

2015 HPO's in the Advanced Manufacturing (AM) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
13-1023	Purchasing Agents	LT OJT	\$62,308	80	336	11.8%	3.0%	4.0%	9.5%	Criteria Met
17-2112	Industrial Engineers	BD	\$80,213	150	438	-2.4%	3.4%	0.7%	45.0%	Criteria Met
17-2141	Mechanical Engineers	BD	\$75,593	142	478	3.1%	5.6%	3.7%	214.4%	Criteria Met
41-2021	Counter & Rental Clerks	ST OJT	\$35,814	115	536	-5.3%	4.3%	7.9%	0.4%	Criteria Met
41-4012	Sales Representatives	MT OJT	\$62,481	428	1,949	-1.8%	1.5%	5.0%	24.7%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	MT OJT	\$35,622	102	1,276	-1.8%	0.9%	4.7%	142.5%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$41,357	189	3,709	7.1%	2.4%	8.4%	5.7%	Criteria Met
43-5061	Production, Planning & Expediting Clerks	MT OJT	\$47,456	102	427	7.8%	4.2%	5.5%	6.3%	Criteria Met
43-5071	Shipping, Receiving & Traffic Clerks	ST OJT	\$34,287	181	785	2.5%	1.6%	10.7%	7.3%	CWIA Added
49-1011	Supervisors - Mechanics, Installers & Repairers	WK EXP	\$63,893	121	483	4.2%	2.8%	4.8%	1.4%	Criteria Met
49-3021	Automotive Body & Related Repairers	MT OJT	\$40,923	166	192	1.9%	0.2%	6.9%	206.3%	Criteria Met
49-3023	Automotive Service Technicians & Mechanics	LT OJT	\$37,568	892	1,178	-0.3%	2.4%	7.5%	167.3%	Criteria Met
49-9041	Industrial Machinery Mechanics	LT OJT	\$47,574	291	921	-0.2%	6.5%	N/A	4.1%	Criteria Met
49-9071	Maintenance & Repair Workers, General	LT OJT	\$43,424	197	1,725	7.6%	4.0%	N/A	10.2%	Criteria Met
51-1011	Supervisors - Production & Operating Workers	PS+	\$58,813	160	407	-0.3%	2.3%	2.7%	0.2%	Criteria Met
51-4011	Computer-Controlled Machine Tool Operators, Metal & Plastic	MT OJT	\$38,138	247	308	9.0%	0.8%	0.0%	7.5%	Criteria Met
51-4012	CNC Machine Tool Programmers, Metal & Plastic	LT OJT	\$52,473	50	71	11.0%	2.6%	0.0%	9.9%	CWIA Added
51-4033	Grinding, Lapping, Polishing & Buffing Machine Operators, Metal & Plastic	MT OJT	\$35,909	85	107	4.6%	0.8%	10.0%	13.1%	Criteria Met
51-4041	Machinists	LT OJT	\$39,530	498	707	18.2%	1.2%	8.3%	3.5%	Criteria Met
51-4081	Multiple Machine Tool Setters, Operators & Tenders, Metal & Plastic	MT OJT	\$35,617	80	110	7.2%	2.5%	N/A	6.4%	Criteria Met
51-4121	Welders, Cutters, Solderers & Brazers	MT OJT	\$37,999	256	476	11.1%	4.5%	11.0%	102.1%	CWIA Added
51-9011	Chemical Equipment Operators & Tenders	MT OJT	\$44,642	96	138	21.9%	6.3%	33.1%	8.7%	CWIA Added
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	\$39,825	271	640	5.9%	3.6%	6.0%	0.2%	Criteria Met

2015 HPO's in the Agriculture & Food Production (AFP) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
41-4012	Sales Representatives	MT OJT	\$58,867	174	1,949	-1.8%	1.5%	5.0%	24.7%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	MT OJT	\$35,946	28	1,276	-1.8%	0.9%	4.7%	142.5%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$35,660	53	3,709	7.1%	2.4%	8.4%	5.7%	Criteria Met
43-5071	Shipping, Receiving & Traffic Clerks	ST OJT	\$35,186	61	785	2.5%	1.6%	10.7%	7.3%	CWIA Added
49-9041	Industrial Machinery Mechanics	LT OJT	\$47,208	92	921	-0.2%	6.5%	N/A	4.1%	Criteria Met
49-9071	Maintenance & Repair Workers, General	LT OJT	\$41,933	50	1,725	7.6%	4.0%	N/A	10.2%	Criteria Met
51-1011	Supervisors - Production & Operating Workers	PS+	\$56,750	38	407	-0.3%	2.3%	2.7%	0.2%	Criteria Met
51-3021	Butchers & Meat Cutters	LT OJT	\$33,597	69	228	21.8%	5.0%	4.6%	0.0%	CWIA Added
51-3092	Food Batchmakers	MT OJT	\$33,044	158	187	0.9%	4.7%	0.0%	0.0%	Criteria Met
51-9111	Packaging & Filling Machine Operators & Tenders	MT OJT	\$34,515	174	440	-6.0%	6.6%	16.0%	0.2%	CWIA Added
53-3031	Driver/Sales Workers	ST OJT	\$34,044	122	422	12.4%	-5.5%	5.9%	0.7%	CWIA Added
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS+	\$43,886	187	2,402	6.2%	3.2%	5.9%	20.6%	Criteria Met
53-3033	Light Truck or Delivery Services Drivers	ST OJT	\$32,749	47	758	3.2%	1.7%	5.9%	35.1%	Criteria Met

2015 HPO's in the Bio-Medical (BM) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
13-1161	Market Research Analysts & Marketing Specialists	BD	\$85,252	35	911	38.6%	4.5%	N/A	256.3%	Criteria Met
15-1132	Software Developers, Applications	BD	\$104,127	36	488	9.3%	3.0%	N/A	114.5%	Criteria Met
17-2112	Industrial Engineers	BD	\$91,374	51	438	-2.4%	3.4%	0.7%	45.0%	Criteria Met
17-2141	Mechanical Engineers	BD	\$90,383	45	478	3.1%	5.6%	3.7%	214.4%	Criteria Met
19-4021	Biological Technicians	BD	\$53,216	75	170	22.3%	4.9%	0.0%	98.8%	Criteria Met
29-2011	Medical & Clinical Laboratory Technologists	BD	\$61,278	65	260	1.6%	8.2%	1.6%	46.5%	Criteria Met
29-2012	Medical & Clinical Laboratory Technicians	AD	\$46,540	56	303	-3.2%	8.5%	1.6%	101.7%	Criteria Met
29-2034	Radiologic Technologists	AD	\$56,073	28	295	N/A	2.0%	3.9%	193.2%	Criteria Met
41-4011	Sales Representatives, Technical & Scientific Products	BD+	\$109,231	43	402	-8.7%	-3.9%	5.0%	7.0%	CWIA Added
43-4051	Customer Service Representatives	ST OJT	\$44,371	49	3,709	7.1%	2.4%	8.4%	5.7%	Criteria Met
43-6014	Secretaries	ST OJT	\$40,907	25	2,256	16.0%	3.7%	4.3%	15.1%	Criteria Met
43-9061	Office Clerks, General	ST OJT	\$40,981	31	3,274	-6.1%	5.2%	9.6%	8.7%	Criteria Met
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	\$50,498	53	640	5.9%	3.6%	6.0%	0.2%	Criteria Met
51-9111	Packaging & Filling Machine Operators & Tenders	MT OJT	\$36,246	55	440	-6.0%	6.6%	16.0%	0.2%	CWIA Added

2015 HPO's in the Building & Construction (BC) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
13-1051	Cost Estimators	BD	\$63,728	273	536	13.7%	3.6%	7.2%	5.6%	Criteria Met
41-1011	Supervisors - Retail Sales Workers	WK EXP	\$47,264	91	1,138	7.9%	1.2%	4.5%	7.3%	Criteria Met
41-4012	Sales Representatives	MT OJT	\$61,673	215	1,949	-1.8%	1.5%	5.0%	24.7%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	MT OJT	\$37,972	99	1,276	-1.8%	0.9%	4.7%	142.5%	Criteria Met
47-1011	Supervisors - Construction Trades & Extraction Workers	WK EXP	\$70,702	311	543	13.7%	2.7%	6.5%	14.0%	Criteria Met
47-2021	Brickmasons & Blockmasons	LT OJT	\$48,983	100	126	-33.4%	-1.8%	25.4%	12.7%	CWIA Added
47-2031	Carpenters	LT OJT	\$45,138	917	1,498	1.0%	8.0%	15.9%	26.8%	CWIA Added
47-2051	Cement Masons & Concrete Finishers	MT OJT	\$45,546	156	168	27.4%	6.8%	21.5%	0.6%	CWIA Added
47-2061	Construction Laborers	ST OJT	\$37,208	949	1,547	10.2%	4.8%	21.9%	N/A	CWIA Added
47-2073	Operating Engineers & Other Construction Equipment Operators	MT OJT	\$50,269	376	784	4.9%	2.9%	17.4%	16.3%	CWIA Added
47-2111	Electricians	LT OJT	\$57,042	489	683	-1.4%	7.2%	12.8%	126.2%	CWIA Added
47-2152	Plumbers, Pipefitters & Steamfitters	LT OJT	\$55,177	345	481	16.0%	7.0%	15.2%	11.9%	CWIA Added
47-2211	Sheet Metal Workers	LT OJT	\$55,283	97	148	31.1%	8.6%	7.5%	7.4%	Criteria Met
47-2221	Structural Iron & Steel Workers	LT OJT	\$52,924	76	78	2.8%	6.2%	26.9%	30.8%	CWIA Added
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	PS+	\$46,254	298	455	-18.0%	1.3%	12.5%	230.1%	CWIA Added
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS+	\$38,906	252	2,402	6.2%	3.2%	5.9%	20.6%	Criteria Met

2015 HPO's in the Business Services (BS) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
11-2022	Sales Managers	BD+	\$135,504	98	293	-6.9%	8.5%	4.5%	139.6%	Criteria Met
13-1023	Purchasing Agents	LT OJT	\$66,203	76	336	11.8%	3.0%	4.0%	9.5%	Criteria Met
13-1081	Logisticians	BD	\$73,701	62	188	9.7%	1.0%	2.3%	32.4%	CWIA Added
13-1151	Training & Development Specialists	BD+	\$65,207	111	321	11.4%	5.7%	N/A	72.9%	Criteria Met
13-1161	Market Research Analysts & Marketing Specialists	BD	\$66,505	457	911	38.6%	4.5%	N/A	256.3%	Criteria Met
13-2011	Accountants & Auditors	BD	\$72,139	590	2,294	9.8%	-0.4%	5.1%	127.6%	CWIA Added
13-2051	Financial Analysts	BD	\$75,598	122	418	11.5%	5.1%	0.0%	140.7%	Criteria Met
15-1121	Computer Systems Analysts	BD	\$87,356	558	882	4.0%	4.2%	N/A	95.1%	Criteria Met
15-1131	Computer Programmers	BD	\$78,517	296	450	-10.0%	7.4%	N/A	132.7%	CWIA Added
15-1132	Software Developers, Applications	BD	\$89,622	227	488	9.3%	3.0%	N/A	114.5%	Criteria Met
15-1133	Software Developers, Systems Software	BD	\$87,561	374	502	15.4%	-6.8%	N/A	196.6%	CWIA Added
15-1142	Network & Computer Systems Administrators	BD	\$79,632	216	457	0.0%	-2.9%	N/A	334.8%	CWIA Added
15-1151	Computer User Support Specialists	PS+	\$49,741	351	758	N/A	9.3%	N/A	75.1%	Criteria Met
15-1152	Computer Network Support Specialists	AD	\$66,794	87	149	N/A	4.2%	N/A	286.6%	Criteria Met
17-2051	Civil Engineers	BD	\$84,725	346	589	6.0%	5.5%	3.8%	142.8%	Criteria Met
17-2072	Electronics Engineers	BD	\$89,453	77	148	18.2%	-2.9%	1.0%	280.4%	CWIA Added
17-2112	Industrial Engineers	BD	\$85,915	129	438	-2.4%	3.4%	0.7%	45.0%	Criteria Met
17-2141	Mechanical Engineers	BD	\$88,004	199	478	3.1%	5.6%	3.7%	214.4%	Criteria Met
23-2011	Paralegals & Legal Assistants	AD	\$52,579	234	314	7.2%	1.1%	4.1%	149.4%	Criteria Met
29-2056	Veterinary Technologists & Technicians	AD	\$33,452	67	105	12.8%	1.0%	0.8%	262.9%	CWIA Added
41-3011	Advertising Sales Agents	MT OJT	\$63,920	112	200	-2.1%	1.7%	4.8%	303.0%	CWIA Added
41-4011	Sales Representatives, Technical & Scientific Products	BD+	\$96,919	223	402	-8.7%	-3.9%	5.0%	7.0%	CWIA Added
41-4012	Sales Representatives	MT OJT	\$70,533	709	1,949	-1.8%	1.5%	5.0%	24.7%	Criteria Met
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$61,952	301	1,805	0.9%	3.2%	3.3%	135.6%	Criteria Met
43-3011	Bill & Account Collectors	MT OJT	\$33,853	185	553	-9.2%	2.9%	9.5%	6.7%	Criteria Met
43-3021	Billing & Posting Clerks	ST OJT	\$35,901	166	827	9.4%	4.0%	3.1%	21.4%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	MT OJT	\$38,773	275	1,276	-1.8%	0.9%	4.7%	142.5%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$35,444	1,070	3,709	7.1%	2.4%	8.4%	5.7%	Criteria Met
43-6012	Legal Secretaries	MT OJT	\$44,086	107	132	-5.7%	-1.2%	4.3%	51.5%	CWIA Added
43-6014	Secretaries	ST OJT	\$32,892	436	2,256	16.0%	3.7%	4.3%	15.1%	Criteria Met
47-4011	Construction & Building Inspectors	WK EXP	\$50,413	87	187	-4.5%	7.6%	11.0%	10.7%	CWIA Added
49-2022	Telecommunications Equipment Installers & Repairers	PS+	\$58,537	43	63	-19.5%	6.4%	6.4%	61.9%	CWIA Added
49-2098	Security & Fire Alarm Systems Installers	MT OJT	\$47,857	83	111	13.2%	-0.7%	0.0%	131.5%	CWIA Added
49-9041	Industrial Machinery Mechanics	LT OJT	\$47,488	203	921	-0.2%	6.5%	N/A	4.1%	Criteria Met
49-9052	Telecommunications Line Installers & Repairers	LT OJT	\$60,398	116	169	-13.2%	6.1%	1.5%	8.3%	CWIA Added

2015 HPO's in the Education (ED) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
21-1012	Educational, Guidance, School & Vocational Counselors	MD	\$59,510	209	296	-7.8%	2.7%	7.5%	322.3%	CWIA Added
25-2032	Career/Technical Education Teachers, Secondary School	BD+	\$63,870	123	125	0.0%	4.4%	3.0%	24.0%	Criteria Met
25-3021	Self-Enrichment Education Teachers	WK EXP	\$45,774	90	282	4.7%	9.6%	9.7%	27.7%	Criteria Met
43-6014	Secretaries	ST OJT	\$34,005	417	2,256	16.0%	3.7%	4.3%	15.1%	Criteria Met
43-9061	Office Clerks, General	ST OJT	\$32,739	390	3,274	-6.1%	5.2%	9.6%	8.7%	Criteria Met

2015 HPO's in the Energy (ENGY) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
41-4012	Sales Representatives	MT OJT	\$63,690	53	1,949	-1.8%	1.5%	5.0%	24.7%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	MT OJT	\$37,522	25	1,276	-1.8%	0.9%	4.7%	142.5%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$37,619	69	3,709	7.1%	2.4%	8.4%	5.7%	Criteria Met
43-6014	Secretaries	ST OJT	\$33,456	48	2,256	16.0%	3.7%	4.3%	15.1%	Criteria Met
43-9061	Office Clerks, General	ST OJT	\$33,716	65	3,274	-6.1%	5.2%	9.6%	8.7%	Criteria Met
47-1011	Supervisors - Construction Trades & Extraction Workers	WK EXP	\$72,397	84	543	13.7%	2.7%	6.5%	14.0%	Criteria Met
47-2061	Construction Laborers	ST OJT	\$40,231	164	1,547	10.2%	4.8%	21.9%	N/A	CWIA Added
47-2073	Operating Engineers & Other Construction Equipment Operators	MT OJT	\$51,160	118	784	4.9%	2.9%	17.4%	16.3%	CWIA Added
47-2152	Plumbers, Pipefitters & Steamfitters	LT OJT	\$54,414	46	481	16.0%	7.0%	15.2%	11.9%	CWIA Added
47-5012	Rotary Drill Operators, Oil & Gas	MT OJT	\$50,760	107	111	102.7%	15.1%	0.0%	1.8%	Criteria Met
49-1011	Supervisors - Mechanics, Installers & Repairers	WK EXP	\$72,677	43	483	4.2%	2.8%	4.8%	1.4%	Criteria Met
49-9051	Electrical Power-Line Installers & Repairers	LT OJT	\$69,178	143	190	-18.6%	15.6%	4.3%	13.7%	CWIA Added
49-9071	Maintenance & Repair Workers, General	LT OJT	\$42,891	79	1,725	7.6%	4.0%	N/A	10.2%	Criteria Met
51-1011	Supervisors - Production & Operating Workers	PS+	\$70,405	28	407	-0.3%	2.3%	2.7%	0.2%	Criteria Met
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS+	\$40,984	194	2,402	6.2%	3.2%	5.9%	20.6%	Criteria Met

2015 HPO's in the Health Care (HC) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
11-9151	Social & Community Service Managers	BD+	\$62,592	103	205	-0.5%	3.6%	2.6%	236.6%	Criteria Met
13-1031	Claims Adjusters, Examiners & Investigators	LT OJT	\$62,828	115	352	-1.9%	-0.3%	6.9%	13.1%	CWIA Added
21-1011	Substance Abuse & Behavioral Disorder Counselors	MT OJT	\$40,407	277	366	10.5%	6.8%	7.5%	93.7%	Criteria Met
21-1015	Rehabilitation Counselors	MD	\$36,722	146	254	1.7%	2.6%	7.5%	179.9%	Criteria Met
21-1021	Child, Family & School Social Workers	BD	\$36,237	290	552	-10.3%	-2.7%	1.6%	107.4%	CWIA Added
21-1022	Healthcare Social Workers	MD	\$48,555	289	347	-8.1%	2.5%	1.6%	72.0%	Criteria Met
21-1023	Mental Health & Substance Abuse Social Workers	BD	\$37,090	282	370	0.6%	-4.9%	1.6%	84.3%	CWIA Added
21-1091	Health Educators	BD	\$56,013	85	126	5.8%	7.7%	N/A	234.1%	Criteria Met
21-1093	Social & Human Service Assistants	ST OJT	\$27,360	675	915	17.5%	2.3%	N/A	41.3%	CWIA Added
29-1051	Pharmacists	PROF	\$110,141	303	423	6.6%	3.7%	0.9%	64.5%	Criteria Met
29-1071	Physician Assistants	MD	\$86,924	139	145	0.8%	12.9%	0.9%	607.6%	CWIA Added
29-1126	Respiratory Therapists	AD	\$57,097	170	177	3.2%	1.0%	2.7%	119.2%	Criteria Met
29-1141	Registered Nurses	AD	\$66,286	4,312	4,800	N/A	2.4%	N/A	217.2%	Criteria Met
29-1171	Nurse Practitioners	MD	\$88,734	144	153	N/A	7.0%	N/A	27.5%	Criteria Met
29-2011	Medical & Clinical Laboratory Technologists	BD	\$59,085	183	260	1.6%	8.2%	1.6%	46.5%	Criteria Met
29-2012	Medical & Clinical Laboratory Technicians	AD	\$39,875	206	303	-3.2%	8.5%	1.6%	101.7%	Criteria Met
29-2021	Dental Hygienists	AD	\$61,454	344	350	0.8%	1.8%	0.0%	83.4%	Criteria Met
29-2031	Cardiovascular Technologists & Technicians	AD	\$53,820	114	117	-5.1%	-3.1%	3.9%	182.9%	CWIA Added
29-2032	Diagnostic Medical Sonographers	AD	\$61,135	103	133	17.3%	5.8%	3.9%	218.0%	Criteria Met
29-2034	Radiologic Technologists	AD	\$53,666	246	295	N/A	2.0%	3.9%	193.2%	Criteria Met
29-2041	Emergency Medical Technicians & Paramedics	PS	\$30,690	610	683	6.8%	-1.1%	6.5%	41.1%	CWIA Added
29-2052	Pharmacy Technicians	MT OJT	\$29,468	241	317	-0.8%	2.3%	0.8%	147.9%	CWIA Added
29-2055	Surgical Technologists	PS	\$40,611	117	118	-2.7%	0.7%	0.8%	337.3%	CWIA Added
29-2061	Licensed Practical & Licensed Vocational Nurses	PS	\$43,419	1,334	1,615	-5.5%	2.7%	3.2%	121.6%	Criteria Met
29-2071	Medical Records & Health Information Technicians	PS	\$36,007	289	337	-2.5%	4.9%	1.0%	155.2%	Criteria Met
29-2081	Opticians, Dispensing	LT OJT	\$37,993	105	121	-8.8%	3.8%	0.0%	7.4%	Criteria Met
31-1014	Nursing Assistants	PS	\$27,884	1,894	2,160	N/A	3.0%	N/A	35.5%	CWIA Added
31-2011	Occupational Therapy Assistants	AD	\$49,222	115	123	19.7%	6.5%	0.0%	152.0%	Criteria Met
31-2021	Physical Therapist Assistants	AD	\$45,317	207	209	0.0%	3.9%	0.0%	105.3%	Criteria Met
31-9091	Dental Assistants	PS	\$33,719	345	357	11.8%	2.7%	4.1%	231.9%	Criteria Met
31-9097	Phlebotomists	PS	\$31,005	142	184	N/A	3.6%	N/A	274.5%	CWIA Added
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$53,677	319	1,805	0.9%	3.2%	3.3%	135.6%	Criteria Met
43-3011	Bill & Account Collectors	MT OJT	\$36,608	130	553	-9.2%	2.9%	9.5%	6.7%	Criteria Met
43-3021	Billing & Posting Clerks	ST OJT	\$33,956	331	827	9.4%	4.0%	3.1%	21.4%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$38,089	375	3,709	7.1%	2.4%	8.4%	5.7%	Criteria Met
43-6013	Medical Secretaries	MT OJT	\$32,652	747	792	14.9%	5.1%	4.3%	46.0%	Criteria Met
43-6014	Secretaries	ST OJT	\$33,296	298	2,256	16.0%	3.7%	4.3%	15.1%	Criteria Met
43-9041	Insurance Claims & Policy Processing Clerks	MT OJT	\$40,655	163	373	12.1%	3.0%	3.9%	11.8%	Criteria Met

2015 HPO's in the Hospitality, Leisure & Entertainment (HLE) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
27-2022	Coaches & Scouts	BD	\$44,191	54	355	3.3%	13.9%	6.4%	147.9%	CWIA Added
35-1011	Chefs & Head Cooks	WK EXP	\$43,049	82	104	34.9%	4.0%	7.6%	254.8%	Criteria Met
35-1012	Supervisors - Food Preparation & Serving Workers	WK EXP	\$34,226	881	1,161	7.6%	-0.9%	6.8%	10.5%	CWIA Added
39-3011	Gaming Dealers	ST OJT	\$26,808	134	135	177.6%	N/A	1.0%	N/A	CWIA Added
39-9031	Fitness Trainers & Aerobics Instructors	ST OJT	\$32,765	151	271	5.5%	12.3%	7.8%	246.9%	Criteria Met
43-4081	Hotel, Motel & Resort Desk Clerks	ST OJT	\$21,860	460	460	10.7%	0.0%	7.7%	3.0%	CWIA Added

2015 HPO's in the Logistics & Transportation (LT) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$57,977	61	1,805	0.9%	3.2%	3.3%	135.6%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$35,094	114	3,709	7.1%	2.4%	8.4%	5.7%	Criteria Met
43-5011	Cargo & Freight Agents	ST OJT	\$42,281	115	127	6.9%	0.6%	0.0%	4.7%	Criteria Met
43-5032	Dispatchers	MT OJT	\$41,147	85	262	4.8%	3.1%	4.9%	4.2%	Criteria Met
43-5071	Shipping, Receiving & Traffic Clerks	ST OJT	\$36,146	108	785	2.5%	1.6%	10.7%	7.3%	CWIA Added
43-9061	Office Clerks, General	ST OJT	\$33,598	91	3,274	-6.1%	5.2%	9.6%	8.7%	Criteria Met
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	LT OJT	\$42,598	104	340	-2.1%	2.2%	0.4%	154.4%	Criteria Met
49-9071	Maintenance & Repair Workers, General	LT OJT	\$39,198	51	1,725	7.6%	4.0%	N/A	10.2%	Criteria Met
53-1031	Supervisors - Transportation & Vehicle Operators	WK EXP	\$61,679	102	280	0.5%	2.7%	5.7%	31.1%	Criteria Met
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS+	\$44,887	1,302	2,402	6.2%	3.2%	5.9%	20.6%	Criteria Met
53-3033	Light Truck or Delivery Services Drivers	ST OJT	\$48,115	204	758	3.2%	1.7%	5.9%	35.1%	Criteria Met
53-7051	Industrial Truck & Tractor Operators	ST OJT	\$36,657	188	556	-11.3%	5.7%	8.5%	3.1%	CWIA Added

2015 HPO's in the Real Estate, Finance & Insurance (REFI) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
13-1031	Claims Adjusters, Examiners & Investigators	LT OJT	\$59,704	170	352	-1.9%	-0.3%	6.9%	13.1%	CWIA Added
13-2011	Accountants & Auditors	BD	\$73,546	628	2,294	9.8%	-0.4%	5.1%	127.6%	CWIA Added
13-2051	Financial Analysts	BD	\$80,105	152	418	11.5%	5.1%	0.0%	140.7%	Criteria Met
41-3031	Securities, Commodities & Financial Services Sales Agents	BD+	\$92,547	348	391	19.9%	13.8%	3.9%	14.8%	Criteria Met
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$55,962	359	1,805	0.9%	3.2%	3.3%	135.6%	Criteria Met
43-3011	Bill & Account Collectors	MT OJT	\$36,358	141	553	-9.2%	2.9%	9.5%	6.7%	Criteria Met
43-3021	Billing & Posting Clerks	ST OJT	\$35,316	107	827	9.4%	4.0%	3.1%	21.4%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	MT OJT	\$38,930	148	1,276	-1.8%	0.9%	4.7%	142.5%	Criteria Met
43-4011	Brokerage Clerks	MT OJT	\$46,562	79	82	18.0%	3.4%	0.0%	23.2%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$34,888	865	3,709	7.1%	2.4%	8.4%	5.7%	Criteria Met
43-9041	Insurance Claims & Policy Processing Clerks	MT OJT	\$40,709	173	373	12.1%	3.0%	3.9%	11.8%	Criteria Met
49-9071	Maintenance & Repair Workers, General	LT OJT	\$35,773	279	1,725	7.6%	4.0%	N/A	10.2%	Criteria Met

2015 HPO's in the Wood, Wood Products & Publishing (WWP) Industry Cluster

(Highlighted occupations are new additions in 2015)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2014	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2012-2014	Unempl. Rate, 2010-2014	Completers as Percent of Total Openings	
41-4012	Sales Representatives	MT OJT	\$63,276	130	1,949	-1.8%	1.5%	5.0%	24.7%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$38,401	125	3,709	7.1%	2.4%	8.4%	5.7%	Criteria Met
51-5112	Printing Press Operators	MT OJT	\$36,177	132	182	-6.9%	1.5%	N/A	15.4%	Criteria Met
51-5113	Print Binding & Finishing Workers	ST OJT	\$33,307	45	54	2.0%	4.2%	N/A	14.8%	CWIA Added

Footnotes:

¹ Educational Attainment Abbreviations:

Short-term or Moderate-term training (**ST OJT** or **MT OJT**) – basic tasks and skills are learned through a period of on-the-job training. A high school diploma may be required.

Long-term training (**LT OJT**) – a high school diploma and at least one year of on-the-job training or an apprenticeship.

Related work experience (**WK EXP**) – a high school diploma and training gained through hands-on work in a similar occupation.

Postsecondary training (**PS** or **PS+**) – training is gained through a postsecondary training program. Some period of related work experience may be required.

Associate Degree (**AD** or **AD+**) – degree completed after two years of full-time schooling beyond high school. Some period of related work experience may be required.

Bachelor's Degree (**BD** or **BD+**) – degree completed after four years of full-time schooling beyond high school. Some period of related work experience may be required.

Master's Degree (**MD** or **MD+**) – degree completed after two years of full-time schooling beyond a bachelor's degree. Some period of related work experience may be required.

Doctoral (**PhD**) or First Professional Degree (**PROF**) – degree programs requiring 3-6 years of education at the college or university level beyond a four-year bachelor's degree.

² Source Definitions:

Criteria Met - Occupations met all of the data screens established for the HPO process.

CWIA added - Occupations failing only one criteria screen (other than job openings) that were evaluated and added by the Center for Workforce Information & Analysis.