

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
47-2111	Electricians	887	1,047	626	137	160	40	18%	\$27.09	\$56,348.60	High school diploma or equivalent	None	Apprenticeship
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,219	2,375	1,874	296	156	39	7%	\$24.10	\$50,118.34	Postsecondary nondegree award	None	Short-term on-the-job training
47-2061	Construction Laborers	921	1,027	729	117	106	26	11%	\$19.92	\$41,432.14	No formal educational credential	None	Short-term on-the-job training
29-2061	Licensed Practical and Licensed Vocational Nurses	1,129	1,128	971	90	(1)	23	(0%)	\$24.53	\$51,027.36	Postsecondary nondegree award	None	None
49-9071	Maintenance and Repair Workers, General	1,395	1,461	1,278	150	66	16	5%	\$22.41	\$46,610.73	High school diploma or equivalent	None	Moderate-term on-the-job training
49-9041	Industrial Machinery Mechanics	618	682	558	71	64	16	10%	\$31.77	\$66,084.73	High school diploma or equivalent	None	Long-term on-the-job training
47-2031	Carpenters	373	431	280	52	58	14	16%	\$24.51	\$50,973.38	High school diploma or equivalent	None	Apprenticeship
11-9021	Construction Managers	352	408	240	46	56	14	16%	\$48.38	\$100,630.28	Bachelor's degree	None	Moderate-term on-the-job training
13-2011	Accountants and Auditors	574	627	531	63	53	13	9%	\$33.21	\$69,080.04	Bachelor's degree	None	None
51-9198	Helpers--Production Workers	308	311	290	50	3	12	1%	\$17.43	\$36,262.28	High school diploma or equivalent	None	Short-term on-the-job training
13-1082	Project Management Specialists	458	508	406	49	50	12	11%	\$39.08	\$81,276.82	Bachelor's degree	None	None
53-7051	Industrial Truck and Tractor Operators	561	609	594	72	48	12	9%	\$18.51	\$38,504.05	No formal educational credential	None	Short-term on-the-job training
47-2141	Painters, Construction and Maintenance	188	235	117	33	47	12	25%	\$20.94	\$43,559.63	No formal educational credential	None	Moderate-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	871	918	754	102	47	12	5%	\$21.84	\$45,433.63	High school diploma or equivalent	None	Moderate-term on-the-job training
43-9061	Office Clerks, General	1,704	1,749	1,577	220	45	11	3%	\$17.28	\$35,933.27	High school diploma or equivalent	None	Short-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	649	691	651	73	42	11	6%	\$28.09	\$58,422.14	High school diploma or equivalent	None	Moderate-term on-the-job training
15-1252	Software Developers	148	182	199	20	34	9	23%	\$47.27	\$98,322.10	Bachelor's degree	None	None
49-3023	Automotive Service Technicians and Mechanics	600	633	566	64	33	8	6%	\$22.22	\$46,212.94	Postsecondary nondegree award	None	Short-term on-the-job training
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	436	468	360	48	33	8	7%	\$22.34	\$46,466.60	Bachelor's degree	None	None
31-9092	Medical Assistants	592	623	559	87	32	8	5%	\$18.11	\$37,663.35	Postsecondary nondegree award	None	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,067	1,098	1,000	136	31	8	3%	\$21.19	\$44,084.28	Some college, no degree	None	Moderate-term on-the-job training
43-4051	Customer Service Representatives	1,442	1,473	1,433	205	31	8	2%	\$18.30	\$38,054.01	High school diploma or equivalent	None	Short-term on-the-job training
47-2073	Operating Engineers and Other Construction Equipment Operators	340	370	301	40	31	8	9%	\$23.34	\$48,538.71	High school diploma or equivalent	None	Moderate-term on-the-job training
13-1199	Business Operations Specialists, All Other	219	248	237	29	29	7	13%	\$28.99	\$60,303.00	Bachelor's degree	None	None
13-1161	Market Research Analysts and Marketing Specialists	194	223	210	28	29	7	15%	\$29.10	\$60,537.03	Bachelor's degree	None	None
51-9199	Production Workers, All Other	1,450	1,478	1,205	167	28	7	2%	\$18.18	\$37,822.86	High school diploma or equivalent	None	Moderate-term on-the-job training
17-2112	Industrial Engineers	252	279	260	23	27	7	11%	\$44.48	\$92,525.05	Bachelor's degree	None	None
13-1071	Human Resources Specialists	445	471	455	46	27	7	6%	\$29.11	\$60,553.41	Bachelor's degree	None	None
29-1141	Registered Nurses	2,412	2,436	2,230	142	24	6	1%	\$34.29	\$71,317.11	Bachelor's degree	None	None
51-4041	Machinists	331	355	343	41	23	6	7%	\$22.70	\$47,218.05	High school diploma or equivalent	None	Long-term on-the-job training
13-1081	Logisticians	156	179	142	21	23	6	15%	\$24.49	\$50,932.81	Bachelor's degree	None	None
51-9011	Chemical Equipment Operators and Tenders	138	161	140	21	23	6	17%	\$33.77	\$70,231.84	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	328	350	263	37	22	6	7%	\$24.51	\$50,985.86	High school diploma or equivalent	None	Apprenticeship

21-1093	Social and Human Service Assistants	195	217	182	28	22	5	11%	\$19.27	\$40,090.92	High school diploma or equivalent	None	Short-term on-the-job training
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	318	337	271	35	19	5	6%	\$25.51	\$53,054.22	Postsecondary nondegree award	None	Long-term on-the-job training
43-6013	Medical Secretaries and Administrative Assistants	1,238	1,256	1,070	136	18	5	1%	\$17.93	\$37,295.10	High school diploma or equivalent	None	Moderate-term on-the-job training
31-1131	Nursing Assistants	1,176	1,193	1,065	176	17	4	1%	\$17.37	\$36,131.41	Postsecondary nondegree award	None	None
21-1021	Child, Family, and School Social Workers	263	280	265	26	17	4	6%	\$27.33	\$56,850.59	Bachelor's degree	None	None
29-2052	Pharmacy Technicians	407	423	429	42	15	4	4%	\$17.75	\$36,924.77	High school diploma or equivalent	None	Moderate-term on-the-job training
13-1051	Cost Estimators	123	137	104	15	15	4	12%	\$34.24	\$71,213.42	Bachelor's degree	None	Moderate-term on-the-job training
17-2141	Mechanical Engineers	102	115	104	10	13	3	13%	\$45.96	\$95,606.97	Bachelor's degree	None	None
47-3013	Helpers--Electricians	78	92	53	14	13	3	17%	\$19.11	\$39,742.90	High school diploma or equivalent	None	Short-term on-the-job training
13-1041	Compliance Officers	167	180	170	17	13	3	8%	\$27.89	\$58,006.98	Bachelor's degree	None	Moderate-term on-the-job training
19-5011	Occupational Health and Safety Specialists	80	92	70	13	13	3	16%	\$37.87	\$78,776.39	Bachelor's degree	None	None
17-2051	Civil Engineers	155	166	125	14	11	3	7%	\$43.27	\$90,001.92	Bachelor's degree	None	None
15-1232	Computer User Support Specialists	194	205	203	17	11	3	6%	\$23.47	\$48,825.22	Some college, no degree	None	None
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,128	1,139	1,056	132	11	3	1%	\$19.24	\$40,016.09	High school diploma or equivalent	None	Short-term on-the-job training
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	90	101	64	13	11	3	12%	\$36.74	\$76,425.81	Postsecondary nondegree award	None	Moderate-term on-the-job training
15-1299	Computer Occupations, All Other	123	134	150	11	10	3	8%	\$29.93	\$62,244.72	Bachelor's degree	None	None
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	232	241	211	23	9	2	4%	\$25.87	\$53,810.71	High school diploma or equivalent	None	Long-term on-the-job training
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	46	55	82	8	9	2	20%	\$23.12	\$48,088.90	High school diploma or equivalent	None	Moderate-term on-the-job training
17-3026	Industrial Engineering Technologists and Technicians	233	242	189	24	9	2	4%	\$25.20	\$52,420.05	Associate's degree	None	None
31-2021	Physical Therapist Assistants	154	163	136	24	9	2	6%	\$29.34	\$61,036.49	Associate's degree	None	None
51-9161	Computer Numerically Controlled Tool Operators	120	128	118	14	9	2	7%	\$23.16	\$48,170.00	High school diploma or equivalent	None	Moderate-term on-the-job training
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	48	57	54	8	8	2	17%	\$22.60	\$46,999.51	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2231	Solar Photovoltaic Installers	28	36	14	5	8	2	29%	\$23.78	\$49,470.59	High school diploma or equivalent	None	Moderate-term on-the-job training
29-2042	Emergency Medical Technicians	133	140	123	12	8	2	6%	\$19.32	\$40,189.02	Postsecondary nondegree award	None	None
13-1028	Buyers and Purchasing Agents	345	352	350	34	7	2	2%	\$28.62	\$59,537.85	Bachelor's degree	None	Moderate-term on-the-job training
15-1244	Network and Computer Systems Administrators	108	115	111	9	7	2	7%	\$35.80	\$74,462.09	Bachelor's degree	None	None
49-9099	Installation, Maintenance, and Repair Workers, All Other	167	174	155	19	7	2	4%	\$22.41	\$46,611.37	High school diploma or equivalent	None	Moderate-term on-the-job training
15-1211	Computer Systems Analysts	152	158	157	11	7	2	5%	\$38.28	\$79,632.60	Bachelor's degree	None	None
31-9011	Massage Therapists	44	51	34	8	7	2	15%	\$25.29	\$52,606.06	Postsecondary nondegree award	None	None
29-2043	Paramedics	169	176	156	10	7	2	4%	\$25.86	\$53,792.78	Postsecondary nondegree award	None	None
15-2051	Data Scientists	30	37	27	4	6	2	22%	\$43.90	\$91,306.48	Bachelor's degree	None	

27-1024	Graphic Designers	77	83	72	8	6	2	8%	\$22.25	\$46,279.24	Bachelor's degree	None	None
49-9043	Maintenance Workers, Machinery	84	90	71	10	6	2	8%	\$31.64	\$65,819.16	High school diploma or equivalent	None	Long-term on-the-job training
49-9052	Telecommunications Line Installers and Repairers	59	65	41	7	6	2	10%	\$25.50	\$53,029.67	High school diploma or equivalent	None	Long-term on-the-job training
49-9098	Helpers--Installation, Maintenance, and Repair Workers	99	105	91	13	6	2	6%	\$18.52	\$38,514.09	High school diploma or equivalent	None	Short-term on-the-job training
13-2051	Financial and Investment Analysts	53	59	55	6	6	2	11%	\$44.31	\$92,174.68	Bachelor's degree	None	
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	71	77	67	8	6	2	8%	\$27.91	\$58,043.64	High school diploma or equivalent	None	Long-term on-the-job training
27-3031	Public Relations Specialists	53	59	53	6	6	1	10%	\$24.55	\$51,072.79	Bachelor's degree	None	None
13-1121	Meeting, Convention, and Event Planners	90	95	73	11	5	1	6%	\$35.18	\$73,182.84	Bachelor's degree	None	None
17-2199	Engineers, All Other	95	100	95	7	5	1	6%	\$45.92	\$95,519.84	Bachelor's degree	None	None
17-2071	Electrical Engineers	40	45	46	4	5	1	13%	\$49.45	\$102,849.34	Bachelor's degree	None	None
47-2211	Sheet Metal Workers	56	61	50	7	5	1	9%	\$28.01	\$58,260.94	High school diploma or equivalent	None	Apprenticeship
19-4031	Chemical Technicians	67	72	57	10	5	1	7%	\$23.19	\$48,235.12	Associate's degree	None	Moderate-term on-the-job training
45-2091	Agricultural Equipment Operators	117	122	87	19	5	1	4%	\$17.40	\$36,188.52	No formal educational credential	None	Moderate-term on-the-job training
31-9091	Dental Assistants	189	194	184	28	5	1	2%	\$21.92	\$45,599.18	Postsecondary nondegree award	None	None
29-1126	Respiratory Therapists	132	136	117	8	5	1	3%	\$30.31	\$63,049.35	Associate's degree	None	None
29-2072	Medical Records Specialists	113	117	105	9	4	1	4%	\$22.86	\$47,540.97	Postsecondary nondegree award	None	None
53-6099	Transportation Workers, All Other	71	75	59	9	4	1	6%	\$15.07	\$31,354.34	High school diploma or equivalent	None	Short-term on-the-job training
21-1099	Community and Social Service Specialists, All Other	89	93	82	10	4	1	5%	\$24.10	\$50,121.15	Bachelor's degree	None	None
51-9162	Computer Numerically Controlled Tool Programmers	31	34	21	4	4	1	13%	\$27.86	\$57,939.18	Postsecondary nondegree award	None	Moderate-term on-the-job training
51-4111	Tool and Die Makers	121	125	102	14	4	1	3%	\$29.42	\$61,197.05	Postsecondary nondegree award	None	Long-term on-the-job training
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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 EXCEPT:**

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 11, 2025

*Ben Ferguson*

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Ben Ferguson, Chair

Southwest Tennessee Workforce Development Board