

# WIOA Strategic Workforce Development Plan

# Local Plan Template

PYs 2024-2027



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## Local Area Information

TN Local Area: \_\_\_\_\_

Local Workforce Development Area(s) Contact Information:

Executive Director Name	Email Address
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Regional Director Contact Information:

Regional Director Name	Email Address
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Chief Local Elected Official (CLEO) Contact Information:

CLEO Name	Email Address
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Board Chair Contact Information:

Board Chair Name	Board Chair Email Address
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Date of Submission: \_\_\_\_\_



## Regional and Local Analysis:

- a. Provide an analysis of regional economic conditions, including:
  - i. Existing and emerging in-demand sectors and occupations,
  - ii. The employment needs of businesses in those sectors and occupations; and
  - iii. How the LWDA compares to the region and any unique contributors to the regional economic conditions and business needs.



- b. Describe the knowledge, skills, and abilities needed to meet the employment needs of businesses, including those in in-demand sectors and employing individuals in demand occupations.

- c. Provide an analysis of the regional and local workforce, including:
  - i. Current labor force employment and unemployment numbers;
  - ii. Information on any trends in the labor market; and
  - iii. Educational and skill levels of the workforce in the region, including individuals with barriers to employment.

- d. Provide an analysis of workforce development activities, including education and training, in the region.
  - i. Identify strengths and weaknesses of these workforce development activities, and;
  - ii. Discuss the LWDB's capacity to provide workforce development activities to address the education and skill needs of the local workforce, including individuals with barriers to employment, and the employment needs of businesses.

## Support of State Initiatives:

- a. Labor Force Participation Rate (LFPR)
  - i. Describe how the LWDB will provide focused advocacy and engagement to special populations in effort to increase in the local LFPR.
  - ii. What regional or local initiatives will the LWDB support or implement to positively impact LFRP efforts?

b. Business Engagement Plan

- i. How will the local area implement the TDLWD-WFS Business Engagement Plan to redefine “business engagement” pursuant to the state-wide framework and provide streamlined solutions to employer customers?
- ii. How will the local area apply the seven pillars of the TDLWD-WFS Business Engagement Plan to the work of the Business Services Team?

- c. Summer Youth Employment Program (SYEP)
  - i. Describe how the LWDB will implement SYEP in the local area.
  - ii. How will the LWDB leverage partnerships and current connections with both in-school and out-of-school youth, as well as employers, to increase SYEP participation and job placement?
  - iii. Describe how the LWDB will conduct outreach to employers, as well as youth participants, to ensure Youth work experience is utilized year-round.

- d. AJC Operations Improvement: AJC Assessment
  - i. Provide an analysis of the KPMG assessment study results specific to the local area.
  - ii. How does the LWDB plan to incorporate the recommendations and adjust the local service strategy if necessary?

e. Infrastructure

- i. Describe how the LWDB plans to implement an innovative and effective funding structure to incorporate the blending and braiding of resources.
- ii. What additional funding sources, beyond WIOA formula dollars, does the LWDB plan to seek?
- iii. How does the LWDB plan to staff and administer any programs funded through non-WIOA sources?

### **Strategic Planning Elements:**

- a. Describe the LWDB's strategic vision and goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment.
  - i. How do the local area's workforce development programs, including programs provided by partner agencies, support this strategic vision?
  - ii. How will the local area, working with the entities that carry out the core programs, align available resources to achieve the strategic vision and goals?

- b. Describe the LWDB's goals relating to performance accountability measures. How do these measures support regional economic growth and self-sufficiency?

- c. Provide a description of how the LWDB will support the strategy identified in the State Plan and work with the entities carrying out core programs and other workforce development programs, including those authorized under the Carl D. Perkins Career and Technical Education Act to support service alignment.

**Local One-Stop System:**

- a. Describe the LWDA's progressive service strategy, incorporating updates resulting from the AJC Assessment, and how the annual Partner's Memorandum of Understanding (MOU) will support the implementation of this strategy.

- b. Identify programs that are part of the local area’s one-stop system, and describe the role and resource contribution of each, including:
  - i. Core programs;
  - ii. Additional partner programs, including those that support alignment under the Carl D. Perkins Career and Technical Education Act of 2006; and
  - iii. Other workforce development programs, if applicable.

- c. Describe how the LWDB will support state plan strategies and work with the entities carrying out programs in the one-stop system to coordinate and support service alignment.

## **Workforce Development and Career Pathways**

- a. Describe how the LWDB will work with providers to facilitate the development of career pathways, including co-enrollment in core programs and academic training programs when appropriate.

- b. Describe how the LWDB will work with providers to improve access to activities leading to recognized postsecondary credentials.
  - i. Explain how the LWDB will ensure these credentials are transferable to other occupations or industries (“portable”).
  - ii. Explain how the LWDB will ensure these credentials are part of a sequence of credentials that can be accumulated over time (“stackable”)? If yes, please explain.

**Access to Employment and Services:**

- a. Describe how the LWDB and its partners will expand access to employment, training, education, and supportive services for eligible individuals, particularly individuals with barriers to employment.

- b. Provide a description of how the LWDB will provide services to priority populations as outlined in the State Plan, including:
- i. Directions given to the One-Stop System Operator to ensure priority for adult career and training services is given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.
  - ii. How the LWDB will determine priority populations and how to best serve them, along with any other state requirements.

- c. Describe how the local area will facilitate access to services through the One-Stop delivery system, including remote areas, through the use of technology.

- d. Describe how AJCs are implementing and transitioning to an integrated technology enabled intake care management information system.

- e. Provide a description and assessment of the type and availability of programs and services provided to adults and dislocated workers in the local area.

- f. Describe how workforce activities will be coordinated with the provision of transportation, including public transportation, and appropriate supportive services in the local area.

- g. Provide a description of services available to veterans and eligible spouses, to include priority of service and the use of available Jobs for Veterans State Grants (JVSG) staff.

- h. What initiatives will the LWDB implement to best serve individuals who have been justice involved?

- i. Describe any MOU agreements in place to enhance the quality and availability of services to people with disabilities, such as cross training to staff, technical assistance, or methods of sharing information.

- j. Describe how One-Stop System Operators and One-Stop partners will comply with the nondiscrimination requirements of the Workforce Innovation and Opportunity Act (WIOA) (section 188), and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding:
- i. The physical and programmatic accessibility of facilities, programs, and services;
  - ii. Technology and materials for individuals with disabilities; and
  - iii. Providing staff training and support for addressing the needs of individuals with disabilities.
  - iv. Describe the roles and resource contributions of the One-Stop partners related to the nondiscrimination requirements of WIOA (section 188), and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

**Business Engagement:**

- a. Describe how the LWDB will utilize the Business Engagement Plan to provide consistent messaging and services to local area business and industry.

- b. What local area initiatives (such as registered apprenticeships, incumbent worker training programs, on-the-job training programs, and customized training solutions) will be used to facilitate engagement of businesses, including small businesses and businesses in in-demand sectors and occupations?

- c. Describe how the LWDB drives the partnerships necessary for effective business engagement, including the use of business intermediaries and economic development groups.



- d. Describe how the local area's workforce development programs and strategies will be coordinated with economic development activities.
  - i. Describe how these programs will promote entrepreneurial skills training and microenterprise services.

- e. Describe how the LWDB will coordinate its workforce investment activities with statewide rapid response activities.

## Training Services

- a. Describe how the local area will provide adult and dislocated worker employment and training activities. This may include incumbent worker, on-the-job, and customized training programs.

- b. Describe how contracts will be coordinated with the use of Individual Training Accounts (ITAs).

- c. Describe how the LWDB will ensure informed customer choice in the selection of training programs regardless of how training services are provided.

- d. Describe how the LWDB will ensure continuous improvement of eligible training providers of services and that the providers will meet the needs of local employers and jobseekers.

**Program Coordination:**

- a. Describe how education and workforce investment activities will be coordinated in the local area. This must include:
  - ii. Coordination of relevant secondary and postsecondary education programs;
  - iii. Activities with education and workforce investment activities to coordinate strategies and enhance services; and
  - iv. A description of how the LWDB will avoid duplication of services.

- b. Describe plans, strategies, and assurances concerning the coordination of services provided by the State employment service under the Wagner-Peyser Act (29 U.S.C. 49 et seq.), to improve service delivery and avoid duplication of services.

- c. How will the LWDB coordinate WIOA Title I workforce investment activities with adult education and literacy activities under WIOA Title II?
- i. Include information on expanding access to employment, training, education, and supportive services provided through the local one-stop system for Title II participants with barriers to employment.
  - ii. Include how the LWDB will carry out the review of local applications submitted under Title II consistent with WIOA Sec. 107(d)(11)(A) and (B)(i) and WIOA Sec. 232.

- d. Describe any executed cooperative agreements that define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop system.

- e. How do the LWDA's programs and strategies strengthen the linkages between the One-Stop delivery system and unemployment insurance programs?

## Youth Activities

- a. Provide an assessment of the type and availability of youth workforce investment activities in the local area.

- b. Explain how providers and LWDB staff ensure the WIOA elements:
- i. Connect back to the WIOA Youth Program Design Framework, particularly the Objective Assessments and ISS; and
  - ii. Are made available to youth with disabilities by describing specific program practices, tools, and services that are tailored to serve youth with disabilities.

- c. Describe successful models for youth services from your local area, including but not limited to virtual work experiences, OSY recruitment, and engagement strategies.

- d. Explain how the LWDB has defined the criterion of “requires additional assistance to complete an educational program, or to secure and hold employment” for OSY and ISY, including:
- i. Evidence supporting the established criteria, to include current labor market information, statistical evidence and other data deemed supportive;
  - ii. A description of how the LWDB ensures regional alignment in this criteria; and
  - iii. List any documentation required from the participant to support established criteria and any additional case management parameters the LWDB has deemed necessary.

## Administration

- a. Identify the entity responsible for the disbursement of grant funds as determined by the Chief Local Elected Official(CLEO) or the Governor under WIOA sec. 107(d)(12)(B)(i).

- b. Describe the competitive process to be used to award subgrants and contracts for WIOA Title I activities in the local area.

- c. Provide the local levels of performance negotiated with the Governor and CLEO to be used to measure the performance of the local area and to be used by the LWDB for measuring the performance of the fiscal agent, eligible providers, and the One-Stop delivery system, in the local area.

SOUTHWEST	
WIOA Performance Metrics	Goal
<i>Employment Rate 2nd Quarter after exit</i>	83.50%
<i>Employment Rate 4th Quarter after exit</i>	83.50%
<i>Median Earnings 2nd Quarter after exit</i>	\$ 6,720.00
<i>Credential Attainment</i>	64.50%
<i>MSG</i>	63.50%
<i>Employment Rate 2nd Quarter after exit</i>	83.50%
<i>Employment Rate 4th Quarter after exit</i>	81.50%
<i>Median Earnings 2nd Quarter after exit</i>	\$ 7,944.00
<i>Credential Attainment</i>	68.00%
<i>MSG</i>	50.00%
<i>Employment Rate 2nd Quarter after exit</i>	78.00%
<i>Employment Rate 4th Quarter after exit</i>	77.00%
<i>Median Earnings 2nd Quarter after exit</i>	\$ 3,800.00
<i>Credential Attainment</i>	61.50%
<i>MSG</i>	48.00%

- d. Describe the actions taken toward becoming or remaining a high-performing LWDB, consistent with factors developed by the State Workforce Board (SWB).

**Public Comment:**

- a. Describe the process used by the LWDB to provide a period of no more than 30 days for public comment.

- b. Include any comments submitted during the public comment period that represent disagreement with the plan.

**Stakeholder Involvement:**

- a) Describe how stakeholder involvement requirements were met for the local plan, pursuant to the TDLWD Regional and Local Plan policy.

## Attachments

### Attachment A- Required Policies

In the space below, please provide a link to the LWDB policy page, which must include the following required local policies:

- Property Management Policy
- Supportive Services Policy
- Youth Program Design Policy
- Priority of Service Policy
- Local Governance Policy
- Co-Enrollment Policy
- Electronic Case Files Policy
- Grievance and Complaint Resolution Policy
- Minimum Participant Cost Rate Policy
- Monitoring Policy
- Youth Eligibility Policy

### Attachment B- CLEO Signature page

Attachment B can be submitted one of two ways. If the LWDA has capacity for electronic signatures, it can be linked in the space below. In the alternative, the LWDA can provide via email. Please designate which option is selected.

Attachment B is linked in the space below:

 [SW Local Plan Signature Page](#)

Attachment B has been sent via email to [Workforce.Board@tn.gov](mailto:Workforce.Board@tn.gov)

### Attachment C- Partners MOU & IFA

Please affirm the LWDA has previously submitted a Partner's MOU and Infrastructure Funding Agreement pursuant to TDLWD-WFS Guidance-WIOA Memorandum of Understanding (MOU)/One-Stop Service Delivery and Infrastructure Funding Agreement (IFA). In the space below, provide the date on which these documents were most recently submitted:

### Attachment D- Additional Cooperative Agreements

Please provide any executed cooperative agreements, other than the Partner’s MOU, to which the LWDA is a party. Any additional cooperative agreements can be provided as “Attachment D to Local Plan” via email to [Workforce.Board@tn.gov](mailto:Workforce.Board@tn.gov). In the space below, please list the name of any additional cooperative agreement that will be included. If none exist, please state “none.”

### Attachment E- Budget Information and Supporting Materials

Please provide the following fiscal materials via email to [Workforce.Board@tn.gov](mailto:Workforce.Board@tn.gov) using the subject line “Local Plan Attachment E.”

- Detailed budget listing the sources and uses of TDLWD pass-through funds and all non-Federal matching funds
- Supporting budget narrative explaining expenditures by line items listed on Standard Form 424A  
(Include purpose of travel and supply/equipment lists and describe expenses in the ‘other’ line item, if applicable. If the budget includes personnel or contractual expenses, cash or in-kind, estimate the number of hours/days and hourly rate, or portion of FTE and salary, for the time that is expected to be spent on the proposed project by key personnel, contractors, or consultants. If the budget includes land or buildings, provide an MAI appraisal or comparable appraisal. Include a description of all leveraged funds, including any fee based and/or revenue generated. Include description of any in-kind resources, including the methods used to determine their value).
- Letters of Commitment from each non-TDLWD funding source (federal state, local, or private) that specifies the amount and type of funds committed (grant, loan, cash, or in-kind)
- Any additional pertinent supporting materials, as applicable.

In the text box below, provide the date Attachment E was submitted and name of individual submitting:



Local Plan Attachment E - Southwest - Message (HTML)

File Message Help Acrobat

Delete Archive Reply Reply Forward Delete Respond Teams Apps Quick Steps Move Tags Editing Immersive Language Zoom Find Time Add-in Evernote

Local Plan Attachment E - Southwest

Bane, Jennifer  
To: Workforce Board  
Cc: ben@pplstaffing.com; Mike Creasy; Kayce Beam

Tue 4/2/2024 9:53 AM

SW ADULT SF424A BUDGET TOOL.xlsm 87 KB  
SW DW SF424A BUDGET TOOL.xlsm 87 KB  
SW Youth SF424A BUDGET TOOL.xlsm 87 KB  
Letter of Commitment - GROWWTH - TANF.pdf 314 KB

Good morning. The below documents are attached as requested for Local Plan Attachment E. Thanks!

1. SF 424A – Adult
2. SF 424A – Dislocated Worker (DW)
3. SF 424A – Youth
4. Letter of Commitment – GROWWTH Project (TANF Pilot Project)

**Jennifer Bane** | Executive Director  
Workforce Innovations, Inc.  
Northwest & Southwest TN Workforce Boards  
208 N. Mill Ave.  
Dyersburg, TN 38024  
731-286-3585, ext. 403  
[www.TNworks.org](http://www.TNworks.org)

## Local Plan Signatures

This Local Plan represents our area's collective efforts to maximize and coordinate efforts and resources available under Workforce Innovation Opportunity Act. (WIOA)

Instructions:

The Chief Local Elected Official must sign and date this form.

By signing below, the Chief Local Elected Official request approval of Local Workforce Development Board's 2024-2027 Local Plan.

Chief Local Elected Official Name Mayor Mike Creasy

Chief Local Elected Official Signature *Mike Creasy*

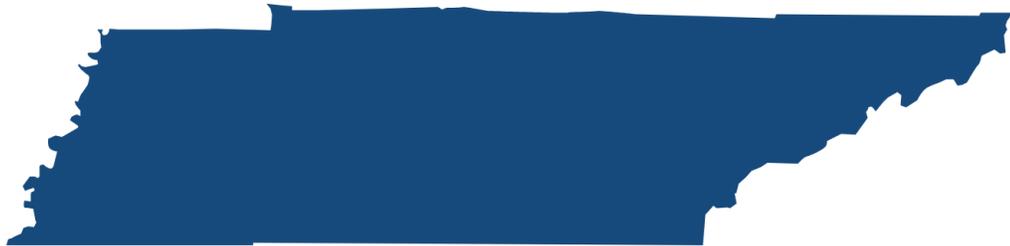
Date 3/22/2024



Department of  
**Labor & Workforce  
Development**

# WIRED DATA

## Economic Analysis



## Local Planning Data- LWDAs

### **A (1): Existing Demand Industry Sectors and Occupations**

#### **Tennessee's Top Industries**

As noted in the state plan, the top seven industries in the state spurring employment growth were identified as the following:

- Leisure and hospitality
- Health care and social assistance
- Manufacturing
- Transportation, warehousing, and utilities
- Professional, scientific, and technical services
- Construction
- Information

According to annual averages for 2022, these industries employ 54.7 percent of the total Tennessee workforce. As industries and occupations in demand are identified in the following pages, the location of these growth industries within the nine LWDAs will be in bold print.

#### **Existing Demand Industry Sectors**

##### **Greater Memphis, Northwest, and Southwest LWDAs**

The Greater Memphis, Northwest, and Southwest LWDAs are all projected to have positive job growth from 2020-2030 of 21%, 6%, and 17% respectively. The industries that are projected to be the largest in 2030 by LWDA are healthcare and social assistance in Greater Memphis (91,667) and manufacturing in both Northwest (14,229) and Southwest (24,665). This is a continuing trend, since in 2022, these were the two leading industries in the West Region comprised of these three LWDAs.

As the economies in the West Region continue to recover from the pandemic, the arts and entertainment industry is projected to be fast-growing in some areas. In the region, the Information; professional, scientific, and technical services, and the administrative and support and waste management industries are also projected to have healthy growth by 2030. As in other regions, retail trade is projected to be the main industry with declining growth rates.

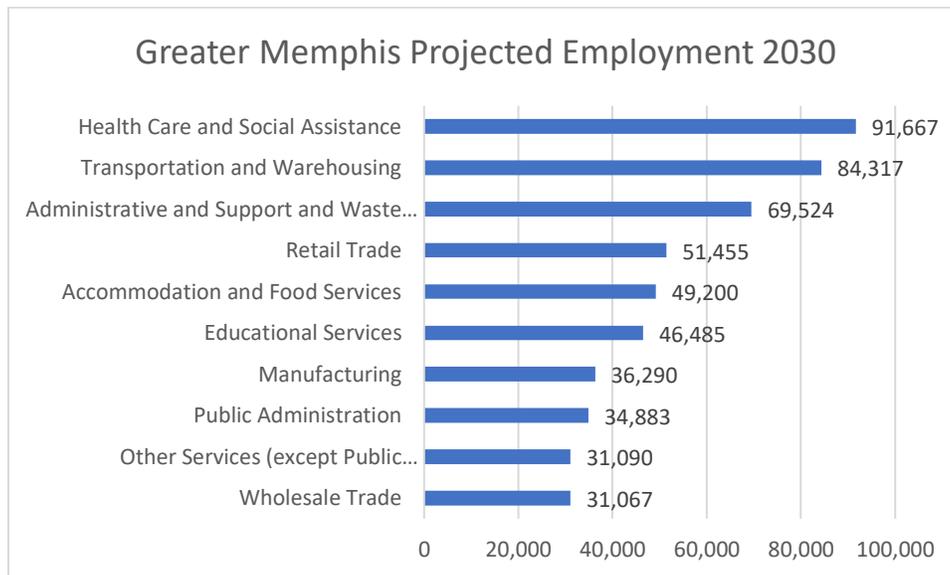
##### **Greater Memphis**

Average employment in the Greater Memphis LWDA increased from 510,740 to 520,359 over the year from 2021 to 2022 (TDLWD, QCEW). The average weekly wage in the LWDA also increased

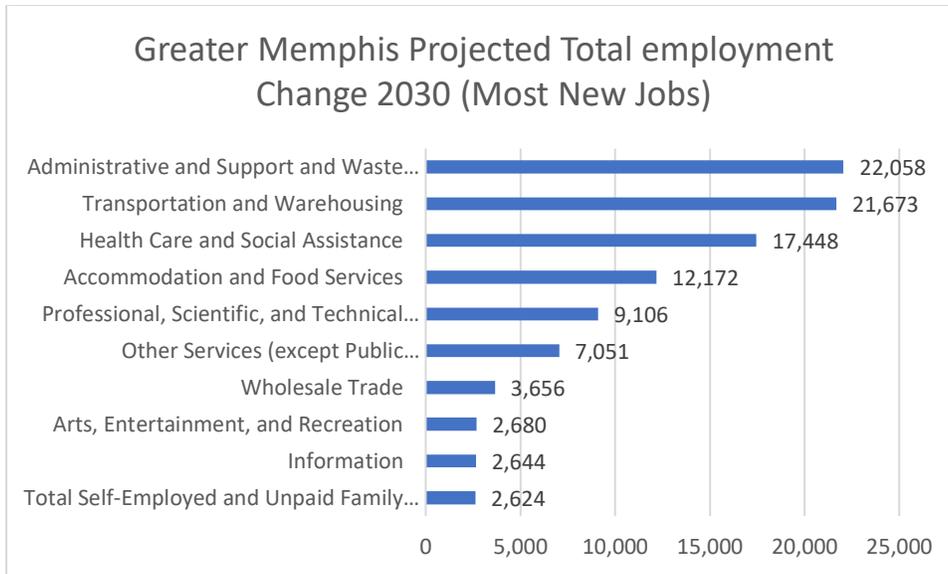
from \$1,254 to \$1,274. The Memphis MSA increased employment by 15,600 from December 2021 to December 2022.

**Note on Graphs:** The graphs below and for each of the LWDAs contain the **top ten industries** for projected employment by 2030, number of new jobs expected to be created in these industries, and the expected growth rates from 2020-2030. Full industry detailed information is available on [jobs4tn.gov](http://jobs4tn.gov) or in files provided to the workforce boards.

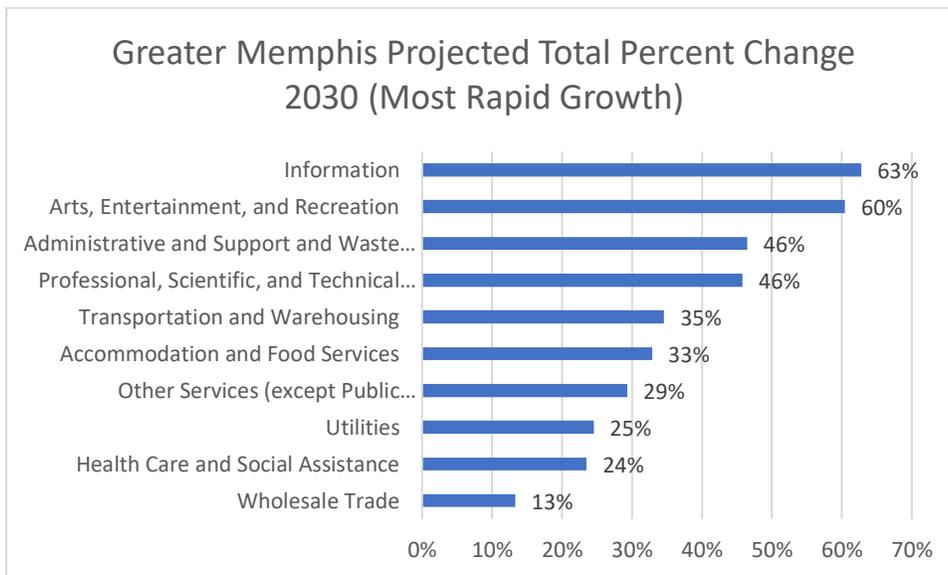
The Greater Memphis LWDA is projected to have positive job growth from 2020-2030 of 21 percent. The three largest industries in Greater Memphis by 2030 are projected to be **health care and social assistance, transportation and warehousing,** and administrative and support and waste management and remediation services (Fig. 1). These first two industries are among the top three industries expected to create the most jobs in Greater Memphis (Fig. 2). **Accommodation and food services jobs** continue to rebound from the pandemic. Among the most rapidly growing industries are the **information** industry, with the increasing use of technology in all sectors of the economy; **arts and entertainment, and professional, scientific, and technical services (Fig. 3).**



**Fig. 1**



**Fig. 2**

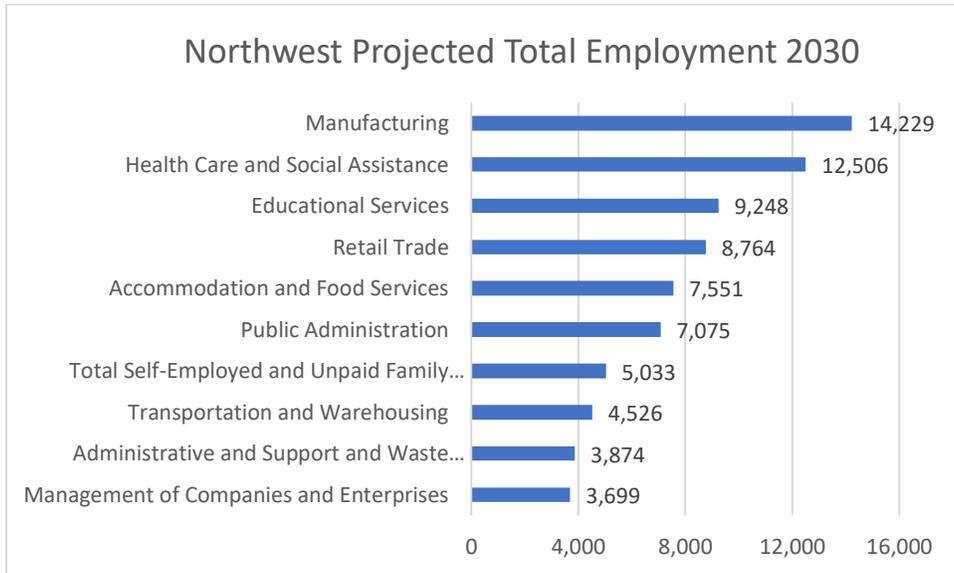


**Fig. 3**

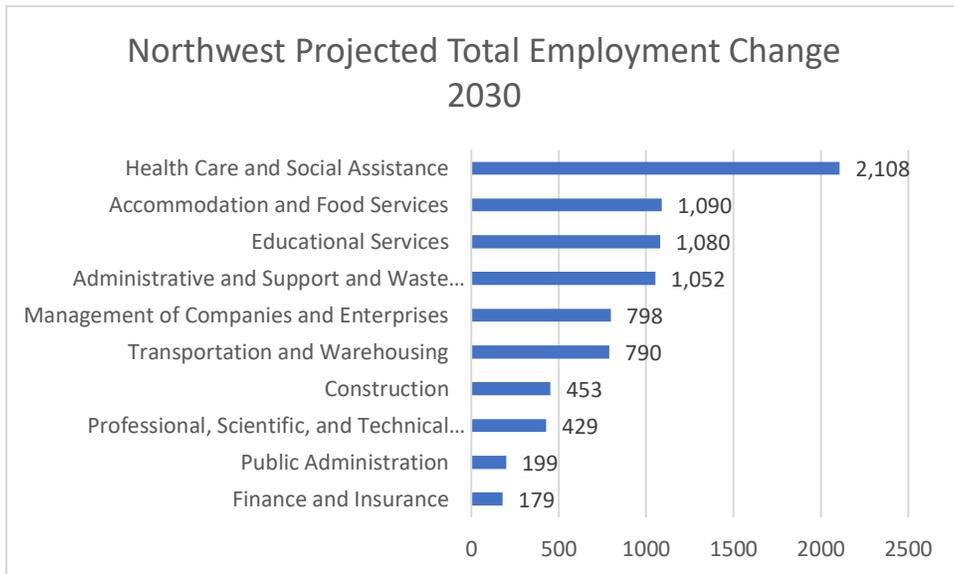
## Northwest

Average employment in Northwest Tennessee increased from 78,715 to 81,165 over the year from 2021 to 2022, with average weekly wages increasing from \$818 to \$859 per week. The Northwest LWDA is projected to grow in employment from 2020 to 2030 by 6 percent. The largest Industries in the LWDA through 2030 are expected to be **manufacturing, health care and social assistance services,** and educational services (Fig. 4). Besides **health care and education,** the largest number of new jobs are expected to come from **accommodation and food services,** expected to create about 1,000 new jobs through 2030 (Fig. 5). Among the fastest growing jobs will be professional, **scientific, and technical services,** as well as administrative and support and **arts, entertainment,**

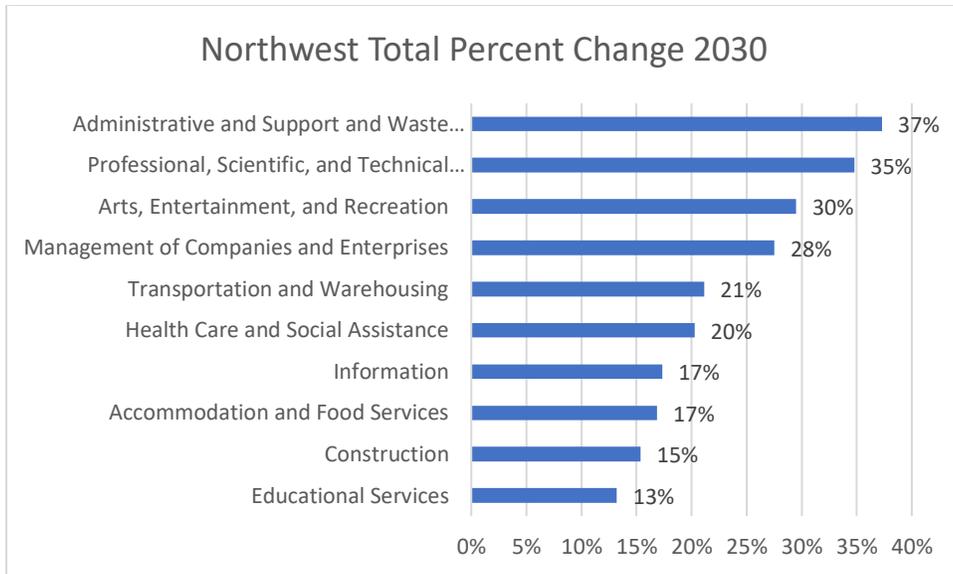
**and recreation** (Fig. 6). Although manufacturing is one of the largest sectors, job growth will not be as rapid as in the top ten industries.



**Fig. 4**



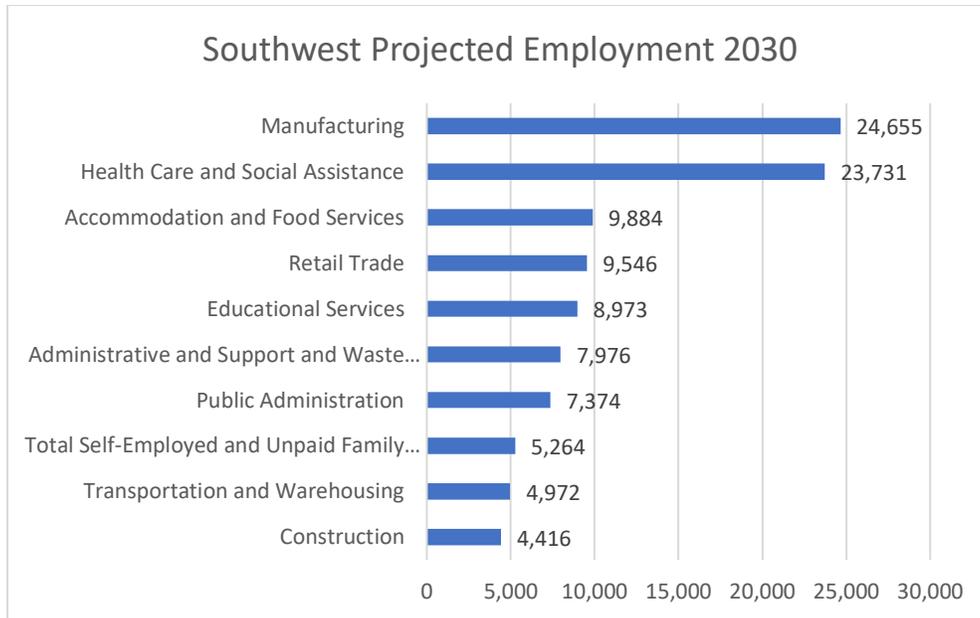
**Fig. 5**



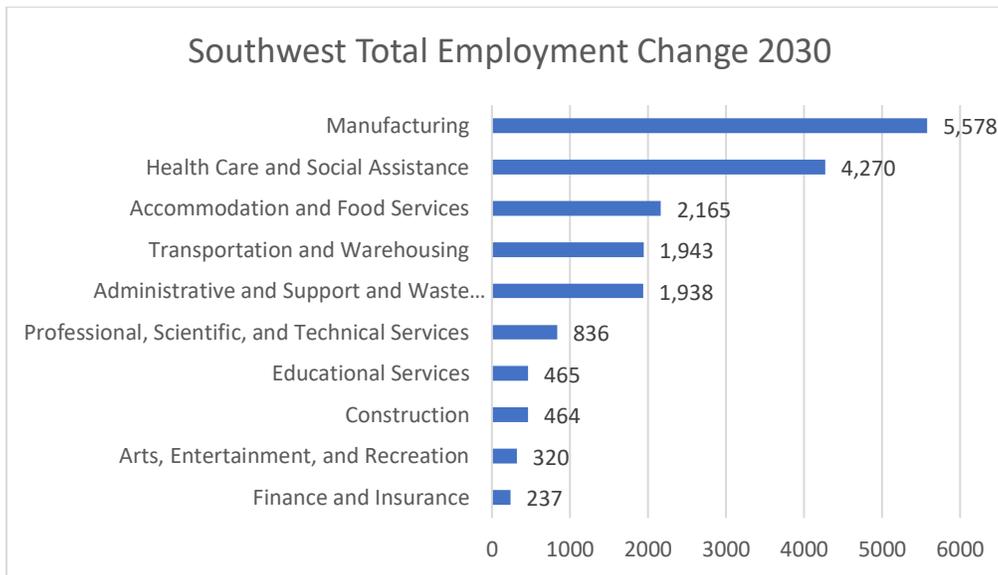
**Fig. 6**

### **Southwest**

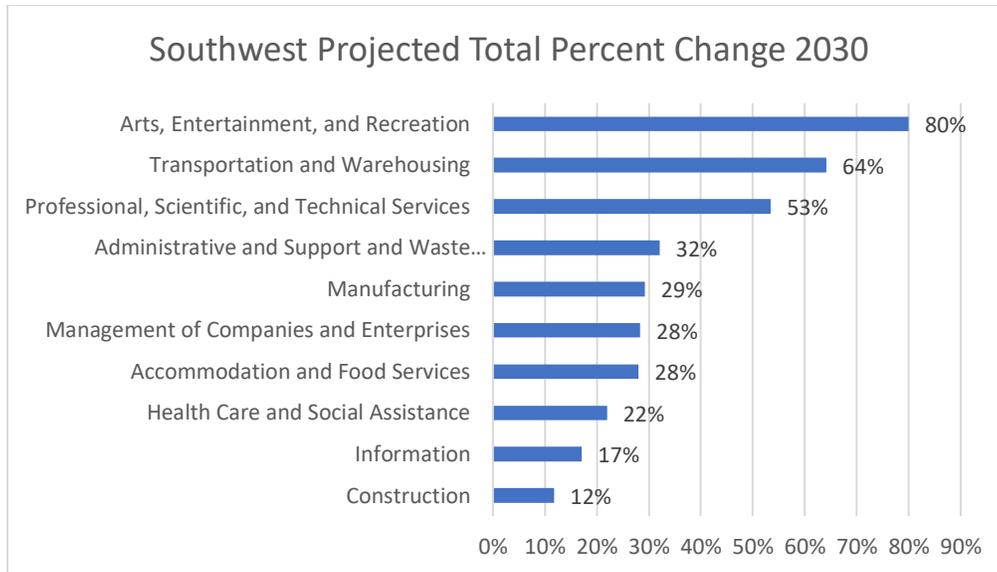
Southwest LWDA had positive employment growth in 2021-2022, increasing from 97,978 in employment to 100,483. Average weekly wages were at \$912 in 2021 and increased to \$964 over the year. The LWDA is projected to grow by 17 percent through 2030 as **manufacturing** employment expands in the area. The largest three industries are expected to be **manufacturing, health care and social assistance, and accommodation and food services**. Unlike other areas, retail trade is expected to expand as the manufacturing sector adds thousands of jobs in this largely rural area and an additional postsecondary educational institution is constructed. As the manufacturing sector expands, **transportation and warehousing** will need to expand as local supply chains grow; business growth will require additional **professional and technical services**.



**Fig. 7**



**Fig. 8**



**Fig. 9**

### **Occupations in Demand**

The lists of occupations in demand by LWDA were developed from data from the Tennessee Departments of Labor and Workforce Development and Economic and Community Development as part of the process for developing the publication *Improving the Pipeline for Tennessee's Workforce 2024*, to be published in the spring of 2024. The criteria for including an occupation as in-demand included meeting thresholds for wages and employment in the LWDA and having above-average ratios of job openings, hires, and annual job openings compared to other occupations in each LWDA. Specifically, the in- demand occupations:

- Must have a median wage of at least 80 percent of the median wage for the LWDA.
- Must meet a minimum employment threshold of .04 percent of the LWDA's total employment.
- To identify demand, the ratio of job openings (2022) for the number of individuals employed in an occupation is greater than or equal to the median ratio for all occupations in the region.
- To identify demand, the ratio of hires (2022) to the number of individuals employed in an occupation is greater than or equal to the median ratio for all occupations in the region.
- To identify demand, the ratio of projected job openings (for 2020-2030) is greater than or equal to the median ratio for all occupations in the LWDA.
- Occupations must meet the thresholds and 2 of the three demand criteria.

Using the above methodology, 87 occupations were identified as in- demand occupations in West Tennessee which were in-demand in two or three of the LWDAs and which required less than a bachelor's degree. The LWDAs and the occupations in demand in each LWDA are listed in Table 1. The typical educational requirement for each occupation is listed in column 6, from no credential to associate's degrees. Note that the "1" in the GM, NW, and SW columns means the occupation is in

demand in that LWDA, not how many openings each occupation had. Information on the expected number of openings by occupation can be found in the long-term occupational projections section of jobs4tn.gov for each LWDA. Also jobs4tn.gov will list current job openings by LWDA and county.

The occupations in the table are listed by education level and then by occupation code. In Table 1, the occupations primarily include those found in manufacturing, health care and social assistance, installation and repair, transportation and warehousing, leisure and recreation, professional and business services, information, and construction, the important industries found in the local LWDA's.

**Table 1. West Tennessee Occupations in Demand**

Occ. Code	West LWDA's In Demand Occupations	GM	NW	SW	Typical Entry Level Education	No. of LWDA's in Demand	Entry Level Wage
17-3023	Electrical and Electronic Engineering Technologists and Technicians	1	1	1	AS	3	\$42,313
17-3026	Industrial Engineering Technologists and Technicians	1	1		AS	2	\$37,458
29-1126	Respiratory Therapists	1	1	1	AS	3	\$54,196
29-2032	Diagnostic Medical Sonographers	1		1	AS	2	\$28,760
31-2021	Physical Therapist Assistants	1	1	1	AS	3	\$32,692
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	1	1	1	AS	3	\$41,469
15-1232	Computer User Support Specialists	1	1	1	SC	3	\$36,615
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1	1	1	SC	3	\$28,534
29-2055	Surgical Technologists	1		1	PSN	2	\$36,873
29-2061	Licensed Practical and Licensed Vocational Nurses	1	1	1	PSN	3	\$46,871
31-9091	Dental Assistants	1	1	1	PSN	3	\$28,974
31-9092	Medical Assistants	1	1	1	PSN	3	\$29,229
31-9097	Phlebotomists	1		1	PSN	2	\$29,997
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	1		1	PSN	2	\$35,517
49-3023	Automotive Service Technicians and Mechanics	1		1	PSN	2	\$39,681
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1	1	1	PSN	3	\$31,048
53-3032	Heavy and Tractor-Trailer Truck Drivers	1	1	1	PSN	3	\$37,627

Occ. Code	West LWDAs In Demand Occupations	GM	NW	SW	Typical Entry Level Education	No. of LWDAs in Demand	Entry Level Wage
11-3071	Transportation, Storage, and Distribution Managers	1	1	1	HS	3	\$59,054
11-9051	Food Service Managers	1	1	1	HS	3	\$34,011
11-9141	Property, Real Estate, and Community Association Managers	1		1	HS	2	\$39,179
21-1093	Social and Human Service Assistants	1	1	1	HS	3	\$26,193
27-1026	Merchandise Displayers and Window Trimmers	1		1	HS	2	\$27,948
29-2052	Pharmacy Technicians	1	1	1	HS	3	\$40,456
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1	1	1	HS	3	\$35,497
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1	1	1	HS	3	\$28,807
37-2021	Pest Control Workers	1	1	1	HS	3	\$24,048
39-9031	Exercise Trainers and Group Fitness Instructors	1	1	1	HS	3	\$29,629
41-1011	First-Line Supervisors of Retail Sales Workers	1	1	1	HS	3	\$48,153
41-1012	First-Line Supervisors of Non-Retail Sales Workers		1	1	HS	2	\$24,890
41-3021	Insurance Sales Agents	1	1		HS	2	\$30,253
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1	1	1	HS	3	\$32,642
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products		1	1	HS	2	\$26,365
41-9022	Real Estate Sales Agents	1		1	HS	2	\$26,735
43-3021	Billing and Posting Clerks	1	1		HS	2	\$30,909
43-3051	Payroll and Timekeeping Clerks	1		1	HS	2	\$46,508
43-4051	Customer Service Representatives	1	1	1	HS	3	\$34,837
43-4071	File Clerks		1	1	HS	2	\$30,541
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1	1	1	HS	3	\$27,859
43-5051	Postal Service Clerks		1	1	HS	2	\$27,789
43-5061	Production, Planning, and Expediting Clerks	1	1	1	HS	3	\$23,733
43-5071	Shipping, Receiving, and Inventory Clerks	1	1	1	HS	3	\$34,417

Occ. Code	West LWDAs In Demand Occupations	GM	NW	SW	Typical Entry Level Education	No. of LWDAs in Demand	Entry Level Wage
43-6011	Executive Secretaries and Executive Administrative Assistants	1	1	1	HS	3	\$34,620
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1	1	1	HS	3	\$29,001
43-9021	Data Entry Keyers	1	1		HS	2	\$35,999
43-9061	Office Clerks, General	1	1	1	HS	3	\$38,893
47-2031	Carpenters	1	1		HS	2	\$31,049
47-2073	Operating Engineers and Other Construction Equipment Operators	1	1	1	HS	3	\$39,021
47-2111	Electricians	1	1	1	HS	3	\$44,257
47-2152	Plumbers, Pipefitters, and Steamfitters	1	1	1	HS	3	\$33,235
47-3013	Helpers--Electricians	1		1	HS	2	\$31,045
47-4011	Construction and Building Inspectors	1		1	HS	2	\$36,840
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1		1	HS	2	\$39,800
49-3021	Automotive Body and Related Repairers	1		1	HS	2	\$42,307
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1	1	1	HS	3	\$29,546
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1		1	HS	2	\$27,063
49-9041	Industrial Machinery Mechanics		1	1	HS	2	\$42,576
49-9043	Maintenance Workers, Machinery		1	1	HS	2	\$29,981
49-9071	Maintenance and Repair Workers, General		1	1	HS	2	\$27,032
49-9098	Helpers--Installation, Maintenance, and Repair Workers	1		1	HS	2	\$30,632
49-9099	Installation, Maintenance, and Repair Workers, All Other	1		1	HS	2	\$26,655
51-1011	First-Line Supervisors of Production and Operating Workers	1	1	1	HS	3	\$30,043
51-2090	Miscellaneous Assemblers and Fabricators	1	1	1	HS	3	\$30,208
51-3093	Food Cooking Machine Operators and Tenders	1	1		HS	2	\$32,150
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1	1		HS	2	\$31,350

Occ. Code	West LWDAs In Demand Occupations	GM	NW	SW	Typical Entry Level Education	No. of LWDAs in Demand	Entry Level Wage
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1		1	HS	2	\$30,910
51-4041	Machinists	1		1	HS	2	\$29,759
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1		1	HS	2	\$29,647
51-4121	Welders, Cutters, Solderers, and Brazers	1	1	1	HS	3	\$28,334
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1		1	HS	2	\$32,008
51-4199	Metal Workers and Plastic Workers, All Other		1	1	HS	2	\$34,838
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders		1	1	HS	2	\$27,539
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	1	1	1	HS	3	\$26,715
51-9111	Packaging and Filling Machine Operators and Tenders	1	1	1	HS	3	\$37,627
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1	1	1	HS	3	\$27,967
51-9161	Computer Numerically Controlled Tool Operators	1		1	HS	2	\$31,285
51-9198	Helpers--Production Workers		1	1	HS	2	\$27,637
51-9199	Production Workers, All Other		1	1	HS	2	\$21,842
53-3033	Light Truck Drivers	1	1	1	HS	3	\$27,967
41-2021	Counter and Rental Clerks	1		1	NC	2	\$33,265
47-2051	Cement Masons and Concrete Finishers	1		1	NC	2	\$40,166
47-2061	Construction Laborers	1	1	1	NC	3	\$30,220
47-2141	Painters, Construction and Maintenance	1		1	NC	2	\$42,036
51-3021	Butchers and Meat Cutters	1	1	1	NC	3	\$35,236
51-3099	Food Processing Workers, All Other	1	1		NC	2	\$35,801
53-7051	Industrial Truck and Tractor Operators	1	1	1	NC	3	\$31,285
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1	1	1	NC	3	\$27,637

Occ. Code	West LWDAs In Demand Occupations	GM	NW	SW	Typical Entry Level Education	No. of LWDAs in Demand	Entry Level Wage
53-7081	Refuse and Recyclable Material Collectors	1	1		NC	2	\$21,842

Education Key: AS Associate's degree; SC Some College; PSN Post secondary non degree credential; 4 High school diploma or equivalent; NC No credential required.