

2016 HPO's in the Advanced Manufacturing (AM) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
13-1023	Purchasing Agents	BD+	\$63,187	80	336	11.8%	1.8%	3.7%	8.3%	Criteria Met
17-2112	Industrial Engineers	BD	\$81,994	149	438	-2.4%	4.0%	2.0%	61.9%	Criteria Met
17-2141	Mechanical Engineers	BD	\$77,991	142	478	3.1%	3.7%	5.7%	244.4%	Criteria Met
41-2021	Counter & Rental Clerks	ST OJT	\$35,103	116	536	-5.3%	-1.8%	1.8%	0.4%	CWIA Added
41-4012	Sales Representatives	MT OJT	\$65,342	428	1,949	-1.8%	5.6%	1.7%	23.5%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$36,471	102	1,276	-1.8%	2.8%	3.3%	150.2%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$41,376	189	3,709	7.1%	2.1%	9.8%	4.9%	Criteria Met
43-5061	Production, Planning & Expediting Clerks	MT OJT	\$48,214	101	427	7.8%	-1.7%	6.8%	5.6%	CWIA Added
43-5071	Shipping, Receiving & Traffic Clerks	ST OJT	\$34,189	181	785	2.5%	1.6%	11.3%	6.1%	CWIA Added
49-1011	Supervisors - Mechanics, Installers & Repairers	WK EXP	\$65,063	121	483	4.2%	1.7%	3.2%	5.0%	Criteria Met
49-3021	Automotive Body & Related Repairers	LT OJT	\$41,760	166	192	1.9%	3.8%	2.5%	214.1%	Criteria Met
49-3023	Automotive Service Technicians & Mechanics	PS	\$37,650	892	1,178	-0.3%	1.2%	6.6%	157.9%	Criteria Met
49-9041	Industrial Machinery Mechanics	LT OJT	\$48,580	291	921	-0.2%	4.8%	1.9%	3.7%	Criteria Met
49-9071	Maintenance & Repair Workers, General	LT OJT	\$41,837	197	1,725	7.6%	2.1%	8.0%	7.9%	Criteria Met
51-1011	Supervisors - Production & Operating Workers	WK EXP	\$59,599	160	407	-0.3%	0.4%	3.3%	0.2%	Criteria Met
51-4011	Computer-Controlled Machine Tool Operators, Metal & Plastic	MT OJT	\$38,304	247	308	9.0%	-1.9%	1.6%	13.3%	CWIA Added
51-4012	CNC Machine Tool Programmers, Metal & Plastic	LT OJT	\$53,553	49	71	11.0%	2.9%	1.6%	16.9%	CWIA Added
51-4033	Grinding, Lapping, Polishing & Buffing Machine Operators, Metal & Plastic	MT OJT	\$37,576	86	107	4.6%	5.4%	6.1%	11.2%	Criteria Met
51-4041	Machinists	LT OJT	\$39,682	498	707	18.2%	1.8%	5.1%	4.2%	Criteria Met
51-4081	Multiple Machine Tool Setters, Operators & Tenders, Metal & Plastic	MT OJT	\$35,436	80	110	7.2%	-2.3%	9.1%	7.3%	CWIA Added
51-4121	Welders, Cutters, Solderers & Brazers	MT OJT	\$38,725	257	476	11.1%	3.8%	10.2%	153.8%	CWIA Added
51-9011	Chemical Equipment Operators & Tenders	MT OJT	\$45,557	95	138	21.9%	1.3%	26.8%	12.3%	CWIA Added
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	\$39,937	271	640	5.9%	-0.2%	10.2%	0.2%	CWIA Added

2016 HPO's in the Agriculture & Food Production (AFP) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
41-4012	Sales Representatives	MT OJT	\$60,129	175	1,949	-1.8%	5.6%	1.7%	23.5%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$36,241	28	1,276	-1.8%	2.8%	3.3%	150.2%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$35,417	53	3,709	7.1%	2.1%	9.8%	4.9%	Criteria Met
43-5071	Shipping, Receiving & Traffic Clerks	ST OJT	\$35,958	61	785	2.5%	1.6%	11.3%	6.1%	CWIA Added
49-9041	Industrial Machinery Mechanics	LT OJT	\$49,620	92	921	-0.2%	4.8%	1.9%	3.7%	Criteria Met
49-9071	Maintenance & Repair Workers, General	LT OJT	\$41,601	50	1,725	7.6%	2.1%	8.0%	7.9%	Criteria Met
51-1011	Supervisors - Production & Operating Workers	WK EXP	\$56,508	38	407	-0.3%	0.4%	3.3%	0.2%	Criteria Met
51-3021	Butchers & Meat Cutters	LT OJT	\$33,733	69	228	21.8%	4.1%	2.8%	0.0%	CWIA Added
51-3092	Food Batchmakers	MT OJT	\$32,827	158	187	0.9%	3.6%	0.0%	0.0%	Criteria Met
51-9111	Packaging & Filling Machine Operators & Tenders	MT OJT	\$34,616	174	440	-6.0%	0.1%	9.6%	0.2%	Criteria Met
53-3031	Driver/Sales Workers	ST OJT	\$36,289	123	422	12.4%	0.9%	4.8%	0.5%	Criteria Met
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	\$43,166	187	2,402	6.2%	3.5%	4.8%	23.1%	Criteria Met
53-3033	Light Truck or Delivery Services Drivers	ST OJT	\$31,372	47	758	3.2%	0.1%	4.8%	39.3%	CWIA Added

2016 HPO's in the Bio-Medical (BM) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
13-1161	Market Research Analysts & Marketing Specialists	BD	\$84,463	35	911	38.6%	2.5%	3.5%	250.2%	Criteria Met
15-1132	Software Developers, Applications	BD	\$104,147	36	488	9.3%	5.5%	1.9%	152.9%	Criteria Met
17-2112	Industrial Engineers	BD	\$94,687	52	438	-2.4%	4.0%	2.0%	61.9%	Criteria Met
17-2141	Mechanical Engineers	BD	\$92,622	45	478	3.1%	3.7%	5.7%	244.4%	Criteria Met
19-4021	Biological Technicians	BD	\$45,898	75	170	22.3%	-1.0%	0.0%	87.6%	CWIA Added
29-2011	Medical & Clinical Laboratory Technologists	BD	\$63,726	65	260	1.6%	7.2%	3.0%	61.2%	Criteria Met
29-2012	Medical & Clinical Laboratory Technicians	AD	\$45,313	56	303	-3.2%	8.8%	3.0%	137.6%	Criteria Met
29-2034	Radiologic Technologists	AD	\$57,578	28	295	N/A	4.7%	2.8%	213.9%	Criteria Met
41-4011	Sales Representatives, Technical & Scientific Products	BD+	\$103,625	43	402	-8.7%	0.8%	1.7%	8.5%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$40,545	49	3,709	7.1%	2.1%	9.8%	4.9%	Criteria Met
43-6014	Secretaries	ST OJT	\$38,339	25	2,256	16.0%	4.1%	5.4%	13.7%	Criteria Met
43-9061	Office Clerks, General	ST OJT	\$34,475	31	3,274	-6.1%	3.9%	9.9%	7.6%	Criteria Met
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	\$41,591	53	640	5.9%	-0.2%	10.2%	0.2%	CWIA Added
51-9111	Packaging & Filling Machine Operators & Tenders	MT OJT	\$36,526	55	440	-6.0%	0.1%	9.6%	0.2%	Criteria Met

2016 HPO's in the Building & Construction (BC) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
13-1051	Cost Estimators	BD	\$64,854	272	536	13.7%	3.6%	5.8%	9.0%	Criteria Met
41-1011	Supervisors - Retail Sales Workers	WK EXP	\$46,322	91	1,138	7.9%	-1.8%	4.8%	9.1%	CWIA Added
41-4012	Sales Representatives	MT OJT	\$62,354	215	1,949	-1.8%	5.6%	1.7%	23.5%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$38,163	99	1,276	-1.8%	2.8%	3.3%	150.2%	Criteria Met
47-1011	Supervisors - Construction Trades & Extraction Workers	WK EXP	\$72,034	310	543	13.7%	3.8%	6.3%	10.7%	Criteria Met
47-2021	Brickmasons & Blockmasons	LT OJT	\$52,752	100	126	-33.4%	6.6%	20.4%	10.3%	CWIA Added
47-2031	Carpenters	LT OJT	\$46,390	917	1,498	1.0%	7.1%	10.6%	18.8%	CWIA Added
47-2051	Cement Masons & Concrete Finishers	MT OJT	\$45,281	156	168	27.4%	3.7%	5.2%	0.0%	Criteria Met
47-2061	Construction Laborers	ST OJT	\$38,092	947	1,547	10.2%	7.4%	21.3%		CWIA Added
47-2073	Operating Engineers & Other Construction Equipment Operators	MT OJT	\$49,851	375	784	4.9%	1.2%	13.1%	19.3%	CWIA Added
47-2111	Electricians	LT OJT	\$58,091	489	683	-1.4%	7.5%	9.3%	133.8%	Criteria Met
47-2152	Plumbers, Pipefitters & Steamfitters	LT OJT	\$57,773	345	481	16.0%	6.4%	9.1%	16.2%	Criteria Met
47-2211	Sheet Metal Workers	LT OJT	\$54,375	97	148	31.1%	6.5%	7.7%	4.1%	Criteria Met
47-2221	Structural Iron & Steel Workers	LT OJT	\$55,677	76	78	2.8%	10.5%	15.8%	9.0%	CWIA Added
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	PS+	\$47,956	298	455	-18.0%	5.0%	3.2%	195.4%	CWIA Added
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	\$40,526	252	2,402	6.2%	3.5%	4.8%	23.1%	Criteria Met

2016 HPO's in the Business Services (BS) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
11-2022	Sales Managers	BD+	\$143,308	98	293	-6.9%	12.0%	4.2%	136.5%	Criteria Met
13-1023	Purchasing Agents	BD+	\$68,471	76	336	11.8%	1.8%	3.7%	8.3%	Criteria Met
13-1081	Logisticians	BD	\$73,696	62	188	9.7%	5.1%	8.7%	36.7%	CWIA Added
13-1151	Training & Development Specialists	BD+	\$63,702	111	321	11.4%	4.1%	2.8%	76.0%	Criteria Met
13-1161	Market Research Analysts & Marketing Specialists	BD	\$67,661	457	911	38.6%	2.5%	3.5%	250.2%	Criteria Met
13-2011	Accountants & Auditors	BD	\$74,978	598	2,294	9.8%	2.3%	5.5%	141.6%	Criteria Met
13-2051	Financial Analysts	BD	\$77,762	122	418	11.5%	7.7%	1.2%	391.9%	CWIA Added
15-1121	Computer Systems Analysts	BD	\$89,190	558	882	4.0%	4.6%	3.6%	108.4%	Criteria Met
15-1131	Computer Programmers	BD	\$79,178	295	450	-10.0%	6.4%	5.5%	148.2%	CWIA Added
15-1132	Software Developers, Applications	BD	\$94,592	227	488	9.3%	5.5%	1.9%	152.9%	Criteria Met
15-1133	Software Developers, Systems Software	BD	\$92,710	374	502	15.4%	-1.9%	1.9%	244.0%	CWIA Added
15-1142	Network & Computer Systems Administrators	BD	\$77,818	216	457	0.0%	-1.1%	3.9%	363.7%	CWIA Added
15-1151	Computer User Support Specialists	PS	\$53,360	352	758	N/A	11.1%	1.4%	88.9%	Criteria Met
15-1152	Computer Network Support Specialists	AD	\$67,783	88	149	N/A	3.5%	1.4%	316.1%	CWIA Added
17-2051	Civil Engineers	BD	\$86,279	346	589	6.0%	3.5%	1.1%	151.8%	Criteria Met
17-2072	Electronics Engineers	BD	\$107,244	77	148	18.2%	-1.6%	1.9%	277.0%	CWIA Added
17-2112	Industrial Engineers	BD	\$85,649	129	438	-2.4%	4.0%	2.0%	61.9%	Criteria Met
17-2141	Mechanical Engineers	BD	\$94,186	199	478	3.1%	3.7%	5.7%	244.4%	Criteria Met
23-2011	Paralegals & Legal Assistants	AD	\$53,067	236	314	7.2%	-2.1%	1.8%	139.2%	CWIA Added
29-2056	Veterinary Technologists & Technicians	AD	\$33,623	67	105	12.8%	-1.5%	1.8%	240.0%	CWIA Added
41-3011	Advertising Sales Agents	MT OJT	\$58,966	113	200	-2.1%	1.0%	5.7%	325.5%	CWIA Added
41-4011	Sales Representatives, Technical & Scientific Products	BD+	\$96,591	223	402	-8.7%	0.8%	1.7%	8.5%	Criteria Met
41-4012	Sales Representatives	MT OJT	\$72,344	711	1,949	-1.8%	5.6%	1.7%	23.5%	Criteria Met
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$64,186	302	1,805	0.9%	5.0%	3.0%	120.4%	Criteria Met
43-3011	Bill & Account Collectors	MT OJT	\$34,841	187	553	-9.2%	3.1%	0.0%	5.2%	Criteria Met
43-3021	Billing & Posting Clerks	MT OJT	\$37,351	168	827	9.4%	6.0%	1.3%	18.0%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$38,795	277	1,276	-1.8%	2.8%	3.3%	150.2%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$35,714	1,072	3,709	7.1%	2.1%	9.8%	4.9%	Criteria Met
43-6012	Legal Secretaries	MT OJT	\$44,130	108	132	-5.7%	-0.5%	5.4%	38.6%	CWIA Added
43-6014	Secretaries	ST OJT	\$35,339	437	2,256	16.0%	4.1%	5.4%	13.7%	Criteria Met
47-4011	Construction & Building Inspectors	WK EXP	\$52,127	87	187	-4.5%	7.2%	8.9%	7.5%	Criteria Met
49-2022	Telecommunications Equipment Installers & Repairers	MT OJT	\$46,508	83	111	13.2%	-2.2%	25.3%	133.3%	CWIA Added
49-2098	Security & Fire Alarm Systems Installers	LT OJT	\$47,348	203	921	-0.2%	4.8%	1.9%	3.7%	Criteria Met
49-9041	Industrial Machinery Mechanics	LT OJT	\$62,475	116	169	-13.2%	8.8%	1.1%	6.5%	CWIA Added
49-9052	Telecommunications Line Installers & Repairers	LT OJT	\$60,398	116	169	-13.2%	6.1%	1.5%	8.3%	CWIA Added

2016 HPO's in the Education (ED) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
21-1012	Educational, Guidance, School & Vocational Counselors	MD	\$60,442	209	296	-7.8%	6.1%	9.1%	346.6%	CWIA Added
25-2032	Career/Technical Education Teachers, Secondary School	BD+	\$62,216	123	125	0.0%	-3.2%	3.2%	24.0%	CWIA Added
25-3021	Self-Enrichment Education Teachers	WK EXP	\$42,424	90	282	4.7%	-6.5%	8.2%	35.5%	CWIA Added
43-6014	Secretaries	ST OJT	\$34,477	417	2,256	16.0%	4.1%	5.4%	13.7%	Criteria Met
43-9061	Office Clerks, General	ST OJT	\$34,374	390	3,274	-6.1%	3.9%	9.9%	7.6%	Criteria Met

2016 HPO's in the Energy (ENGY) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
41-4012	Sales Representatives	MT OJT	\$67,458	52	1,949	-1.8%	5.6%	1.7%	23.5%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$37,283	25	1,276	-1.8%	2.8%	3.3%	150.2%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$36,976	69	3,709	7.1%	2.1%	9.8%	4.9%	Criteria Met
43-6014	Secretaries	ST OJT	\$33,535	47	2,256	16.0%	4.1%	5.4%	13.7%	Criteria Met
43-9061	Office Clerks, General	ST OJT	\$33,661	65	3,274	-6.1%	3.9%	9.9%	7.6%	Criteria Met
47-1011	Supervisors - Construction Trades & Extraction Workers	WK EXP	\$75,198	84	543	13.7%	3.8%	6.3%	10.7%	Criteria Met
47-2061	Construction Laborers	ST OJT	\$41,004	165	1,547	10.2%	7.4%	21.3%	N/A	CWIA Added
47-2073	Operating Engineers & Other Construction Equipment Operators	MT OJT	\$51,204	119	784	4.9%	1.2%	13.1%	19.3%	CWIA Added
47-2152	Plumbers, Pipefitters & Steamfitters	LT OJT	\$52,500	47	481	16.0%	6.4%	9.1%	16.2%	Criteria Met
47-5012	Rotary Drill Operators, Oil & Gas	MT OJT	\$55,926	107	111	102.7%	9.2%	0.0%	3.6%	Criteria Met
49-1011	Supervisors - Mechanics, Installers & Repairers	WK EXP	\$74,455	43	483	4.2%	1.7%	3.2%	5.0%	Criteria Met
49-9051	Electrical Power-Line Installers & Repairers	LT OJT	\$68,970	144	190	-18.6%	4.6%	2.2%	8.4%	CWIA Added
49-9071	Maintenance & Repair Workers, General	LT OJT	\$42,704	79	1,725	7.6%	2.1%	8.0%	7.9%	Criteria Met
51-1011	Supervisors - Production & Operating Workers	WK EXP	\$68,621	28	407	-0.3%	0.4%	3.3%	0.2%	Criteria Met
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	\$40,846	194	2,402	6.2%	3.5%	4.8%	23.1%	Criteria Met

2016 HPO's in the Health Care (HC) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
11-9151	Social & Community Service Managers	BD+	\$65,229	103	205	-0.5%	6.2%	5.1%	235.1%	Criteria Met
13-1031	Claims Adjusters, Examiners & Investigators	LT OJT	\$61,877	118	352	-1.9%	-0.9%	3.5%	111.9%	CWIA Added
21-1011	Substance Abuse & Behavioral Disorder Counselors	BD	\$41,463	277	366	10.5%	8.3%	9.1%	101.1%	Criteria Met
21-1015	Rehabilitation Counselors	MD	\$37,628	146	254	1.7%	0.7%	9.1%	217.7%	Criteria Met
21-1021	Child, Family & School Social Workers	BD	\$35,733	291	552	-10.3%	-2.4%	3.6%	113.8%	CWIA Added
21-1022	Healthcare Social Workers	MD	\$49,677	289	347	-8.1%	3.4%	3.6%	78.4%	Criteria Met
21-1023	Mental Health & Substance Abuse Social Workers	BD	\$37,824	282	370	0.6%	-2.8%	3.6%	91.9%	CWIA Added
21-1091	Health Educators	BD	\$55,996	85	126	5.8%	7.7%	3.8%	372.2%	CWIA Added
21-1093	Social & Human Service Assistants	ST OJT	\$29,238	675	915	17.5%	9.0%	2.2%	43.0%	CWIA Added
29-1051	Pharmacists	PROF	\$110,813	303	423	6.6%	3.5%	5.0%	327.2%	CWIA Added
29-1071	Physician Assistants	MD	\$87,461	138	145	0.8%	6.8%	1.8%	662.1%	CWIA Added
29-1126	Respiratory Therapists	AD	\$58,199	170	177	3.2%	3.2%	1.0%	142.9%	Criteria Met
29-1141	Registered Nurses	BD	\$67,088	4,312	4,800	N/A	2.3%	2.2%	233.6%	Criteria Met
29-1171	Nurse Practitioners	MD	\$93,124	144	153	N/A	8.8%	0.0%	28.1%	Criteria Met
29-2011	Medical & Clinical Laboratory Technologists	BD	\$57,895	183	260	1.6%	7.2%	3.0%	61.2%	Criteria Met
29-2012	Medical & Clinical Laboratory Technicians	AD	\$41,402	206	303	-3.2%	8.8%	3.0%	137.6%	Criteria Met
29-2021	Dental Hygienists	AD	\$62,767	344	350	0.8%	3.1%	0.0%	83.1%	Criteria Met
29-2031	Cardiovascular Technologists & Technicians	AD	\$52,062	114	117	-5.1%	-6.8%	2.8%	106.0%	CWIA Added
29-2032	Diagnostic Medical Sonographers	AD	\$64,197	103	133	17.3%	8.6%	2.8%	212.8%	Criteria Met
29-2034	Radiologic Technologists	AD	\$56,226	247	295	N/A	4.7%	2.8%	213.9%	Criteria Met
29-2041	Emergency Medical Technicians & Paramedics	PS	\$31,294	610	683	6.8%	1.4%	3.9%	34.8%	CWIA Added
29-2052	Pharmacy Technicians	MT OJT	\$29,493	241	317	-0.8%	2.0%	1.8%	101.6%	CWIA Added
29-2055	Surgical Technologists	PS	\$42,035	117	118	-2.7%	4.0%	1.8%	336.4%	CWIA Added
29-2061	Licensed Practical & Licensed Vocational Nurses	PS	\$44,445	1,334	1,615	-5.5%	3.9%	5.9%	136.7%	Criteria Met
29-2071	Medical Records & Health Information Technicians	PS	\$38,140	289	337	-2.5%	7.8%	0.0%	145.4%	Criteria Met
29-2081	Opticians, Dispensing	LT OJT	\$38,119	105	121	-8.8%	1.6%	0.0%	3.3%	Criteria Met
31-1014	Nursing Assistants	PS	\$28,316	1,894	2,160	N/A	2.2%	7.4%	23.3%	CWIA Added
31-2011	Occupational Therapy Assistants	AD	\$48,116	115	123	19.7%	-0.2%	0.0%	177.2%	CWIA Added
31-2021	Physical Therapist Assistants	AD	\$48,238	207	209	0.0%	9.2%	2.7%	113.4%	Criteria Met
31-9091	Dental Assistants	PS	\$34,853	345	357	11.8%	4.4%	2.8%	266.7%	Criteria Met
31-9097	Phlebotomists	PS	\$32,178	142	184	N/A	5.9%	6.8%	294.6%	CWIA Added
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$55,053	320	1,805	0.9%	5.0%	3.0%	120.4%	Criteria Met
43-3011	Bill & Account Collectors	MT OJT	\$37,370	130	553	-9.2%	3.1%	0.0%	5.2%	Criteria Met
43-3021	Billing & Posting Clerks	MT OJT	\$34,815	331	827	9.4%	6.0%	1.3%	18.0%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$36,406	379	3,709	7.1%	2.1%	9.8%	4.9%	Criteria Met
43-6013	Medical Secretaries	MT OJT	\$33,651	747	792	14.9%	7.3%	5.4%	42.7%	Criteria Met
43-6014	Secretaries	ST OJT	\$34,028	299	2,256	16.0%	4.1%	5.4%	13.7%	Criteria Met
43-9041	Insurance Claims & Policy Processing Clerks	MT OJT	\$40,434	167	373	12.1%	-0.2%	6.2%	97.6%	CWIA Added

2016 HPO's in the Hospitality, Leisure & Entertainment (HLE) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
27-2022	Coaches & Scouts	BD	\$46,295	54	355	3.3%	16.6%	5.8%	160.6%	CWIA Added
35-1011	Chefs & Head Cooks	WK EXP	\$46,796	82	104	34.9%	10.4%	7.4%	181.7%	Criteria Met
35-1012	Supervisors - Food Preparation & Serving Workers	WK EXP	\$34,213	881	1,161	7.6%	0.0%	4.7%	15.4%	Criteria Met
39-3011	Gaming Dealers	ST OJT	\$20,408	134	135	177.6%	-26.5%	2.8%	N/A	CWIA Added
39-9031	Fitness Trainers & Aerobics Instructors	ST OJT	\$35,414	151	271	5.5%	16.7%	8.3%	264.9%	Criteria Met
43-4081	Hotel, Motel & Resort Desk Clerks	ST OJT	\$22,010	460	460	10.7%	3.3%	4.8%	2.6%	CWIA Added

2016 HPO's in the Logistics & Transportation (LT) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$64,007	61	1,805	0.9%	5.0%	3.0%	120.4%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$35,977	114	3,709	7.1%	2.1%	9.8%	4.9%	Criteria Met
43-5011	Cargo & Freight Agents	ST OJT	\$46,040	115	127	6.9%	16.8%	0.0%	3.9%	Criteria Met
43-5032	Dispatchers	MT OJT	\$39,604	85	262	4.8%	2.6%	3.7%	3.8%	Criteria Met
43-5071	Shipping, Receiving & Traffic Clerks	ST OJT	\$37,666	109	785	2.5%	1.6%	11.3%	6.1%	CWIA Added
43-9061	Office Clerks, General	ST OJT	\$33,147	91	3,274	-6.1%	3.9%	9.9%	7.6%	Criteria Met
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	LT OJT	\$44,471	104	340	-2.1%	3.8%	0.0%	234.7%	Criteria Met
49-9071	Maintenance & Repair Workers, General	LT OJT	\$41,041	51	1,725	7.6%	2.1%	8.0%	7.9%	Criteria Met
53-1031	Supervisors - Transportation & Vehicle Operators	WK EXP	\$62,807	102	280	0.5%	5.1%	3.9%	28.6%	Criteria Met
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	\$45,546	1,302	2,402	6.2%	3.5%	4.8%	23.1%	Criteria Met
53-3033	Light Truck or Delivery Services Drivers	ST OJT	\$47,027	204	758	3.2%	0.1%	4.8%	39.3%	Criteria Met
53-7051	Industrial Truck & Tractor Operators	ST OJT	\$37,262	189	556	-11.3%	7.7%	8.7%	2.2%	CWIA Added

2016 HPO's in the Real Estate, Finance & Insurance (REFI) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
13-1031	Claims Adjusters, Examiners & Investigators	LT OJT	\$58,895	168	352	-1.9%	-0.9%	3.5%	111.9%	CWIA Added
13-2011	Accountants & Auditors	BD	\$74,558	619	2,294	9.8%	2.3%	5.5%	141.6%	Criteria Met
13-2051	Financial Analysts	BD	\$86,058	151	418	11.5%	7.7%	1.2%	391.9%	CWIA Added
41-3031	Securities, Commodities & Financial Services Sales Agents	BD+	\$90,416	348	391	19.9%	-1.5%	6.7%	300.5%	CWIA Added
43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	\$57,125	358	1,805	0.9%	5.0%	3.0%	120.4%	Criteria Met
43-3011	Bill & Account Collectors	MT OJT	\$37,152	140	553	-9.2%	3.1%	0.0%	5.2%	Criteria Met
43-3021	Billing & Posting Clerks	MT OJT	\$36,643	105	827	9.4%	6.0%	1.3%	18.0%	Criteria Met
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$40,340	146	1,276	-1.8%	2.8%	3.3%	150.2%	Criteria Met
43-4011	Brokerage Clerks	MT OJT	\$45,214	79	82	18.0%	-0.6%	0.0%	19.5%	CWIA Added
43-4051	Customer Service Representatives	ST OJT	\$35,448	859	3,709	7.1%	2.1%	9.8%	4.9%	Criteria Met
43-9041	Insurance Claims & Policy Processing Clerks	MT OJT	\$40,152	170	373	12.1%	-0.2%	6.2%	97.6%	CWIA Added
49-9071	Maintenance & Repair Workers, General	LT OJT	\$37,244	279	1,725	7.6%	2.1%	8.0%	7.9%	Criteria Met

2016 HPO's in the Wood, Wood Products & Publishing (WWP) Industry Cluster

(Highlighted occupations are new additions)

SOC Code	Occupation	Educational Attainment ¹	Industry Cluster Wage, 2015	Job Openings		All Industries				Source ²
				Industry Cluster	All Industries	Percent Employment Change, 2010-2012	Percent Change in Wages, 2013-2015	Unempl. Rate, 2011-2015	Completers as Percent of Total Openings	
41-4012	Sales Representatives	MT OJT	\$66,239	128	1,949	-1.8%	5.6%	1.7%	23.5%	Criteria Met
43-4051	Customer Service Representatives	ST OJT	\$38,759	124	3,709	7.1%	2.1%	9.8%	4.9%	Criteria Met
51-5112	Printing Press Operators	MT OJT	\$37,370	132	182	-6.9%	5.5%	5.5%	12.1%	Criteria Met
51-5113	Print Binding & Finishing Workers	ST OJT	\$33,345	45	54	2.0%	1.8%	26.7%	13.0%	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.