



Illinois
Department of Commerce
& Economic Opportunity

OFFICE OF EMPLOYMENT & TRAINING

JB Pritzker, Governor

WIOA NOTICE NO. 20-NOT-08, Change 2

TO: Chief Elected Officials
Local Workforce Innovation Board Chairpersons
Local Workforce Innovation Board Staff
WIOA Fiscal Agents and Grant Recipients
WIOA Program Services Administrators
Illinois workNet® Operators
WIOA State Agency Partners
Other Interested Persons

SUBJECT: Demand Occupation Training List

DATE: February 14, 2022

I. PURPOSE

To transmit guidance to Local Workforce Innovation Boards (LWIBs) regarding the Demand Occupation Training List (DOTL) as outlined within policy on Training Provider and Program Eligibility.

II. ISSUANCES AFFECTED

A. References:

Workforce Innovation and Opportunity Act Sections 129 and 134
Workforce Innovation and Opportunity Act: Final Rule Section 680, Subpart B published at Federal Register Vol. 81, No. 161 (August 19, 2016)
Workforce Innovation and Opportunity Act: Final Rule Section 680, Subpart F published at Federal Register Vol. 81, No. 161 (August 19, 2016)
USDOL Training and Employment Guidelines Letter (TEGL) No. 08-19, Workforce Innovation and Opportunity Act (WIOA) Title I Training Provider Eligibility and State List of Eligible Training Providers (ETPs) and Programs (January 2, 2020)

B. Rescissions:

Policy 7.3, Attachment on Demand Occupation Request Form
Policy 7.3, Attachment on Demand Occupation Training List dated May 25, 2011
WIOA NOTICE NO. 20-NOT-08, Demand Occupation Training List (June 23, 2021)

WIOA NOTICE NO. 20-NOT-08, Change 1 Demand Occupation Training List (August 31, 2021)

I. BACKGROUND

The Workforce Innovation and Opportunity Act (WIOA) Section 134(c)(3)(G)(iii) indicates that training services for adults and dislocated workers must be directly linked to an in-demand industry sector or occupation in the local area or planning region, or in another area to which an adult or dislocated worker receiving services is willing to relocate. However, the local board may petition the State to approve occupations determined by the local board to be in sectors of the economy that have a high potential for sustained demand or growth in the local area.

Similarly, local plans for youth programs must also include consideration of in-demand industry sectors or occupations. WIOA Section 129(c)(2)(D) requires that local areas offer eligible youth occupational skill training, which includes priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area.

Section 3(23) of the WIOA defines the term “in-demand industry sector or occupation” as an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate. The section also indicates the determination of whether an industry sector or occupation is in-demand for purposes of training shall be made by the State board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.

In response to creating a demand-driven training system that addresses employer needs, the Illinois Workforce Innovation Board (IWIB) convened the Eligible Training Provider List (ETPL) Policy Workgroup. This workgroup is comprised of state level partners and local practitioners to review the state’s approach to determine in-demand occupation selection criteria. The challenge for the ETPL Policy Workgroup was to construct a set of criteria that: eliminated occupations that did not provide sufficient opportunities (either in terms of potential job openings or adequate wage levels) for training participants; included a wide range of occupations so participants have sufficient choice to find the proper job/career; met the needs of employers in the region; and provided some flexibility for ever changing regional conditions.

The ETPL Policy Workgroup convened over several months to discuss potential options for a Demand Occupations Framework. These discussions were based on extensive research into best practices nationally, as well as a review of existing Illinois criteria. From the discussion scenarios were created that included various permutations of criteria including wages, number of job openings, and education levels. The level of education was a key consideration in the new criteria to ensure better return on investment of limited resources.

In Illinois in-demand occupations have historically been determined based on a local (Economic Development Region, or EDR) basis. However, there were disadvantages to this localized approach such as the complexity of analyzing and compiling lists for ten (10) different regions as well as the timeliness of the employment projection data at the EDR level. An approach based on statewide data both reduces the complexity of the process and improves the relevance of the data being used. It also aligns Illinois with U.S. Department of Labor expectations and most other states which identify their in-demand occupations based on statewide data. Therefore, the Policy Workgroup determined the in-demand occupations for the Demand Occupation Training List (DOTL) would be set at the state level.

Once there was consensus on the criteria and the resulting list, it was presented to the Illinois Workforce Partnership (IWP) prior to the final approval by the IWIB at their March meeting.

In February 2022, the Illinois Workforce Development System (IWDS) and other systems of record are going to be updated to reflect 2019 O*Net/SOC codes used to identify occupations within the O*Net taxonomy. Systems updates will include revisions from the current 2010 set of codes to the new 2019 codes associated with training programs and the DOTL. Changes in the O*Net/SOC codes will automatically be updated for all training programs currently in systems of record. Grantees and providers are strongly encouraged to review the updated codes related to their training programs to ensure the revisions were accurately reflected and determine if all occupations associated with the program are listed in the training program information.

Effective with these system changes, the new DOTL will provide the 2010 and 2019 codes for cross-reference. This conversion will require all grantees, providers, and career planners to begin utilizing only 2019 codes when entering training programs being considered for initial or continued eligibility and career planners when discussing career planning with participants. Since minimal occupation title changes occurred with this update, the 2010 titles are omitted from the new DOTL.

All occupations currently considered in-demand per the demand occupation criteria or via petition approval will continue to be considered in-demand under their current code (when no revision occurred) or new/revised code. In instances where a 2010 occupation may have split into two or more occupational codes under the 2019 revision, all related occupations are considered in-demand until new data and information become available to compare and update the list. For example, the current demand occupation 112031 Public Relations & Fundraising Managers has been revised as 112032 Public Relations Managers and 112033 Fundraising Managers under the new 2019 changes. In this instance, both 112032 and 112033 are considered demand occupations.

The additional change to the DOTL due to these updates is that there are dozens of additional codes and occupations being added to the DOTL that do not have data or information to support a decision to consider them in demand at this time. As such, the overall list is considerably lengthier than the current version.

Finally, to align with the systems of record, the “-” (dash) between the second and third digit of the O*Net codes has been removed. Grantees, providers, and career planners are requested to not include a dash when entering occupational codes. If a code is entered using the dash, the system will not recognize the code as a demand-occupation.

These changes in the systems of record are anticipated to be fully implemented on February 21, 2022, for use beginning February 22, 2022. Until that date, the 2010 version of O*Net/SOC codes should continue to be used. An informational webinar on these changes will be presented on February 16, 2022. Staff may register for the session at the [Illinois Center for Specialized Professional Support WIOA Professional Development](#) website.

II. **COMPONENTS**

This Notice describes the use, guiding framework, implementation timeline, petition process to add occupations, and disseminates the latest DOTL.

Use of Demand Occupation Training List

Career Planners are required to jointly develop with the participant an Individual Employment Plan (IEP) for WIOA Adults and Dislocated Workers or an Individual Service Strategy (ISS) for WIOA Youth. These plans are a roadmap to determining the combination of the career, training, and supportive services that help the participant secure sustainable employment and/or in the instance of youth advancement into postsecondary education.

The ISS and IEP are developed after a full assessment of the participant which may include a review of existing skills, interests, work history, individual barriers, and expectations. The Career Planner and participant must utilize the information gleaned from the assessments to document in the ISS or IEP the goals and steps necessary for meeting the individual's employment or education needs.

Part of this determination is working with the individual to assist them in making an informed decision and turning the results of the assessment into actionable steps.

Training services may be provided through an Individual Training Account (ITA) to adults, dislocated workers, and out-of-school youth (OSY). Additionally, Illinois has a waiver to allow in-school youth (ISY) ages sixteen to twenty-one (16-21) to utilize an ITA through June 30, 2022.

The DOTL is required to ensure the selected training program provided through an ITA aligns with the customer's skills and interests to an in-demand occupation and is directly related to the employment opportunities where the participant lives.

Career Planners need to become familiar with the guiding framework and the occupations on the list before the DOTL implementation date, so that the appropriate conversations can be had with participants as the updated list of in-demand occupations takes effect.

Given that Registered Apprenticeships Programs (RAPs) are a link to demonstrated hiring needs and WIOA provides automatic training provider eligibility to RAPS, ETA has determined that RAPs qualify as occupations in-demand in the local labor market. Similarly, training provided through contracts such as On-the-Job Training (OJT), customized training, incumbent worker training, internships, and paid or unpaid work experience opportunities, or transitional employment shall not be subject to the requirements of this policy.

Guiding Framework

The ETPL Demand Occupations Workgroup agreed upon the following criteria to determine in-demand occupations to provide the most flexibility and qualitative based inclusion:

- Education Level: A minimum typical entry education level of High School diploma + moderate On-the-Job (OJT) and maximum typical entry level of bachelor's degree + long-term OJT.
- Wages: A median wage of 85% of the Living Wage¹ for 1 adult & 1 child (85% of \$26.48=\$22.51).
- Annual Average Job Openings: Projected annual openings equal to at least 0.01% of statewide employment (646 annual openings).
- Addition of other occupations that approach, but do not meet, the data-based criteria to ensure a range of occupations in each of the State's Leading and Emerging industries.
 - These are reflected in the Growth/Moderate category.

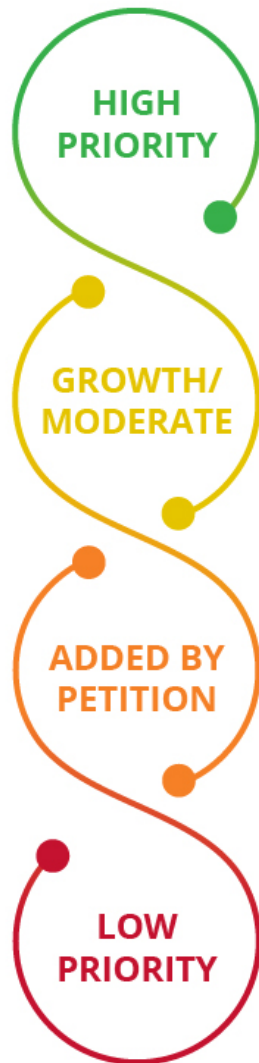
To accommodate and recognize the addition of occupations approved through a Local or State Petition related to a Local or Statewide Priorities that otherwise don't meet the criteria for the higher level, a new category was created.

- These are reflected in the Added By Petition category.
 - May include the addition of other occupations meeting State emergency response, such as the COVID-19 pandemic, and planning needs, State or Local targeted industries and occupations or targeted populations, new grant opportunities, talent pipeline management, or other approved priorities.

Utilizing the criteria for projected annual openings, education, and wages, a statewide DOTL was generated using the Illinois Department of Employment Security [Long-Term COVID-impacted Occupational Projections \(2018-2028\)](#).

After employing the criteria thresholds listed above, an additional level was applied to the resulting list to assist in implementation guidance and program approval processes. The final list, included in Attachment A - Demand Occupations Training List (DOTL) Final Policy Framework and List, reflects tiers of occupations in the following color scheme:

¹ Living wage data were obtained from the MIT Living Wage calculator. <https://livingwage.mit.edu/>



ADVANCED EDUCATION	999	Meet all criteria + minimum Bachelors
MIDDLE SKILLS	999	Meet all criteria, less than Bachelors
GROWTH	999	Meet education and openings criteria, less than minimum median wage
MODERATE DEMAND	999	Meet education and minimum median wage criteria, openings between 400 and statewide minimum (646)
STATEWIDE PRIORITY	999	Address a State, or Federal, priority related to emergency response, funding opportunities, innovative programs or identified initiatives and that may have a defined period of activity
LOCAL PRIORITY	999	Address an Approved Local Petition based on employer needs related to new or increased job openings or wages, or that meet priorities as outlined within Regional or Local Plans
LOW PRIORITY	999	Do not meet education and/or below 400 annual openings; occupations with SOC Code ending in ###-###9 ("All Other") ² (Not a Demand Occupation)

All occupations falling into the *Green* (Advanced Education and Middle Skills) and *Yellow* (Growth and Moderate Demand) tiers will be included on the DOTL, though training for occupations in the *Yellow* tiers will require additional documentation in the applicable IEP or ISS by Career Planners to ensure those occupations are supporting training participants to access and progress along a demonstrable career pathway available in their local area or an area in which the participant is willing to relocate and is intended to be followed by further training in

² These SOC Codes tend to be "catch-all" and LWIAs report that they inhibit the ability to thoughtfully target and evaluate training

postsecondary education. Occupations in the *Orange* (Statewide and Local Priority) tiers represent those that have been added to address a state or federal priority or through a local petition approved by the Department as explained in the Requests for Non-Demand Occupational Training Petition Process section of this Notice. Since the DOTL is a statewide list, Career Planners should be quite mindful of the true demand for these occupations in their local or regional area as the data may not support this as a viable career option for their participants. As with the Yellow tiers, Career Planners will need to include additional documentation in the applicable IEP or ISS. Additionally, LWIBs should consider data that would support if there is a real demand (need) for training programs in occupations in this tier as they are reviewing training programs for initial and continued eligibility. Occupations falling into the *Red* (Low Priority) tier will not be included in the DOTL and require an LWIA petition or DCEO determination to be added.

Implementation Timeline

The new DOTL will begin for Program Year (PY) 2021 or July 1, 2021. Those participants currently enrolled in training that is for demand occupations of the previous DOTL will be allowed to complete their currently enrolled programs.

Participants enrolled in training in a demand occupation that is on the current list that expires June 30, 2021 will be allowed to continue their training.

Beginning July 1, 2021, career planners should utilize the new demand occupation training list (DOTL) in the development of any Individual Employment Plan (IEP) or Individual Service Strategy (ISS).

Participants that have already had an IEP or ISS developed with training related to a demand occupation that is slated to fall off the new list beginning July 1, 2021 and hasn't yet begun training and therefore the service hasn't been entered into IWDS/Career Connect, Career Planners will have until September 30, 2021 to enter the training service into the system. Consistent with this exception, when data for an occupation no longer meets the criteria to be approved for the DOTL, and therefore is removed from the list, there will be a ninety (90) day period (starting on the date of notice of the updated DOTL) when enrollment in an eligible training program related to that occupation can occur if significant progress towards selection of an occupation(s) has occurred and been documented in the IEP or ISS and system(s) of record.

Note Career Planners must be able to demonstrate significant progress has already been made with the participant on developing an IEP/ISS to make an occupational decision (Standard Occupational Classification (SOC) or O*Net code) and training program selection which is in an expiring demand occupation, or it may result in a monitoring finding. Significant progress indicates at minimum there have been discussions between the career planner and participant regarding an appropriate career plan including selection of a demand occupation(s) and related eligible training program(s). Only providing the DOTL to the participant or research of an occupation for consideration would not indicate significant progress. Career Planners should also make participants aware when an occupation they are considering or have selected is no longer in-demand so that they are allowed the opportunity for informed decision-making, one

that might lead to a change in planning based on the fact an occupation(s) is no longer in-demand.

As new data sets are available, an updated DOTL will be generated and the career planning system of record will be updated accordingly. When the DOTL is updated occupations added by LWIA petition and/or DCEO determination will “sunset” and require a renewed petition. Occupations added by petition in the final quarter of the PY will remain on the DOTL for the subsequent PY, and then will be subject to a renewed petition.

LWIBs should review the DOTL prior to the implementation date to determine if their existing training providers offer one (1) or more programs of study that do not lead to an in-demand occupation on the updated DOTL. LWIBs are not allowed to create a DOTL that is specific or limited to their local area or region, rather they may develop guidance about occupations for career planners to discuss with participants to clarify occupations on the State DOTL that are most in-demand in the local area. Such guidance must instruct career planners that those discussions must only be presented as recommendations between the career planner and participant and shouldn't prohibit the participant from reviewing or selecting any occupation on the State DOTL to pursue in their career plan.

Requests for Non-Demand Occupational Training Petition Process

DCEO may add occupations to the DOTL if a determination is made based on State priorities (for example, current grant priorities, Early Childhood Workforce, COVID response, etc.).

LWIBs may submit a petition request to add non-demand occupations to the DOTL if they can provide documentation demonstrating the need to add the occupation based on data or other evidence that is not reflected in the IDDES data.

Such evidence may include a new plant opening, facility expansion, addition to the state or federal key sector initiatives, or other reasons that indicate multiple job openings will be available in the local area.

A separate petition request (Attachment B - Demand Occupation Petition Form) must be submitted for each occupation the local area would like considered for inclusion on the DOTL according to the instructions in Attachment C - Demand Occupation Petition Form Instructions.

The request must at a minimum include:

- a. Documentation that the education needed to gain employment in the occupation is comparable to the data-based criteria that was used for the framework (minimum typical entry education level of High School diploma + moderate On-the-Job (OJT) and maximum typical entry level of bachelor's degree + long-term OJT);
- b. Entry-level regional wage data;
- c. Evidence of local employer demand. This could include: letters from employers that document how many people they anticipate hiring into the occupation, Talent Pipeline

Management data, or other evidence that demonstrate forthcoming substantial job openings in the region;

- d. Information indicating where and how the occupation fits into a Career Pathway leading to occupations that meet the wage and education criteria; and
- e. Evidence that the occupation is particularly accessible to one (1) or more Target Populations as identified in the [Illinois Unified State Plan](#) or [Regional/Local Plans](#). The petition should include the population(s) in question and include evidence such as: letter(s) of support from a local employer, documentation of prior success employing individuals in the target population(s) in that occupation previously, etc.

VI. EXPIRATION DATE

This notice will remain in effect until amended or rescinded by the Office of Employment and Training.

Sincerely,

A handwritten signature in black ink, appearing to read "Julio Rodriguez", with a stylized flourish at the end.

Julio Rodriguez, Deputy Director
Office of Employment and Training

JR:ld

Attachments: A - Demand Occupations Training List (DOTL) Final Policy Framework and List
 B - Demand Occupation Petition Form
 C - Demand Occupation Petition Form Instructions

LWIB Petition		DCEO Determination
Result	Occupation added as an Orange tiered* occupation to <i>full statewide list</i>	
Justification	• Evidence of local demand (evidence can include Talent Pipeline Management (TPM) documentation and/or letters from employers, other evidence as appropriate) • For occupation with higher education requirements, plan for addressing career pathway pipeline and targeting funds to final years of training • Evidence that programs training for this occupation serve a special population under WIOA (particularly returning citizens)	• Determination based on State priorities (for example, current grant priorities, Early Childhood Workforce, COVID response, etc.)
Process	• Form submission to DCEO • DCEO staff processes/approves • DCEO notifies LWIB within 14 calendar days of petition submittal of outcome • DCEO notifies IWIB at subsequent meeting	• DCEO staff documents evidence/rationale • DCEO notifies IWIB at subsequent meeting

*If a petition to add an occupation to the DOTL is approved, the occupation will be added to the *Orange* tier unless the new data on wages or annual openings elevates the occupation to a *Green* or *Yellow* tier.

III. ACTION REQUIRED

The LWIB and other LWIA representatives including Board staff, WIOA Program Directors, WIOA partners, recipients, and subrecipients shall review this notice and distribute it to all appropriate individuals within the organization.

IV. INQUIRIES

Inquiries should be directed to OET at CEO.OET.demandocc@illinois.gov.

V. EFFECTIVE DATE

This notice is effective on February 22, 2022.

Demand Occupations Training List (DOTL) Framework

June 30, 2021

Framework Overview

Utilizing criteria for projected annual openings, education, and wages, a statewide DOTL was created using the [Long-Term COVID-impacted Occupational Projections \(2018-2028\)](#) from the Illinois Department of Employment Security as source data.



Implementation Timeline

The new DOTL will begin for Program Year (PY) 2021 or July 1, 2021. Those participants currently enrolled in training that is for demand occupations of the previous DOTL will be allowed to complete their currently enrolled programs.

As new data sets are available, an updated DOTL will be generated and the career planning system of record will be updated accordingly. When the DOTL is updated occupations added by LWIA petition and/or DCEO determination will “sunset” and require a renewed petition. Occupations added by petition in the final quarter of the PY will remain on the DOTL for the subsequent PY, and then will be subject to a renewed petition.

Criteria & Tiered List



Projected annual openings equal to at least 0.01% of statewide employment (646 annual openings)	A minimum typical entry education level of High School diploma + moderate OJT and maximum typical entry level of Bachelors Degree + long-term OJT	A median wage of 85% of the Living Wage ¹ for 1 adult & 1 child (85% of \$26.48=\$22.51)
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¹ Living wage data were obtained from the MIT Living Wage calculator. <https://livingwage.mit.edu/>

Demand Occupations Training List (DOTL) Framework

Using these thresholds, the list reflects tiers of occupations in the following color scheme, which will inform implementation guidance and program approval processes.



ADVANCED EDUCATION	999	Meet all criteria + minimum Bachelors
MIDDLE SKILLS	999	Meet all criteria, less than Bachelors
GROWTH	999	Meet education and openings criteria, less than minimum median wage
MODERATE DEMAND	999	Meet education and minimum median wage criteria, openings between 400 and statewide minimum (646)
STATEWIDE PRIORITY	999	Address a State, or Federal, priority related to emergency response, funding opportunities, innovative programs or identified initiatives and that may have a defined period of activity
LOCAL PRIORITY	999	Address an Approved Local Petition based on employer needs related to new or increased job openings or wages, or that meet priorities as outlined within Regional or Local Plans
LOW PRIORITY	999	Do not meet education and/or below 400 annual openings; occupations with SOC Code ending in ###-###9 ("All Other") ² (NOT a Demand Occupation)

² These SOC Codes tend to be "catch-all" and LWIAs report that they inhibit the ability to thoughtfully target and evaluate training

Demand Occupations Training List (DOTL) Framework

All occupations falling into the *Green* (Advanced Education and Middle Skills) and *Yellow* (Growth and Moderate Demand) tiers will be included on the DOTL, though training for occupations in the *Yellow* tiers will require additional documentation in the applicable IEP or ISS by Career Planners to ensure those occupations are supporting training participants to access and progress along a demonstrable career pathway available in their local area or an area in which the participant is willing to relocate and is intended to be followed by further training in post-secondary education. Occupations in the *Orange* (Statewide and Local Priority) tiers represent those that have been added to address a state or federal priority or through a local petition approved by the Department as explained in the Requests for Non-Demand Occupational Training Petition Process section of this Notice. Since the DOTL is a statewide list, Career Planners should be quite mindful of the true demand for these occupations in their local or regional area as the data may not support this as a viable career option for their participants. As with the Yellow tiers, Career Planners will need to include additional documentation in the applicable IEP or ISS. Additionally, LWIBs should consider data that would support if there is a real demand (need) for training programs in occupations in this tier as they are reviewing training programs for initial and continued eligibility. Occupations falling into the *Red* (Low Priority) tier will not be included in the DOTL and require an LWIA petition or DCEO determination to be added.

Petition Process

If an LWIA or DCEO determine that an occupation should be added to the list based on data and other evidence that is not reflected in the IDES data, they must follow the procedures outlined in the Notice and below:

	LWIB Petition	DCEO Determination
Result	Occupation added as an Orange tiered* occupation to <i>full statewide list</i>	
Justification	- Evidence of local demand (evidence can include Talent Pipeline Management (TPM) documentation and/or letters from employers, other evidence as appropriate) - For occupation with higher education requirements, plan for addressing career pathway pipeline and targeting funds to final years of training - Evidence that programs training for this occupation serve a special population under WIOA (particularly returning citizens)	Determination based on State priorities (for example, current grant priorities, Early Childhood Workforce, COVID response, etc.)
Process	- Form submission to DCEO - DCEO staff processes/approves - DCEO notifies LWIB within 14 calendar days of petition submittal of outcome - DCEO notifies IWIB at subsequent meeting	- DCEO staff documents evidence/rationale - DCEO notifies IWIB at subsequent meeting

*If a petition to add an occupation to the DOTL is approved, the occupation will be added to the *Orange* tier unless the new data on wages or annual openings elevates the occupation to a *Green* or *Yellow* tier.

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
111011	Chief Executives	703	22	0.00	4
111021	General and Operations Managers	11398	22	48.26	6
111031	Legislators	354	22	0.00	0
112011	Advertising and Promotions Managers	219	22	53.06	0
112021	Marketing Managers	2007	22	58.28	6
112022	Sales Managers	2362	22	58.91	6
112032	Public Relations Managers	474	22	50.03	3
112033	Fundraising Managers	474	22	50.03	3
113012	Administrative Services Managers	1479	22	43.19	6
113013	Facilities Managers	1479	22	43.19	6
113021	Computer and Information Systems Managers	1500	22	68.46	6
113031	Financial Managers	3914	22	62.42	6
113051	Industrial Production Managers	817	22	47.90	6
113061	Purchasing Managers	378	22	53.83	0
113071	Transportation, Storage, and Distribution Managers	788	5	44.79	1
113111	Compensation and Benefits Managers	94	22	58.15	0
113121	Human Resources Managers	897	22	52.41	6
113131	Training and Development Managers	219	22	51.94	0
119013	Farmers, Ranchers, and Other Agricultural Managers	6087	5	29.61	1
119021	Construction Managers	1398	24	43.59	6
119031	Education and Childcare Administrators, Preschool and	235	22	24.44	0
119032	Education Administrators, Kindergarten through Secondary	939	27	0.00	0
119033	Education Administrators, Postsecondary	742	27	39.64	0
119039	Education Administrators, All Other	160	22	35.95	0
119041	Architectural and Engineering Managers	720	22	64.29	6
119051	Food Service Managers	0	0	0.00	0
119071	Gambling Managers	8	22	0.00	0
119072	Entertainment and Recreation Managers, Except Gambling	#N/A	#N/A	#N/A	0
119081	Lodging Managers	199	5	21.62	0
119111	Medical and Health Services Managers	1265	22	50.61	6
119121	Natural Sciences Managers	180	22	57.77	0
119131	Postmasters and Mail Superintendents	24	7	36.04	0
119141	Property, Real Estate, and Community Association Managers	1127	5	29.73	0
119151	Social and Community Service Managers	460	22	31.46	3
119161	Emergency Management Directors	36	22	30.47	0
119171	Funeral Home Managers	35	18	44.92	0
119179	Personal Service Managers, All Other	#N/A	#N/A	#N/A	0
119199	Managers, All Other	#N/A	#N/A	#N/A	0
131011	Agents and Business Managers of Artists, Performers, and	#N/A	#N/A	#N/A	0
131021	Buyers and Purchasing Agents, Farm Products	1391	22	30.87	6
131022	Wholesale and Retail Buyers, Except Farm Products	#N/A	#N/A	#N/A	0
131023	Purchasing Agents, Except Wholesale, Retail, and Farm	#N/A	#N/A	#N/A	0
131031	Claims Adjusters, Examiners, and Investigators	998	8	30.18	5
131032	Insurance Appraisers, Auto Damage	36	16	30.02	0
131041	Compliance Officers	841	24	35.30	6
131051	Cost Estimators	578	24	32.04	3
131071	Human Resources Specialists	2558	22	28.79	6
131074	Farm Labor Contractors	#N/A	#N/A	#N/A	0
131075	Labor Relations Specialists	459	22	30.12	3
131081	Logisticians	831	22	30.90	6
131082	Project Management Specialists	2084	22	46.58	6

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
131111	Management Analysts	5151	22	42.45	6
131121	Meeting, Convention, and Event Planners	604	22	23.49	3
131131	Fundraisers	455	22	27.03	3
131141	Compensation, Benefits, and Job Analysis Specialists	358	22	31.27	0
131151	Training and Development Specialists	1158	22	31.10	6
131161	Market Research Analysts and Marketing Specialists	3931	22	29.15	6
131199	Business Operations Specialists, All Other	5011	22	31.83	0
132011	Accountants and Auditors	5705	22	33.89	6
132022	Appraisers of Personal and Business Property	242	25	24.70	0
132023	Appraisers and Assessors of Real Estate	242	25	24.70	0
132031	Budget Analysts	103	22	35.81	0
132041	Credit Analysts	310	22	32.51	0
132051	Financial and Investment Analysts	1342	22	38.13	6
132052	Personal Financial Advisors	898	25	48.66	6
132053	Insurance Underwriters	451	24	32.93	3
132054	Financial Risk Specialists	1342	22	38.13	6
132061	Financial Examiners	172	25	44.47	0
132071	Credit Counselors	149	24	21.56	0
132072	Loan Officers	149	24	21.56	0
132081	Tax Examiners and Collectors, and Revenue Agents	#N/A	#N/A	#N/A	0
132082	Tax Preparers	#N/A	#N/A	#N/A	0
132099	Financial Specialists, All Other	431	24	39.47	0
151211	Computer Systems Analysts	2152	22	41.67	6
151212	Information Security Analysts	378	22	46.13	1
151221	Computer and Information Research Scientists	50	27	55.43	0
151231	Computer Network Support Specialists	852	18	29.79	5
151232	Computer User Support Specialists	2246	10	24.27	5
151241	Computer Network Architects	355	22	56.06	1
151242	Database Administrators	268	22	46.23	1
151243	Database Architects	268	22	46.23	1
151244	Network and Computer Systems Administrators	794	22	39.87	6
151251	Computer Programmers	596	22	42.20	3
151252	Software Developers	2851	22	45.87	6
151253	Software Quality Assurance Analysts and Testers	2851	22	45.87	6
151254	Web Developers	499	18	33.85	3
151255	Web and Digital Interface Designers	499	18	33.85	3
151299	Computer Occupations, All Other	1287	22	0.00	1
152011	Actuaries	164	25	49.36	0
152021	Mathematicians	5	27	54.18	0
152031	Operations Research Analysts	477	22	46.59	3
152041	Statisticians	213	27	41.65	0
152051	Data Scientists	625	22	51.79	3
152099	Mathematical Science Occupations, All Other	#N/A	#N/A	#N/A	0
171011	Architects, Except Landscape and Naval	529	26	38.06	0
171012	Landscape Architects	33	26	35.72	0
171021	Cartographers and Photogrammetrists	11	22	40.37	0
171022	Surveyors	101	26	33.89	0
172011	Aerospace Engineers	65	22	54.13	0
172021	Agricultural Engineers	6	22	43.25	0
172031	Bioengineers and Biomedical Engineers	40	22	49.29	0
172041	Chemical Engineers	62	22	45.27	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
172051	Civil Engineers	916	22	41.93	6
172061	Computer Hardware Engineers	75	22	50.78	0
172071	Electrical Engineers	349	22	46.73	0
172072	Electronics Engineers, Except Computer	179	22	47.38	0
172081	Environmental Engineers	120	22	42.20	0
172111	Health and Safety Engineers, Except Mining Safety	40	22	42.32	0
172112	Industrial Engineers	801	22	42.05	6
172121	Marine Engineers and Naval Architects	#N/A	#N/A	#N/A	0
172131	Materials Engineers	52	22	42.47	0
172141	Mechanical Engineers	1256	22	43.74	6
172151	Mining and Geological Engineers, Including Mining Safety	7	22	48.11	0
172161	Nuclear Engineers	37	22	58.67	0
172171	Petroleum Engineers	#N/A	#N/A	#N/A	0
172199	Engineers, All Other	290	22	42.57	0
173011	Architectural and Civil Drafters	228	18	30.20	0
173012	Electrical and Electronics Drafters	65	18	33.29	0
173013	Mechanical Drafters	256	18	27.21	0
173019	Drafters, All Other	#N/A	#N/A	#N/A	0
173021	Aerospace Engineering and Operations Technologists and	#N/A	#N/A	#N/A	0
173022	Civil Engineering Technologists and Technicians	172	18	30.33	0
173023	Electrical and Electronic Engineering Technologists and	318	18	32.54	1
173024	Electro-Mechanical and Mechatronics Technologists and	34	18	34.32	0
173025	Environmental Engineering Technologists and Technicians	53	18	20.75	0
173026	Industrial Engineering Technologists and Technicians	178	18	27.37	0
173027	Mechanical Engineering Technologists and Technicians	215	18	27.99	0
173028	Calibration Technologists and Technicians	643	18	0.00	1
173029	Engineering Technologists and Technicians, Except Drafters,	643	18	0.00	1
173031	Surveying and Mapping Technicians	119	7	20.39	0
191011	Animal Scientists	10	22	27.93	0
191012	Food Scientists and Technologists	94	22	43.67	0
191013	Soil and Plant Scientists	45	22	26.57	0
191021	Biochemists and Biophysicists	64	29	47.68	0
191022	Microbiologists	88	22	28.92	0
191023	Zoologists and Wildlife Biologists	28	22	26.88	0
191029	Biological Scientists, All Other	52	22	38.98	0
191031	Conservation Scientists	95	22	29.43	0
191032	Foresters	18	22	35.12	0
191041	Epidemiologists	20	27	36.99	0
191042	Medical Scientists, Except Epidemiologists	342	29	37.20	0
191099	Life Scientists, All Other	13	22	37.97	0
192011	Astronomers	#N/A	#N/A	#N/A	0
192012	Physicists	72	29	54.11	0
192021	Atmospheric and Space Scientists	#N/A	#N/A	#N/A	0
192031	Chemists	273	22	33.15	0
192032	Materials Scientists	30	22	48.05	0
192041	Environmental Scientists and Specialists, Including Health	220	22	37.98	0
192042	Geoscientists, Except Hydrologists and Geographers	42	22	33.29	0
192043	Hydrologists	7	22	43.51	0
192099	Physical Scientists, All Other	47	22	49.43	0
193011	Economists	36	27	49.38	0
193022	Survey Researchers	131	27	30.29	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
193032	Industrial-Organizational Psychologists	#N/A	#N/A	#N/A	0
193033	Clinical and Counseling Psychologists	506	31	32.93	0
193034	School Psychologists	506	31	32.93	0
193039	Psychologists, All Other	#N/A	#N/A	#N/A	0
193041	Sociologists	12	27	38.55	0
193051	Urban and Regional Planners	81	27	35.10	0
193091	Anthropologists and Archeologists	14	27	28.81	0
193092	Geographers	3	27	39.02	0
193093	Historians	8	27	31.58	0
193094	Political Scientists	8	27	35.05	0
193099	Social Scientists and Related Workers, All Other	76	22	36.64	0
194012	Agricultural Technicians	76	20	0.00	2
194013	Food Science Technicians	76	20	0.00	2
194021	Biological Technicians	209	22	26.14	0
194031	Chemical Technicians	267	20	24.85	2
194042	Environmental Science and Protection Technicians,	132	18	0.00	0
194043	Geological Technicians, Except Hydrologic Technicians	#N/A	#N/A	#N/A	0
194044	Hydrologic Technicians	#N/A	#N/A	#N/A	0
194051	Nuclear Technicians	111	20	34.52	0
194061	Social Science Research Assistants	146	22	25.31	0
194071	Forest and Conservation Technicians	72	18	0.00	0
194092	Forensic Science Technicians	#N/A	#N/A	#N/A	0
194099	Life, Physical, and Social Science Technicians, All Other	432	18	24.07	2
195011	Occupational Health and Safety Specialists	148	22	0.00	0
195012	Occupational Health and Safety Technicians	45	7	0.00	0
211011	Substance Abuse and Behavioral Disorder Counselors	#N/A	#N/A	#N/A	2
211012	Educational, Guidance, and Career Counselors and Advisors	1465	27	24.78	0
211013	Marriage and Family Therapists	43	28	26.74	0
211014	Mental Health Counselors	#N/A	#N/A	#N/A	0
211015	Rehabilitation Counselors	458	27	18.02	0
211019	Counselors, All Other	218	27	17.60	0
211021	Child, Family, and School Social Workers	1363	22	25.41	6
211022	Healthcare Social Workers	621	28	25.78	0
211023	Mental Health and Substance Abuse Social Workers	393	28	21.28	2
211029	Social Workers, All Other	540	22	33.16	0
211091	Health Education Specialists	247	22	26.45	0
211092	Probation Officers and Correctional Treatment Specialists	260	23	33.35	1
211093	Social and Human Service Assistants	1686	6	17.23	0
211094	Community Health Workers	270	6	19.87	2
211099	Community and Social Service Specialists, All Other	376	22	17.65	0
212011	Clergy	1803	24	22.21	4
212021	Directors, Religious Activities and Education	913	22	18.49	4
212099	Religious Workers, All Other	409	22	13.85	0
231011	Lawyers	1892	29	62.27	0
231012	Judicial Law Clerks	#N/A	#N/A	#N/A	0
231021	Administrative Law Judges, Adjudicators, and Hearing	27	30	38.97	0
231022	Arbitrators, Mediators, and Conciliators	19	29	34.09	0
231023	Judges, Magistrate Judges, and Magistrates	#N/A	#N/A	#N/A	0
232011	Paralegals and Legal Assistants	1634	18	27.62	5
232093	Title Examiners, Abstractors, and Searchers	107	7	23.16	0
232099	Legal Support Workers, All Other	71	18	26.77	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
251011	Business Teachers, Postsecondary	421	29	42.07	0
251021	Computer Science Teachers, Postsecondary	126	29	39.41	0
251022	Mathematical Science Teachers, Postsecondary	210	29	29.28	0
251031	Architecture Teachers, Postsecondary	15	29	49.36	0
251032	Engineering Teachers, Postsecondary	133	29	45.94	0
251041	Agricultural Sciences Teachers, Postsecondary	34	29	0.00	0
251042	Biological Science Teachers, Postsecondary	248	29	42.38	0
251043	Forestry and Conservation Science Teachers, Postsecondary	#N/A	#N/A	#N/A	0
251051	Atmospheric, Earth, Marine, and Space Sciences Teachers,	27	29	34.83	0
251052	Chemistry Teachers, Postsecondary	93	29	35.55	0
251053	Environmental Science Teachers, Postsecondary	12	29	34.69	0
251054	Physics Teachers, Postsecondary	59	29	39.25	0
251061	Anthropology and Archeology Teachers, Postsecondary	27	29	35.00	0
251062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	41	29	38.84	0
251063	Economics Teachers, Postsecondary	49	29	53.62	0
251064	Geography Teachers, Postsecondary	13	29	36.33	0
251065	Political Science Teachers, Postsecondary	50	29	36.05	0
251066	Psychology Teachers, Postsecondary	150	29	33.03	0
251067	Sociology Teachers, Postsecondary	55	29	28.25	0
251069	Social Sciences Teachers, Postsecondary, All Other	109	29	38.57	0
251071	Health Specialties Teachers, Postsecondary	1180	29	43.45	0
251072	Nursing Instructors and Teachers, Postsecondary	195	29	33.35	0
251081	Education Teachers, Postsecondary	428	29	32.84	0
251082	Library Science Teachers, Postsecondary	36	29	33.86	0
251111	Criminal Justice and Law Enforcement Teachers,	57	29	32.78	0
251112	Law Teachers, Postsecondary	93	29	60.96	0
251113	Social Work Teachers, Postsecondary	77	29	29.70	0
251121	Art, Drama, and Music Teachers, Postsecondary	358	27	29.60	0
251122	Communications Teachers, Postsecondary	164	29	28.84	0
251123	English Language and Literature Teachers, Postsecondary	267	29	27.24	0
251124	Foreign Language and Literature Teachers, Postsecondary	81	29	28.56	0
251125	History Teachers, Postsecondary	72	29	31.21	0
251126	Philosophy and Religion Teachers, Postsecondary	91	29	29.24	0
251192	Family and Consumer Sciences Teachers, Postsecondary	4	22	35.32	0
251193	Recreation and Fitness Studies Teachers, Postsecondary	52	29	31.28	0
251194	Career/Technical Education Teachers, Postsecondary	390	22	22.79	0
251199	Postsecondary Teachers, All Other	#N/A	#N/A	#N/A	0
252011	Preschool Teachers, Except Special Education	2692	18	14.29	4
252012	Kindergarten Teachers, Except Special Education	445	22	19.64	2
252021	Elementary School Teachers, Except Special Education	4488	22	21.08	4
252022	Middle School Teachers, Except Special and	1554	22	21.73	4
252023	Career/Technical Education Teachers, Middle School	16	22	0.00	2
252031	Secondary School Teachers, Except Special and	2880	22	21.55	4
252032	Career/Technical Education Teachers, Secondary School	128	22	22.51	2
252051	Special Education Teachers, Preschool	69	22	18.65	2
252055	Special Education Teachers, Kindergarten	673	22	20.87	4
252056	Special Education Teachers, Elementary School	673	22	20.87	4
252057	Special Education Teachers, Middle School	240	22	23.10	2
252058	Special Education Teachers, Secondary School	590	22	18.82	2
252059	Special Education Teachers, All Other	66	22	25.55	2
253011	Adult Basic Education, Adult Secondary Education, and	239	22	24.34	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
253021	Self-Enrichment Teachers	2001	5	17.05	0
253031	Substitute Teachers, Short-Term	1441	22	13.20	2
253041	Tutors	1441	22	13.20	2
253099	Teachers and Instructors, All Other	1441	22	13.20	2
254011	Archivists	21	27	30.22	0
254012	Curators	40	27	25.97	0
254013	Museum Technicians and Conservators	105	22	22.08	0
254022	Librarians and Media Collections Specialists	619	27	0.00	0
254031	Library Technicians	753	14	15.76	4
259021	Farm and Home Management Educators	19	27	18.01	0
259031	Instructional Coordinators	475	27	31.06	0
259042	Teaching Assistants, Preschool, Elementary, Middle, and	6236	10	0.00	4
259043	Teaching Assistants, Special Education	6236	10	0.00	4
259044	Teaching Assistants, Postsecondary	277	22	0.00	0
259045	Teaching Assistants, except Postsecondary	6503	11	N/A	5
259049	Teaching Assistants, All Other	6236	10	0.00	4
259099	Educational Instruction and Library Workers, All Other	54	22	19.06	0
271011	Art Directors	446	22	43.78	3
271012	Craft Artists	23	4	19.86	0
271013	Fine Artists, Including Painters, Sculptors, and Illustrators	55	25	20.43	0
271014	Special Effects Artists and Animators	173	22	29.74	0
271019	Artists and Related Workers, All Other	#N/A	#N/A	#N/A	0
271021	Commercial and Industrial Designers	176	22	30.18	0
271022	Fashion Designers	#N/A	#N/A	#N/A	0
271023	Floral Designers	175	7	12.05	0
271024	Graphic Designers	1434	22	26.10	6
271025	Interior Designers	263	22	24.17	0
271026	Merchandise Displayers and Window Trimmers	617	6	13.74	0
271027	Set and Exhibit Designers	42	22	22.92	0
271029	Designers, All Other	30	22	28.66	0
272011	Actors	#N/A	#N/A	#N/A	0
272012	Producers and Directors	357	22	29.37	0
272021	Athletes and Sports Competitors	#N/A	#N/A	#N/A	0
272022	Coaches and Scouts	1856	22	0.00	4
272023	Umpires, Referees, and Other Sports Officials	220	7	0.00	0
272031	Dancers	#N/A	#N/A	#N/A	0
272032	Choreographers	#N/A	#N/A	#N/A	0
272041	Music Directors and Composers	255	22	18.18	0
272042	Musicians and Singers	678	4	32.29	0
272091	Disc Jockeys, Except Radio	23	2	0.00	0
272099	Entertainers and Performers, Sports and Related Workers,	23	2	0.00	0
273011	Broadcast Announcers and Radio Disc Jockeys	122	22	15.95	0
273023	News Analysts, Reporters, and Journalists	35	22	0.00	0
273031	Public Relations Specialists	1135	22	27.43	6
273041	Editors	435	22	27.69	3
273042	Technical Writers	154	23	33.01	0
273043	Writers and Authors	425	25	28.98	3
273091	Interpreters and Translators	277	22	20.73	0
273092	Court Reporters and Simultaneous Captioners	71	15	0.00	0
273099	Media and Communication Workers, All Other	60	6	0.00	0
274011	Audio and Video Technicians	364	15	19.03	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
274012	Broadcast Technicians	148	19	16.24	0
274014	Sound Engineering Technicians	26	15	26.89	0
274015	Lighting Technicians	13	6	0.00	0
274021	Photographers	403	8	16.31	0
274031	Camera Operators, Television, Video, and Film	69	22	22.73	0
274032	Film and Video Editors	43	22	30.69	0
274099	Media and Communication Equipment Workers, All Other	13	6	0.00	0
291011	Chiropractors	54	29	34.49	0
291021	Dentists, General	171	29	82.11	0
291022	Oral and Maxillofacial Surgeons	#N/A	#N/A	#N/A	0
291023	Orthodontists	16	31	74.26	0
291024	Prosthodontists	#N/A	#N/A	#N/A	0
291029	Dentists, All Other Specialists	4	29	58.18	0
291031	Dietitians and Nutritionists	178	26	28.50	0
291041	Optometrists	80	29	55.05	0
291051	Pharmacists	460	29	62.17	0
291071	Physician Assistants	363	27	49.82	0
291081	Podiatrists	34	31	61.32	0
291122	Occupational Therapists	344	27	40.59	0
291123	Physical Therapists	601	29	43.97	0
291124	Radiation Therapists	31	18	39.24	0
291125	Recreational Therapists	45	22	22.13	0
291126	Respiratory Therapists	291	18	28.43	1
291127	Speech-Language Pathologists	525	28	36.54	0
291128	Exercise Physiologists	44	22	24.75	0
291129	Therapists, All Other	49	22	26.38	0
291131	Veterinarians	141	29	46.03	0
291141	Registered Nurses	9289	22	34.43	6
291151	Nurse Anesthetists	135	27	92.43	0
291161	Nurse Midwives	34	27	49.37	0
291171	Nurse Practitioners	757	27	51.64	0
291181	Audiologists	25	29	36.64	0
291211	Anesthesiologists	33	31	0.00	0
291212	Cardiologists	263	31	0.00	0
291213	Dermatologists	263	31	0.00	0
291214	Emergency Medicine Physicians	263	31	0.00	0
291215	Family Medicine Physicians	220	31	0.00	0
291216	General Internal Medicine Physicians	40	31	0.00	0
291217	Neurologists	263	31	0.00	0
291218	Obstetricians and Gynecologists	12	31	0.00	0
291221	Pediatricians, General	15	31	0.00	0
291222	Physicians, Pathologists	263	31	0.00	0
291223	Psychiatrists	36	31	0.00	0
291224	Radiologists	263	31	0.00	0
291229	Physicians, All Other	263	31	0.00	0
291241	Ophthalmologists, Except Pediatric	263	31	0.00	0
291242	Orthopedic Surgeons, Except Pediatric	25	31	0.00	0
291243	Pediatric Surgeons	25	31	0.00	0
291249	Surgeons, All Other	25	31	0.00	0
291291	Acupuncturists	156	27	0.00	0
291292	Dental Hygienists	683	18	23.12	5

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
291299	Healthcare Diagnosing or Treating Practitioners, All Other	156	27	0.00	0
292011	Medical and Clinical Laboratory Technologists	#N/A	#N/A	#N/A	1
292012	Medical and Clinical Laboratory Technicians	0	0	0.00	1
292031	Cardiovascular Technologists and Technicians	129	18	23.30	1
292032	Diagnostic Medical Sonographers	194	18	36.54	1
292033	Nuclear Medicine Technologists	37	18	38.92	0
292034	Radiologic Technologists and Technicians	401	18	29.67	3
292035	Magnetic Resonance Imaging Technologists	109	18	34.91	0
292036	Medical Dosimetrists	419	14	0.00	1
292042	Emergency Medical Technicians	799	14	14.54	4
292043	Paramedics	799	14	14.54	4
292051	Dietetic Technicians	253	18	11.72	0
292052	Pharmacy Technicians	1772	7	15.44	4
292053	Psychiatric Technicians	337	15	19.60	0
292055	Surgical Technologists	258	14	22.65	1
292056	Veterinary Technologists and Technicians	371	18	17.18	1
292057	Ophthalmic Medical Technicians	150	14	17.54	0
292061	Licensed Practical and Licensed Vocational Nurses	1518	14	25.11	5
292072	Medical Records Specialists	529	14	18.93	1
292081	Opticians, Dispensing	228	8	16.32	0
292091	Orthotists and Prosthetists	45	28	36.11	0
292092	Hearing Aid Specialists	22	7	18.90	0
292099	Health Technologists and Technicians, All Other	419	14	0.00	1
299021	Health Information Technologists and Medical Registrars	529	14	18.93	1
299091	Athletic Trainers	114	22	0.00	0
299092	Genetic Counselors	19	27	38.11	0
299093	Surgical Assistants	419	14	0.00	1
299099	Healthcare Practitioners and Technical Workers, All Other	54	14	0.00	0
311121	Home Health Aides	4560	6	0.00	0
311122	Personal Care Aides	9072	6	0.00	0
311131	Nursing Assistants	6942	14	11.82	4
311132	Orderlies	317	6	0.00	0
311133	Psychiatric Aides	211	6	0.00	0
312011	Occupational Therapy Assistants	297	18	30.53	1
312012	Occupational Therapy Aides	339	6	9.60	0
312021	Physical Therapist Assistants	650	18	28.78	5
312022	Physical Therapist Aides	172	6	11.71	0
319011	Massage Therapists	965	14	22.73	5
319091	Dental Assistants	1508	14	19.02	4
319092	Medical Assistants	2848	14	16.93	4
319093	Medical Equipment Preparers	293	7	18.44	1
319094	Medical Transcriptionists	261	14	14.81	0
319095	Pharmacy Aides	49	6	13.47	1
319096	Veterinary Assistants and Laboratory Animal Caretakers	458	6	13.07	0
319097	Phlebotomists	648	14	16.71	4
319099	Healthcare Support Workers, All Other	171	5	21.90	0
331011	First-Line Supervisors of Correctional Officers	136	5	36.27	0
331012	First-Line Supervisors of Police and Detectives	403	7	54.28	3
331021	First-Line Supervisors of Firefighting and Prevention	238	16	46.95	0
331091	First-Line Supervisors of Security Workers	341	5	0.00	0
331099	First-Line Supervisors of Protective Service Workers, All	341	5	0.00	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
332011	Firefighters	1264	17	25.54	5
332021	Fire Inspectors and Investigators	77	16	30.39	0
332022	Forest Fire Inspectors and Prevention Specialists	#N/A	#N/A	#N/A	0
333011	Bailiffs	136	7	33.31	0
333012	Correctional Officers and Jailers	1216	7	28.59	5
333021	Detectives and Criminal Investigators	196	7	39.86	0
333031	Fish and Game Wardens	9	7	34.80	0
333041	Parking Enforcement Workers	9	6	23.57	0
333051	Police and Sheriff's Patrol Officers	2319	7	40.90	5
333052	Transit and Railroad Police	23	7	34.77	0
339011	Animal Control Workers	59	7	16.64	0
339021	Private Detectives and Investigators	86	7	27.41	0
339031	Gambling Surveillance Officers and Gambling Investigators	33	7	35.64	0
339032	Security Guards	6306	6	14.74	0
339091	Crossing Guards and Flaggers	606	2	15.13	0
339092	Lifeguards, Ski Patrol, and Other Recreational Protective	1930	2	10.43	0
339093	Transportation Security Screeners	167	6	20.30	0
339094	School Bus Monitors	1502	6	0.00	0
339099	Protective Service Workers, All Other	1502	6	0.00	0
351011	Chefs and Head Cooks	691	5	25.59	1
351012	First-Line Supervisors of Food Preparation and Serving	4584	5	14.10	0
352011	Cooks, Fast Food	2131	2	9.63	0
352012	Cooks, Institution and Cafeteria	2770	2	13.14	0
352013	Cooks, Private Household	#N/A	#N/A	#N/A	0
352014	Cooks, Restaurant	8109	3	13.77	0
352015	Cooks, Short Order	793	2	12.00	0
352019	Cooks, All Other	#N/A	#N/A	#N/A	0
352021	Food Preparation Workers	5849	2	12.39	0
353011	Bartenders	5352	2	9.49	0
353023	Fast Food and Counter Workers	28390	2	0.00	0
353031	Waiters and Waitresses	16113	2	9.36	0
353041	Food Servers, Nonrestaurant	2290	2	11.59	0
359011	Dining Room and Cafeteria Attendants and Bartender	4020	2	9.63	0
359021	Dishwashers	3043	2	11.61	0
359031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	3379	2	11.08	0
359099	Food Preparation and Serving Related Workers, All Other	74	2	12.66	0
371011	First-Line Supervisors of Housekeeping and Janitorial	742	5	21.17	0
371012	First-Line Supervisors of Landscaping, Lawn Service, and	673	5	22.85	0
372011	Janitors and Cleaners, Except Maids and Housekeeping	12247	2	13.79	0
372012	Maids and Housekeeping Cleaners	5714	2	12.12	0
372019	Building Cleaning Workers, All Other	#N/A	#N/A	#N/A	0
372021	Pest Control Workers	#N/A	#N/A	#N/A	0
373011	Landscaping and Groundskeeping Workers	5570	2	15.26	0
373012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	260	7	18.44	0
373013	Tree Trimmers and Pruners	64	6	19.83	0
373019	Grounds Maintenance Workers, All Other	22	2	21.77	0
391013	First-Line Supervisors of Gambling Services Workers	#N/A	#N/A	#N/A	0
391014	First-Line Supervisors of Entertainment and Recreation	696	5	0.00	0
391022	First-Line Supervisors of Personal Service Workers	696	5	0.00	0
392011	Animal Trainers	116	7	14.86	0
392021	Animal Caretakers	2056	6	11.35	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
393011	Gambling Dealers	208	6	9.31	0
393012	Gambling and Sports Book Writers and Runners	#N/A	#N/A	#N/A	0
393019	Gambling Service Workers, All Other	34	6	11.96	0
393021	Motion Picture Projectionists	40	2	12.67	0
393031	Ushers, Lobby Attendants, and Ticket Takers	1335	2	10.51	0
393091	Amusement and Recreation Attendants	1946	2	10.58	0
393092	Costume Attendants	#N/A	#N/A	#N/A	0
393093	Locker Room, Coatroom, and Dressing Room Attendants	166	6	11.14	0
393099	Entertainment Attendants and Related Workers, All Other	60	6	0.00	0
394011	Embalmers	9	21	17.17	0
394012	Crematory Operators	388	6	0.00	0
394021	Funeral Attendants	150	6	13.44	0
394031	Morticians, Undertakers, and Funeral Arrangers	167	21	27.97	0
395011	Barbers	#N/A	#N/A	#N/A	1
395012	Hairdressers, Hairstylists, and Cosmetologists	3153	14	13.00	4
395091	Makeup Artists, Theatrical and Performance	#N/A	#N/A	#N/A	0
395092	Manicurists and Pedicurists	720	14	10.88	4
395093	Shampooers	126	2	10.19	0
395094	Skincare Specialists	303	14	15.75	0
396011	Baggage Porters and Bellhops	326	6	11.89	0
396012	Concierges	164	7	15.40	0
397011	Tour Guides and Escorts	#N/A	#N/A	#N/A	0
397012	Travel Guides	#N/A	#N/A	#N/A	0
399011	Childcare Workers	4208	6	11.16	0
399031	Exercise Trainers and Group Fitness Instructors	3410	6	21.20	0
399032	Recreation Workers	3841	6	11.48	0
399041	Residential Advisors	424	6	14.20	0
399099	Personal Care and Service Workers, All Other	388	6	0.00	0
411011	First-Line Supervisors of Retail Sales Workers	4918	5	18.74	0
411012	First-Line Supervisors of Non-Retail Sales Workers	803	5	34.04	0
412011	Cashiers	25298	2	11.18	0
412012	Gambling Change Persons and Booth Cashiers	78	2	11.58	0
412021	Counter and Rental Clerks	1411	2	11.79	0
412022	Parts Salespersons	1147	3	16.13	0
412031	Retail Salespersons	24148	2	12.00	0
413011	Advertising Sales Agents	1209	7	27.40	5
413021	Insurance Sales Agents	5168	7	25.44	5
413031	Securities, Commodities, and Financial Services Sales	2214	24	30.97	6
413041	Travel Agents	512	7	21.29	0
413091	Sales Representatives of Services, Except Advertising,	6426	7	27.22	5
414011	Sales Representatives, Wholesale and Manufacturing,	1514	24	39.74	6
414012	Sales Representatives, Wholesale and Manufacturing, Except	7681	7	28.19	5
419011	Demonstrators and Product Promoters	399	2	13.71	0
419012	Models	#N/A	#N/A	#N/A	0
419021	Real Estate Brokers	348	5	14.36	0
419022	Real Estate Sales Agents	787	7	14.55	4
419031	Sales Engineers	196	24	41.37	0
419041	Telemarketers	618	2	13.07	0
419091	Door-to-Door Sales Workers, News and Street Vendors, and	#N/A	#N/A	#N/A	0
419099	Sales and Related Workers, All Other	314	5	12.69	0
431011	First-Line Supervisors of Office and Administrative Support	4114	5	28.30	1

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
432011	Switchboard Operators, Including Answering Service	235	6	15.49	0
432021	Telephone Operators	17	6	16.29	0
432099	Communications Equipment Operators, All Other	6	15	0.00	0
433011	Bill and Account Collectors	948	7	18.39	4
433021	Billing and Posting Clerks	1867	7	19.70	4
433031	Bookkeeping, Accounting, and Auditing Clerks	5795	12	20.17	4
433041	Gambling Cage Workers	32	6	13.59	0
433051	Payroll and Timekeeping Clerks	430	7	24.18	3
433061	Procurement Clerks	229	7	21.17	0
433071	Tellers	1839	6	15.14	0
433099	Financial Clerks, All Other	87	6	21.72	0
434011	Brokerage Clerks	284	7	26.29	0
434021	Correspondence Clerks	20	6	17.93	0
434031	Court, Municipal, and License Clerks	579	7	19.75	0
434041	Credit Authorizers, Checkers, and Clerks	43	7	20.31	0
434051	Customer Service Representatives	15099	6	17.41	0
434061	Eligibility Interviewers, Government Programs	281	7	24.98	0
434071	File Clerks	345	6	17.98	0
434081	Hotel, Motel, and Resort Desk Clerks	1255	6	11.73	0
434111	Interviewers, Except Eligibility and Loan	632	6	17.36	0
434121	Library Assistants, Clerical	835	6	11.80	0
434131	Loan Interviewers and Clerks	943	6	19.51	0
434141	New Accounts Clerks	277	7	17.26	0
434151	Order Clerks	510	6	15.78	0
434161	Human Resources Assistants, Except Payroll and	310	18	19.49	0
434171	Receptionists and Information Clerks	5334	6	14.47	0
434181	Reservation and Transportation Ticket Agents and Travel	601	6	20.06	0
434199	Information and Record Clerks, All Other	238	6	21.48	0
435011	Cargo and Freight Agents	434	6	22.94	0
435021	Couriers and Messengers	250	6	13.64	0
435031	Public Safety Telecommunicators	359	7	24.86	0
435032	Dispatchers, Except Police, Fire, and Ambulance	854	7	27.09	4
435041	Meter Readers, Utilities	71	6	25.68	0
435051	Postal Service Clerks	181	6	23.24	0
435052	Postal Service Mail Carriers	895	6	25.98	0
435053	Postal Service Mail Sorters, Processors, and Processing	335	6	28.91	0
435061	Production, Planning, and Expediting Clerks	1691	7	23.01	5
435071	Shipping, Receiving, and Inventory Clerks	3161	6	16.90	0
435111	Weighers, Measurers, Checkers, and Samplers,	221	6	17.21	0
436011	Executive Secretaries and Executive Administrative	2393	5	28.18	1
436012	Legal Secretaries and Administrative Assistants	590	7	23.85	3
436013	Medical Secretaries and Administrative Assistants	1913	7	17.49	4
436014	Secretaries and Administrative Assistants, Except Legal,	6593	6	18.01	0
439021	Data Entry Keyers	596	6	17.39	0
439022	Word Processors and Typists	18	6	20.54	0
439031	Desktop Publishers	81	19	19.04	0
439041	Insurance Claims and Policy Processing Clerks	1047	7	19.94	4
439051	Mail Clerks and Mail Machine Operators, Except Postal	659	6	13.90	0
439061	Office Clerks, General	18312	6	16.94	0
439071	Office Machine Operators, Except Computer	110	6	17.28	0
439081	Proofreaders and Copy Markers	65	22	22.83	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
439111	Statistical Assistants	86	22	24.59	0
439199	Office and Administrative Support Workers, All Other	762	6	18.71	0
451011	First-Line Supervisors of Farming, Fishing, and Forestry	92	5	23.43	0
452011	Agricultural Inspectors	57	24	25.52	0
452021	Animal Breeders	13	6	0.00	0
452041	Graders and Sorters, Agricultural Products	164	2	13.79	0
452091	Agricultural Equipment Operators	303	3	17.15	0
452092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1294	2	13.80	0
452093	Farmworkers, Farm, Ranch, and Aquacultural Animals	413	2	13.00	0
452099	Agricultural Workers, All Other	11	2	0.00	0
453031	Fishing and Hunting Workers	#N/A	#N/A	#N/A	0
454011	Forest and Conservation Workers	54	7	17.42	0
454021	Fallers	#N/A	#N/A	#N/A	0
454022	Logging Equipment Operators	#N/A	#N/A	#N/A	0
454023	Log Graders and Scalers	#N/A	#N/A	#N/A	0
454029	Logging Workers, All Other	#N/A	#N/A	#N/A	0
471011	First-Line Supervisors of Construction Trades and Extraction	1176	5	40.06	0
472011	Boilermakers	#N/A	#N/A	#N/A	0
472021	Brickmasons and Blockmasons	366	9	41.87	0
472022	Stonemasons	#N/A	#N/A	#N/A	0
472031	Carpenters	3521	9	33.22	5
472041	Carpet Installers	78	2	18.33	0
472042	Floor Layers, Except Carpet, Wood, and Hard Tiles	179	3	21.27	0
472043	Floor Sanders and Finishers	#N/A	#N/A	#N/A	0
472044	Tile and Stone Setters	300	4	18.81	0
472051	Cement Masons and Concrete Finishers	615	3	34.26	0
472053	Terrazzo Workers and Finishers	#N/A	#N/A	#N/A	0
472061	Construction Laborers	4785	2	27.34	0
472071	Paving, Surfacing, and Tamping Equipment Operators	227	7	31.17	0
472072	Pile Driver Operators	#N/A	#N/A	#N/A	0
472073	Operating Engineers and Other Construction Equipment	1331	7	38.68	5
472081	Drywall and Ceiling Tile Installers	186	3	20.90	0
472082	Tapers	63	3	42.94	0
472111	Electricians	3055	9	39.17	5
472121	Glaziers	158	9	35.12	0
472131	Insulation Workers, Floor, Ceiling, and Wall	103	2	28.60	0
472132	Insulation Workers, Mechanical	38	9	37.21	0
472141	Painters, Construction and Maintenance	1251	3	23.44	0
472142	Paperhangers	#N/A	#N/A	#N/A	0
472151	Pipelayers	40	2	34.42	0
472152	Plumbers, Pipefitters, and Steamfitters	1965	9	43.85	5
472161	Plasterers and Stucco Masons	21	4	35.48	0
472171	Reinforcing Iron and Rebar Workers	65	9	46.98	0
472181	Roofers	555	3	27.09	0
472211	Sheet Metal Workers	572	9	35.99	3
472221	Structural Iron and Steel Workers	338	9	43.66	0
472231	Solar Photovoltaic Installers	#N/A	#N/A	#N/A	2
473011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile	27	2	18.71	0
473012	Helpers--Carpenters	54	2	17.04	0
473013	Helpers--Electricians	77	6	16.22	0
473014	Helpers--Painters, Paperhangers, Plasterers, and Stucco	17	2	14.32	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
473015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	68	6	15.70	0
473016	Helpers--Roofers	27	2	16.92	0
473019	Helpers, Construction Trades, All Other	46	2	16.01	0
474011	Construction and Building Inspectors	317	7	32.72	2
474021	Elevator and Escalator Installers and Repairers	119	9	47.30	0
474031	Fence Erectors	123	3	24.18	0
474041	Hazardous Materials Removal Workers	202	7	24.84	0
474051	Highway Maintenance Workers	944	7	25.70	5
474061	Rail-Track Laying and Maintenance Equipment Operators	#N/A	#N/A	#N/A	0
474071	Septic Tank Servicers and Sewer Pipe Cleaners	116	7	24.02	0
474091	Segmental Pavers	#N/A	#N/A	#N/A	0
474099	Construction and Related Workers, All Other	#N/A	#N/A	#N/A	0
475011	Derrick Operators, Oil and Gas	6	2	0.00	0
475012	Rotary Drill Operators, Oil and Gas	43	3	19.02	0
475013	Service Unit Operators, Oil and Gas	15	3	18.10	0
475022	Excavating and Loading Machine and Dragline Operators,	70	7	0.00	0
475023	Earth Drillers, Except Oil and Gas	20	7	0.00	0
475032	Explosives Workers, Ordnance Handling Experts, and	20	7	0.00	0
475041	Continuous Mining Machine Operators	66	3	28.21	0
475043	Roof Bolters, Mining	30	7	0.00	0
475044	Loading and Moving Machine Operators, Underground	13	2	0.00	0
475049	Underground Mining Machine Operators, All Other	26	7	0.00	0
475051	Rock Splitters, Quarry	8	2	17.71	0
475071	Roustabouts, Oil and Gas	19	3	17.86	0
475081	Helpers--Extraction Workers	35	7	21.66	0
475099	Extraction Workers, All Other	#N/A	#N/A	#N/A	0
491011	First-Line Supervisors of Mechanics, Installers, and	1388	5	33.55	0
492011	Computer, Automated Teller, and Office Machine Repairers	444	11	19.63	0
492021	Radio, Cellular, and Tower Equipment Installers and	#N/A	#N/A	#N/A	0
492022	Telecommunications Equipment Installers and Repairers,	830	16	30.05	5
492091	Avionics Technicians	#N/A	#N/A	#N/A	0
492092	Electric Motor, Power Tool, and Related Repairers	79	7	43.36	0
492093	Electrical and Electronics Installers and Repairers,	54	17	0.00	0
492094	Electrical and Electronics Repairers, Commercial and	182	17	29.29	2
492095	Electrical and Electronics Repairers, Powerhouse,	52	16	44.11	0
492096	Electronic Equipment Installers and Repairers, Motor	15	16	17.29	2
492097	Audiovisual Equipment Installers and Repairers	135	15	18.64	0
492098	Security and Fire Alarm Systems Installers	252	7	28.47	0
493011	Aircraft Mechanics and Service Technicians	348	14	32.52	1
493021	Automotive Body and Related Repairers	696	8	21.38	4
493022	Automotive Glass Installers and Repairers	41	7	21.23	0
493023	Automotive Service Technicians and Mechanics	2855	15	20.10	4
493031	Bus and Truck Mechanics and Diesel Engine Specialists	1026	8	24.25	5
493041	Farm Equipment Mechanics and Service Technicians	135	8	22.31	0
493042	Mobile Heavy Equipment Mechanics, Except Engines	323	8	28.40	0
493043	Rail Car Repairers	322	8	25.20	0
493051	Motorboat Mechanics and Service Technicians	48	8	17.67	0
493052	Motorcycle Mechanics	30	15	16.82	0
493053	Outdoor Power Equipment and Other Small Engine	88	7	15.56	0
493091	Bicycle Repairers	#N/A	#N/A	#N/A	0
493092	Recreational Vehicle Service Technicians	#N/A	#N/A	#N/A	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
493093	Tire Repairers and Changers	375	6	13.45	0
499011	Mechanical Door Repairers	18	7	19.86	0
499012	Control and Valve Installers and Repairers, Except	92	7	39.08	0
499021	Heating, Air Conditioning, and Refrigeration Mechanics and	870	17	27.52	5
499031	Home Appliance Repairers	252	7	19.94	0
499041	Industrial Machinery Mechanics	1411	8	26.79	5
499043	Maintenance Workers, Machinery	369	8	25.49	1
499044	Millwrights	173	9	31.25	0
499045	Refractory Materials Repairers, Except Brickmasons	#N/A	#N/A	#N/A	0
499051	Electrical Power-Line Installers and Repairers	307	8	43.49	1
499052	Telecommunications Line Installers and Repairers	282	8	28.15	0
499061	Camera and Photographic Equipment Repairers	44	8	18.05	0
499062	Medical Equipment Repairers	158	20	22.30	0
499063	Musical Instrument Repairers and Tuners	45	9	18.73	0
499064	Watch and Clock Repairers	#N/A	#N/A	#N/A	0
499069	Precision Instrument and Equipment Repairers, All Other	17	8	29.29	0
499071	Maintenance and Repair Workers, General	6508	7	20.11	4
499081	Wind Turbine Service Technicians	#N/A	#N/A	#N/A	2
499091	Coin, Vending, and Amusement Machine Servicers and	184	6	18.05	0
499092	Commercial Divers	#N/A	#N/A	#N/A	0
499094	Locksmiths and Safe Repairers	89	8	24.44	0
499095	Manufactured Building and Mobile Home Installers	#N/A	#N/A	#N/A	0
499096	Riggers	58	7	34.41	0
499097	Signal and Track Switch Repairers	101	7	37.89	0
499098	Helpers--Installation, Maintenance, and Repair Workers	303	6	15.82	0
499099	Installation, Maintenance, and Repair Workers, All Other	#N/A	#N/A	#N/A	0
511011	First-Line Supervisors of Production and Operating Workers	2597	5	29.09	0
512011	Aircraft Structure, Surfaces, Rigging, and Systems	18	7	0.00	0
512021	Coil Winders, Tapers, and Finishers	47	7	21.21	0
512022	Electrical and Electronic Equipment Assemblers	1122	7	15.79	4
512023	Electromechanical Equipment Assemblers	#N/A	#N/A	#N/A	0
512031	Engine and Other Machine Assemblers	160	7	20.69	0
512041	Structural Metal Fabricators and Fitters	206	7	19.69	0
512051	Fiberglass Laminators and Fabricators	18	7	0.00	0
512061	Timing Device Assemblers and Adjusters	3	7	0.00	0
512092	Team Assemblers	0	0	0.00	2
512099	Assemblers and Fabricators, All Other	6882	7	15.22	4
513011	Bakers	1302	4	12.88	0
513021	Butchers and Meat Cutters	948	4	14.91	0
513022	Meat, Poultry, and Fish Cutters and Trimmers	353	2	15.46	0
513023	Slaughterers and Meat Packers	549	2	14.99	0
513091	Food and Tobacco Roasting, Baking, and Drying Machine	145	3	15.29	0
513092	Food Batchmakers	1976	7	16.92	4
513093	Food Cooking Machine Operators and Tenders	119	7	15.46	0
513099	Food Processing Workers, All Other	149	3	14.10	0
514021	Extruding and Drawing Machine Setters, Operators, and	173	7	17.70	0
514022	Forging Machine Setters, Operators, and Tenders, Metal and	63	7	19.96	0
514023	Rolling Machine Setters, Operators, and Tenders, Metal and	62	7	20.82	0
514031	Cutting, Punching, and Press Machine Setters, Operators,	948	7	16.98	4
514032	Drilling and Boring Machine Tool Setters, Operators, and	65	7	20.06	0
514033	Grinding, Lapping, Polishing, and Buffing Machine Tool	335	7	17.73	0

Demand Occupation Training List

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514034	Lathe and Turning Machine Tool Setters, Operators, and	290	7	20.73	0
514035	Milling and Planing Machine Setters, Operators, and	95	7	22.39	0
514041	Machinists	3356	8	19.44	4
514051	Metal-Refining Furnace Operators and Tenders	81	7	22.28	0
514052	Pourers and Casters, Metal	56	7	20.95	0
514061	Model Makers, Metal and Plastic	48	7	30.79	0
514062	Patternmakers, Metal and Plastic	30	7	23.49	0
514071	Foundry Mold and Coremakers	82	7	22.24	0
514072	Molding, Coremaking, and Casting Machine Setters,	756	7	16.50	4
514081	Multiple Machine Tool Setters, Operators, and Tenders,	1386	7	18.05	4
514111	Tool and Die Makers	517	17	25.24	3
514121	Welders, Cutters, Solderers, and Brazers	1490	7	19.67	4
514122	Welding, Soldering, and Brazing Machine Setters, Operators,	142	7	16.36	0
514191	Heat Treating Equipment Setters, Operators, and Tenders,	88	7	17.16	0
514192	Layout Workers, Metal and Plastic	3	7	0.00	0
514193	Plating Machine Setters, Operators, and Tenders, Metal and	227	7	15.77	0
514194	Tool Grinders, Filers, and Sharpeners	63	7	23.26	0
514199	Metal Workers and Plastic Workers, All Other	63	7	15.66	0
515111	Prepress Technicians and Workers	142	14	18.49	0
515112	Printing Press Operators	990	7	17.64	4
515113	Print Binding and Finishing Workers	360	7	16.22	0
516011	Laundry and Dry-Cleaning Workers	1059	2	11.78	0
516021	Pressers, Textile, Garment, and Related Materials	60	2	11.38	0
516031	Sewing Machine Operators	440	2	13.36	0
516041	Shoe and Leather Workers and Repairers	61	7	13.76	0
516042	Shoe Machine Operators and Tenders	1	7	0.00	0
516051	Sewers, Hand	#N/A	#N/A	#N/A	0
516052	Tailors, Dressmakers, and Custom Sewers	76	3	15.81	0
516061	Textile Bleaching and Dyeing Machine Operators and	21	6	14.84	0
516062	Textile Cutting Machine Setters, Operators, and Tenders	46	7	14.36	0
516063	Textile Knitting and Weaving Machine Setters, Operators,	#N/A	#N/A	#N/A	0
516064	Textile Winding, Twisting, and Drawing Out Machine	#N/A	#N/A	#N/A	0
516091	Extruding and Forming Machine Setters, Operators, and	190	7	16.77	0
516092	Fabric and Apparel Patternmakers	#N/A	#N/A	#N/A	0
516093	Upholsterers	90	7	16.15	0
516099	Textile, Apparel, and Furnishings Workers, All Other	33	6	13.06	0
517011	Cabinetmakers and Bench Carpenters	395	7	19.41	0
517021	Furniture Finishers	82	6	16.87	0
517031	Model Makers, Wood	#N/A	#N/A	#N/A	0
517032	Patternmakers, Wood	#N/A	#N/A	#N/A	0
517041	Sawing Machine Setters, Operators, and Tenders, Wood	127	7	14.12	0
517042	Woodworking Machine Setters, Operators, and Tenders,	137	7	17.35	0
517099	Woodworkers, All Other	4	7	0.00	0
518011	Nuclear Power Reactor Operators	16	8	45.03	0
518012	Power Distributors and Dispatchers	48	8	40.93	0
518013	Power Plant Operators	101	8	39.30	0
518021	Stationary Engineers and Boiler Operators	230	8	43.59	1
518031	Water and Wastewater Treatment Plant and System	356	8	27.78	1
518091	Chemical Plant and System Operators	80	7	31.43	0
518092	Gas Plant Operators	53	8	29.54	0
518093	Petroleum Pump System Operators, Refinery Operators, and	104	7	42.44	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
518099	Plant and System Operators, All Other	26	7	33.87	0
519011	Chemical Equipment Operators and Tenders	248	7	25.44	1
519012	Separating, Filtering, Clarifying, Precipitating, and Still	163	7	18.34	0
519021	Crushing, Grinding, and Polishing Machine Setters,	#N/A	#N/A	#N/A	0
519022	Grinding and Polishing Workers, Hand	59	3	15.86	0
519023	Mixing and Blending Machine Setters, Operators, and	738	7	18.23	4
519031	Cutters and Trimmers, Hand	18	2	13.67	0
519032	Cutting and Slicing Machine Setters, Operators, and Tenders	305	7	16.30	0
519041	Extruding, Forming, Pressing, and Compacting Machine	242	7	17.91	0
519051	Furnace, Kiln, Oven, Drier, and Kettle Operators and	118	7	19.79	0
519061	Inspectors, Testers, Sorters, Samplers, and Weighers	2759	7	18.17	4
519071	Jewelers and Precious Stone and Metal Workers	116	8	14.87	0
519081	Dental Laboratory Technicians	165	7	21.38	0
519082	Medical Appliance Technicians	84	7	22.15	0
519083	Ophthalmic Laboratory Technicians	194	7	15.09	0
519111	Packaging and Filling Machine Operators and Tenders	2140	7	15.63	4
519123	Painting, Coating, and Decorating Workers	37	3	16.78	0
519124	Coating, Painting, and Spraying Machine Setters, Operators,	644	7	22.50	4
519141	Semiconductor Processing Technicians	#N/A	#N/A	#N/A	0
519151	Photographic Process Workers and Processing Machine	51	6	19.66	0
519161	Computer Numerically Controlled Tool Operators	534	7	18.82	1
519162	Computer Numerically Controlled Tool Programmers	155	16	0.00	0
519191	Adhesive Bonding Machine Operators and Tenders	76	7	14.67	0
519192	Cleaning, Washing, and Metal Pickling Equipment Operators	109	7	13.62	0
519193	Cooling and Freezing Equipment Operators and Tenders	38	7	16.61	0
519194	Etchers and Engravers	68	7	16.86	0
519195	Molders, Shapers, and Casters, Except Metal and Plastic	170	8	16.75	0
519196	Paper Goods Machine Setters, Operators, and Tenders	334	7	17.65	0
519197	Tire Builders	#N/A	#N/A	#N/A	0
519198	Helpers--Production Workers	2392	6	14.34	0
519199	Production Workers, All Other	3977	7	15.50	0
531041	Aircraft Cargo Handling Supervisors	46	5	0.00	0
531042	First-Line Supervisors of Helpers, Laborers, and Material	#N/A	#N/A	#N/A	0
531043	First-Line Supervisors of Material-Moving Machine and	#N/A	#N/A	#N/A	0
531044	First-Line Supervisors of Passenger Attendants	696	5	0.00	0
531049	First-Line Supervisors of Transportation Workers, All Other	#N/A	#N/A	#N/A	0
532011	Airline Pilots, Copilots, and Flight Engineers	672	24	0.00	4
532012	Commercial Pilots	60	7	0.00	0
532021	Air Traffic Controllers	74	21	71.99	0
532022	Airfield Operations Specialists	43	8	0.00	0
532031	Flight Attendants	1174	7	0.00	4
533011	Ambulance Drivers and Attendants, Except Emergency	103	7	11.22	0
533031	Driver/Sales Workers	1459	6	10.45	0
533032	Heavy and Tractor-Trailer Truck Drivers	9075	15	23.24	5
533033	Light Truck Drivers	6415	6	19.73	0
533051	Bus Drivers, School	2853	6	0.00	0
533052	Bus Drivers, Transit and Intercity	883	7	0.00	4
533053	Shuttle Drivers and Chauffeurs	2853	6	0.00	0
533054	Taxi Drivers	1509	2	0.00	0
533099	Motor Vehicle Operators, All Other	183	2	21.81	0
534011	Locomotive Engineers	166	7	33.05	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
534013	Rail Yard Engineers, Dinkey Operators, and Hostlers	20	7	0.00	0
534022	Railroad Brake, Signal, and Switch Operators and	#N/A	#N/A	#N/A	0
534031	Railroad Conductors and Yardmasters	249	7	32.69	0
534041	Subway and Streetcar Operators	38	7	0.00	0
534099	Rail Transportation Workers, All Other	#N/A	#N/A	#N/A	0
535011	Sailors and Marine Oilers	83	3	22.39	0
535021	Captains, Mates, and Pilots of Water Vessels	118	14	30.36	0
535022	Motorboat Operators	#N/A	#N/A	#N/A	0
535031	Ship Engineers	#N/A	#N/A	#N/A	0
536011	Bridge and Lock Tenders	30	6	28.09	0
536021	Parking Attendants	790	2	12.23	0
536031	Automotive and Watercraft Service Attendants	394	2	12.44	0
536032	Aircraft Service Attendants	251	6	0.00	0
536041	Traffic Technicians	12	7	30.80	0
536051	Transportation Inspectors	85	7	37.12	0
536061	Passenger Attendants	222	6	11.86	0
536099	Transportation Workers, All Other	251	6	0.00	0
537011	Conveyor Operators and Tenders	135	2	17.63	0
537021	Crane and Tower Operators	217	7	24.48	0
537031	Dredge Operators	#N/A	#N/A	#N/A	0
537041	Hoist and Winch Operators	#N/A	#N/A	#N/A	0
537051	Industrial Truck and Tractor Operators	3572	2	17.39	0
537061	Cleaners of Vehicles and Equipment	2841	2	11.61	0
537062	Laborers and Freight, Stock, and Material Movers, Hand	23308	2	13.75	0
537063	Machine Feeders and Offbearers	247	2	16.87	0
537064	Packers and Packagers, Hand	7281	2	13.57	0
537065	Stockers and Order Fillers	13756	6	0.00	0
537071	Gas Compressor and Gas Pumping Station Operators	4	7	0.00	0
537072	Pump Operators, Except Wellhead Pumpers	#N/A	#N/A	#N/A	0
537073	Wellhead Pumpers	7	7	17.41	0
537081	Refuse and Recyclable Material Collectors	729	2	33.27	0
537121	Tank Car, Truck, and Ship Loaders	26	2	18.32	0
537199	Material Moving Workers, All Other	70	7	0.00	0
551011	Air Crew Officers	#N/A	#N/A	#N/A	0
551012	Aircraft Launch and Recovery Officers	#N/A	#N/A	#N/A	0
551013	Armored Assault Vehicle Officers	#N/A	#N/A	#N/A	0
551014	Artillery and Missile Officers	#N/A	#N/A	#N/A	0
551015	Command and Control Center Officers	#N/A	#N/A	#N/A	0
551016	Infantry Officers	#N/A	#N/A	#N/A	0
551017	Special Forces Officers	#N/A	#N/A	#N/A	0
551019	Military Officer Special and Tactical Operations Leaders, All	#N/A	#N/A	#N/A	0
552011	First-Line Supervisors of Air Crew Members	#N/A	#N/A	#N/A	0
552012	First-Line Supervisors of Weapons Specialists/Crew	#N/A	#N/A	#N/A	0
552013	First-Line Supervisors of All Other Tactical Operations	#N/A	#N/A	#N/A	0
553011	Air Crew Members	#N/A	#N/A	#N/A	0
553012	Aircraft Launch and Recovery Specialists	#N/A	#N/A	#N/A	0
553013	Armored Assault Vehicle Crew Members	#N/A	#N/A	#N/A	0
553014	Artillery and Missile Crew Members	#N/A	#N/A	#N/A	0
553015	Command and Control Center Specialists	#N/A	#N/A	#N/A	0
553016	Infantry	#N/A	#N/A	#N/A	0
553018	Special Forces	#N/A	#N/A	#N/A	0

Demand Occupation Training List

O*NET-SOC 2019 Code	O*NET-SOC 2019 Title	Annual Openings	Education/ OJT code	Median Wage per Hour	Demand Code
553019	Military Enlisted Tactical Operations and Air/Weapons	#N/A	#N/A	#N/A	0

Indicates the occupation did not exist in the 2010 Demand Occupation Training List

Indicates there was no data available for the occupation that was on the Demand Occupation Training List

Indicates the O*Net Code existed on 2010 Demand Occupation Training List, but was removed with the 2019 revisions

Indicates this is a new O*Net Code in the 2019 revision that did not exist in the 2010 listing of O*Net Codes



Demand Occupation Petition

This petition is a request by the Local Workforce Innovation Board (LWIB) for consideration of the documented occupation to be added to the current Demand Occupation Training List in support of a federal, state or local initiative, legislative requirement, career pathways, increased employment demands, increased wages, or other documented and verifiable purpose. Refer to the instructions for additional guidance for completing the form.

Local Workforce Innovation Board Information

1. Date of Request: _____

2. LWIA #: _____ 3. EDR #: _____ 4. LWIB Name: _____

5. Contact Name: _____ 6. Contact Title: _____

7. Contact Phone: _____ 8. Contact Email: _____

Occupation and Training Program Information

9. Occupation Title: _____

(Use the [O*Net Online](#) website to identify the appropriate six (6) digit occupational code(s) for consideration)

10. Primary O*Net Code: _____ 11. Additional O*Net Codes: _____ , _____ , _____

12. Regional/Local Initiative: _____

13. Training Program of Study Title: _____

14. Training Provider Name: _____

15. Primary CIP Code: _____ 16. Additional CIP Codes: _____ . _____ . _____ . _____ . _____

(Use the [National Center for Education Statistics](#) to identify the appropriate Classification of Instructional Programs code(s))

Supporting Justification

This section is used to provide a description of the justification for adding a particular occupation code and title to the Demand Occupation Training List. Provide as much detail as possible to assist in the review process to determine the need for inclusion on the list. Reference the instructions for additional details on what should be considered for inclusion as justification.

Employer Need

(List employer(s) that will contribute to an increase in the total number of job openings specific to the O*Net code(s) listed above. Provide documentation from the employer(s) to verify their intent for the increase in opportunities over the next five (5) years. Provide additional employer(s) on a separate sheet.)

17a. Employer Name: _____ 18a. # of Openings: _____

17b. Employer Name: _____ 18b. # of Openings: _____

17c. Employer Name: _____ 18c. # of Openings: _____

Supporting Information

19. (Provide a narrative describing the need to support current and future job openings or increased wages that may not be reflected in the labor market information and data utilized for the current demand occupation training list. Attach additional information and supporting documentation to this petition as evidence.)

Petition Approval

20. LWIB Chairperson (printed): _____ 21. Date: _____

22. LWIB Chairperson Signature: _____

Review Team

Review Date: _____

Reviewer Initials _____ Reviewer Initials _____ Reviewer Initials _____ Reviewer Initials _____

Submit completed form to: Illinois Department of Commerce and Economic Opportunity, Office of Employment and Training, at CEO.OET.demandocc@illinois.gov.

Demand Occupation Petition Instructions

This petition is a request by the Local Workforce Innovation Board (LWIB) for consideration of the documented occupation to be added to the current Demand Occupation Training List in support of a federal, state or local initiative, legislative requirement, career pathways, increased employment demands, increased wages, or other documented and verifiable purpose. Each occupation being petitioned requires a separate petition.

Local Workforce Innovation Board Information

1. Date of Request Enter the submission date of petition in the MM/DD/YY format.
2. LWIA # Enter the number assigned to the Local Workforce Innovation Area (LWIA) for which the petitioning LWIB is geographically located ([LWIA and EDR Map](#)).
3. EDR # Enter the number assigned to the Economic Development Region (EDR) for which the petitioning LWIB is geographically located ([LWIA and EDR Map](#)).
4. LWIB Name Enter the name of the Local Workforce Innovation Board (LWIB) submitting the petition.
5. Contact Name Enter the first and last name of the person representing the LWIB to contact if there are questions related to the petition.
6. Contact Title Enter the title for the contact identified in 5. above.
7. Contact Telephone # Enter the telephone number of the contact identified in 5. above.
8. Contact Email Enter the email address of the contact identified in 5. Above.

Occupation and Training Program Information

9. Occupation Title Enter the occupation title as listed on the [O*Net Online](#) website for which the petition is being submitted.
10. Primary O*Net Code Enter the six (6) digit O*Net code from the [O*Net Online](#) website for the occupation listed in 9. above. Codes should be in XX-XXXX format (the dash will be added upon exiting the field). All occupations under the six (6) digit code will also include the sub-codes with a two (2) digit extension (.xx).
11. Additional O*Net Codes Enter additional O*Net codes from the [O*Net Online](#) website associated with the occupation listed in 9. above. These additional occupations are not considered in the petition for addition to the DOTL rather provides additional information of the petition occupation and ensures the requested code is accurate.
12. Regional/Local Initiative Enter the regional/local initiative, key sector or industry, grant opportunity or other focused for the occupation listed in 9. above as identified in the [Illinois Unified State Plan](#) or [Regional/Local Plans](#).
13. Training Program of Study Title Enter the title of the training program, if established, designed to prepare students for the occupation listed in 9. above.
14. Training Provider Name Enter the name of the Training Provider for the training program listed in 13. above.
15. Primary CIP Code Enter the Classification of Instructional Program code from the [National Center for Education Statistics](#) website for the training program listed in 13. above. Codes should be in XX.XXXX or XX.XX format.
16. Additional CIP Codes Enter additional CIP codes from the [National Center for Education Statistics](#) website associated with the training program listed in 13. above.

Supporting Justification

17. Employer Need Enter the name of employer(s) who have indicated support for an increase in available job openings in the local area for which this petition is being made. Each employer listed should submit documentation of their known or

Demand Occupation Petition Instructions

anticipated employment openings, titles of the employment openings, the known or anticipated wages for the employment openings, indication that the minimum education level required as qualification for the occupation is at least a high school diploma or equivalent plus moderate on-the-job training or higher, and all other information to support their current or future needs.

18. # of Openings

Enter the number of known or anticipated employment openings for the employer(s) listed in 17. above.

19. Supporting Information

Enter a brief description of the justification supporting the petition for addition of the occupation listed in 9. above to Illinois' statewide Demand Occupation Training List (DOTL). Attach additional pages and documents to describe the justification and to support the petition including:

- revised average annual job openings and/or entry and median wages;
- new plant openings or facility expansion;
- information on how the occupation fits into a career pathway leading to occupations currently in demand;
- regional and/or local priorities as outlined within the [Illinois Unified State Plan](#) or [Regional/Local Plans](#) such as:
 - new grant opportunities; emergency response, targeted industries and/or occupations;
 - talent pipeline management data;
 - an increase in accessibility for targeted populations including those populations of focus;
 - documentation of prior success in employing individuals in identified targeted populations; or
- any additional information that would provide the necessary detail for the review team to consider.

Occupations to be considered for inclusion in the demand occupation training list should have at least a required education level of high school diploma or equivalent plus moderate on-the-job training. Occupations whose associated training programs are pre-requisites or part of a bridge program leading to further education beyond such minimum education level are allowable without the need for the occupation to be in demand and on the DOTL.

Justification should include data and information from adjacent local workforce innovation areas, economic development regions or states, if applicable.

The more detailed the supporting justification is, the clearer understanding the review team will have during the review and approval determination process. A lack of critical information may lead to a denial.

Petition Approval

20. LWIB Chairperson Name

Enter the first and last name of the Chairperson for the LWIB submitting the petition.

21. LWIB Chairperson
Signature Date

Enter the date of the LWIB Chairperson's signature in the MM/DD/YY format.

22. LWIB Chairperson
Signature

The Chairperson for the LWIB must sign the document prior to submission or the petition will be denied.

The completed packet must be emailed to Department of Commerce and Economic Opportunity, Office of Employment and Training at CEO.OET.demandocc@illinois.gov.