

Labor Market Demand and Supply Analysis of Middle-Skill Jobs in Imperial County by Sector

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Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.



DEMAND AND SUPPLY ANALYSIS

The following sections in this study analyze labor market demand and supply for selected middle-skill jobs in Imperial County’s industry sectors. Labor market demand is determined by the number of annual job openings employers expect to fill due to job growth and employee turnover between 2017 and 2022. An indicator of whether Imperial County is providing enough program supply to meet labor market demand is the number of related awards (e.g., certificates, degrees) generated by the region. The following charts and figures illustrate how program supply from Imperial Valley College (IVC) and other educational institutions (e.g., private providers) compare with labor market demand.

Methodology and Data Definitions

The San Diego-Imperial Center of Excellence for Labor Market Research (COE) prepared this report by analyzing data from occupations and education programs. Occupational data is derived from Emsi, a software program that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Programmatic data is drawn from two sources using Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP) codes.

The COE examined more than 850 occupational codes from the Standard Occupational Classification (SOC) system and classified approximately 300 occupational codes as “middle-skill jobs.” SOC is a federal statistical standard used by EDD, BLS and other federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. Middle-skill jobs include:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

The COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The following figure illustrates this process:



TOP data comes from the California Community Colleges Chancellor’s Office MIS Data Mart (datamart.cccco.edu) and CIP data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data). TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. CIP codes are used at the federal level and for non-California-community-college programs.

Because a TOP/CIP code may train for more than one occupation, simply aggregating all supply from all related codes may overestimate supply for that occupation. Therefore, the COE de-duplicated TOP codes that trained for more than one occupation to avoid counting the program supply more than once. This information can be seen in the demand and supply tables for each section of this study.

AGRICULTURE, WATER & ENVIRONMENTAL TECHNOLOGIES

In the Agriculture, Water & Environmental Technologies sector, comparing labor market demand with program supply indicates that the middle-skill jobs that IVC trains for have supply gaps (Figure 1). However, some of these occupations earn entry-level wages that are less than the Self-Sufficiency Standard (Table 1). The Self-Sufficiency Standard for a single adult in a family of four (two adults and two school-age children) in Imperial County is \$13.20 per hour.¹

**Figure 1. Agriculture, Water & Environmental Technologies Middle-Skill Jobs:
Labor Market Demand vs. Program Supply
Imperial County**



Table 1: Demand and Supply Data for Middle-Skill Jobs: Agriculture, Water & Environmental Technologies

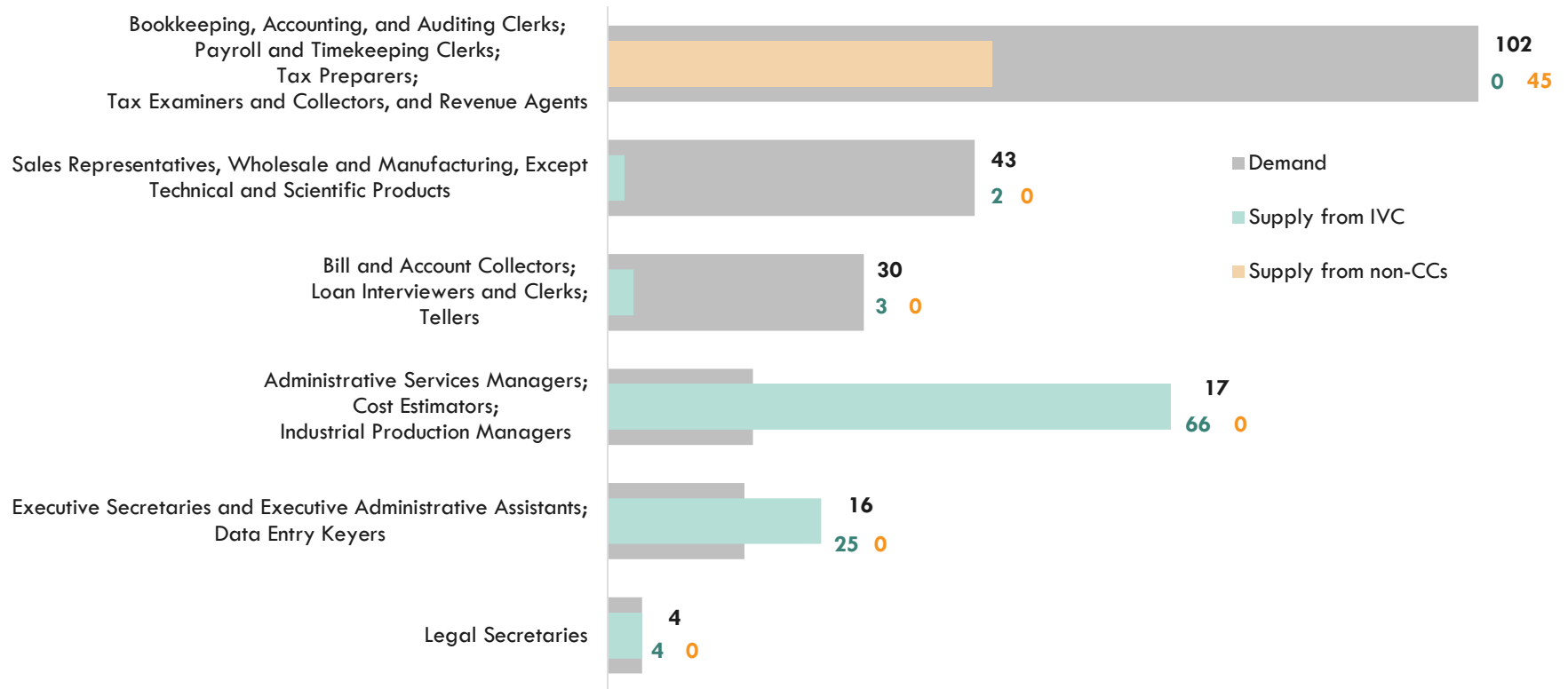
OCCUPATIONAL TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	SUPPLY GAP/ OVERSUPPLY	AVERAGE ANNUAL AWARDS (2015-17)	TOP6 TITLE	TOP6 OR CIP CODE	PROVIDER	SUPPLY	ENTRY-LEVEL WAGE (25TH PERCENTILE)	MEDIAN WAGE
First-Line Supervisors of Farming, Fishing, and Forestry Workers	43	Supply Gap	0	Plant Science	010300	Imperial Valley	0	\$13.19	\$15.14
Pesticide Handlers, Sprayers, and Applicators, Vegetation	11							\$15.59	\$18.65
Farmers, Ranchers, and Other Agricultural Managers	85	Supply Gap	2	Agriculture Business, Sales and Service	011200	Imperial Valley	2	\$10.88	\$13.33
Water and Wastewater Treatment Plant and System Operators	11	Supply Gap	7	Water and Wastewater Technology	095800	Imperial Valley	7	\$21.50	\$31.91
Agricultural and Food Science Technicians	2	Supply Gap	2	Agriculture Technology and Sciences, General	010100	Imperial Valley	2	\$18.89	\$21.34
Agricultural Inspectors	5							\$15.80	\$21.56

¹ The Self-Sufficiency Standard is a "bare bones" budget that accounts for family sizes and living costs (e.g., housing, childcare, transportation). insightcced.org/2018-self-sufficiency-standard

BUSINESS & ENTREPRENEURSHIP

In the Business & Entrepreneurship sector, comparing labor market demand with program supply indicates that the middle-skill jobs that IVC trains for have a combination of supply gaps and labor surpluses (oversupply), except for Legal Secretaries, in which IVC is meeting the labor market demand (Figure 2).

**Figure 2. Business & Entrepreneurship Middle-Skill Jobs:
Labor Market Demand vs. Program Supply
Imperial County**



While it appears that there are labor surpluses (oversupply) for Administrative Services Managers, Cost Estimators, and Industrial Production Managers, the programs that train for these three occupations are Business Administration and Business Management (Table 2). The majority of awards from Business Administration and Business Management tend to be used as “pathways” into above-middle-skill jobs (occupations that require more educational attainment than a community college certificate or degree); therefore, there may not necessarily be an oversupply of labor for these three occupations.

According to TOP and CIP data, CET-EI Centro is the only training provider in Imperial County that supplies awards for Accounting (CIP 52.0301 or TOP 050200). However, according to the Chancellor’s Office Curriculum Inventory (COCI), Imperial Valley College offers a Business Accounting Technician program on their program catalog, suggesting that IVC also provides awards for Accounting occupations such as Bookkeeping, Accounting, and Auditing Clerks; Payroll and Timekeeping Clerks; and Tax Preparers. However, IVC’s Business Accounting Technician program is coded under the TOP code, 051400 – Office Technology/Office Computer Applications; therefore, its program supply is not shown below in Table 2.

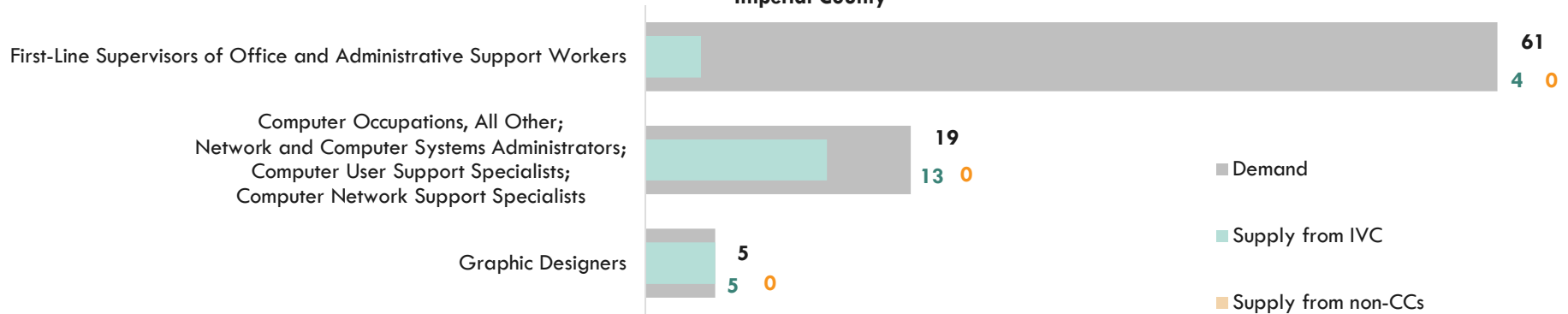
Table 2: Demand and Supply Data for Middle-Skill Jobs: Business & Entrepreneurship

OCCUPATIONAL TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	SUPPLY GAP/ OVERSUPPLY	AVERAGE ANNUAL AWARDS (2015-17)	TOP6 TITLE	TOP6 OR CIP CODE	PROVIDER	SUPPLY	ENTRY-LEVEL WAGE (25TH PERCENTILE)	MEDIAN WAGE
Bookkeeping, Accounting, and Auditing Clerks	77	Supply Gap	45	Accounting	52.0301	CET-EI Centro	45	\$13.21	\$16.66
Payroll and Timekeeping Clerks	17							\$13.85	\$16.34
Tax Preparers	3							\$17.96	\$21.01
Tax Examiners and Collectors, and Revenue Agents	5							\$19.42	\$26.76
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	43	Supply Gap	2	Marketing and Distribution	050900	Imperial Valley	2	\$15.23	\$24.54
Bill and Account Collectors	4	Supply Gap	3	Banking and Finance	050400	Imperial Valley	3	\$11.16	\$12.11
Loan Interviewers and Clerks	4							\$13.42	\$16.29
Tellers	22							\$12.08	\$14.01
Administrative Services Managers	10	Oversupply	66	Business Administration	050500	Imperial Valley	53	\$28.68	\$37.07
Cost Estimators	5			Business Management	050600	Imperial Valley	13	\$21.25	\$31.60
Industrial Production Managers	2			\$32.31	\$42.37				
Executive Secretaries and Executive Administrative Assistants	11	Oversupply	25	Office Technology/Office Computer Applications	051400	Imperial Valley	25	\$25.28	\$28.31
Data Entry Keyers	5							\$10.88	\$13.29
Legal Secretaries	4	Neither	4	Legal Office Technology	051410	Imperial Valley	4	\$16.01	\$21.65

ICT & DIGITAL MEDIA

In the ICT & Digital Media sector, comparing labor market demand with program supply indicates that the middle-skill jobs that IVC trains for have supply gaps, except Graphic Designers, in which IVC is currently meeting labor market demand (Figure 3).

**Figure 3. ICT & Digital Media Middle-Skill Jobs:
Labor Market Demand vs. Program Supply
Imperial County**



While there is neither a supply gap or labor surplus for Graphic Designers, the program offered at IVC may not necessarily train directly for the occupation, suggesting that the occupation has a supply gap. Two TOP codes are associated with Graphic Designers: Website Design and Development (061430) and Graphic Art and Design (103000); however, IVC did not report any awards for Graphic Art and Design, so the next most closely related TOP code for the occupation is Website Design and Development. In other regions, Website Design and Development typically trains for Web Developers; however, there was insufficient data in Imperial County to determine the labor market demand for Web Developers.

Table 3: Demand and Supply Data for Middle-Skill Jobs: ICT & Digital Media

OCCUPATIONAL TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	SUPPLY GAP/OVERSUPPLY	AVERAGE ANNUAL AWARDS (2015-17)	TOP6 TITLE	TOP6 OR CIP CODE	PROVIDER	SUPPLY	ENTRY-LEVEL WAGE (25TH PERCENTILE)	MEDIAN WAGE
First-Line Supervisors of Office and Administrative Support Workers	61	Supply Gap	4	Office Management	051440	Imperial Valley	4	\$17.46	\$23.89
Computer Occupations, All Other	4	Supply Gap	13	Computer Information Systems	070200	Imperial Valley	11	\$24.83	\$35.28
Network and Computer Systems Administrators	3							\$24.57	\$35.36
Computer User Support Specialists	9							\$16.33	\$21.78
Computer Network Support Specialists	3							\$24.59	\$30.75
Graphic Designers	5	Neither	5	Website Design and Development	061430	Imperial Valley	5	\$16.94	\$19.68

ADVANCED MANUFACTURING

In the Advanced Manufacturing sector, comparing labor market demand with program supply indicates that the middle-skill jobs that IVC trains for have labor surpluses (Figure 4). CET-EI Centro supplies a significant number of awards for Welders, Cutters, Solderers, and Brazers (Table 4).

**Figure 4. Advanced Manufacturing Middle-Skill Jobs:
Labor Market Demand vs. Program Supply
Imperial County**

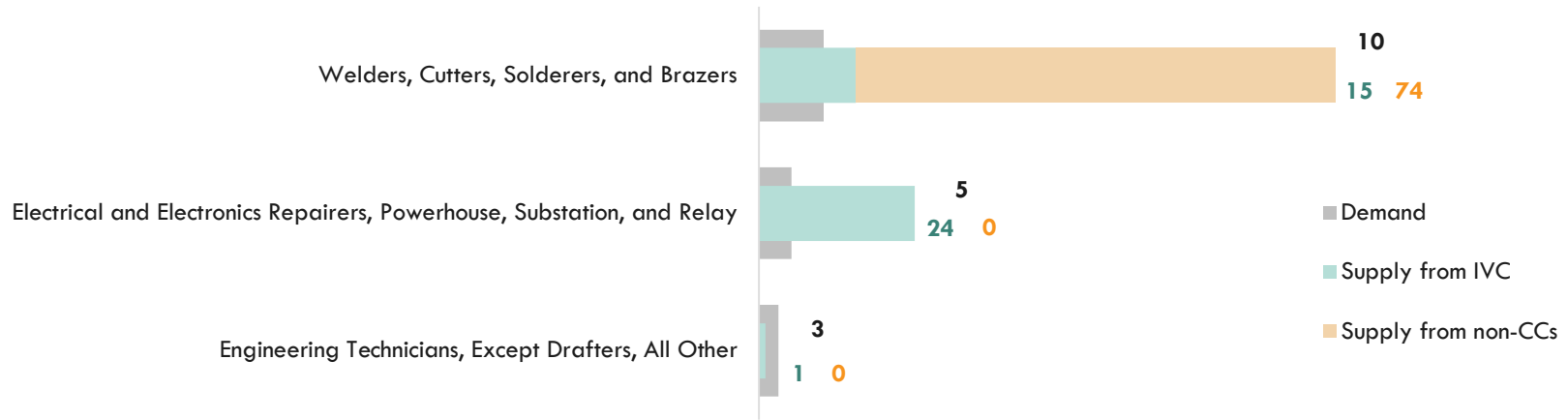


Table 4: Demand and Supply Data for Middle-Skill Jobs: Advanced Manufacturing

OCCUPATIONAL TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	SUPPLY GAP/ OVERSUPPLY	AVERAGE ANNUAL AWARDS (2015-17)	TOP6 TITLE	TOP6 OR CIP CODE	PROVIDER	SUPPLY	ENTRY-LEVEL WAGE (25TH PERCENTILE)	MEDIAN WAGE
Welders, Cutters, Solderers, and Brazers	10	Oversupply	89	Welding Technology	095650	Imperial Valley	15	\$15.85	\$18.19
				Welding Technology/Welder	48.0508	CET-EI Centro	74		
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	5	Oversupply	24	Electronics and Electric Technology	093400	Imperial Valley	24	\$25.45	\$28.91
Engineering Technicians, Except Drafters, All Other	3	Supply Gap	1	Industrial Electronics	093420	Imperial Valley	1	\$23.76	\$27.02

ENERGY, CONSTRUCTION & UTILITIES

In the Energy, Construction & Utilities sector, comparing labor market demand with program supply indicates that the middle-skill jobs that IVC trains for have labor surpluses (Figure 5).² CET-El Centro supplies a significant number of awards for Civil Engineering Technicians and First-Line Supervisors of Construction Trades and Extraction Workers (Table 5).

**Figure 5. Energy, Construction & Utilities Middle-Skill Jobs:
Labor Market Demand vs. Program Supply
Imperial County**



Table 5: Demand and Supply Data for Middle-Skill Jobs: Energy, Construction & Utilities

OCCUPATIONAL TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	SUPPLY GAP/ OVERSUPPLY	AVERAGE ANNUAL AWARDS (2015-17)	TOP6 TITLE	TOP6 OR CIP CODE	PROVIDER	SUPPLY	ENTRY-LEVEL WAGE (25TH PERCENTILE)	MEDIAN WAGE
Civil Engineering Technicians	3	Oversupply	67	Construction Crafts Technology	095200	Imperial Valley	8	\$20.56	\$22.60
First-Line Supervisors of Construction Trades and Extraction Workers	13			Building Construction Technology	46.0415	CET-El Centro	59	\$16.03	\$20.86
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	8	Oversupply	14	Environmental Control Technology (HVAC)	094600	Imperial Valley	14	\$15.18	\$19.32

² The Self-Sufficiency Standard is a "bare bones" budget that accounts for family sizes and living costs (e.g., housing, childcare, transportation). insightccd.org/2018-self-sufficiency-standard

ADVANCED TRANSPORTATION & LOGISTICS

In the Advanced Transportation & Logistics sector, comparing labor market demand with program supply indicates that the middle-skill jobs that IVC trains for have supply gaps (Figure 6). However, some of these occupations earn entry-level wages that are less than the Self-Sufficiency Standard (Table 6). The Self-Sufficiency Standard for a single adult in family of four (two adults and two school-age children) in Imperial County is \$13.20 per hour.³

**Figure 6. Advanced Transportation & Logistics Middle-Skill Jobs:
Labor Market Demand vs. Program Supply
Imperial County**

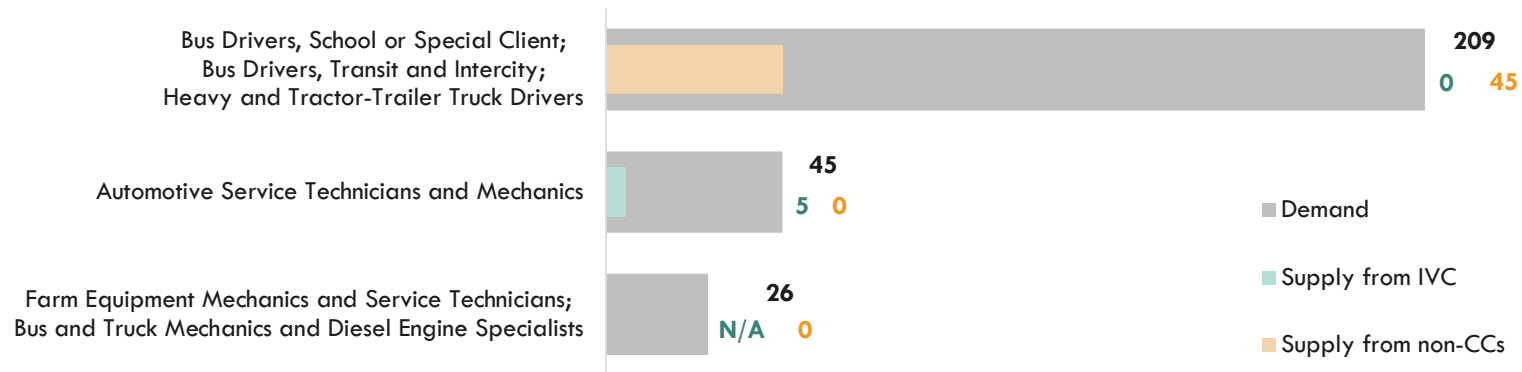


Table 6: Demand and Supply Data for Middle-Skill Jobs: Advanced Transportation & Logistics

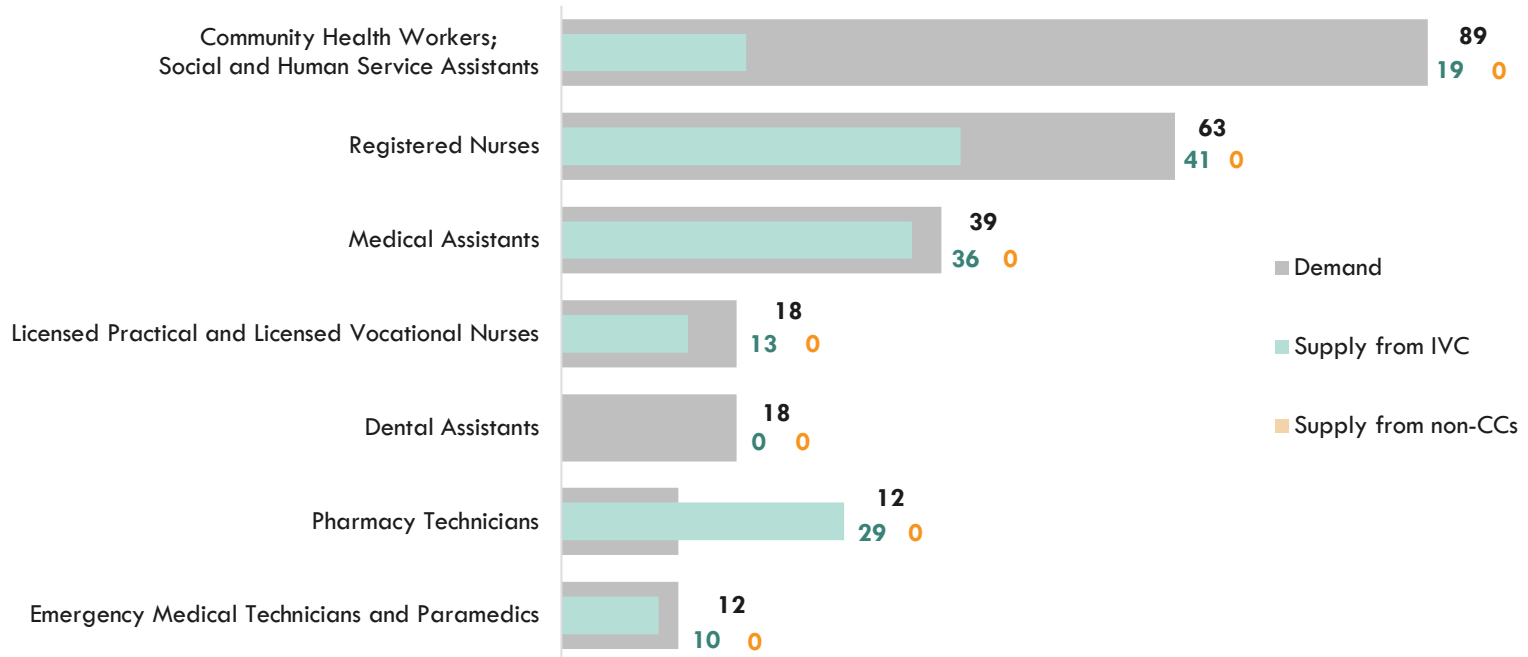
OCCUPATIONAL TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	SUPPLY GAP/ OVERSUPPLY	AVERAGE ANNUAL AWARDS (2015-17)	TOP6 TITLE	TOP6 OR CIP CODE	PROVIDER	SUPPLY	ENTRY-LEVEL WAGE (25TH PERCENTILE)	MEDIAN WAGE
Bus Drivers, School or Special Client	14	Supply Gap	45	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	49.0205	CET-EI Centro	45	\$12.64	\$15.87
Bus Drivers, Transit and Intercity	15							\$12.92	\$14.06
Heavy and Tractor-Trailer Truck Drivers	180							\$14.19	\$17.33
Automotive Service Technicians and Mechanics	45	Supply Gap	5	Automotive Technology	094800	Imperial Valley	5	\$11.25	\$14.02
Farm Equipment Mechanics and Service Technicians	8	Supply Gap	N/A	Diesel Technology	094700	N/A	N/A	\$11.76	\$15.38
Bus and Truck Mechanics and Diesel Engine Specialists	18							\$13.17	\$15.86

³ The Self-Sufficiency Standard is a "bare bones" budget that accounts for family sizes and living costs (e.g., housing, childcare, transportation). insightccd.org/2018-self-sufficiency-standard

HEALTH CARE

In the Health Care sector, comparing labor market demand with program supply indicates that the middle-skill jobs that IVC trains for have supply gaps, except Pharmacy Technicians (Figure 7).

**Figure 7. Health Care Middle-Skill Jobs:
Labor Market Demand vs. Program Supply
Imperial County**



IVC reported offering a program for Dental Assistant (124010), but did not report supplying any awards (Table 7).

Table 7: Demand and Supply Data for Middle-Skill Jobs: Health Care

OCCUPATIONAL TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	SUPPLY GAP/ OVERSUPPLY	AVERAGE ANNUAL AWARDS (2015-17)	TOP6 TITLE	TOP6 OR CIP CODE	PROVIDER	SUPPLY	ENTRY-LEVEL WAGE (25TH PERCENTILE)	MEDIAN WAGE
Community Health Workers	3	Supply Gap	6	Human Services	210400	Imperial Valley	6	\$13.70	\$17.97
Social and Human Service Assistants	86		13	Alcohol and Controlled Substances	210440	Imperial Valley	13	\$18.43	\$22.78
Registered Nurses	63	Supply Gap	41	Registered Nursing	123010	Imperial Valley	41	\$34.81	\$42.53
Medical Assistants	39	Supply Gap	36	Medical Assisting	120800	Imperial Valley	36	\$12.15	\$13.86
Licensed Practical and Licensed Vocational Nurses	18	Supply Gap	13	Licensed Vocational Nursing	123020	Imperial Valley	13	\$21.40	\$26.55
Dental Assistants	18	Supply Gap	0	Dental Assistant	124010	Imperial Valley	0	\$15.22	\$17.45
Pharmacy Technicians	12	Oversupply	29	Pharmacy Technology	122100	Imperial Valley	29	\$16.21	\$18.00
Emergency Medical Technicians and Paramedics	12	Supply Gap	10	Paramedic	125100	Imperial Valley	10	\$14.73	\$18.33

EDUCATION & HUMAN DEVELOPMENT

In the Education & Human Development sector, comparing labor market demand with program supply indicates that the middle-skill jobs that IVC trains for have supply gaps (Figure 8). However, these occupations earn entry-level wages that are less than the Self-Sufficiency Standard (Table 8). The Self-Sufficiency Standard for a single adult in family of four (two adults and two school-age children) in Imperial County is \$13.20 per hour.⁴ Additionally, IVC offers a program for Children with Special Needs (TOP 130520), but there appears to be insufficient data to determine labor market demand for the occupation that the program trains for.

**Figure 8. Education & Human Development Middle-Skill Jobs:
Labor Market Demand vs. Program Supply
Imperial County**

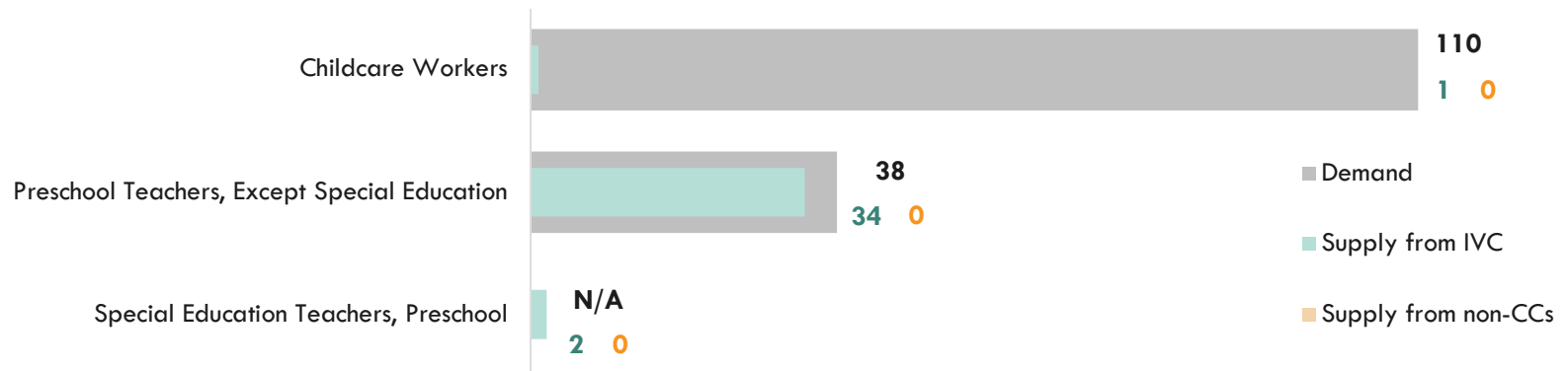


Table 8: Demand and Supply Data for Middle-Skill Jobs: Education and Human Development

OCCUPATIONAL TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	SUPPLY GAP/ OVERSUPPLY	AVERAGE ANNUAL AWARDS (2015-17)	TOP6 TITLE	TOP6 OR CIP CODE	PROVIDER	SUPPLY	ENTRY-LEVEL WAGE (25TH PERCENTILE)	MEDIAN WAGE
Childcare Workers	110	Supply Gap	1	The School Age Child	130550	Imperial Valley	0	\$7.32	\$7.85
				Infants and Toddlers	130590	Imperial Valley	1		
Preschool Teachers, Except Special Education	38	Supply Gap	34	Child Development/Early Care and Education	130500	Imperial Valley	34	\$12.91	\$19.75
Special Education Teachers, Preschool	N/A	Oversupply	2	Children with Special Needs	130520	Imperial Valley	2	\$22.69	\$29.44

⁴ The Self-Sufficiency Standard is a "bare bones" budget that accounts for family sizes and living costs (e.g., housing, childcare, transportation). insightccd.org/2018-self-sufficiency-standard

PUBLIC SAFETY

In the Public Safety sector, comparing labor market demand with program supply indicates that the middle-skill jobs that IVC trains for have supply gaps and labor surpluses (Figure 9). Two TOP codes are associated with Police and Sheriff's Patrol Officers and First-Line Supervisors of Police and Detectives: 210500 – Administration of Justice and 210510 – Corrections. However, these programs do not directly train for these occupations; job candidates have to complete a Police Academy to be qualified for Police and Sheriff's Patrol Officers. IVC does not offer a Police Academy; therefore, these two occupations have a supply gap (Table 9).

**Figure 9. Public Safety Middle-Skill Jobs:
Labor Market Demand vs. Program Supply
Imperial County**

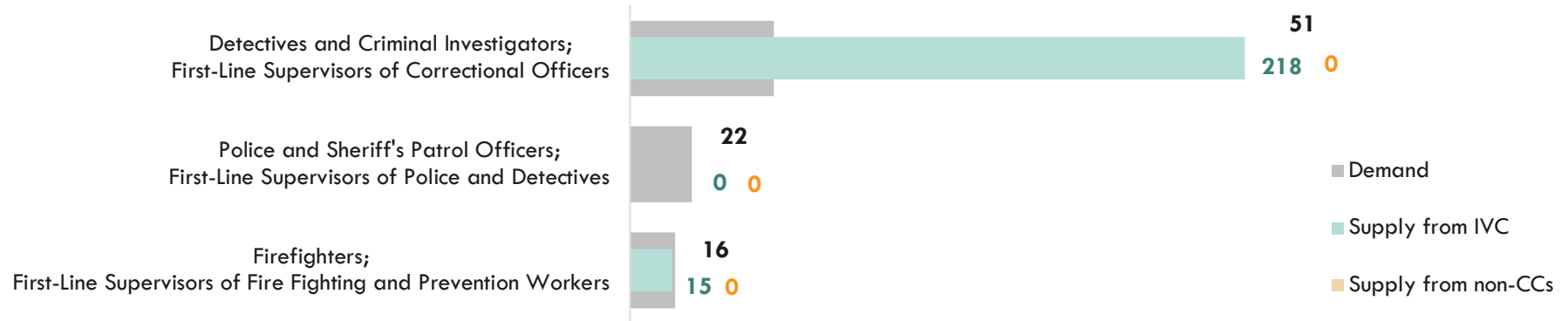


Table 9: Demand and Supply Data for Middle-Skill Jobs: Public Safety

OCCUPATIONAL TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	SUPPLY GAP/ OVERSUPPLY	AVERAGE ANNUAL AWARDS (2015-17)	TOP6 TITLE	TOP6 OR CIP CODE	PROVIDER	SUPPLY	ENTRY-LEVEL WAGE (25TH PERCENTILE)	MEDIAN WAGE
Police and Sheriff's Patrol Officers	19	Supply Gap	N/A	Police Academy	N/A	N/A	N/A	\$28.21	\$35.90
First-Line Supervisors of Police and Detectives	3							\$57.20	\$66.74
Detectives and Criminal Investigators	42	Oversupply	218	Administration of Justice	210500	Imperial Valley	190	\$38.17	\$39.32
First-Line Supervisors of Correctional Officers	9			Corrections	210510	Imperial Valley	28	\$44.95	\$61.60
Firefighters	12	Supply Gap	15	Fire Academy	213350	Imperial Valley	12	\$12.82	\$17.87
First-Line Supervisors of Fire Fighting and Prevention Workers	4			Fire Technology	213300	Imperial Valley	3	\$40.14	\$66.76

IN-DEMAND MIDDLE-SKILL JOBS WITHOUT PROGRAMS

SOC TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	TOP6 TITLE	TOP6 OR CIP	ENTRY-LEVEL WAGE (25th PERCENTILE)	MEDIAN WAGE
Elementary School Teachers, Except Special Education	107	N/A = No Related TOP Code	N/A	\$31.80	\$38.39
Correctional Officers and Jailers	94	Corrections	210510	\$33.03	\$50.58
First-Line Supervisors of Retail Sales Workers	89	Retail Store Operations and Management	050650	\$13.21	\$15.74
Teacher Assistants	87	Educational Aide (Teacher Assistant)	080200	\$13.99	\$17.22
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	78	Office Technology/Office Computer Applications	051400	\$14.14	\$18.63
General and Operations Managers	62	Business Management	050600	\$27.45	\$36.68
Compliance Officers	47	Agriculture Technology and Sciences, General	010100	\$35.04	\$39.32
Secondary School Teachers, Except Special and Career/Technical Education	47	N/A	N/A	\$31.85	\$40.65
Substitute Teachers	37	N/A	N/A	\$17.94	\$20.36
Middle School Teachers, Except Special and Career/Technical Education	36	N/A	N/A	\$30.60	\$39.85
Accountants and Auditors	34	Banking and Finance	050400	\$23.82	\$28.47
Nursing Assistants	32	Certified Nurse Assistant	123030	\$13.18	\$15.03
Operating Engineers and Other Construction Equipment Operators	28	Heavy Equipment Operation	094730	\$18.06	\$22.47
Power Plant Operators	28	N/A	N/A	\$21.91	\$33.64
Carpenters	26	Carpentry	095210	\$13.76	\$15.10
Electricians	24	Electrical	095220	\$19.47	\$27.75
Management Analysts	22	N/A	N/A	\$28.84	\$33.41
First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	22	N/A	N/A	\$16.92	\$24.78
Billing and Posting Clerks	22	N/A	N/A	\$13.69	\$18.32
Plumbers, Pipefitters, and Steamfitters	21	Plumbing, Pipefitting and Steamfitting	095230	\$16.17	\$22.49
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	20	N/A	N/A	\$16.92	\$21.94
Sales Managers	18	Sales and Salesmanship	050940	\$24.03	\$29.85
Insurance Sales Agents	15	Insurance	051200	\$18.81	\$22.44

SOC TITLE	AVERAGE ANNUAL OPENINGS (2017-22)	TOP6 TITLE	TOP6 OR CIP	ENTRY-LEVEL WAGE (25th PERCENTILE)	MEDIAN WAGE
Healthcare Support Workers, All Other	15	Health Facility Unit Coordinator	120830	\$14.61	\$17.08
Mobile Heavy Equipment Mechanics, Except Engines	15	Heavy Equipment Maintenance	094720	\$17.91	\$25.86
First-Line Supervisors of Mechanics, Installers, and Repairers	14	Electrical Systems and Power Transmission	093440	\$23.56	\$32.82
Social Workers, All Other	14	N/A	N/A	\$20.78	\$28.39
Industrial Machinery Mechanics	14	Manufacturing and Industrial Technology	095600	\$22.02	\$30.59
Eligibility Interviewers, Government Programs	14	N/A	N/A	\$19.68	\$22.38
First-Line Supervisors of Production and Operating Workers	14	Management Development and Supervision	050630	\$19.93	\$28.55
First-Line Supervisors of Non-Retail Sales Workers	14	Sales and Salesmanship	050940	\$15.22	\$17.82
Child, Family, and School Social Workers	14	Human Services	210400	\$18.23	\$21.09
Probation Officers and Correctional Treatment Specialists	13	N/A	N/A	\$28.38	\$36.25
Social and Community Service Managers	13	Business and Commerce, General	050100	\$22.63	\$26.14
Dispatchers, Except Police, Fire, and Ambulance	12	N/A	N/A	\$14.24	\$17.86
Human Resources Specialists	12	N/A	N/A	\$20.52	\$28.20
Special Education Teachers, Kindergarten and Elementary School	11	N/A	N/A	\$31.97	\$37.68
Financial Managers	11	Banking and Finance	050400	\$34.18	\$42.75
Private Detectives and Investigators	11	Administration of Justice	210500	\$24.11	\$43.58
Market Research Analysts and Marketing Specialists	10	Marketing and Distribution	050900	\$18.69	\$27.13
Medical and Health Services Managers	9	Hospital and Health Care Administration	120200	\$32.56	\$47.81
Information and Record Clerks, All Other	9	N/A	N/A	\$17.90	\$21.23
Paralegals and Legal Assistants	9	Paralegal	140200	\$13.56	\$23.51
Fitness Trainers and Aerobics Instructors	9	Fitness Trainer	083520	\$13.83	\$19.16
Buyers and Purchasing Agents	9	N/A	N/A	\$21.90	\$25.45
Interviewers, Except Eligibility and Loan	9	N/A	N/A	\$13.92	\$16.30
Community and Social Service Specialists, All Other	9	Human Services	210400	\$14.15	\$19.60