



SA Ready to Work

Advisory Board Meeting
April 30, 2021



CITY OF SAN ANTONIO
**ECONOMIC DEVELOPMENT
DEPARTMENT**

Welcome

- All participants will be muted upon entering the meeting.
- Board Members may use the “Raise Hand” features if you have questions or comments.

Agenda

A. Call to Order

B. Public Comment

C. Approval of Minutes

D. Individual Items

1. Discussion and possible action related to allotment of certificates versus two- and four-year degrees offered through SA: Ready to Work
2. Discussion relating to SA: Ready to Work draft budget

E. Staff Member Comments

F. Adjourn



A. Call to Order



B. Public Comment



C. Approval of Minutes



D1. Certificate and Degree Allotment

Recommended Tuition and Fees

DRAFT



- High School Equivalency
 - Funded separately



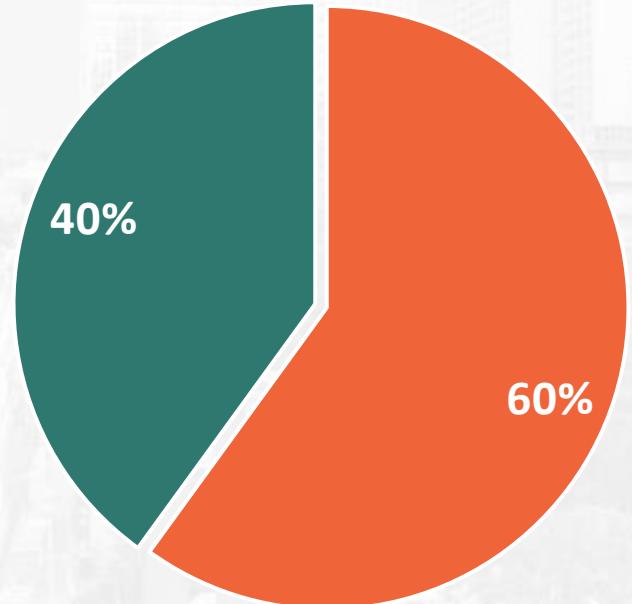
- Industry-recognized certificates



- College degree programs
 - Associate degrees
 - Bachelor degrees

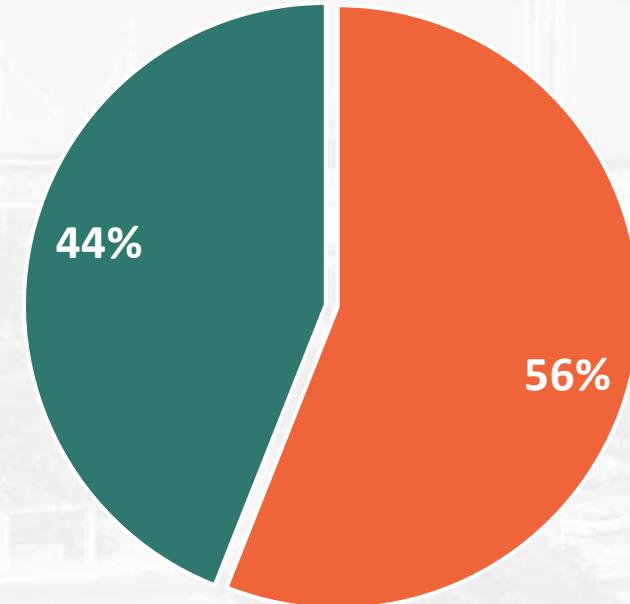
Educational Allotment

Original Recommendation



- Industry-recognized Certifications
- Degree Programs

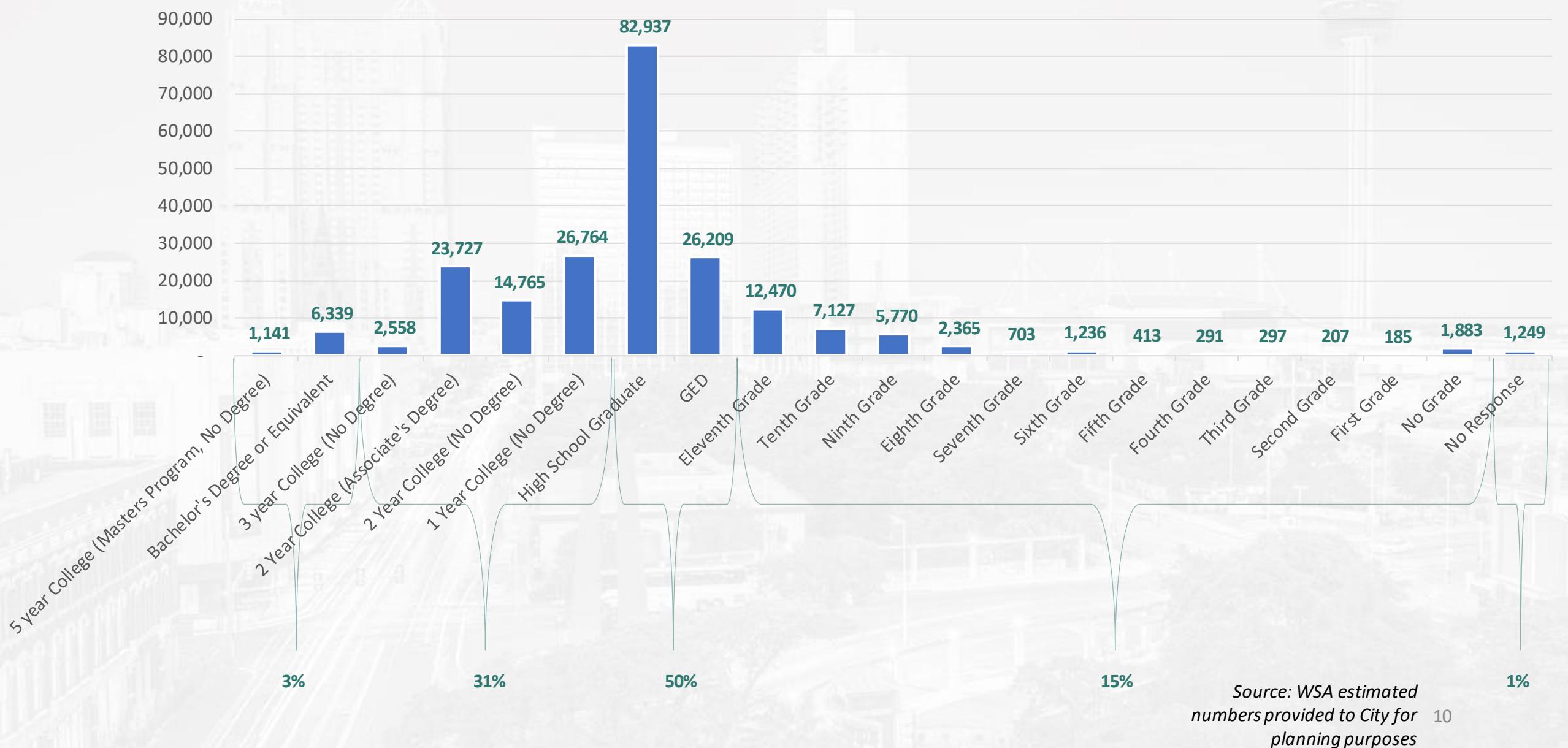
Survey Results



- Industry-recognized Certifications
- Degree Programs

Level of Education of Unemployed San Antonio Residents

March 2020-March 2021





THE CONSTRUCTION INDUSTRY NEEDS YOU NOW!

WHY CONSTRUCTION?

There are a lot of job openings in a variety of fields that offer great pay! Most construction jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$34.78

THE AVERAGE YEARLY WAGE

\$72,332

Source: Texas Workforce Commission/Labor Market & Career Information/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



ALAMO
COLLEGES
DISTRICT



Lamson Institute

HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the construction industry. Contact our career counselors for a complete list of job opportunities in the construction industry and to get your personal career plan!

SAMPLE CAREER PLAN

CAREER LEVEL ENTRY-LEVEL	CAREER LEVEL INTERMEDIATE	CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
\$15.47	\$19.05	\$26.16	\$37.41
Roofers	Carpenters	Telecommunication Line Installers and Repairers	Architect
EDUCATION NONE	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION BACHELOR'S DEGREE
WORK EXPERIENCE MODERATE	WORK EXPERIENCE APPRENTICESHIP	WORK EXPERIENCE LONG-TERM	WORK EXPERIENCE INTERNSHIP / RESIDENCY

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

APPLY NOW AND LEARN MORE



(210) 224-HELP (4357)



jobseekers@wsalamo.org

Workforce Solutions Alamo is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. (Please request reasonable accommodations at least 48 hours in advance) Texas Relay Numbers: 1-800-735-2989 (TDD) or 1-800-735-2988 (Voice) or 711.

For a complete list of our Workforce Solutions
Alamo Career Centers across our 13-county region,
please visit www.workforcesolutionsalamo.org

Work in Texas: www.workintexas.com





THE IT/CYBERSECURITY INDUSTRY NEEDS YOU NOW!

WHY IT/CYBERSECURITY?

There are a lot of job openings in a variety of fields that offer great pay! Most IT/Cybersecurity jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$37.77

THE AVERAGE YEARLY WAGE

\$78,562

Source: Texas Workforce Commission/Labor Market & Career Information/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



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HOW DO I GET STARTED?

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SAMPLE CAREER PLAN

CAREER LEVEL ENTRY-LEVEL	CAREER LEVEL INTERMEDIATE	CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
\$15.61	\$22.98	\$46.04	\$54.07
Computer Operators	Data Entry Keyers	Information Security Analysts	Computer Network Architects
EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION BACHELOR'S DEGREE	EDUCATION BACHELOR'S DEGREE
WORK EXPERIENCE SHORT-TERM ON-THE-JOB TRAINING	WORK EXPERIENCE MODERATE ON-THE-JOB TRAINING	WORK EXPERIENCE LESS THAN 5 YEARS	WORK EXPERIENCE 5 OR MORE YEARS

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

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THE HEALTHCARE INDUSTRY NEEDS YOU NOW!

WHY HEALTHCARE?

There are a lot of job openings in a variety of fields that offer great pay! Be a part of this critical, life-saving industry. Most healthcare jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$35.35

THE AVERAGE YEARLY WAGE

\$73,530

Source: Texas Workforce Commission/Labor Market & Career Information/Tracer 2

WHERE CAN I GET EDUCATION AND TRAINING?



ALAMO
COLLEGES
DISTRICT



Coastal Bend
COLLEGE



SOUTHERN
CAREERS
INSTITUTE



The Vistage
of
Allied Healthcare



GALEN
COLLEGE OF NURSING



Lamson Institute



TSCER
Texas School of Continuing Education & Recruitment



SWTJC
Southwest Texas Junior College



HALLMARK
UNIVERSITY



Schreiner
University



Quest College



CONCORDE



YCHCP
THE COLLEGE OF
HEALTH CARE PROFESSIONS



New Horizons®
Computer Learning Centers



GOODWILL
SAN ANTONIO



SWTS
SOUTHWEST SCHOOL OF BUSINESS
AND TECHNICAL CAREERS



Savant Achievement Center



YATES HEALTH
CAREER INSTITUTE



UIW



TEXAS DENTAL
ASSISTING ACADEMY

APPLY NOW AND LEARN MORE



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HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the healthcare industry. Contact our career counselors for a complete list of job opportunities in the healthcare industry and to get your personal career plan!

SAMPLE CAREER PLAN

CAREER LEVEL ENTRY-LEVEL	CAREER LEVEL INTERMEDIATE	CAREER LEVEL ADVANCED
\$14.72	\$16.87	\$28.87
Pharmacy Aides	Pharmacy Technicians	Dietitians and Nutritionists
EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION BACHELOR'S DEGREE
WORK EXPERIENCE SHORT-TERM ON-THE- JOB TRAINING	WORK EXPERIENCE MODERATE ON-THE- JOB TRAINING	WORK EXPERIENCE INTERNSHIP / RESIDENCY

Source: TWC/Tracer 2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

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THE EDUCATION INDUSTRY NEEDS YOU NOW!

WHY EDUCATION?

The education industry offers job security, great pay and flexible schedules! Help shape the future of children in our community. Some education jobs let you earn certifications while you teach.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$21.93

THE AVERAGE YEARLY WAGE

\$45,604

Source: Texas Workforce Commission/Labor Market & Career Information/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



ALAMO
COLLEGES
DISTRICT

HOW DO I GET STARTED?

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SAMPLE CAREER PLAN

CAREER LEVEL ENTRY-LEVEL	CAREER LEVEL INTERMEDIATE	CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
\$10.89	\$22.23	\$27.37	\$54.44
Substitute Teacher	Education Admin., Preschool & Childcare Center	Kindergarten Teachers	Education Administrators, Postsecondary
EDUCATION HIGH SCHOOL/ EQUIVALENCY DIPLOMA	EDUCATION BACHELOR'S DEGREE	EDUCATION BACHELOR'S DEGREE	EDUCATION MASTER'S DEGREE
WORK EXPERIENCE SHORT-TERM ON-THE-JOB TRAINING	WORK EXPERIENCE LESS THAN 5 YEARS	WORK EXPERIENCE PREVIOUS WORK EXPERIENCE	WORK EXPERIENCE 5 YEARS OR MORE

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

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Work in Texas: www.workintexas.com





THE MANUFACTURING INDUSTRY NEEDS YOU NOW!

WHY MANUFACTURING?

There are a lot of job openings in a variety of fields that offer great pay! Most manufacturing jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$24.54

THE AVERAGE YEARLY WAGE

\$51,043

Source: Texas Workforce Commission/Labor Market & Career Information/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



**Coastal Bend
COLLEGE**



**ALAMO
COLLEGES
DISTRICT**



**SOUTHERN
CAREERS
INSTITUTE**



Lamson Institute



TSCER
Texas School of Continuing Education & Recruitment

HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the manufacturing industry. Contact our career counselors for a complete list of job opportunities in the manufacturing industry and to get your personal career plan!

SAMPLE CAREER PLAN

CAREER LEVEL ENTRY-LEVEL	CAREER LEVEL INTERMEDIATE	CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
\$12.56	\$22.61	\$25.23	\$55.49
Helpers – Production Workers	Machinists	Mechanical Engineering Technicians	Industrial Production Manager
EDUCATION HIGH SCHOOL / EQUIVALENT DIPLOMA	EDUCATION HIGH SCHOOL / EQUIVALENT DIPLOMA	EDUCATION ASSOCIATE'S DEGREE	EDUCATION BACHELOR'S DEGREE
WORK EXPERIENCE SHORT-TERM	WORK EXPERIENCE LONG-TERM	WORK EXPERIENCE PREVIOUS WORK EXPERIENCE	WORK EXPERIENCE 5 YEARS OR MORE

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

APPLY NOW AND LEARN MORE



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THE AEROSPACE INDUSTRY NEEDS YOU NOW!

WHY AEROSPACE?

There are a lot of openings for exciting, cutting-edge jobs that offer great pay! Be part of an innovative, fast-changing industry. Most aerospace jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$37.50

Source: Texas Workforce Commission/Labor Market & Career Information/Tracer2

THE AVERAGE YEARLY WAGE

\$78,000

WHERE CAN I GET EDUCATION AND TRAINING?



**Coastal Bend
COLLEGE**



ALAMO
COLLEGES
DISTRICT



**SOUTHERN
CAREERS
INSTITUTE**



Lamson Institute



**ALAMO COLLEGES DISTRICT
St. Philip's College**

APPLY NOW AND LEARN MORE



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jobseekers@wsalamo.org

HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the aerospace industry. Contact our career counselors for a complete list of job opportunities in the aerospace industry and to get your personal career plan!

SAMPLE CAREER PLAN

CAREER LEVEL ENTRY-LEVEL	CAREER LEVEL INTERMEDIATE	CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
\$14.30	\$19.20	\$25.23	\$54.07
Helpers – Carpenters	Sheet Metal Workers	Mechanical Engineering Technicians	Computer Network Architects
EDUCATION NO FORMAL EDUCATION	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION ASSOCIATE'S DEGREE	EDUCATION BACHELOR'S DEGREE
WORK EXPERIENCE ON-THE-JOB TRAINING	WORK EXPERIENCE APPRENTICESHIP	WORK EXPERIENCE PREVIOUS WORK EXPERIENCE	WORK EXPERIENCE 5 YEARS OR MORE

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

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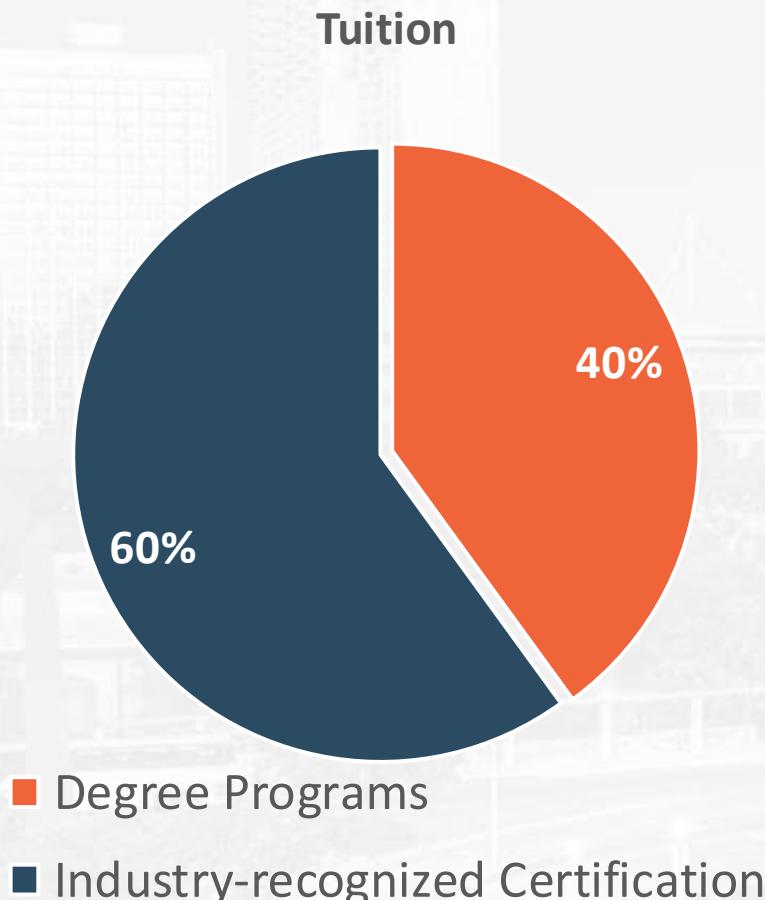


A PROUD PARTNER OF THE American Job Center NETWORK

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Recommended Allotment

DRAFT



- Start with focus on certifications
- Shift to degree programs over time



D1. Discussion and possible action:

Educational Allotment



D2. Draft Budget

Financial Forecast Background

- Ready to Work initiative financial outlook based on certain assumptions
- Preliminary financial forecast presented in December
- Assumptions have been revised based on experience with Train for Jobs and discussions with Advisory Board
- Financial forecast updated based on these assumptions

Ready to Work – Financial Assumptions

Enrollment

DRAFT

Fiscal Year: July-June

Level of Training	FY 2022 ¹	FY 2023	FY 2024	FY 2025 ¹	FY 2026 ²	FY 2027 ²
Certificate	3,000	4,500	4,000	4,000	1,200	0
Associates ³	650	975	2,000	2,000	600	600
Bachelors ³	1,350	2,025	4,000	4,000	1,200	1,200
Total⁴	5,000	7,500	10,000	10,000	3,000	1,800

1. Program enrollment to begin late 2021 and continue through Dec. 2025

2. Continued support for participants enrolled before Dec. 2025

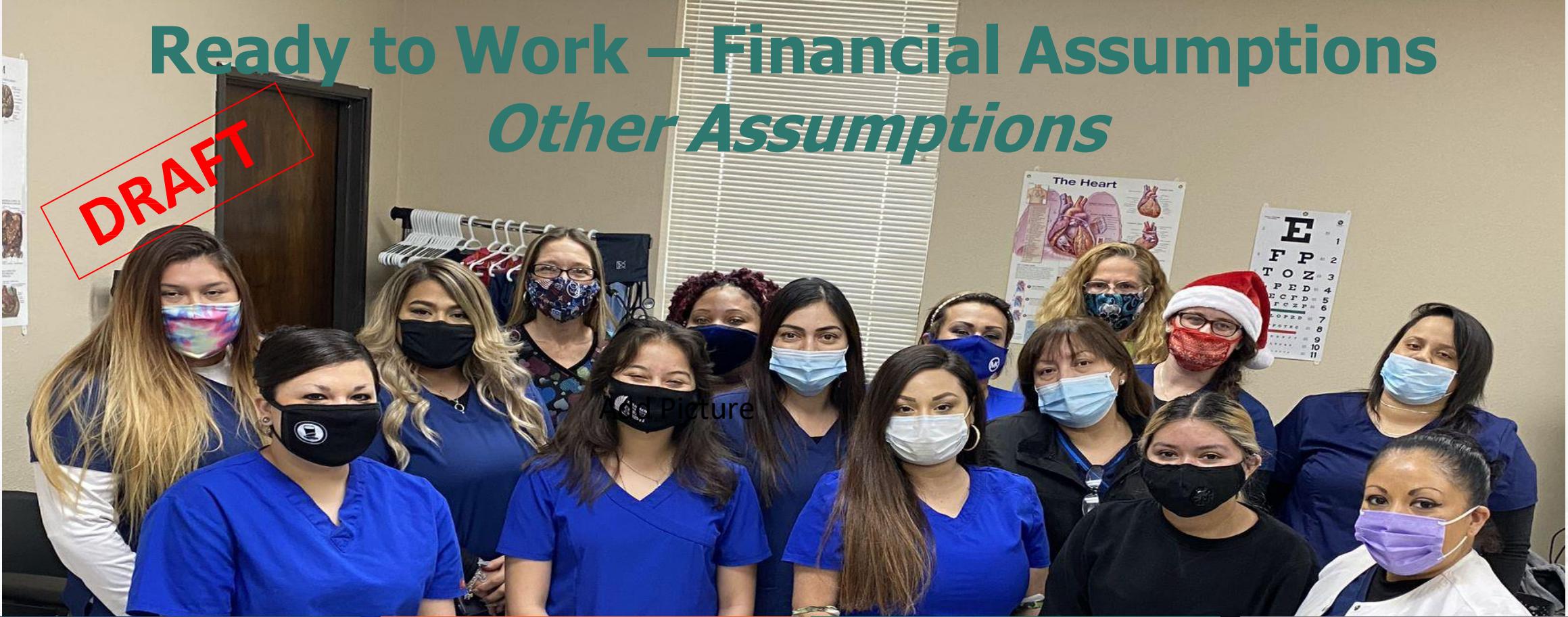
3. Class enrollment to begin in Spring 2022

4. Totals reflect duplicated participants

Ready to Work – Financial Assumptions

Other Assumptions

DRAFT



Intake/Assessment

\$397 per assessment
\$40 for testing

Wraparound support

\$1,300 per year per participant

Tuition

Last dollar (annually)

Certificate: **\$2,100**
Associate: **\$2,200**
Bachelor: **\$4,100**

Emergency Assistance

\$500 per year

DRAFT

Financial Forecast – Ready to Work

(\$ in Millions)	FY 2021 ¹	FY 2022	FY 2023	FY 2024	FY 2025 ¹	FY 2026 ²	FY 2027 ²
Beginning Balance	\$0	\$8.5	\$24.9	\$28.1	\$18.1	\$9.1	\$10.7
Revenues	8.8	39.1	40.5	41.9	43.3	22.4	0
City Cost: Administration ³	\$0.1	\$1.5	\$1.5	\$1.6	\$1.6	\$1.4	\$0.9
State Sales Tax Admin Fee (2%)	0.2	0.8	0.8	0.8	0.8	0.5	0
City Cost: Support Programs	0	0.7	0.7	0.7	0.7	0.6	0
Intake & Assessment ⁴	0	2.2	2.6	3.5	3.6	1.1	0
Wrap Around Services ⁴	0	6.5	9.9	13.6	13.9	4.2	2.5
Tuition/Certifications ⁴	0	9.8	19.9	29.2	29.2	12.2	6.2
Emergency Financial Assistance ⁴	0	1.2	1.9	2.5	2.5	0.8	0.5
Total Expenses	\$0.3	\$22.7	\$37.3	\$51.9	\$52.3	\$20.8	\$10.1
Ending Balance	\$8.5	\$24.9	\$28.1	\$18.1	\$9.1	\$10.7	\$0.6

1. Program Enrollment: End of 2021-Dec. 2025

2. Continued support for participants enrolled prior to Dec. 2025

3. Total Administration is less than 5% of total expenses

4. Estimated contracted cost for Support Programs

FY 2022 Focus

DRAFT

Select partner agencies

Implementing data management platform

Develop framework for evaluating program

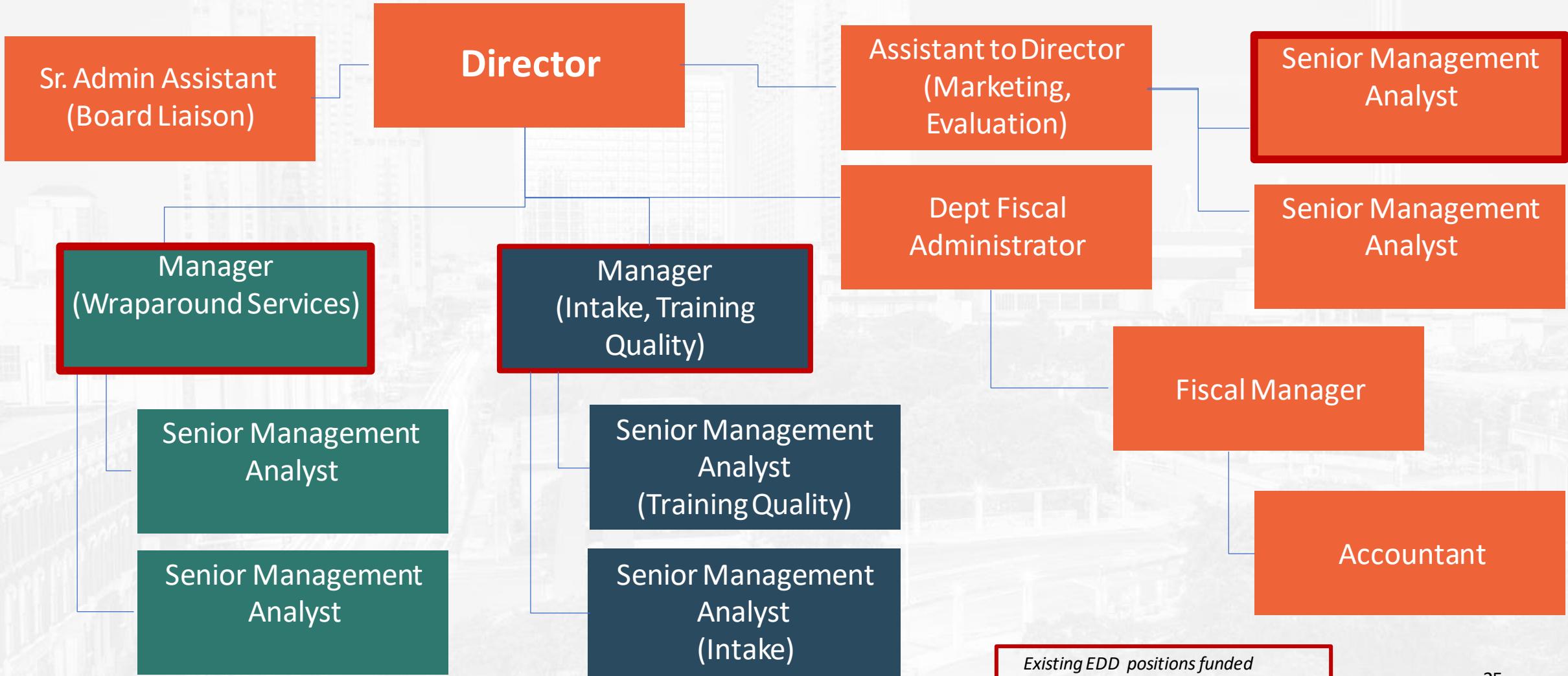
Plan for scaling up program in future years



Performance Metric	Participant Enrolled	Certificate Training	Bachelors or Associates
2022	5,000	3,000	2,000

DRAFT

City Workforce Department



Requests for Proposals

- RFPs for Marketing, Intake & Assessment, Case Management, and Program Evaluation
- Budget adjustments may be needed based on responses
- Changes would be proposed in September

May -
June

RFP Responses received

June -
July

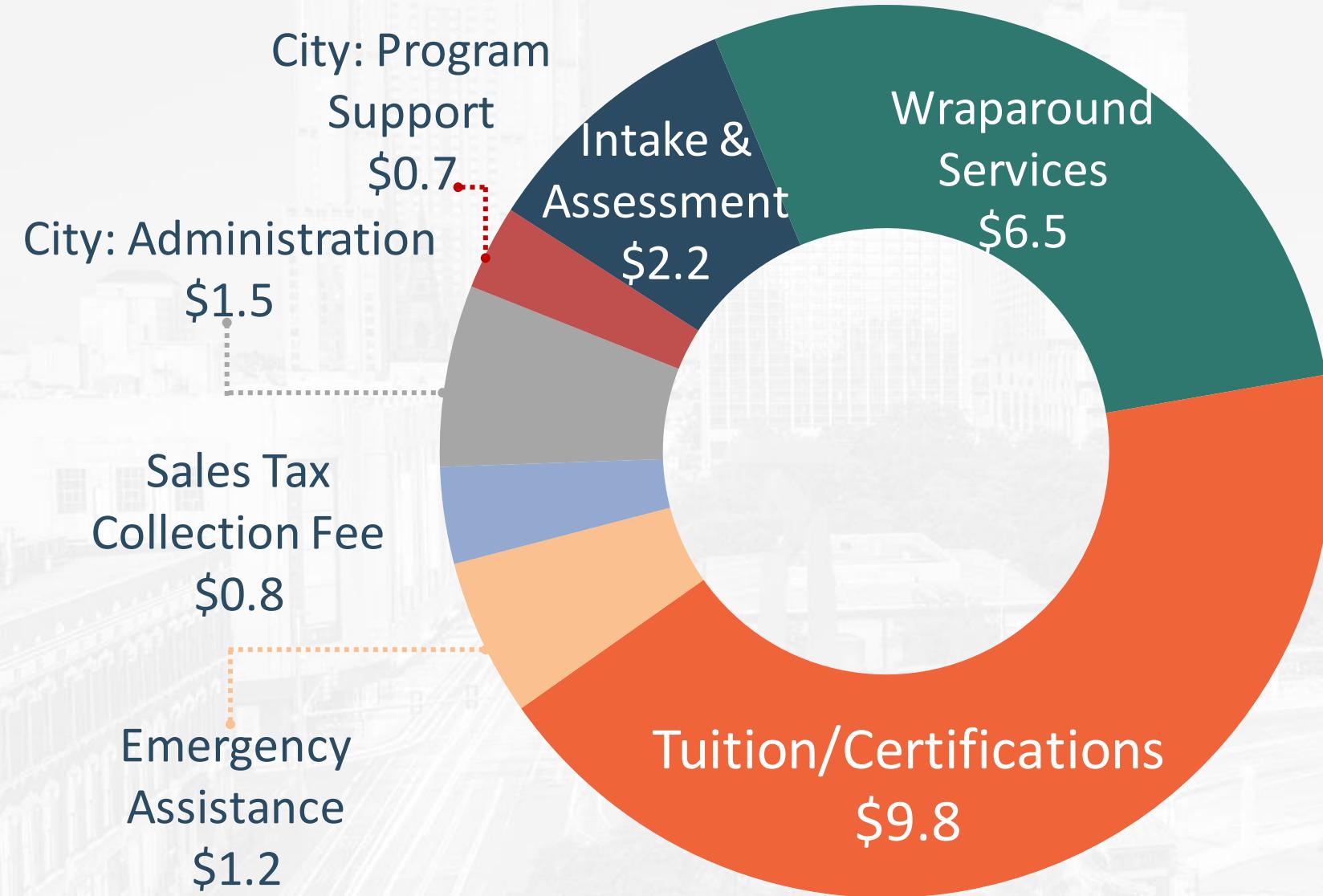
August
- Sept

Response Evaluation

City Council
Consideration &
Budget Revision

Proposed FY 2022 Budget - \$22.7 M

Ready to Work (\$ in Millions)



Authorized Positions	Count
Administration	7
Intake/Assessment	1
Wraparound Services	2
Tuition/Certifications	1
Total	11

A faint, grayscale image of a city skyline is visible in the background. The skyline includes several recognizable buildings, including the CN Tower on the right. The image is slightly out of focus, creating a soft, background effect.

D2. Discussion

Draft Budget



E. Staff Member Comments

F. Adjourn



SA Ready to Work

Advisory Board Meeting
April 30, 2021



CITY OF SAN ANTONIO
**ECONOMIC DEVELOPMENT
DEPARTMENT**

Advisory Board Responsibilities

Validate in-demand occupations

Foster alignment between in-demand skill sets and training programs

Recommend allotment of certificates vs. degrees

Recommend levels of wraparound support

Serve as community program ambassadors

WSA Target Occupations

SOC Code	Occupational Title	Education	Entry Level Wage (as of 2019)	Percentage Change	Change in Emp by Growth			2019 Mean Hourly Wage	2019 Mean Annual Wage
					2019 Mean Hourly Wage	2019 Mean Annual Wage	2019 Mean Annual Wage		
Finance/Insurance/Other									
11-3031	Financial Managers	<i>Bachelor's Degree</i>	\$71,645	31.32	93	\$67.66	\$140,738		
13-2052	Personal Financial Advisors *13-2051	<i>Bachelor's Degree</i>	\$49,883	24.97	24	\$36.24	\$75,372		
43-4051	Customer Service Representatives	High-School Diploma or Equivalent	\$23,676	11.88	372	\$15.92	\$33,112		
13-2011	Accountants and Auditors	<i>Bachelor's Degree</i>	\$48,911	21.02	198	\$35.96	\$74,802		
41-3031	Securities, Commodities, and Financial Services Sales Agents	<i>Bachelor's Degree</i>	\$33,955	22.23	98	\$35.41	\$73,661		
43-3031	Bookkeeping, Accounting, and Auditing Clerks	<i>Some College, No Degree</i>	\$29,549	7.55	89	\$19.79	\$41,155		
13-1031	Claims Adjusters, Examiners, and Investigators	High-School Diploma or Equivalent	\$47,944	14.74	56	\$31.62	\$65,780		
Healthcare									
29-1031	Dietitians and Nutritionists	<i>Bachelor's Degree</i>	\$42,396	23.02	13	\$29.03	\$60,378		
29-1126	Respiratory Therapists	<i>Associate's Degree</i>	\$48,755	22.51	33	\$28.77	\$59,845		
29-1141	Registered Nurses	<i>Bachelor's Degree</i>	\$54,270	18.01	380	\$34.78	\$72,348		
29-2031	Cardiovascular Technologists and Technicians	<i>Associate's Degree</i>	\$32,893	15.91	7	\$26.42	\$54,962		
29-2032	Diagnostic Medical Sonographers	<i>Associate's Degree</i>	\$54,011	29.28	11	\$33.34	\$69,353		
29-2034	Radiologic Technologists and Technicians	<i>Associate's Degree</i>	\$44,061	19.49	32	\$28.42	\$59,119		
29-2035	Magnetic Resonance Imaging Technologists	<i>Associate's Degree</i>	\$59,130	23.08	4	\$34.37	\$71,499		
29-2052	Pharmacy Technicians	High-School Diploma or Equivalent	\$30,282	19.72	60	\$17.82	\$37,068		
29-2055	Surgical Technologists	<i>Postsecondary Non-Degree Award</i>	\$33,366	13.47	16	\$20.34	\$42,312		
29-2061	Licensed Practical and Licensed Vocational Nurses	<i>Postsecondary Non-Degree Award</i>	\$36,297	14.58	103	\$22.04	\$45,850		
29-2098	Medical Dosimetrists, Medical Records Specs, & Health Technols & Techs, AO-Health Info Technol:	<i>Postsecondary Non-Degree Award</i>	\$29,439	30.27	42	\$21.37	\$44,449		
31-2011	Occupational Therapy Assistants*31-2012	<i>Associate's Degree</i>	\$27,624	63%	31	\$25.76	\$53,581		
31-2021	Physical Therapist Assistants	<i>Associate's Degree</i>	\$41,960	35.28	22	\$31.59	\$65,709		
31-9091	Dental Assistants	<i>Postsecondary Non-Degree Award</i>	\$29,366	30.87	104	\$18.07	\$37,591		
31-9092	Medical Assistants	<i>Postsecondary Non-Degree Award</i>	\$26,261	26.35	164	\$15.16	\$31,539		
31-9097	Phlebotomists	<i>Postsecondary Non-Degree Award</i>	\$27,040	22.51	19	\$15.61	\$32,468		
35-1011	Chefs and Head Cooks	High-School Diploma or Equivalent	\$39,340	20	10	\$27.31	\$56,805		
43-6013	Medical Secretaries and Administrative Assistants	High-School Diploma or Equivalent	\$26,394	24.88	222	\$17.55	\$36,507		
Education and Education Support									
25-2021	Elementary School Teachers, Except Special Education	<i>Bachelor's Degree</i>	\$47,526	13.52	160	\$26.91	\$55,977		
25-2022	Middle School Teachers, Except Special and Career/Technical Education	<i>Bachelor's Degree</i>	\$50,863	13.65	71	\$28.86	\$57,529		
33-3051	Police and Sheriff's Patrol Officers	High-School Diploma or Equivalent	\$43,941	11.95	58	\$28.23	\$58,720		

WSA Target Occupations

SOC Code	Occupational Title	Education	Entry Level Wage (as of 2019)	Percentage Change	Change in Emp by Growth			2019 Mean Hourly Wage	2019 Mean Annual Wage
					2019 Mean Hourly Wage	2019 Mean Annual Wage	2019 Mean Annual Wage		
Cyber Security/information Technology									
11-3021	Computer and Information Systems Managers	<i>Bachelor's Degree</i>	\$96,234	23.71	32	\$68.63	\$142,748		
15-1211	Computer Systems Analysts*15-1121	<i>Bachelor's Degree</i>	\$61,692	24.36	99	\$47.94	\$99,717		
15-1212	Information Security Analysts *15-1122	<i>Bachelor's Degree</i>	\$64,294	47.4	38	\$43.79	\$91,075		
15-1231	Computer Network Support Specialists *15-1152	<i>Associate's Degree</i>	\$42,999	19.98	25	\$30.10	\$62,599		
15-1232	Computer User Support Specialists *15-1151	<i>Some College, No Degree</i>	\$33,317	24.82	110	\$23.55	\$48,976		
15-1241	Computer Network Architects *15-1143	<i>Bachelor's Degree</i>	\$80,049	20.25	21	\$54.55	\$113,456		
15-1244	Network and Computer Systems Administrators *15-1142	<i>Bachelor's Degree</i>	\$58,999	24.8	82	\$39.13	\$81,382		
15-1256	Software Developers and Software Quality Assurance Analysts and Testers (*15-1132, 15-1133)	<i>Bachelor's Degree</i>	\$74,285	39.47	151	\$52.32	\$108,836		
15-1257	Web Developers and Digital Interface Designers * 15-1134	<i>Associate's Degree</i>	\$44,961	21.78	18	\$35.28	\$73,391		
15-2031	Operations Research Analysts	<i>Bachelor's Degree</i>	\$54,381	38.97	44	\$39.48	\$82,116		
17-2061	Computer Hardware Engineers	<i>Bachelor's Degree</i>	\$72,200	23.64	3	\$49.22	\$102,386		
41-4011	Sales Rep., Wholesale & Manufacturing, Technical & Scientific Products	<i>Bachelor's Degree</i>	\$48,293	24.79	21	\$42.79	\$88,994		
Transportation and Warehousing/Related -Wholesale-Retail Trade									
11-1021	General and Operations Managers	<i>Bachelor's Degree</i>	\$53,590	18.23	277	\$56.53	\$117,582		
13-1041	Compliance Officers	<i>Bachelor's Degree</i>	\$43,857	17.83	42	\$34.35	\$71,438		
13-1071	Human Resources Specialists	<i>Bachelor's Degree</i>	\$45,269	15.09	83	\$33.06	\$68,764		
13-1081	Logisticians	<i>Bachelor's Degree</i>	\$58,134	18.67	24	\$39.97	\$83,134		
13-1111	Management Analysts	<i>Bachelor's Degree</i>	\$57,131	24.96	110	\$39.44	\$82,034		
13-1151	Training and Development Specialists	<i>Bachelor's Degree</i>	\$39,002	22.46	53	\$28.73	\$59,750		
13-1161	Market Research Analysts and Marketing Specialists	<i>Bachelor's Degree</i>	\$37,130	31.55	73	\$32.32	\$67,220		
Manufacturing/Construction/Architecture/Oil and Gas Extraction & Energy									
17-2112	Industrial Engineers	<i>Bachelor's Degree</i>	\$64,520	38.36	52	\$48.33	\$100,529		
17-3026	Industrial Engineering Technologists and Technicians	<i>Associate's Degree</i>	\$41,068	20.11	7	\$29.53	\$61,412		
49-3011	Aircraft Mechanics and Service Technicians	<i>Postsecondary Non-Degree Award</i>	\$39,292	15.19	26	\$26.49	\$55,089		
43-5061	Production, Planning, and Expediting Clerks	<i>High-School Diploma or Equivalent</i>	\$33,950	19.05	44	\$23.29	\$48,443		
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	<i>High-School Diploma or Equivalent</i>	\$46,674	10.96	64	\$30.48	\$63,398		
47-2073	Operating Engineers and Other Construction Equipment Operators	<i>High-School Diploma or Equivalent</i>	\$31,993	15.73	56	\$19.37	\$40,284		
47-2111	Electricians	<i>High-School /Equivalent/Apprenticeship</i>	\$34,071	13.91	67	\$23.62	\$49,122		
47-2152	Plumbers, Pipefitters, and Steamfitters	<i>High-School /Equivalent/Apprenticeship</i>	\$29,600	17.52	55	\$21.85	\$45,455		
47-2211	Sheet Metal Workers	<i>High-School /Equivalent/Apprenticeship</i>	\$30,559	2.21	3	\$19.73	\$41,048		
49-3023	Automotive Service Technicians and Mechanics	<i>Postsecondary Non-Degree Award</i>	\$26,348	8.13	46	\$21.77	\$45,282		
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	<i>High-School Diploma or Equivalent</i>	\$37,846	18.78	32	\$26.49	\$55,089		
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	<i>Postsecondary Non-Degree Award</i>	\$34,943	16.73	37	\$24.04	\$50,003		
49-9041	Industrial Machinery Mechanics	<i>High-School Diploma or Equivalent</i>	\$32,698	22.64	48	\$24.06	\$50,041		
51-1011	First-Line Supervisors of Production and Operating Workers	<i>High-School Diploma or Equivalent</i>	\$39,144	21.87	74	\$30.24	\$62,892		
51-4041	Machinists	<i>High-School Diploma or Equivalent</i>	\$29,114	31.28	36	\$22.48	\$46,750		
51-4121	Welders, Cutters, Solderers, and Brazers	<i>High-School Diploma or Equivalent</i>	\$30,363	10.77	30	\$21.41	\$44,534		
53-3032	Heavy and Tractor-Trailer Truck Drivers	<i>Postsecondary Non-Degree Award</i>	\$30,041	14.8	234	\$20.48	\$42,600		