508		26,038	16.64		19.35	40,243	HS	N	S
43-9199	Office & Admin Support Wkrs, All Other	1,235	1,425	185	1.5	55	100	20		17.75	36,918	11.02	22,923	18.51	38,509	21.11	43,915	HS	N	S
	First-Line Supvs of Farming, Fishing, & Forestry Wkrs	170	180	10	0.6	5	20			29.70	61,778	22.21	46,201	24.90	51,796	33.45	69,567	HS	< 5	N
45-2021	Animal Breeders	105	125	20	1.9	5	15		20	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	S

47-1011 First-Line Supvs of Construction Trades & Extraction Wkrs	2,105	2,415	310	1.5	65	170	30		32.43		23.78 49,466	30.71	63,867	36.76	76,464		> 5	N
47-2021 Brickmasons & Blockmasons	360	420	55	1.5	10	30	5		30.73	63,909	23.65 49,185	32.44	67,466	34.27	71,271	HS	N	A
47-2031 Carpenters 47-2073 Operating Engineers & Other Construction Equipment Operators	2,335 1,370	2,670 1,550	330 180	1.4	80 50	180 120	35 20		21.29	44,275 54,297	14.10 29,326 19.98 41,560	21.13 25.76	43,957 53,579	24.88 29.17	51,749 60,666	HS HS	N N	A M
47-2073 Operating Engineers & Other Construction Equipment Operators 47-2111 Electricians	2,380	2,800	420	1.8	80	220	40		25.99	54,054	18.22 37,887	26.57	55,256	29.17	62,138	HS	N	A
47-2111 Electricians 47-2121 Glaziers	140	165	25	1.8	5	10	**		18.69	38.868	12.05 25.066	18.34	38,148	22.00	45,770	HS	N	Ä
47-2132 Insulation Wkrs, Mechanical	205	235	30	1.5	5	20	5	30	24.18	50,292	15.40 32,035	24.24	50,421	28.57	59,420	HS	N	Α
47-2152 Plumbers, Pipefitters, & Steamfitters	1,265	1,475	210	1.7	40	110	20	175	27.76	57,737	17.78 36,987	27.87	57,968	32.75	68,113	HS	N	A
47-2211 Sheet Metal Wkrs	785	915	130	1.7	25	65	15	105	24.96	51,910	15.62 32,483	24.39	50,726	29.63	61,624	HS	N	A
47-2221 Structural Iron & Steel Wkrs	200	235	35	1.8	5	20	5	30	26.81	55,763	21.90 45,549	26.64	55,417	29.26	60,870	HS	N	A
47-3013 HelpersElectricians	430	485	55	1.3	15	45	5		16.83	35,002	12.98 26,996	16.48	34,270	18.75	39,005	HS	N	S
47-3015 HelpersPipelayers, Plumbers, Pipefitters, & Steamfitters	455	555	100	2.2	15	50	10		16.18	33,654	11.99 24,945	15.92	33,120	18.27	38,009	HS	N	S
47-4011 Construction & Building Inspectors	260 120	280 145	20 25	0.8	15	20 10	:		33.99	70,696	24.53 51,028	33.68	70,057	38.72	80,530	HS HS	> 5 N	M
47-4041 Hazardous Materials Removal Wkrs	595	635	40	0.7	5 25	45	5		21.72	45,171 49,507	15.94 33,146 18.88 39,264	21.04	43,754 51,324	24.61	51,184 54,629	HS	N N	M M
47-4051 Highway Maintenance Wkrs 47-4071 Septic Tank Servicers & Sewer Pipe Cleaners	70	85	15	2.1	25	5			23.93	49,770	13.71 28,513	26.43	54,975	29.04	60,398	HS	N	M
47-4090 Miscellaneous Construction & Related Wkrs	95	100	5	0.5	5	10		15	N.A.	N.A.	N.A. N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	M
47-5021 Earth Drillers, Ex Oil & Gas	50	60	5	1.0		5		10	N.A.	N.A.	N.A. N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	M
49-1011 First-Line Supvs of Mechanics, Installers, & Repairers	1,500	1,660	160	1.1	50	95	15		33.06	68,755	23.44 48,758	32.65	67,920	37.86	78,753	HS	< 5	N
49-2098 Security & Fire Alarm Systems Installers	210	250	40	1.9	5	20	5	30	24.49	50,929	18.78 39,067	25.13	52,280	27.34	56,860	HS	N	M
49-3021 Automotive Body & Related Repairers	405	470	65	1.6	15	30	5	50	20.88	43,434	15.33 31,892	19.27	40,086	23.66	49,204	HS	N	L
49-3031 Bus & Truck Mechanics & Diesel Engine Specialists	925	1,030	105	1.1	25	65	10	100	23.79	49,486	16.08 33,453	24.49	50,936	27.65	57,503	HS	N	L
49-3041 Farm Equipment Mechanics & Service Technicians	440	460	20	0.5	15	30		45	22.33	46,456	15.74 32,730	22.43	46,663	25.63	53,319	HS	N	L
49-3042 Mobile Heavy Equipment Mechanics, Ex Engines	465	500	35	0.8	15	35	5		26.45	55,008	20.21 42,034	26.87	55,899	29.56	61,494	HS	N	L
49-3053 Outdoor Power Equipment & Other Small Engine Mechanics	105	115	10	1.0	.5	5			19.63	40,824	13.44 27,946	20.44	42,510	22.72	47,263	HS	N	M
49-3093 Tire Repairers & Changers	385	405	20	0.5	10	30	:		14.52	30,210	11.49 23,908	14.18	29,499	16.04	33,361	HS	N	S
49-9011 Mechanical Door Repairers	135	150	20	1.5	5	10			19.41	40,376	15.27 31,758	18.12	37,693	21.48	44,685	HS	N	M
49-9012 Control & Valve Installers & Repairers, Ex Mechanical Door	110 190	100 210	-5	-0.5 0.8	5 10	5 10			32.46	67,516 N.A.	24.56 51,080	33.31	69,276	36.41	75,734 N.A.	HS HS	N N	M M
49-9031 Home Appliance Repairers 49-9041 Industrial Machinery Mechanics	1,330	1.510	15 180	1.4	45	85	20		N.A. 25.17	52,351	N.A. N.A. 18.17 37,790	N.A. 25.20	N.A. 52,410	N.A. 28.67	59,632	HS	N	L
49-9043 Maintenance Wkrs, Machinery	1,550	120	15	1.4	5	5	10		N.A.	N.A.	N.A. N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	L
49-9044 Millwrights	105	125	20	1.9	5	5			26.55	55,220	21.73 45.196	25.91	53,901	28.96	60,232	HS	N	A
49-9051 Electrical Power-Line Installers & Repairers	400	465	65	1.6	10	25	5		34.09	70.912	18.24 37.934	39.45	82.055	42.02	87.402	HS	N	L
49-9052 Telecommunications Line Installers & Repairers	225	265	40	1.8	5	20	5	30	22.73	47,272	17.09 35,537	22.02	45,807	25.55	53,140	HS	N	L
49-9071 Maintenance & Repair Wkrs, General	3,430	3,830	400	1.2	125	225	40	390	20.50	42,645	14.48 30,129	20.25	42,121	23.51	48,903	HS	N	M
49-9091 Coin, Vending, & Amusement Machine Servicers & Repairers	105	105	0	0.0	5	10	0	10	17.70	36,811	13.10 27,241	17.30	35,978	20.00	41,596	HS	N	S
49-9094 Locksmiths & Safe Repairers	95	100	5	0.5	5	5	0		N.A.	N.A.	N.A. N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	L
49-9098 HelpersInstallation, Maintenance, & Repair Wkrs	280	335	55	2.0	15	25	5		15.02	31,250	11.11 23,105	15.99	33,252	16.98	35,322	HS	N	S
49-9099 Installation, Maintenance, & Repair Wkrs, All Other	925	1,025	105	1.1	40	65	10		21.10	43,893	14.11 29,350	21.24	44,174	24.60	51,164	HS	N	M
51-1011 First-Line Supvs of Production & Operating Wkrs	1,770	1,905	135	0.8	60	130	15		28.72	59,732	19.05 39,619	27.75	57,710	33.55	69,788	HS	< 5	N
51-2028 Electrical, Electronic, & Electromechanical Assemblers	425	445	20	0.5	20	30			18.89	39,282	13.68 28,462	19.82	41,231	21.49	44,692	HS	N	M
51-2031 Engine & Other Machine Assemblers	365	320	-45	-1.2	10	30	-5	35	N.A.	N.A.	N.A. N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	M
51-2041 Structural Metal Fabricators & Fitters	180 350	155 380	-30 30	-1.7 0.9	5 15	15 30	-5 5		19.54 N.A.	40,638	16.19 33,675	19.73	41,031 N.A.	21.21	44,119	HS HS	N N	M M
51-2091 Fiberglass Laminators & Fabricators 51-2098 Assemblers & Fabricators, All Other, Incl Team Assemblers	3,385	3,120	-265	-0.8	135	245	-25		16.09	N.A. 33,465	N.A. N.A. 11.56 24.042	N.A. 15.81	32.876	N.A. 18.35	N.A. 38,177	HS	N	M
51-3092 Food Batchmakers	450	480	30	0.7	30	40	-23		17.45	36,294	12.88 26.801	17.59	36,591	19.73	41.041	HS	N	M
51-3093 Food Cooking Machine Operators & Tenders	60	65	5	0.8	5	5	ő		15.02	31,237	11.51 23,944	14.05	29,227	16.77	34,884	HS	N	M
51-4011 Computer-Controlled Machine Tool Operators, Metal & Plastic	620	600	-20	-0.3	20	45		60	N.A.	N.A.	N.A. N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	M
51-4021 Extrude/Draw Machine Setters & Operators, Metal & Plastic	90	85	0	0.0		10	0	10	17.05	35,471	13.35 27,758	15.84	32,940	18.91	39,327	HS	N	M
51-4023 Rolling Machine Setters, Operators, & Tenders, Metal & Plastic	105	95	-5	-0.5	5	5		10	N.A.	N.A.	N.A. N.A.	N.A.	N.A.	N.A.	N.A.	HS	N	M
51-4031 Cut/Punch/Press Machine Setters & Operators, Metal & Plastic	520	490	-30	-0.6	20	35	-5	55	18.79	39,078	14.74 30,666	19.10	39,723	20.81	43,284	HS	N	M
51-4031 Cut/Punch/Press Machine Setters & Operators, Metal & Plastic 51-4033 Grind/Lap/Polish/Buff Machine Tool Operators, Metal & Plastic	520 205	490 200	-30 -10	-0.6 -0.5	20 10	35 15	-5		18.79 17.34	39,078 36,058	14.74 30,666 14.33 29,814	19.10 17.27	39,723 35,924	20.81 18.84	43,284 39,180	HS HS	N N	M M
51-4033 Grind/Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists	205 870	200 970	-10 100	-0.5 1.1		15 65		20 105	17.34 20.95			17.27 20.60	35,924 42,848		39,180 49,037			
51-4033 Grind/Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic	205 870 320	200 970 315	-10 100 -5	-0.5 1.1 -0.2	10 30 10	15 65 25	10 0	20 105 35	17.34 20.95 15.28	36,058 43,572 31,776	14.33 29,814 15.69 32,641 11.96 24,876	17.27 20.60 14.17	35,924 42,848 29,465	18.84 23.58 16.94	39,180 49,037 35,227	HS HS	N N N	M L M
51-4033 Grind/Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic	205 870 320 610	200 970 315 670	-10 100 -5 60	-0.5 1.1 -0.2 1.0	10 30 10 20	15 65 25 45	10 0 5	20 105 35 75	17.34 20.95 15.28 18.73	36,058 43,572 31,776 38,963	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329	17.27 20.60 14.17 19.97	35,924 42,848 29,465 41,529	18.84 23.58 16.94 21.29	39,180 49,037 35,227 44,279	HS HS HS	N N N	M L M M
51-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Moidé Core Cast Machine Setters & Operators, Metal & Plastic 51-4072 Moidé Core Cast Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Welders, Cutters, Solderers, & Brazer	205 870 320 610 1,330	200 970 315 670 1,420	-10 100 -5 60 90	-0.5 1.1 -0.2 1.0 0.7	10 30 10 20 35	15 65 25 45 115	* 10 0 5 10	20 105 35 75 160	17.34 20.95 15.28 18.73 20.29	36,058 43,572 31,776 38,963 42,205	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391	17.27 20.60 14.17 19.97 20.80	35,924 42,848 29,465 41,529 43,265	18.84 23.58 16.94 21.29 22.65	39,180 49,037 35,227 44,279 47,111	HS HS HS HS	N N N N	M L M M
51-4033 Grind'Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Welders, Cutters, Solderers, & Brazers 51-4122 Weld'Solder/Braze Machine Setters, Operators, & Tenders	205 870 320 610 1,330 180	200 970 315 670 1,420 180	-10 100 -5 60 90 -5	-0.5 1.1 -0.2 1.0 0.7 -0.3	10 30 10 20 35 5	15 65 25 45 115	10 0 5 10	20 105 35 75 160 20	17.34 20.95 15.28 18.73 20.29 19.02	36,058 43,572 31,776 38,963 42,205 39,557	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358	17.27 20.60 14.17 19.97 20.80 18.53	35,924 42,848 29,465 41,529 43,265 38,547	18.84 23.58 16.94 21.29 22.65 20.99	39,180 49,037 35,227 44,279 47,111 43,656	HS HS HS HS HS	N N N N N	M L M M M
51-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4042 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weiders, Cutters, Solderers, & Brazers 51-4122 Weid/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wars & Plastic Wirs, All Other	205 870 320 610 1,330 180 465	200 970 315 670 1,420 180 460	-10 100 -5 60 90 -5 -10	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2	10 30 10 20 35 5	15 65 25 45 115 15	* 10 0 5 10 0	20 105 35 75 160 20 45	17.34 20.95 15.28 18.73 20.29 19.02 N.A.	36,058 43,572 31,776 38,963 42,205 39,557 N.A.	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A.	17.27 20.60 14.17 19.97 20.80 18.53 N.A.	35,924 42,848 29,465 41,529 43,265 38,547 N.A.	18.84 23.58 16.94 21.29 22.65 20.99 N.A.	39,180 49,037 35,227 44,279 47,111 43,656 N.A.	HS HS HS HS HS	N N N N N	M L M M M
51-4033 Grind'Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Welders, Cutters, Solderers, & Brazers 51-4122 Weld'Solder/Braze Machine Setters, Operators, & Tenders	205 870 320 610 1,330 180	200 970 315 670 1,420 180	-10 100 -5 60 90 -5	-0.5 1.1 -0.2 1.0 0.7 -0.3	10 30 10 20 35 5	15 65 25 45 115	10 0 5 10	20 105 35 75 160 20 45	17.34 20.95 15.28 18.73 20.29 19.02	36,058 43,572 31,776 38,963 42,205 39,557	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358	17.27 20.60 14.17 19.97 20.80 18.53	35,924 42,848 29,465 41,529 43,265 38,547	18.84 23.58 16.94 21.29 22.65 20.99 N.A.	39,180 49,037 35,227 44,279 47,111 43,656	HS HS HS HS HS	N N N N N	M L M M M
51-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4042 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weiders, Cutters, Solderers, & Brazers 51-4122 Weid/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wars & Plastic Wirs, All Other	205 870 320 610 1,330 180 465	200 970 315 670 1,420 180 460	-10 100 -5 60 90 -5 -10	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2	10 30 10 20 35 5	15 65 25 45 115 15	* 10 0 5 10 0	20 105 35 75 160 20 45	17.34 20.95 15.28 18.73 20.29 19.02 N.A.	36,058 43,572 31,776 38,963 42,205 39,557 N.A.	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A.	17.27 20.60 14.17 19.97 20.80 18.53 N.A.	35,924 42,848 29,465 41,529 43,265 38,547 N.A.	18.84 23.58 16.94 21.29 22.65 20.99 N.A.	39,180 49,037 35,227 44,279 47,111 43,656 N.A.	HS HS HS HS HS	N N N N N	M L M M M
51-4033 Grind'Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 14-4074 Machinists Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Welders, Cutters, Solderers, & Brazers 51-4122 Weld/Solder/Brazer Machine Setters, Operators, & Tenders 51-4199 Metal Wirs & Plastic Wkrs, All Other 51-5112 Printing Press Operators	205 870 320 610 1,330 180 465 830	200 970 315 670 1,420 180 460 865	-10 100 -5 60 90 -5 -10 35	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4	10 30 10 20 35 5 15 30	15 65 25 45 115 15 30 60	* 10 0 5 10 0	20 105 35 75 160 20 45 95	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A. 12.25 25,476	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617	HS HS HS HS HS HS	N N N N N N	M L M M M M M
51-4033 Grind Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Moidt Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weldors, Cutters, Solderers, & Brazer, Metal & Plastic 51-4121 Weld/Solder/Brazer Machine Setters, Operators, & Tenders 51-4199 Metal Wurs & Plastic Wkrs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs	205 870 320 610 1,330 180 465 830	200 970 315 670 1,420 180 460 865	-10 100 -5 60 90 -5 -10 35	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4	10 30 10 20 35 5 15 30	15 65 25 45 115 15 30 60	* 10 0 5 10 0	20 105 35 75 160 20 45 95	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A. 12.25 25,476	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617	HS HS HS HS HS HS	N N N N N N	M L M M M M M
51-4033 Grind Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Welders, Cutters, Solderers, & Brazer 51-4122 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wkrs & Plastic Wkrs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers	205 870 320 610 1,330 180 465 830	200 970 315 670 1,420 180 460 865	-10 100 -5 60 90 -5 -10 35	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4	10 30 10 20 35 5 15 30	15 65 25 45 115 15 30 60	* 10 0 5 10 0 * 5 5	20 105 35 75 160 20 45 95	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A. 12.25 25,476	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617	HS HS HS HS HS HS HS	N N N N N N N	M L M M M M M M
5.1-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 5.1-4041 Machinists 5.1-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 5.1-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 5.1-4121 Welders, Cutters, Solderers, & Brazers 5.1-4122 Weld/Solder/Braze Machine Setters, Operators, & Tenders 5.1-4199 Metal Wurs & Plastic Wkrs, All Other 5.1-5112 Printing Press Operators 5.1-5113 Print Binding & Finishing Wkrs 5.1-6093 Upholsterers 5.1-7011 Cabinetmakers & Bench Carpenters	205 870 320 610 1,330 180 465 830	200 970 315 670 1,420 180 460 865	-10 100 -5 60 90 -5 -10 35	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4	10 30 10 20 35 5 15 30	15 65 25 45 115 15 30 60	* 10 0 5 10 0	20 105 35 75 160 20 45 95	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A. 12.25 25,476	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617	HS HS HS HS HS HS HS	N N N N N N N N	M L M M M M M M
51-4033 Grind Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Welders, Cutters, Solderers, & Brazers 51-4122 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wkrs & Plastic Wkrs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7041 Sawing Machine Setters, Operators, & Tenders, Wood	205 870 320 610 1,330 180 465 830	200 970 315 670 1,420 180 460 865	-10 100 -5 60 90 -5 -10 35	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1	10 30 10 20 35 5 15 30	15 65 25 45 115 15 30 60	* 10 0 5 10 0 * 5 5	20 105 35 75 160 20 45 95 45 10 40 10	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A. N.A. 12.25 25,476 10.83 22,522 N.A. N.A. N.A.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994	HS HS HS HS HS HS HS	N N N N N N N N	M L M M M M M M M
5.1-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 5.1-4041 Machinists 5.1-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 5.1-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 5.1-4121 Welders, Cutters, Solderers, & Brazers 5.1-4122 Weld/Solder/Braze Machine Setters, Operators, & Tenders 5.1-4199 Metal Wurs & Plastic Wkrs, All Other 5.1-5112 Printing Press Operators 5.1-5113 Print Binding & Finishing Wkrs 5.1-6093 Upholsterers 5.1-7011 Cabinetmakers & Bench Carpenters	205 870 320 610 1,330 180 465 830	200 970 315 670 1,420 180 460 865	-10 100 -5 60 90 -5 -10 35	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4	10 30 10 20 35 5 15 30	15 65 25 45 115 15 30 60	* 10 0 5 5 10 0 * 5 5 * * * * 5 5 * *	20 105 35 75 160 20 45 95	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A. 12.25 25,476	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617	HS	N N N N N N N N	M L M M M M M M
5.1-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 5.1-4041 Machinists 5.1-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 5.1-4072 Mold/Core/Cast Machine Fool Setters & Operators, Metal & Plastic 5.1-4121 Welders, Cutters, Solderers, & Brazers 5.1-4122 Weld/Solder/Braze Machine Setters, Operators, & Tenders 5.1-4199 Metal Wurs & Plastic Wirs, All Other 5.1-5112 Printing Press Operators 5.1-5113 Print Binding & Finishing Wkrs 5.1-6093 Upholsteres 5.1-7011 Cabinetmakers & Bench Carpenters 5.1-7041 Sawing Machine Setters, Operators, & Tenders, Wood 5.1-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 5.1-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing	205 870 320 610 1,330 180 465 830 310 70 325 70	200 970 315 670 1,420 180 460 865	-10 100 -5 60 90 -5 -10 35	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7	10 30 10 20 35 5 15 30	15 65 25 45 115 15 30 60 25 5 20 5	* 10 0 5 5 10 0 * 5 5 * * * 5 5 * 5 5 * 5 5 5 6 6 7 6 7 6 7 6 7 7 7 7 7 7 7 7 7	20 105 35 75 160 20 45 95 45 10 40 10 55 55	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A.	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A.	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A. 12.25 25,476 10.83 22,522 N.A. N.A. 14.34 29,822 16.58 34,491 N.A. N.A.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A.	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A.	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. N.A.	HS	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M
Si-4033 Grind Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists Si-4072 Moidt Core Cast Machine Setters & Operators, Metal & Plastic 51-4072 Moidt Core Cast Machine Tool Setters & Operators, Metal & Plastic 51-4121 Welders, Cutters, Solderers, & Brazers Si-4122 Weld/Solder/Brazer Machine Setters, Operators, & Tenders 51-4199 Metal Wars & Plastic Wkrs, All Other 51-5112 Printing Press Operators Si-4199 Metal Wars & Plastic Wkrs, All Other 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers Si-7041 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 WoodWkrs, All Other Si-7099 WoodWkrs, All Other Si-7090 WoodWkrs, Al	205 870 320 610 1,330 180 465 830 310 70 325 70 320 360	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430	-10 100 -5 60 90 -5 -10 35	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7 1.8	10 30 10 20 35 5 15 30	15 65 25 45 115 115 30 60 25 5 20 5 30 25	* 10 0 5 5 10 0 * 5 5 * * * 5 5 * 5 5 * 5 5 5 6 6 7 6 7 6 7 6 7 7 7 7 7 7 7 7 7	20 105 35 75 160 20 45 95	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. N.A.	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A. N.A.	14.33 29,814 15.69 32,641 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A. 12.25 25,476 10.83 22,522 N.A. N.A. 14.34 29,822 16.58 34,491 N.A. N.A.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. N.A.	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. N.A.	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. 31.39	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. N.A.	HS	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M
51-403 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weids/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wurs & Plastic Wirs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-5101 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpentors, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 WoodWirs, All Other 51-8021 Stationary Engineers & Boiler Operators	205 870 320 610 1,330 180 465 830 310 70 325 70 325 70 325 320 360 100 240 240	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 110 230 210	-10 100 -5 60 90 -5 -10 35 10 10 55 65 10	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7 1.8 1.0	10 30 10 20 35 5 15 30	15 65 25 45 115 15 30 60 25 5 30 25 10 15	* 10 0 5 5 10 0 * 5 5 * * * 5 5 * 5 5 * 5 5 5 6 6 7 6 7 6 7 6 7 7 7 7 7 7 7 7 7	20 105 35 75 160 20 45 95 45 10 40 10 55 55 10 20	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 28.63 27.75 34.76	36,058 43,572 31,776 38,963 42,205 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A. 59,557	14.33 29,814 15.69 32,641 11.96 248,329 15.57 32,91 15.08 31,358 N.A. N.A. 12.25 25,476 10.83 22,522 N.A. N.A. 14.34 29,822 16.58 34,491 N.A. N.A. 23.12 48,089	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. 28.00 27.55 33.09	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. N.A. 58,242 57,294 68,823	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. 31.39 31.31 38.23	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. N.A. 65,291	HS	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M
51-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4078 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4122 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wurs & Plastic Wars, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-6093 Upholsterers 51-7011 Colinetmakers & Bench Curpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8021 Stationary Engineers & Boiler Operators 51-8021 Water & Wastewater Treatment Plant & System Operators 51-8091 Water & Wastewater Treatment Plant & System Operators 51-8091 Water & Wastewater Treatment Plant & System Operators 51-8091 Chemical Equipment Operators & Tenders	205 870 320 610 1,130 465 830 310 70 325 70 325 320 360 100 240 225 275	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 230 210 225	-10 100 -5 60 90 -5 -10 35 10 10 55 65 10 -10 55	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.2 0.9	10 30 10 20 35 5 5 15 30 20 5 15 ** 20 25 5	15 65 25 45 115 15 30 60 25 5 30 25 10 15 20 25 20 25 20 25 20 25 20 25 20 25 20 25 25 25 25 25 25 25 25 25 25 25 25 25	* 10 0 5 10 0 * 5 5 5 * * * * * * * * * * * * * *	20 105 35 75 160 20 45 95 45 10 40 10 55 55 10 20 20	17.34 20.95 15.28 18.73 20.29 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 21.36 20.27 N.A. 28.63 27.75 34.76 20.41	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A. 59,557 57,719 72,303 42,462	14.33 29,814 15.69 32,641 11.69 24,876 13.62 28,329 15.57 32,391 15.08 31,358 N.A. N.A. 12.25 25,476 10.83 22,522 10.83 24,921 N.A. N.A. N.A. N.A.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. 28.00 27.55 33.09 19.86	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. N.A. 58,242 57,294 68,823 41,314	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. 31.39 31.31 31.823 23.11	39,180 49,037 35,227 44,211 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. N.A. 65,291 65,115 79,527 48,069	HS H	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4033 Grind Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4041 Machinists 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4122 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wars & Plastic Wkrs, All Other 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7041 Cabinetmakers & Bench Carpenters 51-7041 Sawing Machine Setters, Operators, & Tenders, Ex Sawing 51-7094 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8039 Plant & System Operators, All Other 51-8019 Plant & System Operators, All Other 51-9011 Chemical Equipment Operators & Tenders 51-9011 Chemical Equipment Operators & Tenders 51-9012 Separate/Filter/Carlis/Procipitate/Sill Machine Operators	205 870 320 610 1,330 180 465 830 310 70 325 70 325 320 360 100 240 240 25 275 75	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 110 230 210 295 85	-10 100 -5 -60 90 -5 -10 35 10 10 -10 -10 -10 5 5 10	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7 1.8 1.0 0.2 0.9 1.3	10 30 10 20 35 5 15 30 20 5 15 * 20 25 5 5 5 * 5 * 5 * 5 * 7 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	15 65 25 45 115 130 60 25 5 20 25 10 15 20 25 5 30 25 5 5 30 25 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	* 10 0 5 10 0 * 5 5 * * * 5 5 * * * 6 0 * * * * 6 0 * * * * 6 0 * * * *	20 105 35 75 160 20 45 95 45 10 40 10 55 55 10 20 20	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 28.63 27.75 24.76 20.41 22.68	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A. 59,557 57,719 72,303 42,462 47,185	14.33 29,814 15.69 32,641 11.69 24,876 13.62 28,329 15.08 31,358 N.A. N.A. 12.25 25,476 10.83 22,522 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A. 10.43 29,822 16.58 34,491 N.A. N.A. N.A. 10.64 42,928 15.06 42,928 15.06 42,928 15.06 16.00 34,128 16.00 31,248 16.00 31,248	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. 28.00 27.55 33.09 19.86 19.14	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. 58,242 57,294 68,823 41,314	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. 31.39 31.31 38.23 23.11 25.83	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. 65,291 65,115 79,527 48,069 53,716	HS H		M L M M M M M M M M M M M M M M M M M M
51-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wars & Plastic Wars, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-9011 Chemical Equipment Operators & Tenders 51-9012 Cyaparate/Filter/Clarify/Precipitate/Still Machine Operators 51-9021 Cyalox/Grind/Polish Machine Setters, Operators, & Tenders 51-9021 Cyalox/Grind/Polish Machine Setters, Operators, & Tenders	205 870 320 610 1,339 180 465 830 310 70 325 70 325 320 360 100 240 240 255 75	200 970 315 670 1,420 180 460 865 320 80 360 85 380 110 230 210 295 85	-10 100 -5 -60 90 -5 -10 35 10 10 55 65 10 -10 -5 25	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.9 1.3 0.0	10 30 10 20 35 5 15 30 20 5 15 * 20 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	15 65 25 45 115 130 60 25 5 20 5 30 25 10 115 20 25 15 15 15 15 15 15 15 15 15 15 15 15 16 16 16 16 16 16 16 16 16 16 16 16 16	* 10 0 5 10 0 * 5 5 * 5 * * 5 * * 6 * 0 * * 6	20 105 35 75 160 20 45 95 45 10 40 10 55 55 10 20 25 35	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 28.63 27.75 34.76 19.20	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,439 N.A. N.A. N.A. 59,557 57,719 72,303 42,462 47,185 39,927	14.33 29,814 11.96 24,876 13.62 28,329 15.08 31,358 NA. NA. 12.25 25,476 10.83 22,522 NA. NA. 14.34 29,822 16.58 34,491 NA. NA. NA. NA. NA. NA. NA. NA. 12.25 25,476 10.83 22,522 16.85 34,491 NA. NA. NA. NA. 12.12 48,089 20.64 42,928 27.82 57,856 16.03 34,122 16.03	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. N.A. 28.00 27.55 33.09 19.86 19.14 19.58	35,924 42,848 29,465 41,529 43,265 38,568 32,279 N.A. 45,552 43,275 N.A. N.A. 58,242 57,294 68,823 41,314 39,818 40,717	18.84 23.58 16.94 21.29 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. 31.39 31.31 38.23 22.83 21.02	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. N.A. 65,291 65,115 79,527 48,069 53,716 43,730	HS H		M L M M M M M M M M M M M M M M M M M M
51-4033 Grind Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4071 Machinists 51-4072 Moidé Core/Cast Machine Setters & Operators, Metal & Plastic 51-4078 Moidé Core/Cast Machine Setters & Operators, Metal & Plastic 51-4078 Moidé Core/Cast Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wurs & Plastic Wkrs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8031 Water & Wasteward Treatment Plant & System Operators 51-8031 Water & Wasteward Treatment Plant & System Operators 51-8010 Chemical Equipment Operators & Tenders 51-9012 Separate Filter/Clarify/Precipitate/Still Machine Operators 51-9021 Cush/Crind/Polish Machine Setters, Operators, & Tenders 51-9021 Crush/Crind/Polish Machine Setters, Operators, & Tenders	205 870 320 610 1,330 180 465 830 310 70 325 70 325 320 360 100 240 205 275 575 165 885	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 210 225 85 160	-10 100 -5 60 90 -5 -10 35 10 10 55 10 -10 -5 10 10 -5 10 10 -5 10 10 -5 10 10 10 10 10 10 10 10 10 10 10 10 10	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.2 0.9 1.3 0.0 0.4	10 30 10 20 35 5 15 30 20 5 15 20 25 5 5 5 5 5 15 30	15 65 25 45 115 30 60 25 5 30 25 5 10 15 20 25 5 5 5 5 5 5 5 5 5 5 5 5 6 7 7 8 7 8 7 8 7 8 7 8 7 8 7 8 8 7 8 7	* 10 0 5 10 0 * 5 10 0 * 5 5 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 105 35 75 160 20 45 95 45 95 45 10 40 10 55 55 51 10 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 28.63 27.75 34.76 20.41 20.41 20.20 20.80	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A. N.A. 59,557 57,719 72,303 42,462 47,185 43,271	14.33 29,814 15.69 32,641 11.569 32,641 11.562 28,329 15.79 32,91 15.08 31,358 NA. NA. 12.25 25,476 10.83 22,522 16.58 34,491 NA. NA. NA. NA. NA. NA. NA. NA. NA. 12.12 48,089 27,82 57,826 15.00 31,248 16.00 34,122 15.50 31,248 16.00 34,122 15.50 31,248	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. N.A. 28.00 27.55 33.09 19.86 19.14 19.58 20.72	35,924 42,848 29,452 41,529 43,265 38,568 32,279 N.A. 45,552 43,275 N.A. N.A. 58,242 57,294 43,818 40,717 43,100	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. 31.31 38.23 23.11 25.83 21.02 23.42 23.42	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. N.A. N.A. N.A. 65,291 65,115 79,527 48,069 53,716 43,730 48,713	HS H		M L M M M M M M M M M M M L L L M M M
51-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters, & Derators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wurs & Plastic Wirs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-5114 Print Binding & Finishing Wkrs 51-5101 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpentors, & Tenders, Ex Sawing 51-7024 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8029 Plant & System Operators, All Other 51-8029 Plant & System Operators, All Other 51-8099 Plant & System Operators, All Other 51-9011 Chemical Equipment Operators & Tenders 51-9012 Crush/Cirind/Polish Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9032 Cirush/Cirind/Polish Machine Setters, Operators, & Tenders 51-9032 Cirush/Cirind/Polish Machine Setters, Operators, & Tenders 51-9032 Cirush/Cirind/Polish Machine Setters, Operators, & Tenders	205 870 320 610 1,339 180 465 830 310 70 325 70 325 320 360 100 240 240 255 575 75 165 883 990	200 970 315 670 1,420 180 460 865 320 80 360 85 380 210 220 210 220 85 160 610 610 610 610 610 610 610	-10 100 -5 60 90 -5 -10 35 10 10 55 65 10 -10 5 5 10 -10 5 5 6 0 9 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7 1.8 1.0 0.2 0.9 1.3 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	10 30 10 20 35 5 15 30 20 5 15 * 20 25 5 5 5 15 * 20 25 5 5 5 15 5 7 20 15 15 20 21 21 21 21 21 21 21 21 21 21 21 21 21	15 65 25 45 115 30 60 25 5 20 5 30 25 10 15 20 25 10 30 30 30 30 30 30 30 30 30 30 30 30 30	* 10 0 5 10 0 * 5 5 * 5 * * 5 * * 6 * 0 * * 6	20 105 35 75 160 20 45 95 45 10 40 40 10 20 25 55 10 20 25 55 10 20 75 55 10 20 75 10 10 10 10 10 10 10 10 10 10 10 10 10	17.34 20.95 15.28 16.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 21.36 20.27 N.A. 22.34 22.75 34.76 20.41 22.68 20.80 21.66	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A. 59,557 57,719 72,303 42,462 47,185 39,927 43,271 45,050	14.33 29,814 11.96 24,876 13.62 28,329 15.97 23,91 15.98 31,358 NA. NA. 12.25 25,476 10.83 22,522 16.85 34,91 NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. 12.12 48,098 15.07 21,22 48,098 15.07 21,23 48,008 15.07 21,23 48,008 15.0	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. 28.00 27.55 33.09 19.86 19.14 19.58 20.72 22.34	35,924 42,848 29,465 31,529 43,265 38,568 32,279 N.A. 45,552 43,275 N.A. 58,242 57,294 68,823 41,314 39,818 40,717 43,100 46,465	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. 31.33 38.23 23.11 25.83 21.02 23.42 24.21	39,180 49,037 35,227 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. N.A. 65,291 65,115 79,527 48,069 53,716 43,730 48,713 50,362	HS H		M L M M M M M M M M M M M M M M M M M M
51-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4071 Machinists 51-4072 Moldk Core/Cast Machine Setters & Operators, Metal & Plastic 51-4078 Moldk Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Moldk-Gree/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wurs & Plastic Wkrs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters 51-7019 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 WoodWkrs, All Other 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-9011 Chemical Equipment Operators & Tenders 51-9012 Cush Wirind Polish Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9023 Custing & Blending Machine Setters, Operators, & Tenders 51-9023 Cutting & Slicing Machine Setters, Operators, & Tenders 51-9021 Cutting & Slicing Machine Setters, Operators, & Tenders 51-9041 Extender-Form*Press Compact Machine Setters, Operators, & Tenders	205 870 320 610 1,330 180 465 5830 310 70 325 70 325 320 240 240 240 275 575 75 165 585 390	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 110 230 210 295 85 160 610 390 220	-10 100 -5 60 90 -5 -10 35 10 10 55 65 10 -10 5 5 25 10 0	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.2 0.9 1.3 0.0 0.4	10 30 10 20 35 5 15 30 20 5 15 * * * * * * * * * * * * * * * * *	15 65 25 45 115 30 60 25 5 20 5 30 25 10 15 20 25 10 15 20 25 10 11 10 10 10 10 10 10 10 10 10 10 10	* 10 0 5 10 0 * 5 10 0 * 5 5 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 105 35 75 160 20 45 95 45 95 45 10 40 10 55 55 10 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 15.28 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. N.A. 28.63 27.75 20.41 22.68 19.20 21.66 N.A.	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A. N.A. N.A. 59,557 57,719 72,303 42,462 47,185 39,927 43,271 45,050 N.A.	14.33 29,814 15.69 32,641 115.69 22,647 115.62 28,329 15.08 31,358 NA. NA. 12.25 25,476 10.83 22,522 16.58 34,491 NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. NA. 12.12 48,089 27,82 57,856 15.02 31,248 16.03 34,122 15.50 34,216 15.02 31,248 16.03 34,122 15.50 34,216 15.50 34,216 16.55 34,226 16.55 34,2	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. 28.00 27.55 33.09 19.86 19.14 19.58 20.72 22.24 N.A.	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. N.A. 58,242 57,294 68,823 41,314 39,818 40,717 43,100 46,465 N.A.	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. 31.39 31.31 25.83 21.02 23.42 24.21 N.A.	39,180 49,037 35,227 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. 65,291 65,115 79,527 48,069 48,733 50,362 N.A.	HIS		M L M M M M M M M M M M M M M M M M M M
51-403 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weiders, Cutters, Söderers, & Brazers 51-4122 Weide/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wars & Plastic Wirs, All Other 51-5112 Print Binding & Finishing Wkrs 51-5112 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 WoodWkrs, All Other 51-8021 Stationary Engineers & Boiler Operators 51-8030 Planta & System Operators, All Other 51-8019 Planta & System Operators, All Other 51-9012 Capataer/Filter/Carlary/Procipitate/Sill Machine Operators 51-9021 Mixing & Blending Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9041 Extrude-Form/Press Compact Machine Setters & Operators 51-9049 Extrade-Form/Press Compact Machine Setters & Operators 51-9041 Extrade-Form/Press Compact Machine Setters & Operators	205 8700 320 610 1,339 180 465 830 310 70 325 70 325 360 100 240 240 205 55 275 75 75 75 75 75 75 75 75 75 75 75 75 7	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 210 295 85 160 610 390 220 220 210 220 210 220 210 220 210 220 210 21	-10 100 -5 60 90 -5 -10 35 10 10 55 65 10 -10 5 5 10 0 5 5 5 6 6 9 9 7 5 10 10 10 5 5 5 6 6 7 7 8 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.2 0.9 0.9 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	10 30 10 20 35 5 15 30 20 5 15 * 20 25 5 5 5 15 * 20 25 5 5 5 5 7 7 8 9 9 10 10 10 10 10 10 10 10 10 10 10 10 10	15 65 25 45 115 30 60 25 5 20 5 30 25 10 25 15 20 25 15 20 30 30 25 10 15 20 25 10 20 25 10 20 20 20 20 20 20 20 20 20 20 20 20 20	* 100	20 105 35 75 160 20 45 95 45 10 40 10 55 55 50 20 25 35 20 25 20 20 25 25 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 15.28 16.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 28.63 27.75 34.76 22.48 19.20 20.80 19.20 19.	36,058 43,572 31,776 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A. N.A. 59,557 57,719 42,462 47,185 39,927 43,271 45,050 N.A.	14.33 29,814 11.96 24,876 13.62 28,329 15.97 32,91 15.98 31,358 NA. NA. 12.25 25,476 10.83 22,522 16.88 34,491 NA.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 21.90 20.81 N.A. 28.00 27.55 20.72 22.34 N.A. N.A.	35,924 42,848 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. N.A. 39,818 41,314 43,100 46,465 N.A.	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 22.11 N.A. N.A. 31.39 38.23 23.11 38.23 23.11 N.A. N.A. N.A.	39,180 49,037 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. A.A. 65,291 48,069 53,716 59,157 73,036 20,	HIS		M L M M M M M M M M M M M M M M M M M M
51-4033 Grind Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wars & Plastics Wars, All Other 51-5112 Printing Press Operators 51-4199 Metal Wars & Plastics Wars, All Other 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 Wood/Wkrs, All Other 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Chemical Equipment Operators & Tenders 51-9012 Crush/Crind/Polish Machine Setters, Operators, & Tenders 51-9021 Castion/Grind/Polish Machine Setters, Operators, & Tenders 51-9031 Extrade-Form/Press Compact Machine Setters & Operators, & Tenders 51-9041 Extrade-Form/Press Compact Machine Setters & Operators & Tenders 51-9051 [Septenters, Sterney Sorters, Samplers, & Weighers 51-9061 [Settrode-Form/Press Compact Machine Setters & Operators, & Tenders 51-9051 [Septenters, Sterney Sorters, Samplers, & Weighers 51-9051 [Septenters, Sterney Sorters, Samplers, & Weighers	205 870 320 610 1,330 180 465 65 830 310 70 325 320 320 320 240 205 275 75 165 585 380 215	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 210 220 610 390 220 170 170 170 170 170 170 170 17	-10 100 5 60 90 5 -10 35 10 10 35 10 0 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.2 0.9 1.3 0.0 0.4	10 30 10 20 35 5 15 30 20 5 15 5 5 5 5 5 5 5 5 15 7 20 25 5 5 5 5 5 15 6 10 10 10 10 10 10 10 10 10 10 10 10 10	15 65 25 45 115 30 60 25 5 30 25 5 10 15 20 25 5 5 10 15 5 10 25 5 10 25 10 10 25 10 10 10 10 10 10 10 10 10 10 10 10 10	* 10 0 5 10 0 * 5 10 0 * 5 5 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	20 105 35 75 160 20 45 95 45 10 40 10 20 20 25 55 10 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 28.63 34.76 20.41 22.68 34.76 20.80 21.66 N.A. 21.66 N.A. 21.86	36,058 43,572 31,776 38,963 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 N.A. N.A. N.A. 59,557 57,719 72,303 42,462 47,185 39,927 43,271 45,050 N.A.	14.33 29,814 11.69 24,876 13.62 28,329 15.57 32,391 15.08 31,358 NA. NA. NA. 12.25 25,476 14.34 29,822 16.58 34,491 NA.	17.27 20.60 14.17 19.97 20.80 N.A. 18.53 15.52 N.A. 21.90 20.81 N.A. N.A. V.A. 28.00 27.55 33.09 619.14 19.58 22.23 N.A. A.A. 20.90 27.55 33.09 27.55 34.00 34.00	35,924 42,848 29,465 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. N.A. 58,242 57,294 68,823 41,314 39,818 40,717 43,100 46,465 N.A.	18.84 23.58 16.94 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 31.39 38.23 23.11 25.83 24.21 N.A. N.A. 24.85	39,180 49,037 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. A.A. 65,291 48,069 53,716 59,157 73,036 20,	HIS		M L M M M M M M M M M M M M M M M M M M
51-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weiders, Cutters, Sölderers, & Brazers 51-4122 Weide/Solder/Brazer Machine Setters, Operators, & Tenders 51-4199 Metal Wars & Plastic Wirs, All Other 51-5112 Printt Binding & Finishing Wkrs 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7012 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Separate-Filter/Carlier/Precipitates Sill Machine Operators 51-9012 Crush/Grind Polish Machine Setters, Operators, & Tenders 51-9032 Mixing & Blending Machine Setters, Operators, & Tenders 51-9032 Cutting & Slicing Machine Setters, Operators, & Tenders 51-9041 Extrade-Form/Press Compact Machine Setters & Operators 51-9051 Inspactors, Testers, Sorters, Samplers, & Weighers 51-9011 Repeated Setters of Sperators & Tenders 51-9018 Inspactors, Testers, Sorters, Samplers, & Weighers	205 8700 320 610 1,330 180 465 830 310 70 325 70 320 360 100 240 205 5275 75 165 585 585 585 585 585 585 585 585 585 5	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 210 295 85 160 610 390 220 220 210 220 210 220 210 220 210 220 210 21	-10 100 -5 60 90 -5 -10 35 10 10 55 65 10 -10 5 5 10 0 5 5 5 6 6 9 9 7 5 10 10 10 5 5 5 6 6 7 7 8 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.2 0.9 0.9 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	10 30 10 20 35 5 15 30 20 5 15 * 20 25 5 5 5 15 * 20 25 5 5 5 5 7 7 8 9 9 10 10 10 10 10 10 10 10 10 10 10 10 10	15 65 25 45 115 30 60 25 5 20 5 30 25 10 25 15 20 25 15 20 30 30 25 10 15 20 25 10 20 25 10 20 20 20 20 20 20 20 20 20 20 20 20 20	* 100 5 5 100 0 * * * * * * * * * * * * * * * * *	20 105 35 75 160 20 45 95 45 10 20 20 25 55 55 10 20 20 20 20 25 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 15.28 16.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 28.63 27.75 34.76 22.48 19.20 20.80 19.20 19.	36,058 43,572 38,963 42,205 70,823 33,939 N.A. 42,237 33,939 N.A. 44,433 44,433 72,130 44,433 72,130 44,157 44,185 39,927 47,185 39,927 47,185 39,927 47,185 48,211 48,050 88,211 48,21 48,21 48,21 48,21 48,21 48,21 48,21 48,21 48,21 48,21 48,21 48,	14.33 29,814 11.96 24,876 13.62 28,329 15.97 32,91 15.98 31,358 NA. NA. 12.25 25,476 10.83 22,522 16.88 34,491 NA.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 21.90 20.81 N.A. 28.00 27.55 20.72 22.34 N.A. N.A.	35,924 42,848 41,529 43,265 18,547 18,547 18,548 32,279 N.A. 145,552 43,275 N.A. N.A. 143,275	18.84 23.58 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. 31.39 31.31 38.23 21.02 23.42 24.21 N.A. N.A. S.A. S.A. S.A. S.A. S.A. S.A.	39,180 49,037 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 45,994 N.A. N.A. 65,291 65,115 79,527 43,730 48,733 48,	HIS		M L M M M M M M M M M M M M M M M M M M
51-4033 Grind Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wars & Plastics Wars, All Other 51-5112 Printing Press Operators 51-4199 Metal Wars & Plastics Wars, All Other 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 Wood/Wkrs, All Other 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Chemical Equipment Operators & Tenders 51-9012 Crush/Crind/Polish Machine Setters, Operators, & Tenders 51-9021 Castion/Grind/Polish Machine Setters, Operators, & Tenders 51-9031 Extrade-Form/Press Compact Machine Setters & Operators, & Tenders 51-9041 Extrade-Form/Press Compact Machine Setters & Operators & Tenders 51-9051 [Septenters, Sterney Sorters, Samplers, & Weighers 51-9061 [Settrode-Form/Press Compact Machine Setters & Operators, & Tenders 51-9051 [Septenters, Sterney Sorters, Samplers, & Weighers 51-9051 [Septenters, Sterney Sorters, Samplers, & Weighers	205 870 320 610 1,330 180 465 65 830 310 70 325 320 320 320 240 205 275 75 165 585 380 215	200 970 315 670 1,420 180 460 865 320 80 360 85 380 110 220 85 160 610 390 220 170 985 885	-10 100 -5 60 90 -5 -10 35 -10 35 10 10 -10 -25 10 0 -10 5 -10 5 -10 5 -10 5 -10 5 -10 5 -10 5 -125 55 55	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.2 0.9 1.3 0.0 0.5 0.9 1.3 0.0 0.7 -0.3	10 30 10 20 35 5 15 30 20 5 15 25 5 5 5 5 5 5 15 15 15 15 15 15 15 15 15	15 65 25 45 115 15 30 60 25 5 20 25 10 20 25 5 30 30 15 15 15 30 60	* 100 5 5 100 0 * * * * * * * * * * * * * * * * *	20 105 35 75 160 20 45 95 45 10 40 10 20 20 25 55 10 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 18.73 20.29 19.02 20.31 16.32 N.A. 21.36 20.27 N.A. 21.36 20.27 N.A. 22.68 19.20 21.66 N.A. 21.66 19.20 21.66 N.A. 21.66 19.20 21.66 N.A. 21.66 19.20	36,058 43,572 38,963 42,205 39,557 N.A. 42,237 N.A. 42,159 N.A. 59,557 57,719 44,433 42,159 N.A. 10,216 41,185 33,271 45,050 N.A. 14,433 44,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,159 N.A. 14,433 42,160 47,185 4	14.33 29,814 15.69 32,641 11.56 24,876 13.62 28,329 15.57 32,391 15.08 31,358 13.58	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. N.A. 28.00 27.55 33.09 19.14 19.58 19.14 19.58 20.72 22.34 N.A. 20.92 20.72 22.34 N.A. 20.92 20.72	35,924 42,848 41,529 43,265 43,265 N.A. 38,568 32,279 N.A. 58,242 43,275 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	18.84 23.58 23.58 22.65 20.59 20.90 19.06 N.A. 24.87 22.11 N.A. N.A. 31.39 31.31 25.83 23.11 25.83 24.21 24.21 N.A. N.A. 24.85 18.18	39,180 49,037 44,279 47,111 43,730 39,648 N.A. 50,617 39,648 N.A. 65,191 45,994 N.A. 65,129 44,069 43,730 44,733 45,733 45,735 4	HIS	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4033 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wars & Plastic Wars, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 Wood/Wkrs, All Other 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8039 Plant & System Operators, All Other 51-9011 Chemical Equipment Operators & Tenders 51-9021 Cush/Grind/Polish Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9031 Separate/Filter/Clarify/Precipitate/Still Machine Operators 51-9031 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9051 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9051 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-91011 Packaging & Filling Machine Setters, Operators, & Tenders 51-91011 Operators & Finders 51-91011 Packaging & Filling Machine Setters & Operators 51-91011 Packaging & Filling Machine Setters & Operators	205 870 320 610 1,330 180 465 65 830 310 70 325 325 320 325 320 240 205 575 75 165 585 390 215 110 775 595	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 210 229 585 160 610 390 220 170 985 830 615	-10 100 -5 60 90 -5 -10 35 -10 35 -10 -5 -5 -10 -5 -5 -10 -5 -5 -10 -5 -5 -10 -6 -5 -5 -10 -7 -7 -7 -7 -7 -7 -7 -7 -7 -7 -7 -7 -7 -	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.7 1.8 1.0 -0.4 0.2 0.9 1.3 0.0 0.4 0.5 0.3 1.4 0.2 0.3 0.3 0.2 0.3 0.3 0.3 0.3 0.3 0.3 0.3 0.3 0.3 0.3	10 30 10 20 35 5 15 30 20 5 15 25 5 5 5 5 5 5 15 15 15 15 15 15 15 15 15	15 65 25 45 115 130 60 25 5 20 25 5 10 15 20 25 5 15 30 25 5 10 15 10 10 10 10 10 10 10 10 10 10 10 10 10	* 100 5 5 100 0 * * * * * * * * * * * * * * * * *	20 105 75 160 20 45 95 45 10 40 10 55 55 10 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. N.A. 21.36 20.27 N.A. 21.36 20.41 22.68 19.20 20.80 21.66 19.20 21.66	36,058 43,572 38,963 42,205 33,939 N.A. 42,237 N.A. 44,433 42,159 N.A. 59,557 57,719 72,2462 47,185 74,050 N.A. 44,157 33,231 44,157 33,231 44,157	14.33 29,814 11.96 24,876 13.62 28,329 15.57 32,391 15.08 31,358 NA. NA. 12.25 25,476 14.34 29,822 16.58 34,491 NA.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. 28.00 27.55 33.09 27.22 22.34 N.A. 20.92 15.98	35,924 42,848 41,529 43,265 38,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. A.A. N.A. 43,107 40,717 43,100 46,465 N.A. 43,507 33,232 44,552 44,552 44,552 44,552 44,552 44,552 44,552 44,552 44,552 46,823	18.84 23.58 23.58 22.65 20.59 20.90 19.06 N.A. 24.87 22.11 N.A. N.A. 31.39 31.31 25.83 23.11 25.83 24.21 24.21 N.A. N.A. 24.85 18.18	39,180 49,037 44,279 47,111 33,656 N.A. 50,617 39,648 N.A. 51,739 65,115 79,527 64,069 53,716 43,730 50,362 N.A. N.A. S.A. S.A. S.A. S.A. S.A. S.A.	HIS		M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4017 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wurs & Plastic Wkrs, All Other 51-5113 Printt Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters, Tenders, Wood 51-7012 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7094 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7094 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Chemical Equipment Operators & Tenders 51-9012 Continental Equipment Operators & Tenders 51-9022 Mixing & Blending Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9035 Uniting & Slicing Machine Setters, Operators, & Tenders 51-9036 Inspace-Compact Machine Setters, & Operators 51-9040 Extude-Form/Presciptate-Still Machine Setters, & Tenders 51-9051 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9101 Packaging & Filling Machine Setters, & Operators 51-9111 Packaging & Filling Machine Setters & Operators 51-9121 Painters, Transportation Equipment 51-915 Molders, Shapers, & Casters, Ex Metal & Plastic 51-915 Molders, Shapers, & Casters, Ex Metal & Plastic	205 870 320 610 1,330 180 465 5830 310 70 325 325 360 100 240 205 275 575 165 585 390 215 575 575 575 575 575 575 70	200 970 315 670 1.420 865 80 360 85 380 360 230 210 229 85 160 160 170 170 170 170 170 180 180 180 180 180 180 180 18	-10 100 -5 60 90 -5 -10 35 -10 35 -10 35 -10 0 -10 -10 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.1 1.4 1.7 1.8 0.0 0.4 0.2 0.9 1.3 0.0 0.5 0.3 -1.1 0.5 0.3	10 30 10 20 35 5 5 15 15 * 20 5 5 5 5 5 5 5 5 15 * 20 25 5 5 5 5 5 15 15 8 20 10 10 10 10 10 10 10 10 10 10 10 10 10	15 65 25 45 115 15 30 60 25 5 20 25 10 20 25 5 10 10 20 5 10 10 10 10 10 10 10 10 10 10 10 10 10	* 100 0 5 100 0 0 * 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	20 105 75 160 20 45 95 45 95 45 10 10 55 55 10 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. N.A. 21.46 20.41 22.75 34.76 20.41 22.86 34.76 20.41 21.86 19.20 21.86 N.A. N.A. 21.36 21.47	36,058 43,572 38,963 42,205 38,963 42,205 N.A. 42,237 33,939 N.A. 42,159 N.A. N.A. 75,771 72,303 42,462 43,271 43,271 43,271 43,271 43,271 43,271 43,271 44,157 33,231 45,132 45,132 31,717	14.33 29,814 15.69 32,641 115.69 32,641 115.69 32,641 115.69 32,641 115.69 32,641 15.79 32,91 15.08 31,358 13.58 1	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.99 20.81 19.20 20.81 19.21 20.80 20.81 19.22 20.81 20.82 20	35,924 42,848 41,529 43,265 43,275 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. 58,242 44,1314 43,100 44,144 43,100 73,232 45,924	18.84 23.58 23.58 21.29 22.65 N.A. 24.87 22.87 23.13 38.23 23.13 38.23 21.02 23.42 10.42 10.42 10.43 1	39,180 49,037 44,279 47,111 43,656 N.A. 51,739 45,994 N.A. N.A. S1,739 45,994 N.A. N.A. S2,178 43,794 44,794 44,79	HIS		M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weids/Solder/Braze Machine Setters, Operators, & Tenders 51-4122 Weids/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wars & Plastic Wirs, All Other 51-5112 Printt Binding & Finishing Wkrs 51-5112 Printt Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 WoodWkrs, All Other 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8099 Plant & System Operators, All Other 51-9011 Chemical Equipment Operators & Tenders 51-9012 Crush/Grind Polish Machine Setters, Operators, & Tenders 51-9021 Crush/Grind Polish Machine Setters, Operators, & Tenders 51-9031 Mixing & Blending Machine Setters, Operators, & Tenders 51-9041 Extrude-Form/Press Compact Machine Setters & Operators 51-9051 Furnace, Klin, Oven, Drire, & Kettle Operators & Operators 51-9051 Purnace, Klin, Oven, Drire, & Kettle Operators & Tenders 51-9012 Caush/Brind Polish Machine Setters & Operators 51-9121 Packanging & Filling Machine Operators & Tenders 51-9121 Poltographic Process Wkrs & Processing Machine Operators 51-915 Plotographic Process Wkrs & Processing Machine Operators 51-9195 Molders, Shaper, & Casters, Ex Metal & Plastic 51-9196 Paper Goods Machine Setters, Ex Metal & Plastic	205 870 320 610 1,330 180 465 830 310 70 325 70 320 360 100 240 205 57 75 75 75 75 75 75 75 75 77 70 71 71 71 71 71 71 71 71 71 71 71 71 71	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 110 230 210 205 85 160 610 390 220 170 985 830 60 170 985	-10 100 -5 60 90 9-5 -10 35 10 10 10 10 10 10 10 10 10 10 10 10 10	-0.5 1.1 -0.2 1.0 0.7 -0.3 1.4 1.1 1.4 1.7 1.8 1.0 0.4 0.2 0.9 1.3 0.0 0.4 0.0 0.5 0.3 -1.1 0.7 0.3 1.4 1.7 1.8 1.0 0.1 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0	10 30 10 20 35 5 5 15 30 20 5 5 5 5 5 5 5 5 10 40 40 40 40 40 40 40 40 40 40 40 40 40	15 65 65 65 65 65 65 65 65 65 65 65 65 65	* 10 0 5 10 0 0 * 5 5 * * * * * * * * * * * * * *	20 105 35 75 160 20 45 95 45 10 40 10 55 55 10 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 27.75 34.76 21.26 19.20 21.66 N.A. 21.23 15.98 21.67 N.A. 21.23 15.98 21.67 N.A. 21.23	36,058 43,572 38,963 31,776 38,963 39,557 N.A. 42,205 39,557 N.A. 42,237 33,939 N.A. 44,433 42,159 75,7,190 44,157 45,050 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	14.33 29,814 11.96 24,876 13.62 28,329 15.99 32,416 11.96 24,876 13.62 28,329 15.98 31,358 15.97 32,391 15.98 31,358 10.83 22,522 16.85 34,491 16.81 29,822 16.85 34,491 16.81 24,928 20.64 42,928 20.64 42,928 20.64 42,928 21.65 34,491 16.60 34,122 15.57 32,388 15.07	17.27 20.60 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. N.A. N.A. 0.02 27.55 33.09 19.14 19.86 20.72 22.34 N.A. N.A. N.A. N.A.	35,924 42,848 42,848 41,529 41,529 518,547 N.A. 38,568 32,279 N.A. 45,552 43,275 N.A. N.A. 45,552 57,294 68,823 32,818 41,314 39,818 46,465 N.A. N.A. 43,507 33,232 45,924 N.A. N.A. 3,507 33,232 37,844 N.A. A. 3,507 33,232 37,844 N.A. 3,507 37,850 N.A. 3,507 3	18.84 23.58 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 24.87 31.31 38.23 21.02 22.11 N.A. N.A. 24.85 18.18 21.92 24.21 N.A. 24.85 18.18 21.92 24.21 N.A. 24.85 18.18 21.92 24.21 N.A. 24.85 18.18 18.18 1	39,180 49,037 44,279 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. N.A. N.A. N.A. S.,173 50,362 48,713 50,362 48,713 50,362 48,713 50,362 53,716 48,713 50,362 53,716 51,684 37,823 52,178 44,713 57,221	HS H		M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4017 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wars & Plastic Wars, All Other 51-5112 Printing Press Operators 51-4199 Metal Wars & Plastic Wars, All Other 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cohinetmakers & Bench Carpenters 51-7041 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 Wood/working Machine Setters, Operators, & Tenders, Ex Sawing 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-9091 Castonical Equipment Operators & Tenders 51-9012 Castonical Equipment Operators & Tenders 51-9021 Castonical Equipment Operators & Tenders 51-9031 Station of Station Machine Setters, Operators, & Tenders 51-9041 Extrade-Form Press Compact Machine Setters & Operators 51-9051 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9191 Packaging & Filling Machine Setters, & Weighers 51-911 Packaging & Filling Machine Setters, & Weighers 51-912 Printers, Transportation Equipment 51-915 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9197 Till Builders	205 870 320 610 1,330 180 465 565 830 310 70 325 320 320 320 325 320 325 320 100 240 255 165 585 390 215 165 165 110 775 595 70 110 110 1150 210 805	200 970 315 670 1,420 1,480 460 865 320 80 360 85 380 430 210 220 210 220 170 390 220 170 390 615 883 830 615 6170 200 780	-10 100 5 5 60 90 5 5 -10 10 10 10 10 10 10 10 10 10 10 10 10 1	-0.5 1.1 -0.2 -0.2 0.7 -0.3 -0.2 0.4 -0.3 1.4 1.1 1.4 1.7 1.8 0.2 0.9 0.0 0.5 0.3 0.0 0.7 1.4 0.2 0.9 1.3 0.0 0.7 0.1 0.0 0.7 0.0 0.7 0.0 0.0 0.0 0.0 0.0 0.0	10 30 10 20 5 5 5 5 5 5 20 15 10 10 10 10 10 10 10 10 10 10 10 10 10	155 6525 445 115 115 100 00 00 25 5 30 25 5 100 15 100 15 100 15 100 101 15 66 66	* 100	20 105 35 75 160 20 45 95 45 10 10 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. 28.63 27.75 20.41 22.68 20.80 21.66 N.A. N.A. 21.23 21.36 20.41 21.36	36,058 43,572 31,776 38,963 39,557 N.A. 42,205 39,557 N.A. 42,237 33,939 N.A. 42,459 N.A. N.A. N.A. N.A. 12,159 N.	10.83 22.522 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.	17.27 20.60 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. 28.00 19.58 20.72 22.08 15.93 N.A. 20.92 15.98 16.93 16.93 17.93 17.93 18.9	35,924 42,848 42,848 41,529 41,529 71,83,547 N.A. 38,568 32,279 N.A. 45,525 71,244 43,100 68,823 41,314 43,100 71,743,100	18.84 23.58 23.58 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 31.31 31.39 31.31 25.83 32.21 21.02 23.42 24.21 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	39,180 49,037 44,279 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. N.A. N.A. 65,291 48,099 48,79,527 48,069 10,364 48,713,730 48,713 79,527 84,714 84,	HIS		M L M M M M M M M M M M M M M M M M M M
51-403 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weiders, Cutters, Solderers, & Brazers 51-4122 Weide/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wars & Plastic Wars, All Other 51-5112 Printt Binding & Finishing Wkrs 51-5112 Printt Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators 51-8030 Water & Wastewater Treatment Plant & System Operators 51-8091 Separate/Filter/Carlis/Procipitate/Silf Machine Operators 51-9012 Charlos Setters, Operators, & Tenders 51-9012 Charlos Filter Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9012 Charlos Filter Machine Setters, Operators, & Tenders 51-9013 Mixing & Blending Machine Setters, Operators, & Tenders 51-9014 Extrude-Form/Press Compact Machine Setters & Operators 51-9015 Imance, Kiln, Oven, Drier, & Kettle Operators 51-9016 Inspectors, Testers, Sorters, Samplers, & Weighers 51-9111 Packaging & Filling Machine Operators 51-912 Aminer, Transportation Equipment 51-915 Molders, Shapern, & Casters, Ex Metal & Plassic 51-91917 Tire Builders 51-91918 Phepter-Production Wkrs	205 870 320 610 1,330 180 465 830 310 70 325 70 320 360 100 240 205 575 165 585 390 215 165 1,110 775 595 70 110 150 110 805	200 970 315 670 1.420 1.480 460 865 320 80 360 360 85 380 210 220 205 85 160 610 390 220 170 985 830 615 80 60 170 200 780	-10 100 5 5 60 90 -5 5 -10 10 10 10 10 10 10 10 10 10 10 10 10 1	-0.5 1.1 -0.2 -0.2 -0.3 -0.2 -0.4 -0.3 1.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.0 0.5 0.3 -1.1 0.7 0.3 -1.1 0.5 -0.3	10 30 10 20 35 5 5 15 30 20 25 5 5 5 5 5 5 10 40 40 40 40 40 40 40 40 40 40 40 40 40	155 655 655 655 6565 657 669 660 660 660 660 660 660 660 660 660	* 10 0 5 10 0 0 * 5 5 5 * * * * * * * * * * * * *	20 105 35 75 160 20 45 95 45 10 10 20 20 120 10 10 10 20 20 80 170	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 20.31 20.27 N.A. 28.63 27.75 34.76 20.41 22.68 20.27 N.A. N.A. 21.23 21.36	36,058 43,572 31,776 38,963 39,553 N.A. 42,205 N.A. 42,237 N.A. 42,237 N.A. 42,159 N.A. 42,159 N.A. 72,233 N.A. 42,159 N.A. 89,557 17,719 12,303 14,433 14,4	14.33 29,814 15.69 32,641 11.569 32,641 11.569 32,641 11.579 32,939 15.98 31,358 N.A. N.A. N.A. 12.25 25,476 11.58 34,491 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 28.00 20.81 N.A. 28.00 19.14 19.58 19.14 19.58 20.72 20.27 20.27 20.28 19.14 19.58 20.72 20.	35,924 42,848 42,848 41,529 41,529 51,85,847 N.A. 38,568 32,279 N.A. 45,525 N.A. N.A. 39,818 41,314 43,103 46,465 N.A. N.A. 25,72,294 41,314 43,103 46,465 N.A. N.A. 25,73,844 N.A. 35,73,844 N.A. 35,73,	18.84 23.58 21.29 22.65 20.99 N.A. 24.34 19.06 N.A. 31.39 31.31 32.31 22.32 24.27 N.A. N.A. N.A. N.A. N.A. N.A. N.A. 24.87 24.87 24.87 25.09 19.93 N.A. 24.87 24.2	39,180 49,037 44,279 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. S1,739 45,994 N.A. N.A. S2,178 48,069 53,716 54,032 52,178 44,032 52,178 44,032 52,178 44,032 52,178 44,032 52,178 44,032 52,178 54,032 54,	HS H		M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4129 Metal Wars & Plastic Wars, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Wood 51-7019 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-9021 Crudical Equipment Operators & Tenders 51-9021 Crudic Film Setters, Operators, & Tenders 51-9032 Mixing & Blending Machine Setters, Operators, & Tenders 51-9031 Machine Setters, Operators, & Tenders 51-9041 Extrade/Form/Press/Compact Machine Setters & Operators 51-9051 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9101 Packaging & Filling Machine Operators & Tenders 51-9111 Packaging & Filling Machine Setters, Operators, & Tenders 51-9121 Coat/Paint/Spray Machine Setters & Operators 51-9121 Coat/Paint/Spray Machine Setters, Operators, & Tenders 51-9121 Painters, Transportation Equipment 51-9129 Pianters, Transportation Equipment 51-9199 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9199 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9199 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9199 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9199 Molders, Shapers, & Casters, Ex Metal & Plastic	205 870 320 610 1,330 180 465 6330 310 70 325 320 325 320 325 320 240 205 275 75 165 585 390 215 1,110 775 595 70 110 150 210 210 200 110 150 110 150 1,075	200 970 315 670 1,420 1,480 460 460 865 320 80 360 85 380 430 210 220 210 295 85 160 390 60 170 200 170 200 780 1,170	-10 100 100 100 100 100 100 100 100 100	-0.5 1.1 -0.2 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7 1.8 0.0 0.5 0.3 -0.2 0.4 0.3 1.4 1.1 0.0 0.7 0.3 0.3 0.0 0.7 0.3 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	10 30 10 20 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	15	* 100	20 105 35 160 20 45 95 45 10 40 10 10 20 20 20 20 20 120 100 20 20 20 120 20 20 120 20 120 20 120 1	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 20.31 20.27 N.A. 28.63 27.75 N.A. 28.63 19.20 20.80 N.A. 20.41 20.41 20.40 20.80 N.A. N.A. 21.70 N.A.	36,058 43,572 31,776 38,963 39,557 N.A. 42,237 33,939 N.A. 42,237 33,939 N.A. N.A. 59,557 57,719 N.A. N.A. 12,159 N.A. 14,157 30,927 43,271 31,918 31	10.83 22.522 83.29 11.50 83.13.58 N.A. N.A. 12.25 25.476 14.34 29.216 15.02 31.24 43.09 20.64 42.928 27.82 57.85 16.03 31.25 80.00 15.57 32.39 15.08 31.24 80.09 20.64 42.928 27.82 57.85 16.03 31.24 80.09 20.64 42.928 27.82 57.85 16.03 31.24 80.09 20.64 42.928 27.82 57.85 16.03 31.24 80.09 20.64 42.928 27.82 57.85 16.03 31.24 80.00 20.64 42.928 27.82 57.85 16.03 31.24 80.00 20	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. 28.00 27.55 33.09 19.86 22.22 22.34 N.A. 20.92 18.93 22.23 18.93 22.23 18.93 22.23 18.93 22.24 22.2	35,924 42,848 42,848 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,521 41	18.84 23.58 21.29 22.65 22.65 24.34 19.06 N.A. 24.34 19.06 N.A. 31.39 31.31 38.23 23.11 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N	39,180 49,037 44,279 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 51,739 N.A. N.A. 65,291 65,291 643,730 48,009 83,716 79,527 84,009 84,713 84	HIS		M L M M M M M M M M M M M M M M M M M M
51-4033 Grind Lap/Polish/Buff Machine Tool Operators, Metal & Plastic 51-4071 Machinists 51-4072 MoldCore/Cast Machine Setters & Operators, Metal & Plastic 51-4078 MoldCore/Cast Machine Tool Setters & Operators, Metal & Plastic 51-4072 MoldCore/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wurs & Plastic Wkrs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 WoodWkrs, All Other 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Crudical Equipment Operators & Tenders 51-9012 Cutting & Slicing Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9035 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9015 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9101 Coat/Paint/Spray Machine Setters, Operators & Tenders 51-912 Painters, Transportation Equipment 51-915 Photographic Process Wkrs & Processing Machine Operators 51-9191 Packaging & Filling Machine Setters, Operators 51-9195 Photographic Process Wkrs & Processing Machine Operators 51-9198 HelpersProduction Wkrs 51-9199 Production Wkrs, All Other 51-9104 Retractions Wkrs, All Other 51-9104 Retractions Wkrs, All Other 51-9104 Retractions Wkrs, All Other 51-9107 Production Wkrs, All Other	205 870 320 610 1,330 180 465 568 330 325 70 325 320 240 240 225 575 75 165 585 390 215 575 70 110 110 775 595 70 110 110 110 110 110 110 110 110 110	200 970 315 670 1,420 1,420 1,420 1,420 865 360 85 380 430 210 229 295 85 160 390 220 170 985 83 80 61 170 200 780 60 1,125 1,170 1,125 1,170 1,125	-10 100 5 5 60 90 -5 5 -10 10 100 10 5 10 10 10 10 10 10 10 10 10 10 10 10 10	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.7 1.8 1.0 0.2 0.9 1.3 -0.1 0.0 0.5 0.3 -1.1 0.7 0.3 -1.1 0.5 0.3 -1.1 0.5 0.3 -1.1 0.5 0.5 0.5 0.5 0.5 0.5 0.5 0.5 0.5 0.5	10 30 10 20 5 5 5 5 5 5 5 5 5 5 5 60 40 0	15	* 100	20 105 35 75 160 20 45 95 45 10 10 20 20 120 120 120 120 20 20 20 20 20 20 20 20 20 20 20 20 2	17.34 20.95 18.73 18.73 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. N.A. 21.26 N.A. N.A. 21.26 N.A. N.A. 22.68 19.20 21.66 N.A. N.A. 21.23 19.20 21.65 N.A. 21.25 25 25 25 25 25 25 25 25 25 25 25 25 2	36,058 43,572 31,776 38,963 39,553 N.A. 42,205 N.A. 42,237 N.A. 42,237 N.A. 42,159 N.A. N.A. 59,557 72,303 33,231 44,132 45,050 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	14.33 29,814 15.69 32,641 11.569 32,641 11.569 32,641 11.579 32,939 15.08 31,358 NA. NA. A. 12.25 25,476 10.83 22,522 16.55 34,491 NA.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 28.90 20.81 N.A. 28.90 20.81 N.A. 28.90 20.81 19.14 19.92 20.72 22.34 N.A. 28.90 19.14 19.92	35,924 42,848 42,848 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,521 41,514 41,514 41,514 41,514 41,514 41,516 41	18.84 23.58 16.94 21.29 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. N.A. 31.39 32.11 25.83 21.02 24.22 N.A. 24.87 24.21 N.A. 24.87 25.83 21.02 25.83 21.02 26.65 26.65 26.65 26.65 26.65 26.65 27.65 2	39,180 49,037 44,279 44,279 39,648 N.A. 50,617 39,648 N.A. 50,617 39,648 N.A. 65,291 6	HIS	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4121 Printle Wirs & Plastic Wirs, All Other 51-5112 Printle Binding & Finishing Wkrs 51-5113 Print Binding & Finishing Wkrs 51-5113 Print Binding & Finishing Wkrs 51-5103 Upholsteres 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7091 Codoworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8021 Stationary Engineers & Boiler Operators 51-8021 Stationary Engineers & Boiler Operators 51-8019 Indian System Operators, All Other 51-9011 Chemical Equipment Operators, All Other 51-9021 Cush/Cindf Polish Machine Setters, Operators, & Tenders 51-9032 Mixing & Blending Machine Setters, Operators, & Tenders 51-9032 Mixing & Blending Machine Setters, Operators, & Tenders 51-9041 Extrude/Form/Press/Compact Machine Setters, Operators 51-9051 Furnace, Kin, Oven, Drier, & Kettle Operators & Tenders 51-9051 Impace, Kin, Oven, Drier, & Kettle Operators & Tenders 51-9012 Coat/Paint/Spray Machine Setters, Operators, & Tenders 51-9111 Packaging & Filling Machine Operators & Tenders 51-9121 Coat/Paint/Spray Machine Setters & Operators 51-9121 Painters, Transportation Equipment 51-9195 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9197 Tire Builders 51-9198 Poper Goods Machine Setters, Operators, & Tenders 51-9199 Tire Builders 51-9104 Formace and Spray Machine Setters & Operators 51-9198 Former Goods Machine Setters, Operators, & Tenders 51-9199 Tire Builders 51-9104 Formace and Spray Machine Setters, Operators 51-9198 Former Goods Machine Setters, Operators, & Tenders 51-9199 Tire Builders 51-9104 Fo	205 870 320 610 1,330 180 465 830 310 70 325 70 320 360 100 240 205 585 390 215 165 585 1,110 775 70 110 505 1,080 1,075 1,145	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 110 220 210 390 220 170 985 830 610 170 200 0780 1,125 1,170 1,260	-10 100 100 5 5 60 90 -5 5 -10 100 100 100 100 100 100 100 100 100	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.4 1.7 1.8 1.0 0.2 0.9 1.3 0.0 0.0 0.3 -0.4 0.2 0.9 1.3 0.0 0.0 0.3 0.1 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	10 30 10 20 35 5 15 30 20 5 15 8 20 25 5 5 5 10 10 10 40 35 5 5 5 5 15 60 40 40 5	155 65 65 65 65 65 67 67 60 60 25 5 60 60 25 5 60 60 60 60 60 60 60 60 60 60 60 60 60	* 100	20 105 35 160 20 45 95 45 10 10 10 10 10 20 20 80 170 140 140 10 10 10 10 10 10 10 10 10 10 10 10 10	17.34 20.95 18.73 18.73 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 34.76 20.41 20.80 20.41 20.80 20.80 21.66 N.A. 21.23 15.98 21.66 N.A. 21.23 15.98 16.32 21.66 N.A. 21.23 16.32 20.80 21.66 N.A. 21.63 20.80 21.63 20.80 21.63	34,572 38,963 38,963 38,963 39,557 N.A. 42,237 33,939 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	14.33 29,814 11.96 24,876 13.62 28,329 11.508 31,358 NA. NA. 12.25 25,476 14.34 29,822 16.85 34,491 NA.	17.27 20.60 14.17 19.97 19.77 19.97 19.77 19.97 19.70 18.53 N.53 N.53 N.54 18.54 18.54 19.54 19.54 19.54 19.54 19.54 19.54 19.54 19.54 19.54 19.54 19.55 19.	35,924 42,848 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,521 41	18.84 23.58 16.94 21.29 N.A. 24.34 19.06 N.A. 24.34 19.06 N.A. 24.34 22.11 N.A. N.A. 13.39 31.31 22.11 25.83 22.11 25.83 18.18 25.99 N.A. 12.10 24.85 18.18 19.90 N.A. 13.39 N.A. 13.39 N.A. 13.39 N.A. 13.39 N.A. 13.49 N.A. 14.49 N.A. 15.99 N.A	39,180 49,337 44,279 44,279 47,111 43,656 N.A. 50,617 39,648 N.A. 65,291 48,009 48,009 11,739 48,009 11,739 48,009 11,739	HS H	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4014 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4121 Printing Press Operators 51-4199 Metal Wurs & Plastics Wkrs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7041 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Camelia Equipment Operators & Tenders 51-9012 Crusting & Sliening Machine Setters, Operators, & Tenders 51-9022 Crusting & Sliening Machine Setters, Operators, & Tenders 51-9032 Mixing & Blending Machine Setters, Operators, & Tenders 51-9032 Separate/Filter/Clarify/Precipitate/Still Machine Operators 51-9031 Separate/Filter/Clarify/Precipitate/Still Machine Operators 51-9040 Extude-Form/Press Compact Machine Setters, Operators, & Tenders 51-9051 Separator/Filter/Clarify/Precipitate/Still Machine Operators 51-9051 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9101 Proceedings of Stories, Samplers, & Weighers 51-9111 Packaging & Filling Machine Setters & Operators 51-9121 Painters, Transportation Equipment 51-913 Photographic Process Wkra & Processing Machine Operators 51-9195 Molders, Salapera, & Casters, Ex Metal & Plastic 51-9198 Helpers-Production Wkrs 51-9198 Helpers-Production Wkrs 51-9198 Helpers-Production Wkrs 51-9104 Commercial Plots 53-0021 Bustors, Transportation Equipment	205 870 320 610 1,330 180 465 65 830 310 70 325 320 360 100 240 225 75 165 585 390 215 165 585 390 110 775 595 70 110 150 210 805 1,080 1,080 1,080	200 970 315 670 1,420 80 460 865 320 80 360 85 380 430 210 295 85 160 390 210 295 85 160 610 390 610 390 610 170 985 80 60 170 170 170 170 170 170 170 17	-10 100 5 5 60 90 -5 5 -10 0 5 5 65 10 0 0 25 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.7 1.8 1.0 0.2 0.9 1.3 0.0 0.5 0.3 1.4 -0.5 0.3 1.4 -0.5 0.0 0.7 0.3 0.0 0.7 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	10 30 10 20 35 5 15 30 20 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	15	* 100 0 5 100 0 0 * * * * * * * 5 5 5 100 100 * * * * * * * * * * * * * * * *	20 105 35 75 160 20 45 95 10 40 10 55 55 10 20 25 25 25 25 20 120 100 100 100 100 100 100 100 100	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. N.A. 21.36 20.27 N.A. N.A. 21.46 19.20 41.55 20.41 22.68 19.20 21.66 N.A. N.A. 21.23 20.41 22.68 21.70 17.87 N.A. N.A. 21.23 20.41 15.35 28.12 24.09 19.01 N.A. 15.35 28.12 24.15 28.12	36,058 43,572 31,776 38,963 39,553 N.A. 42,205 N.A. 42,237 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	10.83 22.522 15.476 15.69 23.641 11.569 23.641 11.569 24.876 11.562 28.329 15.08 31.358 13.58 13	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. 21.90 20.81 N.A. 22.05 20.81 N.A. 22.05 20.81 N.A. 22.05 20.81	35,924 42,848 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,529 41,521 41,521 41,514 41	18.84 23.58 21.29 N.A. 24.34 19.06 N.A. 24.37 22.11 25.83 21.02 24.24 24.21 N.A. N.A. 24.87 27.51 20.48 25.09 33.49 49.83 34.93 34.94 49.83 N.A. 17.36 49.83 N.A.	39,180 49,037 44,279 44,279 39,648 N.A. 50,617 39,648 N.A. 65,291	HIS	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters, Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4121 Printing Press Operators 51-4199 Metal Wars & Plastic Wirs, All Other 51-5112 Printing Press Operators 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpentors, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 WoodWirs, All Other 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8089 Plant & System Operators, All Other 51-9012 Consult & System Operators, All Other 51-9013 Mixing & Blending Machine Setters, Operators, & Tenders 51-9023 Mixing & Blending Machine Setters, Operators, & Tenders 51-9032 Cuttude/Form/Press/Compact Machine Setters, Operators, & Tenders 51-9040 Extrude/Form/Press/Compact Machine Setters, Operators 51-9051 Furnace, Kin, Oven, Drier, & Kettle Operators & Tenders 51-9011 Packaging & Filling Machine Operators 51-9121 Coatt Paint/Spray Machine Setters, & Operators 51-9121 Coatt Paint/Spray Machine Setters, & Operators 51-9121 Painters, Transportation Equipment 51-9198 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9199 Production Wirs 51-9199 Production Wirs 51-9198 Fighero-Production Wirs 51-9199 Production Wirs 51-9191 Busters, Transit & Intercity 53-3022 Bus Drivers, Transit & Intercity 53-3022 Bus Drivers, Transit & Intercity 53-3022 Bus Drivers, Transit & Intercity	205 870 320 610 1,330 180 465 830 310 325 70 325 320 360 100 240 205 527 75 165 585 390 215 165 5,110 150 70 110 805 1,080 1,075 1,145 100 350	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 110 295 85 160 610 390 220 170 985 830 60 170 200 780 1,125 1,170 1,260 115 375	-10 100 5 5 60 90 -5 5 -10 100 100 100 100 100 100 100 100 100	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.1 1.4 1.7 1.8 1.0 0.4 0.2 0.4 0.0 0.5 3 -0.1 1.4 0.2 0.3 1.4 1.1 0.0 0.5 0.0 0.7 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	10 30 10 20 35 5 15 30 20 5 5 5 5 5 5 5 5 5 5 5 5 5	155 655 451 115 115 115 115 115 115 115 115 1	* 100	20 105 35 75 160 20 45 95 45 10 10 55 55 10 20 25 25 35 10 20 70 10 10 20 70 10 10 10 10 10 10 10 10 10 10 10 10 10	17.34 17.32 18.73	34,3572 38,963 34,377 38,963 39,557 N.A. 42,237 33,939 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	14.33 29,814 11.96 24,876 13.62 28,329 15.98 31,358 15.98 31,358 15.98 31,358 16.08 31,358 16.08 31,358 16.08 31,358 16.08 31,358 16.08 31,358 16.09 31,358 16.09 31,358 16.09 31,358 16.09 31,248 16.00 31,248 16.00 31,248 16.00 31,248 16.00 31,248 16.00 31,248 16.00 31,248 16.00	17.27 20.60 14.17 19.97 19.75 18.53 N.A. 18.54 18.54 18.54 18.54 18.54 19.54 1	35.924 41.529 41.529 43.265 38.547 N.A. 38.568 32.279 N.A. 45.552 43.275 N.A. N.A. 45.552 43.275 N.A. N.A. 45.552 43.275 N.A. N.A. 45.550 N.A. N.A. 85.293 45.250 N.A. N.A. 85.293 10.570 55.483 N.A. N.A. 85.293 10.570 N.A. N.A. 85.293 10.570 N.A. N.A. 85.293 10.570 N.A. 10.578 N.A. N.A. 85.293 10.570 N.A. N.A. 85.293 10.570 N.A. 10.578 N.A. 10.5	18.84 23.58 21.29 N.A. 24.34 19.06 N.A. 24.34 19.06 N.A. 24.87 22.11 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N	39,180 49,037 44,279 44,279 39,648 87,50,617 39,648 87,173 45,994 87,173 48,069 33,716 48,733 50,217 48,069 48,733 51,733 41,733 52,178 41,733 52,178 41,733 51,733	HIS	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4017 Modd Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Modd Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Modd Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4121 Printing Press Operators 51-4199 Metal Wars & Plastic Wars, All Other 51-5112 Printing Press Operators 51-6093 Upholsterers 51-6093 Upholsterers 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7041 Sawing Machine Setters, Operators, & Tenders, Wood 51-7099 Wood/working Machine Setters, Operators, & Tenders, Ex Sawing 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Cabinoary Engineers & Boiler Operators 51-9012 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9021 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9032 Separate/Filter/Clarify/Precipitate/Still Machine Operators 51-9031 Stiting & Blending Machine Setters, Operators, & Tenders 51-9031 Extrade-Form/Press-Compact Machine Setters & Operators 51-9031 Extrade-Form/Press-Compact Machine Setters & Operators 51-9041 Extrade-Form/Press-Compact Machine Setters & Operators 51-9051 Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9051 Process Wars & Processing Machine Operators 51-9191 Process Process Wars & Processing Machine Operators 51-9191 Photographic Process Wars & Processing Machine Operators 51-9195 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9198 Helpers-Production Wars 51-9199 Plant Group Machine Setters, Operators, & Tenders 51-9199 Plant Group Machine Setters, Operators, & Tenders 51-9191 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9198 Helpers-Production Wars 51-9199 Time Builders 51-9191 Builders 51-9191 Builders 51-9192 Commercial Pilots 51-9103 DiscoverSales Wars	205 870 320 610 1,330 180 465 65 830 310 70 325 320 360 100 240 255 75 165 585 390 215 165 1,110 775 595 59 100 110 150 110 150 1108 1150 1,107 1,1080 1,1075 1,145 1080 1,176	200 970 315 670 1,420 1,80 460 865 320 80 360 85 380 430 110 220 210 225 85 160 610 390 60 220 170 200 785 830 615 51 170 200 1,125 1,170 1,260 115 375 1,335	-10 100 5 60 90 -5 5 -10 5 50 50 50 50 50 50 50 50 50 50 50 50	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.9 1.3 -0.5 0.3 -1.1 -0.5 0.3 -1.1 0.7 0.3 -1.1 0.7 0.7 0.7 0.7 0.7 0.7 0.7 0.7 0.7 0.7	10 30 10 20 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	15	* 100	20 105 35 75 160 20 45 95 10 10 10 20 25 35 10 10 20 120 120 120 120 120 120 120 12	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. N.A. 21.36 20.27 N.A. N.A. 21.36 20.27 N.A. N.A. 22.0.27 N.A. N.A. 22.0.27 N.A. N.A. 22.0.41 22.68 19.01 N.A. N.A. 24.09 10.65 N.A. N.A. 24.09	36,058 43,572 43,573 31,776 38,963 38,963 39,557 N.A. 42,205 39,557 N.A. 42,237 33,939 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	10.83 22.522 N.A. N.A. 12.25 25.476 14.34 29.814 15.69 31.358 N.A. N.A. 12.25 25.476 14.34 29.82 16.58 34.491 15.00 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.25 25.476 16.50 31.25 25.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 21.90 20.81 N.A. N.A. N.A. N.A. N.A. 19.14 19.24 1	35,924 42,848 42,848 42,848 42,848 41,529 41,529 38,547 N.A. 38,568 32,279 N.A. 55,552 43,275 N.A. C. 56,552 43,275 N.A. C. 68,823 43,275 N.A. S. 68,242 43,27,844 45,455 N.A. 62,939 37,850 N.A. 52,939 37,850 N.A. 52,595 81,341 N.A. 52,930 37,850 N.A. 52,595 81,341 N.A. 52,030 37,850 N.A. 52,595 81,341 N.A. 52,030 37,850 N.A. 52,595 81,341 N.A. 52,030 37,850 N.A. 52,030 N.A. 52	18.84 23.58 21.29 N.A. 24.34 24.81 81.29 1.29 N.A. 24.34 24.87 N.A. 31.39 31.31 31.39 31.31 32.31 11.25 8.82 22.17 N.A. 24.85 81.81	39,180 49,037 44,279 44,279 39,648 N.A. 50,617 39,648 N.A. 65,115 9,527 45,949 45,949 45,949 45,716 44,069 53,716 44,069 53,716 44,713 50,362 42,589 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,485 81	HIS	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weids/Solder/Braze Machine Setters, Operators, & Tenders 51-4122 Weids/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wars & Plastic Wirs, All Other 51-5113 Print Binding & Finishing Wkrs 51-5112 Printing Press Operators 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 WoodWkrs, All Other 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Carpanter/Birt-Criafry/Precipitate/Stiff Machine Operators 51-9012 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9012 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9021 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9031 Cuting & Sliening Machine Setters, Operators, & Tenders 51-9041 Extrude/Form/Press/Compact Machine Setters & Operators 51-9051 Furnace, Klin, Oven, Drire, & Kettle Operators & Tenders 51-9061 Impactors, Testers, Sorters, Samplers, & Weighers 51-9111 Packanging & Filling Machine Operators & Tenders 51-9121 Coat/Paint/Spray Machine Setters & Operators 51-9159 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Tire Builders 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Tire Builders 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Tire Builders 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Tire Builders 51-91	205 870 320 610 1,330 180 465 830 310 70 325 70 320 360 100 240 205 57 75 75 75 75 75 75 71 100 150 100 1,000 1,075 1,145 1,1075 1,145 1,1075 1,146 1,1760 1,240 1,760	200 970 315 670 1,420 180 460 865 320 80 360 85 380 430 110 230 210 200 610 390 620 615 80 60 170 200 780 1,125 1,720 1,250 115 375 1,720 1,3355	-10 100 5 5 60 90 -5 5 50 10 10 10 10 10 10 10 10 10 10 10 10 10	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.1 1.4 1.7 1.8 1.0 0.2 0.4 0.5 0.3 -1.1 0.7 0.3 1.4 0.0 0.5 0.3 -0.1 0.7 0.3 0.2 0.4 0.7 0.7 0.4 0.7 0.7 0.7 0.7 0.7 0.7 0.7 0.7 0.7 0.7	10 30 10 20 35 5 5 15 30 20 5 5 5 5 5 5 5 5 5 5 5 10 40 40 40 40 40 40 40 40 40 40 40 40 40	155 655 655 455 115 115 115 115 115 115 115 110 115 115	* 100	20 105 35 75 160 20 45 95 95 45 10 10 20 25 55 51 10 20 20 25 25 25 20 21 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 17.32 18.73	34,919 33,919 33,919 33,919 33,919 33,919 33,919 33,919 34,414 34,433 42,159 34,217 43,217 43,217 44,157 44	14.33 29,814 11.96 24,876 13.62 28,329 15.98 31,358 15.97 32,391 15.98 31,358 15.97 32,391 15.98 31,358 16.83 22,522 16.83 34,991 16.84 29,822 16.85 34,491 16.81 26,822 16.85 34,491 16.81 26,822 16.85 34,491 16.81 26,822 16.85 34,491 16.81 26,822 16.82 34,991 16.83 32,922 16.84 34,928 16.85 34,491 16.85 34,491 16.85 34,491 16.85 34,491 16.85 34,491 16.85 34,491 16.86 34,821 16.87	17.27 20.60 14.17 19.97 19.17 19.97 19.17 19.97 19.18.53 N.A. 18.54 11.5.52 N.A. 21.90 20.81 N.A. N.A. 20.92 19.86 20.72 22.08 18.19.58 20.72 22.08 18.19.58 20.72	35.924 41.529 44.548 41.529 45.552 41.529 78.56 41.529 78.56	18.84 23.58 21.69 421.29 N.A. 24.34 119.93 11.31	39,180 49,037 44,279 44,279 39,648 NA. 50,617 39,648 NA. NA. NA. NA. NA. NA. NA. NA. NA. NA.	HS H	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4121 Weld/Solder/Braze Machine Setters, Operators, & Tenders 51-4121 Printing Press Operators 51-4199 Metal Wars & Plastic Wars, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7014 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8099 Plant & System Operators, All Other 51-9031 Chemical Equipment Operators & Tenders 51-9031 Chemical Equipment Operators & Tenders 51-9032 Ixing & Blending Machine Setters, Operators, & Tenders 51-9032 Ixing & Silending Machine Setters, Operators, & Tenders 51-9040 Institute & Stiering Machine Setters, Operators, & Tenders 51-9051 Purnace, Kiln, Oven, Drier, & Kettle Operators & Tenders 51-9061 Inspectors, Testers, Sorters, Samplers, & Weighers 51-9061 Inspectors, Testers, Sorters, Samplers, & Weighers 51-9191 Packaging & Filling Machine Operators & Tenders 51-9192 Painters, Transportation Equipment 51-9195 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9196 Paper Goods Machine Setters, Operators, & Tenders 51-9197 Tire Builders 51-9198 Helpers-Production Wkrs 51-9199 Paper Goods Machine Setters, Operators, & Aircraft Cargo 53-3021 Bus Drivers, Stohol or Special Clint 53-3031 Driver/Sales Wkrs 53-3033 Light Truck or Delivery Services Drivers 53-30401 Locomotive Engineers	205 870 320 610 1,330 180 465 65 830 310 70 325 320 360 100 240 255 75 165 585 390 215 165 1,110 775 595 59 100 110 150 110 150 1108 1150 1,107 1,1080 1,1075 1,145 1080 1,176	200 970 315 670 1,420 1,80 460 865 320 80 360 85 380 430 110 220 210 225 85 160 610 390 60 220 170 200 785 830 615 51 170 200 1,125 1,170 1,260 115 375 1,335	-10 100 5 60 90 -5 5 -10 5 50 50 50 50 50 50 50 50 50 50 50 50	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 1.1 1.4 1.7 1.8 1.0 -0.4 0.9 1.3 -0.5 0.3 -1.1 -0.5 0.3 -1.1 0.7 0.3 -1.1 0.7 0.7 0.7 0.7 0.7 0.7 0.7 0.7 0.7 0.7	10 30 10 20 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	15	* 100	20 105 35 75 160 20 45 95 10 10 10 20 25 35 10 10 20 120 120 120 120 120 120 120 12	17.34 20.95 18.73 20.29 19.02 N.A. 20.31 16.32 N.A. 21.36 20.27 N.A. N.A. 21.36 20.27 N.A. N.A. 21.36 20.27 N.A. N.A. 22.0.27 N.A. N.A. 22.0.27 N.A. N.A. 22.0.41 22.68 19.01 N.A. N.A. 24.09 10.65 N.A. N.A. 24.09	36,058 43,572 43,573 31,776 38,963 38,963 39,557 N.A. 42,205 39,557 N.A. 42,237 33,939 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	10.83 22.522 N.A. N.A. 12.25 25.476 14.34 29.814 15.69 31.358 N.A. N.A. 12.25 25.476 14.34 29.82 16.58 34.491 15.00 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.476 16.50 31.25 25.25 25.476 16.50 31.25 25.	17.27 20.60 14.17 19.97 20.80 18.53 N.A. 18.54 15.52 N.A. 20.92 21.90 20.81 N.A. N.A. 20.92 21.50 82 20.72 22.80 18.19 N.A. N.A. 20.92 25.45 18.20 20.72 25.45 18.20 20.72 26.67 30.70 20.	35,924 42,848 42,848 42,848 42,848 41,529 41,529 38,547 N.A. 38,568 32,279 N.A. 55,552 43,275 N.A. C. 56,552 43,275 N.A. C. 68,823 43,275 N.A. S. 68,242 43,27,844 45,455 N.A. 62,939 37,850 N.A. 52,939 37,850 N.A. 52,595 81,341 N.A. 52,930 37,850 N.A. 52,595 81,341 N.A. 52,030 37,850 N.A. 52,595 81,341 N.A. 52,030 37,850 N.A. 52,595 81,341 N.A. 52,030 37,850 N.A. 52,030 N.A. 52	18.84 23.58 21.29 N.A. 24.34 24.81 81.29 1.29 N.A. 24.34 24.87 N.A. 31.39 31.31 31.39 31.31 32.31 11.25 8.82 22.17 N.A. 24.85 81.81	39,180 49,037 44,279 44,279 39,648 N.A. 50,617 39,648 N.A. 65,115 9,527 45,949 45,949 45,949 45,716 44,069 53,716 44,069 53,716 44,713 50,362 42,589 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,455 N.A. 51,684 41,485 81	HIS	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weids/Solder/Braze Machine Setters, Operators, & Tenders 51-4122 Weids/Solder/Braze Machine Setters, Operators, & Tenders 51-4199 Metal Wars & Plastic Wirs, All Other 51-5113 Print Binding & Finishing Wkrs 51-5112 Printing Press Operators 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters, & Tenders, Wood 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7099 WoodWkrs, All Other 51-8021 Stationary Engineers & Boiler Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Carpanter/Birt-Criafry/Precipitate/Stiff Machine Operators 51-9012 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9012 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9021 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9031 Cuting & Sliening Machine Setters, Operators, & Tenders 51-9041 Extrude/Form/Press/Compact Machine Setters & Operators 51-9051 Furnace, Klin, Oven, Drire, & Kettle Operators & Tenders 51-9061 Impactors, Testers, Sorters, Samplers, & Weighers 51-9111 Packanging & Filling Machine Operators & Tenders 51-9121 Coat/Paint/Spray Machine Setters & Operators 51-9159 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Tire Builders 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Tire Builders 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Tire Builders 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Photographic Process Wars & Processing Machine Operators 51-9191 Tire Builders 51-91	205 870 320 610 1,330 180 180 465 830 310 70 325 320 320 310 240 205 155 165 585 390 215 110 775 595 70 110 150 210 150 210 150 210 150 210 150 210 210 210 210 210 210 210 210 210 21	200 970 315 670 1,420 1,80 460 865 320 80 360 85 380 430 110 230 210 220 210 295 85 160 610 390 985 830 615 80 60 170 200 170 200 170 200 1,125 1,172 1,260 1,125 1,135 1,720 3,295	-10 100 100 100 100 100 100 100 100 100	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.7 1.8 0.0 0.9 1.3 0.0 0.5 0.3 1.4 1.7 1.8 0.9 1.3 0.0 0.5 0.3 1.4 0.7 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.0 0.5 0.3 0.3 0.3 0.3 0.3 0.3 0.3 0.3 0.3 0.3	10 30 10 20 35 5 5 15 30 20 5 5 5 5 5 5 5 5 5 5 5 10 40 40 40 40 40 40 40 40 40 40 40 40 40	15	* 100	20 105 35 75 160 20 20 45 95 45 10 10 20 20 20 25 55 55 55 51 10 20 20 20 20 20 20 20 20 20 20 20 20 20	17.34 17.32 18.73	36,058 43,572 31,776 38,963 39,553 N.A. 42,205 N.A. 42,237 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	1.1. 1.1.	17.27 20.60 14.17 19.97 19.17 19.97 19.17 19.97 19.18.53 N.A. 18.54 11.5.52 N.A. 21.90 20.81 N.A. N.A. 20.92 19.86 20.72 22.08 18.19.58 20.72 22.08 18.19.58 20.72	35.924 41.529 41.529 41.529 57.84 41.529 57.84 5	18.84 16.94 21.29 22.65 20.99 N.A. 24.34 24.34 24.34 24.34 24.37 22.11 N.A. 31.39 21.02 24.87 22.11 N.A. 24.87 22.11 N.A. 27.51 8.88 N.A. 27.51 9.99 N.A. 27.51 9.99 N.A. 17.36 19.99 33.49 34.81 81.81 19.99 N.A. 19.83 19.99 N.A. N.A. N.A. 19.83 19.99 N.A. N.A. N.A. N.A. N.A. N.A. N.A.	39,180 49,037 44,279 44,279 39,648 N.A. 50,617 39,648 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	HS H	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weiders, Cutters, Solderers, & Brazers 51-4122 Weiders (Cutters, Solderers, & Brazers 51-4129 Metal Wars & Plastic Wirs, All Other 51-5113 Print Binding & Finishing Wkrs 51-5114 Print Binding & Finishing Wkrs 51-5114 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7012 Sawing Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8093 Water & Wastewater Treatment Plant & System Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Separate-Filler/Carlify-Precipitates Sill Machine Operators 51-9012 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9012 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9032 Cuttling & Slicing Machine Setters, Operators, & Tenders 51-9032 Cuttling & Slicing Machine Setters, Operators, & Tenders 51-9031 Extrade-Form/Preas/Compact Machine Setters & Operators 51-9031 Inspactors, Testers, Sorters, Samplers, & Weighers 51-9101 Panace, Kiln, Oven, Drier, & Kettle Operators 51-9101 Panace, Kiln, Oven, Drier, & Kettle Operators 51-9112 Painters, Transportation Equipment 51-915 Photographic Process Wkr & Processing Machine Operators 51-9195 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9196 Paper Goods Machine Setters, Operators, & A Tenders 51-9197 Tire Builders 51-9198 Helpers-Production Wkrs, All Other 51-9198 Helpers-Production Wkrs, All Other 51-9199 Production Wkrs, All Other 51-9101 Commercial Plots 51-9101 Locomotive Engineers 51-9101 Locomotive Engineers 51-9101 Rapacers Setters 51-9101 Rapacers Setters 51-9101 Rapacers Setters 51-9101 Rapacers Setters 51-910	205 870 320 610 1,330 180 465 830 310 70 325 70 320 360 100 240 205 55 55 55 55 585 585 165 166 85 166 166 85 130 130 155	200 970 315 670 1.420 80 460 865 320 80 360 85 380 320 80 430 210 220 295 85 160 320 200 780 60 170 200 780 1,125 1,1720 1,260 115 375 1,335 1,720 3,295 1685 85 135	-10 100 5 6 60 90 90 90 -5 -10 35 10 10 10 10 10 10 10 10 10 10 10 10 10	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.7 1.8 1.0 -0.4 0.2 0.9 1.0 0.0 0.5 1.0 0.7 0.3 1.4 0.0 0.5 1.0 0.7 0.3 1.4 0.0 0.5 1.0 0.7 0.8 0.0 0.9 1.0 0.7 0.8 0.9 1.0 0.7 0.8 0.0 0.4 0.1 0.3 0.0 0.4 0.0 0.5 0.0 0.4 0.0 0.5 0.0 0.1 0.0 0.0 0.1 0.0 0.7 0.8 0.0 0.1 0.0 0.7 0.8 0.0 0.1 0.0 0.7 0.8 0.0 0.1 0.0 0.7 0.8 0.0 0.1 0.0 0.7 0.8 0.0 0.1	10 30 10 20 35 5 15 30 20 5 15 20 25 5 5 5 5 5 5 20 15 10 40 40 40 5 5 10 6 40 40 5 10 6 6 7 7 7 8 8 8 8 9 10 10 10 10 10 10 10 10 10 10 10 10 10	15 65 65 65 65 65 65 66 66 66 66 66 66 66	* 100	20 105 35 160 20 45 100 45 100 100 100 100 100 100 100 100 100 10	17.34 20.95 15.28 18.73 19.02 20.29 19.02 20.29 19.02 20.29 N.A. 20.31 20.27 N.A. 20.31 20.27 N.A. 20.31 21.36 20.27 N.A. 20.31 21.36 20.27 N.A. 21.36 20.27 N.A. 21.36 20.27 20.41 21.36	36,058 43,572 43,273 31,776 38,963 38,963 39,557 N.A. 42,237 N.A. 42,237 N.A. N.A. N.A. S,57,719 N.A. N.A. S,7,719 N.A. N.A. S,7,719 N.A. N.A. S,7,719 N.A. N.A. S,7,719 N.A. N.A. S,82 S,7,719 N.A. N.A. S,8482 S,8	15.69 32,814 15.69 32,641 15.69 32,641 15.69 32,641 15.62 28,329 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.09 31,358 15.09 31,358 15.09 31,358 16.09 34,428 16.00 34,	17.27 20.60 14.17 19.97 19.17 19.97 19.18.53 N.A. 18.54 18.54 18.54 19.56 19.18 19.56 19.18 19.56 19.18 19.56 19.18 19.56 19.18 19.58 20.27 20.28 19.56 19.18 19.58 20.27 20.27 19.56 19.18 19.58 20.27 20.27 19.56 19.18 19.58 20.27 20.27 19.56 19.18 19.58 20.27 20.27 19.56 19.5	35.924 41.529 44.548 41.529 44.548 41.529 44.552 41.529 74.52 43.265 74.529 74.52 75.294 65.52 75.294 65.62 75.294 65.62 75.294 75.52 75.294 75.52 75.294 75.52 75	18.84 18.84 19.06 19.06 N.A. 24.34 19.06 N.A. 24.34 19.06 N.A. 24.34 19.06 N.A. 24.34 19.06 19.06 N.A. 24.34 19.06 19.06 19.06 19.06 19.06 19.06 19.06 19.07	39,180 49,037 44,219 39,648 N.A. 50,617 39,648 N.A. 65,291	HS H	N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4073 Mold/Core/Cast Machine Fool Setters & Operators, Metal & Plastic 51-4121 Weldsro, Lutters, Sodderers, & Brazers 51-4122 Welds/Solder/Braze Machine Setters, Operators, & Tenders 51-4191 Metal Wirs & Plastic Wirs, All Other 51-5112 Printing Press Operators 51-5113 Print Binding & Finishing Wkrs 51-5112 Printing Press Operators 51-7011 Cabinetmakers & Bench Carpenters 51-7011 Cabinetmakers & Bench Carpenters 51-7014 Sawing Machine Setters, Operators, & Tenders, Ex Sawing 51-7019 Woodwvicing Machine Setters, Operators, & Tenders, Ex Sawing 51-7024 Woodwvicing Machine Setters, Operators, & Tenders, Ex Sawing 51-7019 Woodwvicing Machine Setters, Operators, & Tenders 51-8029 Planta & System Operators, All Other 51-8019 Planta & System Operators, All Other 51-8019 Planta & System Operators, All Other 51-9011 Chemical Equipment Operators & Tenders 51-9012 Cavil & System Operators, All Other 51-9012 Cavil & System Operators, All Other 51-9013 Mixing & Blending Machine Setters, Operators, & Tenders 51-9021 Cavil & System Operators, All Other 51-9014 Extrude/Form/Press/Compact Machine Operators & Tenders 51-9015 Furnace, Klin, Oven, Drier, & Kettle Operators, & Tenders 51-9019 Prackaging & Filling Machine Setters, Operators, & Tenders 51-9111 Packaging & Filling Machine Setters, & Operators 51-9121 CoatiPaint/Spray Machine Setters, Operators, & Tenders 51-9121 CoatiPaint/Spray Machine Setters, Seperators 51-9191 Production Wkrs, All Other 51-9198 Poduction Wkrs, All Other 51-9199 Production Wkrs, All Other 51-9191 Repressional Spray Machine Setters, Operators, & Tenders 51-9191 Repressional Spray Machine Setters, Operators, & Tenders 51-9192 Righters, Transit & Intercity 53-3021 Bus Drivers, Tansit & Intercity 53-3031 Bight Truck or Delivery Services Drivers 53-4021 Railroad Conduction Syrandmasters 53-4021 Railroad Conduction & Syrandmasters 53-4021 Railroad	205 870 320 610 1,330 180 465 830 310 325 70 325 320 360 1000 240 240 255 75 5165 585 390 215 165 585 1,110 150 210 805 1,080 1,075 1,145 100 350 1,240 1,760 2,970 1,760 8,55 1,240 1,760 8,55 1,240 1,760 8,55 1,240 1,760 8,55 1,240 1,760 8,55 1,240 1,760 8,55 1,240 1,760 8,55 1,240 1,760 8,55 1,240 1,760 8,55 1,240 1,760 1	200 970 315 670 1,420 1,80 460 865 320 80 360 85 380 430 110 229 585 160 610 390 220 170 285 830 60 170 200 780 1,125 1,170 1,260 115 375 1,335 1,720 3,295 165 85 115 85 165	-10 100 5 5 60 90 -5 5 60 10 10 10 10 10 10 10 10 10 10 10 10 10	-0.5 1.1 1.2 1.0 0.7 -0.3 1.4 1.1 1.4 1.7 1.8 1.0 0.9 1.3 0.0 0.5 0.3 -1.1 0.9 0.5 0.3 -1.1 0.9 0.5 0.3 -1.1 0.9 0.5 0.3 0.0 0.5 0.0 0.5 0.0 0.5 0.0 0.5 0.0 0.5 0.0 0.0	10 30 10 20 35 5 15 30 20 5 15 15 8 20 25 5 5 5 5 10 10 10 40 35 5 5 15 60 40 40 40 35 5 15 60 40 40 5 5 30 100 70 130 70 130 5 8 5 5 15 5 5 5 5 6 6 6 6 6 6 6 7 7 7 7 7 7 7 7	155 655 4525 4151 115 115 115 115 115 115 115 115 1	* 100	100 105 105 105 105 105 105 105 105 105	17.34 17.32 18.73	34,3572 38,963 34,377 38,963 39,557 N.A. 42,237 33,939 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A	14.33 29,814 15.69 32,641 15.69 32,641 15.69 32,641 15.69 32,641 15.69 32,641 15.69 32,641 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 16.09 31,441 16.09 31,248 16.00 31,248 16.0	17.27 20.60 14.17 19.97 19.77 19.97 19.77 19.97 19.77	35.924 41.529 41.529 43.265 38.547 N.A. 38.568 32.279 N. 38.568 44.5552 43.275 N.A. 45.552 43.275 A. 45.552 45.275 A. 45.552 A. 45.552 A. 45.5	18.84 18.84 18.94 11.29 11.29 11.29 11.20	39,180 49,037 44,279 39,648 N.A. 50,617 39,648 N.A. N.A. N.A. N.A. S. S. S		N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M
51-4013 Grind LapPolish/Buff Machine Tool Operators, Metal & Plastic 51-4041 Machinists 51-4072 Mold/Core/Cast Machine Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4081 Multiple Machine Tool Setters & Operators, Metal & Plastic 51-4121 Weiders, Cutters, Solderers, & Brazers 51-4122 Weiders (Cutters, Solderers, & Brazers 51-4129 Metal Wars & Plastic Wirs, All Other 51-5113 Print Binding & Finishing Wkrs 51-5114 Print Binding & Finishing Wkrs 51-5114 Print Binding & Finishing Wkrs 51-6093 Upholsterers 51-7011 Cabinetmakers & Bench Carpenters 51-7012 Sawing Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-7042 Woodworking Machine Setters, Operators, & Tenders, Ex Sawing 51-8093 Water & Wastewater Treatment Plant & System Operators 51-8031 Water & Wastewater Treatment Plant & System Operators 51-8091 Separate-Filler/Carlify-Precipitates Sill Machine Operators 51-9012 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9012 Crush/Grind/Polish Machine Setters, Operators, & Tenders 51-9032 Cuttling & Slicing Machine Setters, Operators, & Tenders 51-9032 Cuttling & Slicing Machine Setters, Operators, & Tenders 51-9031 Extrade-Form/Preas/Compact Machine Setters & Operators 51-9031 Inspactors, Testers, Sorters, Samplers, & Weighers 51-9101 Panace, Kiln, Oven, Drier, & Kettle Operators 51-9101 Panace, Kiln, Oven, Drier, & Kettle Operators 51-9112 Painters, Transportation Equipment 51-915 Photographic Process Wkr & Processing Machine Operators 51-9195 Molders, Shapers, & Casters, Ex Metal & Plastic 51-9196 Paper Goods Machine Setters, Operators, & A Tenders 51-9197 Tire Builders 51-9198 Helpers-Production Wkrs, All Other 51-9198 Helpers-Production Wkrs, All Other 51-9199 Production Wkrs, All Other 51-9101 Commercial Plots 51-9101 Locomotive Engineers 51-9101 Locomotive Engineers 51-9101 Rapacers Setters 51-9101 Rapacers Setters 51-9101 Rapacers Setters 51-9101 Rapacers Setters 51-910	205 870 320 610 1,330 180 465 830 310 70 325 70 320 360 100 240 205 55 55 55 55 585 585 165 166 85 166 166 85 130 130 155	200 970 315 670 1.420 80 460 865 320 80 360 85 380 320 80 430 210 220 295 85 160 320 200 780 60 170 200 780 1,125 1,1720 1,260 115 375 1,335 1,720 3,295 1685 85 135	-10 100 5 6 60 90 90 90 -5 -10 35 10 10 10 10 10 10 10 10 10 10 10 10 10	-0.5 1.1 -0.2 1.0 0.7 -0.3 -0.2 0.4 0.3 1.4 1.1 1.7 1.8 1.0 -0.4 0.2 0.9 1.0 0.0 0.5 1.0 0.7 0.3 1.4 0.0 0.5 1.0 0.7 0.3 1.4 0.0 0.5 1.0 0.7 0.8 0.0 0.9 1.0 0.7 0.8 0.9 1.0 0.7 0.8 0.0 0.4 0.1 0.3 0.0 0.4 0.0 0.5 0.0 0.4 0.0 0.5 0.0 0.1 0.0 0.0 0.1 0.0 0.7 0.8 0.0 0.1 0.0 0.7 0.8 0.0 0.1 0.0 0.7 0.8 0.0 0.1 0.0 0.7 0.8 0.0 0.1 0.0 0.7 0.8 0.0 0.1	10 30 10 20 35 5 15 30 20 5 15 20 25 5 5 5 5 5 5 20 15 10 40 40 40 5 5 10 6 40 40 5 10 6 6 7 7 7 8 8 8 8 9 10 10 10 10 10 10 10 10 10 10 10 10 10	15 65 65 65 65 65 65 66 66 66 66 66 66 66	* 100	20 105 35 160 20 45 160 20 45 160 20 20 25 25 20 120 120 120 20 20 25 120 120 120 120 120 120 120 120 120 120	17.34 20.95 15.28 18.73 19.02 20.29 19.02 20.29 19.02 20.29 N.A. 20.31 20.27 N.A. 20.31 20.27 N.A. 20.31 21.36 20.27 N.A. 20.31 21.36 20.27 N.A. 21.36 20.27 N.A. 21.36 20.27 20.41 21.36	36,058 43,572 43,273 31,776 38,963 38,963 39,557 N.A. 42,237 N.A. 42,237 N.A. N.A. N.A. S,57,719 N.A. N.A. S,7,719 N.A. N.A. S,7,719 N.A. N.A. S,7,719 N.A. N.A. S,7,719 N.A. N.A. S,82 S,7,719 N.A. N.A. S,8482 S,8	15.69 32,814 15.69 32,641 15.69 32,641 15.69 32,641 15.62 28,329 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.08 31,358 15.09 31,358 15.09 31,358 15.09 31,358 16.09 34,428 16.00 34,	17.27 20.60 14.17 19.97 19.17 19.97 19.18.53 N.A. 18.54 18.54 18.54 19.56 19.18 19.56 19.18 19.56 19.18 19.56 19.18 19.56 19.18 19.58 20.27 20.28 19.56 19.18 19.58 20.27 20.27 19.56 19.18 19.58 20.27 20.27 19.56 19.18 19.58 20.27 20.27 19.56 19.18 19.58 20.27 20.27 19.56 19.5	35.924 41.529 41.529 43.265 38.547 N.A. 38.568 32.279 N. 38.568 44.5552 43.275 N.A. 45.552 43.275 A. 45.552 45.275 A. 45.552 A. 45.552 A. 45.5	18.84 18.84 19.06 19.06 N.A. 24.34 19.06 N.A. 24.34 19.06 N.A. 24.34 19.06 N.A. 24.34 19.06 19.06 N.A. 24.34 19.06 19.06 19.06 19.06 19.06 19.06 19.06 19.07	39,180 49,037 44,279 39,648 N.A. 50,617 39,648 N.A. N.A. N.A. N.A. S. S. S		N N N N N N N N N N N N N N N N N N N	M L M M M M M M M M M M M M M M M M M M

Attainment of education or training beyond high school is desired by many employers for a large number of occupations. The charts below show the occupations and the earnings potential. The percentage of occupations that afford a self-sufficient wage is dramatically higher than that of the previous two categories of education. Many of these occupations are also anticipated to experience growth in employment through 2028.

Some College

			2018	-2028 RE	GION 11	occu	PATIONA	L PROJEC	CTIONS											
			Employm	ent ^[2]		Annu	al Job Sepa	rations/Ope	enings ^[2]			202	0 Wage	& Salary	(S) ^[4]			Caree	r Prep	aration ^[5]
soc ^[1]	Occupational Title	2018 Estimated		Numeric Change			Transfers	New (Growth)		Mean	Mean Salary			Median Wage		Exp Wage	Exp Salary		Work Exp	Job Training
15-1151	Computer User Support Specialists	1,840	2.115	275	1.5	35				26.06	54,206	18.13	37,709	24.00	49,930	30.03	62,454	SC	N	N
	Teacher Assistants	4,485	4,890	410	0.9	250	245	40	535	12.68	26,380	9.80	20,382	12.42	25,842	14.13	29,380	SC	N	N
27-2011	Actors	105	105	0	0.0	5	10	0	10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	SC	N	L
43-3031	Bookkeeping, Accounting, & Auditing Clerks	6,610	6,595	-15	0.0	400	370		770	21.03	43,749	14.57	30,307	21.07	43,823	24.26	50,469	SC	N	M
43-4151	Order Clerks	335	335	-5	-0.1	15	25	0	40	19.72	41,015	13.89	28,889	18.47	38,419	22.63	47,078	SC	N	S
49-2011	Computer, Automated Teller, & Office Machine Repairers	385	420	30	0.8	10	30	5	45	21.37	44,455	15.26	31,731	20.11	41,832	24.43	50,818	SC	N	S

Post-Secondary

			2018	-2028 KE	GION I	OCCU	PATIONA	L PROJEC	HONS											
			Employm	ent ^[2]		Annui	nl Job Sepa	rations/Ope	enings ^[3]			202	0 Wage	& Salary	(S) ^[4]			Care	er Prep	aration ^[5]
soc ^[1]	Occupational Title	2018 Estimated	2028 Projected	Numeric Change	Annual Growth Rate (%)	Exits	Transfers [b]	New (Growth)	Total	Mean Wage	Mean Salary	Entry Wage	Entry Salary	Median Wage		Exp Wage	Exp Salary	Educ	Work Exp	Job Training
23-2091 C	Court Reporters	115	125	10	0.9	5	5		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	PS	N	S
25-4031 L	Library Technicians	345	350	5	0.1	30	20	0	55	16.12	33,520	8.81	18,329	15.65	32,546	19.77	41,115	PS	N	N
27-4011 A	Audio & Video Equipment Technicians	175	200	25	1.4	5	15		20	22.53	46,863	13.09	27,217	22.13	46,024	27.25	56,685	PS	N	S
29-2041 E	Emergency Medical Technicians & Paramedics	475	500	25	0.5	10	25	5	35	16.50	34,324	10.62	22,086	16.11	33,515	19.44	40,444	PS	N	N
29-2055 S	Surgical Technologists	140	160	20	1.4	5	10		15	21.09	43,874	17.12	35,619	20.68	43,017	23.08	48,001	PS	N	N
29-2057 C	Ophthalmic Medical Technicians	95	110	20	2.1	5	5		10	20.65	42,959	15.31	31,853	18.60	38,688	23.32	48,511	PS	N	N
29-2061 I	Licensed Practical & Licensed Vocational Nurses	1,260	1,470	210	1.7	45	60	20	125	22.34	46,466	19.64	40,852	22.40	46,591	23.69	49,273	PS	N	N
29-2071 N	Medical Records & Health Information Technicians	590	690	105	1.8	20	20	10	50	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	PS	N	N
29-2099 F	Health Technologists & Technicians, All Other	570	680	105	1.8	15	25	10	55	20.61	42,869	15.06	31,331	19.66	40,902	23.38	48,638	PS	N	N
29-9099 F	Healthcare Practitioners & Tech Wkrs, All Other	350	420	70	2.0	10	15	5	30	31.13	64,758	17.01	35,385	29.67	61,720	38.19	79,444	PS	N	N
31-1014 N	Nursing Assistants	4,765	5,370	610	1.3	270	295	60	630	15.41	32,056	13.32	27,696	14.79	30,773	16.46	34,236	PS	N	N
31-9011 N	Massage Therapists	360	450	90	2.5	25	20	10	55	19.65	40,867	12.12	25,208	19.13	39,786	23.41	48,697	PS	N	N
31-9091 Г	Dental Assistants	655	750	95	1.5	30	45	10	85	21.30	44,298	18.04	37,513	21.63	44,989	22.93	47,690	PS	N	N
31-9092 N	Medical Assistants	1,445	1,835	390	2.7	65	115	40	220	17.87	37,170	14.73	30,637	17.59	36,592	19.44	40,437	PS	N	N
31-9094 N	Medical Transcriptionists	100	95	-5	-0.5	5	10	0	15	19.64	40,857	16.83	35,012	18.95	39,426	21.05	43,779	PS	N	N
31-9097 P	Phlebotomists	165	230	60	3.6	5	15	5	25	14.60	30,376	12.63	26,261	14.26	29,658	15.59	32,434	PS	N	N
33-1021 F	First-Line Supvs of Fire Fighting & Prevention Wkrs	165	175	10	0.6	5	5		10	36.95	76,849	27.86	57,958	36.25	75,407	41.49	86,294	PS	< 5	M
33-2011 F	Firefighters	670	705	35	0.5	10	35	5	50	20.94	43,549	13.33	27,729	19.95	41,500	24.74	51,460	PS	N	L
39-5011 B	Barbers	90	105	10	1.1	5	5		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	PS	N	N
39-5012 F	Hairdressers, Hairstylists, & Cosmetologists	1,960	2,150	190	1.0	125	130	20	275	15.21	31,629	10.48	21,796	14.20	29,532	17.57	36,545	PS	N	N
39-5092 N	Manicurists & Pedicurists	70	85	15	2.1	5	5		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	PS	N	N
49-2022 T	Felecom Equipment Installers & Repairers, Ex Line Installers	735	790	55	0.7	20	65	5	90	24.87	51,736	15.13	31,476	24.22	50,378	29.74	61,866	PS	N	M
49-2094 F	Electrical Repairers, Commercial & Industrial Equipment	125	130	5	0.4		10		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	PS	N	L
49-2097 F	Electronic Home Entertainment Equipment Installers & Repairers	180	195	15	0.8	5	15		20	21.90	45,553	16.77	34,873	19.22	39,977	24.47	50,893	PS	N	S
49-3011 A	Aircraft Mechanics & Service Technicians	115	135	15	1.3	5	5		10	30.63	63,709	18.47	38,409	29.35	61,056	36.71	76,359	PS	N	N
49-3023 A	Automotive Service Technicians & Mechanics	2,255	2,450	195	0.9	65	165	20	250	23.85	49,601	13.73	28,553	21.96	45,686	28.91	60,125	PS	N	S
49-3052 N	Motorcycle Mechanics	105	120	20	1.9	5	5		15	14.30	29,742	8.79	18,273	13.77	28,638	17.06	35,477	PS	N	S
	Heating, AC, & Refrigeration Mechanics & Installers	1,605	1,915	310	1.9	50	125	30	205	25.75	53,569	17.69	36,794	25.97	54,012	29.79	61,956	PS	N	L
49-9081 V	Wind Turbine Service Technicians	95	105	10	1.1	5	5		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	PS	N	L
51-4012 C	Computer Numerically Controlled Machine Tool Programmers	70	85	20	2.9		5		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	PS	N	M
	Fool & Die Makers	120	120	0	0.0	5	5	0	10	26.84	55,821	20.43	42,485	27.25	56,689	30.04	62,490	PS	N	L
51-5111 P	Prepress Technicians & Wkrs	210	185	-30	-1.4	5	15	-5	20	21.05	43,775	15.75	32,764	21.44	44,605	23.69	49,280	PS	N	N
53-3032 F	Heavy & Tractor-Trailer Truck Drivers	8,750	9,795	1,045	1.2	380	675	105	1,160	23.62	49,122	17.95	37,343	22.71	47,236	26.45	55,011	PS	N	S

Associates

			20	18-2028 R	EGION	п осст	JPATIONA	L PROJEC	CTIONS											
			Employn	ent ^[2]		Annua	l Job Separ	ations/Ope	nings ^[3]			202	20 Wage &	Salary (S	5) ^[4]			Care	er Prep	paration ^[5]
SOC[1]	Occupational Title	2018 Estimated	2028	Numeric	Rate	Exits	Transfers	New (Growth)	Total	Mean Wage	Mean Salary	Entry Wage	Entry Salary	Median Wage	Median	Exp Wage	Exp Salary	Educ	Work Exp	Job Training
15-1134	Web Developers	595	685	90	1.5	[a] 10	[b] 40	[c] 10	[a+b+c] 60	33.83	70,358	23.07	47,995	30.18	62,782	39.20	81,540	AS	N	N
	Computer Network Support Specialists	1,085	1,210	125	1.2	20	75	10	105		59,445	20.94	43,557	27.69	57,591	32.40	67,389		N	N
	Architectural & Civil Drafters	450	460	10	0.2	15	30		50		60,580		43,305	28.31	58,875	33.28	69,217		N	N
	Mechanical Drafters	145	145	0	0.0	5	10	0		32.03	66,631	20.74	43,134	27.92	58,068	37.68	78,379		N	N
	Drafters. All Other	70	75	5	0.7		5		10		52,989		32,002	26.62	55,364	30.52	63,482		N	N
	Civil Engineering Technicians	375	400	25	0.7	15	25		40		57.026		36,327	27.71	57,647	32.39	67,375		N	N
	Electrical & Electronics Engineering Technicians	280	295	15	0.5	10	20			31.76	66.054		47,785	33.81	70.335	36.15	75.188		N	N
	Industrial Engineering Technicians	205	230	25	1.2	5	15			23.35	48,562		32,048	23.29	48,442	27.32	56,819		N	N
	Engineering Technicians, Ex Drafters, All Other	290	315	25	0.9	10	20	5		29.80	61,985		45,724	28.41	59.083	33.71	70,116		N	N
	Agricultural & Food Science Technicians	645	700	55	0.9	15	65	5	85		48,126		32,622	21.79	45,324	26.86	55,878		N	M
	Chemical Technicians	155	170	15	1.0	5	15		20		49,371	15.89	33,059	22.13	46,023	27.66	57,527	AS	N	M
19:4091	Environmental Science & Protection Technicians, Incl Health	85	100	10	1.2		10		10	23.64	49,167	17.24	35,868	22.43	46,660	26.83	55,816	AS	N	N
	Life, Physical, & Social Science Technicians, All Other	455	520	65	1.4	15	45	5	65		45,358		33,253	18.99	39,509	24.72	51,411		N	N
	Paralegals & Legal Assistants	970	1.100	125	1.3	35	75	15		26.73	55,588		38,799	26.19	54,472	30.76	63,983	AS	N	N
	Legal Support Wkrs, All Other	365	385	20	0.5	10	20		35		46,464	16.69	34,718	21.58	44,877	25.16	52,336		N	N
	Preschool Teachers, Ex Special Educ	1.920	2,165	250	1.3	80	125	25	230		27,200	9.93	20,664	12.60	26,198	14.65	30,468		N	N
	Broadcast Technicians	135	135	0	0.0	5	10	0	15		42,652	9.50	19,758	19.84	41,272	26.01	54,098	AS	N	S
	Respiratory Therapists	180	225	45	2.5	5	5	5	15		57,194		45,167	26.96	56,070	30.39	63,208	AS	N	N
	Dental Hygienists	635	725	90	1.4	30	15	10	55		73,519		66,298	35.43	73,696	37.08	77,129	AS	N	N
	Cardiovascular Technologists & Technicians	190	210	20	1.1	5	5		15	24.11	50,151	14.54	30,248	24.56	51,081	28.90	60,102	AS	N	N
	Diagnostic Medical Sonographers	225	280	55	2.4	5	10	5	20	36.14	75,171	27.52	57,249	36.31	75,531	40.45	84,133	AS	N	N
29-2034	Radiologic Technologists	680	780	100	1.5	20	20	10	50	26.13	54,359	20.94	43,560	25.98	54,042	28.73	59,758	AS	N	N
	Magnetic Resonance Imaging Technologists	105	125	20	1.9	5	5		10	29.16	60,656	26.07	54,218	28.93	60,183	30.71	63,875	AS	< 5	N
29-2051	Dietetic Technicians	160	175	15	0.9	5	10		15	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	AS	N	N
29-2056	Veterinary Technologists & Technicians	295	340	45	1.5	10	15	5	30	16.56	34,448	13.34	27,749	15.90	33,079	18.17	37,797	AS	N	N
31-2011	Occupational Therapy Assistants	115	165	45	3.9	5	10	5	20	27.23	56,633	21.48	44,674	26.67	55,468	30.10	62,612	AS	N	N
31-2021	Physical Therapist Assistants	230	300	75	3.3	10	20	5	40	25.66	53,367	18.69	38,882	24.87	51,724	29.14	60,609	AS	N	N
39-4031	Morticians, Undertakers, & Funeral Directors	85	90	5	0.6	5	5		10	31.86	66,267	22.18	46,138	28.54	59,368	36.70	76,331	AS	N	L
43-4161	Human Resources Assistants, Ex Payroll & Timekeeping	315	310	-5	-0.2	10	25	0	35	20.78	43,232	15.56	32,366	20.69	43,029	23.40	48,665	AS	N	N
49-9062	Medical Equipment Repairers	210	240	30	1.4	10	15	5	25	20.65	42,956	14.66	30,497	19.32	40,180	23.65	49,186	AS	N	M

Bachelors

Annual New				201	18-2028 RI	EGION 1	1 occi	UPATIONA	AL PROJEC	CTIONS											
Section Performance Perf				Employn	nent ^[2]		Annua	ıl Job Sepai	rations/Ope	nings ^[3]			20:	20 Wage &	Salary (S) ^[4]			Care	er Prep	aration ^[5]
11-101 Calcamard A Operations Magns		,	Estimated	Projected	Change	Growth Rate (%)	[a]	[b]	(Growth)			Salary	Wage	Salary	Wage	Salary	Wage	Salary	Educ	Work Exp	Training
11-101 Lapishatem's Promotions Mys 1.50 1.55 3.5 5.5 87.09 5.5 87.09 5.5 87.00																				> 5	N
1.0011 Abertaining AP Persontton Mays																		,		> 5	N
1.002 Marketing Mgr									5											< 5	N N
1.1002 Sake Ngm									10							,,				> 5	N N
1.001 1.00																,		,		< 5	N
1.301 1.302 1.30																				> 5	N
1.502 Computer & Information Systems Mgrs 1.620 1.870 2.51 6.0 30 1.05 75 1.06 30 30 62.0 13.11.44 47.0 92.09 61.0 12.0899 72.2 13.22 13.23									-			,								< 5	N
1.1-1035 Inhamerian Mgrs																				> 5	N
1.10-105 Industrial Production Mgm																				> 5	N
1.500 Perchasing Mgrs																				> 5	N
1-1311 Haman Roourees Mgr 50			185			1.4	5	10		20										> 5	N
1-1511 Taining & Development Mgrs 190 220 370 16 5 5 5 5 67 70 70,77 73,24 69,12 44,1 2376 53,90 12,14 8.1									10											> 5	N
1.1490 1.1490 1.1490 1.1490 1.1490 1.15																			BA	> 5	N
1.4903 Line Administrators, Preschod & Childreer CenterProgram 270 310 40 1.5 1.6 5 1.0 5 2.5 2.6 2.7 2.4 3.4 8.1 3.1 6.1 5 1.0			1,230	1,420	190	1.5	30	70	20						39.75				BA	N	M
1-999 deac Administrators, All Other 2-09 255 35 1.6 5 10 5 20 43.54 90.50 27.62 57.46 40.07 83.44 81.52 18.11			270	310	40	1.5	10	15	5	25	26.27	54,643	18.83	39,168	25.18	52,383	29.99	62,381	BA	< 5	N
1-911 Medical & Health Services Mgrs 2-0 2-10 50 0.5 5.5 15 2.0 4.8 0.1 1.3 2.0 4.8 0.1 3.8 1.3 2.0 4.8 0.1 3.1 3.3 3.3 7.8 1.0 1.1 3.3 3.3 7.8 1.0 1.1 3.3 3.3 7.8 1.0 1.1 3.3 3.3 7.8 1.0 1.1 3.3 3.3 7.8 1.0 3.3 3.3 7.8 1.0 3.3 3.3 7.8 3.5 3.5 3.5 3.5 3.5 3.5 3.5 3.5 3.5 3.3 3.3 7.8 3.5 3.3 3.3 7.8 3.5 3.3 3.3 7.8 3.5 3.3 3.3 7.8 3.5 3.3 3.3 7.8 3.5 3.3 3.3 7.8 3.5 3.3 3.3 7.8 3.5 3.3 3.3 7.8 3.5 3.3 3.3 7.8 3.3			220	255	35	1.6	5	10	5	20			27.62		40.07	83,344			BA	< 5	N
1-9111 Medical & Health Services Mgrs 2-0 2-10 0.5 5-10 0.5 5-15 8-2 0.4 0.4 0.4 1.35 8 1.35 1.5 1.35 1.35 1.35 1.35 1.33 1.33 78 1.15	11-9041	Architectural & Engineering Mgrs	490	540	50	1.0	10	30	5	40	60.97	126,820	42.03	87,420	57.79	120,198	70.44	146,521	BA	> 5	N
1-91-91 Mgr. All Other 3,260 3,640 3			1,770	2,145	370	2.1	50	105	35	190	44.80	93,189	29.64		38.71	80,519	52.38	108,956	BA	< 5	N
1-1919 Mgrs, All Cher 1-20 1-	11-9121	Natural Sciences Mgrs	220	230	10	0.5	5	15		20	54.61	113,588	35.18	73,171	54.53	113,427	64.33	133,797	BA	> 5	N
13-100 Buyens & Purchasing Agents 1,135 1,130 5 0,0 35 50 0 120 2,81 6,201 2,00 41,64 2,81 5,53 3,71 72,196 BA 13-101 Contentinents 770 880 10 1,4 20 60 10 90 32,5 6,728 2,19 4,622 3,20 66,65 3,75 75,65 BA 13-101 Imman Resources Specialists 1,625 6,80 1,00 1,	11-9151	Social & Community Service Mgrs	720	845	125	1.7	25	45	15	80	29.49	61,337	18.68	38,849	27.33	56,853	34.89	72,580	BA	< 5	N
13-104 Compliance Officers 13-105 Cost Estimators 17-0 88.0 11.0 1.4 2.0 6.0 10 90 32.07 6.710 22.0 47.007 50.40 6.745 36.81 76.56 BA 13-107 Immar Resources Specialists 1,625 1,810 88.5 1.1 4.5 2.5 2.0 1.0 90 32.07 6.710 2.1 3.0 4.5 2.3 3.0 6.6 3.75 78.00 BA 13-107 Immar Resources Specialists 1,625 1,810 88.5 1.1 4.5 2.5 2.0 1.0 3.1 3.0 3.707 71.01 28.28 58.25 37.27 71.40 41.0 50.20 1.	11-9199	Mgrs, All Other	3,260	3,640	380	1.2	85	175	40	300	60.78	126,415	34.34	71,419	53.72	111,742	74.00	153,914	BA	< 5	N
13-101 Cont Estimators 770 880 110 1.4 20 60 10 90 32.5 67.278 21.9 45.622 32.0 66.65 37.58 78.106 18.50 13.1075 Labor Relations Specialists 605 609 609 6	13-1020	Buyers & Purchasing Agents	1,135	1,130	-5	0.0	35	80	0	120	29.81	62,012	20.02	41,644	28.14	58,533	34.71	72,196	BA	N	M
13-1071 Human Resources Specialists 1,625 1,810 1,85 1,1 4,5 1,2 2,0 1,90 3,129 6,5077 1,98 41,377 1,91 6,508 5,878 8,882 3,723 7,46 4,68 6,84 1,	13-1041	Compliance Officers	835	940	100	1.2	25	55	10	90	32.07	66,710	22.60	47,007	30.49	63,426	36.81	76,561	BA	N	M
13-105 Laber Relations Specialists 699 690 6	13-1051	Cost Estimators	770	880	110	1.4	20	60	10	90	32.35	67,278	21.93	45,622	32.05	66,665	37.55	78,106	BA	N	M
13-1181 Logisticians 400 445 50 1.3 10 30 5 45 30.43 63.28 19.3 40.328 19.45 63.30 13.95 74.70 18.15 13.111 Management Analysis 3.435 3.430 3.45 3.435 3.430 3.51 1.1 10 2.5 5 40 22.84 47.510 14.05 52.218 22.17 46.10 27.45 65.65 18.1111 Fundraisers 215 22.07 3.50	13-1071	Human Resources Specialists	1,625	1,810	185	1.1	45	125	20	190	31.29	65,077	19.89	41,377	29.11	60,548	36.98	76,928	BA	N	N
13-1111 Management Analysts 3,435 3,930 495 1.4 115 2.25 50 395 41.6 85,412 27.0 56.270 81.0 79.27 48.07 99.981 BA 13-1121 Meeting, Convention, & Event Planners 215 250 35 1.6 10 25 5 40 22.44 47.10 47.10 47.24 47.10	13-1075	Labor Relations Specialists	695	690	-5	-0.1	20	50		70	37.07	77,101	28.28	58,825	37.23	77,446	41.46	86,240	BA	< 5	N
13-1131 Meding, Convention, & Event Planners 305 340 35 1.1 10 25 5 40 2.84 47.510 14.05 29.218 21.7 41.04 10.45 25.491 13.49	13-1081	Logisticians	400	445	50	1.3	10	30	5	45	30.43	63,289	19.39	40,328	30.45	63,330	35.95	74,770	BA	N	N
13-1141 Fundmisers 215 250 35 1.6 10 15 5 30 2.6.0 5.5.318 1.8 3.5.01 2.9.0 4.7.1 31.49 6.3.49 1.8.14 1.9.1	13-1111	Management Analysts	3,435	3,930	495	1.4	115	235	50	395	41.06	85,412	27.05	56,270	38.10	79,257	48.07	99,983	BA	< 5	N
13-1141 Compensation, Benefits, & Job Analysis Specialists 150 405 55 16 10 25 5 40 31.39 70.569 24.57 51.102 31.89 66.330 38.61 80.302 BA 13-1151 Trining & Development Specialists 1,265 155 185 1									-											N	N
13-1151 Training & Development Specialists 1,365 1,550 1,85 1,4 4,5 1,55 1,85 2,0 1,75 2,75 1,85 3,85 3,16 3,66 3,767 3,679 1,87 3,115 3,15	13-1131	Fundraisers	215	250	35	1.6	10	15	5	30	26.60	55,338	16.84	35,031	23.90	49,721	31.49	65,491	BA	N	N
13-1161 Marker Research Analysts & Markering Specialists, All Other	13-1141	Compensation, Benefits, & Job Analysis Specialists	350	405		1.6	10	25	5	40	33.93	70,569	24.57	51,102	31.89	66,330	38.61	80,302	BA	< 5	N
13-1199 Business Operations Specialists, All Other																				< 5	N
13-201 Accountants & Auditors 4,295 4,815 520 1.2 1.30 2.95 50 475 5.88 74,622 24.05 50,024 31.65 65,822 41.79 86,921 BA 13-201 Appraisers & Assessors of Real Estate 270 300 35 1.3 1.0 1.0 5 1.0 7 1.5 31.89 74,622 2.68 5.79 34.14 71,07 37.79 78,606 BA 13-201 Credit Analysts 1.30																				N	N
13-2021 Appraisers & Assessors of Real Estate 270 300 35 1.3 10 10 5 25 34.2 71,227 26.8 55.79 34.14 71,007 37.95 78.942 BA 13-2031 Budget Analysts 720 770 770 70 70 70 70																				N	N
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$			-3	-,								,								N	N
13-201 Credit Analysis 720 770 50 0.77 15 50 5. 70 4.73 3,037 3,04 6.248 4.298 8,405 5.207 10.315 13. 13. 13. 13. 13. 13. 13. 13. 13. 13.									-											N	L
13-2052 Fernonal Famerial Audystes 1,330 1,505 175 1,3 2,5 95 20 140 NA. N								-										,		N	N
13-2052 Personal Financial Advisors 675 795 120 1.8 1.5 4.0 1.0 70 4.8 0.2 9.8 12 2.2 4.2 13 3.4 55 7.2 74 6.1.8 1 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5									-											N	N
13-2053 Insurance Underwriters 1,105 1,150 45 0,4 25 65 5 98 3,03 68,705 22.2 46,20 3,04 64,354 38.44 79,954 18.45 13-2061 Framerial Examiners 810 809 80 10 20 45 10 70 31.20 64,889 15.99 32,255 27.30 67.85 80 80,70 70 84.25 13-2071 Credit Counselors 1,207 1,910 190 1.1 45 110 20 170 31.98 66,527 20.88 43,488 30.05 20.20 30.																				N	N
13-2016 Financial Examiners 810 890 80 1.0 20 4.5 10 70 31.20 64,889 1.50 33.25 27.30 56,785 38.80 80,707 BA 13-207 Credit Counselors 255 285 30 1.2 5 15 5 25 N.A.																				N	L
13-2072 Credit Counselors 255 285 30 12 5 15 5 25 NA NA NA NA NA NA NA N							-	-	-											N	M
13-2072 Loan Offficers 1,720 1,910 190 1,1 45 110 20 170 31,98 66,527 20,88 43,48 50,20 62,820 37,53 78,071 BA 13-208 Tarkaminers & Collectors, & Revenue Agents 165 170 5 5 5 5 8 13 172 65,98 20, 48 21,54 23,52 20,98 23,48 23,52 23,07 23,53 78,071 BA 13-2099 Financial Specialists, All Other 1,470 1,655 185 1,3 45 90 20 155 41,20 48,161 25,53 25,09 36,67 76,283 49,37 102,694 BA 15-1122 Lomputer Systems Analysts 4,665 4,369 41,11 8,518 8,48 49,148																				N	L M
13-208 Tax Examiners & Collectors, & Revenue Agents 165 170 5 0.3 5 5 * 15 5 6.598 21 0. 43.75 0.55 6.552 3.707 77.099 BA 13-2099 Financial Specialists, All Other 1,470 1,655 18 1.8 0.20 15 1.4 2 1.5 1.5 1.2 1.2 1.5 1.2 1																				N	
13-2099 Financial Specialists, All Other 1,470 1,655 185 1.3 45 90 20 155 41.42 86,161 25.53 53.095 36.7 76,283 49.37 102.694 BA 15-1122 Computer Systems Analysts 4,065 4,50 465 1.1 80 230 45 360 41.11 85,518 28.44 59,148 41.28 85,856 47.45 98,703 BA 15-1122 Information Security Analysts 700 890 190 2.7 10 45 20 75 43.33 99,432 29.22 66,787 41.83 87,002 50.68 105,421 BA 15-1131 Computer Programmers 880 815 -35 40.4 15 45 -5 55 38.82 80,743 2 8.47 99,212 39.49 82,137 43.99 19.509 BA 15-1132 Software Developers, Applications 3,220 4,115 895 2.8 50 205 90 350 46.59 95,331 33.27 69,15 45.33 94.85 51.9 10.7948 BA									20											N N	M M
15-1121 Computer Systems Analysts 4,065 4,530 465 1.1 80 230 45 360 41.1 8,518 28.4 59,148 41.28 85.85 47.45 98.70 BA 15-1122 Information Security Analysts 700 890 190 2.7 10 45 20 75 43.53 90,543 2 9.2 60,787 41.8 87.02 50.68 105.421 BA 15-1131 Computer Programmers 850 815 -35 0.4 15 45 -5 55 83.82 80,74 28.47 99.64 28.47 99.64 10.5 10.5 10.5 10.5 10.5 10.5 10.5 10.5									20											N	M
15-1122 Information Security Analysts 700 890 190 2.7 10 45 20 75 43.53 90.542 29.2 60.787 41.8 87.002 50.68 105.421 BA 15-1131 Computer Programmers 850 815 -35 85 2.8 50 205 90 350 45.69 95.031 33.27 69.195 45.49 94.48 5 1.9 107.948 BA																				N N	M N
15-1131 Computer Programmers 850 815 -35 -0.4 15 45 -5 55 38.82 80,743 28.47 59,212 39.49 82,137 43.99 91,509 BA 15-1132 Software Developers, Applications 3,220 4,115 895 2.8 50 205 90 350 45.69 95,031 33.27 69,195 45.43 94,85 51.90 107,948 BA																				< 5	N N
15-1132 Software Developers, Applications 3,220 4,115 895 2.8 50 205 90 350 45.69 95,031 33.27 69,195 45.43 94,485 51.90 107,948 BA								-												N N	N N
																				N	N
1,100 1,000 to 100 100 100 100 100 100 100 100 100 10																				N	N
15-1141 Database Administrators 395 460 65 1.6 10 20 5 35 49.04 102.006 32.85 68,320 52.22 108,610 57.14 118,849 BA																				N	N

15-1142 Network & Computer Systems Administrators	1,490	1,625	135	0.9	25	80	15	120	39.36	81,878	29.16	60,654	38.42	79,908	44.47	92,490	BA	N	N
15-1143 Computer Network Architects	1,000	1,110	110	1.1	15	60	10	85	52.99	110,227	37.16	77,288	53.45	111,166	60.91	126,696	BA	> 5	N
15-1199 Computer Occupations, All Other	1,975	2,260	285	1.4	35	120	30		38.01	79,070	23.16	48,163	36.67	76,284	45.44		BA	N	N
15-2011 Actuaries	360	460	105	2.9	5	20	10			112,097	34.05	70,816	48.10	100,041		132,737	BA	N	L
15-2031 Operations Research Analysts	565	705	140	2.5	15	25	15		N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	BA	N	N
17-1011 Architects, Ex Landscape & Naval	280	310	25	0.9	5	15	5		43.12	89,689	23.29	48,440	34.53	71,812		110,314	BA	N	I
17-1012 Landscape Architects	140	160	20	1.4	5	10			28.77	59,832	17.34	36,070	25.32	52,661	34.48	71,713	BA	N	I
17-2021 Agricultural Engineers	135	135	5	0.4	5	5	0		32.59	67,778	25.02	52,046	30.50	63,450	36.37		BA	N	N
17-2051 Civil Engineers	875	945	70	0.8	20	50	5		41.73	86,791	29.15	60,632	41.53	86,373	48.02	99,871	BA	N	N
17-2071 Electrical Engineers	160	180	20	1.3	5	10	:		37.75	78,526	30.25	62,928	36.39	75,692	41.50	86,324	BA	N	N
17-2072 Electronics Engineers, Ex Computer	125	135	10	0.8	5	.5	:		34.97	72,743	25.74	53,536	35.46	73,766	39.59	82,346	BA	N	N
17-2081 Environmental Engineers	175	190	15	0.9	5	10			40.23	83,672	30.76	63,977	39.22	81,588	44.96	93,519	BA	N	N
17-2112 Industrial Engineers	545	620	75	1.4	10	30	10		39.40	81,956	28.49	59,258	37.85	78,722	44.86	93,305	BA	N	N
17-2141 Mechanical Engineers	495	560	65	1.3	10	25	5		37.86	78,759	26.67	55,477	36.24	75,372	43.46	90,400	BA	N	N
17-2199 Engineers, All Other 19-1011 Animal Scientists	285 95	315 105	30 10	1.1	5	15 10	5		42.69 33.55	88,788 69,778	29.92	62,237 48,313	39.89 30.24	82,971 62,909	49.07 38.71	102,064 80,511	BA BA	N N	N N
19-1011 Animal Scientists 19-1012 Food Scientists & Technologists	95	105	5	0.6		10			39.74	82,650	25.76	53,583	38.33	79,729	46.72	97,183	BA	N	N
		790		1.0			5		33.48	69,638	19.73		30.22	62.853	40.72	83,933	BA	N	N
19-1013 Soil & Plant Scientists 19-1022 Microbiologists	720 150	160	70 5	0.3	15	70 10			43.26	89,972	26.83	41,046 55,815	42.33	62,853 88,056		107,050		N N	N N
19-1022 Microbiologists 19-1029 Biological Scientists, All Other	180	190	10	0.5	5	15			36.00	74,881	25.15	52,305	36.31	75,521	41.43			N	N
19-1029 Biological Scientists, All Other 19-1031 Conservation Scientists	105	110	5	0.5		10			28.92	60.161	20.70	43.046	28.25	58.768	33.04	68.719	BA	N	N
19-1099 Life Scientists, All Other	155	175	20	1.3		10			37.41	77,820	27.30	56,780	35.56	73,974	42.47		BA	N	N
19-2031 Chemists	105	115	15	1.3		10			32.52	67,638	21.72	45,172	31.13	64,742	37.92		BA	N	N
19-2031 Chemists 19-2041 Environmental Scientists & Specialists, Incl Health	225	245	20	0.9		20			34.77	72,321	28.63	59,540	33.76	70.211	37.84	78,711	BA	N	N
19-3099 Social Scientists & Related Wkrs, All Other	115	120	5	0.4	5	10			34.96	72,713	28.08	58,401	33.35	69.376	38.40	79.869	BA	N	N
19-4021 Biological Technicians	460	480	20	0.4	5	40		-	21.93	45,615	14.49	30,139	21.67	45.081	25.65	53.354	BA	N	N
19-4092 Forensic Science Technicians	70	80	10	1.4		5			31.25	65,002	21.27	44,243	32.90	68,440	36.24	75,382	BA	N	M
21-1018 Substance Abuse & Behavioral/Mental Health Counselors	695	870	170	2.4	25	55	15		28.09	58,423	16.11	33,519	24.53	51.027	34.07	70,875	BA	N	N
21-1018 Substance Abuse & Benavioral Mental Health Counselors 21-1021 Child, Family, & School Social Wkrs	900	1.015	120	1.3	30	65	10		28.36	58,994	18.72	38,947	28.31	58,890	33.18	69.018	BA	N	N
21-1021 Child, Family, & School Social Wkrs 21-1029 Social Wkrs, All Other	310	360	50	1.6	10	25	5		29.96	62,318	19.12	39,762	32.37	67,339	35.38	73,596	BA	N	N
21-1029 Social Wils, All Other 21-1091 Health Educators	200	225	20	1.0	10	15			27.88	57,996	20.63	42,918	27.34	56,869	31.51	65,534	BA	N	N
21-1092 Probation Officers & Correctional Treatment Specialists	165	175	10	0.6	5	10			32.76	68,150	24.16	50.243	33.30	69,273	37.07	77,104	BA	N	S
21-1099 Community & Social Service Specialists, All Other	820	960	140	1.7	35	65	15		18.21	37.879	12.35	25,692	17.13	35,625	21.14	43.973	BA	N	N
21-2011 Clergy	135	160	25	1.9	5	10			24.59	51,157	18.27	37,995	23.19	48,236	27.76	57,739	BA	N	M
21-2077 Ceegy 21-2099 Religious Wkrs, All Other	140	155	15	1.1	10	10		20	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	BA	N	N
25-1191 Graduate Teaching Assistants	145	160	15	1.0	5	5		15	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	BA	N	N
25-1194 Vocational Educ Teachers, Postsecondary	535	545	10	0.2	20	25			36.14	75,172	16.52	34,367	30.67	63,801	45.95	95.574		< 5	N
25-2012 Kindergarten Teachers, Ex Special Educ	570	620	50	0.9	25	35	5		25.43	52 889	19.12	39,764	25.21	52,432	28.58	59 452		N	N
25-2021 Elementary School Teachers, Ex Special Educ	4,730	5.140	410	0.9	155	210	40		26.96	56,076	19.20	39,932	26.72	55,586	30.84	64.149	BA	N	N
25-2022 Middle School Teachers, Ex Special & Career/Tech Educ	1,355	1.475	120	0.9	45	60	10		26.86	55,874	18.54	38,559	26.80	55,736	31.02	64.531	BA	N	N
25-2031 Secondary School Teachers, Ex Special & Career/Tech Educ	2,835	3,085	250	0.9	80	125	25		30.01	62,418	21.85	45,453	29.49	61,339	34.09	70,900	BA	N	N
25-2032 Career/Tech Educ Teachers, Secondary School	95	100	10	1.1	5	5			31.93	66,420	23.90	49,703	32.05	66,666	35.95	74,779		< 5	N
25-2051 Special Educ Teachers, Preschool	685	740	60	0.9	25	30	5	60	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	BA	N	N
25-2052 Special Educ Teachers, Kindergarten & Elementary School	560	605	45	0.8	20	25	5	-	27.06	56.288	18.82	39.153	26.71	55.548	31.18	64.855	BA	N	N
25-2053 Special Educ Teachers, Middle School	220	235	15	0.7	10	10			31.38	65,265	23.74	49,369	30.45	63,336	35.20	73,213	BA	N	N
25-2054 Special Educ Teachers, Secondary School	315	345	25	0.8	10	15	5		30.85	64,159	23.66	49,219	30.83	64,116	34.44	71,628	BA	N	N
25-2059 Special Educ Teachers, All Other	515			1.4	20				36.65	76,231	29.42	61,198	36.38	75,673	40.26	,	BA	N	N
		585	70			25	5	50								83,748			N
25-3011 Adult Basic & Secondary Educ & Literacy Teachers & Instructors	200	585 185	70 -15	-0.8	10		5	50 20			N.A.	N.A.	N.A.	N.A.		83,748 N.A.	BA	N	
25-3011 Adult Basic & Secondary Educ & Literacy Teachers & Instructors 25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers		8-01				10 85		20	N.A. 20.96	N.A. 43,596	N.A. 13.49	N.A. 28,063	N.A. 19.03	N.A. 39,585	N.A. 24.69			N N	N
	200	185	-15	-0.8	10	10		20 195	N.A.	N.A.		N.A. 28,063 27,746			N.A.	N.A.	BA		N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers	200 1,420	185 1,620	-15 195	-0.8 1.4	10 90	10 85	20	20 195 455	N.A. 20.96	N.A. 43,596	13.49	28,063	19.03	39,585	N.A. 24.69	N.A. 51,363	BA BA	N	
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers	200 1,420 3,570	185 1,620 3,865	-15 195 290	-0.8 1.4 0.8	10 90 215	10 85 210	20 30	20 195 455 205	N.A. 20.96 16.17	N.A. 43,596 33,624	13.49 13.34	28,063 27,746	19.03 15.61	39,585 32,478	N.A. 24.69 17.58	N.A. 51,363 36,563	BA BA BA	N N	N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors	200 1,420 3,570 1,870	185 1,620 3,865 2,080	-15 195 290 215	-0.8 1.4 0.8 1.1	10 90 215 80	10 85 210 100	20 30 20	20 195 455 205 25	N.A. 20.96 16.17 21.59	N.A. 43,596 33,624 44,913	13.49 13.34 14.91	28,063 27,746 31,015	19.03 15.61 21.56	39,585 32,478 44,839	N.A. 24.69 17.58 24.93	N.A. 51,363 36,563 51,862	BA BA BA BA	N N N	N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other	200 1,420 3,570 1,870 215	185 1,620 3,865 2,080 220	-15 195 290 215 0	-0.8 1.4 0.8 1.1 0.0	10 90 215 80 10	10 85 210 100	20 30 20 0	20 195 455 205 25 20	N.A. 20.96 16.17 21.59 35.88	N.A. 43,596 33,624 44,913 74,635	13.49 13.34 14.91 21.52	28,063 27,746 31,015 44,765	19.03 15.61 21.56 34.31	39,585 32,478 44,839 71,363	N.A. 24.69 17.58 24.93 43.06	N.A. 51,363 36,563 51,862 89,571	BA BA BA BA BA	N N N > 5	N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1021 Commercial & Industrial Designers	200 1,420 3,570 1,870 215 160	185 1,620 3,865 2,080 220 180	-15 195 290 215 0 20	-0.8 1.4 0.8 1.1 0.0 1.3	10 90 215 80 10 5	10 85 210 100 10	* 20 30 20 0	20 195 455 205 25 20 100	N.A. 20.96 16.17 21.59 35.88 30.75	N.A. 43,596 33,624 44,913 74,635 63,967	13.49 13.34 14.91 21.52 22.91	28,063 27,746 31,015 44,765 47,662	19.03 15.61 21.56 34.31 28.70	39,585 32,478 44,839 71,363 59,686	N.A. 24.69 17.58 24.93 43.06 34.67	N.A. 51,363 36,563 51,862 89,571 72,120	BA BA BA BA BA	N N N > 5 N	N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1021 Commercial & Industrial Designers 27-1024 Graphic Designers	200 1,420 3,570 1,870 215 160 930	185 1,620 3,865 2,080 220 180 985	-15 195 290 215 0 20 55	-0.8 1.4 0.8 1.1 0.0 1.3 0.6	10 90 215 80 10 5	10 85 210 100 10 10 65	* 20 30 20 0	20 195 455 205 25 20 100 15	N.A. 20.96 16.17 21.59 35.88 30.75 24.96	N.A. 43,596 33,624 44,913 74,635 63,967 51,921	13.49 13.34 14.91 21.52 22.91 17.48	28,063 27,746 31,015 44,765 47,662 36,365	19.03 15.61 21.56 34.31 28.70 23.53	39,585 32,478 44,839 71,363 59,686 48,935	N.A. 24.69 17.58 24.93 43.06 34.67 28.70	N.A. 51,363 36,563 51,862 89,571 72,120 59,700	BA BA BA BA BA BA	N N N > 5 N	N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1021 Commercial & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers	200 1,420 3,570 1,870 215 160 930 150	185 1,620 3,865 2,080 220 180 985 155	-15 195 290 215 0 20 55 5	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3	10 90 215 80 10 5	10 85 210 100 10 10 65	20 30 20 0 *	20 195 455 205 25 20 100 15 25	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768	13.49 13.34 14.91 21.52 22.91 17.48 13.38	28,063 27,746 31,015 44,765 47,662 36,365 27,835	19.03 15.61 21.56 34.31 28.70 23.53 22.35	39,585 32,478 44,839 71,363 59,686 48,935 46,484	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735	BA BA BA BA BA BA	N N N > 5 N N	N N N N N
25.3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1021 Gumerical & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers 27-1027 Outcomes & Directors	200 1,420 3,570 1,870 215 160 930 150 265	185 1,620 3,865 2,080 220 180 985 155 270	-15 195 290 215 0 20 55 5	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3	10 90 215 80 10 5 30 5	10 85 210 100 10 10 65 10 20	20 30 20 0 * 5 *	20 195 455 205 25 20 100 15 25	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029	BA BA BA BA BA BA BA	N N N > 5 N N N < 5	N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1021 Commercial & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers 27-2012 Producers & Directors 27-2012 Coaches & Scouts	200 1,420 3,570 1,870 215 160 930 150 265 1,090	185 1,620 3,865 2,080 220 180 985 155 270 1,275	-15 195 290 215 0 20 55 5 5	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7	10 90 215 80 10 5 30 5 5	10 85 210 100 10 10 65 10 20	* 20 30 20 0 * 5 * 0 20	20 195 455 205 25 20 100 15 25 190	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163	BA BA BA BA BA BA BA BA	N N N > 5 N N N < 5 N	N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1012 Iomerecial & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers 27-2012 Producers & Directors 27-2022 Coaches & Scouts 27-2041 Music Directors & Composers	200 1,420 3,570 1,870 215 160 930 150 265 1,090	185 1,620 3,865 2,080 220 180 985 155 270 1,275	-15 195 290 215 0 20 55 5 5	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7	10 90 215 80 10 5 30 5 5 65	10 85 210 100 10 10 65 10 20 105 5	* 20 30 20 0 * 5 * 0 20 0	20 195 455 205 25 20 100 15 25 190	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A.	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A.	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A.	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A.	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A.	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A.	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A.	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A.	BA BA BA BA BA BA BA BA	N N N > 5 N N N < 5 N	N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1012 Iomerecial & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers 27-2012 Producers & Directors 27-2022 Coaches & Scouts 27-2041 Music Directors & Composers	200 1,420 3,570 1,870 215 160 930 150 265 1,090	185 1,620 3,865 2,080 220 180 985 155 270 1,275	-15 195 290 215 0 20 55 5 5	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7	10 90 215 80 10 5 30 5 5 65	10 85 210 100 10 10 65 10 20 105 5	* 20 30 20 0 * 5 * 0 20 0	20 195 455 205 25 20 100 15 25 190	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A.	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A.	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A.	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A.	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A.	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A.	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A.	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A.	BA BA BA BA BA BA BA BA	N N N > 5 N N N < 5 N	N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1021 Commercial & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers 27-2012 Producers & Directors 27-2021 Producers & Directors 27-2021 Casches & Scouts 27-2041 Music Directors & Composers 27-3011 Radio & Television Announcers	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90	-15 195 290 215 0 20 55 5 5 180 5	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 65 5	10 85 210 100 10 10 65 10 20 105 5	* 20 30 20 0 * 5 * 0 20 0 * *	20 195 455 205 25 20 100 15 25 190 10	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A. 59,022	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A. 36.71	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349	BA BA BA BA BA BA BA BA BA BA	N N N > 5 N N < 5 N N	N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1021 Commercial & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers 27-1021 Producers & Directors 27-2012 Producers & Composers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140	-15 195 290 215 0 20 55 5 5 180 5 -10	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 5 5 5	10 85 210 100 10 10 65 10 20 105 5	* 20 30 20 0 * 5 * 0 20 0 * *	20 195 455 205 25 20 100 15 25 190 10 15	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A. 59,022	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A. 36.71	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349	BA BA BA BA BA BA BA BA BA BA	N N N > 5 N N < 5 N < 5 N	N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1012 Immercial & Industrial Designers 27-1012 Immercial & Industrial Designers 27-1012 Inferior Designers 27-2012 Producers & Directors 27-2021 Producers & Directors 27-2021 Ausic Directors & Composers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents 27-3031 Public Relations Specialists	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140	-15 195 290 215 0 20 55 5 5 180 5 -10	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 65 5	10 85 210 100 10 10 65 10 20 105 5 10	* 20 30 20 0 * 5 5 * 0 20 0 * * 15	20 195 455 205 25 20 100 15 25 190 10 15	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A. 59,022	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A. 36.71	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349 37,830 79,809	BA BA BA BA BA BA BA BA BA BA	N N N > 5 N N < 5 N N	N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1012 Immercial & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers 27-2012 Producers & Directors 27-2022 Coaches & Scouts 27-2021 Radio & Television Announcers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents 27-3031 Public Relations Specialists 27-3041 Glors	200 1,420 3,570 1,870 215 160 930 150 265 1,090 255 1,200 435	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140	-15 195 290 215 0 20 55 5 5 180 5 -10	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 65 5 5	10 85 210 100 10 10 65 10 20 105 5 10	* 20 30 20 0 * 5 * 0 20 0 * * 15 -5	20 195 455 205 25 20 100 15 25 190 10 15	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A. 59,022	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71 12.43 19.39 17.15	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366 25,853 40,336 35,667	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 56,080	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A. 36.71	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349 37,830 79,809 73,895	BA BA BA BA BA BA BA BA BA BA BA	N N N > 5 N N < 5 N < 5 N N < 5 N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1012 Immercial & Industrial Designers 27-1012 Interior Designers 27-1012 Iredinerior Designers 27-2012 Producers & Directors 27-2021 Producers & Directors 27-2021 Caches & Scouts 27-2041 Music Directors & Composers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents 27-3031 Public Relations Specialists 27-3041 Editors 27-3042 Teb Writers	200 1,420 3,570 215 160 930 150 265 1,090 85 150 205 1,200 435	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140	-15 195 290 215 0 20 55 5 5 180 5 -10	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 5 5 5 5 5 5	10 85 210 100 10 10 65 10 20 105 5 10	* 20 30 20 0 * 5 * 0 20 0 * * 15 -5 5 * *	20 195 455 205 25 20 100 15 25 190 10 15	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A. 59,022 33,837 66,651 61,152 53,902	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71 12.43 19.39 17.15 21.08	28,063 27,746 31,015 44,765 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366 25,853 40,336 35,667 43,838	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 56,080 50,839	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A. 36.71 18.19 38.37 35.53 28.33	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349 37,830 79,809 73,895 58,934	BA BA BA BA BA BA BA BA BA BA BA	N N N N N N <5 N N <5 N N <5 N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1024 Graphic Designers 27-1025 Instruction Designers 27-1025 Instruction Designers 27-2012 Producers & Directors 27-2022 Coaches & Scouts 27-2031 Radio & Television Announcers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents 27-3032 Reporters & Correspondents 27-3041 Editors 27-3042 Tech Writers 27-3043 Television Announcers	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150 205 1,200 435 160 330	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140	-15 195 290 215 0 0 20 55 5 5 180 5 -10	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 5 5 5 5 5	10 85 210 100 10 10 65 10 20 105 5 10	* 20 30 20 0 * 5 5 * 0 20 0 * * 15 -5 * * *	20 195 455 205 20 100 15 25 190 10 15 25 190 20 20 20 20 20 20 20 20 20 20 20 20 20	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 70,022 33,837 66,651 61,152 53,902 58,508	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71 12.43 19.39 17.15 21.08 16.71	28,063 27,746 31,015 44,765 44,765 27,835 33,776 17,855 N.A. 24,366 25,853 40,336 35,667 43,838 34,756	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 27.54	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 56,083 57,280	N.A. 24.69 17.58 24.93 43.06 34.67 26.31 29.34 20.75 N.A. 36.71 18.19 38.37 35.53 28.33 33.84	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349 37,830 79,809 73,895 58,934 70,385	BA BA BA BA BA BA BA BA BA BA BA BA	N N N N N <5 N <5 N N <5 N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-3098 Substitute Teachers 27-1011 Art Directors 27-1012 Commercial & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers 27-1025 Interior Designers 27-2012 Producers & Directors 27-2012 Producers & Composers 27-3011 Radio & Television Announcers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents 27-3032 Refores & Correspondents 27-3042 Tech Writers 27-3043 Virters & Authors 27-3049 Interior Leaf Surface Sur	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150 205 1,200 435 160 390 240	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140	-15 195 290 215 5 5 5 5 180 5 -10	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 5 5 5 5 5 5 5 10	10 85 210 100 10 10 10 65 10 20 105 5 10	* 20 30 20 0 * * 0 20 0 * * * * 15 -5 * * * 5	20 195 455 205 20 100 15 25 190 10 15 25 190 20 20 20 20 20 20 20 20 20 20 20 20 20	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 22.00 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 31,945 N.A. 59,022 33,837 66,651 61,152 53,902 58,508 47,821	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71 12.43 19.39 17.15 21.08 16.71 16.89	28,063 27,746 31,015 44,765 44,765 47,662 36,365 27,835 N.A. 24,366 25,853 40,336 35,667 43,838 34,756 35,137	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 27.54 22.43	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 56,080 50,083 57,280 46,658	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A. 36.71 18.19 38.37 35.53 28.33 33.84 26.04	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349 37,830 79,809 73,895 58,934 70,385 54,163	BA BA BA BA BA BA BA BA BA BA BA BA BA B	N N N N S S N S S N N N N N S S S N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1022 Graphic Designers 27-1023 Graphic Designers 27-1025 Instrior Designers 27-2012 Producers & Directors 27-2021 Producers & Directors 27-2021 Casches & Scouts 27-2041 Music Directors & Composers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents 27-3031 Public Relations Specialists 27-3042 Tech Writers 27-3043 Writers & Authors 27-3091 Interpreters & Authors 27-3091 Interpreters & Translators 29-3013 Diettians & Authors 27-3091 Interpreters & Translators 29-3013 Diettians & Varitionists	200 1,420 3,570 1,870 215 160 930 150 265 1,090 251 1,200 435 160 390 240 230	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 1,40	-15 195 290 215 5 5 5 180 5 -10	-0.8 1.4 0.8 1.1 0.0 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 5 5 5 5 5 5 5 5 10 10 10 10 10 10 10 10 10 10 10 10 10	10 85 210 100 10 10 65 10 20 105 5 10 15 95 35 10 25 10	* 20 30 20 0 * 5 * 0 20 0 0 * * 15 -5 * * * 5 5	20 195 455 20 100 15 25 190 10 15 25 190 20 20 20 20 20 20 20 20 20 20 20 20 20	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A. 59,022 33,837 66,651 61,152 53,902 58,508 47,821 58,841	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71 12.43 19.39 17.15 21.08 16.71 16.71 16.89 20.51	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366 25,853 40,336 35,667 43,838 34,756 35,137 42,651	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 27.54 22.43 29.06	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 50,839 57,280 66,658 60,440	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A. 36.71 18.19 38.37 35.53 28.33 33.84 26.04 32.18	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349 37,830 79,809 73,895 58,934 70,385 54,163 66,935	BA BA BA BA BA BA BA BA BA BA BA BA BA B	N N N S S N S S N S S N N N N N S S S N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1012 Immercial & Industrial Designers 27-1024 Graphic Designers 27-1025 Interior Designers 27-2012 Producers & Directors 27-2012 Producers & Directors 27-2012 Radio & Television Announcers 27-3011 Radio & Television Announcers 27-3021 Reporters & Correspondents 27-3032 Reporters & Correspondents 27-3041 Editors 27-3042 Tech Writers 27-3049 Interpreters & Translators 27-3091 Interpreters & Translators 27-3091 Dietitans & Nutritionists 29-1031 Dietitans & Sutritionists 29-1141 Registered Nurses	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150 205 1,200 435 160 390 240 230 8,920	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140 190 1,340 405 180 395 290 265 10,460	-15 195 290 215 0 20 55 5 5 180 5 -10	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 65 5 5 5 40 15 5 10 10 270	10 85 210 100 10 65 10 20 105 5 10 15 95 35 10 25 15	* 20 30 20 0 * 5 * 0 20 0 0 * * 15 -5 * * 5 5 155	20 195 455 205 20 100 15 25 190 10 15 20 2 40 2 40 2 40 2 40 2 40 2 40 2 40	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.97 16.70 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A. 59,022 33,837 66,651 61,152 53,902 58,508 47,821 58,841 62,335	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71 12.43 19.39 17.15 21.08 16.71 16.89 20.51 25.22	28,063 27,746 31,015 44,765 44,765 47,662 36,365 27,835 N.A. 24,366 25,853 40,336 35,667 35,667 43,838 34,756 35,137 42,651	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 27.54 22.43 29.06 29.27	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 56,080 57,280 46,658 60,440 60,488	N.A. 24.69 17.58 24.93 43.06 26.31 29.34 20.75 N.A. 36.71 18.19 18.37 28.33 33.84 26.04 26.04	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349 37,830 79,809 73,895 58,934 70,385 56,935 66,935 67,273	BA BA BA BA BA BA BA BA BA BA BA BA BA B	N N N N N N N N N N N N N N N N N N N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1022 Graphic Designers 27-1023 Instruction Designers 27-2012 Producers & Directors 27-2021 Producers & Directors 27-2021 Casches & Scouts 27-2041 Music Directors & Composers 27-3011 Radio & Television Announcers 27-3012 Reporters & Correspondents 27-3031 Public Relations Specialists 27-3041 Editors 27-3043 Writers & Authors 27-3043 Writers & Authors 27-3041 Radio Specialists 27-3041 Writers & Authors 27-3041 Relations Specialists 27-3042 Performance of Performan	200 1,420 3,570 1,870 215 160 930 150 265 1,090 255 1,200 435 160 390 240 230 8,920 825	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140 190 1,340 405 180 395 290 265 10,466 935	-15 195 290 20 20 55 5 5 180 -20 145 -25 20 35 5 5 110	-0.8 1.4 0.8 1.1 0.0 0.6 0.3 0.2 1.7 0.6 -0.7	10 90 215 80 10 5 30 5 5 65 5 5 5 5 15 15 15 15 10 10 10 270 225	10 85 210 100 10 65 10 20 105 5 10 15 95 35 10 25 10 25 33 33	* 20	20 195 455 205 25 20 100 15 25 190 10 15 3 45 2 2 2 2 2 2 40 2 2 676 5 2 676 5 2	N.A. 20.96 16.17 21.59 21.59 24.96 22.00 24.97 16.70 N.A. 28.38	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A. 59,022 33,837 66,651 61,152 53,902 58,508 47,821 58,841 64,841	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71 12.43 19.39 16.71 16.89 20.51 16.89 20.51	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366 25,853 40,336 35,667 43,838 34,756 35,137 42,651 52,457 31,800	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 27.54 22.43 29.06 29.27 22.43	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 56,080 50,089 57,280 46,658 60,440 60,588 46,663	N.A. 24.69 17.58 24.93 43.06 34.67 28.70 26.31 29.34 20.75 N.A. 36.71 18.19 38.37 33.5.53 328.33 33.84 26.04 32.18	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349 37,830 79,809 73,895 58,934 470,385 54,163 66,935 54,163 66,935 54,163 66,7273 56,212	BA BA BA BA BA BA BA BA BA BA BA BA BA B	N N N N S S N N N N S S N N N N N S S S N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1012 Grammercial & Industrial Designers 27-1024 Graphic Designers 27-1025 Instruction Designers 27-2012 Producers & Directors 27-2022 Coaches & Scouts 27-2021 Radio & Television Announcers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents 27-3031 Public Relations Specialists 27-3042 Histories A Composers 27-3043 Writers & Authors 27-3049 Interpreters & Translators 27-3049 Interpreters & Translators 29-1031 Dictitians & Nutritionists 29-1141 Registered Nurses 29-2010 Clinical Laboratory Technologists & Technicians 29-9011 Occupational Health & Safety Specialists	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150 205 1,200 435 160 390 240 230 8,920 8,920 825 275	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140 190 1,340 405 180 395 290 265 10,460 933 300	-15 195 290 215 0 20 55 5 5 180 5 -10	-0.8 1.4 0.8 1.1 0.0 0.3 0.2 1.7 0.6 -0.7 -1.0 1.2 -0.6 1.3 0.1 2.1 1.5 1.3 0.1 2.1 1.3	10 90 215 80 10 5 30 5 5 5 65 5 5 5 15 10 10 270 25 5	10 85 210 100 10 10 65 10 20 105 5 10 15 95 35 10 25 10 25 10 10 10 10 10 10 10 10 10 10 10 10 10	* 200 0 * 5 * 0 200 0 * * 15 * 5 * 5 * 5 * 5 * 5 * 5 * 5 * 5	20 195 455 205 220 25 20 100 15 25 190 10 15 20 145 3 45 2 2 2 4 3 2 6 7 6 7 7 8 8 8 9 9 9 9 9 9 9 9 9 9 9 9 9	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 N.A. 28.38 66.27 12.04 29.40 28.13 22.99 28.29 29.97 23.311 N.A.	N.A. 43,596 43,624 44,913 74,635 63,967 51,921 45,768 51,945 34,727 N.A. 59,022 33,837 66,651 61,152 53,902 58,508 47,821 58,841 62,335 48,074 N.A.	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71 12.43 19.39 17.15 21.08 16.89 20.51 25.29 N.A.	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366 25,853 40,336 35,667 43,838 34,756 35,137 42,651 52,457 31,800 N.A.	19.03 15.61 21.56 34.31 28.70 23.53 22.35 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 22.43 29.06 29.27 N.A.	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 50,839 57,280 46,658 60,440 60,888 46,663 N.A.	N.A. 24.69 17.58 24.93 34.67 28.70 26.31 20.75 N.A. 36.71 18.19 35.53 35.53 33.84 26.04 32.18 32.34 27.02 N.A.	N.A. 51,363 36,563 51,862 89,571 72,120 59,700 54,735 61,029 43,163 N.A. 76,349 37,830 79,809 73,895 58,934 70,385 54,163 66,935 67,273 56,212 N.A.	BA BA BA BA BA BA BA BA BA BA BA BA BA B	N N N N N N N N N N N N N N N N N N N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1012 Immercial & Industrial Designers 27-1012 Forducers & Directors 27-1012 Producers & Directors 27-2012 Producers & Directors 27-2021 Producers & Composers 27-2021 Music Directors & Composers 27-3011 Radio & Television Announcers 27-3021 Reporters & Correspondents 27-3031 Public Relations Specialists 27-3041 Editors 27-3042 Producers & University Specialists 27-3043 Writers & Authors 27-3049 Interpreters & Translators 29-1031 Dictitians & Nutritionists 29-1141 Registered Nurses 29-9010 Cincial Laboratory Technologists & Technicians 29-9011 Occupational Health & Safety Specialists 41-3031 Securities, Commodities, & Financial Services Sales Agents	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150 205 1,200 435 160 390 240 230 8,920 822 275 1,215	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140 190 1,340 405 180 290 266 10,460 935 300 1,320	-15 195 290 0 205 55 5 5 180 5 -10 -20 145 -25 20 5 5 5 5 110 105 110 105 105 105 105 10	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7 -1.0 1.2 -0.6 1.3 0.1 2.1 1.5 1.7	10 90 215 80 10 5 30 5 5 5 5 5 5 5 5 5 5 5 5 15 10 10 10 270 270 270 270 270 270 270 270 270 27	10 85 210 100 10 10 65 10 20 105 5 10 15 95 35 10 25 10 25 36 10 25 36 37 37 38 38 38 38 38 38 38 38 38 38 38 38 38	* 200 0	20 195 455 205 205 20 100 115 25 190 115 3 45 2 2 40 2 2 6670 2 66 5 2 2 130 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	N.A. 20.96 16.17 21.59 30.75 24.96 22.00 24.97 N.A. 28.38 66.27 12.04 19.40 15.59 18.13 12.99 18.13 12.99 18.13 18	N.A. 43,596 33,624 44,913 74,635 63,967 51,921 45,768 51,945 N.A. 59,022 33,837 66,651 61,152 53,902 58,508 47,821 58,508 47,821 58,508 47,821 58,508 47,821 63,543	13.49 13.34 14.91 21.52 22.91 17.48 13.38 16.24 8.58 N.A. 11.71 12.43 19.39 16.71 16.89 20.51 25.22 15.29 N.T. 17.15	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366 25,853 40,336 35,667 43,838 34,756 35,137 42,651 31,800 N.A. 24,656	19.03 15.61 21.56 34.31 28.70 23.53 22.35 11.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 27.54 29.06 29.27 22.43 29.06 29.27 22.43 29.06 29.27 N.A. 23.71	39,585 32,478 44,839 71,363 59,686 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 56,080 50,839 57,280 46,658 60,440 60,888 46,663 M.A. 49,312	N.A. 24.69 17.58 43.06 34.67 28.70 28.70 18.19 18.19 18.19 18.19 18.37 35.53 18.33 35.43 26.04 32.18 32.34 27.02 N.A. 37.03	N.A. 51,363 36,563 36,563 36,563 36,563 36,563 36,563 36,563 36,563 36,563 37,830 37,830 37,830 37,830 37,830 56,212 36,69,35 67,273 56,212 N.A. 77,032	BA BA BA BA BA BA BA BA BA BA BA BA BA B	N N N N N N N N N N N N N N N N N N N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1022 Grammercial & Industrial Designers 27-1023 Graphic Designers 27-1025 Interior Designers 27-2012 Producers & Directors 27-2022 Producers & Directors 27-2021 Music Directors & Composers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents 27-3031 Public Relations Specialists 27-3042 Editors 27-3042 Tech Writers 27-3043 Wirters & Authors 27-3041 Editors 27-3041 Editors 27-3041 Hartinian & Varitinionists 29-1010 Dictimal Laboratory Technologists & Technicians 29-9101 Occupational Health & Safety Specialists 41-3031 Securities, Commodities, & Financial Services Sales Agents 41-4011 Sales Reps, Wholesale & Mfg. Tech & Scientific Products	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150 205 1,200 435 160 390 240 230 8,920 8,920 8,920	185 1,620 3,865 2,080 220 180 985 155 270 1,275 9 140 190 1,340 405 180 395 290 265 10,460 935 300 1,320 1,000	-15 195 290 20 20 55 5 5 180 5 -10 -20 145 -25 20 5 5 5 1,535 110 30 105 90	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7 -1.0 1.2 -1.6 1.3 0.1 2.1 1.5 1.7 1.3 1.1 0.9 1.0	10 90 215 80 10 5 30 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	10 85 210 100 10 10 65 10 20 105 5 10 15 95 35 10 25 15 10 25 15 10 25 10 10 10 10 10 10 10 10 10 10 10 10 10	* 200 0 * 5 5 * 0 200 0 * * 15 - 5 5 5 155 100 100 100 100 100 100 100 1	20 195 455 205 20 100 115 25 190 115 25 40 2 2 40 2 20 16 67 2 20 16 17 11 11 11 11 11 11 11 11 11 11 11 11	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 24.97 16.70 N.A. 28.38 46.27 42.04 29.40 25.91 28.13 28.29 29.97 23.11 N.A. 20.55 13.91	N.A. 43,596 44,913 74,635 63,967 1,921 45,768 51,945 51,945 51,945 59,022 33,837 66,651 61,152 58,503 48,074 N.A. 63,543 91,324	13.49 13.34 14.91 17.48 16.24 8.58 N.A. 11.71 12.43 19.39 20.51 16.89 20.51 15.22 15.29 N.A. 21.71 16.89 20.51 17.75 21.75 22.71 21.75 22.71 21.75 22.71 21.75 22.71 21.75 22.71 22.	28,063 27,746 31,015 44,765 47,662 36,365 27,835 33,776 17,855 N.A. 24,366 25,853 34,756 43,838 34,756 42,651 52,457 42,651 52,457 83,1,800 N.A. 36,565 53,1,468	19.03 15.61 21.56 34.31 28.70 23.53 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 27.54 22.43 N.A. 29.21 24.44 27.54 22.43 N.A. 47.54 24.44 27.54 27.	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 50,839 57,280 46,658 60,440 60,888 846,663 N.A. 49,312 86,448	N.A. 24.69 17.58 43.06 34.67 28.70 28.70 26.31 29.34 20.75 N.A. 36.71 18.19 38.37 32.83 33.84 26.04 32.34 27.02 N.A. 35.34 9 1	N.A. 51,363 36,563 36,563 36,563 36,563 36,563 36,563 36,563 36,563 36,572,72,120 43,163 N.A. 76,349 37,830 79,809 73,895 54,163 66,935 54,163 56,212 N.A. 77,032 111,253	BA BA BA BA BA BA BA BA BA BA BA BA BA B	N N N N N N N N N N N N N N N N N N N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1012 Immercial & Industrial Designers 27-1012 Immercial & Industrial Designers 27-1012 Producers & Directors 27-2012 Producers & Directors 27-2021 Producers & Directors 27-2021 Ausic Directors & Composers 27-3011 Radio & Television Announcers 27-3021 Reporters & Correspondents 27-3021 Public Relations Specialists 27-3031 Public Relations Specialists 27-3041 Editors 27-3042 Per Writers 27-3043 Writers & Authors 27-3091 Interpreters & Translators 29-1011 Climical Laboratory Technologists & Technicians 29-9011 Occupational Health & Safety Specialists 41-4011 Salex Reps. Wholesale & Mfg. Tech & Scientific Products 41-4091 Salex Registers	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150 205 1,200 435 160 230 8,920 240 230 8,920 240 250 1,200 415 1,000 250 250 250 250 250 250 250 250 250	185 1,620 3,865 2,080 220 180 985 155 270 1,275 90 140 190 1,340 405 180 395 290 2660 1,320 1,000 1,320 1,000	-15 195 290 200 200 200 55 5 5 5 180 5 -10 -20 145 -25 50 50 30 105 90 15	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7 -1.0 1.2 1.2 1.5 1.7 1.3 1.1 0.9 1.0 2.0	10 90 215 80 10 5 30 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	10 85 210 100 10 10 65 10 20 105 5 10 15 95 10 25 15 10 25 15 10 25 15 10 25 10 10 10 10 10 10 10 10 10 10 10 10 10	* 200 0	20 195 455 205 205 20 100 100 15 25 190 10 15 15 25 190 20 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	N.A. 20.96 16.17 24.96 35.88 30.75 24.96 22.00 24.96 N.A. 28.38 46.27 16.70 N.A. 28.38 22.99 40.25.91 28.13 22.99 29.97 23.11 N.A. 50.55 50.55 50.55 10.15 N.A.	N.A. 43,596 444,913 74,635 45,746,746 45,768	13.49 13.34 14.91 21.52 22.91 17.48 16.24 8.58 N.A. 11.71 12.43 19.39 17.15 21.08 16.71 16.89 20.51 25.22 N.A. 11.75 N.A.	28,063 27,746 31,015 44,765 47,662 26,365 27,835 33,776 17,855 N.A. 24,366 25,853 40,336 35,667 43,838 42,651 52,457 31,800 N.A. 36,565 51,468 N.A.	19.03 15.61 24.52 23.53 22.55 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 27.54 22.43 N.A. 22.71 N.A.	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 56,089 57,280 46,658 60,440 60,863 N.A. 49,312 86,448 N.A.	N.A. 24.69 17.58 43.06 34.67 28.70 28.70 28.70 28.70 N.A. 36.71 18.19 38.37 35.53 33.84 26.04 32.18 N.A. 37.03 N.A. 37.03 N.A. 37.03 N.A. 37.03 N.A. 37.03 N.A. 37.03 N.A.	N.A. 51,363 36,563 36,563 36,563 36,563 36,563 36,563 36,563 36,563 36,563 36,563 37,830 37,830 37,830 37,830 37,830 66,935 54,163 66,935 54,163 66,935 57,273 5,000 56,7273 50,000 56,7275 50,000 56,7275 50,000 56,7275 50,000 56,7275 50,000 56,7275 50,000 56,727	BA BA BA BA BA BA BA BA BA BA BA BA BA B	N N N N N N N N N N N N N N N N N N N	N N N N N N N N N N N N N N N N N N N
25-3097 Teachers & Instructors, All Other, Ex Substitute Teachers 25-3098 Substitute Teachers 25-9099 Educ, Training, & Library Wkrs, All Other 27-1011 Art Directors 27-1022 Grammercial & Industrial Designers 27-1023 Graphic Designers 27-1025 Interior Designers 27-2012 Producers & Directors 27-2022 Producers & Directors 27-2021 Music Directors & Composers 27-3011 Radio & Television Announcers 27-3022 Reporters & Correspondents 27-3031 Public Relations Specialists 27-3042 Editors 27-3042 Tech Writers 27-3043 Wirters & Authors 27-3041 Editors 27-3041 Editors 27-3041 Hartinian & Varitinionists 29-1010 Dictimal Laboratory Technologists & Technicians 29-9101 Occupational Health & Safety Specialists 41-3031 Securities, Commodities, & Financial Services Sales Agents 41-4011 Sales Reps, Wholesale & Mfg. Tech & Scientific Products	200 1,420 3,570 1,870 215 160 930 150 265 1,090 85 150 205 1,200 435 160 390 240 230 8,920 8,920 8,920	185 1,620 3,865 2,080 220 180 985 155 270 1,275 9 140 190 1,340 405 180 395 290 265 10,460 935 300 1,320 1,000	-15 195 290 20 20 55 5 5 180 5 -10 -20 145 -25 20 5 5 5 1,535 110 30 105 90	-0.8 1.4 0.8 1.1 0.0 1.3 0.6 0.3 0.2 1.7 0.6 -0.7 -1.0 1.2 -1.6 1.3 0.1 2.1 1.5 1.7 1.3 1.1 0.9 1.0	10 90 215 80 10 5 30 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	10 85 210 100 10 10 65 10 20 105 5 10 15 95 35 10 25 15 10 25 15 10 25 10 10 10 10 10 10 10 10 10 10 10 10 10	* 200 0 * 5 5 * 0 200 0 * * 15 - 5 5 5 155 100 100 100 100 100 100 100 1	20 195 25 20 100 15 15 25 100 10 15 15 25 10 10 15 145 3 3 0 2 2 670 2 65 2 10 10 10 11 10 11 10 11 10 11 10 11 10 10	N.A. 20.96 16.17 21.59 35.88 30.75 24.96 22.00 24.96 N.A. 28.38 22.99 29.97 16.70 N.A. 28.38 22.99 29.97 23.11 N.A. 26.35 20.55 36.55 36.51 N.A.	N.A. 43,596 444,913 74,635 45,746,746 45,768	13.49 13.34 14.91 17.48 16.24 8.58 N.A. 11.71 12.43 19.39 20.51 16.89 20.51 15.22 15.29 N.A. 21.71 16.89 20.51 17.75 21.75 22.71 21.75 22.71 21.75 22.71 21.75 22.71 21.75 22.71 22.	28,063 27,746 31,015 44,765 47,662 26,365 27,835 33,776 17,855 N.A. 24,366 25,853 40,336 43,5667 43,838 40,336 35,667 43,838 42,651 52,457 31,800 N.A. 26,565 51,468 N.A.	19.03 15.61 21.56 34.31 28.70 23.53 21.54 13.91 N.A. 19.19 14.70 29.12 26.96 24.44 27.54 22.43 N.A. 29.21 24.44 27.54 22.43 N.A. 47.54 24.44 27.54 27.	39,585 32,478 44,839 71,363 59,686 48,935 46,484 44,812 28,932 N.A. 39,910 30,584 60,560 50,839 57,280 46,658 60,440 60,888 46,663 N.A. 49,312 86,448 N.A. 50,660	N.A. 24.69 17.58 43.06 34.67 28.70 28.70 28.70 28.70 N.A. 36.71 18.19 38.37 35.53 33.84 26.04 32.18 N.A. 37.03 N.A. 37.03 N.A. 37.03 N.A. 37.03 N.A. 37.03 N.A. 37.03 N.A.	N.A. 51,363 51,862 89,571 72,120 59,700 54,735 59,700 54,735 61,029 73,895 54,163 76,349 70,385 54,163 76,349 70,385 67,273 56,212 N.A. 77,032 111,253 N.A. 63,439	BA BA BA BA BA BA BA BA BA BA BA BA BA B	N N N N N N N N N N N N N N N N N N N	N N N N N N N N N N N N N N N N N N N

Masters

			2018	-2028 RE	GION 11	OCCU	PATIONA	L PROJEC	CTIONS											
			Employm	ent ^[2]		Annui	ıl Job Sepa	rations/Ope	enings ^[3]			202	0 Wage	& Salary	(S) ^[4]			Care	r Prep	aration ^[5]
SOC ^[1]	Occupational Title	2018 Estimated	2028	Numeric	Annual Growth Rate (%)		Transfers	New (Growth)	Total	Mean Wage			Entry Salary	Median Wage	Median Salary	Exp Wage		Educ	Work Exp	Job Training
11-9032	Educ Administrators, Elementary & Secondary School	730	800	70		20	40		65	48.82	101,549	34.48	71,713	48.72	101,331	55.99	116,468	MA	> 5	N
	Educ Administrators, Postsecondary	1,000	1,125	125	1.3	25	55	15	95	56.55	117,627	30.01	62,430	48.32	100,504	69.82	145,225	MA	< 5	N
15-2041	Statisticians	225	295	75	3.3	5	15	5	25	34.86	72,506	20.62	42,881	34.28	71,309	41.98	87,318	MA	N	N
21-1012	Educal, Guidance, School, & Vocational Counselors	930	1,065	130	1.4	30	70	15	115	28.49	59,262	20.65	42,942	27.56	57,327	32.41	67,422	MA	N	N
21-1013	Marriage & Family Therapists	210	265	55	2.6	10	15	5	30	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	MA	N	I
21-1015	Rehabilitation Counselors	525	605	85	1.6	20	40	10	65	17.61	36,636	10.98	22,842	15.70	32,661	20.93	43,533	MA	N	N
21-1019	Counselors, All Other	200	230	30	1.5	5	15	5	25	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	MA	N	N
21-1022	Healthcare Social Wkrs	350	435	85	2.4	10	25	10	50	27.02	56,209	21.64	45,017	27.28	56,746	29.71	61,805	MA	N	I
21-1023	Mental Health & Substance Abuse Social Wkrs	185	235	50	2.7	5	15	5	25	24.49	50,939	17.91	37,262	24.88	51,747	27.78	57,777	MA	N	I
	Art, Drama, & Music Teachers, Postsecondary	330	375	45	1.4	15	15	5	35	34.06	70,841	20.76	43,179	30.92	64,323	40.71	84,673	MA	N	N
25-4021	Librarians	370	395	30	0.8	20	20	5	40	26.62	55,378	14.53	30,215	28.30	58,866	32.67	67,959	MA	N	N
	Farm & Home Management Advisors	105	115	10	1.0	5	5		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	MA	N	N
25-9031	Instructional Coordinators	470	520	50	1.1	20	25		50	35.07	72,936	28.25		35.69	74,232	38.47	80,023	MA	> 5	N
29-1071	Physician Assistants	275	365	90		5	15	10	25	49.43	102,819	37.93		48.92	101,746	55.18	114,782	MA	N	N
	Occupational Therapists	325	390	70		10	10				86,829		67,954	40.19		46.28	, ., .,	MA	N	N
29-1127	Speech-Language Pathologists	355	470	115	3.2	10	15	10	35	41.47	86,267	28.98	60,287	42.96	89,347	47.72	99,257	MA	N	I
	Nurse Practitioners	350	465	115	3.3	10	15		35	48.78	101,457	41.68	86,696	48.10	100,039	52.33	108,838	MA	N	N
29-1199	Health Diagnosing & Treating Practitioners, All Other	580	665	90	1.6	20	10	10	40	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	MA	N	N

Doctorate/Professional

			201	18-2028 R	EGION	11 OCCI	UPATION	AL PROJEC	CTIONS											
			Employm	ent ^[2]		Annu	ıl Job Sepa	rations/Ope	nings ^[3]			20	20 Wage &	Salary (S) ^[4]			Care	er Prep	paration 5
SOC ^[1]	Occupational Title	2018 Estimated	2028 Projected		Annual Growth Rate (%)		Transfers [b]	(Growth)	Total	Mean Wage		Entry Wage	Entry Salary	Median Wage	Median Salary	Exp Wage	Exp Salary	Educ	Work Exp	Job Training
19-3031	Clinical, Counseling, & School Psychologists	300	365	70		5			30	42.31	88,008	21.62	44,975	39.36	81,862	52.66	109,524	DP	N	I
23-1011	Lawvers	1.845	2,055	210	1.1	40	50	20	115	61.65	128,237	30.60	63,657	50.17	104,356	77.18	160,527	DP	N	N
25-1011	Business Teachers, Postsecondary	515	625	105	2.0	20	25	10	60	51.75	107,639	22.69	47,186	47.87	99,562	66.28	137,865	DP	N	N
25-1021	Computer Science Teachers, Postsecondary	135	145	15	1.1	5	5		10	44.31	92,161	26.84	55,818	44.17	91,880	53.04	110,333	DP	N	N
25-1022	Mathematical Science Teachers, Postsecondary	260	280	20	0.8	10	10		25	44.83	93,236	27.30	56,774	40.00	83,203	53.59	111,467	DP	N	N
25-1031	Architecture Teachers, Postsecondary	85	100	10	1.2	5	5		10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	DP	N	N
25-1032	Engineering Teachers, Postsecondary	475	555	80	1.7	20	25	10	50	57.22	119,010	39.22	81,579	50.62	105,281	66.21	137,726	DP	N	N
25-1041	Agricultural Sciences Teachers, Postsecondary	255	275	25	1.0	10	10		25	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	DP	N	N
25-1042	Biological Science Teachers, Postsecondary	330	390	60	1.8	15	15	5	35	46.32	96,342	28.76	59,815	44.49	92,549	55.10	114,605	DP	N	N
25-1052	Chemistry Teachers, Postsecondary	105	115	15	1.4	5	5		10	43.34	90,144	28.51	59,296	39.37	81,895	50.75	105,567	DP	N	N
25-1063	Economics Teachers, Postsecondary	95	110	15	1.6	5	5		10	62.63	130,260	37.43	77,846	56.52	117,571	75.22	156,467	DP	N	N
25=1066	Psychology Teachers, Postsecondary	175	205	30	1.7	5	10	5	20	38.42	79,913	25.14	52,281	35.86	74,580	45.06	93,729	DP	N	N
25-1067	Sociology Teachers, Postsecondary	115	130	15	1.3	5	5		10	42.93	89,302	24.16	50,261	38.56	80,203	52.32	108,822	DP	N	N
25-1069	Social Sciences Teachers, Postsecondary, All Other	165	175	10	0.6	5	10		15	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	DP	N	N
25-1071	Health Specialties Teachers, Postsecondary	580	755	170	2.9	25	30	15	75	48.97	101,857	25.78	53,629	49.22	102,382	60.56	125,971	DP	< 5	N
25-1072	Nursing Instructors & Teachers, Postsecondary	185	235	50	2.7	10	10	5	25	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	DP	< 5	N
25-1081	Educ Teachers, Postsecondary	290	330	40	1.4	10	15	5	30	30.30	63,024	19.27	40,091	27.03	56,218	35.81	74,490	DP	< 5	N
25-1122	Communications Teachers, Postsecondary	155	170	15	1.0	5	5		15	41.19	85,666	23.72	49,337	36.26	75,419	49.92	103,830	DP	N	N
25-1123	English Language & Literature Teachers, Postsecondary	295	325	30	1.0	10	15	5	30	34.58	71,917	20.98	43,638	29.87	62,136	41.37	86,057	DP	N	N
25-1124	Foreign Language & Literature Teachers, Postsecondary	100	110	15	1.5	5	5		10	33.89	70,485	23.25	48,353	29.87	62,123	39.21	81,552	DP	N	N
25-1125	History Teachers, Postsecondary	105	115	10	1.0	5	5		10	34.34	71,437	22.35	46,478	33.76	70,215	40.34	83,916	DP	N	N
25-1126	Philosophy & Religion Teachers, Postsecondary	75	90	15	2.0	5	5		10	34.08	70,892	20.25	42,127	29.84	62,074	41.00	85,275	DP	N	N
25-1199	Postsecondary Teachers, All Other	1,575	1,720	150	1.0	60	75	15	150	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	DP	N	N
29-1011	Chiropractors	250	280	30	1.2	5		5	10	29.55	61,466	16.36	34,024	27.91	58,057	36.15	75,187	DP	N	N
	Dentists, General	450	505	55	1.2	10	5	5	20	102.59	213,387		104,084	N.A.		128.86	268,038	DP	N	N
29-1051	Pharmacists	860	905	45	0.5	20	20	5	45	55.39	115,218	39.56	82,293	59.01	122,749	63.31	131,680	DP	N	N
	Family & General Practitioners	645	740	95	1.5	10	10		30	111.08		78.39	163,045	N.A.				DP	N	I
29-1069	Physicians & Surgeons, All Other	380	410	30	0.8	5	5	5	15	102.09	212,346	43.36	90,192	N.A.	N.A.	131.45	273,422	DP	N	I
29-1123	Physical Therapists	595	745	150		10	15	15	45				67,570	40.91	85,091	47.63	99,065	DP	N	N
29-1131	Veterinarians	315	360	50	1.6	5	5	5	15	47.23	98,237	34.86	72,517	44.07	91,676	53.41	111,098	DP	N	N

Across the Local Area, employers are continually seeking qualified talent for the existing jobs available but also to nourish plans for growth and expansion. Within the health care industry, for example, employers need applicants who have obtained the necessary skills and credentials to perform on the job such as a license provided by the State Board of Nursing. While every industry and in-demand or emerging occupations may not need formalized training or a lengthy training program for a credential to begin employment, resources are available to assist with needs like transitional jobs, work experience, short-term pre-vocational services and on-the-job training.

Employability includes personal skills, which enable one to be successful in both training programs and employment. These skills include critical thinking, self-awareness and self-confidence, assertiveness, organizational skills, goal setting and planning skills, and teamwork and problem solving in both personal and public situations. Many of these underlying skills are valued by today's employers and are important

to success in getting and keeping a job and establishing a career path. Employability skills are the key to workplace success and are valued by employers because they are linked to how you get along with coworkers and customers, that affect your job performance, and advance your career.

Essential Employability Skills include:

A. Foundational Skills:

- 1. Be organized.
- 2. Arrive to work on time, or early.
- 3. Be dependable.
- 4. Have a positive attitude toward work.
- 5. Exert high levels of effort and perseverance.
- 6. Complete tasks on time and accurately.
- 7. Seek out information to improve skills.
- 8. Be flexible and adaptable.
- 9. Complete all tasks, even if unpleasant.
- 10. Understand dress code or uniform guidelines.
- 11. Maintain personal hygiene.

B. Interpersonal Skills:

- 1. Be friendly and polite.
- 2. Respect supervisors and coworkers.
- 3. Respond appropriately to customer requests.
- 4. Ask for feedback.
- 5. Take constructive criticism.
- 6. Resolve conflicts calmly and appropriately.

C. Communication Skills:

- 1. Read and understand written materials.
- 2. Listen, understand, and ask questions.
- 3. Follow directions.
- 4. Express ideas clearly when speaking or writing.
- 5. Learn required technology and use appropriately.

D. Problem Solving and Critical Thinking Skills:

- 1. Accept change.
- 2. Be willing to start, stop, and switch duties.
- 3. Work calmly in busy environments.
- 4. Start tasks without prompting.
- 5. Ask questions to solve problems and do job better.

E. Teamwork:

- 1. Be comfortable working with people of diverse backgrounds.
- 2. Be sensitive to other peoples' needs and perspectives.
- 3. Take responsibility for own share of work.
- 4. Contribute to team goals.

F. Ethics and Legal Responsibilities:

- 1. Take Responsibility for own decisions and actions.
- 2. Understand and follow company rules and procedures.
- 3. Be honest and trustworthy.
- 4. Act professionally and with maturity.

G. Career Development:

- 1. Learn new skills and take on different projects.
- 2. Serve on work committees.
- 3. Take initiative and work with little supervision.
- 4. Understand your industry and common business practices.
- 5. Align your work goals with the mission and vision of your employer.
- 6. Understand the different roles of coworkers.

H. Leadership:

- 1. Coach and mentor others.
- 2. Be willing to take risks.
- 3. Be able to negotiate.
- 4. Motivate and direct people as they work.
- 5. Demonstrate efficiency.
- 6. Seek to simplify processes.
- 7. Save time or money for the company by analyzing business needs.
- 8. Build partnerships and teams with coworkers.

The following are the skills employers have indicated are needed.

BASIC SKILLS

(Includes: literacy, numeracy, basic computer skills and organization)

- Written Communication
- Reading for Information
- Mathematics
- Locating Information

SOFT SKILLS

(Includes: timeliness, responsibility, teamwork, integrity and self-esteem)

- Motivation
- Dependability
- Communication Skills
- Time Management
- Leadership Skills
- Teamwork
- Honesty

HARD SKILLS

(Includes: analytical skills, physical ability, knowledge and experience)

- Analytical Thinking
- Business Communications
- Machine Operation
- Project Management
- Basic Computer Literacy
- Computer Software
- · General Office Software

Many items are pulled together to develop objective assessment of participants. These items might include assessments (skills, interest, aptitude and attitude) determined to be necessary by a career counselor, a review of local market information, O'NET descriptions, and local labor market needs of Central lowa. The objective assessment is then used to justify and plan training needs for the participant. This process is done in conjunction with choosing a training provider from the eligible training provider list. These activities must be completed prior to enrolling participants into WIOA funded training.

Business services staff of the core partners has been meeting on a regular basis. The group includes staff from Title I providers, Iowa Workforce Development (IWD), Iowa Vocational Rehabilitation Services (IVRS), Iowa Department for the Blind (IDB), Adult Basic Education (ABE), and Des Moines Area Community College (DMACC) Business Solutions. The core partner business team meets to educate each other on available services, to discuss collaboration efforts, and to determine how to strategically focus coordinated outreach efforts with employers. With improved communication and strategy, the core partners will be able to better understand the training needs of employers. Further development of sector partnership boards is needed and will enable additional in-depth conversations with sector employers to determine training needs specific to an industry.

For businesses to remain competitive in a global economy, they must find ways to develop new, more productive, higher value-added systems of production that employ highly skilled workers. The skill requirements of jobs are constantly changing, requiring employers to establish avenues for employees to continually upgrade their education and skills. For businesses to remain competitive in a global

economy, they must find ways to develop new, more productive, higher value-added systems of production that employ highly skilled workers.

The rapidly changing and more technologically advanced job skills require changes in the education and workforce training systems that are more flexible. This points to a growing demand for career pathways for ease of access into an industry and retraining of incumbent workers to address new processes.

Along with specific credentials and training of the applicants/potential new hires, employers across all industries have continued to report the need for soft skills and the reduction in turn-over. Central lowa supports an industry partnership structure that enables the workforce development system to be nimble and responsive to the ever-changing needs of the Local Area's businesses.

lowa has one of the lowest unemployment rates in the nation. The tight job market makes it hard for employers to find and keep the talent they need.

VISION

Local Plan Question:

- 4. **Vision** Include a description of:
 - a. The LWDB's strategic vision to support the economic growth and economic self-sufficiency of the local area, including:
 - i. Goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment.
 - ii. Goals relating to performance accountability measures based on the performance indicators.
 - b. The LWDB's strategic vision to align local resources, required partners, and entities that carry out core programs to achieve the strategic vision and goals.

CIWDB MISSION STATEMENT

Build a quality workforce for today and tomorrow.

CIWDB STRATEGIC VISION STATEMENT

Drive collaborative partnerships with businesses, job seekers and providers to create a robust area in which:

- Every workforce member achieves a livable wage and a sustainable career
- Work talent is connected to employer needs
- Impactful policy changes are made

The focus of Future Ready Iowa is for Iowa's employers to have access to advanced, skilled, diverse, and Future Ready workers. The mission statement for the CIWDB supports and aligns this focus of creating a quality workforce with the LWDA's vision statement also calls out connecting the workforce skills with

employer needs. The LWDA's strategic vision has several different methods in improving the processes of the system as well as educating the public and public officials on policies that impact the LWDA's employers, job seekers, workforce system. The workforce partners will work to improve degree and credential completion and target resources to support attainment of high-demand credentials, degrees, and certifications valued by employers, including for those individuals with barriers to employment.

Collaborative partnerships are specifically mentioned in the board's vision statement. WIOA also places high importance on creating partnerships and functioning in a collaborative environment. Part of creating this type of environment includes understanding the local workforce system. The current system is very much interwoven and continues to work toward becoming seamlessly integrated.

A strategy for fulfilling Central Iowa's vision of collaborative partnerships is an important step in taking the confusion and siloed work approach out of the workforce system. Adult Basic Education, WIOA Title I providers (Children and Families of Iowa), Iowa Department for the Blind, Iowa Workforce Development and Iowa Vocational Rehabilitation Services are considered core partners. These core partners meet on a regular basis to collaboratively address processes, issues, and partnering opportunities. Coordinated efforts in working with employers is one example of how the core partners are taking redundancies out of the system and presenting a more seamless system to employers and job seekers.

Advancing career pathways is vital to the WIOA strategies as well as being an integral piece in establishing methods for helping workforce members achieve livable and sustainable careers. The CIWDB will continue to advocate for career pathways into the in-demand industries for Central Iowa. Apprenticeships are another tool in working with career pathways. The Round 6 Disability Employment Initiative (DEI) grant has goal requirements for identifying and documenting career pathways in Central Iowa. DEI focused staff will be working with LWDA partners and employers in defining these pathways and sharing them within our workforce system. The WIOA Title I programs will continue to use career pathways when working with their clients. All these steps help clients move towards livable and sustainable careers and create a robust local area.

To achieve the alignment of resources, the importance on the partner meetings cannot be overstated. These meetings provide opportunities to discuss the different services provided by the core partners and how to avoid duplication of services in general and when serving individuals. These meetings have led to joint training with the core partners, which has increased the knowledge of the staff of partner programs as well as allowed the staff of the core partners to meet each other in person. The partner discussions have led to creating a referral process between partners that will track the success of referrals. Co-enrollments between programs help with the coordination of services and resources.

Career pathways are another area that the core partners and community partners will collaborate to align resources. The DEI grant work on career pathways will be an effort that will engage core partners, employers, and community partner such as Central Iowa Works. So many organizations are focused on working with pathways that is makes sense to bring these efforts together and avoid "recreating the wheel". The results and defined pathways will then be shared throughout the workforce system.

With the decreases in program funding, it is good business sense to work with core and community partners in presenting programming. For example, CIWDB is working with the Ames Public Library to provide training classes for the Story County residents. The library provides the location with the One-Stop Center staff providing the trainers. The LWDA has worked together in providing joint career fairs. Different partners picked up costs. The partners also worked with the Des Moines Area Region Transport (DART) to provide free bus rides to the career fair participants.

The Core WIOA partners have specific roles to provide the basic services within the workforce system. Some services are being offered at each other's locations and the agencies are working on a consistent orientation presentation which will share information on the entire workforce system. Access to GAP and PACE at the Iowa *WORKS* centers can be used to support tuition, while WIOA can support case management and support services. This leveraging of resources helps the WIOA funds serve more people and creates better outcomes for the PACE/GAP and WIOA co-enrolled students. The GAP and PACE programs participate in the Food Assistance Employment and Training program. This program provides 50% reimbursement back to the programs for all non-federal funds expended on food assistance recipients. These funds are then used for additional workforce training activities within the LWDA.

The coordination efforts among the core partners are very dependent on the establishment of an inclusive easily understandable orientation and materials, which will be accessible to all individuals entering the workforce system.

STRATEGIES

Local Plan Question:

- 5. **Strategies** Taking into account the analyses described in sections 1-3 above:
 - a. Describe the strategy to work with the entities that carryout the core programs and required partners to align resources available in the local area to achieve the strategic vision and goals described in section 4 above.

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The core partners have worked together on several different strategies and activities to expand access to services. Community partners have also been incorporated to expand their outreach and defray costs. The following highlight various areas of expansion.

- Central lowa has held several joint career fairs. One was specifically focused on individuals with barriers. Free public transit was provided through DART in the Polk County area. Employers and providers that support employment for individuals with disabilities were invited. Preparation sessions were hosted at the one-stop center and the Evelyn K Davis Center. Career fairs have also been held in counties outside of Polk.
- The LWDA will offer reverse job fairs specifically for youth populations including youth with disabilities. The LWDA is developing plans to continue to offer reverse job fairs in all counties in the LWDA. Implementing reverse job fairs in all 8 counties will increase access to services for youth including youth with disabilities and individuals with barriers to employment. They will

- collaborate with employers who have been identified through the one-stop operator county meetings and economic development directors in each county.
- The youth/youth adult service provider has offices in Story, Polk, Jasper, Marion, Dallas and Warren counties. They are co-located in the one-stop center and travel to all the counties in the LWDA to see clients and outreach to potential clients on a bi-weekly basis.
- Discussions in partner meetings have also focused on strategies that can be used to expand services and training opportunities in the local area.
- High School Equivalency Testing (HiSET) and English Language Learning (ELL) are held in the onestop center. This co-location allows clients who are accessing work readiness services to easily access these services. Spanish HiSET classes are available. There are HiSET and ELL classes across the LWDA in each of the 8 counties.
- Des Moines Area Community College's AEL program offers High School Equivalency Test (HiSET)
  explicit instruction prep and English as a Second Language (ESL) classes at various locations
  throughout Central Iowa. Currently, HiSET services are offered at 12 sites, while ESL/EL Civics
  services are offered at 8 sites. As the education and literacy needs and demands in the
  community grows, DMACC will continue to extend its services by offering a multiplicity of
  classes across the district.
- English Language Acquisition/ Integrated English Literacy and Civics Education Students
  achieve increased English proficiency levels in the areas of speaking, listening, reading and
  writing in DMACC's ESL program. Students are provided with explicit instruction and curricula
  that includes audio programs and other supplemental materials to improve English language
  exposure and development. The instructional design includes phonemic awareness and
  systematic phonics, which allows students to improve both listening and speaking skills through
  repetition. Traditional reading comprehension instruction is complemented by non-academic
  texts that include drama/plays, poetry, fiction, and non-fiction novels, which support the
  development of ongoing language skills.
- DMACC's ESL program will begin offering citizenship classes regularly (to students who have obtained an appropriate level of English proficiency) in at least two locations and expand to other sites as needed. The Citizenship curriculum includes instruction in civics, literacy, and knowledge of the naturalization process.
- Training is held at the one-stop center as well as locations all over the LWDA. For example, the
  One Step Center staff has training classes at the Ames Public Library. Training and National
  Career Readiness Certificate (NCRC) testing is held in schools across the LWDA. Unfortunately,
  the NCRC test is not accessible to individuals who are blind. The NCRC must be read to the
  visually impaired tester, which lengthens the testing time from three hours to nine hours.
  Businesses in all eight counties have also received training sessions.
- Central lowa developed and implemented work readiness programs for individuals in the correctional system. Some sessions are held in the correction facilities, such as the Newton

Correctional Facility and the Iowa Correctional Institute for Women in Mitchellville. Other work readiness programs focus on working with ex-offenders in release programs.

- To support individuals when English is not their primary language, several one-stop center staff
  have been hired that have non-English language skills. Recently, staff members with language
  skills in Arabic and Burmese were hired. Several Asian languages and Spanish are also spoken by
  staff. There is a language line available to provide translations for other languages.
- An accessibility review on core partner documents will be completed by Iowa Department for the Blind (IDB), addressing the specific needs of the Blind and Vision-impaired. In addition, annual Americans with Disabilities Act (ADA) compliance reviews are completed at all one-stop center and core partners' facilities. Reasonable accommodations will be provided to ensure accessibility.
- IVRS has a contract with Iowa Department of Aging and the Area Agencies on Aging (AAA) to
  provide an Older Worker Employment Specialist to work with individuals 55 or older who also
  have a disability. These employment specialists are in each LWDA of the state and work with
  individuals in obtaining and maintaining employment. The employment specialists collaborate
  with IVRS staff on serving these individuals in reaching their employment goals.

# SECTION 3 – IOWAWORKS SYSTEM COORDINATION

Questions in this section are designed to address collaboration and coordination across workforce system partners to ensure the LWDB is administering an effective and efficient local workforce system.

### CENTRAL IOWA WORKFORCE DEVELOPMENT SYSTEM

Local Plan Question:

- 1. The workforce development system in the local area, including the identification of:
  - a. The programs that are included in the system
  - b. Describe the steps the LWDB will take to locally implement and support the state strategies identified in the State Plan and work with the entities carrying out core programs and other workforce development programs, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006, to support service alignment.

# CENTRAL IOWA WORKFORCE DEVELOPMENT PROGRAMS

Programs in the Local Memorandum of Understanding

| Program         | Partner Organization              | Partner      |
|-----------------|-----------------------------------|--------------|
| Title I - Adult | Children & Families of Iowa (CFI) | Core Partner |

| Title I – Dislocated Worker                             | Children & Families of Iowa (CFI)              | Core Partner     |
|---------------------------------------------------------|------------------------------------------------|------------------|
| Title I - Youth                                         | Children & Families of Iowa (CFI)              | Core Partner     |
| Title II - Adult Education & Family<br>Literacy         | Des Moines Area Community College (DMACC)      | Core Partner     |
| Title III – Wagner-Peyser Act                           | Iowa Workforce Development (IWD)               | Core Partner     |
| Title IV - Rehabilitation Act of 1973                   | Iowa Department for the Blind (IDB)            | Core Partner     |
| Title IV - Rehabilitation Act of 1973                   | Iowa Vocational Rehabilitation Services (IVRS) | Core Partner     |
| Career and Technical<br>Education                       | Des Moines Area Community College (DMACC)      | Required Partner |
| Senior Community Services<br>Employment Program (SCSEP) | AARP Foundation                                | Required Partner |
| Senior Community Services<br>Employment Program (SCSEP) | National ABLE Network                          | Required Partner |
| Native American programs                                | American Indian Council                        | Required Partner |
| National Farmworker Jobs<br>Program                     | Proteus, Inc.                                  | Required Partner |
| State Unemployment Compensation<br>Program              | Iowa Workforce Development                     | Required Partner |
| Jobs for Veterans State Grant (JVSG)                    | Iowa Workforce Development (IWD)               | Required Partner |
| ReEntry Employment Opportunities (REO) Program          | Iowa Workforce Development                     | Required Partner |
| Temporary Assistance to Needy Families (TANF)           | PROMISE JOBS<br>(Iowa Workforce Development)   | Required Partner |
| RESEA                                                   | Iowa Workforce Development (IWD)               | Required Partner |
| Trade Adjustment Assistance (TAA) program               | Iowa Workforce Development (IWD)               | Required Partner |
| YouthBuild                                              | Des Moines Area Community College<br>DMACC     | Required Partner |

# IMPLEMENT AND SUPPORT STATE STRATEGIES IDENTIFIED IN THE STATE PLAN

Goal I: Iowa's employers will have access to skilled, diverse and Future Ready workers

State Strategy 1.1: Expand and support the framework of sector partnerships that are championed by business and industry to drive career pathways.

#### **Local Strategies:**

- Engage the CIWDB members and committees with the six existing sector partnerships in Central lowa. This engagement will include cross-membership, presentations and regular reports.
- Research the capacity for a Food Service/Drinking Establishment industry sector by engaging the Iowa Restaurant Association.
- Convene the Iowa Department of Education, sector partnerships, partners and CIWDB members to analyze existing career pathways and identify pathways to support emerging in-demand occupations.
- Engage current and potential community youth partners and trainers in a Central Iowa Youth Workforce Coalition to ensure effective and efficient training programs and collaboration.

State Strategy 1.2: Grow the skilled labor force by advancing the Future Ready Iowa initiatives, resources and programming to all Iowans.

# **Local Strategies:**

- Develop a strategy to identify all Central Iowans who do not possess education beyond high school.
- Develop a communication strategy to build awareness of postsecondary education/training opportunities available in the area.
- Convene local educators and businesses to develop educational strategies best suited for in-demand careers.
- Maximize utilization of supportive services and other supports that will increase successful education attainment.
- Build awareness of funding opportunities to grow the initiatives in Central Iowa.

State Strategy 1.3: Collaborate with sector partnerships and lowa employers to enhance workbased learning opportunities for all lowans.

# **Local Strategies:**

- Engage sector partnerships to identify existing work-based learning strategies and opportunities for growth.
- Develop awareness among employers of the benefits of work-based learning strategies.
- Develop toolkits for businesses to build work-based learning programs.
- Collaborate with educators to aid in designing effective learning strategies.

**Goal II:** All lowans will be provided access to a continuum of high-quality education, training, and career opportunities.

State Strategy 2.1: Further develop and promote accessible career pathways to all Iowans.

#### **Local Strategies:**

• Utilize the Iowa Department of Education's career pathways materials in career discussions and individual education programs.

- Convene local employers and educators to design pathways specific to the needs of Central lowa.
- Synchronize messaging among sector partnerships, businesses, education/training institutions, and partners.
- Engage the Planning and Operations Committee and the Youth Committee to develop strategies for partners to utilize pathways with existing and emerging programming.

State Strategy 2.2: Educate the system, partners and communities about the programs, initiatives, resources and opportunities available to up-skill the workforce.

# **Local Strategies:**

- Work with State agencies to promote a statewide lowa WORKS awareness campaign.
- Build an awareness and understanding among all lowans that lowa WORKS is a collaborative effort of many partners providing services to help individuals achieve career and economic success.
- Challenge all partners to identify ways in which they may rely on each other to provide services, thus reducing duplication and increasing access to services.
- Utilize social media and cross-training to strengthen both internal and external awareness of all services available through the Central Iowa workforce system.

State Strategy 2.3: Connect all Iowans with long-term career opportunities from high-growth, indemand sectors.

# **Local Strategies:**

- Engage employers and educators to design ladder models of career life cycles, showing how individuals will evolve through their careers by moving through different jobs as their skills and knowledge develop.
- Assist job seekers with identifying initial career goals as well as long-term career goals, while aligning an educational plan to help them reach their goals.
- Inventory available credentials and develop 'educational pathways' to align with longterm, in-demand career opportunities. Share with potential employers and all educational systems.
- Build awareness that services are available at the lowa **WORKS** center to assist anyone achieve their next career goal, no matter the level of employment sought.

**Goal III**: lowa's workforce delivery system will align all programs and services in an accessible, seamless and integrated manner.

State Strategy 3.1: Align workforce programs and initiatives to improve service delivery and outcomes for all Iowans.

# **Local Strategies:**

 Inventory all services offered by all partners and develop a strategy to consolidate and streamlines services and develop an accessible database for use by employers and job seekers.

- Inventory gaps in services, and training & education, and identify strategies to close them.
- Utilize subject matter expertise of partners to increase accessibility for all individuals accessing partner services.
- Inventory available funding to better leverage resources for services.

State Strategy 3.2: Ensure seamless access to programs and services of the workforce delivery system to all Iowans.

# **Local Strategies:**

- Increase the number of co-enrollments by developing more effective and efficient models of service using partner agencies.
- Increase use of referral system with core and required partners.
- Increase accessibility through virtual means wherever possible and practical.
- Increase opportunities for customers to access technology.

State Strategy 3.3: Continuous improvement of the system to ensure no programmatic or physical barriers exist to accessing programs and services by all Iowans.

# **Local Strategies:**

- Annually inventory programs, services and facilities to ensure accessibility and availability to all.
- Provide regularly scheduled educational events to promote knowledge and awareness of accommodations for all in the local area.
- At a minimum, annually inventory assistive technology available in the centers and provide staff training on the usage bi-annually.

# CORE PROGRAMS

# Local Plan Question:

- 2. Describe how the LWDB will work with the entities carrying out the core programs to:
  - a. Expand access to employment, training, education, and supportive services for eligible individuals, particularly individuals with barriers to employment.
  - b. Facilitate the development of career pathways and co-enrollment, as appropriate, in core programs.
  - c. Improve access to activities leading to a recognized postsecondary credential, including a credential that is an industry-recognized certificate or certification, portable, and stackable.

### EXPAND ACCESS TO EMPLOYMENT, TRAINING, EDUCATION AND SUPPORTIVE SERVICES

Partnerships and referrals are key to finding enrollments and to serving the public effectively with the right resources. Collaborative relationships between all partners can help those already enrolled and help increase the number of people served through the local area. Keeping partners connected in groups who plan, and coordinate services is key to establishing these relationships and foster cooperation between these entities. The CIWDB one-stop operator has a monthly meeting to coordinate services among the partners and has established a Central Iowa Youth Workforce Coalition.

Ensuring that WIOA services are accessible to all lowans in our area is a goal that all WIOA partners hold. To provide services to job seekers without an lowa **WORKS** center in their community we are now offering Virtual 1 on 1 Career Planning appointments utilizing MS Teams. We have conducted outreach to all libraries in our area to discuss partnerships and the services we can provide virtually. Finally, most workshops provided in the office are available virtually, for those that do not have a computer they are welcome to one of our offices, public libraries, or any location they can get computer access.

WIOA staff will build partnerships with one-stop core partners and extended community partners. WIOA staff are educated on the training programs throughout the area- this includes and is not limited to; United Ways HealthWorks Program, WTAA, St. Vincent DePaul, and The Well. Organizations are invited to the center (in person or virtually) to explain their programs, their eligibility guidelines and expectations of those who are enrolled. All core partners and the CIWDB are informed of these presentations and able to attend. When WIOA partners meet with these organizations, the services that all Title's provide are also discussed. Referrals for WIOA services are encouraged and received from these partner agencies as well ensuring that services provided to job seekers can support them holistically. Referrals for WIOA services are received from these partner agencies. WIOA staff make referrals to these agencies based upon the basic needs of the customer. Open communication and willingness to regularly share information is essential to building a successful program and a monthly meeting with core-partners is held by the one-stop operator. A universal referral network is created through relationships that are built through core and community partners.

As customers enter the lowa **WORKS** office to register for services, job seekers receive assistance using the lowa **WORKS** system. Staff determine referrals to partners through the lowa **WORKS** Enhanced Triage Process. Career planners ask questions that help guide individuals to the appropriate services and emphasize the benefits of co-enrollment. Referrals, as well as progress and outcomes, are tracked in lowa WORKS for accurate and complete communications.

Marketing and outreach are necessary to expand access – the one-stop center staff are active on many boards in the area and work with community partners on a regular basis to assist in reaching out to those individuals with barriers to employment. Partnerships include entities such as United Way of Central Iowa, Evelyn K Davis Center, St. Vincent DePaul, Goodwill, Chambers of Commerce, Economic Development, school districts, EMBARC, Fort Des Moines and Fresh Start.

Career planners are housed in the Women's Correctional Facility in Mitchellville, as well as the men's facility in Newton. They work to assist in training programs and reentry programs prior to release. Many services are promoted through the Iowa *WORKS* Facebook and Twitter pages. The one-stop has an extensive partner email distribution list that is utilized at least monthly to advertise programming opportunities available in the center.

The majority of individuals who file for unemployment are required to be registered in the IowaWORKS system. The accounts created by these individuals may be used as a method of outreach as well.

### DEVELOPMENT OF CAREER PATHWAYS AND CO-ENROLLMENT IN CORE PROGRAMS

Participants will be assessed by career planners. These assessments may include National Career Readiness Certificate (NCRC) assessment, The Comprehensive Adult Student Assessment System (CASAS) for math and reading, O\*net Online (Occupational Information Network) and other appropriate assessments. Plans and goals are built through IowaWORKS Exploratory Services. Career counseling is provided after completion of all necessary assessments determined between the job seeker and the career counselor. Work history, educational levels, employability skills, job readiness, soft skills, industry sector needs, and Labor Market Information (LMI) are elements of consideration as the job seeker's plans and goals are built. Plans are documented in the IowaWORKS system, as well as in case management files that are accessible by the core partners.

The Business Services team will contact and visit local companies to share information about workforce services and employers. By utilizing a small team of partner representatives redundant contacts can be reduced. Regular meetings will be held to provide information to all core partners to provide up-to-date business information on openings, hiring events, and potential referrals for new positions.

Registered Apprenticeship (RA) is another program discussed with job seekers. During career planning sessions, registered apprenticeship opportunities are discussed with the job seeker. If job seekers are interested, WIOA staff refer them to the Earn and Learn Website. Once they complete the RA form a career planner at IWD's Administration reaches out to them to learn about their skills and goals to determine if any current RA opportunities that match. Business staff also work with Employers to help them establish Registered Apprenticeships for their organization as well as assist in recruitment efforts and develop career pathways.

Wagner-Peyser (WP) staff, at the request of employers, completes workforce needs assessments at the businesses. During these assessments information from the employer is compiled on the needs for employment, recruitment, education and training skills. Staff also assess recruitment efforts along with perceived successes and failures. After the comprehensive interview is completed, Wagner-Peyser staff work with WIOA partners and community organizations to provide the employer with recommendations to make improvements. These recommendations vary based on the needs and wants of the employer, and often result in creating a Title I cohort model, connections with Project lowa for recent graduates of that program, connecting employers to the refugee populations and collaborating with ELL to ensure the job applicants have the language skills to perform the needed duties. The Workforce Needs Assessments have been incredibly helpful in providing employers with opportunities they were not aware of, educating staff on the needs of business, and connecting partners to employers.

The one-stop operator (OSO) monitors referrals being made and has created a shared spreadsheet that is accessible to all Core Partners through SharePoint, allowing all partners to view the referrals being made and provides a process to give updates on the job seekers, including Title II, which does not currently have access to the IowaWORKS data system. This allows for increased effective and efficient collaboration among the partners and improvement in serving the job seekers and employers.

Ongoing evaluation of enrolled individuals is conducted by career planners to determine if they would be appropriate for co-enrollment within other core programs. This evaluation helps ensure participants are receiving the best service possible. Ongoing reviews of the referral system are also conducted to ensure timely follow-up and contact with individuals who are seeking assistance, services, and support. The review of the referral system ensures individuals interested in receiving services are assisted as often as possible.

The planning, promotion and presentation of job fairs and other hiring events will involve a great deal of participation and collaboration on the part of partner staff. Knowledge of the local customer base will allow all partners to assist job seekers through screened job referrals. Information about customers is gathered through surveys, interviews and conversations.

Subsidized employment activities such as On-the-Job Training, Limited Internships and Work Experience also provide employers with an opportunity to overcome obstacles in recruiting, screening, and training of new hires. Registered Apprenticeship programs can allow employers to train workers while they are earning wages.

WIOA outreach efforts will be an important part of the employer services offered by Iowa **WORKS**. Electronic and print media campaigns will be used to inform employers of the programs mentioned above.

Two different workshops are regularly hosted by lowa **WORKS** to facilitate the development of career pathways for all job-seeking customers. One workshop is geared to industry trends, to provide the latest research on national, state, and local employment trends. The other workshop focuses on exploring what Registered Apprenticeship (RA) is, how RA works; and how interested individuals may earn a nationally recognized RA credential.

# POSTSECONDARY CREDENTIALS AND INDUSTRY-RECOGNIZED CERTIFICATIONS

Upon determining whether training is necessary for a customer to meet the Individual Employment Plan (IEP) goals, staff work closely with the customer to ensure the selected career training is appropriate and can be successfully completed. IEP's will identify skills gaps to better align needs and career goals for the job seeker.

When a customer's training needs are identified the financial situation is accessed. This assessment is completed as part of the Objective Assessment process. Career planners use a standardized form to ensure that before WIOA Title I funds are spent, other sources of funding are either exhausted or unavailable and no unmet financial need exists. If a large unmet financial need exists after WIOA assistance, the customer must have a strategy to overcome the unmet need and be able to successfully complete training.

The career planner and the customer review other elements of the assessments, including the customer's aptitudes, interests, transferable skills, and work values. This review also identifies strategies to overcome existing barriers. The appropriateness of the training is also discussed in terms

of the customer's personal background. Potential barriers to completing training, such as past convictions, defaulted student loans, family circumstances or legal situations, are addressed with the customer in a respectful manner.

The customer provides information to ensure that they are making data-driven decisions regarding their training. Customers do their own research on the training program and provide the following information to the career planner:

- End date of training vs. end date of unemployment insurance
- Program placement rates and average starting wages
- Availability of work in the area
- Interview someone currently employed in the field

All information is documented in IowaWORKS electronic case management system. All Individual Training Accounts (ITA) are administered in accordance with local and state policies as stated in the ITA agreement section of the IowaWORKS individual Training Account form. Training funds must be available to enter the ITA agreement. ITAs will only be awarded to customers who are unable to obtain grant assistance from other sources to pay for the cost of training or required WIOA Title assistance in addition to other sources. The customer/student is responsible for any remaining balance. ITAs are only available for programs on the Eligible Training Provider List (ETPL). ITAs are not transferrable and will only support the qualified training costs of the individual named on the account. Training costs incurred prior to the ITA may not be approved for payment.

The training provider must follow its established refund policy and refund Title I monies. Business and industry needs are researched through local sources, statewide labor market information projections, local current job openings and informational interviews with the employers. At the request of the service provider and with written approval of the participant, the training provider will provide the service provider with financial aid information, billing statements, class schedules, attendance reports, grades and a certificate completion.

Occupations and employer needs are researched through local sources, statewide labor market information projections, local current job openings and informational interviews with the employers. Successful placements have the greatest on-the-job retention when the employer needs are matched with job seeker skills.

Title I staff will require job placement and work-based learning activities to be tied to a specific career pathway identified in the customer's IEP. Title I staff, and customers have access to the most current labor market information available and use it as a guide when planning work-based leaning, upskilling, or training activities.

Business and industry relationships are essential to the successful connection of Adult and Dislocated Workers to the regional workforce. Staff have access to connections with area-employers to maintain communications and understanding of area business needs.

Customers have access to professional one-stop career planners and WIOA Title I staff who consult on local job openings, resume writing/critique, current labor needs, transferrable skills, and other aspects of job search. Meetings and progress are documented through lowaWORKS system for consistency, detail, and safety.

Information gathered from sector boards in the area is utilized to create avenues for training needed by employers in the area. WIOA programming in the Central Iowa LWDA connects and engages new employers and community partners across the LWDA. The ongoing and new collaborations developed ensure the needs of job seekers, employers and community partners of the local workforce system are met by WIOA programming to the greatest extent possible. The focus for the process and collaboration is to enable a team approach with the employer, partner, WIOA team, and participant to make sure that training needs are met, barriers to employment are eliminated, and the job seeker can attain sustainable work with an area employer.

Monthly core partner meetings provide opportunities for collaboration and continual improvement to streamline the WIOA service delivery process as well as expand knowledge of employment and training services provided by core partners. The one-stop operator monitors core partner referrals. Core partners utilize an easily accessible and efficient document to refer job seekers to employment and training services. Core partners contact job seekers within 48 hours of receiving referral.

The Adult and Dislocated worker program offers a virtual option for job seekers to meet with a career planner or participate in a recruitment session. Virtual services have been well-received by job seekers and expand opportunities to access employment and training services. The Adult and Dislocated Worker program will provide employment and training services under guidance and direction from state and local policies. The Adult and Dislocated Worker program will utilize labor market information to guide job seekers into training opportunities, which will lead to employment in high demand occupations.

Adult and Dislocated Worker program career planners use the Objective Assessment tool, which assists participants to identify their interests, skills, abilities and barriers to employment. In-depth interviews, assessments, and career planner observations are also used in the goal development process. Career pathway goals and barriers are addressed by the career planner and participant through the collaborative development of an Individualized Employment Plan (IEP) with the career planner. The IEP lists services and activities that will support the participant's career pathway goal. Career planners and participants will review and assess the IEP and career pathway goals annually, at a minimum. Any barriers that keep the participant from obtaining and maintaining employment are addressed in the IEP. Barriers include lack of education, training, housing, transportation and dependent care, but other barriers may be identified in the IEP. Career planners provide support to participants in reducing the impact of barriers by referring participants to community resources, or enrolling participants into WIOA funded supportive services with an identified need.

Career planners create co-enrollment plans in collaboration with the participant and core partners. Coenrollments include a detailed description of how each core partner will support the participants IEP and career pathway goal to ensure access to services and avoid duplication. Access to training services is available to Adult and Dislocated Worker participants who are unable to achieve self-sustaining employment through basic career services. Career planners meet with participants in-person at the Iowa *WORKS* center, virtually, or at a convenient location to complete an Objective Assessment, provide labor market information, and conduct in-depth employment counseling so the job seeker can complete an Individualized Employment Plan. Additionally, they discuss how the job seeker can access training programs leading to postsecondary credentials. Adult and Dislocated Worker participants interested in training services complete a Consumer Choice worksheet. This worksheet is designed to help participants research the training available and determine which program and provider is right for them.

### CIWDB STRATEGIES AND SERVICES

#### Local Plan Question:

- 3. Describe the strategies and services that will be used in the local area to:
  - a. Facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations.
  - b. Support a local workforce system that meets the needs of employers in the area.
  - c. Better coordinate workforce development programs and economic development.
  - d. Strengthen linkages between the one-stop delivery system and unemployment insurance programs.
  - e. Implement initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, other work-based learning opportunities, registered apprenticeships, industry and sector strategies, career pathway initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of local employers. These initiatives must support the strategies described in a.-c. above.

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In recent years, having a qualified labor pool became even more critical as a component for business expansion, and the challenge presented opportunities to strengthen current workforce development relationships and to develop new partnerships. The Core partners strategies of integration and alignment to coordinate workforce development and economic development activities include:

- Economic and broad business representation on the Central Iowa Workforce Development Board and committees;
- Collaborative efforts with local chambers, community colleges, and economic development offices on job fairs and employer-related events;
- Participation and involvement in Sector Boards within the Central Iowa LWDA;
- The Business Services team, which includes representation from all core partner organizations, improves employer communications and assessment of needs;
- Participation in professional activities and organizations for core partner staff; and
- Core partners for the Central Iowa LWDA meet monthly with the one-stop operator to share information for continued collaboration.

Core partner agencies are actively involved in the development of workforce programs to serve employers. Each core partner assigns a business specialist to build awareness of available programs by performing outreach to employers in Central Iowa, across counties and in each county.

Outreach efforts are creating confidence and trust in the abilities of core partners to meet hiring needs supporting all sectors and occupations. When working with employers, the core partner staff take time to learn the business needs and offer recruitment solutions. Educating employers on work-based learning (WBL) partnerships has been a large focus. Business team members can act as connectors for employers and educational programs to enable and encourage partnerships. These partnerships provide the students with workplace skills and allow employers to develop a strong brand recognition in the community. The Central Iowa LWDA has healthy partnerships with the Iowa Governor's STEM Council, Job Corp, IJag, and DMACC's WBL program. Currently a series of webinars are planned by the local business services team to educate employers on the benefits of and activities associated with WBL and how they might collaborate with other employers and organizations.

The following activities ensure all core partners maintain strong relationships with businesses:

- Monthly strategic planning meetings discussing the next four months of activities;
- Monthly core partner business meetings lead by the one-stop operator;
- The Wagner-Peyser and Title I staffs meet every Monday morning to discuss the current week's activities. For collaborative purposes, it is planned to include representation from Title IV in these meetings;
- Each Thursday, Wagner-Peyser staff has an employer speak in-person or virtually, to present and answer questions about its company and open positions. All core partner staff are invited to attend;
- Expand recruitment event partnerships with the Evelyn K. Davis Center, the Workforce Training Academy and chambers of commerce.

Local partnerships support collaboration among workforce development programs and county economic development offices. Regular meetings and events are offered to community stakeholders to provide a forum for building awareness of services and resources available in the local area. County economic development is a critical component of the provision of services to those living in rural communities.

Business service initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, registered apprenticeships, and other work-based learning opportunities are utilized to target specific industry and sector strategies to best serve the businesses in the local area. Career pathway initiatives are being made to identify where to best place workers while utilizing effective business intermediaries to identify employers to host work-based learning programs. All business services and strategies in the LWDA will be designed to meet the needs of local employers in securing a high-quality workforce.

Reaching recipients with unemployment insurance (UI) is a top priority of the LWDA. State law prohibits the state's unemployment division from sharing recipient names, thus Iowa Workforce Development

(IWD) is working to develop better ways to effectively disseminate Title I and other partner program opportunities to all UI recipients.

The CIWDB will prioritize effective communication with economic development activities within the LWDA to better support entrepreneurial skills training and microenterprise services. A seat for a representative of economic development is always maintained within the board's structure.

Partners in the Iowa *WORKS* centers consistently refer individuals interested in entrepreneurship to the Small Business Administration and Iowa Economic Development. Designated business service staff members are also identified by the core partner agencies to develop and improve relationships with businesses.

The CIWDB is targeting developing relationships with new and existing small employers because potential or opened positions can support job seekers and the businesses simultaneously with activities such as internships and on-the-job training opportunities.

Businesses continue to request services from all core partners. Core partners collaborate to coordinate how to meet the needs of employers across all programs. Even though a business may contact one partner, that partner has a responsibility to identify ways in which other partner services can help that business succeed. Partners are also charged with tracking employer contacts and connections. This form of cross-referencing helps to ensure businesses and the lowa **WORKS** staff are working together efficiently.

The business services team members continue to use a focused approach to the in-demand fields in the area and have built partnerships with employers such as Golden Heart Senior care (Healthcare), Restore (Construction), Genesis Senior Living (Healthcare), Flix Brewhouse (Retail/Customer Services), and The Hilton Downtown (Hospitality) where paid work experiences are provided with WIOA funding. The business services team builds relationships with employers willing to offer experiential learning with WIOA funded participants. Some of these employers include Dart (Transportation), Mercy One (Healthcare), Unity Point (Healthcare), Quality Manufacturing Corporation (Advanced Manufacturing), and Freightliner Truck Center Co. (Transportation) etc. This list continues to change and the business services team continues to develop new business partnerships together.

Core Partners provide Rapid Response services to employers under state guidance. Title I Career Planners have begun meeting bi-weekly with the Business Services Team to discuss business needs and participant employment needs. Core Partners work together to connect employer and participant goals during these collaborative meetings. The services and benefits of Adult and Dislocated Worker activities such as On-The-Job Training and Incumbent Worker Training are discussed in-depth with employers. Career planners explain to employers the holistic service approach the Adult and Dislocated Worker program provides to participants, such as supportive services (i.e., assistance with costs for transportation, dependent care and others) and continued employment support throughout training and follow-up activities. Employers in rural areas have identified transportation as a barrier to meeting their employment needs. Core partners have connected and facilitated conversations between

employers and Des Moines Area Regional Transit Authority (DART). These conversations are helping to develop transportation programs tailored to meet the needs of businesses and employees.

As grant recipients for Title II funds, Iowa's community colleges are well poised to support the needs of adult learners, to effectively incorporate workplace skills and workforce training and to provide high quality educational instruction to participants in adult education and literacy activities. As partners, Iowa's 15 locally governed community colleges, DMACC in Central Iowa area, play vital roles in the economic development of their communities and the state. In several local areas, community colleges are the service providers for Title I Youth and Adult, Dislocated Workers as well as providing the physical space for the one-stop centers therefore offering a full range of assistance to job seekers. As key partners in statewide industry, workforce, and education initiatives, Iowa's community colleges provide individuals with access to high-quality education and training to ensure employers have a pipeline of skilled workers that meet their specific needs. By working together and forming connections with local business and industry, community organizations, state agencies, and other key stakeholders, Iowa's community colleges are tightly linked to the Central Iowa LWDA and regional economic development and labor force needs and well-positioned to collaboratively address statewide challenges. They also are well-positioned to share best practices among the statewide community college system.

COORDINATION OF LOCAL WORKFORCE INVESTMENT ACTIVITIES WITH ECONOMIC DEVELOPMENT ACTIVITIES

Local Plan Question:

4. Describe how the LWDB will coordinate local workforce investment activities with economic development activities that are carried out in the local are and how the LWDB will promote entrepreneurial skills training and microenterprise services.

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The CIWDB will prioritize effective communication with economic development activities within its LWDA to better support entrepreneurial skills training and microenterprise services. As aforementioned, economic development is represented on the board and its standing committees. They are invited to participate in county-wide CIWDB sponsored events such as career fairs.

Core Partner staff within the Iowa **WORKS** centers consistently refer individuals interested in entrepreneurship to the Small Business Administration and Iowa Economic Development offices. Designated staff are also identified by the core partner agencies to continue to better develop relationships with businesses. Additional staff focus to better develop relationships with new and existing small businesses will be encouraged by the board.

WIOA team members participate in each of the LWDA county specific focus groups and chambers of commerce. Through these partnerships staff can be in contact with economic developers and businesses to provide proper entrepreneurial skill training to WIOA participants. WIOA also uses these platforms to

refer participants to the expert partnering agencies and employers that can better provide these specific skills training.

The one-stop operator ensures that all core partners are aware of educational opportunities through enrollment into core partner programs, which increases literacy and the workforce skills of job seekers. Increased literacy skills provide participants with access to training programs resulting in higher levels of education and higher earning capacity. Core partners work with the businesses and transportation providers in the LWDA to develop strategies and frameworks to ensure job seekers have access to quality employment in the area and businesses have access to a skilled workforce. CIWDB monitors Adult and Dislocated Worker outcome and performance standards including employment and median earnings after exit from activities and services. These standards ensure that workforce services are leading to higher education levels and a higher standard of living. Title I Career Planners provide Entrepreneurial Training (ENT) information to job seekers referred to Title I and will provide ENT services to appropriate participants after completion of an Objective Assessment and development of an Individualized Employment Plan (IEP).

When working with employers, partners will serve any business that reaches out for assistance. When planning activities such as recruitment events, employers hiring for occupations on the High Demand Occupation List are targeted. Partners also work to support those businesses in creating registered apprenticeship programs to develop a pipeline of their own workers.

Small business growth is an area that the business team focuses on annually. Work is conducted with the chambers of commerce and existing partnerships to identify small businesses to invite to recruitment events. Entrepreneurial skills training is not currently provided by Iowa*WORKS* staff. When individuals seek assistance in starting their own business, they are referred to the Evelyn K Davis Center in Des Moines which offers a small business boot camp. Referrals are also made to the local chambers of commerce and the small business association.

A stronger relationship with the area's economic development agencies is part of the local strategy moving forward. A step in this strategy includes a notification process to identify when new businesses are started. After receiving notifications about new businesses, the Core Partner Business team will conduct outreach meetings with the new business owners.

The adult education and literacy (AEL) program is Iowa's front-line program to help adults without a high school diploma or equivalency. As part of the state procurement for the Iowa Skilled Workforce and Job Creation Fund (ISWJCF) allocated to Iowa's 15 community colleges, AEL services are being provided to individuals who need assistance acquiring the skills necessary to be successful in job training and employment. Funds from the state are leveraged with Title II funds, awarded through competition, to increase access to services through Your Future Starts Here Iowa

(http://yourfuturestartsherelowa.org/).

Additionally, providers from community and faith-based organizations are engaged with the statewide lowa Literacy Council. This engagement helps to increase access for adult education and literacy services targeting English Language Acquisition participants.

#### CIWDB ONE-STOP DELIVERY SYSTEM

#### Local Plan Question:

- 5. Describe the one-stop delivery system in the local area, including:
  - a. How the LWDB will ensure the continuous improvement of eligible providers through the system and that such providers will meet the employment needs of local employers, workers, and job seekers.
  - b. How the LWDB will facilitate access to the services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means.
  - c. How entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with section 188 of WIOA, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, including providing staff training and support for addressing the needs of individuals with disabilities.
    - i. Include how the LWDB will utilize Disability Access Committees (DACs) as a strategy.
    - ii. Describe the process that an individual would use to request an accommodation as well as how an individual will know what accommodations/assistive technology equipment are available.
    - iii. Describe how partners/operator will ensure individuals with disabilities can participate in workshops and services offered throughout the center.
  - d. The roles and resource contributions of the one-stop partners.

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The one-stop delivery system is the foundation of the CIWDB's workforce system. The system provides a systemic, holistic, and collective access to career services to meet the diverse needs of job seekers. Career and training services, tailored to the individual needs of job seekers, form the backbone of the one-stop delivery system. Basic career services will be made available to all job seekers and include services such as labor exchange services, labor market information, job listings, and information on core and other partner programs. Individualized career services identified in WIOA will be provided by local areas, as appropriate, to help individuals obtain or retain employment. While some job seekers may only need self-service or basic career services, other job seekers might need services that are more comprehensive and tailored to their individual career needs. These services may include comprehensive skills assessments, career planning, and development of an individual employment plan that outlines the needs and goal of successful employment. Needs are identified at the beginning of a job seeker's experience at the center, or for those with disabilities, accommodation needs might be identified previously to coming to the center.

Central lowa's one-stop system aims to respond to business demand for workforce improvement by upskilling individuals and equipping them with current, in-demand skills that help them compete in today's job market or vie for higher paying jobs with more responsibilities. To ensure continuous improvement, the CIWDB, with the cooperation of core partners, has the core partners conduct both job seeker and employer satisfaction surveys at least once per year to obtain feedback from customers of the one-stop centers. The local business service teams all four core partners, and the one-stop operator meet monthly to ensure that individual clients/ job seekers are making connections to local employers, both through the lowa Jobs site and or directly. They discuss how they might work more effectively and efficiently together and created an evaluation survey used across all partners. Quarterly performance reports are given to the CIWDB with corrective action steps identified for continual improvement.

To better facilitate access, satellite centers are available to meet with job seekers from rural locations throughout the local areas. Workshops, orientation, and intake options are being provided through Zoom and other virtual platforms to increase availability in rural areas and to meet the needs of those with transportation barriers. Resources such as online training, assessment, and instruction are available through Title II providers. Title II will continue to help obtain devices and internet service for online coursework for low-income individuals in need. Unemployment claims and job searches can be completed through remote and virtual means as well.

Core partners provide reasonable accommodations for anyone who asks. Initially either the Vocational Rehabilitation (IVRS) partner or the Disability Program Coordinator at IWD are consulted if an existing accommodation does not meet the needs of the customer.

As part of the marketing strategy to serve individuals with disabilities, language is on all promotional collateral materials informing potential job seekers how to reach the center by phone or email to request accommodations. For accessibility, all community agencies that serve individuals with barriers are trained and given marketing materials to promote all activities offered in the lowa **WORKS** center.

The Disability Access Committee (DAC) complies with all provisions of the Americans with Disabilities Act of 1990 to ensure the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities. The Disability Resource Coordinator, IDB and IVRS are available to be utilized as resources to ensure compliance with this effort on an ongoing basis. Accessibility is reviewed on an annual basis at every location. All staff are mandated and trained to comply with EEO. The committee's charter is to proactively oversee and change the local area's marketing materials and services to meet the needs of those with disabilities. Also, the committee provides guidance to the Business Services team to assist employers to better serve and employ individuals with disabilities.

The Iowa*WORKS* centers will have adaptive equipment and/or assistive technology available to persons with disabilities so services can be accessed at the physical locations. Promotional materials for services and workshops will include a statement such as "accommodations are available upon request," to encourage customers to request accommodations when needed.

Staff will be trained and sensitive to the requests and needs for accommodations. Front line staff will respond to specific accommodations requested for use in the one-stop center. If front line staff needs

assistance or has questions, all lines of authority will assist to ensure success. When needs are identified the Disability Access Committee works to close the gaps of accommodation.

Title I: Title I services provide individualized career services to assist participants in identifying specific work interests, skills, and career goals as well as potential training services. Career advisors/planners make referrals for co-enrollment with Iowa Vocational Rehabilitation and Iowa Department for the Blind. Through co-enrollment, individuals with disabilities have access to the resources needed to meet their career goals.

Title II: Adult Education & Literacy: Title II addresses basic skills and English language needs of individuals/job seekers who access the one-stop centers, provides assessment of basic skill levels and connects adult job seekers to training related to literacy, computer skills, high school completion, and English language acquisition.

Title III: Addresses employment training (workshops focused on resumes, applications, job searching, interviewing, labor market information for career planning) and referrals to other programs to help job seekers reach their employment goals. One-on-one job coaching is available.

JVSG-DVOP: Disabled Veteran Outreach Program aids veterans with barriers to securing employment.

MSFW: The Migrant Seasonal Farm Worker (MSFW) Program aids businesses with opened agricultural positions find potential employees locally, across the U.S., or abroad, if necessary. The Outreach Worker makes sure that fair labor practices are followed and connects workers to other agricultural positions that become available.

From the MSFW website: Migrant farm workers travel to Iowa each year to help with the cultivation and harvest of crops. Migrant and Seasonal Farm Worker (MSFW) advocacy system is focused on educating and assisting farm workers and agricultural employers. Farm workers receive training and employment services through Iowa *WORKS* centers assist with attaining greater economic stability. The State Monitor Advocate helps ensure farm workers are served equitably through workforce programs. Agricultural employers may include farmers (both crop and livestock), farm co-operatives, grain elevators, greenhouses, and nurseries. Some may contract with farm labor contractors to oversee the hiring and payment of the migrant or seasonal crews. Agricultural that need assistance filling their workforce needs may work with Iowa's outreach workers to recruit in Iowa and from other states by utilizing the Agricultural recruitment system.

PROMISE JOBS: As part of the Temporary Assistance to Needy Families (TANF) program, individuals who can work must attend activities that lead to gainful employment. Participants are assigned to attend center workshops, job search, connect to educational programs, or On-The-Job Training while providing supportive services such as childcare and transportation as they are actively engaged in employment activities and until they have reached employment. These participants often drive the success of workshops as they come from surrounding communities and will refer others to the one-stop center services.

Title IV: Iowa Vocational and Rehabilitation Services (IVRS) and the Department for the Blind (IDB) are members of the DAC, are interactive core partners and attend joint planning meetings and job fairs. IDB is the first point of contact related to blindness for all core partners. IVRS is the first point of contact related to questions for individuals with disabilities (excluding blindness) for all core partners.

Title I services provide an individualized career plan/path that is jointly created with a career planner and participant to make sure that services are provided in a way that fits the personal needs to eliminate the specific barriers a participant might encounter. Participants are offered one-on-one, or group, or barrier specific accommodations for all career services provided. Staff provide all accommodations when needed to work through specific career services with participants such as meeting participants where they are, providing transportation to and from meetings, and tailoring soft skill trainings to specific education levels. WIOA programming is created through collaborations with community partnerships, taking a team approach to providing accommodations for career services to best serve and not duplicate services.

Title I provides individualized services to job seekers who are not able to become employed earning a self-sufficient wage through basic career services alone. Title I provides informational sessions in-person and virtually for job seekers referred to services. Title I provides career and training services to job seekers through an Individualized Employment Plan after an Objective Assessment. Core partners work together to communicate with each other to understand the accommodations needed by job seekers to access services. Title I staff will work with core partner programs and community resources to provide accommodations and access to services.

Local educational institutions on the approved training provider list are focused on career and technical programs that are state of the art and meet the needs of our LWDA businesses and industries. The colleges convene pathway-specific advisory boards to review and work with program faculty to meet the needs of the local job market. Job driven education and training is delivered in both credit and non-credit formats. Most of the career program areas offer short-term certificate options as well as one-year diploma and two-year associate programs to meet the various needs and timeframes of job seekers and employers. In addition, customized training is an option to structure training that is directly linked to job skills needed in the workplace.

Des Moines Area Community College (DMACC) has a Disability Services Department and coordinators at each campus and center to assist with developing plans to determine what accommodations are needed and how they will be implemented. These accommodates might include, but are not limited to: interpreters, human readers, Kurzweil readers, sign language interpreters, human scribes, and other accommodations.

Through the appropriation of the Governor's Emergency Education Relief (GEER) funds, Title II was able to purchase laptops and tablets for students to check out to students choosing to learn remotely. Students can utilize these devices for learning basic typing skills, writing essays, practicing digital literacy skills, Burlington English, and attending synchronous and asynchronous adult education courses.

DMACC's Title II programming and services operates year-round with classes and other wraparound supports.

ADULT & DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

Local Plan Question:

6. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area.

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Adult and Dislocated Worker training services will include the following:

- On-the Job training (OJT): OJT reimburses the participating employer for a portion of the
  employee's wages, depending on the skill level required and any prior training experience. Staff
  will work with the businesses to create an individualized training plan that is aligned with the
  customer's interests and aptitude.
- Secondary Education Certificate (SEC) Training: This training is for the customer to achieve high school completion by taking and passing the HiSED/GED.
- Occupational Skills Training (OST): OSTs include short-term occupations skills training programs such as Certified Nursing Assistants, production welding, commercial driver's license (CDL), and longer-term training programs leading to a certificate or a credential such as nursing or industrial maintenance.
- Registered Apprenticeships (RA): WIOA staff will work with employers and labor organizations in the LWDA to find apprenticeship opportunities in high growth/high demand occupations.

Comprehensive Adult Student Assessment Systems (CASAS) is one of the most widely used assessments for adult education competency-based testing for math and reading, which also measures progress in reading, math, English language, writing, and work-readiness skills. Title II staff are certified to administer these assessments and are used as the primary placement for HSED (Reading and Math GOALS) and ELL (Reading and Listening Life and Work Skills) learners. When requested, these tests are administered to students interested in qualifying for Title I services, Workforce Training Academy and Young Adult programs.

Basic career services are universally available to all job seekers in the Central Iowa LWDA. Basic career services are provided virtually through platforms such as Zoom or Microsoft Teams and in-person at each of the three Iowa *WORKS* centers located in Polk and Story counties. Basic career services are offered virtually or in-person in Dallas, Madison, Warren, Marion, Jasper, and Boone counties through partnerships with local public, private, and nonprofit organizations. Iowa *WORKS* Career Planners collaborate with local business and organization leaders in each county to ensure that basic career services are complementary to services that are already provided in the local area. Basic career services are provided by Iowa *WORKS* Career Planners.

The Title I program provides additional services to Adults and Dislocated Workers through individualized career, training and follow-up activities. Final determination of eligibility for the Title I program is

completed by Title I Career Planners. All job seekers determined eligible for and subsequently enrolled into the Adult or Dislocated Worker program complete a comprehensive Objective Assessment (OBA) and an Individualized Employment Plan (IEP). Participants and their career planners identify a career pathway goal based on the results of their OBA and utilize allowable participant activities to achieve their career pathway goal. Allowable activities include basic and individualized career, training, and follow-up activities as appropriate. The Title I program in Central Iowa follows all policies in the Workforce Services Policies, Chapter 8, Title 1B programs. A description and assessment of allowable activities in the Central Iowa Local Area is as follows.

The basic career services available to all job seekers through Iowa **WORKS** centers include the following:

- Iowa WORKS Career Planners aid job seekers in completing the eligibility explorer in the IowaWORKS system. The eligibility explorer determines general eligibility criteria regarding WIOA and Iowa WORKS programs. Title I Career Planners determine final eligibility in the Adult and Dislocated Worker programs.
- Title I Career Planners conduct Adult and Dislocated Worker informational Sessions every 1<sup>st</sup> and 3<sup>rd</sup> Tuesday of each month or career planners meet one-on-one with individuals who are unable to attend an informational session or prefer a virtual informational meeting.
- Iowa WORKS Career Planners assist job seekers in completing career and skills assessments such
  as the TABE, NCRC and O\*Net. Assessments such as these determine literacy and numeracy
  levels, interests, abilities, and support service needs.
- Referrals and coordination of services with programs within the one-stop delivery system and
  other workforce development programs are conducted when beneficial or necessary.
  lowa WORKS Career Planners ensure the referral process runs smoothly within the system by
  obtaining knowledge regarding the various programs available and maintaining open and
  collaborative communication regarding referrals and services. Referrals to partner and
  community resource programs include but are not limited to:
  - lowa WORKS partners
  - TANF/SNAP/Medicaid assistance
  - o Transportation assistance
  - Childcare assistance
  - Training programs
- Jobs seekers utilize the lowaWORKS system and services provided by career planners to access
  workforce and labor market statistical information including job vacancies, earnings for indemand occupations, necessary job skills for vacant positions, and opportunities for
  advancement in the Central Iowa Local Area. Iowa WORKS provides job seekers with the largest
  job bank in the State of Iowa. The Business Services team helps employers identify needed job
  vacancies as well as the skills needed by job seekers to fill vacancies.
- Iowa **WORKS** Career Planners provide general on-site or virtual assistance to customers filing a claim for unemployment insurance. Claimants seeking in-depth assistance may request one-on-

- one support from career planners. In-depth support is often provided at the time the claimant is receiving general assistance.
- Job seekers access information pertaining to the Eligible Training Provider List (ETPL) including
  program performance and related costs through IowaWORKS. IowaWORKS Career Planners
  ensure job seekers are provided the information they need to access the ETPL.
- IowaWORKS Career Planners assist job seekers to apply for financial assistance related to training such as FAFSA (Free Application for Federal Student Aid), and other state initiative programs.
- No cost workshops are offered virtually and in-person to job seekers on topics such as resume writing, interviewing tips and mock interviews.

Individualized Career Services provided to Adults and Dislocated Workers in the Central Iowa Local Workforce Area include the following:

- Objective Assessment (OBA) is a collaborative activity between the participant and career planner to assess an individual's interests, skills, strengths, education, financial resources, basic skills, attitudes, needs, and goals. Career planners utilize assessments including but not limited to the Test of Adult Basic Education (TABE) or Center for Advanced Studies in Adaptive Systems (CASAS) Basic Skills Assessment, O\*Net Interest Profiler, and the Barriers/Needs Determination form to have a relevant discussion with the participant. The O\*Net Interest Profile available through lowaWORKS may be completed by the participant with assistance from lowaWORKS Career Planners, among other assessments and may be used for OBA completion when the assessment has been completed within the last six months of the participant's application date. The results of the OBA are shared verbally with the participant.
- Financial Literacy (FIN): Title I partners with various financial institutions and the Evelyn K Davis Center Financial Empowerment program to connect participants with the financial literacy education to assist participants to make informed decision about their financial health and money management. Information provided by these entities include budgeting, goal setting, checking and saving accounts, credit report information, and retirement planning. Title I connects participants with disabilities who are receiving benefits from the Ticket to Work (TTW) program to receive benefits planning to make informed decisions about their financial health and stability.
- Guidance and Counseling (G&C): Title I Career Planners refer participants to local area mental
  health or community support programs when they are confronting barriers such as mental
  health or personal challenges. Participants can obtain services related to drug and alcohol
  abuse counseling, crisis management, domestic violence, pregnancy, and mental health
  therapies. Title I Career Planners provide career counseling related to academic progress,
  offender transition, conflict management and other skills which support competencies for the
  world of work.
- Internship (INT): Participants enrolled in the INT activity have limited work history in their identified career pathway industry. Title I Career Planners place participants with local public,

private or nonprofit organizations when providing INT opportunities. The Title I service provider is the employer of record during the INT activity. The INT activity may be paid or unpaid. Title I Career Planners work in conjunction with the Business Services team to identify appropriate employers for the INT activity. Title I Career Planners collaborate with local training programs as well as other partners to discuss INT opportunities with students or other appropriate individuals.

- Job Search and Placement (JSP): Title I Career Planners develop a job search plan with
  participants and provide one-on-one career counseling with participants. Career counseling
  includes providing information related to jobs in in-demand industries, nontraditional
  employment, and emerging employment opportunities. Title I collaborates with the Business
  Services team to identify appropriate employers to contact regarding job vacancies and
  participant job qualifications. Title I Career Planners partner with Business Service and other
  partners to provide JSP activities including mock interviewing, resume writing, and career fairs.
- Job Shadow (SHW): An experiential learning activity that provides participants with exposure to jobs available in the private or public sector. Title I participants are provided the SHW opportunity to gain exposure to in-demand industries and identified career pathways in the local area. SHW is provided to participants unsure of next steps in their career pathway or if they are undecided in choosing a specific career pathway goal. A job shadow includes instruction and, if appropriate, limited practical experience at actual worksites.
- Work Experience Program (WEP): Participants who lack significant work history and need soft skill development may be enrolled in the WEP service. Participants enrolled in WEP are often students, dropouts, and individuals with disabilities. Additional soft skill development includes communication, teamwork, relationship building, and time management, which are learned through work experience. Title I partners with local area public, private, and nonprofit organizations to offer participants WEP. Title I is the employer of record during WEP. WEP opportunities may be paid or unpaid.
- Pre-Vocational Activities (PVA): Participants are provided with educational opportunities to gain soft skills or basic technical skills needed to be successful in the workforce including those for specific occupations, career pathways, or training programs. Title I Career Planners work one-on-one or in a group setting with participants to develop soft skills such as communication and professional conduct. Title I may partner with local training providers to offer computer skills and software training, occupational specific math and language skills and occupational baseline knowledge courses. Title I intends to work collaboratively with partners to identify gaps in baseline knowledge for in-demand occupations and offer activities to fill the knowledge gap.

Training Services provided to Adults and Dislocated Workers in the Central Iowa Local Area include the following:

 Occupational Skills Training (OST): Participants receive OST when unable to obtain employment through basic career services alone. Participants establish a career pathway goal through completion of their OBA and IEP activities. Participants are provided with a Consumer Choice Worksheet and information related to the Eligible Training Provider List (ETPL). Career planners complete a training service justification, which includes information related to the labor market, in-demand industries, local occupation wages as well as the skills and abilities to successfully complete training. Participants are assisted by Title I Career Planners to complete their FAFSA and apply for other financial aid opportunities. Title I Career Planners complete a Financial Needs Determination (FND) with the participant to determine needed tuition expenses as well as any necessary supportive services e.g., transportation, dependent care, etc. Career planners complete an Individual Training Account (ITA) which includes Title I funded tuition, fees, and book costs.

- On-The-Job Training (OJT): Title I Career Planners work with the Business Services team to identify employers that are appropriate to partner to provide OJT opportunities to participants. Title I Career Planners target employers in the local area, which provide quality job opportunities related to in-demand industries. Employers are reimbursed up to 75 percent of employee wages during the training period. Reimbursement percentage is dependent on several considerations including barriers to employment such as individuals with disabilities or limited English proficiency. OJT contract lengths are written to include considerations such as a participant's prior education and work history as well as the skills required to be successful in the identified job. OJT contracts include information such as participant start date, wage, reimbursement amount, and skills to be learned. Participants are placed with employers that provide job opportunities that are aligned with a participant's career pathway goals as well as other employment considerations like hygiene factors.
- Registered Apprenticeship (RA): Title I Career Planners connect participants to appropriate RA opportunities based on the participants identified career pathway goal. Participants are directed to Iowa's Earn and Learn website which provides information related to RA as well as available RA programs in the participant's local area. Title I partners with the Business Services team to educate employers about RA opportunities. Iowa WORKS staff connect employers that are interested in RA opportunities with state representatives and other companies with RA programs to learn more about the benefits and requirements of RA. Title I Career Planners may enroll participants in the OJT activity in accordance with OJT policies during a portion of their RA program.
- Incumbent Worker Training (IWT): Title I Career Planners intend to work with the Business
   Services team to identify employers in the local area that may be interested in or in need of IWT.
   Employers appropriate for IWT include those with job vacancies that may be filled by current
   workforce through skill upgrading and credentialing. IWT services may also be made available to
   employers in the local area as a layoff aversion strategy.
- Entrepreneurial Training (ENT): Title I partners with local training providers that provide small
  business coaching, boot camp and canvas model instruction. Topics include information related
  to startup costs and day to day operations as well as developing a budget and business plan,
  marketing strategies and available grant programs. As mentioned previously, many are referred
  to the Evelyn K Davis center.

- English Language and Integrated Education and Training (ELT): Title I Career Planners may work
  with Title II, employers, and participants to identify appropriate ELT programs that align with
  career pathways and the local area labor market. ELT is provided in conjunction with training
  and workforce preparation activities for a specific occupation or cluster of occupations. Title I
  may collaborate with core partners, community organizations and other appropriate partners to
  identify appropriate ELT opportunities for employers, training providers, and participants.
- Customized Training (CUS): Title I Career Planners may work with core partners or other
  appropriate partners to identify appropriate employers as well as provide CUS information to
  employers providing WARN notices. CUS is aimed at meeting the specific needs of employers,
  participants, or incumbent workers identified by an employer or a group of employers.
   Employers must be willing to hire or retain employees once training is completed as well as pay
  at least half of the cost of the training. CUS may also be available to employers to attract new
  talent, train current workers to prevent layoff, increase wages, or prevent employer relocation.

Follow-up services are nonmonetary services offered to all Adult and Dislocated Worker participants for a period of up to 12 months following program exit. Title I Career Planners explain the benefits of follow- up services with each participant. Participants may choose to opt out of follow-up services. Follow-up services require more engagement from Title I Career Planners than only contacting individuals to obtain performance outcome information. During follow-up, Title I Career Planners contact participants minimally every quarter. Follow-up services include:

- Career counseling
- Workplace counseling
- Career pathway information
- Financial literacy and budgeting
- Employer benefits assistance

# STATEWIDE RAPID RESPONSE ACTIVITIES COORDINATION

# Local Plan Question:

7. How the LWDB will coordinate workforce investment activities in the local area with statewide rapid response activities.

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In the event of a closure or large layoff event, dislocated workers will be provided outreach services immediately upon notice of the layoff. Title I and Wagner-Peyser leadership will lead the Rapid Response team that meets with the company's management and workers to discuss the impending or recent layoffs. Rapid Response meetings leverage and coordinate community and public resources for lay-offs, including linking to One-Stop partners and Trade Act programs and promote seamless delivery of services to affected businesses and employees.

Distinct strategies to recruit and serve Dislocated Workers will be employed by WIOA staff. Rapid Response activities will be held following large layoffs (25 or more employees) or business closures. The

activities and meeting will be planned by WIOA core partner leadership including Title I staff. The partnership will schedule initial meetings with company management, core partner representatives, local economic development representatives and a state-level representative as appropriate. These initial meetings cover issues such as the timing of layoffs, specifics on vacation and/or pension payouts and other matters that may impact unemployment insurance benefits. The implications of any pending Trace Act petitions are discussed, and worker information meetings are scheduled.

Although companies experiencing layoffs of 25 or more employees are required to report layoff activity to IWD, Rapid Response activities and services are available to any company experiencing a layoff of any size. These services are designed to support impacted individuals as soon as possible, to prepare for unemployment from the current position and transition as soon as possible to the next position.

Staff will hold worker information meetings to provide impacted workers with details on services available to them, information on Unemployment Insurance (UI), WIOA Title I Dislocated Workers services, health care coverage and any area resources that may be of assistance to the workers as they transition to new careers. Worker information meetings are scheduled to allow every impacted worker to attend, whenever possible the meetings are held on the job site. Typically, multiple meetings are scheduled to ensure accessibility for all workers. Dislocated Worker Surveys will be collected to gain an understanding of the needs of the individuals affected by the layoff.

Rapid Response is a proactive, business-focused, and flexible strategy designed for two major purposes:

- To help growing companies access to an available pool of skilled workers from other companies that are downsizing or who have been trained in the skills lowa companies need to be competitive.
- 2. To respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and the affected workers.

Rapid Response provides early intervention to worker groups who have received a notice of layoff or closure. Central lowa has a Rapid Response Team consisting of staff from various partners within the local area. Whenever possible, the team conducts on-site visits to those affected. Every effort is made to provide information sessions prior to the commencement of the lay-offs and/or plant closure. The presentation consists of an overview of the benefits and services that can be expected from each of the partner groups. During these sessions, the emphasis is how partner agency staff will be working together as a team to offer the individualized and comprehensive re-employment services. Following initial contact with those affected, customers on an individual basis for co-enrollment into Core Programs, where needed.

When the Title I Dislocated Worker and Wagner-Peyser team are notified about business closings, staff work together as soon as possible alongside the company to develop a plan to provide affected employees with information to minimize the impact of unemployment. While state law indicates

employers must notify IWD when a layoff of more than 25 employees occurs, Rapid Response information and activities are available to any company laying off employees.

During the initial meeting with the company, an understanding of IowaWORKS services available to employees is provided. IowaWORKS staff also gather information regarding the affected workforce to tailor the rapid response presentation to the needs of those impacted.

Staff work with the employers to facilitate the Rapid Response information meetings to serve as many employees as possible, through both virtual and in-person options. If a company is not interested in hosting the information meeting, the meeting is held in a centralized location to provide better access for the affected employees. Employee demographics are used to determine how other partner agencies can provide information about services offered and program requirements. Department of Human Services, Trade and Vocational Rehabilitation frequently assist in the provision of additional information for Rapid Response activities.

YOUTH SERVICES

Local Plan Question:

- 8. The type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which much include an identification of successful models of such activities.
 - a. Include how the LWDB will utilize the Youth Standing Committee as a strategy.

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The following services are available throughout the Central Iowa local area. In instances where an individual cannot meet at a designated center, staff will either travel to meet them or meet through virtual means. In cases where Title I cannot directly provide the services, referrals are made to other core and community partners to include:

- Referrals for individual tutoring services
- Experiential Learning

Paid and unpaid work experiences that have as a component, academic and occupational education, may include: (a) Summer employment opportunities and other employment opportunities available throughout school year (b) Pre-apprenticeship programs (c) Internships and job shadowing (d) On-the-Job Training.

Youth may qualify for assistance for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations. These include:

- Leadership development opportunities
- Supportive services
- Pre-employment transition services (specific to Title IV)

- Job seeking skills
- Work-based learning
- Counseling on opportunities
- Self-advocacy instruction
- Job readiness skills
- Adult mentoring for a duration of at least 12 months
- Follow-Up Services: follow-ups with clients are conducted up to a year after exiting Title I services,
- Comprehensive guidance and counseling
- Financial literacy: Provided on an as-needed basis and may also be integrated into course curriculum
- Entrepreneurial skills training
- Labor market and employment information about in-demand industry sectors or occupations available within the local area
- Activities that help youth prepare for and transition to postsecondary education and training

The Title I Youth and Young Adult Program will continue to recruit youth through community partnerships that serve youth with multiple qualifying barriers that fall under the "Out of School" distinction. The programming will continue to focus 80% of its expenditures on out-of-school youth through the assistance of local employers and partnerships across the entire LWDA. The program will continue to focus efforts on making sure that the youth with an "In-School" distinction receive all the same services within the LWDA at no more than 20% of its expenditures.

# **Youth Standing Committee**

The Youth Standing Committee will support the Youth and Young Adult program services throughout the area by assisting with the identification of community partner and employer connections to establish better relationships to serve youth. They will focus on continual improvement opportunities and understanding how they can support all youth to be ready for the workforce.

Title I services for youth focus on a collaborative approach to develop teams of support for participants. Participants are co-enrolled in programs whenever possible to provide a strong support system.

The team approach is also used to wrap supportive employment and career services around participants with disabilities. Title I is actively engaged in the Social Security Administration's Ticket to Work program. Title I program is hiring a career planner to provide career services specifically to those that have disabilities. These services will be individualized to accommodate those with disabilities. The career planner will also work with community partners that serve youth with disabilities.

#### SECONDARY AND POSTSECONDARY EDUCATION PROGRAMS

### Local Plan Question:

How the LWDB will coordinate relevant secondary and postsecondary education programs and activities
with education and workforce investment activities to coordinate strategies, enhance services, and avoid
duplication of services.

a. Include the name of the Title II adult education provider grantee(s) in the local area that were included in this coordination.

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Des Moines Area Community College (DMACC) was awarded the regional Adult Education and Family Literacy Act (AEFLA) grant to provide Title II services to-adult learners for 2021-2025. In addition to providing Title II services, as the local recipient of Perkins V, DMACC ensures the Perkins Action Section 134 biennial CTE comprehensive needs assessment requirements are met. This data is used by the partners and the LWDB to ensure efficient coordination of programming.

DMACC offers preparation and testing for the HiSET exam, lowa's designated high school equivalency exam. Career counseling, goal setting, digital literacy, financial literacy, and other support is provided throughout the high school equivalency exam preparation to assist students with a seamless transition to the workforce or post-secondary education options.

Adult basic education is also offered to adults with low levels of reading, math and writing through DMACC. Basic education courses could be stand-alone or could provide a bridge to HiSET preparation or other courses.

One key partner for High School Equivalency Diploma (HSED) program graduates is DMACC's Workforce Training Academy (WTA), a state-funded tuition assistance program. In addition to tuition, the WTA program provides wrap-around supports and job search assistance to train unemployed and under-employed individuals in the district. WTA collaborates with organizations to determine eligibility to not duplicate services. Currently, WTA offers short-term programming in these in-demand areas:

- Administrative Support Professional
- Nurse Aide (Basic & Advanced)
- Patient Intake & Billing
- Phlebotomy
- Sterile Processing/Supply Tech
- Computer Numerical-Controlled Operator (CNC)
- Manufacturing Production Tech-NEW
- MIG Production Welding
- Core Construction/Basic Equipment Operator
- Network Cable Installer
- Commercial Driver's License (CDL; Class A & B)

Collaboration efforts with other partners are made to ensure duplicity of services is reduced or eliminated. Many of the WTA services are provided in conjunction with Title I services. Collaborative co-enrollment strategies allow a broader coverage of services to more participants, while bridging unmet gaps of need for individuals. Collaborative initiatives include:

• Sharing promotional materials with all sites

- Meeting regularly with staff/agencies
- Dually enrolling
- Identifying students meeting eligibility of both programs (DMACC WTA will pay tuition/books/supplies while WIOA will pay for wrap-around supports)
- Releasing Information (authorized by each student) to ensure communication of student progress
- Providing opportunities to deliver services if/when needed

Gap Tuition Assistance State Guidelines

The GAP Tuition Assistant Program (GAP) fills in the gap of expenses for short term non-credit training that Federal dollars cannot cover. DMACC administers the GAP program in Central Iowa.

Eligibility:

- Income at or below 250% federal poverty level
- Household size
- County of residence

An applicant also must demonstrate the ability to achieve the following outcomes:

- Complete an eligible certificate program
- Enter a postsecondary certificate, diploma, or degree program for credit
- Gain full-time employment
- Maintain full-time employment over time

Requirements for Participation:

An applicant for tuition assistance under this program must complete an initial assessment administered by the community college receiving the application to determine the applicant's readiness to complete an eligible certificate program.

An applicant meets with a member of the staff for an eligible certificate program offered by the community college receiving the application. The staff member discusses the relevant industry, any applicable occupational research, and any applicable training relating to the eligible certificate program. The discussion includes an evaluation of the applicant's capabilities, needs, family situation, work history, educational background, attitude and motivation, employment skills, vocational potential and employment barriers. The discussion shall also include potential start dates, support needs and other requirements for an eligible certificate program.

A participant in an eligible certificate program who receives tuition assistance must do all the following:

- Maintain regular contact with staff members for the certificate program to document the applicant's progress in the program
- Sign a release form to provide relevant information to community college faculty or case managers

- Discuss with staff members for the certificate program any issues that may impact the participant's ability to complete the certificate program, obtain employment, and maintain employment over time.
- Attend all required courses regularly
- Meet with staff members for the certificate program to develop a job search plan

The CIWDB will employ the following to avoid duplication of services:

- Ensure continuous communication with all stakeholders to eliminate duplication of services and expand offerings to serve the public.
- Pull and analyze data from IowaWORKS system to determine alignment of skill levels of job seekers with employer needs.
- Build partnerships with schools and economic development, business, and community agencies to identify populations with barriers to employment to target services.
- Continuously assess accommodations that may be necessary to meet the needs of individuals to access services.

TRANSPORTATION AND OTHER SUPPORT SERVICES

Local Plan Question:

10. How the LWDB will coordinate WIOA Title I workforce investment activities with the provision of transportation and other appropriate supportive services in the local area.

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Supportive services are an important part of the Individual Employment Plan (IEP). In instances when the unmet need may interfere with a customer's successful completion of the Title I services or partner activity, Title I programs make supportive services available. Title I Career Planners have extensive experience in first helping customers identify their needs and barriers and then helping the customer create a strategy to address those needs. Supportive services are provided in accordance with the terms of the Local Customer Service Plan and may include:

- Transportation (bus/cab passes, bicycle purchases, fuel reimbursement)
- Health (pre-employment screenings, prescription vision corrections)
- Counseling (substance abuse evaluation, family counseling)
- Clothing (interview/work clothes, gloves, shoes)
- Dependent care (childcare reimbursement assistance)
- Financial assistance (emergency such as auto repair or broken water heater)
- Service for individuals with disabilities (tools, supplies, equipment, accommodations)
- Supported Employment and Training (pre-vocational training, workplace assessments, soft skills)

The familiarity of WIOA Title staff with community vendors and providers will facilitate customer access to needed support services.

Secondary and post-secondary school initiatives are also opportunities for Title I staff to work diligently to align and coordinate their efforts with other initiatives including:

- GAP Tuition
- PACE (Pathways for Academic Career and Employment)
- Federal Pell Grant
- Federal Supplemental Educational Opportunity Grant
- Federal Work Study
- Iowa Vocational Technical Tuition Grant
- Kibbie Grant
- All Iowa Opportunity Scholarship
- Last Dollar Scholar Program
- National Farm Worker Program
- SNAP Grant (Supplemental Nutrition Assistance Program)

It is the intent of WIOA Title I to serve all Adult/Dislocated Worker participants through leveraged resources available via the core partners. A customer-centric approach necessitates resources available in the one-stop center are leveraged and blended whenever possible to ensure as many customers as possible receive the services needed for effective re-employment or upskilling. Individuals identified as dislocated workers will also be served appropriately for a quick and effective return to the workforce. In some instances, this will require upskilling and retraining as determined through customer-focused reviews and interactions.

The WIOA legislation identified priority of services for the following populations:

- Eligible veterans/spouse
- Other low-income individuals
- Individuals with barriers to employment
- Public assistance recipients
- Individuals that are basic skills deficient
- Temporary Assistance to Needy Families (TANF)
- Refugee Cash Assistance (RCA)
- Supplemental Security Income (SSI)
- Supplemental Nutrition Assistance Program (SNAP)
- Homeless

The Central Iowa Workforce Development Board developed a detailed Policies and Procedures document that can be found at: https://www.iowawdb.gov/central-iowa/policies

# STRATEGIES TO MAXIMIZE SERVICE AND MINIMIZE DUPLICATION

#### Local Plan Question:

11. Plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act services and other services provided through the one-stop delivery system.

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The one-stop center provides many services to job seekers including resume assistance, mock interviews, job search assistance as well as several workshops dedicated to assisting job seekers become more employable. Workshop topics include LinkedIn, resume writing, conflict resolution, money management and digital literacy. All the services available at the one-stop centers are open to any job seeker needing assistance. When a job seeker comes into the center, it is transparent and seamless to the individual whether the services are provided by any particular core-partner because they all work together to serve.

Vocational Rehabilitation (Title IV) and Title I have a daily presence in the brick-and-mortar lowa **WORKS** centers. The two programs work as a team to coordinate services. Title IV refers job candidates to Wagner-Peyser (WP) staff as needed to fill gaps in career planning and job search services. WP staff provide career exploration, job search assistance, mock interviews, resume writing to IVRS job candidates referred to the center for services. Title IV staff provide information to job candidates regarding classes offered at the center. Job candidates are referred to other partner services based on career planning goals and services identified.

WP staff have working knowledge of the Title IV services and refer potential job applicants to Title IV who disclose a disability and need specialized services. IVRS provides orientation to services and intake to referrals. Referrals are made to other partner services when a need is identified. Title IV business services team works closely with the WP business services team members to identify employer needs and work together to provide employment services. Title IV staff reach out to the business services team to connect job candidates with employment opportunities.

For Title I Adult and Dislocated Worker, WP Career Planners and Business Services staff have an efficient working knowledge of Title I services and can identify potential customers and businesses who may be interested or eligible in receiving Title I assistance. Title I receive referrals from WP when a WP Career Planner determines that a customer requires additional services beyond basic career services to reach their career pathway goals. Title I provides individualized services including career, training, and supportive services to support the customer in achieving their career pathway goals. Title I Career Planners will refer customers to WP staff for basic career service activities such as mock interviewing and resume writing.

Business Services team members provide businesses with general knowledge of Title I experiential learning activities. Business Services team members coordinate meetings with those businesses interested in Title I services, and Title I Career Planners. Title I Career Planners reach out to the Business

Services team members to problem solve employment needs of participants on their caseloads and connect participants with employment opportunities. This also allows the Business Services team members to meet the employment needs of the businesses being served.

Title II (DMACC AEL) and Title III (Wagner-Peyser) have explored how to deepen and expand their partnership. Title II will be inviting career planners and other core partner staff to the Shalom Community Impact Center ESL classes in the spring 2022 to get in front of students to hear directly what services they can provide. When requested (at least once per semester), Title III staff will have the same opportunity to talk with any of the adult basic education (ABE) and English (ELL) classes — either inperson or virtually.

Core partners utilize a referral system to ensure the needs of job seekers are met. If a job seeker requests one-on-one assistance or prefers to schedule an appointment with a specific career planner, one-stop partners make referrals to connect the job seeker with the appropriate services of another partner organization.

For almost two years, a team of core partner representatives meets monthly to discuss current programming offered to coordinate and collaborate efforts and eliminate duplication of services. The CIWDB selected a one-stop operator through competitive procurement to coordinate the service delivery of the required one-stop partners and service providers. The one-stop operator ensures services are carried out as directed by the CIWDB.

Additionally, the one-stop operator works with core and required partners to educate partner agencies' staff on the various roles and responsibilities of differing partner programs through biannual staff cross-training events. The purpose of cross-training staff is to aid staff in understanding what each partner program can offer and for whom and provide opportunities for partners to use their expertise to educate each other. By facilitating collaboration through staff cross-training events, core and program partners are better able to align services and increase referrals, minimize duplication in services and efficiently using core partner programs to share cost.

An integrated customer satisfaction survey will be implemented for use by all Core partner program staff as a result of the one-stop operator inter-monthly meetings. The integrated customer satisfaction survey will be used to gauge feedback on service quality and service delivery from job seekers that visit or contact any partner agency. It will also be used to educate job seekers on services and programs offered for participants within the one-stop System and launch conversations about co-enrollments. Additionally, the integrated customer satisfaction survey will provide valuable data on where potential gaps or opportunities for improvement exist within the current one-stop system and provide customer satisfaction benchmarks to inform the work of both the Board and Partner agencies.

Wagner-Peyser is continually referring youth providers, schools, and youth to Title I services. This works in collaboration and makes sure that services are not duplicated. Career planners are in contact with their Wagner-Peyser counterparts on all participants and community organizations that are being served so that there is no duplication.

WIOA TITLE I AND WIOA TITLE II PROGRAM COORDINATION

Local Plan Question:

12. How the LWDB will coordinate WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II, including how the LWDB will carry out the review of local applications submitted under Title II.

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# Review of Adult Education and Family Literacy Act (AEFLA) applications:

WIOA mandates Local Boards to coordinate activities with education and training providers within the Local Workforce Development Board (LWDB) area [WIOA Section 107(11)(d) and Title 20 Code of Federal Regulations 679.370(n)]. In accordance with WIOA Title II, the Iowa AEFLA grant applications (section 231 and Section 243/IELCE) requires a Local Board(s) to review each application to determine whether the proposed services are consistent with the strategies, needs, and activities of the local plan. Upon completing this review, the CIWDB will submit a recommendation to the IDOE that rates the degree of alignment and offer suggestions for better alignment with the local plan.

There are 13 federal considerations that Title II eligible providers must respond to in the AEFLA application. The CIWDB will review the entire application. However, the following considerations are most relevant to local plan alignment:

- Consideration 1 Needs Assessment
- Consideration 4 Alignment with proposed activities and services
- Consideration 10 Coordination with partners to access educational services and remove barriers
- Consideration 11 Coordination with community resources in promoting career pathway strategies

# **Review Process for Local Boards:**

The IDOE developed the following five-step process for the Local Board's review of WIOA, Title II AEFLA applications. The CIWDB will adhere to this process when reviewing applications.

- 1. Providers will submit their AEFLA applications to the IDOE through the IowaGrants system.
- 2. The IDOE will review and determine eligibility. Only those eligible will be forwarded for review. Some local areas may receive multiple applications per grant.
- 3. The IDOE will provide the CIWDB's designated point of contact access to the online AEFLA applications with a rubric for an alignment review based on the board's approved local plan.
- 4. The CIWDB will organize a committee to review the AEFLA applications. Reviewers will sign a conflict-of-interest agreement and disclose in writing any potential conflicts.
- 5. The CIWDB's point of contact, with the assistance of a committee organized by the Board, must complete and submit the review and any recommendations through the IowaGrants system. The IDOE will consider the results of the review by Local Boards in making awards.

Collaboration with Title II services begins at the ongoing core partner meetings. Title I career and supportive services are offered to those students that qualify for Title I program. Co-enrollments are

done with those that fit the criteria of both Title I and Title II programs. Title I participants in need of education completion are referred to Title II and then wrap around services are provided.

During the development of the OBA and IEP, Title I Career Planners discuss barriers to employment with participants. Participants without a secondary credential are referred to Title II services. Title I provides individualized and supportive services to participants who are co-enrolled with Title II.

Title II programs provide the training and support necessary to complete the High School Equivalency Diploma (HSED) as well as increase English language acquisition both short- and long-term. Individuals coming into either the Title I or Title II program will be referred to the other's programs as appropriate to ensure the skills of those needing to be improved can be done through the Title II program and when necessary, the supports to assist with the upskilling and training can be provided by the Title I program. The referrals between these two core programs and/or from any of the core partners will be tracked through the referral system developed and maintained by the one-stop operator.

The Adult Education and Literacy (AEL) services assess student barriers such as cultural, disabled, displaced homemaker, ELL, offender, foster care youth, homeless, and long-term unemployed, low income, low level of literacy, migrant farm worker, seasonal farm worker, single parent, among factors. Title II services are designed to:

- Assist participants to become literate and obtain the knowledge and skills necessary for employment and economic self-sufficiency
- Assist adults in attaining a secondary school diploma and in the transition to postsecondary education and training, including through career pathways; and
- Assist immigrants and other individuals who are English language learners in improving their reading, writing, speaking, and comprehension skills in English; mathematics skills; and requiring an understanding of the American system of Government, individual freedom, and the responsibilities of citizenship.
- Serve English Language Learners, those lacking a High School Equivalency Diploma, and those in need of basic reading and math skills and are offered in locations and formats that are accessible.

#### MEMORANDUM OF UNDERSTANDING

# Local Plan Question:

13. Provide copies of executed cooperative agreements which define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop delivery system. This includes cooperative agreements (as defined in WIOA Sec. 107(d)(11)) between the Local WDB or other local entities described in WIOA Sec. 101(a)(11)(B) of the Rehabilitation Act of 1973 (29 U.S.C. 721(a)(11)(B)) and the local office of a designated State agency or designated State unit administering programs carried out under title I of the Rehabilitation Act (29 U.S.C. 720 et seq.) (other than Sec. 112 or part C of that title (29 U.S.C. 732, 741) and subject to Sec. 121(f)) in accordance with Sec. 101(a)(11) of the Rehabilitation Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities

and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts of cooperation, collaboration, and coordination.

The Memorandum of Understanding (MOU) for Central Iowa is posted on the Central Iowa Workforce Development Board website and can be found here:

https://www.iowawdb.gov/central-iowa/central-iowa-final-mou-2021

# PROCUREMENT OF SERVICE PROVIDERS

#### Local Plan Question:

14. The competitive process that will be used to award sub-grants and contracts for WIOA Title I activities.

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The CIWDB developed a local procurement policy in accordance with Federal and state policies. The CIWDB utilizes a request for proposal (RFP) bidding process to select providers of Title I services.

RFPs will be publicized to identify all evaluation factors and their relative importance for WIOA activities. All responses to publicized requests for proposals will be reviewed by the policy set forth.

Technical evaluations of the proposals received and for selecting contractors will be conducted. The LWDB ensures conflicts of interest are eliminated when the proposal reviewers are identified. The selected reviewers will score all proposals that meet the submission requirements and will present recommendations to the full board to make the final selection of service providers.

Final selections will primarily be based on, yet not limited to, effectiveness, demonstrated performance, potential for meeting performance goals, costs, quality of training, participant characteristics, past workforce development experience and performance of the bidder and non-duplication of services. The proposals will be weighed against established criteria.

NEGOTIATED PERFORMANCE LEVELS

Local Plan Question:

15. Provide information on the local levels of performance negotiated with the Governor and CLEO and LWDB, to be used to measure the performance of the local area and to be used by the LWDB for measuring the performance of the local fiscal agent (where appropriate), eligible providers under WIOA Title I subtitle B, and the one-stop delivery system in the local area.

Note: This section is not required for the PY2021 Local Plan Submission.

MAINTAINING A HIGH-PERFORMANCE WORKFORCE DEVELOPMENT BOARD

Local Plan Question:

16. The actions the LWDB will take toward becoming or remaining a high-performing WDB, consistent with the factors developed by the State WDB.

Note: This section is not required for the PY2021 Local Plan Submission.

PROVISION OF TRAINING SERVICES

Local Plan Question:

- 17. How training services will be provided through the use of individual training accounts (ITAs), including:
 - a. If contracts for training services will be used.
 - b. How the use of contracts will be coordinated with the use of ITAs.
 - c. How the Local WDB will ensure informed consumer choice in the selection of training programs regardless of how the training services are to be provided.

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An Individual Training Account (ITA) is a mechanism through which funds are used to make a payment for purchasing training or educational services from eligible training providers. The Eligible Training Provider List (ETPL) includes all programs approved by IWD for ITA funding. Iowa's ETPL may be accessed online at www.iowaworks.gov. Priority consideration will be given to programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the Central Iowa Local Area.

To ensure participant choice, the training provider selection is made by each program participant in consultation with a career planner and/or program manager/director. ITAs will be issued only for approved training programs, and only after career counseling (including Labor Market Information) has been provided and documented. Each participant will be referred to the selected training provider unless program funds are insufficient or exhausted.

The Central Iowa enrollment selection process for an ITA will follow the same process as for selection into WIOA programming. All payments issued through an ITA must be warranted through the Financial Needs Determination (FND) form. ITAs are subject to cost limitations, availability of funding and <a href="CIWDB">CIWDB</a> local policies.

While ITAs are the preferred method of training delivery, contracts for training services will be utilized as required or needed, in combination with or in place of, an ITA as allowed under the DOL Final Rule. Specific details and the process for contract usage are outlined in the local polices set by the CIWDB.

When a consumer requests the need for an ineligible training provider that is not on the ETPL, it is up to Title I to collaborate with the provider or a similar provider to make sure that consumers have the right to choose for themselves. It is the responsibility of the Title I service provider to collaborate with training providers to ensure that participants receive the training individualized to them.

Training services must be provided in a manner which maximizes informed consumer choice in selecting an eligible provider. Consumer Choice Worksheets and information pertaining to accessing the ETPL are provided by Title I Career Planners to participants interested in training. Participants complete all fields of the worksheet and give it back to the Career planner. If any information on the worksheet cannot be

located, Career planners assist participants in locating the information. If the information is not available, N/A is provided as a response. Career planners upload the worksheet to the data management system.

ITA Response: In relation to training costs, WIOA intends to be the payer of last resort. Training institutions provide statement of account documents to the WIOA provider. A Financial Needs Determination (FND) is developed with the participant which lists the costs of training and all grants, scholarships and financial aid awarded to the student. The FND does not consider student loans. The ITA is completed with training providers listed on the Eligible Training Provider List and by information identified in the FND. The training provider and Title I Career Planner sign the ITA.

# LOCAL PLAN PUBLIC COMMENT PERIOD

#### Local Plan Question:

18. The process used by the LWDB to provide a 20 business days' public comment period prior to submission of the plan, including an opportunity to have input into the development of the local plan, particularly representatives of businesses, education, and labor organizations.

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Following the board's approval of the draft, the CIWDB will disseminate an invitation to review and comment on the draft plan to stakeholders using a variety of communication outlets. The draft will be submitted to the state agency for dissemination and will be posted on the CIWDB website, along with instructions to provide comments and the date and location of a public session to be hosted by a board representative. The dates of the public comment period will be clearly posted with the announcement.

The PY21-PY23 Local Plan was posted for public comment on August 26, 2021 and ended on September 24, 2021. One comment was received during the public comment period and the information was corrected.

The public comment received was regarding the format of the program information found in section 3. Per the template issued by the State, this information was to be provided in a chart. The draft local plan available for public comment included information about the programs, but the information was provided in a bulleted format. The bulleted information was reformatted into a chart that was added to the draft local plan prior to submission in IowaGrants.

A listening session was held on September 8, 2021, from 6:00 p.m. – 6:30 p.m.

INTEGRATED, TECHNOLOGY-ENABLED INTAKE AND CASE MANAGEMENT

Local Plan Question:

19. How one-stop centers are implementing and transitioning into an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and by one-stop partners.

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The IowaWORKS case management system incorporates Title I, Title III, Promise Jobs, MSFW, JVSG, and TANF programs for application, program plans, and case note documentation for workshop attendance, job searching referrals and overall documentation. Title IV is reviewing the referral process application in IowaWORKS and determining if this will meet their needs. Title II is not currently integrated in the IowaWORKS system.

Referrals to partner agencies are currently made through emails and digital partner referrals forms.

Title I programming is presenting programming to all other core partners through ongoing core partner meetings as well as ongoing staff presentations to front line staff. These collaborative presentations ensure that staff in all agencies are being updated regularly of all programming. When a referral is made through the core partner system, staff in both agencies are making sure to collaborate and keep in contact with one another as to provide wrap-around services that are not duplicated.

Although Iowa Department of Education seriously explored the GeoSolutions product a few years ago, it did not provide the level of assessment and accountability services we have through a secure web-based data system called TOPSpro (Tracking of Programs and Students) Enterprise for Title II case management and performance tracking. TOPSpro is a computerized database that automates scoring, collects student demographic data, tracks agency and individual student performance, generates reports, and aggregates data for state and federal year-end reports.

Performance measures include all elements in the federal NRS reports, including enrollment, attendance hours, completion of an EFL and advancement of one or more levels, separation before completion, and persistence within a level. Additional performance measures include attainment of a secondary school diploma or its recognized equivalent, and placement, retention, or completion of postsecondary education, training, or unsubsidized employment or career advancement. Iowa's Title II has developed several online tools to assess the enrollment rates of students enrolled in ABE, ASE and ESL respectively monthly and is publishing outcome data on attainment of equivalency diplomas.

https://public.tableau.com/app/profile/lisa.gard/viz/AEL\_Totals/AdultLiteracy

Monitoring Program Performance | Iowa Department of Education (educateiowa.gov)

To facilitate coordinated intake and case management, all core and required partner programs meet regularly. These meetings serve as a platform for cross-agency information sharing and allows partner programs to maintain open lines of communication. Core Partner programs meet monthly, including a separate monthly meeting of Core Partner staff dedicated to serving employers (called the Business Services Team). Required partners meet quarterly in coordination with Core Partner meetings. As part of the one-stop operator contract awarded in January 2021; this individual coordinates and facilitates these high-level meetings and ensures that all partners are regularly engaged and present. The one-stop operator coordinates a report to the Executive Committee at its monthly meeting and the CIWDB and CEO joint quarterly meetings.

An integrated referral system has been implemented for all Core partner programs and select Required partner programs operating within the local area. Among the Required Partner programs included in the referral system are utilizing a Google Form, which is accessible to screen readers, Core and Required partner staff are able to input key customer information in response to standardized prompts. The Google Form is designed to automatically send an e-mail notification to the agency receiving the referral, ensuring prompt updates and follow-up with the customer.

The referral form has also been shared with key community partners in Central Iowa, including local DHS partners, foster youth aftercare advocates, DMACC career and technical education programs, community health workers, United Way of Central Iowa, and other agencies and organizations that work with individuals that could be assisted by WIOA partner services and funding.

The backend spreadsheet of the referral system is accessible to all of the partners and is utilized to obtain immediate information on referrals made within the local area. Partners are able to pull data reports on the number of referrals made to specific programs within a certain time. Partners are also able to see whether a specific referral has been contacted or followed-up by a partner agency.

Despite a referral system that allows access for all partners to obtain immediate information as to whether or not there has been initial contact with a partner referral, a procedure needs to be established and implemented for continuous follow-up for individuals that are enrolled in multiple programs. The partner making the referral will ensure that all partners working with the individual are identified on the referral form. Taking into consideration the geographic nature of Central lowa, scheduling an Integrated Resource Team (IRT) in-person, every 90 days, with all of the partners working with the individual referred to assist them in reaching their vocational goal, would be the best practice to ensure a client-centered approach. IRTs would also facilitate successful communication among all of the partners involved. In addition to IRTs, copying and pasting case notes and sending them via email to all of the partners working with the individual will assist in following-up in between the IRTs and reduce the duplication of services.

A customer satisfaction survey was implemented by the one-stop operator in July 2021 in order for all Core Partner programs to receive customer feedback in an integrated fashion and using the same tool. The survey is housed by the one-stop operator in Survey Monkey. It was designed by collecting, analyzing, and incorporating the evaluation tools currently being utilized by Core Partner programs,

editing and adapting those tools into an integrated digital survey, and designing a set of shared questions among all Core Partner programs. The purpose of creating and implementing an integrated tool to solicit and analyze customer satisfaction data is to inform strategies for continuous improvement. This data is compiled on the backend by the one-stop operator and is reported to the CIWDB and CEO Board on a quarterly basis (or as requested). This customer satisfaction data will also serve as a resource to inform the CIWDB's strategic planning activities for the Local Area.

The IowaWORKS system manages employer information, providing input and access by Title I and Title III programs. As not all partners have access to the lowaWORKS system, a Business Relations Report is currently in development phase as a means to share employer information. All partners will have an opportunity to input pertinent employer information, as they are developing relationships with employers in the local area. This information can include: high turnover positions, education and skills required for those positions, specified minimum age, whether or not a driver's license is needed, whether the employer hires ex-offenders, conducts background checks and/or drug screens, and their specific hiring process. In addition, the type of employment the employer is hiring for and if the employer is open to on-the-job trainings, job shadows, internships, work experiences, etc. Crucial to this form, partners will have the option as to whether they want to input the employer's direct contact information or the partner's contact information to facilitate a warm introduction to that employer. This Business Relations Report is in the form of an accessible Google Form questionnaire that has response options of checkboxes, radio buttons, and drop-down options. This format assists with the usability of the data among the partners on the backend. All partners will have access to the spreadsheet, which will consist of the employer data input by all of the partners in the local area. This shared employer information is to be used by all the partners to benefit job seekers and to meet the hiring needs of employers in the local area.

# PRIORITY OF SERVICE

# Local Plan Question:

20. A description of how the LWDB will ensure priority of service for the WIOA Title I-B Adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient (20 CFR 680.600).

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"Priority of service" status is established at the time of eligibility determination for WIOA Title I Adult registrants and does not change during the period of participation. Priority of service will be documented in the data management system. As funds are limited or exhausted, a waiting list will be created and individuals will be added to the waiting list on a first come, first serve basis. An eligibility determination will be completed at the time individuals are taken off the eligibility list to determine current eligibility status.

Rule 680.650 re-affirms that veterans continue to receive priority of service in ALL DOL-funded training programs but that a "veteran must still meet each program's eligibility criteria." Thus, for WIOA Title I

Adult services, the program's eligibility and priority considerations must be made first, and then veteran's priority applied. Local areas must give priority of service to participants that fall into one of the below priority categories:

- Recipients of public assistance
- Other low-income individuals. The term "low-income individuals" is defined in WIOA Law— Definitions; Section 3(36) means an individual who:
 - Receives, or in the past 6 months has received, or is a member of a family that is receiving or in the past 6 months has received, assistance through the Supplemental Nutrition Assistance Program (SNAP), TANF, Supplemental Security Income (SSI) under Title XVI of the Social Security Act, or state or local income-based public assistance program; or
 - Receives an income or is a member of a family receiving an income that in relation to family size, is not more than the current U.S. DOL 70 percent Lower Living Standard Income Level and U.S. Department of Health and Human Services Poverty Guidelines or
 - Is a homeless individual, or
 - Is an individual with a disability whose own income meets the income requirements above, but who is a member of a family whose income does not meet this requirement?

Individuals who are basic skills deficient. The term "basic skills deficient" is defined in Section 3(5) to mean a youth or adult who is unable to compute or solve problems, or read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society. Iowa Workforce Development (IWD) is providing guidance for making this determination by defining it as an individual who meets ANY ONE of the following:

- Lacks a high school diploma or equivalency and is not enrolled in secondary education; or
- Scores below 9.0 grade level (8.9 or below) on the TABE; CASAS or other allowable assessments as per National Reporting System (NRS) developed by the U.S. Department of Education's Division of Adult Education and Literacy; or
- Is enrolled in Title II adult education (including enrolled for ESL); or
- Has poor English language skills (and would be appropriate for ESL even if the individual is not enrolled at the time of WIOA entry into participation); or
- The career planner makes observations of deficient functioning and records those observations as justification in the data management system as a case note

Individuals (non-covered persons) who do not meet the above priorities may be enrolled on a case-by-case basis with documented managerial approval. The WIOA eligible adult must meet one or more of the following categories of an individual with a barrier to employment:

• Displaced homemakers

- Individuals with disabilities
- Older individuals
- Ex-offenders
- Eligible migrant and seasonal farm workers
- Single parents (including single pregnant women)

VETERANS PRIORITY OF SERVICE

Local Plan Question:

21. A description of how the LWDB will provide Veterans priority of service.

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All WIOA team members are trained on veteran services and resources and have a solid understanding of Priority of Service. State policies across Department of Labor funded programs contain requirements for Veterans Priority of Service, which ensures veterans, and their eligible spouses receive access to services before or instead of a non-covered person.

The Standard Operating Procedures (SOP) are designed to identify veterans and eligible spouses at their first point of contact. As part of lowa's SOP, each new customer who visits an American Job Center (AJC, Iowa*Works* Center a.k.a. one-stop centers) in Iowa is asked, "Have you, or your spouse, ever served in the U.S. Military?" If the customer states that they are a veteran, they are thanked for their service. If the customer is a spouse, the customer is thanked for their support.

During an initial "triage" conversation to determine the reason for their visit, the veteran is provided a folder with veteran-related resource information, including information regarding Priority of Service. If it determined that the veteran or eligible spouse needs assistance beyond self-service, Priority of Service is applied to ensure the veteran or eligible spouse is given precedence in services compared to other job seekers.

All American Job Centers, such as Iowa WORKS, have Priority of Service posters in several locations throughout the center. Iowa has a 24-hour hold on all job orders so that veterans receive priority over non-veterans. Additionally, when AJCs hosts large job fairs, veterans, service members, and spouses are invited to attend earlier than the general public. Each AJC has at least one designated computer for veteran customers in the Exploratory (resource) area.

This area has a plethora of information displayed regarding veteran programs, Priority of Service, and Home Base Iowa. To monitor and ensure Veterans are aware of all services, AJC operations managers run a monthly report that displays all registered individuals which allows them to identify Veterans that may have registered outside of the center. Non-JVSG Career Planners then contact those veterans, share information regarding programs and services, and invite them into the Center. Core partner programs

refer customers to JVSG and DVOP services, and DVOP's often refer customers to core partner programs, ensuring Veterans receive the services they need.

# **ASSURANCES**

# Local Plan Question:

# 22. Assurances

a. By submitting this local plan, the Local Workforce Development Board assures it has established all local policies and procedures required by State WIOA policy and federal legislation and that all local policies are made available on the local area website.

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