

Sector	SOC	Description	2024 Jobs	2027 Jobs	2024 Resident Workers	Avg. Annual Openings	2024 - 2027 Change	Per Year	2024 - 2027 % Change	Median Hourly Earnings	Median Annual Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
All	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	965	968	1,174	111	3	28	0%	\$18.36	\$38,186.49	High school diploma or equivalent	None	Short-term on-the-job training
Construction	53-3032	Heavy and Tractor-Trailer Truck Drivers	1,664	1,752	2,018	206	88	22	5%	\$23.08	\$48,006.54	Postsecondary nondegree award	None	Short-term on-the-job training
Construction	49-9071	Maintenance and Repair Workers, General	1,190	1,263	1,415	134	73	18	6%	\$22.23	\$46,228.45	High school diploma or equivalent	None	Moderate-term on-the-job training
Healthcare	29-2061	Licensed Practical and Licensed Vocational Nurses	824	824	946	69	(1)	17	(0%)	\$23.28	\$48,427.61	Postsecondary nondegree award	None	None
Transportation	49-9041	Industrial Machinery Mechanics	454	520	567	59	66	16	15%	\$31.89	\$66,332.02	High school diploma or equivalent	None	Long-term on-the-job training
Construction	47-2061	Construction Laborers	629	686	780	75	57	14	9%	\$18.23	\$37,923.86	No formal educational credential	None	Short-term on-the-job training
Manufacturing	51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	106	162	109	32	56	14	53%	\$25.94	\$53,952.02	High school diploma or equivalent	None	Moderate-term on-the-job training
Healthcare	29-1141	Registered Nurses	1,225	1,278	1,925	87	53	13	4%	\$32.99	\$68,626.32	Bachelor's degree	None	None
Construction	51-4121	Welders, Cutters, Solderers, and Brazers	695	747	797	87	52	13	8%	\$21.79	\$45,320.48	High school diploma or equivalent	None	Moderate-term on-the-job training
Manufacturing	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	474	523	668	60	49	12	10%	\$27.11	\$56,384.96	High school diploma or equivalent	None	Moderate-term on-the-job training
Construction	43-4051	Customer Service Representatives	1,051	1,100	1,504	160	49	12	5%	\$17.80	\$37,018.07	High school diploma or equivalent	None	Short-term on-the-job training
Information	15-1252	Software Developers	158	206	239	25	48	12	30%	\$47.79	\$99,411.35	Bachelor's degree	None	None
Construction	13-2011	Accountants and Auditors	402	441	547	45	39	10	10%	\$32.06	\$66,684.31	Bachelor's degree	None	None
Manufacturing	17-2112	Industrial Engineers	190	224	242	22	34	9	18%	\$45.75	\$95,157.05	Bachelor's degree	None	None
Construction	47-2031	Carpenters	234	267	287	31	33	8	14%	\$21.40	\$44,507.66	High school diploma or equivalent	None	Apprenticeship
Construction	13-1082	Project Management Specialists	289	321	399	31	32	8	11%	\$36.22	\$75,341.22	Bachelor's degree	None	None
Construction	43-9061	Office Clerks, General	1,411	1,443	1,752	181	31	8	2%	\$16.27	\$33,846.37	High school diploma or equivalent	None	Short-term on-the-job training
Construction	47-2111	Electricians	406	433	591	46	27	7	7%	\$23.07	\$47,984.05	High school diploma or equivalent	None	Apprenticeship
Healthcare	51-9199	Production Workers, All Other	1,008	1,035	1,171	120	27	7	3%	\$17.99	\$37,423.46	High school diploma or equivalent	None	Moderate-term on-the-job training
Construction	13-1071	Human Resources Specialists	309	335	444	35	27	7	9%	\$28.80	\$59,912.24	Bachelor's degree	None	None
Manufacturing	51-4041	Machinists	270	297	336	36	27	7	10%	\$23.39	\$48,661.59	High school diploma or equivalent	None	Long-term on-the-job training
Manufacturing	51-9198	Helpers--Production Workers	399	425	421	73	25	6	6%	\$17.45	\$36,305.80	High school diploma or equivalent	None	Short-term on-the-job training
Information	13-1161	Market Research Analysts and Marketing Specialists	152	176	223	23	24	6	16%	\$29.09	\$60,507.36	Bachelor's degree	None	None
Construction	43-3031	Bookkeeping, Accounting, and Auditing Clerks	841	863	1,088	106	23	6	3%	\$20.38	\$42,381.16	Some college, no degree	None	Moderate-term on-the-job training
Transportation	49-3023	Automotive Service Technicians and Mechanics	450	472	594	46	22	6	5%	\$21.04	\$43,757.81	Postsecondary nondegree award	None	Short-term on-the-job training
Healthcare	13-1199	Business Operations Specialists, All Other	150	170	242	20	21	5	14%	\$29.22	\$60,780.16	Bachelor's degree	None	None
Construction	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	261	281	320	30	20	5	8%	\$22.86	\$47,546.84	Postsecondary nondegree award	None	Long-term on-the-job training
Construction	47-2073	Operating Engineers and Other Construction Equipment Operators	312	331	366	35	20	5	6%	\$22.28	\$46,346.67	High school diploma or equivalent	None	Moderate-term on-the-job training
Healthcare	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	231	250	311	26	19	5	8%	\$21.96	\$45,666.79	Bachelor's degree	None	None
Construction	47-2152	Plumbers, Pipefitters, and Steamfitters	209	228	270	26	19	5	9%	\$23.55	\$48,983.94	High school diploma or equivalent	None	Apprenticeship
Manufacturing	17-2141	Mechanical Engineers	90	108	109	11	18	5	21%	\$46.21	\$96,119.22	Bachelor's degree	None	None
Manufacturing	17-2071	Electrical Engineers	81	99	80	10	17	4	22%	\$47.09	\$97,956.68	Bachelor's degree	None	None
Construction	49-9051	Electrical Power-Line Installers and Repairers	113	129	134	15	16	4	14%	\$40.03	\$83,252.95	High school diploma or equivalent	None	Long-term on-the-job training
Construction	11-9021	Construction Managers	179	195	223	18	15	4	9%	\$42.84	\$89,098.38	Bachelor's degree	None	Moderate-term on-the-job training
Transportation	13-1081	Logisticians	76	91	117	11	15	4	19%	\$25.55	\$53,145.23	Bachelor's degree	None	None
Construction	13-1028	Buyers and Purchasing Agents	255	270	345	28	15	4	6%	\$28.99	\$60,306.71	Bachelor's degree	None	Moderate-term on-the-job training
Construction	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	199	214	239	22	15	4	7%	\$23.69	\$49,277.55	High school diploma or equivalent	None	Long-term on-the-job training
Healthcare	31-2021	Physical Therapist Assistants	153	168	165	27	15	4	10%	\$28.09	\$58,424.89	Associate's degree	None	None
Healthcare	29-2052	Pharmacy Technicians	331	346	442	35	15	4	4%	\$18.31	\$38,083.14	High school diploma or equivalent	None	Moderate-term on-the-job training

Healthcare	43-6013	Medical Secretaries and Administrative Assistants	693	708	974	78	15	4	2%	\$16.61	\$34,549.10	High school diploma or equivalent	None	Moderate-term on-the-job training
Information	15-1232	Computer User Support Specialists	163	178	227	16	15	4	9%	\$23.01	\$47,869.53	Some college, no degree	None	None
Manufacturing	51-9011	Chemical Equipment Operators and Tenders	68	82	121	12	14	4	20%	\$34.16	\$71,062.18	High school diploma or equivalent	None	Moderate-term on-the-job training
Healthcare	21-1021	Child, Family, and School Social Workers	211	224	273	21	13	3	6%	\$27.28	\$56,738.61	Bachelor's degree	None	None
Manufacturing	17-3026	Industrial Engineering Technologists and Technicians	154	167	181	19	13	3	8%	\$25.44	\$52,918.47	Associate's degree	None	None
Healthcare	21-1093	Social and Human Service Assistants	102	114	150	15	12	3	12%	\$17.39	\$36,171.96	High school diploma or equivalent	None	Short-term on-the-job training
Manufacturing	51-9161	Computer Numerically Controlled Tool Operators	99	110	120	13	12	3	12%	\$22.66	\$47,126.33	High school diploma or equivalent	None	Moderate-term on-the-job training
Manufacturing	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	44	56	77	8	11	3	25%	\$25.30	\$52,614.62	High school diploma or equivalent	None	Moderate-term on-the-job training
Healthcare	31-1131	Nursing Assistants	923	934	1,074	142	11	3	1%	\$16.28	\$33,871.98	Postsecondary nondegree award	None	None
Healthcare	31-9092	Medical Assistants	318	329	500	45	11	3	3%	\$16.50	\$34,315.33	Postsecondary nondegree award	None	None
Information	15-1299	Computer Occupations, All Other	112	123	166	11	11	3	10%	\$29.20	\$60,726.40	Bachelor's degree	None	None
Professional	29-2056	Veterinary Technologists and Technicians	54	64	49	9	10	2	18%	\$17.48	\$36,364.62	Associate's degree	None	None
Information	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	99	109	165	12	10	2	10%	\$38.32	\$79,707.44	Bachelor's degree	None	Moderate-term on-the-job training
Information	15-1211	Computer Systems Analysts	94	104	149	9	10	2	10%	\$36.10	\$75,091.33	Bachelor's degree	None	None
Construction	49-9099	Installation, Maintenance, and Repair Workers, All Other	153	162	175	18	9	2	6%	\$21.32	\$44,355.10	High school diploma or equivalent	None	Moderate-term on-the-job training
Transportation	13-1041	Compliance Officers	113	123	171	12	9	2	8%	\$27.79	\$57,800.59	Bachelor's degree	None	Moderate-term on-the-job training
Information	17-3023	Electrical and Electronic Engineering Technologists and Technicians	84	93	87	11	9	2	11%	\$27.65	\$57,504.69	Associate's degree	None	None
Professional	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	44	53	40	12	9	2	20%	\$16.90	\$35,148.14	High school diploma or equivalent	None	Short-term on-the-job training
Construction	19-5011	Occupational Health and Safety Specialists	53	62	72	9	9	2	17%	\$36.24	\$75,369.56	Bachelor's degree	None	None
Healthcare	31-9091	Dental Assistants	148	156	190	24	9	2	6%	\$21.21	\$44,125.39	Postsecondary nondegree award	None	None
Construction	17-2051	Civil Engineers	99	107	126	9	8	2	8%	\$39.64	\$82,457.62	Bachelor's degree	None	None
Construction	47-2221	Structural Iron and Steel Workers	38	46	55	6	7	2	19%	\$23.91	\$49,735.81	High school diploma or equivalent	None	Apprenticeship
Construction	13-1051	Cost Estimators	76	83	103	9	7	2	9%	\$31.99	\$66,531.42	Bachelor's degree	None	Moderate-term on-the-job training
Healthcare	29-1292	Dental Hygienists	130	136	149	11	7	2	5%	\$40.79	\$84,853.15	Associate's degree	None	None
Transportation	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	77	84	83	9	7	2	9%	\$29.54	\$61,447.10	Postsecondary nondegree award	None	Long-term on-the-job training
Information	15-2051	Data Scientists	26	32	34	4	6	2	24%	\$42.44	\$88,274.62	Bachelor's degree	None	None
Construction	47-2211	Sheet Metal Workers	54	60	65	7	6	2	12%	\$25.06	\$52,121.45	High school diploma or equivalent	None	Apprenticeship
Transportation	45-2091	Agricultural Equipment Operators	138	144	143	23	6	2	4%	\$17.25	\$35,884.67	No formal educational credential	None	Moderate-term on-the-job training
Healthcare	25-2011	Preschool Teachers, Except Special Education	154	161	182	20	6	2	4%	\$18.30	\$38,065.55	Associate's degree	None	None
Information	17-2072	Electronics Engineers, Except Computer	64	70	57	6	6	2	9%	\$45.08	\$93,775.95	Bachelor's degree	None	None
Information	27-1024	Graphic Designers	51	57	75	6	6	2	12%	\$19.47	\$40,489.26	Bachelor's degree	None	None
Construction	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	53	59	71	6	6	1	11%	\$26.38	\$54,877.18	High school diploma or equivalent	None	Long-term on-the-job training
Healthcare	29-2042	Emergency Medical Technicians	87	92	118	9	6	1	7%	\$17.70	\$36,819.43	Postsecondary nondegree award	None	None
Healthcare	31-9011	Massage Therapists	36	42	40	7	6	1	16%	\$24.00	\$49,914.93	Postsecondary nondegree award	None	None
Professional	17-2199	Engineers, All Other	64	70	90	6	6	1	9%	\$45.08	\$93,768.17	Bachelor's degree	None	None
Manufacturing	49-9043	Maintenance Workers, Machinery	48	53	67	6	6	1	12%	\$31.33	\$65,162.23	High school diploma or equivalent	None	Long-term on-the-job training
Information	15-1244	Network and Computer Systems Administrators	92	98	123	7	6	1	6%	\$34.58	\$71,926.93	Bachelor's degree	None	None
Manufacturing	51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	120	125	137	14	6	1	5%	\$19.30	\$40,133.88	High school diploma or equivalent	None	Moderate-term on-the-job training
Healthcare	29-1126	Respiratory Therapists	64	69	98	5	5	1	9%	\$28.89	\$60,086.87	Associate's degree	None	None
Healthcare	31-2011	Occupational Therapy Assistants	55	61	57	10	5	1	10%	\$29.56	\$61,478.36	Associate's degree	None	None
Manufacturing	19-4031	Chemical Technicians	40	45	54	6	5	1	12%	\$22.92	\$47,665.90	Associate's degree	None	Moderate-term on-the-job training
Construction	49-9052	Telecommunications Line Installers and Repairers	42	47	51	6	5	1	11%	\$27.03	\$56,225.33	High school diploma or equivalent	None	Long-term on-the-job training

Professional	13-2051	Financial and Investment Analysts	42	47	63	4	5	1	11%	\$44.85	\$93,286.98	Bachelor's degree	None	None
Manufacturing	17-3012	Electrical and Electronics Drafters	32	37	26	4	5	1	14%	\$31.77	\$66,082.83	Associate's degree	None	None
Healthcare	31-9097	Phlebotomists	53	58	89	9	4	1	8%	\$17.06	\$35,480.18	Postsecondary nondegree award	None	None
Information	15-1253	Software Quality Assurance Analysts and Testers	25	29	28	3	4	1	18%	\$39.02	\$81,151.20	Bachelor's degree	None	None
Information	13-1121	Meeting, Convention, and Event Planners	44	49	62	6	4	1	10%	\$18.27	\$37,999.62	Bachelor's degree	None	None
Healthcare	29-2018	Clinical Laboratory Technologists and Technicians	118	122	212	9	4	1	4%	\$25.58	\$53,199.16	Bachelor's degree	None	None
Construction	49-9098	Helpers--Installation, Maintenance, and Repair Workers	93	97	106	12	4	1	5%	\$17.67	\$36,744.35	High school diploma or equivalent	None	Short-term on-the-job training
Healthcare	29-2043	Paramedics	107	111	144	8	4	1	4%	\$22.28	\$46,336.90	Postsecondary nondegree award	None	None
Professional	27-3031	Public Relations Specialists	39	43	54	4	4	1	9%	\$24.01	\$49,936.52	Bachelor's degree	None	None
Professional	17-1011	Architects, Except Landscape and Naval	28	32	29	3	4	1	13%	\$36.72	\$76,374.86	Bachelor's degree	None	Internship/residency
Healthcare	29-2072	Medical Records Specialists	51	54	84	5	4	1	7%	\$20.73	\$43,114.75	Postsecondary nondegree award	None	None
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In-Demand Occupations Criteria

1. Typically requires no higher than a Bachelor's degree.

- * WIOA Title I does not count anything above a bachelor's degree as a credential in federal performance measures.
- * Individuals must be able to immediately enter the workforce.

2. Has a minimum of 10 positions in the local area.

3. Has positive growth of at least 4 in the planning period (2024-2027, or 1 per year), or if less, has at least 50 annual openings.

4. Has median hourly wages above the self-sufficiency threshold. (\$15.05)

5. Typically requires no work experience at entry.

6. Aligns with regional priority sectors:

- a. Healthcare & Social Assistance (62)
- b. Manufacturing (31-33)
- c. Transportation & Warehousing (48-49)
- d. Construction (23)
- e. Information (51)
- f. Professional, Scientific, & Technical Services (54)
- g. Hospitality & Tourism: Arts, Entertainment & Recreation (71) and Accommodation & Food Services (72)

7. Related to postsecondary training opportunities.

Approved number to fund per year determined based on change between 2024 - 2027 divided by four years.

Additional ITAs can be approved by the CSP Director for occupations with a deficit of resident workers in comparison to projected 2027 jobs, up to the projected deficit.

All criteria can be appealed through the ITA appeals process.

Vetted and Approved by the Local Workforce Development Board: September 9, 2025

Jimmy Williamson

Jimmy Williamson, Chair
Northwest Tennessee Workforce Development Board