California’s ‘Middle-Skill’ Workforce

If recent trends in worker demand and education/training supply continue, California’s labor force will not be adequately equipped to meet the needs employers by 2025. Based on occupational employment projections for the next 10 years, the demand for job applicants who have attained either college preparation (up to and including an Associate degree) and/or 3rd-party certification will overwhelm the actual number of labor force participants with these qualifications.

By 2025, the occupational outlook for ‘middle-skill’ jobs could create as many as one million new jobs during the 10-year period (2014-2024). Additionally, about 1.4 million replacement jobs are projected for these occupations.¹

Occupational Demand by Preparation Level  |  2015

To better understand the demand for middle-skill workers, this report focuses on occupations where one of the following conditions apply:

- The minimum education level is defined as either some college preparation, postsecondary certificate, or an Associate degree.
- 3rd-party certification is either required or likely plays a significant role in determining successful employment; 3rd-party certification includes state licensing/registration and industry-awarded certificates/exams.
- Regardless of the minimum education level identified, the on-the-job training required of the occupation is known to have been delivered by both educational institutions and employers, such as jobs requiring apprenticeship.

¹ Replacements are openings created when a worker leaves an occupation permanently – to work in another occupation, to retire, etc. – creating an opening for an entrant to the occupation – and should not be confused with “turnover” or when workers separate from an employer to work in the same occupation for another employer.
Where the Middle-Skill Jobs Are | 10-year Outlook

In the Standard Occupational Code (SOC) system, ‘major groups’ are the first level of the hierarchy. Since these groups act as umbrellas for similar occupations of varying education and training levels, slicing employment data by major group is one way of assessing which education and training programs could be most impacted over the outlook period. Additionally, since colleges generally train to occupations and not industry sectors, major groups are more easily matched to the community college program taxonomy in use.

10-year Projected Openings by Major Group

- The 23 relevant occupations in the office and administrative support group are projected to have the largest number of openings (new jobs plus replacements) over the period – accounting for 27% of the total. Leading occupations include office clerks, customer service representatives, administrative assistants and supervisors of administrative support workers.

- Combined, the 40 occupations in healthcare practitioners and support groups make up 19% of the projected openings. Leading practitioner occupations include registered nurses, licensed vocational nurses, EMT/paramedics and dental hygienists. Leading support occupations include home health aides, nursing assistants, medical assistants and dental assistants.

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Openings is the sum of New Job Growth and Replacements. Major group "Management" is not included separately; individual occupations were assigned to other major groups.
10-year Projected Openings by Major Group (sorted by openings in descending order): Table 1

<table>
<thead>
<tr>
<th>Employment by Major Group (Number of Occupations Included)</th>
<th>New Jobs</th>
<th>Replacements</th>
<th>Openings</th>
<th>Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office &amp; Administrative Support (23)</td>
<td>267,356</td>
<td>373,076</td>
<td>641,391</td>
<td>64,139</td>
</tr>
<tr>
<td>Healthcare Practitioners (24)</td>
<td>115,998</td>
<td>118,326</td>
<td>234,314</td>
<td>23,431</td>
</tr>
<tr>
<td>Construction &amp; Extraction (33)</td>
<td>83,497</td>
<td>109,235</td>
<td>193,697</td>
<td>19,370</td>
</tr>
<tr>
<td>Installation, Maintenance &amp; Repair (37)</td>
<td>58,901</td>
<td>99,853</td>
<td>158,772</td>
<td>15,877</td>
</tr>
<tr>
<td>Sales &amp; Related (6)</td>
<td>44,389</td>
<td>84,836</td>
<td>130,660</td>
<td>13,066</td>
</tr>
<tr>
<td>Production (28)</td>
<td>26,457</td>
<td>90,043</td>
<td>120,543</td>
<td>12,054</td>
</tr>
<tr>
<td>Personal Care &amp; Service (11)</td>
<td>30,765</td>
<td>80,389</td>
<td>111,198</td>
<td>11,120</td>
</tr>
<tr>
<td>Education, Training &amp; Library (4)</td>
<td>30,536</td>
<td>66,641</td>
<td>97,177</td>
<td>9,718</td>
</tr>
<tr>
<td>Transportation &amp; Material Moving (12)</td>
<td>38,638</td>
<td>56,083</td>
<td>94,721</td>
<td>9,472</td>
</tr>
<tr>
<td>Protective Service (16)</td>
<td>22,029</td>
<td>69,070</td>
<td>91,099</td>
<td>9,110</td>
</tr>
<tr>
<td>Food Preparation &amp; Serving (3)</td>
<td>39,516</td>
<td>33,491</td>
<td>73,007</td>
<td>7,300</td>
</tr>
<tr>
<td>Business &amp; Financial (8 occupations)</td>
<td>23,875</td>
<td>44,028</td>
<td>67,985</td>
<td>6,799</td>
</tr>
<tr>
<td>Computer &amp; Mathematical (3)</td>
<td>29,803</td>
<td>21,597</td>
<td>51,400</td>
<td>5,140</td>
</tr>
<tr>
<td>Community &amp; Social Services (3)</td>
<td>18,941</td>
<td>20,060</td>
<td>39,001</td>
<td>3,900</td>
</tr>
<tr>
<td>Architecture &amp; Engineering (13)</td>
<td>6,749</td>
<td>17,240</td>
<td>23,991</td>
<td>2,399</td>
</tr>
<tr>
<td>Life, Physical &amp; Social Science (9)</td>
<td>5,942</td>
<td>15,036</td>
<td>21,049</td>
<td>2,105</td>
</tr>
<tr>
<td>Arts, Entertainment, Sports &amp; Media (6)</td>
<td>4,958</td>
<td>9,987</td>
<td>14,985</td>
<td>1,499</td>
</tr>
<tr>
<td>Legal (3)</td>
<td>5,367</td>
<td>7,830</td>
<td>13,301</td>
<td>1,330</td>
</tr>
<tr>
<td>Farming, Fishing &amp; Forestry (1)</td>
<td>1,875</td>
<td>5,581</td>
<td>7,456</td>
<td>746</td>
</tr>
<tr>
<td>Building &amp; Grounds Maintenance (1)</td>
<td>1,866</td>
<td>3,188</td>
<td>5,054</td>
<td>505</td>
</tr>
<tr>
<td>Total, All Selected Occupations</td>
<td>980,919</td>
<td>1,415,285</td>
<td>2,403,927</td>
<td>240,393</td>
</tr>
</tbody>
</table>

See Table 8 for an expanded view of this data, including entry to experienced wage ranges by major group.
Where the Middle-Skill Jobs Are | 10-year Outlook

For the majority of occupations, there is usually more than one pathway to employment in the occupation – education and/or training level, work experience and employer preferences are just three variables at work in the hiring process. As defined for this analysis, middle-skill occupations include three levels of traditional education in addition to a group of occupations more subjectively included – those where 3rd-party certification may be required and/or where on-the-job training may also be offered by postsecondary educational institutions. For the latter, a more loosely defined group, the education levels varied, including high school or equivalent, less than high school and, in a few cases, Bachelor’s degree as the minimum required. This distribution is reflected in the pie chart with high school diploma or equivalent accounting for the largest share. Next to the pie chart is the same projected openings estimate distributed by typical on-the-job training levels. The occupations with the most openings over the next 10 years by education are shown in the following tables.3

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3 Educational attainment levels are different than minimum requirements for entry into an occupation. Educational attainment levels reflect the attainment of education by workers currently in the position. For classification purposes, the U.S. Department of Labor’s Bureau of Labor Statistics education and training levels consist of three categories of information that analysts assign to each occupation: 1) typical education needed for entry, 2) commonly required work experience in a related occupation, and 3) typical on-the-job training needed to obtain competency in the occupation.
### 10-year Projected Openings by Education/Training Level

Table 2: Projected Openings by Education/Training Level (sorted by openings in descending order): Tables 2-7

<table>
<thead>
<tr>
<th>Major Group</th>
<th>Occupation</th>
<th>Openings thru 2025</th>
<th>Annual Openings</th>
<th>Entry Level Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Associate Degree</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Healthcare Practitioners</td>
<td>Registered Nurses</td>
<td>104,939</td>
<td>10,494</td>
<td>$63,400</td>
</tr>
<tr>
<td>Education, Training &amp; Library</td>
<td>Preschool Teachers</td>
<td>21,078</td>
<td>2,108</td>
<td>$21,400</td>
</tr>
<tr>
<td>Computer &amp; Mathematical</td>
<td>Web Developers</td>
<td>12,283</td>
<td>1,228</td>
<td>$34,300</td>
</tr>
<tr>
<td>Healthcare Practitioners</td>
<td>Dental Hygienists</td>
<td>11,237</td>
<td>1,124</td>
<td>$66,500</td>
</tr>
<tr>
<td>Legal</td>
<td>Paralegals &amp; Legal Assistants</td>
<td>10,750</td>
<td>1,075</td>
<td>$35,000</td>
</tr>
<tr>
<td>Healthcare Practitioners</td>
<td>Medical &amp; Clinical Laboratory Technicians</td>
<td>9,898</td>
<td>990</td>
<td>$43,700</td>
</tr>
<tr>
<td>Computer &amp; Mathematical</td>
<td>Computer Network Support Specialists</td>
<td>7,034</td>
<td>703</td>
<td>$44,100</td>
</tr>
<tr>
<td>Architecture &amp; Engineering</td>
<td>Electrical &amp; Electronics Engineering Technicians</td>
<td>6,627</td>
<td>663</td>
<td>$39,500</td>
</tr>
<tr>
<td>Healthcare Practitioners</td>
<td>Radiologic Technologists</td>
<td>6,053</td>
<td>605</td>
<td>$41,600</td>
</tr>
<tr>
<td>Life, Physical &amp; Social Science</td>
<td>Life, Physical &amp; Social Science Technicians, All Other ⁴</td>
<td>5,437</td>
<td>544</td>
<td>$29,406</td>
</tr>
</tbody>
</table>

Top Occupations by **Associate Degree**:
- may account for as many as 85,200 new job openings through 2015 and 110,500 replacements; and
- range in entry level wage from $21,400 (Preschool Teachers) to $66,500 (Dental Hygienists).

Table 3: Projected Openings by Postsecondary Non-degree Award

<table>
<thead>
<tr>
<th>Major Group</th>
<th>Occupation</th>
<th>Openings thru 2025</th>
<th>Annual Openings</th>
<th>Entry Level Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Postsecondary Non-Degree Award</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transportation &amp; Material Moving</td>
<td>Heavy &amp; Tractor-Trailer Truck Drivers</td>
<td>58,992</td>
<td>5,900</td>
<td>$27,000</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td>Nursing Assistants</td>
<td>58,488</td>
<td>8,489</td>
<td>$20,800</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td>Medical Assistants</td>
<td>37,078</td>
<td>3,708</td>
<td>$22,600</td>
</tr>
<tr>
<td>Healthcare Practitioners</td>
<td>Licensed Vocational Nurses</td>
<td>36,748</td>
<td>3,675</td>
<td>$36,500</td>
</tr>
<tr>
<td>Personal Care &amp; Service</td>
<td>Hairdressers, Hairstylists, &amp; Cosmetologists</td>
<td>30,015</td>
<td>3,002</td>
<td>$19,400</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td>Dental Assistants</td>
<td>17,574</td>
<td>1,757</td>
<td>$24,400</td>
</tr>
<tr>
<td>Installation, Maintenance &amp; Repair</td>
<td>Heating, Air Conditioning, &amp; Refrigeration Mechanics &amp; Installers</td>
<td>13,887</td>
<td>1,389</td>
<td>$30,700</td>
</tr>
<tr>
<td>Protective Service</td>
<td>Firefighters</td>
<td>12,858</td>
<td>1,286</td>
<td>$39,600</td>
</tr>
<tr>
<td>Healthcare Practitioners</td>
<td>EMTs &amp; Paramedics</td>
<td>11,337</td>
<td>1,134</td>
<td>$20,300</td>
</tr>
<tr>
<td>Production</td>
<td>First-Line Supervisors of Production &amp; Operating Workers</td>
<td>10,849</td>
<td>1,085</td>
<td>$31,100</td>
</tr>
</tbody>
</table>

Top Occupations by **Postsecondary Non-degree Award**:
- may account for as many as 133,500 new job openings and 154,260 replacements; and
- range in median annual wages from $19,400 (Hairstylists) to $39,600 (Firefighters).

⁴ The All Other category for Life, Physical and Social Science Technicians represents occupations with a wide range of characteristics that do not fit in an existing SOC code; however, example titles found within this category include Quality Control Analysts, Precision Agriculture Technicians and Remote Sensing Technicians.
### Table 4

<table>
<thead>
<tr>
<th>Major Group</th>
<th>Occupation</th>
<th>Openings thru 2025</th>
<th>Annual Openings</th>
<th>Entry Level Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some College, No Degree</td>
<td>Teacher Assistants</td>
<td>48,468</td>
<td>4,847</td>
<td>$20,300</td>
</tr>
<tr>
<td></td>
<td>Computer User Support Specialists</td>
<td>32,082</td>
<td>3,208</td>
<td>$33,400</td>
</tr>
<tr>
<td></td>
<td>Computer, Automated Teller, and Office Machine Repairers</td>
<td>7,207</td>
<td>721</td>
<td>$25,100</td>
</tr>
<tr>
<td></td>
<td>Wind Turbine Service Technicians</td>
<td>277</td>
<td>28</td>
<td>$34,100</td>
</tr>
</tbody>
</table>

Top Occupations by **Some College, No Degree**:
- may account for close to 88,000 job openings through 2015; and,
- range in median annual wages from $20,300 (Teacher Assistants) to $34,100 (Wind Turbine Service Technicians).

For the occupations that are more subjectively included here as middle-skill — those where 3rd-party certification may be required and/or where on-the-job training may also be offered by postsecondary educational institutions — the majority fall into the high school diploma or equivalent category and to narrow the field, it is helpful to look at the typical on-the-job training requirements as a secondary filter, specifically apprenticeship and long-term on-the-job training. In the tables below, the first is demand by education only — representing demand across the board in this level, the second and third are also high school diploma or equivalent but with the added requirement of either apprenticeship or long-term on-the-job training.

### Table 5

<table>
<thead>
<tr>
<th>Major Group</th>
<th>Occupation</th>
<th>Openings thru 2025</th>
<th>Annual Openings</th>
<th>Entry Level Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Diploma or Equivalent</td>
<td>Office Clerks, General</td>
<td>129,680</td>
<td>12,968</td>
<td>$19,400</td>
</tr>
<tr>
<td></td>
<td>Customer Service Representatives</td>
<td>114,059</td>
<td>11,406</td>
<td>$24,400</td>
</tr>
<tr>
<td></td>
<td>Secretaries and Administrative Assistants</td>
<td>85,243</td>
<td>8,524</td>
<td>$23,000</td>
</tr>
<tr>
<td></td>
<td>First-Line Supervisors of Office and Administrative Support Workers</td>
<td>74,244</td>
<td>7,424</td>
<td>$34,200</td>
</tr>
<tr>
<td>Sales &amp; Related</td>
<td>Sales Representatives, Wholesale and Manufacturing</td>
<td>67,041</td>
<td>6,704</td>
<td>$27,200</td>
</tr>
<tr>
<td>Personal Care &amp; Service</td>
<td>Childcare Workers</td>
<td>53,217</td>
<td>5,321</td>
<td>$14,700</td>
</tr>
<tr>
<td>Office &amp; Admin. Support</td>
<td>Bookkeeping, Accounting, and Auditing Clerks</td>
<td>52,222</td>
<td>5,222</td>
<td>$25,600</td>
</tr>
<tr>
<td>Business &amp; Financial</td>
<td>Business Operations Specialists, All Other</td>
<td>37,640</td>
<td>3,764</td>
<td>$40,400</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Carpenters</td>
<td>37,157</td>
<td>3,715</td>
<td>$27,000</td>
</tr>
<tr>
<td>Sales &amp; Related</td>
<td>Insurance Sales Agents</td>
<td>33,980</td>
<td>3,398</td>
<td>$29,200</td>
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</table>
### Table 6

<table>
<thead>
<tr>
<th>Major Group</th>
<th>Occupation</th>
<th>Openings thru 2025</th>
<th>Annual Openings</th>
<th>Entry Level Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Diploma or Equivalent &amp; Apprenticeship</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Sheet Metal Workers</td>
<td>5,512</td>
<td>551</td>
<td>$28,400</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Structural Iron and Steel Workers</td>
<td>3,272</td>
<td>327</td>
<td>$31,800</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Glaziers</td>
<td>2,633</td>
<td>263</td>
<td>$29,400</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Brickmasons and Blockmasons</td>
<td>2,177</td>
<td>218</td>
<td>$32,600</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Reinforcing Iron and Rebar Workers</td>
<td>1,348</td>
<td>135</td>
<td>$28,000</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Insulation Workers, Mechanical</td>
<td>1,052</td>
<td>105</td>
<td>$30,100</td>
</tr>
<tr>
<td>Installation, Maintenance &amp; Repair</td>
<td>Millwrights</td>
<td>911</td>
<td>91</td>
<td>$34,600</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Boilermakers</td>
<td>606</td>
<td>61</td>
<td>$49,200</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Elevator Installers and Repairers</td>
<td>547</td>
<td>55</td>
<td>$59,400</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Stonemasons</td>
<td>503</td>
<td>50</td>
<td>$22,800</td>
</tr>
</tbody>
</table>

### Table 7

<table>
<thead>
<tr>
<th>Major Group</th>
<th>Occupation</th>
<th>Openings thru 2025</th>
<th>Annual Openings</th>
<th>Entry Level Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Diploma or Equivalent &amp; Long-term On-the-Job Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Installation, Maintenance &amp; Repair</td>
<td>Farm Equipment Mechanics and Service Technicians</td>
<td>1,332</td>
<td>133</td>
<td>$23,500</td>
</tr>
<tr>
<td>Production</td>
<td>Power Plant Operators</td>
<td>1,277</td>
<td>128</td>
<td>$52,900</td>
</tr>
<tr>
<td>Transportation &amp; Material Moving</td>
<td>Air Traffic Controllers</td>
<td>1,273</td>
<td>128</td>
<td>$74,800</td>
</tr>
<tr>
<td>Construction &amp; Extraction</td>
<td>Plasterers and Stucco Masons</td>
<td>969</td>
<td>97</td>
<td>$25,400</td>
</tr>
<tr>
<td>Production</td>
<td>Gas Plant Operators</td>
<td>844</td>
<td>84</td>
<td>$63,900</td>
</tr>
<tr>
<td>Production</td>
<td>Medical Appliance Technicians</td>
<td>740</td>
<td>74</td>
<td>$28,200</td>
</tr>
<tr>
<td>Installation, Maintenance &amp; Repair</td>
<td>Rail Car Repairers</td>
<td>688</td>
<td>69</td>
<td>$31,600</td>
</tr>
<tr>
<td>Production</td>
<td>Chemical Plant and System Operators</td>
<td>679</td>
<td>68</td>
<td>$35,400</td>
</tr>
<tr>
<td>Personal Care &amp; Service</td>
<td>Morticians, Undertakers, and Funeral Directors</td>
<td>648</td>
<td>65</td>
<td>$30,600</td>
</tr>
<tr>
<td>Installation, Maintenance &amp; Repair</td>
<td>Motorboat Mechanics and Service Technicians</td>
<td>631</td>
<td>63</td>
<td>$21,400</td>
</tr>
</tbody>
</table>
In Summary

Middle-skill jobs are expected to be in high demand over the next 10 years. By 2025, the occupational outlook for middle-skill jobs could create as many as one million new jobs. Additionally, about 1.4 million replacement jobs are projected for these occupations.

Within the major occupation groups, office and administrative support jobs and healthcare occupations are the largest generator of openings.

→ Occupations in the office and administrative support group are projected to have the largest number of openings (new jobs plus replacements) over the period – accounting for 27% of the total. Leading occupations include office clerks, customer service representatives, administrative assistants and supervisors of administrative support workers.

→ Combined, the 40 occupations in healthcare practitioners and support groups make up 19% of the projected openings. Leading practitioner occupations include registered nurses, licensed vocational nurses, EMT/paramedics and dental hygienists. Leading support occupations include home health aides, nursing assistants, medical assistants and dental assistants.

The middle-skill occupations with the most significance for community college career technical education can be isolated in demand data by education level (Associate degree or less) and/or training level (apprenticeship and long-term on-the-job training). These groups are expected to account for 42% of the new jobs created over the next 10 years and 40% of the replacements generated during the same time period.

→ Over the next 10 years, more than 700,000 openings are projected for occupations where an Associate degree, postsecondary non-degree award or some college are required (approximately 315,000 new jobs and 400,000 replacement opportunities).
    o Annually, about 71,500 openings are generated for this group.

→ During the same period, occupations identified has only needing a high school diploma or equivalent but also requiring either apprenticeship or long-term on-the-job training may generate another 88,000 in new jobs and 154,000 replacement opportunities (242,000 openings).
    o Annually, about 24,200 openings are generated for this group.

For more information on this report, please contact:

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### 10-year Projected Openings and Wages by Major Group

(sorted by openings in descending order): Table 8

<table>
<thead>
<tr>
<th>Employment by Major Group</th>
<th>New Jobs</th>
<th>Replacements</th>
<th>Openings</th>
<th>Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>California</strong></td>
<td></td>
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</tr>
<tr>
<td>Business &amp; Financial (8 occupations)</td>
<td>23,875</td>
<td>44,028</td>
<td>67,985</td>
<td>6,799</td>
</tr>
<tr>
<td><strong>Average Wage Range</strong></td>
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<tr>
<td>Entry</td>
<td></td>
<td>$35,000</td>
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<td>$60,500</td>
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<tr>
<td>Computer &amp; Mathematical (3)</td>
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<td>5,140</td>
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<tr>
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<tr>
<td>Entry</td>
<td></td>
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<tr>
<td>Architecture &amp; Engineering (13)</td>
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<tr>
<td>Entry</td>
<td></td>
<td>$31,700</td>
<td></td>
<td>$52,400</td>
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<td>Life, Physical &amp; Social Science (9)</td>
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<tr>
<td>Entry</td>
<td></td>
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<td>20,060</td>
<td>39,001</td>
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<tr>
<td>Entry</td>
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<td>$36,100</td>
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<tr>
<td>Entry</td>
<td></td>
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<td>$34,500</td>
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<td>Arts, Design, Entertainment, Sports &amp; Media (6)</td>
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<td>9,987</td>
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<td>1,499</td>
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<tr>
<td>Entry</td>
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<td></td>
<td>$36,700</td>
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<td>91,099</td>
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<td>Entry</td>
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<td>5,054</td>
<td>505</td>
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<td>80,389</td>
<td>111,198</td>
<td>11,120</td>
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<td>Entry</td>
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<tr>
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<td>Entry</td>
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<tr>
<td><strong>Average Wage Range</strong></td>
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<tr>
<td>Employment by Major Group</td>
<td>New Jobs</td>
<td>Replacements</td>
<td>Openings</td>
<td>Annual Openings</td>
</tr>
<tr>
<td>---------------------------------------------------------------</td>
<td>----------</td>
<td>--------------</td>
<td>----------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Farming, Fishing &amp; Forestry (1)</td>
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<td>Experienced</td>
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<tr>
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<td>109,235</td>
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<td>19,370</td>
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<tr>
<td><strong>Average Wage Range</strong></td>
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<td>Experienced</td>
<td>$48,500</td>
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<tr>
<td>Installation, Maintenance &amp; Repair (37)</td>
<td>58,901</td>
<td>99,853</td>
<td>158,772</td>
<td>15,877</td>
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<td>Experienced</td>
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<tr>
<td>Production (28)</td>
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<td>120,543</td>
<td>12,054</td>
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<td><strong>Average Wage Range</strong></td>
<td>Entry</td>
<td>$32,200</td>
<td>Experienced</td>
<td>$48,800</td>
</tr>
<tr>
<td>Transportation &amp; Material Moving (12)</td>
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<td>56,083</td>
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<td>9,472</td>
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<tr>
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<td>Experienced</td>
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