



# Dyersburg City Schools

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## LABOR MARKET ANALYSIS



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## INTRODUCTION

Career Technical Education (CTE) prepares youth and adults to be college and career ready by providing core academic and technical skills required in future jobs and to become lifelong learners.

In partnership with high schools, career centers, community and technical colleges, and four-year universities, CTE integrates academics into a rigorous and relevant curriculum. In 2018, the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) was passed into law. The law updated the Carl D. Perkins Career Technical Education Act of 2006 to ensure that state and local communities provide opportunities to all young people – particularly those from historically underserved groups through relevant CTE programs. One of the significant changes in the Perkins V was the introduction of a comprehensive local needs assessment (CLNA) that requires data-driven decision-making on local spending. This process involves reviewing several indicators, including student performance data, program quality, educator development, access to programs, and labor market needs in collaboration with a diverse body of stakeholders, including educators, business and industry partners, parents, and others.

Rapid changes in technology and economic impacts are causing the skill requirements of employers to constantly evolve. Workforce training and education programs must keep pace with these changing requirements to promote business competitiveness and spur economic growth. At the same time, job seekers, students and workers are continuously making decisions about their careers, identifying career interest and goals, planning an education to achieve these goals, and/or re-evaluating career paths that needs re-training. Labor market intelligence can provide guidance to make informed decisions about occupations that have strong potential and career growth. Employers can find the talent needed for their businesses to thrive. Using labor market information allows regions and communities to bridge the skill gaps that may exist between the supply and demand for skilled workers.

The U.S. Department of Education organizes occupations in the same field of work that require similar skills into 16 career clusters. Career clusters can help students, parents and educators focus their plans towards obtaining the necessary knowledge, competencies, and training for success. In collaboration with the Bureau of Labor Statistics, each state produces employment and occupation statistics. Linking this labor market data with career clusters can provide powerful insight to support critical decisions.

The purpose of this report is to analyze the current and future labor market profile of the region so that education and community leaders can address unmet needs, improve access to CTE programs and thus

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maintain an adequately skilled local workforce and long-term economic stability of the region. An analysis of regional workforce and education data can assist to answer critical questions that can enable decision-making and result in positive outcomes for their students.

This is done in three main sections:



**DISTRICT OVERVIEW** – This section includes demographic information and regional CTE statistics. Data from the United States Census Bureau is used to present attributes of the target population. CTE program and enrollment data from regional school districts is used to examine how local students are preparing to meet the demands of the labor market.



**INDUSTRY OVERVIEW** - This section includes analysis of the high-level sectors of businesses involved in the production of goods and services in the region. Using regional labor market workforce data, top employing industries and occupations that represent the region's workforce are identified.



**CAREER CLUSTER ANALYSIS** – This section includes detailed analysis of top clusters and high-value occupations. Linking regional labor market data to career clusters, analysis is conducted to identify market demand and median wages for each cluster. Further, a thorough review is presented of each high-value cluster and occupations associated with it.

# Dyersburg City School District

## DISTRICT OVERVIEW

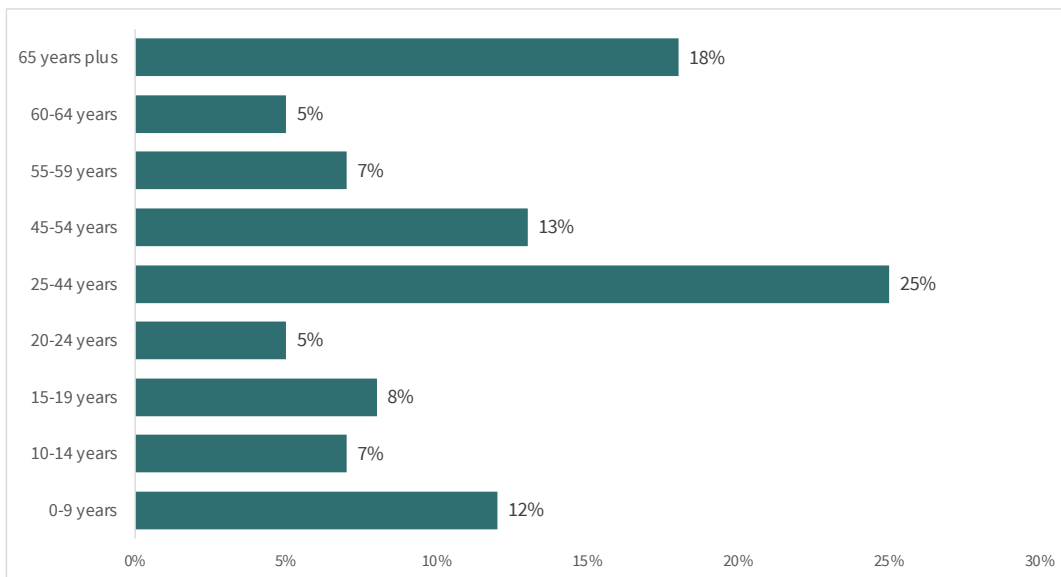
Demographics provide an understanding of the different characteristics of a region, such as age, race, and education level, that can be used to analyze and forecast economic activity. The American Community Survey (ACS) is an ongoing demographics survey program conducted by the United States Census Bureau that provides information about the nation and its people.

The Dyersburg City School District lies within Dyer County, which is in northwest Tennessee. The district has 4 schools with 180 teachers and a total enrollment of 2,658 students.

As per the last census (2019), the total population of the Dyersburg City School District is at 16,476 residents, comprising of 45.86 percent males and 54.14 percent females. The median household income in this region is \$36,797 and approximately 58.1 percent of the population is in the labor force.

The largest segment of the population in this region is in the age range of 25-44 years of age at 25 percent.

**Population by Age**

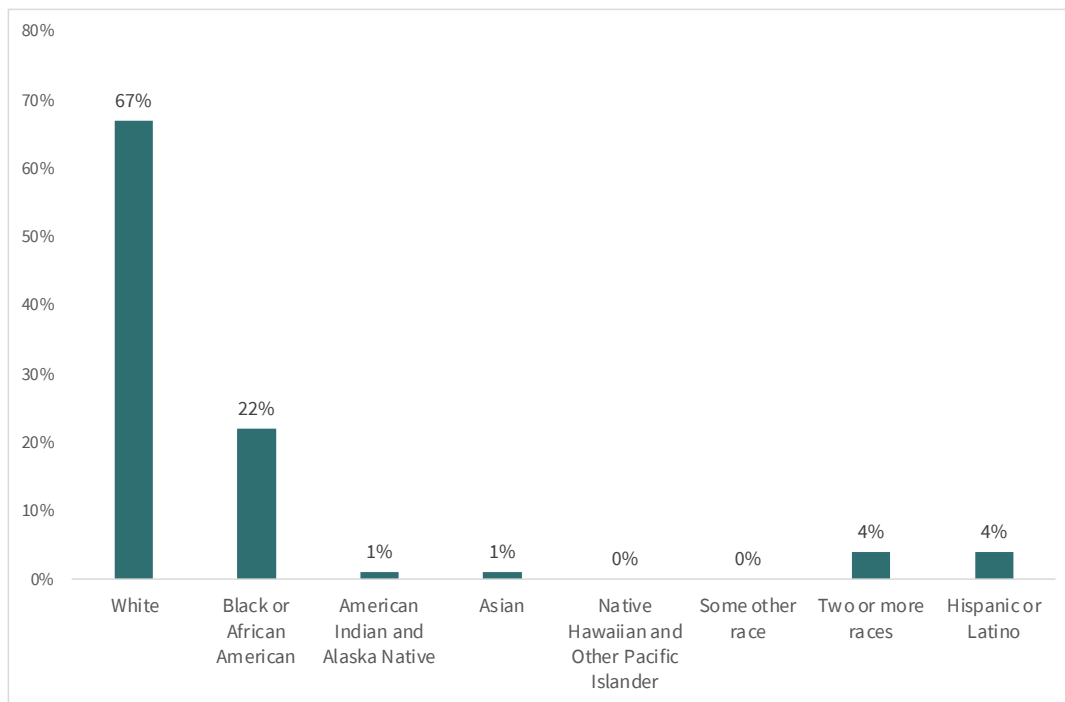


*Source: United States Census, American Community Survey, 2019*



The majority of the population in this region is White at 67 percent.

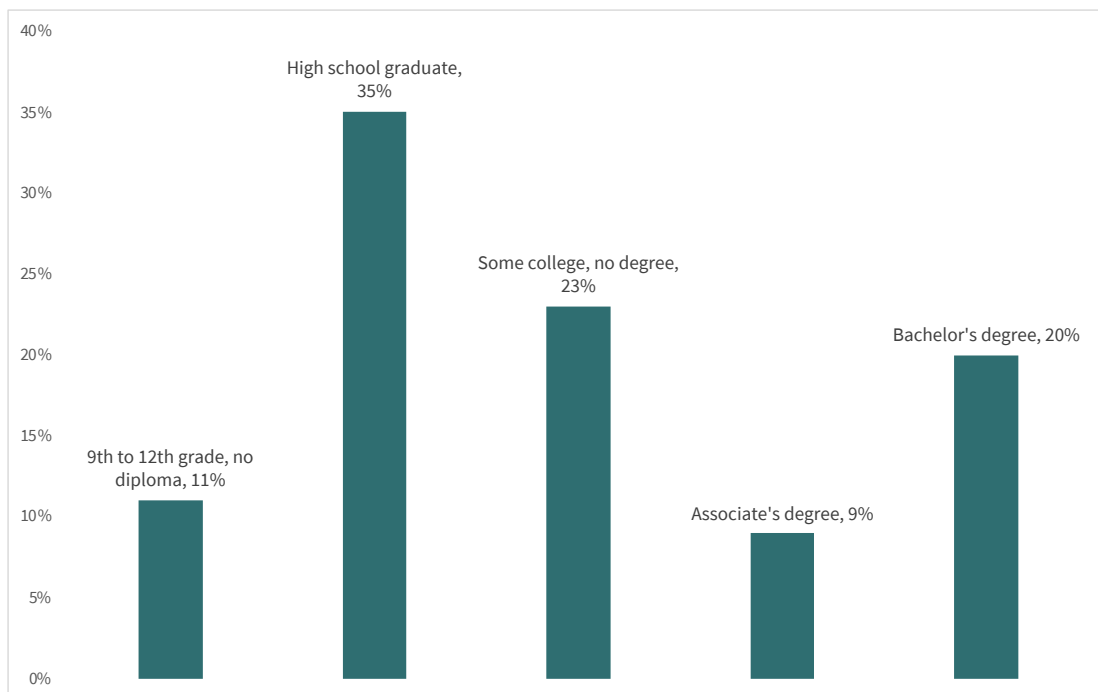
### Population by Race



Source: United States Census, American Community Survey, 2019

Approximately 35 percent of the population has a high school degree and 23 percent has some college or no degree.

### Population by Education Attainment



Source: United States Census, American Community Survey, 2019





## CAREER TECHNICAL EDUCATION IN DYERSBURG CITY SCHOOLS

Career Technical Education in the Dyersburg City School district is offered to students through Dyersburg High School and three postsecondary institutions.

The postsecondary institutions are:

- Tennessee College of Applied Technology - Newbern
- The University of Tennessee at Martin
- Dyersburg State Community College

The tables below shows secondary and postsecondary CTE enrollment by cluster.

### Secondary CTE Enrollment by Cluster

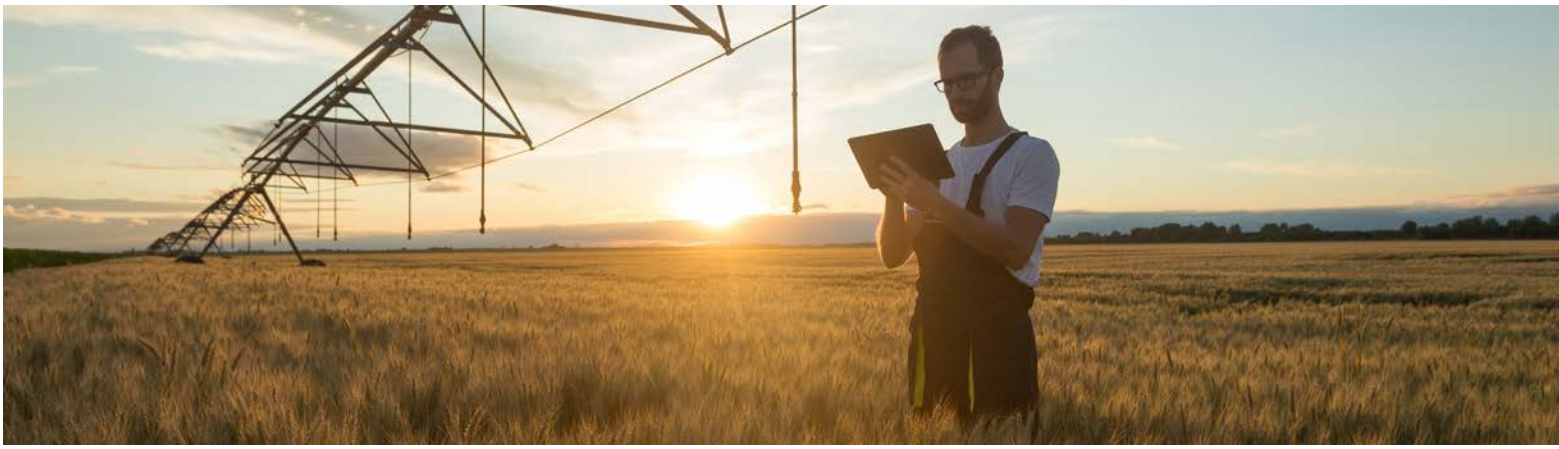
Career Cluster	Program of Study	Cluster Total
Agriculture, Food & Natural Resources	Agriculture	124
Law, Public Safety, Corrections & Security	Criminal Justice	36
STEM	STEM	121
Marketing Distribution & Logistics	Marketing	68
Business Management & Administration	Business	83
Health Science	Nursing	83
Education & Training	Teaching	16
Total		531

### Postsecondary CTE Enrollment by Cluster

Career Cluster	Program of Study	Cluster Total
Advance Manufacturing	Welding	84
Health Science	Nursing	13
Law, Public Safety, Corrections & Security	Criminal Justice	10
Business Management & Administration	Business	8
Total		115

Source: CTE enrollment data was provided by the district. Course titles and cluster assignment were designated by district leaders.

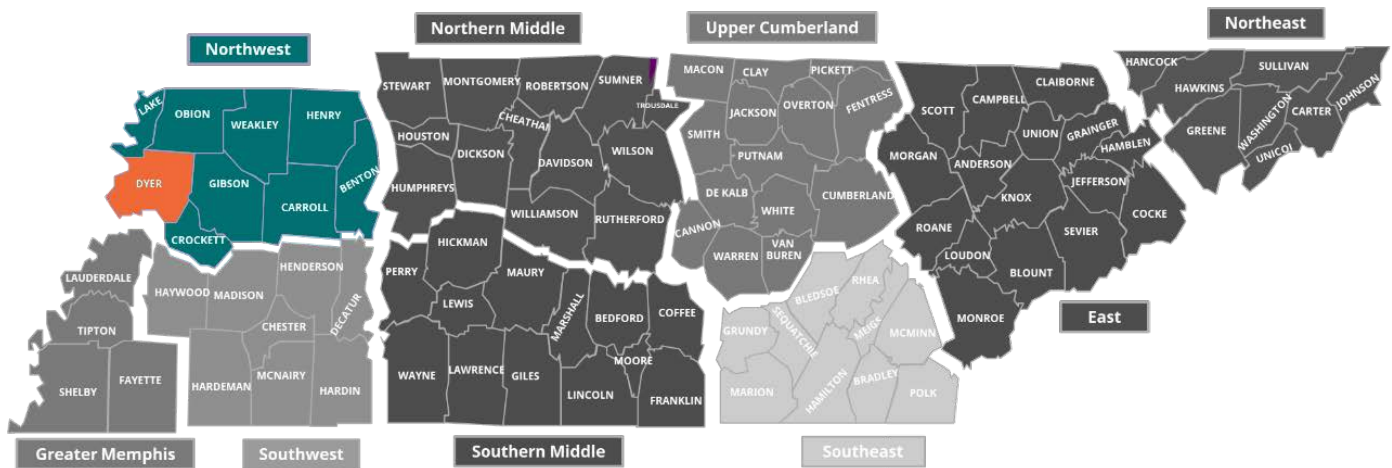




## WORKFORCE REGION

The state of Tennessee is divided into nine Local Workforce Development Areas (LWDA) that consist of designated geographic areas in which state and local partners collaborate to provide workforce services. The main purpose of the LWDA is to develop and maintain a quality workforce for the region. Dyersburg City is in Dyer County which lies in the Northwest LWDA.

Based on guidance by the Bureau of Labor Statistics, the Tennessee Department of Labor & Workforce Development produces employment estimates and wages for each of these LWDAs. All labor market data used in this report is for the Northwest LWDA which includes Dyer County.



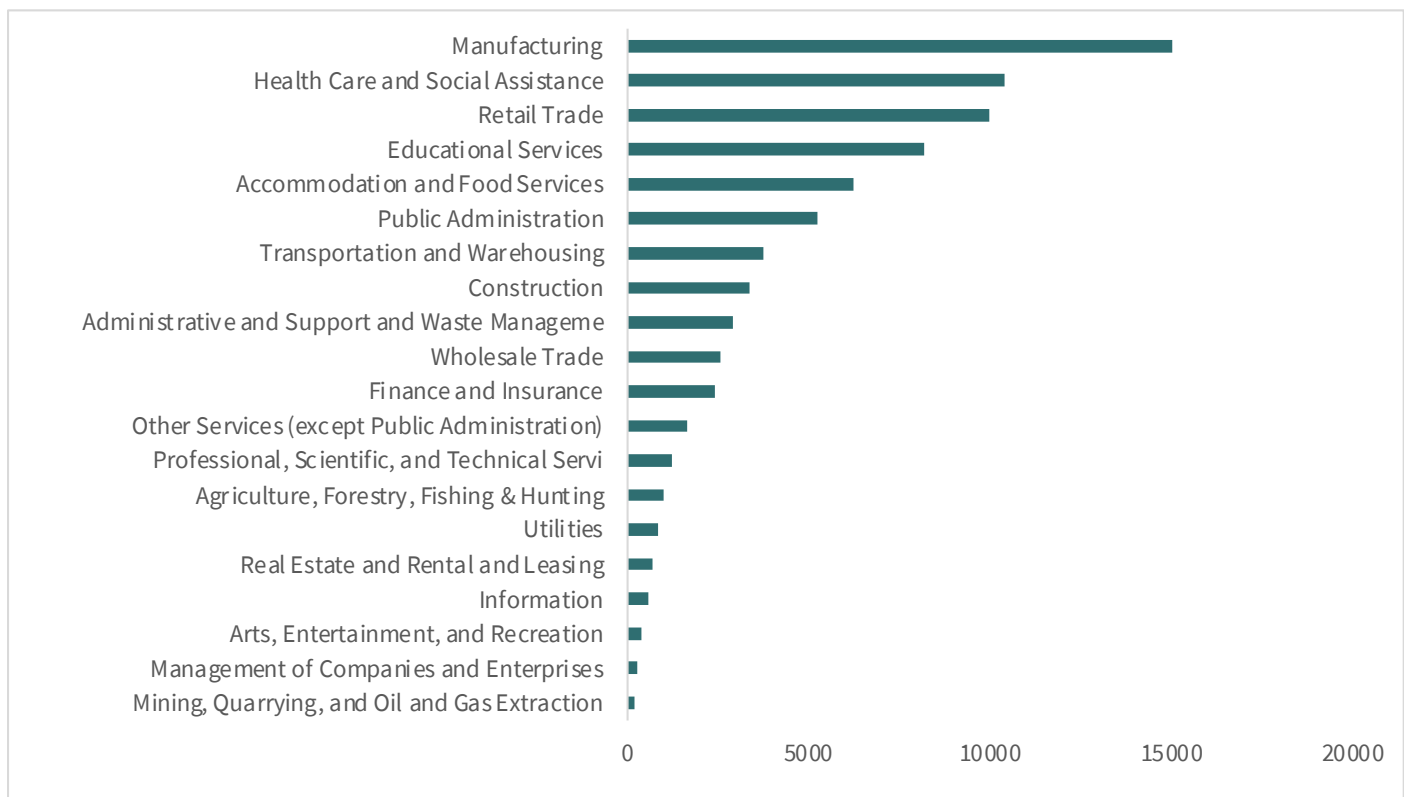
# INDUSTRY OVERVIEW

Employment is one of the key indicators of the health of an economy. In this section, attention is paid to industries and occupations that make up the current labor market. Industries consist of groups of companies that are related based on their primary business activities and the goods and services they produce. Identifying the concentration of industries in a particular geography helps understand what businesses drives market activity in that region.

To gain perspective on the businesses who employ workers, data from the Quarterly Census of Employment and Wages, produced by the Tennessee Department of Labor & Workforce Development for the Northwest LWDA, which includes Dyer County, is examined. This data is organized according to the North American Industry Classification System (NAICS). This system is the standard used by federal statistical agencies to classify business establishments first into general industry sectors and then subdivided into detailed categories.

The top five employing industries in the Northwest LWDA are:

1. Manufacturing
2. Health Care and Social Assistance
3. Retail Trade
4. Educational Services
5. Accommodation and Food Services



Source: Tennessee Department of Labor & Workforce Development

Next, for each of these top employing industries, the top ten occupations are examined in the tables below.

### Top Occupations by Employment in Manufacturing

Rank	Occupation	Estimated Employment
1	Laborers and Freight, Stock, and Material Movers, Hand	636
2	Packers and Packagers, Hand	614
3	First-Line Supervisors of Production and Operating Workers	563
4	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	504
5	Inspectors, Testers, Sorters, Samplers, and Weighers	486
6	Machinists	426
7	Maintenance and Repair Workers, General	421
8	Welders, Cutters, Solderers, and Brazers	401
9	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	245
10	Industrial Machinery Mechanics	241

Source: Tennessee Department of Labor & Workforce Development

### Top Occupations by Employment in Healthcare and Social Assistance

Rank	Occupation	Estimated Employment
1	Licensed Practical and Licensed Vocational Nurses	1,012
2	Registered Nurses	978
3	Office Clerks, General	493
4	Childcare Workers	293
5	Medical Assistants	235
6	Medical Secretaries	231
7	Physical Therapists	198
8	Home Health Aides	152
9	Physical Therapist Assistants	147
10	Dental Hygienists	124

Source: Tennessee Department of Labor & Workforce Development

### Top Occupations by Employment in Retail Trade

Rank	Occupation	Estimated Employment
1	Retail Salespersons	2,710
2	Stock Clerks and Order Fillers	894
3	First-Line Supervisors of Office and Administrative Support Workers	173
4	Customer Service Representatives	153
5	Automotive Service Technicians and Mechanics	133
6	Bookkeeping, Accounting, and Auditing Clerks	116
7	Office Clerks, General	91
8	Laborers and Freight, Stock, and Material Movers, Hand	77
9	Shipping, Receiving, and Traffic Clerks	76
10	First-Line Supervisors of Mechanics, Installers, and Repairers	62

Source: Tennessee Department of Labor & Workforce Development



### Top Occupations by Employment in Education Services

Rank	Occupation	Estimated Employment
1	Elementary School Teachers, Except Special Education	931
2	Secondary School Teachers, Except Special and Career/Technical Education	518
3	Middle School Teachers, Except Special and Career/Technical Education	463
4	Substitute Teachers	431
5	First-Line Supervisors of Office and Administrative Support Workers	300
6	Bus Drivers, School or Special Client	296
7	Education Administrators, Elementary and Secondary School	203
8	Career/Technical Education Teachers, Secondary School	163
9	Business Teachers, Postsecondary	146
10	Kindergarten Teachers, Except Special Education	127

Source: Tennessee Department of Labor & Workforce Development

### Top Occupations by Employment in Accommodation and Food Services

Rank	Occupation	Estimated Employment
1	Combined Food Preparation and Serving Workers, Including Fast Food	1,252
2	Cooks, Restaurant	780
3	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	181
4	Food Service Managers	146
5	Hotel, Motel, and Resort Desk Clerks	81
*	General and Operations Managers	N/A
*	Lodging Managers	N/A
*	Managers, All Other	N/A
*	Accountants and Auditors	N/A
*	First-Line Supervisors of Food Preparation and Serving Workers	N/A

\* Rank is suppressed for confidential data.

Source: Tennessee Department of Labor & Workforce Development

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# CAREER CLUSTERS ANALYSIS

## CAREER CLUSTERS

The National Career Clusters® Framework consists of 16 career clusters, representing 79 career pathways, and serves as an organizing tool for CTE programs, curriculum design, and instruction. A cluster is a group of occupations in the same field of work that require similar skills. Each cluster is further divided into different pathways that are grouped by the knowledge and skills required for occupations in these careers.



Agriculture, Food & Natural Resources



Architecture & Construction



Arts, Audio/Video Technology & Communications



Business Management & Administration



Education & Training



Finance



Government & Public Administration



Health Science



Hospitality & Tourism



Human Services



Information Technology



Law, Public Safety, Corrections & Security



Manufacturing



Marketing



Science, Technology, Engineering & Mathematics



Transportation, Distribution & Logistics

For a detailed description of each cluster, refer to Appendix A.

This framework functions as a guide to help learners and job seekers navigate their interests and passions, and thus, helping them choose educational pathways that lead to a career option of their interest. Identifying the top clusters can further guide them to choose education programs that will prepare them for the top jobs in the region.

For this report, top career clusters are identified by examining data from the Occupational Employment and Wage Statistics and the 2018-2028 Occupational Employment Projections produced by the Tennessee Department of Labor & Workforce Development. The data is for the Northwest LWDA, which includes Dyer County. To offer cluster-level comparisons and analysis, occupation data is linked with O\*NET career cluster data.

The tables below include rankings of all sixteen career clusters by annual openings, median wage, growth, and high-value. High-value clusters are defined as clusters that highest in demand (as denoted by annual openings) with median wages above \$35,000 and stable or positive growth. The top five



high-value clusters for the region are highlighted in this report. Such clusters are of the greatest value to students in that they are projected to offer the jobs with the most opportunity and a living wage. Hence, such clusters can be targeted by both educators and learners.

## TOP CAREER CLUSTERS BY ANNUAL OPENINGS

	Annual openings	Median Wage	Projected New Jobs	Growth
Business Management & Administration	1392	\$41,462	581	5%
Hospitality & Tourism	1377	\$21,850	820	11%
Transportation, Distribution & Logistics	1067	\$35,381	1037	14%
Manufacturing	949	\$38,696	392	5%
Marketing	809	\$28,867	-1699	-22%
Health Science	768	\$53,262	1627	25%
Education & Training	594	\$51,837	490	8%
Architecture & Construction	523	\$40,244	435	10%
Agriculture, Food & Natural Resources	387	\$35,219	-711	-17%
Human Services	351	\$28,971	262	11%
Finance	246	\$49,502	272	13%
Law, Public Safety, Corrections & Security	170	\$40,072	32	2%
Science, Technology, Engineering & Mathematics	47	\$87,053	62	11%
Government & Public Administration	29	\$41,496	9	3%
Information Technology	27	N/A	44	15%
Arts, Audio/Video Technology & Communications	15	\$38,992	-2	-1%

## TOP CAREER CLUSTERS BY MEDIAN WAGE






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# CAREER CLUSTERS ANALYSIS

## TOP CAREER CLUSTERS BY GROWTH

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Information Technology	27	N/A	44	15%
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Arts, Audio/Video Technology & Communications	15	\$38,992	-2	-1%
Agriculture, Food & Natural Resources	387	\$35,219	-711	-17%
Marketing	809	\$28,867	-1699	-22%

## HIGH-VALUE CLUSTER RANKING

Rank		Cluster	Annual Openings	Median Wage	Projected New Jobs	Growth
1		Business Management & Administration	1392	\$41,462	581	5%
2		Transportation, Distribution & Logistics	1067	\$35,381	1037	14%
3		Manufacturing	949	\$38,696	392	5%
4		Health Science	768	\$53,262	1627	25%
5		Education & Training	594	\$51,837	490	8%

# CAREER CLUSTER OCCUPATIONS

Cluster analysis can provide accurate insight regarding potential job opportunities. For each of the top five high-value clusters identified in the previous section for the Northwest LWDA, the top ten occupations are examined on the following pages. Occupations within each of these clusters are ranked by annual openings, median wage, growth, and high-value. High-value occupations are characterized as being highest in demand (as denoted by annual openings) with median wages greater than \$35,000 and stable or positive growth.

<b>BUSINESS MANAGEMENT &amp; ADMINISTRATION</b>	
<b>TRANSPORTATION, DISTRIBUTION &amp; LOGISTICS</b>	
<b>MANUFACTURING</b>	
<b>HEALTH SCIENCE</b>	
<b>EDUCATION &amp; TRAINING</b>	

# CAREER CLUSTER OCCUPATIONS

## Business Management & Administration



### TOP 10 OCCUPATIONS BY ANNUAL OPENINGS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Office Clerks, General	233	\$29,022	130	7%
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	173	\$35,788	14	1%
Stock Clerks and Order Fillers	154	N/A	-260	-18%
Bookkeeping, Accounting, and Auditing Clerks	122	\$35,350	102	11%
First-Line Supervisors of Office and Administrative Support Workers	108	\$46,253	-5	0%
Customer Service Representatives	96	\$29,321	-7	-1%
General and Operations Managers	96	\$78,303	79	8%
Receptionists and Information Clerks	89	\$26,629	149	31%
Managers, All Other	43	N/A	36	7%
Shipping, Receiving, and Traffic Clerks	41	\$33,556	44	13%

### TOP 10 OCCUPATIONS BY MEDIAN WAGE

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Industrial Production Managers	14	\$94,574	10	6%
Purchasing Managers	3	\$81,614	2	5%
Computer and Information Systems Managers	4	\$80,283	3	6%
General and Operations Managers	96	\$78,303	79	8%
Management Analysts	6	\$72,772	2	3%
Human Resources Managers	7	\$63,688	7	11%
Executive Secretaries and Executive Administrative Assistants	7	\$52,159	-23	-24%
Postal Service Clerks	13	\$48,651	37	37%
Postal Service Mail Carriers	40	\$48,567	124	39%
First-Line Supervisors of Office and Administrative Support Workers	108	\$46,253	-5	0%



## TOP 10 OCCUPATIONS BY GROWTH

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Postal Service Mail Carriers	40	\$48,567	124	39%
Postal Service Clerks	13	\$48,651	37	37%
Interviewers, Except Eligibility and Loan	29	N/A	53	32%
Receptionists and Information Clerks	89	\$26,629	149	31%
Human Resources Specialists	29	\$43,844	52	25%
Office and Administrative Support Workers, All Other	20	\$21,613	27	19%
Payroll and Timekeeping Clerks	6	\$33,284	8	16%
Administrative Services Managers	7	N/A	11	15%
Training and Development Specialists	10	\$38,669	11	14%
Shipping, Receiving, and Traffic Clerks	41	\$33,556	44	13%

## TOP HIGH-VALUE OCCUPATIONS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	173	\$35,788	14	1%
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Human Resources Managers	7	\$63,688	7	11%
Management Analysts	6	\$72,772	2	3%

# CAREER CLUSTER OCCUPATIONS

## Transportation, Distribution & Logistics



### TOP 10 OCCUPATIONS BY ANNUAL OPENINGS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Laborers and Freight, Stock, and Material Movers, Hand	356	\$28,436	427	21%
Heavy and Tractor-Trailer Truck Drivers	267	\$43,996	160	8%
Packers and Packagers, Hand	131	\$24,923	123	16%
Bus Drivers, School or Special Client	56	N/A	67	19%
Industrial Truck and Tractor Operators	55	\$31,617	46	11%
Billing and Posting Clerks	48	\$33,576	137	56%
Automotive Service Technicians and Mechanics	41	\$35,096	-13	-3%
Cleaners of Vehicles and Equipment	36	\$27,058	40	20%
Bus and Truck Mechanics and Diesel Engine Specialists	25	\$38,833	39	19%
Automotive and Watercraft Service Attendants	22	N/A	-11	-7%

### TOP 10 OCCUPATIONS BY MEDIAN WAGE

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Billing and Posting Clerks	48	\$33,576	137	56%
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Packers and Packagers, Hand	131	\$24,923	123	16%
Industrial Truck and Tractor Operators	55	\$31,617	46	11%
Transportation, Storage, and Distribution Managers	10	\$67,427	12	11%
Heavy and Tractor-Trailer Truck Drivers	267	\$43,996	160	8%
Automotive Body and Related Repairers	10	\$45,554	6	7%





### TOP 10 OCCUPATIONS BY GROWTH

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Billing and Posting Clerks	48	\$33,576	137	56%
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### TOP HIGH-VALUE OCCUPATIONS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Heavy and Tractor-Trailer Truck Drivers	267	\$43,996	160	8%
Bus and Truck Mechanics and Diesel Engine Specialists	25	\$38,833	39	19%
Transportation, Storage, and Distribution Managers	10	\$67,427	12	11%
Automotive Body and Related Repairers	10	\$45,554	6	7%
Logisticians	5	\$70,674	1	2%
Mobile Heavy Equipment Mechanics, Except Engines	5	\$51,278	3	6%

# CAREER CLUSTER OCCUPATIONS

## Manufacturing



### TOP 10 OCCUPATIONS BY ANNUAL OPENINGS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Maintenance and Repair Workers, General	107	\$38,874	131	15%
First-Line Supervisors of Production and Operating Workers	79	\$57,067	19	3%
Helpers--Production Workers	73	\$29,355	182	66%
Inspectors, Testers, Sorters, Samplers, and Weighers	61	\$34,453	-79	-13%
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	56	\$34,790	-19	-4%
Production Workers, All Other	55	\$24,894	32	7%
Meat, Poultry, and Fish Cutters and Trimmers	52	\$30,188	32	8%
Machinists	48	\$43,149	-13	-3%
Welders, Cutters, Solderers, and Brazers	48	\$37,774	-15	-3%
Mixing and Blending Machine Setters, Operators, and Tenders	43	\$25,190	41	13%

### TOP 10 OCCUPATIONS BY MEDIAN WAGE

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
First-Line Supervisors of Mechanics, Installers, and Repairers	25	\$64,369	6	2%
First-Line Supervisors of Production and Operating Workers	79	\$57,067	19	3%
Industrial Machinery Mechanics	28	\$55,775	7	2%
Tool and Die Makers	14	\$48,974	-23	-14%
Maintenance Workers, Machinery	9	\$44,301	-5	-5%
Machinists	48	\$43,149	-13	-3%
Production, Planning, and Expediting Clerks	20	\$41,754	-4	-2%
Maintenance and Repair Workers, General	107	\$38,874	131	15%
Installation, Maintenance, and Repair Workers, All Other	27	\$38,802	19	9%
Welders, Cutters, Solderers, and Brazers	48	\$37,774	-15	-3%



### TOP 10 OCCUPATIONS BY GROWTH

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Helpers--Production Workers	73	\$29,355	182	66%
Food Processing Workers, All Other	38	\$28,241	92	40%
Packaging and Filling Machine Operators and Tenders	32	\$34,844	45	21%
Maintenance and Repair Workers, General	107	\$38,874	131	15%
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	34	N/A	38	15%
Mixing and Blending Machine Setters, Operators, and Tenders	43	\$25,190	41	13%
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	15	\$28,199	15	13%
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	27	N/A	23	11%
Cutting and Slicing Machine Setters, Operators, and Tenders	16	N/A	12	10%
Installation, Maintenance, and Repair Workers, All Other	27	\$38,802	19	9%

### TOP HIGH-VALUE OCCUPATIONS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Maintenance and Repair Workers, General	107	\$38,874	131	15%
First-Line Supervisors of Production and Operating Workers	79	\$57,067	19	3%
Industrial Machinery Mechanics	28	\$55,775	7	2%
Installation, Maintenance, and Repair Workers, All Other	27	\$38,802	19	9%
First-Line Supervisors of Mechanics, Installers, and Repairers	25	\$64,369	6	2%

# CAREER CLUSTER OCCUPATIONS

## Health Science

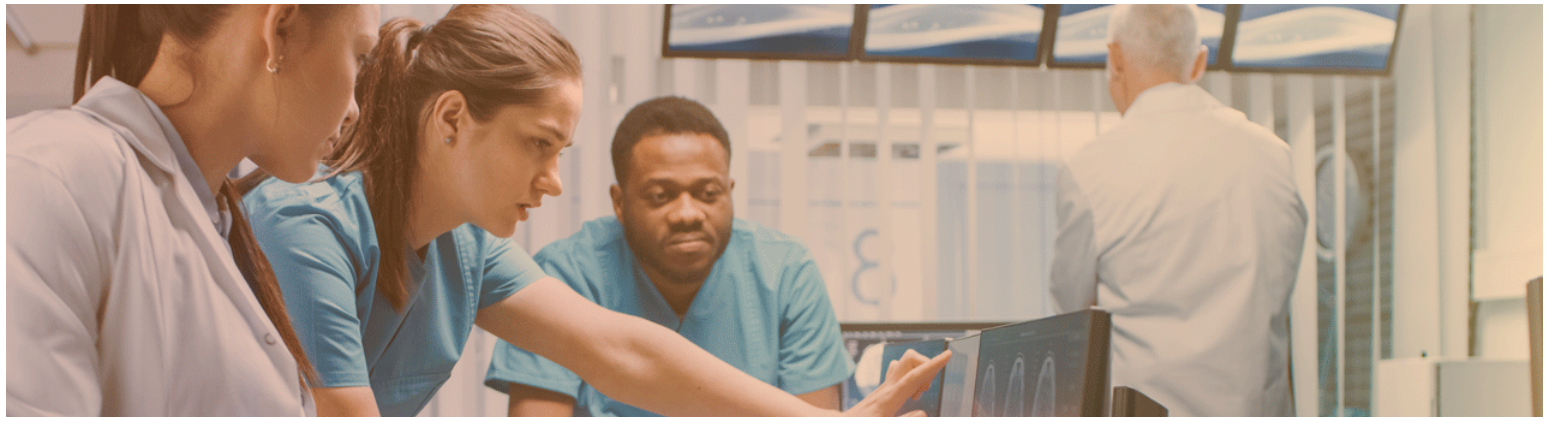


### TOP 10 OCCUPATIONS BY ANNUAL OPENINGS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Nursing Assistants	169	N/A	147	11%
Licensed Practical and Licensed Vocational Nurses	130	\$38,472	310	27%
Registered Nurses	88	\$56,687	233	21%
Medical Assistants	55	\$26,471	179	74%
Medical Secretaries	49	\$28,039	140	58%
Nurse Practitioners	40	\$97,274	231	109%
Medical and Health Services Managers	35	\$78,753	95	35%
Home Health Aides	33	N/A	103	65%
Physical Therapist Assistants	27	\$55,371	48	31%
Dental Assistants	24	N/A	68	55%

### TOP 10 OCCUPATIONS BY MEDIAN WAGE

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Pharmacists	N/A	\$123,632	-65	-43%
Nurse Practitioners	40	\$97,274	231	109%
Veterinarians	2	\$95,973	-4	-9%
Physical Therapists	11	\$84,680	16	7%
Medical and Health Services Managers	35	\$78,753	95	35%
Occupational Therapists	3	\$76,740	-1	-2%
Physician Assistants	15	\$62,798	90	141%
Speech-Language Pathologists	6	\$61,753	6	7%
Registered Nurses	88	\$56,687	233	21%
Physical Therapist Assistants	27	\$55,371	48	31%



## TOP 10 OCCUPATIONS BY GROWTH

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Physician Assistants	15	\$62,798	90	141%
Nurse Practitioners	40	\$97,274	231	109%
Physicians and Surgeons, All Other	9	N/A	56	80%
Medical Assistants	55	\$26,471	179	74%
Home Health Aides	33	N/A	103	65%
Medical Secretaries	49	\$28,039	140	58%
Dental Assistants	24	N/A	68	55%
Dental Hygienists	18	N/A	67	52%
Medical Records and Health Information Technicians	9	N/A	30	38%
Medical and Health Services Managers	35	\$78,753	95	35%

## TOP HIGH-VALUE OCCUPATIONS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Licensed Practical and Licensed Vocational Nurses	130	\$38,472	310	27%
Registered Nurses	88	\$56,687	233	21%
Nurse Practitioners	40	\$97,274	231	109%
Medical and Health Services Managers	35	\$78,753	95	35%
Physical Therapist Assistants	27	\$55,371	48	31%
Physician Assistants	15	\$62,798	90	141%
Physical Therapists	11	\$84,680	16	7%
Radiologic Technologists	9	\$45,699	21	17%
Speech-Language Pathologists	6	\$61,753	6	7%
Respiratory Therapists	5	\$48,627	6	10%

# CAREER CLUSTER OCCUPATIONS

## Education & Training



### TOP 10 OCCUPATIONS BY ANNUAL OPENINGS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Teacher Assistants	97	N/A	61	7%
Elementary School Teachers, Except Special Education	81	\$47,414	77	8%
Substitute Teachers	64	N/A	39	8%
Secondary School Teachers, Except Special and Career/Technical Education	46	\$49,264	48	9%
All teachers and instructors not listed separately	42	N/A	26	8%
Middle School Teachers, Except Special and Career/Technical Education	40	\$49,662	39	8%
Preschool Teachers, Except Special Education	29	\$24,091	21	8%
Educational, Guidance, School, and Vocational Counselors	22	\$47,332	21	11%
Education Administrators, Elementary and Secondary School	19	\$77,076	17	8%
Business Teachers, Postsecondary	15	N/A	23	16%

### TOP 10 OCCUPATIONS BY MEDIAN WAGE

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Education Administrators, Postsecondary	5	\$88,441	4	7%
Education Administrators, Elementary and Secondary School	19	\$77,076	17	8%
Education Administrators, All Other	12	\$76,106	9	7%
Health Specialties Teachers, Postsecondary	6	\$72,934	8	13%
History Teachers, Postsecondary	5	\$71,768	4	7%
Instructional Coordinators	7	\$68,097	3	4%
Chemistry Teachers, Postsecondary	4	\$65,485	3	7%
Nursing Instructors and Teachers, Postsecondary	10	\$59,253	14	15%
Middle School Teachers, Except Special and Career/Technical Education	40	\$49,662	39	8%
Secondary School Teachers, Except Special and Career/Technical Education	46	\$49,264	48	9%





## TOP 10 OCCUPATIONS BY GROWTH

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Business Teachers, Postsecondary	15	N/A	23	16%
Nursing Instructors and Teachers, Postsecondary	10	\$59,253	14	15%
Biological Science Teachers, Postsecondary	7	N/A	9	13%
Health Specialties Teachers, Postsecondary	6	\$72,934	8	13%
Psychology Teachers, Postsecondary	5	N/A	6	12%
Educational, Guidance, School, and Vocational Counselors	22	\$47,332	21	11%
Librarians	12	N/A	9	9%
Special Education Teachers, Middle School	3	N/A	3	9%
Secondary School Teachers, Except Special and Career/Technical Education	46	\$49,264	48	9%
Kindergarten Teachers, Except Special Education	14	\$47,160	11	9%

## TOP HIGH-VALUE OCCUPATIONS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth
Elementary School Teachers, Except Special Education	81	\$47,414	77	8%
Secondary School Teachers, Except Special and Career/Technical Education	46	\$49,264	48	9%
Middle School Teachers, Except Special and Career/Technical Education	40	\$49,662	39	8%
Educational, Guidance, School, and Vocational Counselors	22	\$47,332	21	11%
Education Administrators, Elementary and Secondary School	19	\$77,076	17	8%
Kindergarten Teachers, Except Special Education	14	\$47,160	11	9%
Career/Technical Education Teachers, Secondary School	13	\$48,445	11	7%
Education Administrators, All Other	12	\$76,106	9	7%
Nursing Instructors and Teachers, Postsecondary	10	\$59,253	14	15%
Instructional Coordinators	7	\$68,097	3	4%

# REGIONAL OCCUPATIONS

Finally, to better understand the overall employment landscape of the Northwest LWDA, the top twenty occupations, overall, are listed by annual openings, median wages, growth, and high-value. This type of analysis provides a broader picture of occupations with the highest demand, wages, and growth across all clusters within the region.

## TOP 20 OCCUPATIONS BY ANNUAL OPENINGS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth	Cluster
Combined Food Preparation and Serving Workers, Including Fast Food	366	N/A	243	14%	Hospitality & Tourism
Laborers and Freight, Stock, and Material Movers, Hand	356	\$28,436	427	21%	Transportation, Distribution & Logistics
Cashiers	282	\$21,028	-670	-31%	Marketing
Heavy and Tractor-Trailer Truck Drivers	267	\$43,996	160	8%	Transportation, Distribution & Logistics
Waiters and Waitresses	259	\$18,627	87	7%	Hospitality & Tourism
Retail Salespersons	249	\$20,765	-1004	-35%	Marketing
Office Clerks, General	233	\$29,022	130	7%	Business Management & Administration
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	173	\$35,788	14	1%	Business Management & Administration
Nursing Assistants	169	N/A	147	11%	Health Science
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	163	\$22,054	98	9%	Hospitality & Tourism
Stock Clerks and Order Fillers	154	N/A	-260	-18%	Business Management & Administration
Farmers, Ranchers, and Other Agricultural Managers	150	N/A	-509	-22%	Agriculture, Food & Natural Resources
Cooks, Restaurant	141	N/A	183	23%	Hospitality & Tourism
Packers and Packagers, Hand	131	\$24,923	123	16%	Transportation, Distribution & Logistics
Licensed Practical and Licensed Vocational Nurses	130	\$38,472	310	27%	Health Science
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	127	N/A	-103	-12%	Agriculture, Food & Natural Resources
Bookkeeping, Accounting, and Auditing Clerks	122	\$35,350	102	11%	Business Management & Administration
First-Line Supervisors of Office and Administrative Support Workers	108	\$46,253	-5	N/A	Business Management & Administration
Maintenance and Repair Workers, General	107	\$38,874	131	15%	Manufacturing
Teacher Assistants	97	N/A	61	7%	Education & Training

## TOP 20 OCCUPATIONS BY MEDIAN WAGE

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth	Cluster
Marketing Managers	3	\$145,442	N/A	N/A	Marketing
Pharmacists	N/A	\$123,632	-65	-43%	Health Science
Electrical Engineers	5	\$119,177	7	13%	Science, Technology, Engineering & Mathematics
Architectural and Engineering Managers	6	\$106,997	6	8%	Science, Technology, Engineering & Mathematics
Sales Managers	6	\$99,550	10	18%	Marketing
Nurse Practitioners	40	\$97,274	231	109%	Health Science
Veterinarians	2	\$95,973	-4	-9%	Health Science
Lawyers	4	\$94,901	-4	-4%	Law, Public Safety, Corrections & Security
Industrial Production Managers	14	\$94,574	10	6%	Business Management & Administration
Financial Managers	33	\$88,712	53	16%	Finance
Education Administrators, Postsecondary	5	\$88,441	4	7%	Education & Training
Physical Therapists	11	\$84,680	16	7%	Health Science
Industrial Engineers	20	\$83,243	27	12%	Science, Technology, Engineering & Mathematics
Purchasing Managers	3	\$81,614	2	5%	Business Management & Administration
Computer and Information Systems Managers	4	\$80,283	3	6%	Business Management & Administration
Mechanical Engineers	9	\$79,444	13	11%	Science, Technology, Engineering & Mathematics
Claims Adjusters, Examiners, and Investigators	4	\$78,940	-3	-7%	Finance
Medical and Health Services Managers	35	\$78,753	95	35%	Health Science
General and Operations Managers	96	\$78,303	79	8%	Business Management & Administration
Education Administrators, Elementary and Secondary School	19	\$77,076	17	8%	Education & Training

# REGIONAL OCCUPATIONS

## TOP 20 OCCUPATIONS BY GROWTH

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth	Cluster
Physician Assistants	15	\$62,798	90	141%	Health Science
Nurse Practitioners	40	\$97,274	231	109%	Health Science
Physicians and Surgeons, All Other	9	N/A	56	80%	Health Science
Accountants and Auditors	63	\$55,120	234	76%	Finance
Medical Assistants	55	\$26,471	179	74%	Health Science
Helpers--Production Workers	73	\$29,355	182	66%	Manufacturing
Home Health Aides	33	N/A	103	65%	Health Science
Medical Secretaries	49	\$28,039	140	58%	Health Science
Billing and Posting Clerks	48	\$33,576	137	56%	Transportation, Distribution & Logistics
Dental Assistants	24	N/A	68	55%	Health Science
Dental Hygienists	18	N/A	67	52%	Health Science
Mental Health and Substance Abuse Social Workers	6	N/A	19	50%	Human Services
Recreation Workers	70	\$20,673	124	43%	Hospitality & Tourism
Plumbers, Pipefitters, and Steamfitters	16	\$46,838	39	41%	Architecture & Construction
Food Processing Workers, All Other	38	\$28,241	92	40%	Manufacturing
Postal Service Mail Carriers	40	\$48,567	124	39%	Business Management & Administration
Medical Records and Health Information Technicians	9	N/A	30	38%	Health Science
Postal Service Clerks	13	\$48,651	37	37%	Business Management & Administration
Medical and Health Services Managers	35	\$78,753	95	35%	Health Science
Driver/Sales Workers	39	\$23,044	75	32%	Marketing

The last table in this section displays the top twenty high-value occupations for the region. High-value occupations are defined as occupations that are highest in demand (as denoted by annual openings) with median wages greater than \$35,000 and stable or positive growth. As these occupations offer the greatest opportunity for students and job seekers, along with living wages, they provide effective targets for education and student pathways.

## TOP 20 HIGH-VALUE OCCUPATIONS

Occupation	Annual Openings	Median Wage	Projected New Jobs	Growth	Cluster
Heavy and Tractor-Trailer Truck Drivers	267	\$43,996	160	8%	Transportation, Distribution & Logistics
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	173	\$35,788	14	1%	Business Management & Administration
Licensed Practical and Licensed Vocational Nurses	130	\$38,472	310	27%	Health Science
Bookkeeping, Accounting, and Auditing Clerks	122	\$35,350	102	11%	Business Management & Administration
Maintenance and Repair Workers, General	107	\$38,874	131	15%	Manufacturing
General and Operations Managers	96	\$78,303	79	8%	Business Management & Administration
Registered Nurses	88	\$56,687	233	21%	Health Science
Elementary School Teachers, Except Special Education	81	\$47,414	77	8%	Education & Training
First-Line Supervisors of Production and Operating Workers	79	\$57,067	19	3%	Manufacturing
Accountants and Auditors	63	\$55,120	234	76%	Finance
Carpenters	60	\$38,145	64	13%	Architecture & Construction
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	51	\$45,725	92	26%	Marketing
Secondary School Teachers, Except Special and Career/Technical Education	46	\$49,264	48	9%	Education & Training
Police and Sheriff's Patrol Officers	44	\$38,783	38	7%	Law, Public Safety, Corrections & Security
Middle School Teachers, Except Special and Career/Technical Education	40	\$49,662	39	8%	Education & Training
Nurse Practitioners	40	\$97,274	231	109%	Health Science
Postal Service Mail Carriers	40	\$48,567	124	39%	Business Management & Administration
First-Line Supervisors of Construction Trades and Extraction Workers	38	\$53,788	42	14%	Architecture & Construction
Medical and Health Services Managers	35	\$78,753	95	35%	Health Science
Food Service Managers	34	\$40,690	27	11%	Hospitality & Tourism

# In Review

## SUMMARY AND RECOMMENDATIONS

The use of updated labor market information is an important tool for a region to ensure that its learners have career opportunities with life-sustaining wages and employers have a steady pipeline of qualified workers. District leaders can use labor market information to identify gaps in program offerings, address unmet needs and improve access of their CTE programs.

The goal of this report is to provide regional labor market information to local leaders so they can better position their CTE programs to prepare students to access high-value occupations in their region.

Analysis of regional workforce data indicates that the top employing industries in this region are: **Manufacturing, Health Care and Social Assistance, Retail Trade, Education Services, and Accommodation and Food Services.** Growing occupations within these industries are included in the Industry Overview section of this report.

Further, it can be concluded that the top high-value career clusters in the region that have strong demand and can provide good career opportunities are:

- **Business Management & Administration**
- **Transportation, Distribution & Logistics**
- **Manufacturing**
- **Health Science**
- **Education & Training**

A detailed analysis of top occupations within each of these cluster is included in the Career Cluster Occupation section of this report.

Based on this report, CTE programs in the region need to focus their efforts to align program offerings with these high-value clusters and top occupations within these clusters. Participating in these CTE programs will provide learners with the technical skills and credentials needed to accelerate growth and individual opportunity. The ability to meet workforce demands will allow better labor market alignment in the region.











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# Appendix A

	<b>AGRICULTURE, FOOD &amp; NATURAL RESOURCES</b> This cluster is focused on the production, processing, marketing, distribution, financing, and development of agricultural commodities and resources including food, fiber, wood products, natural resources, horticulture, and other plant and animal products or resources.
	<b>ARCHITECTURE &amp; CONSTRUCTION</b> This cluster is focused on careers in designing, planning, managing, building and maintaining the built environment.
	<b>ARTS, A/V TECHNOLOGY &amp; COMMUNICATIONS</b> This cluster is focused on designing, producing, exhibiting, performing, writing, and publishing multimedia content including visual and performing arts and design, journalism and entertainment services.
	<b>BUSINESS MANAGEMENT &amp; ADMINISTRATION</b> This cluster is focused on careers in planning, organizing, directing and evaluating business functions essential to efficient and productive business operations.
	<b>EDUCATION &amp; TRAINING</b> This cluster is focused on planning, managing and providing education and training services, and related learning support services.
	<b>FINANCE</b> This cluster is focused on planning, services for financial and investment planning, banking, insurance, and business financial management.
	<b>GOVERNMENT &amp; PUBLIC ADMINISTRATION</b> This cluster is focused on planning and performing government functions at the local, state and federal levels, including governance, national security, foreign service, planning, revenue and taxation, and regulations.
	<b>HEALTH SCIENCE</b> This cluster is focused on planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.

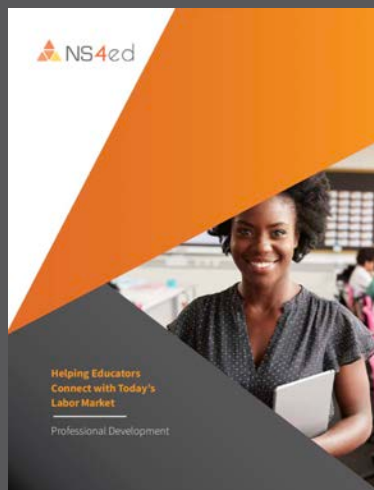
	<b>HOSPITALITY &amp; TOURISM</b> This cluster is focused on management, marketing and operations of restaurants and other food services, lodging, attractions, recreation events and travel related services.
	<b>HUMAN SERVICES</b> This cluster is focused on preparing individuals for employment in careers that relate to families and human needs such as counseling and mental health services, family and community services, personal care and consumer services.
	<b>INFORMATION TECHNOLOGY</b> This cluster is focused on building linkages in information technology occupations for entry level, technical and professional careers related to the design, development, support and management of hardware, software, multimedia and systems integration services.
	<b>LAW, PUBLIC SAFETY, CORRECTIONS &amp; SECURITY</b> This cluster is focused on planning, managing, and providing legal, public safety and protective services and homeland security, including professional and technical support services.
	<b>MANUFACTURING</b> This cluster is focused on planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing, and process engineering.
	<b>MARKETING</b> This cluster is focused on planning, managing and performing marketing activities to reach organizational objectives.
	<b>SCIENCE, TECHNOLOGY, ENGINEERING &amp; MATHEMATICS</b> This cluster is focused on planning, managing and providing scientific research and professional and technical services (e.g., physical science, social science, engineering) including laboratory and testing services, and research and development services.
	<b>TRANSPORTATION, DISTRIBUTION &amp; LOGISTICS</b> This cluster is focused on planning, management, and movement of people, materials, and goods by road, pipeline, air, rail and water and related professional support services such as transportation infrastructure planning and management, logistics services, mobile equipment and facility maintenance.

Source: National Career Clusters® Framework

# OUR COMMITMENT

Through our commitment to drive results, our partnerships have led us to building comprehensive career and college education solutions. We focus on solutions relevant to education practices and ensure a seamless approach to support career readiness efforts in schools everywhere. Our innovative approach focuses on delivering the best possible solutions to support long-term student success.

Find useful resources at [www.ns4ed.com/resources](http://www.ns4ed.com/resources)



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