**Memo**

**TO: State Workforce Development Board**

**FROM: Kim Moore, Director, Bureau of Employment Services**

**RE: 2024 High Wage/In Demand List**

**DATE: August 22, 2024**

On a bi-annual basis, a High Wage/In Demand (HWID) list must be presented to the Commissioner of the Maine Department of Labor (MDOL). The required recommendations and labor market analysis from the Center for Workforce Research and Information, listing high compensation occupations in significant demand in Maine, must be reviewed by the State Workforce Development Board (SWDB) and recommended for approval to the Commissioner of MDOL as required by the Competitive Skills Scholarship Program (CSSP) rules (referenced and linked below).

Occupations included on the HWID list are tied to industry recognized credentials up to, and including, bachelor’s degrees, AND met the following criteria:

* In Demand means the occupation is expected to have over 20 openings per year between 2022 and 2032.
* High-Wage occupations are those which have a median wage at or above the median wage for all occupations in Maine. High Wage in Maine indicates the occupation has a median wage at or above $22.88 per hour/$47,590 2023.

Commissioner Fortman is now seeking a recommendation regarding the attached HWID list from the State Workforce Development Board (SWDB) at the September 13, 2024, SWDB meeting.  Once approved by the Commissioner, the list will be posted to the [Maine CareerCenter CSSP site](https://www.maine.gov/labor/careerctr/cssp.shtml).  The program will open to these occupations shortly after posting.

**CSSP Rules**

[12-597, Maine Department of Labor, Bureau of Employment Services, Chapter 2: Rule Governing the Competitive Skills Scholarship Program, Section 4: High Compensation Occupations with Demand for Skilled Labor](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.mainecareercenter.gov%2Fdocs%2F2019%2FCSSPRules.pdf&data=04%7C01%7CChristopher.Quint%40maine.gov%7Cff4ecbee5d904db2da9108d98a8853c8%7C413fa8ab207d4b629bcdea1a8f2f864e%7C0%7C0%7C637693140513943781%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=5ZOI9jqE8xdkFV8DQ%2FIfe%2FGqVbZ7YIsQ7Xn6R3k1d%2FA%3D&reserved=0)

1. ***Choosing industries and occupations***

The education or training provided through CSSP must be for full-time employment with high compensation occupations with significant demand for skilled labor in Maine. The industries that meet these criteria are chosen by the following process:

1. **Review of Statewide recommendations.**

At least bi-annually, the Commissioner will review recommendations and labor market analysis from the Maine Department of Labor’s Center for Workforce Research and Information (CWRI) listing high compensation occupations in significant demand in Maine, will seek a recommendation from the State Workforce Development Board, and will approve a final list (hereinafter referred to as the “occupations list”) bi-annually. Once approved, the list will be posted on the Maine CareerCenter CSSP website.

1. **Regional and industry specific recommendations.**

If a regional organization, including a Local Workforce Investment Board established pursuant to the Workforce Innovation and Opportunity Act (WIOA), a business or business organization, industry partnership, an educational institution, a labor organization or similar group, perceives a demand for an occupation or occupations with high compensation in their region that are not included on the approved occupations list, they may petition the Commissioner by sending a letter of request with supporting evidence of high demand and high compensation to include them.

**High-Wage-In-Demand Criteria and Explanatory Notes**

1. In Demand means the occupation is expected to have over 20 openings per year between 2022 and 2032.
2. Occupations denoted by an asterisk have been added via petition process as defined in the CSSP Rules.
3. Positions that include “N/A” under Hourly Wage are those whose contract situation is better represented by listing the Annual Wage. These would typically be educators or those who work in a school system.
4. High-Wage occupations are those which have a median wage at or above the median wage for all occupations. High Wage in Maine indicates the occupation has a median wage at or above $22.88 per hour/$47,590 2023.
5. CSSP rules allow trainees to use scholarship funds for up to a bachelor’s degree.
6. Entry wage is defined as the mean wage of the lower one-third of the distribution for the occupation.

* ***Source:*** *Maine Department of Labor, Center for Workforce Research and Information, 2022-2032 Occupational Employment Projections, and 2023 Occupational Employment and Wage Estimates for Maine, Table created 8/19/24.*

**2024 CSSP High Wage/In Demand Approved Occupations List**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **SOC Code** | **Occupation and Common Job Titles** | **Median Hourly Wage (2023)** | **Median Annual Wage (2023)** | **Entry Wage Hourly (2023)** | **Entry Wage Annual (2023)** |
| **Management Occupations** | | | | | |
| 11-1011 | **Chief Executives**; Chief Sustainability Officer | $57.41 | $119,410.00 | $32.50 | $67,610.00 |
| 11-1021 | **General and Operations Managers**; Business Manager, Department Manager, District Manager, Plant Superintendent, Store Manager | $44.90 | $93,390.00 | $24.59 | $51,140.00 |
| 11-2011 | **Advertising and Promotions Managers**; Account Executive, Advertising Manager, Communications Director, Creative Services Director, Marketing Manager | $64.37 | $133,890.00 | $36.80 | $76,550.00 |
| 11-2022 | **Sales Managers (District, Regional, National)** | $48.27 | $100,400.00 | $28.35 | $58,960.00 |
| 11-3012 | **Administrative Services Managers**; Administrative Coordinator, Administrative Director, Business Manager | $42.75 | $88,920.00 | $29.65 | $61,670.00 |
| 11-3013 | **Facilities Manager;** Security Manager | $42.63 | $88,670.00 | $31.00 | $64,480.00 |
| 11-3021 | **Computer and Information Systems Managers**; Application Development Director, Computing Services Director, Data Processing Manager, MIS Director, Technical Services Manager | $66.99 | $139,330.00 | $47.43 | $98,650.00 |
| 11-3031 | **Financial Managers, Treasurers and Controllers, Investment Fund Managers**; Accounting Supervisor, Branch Manager, Business Banking Manager, Credit Manager, Financial Planning Manager, Financial Reporting Manager, Financial Systems Manager | $62.32 | $129,630.00 | $42.22 | $87,810.00 |
| 11-3051 | **Industrial Production Managers**; Assembly Manager, Manufacturing Coordinator, Plant Manager, Production Manager, Quality Control Systems Managers; Geothermal, Biofuels or Hydroelectric Production Managers; Biomass Power Plant Managers | $53.37 | $111,020.00 | $36.25 | $75,400.00 |
| 11-3061 | **Purchasing Managers**; Commodity Manager, Materials Director, Procurement Manager, Purchasing Director, Purchasing Supervisor, Strategic Sourcing Director | $61.54 | $128,010.00 | $48.11 | $100,070.00 |
| 11-3121 | **Human Resources Managers**; Employee Relations Manager | $59.21 | $123,160.00 | $40.10 | $83,410.00 |
| 11-9021 | **Construction Managers**; Concrete Foreman, Construction Foreman, Construction Superintendent | $49.33 | $102,610.00 | $31.89 | $66,330.00 |
| 11-9041 | **Architectural and Engineering Managers**; Civil/Electrical/Mechanical Engineering Manager, Engineering Director, Process/Project Engineering Manager, Project Manager; Biofuels/Biodiesel Technology and Product Development Managers | $67.14 | $139,650.00 | $53.15 | $110,540.00 |
| 11-9051 | **Food Service Managers**; Banquet Manager, Catering Manager, Food and Beverage Manager; Food Service Director, Kitchen Manager, Restaurant General Manager, etc. | $31.54 | $65,600.00 | $23.59 | $49,070.00 |
| 11-9072 | **Entertainment And Recreation Managers, Except Gambling** | $39.90 | $82,980.00 | $22.15 | $46,080.00 |
| 11-9081 | **Lodging Managers**; Front Desk Manager, Front Office Director/Manager, Guest Relations Manager, Hotel Manager, Night Manager, Resort Manager, etc. | $35.37 | $73,580.00 | $23.79 | $49,470.00 |
| 11-9111 | **Medical and Health Services Managers**, Center Director, Clinical Director, Health Information Management Director/Manager, Healthcare Systems Director, Medical Records Director/Manager, Mental Health Program Manager, Nurse Manager, Nursing Director | $50.61 | $105,260.00 | $36.77 | $76,480.00 |
| 11-9121 | **Natural Sciences Managers;** Analytical Services Manager, Chemical Engineer Supervisor, Chemical Process Exploration Manager, Environmental Program Manager, Laboratory Manager, Research Coordinator, Water Resources Specialist, Water Resources Planner | $64.07 | $133,260.00 | $40.22 | $83,650.00 |
| 11-9141 | **Property, Real Estate, and Community Association Managers** | $28.36 | $59,000.00 | $19.27 | $40,070.00 |
| 11-9151 | **Social and Community Service Managers** | $34.24 | $71,220.00 | $25.13 | $52,270.00 |
| 11-9199 | **Managers, All Other**; Regulatory Affairs Managers; Compliance Managers, Loss Prevention Managers, Wind Energy Operations Managers, etc. | $53.45 | $111,170.00 | $30.75 | $63,970.00 |
| **Business and Financial Management Occupations** | | | | | |
| 13-1021 | **Buyers and Purchasing Agents, Farm Products** | $33.85 | $70,410.00 | $24.51 | $50,980.00 |
| 13-1031 | **Claims Adjusters, Examiners, and Investigators** | $33.41 | $69,500.00 | $25.93 | $53,930.00 |
| 13-1041 | **Compliance Officers**; Environmental Compliance Officers; Equal Opportunity Representatives and Officers; Government Property Inspectors and Investigators, Coroners, Regulatory Affairs Specialists, Customs Brokers | $37.37 | $77,730.00 | $25.29 | $52,590.00 |
| 13-1051 | **Cost Estimators** | $31.63 | $65,780.00 | $20.00 | $41,590.00 |
| 13-1071 | **Human Resources Specialists**; Corporate Recruiter, Employment Representative; HR Analyst, HR Coordinator, HR Generalist, HR Representative, HR Specialist, Personnel Analyst, Personnel Officer | $33.22 | $69,100.00 | $23.50 | $48,880.00 |
| 13-1075 | **Labor Relations Specialists;** Business Agent, Business Representative, Grievance Manager, Labor Relations Specialist, Labor Specialist | $41.47 | $86,260.00 | $30.19 | $62,800.00 |
| 13-1081 | **Logisticians**; Client Services Administrator, Production Planner, Supply Management Specialist; Logistics Engineers; Logistics Analysts | $41.82 | $86,990.00 | $31.89 | $66,340.00 |
| 13-1082 | **Project Management Specialists** | $40.02 | $83,240.00 | $27.99 | $58,230.00 |
| 13-1111 | **Management Analysts:** Administrative Analyst, Business Analyst, Management Analyst, Organizational Development Consultant, Performance Management Analyst, Program Management Analyst | $37.37 | $77,730.00 | $27.90 | $58,030.00 |
| 13-1121 | **Meeting, Convention, and Event Planners** | $23.16 | $48,170.00 | $18.97 | $39,450.00 |
| 13-1131 | **Fundraisers** Contract Grant Writer, Development Associate, Development Officer, Direct Response Consultant, Fundraising Consultant, Grant Coordinator, Philanthropy Officer, Principal Gifts Officer | $30.13 | $62,670.00 | $22.24 | $46,260.00 |
| 13-1151 | **Training and Development Specialists**; Computer Training Specialist, Corporate Trainer, Job Training Specialist, Leadership Development Specialist, Learning and Development Coordinator, Trainer, Training Specialist | $31.25 | $65,000.00 | $22.66 | $47,120.00 |
| 13-1161 | **Market Research Analysts and Marketing Specialists**; Business Development Specialist, Communications Specialist, Demographic Analyst | $35.28 | $73,390.00 | $22.57 | $46,950.00 |
| 13-1199 | **Business Operations Specialists, All Other**; Business Continuity Planners; Sustainability Specialists; Online Merchants; Security Management Specialists | $33.79 | $70,290.00 | $23.60 | $49,090.00 |
| 13-2011 | **Accountants and Auditors** | $36.85 | $76,660.00 | $26.58 | $55,280.00 |
| 13-2023 | **Property Appraisers and Assessors**; Tax Assessor; Valuation Consultant | $34.65 | $72,070.00 | $24.38 | $50,700.00 |
| 13-2051 | **Financial and Investment Analysts**; Credit Products Officer, Equity Research Analyst; Financial Analyst, Investment Analyst, Planning Analyst, Portfolio Manager, Real Estate Analyst, Securities Analyst, Trust Officer | $41.40 | $86,100.00 | $31.24 | $64,990.00 |
| 13-2053 | **Insurance Underwriters** | $39.89 | $82,960.00 | $27.24 | $56,660.00 |
| 13-2061 | **Financial Examiners**; Bank Examiner, Bank Secrecy Act Anti-Money Laundering Officer (BSA/AML Officer), Community Reinvestment Act Officer (CRA Officer), Compliance Analyst, Compliance Specialist, Internal Auditor | $33.42 | $69,520.00 | $24.57 | $51,100.00 |
| 13-2072 | **Loan Officers**; Commercial Banker, Commercial Loan Officer, Corporate Banking Officer, Financial Aid Advisor, Financial Counselor, Loan Counselor, Loan Officer, Mortgage Loan Officer | $34.67 | $72,110.00 | $23.55 | $48,990.00 |
| 13-2081 | **Tax Examiners and Collectors, and Revenue Agents**; City Tax Auditor, Collections Specialist, Revenue Agent, Revenue Collector, Revenue Officer, Revenue Specialist, Tax Collector, Tax Compliance Officer, Tax Examiner, Tax Examining Technician | $26.43 | $54,980.00 | $21.16 | $44,000.00 |
| 13-2099 | **Financial Specialists, All Other**; Financial Quantitative Analysts; Fraud Examiners, Investigators and Analysts | $32.54 | $67,670.00 | $24.37 | $50,700.00 |
| **Computer and Mathematical Occupations** | | | | | |
| 15-1211 | **Computer Systems Analysts;** Business Systems Analyst, Computer Systems Consultant, Information Systems Analyst, IT Analyst, IT Systems Analyst, Programmer Analyst, Health Informatics Specialists | $39.33 | $81,810.00 | $31.60 | $65,730.00 |
| 15-1212 | **Information Security Analysts**; Information Security Officer, Information Security Specialist, Information Systems Security Officer, IT Security Analyst, Network Security Analyst, Security Analyst, Systems Analyst | $41.10 | $85,490.00 | $31.91 | $66,360.00 |
| 15-1231 | **Computer Network Support Specialists**; Computer Network Specialist, IT Consultant, Network Specialist, Network Support Specialist, Network Technical Analyst, Network Technician, Personal Computer Network Analyst, Systems Specialist | $32.02 | $66,600.00 | $25.07 | $52,140.00 |
| 15-1232 | **Computer User Support Specialists**; Computer Support Specialist, Computer Technician, Desktop Support Technician, Help Desk Analyst, Help Desk Technician, Information Systems Technician, IT Specialist, IT Support Specialist, IT Tech, Technical Support Specialist | $26.71 | $55,550.00 | $20.96 | $43,600.00 |
| 15-1241 | **Computer Network Architects**; Design Engineer, Network Analyst, Network and Security Engineer, Network Consultant, Network Systems Consultant, Networking Systems and Distributed Systems Engineer, Solutions Architect, Telecommunications Analyst | $49.77 | $103,530.00 | $36.85 | $76,640.00 |
| 15-1244 | **Network and Computer Systems Administrators**; Information Analyst, Information Technology Specialist (IT Specialist), LAN Specialist (Local Area Network Specialist), Local Area Network Administrator (LAN Administrator), Network Administrator, Network Coordinator, Network Manager, Systems Administrator | $37.91 | $78,850.00 | $30.04 | $62,480.00 |
| 15-1251 | **Computer Programmers**; Analyst Programmer, Application Programmer Analyst, Computer Programmer, Computer Programmer Analyst, Internet Programmer, Java Developer, Programmer, Programmer Analyst, Web Applications Programmer, Web Programmer | $40.18 | $83,560.00 | $23.08 | $48,010.00 |
| 15-1252 | **Software Developer**s; Application Developer, Application Integration Engineer, Developer, Infrastructure Engineer, Network Engineer, Software Architect, Software Developer, Software Development Engineer, Software Engineer, Systems Engineer | $54.42 | $113,190.00 | $36.01 | $74,900.00 |
| 15-1253 | **Software Quality Assurance Analysts and Testers**; Automation Tester, Information Technology Analyst (IT Analyst), Quality Assurance Analyst, Quality Assurance Engineer, Quality Engineer, Software Quality Assurance Analyst, Software Quality Assurance Engineer, Software Quality Engineer, Test Engineer | $40.36 | $83,940.00 | $29.19 | $60,710.00 |
| 15-1254 | **Web Developers**; Technology Applications Engineer, Web Architect, Web Design Specialist, Web Developer, Webmaster | $31.68 | $65,890.00 | $25.96 | $54,010.00 |
| 15-1255 | **Web and Digital Interface Designers**; Video Game Designers; Design Director, Designer, Environmental Artist, Game Design Consultant, Game Designer, Gamemaster, Level Designer, World Designer | $40.69 | $84,640.00 | $24.46 | $50,880.00 |
| 15-1299 | **Computer Occupations, All Other**; Web Administrators, Geographic Information Systems Technologists and Technicians, Document Management Specialists, Penetration Testers, Information Security Engineers, Digital Forensics Analysts; Computer Systems Engineers/Architects; Information Technology Project Managers | $44.84 | $93,270.00 | $28.62 | $59,540.00 |
| 15-2031 | **Operations Research Analysts**; Advanced Analytics Associate, Analytical Strategist, Decision Analyst, Operations Research Analyst, Optimization Analyst | $45.05 | $93,700.00 | $30.55 | $63,550.00 |
| 15-2051 | **Data Scientists**; Business Intelligence Analysts; Clinical Data Managers | $48.06 | $99,960.00 | $34.32 | $71,380.00 |
| **Architecture & Engineering Occupations** | | | | | |
| 17-1011 | **Architects, Except Landscape and Naval**; Architect, Design Architect, Planner, Project Architect, Specifications Writer | $31.23 | $64,970.00 | $23.00 | $47,830.00 |
| 17-1022 | **Surveyors**; City/County Surveyor, Land Surveyor, Mine Surveyor, Professional Land Surveyor, State Surveyor, Geodetic Surveyors | $37.15 | $77,270.00 | $27.47 | $57,130.00 |
| 17-2051 | **Civil Engineers**; City/County Engineer, Civil Engineer, Design Engineer, Geotechnical Engineer, Licensed Engineer, Project Engineer, Structural Engineer; Transportation Engineer; Water/Wastewater Engineers | $41.03 | $85,350.00 | $31.78 | $66,110.00 |
| 17-2071 | **Electrical Engineers**; Circuits Engineer, Design Engineer, Electrical Controls Engineer, Electrical Design Engineer, Electrical Engineer, Electrical Project Engineer, Instrumentation and Electrical Reliability Engineer, Project Engineer, Test Engineer | $50.30 | $104,630.00 | $38.76 | $80,620.00 |
| 17-2112 | **Industrial Engineers**; Continuous Improvement Engineer, Engineer, Facilities Engineer, Industrial Engineer, Operations Engineer, Plant Engineer, Process Engineer, Project Engineer, Quality Engineer, Research and Development Engineer (R and D Engineer); Human Factors Engineers and Ergonomists, Validation Engineers, Manufacturing Engineers | $47.16 | $98,100.00 | $34.13 | $70,990.00 |
| 17-2121 | **\*Marine Engineers and Naval Architects**; Marine Architect, Marine Design Engineer, Marine Engineer, Marine Engineering Consultant, Marine Structural Designer, Marine Surveyor, Naval Architect, Naval Architect Specialist, Ships Equipment Engineer, Structural Engineer | $50.76 | $105,580 | $36.36 | $75,620 |
| 17-2141 | **Mechanical Engineers**; Application Engineer, Design Engineer, Design Maintenance Engineer, Equipment Engineer, Mechanical Design Engineer, Mechanical Engineer, Process Engineer, Product Engineer, Project Engineer, Test Engineer; Fuel Cell Engineers, Automotive Engineers | $47.45 | $98,690.00 | $35.51 | $73,850.00 |
| 17-2199 | **Engineers, All Other**; Energy Engineers, Except Wind and Solar; Mechatronics Engineers, Microsystems Engineers, Photonics Engineers, Robotics Engineers, Nano Systems Engineers, Wind Energy Engineers, Solar Energy Systems Engineers | $49.27 | $102,480.00 | $36.37 | $75,640.00 |
| 17-3011 | **Architectural and Civil Drafters**; Architectural Designer, Architectural Drafter, Architectural Draftsman, Civil Drafter, Computer-Aided Design Designer (CAD Designer), Drafting Technician, Draftsperson | $28.48 | $59,230.00 | $21.33 | $44,370.00 |
| 17-3013 | **Mechanical Drafters**; Computer Aided Design Designer/Operator, Design Drafter, Drafter, Drafting Technician, Mechanical Designer, Mechanical Drafter, Product Designer, Project Designer | $32.40 | $67,400.00 | $24.75 | $51,480.00 |
| 17-3022 | **Civil Engineering Technologists and Technicians**; Civil Designer, Civil Engineering Assistant, Civil Engineering Technician, Design Technician, Engineering Assistant, Transportation Engineering Technician | $29.60 | $61,570.00 | $23.76 | $49,430.00 |
| 17-3023 | **Electrical and Electronics Engineering Technologists and Technicians**; Communications Technologist, Electrical Engineering Technician, Electrical Technician, Electronics Engineering Technician, Electronics Technician, Engineering Technician, Engineering Technologist, System Technologist | $37.29 | $77,570.00 | $24.78 | $51,530.00 |
| 17-3026 | **\*Industrial Engineering Technologists and Technicians**; Business Process Analyst, Engineering Technician, Industrial Engineering Analyst, Manufacturing Coordinator, Manufacturing Technology Analyst, Quality Control Engineering Technician, Quality Management Coordinator, Quality Technician | $32.06 | $66,680.00 | $29.32 | $60,977.00 |
| 17-3029 | **Engineering Technologists and Technicians, Except Drafters, All Other**; Non-Destructive Testing Specialists; Photonics Technicians | $47.33 | $98,450.00 | $35.49 | $73,820.00 |
| 17-3031 | **Surveying and Mapping Technicians**; Aerotriangulation Specialist, Geospatial Analyst, Mapping Editor, Mapping Technician, Photogrammetric Compilation Specialist, Photogrammetric Technician, Stereoplotter Operator, Survey Technician, Tax Map Technician | $23.60 | $49,090.00 | $20.06 | $41,720.00 |
| **Life, Physical, and Social Science Occupations** | | | | | |
| 19-1023 | **Zoologists and Wildlife Biologists**; Aquatic Biologist, Conservation Biologist, Fish and Wildlife Biologist, Fisheries and Wildlife Biological Scientist, Forest Wildlife Biologist, Habitat Biologist, Wildlife Refuge Specialist | $33.45 | $69,580.00 | $24.51 | $50,980.00 |
| 19-2031 | **Chemists**; Air Quality Chemist, Analytical Chemist, Chemical Laboratory Scientist, Chemist, Forensic Chemist, Product Development Chemist, Quality Control Chemist, Research and Development Chemist, Research Chemist | $29.23 | $60,790.00 | $22.43 | $46,660.00 |
| 19-2041 | **Environmental Scientists and Specialists, Including Health**; Environmental Analyst, Environmental Health and Safety Specialist, Environmental Programs Specialist, Environmental Protection Specialist, Hazardous Substances Scientist, Natural Resources Specialist, Climate Change Policy Analyst, Industrial Ecologist | $29.27 | $60,880.00 | $23.35 | $48,570.00 |
| 19-4021 | **Biological Technicians;** Biological Science Laboratory Technician, Laboratory Technician, Marine Fisheries Technician, Research Assistant, Research Associate, Research Specialist, Research Technician, Wildlife Biology Technician | $23.40 | $48,680.00 | $19.91 | $41,400.00 |
| 19-4099 | **Life, Physical, and Social Science Technicians, All Other; Quality Control Analysts;** Lab Analyst, Lab Technician (Lab Tech), Laboratory Analyst, Microbiology Lab Analyst, Quality Assurance Auditor, Quality Assurance Technician, Quality Control Analyst, Quality Control Lab Technician, Quality Control Technician, Remote Sensing Technicians, Digital Cartographic Technician, Geospatial Extractor, Meteorologist Liaison, Research Associate | $28.19 | $58,630.00 | $19.82 | $41,220.00 |
| 19-5011 | **Occupational Health and Safety Specialists**; Certified Industrial Hygienist (CIH), Chemical Hygiene Officer, Environmental Health and Safety Officer, Industrial Hygienist, Industrial Hygienist Consultant, Safety Consultant, Safety Management Consultant, Safety Officer, Safety Specialist | $39.82 | $82,830.00 | $28.84 | $59,980.00 |
| **Community and Social Service Occupations** | | | | | |
| 21-1011 | **Substance Abuse and Behavioral Disorder Counselors**; Addictions Counselor, Case Manager, Certified Alcohol and Drug Counselor, Chemical Dependency Counselor, Clinical Counselor, Drug and Alcohol Treatment Specialist, Prevention Specialist, Substance Abuse Counselor | $25.91 | $53,900.00 | $18.46 | $38,390.00 |
| 21-1014 | **Mental Health Counselors**; Behavior Analyst, Behavior Support Specialist (BSS), Case Manager, Clinician, Counselor, Licensed Professional Counselor (LPC), Mental Health Counselor, Mental Health Program Specialist, Mental Health Specialist, Mental Health Therapist | $25.91 | $53,900.00 | $18.46 | $38,390.00 |
| 21-1021 | **Child, Family, and School Social Workers**; Adoption Social Worker, Case Manager, Case Worker, Child Protective Services Social Worker, Family Protection Specialist, Family Resource Coordinator, Family Service Worker, Foster Care Social Worker, Youth Services Specialist | $29.27 | $60,880.00 | $23.92 | $49,760.00 |
| 21-1029 | **Social Workers, All Other** | $26.55 | $55,220.00 | $22.36 | $46,520.00 |
| 21-1091 | **Health Education Specialists**; Certified Diabetes Educator, Clinical Instructor, Community Health Consultant, Education Coordinator, Health Education Coordinator, Health Education Specialist, Health Educator, Health Promotion Specialist, Public Health Educator, Public Information Officer | $26.46 | $55,030.00 | $20.63 | $42,920.00 |
| 21-2011 | **Clergy**; Bishop, Minister, Pastor, Priest, Rector | $29.86 | $62,100.00 | $23.15 | $48,150.00 |
| **Legal Occupations** | | | | | |
| 23-2011 | **Paralegals and Legal Assistants**; Corporate Law Assistant, Law Associate, Legal Analyst, Litigation Paralegal, Paralegal Assistant, Real Estate Paralegal | $28.54 | $59,370.00 | $22.14 | $46,060.00 |
| **Educational Instruction and Library Occupations** | | | | | |
| 25-1194 | **Career/Technical Education Teachers, Postsecondary**; Automotive Technology Instructor; Cosmetology Instructor; Heating, Ventilation, Air Conditioning and Refrigeration Instructor; Instructor; Professor; Teacher; Welding Instructor | $29.59 | $61,540.00 | $21.72 | $45,180.00 |
| 25-2012 | **Kindergarten Teachers, Except Special Education** | N/A | $56,690.00 | N/A | $42,850.00 |
| 25-2021 | **Elementary School Teachers, Except Special Education** | N/A | $62,980.00 | N/A | $45,720.00 |
| 25-2022 | **Middle School Teachers, Except Special and Career/Technical Education** | N/A | $64,520.00 | N/A | $46,660.00 |
| 25-2031 | **Secondary School Teachers, Except Special and Career/Technical Education** | N/A | $63,740.00 | N/A | $45,860.00 |
| 25-2055 | **Special Education Teachers, Kindergarten** | N/A | $61,430.00 | N/A | $44,820.00 |
| 25-2056 | **Special Education Teachers, Elementary School** | N/A | $61,430.00 | N/A | $44,820.00 |
| 25-2057 | **Special Education Teachers, Middle School** | N/A | $61,460.00 | N/A | $44,550.00 |
| 25-2058 | **Special Education Teachers, Secondary School** | N/A | $59,930.00 | N/A | $44,620.00 |
| 25-3099 | **Teachers and Instructors, All Other** | N/A | $79,800.00 | N/A | $54,260.00 |
| **Arts, Design, Entertainment, Sports, and Media Occupations** | | | | | |
| 27-1011 | **Art Directors**; Creative Director/Manager, Graphic Design and Art Production Manager, Group Art Supervisor, Presentation Director | $36.87 | $76,690.00 | $22.54 | $46,880.00 |
| 27-1024 | **Graphic Designers**; Artist, Brand Designer, Online Producer, Production Artist, Publications Designer, Technical Illustrator | $24.43 | $50,810.00 | $17.90 | $37,240.00 |
| 27-1025 | **Interior Designers** | $23.58 | $49,050.00 | $16.80 | $34,930.00 |
| 27-2012 | **Producers and Directors**; Artistic Director, Executive Producer, Multimedia Producer, News Producer, Production Director, Radio Producer, Television News Producer | $35.15 | $73,100.00 | $21.00 | $43,670.00 |
| 27-3031 | **Public Relations Specialists**; Communications Specialist, Community Relations Coordinator, Information and Communications Specialist, Media Relations Specialist, Public Affairs Specialist, Public Information Officer | $26.64 | $55,420.00 | $20.52 | $42,680.00 |
| 27-3041 | **Editors**; Acquisitions Editor, Business Editor, Editor, Features Editor, Legal Editor, News Editor, Newspaper Copy Editor, Science Editor, Sports Editor, Web Editor | $28.12 | $58,490.00 | $16.72 | $34,770.00 |
| 27-3043 | **Writers and Authors**; Advertisement Agency Copywriter Advertising Writer, Communications Specialist, Copywriter, Freelance Copywriter, Promotion Writer, Web Content Writer | $37.64 | $78,290.00 | $28.02 | $58,280.00 |
| 27-3091 | **Interpreters and Translators**; American Sign Language Interpreter (ASL Interpreter), Interpreter and/or Translator of languages | $23.58 | $49,040.00 | $19.44 | $40,440.00 |
| **Healthcare Practitioners and Technical Occupations** | | | | | |
| 29-1031 | **Dietitians and Nutritionists** | $32.48 | $67,550.00 | $26.86 | $55,860.00 |
| 29-1126 | **Respiratory Therapists**; Cardiopulmonary Rehabilitation | $36.33 | $75,560.00 | $28.88 | $60,060.00 |
| 29-1141 | **Registered Nurses** | $39.24 | $81,610.00 | $32.27 | $67,110.00 |
| 29-1292 | **Dental Hygienists** | $38.25 | $79,570.00 | $34.65 | $72,070.00 |
| 29-2011 | **Medical and Clinical Laboratory Technologists** | $31.24 | $64,970.00 | $22.90 | $47,630.00 |
| 29-2012 | **Medical and Clinical Laboratory Technicians** | $31.24 | $64,970.00 | $22.90 | $47,630.00 |
| 29-2032 | **Diagnostic Medical Sonographers**; Cardiac Sonographer, Ultrasonographer, Ultrasound Technician, Ultrasound Technologist | $40.09 | $83,380.00 | $32.84 | $68,310.00 |
| 29-2034 | **Radiologic Technologists and Technicians**; Computed Tomography Technologist (CT Tech), Diagnostic Radiologic Technologist (DRT), Imaging Technologist (Imaging Tech), Mammographer, Radiographer, X-Ray Technologist (X-Ray Tech) | $32.99 | $68,610.00 | $27.74 | $57,690.00 |
| 29-2043 | **Paramedics**; First Responders; Flight Paramedic | $25.87 | $53,820.00 | $20.86 | $43,400.00 |
| 29-2055 | **Surgical Technologists** | $28.27 | $58,800.00 | $22.82 | $47,460.00 |
| 29-2061 | **Licensed Practical and Licensed Vocational Nurses** | $30.75 | $63,950.00 | $25.89 | $53,860.00 |
| 29-2099 | **Health Technologists and Technicians, All Other**; Neurodiagnostic Technologists; Ophthalmic Medical Technologists; Patient Representatives | $24.53 | $51,020.00 | $19.03 | $39,570.00 |
| **Healthcare Support Occupations** | | | | | |
| 31-2011 | **Occupational Therapy Assistants** | $28.38 | $59,030.00 | $24.14 | $50,210.00 |
| 31-2021 | **Physical Therapist Assistants** | $28.53 | $59,350.00 | $25.40 | $52,820.00 |
| 31-9011 | **Massage Therapists** | $25.00 | $52,000.00 | $16.14 | $33,580.00 |
| 31-9092 | **\*Medical Assistant**; Certified Medical Assistant (CMA), Clinical Medical Assistant, Ophthalmological Assistant, Registered Medical Assistant (RMA) | $21.45 | $44,610.00 | $18.39 | $38,260.00 |
| **Protective Service Occupations** | | | | | |
| 33-1012 | **First-Line Supervisors of Police and Detectives**; Police Captain, Shift Supervisor | $39.35 | $81,850.00 | $32.36 | $67,310.00 |
| 33-1021 | **First-Line Supervisors of Firefighting and Prevention Workers**; Engine Boss, Fire Battalion Chief, Fire Captain, Fire Chief, Fire Lieutenant, Fire Marshal, Fire Prevention Chief, Fire Suppression Captain, Forest Fire Specialist Supervisor, Section Forest Fire Warden | $31.61 | $65,740.00 | $24.81 | $51,600.00 |
| 33-3012 | **Correctional Officers and Jailers**; Community Services Officer | $23.25 | $48,360.00 | $20.13 | $41,870.00 |
| 33-3021 | **Detectives and Criminal Investigators**; Crime Scene Investigator (CSI), Police Detective, Special Agent; Police Identification and Records Officers, Intelligence Analysts | $37.56 | $78,130.00 | $29.95 | $62,300.00 |
| 33-3051 | **Police and Sheriff's Patrol Officers**; Public Safety Officer, State Trooper | $29.94 | $62,280.00 | $24.37 | $50,680.00 |
| **Food Preparation and Serving Related Occupations** | | | | | |
| 35-1011 | **Chefs and Head Cooks**; Banquet Chef, Certified Executive Chef, Executive Sous Chef, Head Cook, Kitchen Manager, Pastry Chef, Sous Chef | $28.12 | $58,490.00 | $21.20 | $44,100.00 |
| **Building and Grounds Cleaning and Maintenance Occupations** | | | | | |
| 37-3013 | **Tree Trimmers and Pruners**; Arborist, Plant Health Care Technician | $27.23 | $56,630.00 | $22.49 | $46,770.00 |
| **Personal Care and Service Occupations** | | | | | |
| 39-4031 | **\*Morticians, Undertakers, and Funeral Arrangers** | $30.64 | $64,730.00 | $22.28 | $46,340.00 |
| **Sales and Related Occupations** | | | | | |
| 41-3031 | **Securities, Commodities, and Financial Services Sales Agents**; Broker, Financial Advisor, Personal Banker, Trader | $35.06 | $72,920.00 | $25.03 | $52,070.00 |
| 41-4011 | **Sales Representatives, Wholesale and Manufacturing,** **Technical and Scientific Products**; Solar Sales Representatives and Assessors | $44.84 | $93,270.00 | $27.44 | $57,070.00 |
| 41-9021 | **Real Estate Brokers**; Real Estate Sales Associate | $23.81 | $49,530.00 | $16.89 | $35,130.00 |
| 41-9022 | **Real Estate Sales Agents**; Real Estate Salesperson, Realtor, Realtor Associate | $30.76 | $63,980.00 | $18.54 | $38,560.00 |
| **Office and Administrative Support Occupations** | | | | | |
| 43-1011 | **First-Line Supervisors of Office and Administrative Support Workers**; Accounting Manager, Accounts Payable Supervisor, Accounts Receivable Manager, Administrative Supervisor, Customer Service Manager, Customer Service Supervisor, Office Coordinator, Office Manager, Office Supervisor, Staff Services Manager | $29.26 | $60,860.00 | $22.59 | $46,980.00 |
| 43-3011 | **Bill and Account Collectors**; Account Representative, Accounts Receivable Specialist, Collection Agent, Patient Access Specialist, Patient Account Representative, | $23.21 | $48,270.00 | $19.31 | $40,160.00 |
| 43-6011 | **Executive Secretaries and Executive Administrative Assistants** | $27.80 | $57,820.00 | $21.35 | $44,400.00 |
| 43-6012 | **Legal Secretaries and Administrative Assistants** | $22.89 | $47,620.00 | $18.55 | $38,580.00 |
| 43-9041 | **Insurance Claims and Policy Processing Clerks**; Claims Adjudicator, Claims Clerk, Claims Customer Service Representative, Insurance Analyst, Policy Analyst, Underwriting Assistant | $22.91 | $47,660.00 | $18.49 | $38,460.00 |
| **Construction and Extraction Occupations** | | | | | |
| 47-2021 | **Brickmasons and Blockmasons** | $29.17 | $60,680.00 | $21.68 | $45,090.00 |
| 47-2022 | **Stonemasons**; Mason, Stone Derrickman, Stone Setter | $23.31 | $48,490.00 | $19.46 | $40,470.00 |
| **Architecture & Construction** | | | | | |
| 47-2031 | **Carpenters**; Bridge Carpenter, Cabinet Maker, Concrete Carpenter, Form Carpenter, Framer, Maintenance Carpenter, Rough Carpenter, Scaffold Builder | $26.41 | $54,920.00 | $21.57 | $44,870.00 |
| 47-2071 | **Paving, Surfacing, and Tamping Equipment Operators**; Asphalt Paver Operator, Asphalt Paving Machine Operator, Asphalt Raker, Asphalt Roller Operator, Equipment Operator (EO), Loader Operator, Maintenance Equipment Operator (MEO), Paver Operator, Roller Operator, Screed Operator | $25.00 | $52,000.00 | $20.43 | $42,500.00 |
| 47-2073 | **Operating Engineers and Other Construction Equipment Operators**; Backhoe Operator, Engineering Equipment Operator, Heavy Equipment Operator, Hot Mix Asphalt Operator, Track Hoe Operator | $24.53 | $51,020.00 | $20.02 | $41,640.00 |
| 47-2111 | **Electricians** | $29.79 | $61,970.00 | $23.72 | $49,340.00 |
| 47-2132 | **Insulation Workers, Mechanical**; Commercial Insulator, Heat and Frost Insulator, Industrial Insulator, Insulation Installer, Insulation Mechanic, Insulator Journeyman, | $24.75 | $51,480.00 | $21.38 | $44,480.00 |
| 47-2152 | **Plumbers, Pipefitters, and Steamfitters**; Fire Sprinkler Service Technician, Pipe Welder, Solar Thermal Installers and Technicians | $29.61 | $61,580.00 | $21.50 | $44,720.00 |
| 47-2181 | **Roofers**; Commercial Roofer, Industrial Roofer, Residential Roofer | $23.05 | $47,940.00 | $19.49 | $40,550.00 |
| 47-2211 | **Sheet Metal Workers**; HVAC Sheet Metal Installer, Sheet Metal Fabricator | $25.36 | $52,750.00 | $20.69 | $43,020.00 |
| 47-4011 | **Construction and Building Inspectors**; Building Inspection Engineer, Code Enforcement Officer, Construction Inspector, Elevator Inspector, Plumbing Inspector, Public Works Inspector, Energy Auditors | $31.01 | $64,500.00 | $23.04 | $47,910.00 |
| 47-5022 | **Excavating and Loading Machine and Dragline Operators, Surface Mining**; Heavy Equipment Operator | $25.28 | $52,590.00 | $20.08 | $41,760.00 |
| **Installation, Maintenance, and Repair Occupations** | | | | | |
| 49-2011 | **Computer, Automated Teller, and Office Machine Repairers**; Computer Technician, Copier Technician, Customer Service Engineer, Field Engineer, Service Technician | $28.59 | $59,470.00 | $19.96 | $41,520.00 |
| 49-2022 | **Telecommunications Equipment Installers and Repairers, Except Line Installers**; Broadband Technician, Customer Service Technician, Field Technician, Telecommunications Technician | $29.30 | $60,940.00 | $22.66 | $47,130.00 |
| 49-2094 | **Electrical and Electronics Repairers, Commercial and Industrial Equipment**; Instrument and Electrical Technician | $35.07 | $72,940.00 | $27.56 | $57,330.00 |
| 49-3023 | **Automotive Service Technicians and Mechanics** | $23.12 | $48,090.00 | $17.41 | $36,200.00 |
| 49-3031 | **Bus and Truck Mechanics and Diesel Engine Specialists**; Fleet Mechanic, Heavy Truck Mechanic, Trailer Mechanic | $26.22 | $54,550.00 | $20.44 | $42,520.00 |
| 49-3042 | **Mobile Heavy Equipment Mechanics, Except Engines**; Construction Equipment Mechanic, Field Mechanic | $27.86 | $57,940.00 | $22.23 | $46,240.00 |
| 49-3051 | **Motorboat Mechanics and Service Technicians**; Boat Mechanic, Marine Propulsion Technician, Outboard Motor Mechanic, Service Technician | $26.91 | $55,970.00 | $22.86 | $47,540.00 |
| 49-9021 | **Heating, Air Conditioning, and Refrigeration Mechanics and Installers**; Refrigeration Mechanic; Service Technician (Service Tech) | $27.48 | $57,160.00 | $21.44 | $44,590.00 |
| 49-9044 | **Millwrights**; Maintenance Millwright, Precision Millwright | $30.02 | $62,440.00 | $22.54 | $46,870.00 |
| 49-9051 | **Electrical Power-Line Installers and Repairers**; Electrical Lineman or Lineworker | $46.86 | $97,460.00 | $28.11 | $58,460.00 |
| 49-9052 | **Telecommunications Line Installers and Repairers**; Cable Splicer, Cable Technician, Field Service Technician, Installer, Lineman, Outside Plant Technician, Service Technician | $39.36 | $81,860.00 | $22.09 | $45,940.00 |
| 49-9096 | **Riggers** | $28.92 | $60,160.00 | $23.33 | $48,520.00 |
| 49-9099 | **Installation, Maintenance, and Repair Workers including Geothermal Technicians**; Instrument and Controls Technician; Instrumentation and Electrical Technician; Operations and Maintenance Technician, Plant Electrical Technician; Plant Mechanic | $24.86 | $51,710.00 | $19.30 | $40,140.00 |
| **Production Operations** | | | | | |
| 51-2041 | **Structural Metal Fabricators and Fitters** | $25.11 | $52,230.00 | $21.95 | $45,660.00 |
| 51-4041 | **Machinists**; CNC Machinist (Computer Numeric Controlled Machinist) | $26.86 | $55,870.00 | $20.32 | $42,270.00 |
| 51-4121 | **Welders, Cutters, Solderers, and Brazers**; Fabrication Welder, MIG Welder, Solderer, TIG Welder | $25.62 | $53,280.00 | $21.01 | $43,690.00 |
| 51-8021 | **Stationary Engineers and Boiler Operators**; Boiler Technician, Plant Utilities Engineer, Stationary Engineer, Utilities Operator | $28.19 | $58,640.00 | $22.45 | $46,700.00 |
| 51-8031 | **Water and Wastewater Treatment Plant and System Operators** | $24.06 | $50,050.00 | $19.76 | $41,100.00 |
| 51-9161 | **Computer Numerically Controlled Tool Operators**; CNC Lathe Operator, CNC Machine Operator, CNC Machinist | $28.58 | $59,440.00 | $21.27 | $44,240.00 |
| **Transportation and Material Moving Occupations** | | | | | |
| 53-3032 | **Heavy and Tractor-Trailer Truck Drivers**; CDL Driver (Commercial Driver's License Driver) | $23.49 | $48,860.00 | $19.13 | $39,790.00 |
| 53-5021 | **Captains, Mates, and Pilots of Water Vessels**; Boat Captain, First Mate, Ship Pilot, Vessel Master | $32.31 | $67,200.00 | $23.91 | $49,730.00 |
| 53-7021 | **Crane and Tower Operators** | $29.87 | $62,140.00 | $22.42 | $46,640.00 |