



**KWIB**  
**Sector Strategies**  
**Working Group**  
**Meeting**

**AGENDA**  
**April 18, 2023**  
**1:00pm – 2:00pm EST**

**Via Zoom**

View Zoom Meeting

[https://kwib.ky.gov/PublishingImages/SS\\_041923/SS\\_041923.mp4](https://kwib.ky.gov/PublishingImages/SS_041923/SS_041923.mp4)

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➤ Call Meeting to Order

*Alisher Burikhanov, Executive Director, KWIB, Co-Chair Sector Strategies*  
*Sara Tracy, Co-Chair, Talent Pipeline System Manager, Kentucky Chamber Foundation*

➤ Key Industries/Sectors/ Occupation overview

*Sam Keathley, KYSTATS*

➤ Data discussion

*Alisher Burikhanov, Executive Director, KWIB*  
*Sara Tracy, Kentucky Chamber Foundation*

➤ Next Steps

*Alisher Burikhanov, Executive Director, KWIB*  
*Sara Tracy, Kentucky Chamber Foundation*

➤ Adjournment



**KWIB**  
**Sector Strategies**  
**Sub-committee Meeting**  
**DRAFT Minutes**

**Wednesday, April 18, 2023, 1:00-2:00 pm EST**  
**Visit the following link to view the recorded meeting:**  
[https://kwib.ky.gov/PublishingImages/SS\\_041923/SS\\_041923.mp4](https://kwib.ky.gov/PublishingImages/SS_041923/SS_041923.mp4)

**COMMITTEE MEMBERS PRESENT:**

|                                |   |                   |   |
|--------------------------------|---|-------------------|---|
| Sara Tracy- Chair              | x | Lisa Banner       | x |
| LaKisha Miller                 |   | Becky Gilpatrick  | X |
| Brian Becker                   |   | Jessie Schook     |   |
| Tony Georges                   |   | Dr. Kris Williams | X |
| Kim Menke                      | x | Lindsey Trent     | X |
| Mike Buckentin / David Fusting |   | Matt Bacon        | X |
| John Greene                    |   | Justin Browning   |   |
| Kim Humphrey                   | x | Steven Rudolf     | X |
| Leslie Sizemore                | X | Brian Lovell      |   |
| Zach Gaubert                   |   | Kristi Putnam     |   |

**Others present:** Michelle DeJohn, Matt Berry, Sam Keathley, Alisher Burikhanov, Debbie Dennison, Elishah Taylor

**CALL TO ORDER AT 1:02 PM**

*Alisher Burikhanov, KWIB Director* called the meeting to order and welcomed everyone. He asked everyone to introduce themselves by putting their name and affiliation in the chat.

**Key Industries/Sectors/Occupation Overview**

Alisher shared that he and Sara Tracy will be leading the discussion. He introduced Sara Tracy, Manager, Kentucky Chamber Foundation and is the new Hospital TPM Senior Pipeline Manager with their new partner, the Kentucky Hospital Associate (KHA). She thanked Alisher, Debbie, and Sam for doing the behind-the-scenes work on this data.

Sara stated that when this group last met, they had two points of focus. 1. To review the data on the current five (5) sectors that exist and 2. Identifying a process to streamline review of the sectors and occupations. She reminded members that a work group had been created with the Opportunity youth sub-committee to review work-based learning resources and align with sectors. She thanked Sam from KYSTAT for being there to discuss the data.

Alisher thanked Sara. He shared the importance of reviewing sectors, industries and occupations. The conversations around sector strategies are critical to the state plan. This work will help instruct our state policymakers and leaders. He went over the two ways to look at data, the quantitative side, and the qualitative side. The outcome of this meeting is for this group to recommend investments that the Commonwealth needs to be making for future workforce needs. He acknowledged needing to identify how to review the data for Work Ready Scholarships for the future. Alisher recognized Kim Menke, KWIB Chair. Kim thanked Alisher and everyone for coming together and looks forward to the discussion.

Alisher introduced Sam Keathley with the Kentucky Center for Statistics (KYSTATS) to share data and share in a presentation around the data.

### **Data Discussion**

Sam introduced himself. He is with the Kentucky Center for Statistics (KYSTATS) specifically in the Labor Marketing Information department. Sam shared information on identifying high demand industry sectors that focused on WIOA legislation requirements. Occupational and industry data are the two main focuses when it comes to looking at data. Sam went over how to identify high-demand occupations and industries. He then moved into explaining the method and metrics KYSTAT used for this data. The goal is to identify noteworthy occupations and then examine the industries with which they are most closely associated.

There are four metrics that can measure favorable occupational outcomes, and generate a weighted composite score (for each occupation) that incorporates each metric. Four metrics in the calculation include: Entry-level Annual Wages, Wage Distribution (75th-25th percentile), Annualized Percent Change (Growth), and Total Job Openings. He pointed out that the jobs listed in the preread came from this final product stage.

Sam then explained Total Job Openings. He explained three phenomena that produce a job opening. 1. Exits (any exit from the labor force), 2. Change (employment change), and 3. Transfers from one occupation to another.

Are the current metrics appropriate and are they weighted appropriately? Which round of projections should be used (10-year rounds; 2019 – 2029; 2020-2030; late summer 2021-2031). Sam explained how one might view the data provided. He explained how to link industries and occupations with two views. 1. Which industries do these occupations comprise a lot of? 2. Which industry are these occupations distinctly employed in? He then gave an example using neurosurgeons. Use (or make changes) to these views to score the occupations.

Alisher thanked Sam for his presentation. He asked the group if there were questions. Kim Humphrey asked for more information regarding the numbers behind *total job openings* and then asked if this information was based on Kentucky or nationwide. Sam walked through the widely accepted LMI data (Bureau of Labor Statistics) funding by federal and state data offices, among other components of data that they pull together. Federal and state data is used: underlining employment data is from Kentucky only, but exits and transfers start nationwide. Alisher asked Sam to reshare his screen to show the metrics. Alisher then brought up the methodology and metrics (weighing) of these occupations. He asked the workgroup to provide input about the metrics and weighting of them, is suitable for this search.

Kim Humphrey opened the floor about livable wages. *Entry level wages* are important to view. Future looking, what educational programs should we fund based on jobs that are above livable wage. Dr. Kris Williams also commented about a living wage. Currently focus on five sectors with these career pathways. How do we show progression in a career that is sustainable? Example like childcare worker, community health worker that don't fit into high-skill, high-wage areas but are critical to have.

Steve Rudolf of healthcare asked about the even weighting factoring is the right way to view this. Need for job opening should possibly have a higher weighting than some of the others. *Where, as an employer, should I invest my money?* Is wage distribution skewing data? Does COVID ten-year outlook affect what we're seeing?

Leslie Sizemore asked about annualized percent change. She lifted up nursing positions. While there aren't new, existing positions are trying to be filled (for those who have left state, left industry, etc.). Looking at small growth in new jobs versus a large number of jobs to be filled (like nursing). Sam shared looking at *Demand* (sum of "change" and "exits") optic. Sometimes this view is used because wanting to understand the volumes to understand and answer the *demand* of the economy. Some transfers are the pipeline to other occupations, while other transfers are just changes out.

Modeling employment: some industries and occupations are tied to population (like food service, manufactures tied to growth). Some occupations have rapid growth in their industries.

The conversation moved into rankings and a discussion on what SOC (occupational codes) are chosen. The workgroup went back to discussing wages and how to use the data for workforce development and needs in the state. Management occupations begin with 11 and can be filtered out. Would we want to view without these management occupations.

Discussion was had about what is the data used for. Kim Menke shared that he sees that it is used for the entry level job in that industry to see in which industries is growth happening. Data for growth, retirement, need, higher wage, lower wage – to view data at many different angles. Prioritize based on filling needs for workforce participation.

Alisher asked a question about wages and if this workgroup discussed a living wage in the past (like \$35,000 or \$50,000). Discussion was had about wages offered now being pushed up due to need (ex. McDonalds per hour wage higher than in past). Discussion had also about wage impacts geographically. Benefit Cliffs impact on working (ex. \$17/ hr. vs staying on benefits).

Alisher stated that this discussion will help reevaluate and look at current occupations available. Focus on demand (take out transfers) and reassess. Nationally can look at wages that exist (MIT). Look at current industry occupations available. Lisa Banner opened the discussion about machine operators and the future; or just are we just looking at existing industry? Sam answered a question about projections (have to look backwards). Need economic development component for future industry insight. Steve Rudolf brought up how jobs are changing and some of the jobs will be taken by Artificial Intelligence (AI) in the future. He asked how this will be accounted for in the future. A discussion was had about how the local workforce boards review data and the skills and certificates that could be put in place for the top five sectors. Transferring skills of veterans in W. Kentucky coming from bases, is example of benefit of allowing local boards to drive this.

### **Next Steps:**

Alisher thanked everyone for their input in the meeting. He shared that he would like to get the workgroups together after each quarterly meeting. In the next three months, will make some updates, changing, industry numbers and look at industry numbers. He asked the workgroup to stay connected via email. He also discussed the work-ready scholarship and the industries that those are pushed to. Alisher thanked everyone on the call for coming.

### **ADJOURNMENT**

The meeting was adjourned at 2:00 pm.

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| <b>SOC Code</b> | <b>SOC Title</b>   | <b>Entry Annual Wages</b> | <b>Total Job Openings</b> | <b>Annualized Percent Growth</b> |
|-----------------|--|---------------------------|---------------------------|----------------------------------|
| 11-9111         | Medical and health services managers                           | \$59,244                  | 9,160                     | 2.9                              |
| 11-3031         | Financial managers   | \$61,211                  | 5,354                     | 1.5                              |
| 11-3071         | Transportation, storage, and distribution managers             | \$52,499                  | 2,056                     | 1.3                              |
| 11-3051         | Industrial production managers                                 | \$59,636                  | 3,657                     | 1.1                              |
| 17-2112         | Industrial engineers   | \$61,776                  | 5,375                     | 2.0                              |
| 13-1111         | Management analysts  | \$42,829                  | 5,115                     | 1.3                              |
| 29-1127         | Speech-language pathologists                                   | \$50,339                  | 2,111                     | 2.3                              |
| 29-1171         | Nurse practitioners  | \$81,201                  | 5,421                     | 4.5                              |
| 49-9041         | Industrial machinery mechanics                                 | \$38,623                  | 10,775                    | 2.5                              |
| 15-1299         | Computer occupations, all other                                | \$47,511                  | 2,349                     | 1.0                              |
| 17-2141         | Mechanical engineers   | \$49,655                  | 2,501                     | 1.3                              |
| 53-5021         | Captains, mates, and pilots of water vessels                   | \$51,864                  | 1,622                     | 1.0                              |
| 11-2022         | Sales managers   | \$55,980                  | 5,142                     | 0.6                              |
| 29-1122         | Occupational therapists  | \$61,579                  | 1,404                     | 1.8                              |
| 29-1123         | Physical therapists  | \$61,994                  | 1,982                     | 1.9                              |
| 11-3021         | Computer and information systems managers                      | \$78,986                  | 2,153                     | 0.9                              |
| 13-1161         | Market research analysts and marketing specialists             | \$35,168                  | 7,022                     | 1.9                              |
| 11-1021         | General and operations managers                                | \$35,919                  | 43,136                    | 1.0                              |
| 25-1071         | Health specialties teachers, postsecondary                     | \$45,521                  | 1,011                     | 2.0                              |
| 15-1212         | Information security analysts                                  | \$50,380                  | 937                       | 2.8                              |
| 11-2021         | Marketing managers   | \$61,870                  | 1,795                     | 0.9                              |
| 11-3121         | Human resources managers                                       | \$66,803                  | 1,496                     | 0.9                              |
| 21-1012         | Educational, guidance, and career counselors and advisors      | \$38,073                  | 4,426                     | 0.9                              |
| 13-1081         | Logisticians   | \$38,412                  | 2,599                     | 2.9                              |
| 51-1011         | First-line supervisors of production and operating workers     | \$38,660                  | 14,403                    | 1.0                              |
| 49-1011         | First-line supervisors of mechanics, installers, and repairers | \$39,626                  | 7,110                     | 0.7                              |
| 29-1131         | Veterinarians  | \$48,650                  | 645                       | 1.3                              |
| 11-9021         | Construction managers  | \$48,782                  | 1,265                     | 0.9                              |
| 17-2051         | Civil engineers  | \$53,613                  | 2,412                     | 0.6                              |
| 11-9041         | Architectural and engineering managers                         | \$79,995                  | 1,202                     | 0.8                              |
| 25-1072         | Nursing instructors and teachers, postsecondary                | \$36,622                  | 783                       | 1.8                              |
| 13-1071         | Human resources specialists                                    | \$38,350                  | 8,874                     | 0.8                              |

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|---------|--|----------|--------|-----|
| 51-4111 | Tool and die makers  | \$38,379 | 2,175  | 1.3 |
| 13-2011 | Accountants and auditors                                     | \$41,820 | 11,197 | 0.6 |
| 29-1071 | Physician assistants   | \$49,531 | 1,175  | 2.9 |
| 29-1141 | Registered nurses  | \$49,728 | 27,271 | 0.8 |
| 17-2072 | Electronics engineers, except computer                       | \$61,735 | 364    | 1.2 |
| 17-2131 | Materials engineers  | \$63,144 | 301    | 1.5 |
| 49-3011 | Aircraft mechanics and service technicians                   | \$31,174 | 2,674  | 1.4 |
| 27-3031 | Public relations specialists                                 | \$36,529 | 2,858  | 0.8 |
| 11-9051 | Food service managers  | \$37,722 | 3,373  | 1.6 |
| 23-1011 | Lawyers  | \$38,777 | 4,366  | 0.5 |
| 13-2061 | Financial examiners  | \$39,287 | 509    | 1.6 |
| 51-9162 | Computer numerically controlled tool programmers             | \$39,814 | 554    | 3.2 |
| 11-9151 | Social and community service managers                        | \$44,889 | 1,698  | 1.1 |
| 19-2031 | Chemists   | \$48,578 | 642    | 0.9 |
| 13-2052 | Personal financial advisors                                  | \$51,469 | 2,896  | 0.3 |
| 31-2011 | Occupational therapy assistants                              | \$52,290 | 901    | 2.5 |
| 17-2071 | Electrical engineers   | \$63,413 | 1,108  | 0.8 |
| 29-1041 | Optometrists   | \$65,019 | 184    | 1.0 |
| 11-3131 | Training and development managers                            | \$68,791 | 382    | 1.8 |
| 11-3061 | Purchasing managers  | \$70,479 | 453    | 0.8 |
| 17-2041 | Chemical engineers   | \$77,938 | 174    | 1.2 |
| 31-9011 | Massage therapists   | \$30,713 | 1,488  | 2.6 |
| 51-4081 | Multiple machine tool setters, operators, and tenders, metal | \$31,284 | 3,256  | 1.9 |
| 13-1151 | Training and development specialists                         | \$34,457 | 3,890  | 1.0 |
| 47-2111 | Electricians   | \$35,898 | 11,497 | 0.9 |
| 41-4011 | Sales representatives, wholesale and manufacturing, technic  | \$36,384 | 3,354  | 0.6 |
| 41-3031 | Securities, commodities, and financial services sales agents | \$36,614 | 4,426  | 0.3 |
| 13-1041 | Compliance officers  | \$38,453 | 4,161  | 0.6 |
| 15-1231 | Computer network support specialists                         | \$38,829 | 2,050  | 0.8 |
| 17-3026 | Industrial engineering technologists and technicians         | \$40,134 | 1,612  | 1.3 |
| 25-9031 | Instructional coordinators                                   | \$40,497 | 2,245  | 0.6 |
| 19-5011 | Occupational health and safety specialists                   | \$41,740 | 1,392  | 0.7 |
| 29-1126 | Respiratory therapists                                       | \$42,517 | 2,307  | 2.1 |

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|---------|--|----------|--------|-----|
| 15-1211 | Computer systems analysts                                      | \$44,890 | 2,980  | 0.5 |
| 47-1011 | First-line supervisors of construction trades and extraction w | \$48,197 | 6,611  | 0.3 |
| 11-9033 | Education administrators, postsecondary                        | \$48,380 | 954    | 0.5 |
| 15-1241 | Computer network architects                                    | \$50,297 | 753    | 0.7 |
| 29-2032 | Diagnostic medical sonographers                                | \$50,474 | 844    | 1.7 |
| 33-1012 | First-line supervisors of police and detectives                | \$50,989 | 1,302  | 0.6 |
| 15-1221 | Computer and information research scientists                   | \$51,437 | 147    | 1.7 |
| 29-2091 | Orthotists and prosthetists                                    | \$56,534 | 126    | 1.8 |
| 17-2011 | Aerospace engineers  | \$80,289 | 166    | 1.3 |
| 27-2022 | Coaches and scouts   | \$19,684 | 3,388  | 1.9 |
| 41-3091 | Sales representatives of services, except advertising, insuran | \$30,051 | 13,478 | 0.7 |
| 51-9124 | Coating, painting, and spraying machine setters, operators, a  | \$30,066 | 4,055  | 1.3 |
| 41-4012 | Sales representatives, wholesale and manufacturing, except     | \$30,197 | 18,498 | 0.6 |
| 29-2010 | Clinical laboratory technologists and technicians              | \$30,831 | 3,514  | 1.0 |
| 43-5061 | Production, planning, and expediting clerks                    | \$31,091 | 5,361  | 1.2 |
| 21-1013 | Marriage and family therapists                                 | \$35,493 | 557    | 1.6 |
| 27-3091 | Interpreters and translators                                   | \$37,586 | 1,305  | 2.2 |
| 49-9044 | Millwrights  | \$38,830 | 891    | 1.7 |
| 49-9043 | Maintenance workers, machinery                                 | \$38,902 | 2,626  | 1.5 |
| 15-2031 | Operations research analysts                                   | \$39,544 | 1,153  | 2.0 |
| 19-1042 | Medical scientists, except epidemiologists                     | \$39,792 | 487    | 1.6 |
| 11-9039 | Education administrators, all other                            | \$51,593 | 540    | 0.5 |
| 11-9032 | Education administrators, kindergarten through secondary       | \$61,088 | 3,160  | 0.5 |
| 29-1021 | Dentists, general  | \$81,035 | 298    | 0.8 |
| 29-1051 | Pharmacists  | \$81,688 | 2,028  | 0.2 |
| 39-9031 | Exercise trainers and group fitness instructors                | \$22,760 | 5,535  | 3.5 |
| 31-2021 | Physical therapist assistants                                  | \$24,274 | 3,715  | 3.0 |
| 35-1011 | Chefs and head cooks   | \$29,146 | 3,074  | 2.5 |
| 21-1094 | Community health workers                                       | \$29,826 | 2,926  | 1.6 |
| 21-1018 | Substance abuse, behavioral disorder, and mental health cou    | \$29,857 | 5,315  | 2.3 |
| 53-7051 | Industrial truck and tractor operators                         | \$30,417 | 13,603 | 1.1 |
| 21-1091 | Health education specialists                                   | \$31,246 | 948    | 1.2 |
| 49-2022 | Telecommunications equipment installers and repairers, exc     | \$31,484 | 2,594  | 0.6 |

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|---------|--|----------|--------|------|
| 53-3032 | Heavy and tractor-trailer truck drivers                        | \$32,107 | 35,743 | 0.6  |
| 15-1232 | Computer user support specialists                              | \$33,452 | 5,396  | 0.8  |
| 51-4122 | Welding, soldering, and brazing machine setters, operators, i  | \$36,319 | 1,972  | 1.2  |
| 13-1131 | Fundraisers  | \$36,743 | 1,049  | 1.1  |
| 47-2152 | Plumbers, pipefitters, and steamfitters                        | \$36,744 | 5,572  | 0.5  |
| 43-1011 | First-line supervisors of office and administrative support wo | \$37,066 | 17,550 | -0.1 |
| 29-2034 | Radiologic technologists and technicians                       | \$39,254 | 3,055  | 0.8  |
| 25-1121 | Art, drama, and music teachers, postsecondary                  | \$39,461 | 586    | 0.7  |
| 49-9051 | Electrical power-line installers and repairers                 | \$39,626 | 2,457  | 0.2  |
| 41-1012 | First-line supervisors of non-retail sales workers             | \$41,291 | 3,027  | -0.6 |
| 15-2041 | Statisticians  | \$47,086 | 169    | 2.8  |
| 29-1292 | Dental hygienists  | \$49,137 | 1,669  | 1.0  |
| 17-2199 | Engineers, all other   | \$49,313 | 629    | 0.5  |
| 25-1066 | Psychology teachers, postsecondary                             | \$49,448 | 434    | 0.8  |
| 25-1011 | Business teachers, postsecondary                               | \$49,924 | 614    | 0.4  |
| 25-1063 | Economics teachers, postsecondary                              | \$50,380 | 126    | 0.8  |
| 27-3042 | Technical writers  | \$50,846 | 362    | 1.2  |
| 29-1161 | Nurse midwives   | \$79,088 | 23     | 0.8  |
| 53-3031 | Driver/sales workers   | \$17,981 | 13,684 | 2.0  |
| 35-1012 | First-line supervisors of food preparation and serving worker  | \$24,626 | 28,913 | 2.1  |
| 53-3033 | Light truck drivers  | \$24,703 | 19,801 | 1.2  |
| 43-4181 | Reservation and transportation ticket agents and travel clerk  | \$25,647 | 1,547  | 1.6  |
| 49-9071 | Maintenance and repair workers, general                        | \$26,534 | 20,093 | 0.9  |
| 23-2011 | Paralegals and legal assistants                                | \$30,365 | 3,687  | 0.8  |
| 31-9091 | Dental assistants  | \$30,745 | 4,616  | 1.0  |
| 51-4041 | Machinists   | \$31,398 | 5,675  | 1.4  |
| 51-4121 | Welders, cutters, solderers, and brazers                       | \$31,471 | 8,956  | 1.4  |
| 21-1029 | Social workers, all other                                      | \$31,826 | 859    | 0.5  |
| 19-4031 | Chemical technicians   | \$34,695 | 1,244  | 0.8  |
| 25-1081 | Education teachers, postsecondary                              | \$34,799 | 755    | 0.6  |
| 53-2031 | Flight attendants  | \$37,222 | 226    | 3.1  |
| 13-1020 | Buyers and purchasing agents                                   | \$38,000 | 3,937  | -0.3 |
| 49-3042 | Mobile heavy equipment mechanics, except engines               | \$38,127 | 2,263  | 0.9  |



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|---------|---|----------|--------|------|
| 17-3023 | Electrical and electronic engineering technologists and techn | \$38,259 | 1,209  | 0.6  |
| 29-1011 | Chiropractors   | \$38,383 | 226    | 0.9  |
| 21-1022 | Healthcare social workers                                     | \$38,415 | 1,756  | 1.0  |
| 53-7021 | Crane and tower operators                                     | \$38,766 | 672    | 0.8  |
| 25-2021 | Elementary school teachers, except special education          | \$39,855 | 12,898 | 0.5  |
| 25-2031 | Secondary school teachers, except special and career/techni   | \$40,663 | 8,365  | 0.5  |
| 25-1042 | Biological science teachers, postsecondary                    | \$44,496 | 465    | 1.0  |
| 15-1244 | Network and computer systems administrators                   | \$46,702 | 2,133  | 0.4  |
| 19-1041 | Epidemiologists   | \$47,407 | 123    | 2.5  |
| 27-1011 | Art directors   | \$49,075 | 548    | 0.5  |
| 17-2081 | Environmental engineers                                       | \$49,500 | 394    | 0.3  |
| 25-1112 | Law teachers, postsecondary                                   | \$57,062 | 15     | 0.6  |
| 25-1051 | Atmospheric, earth, marine, and space sciences teachers, po   | \$63,558 | 33     | 0.6  |
| 31-1120 | Home health and personal care aides                           | \$22,728 | 39,491 | 3.1  |
| 25-9099 | Educational instruction and library workers, all other        | \$24,905 | 2,379  | 0.6  |
| 53-3052 | Bus drivers, transit and intercity                            | \$25,071 | 2,831  | 1.7  |
| 13-1121 | Meeting, convention, and event planners                       | \$27,413 | 1,256  | 1.2  |
| 49-9062 | Medical equipment repairers                                   | \$29,334 | 1,303  | 0.8  |
| 11-9031 | Education and childcare administrators, preschool and dayca   | \$29,617 | 771    | 0.9  |
| 21-1023 | Mental health and substance abuse social workers              | \$29,878 | 1,903  | 1.4  |
| 51-2090 | Miscellaneous assemblers and fabricators                      | \$29,983 | 59,452 | 0.8  |
| 31-9097 | Phlebotomists   | \$30,372 | 3,385  | 1.9  |
| 49-2098 | Security and fire alarm systems installers                    | \$30,636 | 746    | 1.7  |
| 19-4099 | Life, physical, and social science technicians, all other     | \$31,950 | 1,946  | 0.7  |
| 49-3031 | Bus and truck mechanics and diesel engine specialists         | \$32,775 | 3,962  | 0.6  |
| 13-2072 | Loan officers   | \$36,311 | 2,808  | 0.2  |
| 47-2073 | Operating engineers and other construction equipment oper     | \$37,610 | 6,093  | 0.1  |
| 43-5011 | Cargo and freight agents                                      | \$37,919 | 2,764  | 1.0  |
| 25-4022 | Librarians and media collections specialists                  | \$38,187 | 1,989  | 0.6  |
| 29-1031 | Dietitians and nutritionists                                  | \$38,487 | 873    | 1.0  |
| 25-1126 | Philosophy and religion teachers, postsecondary               | \$39,015 | 308    | 0.8  |
| 13-1031 | Claims adjusters, examiners, and investigators                | \$39,668 | 2,112  | -0.5 |
| 13-1051 | Cost estimators   | \$39,791 | 1,661  | 0.1  |

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|---------|--|----------|--------|------|
| 25-2022 | Middle school teachers, except special and career/technical    | \$40,010 | 5,746  | 0.5  |
| 25-1111 | Criminal justice and law enforcement teachers, postsecondary   | \$40,497 | 126    | 0.9  |
| 25-1032 | Engineering teachers, postsecondary                            | \$40,642 | 117    | 0.9  |
| 43-5052 | Postal service mail carriers                                   | \$41,261 | 3,731  | -0.7 |
| 17-1011 | Architects, except landscape and naval                         | \$43,843 | 570    | 0.0  |
| 33-3021 | Detectives and criminal investigators                          | \$44,305 | 470    | 0.3  |
| 13-2031 | Budget analysts  | \$44,662 | 563    | 0.4  |
| 13-1141 | Compensation, benefits, and job analysis specialists           | \$45,105 | 800    | 0.7  |
| 19-1013 | Soil and plant scientists                                      | \$49,945 | 194    | 0.6  |
| 25-1054 | Physics teachers, postsecondary                                | \$49,987 | 95     | 0.5  |
| 29-1124 | Radiation therapists   | \$61,787 | 131    | 0.8  |
| 11-9121 | Natural sciences managers                                      | \$68,265 | 171    | 0.3  |
| 53-2021 | Air traffic controllers  | \$80,053 | 189    | 0.4  |
| 25-3021 | Self-enrichment teachers                                       | \$19,549 | 1,976  | 2.2  |
| 53-3099 | Motor vehicle operators, all other                             | \$20,229 | 1,081  | 1.0  |
| 11-9013 | Farmers, ranchers, and other agricultural managers             | \$23,521 | 5,210  | 0.4  |
| 39-2011 | Animal trainers  | \$24,466 | 1,218  | 2.2  |
| 41-3021 | Insurance sales agents   | \$28,020 | 7,022  | 0.5  |
| 31-9092 | Medical assistants   | \$29,381 | 17,664 | 1.7  |
| 51-4031 | Cutting, punching, and press machine setters, operators, and   | \$29,869 | 7,672  | 0.7  |
| 53-5011 | Sailors and marine oilers                                      | \$30,469 | 1,788  | 1.1  |
| 49-9021 | Heating, air conditioning, and refrigeration mechanics and in  | \$30,771 | 6,225  | 0.4  |
| 53-7011 | Conveyor operators and tenders                                 | \$31,225 | 430    | 1.4  |
| 21-2011 | Clergy   | \$32,551 | 555    | 0.9  |
| 47-4021 | Elevator and escalator installers and repairers                | \$32,802 | 294    | 0.6  |
| 33-1021 | First-line supervisors of firefighting and prevention workers  | \$34,220 | 963    | 0.8  |
| 33-3051 | Police and sheriff's patrol officers                           | \$34,338 | 5,847  | 0.7  |
| 49-2094 | Electrical and electronics repairers, commercial and industria | \$35,059 | 833    | 0.8  |
| 51-9011 | Chemical equipment operators and tenders                       | \$35,299 | 3,059  | -0.4 |
| 51-9161 | Computer numerically controlled tool operators                 | \$35,663 | 1,762  | 0.7  |
| 27-3043 | Writers and authors  | \$37,223 | 926    | 0.6  |
| 29-2055 | Surgical technologists   | \$37,513 | 1,914  | 0.8  |
| 51-4051 | Metal-refining furnace operators and tenders                   | \$37,900 | 473    | 1.3  |

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|---------|--|----------|--------|-----|
| 29-2061 | Licensed practical and licensed vocational nurses                  | \$38,093 | 8,277  | 0.9 |
| 47-2221 | Structural iron and steel workers                                  | \$38,415 | 1,531  | 0.6 |
| 25-2012 | Kindergarten teachers, except special education                    | \$38,912 | 2,500  | 0.6 |
| 25-1022 | Mathematical science teachers, postsecondary                       | \$39,855 | 373    | 0.3 |
| 25-2052 | Special education teachers, kindergarten and elementary sch        | \$40,010 | 3,324  | 0.5 |
| 53-4011 | Locomotive engineers   | \$40,531 | 485    | 0.1 |
| 25-1124 | Foreign language and literature teachers, postsecondary            | \$45,221 | 137    | 0.8 |
| 25-1021 | Computer science teachers, postsecondary                           | \$47,148 | 245    | 0.5 |
| 49-2095 | Electrical and electronics repairers, powerhouse, substation,      | \$48,946 | 261    | 0.3 |
| 17-2111 | Health and safety engineers, except mining safety engineers        | \$49,500 | 119    | 0.4 |
| 19-1021 | Biochemists and biophysicists                                      | \$50,297 | 125    | 0.5 |
| 25-1067 | Sociology teachers, postsecondary                                  | \$50,474 | 122    | 0.5 |
| 29-2035 | Magnetic resonance imaging technologists                           | \$59,217 | 398    | 0.7 |
| 19-3039 | Psychologists, all other   | \$66,583 | 392    | 0.0 |
| 35-3011 | Bartenders   | \$18,283 | 10,166 | 3.1 |
| 25-1199 | Postsecondary teachers, all other                                  | \$21,486 | 2,264  | 0.4 |
| 25-2011 | Preschool teachers, except special education                       | \$23,548 | 3,331  | 1.1 |
| 21-1093 | Social and human service assistants                                | \$23,569 | 10,429 | 1.5 |
| 27-2012 | Producers and directors  | \$24,719 | 998    | 1.0 |
| 31-9099 | Healthcare support workers, all other                              | \$25,095 | 1,597  | 1.0 |
| 47-2061 | Construction laborers  | \$28,386 | 14,369 | 0.5 |
| 51-9111 | Packaging and filling machine operators and tenders                | \$29,296 | 10,680 | 0.5 |
| 51-9081 | Dental laboratory technicians                                      | \$30,982 | 459    | 1.0 |
| 43-5111 | Weighers, measurers, checkers, and samplers, recordkeeping         | \$31,039 | 1,299  | 1.7 |
| 29-2031 | Cardiovascular technologists and technicians                       | \$31,650 | 474    | 0.7 |
| 25-1113 | Social work teachers, postsecondary                                | \$31,836 | 275    | 0.6 |
| 39-1013 | First-line supervisors of gambling services workers                | \$32,238 | 46     | 2.3 |
| 33-9021 | Private detectives and investigators                               | \$33,250 | 351    | 0.8 |
| 51-9012 | Separating, filtering, clarifying, precipitating, and still machin | \$35,206 | 1,345  | 0.8 |
| 53-6051 | Transportation inspectors  | \$35,720 | 298    | 0.6 |
| 17-3027 | Mechanical engineering technologists and technicians               | \$38,259 | 444    | 1.3 |
| 27-1022 | Fashion designers  | \$38,580 | 25     | 1.7 |
| 25-1193 | Recreation and fitness studies teachers, postsecondary             | \$39,461 | 151    | 0.5 |

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|---------|---|-----------|--------|------|
| 25-1123 | English language and literature teachers, postsecondary       | \$40,497  | 433    | 0.4  |
| 19-2041 | Environmental scientists and specialists, including health    | \$40,725  | 917    | 0.3  |
| 29-1181 | Audiologists  | \$41,346  | 72     | 1.6  |
| 25-1125 | History teachers, postsecondary                               | \$49,179  | 121    | 0.6  |
| 15-1251 | Computer programmers  | \$50,577  | 752    | -1.2 |
| 25-1061 | Anthropology and archeology teachers, postsecondary           | \$52,017  | 27     | 0.4  |
| 11-3111 | Compensation and benefits managers                            | \$62,045  | 61     | 0.1  |
| 19-3032 | Industrial-organizational psychologists                       | \$105,112 | 82     | 0.2  |
| 39-5012 | Hairdressers, hairstylists, and cosmetologists                | \$18,368  | 5,791  | 1.6  |
| 35-2014 | Cooks, restaurant   | \$19,807  | 36,322 | 4.4  |
| 39-5011 | Barbers   | \$20,394  | 326    | 1.1  |
| 33-9032 | Security guards   | \$20,596  | 17,394 | 1.2  |
| 41-9021 | Real estate brokers   | \$22,249  | 787    | 0.6  |
| 27-4021 | Photographers   | \$22,263  | 903    | 0.9  |
| 41-9022 | Real estate sales agents                                      | \$23,624  | 2,426  | 0.4  |
| 53-7065 | Stockers and order fillers                                    | \$23,999  | 62,250 | 0.8  |
| 29-2092 | Hearing aid specialists                                       | \$24,159  | 151    | 1.8  |
| 29-2052 | Pharmacy technicians  | \$24,294  | 7,800  | 1.0  |
| 43-6013 | Medical secretaries and administrative assistants             | \$25,064  | 14,311 | 1.0  |
| 27-4011 | Audio and video technicians                                   | \$25,257  | 652    | 1.7  |
| 53-7062 | Laborers and freight, stock, and material movers, hand        | \$25,396  | 90,500 | 1.1  |
| 53-7063 | Machine feeders and offbearers                                | \$27,003  | 3,157  | 1.4  |
| 49-9099 | Installation, maintenance, and repair workers, all other      | \$29,438  | 1,897  | 0.9  |
| 51-9071 | Jewelers and precious stone and metal workers                 | \$30,243  | 350    | 1.2  |
| 47-2211 | Sheet metal workers   | \$30,532  | 1,219  | 0.4  |
| 49-9012 | Control and valve installers and repairers, except mechanical | \$30,585  | 582    | 0.5  |
| 47-2132 | Insulation workers, mechanical                                | \$30,862  | 596    | 0.5  |
| 27-1024 | Graphic designers   | \$31,142  | 2,527  | 0.0  |
| 21-1021 | Child, family, and school social workers                      | \$31,556  | 6,647  | 0.4  |
| 19-2042 | Geoscientists, except hydrologists and geographers            | \$31,722  | 333    | 0.5  |
| 13-2041 | Credit analysts   | \$31,780  | 673    | -0.5 |
| 19-1031 | Conservation scientists                                       | \$36,529  | 204    | 0.4  |
| 21-1019 | Counselors, all other   | \$38,073  | 190    | 0.9  |

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|---------|---|----------|--------|------|
| 19-1029 | Biological scientists, all other                              | \$38,373 | 251    | 0.3  |
| 19-3051 | Urban and regional planners                                   | \$38,756 | 230    | 0.7  |
| 25-2057 | Special education teachers, middle school                     | \$39,306 | 783    | 0.5  |
| 51-8092 | Gas plant operators   | \$39,429 | 320    | 0.0  |
| 25-2058 | Special education teachers, secondary school                  | \$39,782 | 1,099  | 0.5  |
| 19-2099 | Physical scientists, all other                                | \$41,440 | 328    | 0.2  |
| 19-1022 | Microbiologists   | \$46,671 | 110    | 0.4  |
| 17-1021 | Cartographers and photogrammetrists                           | \$48,557 | 161    | 0.4  |
| 27-1021 | Commercial and industrial designers                           | \$49,179 | 103    | 0.6  |
| 19-3011 | Economists  | \$49,199 | 60     | 0.4  |
| 25-1192 | Family and consumer sciences teachers, postsecondary          | \$49,417 | 86     | 0.5  |
| 25-1053 | Environmental science teachers, postsecondary                 | \$50,474 | 32     | 0.3  |
| 17-2031 | Bioengineers and biomedical engineers                         | \$51,054 | 59     | 0.3  |
| 25-1052 | Chemistry teachers, postsecondary                             | \$52,017 | 156    | 0.6  |
| 53-7071 | Gas compressor and gas pumping station operators              | \$52,578 | 32     | 0.0  |
| 29-2033 | Nuclear medicine technologists                                | \$62,677 | 160    | 0.6  |
| 35-3031 | Waiters and waitresses  | \$18,123 | 47,455 | 2.1  |
| 39-5094 | Skincare specialists  | \$18,805 | 1,705  | 2.4  |
| 39-2021 | Animal caretakers   | \$18,816 | 11,051 | 2.3  |
| 35-9031 | Hosts and hostesses, restaurant, lounge, and coffee shop      | \$18,891 | 10,630 | 2.5  |
| 37-2012 | Maids and housekeeping cleaners                               | \$18,997 | 21,599 | 1.2  |
| 35-9011 | Dining room and cafeteria attendants and bartender helpers    | \$19,008 | 6,829  | 2.6  |
| 41-2021 | Counter and rental clerks                                     | \$19,749 | 5,133  | 1.1  |
| 53-7081 | Refuse and recyclable material collectors                     | \$23,432 | 3,855  | 0.6  |
| 49-3023 | Automotive service technicians and mechanics                  | \$24,085 | 9,363  | 0.0  |
| 53-7064 | Packers and packagers, hand                                   | \$24,745 | 10,790 | 0.8  |
| 41-1011 | First-line supervisors of retail sales workers                | \$25,458 | 20,847 | -0.1 |
| 33-9091 | Crossing guards and flaggers                                  | \$26,129 | 2,350  | 1.8  |
| 37-1011 | First-line supervisors of housekeeping and janitorial workers | \$26,278 | 4,877  | 0.3  |
| 43-9199 | Office and administrative support workers, all other          | \$28,041 | 1,315  | 0.6  |
| 21-1015 | Rehabilitation counselors                                     | \$30,241 | 875    | 1.0  |
| 47-2141 | Painters, construction and maintenance                        | \$30,253 | 2,162  | 0.5  |
| 25-4012 | Curators  | \$30,282 | 179    | 1.5  |

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|---------|--|----------|--------|------|
| 47-2031 | Carpenters   | \$30,429 | 9,045  | 0.1  |
| 43-4199 | Information and record clerks, all other                         | \$30,737 | 1,828  | 0.5  |
| 45-1011 | First-line supervisors of farming, fishing, and forestry worker: | \$30,831 | 734    | 0.7  |
| 27-2021 | Athletes and sports competitors                                  | \$31,225 | 400    | 2.1  |
| 51-8021 | Stationary engineers and boiler operators                        | \$31,242 | 131    | 0.8  |
| 37-1012 | First-line supervisors of landscaping, lawn service, and ground  | \$31,331 | 2,674  | 0.3  |
| 51-4023 | Rolling machine setters, operators, and tenders, metal and p     | \$31,398 | 1,381  | 0.2  |
| 51-9082 | Medical appliance technicians                                    | \$33,115 | 450    | 1.6  |
| 43-6011 | Executive secretaries and executive administrative assistants    | \$34,589 | 3,592  | -2.2 |
| 17-3013 | Mechanical drafters  | \$37,731 | 506    | 0.2  |
| 25-1194 | Career/technical education teachers, postsecondary               | \$38,073 | 1,696  | 0.1  |
| 51-8091 | Chemical plant and system operators                              | \$41,489 | 216    | 0.0  |
| 19-3099 | Social scientists and related workers, all other                 | \$44,195 | 298    | -0.1 |
| 17-3012 | Electrical and electronics drafters                              | \$48,733 | 258    | 0.1  |
| 39-3091 | Amusement and recreation attendants                              | \$18,560 | 5,695  | 3.2  |
| 35-3023 | Fast food and counter workers                                    | \$18,805 | 50,474 | 1.8  |
| 39-9011 | Childcare workers  | \$18,901 | 23,563 | 1.1  |
| 35-9021 | Dishwashers  | \$19,402 | 5,459  | 2.0  |
| 39-9032 | Recreation workers   | \$19,445 | 6,508  | 1.4  |
| 35-3041 | Food servers, nonrestaurant                                      | \$19,701 | 3,521  | 1.3  |
| 51-9199 | Production workers, all other                                    | \$23,574 | 6,627  | 1.1  |
| 11-9141 | Property, real estate, and community association managers        | \$23,654 | 2,907  | 0.3  |
| 37-3011 | Landscaping and groundskeeping workers                           | \$23,752 | 14,694 | 0.8  |
| 31-1131 | Nursing assistants   | \$24,253 | 29,232 | 0.8  |
| 51-9083 | Ophthalmic laboratory technicians                                | \$24,480 | 1,050  | 1.4  |
| 43-3031 | Bookkeeping, accounting, and auditing clerks                     | \$24,836 | 26,916 | -0.3 |
| 51-9051 | Furnace, kiln, oven, drier, and kettle operators and tenders     | \$25,021 | 234    | 1.1  |
| 21-1099 | Community and social service specialists, all other              | \$25,164 | 555    | 0.9  |
| 49-3051 | Motorboat mechanics and service technicians                      | \$28,766 | 365    | 1.2  |
| 45-2011 | Agricultural inspectors  | \$28,891 | 467    | 0.7  |
| 49-3021 | Automotive body and related repairers                            | \$29,324 | 1,353  | 0.3  |
| 51-9061 | Inspectors, testers, sorters, samplers, and weighers             | \$29,983 | 10,991 | -0.7 |
| 49-3041 | Farm equipment mechanics and service technicians                 | \$29,985 | 845    | 1.1  |

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|---------|---|----------|-------|------|
| 19-4042 | Environmental science and protection technicians, including     | \$30,779 | 254   | 0.9  |
| 47-2044 | Tile and stone setters  | \$30,790 | 276   | 1.4  |
| 47-2121 | Glaziers  | \$31,058 | 521   | 0.5  |
| 51-4022 | Forging machine setters, operators, and tenders, metal and p    | \$31,304 | 552   | 0.8  |
| 43-5053 | Postal service mail sorters, processors, and processing machi   | \$37,545 | 957   | -1.2 |
| 25-2051 | Special education teachers, preschool                           | \$37,803 | 39    | 0.8  |
| 17-3011 | Architectural and civil drafters                                | \$37,834 | 745   | -0.3 |
| 43-4061 | Eligibility interviewers, government programs                   | \$38,148 | 1,209 | 0.1  |
| 49-9052 | Telecommunications line installers and repairers                | \$38,344 | 1,308 | 0.3  |
| 17-3022 | Civil engineering technologists and technicians                 | \$38,725 | 2,221 | -0.1 |
| 51-8012 | Power distributors and dispatchers                              | \$38,920 | 180   | -0.1 |
| 19-2043 | Hydrologists  | \$39,150 | 18    | 0.0  |
| 43-5051 | Postal service clerks   | \$40,470 | 1,155 | -0.7 |
| 49-9097 | Signal and track switch repairers                               | \$40,525 | 179   | -0.1 |
| 17-2061 | Computer hardware engineers                                     | \$47,614 | 156   | 0.0  |
| 25-2032 | Career/technical education teachers, secondary school           | \$48,526 | 171   | 0.5  |
| 25-1082 | Library science teachers, postsecondary                         | \$48,567 | 79    | 0.4  |
| 51-4061 | Model makers, metal and plastic                                 | \$49,105 | 29    | 0.7  |
| 25-1122 | Communications teachers, postsecondary                          | \$49,137 | 319   | 0.5  |
| 51-8093 | Petroleum pump system operators, refinery operators, and g      | \$50,384 | 202   | -0.6 |
| 25-1065 | Political science teachers, postsecondary                       | \$50,474 | 61    | 0.6  |
| 25-2023 | Career/technical education teachers, middle school              | \$50,525 | 186   | 0.5  |
| 45-2092 | Farmworkers and laborers, crop, nursery, and greenhouse         | \$17,665 | 4,035 | 0.6  |
| 39-3031 | Ushers, lobby attendants, and ticket takers                     | \$18,326 | 2,479 | 4.9  |
| 33-9092 | Lifeguards, ski patrol, and other recreational protective servi | \$18,389 | 2,791 | 2.5  |
| 39-9041 | Residential advisors  | \$19,328 | 4,236 | 1.2  |
| 39-7010 | Tour and travel guides  | \$19,541 | 1,001 | 2.0  |
| 53-7061 | Cleaners of vehicles and equipment                              | \$19,798 | 7,639 | 0.7  |
| 51-3092 | Food batchmakers  | \$21,733 | 3,724 | 0.5  |
| 51-3011 | Bakers  | \$22,326 | 1,516 | 1.0  |
| 39-5092 | Manicurists and pedicurists                                     | \$23,539 | 322   | 2.4  |
| 29-2081 | Opticians, dispensing   | \$24,273 | 815   | 0.7  |
| 51-9195 | Molders, shapers, and casters, except metal and plastic         | \$24,656 | 639   | 2.6  |

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|---------|--|----------|--------|------|
| 51-7042 | Woodworking machine setters, operators, and tenders, exce    | \$24,906 | 2,299  | 0.9  |
| 27-1026 | Merchandise displayers and window trimmers                   | \$25,278 | 2,917  | 0.7  |
| 43-3021 | Billing and posting clerks                                   | \$28,864 | 5,552  | 0.2  |
| 47-4071 | Septic tank servicers and sewer pipe cleaners                | \$28,974 | 381    | 0.8  |
| 43-9041 | Insurance claims and policy processing clerks                | \$29,457 | 1,796  | 0.3  |
| 49-9011 | Mechanical door repairers                                    | \$30,802 | 312    | 1.2  |
| 51-9023 | Mixing and blending machine setters, operators, and tenders  | \$31,023 | 1,746  | 0.5  |
| 43-5032 | Dispatchers, except police, fire, and ambulance              | \$31,081 | 2,433  | 0.3  |
| 31-9093 | Medical equipment preparers                                  | \$31,182 | 917    | 0.8  |
| 43-3051 | Payroll and timekeeping clerks                               | \$31,476 | 1,427  | -1.5 |
| 29-1081 | Podiatrists  | \$32,965 | 42     | 0.2  |
| 11-9081 | Lodging managers   | \$34,776 | 204    | -0.4 |
| 17-1012 | Landscape architects   | \$38,580 | 93     | 0.1  |
| 19-3022 | Survey researchers   | \$39,150 | 64     | 0.3  |
| 51-4052 | Pourers and casters, metal                                   | \$39,565 | 286    | 0.5  |
| 25-1069 | Social sciences teachers, postsecondary, all other           | \$40,207 | 156    | 0.2  |
| 53-7121 | Tank car, truck, and ship loaders                            | \$40,678 | 58     | -0.4 |
| 51-8013 | Power plant operators  | \$45,089 | 475    | -0.8 |
| 17-2151 | Mining and geological engineers, including mining safety eng | \$62,574 | 94     | -0.8 |
| 19-2032 | Materials scientists   | \$62,854 | 36     | 0.0  |
| 17-2171 | Petroleum engineers  | \$65,216 | 16     | -0.4 |
| 43-4081 | Hotel, motel, and resort desk clerks                         | \$18,226 | 7,243  | 0.7  |
| 41-2031 | Retail salespersons  | \$18,374 | 76,485 | 0.7  |
| 35-2021 | Food preparation workers                                     | \$18,571 | 18,973 | 0.7  |
| 13-1075 | Labor relations specialists                                  | \$18,578 | 1,809  | -0.9 |
| 25-1062 | Area, ethnic, and cultural studies teachers, postsecondary   | \$18,896 | 155    | 0.6  |
| 31-2022 | Physical therapist aides                                     | \$18,933 | 681    | 2.3  |
| 27-2023 | Umpires, referees, and other sports officials                | \$19,673 | 286    | 2.7  |
| 47-2042 | Floor layers, except carpet, wood, and hard tiles            | \$21,245 | 582    | 1.2  |
| 43-4171 | Receptionists and information clerks                         | \$21,536 | 16,923 | 0.5  |
| 41-3011 | Advertising sales agents                                     | \$21,551 | 1,314  | -0.5 |
| 25-9045 | Teaching assistants, except postsecondary                    | \$22,937 | 13,479 | 0.6  |
| 49-3052 | Motorcycle mechanics   | \$23,476 | 254    | 1.2  |



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|---------|--|-----------|--------|------|
| 33-2011 | Firefighters   | \$23,549  | 3,750  | 0.7  |
| 35-2012 | Cooks, institution and cafeteria                               | \$23,602  | 17,049 | 0.5  |
| 29-2056 | Veterinary technologists and technicians                       | \$23,817  | 1,785  | 1.1  |
| 45-2091 | Agricultural equipment operators                               | \$24,062  | 720    | 1.1  |
| 47-2171 | Reinforcing iron and rebar workers                             | \$24,733  | 210    | 0.8  |
| 37-2021 | Pest control workers   | \$24,935  | 1,242  | 0.9  |
| 43-6014 | Secretaries and administrative assistants, except legal, medic | \$25,814  | 21,893 | -0.9 |
| 29-2057 | Ophthalmic medical technicians                                 | \$26,905  | 1,003  | 1.5  |
| 51-5112 | Printing press operators                                       | \$27,590  | 3,332  | -0.6 |
| 51-7011 | Cabinetmakers and bench carpenters                             | \$27,736  | 1,095  | 0.8  |
| 51-9032 | Cutting and slicing machine setters, operators, and tenders    | \$28,859  | 1,601  | 0.0  |
| 51-8031 | Water and wastewater treatment plant and system operator       | \$29,047  | 3,102  | -0.2 |
| 51-2028 | Electrical, electronic, and electromechanical assemblers, exc  | \$29,983  | 2,619  | 0.5  |
| 51-9041 | Extruding, forming, pressing, and compacting machine setter    | \$30,202  | 1,123  | 0.7  |
| 43-3011 | Bill and account collectors                                    | \$30,352  | 2,834  | -0.9 |
| 19-5012 | Occupational health and safety technicians                     | \$30,531  | 189    | 0.3  |
| 45-4023 | Log graders and scalers  | \$30,573  | 126    | 0.8  |
| 19-4021 | Biological technicians   | \$30,790  | 721    | 0.5  |
| 17-1022 | Surveyors  | \$30,924  | 484    | -0.1 |
| 51-4021 | Extruding and drawing machine setters, operators, and tenders  | \$31,117  | 2,044  | 0.1  |
| 19-2021 | Atmospheric and space scientists                               | \$32,282  | 83     | -0.3 |
| 47-4011 | Construction and building inspectors                           | \$33,545  | 1,526  | -0.3 |
| 23-2099 | Legal support workers, all other                               | \$45,252  | 173    | -0.1 |
| 19-3094 | Political scientists   | \$46,412  | 49     | 0.2  |
| 23-1023 | Judges, magistrate judges, and magistrates                     | \$130,804 | 132    | 0.0  |
| 51-6011 | Laundry and dry-cleaning workers                               | \$18,029  | 4,483  | 0.8  |
| 39-6012 | Concierges   | \$18,251  | 359    | 2.3  |
| 35-9099 | Food preparation and serving related workers, all other        | \$19,029  | 632    | 2.3  |
| 37-2011 | Janitors and cleaners, except maids and housekeeping cleaners  | \$19,541  | 32,730 | 0.5  |
| 43-9061 | Office clerks, general   | \$21,661  | 36,421 | -0.3 |
| 27-1025 | Interior designers   | \$22,564  | 319    | -0.1 |
| 39-6011 | Baggage porters and bellhops                                   | \$23,443  | 547    | 2.0  |
| 49-9069 | Precision instrument and equipment repairers, all other        | \$23,744  | 129    | 0.8  |

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|---------|--|----------|--------|------|
| 47-4051 | Highway maintenance workers                                    | \$23,856 | 2,894  | 0.6  |
| 51-7041 | Sawing machine setters, operators, and tenders, wood           | \$23,980 | 1,847  | 0.6  |
| 27-3023 | News analysts, reporters, and journalists                      | \$24,398 | 736    | -0.8 |
| 25-2059 | Special education teachers, all other                          | \$24,636 | 208    | 0.5  |
| 51-9123 | Painting, coating, and decorating workers                      | \$24,646 | 332    | 1.5  |
| 51-9192 | Cleaning, washing, and metal pickling equipment operators a    | \$24,708 | 466    | 0.7  |
| 43-5031 | Public safety telecommunicators                                | \$24,825 | 1,626  | 0.7  |
| 51-4072 | Molding, coremaking, and casting machine setters, operator:    | \$24,896 | 4,413  | 0.3  |
| 27-3041 | Editors  | \$25,247 | 663    | -0.5 |
| 37-3019 | Grounds maintenance workers, all other                         | \$26,278 | 140    | 0.9  |
| 33-3012 | Correctional officers and jailers                              | \$27,291 | 4,349  | -0.4 |
| 43-5071 | Shipping, receiving, and inventory clerks                      | \$27,386 | 11,436 | -0.2 |
| 47-2181 | Roofers  | \$29,438 | 1,475  | 0.4  |
| 43-4031 | Court, municipal, and license clerks                           | \$29,676 | 2,566  | 0.4  |
| 51-4033 | Grinding, lapping, polishing, and buffing machine tool setters | \$29,713 | 582    | 0.4  |
| 47-2051 | Cement masons and concrete finishers                           | \$30,388 | 1,675  | -0.2 |
| 49-2011 | Computer, automated teller, and office machine repairers       | \$30,419 | 1,710  | -0.1 |
| 17-3031 | Surveying and mapping technicians                              | \$30,458 | 883    | 0.2  |
| 51-3093 | Food cooking machine operators and tenders                     | \$30,888 | 754    | 0.5  |
| 13-2071 | Credit counselors  | \$30,997 | 311    | 0.6  |
| 43-4131 | Loan interviewers and clerks                                   | \$31,060 | 3,180  | -0.4 |
| 51-9191 | Adhesive bonding machine operators and tenders                 | \$31,117 | 893    | 0.7  |
| 43-3099 | Financial clerks, all other                                    | \$31,174 | 180    | 0.6  |
| 49-3043 | Rail car repairers   | \$32,352 | 488    | -0.1 |
| 37-3013 | Tree trimmers and pruners                                      | \$32,611 | 501    | 0.5  |
| 13-2081 | Tax examiners and collectors, and revenue agents               | \$35,188 | 1,027  | -0.6 |
| 19-3091 | Anthropologists and archeologists                              | \$35,638 | 105    | 0.4  |
| 21-2099 | Religious workers, all other                                   | \$36,301 | 120    | 0.6  |
| 43-4011 | Brokerage clerks   | \$39,221 | 580    | -1.2 |
| 27-1013 | Fine artists, including painters, sculptors, and illustrators  | \$18,358 | 114    | 1.0  |
| 27-2041 | Music directors and composers                                  | \$18,720 | 18     | 0.7  |
| 35-2015 | Cooks, short order   | \$19,029 | 1,290  | 1.2  |
| 31-9096 | Veterinary assistants and laboratory animal caretakers         | \$19,882 | 1,607  | 1.2  |

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|         |   |          |        |      |
|---------|---|----------|--------|------|
| 27-4032 | Film and video editors  | \$20,647 | 222    | 1.5  |
| 49-9098 | Helpers--installation, maintenance, and repair workers        | \$23,610 | 1,595  | 0.7  |
| 43-4051 | Customer service representatives                              | \$23,888 | 44,151 | 0.0  |
| 51-3022 | Meat, poultry, and fish cutters and trimmers                  | \$24,708 | 1,664  | 0.5  |
| 33-9011 | Animal control workers  | \$24,764 | 228    | 1.4  |
| 25-9021 | Farm and home management educators                            | \$24,791 | 571    | -0.6 |
| 51-9194 | Etchers and engravers   | \$25,645 | 156    | 1.6  |
| 49-3053 | Outdoor power equipment and other small engine mechanic       | \$26,080 | 611    | 0.8  |
| 47-4090 | Miscellaneous construction and related workers                | \$26,312 | 93     | 1.6  |
| 33-9031 | Gambling surveillance officers and gambling investigators     | \$26,961 | 80     | 2.1  |
| 19-4071 | Forest and conservation technicians                           | \$27,930 | 387    | 0.3  |
| 51-9196 | Paper goods machine setters, operators, and tenders           | \$28,849 | 1,177  | 0.0  |
| 29-1128 | Exercise physiologists  | \$28,925 | 136    | 1.6  |
| 47-2142 | Paperhangers  | \$29,479 | 64     | 0.6  |
| 51-9021 | Crushing, grinding, and polishing machine setters, operators, | \$29,702 | 857    | 0.6  |
| 11-9171 | Funeral home managers   | \$29,761 | 398    | -0.2 |
| 47-2081 | Drywall and ceiling tile installers                           | \$29,954 | 394    | 0.5  |
| 51-3099 | Food processing workers, all other                            | \$29,983 | 844    | 0.5  |
| 43-6012 | Legal secretaries and administrative assistants               | \$30,373 | 1,183  | -2.5 |
| 27-4031 | Camera operators, television, video, and film                 | \$31,235 | 285    | 0.6  |
| 27-1019 | Artists and related workers, all other                        | \$32,644 | 77     | 0.1  |
| 33-1011 | First-line supervisors of correctional officers               | \$35,254 | 638    | -0.2 |
| 23-1021 | Administrative law judges, adjudicators, and hearing officers | \$35,483 | 150    | -0.1 |
| 47-5022 | Excavating and loading machine and dragline operators, surf   | \$36,744 | 1,004  | -0.8 |
| 49-9094 | Locksmiths and safe repairers                                 | \$37,972 | 185    | -0.5 |
| 47-2021 | Brickmasons and blockmasons                                   | \$38,075 | 650    | -0.6 |
| 29-1125 | Recreational therapists                                       | \$38,104 | 99     | 0.4  |
| 19-1023 | Zoologists and wildlife biologists                            | \$40,901 | 113    | -0.1 |
| 25-1041 | Agricultural sciences teachers, postsecondary                 | \$45,314 | 153    | 0.2  |
| 11-9131 | Postmasters and mail superintendents                          | \$74,073 | 172    | -0.6 |
| 39-3012 | Gambling and sports book writers and runners                  | \$17,441 | 389    | 2.0  |
| 51-7021 | Furniture finishers   | \$17,988 | 549    | 0.5  |
| 29-2051 | Dietetic technicians  | \$18,171 | 185    | 0.8  |

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|         |   |          |        |      |
|---------|---|----------|--------|------|
| 51-2051 | Fiberglass laminators and fabricators                         | \$18,289 | 137    | 0.9  |
| 53-6021 | Parking attendants  | \$18,790 | 989    | 0.7  |
| 13-2082 | Tax preparers   | \$19,278 | 1,103  | -0.1 |
| 25-4013 | Museum technicians and conservators                           | \$19,497 | 69     | 1.9  |
| 49-3093 | Tire repairers and changers                                   | \$20,614 | 1,641  | 0.4  |
| 51-3021 | Butchers and meat cutters                                     | \$23,033 | 2,000  | -0.4 |
| 41-9011 | Demonstrators and product promoters                           | \$23,687 | 770    | 0.4  |
| 45-2093 | Farmworkers, farm, ranch, and aquacultural animals            | \$23,763 | 3,037  | 0.5  |
| 41-9099 | Sales and related workers, all other                          | \$24,083 | 4,069  | -0.1 |
| 51-4199 | Metal workers and plastic workers, all other                  | \$24,313 | 361    | 0.4  |
| 49-2021 | Radio, cellular, and tower equipment installers and repairers | \$25,677 | 336    | -0.7 |
| 29-2053 | Psychiatric technicians                                       | \$25,807 | 434    | 1.1  |
| 47-2131 | Insulation workers, floor, ceiling, and wall                  | \$26,219 | 606    | 0.4  |
| 51-5111 | Prepress technicians and workers                              | \$27,226 | 650    | -2.4 |
| 43-3061 | Procurement clerks  | \$30,009 | 711    | -0.2 |
| 31-2012 | Occupational therapy aides                                    | \$30,223 | 124    | 1.3  |
| 39-4011 | Embalmers   | \$30,926 | 493    | -0.7 |
| 43-4161 | Human resources assistants, except payroll and timekeeping    | \$31,383 | 1,133  | -0.3 |
| 25-3011 | Adult basic education, adult secondary education, and englis  | \$31,826 | 723    | -0.6 |
| 41-3041 | Travel agents   | \$32,541 | 156    | 0.5  |
| 21-1092 | Probation officers and correctional treatment specialists     | \$36,042 | 710    | 0.0  |
| 17-3025 | Environmental engineering technologists and technicians       | \$36,280 | 278    | 0.3  |
| 53-7073 | Wellhead pumpers  | \$40,331 | 32     | -0.3 |
| 19-1032 | Foresters   | \$40,725 | 102    | -0.1 |
| 33-9093 | Transportation security screeners                             | \$41,107 | 331    | 0.0  |
| 51-8099 | Plant and system operators, all other                         | \$47,836 | 76     | -0.3 |
| 19-1099 | Life scientists, all other                                    | \$51,541 | 85     | 0.0  |
| 35-2011 | Cooks, fast food  | \$18,283 | 53,374 | 0.1  |
| 21-2021 | Directors, religious activities and education                 | \$19,767 | 139    | -0.2 |
| 25-4031 | Library technicians   | \$23,289 | 1,699  | -0.2 |
| 45-4022 | Logging equipment operators                                   | \$23,402 | 713    | 0.8  |
| 51-9198 | Helpers--production workers                                   | \$23,741 | 4,971  | -0.2 |
| 49-3022 | Automotive glass installers and repairers                     | \$24,013 | 409    | 0.2  |

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|         |   |          |        |      |
|---------|---|----------|--------|------|
| 51-5113 | Print binding and finishing workers                                 | \$24,022 | 885    | -1.7 |
| 47-3015 | Helpers--pipelayers, plumbers, pipefitters, and steamfitters        | \$24,238 | 708    | 0.5  |
| 39-4031 | Morticians, undertakers, and funeral arrangers                      | \$24,594 | 593    | -0.1 |
| 49-2097 | Audiovisual equipment installers and repairers                      | \$26,472 | 219    | -0.3 |
| 51-4071 | Foundry mold and coremakers   | \$27,153 | 54     | 0.4  |
| 49-2092 | Electric motor, power tool, and related repairers                   | \$28,828 | 136    | 0.4  |
| 47-4041 | Hazardous materials removal workers                                 | \$30,326 | 414    | -0.3 |
| 47-2041 | Carpet installers   | \$30,697 | 181    | -0.2 |
| 37-3012 | Pesticide handlers, sprayers, and applicators, vegetation           | \$30,734 | 406    | 0.4  |
| 27-1027 | Set and exhibit designers   | \$35,141 | 53     | -0.9 |
| 51-4034 | Lathe and turning machine tool setters, operators, and tenders      | \$35,913 | 268    | 0.0  |
| 51-2041 | Structural metal fabricators and fitters                            | \$35,955 | 631    | -0.9 |
| 47-4061 | Rail-track laying and maintenance equipment operators               | \$39,158 | 366    | 0.0  |
| 47-5043 | Roof bolters, mining  | \$47,939 | 328    | -2.2 |
| 53-4013 | Rail yard engineers, dinkey operators, and hostlers                 | \$50,404 | 154    | 0.1  |
| 41-2011 | Cashiers  | \$18,062 | 72,924 | -0.7 |
| 27-4014 | Sound engineering technicians                                       | \$18,151 | 94     | 1.2  |
| 25-3031 | Substitute teachers, short-term                                     | \$18,513 | 434    | 1.1  |
| 51-3023 | Slaughterers and meat packers                                       | \$21,119 | 1,942  | 0.4  |
| 43-3041 | Gambling cage workers   | \$23,451 | 18     | 2.3  |
| 31-9094 | Medical transcriptionists   | \$23,869 | 1,064  | -1.6 |
| 43-3071 | Tellers   | \$23,920 | 3,777  | -1.8 |
| 31-1132 | Orderlies   | \$23,976 | 699    | 0.7  |
| 49-9031 | Home appliance repairers  | \$24,013 | 214    | -0.3 |
| 43-4111 | Interviewers, except eligibility and loan                           | \$24,346 | 1,533  | -0.5 |
| 51-6091 | Extruding and forming machine setters, operators, and tenders       | \$24,656 | 429    | 0.6  |
| 47-5041 | Continuous mining machine operators                                 | \$31,698 | 358    | -1.0 |
| 47-2161 | Plasterers and stucco masons  | \$37,672 | 18     | 0.5  |
| 53-4022 | Railroad brake, signal, and switch operators and locomotive fitters | \$39,796 | 187    | -0.2 |
| 47-2151 | Pipelayers  | \$41,150 | 301    | -0.8 |
| 53-6011 | Bridge and lock tenders   | \$51,359 | 79     | 0.0  |
| 25-9044 | Teaching assistants, postsecondary                                  | \$18,793 | 1,327  | 0.4  |
| 27-4012 | Broadcast technicians   | \$19,114 | 237    | -0.3 |

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|---------|---|----------|-------|------|
| 53-6031 | Automotive and watercraft service attendants                  | \$19,977 | 1,730 | 0.3  |
| 53-3011 | Ambulance drivers and attendants, except emergency medic      | \$21,783 | 130   | 0.9  |
| 47-3013 | Helpers--electricians   | \$23,990 | 716   | -0.1 |
| 43-9021 | Data entry keyers   | \$24,159 | 1,230 | -2.4 |
| 51-6052 | Tailors, dressmakers, and custom sewers                       | \$24,438 | 1,053 | -0.6 |
| 51-9193 | Cooling and freezing equipment operators and tenders          | \$24,906 | 91    | 0.2  |
| 51-4193 | Plating machine setters, operators, and tenders, metal and p  | \$28,599 | 275   | 0.3  |
| 47-3019 | Helpers, construction trades, all other                       | \$29,479 | 103   | 0.7  |
| 47-4031 | Fence erectors  | \$30,594 | 67    | 0.5  |
| 51-3091 | Food and tobacco roasting, baking, and drying machine oper.   | \$31,596 | 247   | -1.0 |
| 17-3019 | Drafters, all other   | \$32,686 | 264   | -0.8 |
| 25-4011 | Archivists  | \$33,815 | 33    | 0.0  |
| 47-5044 | Loading and moving machine operators, underground mining      | \$39,189 | 241   | -2.5 |
| 23-2093 | Title examiners, abstractors, and searchers                   | \$39,855 | 133   | -0.6 |
| 47-3011 | Helpers--brickmasons, blockmasons, stonemasons, and tile a    | \$41,222 | 146   | -0.6 |
| 13-1032 | Insurance appraisers, auto damage                             | \$51,222 | 63    | -0.1 |
| 43-4121 | Library assistants, clerical                                  | \$17,893 | 1,169 | -0.3 |
| 51-6031 | Sewing machine operators                                      | \$18,175 | 3,253 | -0.8 |
| 27-1029 | Designers, all other  | \$19,808 | 273   | -1.2 |
| 33-3011 | Bailiffs  | \$20,905 | 438   | 0.3  |
| 47-5013 | Service unit operators, oil and gas                           | \$23,268 | 181   | -0.8 |
| 49-9091 | Coin, vending, and amusement machine servicers and repair     | \$24,085 | 302   | 0.2  |
| 43-4151 | Order clerks  | \$24,461 | 1,143 | -1.8 |
| 47-2071 | Paving, surfacing, and tamping equipment operators            | \$28,014 | 302   | -0.3 |
| 51-4191 | Heat treating equipment setters, operators, and tenders, me   | \$28,797 | 100   | 0.2  |
| 43-5041 | Meter readers, utilities                                      | \$30,102 | 441   | -0.3 |
| 43-4141 | New accounts clerks   | \$30,841 | 647   | -1.8 |
| 43-4021 | Correspondence clerks   | \$30,998 | 73    | -0.5 |
| 51-4035 | Milling and planing machine setters, operators, and tenders,  | \$31,564 | 63    | -0.9 |
| 37-2019 | Building cleaning workers, all other                          | \$36,278 | 178   | 0.1  |
| 51-2021 | Coil winders, tapers, and finishers                           | \$37,598 | 68    | -2.2 |
| 51-4032 | Drilling and boring machine tool setters, operators, and tend | \$38,524 | 69    | -0.7 |
| 27-3011 | Broadcast announcers and radio disc jockeys                   | \$18,741 | 417   | -0.4 |

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|         |   |          |       |      |
|---------|---|----------|-------|------|
| 39-4021 | Funeral attendants  | \$19,594 | 783   | -0.1 |
| 43-9051 | Mail clerks and mail machine operators, except postal service | \$21,161 | 563   | -0.9 |
| 43-5021 | Couriers and messengers                                       | \$23,035 | 1,194 | -0.6 |
| 43-9031 | Desktop publishers  | \$23,628 | 71    | -2.6 |
| 31-1133 | Psychiatric aides   | \$25,703 | 179   | 0.6  |
| 41-9041 | Telemarketers   | \$30,812 | 406   | -2.4 |
| 49-2096 | Electronic equipment installers and repairers, motor vehicles | \$35,431 | 22    | -2.7 |
| 43-4041 | Credit authorizers, checkers, and clerks                      | \$18,153 | 281   | -0.9 |
| 49-9063 | Musical instrument repairers and tuners                       | \$18,361 | 68    | 0.3  |
| 27-1023 | Floral designers  | \$18,731 | 362   | -1.0 |
| 43-4071 | File clerks   | \$23,597 | 489   | -1.4 |
| 31-9095 | Pharmacy aides  | \$23,858 | 817   | -1.6 |
| 47-3012 | Helpers--carpenters   | \$29,737 | 247   | -0.2 |
| 51-6099 | Textile, apparel, and furnishings workers, all other          | \$22,940 | 70    | -0.9 |
| 51-6093 | Upholsterers  | \$23,876 | 84    | 0.0  |
| 47-5071 | Roustabouts, oil and gas                                      | \$24,826 | 168   | -0.3 |
| 51-6063 | Textile knitting and weaving machine setters, operators, and  | \$30,399 | 125   | -1.9 |
| 45-2041 | Graders and sorters, agricultural products                    | \$18,109 | 768   | -0.8 |
| 41-9091 | Door-to-door sales workers, news and street vendors, and re   | \$18,614 | 292   | -2.7 |
| 47-5081 | Helpers--extraction workers                                   | \$24,062 | 248   | -1.2 |
| 43-2011 | Switchboard operators, including answering service            | \$24,096 | 233   | -2.6 |
| 43-9081 | Proofreaders and copy markers                                 | \$24,242 | 61    | -0.2 |
| 51-6062 | Textile cutting machine setters, operators, and tenders       | \$18,830 | 53    | -2.6 |
| 51-6021 | Pressers, textile, garment, and related materials             | \$20,266 | 234   | -1.6 |
| 51-9022 | Grinding and polishing workers, hand                          | \$23,491 | 85    | -0.9 |
| 43-9022 | Word processors and typists                                   | \$25,117 | 49    | -3.8 |
| 43-2021 | Telephone operators   | \$23,212 | 39    | -2.4 |

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| <b>Wage Distribution</b> | <b>Typical education needed for entry</b> | <b>Work experience in a related occupation</b> |
|--------------------------|---|--|
| \$53,148                 | Bachelor's degree                         | Less than 5 years                              |
| \$75,814                 | Bachelor's degree                         | 5 years or more                                |
| \$44,467                 | High school diploma or equivalent         | 5 years or more                                |
| \$52,447                 | Bachelor's degree                         | 5 years or more                                |
| \$31,080                 | Bachelor's degree                         | None   |
| \$48,071                 | Bachelor's degree                         | Less than 5 years                              |
| \$35,721                 | Master's degree                           | None   |
| \$24,584                 | Master's degree                           | None   |
| \$29,355                 | High school diploma or equivalent         | None   |
| \$53,073                 | Bachelor's degree                         | None   |
| \$38,725                 | Bachelor's degree                         | None   |
| \$62,041                 | Postsecondary nondegree award             | Less than 5 years                              |
| \$79,161                 | Bachelor's degree                         | Less than 5 years                              |
| \$32,282                 | Master's degree                           | None   |
| \$25,371                 | Doctoral or professional degree           | None   |
| \$58,483                 | Bachelor's degree                         | 5 years or more                                |
| \$36,558                 | Bachelor's degree                         | None   |
| \$56,690                 | Bachelor's degree                         | 5 years or more                                |
| \$57,477                 | Doctoral or professional degree           | Less than 5 years                              |
| \$41,294                 | Bachelor's degree                         | Less than 5 years                              |
| \$86,565                 | Bachelor's degree                         | 5 years or more                                |
| \$47,309                 | Bachelor's degree                         | 5 years or more                                |
| \$33,866                 | Master's degree                           | None   |
| \$31,049                 | Bachelor's degree                         | None   |
| \$30,524                 | High school diploma or equivalent         | Less than 5 years                              |
| \$37,187                 | High school diploma or equivalent         | Less than 5 years                              |
| \$60,668                 | Doctoral or professional degree           | None   |
| \$48,617                 | Bachelor's degree                         | None   |
| \$38,652                 | Bachelor's degree                         | None   |
| \$54,208                 | Bachelor's degree                         | 5 years or more                                |
| \$43,274                 | Doctoral or professional degree           | Less than 5 years                              |
| \$30,286                 | Bachelor's degree                         | None   |



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|           |                                   |                   |
|-----------|-----------------------------------|-------------------|
| \$28,017  | Postsecondary nondegree award     | None              |
| \$31,769  | Bachelor's degree                 | None              |
| \$26,314  | Master's degree                   | None              |
| \$18,015  | Bachelor's degree                 | None              |
| \$36,218  | Bachelor's degree                 | None              |
| \$48,049  | Bachelor's degree                 | None              |
| \$32,640  | Postsecondary nondegree award     | None              |
| \$39,959  | Bachelor's degree                 | None              |
| \$20,493  | High school diploma or equivalent | Less than 5 years |
| \$73,950  | Doctoral or professional degree   | None              |
| \$32,747  | Bachelor's degree                 | None              |
| \$31,345  | Postsecondary nondegree award     | None              |
| \$28,104  | Bachelor's degree                 | Less than 5 years |
| \$33,483  | Bachelor's degree                 | None              |
| \$102,979 | Bachelor's degree                 | None              |
| \$17,409  | Associate's degree                | None              |
| \$28,987  | Bachelor's degree                 | None              |
| \$77,938  | Doctoral or professional degree   | None              |
| \$31,594  | Bachelor's degree                 | 5 years or more   |
| \$72,580  | Bachelor's degree                 | 5 years or more   |
| \$44,403  | Bachelor's degree                 | None              |
| \$29,519  | Postsecondary nondegree award     | None              |
| \$24,823  | High school diploma or equivalent | None              |
| \$26,610  | Bachelor's degree                 | Less than 5 years |
| \$25,661  | High school diploma or equivalent | None              |
| \$55,113  | Bachelor's degree                 | None              |
| \$47,447  | Bachelor's degree                 | None              |
| \$32,253  | Bachelor's degree                 | None              |
| \$30,863  | Associate's degree                | None              |
| \$22,492  | Associate's degree                | None              |
| \$28,448  | Master's degree                   | 5 years or more   |
| \$39,140  | Bachelor's degree                 | None              |
| \$14,639  | Associate's degree                | None              |

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|  |                   |
|--|-------------------|
| \$43,356 Bachelor's degree                 | None              |
| \$29,056 High school diploma or equivalent | 5 years or more   |
| \$60,882 Master's degree                   | Less than 5 years |
| \$61,299 Bachelor's degree                 | 5 years or more   |
| \$19,467 Associate's degree                | None              |
| \$28,463 High school diploma or equivalent | Less than 5 years |
| \$71,888 Master's degree                   | None              |
| \$32,623 Master's degree                   | None              |
| \$34,550 Bachelor's degree                 | None              |
| \$35,431 Bachelor's degree                 | None              |
| \$40,353 High school diploma or equivalent | None              |
| \$23,502 High school diploma or equivalent | None              |
| \$42,582 High school diploma or equivalent | None              |
| \$24,895 Bachelor's degree                 | None              |
| \$23,545 High school diploma or equivalent | None              |
| \$34,457 Master's degree                   | None              |
| \$17,581 Bachelor's degree                 | None              |
| \$25,346 High school diploma or equivalent | None              |
| \$15,055 High school diploma or equivalent | None              |
| \$17,478 Bachelor's degree                 | None              |
| \$30,541 Doctoral or professional degree   | None              |
| \$40,111 Bachelor's degree                 | Less than 5 years |
| \$20,616 Master's degree                   | 5 years or more   |
| \$37,990 Doctoral or professional degree   | None              |
| \$31,857 Doctoral or professional degree   | None              |
| \$23,591 High school diploma or equivalent | None              |
| \$20,180 Associate's degree                | None              |
| \$18,890 High school diploma or equivalent | 5 years or more   |
| \$27,122 High school diploma or equivalent | None              |
| \$15,271 Bachelor's degree                 | None              |
| \$16,405 No formal educational credential  | None              |
| \$39,285 Bachelor's degree                 | None              |
| \$30,544 Postsecondary nondegree award     | None              |

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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$19,231 | Postsecondary nondegree award     | None              |
| \$22,450 | Some college, no degree           | None              |
| \$21,223 | High school diploma or equivalent | None              |
| \$22,615 | Bachelor's degree                 | None              |
| \$30,088 | High school diploma or equivalent | None              |
| \$29,061 | High school diploma or equivalent | Less than 5 years |
| \$16,379 | Associate's degree                | None              |
| \$33,939 | Master's degree                   | None              |
| \$34,222 | High school diploma or equivalent | None              |
| \$47,957 | High school diploma or equivalent | Less than 5 years |
| \$27,050 | Master's degree                   | None              |
| \$14,815 | Associate's degree                | None              |
| \$40,942 | Bachelor's degree                 | None              |
| \$27,785 | Doctoral or professional degree   | None              |
| \$56,026 | Doctoral or professional degree   | None              |
| \$61,155 | Doctoral or professional degree   | None              |
| \$23,953 | Bachelor's degree                 | Less than 5 years |
| \$46,216 | Master's degree                   | None              |
| \$19,861 | High school diploma or equivalent | None              |
| \$12,345 | High school diploma or equivalent | Less than 5 years |
| \$20,985 | High school diploma or equivalent | None              |
| \$30,613 | High school diploma or equivalent | None              |
| \$20,180 | High school diploma or equivalent | None              |
| \$21,683 | Associate's degree                | None              |
| \$15,757 | Postsecondary nondegree award     | None              |
| \$13,577 | High school diploma or equivalent | None              |
| \$11,184 | High school diploma or equivalent | None              |
| \$47,541 | Bachelor's degree                 | None              |
| \$24,491 | Associate's degree                | None              |
| \$45,594 | Doctoral or professional degree   | Less than 5 years |
| \$25,837 | High school diploma or equivalent | Less than 5 years |
| \$32,830 | Bachelor's degree                 | None              |
| \$16,770 | High school diploma or equivalent | None              |

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|           |                                   |                   |
|-----------|-----------------------------------|-------------------|
| \$28,448  | Associate's degree                | None              |
| \$33,037  | Doctoral or professional degree   | None              |
| \$16,503  | Master's degree                   | None              |
| \$29,997  | High school diploma or equivalent | Less than 5 years |
| \$13,737  | Bachelor's degree                 | None              |
| \$13,478  | Bachelor's degree                 | None              |
| \$24,335  | Doctoral or professional degree   | None              |
| \$26,749  | Bachelor's degree                 | None              |
| \$22,595  | Master's degree                   | None              |
| \$28,510  | Bachelor's degree                 | 5 years or more   |
| \$45,417  | Bachelor's degree                 | None              |
| \$114,798 | Doctoral or professional degree   | Less than 5 years |
| \$55,446  | Doctoral or professional degree   | None              |
| \$14,019  | High school diploma or equivalent | None              |
| \$50,546  | Bachelor's degree                 | None              |
| \$19,494  | High school diploma or equivalent | None              |
| \$21,306  | Bachelor's degree                 | None              |
| \$29,572  | Associate's degree                | None              |
| \$30,595  | Bachelor's degree                 | Less than 5 years |
| \$18,659  | Master's degree                   | None              |
| \$16,646  | High school diploma or equivalent | None              |
| \$9,051   | Postsecondary nondegree award     | None              |
| \$23,146  | High school diploma or equivalent | None              |
| \$24,946  | Associate's degree                | None              |
| \$19,311  | High school diploma or equivalent | None              |
| \$36,043  | Bachelor's degree                 | Less than 5 years |
| \$22,618  | High school diploma or equivalent | None              |
| \$11,200  | High school diploma or equivalent | None              |
| \$17,011  | Master's degree                   | None              |
| \$16,047  | Bachelor's degree                 | None              |
| \$36,778  | Doctoral or professional degree   | None              |
| \$29,349  | High school diploma or equivalent | None              |
| \$30,472  | Bachelor's degree                 | None              |

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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$13,737 | Bachelor's degree                 | None              |
| \$34,042 | Doctoral or professional degree   | None              |
| \$30,293 | Doctoral or professional degree   | None              |
| \$28,718 | High school diploma or equivalent | None              |
| \$44,248 | Bachelor's degree                 | None              |
| \$59,337 | High school diploma or equivalent | Less than 5 years |
| \$33,726 | Bachelor's degree                 | None              |
| \$18,474 | Bachelor's degree                 | Less than 5 years |
| \$39,161 | Bachelor's degree                 | None              |
| \$43,770 | Doctoral or professional degree   | None              |
| \$24,086 | Associate's degree                | None              |
| \$92,929 | Bachelor's degree                 | 5 years or more   |
| \$35,857 | Associate's degree                | None              |
| \$22,803 | High school diploma or equivalent | Less than 5 years |
| \$37,180 | No formal educational credential  | None              |
| \$54,116 | High school diploma or equivalent | 5 years or more   |
| \$18,955 | High school diploma or equivalent | None              |
| \$27,134 | High school diploma or equivalent | None              |
| \$8,507  | Postsecondary nondegree award     | None              |
| \$16,375 | High school diploma or equivalent | None              |
| \$17,047 | No formal educational credential  | None              |
| \$23,507 | Postsecondary nondegree award     | None              |
| \$26,856 | No formal educational credential  | None              |
| \$23,019 | Bachelor's degree                 | None              |
| \$49,053 | High school diploma or equivalent | None              |
| \$21,907 | Postsecondary nondegree award     | Less than 5 years |
| \$13,688 | High school diploma or equivalent | None              |
| \$18,020 | Postsecondary nondegree award     | None              |
| \$38,327 | High school diploma or equivalent | None              |
| \$22,295 | High school diploma or equivalent | None              |
| \$19,249 | Bachelor's degree                 | None              |
| \$12,380 | Postsecondary nondegree award     | None              |
| \$17,239 | High school diploma or equivalent | None              |

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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$6,040  | Postsecondary nondegree award     | None              |
| \$15,684 | High school diploma or equivalent | None              |
| \$14,111 | Bachelor's degree                 | None              |
| \$32,602 | Doctoral or professional degree   | None              |
| \$13,478 | Bachelor's degree                 | None              |
| \$53,166 | High school diploma or equivalent | Less than 5 years |
| \$29,629 | Doctoral or professional degree   | None              |
| \$32,354 | Doctoral or professional degree   | None              |
| \$37,167 | Postsecondary nondegree award     | Less than 5 years |
| \$70,582 | Bachelor's degree                 | None              |
| \$35,286 | Doctoral or professional degree   | None              |
| \$39,378 | Doctoral or professional degree   | None              |
| \$17,249 | Associate's degree                | Less than 5 years |
| \$29,930 | Master's degree                   | None              |
| \$10,789 | No formal educational credential  | None              |
| \$52,338 | Doctoral or professional degree   | None              |
| \$21,238 | Associate's degree                | None              |
| \$11,158 | High school diploma or equivalent | None              |
| \$25,724 | Bachelor's degree                 | Less than 5 years |
| \$19,541 | High school diploma or equivalent | None              |
| \$16,901 | No formal educational credential  | None              |
| \$16,510 | High school diploma or equivalent | None              |
| \$26,602 | High school diploma or equivalent | None              |
| \$12,272 | High school diploma or equivalent | None              |
| \$27,350 | Associate's degree                | None              |
| \$33,452 | Doctoral or professional degree   | None              |
| \$25,916 | High school diploma or equivalent | Less than 5 years |
| \$26,075 | High school diploma or equivalent | Less than 5 years |
| \$13,941 | High school diploma or equivalent | None              |
| \$53,481 | High school diploma or equivalent | None              |
| \$14,348 | Associate's degree                | None              |
| \$25,755 | Bachelor's degree                 | None              |
| \$34,726 | Doctoral or professional degree   | None              |

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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$29,909 | Doctoral or professional degree   | None              |
| \$20,958 | Bachelor's degree                 | None              |
| \$18,254 | Doctoral or professional degree   | None              |
| \$30,365 | Doctoral or professional degree   | None              |
| \$35,162 | Bachelor's degree                 | None              |
| \$41,004 | Doctoral or professional degree   | None              |
| \$86,420 | Bachelor's degree                 | 5 years or more   |
| \$47,117 | Master's degree                   | None              |
| \$12,409 | Postsecondary nondegree award     | None              |
| \$8,102  | No formal educational credential  | Less than 5 years |
| \$40,414 | Postsecondary nondegree award     | None              |
| \$8,219  | High school diploma or equivalent | None              |
| \$55,602 | High school diploma or equivalent | Less than 5 years |
| \$24,533 | High school diploma or equivalent | None              |
| \$41,926 | High school diploma or equivalent | None              |
| \$12,635 | High school diploma or equivalent | None              |
| \$29,402 | High school diploma or equivalent | None              |
| \$8,413  | High school diploma or equivalent | None              |
| \$8,514  | High school diploma or equivalent | None              |
| \$19,539 | Postsecondary nondegree award     | None              |
| \$9,432  | No formal educational credential  | None              |
| \$8,014  | No formal educational credential  | None              |
| \$15,830 | High school diploma or equivalent | None              |
| \$19,934 | High school diploma or equivalent | None              |
| \$27,302 | High school diploma or equivalent | None              |
| \$27,609 | High school diploma or equivalent | None              |
| \$28,633 | High school diploma or equivalent | None              |
| \$24,045 | Bachelor's degree                 | None              |
| \$12,918 | Bachelor's degree                 | None              |
| \$40,839 | Bachelor's degree                 | None              |
| \$50,707 | Bachelor's degree                 | None              |
| \$43,055 | Bachelor's degree                 | None              |
| \$16,420 | Master's degree                   | None              |

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|  |                   |
|--|-------------------|
| \$33,857 Bachelor's degree                 | None              |
| \$25,766 Master's degree                   | None              |
| \$13,872 Bachelor's degree                 | None              |
| \$31,596 High school diploma or equivalent | None              |
| \$13,478 Bachelor's degree                 | None              |
| \$30,935 Bachelor's degree                 | None              |
| \$35,441 Bachelor's degree                 | None              |
| \$28,894 Bachelor's degree                 | None              |
| \$22,854 Bachelor's degree                 | None              |
| \$42,030 Master's degree                   | None              |
| \$41,968 Doctoral or professional degree   | None              |
| \$41,004 Doctoral or professional degree   | None              |
| \$36,280 Bachelor's degree                 | None              |
| \$21,352 Doctoral or professional degree   | None              |
| \$32,443 High school diploma or equivalent | None              |
| \$15,053 Associate's degree                | None              |
| \$5,085 No formal educational credential   | None              |
| \$12,963 Postsecondary nondegree award     | None              |
| \$7,346 High school diploma or equivalent  | None              |
| \$6,141 No formal educational credential   | None              |
| \$7,836 No formal educational credential   | None              |
| \$9,306 No formal educational credential   | None              |
| \$14,125 No formal educational credential  | None              |
| \$15,009 No formal educational credential  | None              |
| \$19,198 Postsecondary nondegree award     | None              |
| \$8,843 No formal educational credential   | None              |
| \$18,583 High school diploma or equivalent | Less than 5 years |
| \$3,326 No formal educational credential   | None              |
| \$18,538 High school diploma or equivalent | Less than 5 years |
| \$17,404 High school diploma or equivalent | None              |
| \$13,002 Master's degree                   | None              |
| \$15,560 No formal educational credential  | None              |
| \$25,278 Master's degree                   | None              |



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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$14,683 | High school diploma or equivalent | None              |
| \$15,061 | High school diploma or equivalent | None              |
| \$21,813 | High school diploma or equivalent | Less than 5 years |
| \$11,468 | No formal educational credential  | None              |
| \$32,085 | High school diploma or equivalent | None              |
| \$15,778 | High school diploma or equivalent | Less than 5 years |
| \$23,273 | High school diploma or equivalent | None              |
| \$12,224 | High school diploma or equivalent | None              |
| \$22,203 | High school diploma or equivalent | Less than 5 years |
| \$24,159 | Associate's degree                | None              |
| \$16,037 | Bachelor's degree                 | Less than 5 years |
| \$29,006 | High school diploma or equivalent | None              |
| \$31,722 | Bachelor's degree                 | None              |
| \$26,646 | Associate's degree                | None              |
| \$6,737  | No formal educational credential  | None              |
| \$5,191  | No formal educational credential  | None              |
| \$8,997  | High school diploma or equivalent | None              |
| \$5,746  | No formal educational credential  | None              |
| \$7,910  | High school diploma or equivalent | None              |
| \$8,081  | No formal educational credential  | None              |
| \$8,073  | High school diploma or equivalent | None              |
| \$23,953 | High school diploma or equivalent | Less than 5 years |
| \$8,571  | No formal educational credential  | None              |
| \$6,567  | Postsecondary nondegree award     | None              |
| \$9,977  | High school diploma or equivalent | None              |
| \$17,841 | Some college, no degree           | None              |
| \$24,657 | High school diploma or equivalent | None              |
| \$16,545 | Bachelor's degree                 | None              |
| \$12,399 | High school diploma or equivalent | None              |
| \$22,897 | Bachelor's degree                 | None              |
| \$18,196 | High school diploma or equivalent | None              |
| \$18,029 | High school diploma or equivalent | None              |
| \$12,099 | High school diploma or equivalent | None              |

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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$18,420 | Associate's degree                | None              |
| \$14,508 | No formal educational credential  | None              |
| \$22,545 | High school diploma or equivalent | None              |
| \$13,171 | High school diploma or equivalent | None              |
| \$26,084 | High school diploma or equivalent | None              |
| \$18,368 | Bachelor's degree                 | None              |
| \$22,626 | Associate's degree                | None              |
| \$16,082 | High school diploma or equivalent | None              |
| \$11,532 | High school diploma or equivalent | None              |
| \$12,266 | Associate's degree                | None              |
| \$28,777 | High school diploma or equivalent | None              |
| \$48,557 | Bachelor's degree                 | None              |
| \$18,881 | High school diploma or equivalent | None              |
| \$30,461 | High school diploma or equivalent | None              |
| \$23,217 | Bachelor's degree                 | None              |
| \$16,017 | Bachelor's degree                 | Less than 5 years |
| \$26,967 | Doctoral or professional degree   | None              |
| \$15,564 | High school diploma or equivalent | None              |
| \$10,836 | Doctoral or professional degree   | None              |
| \$26,799 | High school diploma or equivalent | None              |
| \$15,965 | Doctoral or professional degree   | None              |
| \$12,898 | Bachelor's degree                 | Less than 5 years |
| \$14,683 | No formal educational credential  | None              |
| \$5,330  | No formal educational credential  | None              |
| \$6,940  | No formal educational credential  | None              |
| \$7,878  | High school diploma or equivalent | None              |
| \$12,068 | High school diploma or equivalent | None              |
| \$10,629 | No formal educational credential  | None              |
| \$14,908 | High school diploma or equivalent | None              |
| \$11,381 | No formal educational credential  | None              |
| \$14,562 | Postsecondary nondegree award     | None              |
| \$17,612 | High school diploma or equivalent | None              |
| \$9,228  | High school diploma or equivalent | None              |

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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$9,415  | High school diploma or equivalent | None              |
| \$9,832  | High school diploma or equivalent | None              |
| \$14,417 | High school diploma or equivalent | None              |
| \$17,283 | High school diploma or equivalent | None              |
| \$17,945 | High school diploma or equivalent | None              |
| \$12,069 | High school diploma or equivalent | None              |
| \$12,006 | High school diploma or equivalent | None              |
| \$11,845 | High school diploma or equivalent | None              |
| \$8,123  | High school diploma or equivalent | None              |
| \$22,608 | High school diploma or equivalent | None              |
| \$79,470 | Doctoral or professional degree   | None              |
| \$39,998 | High school diploma or equivalent | Less than 5 years |
| \$37,845 | Bachelor's degree                 | None              |
| \$30,448 | Master's degree                   | None              |
| \$14,201 | High school diploma or equivalent | None              |
| \$23,268 | Doctoral or professional degree   | None              |
| \$41,529 | No formal educational credential  | None              |
| \$25,488 | High school diploma or equivalent | None              |
| \$30,842 | Bachelor's degree                 | None              |
| \$21,610 | Bachelor's degree                 | None              |
| \$23,031 | Bachelor's degree                 | None              |
| \$8,514  | High school diploma or equivalent | None              |
| \$8,114  | No formal educational credential  | None              |
| \$9,136  | No formal educational credential  | None              |
| \$44,621 | Bachelor's degree                 | Less than 5 years |
| \$61,092 | Doctoral or professional degree   | None              |
| \$10,426 | High school diploma or equivalent | None              |
| \$17,373 | High school diploma or equivalent | None              |
| \$12,970 | No formal educational credential  | None              |
| \$8,931  | High school diploma or equivalent | None              |
| \$31,947 | High school diploma or equivalent | None              |
| \$7,490  | Some college, no degree           | None              |
| \$21,306 | Postsecondary nondegree award     | None              |

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|----------|-----------------------------------|-----------------|
| \$9,509  | Postsecondary nondegree award     | None            |
| \$8,134  | No formal educational credential  | None            |
| \$7,864  | Associate's degree                | None            |
| \$11,856 | No formal educational credential  | None            |
| \$20,069 | High school diploma or equivalent | None            |
| \$9,712  | High school diploma or equivalent | None            |
| \$16,362 | High school diploma or equivalent | None            |
| \$6,692  | Postsecondary nondegree award     | None            |
| \$17,364 | High school diploma or equivalent | None            |
| \$8,583  | High school diploma or equivalent | None            |
| \$17,436 | High school diploma or equivalent | None            |
| \$17,634 | High school diploma or equivalent | None            |
| \$8,125  | High school diploma or equivalent | None            |
| \$10,664 | High school diploma or equivalent | None            |
| \$15,936 | High school diploma or equivalent | None            |
| \$24,574 | High school diploma or equivalent | None            |
| \$15,519 | High school diploma or equivalent | None            |
| \$14,234 | Bachelor's degree                 | None            |
| \$29,806 | Bachelor's degree                 | None            |
| \$12,016 | High school diploma or equivalent | None            |
| \$62,367 | Bachelor's degree                 | None            |
| \$14,776 | High school diploma or equivalent | 5 years or more |
| \$23,424 | Associate's degree                | None            |
| \$24,646 | Master's degree                   | None            |
| \$13,872 | Doctoral or professional degree   | 5 years or more |
| \$7,283  | No formal educational credential  | None            |
| \$10,608 | High school diploma or equivalent | None            |
| \$9,680  | No formal educational credential  | None            |
| \$7,985  | No formal educational credential  | None            |
| \$12,459 | High school diploma or equivalent | None            |
| \$48,547 | Bachelor's degree                 | None            |
| \$6,365  | High school diploma or equivalent | None            |
| \$23,744 | High school diploma or equivalent | None            |

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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$8,265  | High school diploma or equivalent | None              |
| \$10,133 | High school diploma or equivalent | None              |
| \$32,944 | Bachelor's degree                 | None              |
| \$25,216 | Bachelor's degree                 | None              |
| \$8,500  | No formal educational credential  | None              |
| \$17,509 | High school diploma or equivalent | None              |
| \$9,753  | High school diploma or equivalent | None              |
| \$8,645  | High school diploma or equivalent | None              |
| \$28,345 | Bachelor's degree                 | Less than 5 years |
| \$20,212 | No formal educational credential  | None              |
| \$10,394 | High school diploma or equivalent | None              |
| \$9,711  | High school diploma or equivalent | None              |
| \$11,639 | No formal educational credential  | None              |
| \$9,087  | High school diploma or equivalent | None              |
| \$17,738 | High school diploma or equivalent | None              |
| \$13,208 | No formal educational credential  | None              |
| \$14,610 | Some college, no degree           | None              |
| \$12,349 | High school diploma or equivalent | None              |
| \$9,967  | High school diploma or equivalent | None              |
| \$11,482 | Bachelor's degree                 | None              |
| \$10,939 | High school diploma or equivalent | None              |
| \$1,519  | High school diploma or equivalent | None              |
| \$15,978 | High school diploma or equivalent | None              |
| \$21,926 | High school diploma or equivalent | None              |
| \$11,524 | High school diploma or equivalent | None              |
| \$17,414 | Bachelor's degree                 | None              |
| \$18,192 | Master's degree                   | None              |
| \$15,767 | Bachelor's degree                 | None              |
| \$14,770 | High school diploma or equivalent | None              |
| \$20,460 | Bachelor's degree                 | None              |
| \$39,358 | Bachelor's degree                 | Less than 5 years |
| \$7,079  | No formal educational credential  | None              |
| \$7,079  | High school diploma or equivalent | None              |

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|  |                   |
|--|-------------------|
| \$10,536 Bachelor's degree                 | None              |
| \$8,122 High school diploma or equivalent  | None              |
| \$9,659 High school diploma or equivalent  | None              |
| \$7,761 No formal educational credential   | None              |
| \$8,390 High school diploma or equivalent  | None              |
| \$28,241 Master's degree                   | None              |
| \$10,154 High school diploma or equivalent | None              |
| \$8,948 High school diploma or equivalent  | None              |
| \$14,425 High school diploma or equivalent | None              |
| \$11,674 High school diploma or equivalent | Less than 5 years |
| \$15,705 Associate's degree                | None              |
| \$12,848 High school diploma or equivalent | None              |
| \$8,236 Bachelor's degree                  | None              |
| \$21,700 No formal educational credential  | None              |
| \$8,209 High school diploma or equivalent  | None              |
| \$22,944 Associate's degree                | Less than 5 years |
| \$14,136 No formal educational credential  | None              |
| \$8,292 No formal educational credential   | None              |
| \$17,164 High school diploma or equivalent | None              |
| \$12,473 Bachelor's degree                 | None              |
| \$23,082 No formal educational credential  | None              |
| \$14,339 High school diploma or equivalent | Less than 5 years |
| \$18,088 Doctoral or professional degree   | 5 years or more   |
| \$11,639 High school diploma or equivalent | Less than 5 years |
| \$16,708 High school diploma or equivalent | None              |
| \$14,414 High school diploma or equivalent | None              |
| \$14,265 Bachelor's degree                 | None              |
| \$13,468 Bachelor's degree                 | None              |
| \$14,752 Doctoral or professional degree   | None              |
| \$14,139 High school diploma or equivalent | Less than 5 years |
| \$5,650 High school diploma or equivalent  | None              |
| \$15,303 High school diploma or equivalent | None              |
| \$16,183 Associate's degree                | None              |

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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$21,837 | High school diploma or equivalent | None              |
| \$10,482 | No formal educational credential  | None              |
| \$25,189 | High school diploma or equivalent | None              |
| \$13,198 | Bachelor's degree                 | None              |
| \$11,604 | High school diploma or equivalent | None              |
| \$14,014 | No formal educational credential  | None              |
| \$14,458 | No formal educational credential  | None              |
| \$3,735  | No formal educational credential  | None              |
| \$6,562  | High school diploma or equivalent | None              |
| \$17,769 | High school diploma or equivalent | None              |
| \$28,549 | Associate's degree                | None              |
| \$6,910  | Postsecondary nondegree award     | Less than 5 years |
| \$12,547 | No formal educational credential  | None              |
| \$18,060 | Postsecondary nondegree award     | None              |
| \$15,092 | High school diploma or equivalent | None              |
| \$1,215  | High school diploma or equivalent | None              |
| \$18,059 | Associate's degree                | None              |
| \$11,127 | Associate's degree                | None              |
| \$11,717 | Bachelor's degree                 | None              |
| \$11,562 | High school diploma or equivalent | None              |
| \$8,547  | Bachelor's degree                 | None              |
| \$10,961 | Associate's degree                | None              |
| \$16,689 | High school diploma or equivalent | Less than 5 years |
| \$14,607 | Bachelor's degree                 | None              |
| \$4,936  | High school diploma or equivalent | None              |
| \$13,254 | High school diploma or equivalent | None              |
| \$8,681  | Bachelor's degree                 | None              |
| \$5,895  | No formal educational credential  | None              |
| \$51,883 | Bachelor's degree                 | Less than 5 years |
| \$12,546 | Postsecondary nondegree award     | None              |
| \$6,707  | High school diploma or equivalent | None              |
| \$8,916  | High school diploma or equivalent | None              |
| \$18,867 | High school diploma or equivalent | None              |

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|          |                                   |                   |
|----------|-----------------------------------|-------------------|
| \$17,977 | High school diploma or equivalent | None              |
| \$8,121  | High school diploma or equivalent | None              |
| \$16,599 | Associate's degree                | None              |
| \$23,838 | Postsecondary nondegree award     | None              |
| \$19,319 | High school diploma or equivalent | None              |
| \$16,295 | High school diploma or equivalent | Less than 5 years |
| \$17,129 | High school diploma or equivalent | None              |
| \$15,096 | No formal educational credential  | None              |
| \$8,177  | High school diploma or equivalent | None              |
| \$23,444 | Bachelor's degree                 | None              |
| \$10,903 | High school diploma or equivalent | None              |
| \$10,705 | High school diploma or equivalent | None              |
| \$268    | High school diploma or equivalent | None              |
| \$443    | High school diploma or equivalent | None              |
| \$483    | High school diploma or equivalent | None              |
| \$8,781  | No formal educational credential  | None              |
| \$12,484 | Postsecondary nondegree award     | None              |
| \$4,486  | Bachelor's degree                 | None              |
| \$7,001  | No formal educational credential  | None              |
| \$3,560  | High school diploma or equivalent | None              |
| \$17,676 | Postsecondary nondegree award     | None              |
| \$8,359  | High school diploma or equivalent | None              |
| \$6,076  | High school diploma or equivalent | None              |
| \$22,804 | High school diploma or equivalent | None              |
| \$8,951  | High school diploma or equivalent | None              |
| \$3,839  | High school diploma or equivalent | None              |
| \$10,618 | No formal educational credential  | None              |
| \$496    | No formal educational credential  | None              |
| \$74     | High school diploma or equivalent | None              |
| \$8,430  | No formal educational credential  | None              |
| \$7,404  | High school diploma or equivalent | None              |
| \$3,813  | Bachelor's degree                 | None              |
| \$25,320 | Associate's degree                | None              |

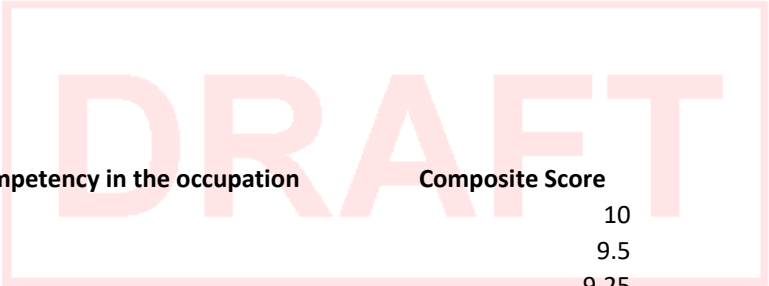


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|          |                                   |      |
|----------|-----------------------------------|------|
| \$7,047  | No formal educational credential  | None |
| \$4,338  | High school diploma or equivalent | None |
| \$10,226 | High school diploma or equivalent | None |
| \$8,775  | High school diploma or equivalent | None |
| \$7,741  | No formal educational credential  | None |
| \$19,174 | High school diploma or equivalent | None |
| \$9,051  | High school diploma or equivalent | None |
| \$4,344  | No formal educational credential  | None |
| \$7,821  | No formal educational credential  | None |
| \$10,706 | No formal educational credential  | None |
| \$10,505 | Associate's degree                | None |
| \$11,199 | Master's degree                   | None |
| \$567    | No formal educational credential  | None |
| \$4,858  | High school diploma or equivalent | None |
| \$6,067  | No formal educational credential  | None |
| \$5,087  | Postsecondary nondegree award     | None |
| \$11,720 | High school diploma or equivalent | None |
| \$8,022  | No formal educational credential  | None |
| \$23,932 | Bachelor's degree                 | None |
| \$8,422  | High school diploma or equivalent | None |
| \$22,267 | No formal educational credential  | None |
| \$12,296 | High school diploma or equivalent | None |
| \$9,243  | Some college, no degree           | None |
| \$12,062 | High school diploma or equivalent | None |
| \$9,800  | High school diploma or equivalent | None |
| \$9,701  | High school diploma or equivalent | None |
| \$5,287  | High school diploma or equivalent | None |
| \$13,073 | High school diploma or equivalent | None |
| \$12,983 | High school diploma or equivalent | None |
| \$1,066  | No formal educational credential  | None |
| \$10,393 | High school diploma or equivalent | None |
| \$10,205 | High school diploma or equivalent | None |
| \$14,628 | Bachelor's degree                 | None |

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|          |                                   |      |
|----------|-----------------------------------|------|
| \$7,782  | High school diploma or equivalent | None |
| \$11,418 | High school diploma or equivalent | None |
| \$8,203  | High school diploma or equivalent | None |
| \$24,680 | Associate's degree                | None |
| \$6,247  | High school diploma or equivalent | None |
| \$7,635  | No formal educational credential  | None |
| \$11,242 | High school diploma or equivalent | None |
| \$16,946 | High school diploma or equivalent | None |
| \$14,590 | High school diploma or equivalent | None |
| \$13,406 | High school diploma or equivalent | None |
| \$10,253 | High school diploma or equivalent | None |
| \$5,384  | High school diploma or equivalent | None |
| \$5,117  | No formal educational credential  | None |
| \$17,832 | High school diploma or equivalent | None |
| \$11,673 | High school diploma or equivalent | None |
| \$9,235  | No formal educational credential  | None |
| \$1,062  | High school diploma or equivalent | None |
| \$7,595  | No formal educational credential  | None |
| \$11,781 | No formal educational credential  | None |
| \$52     | High school diploma or equivalent | None |
| \$6,943  | High school diploma or equivalent | None |
| \$8,785  | Bachelor's degree                 | None |
| \$13,879 | High school diploma or equivalent | None |
| \$7,313  | No formal educational credential  | None |
| \$10,861 | No formal educational credential  | None |
| \$9,514  | High school diploma or equivalent | None |
| \$6,350  | High school diploma or equivalent | None |



| <b>Typical on-the-job training needed to attain competency in the occupation</b> | <b>Composite Score</b> |
|--|------------------------|
| None   | 10                     |
| None   | 9.5                    |
| None   | 9.25                   |
| None   | 9.25                   |
| None   | 9.25                   |
| None   | 9                      |
| Internship/residency   | 9                      |
| None   | 9                      |
| Long-term on-the-job training  | 8.75                   |
| None   | 8.75                   |
| None   | 8.75                   |
| None   | 8.75                   |
| None   | 8.75                   |
| None   | 8.75                   |
| None   | 8.75                   |
| None   | 8.75                   |
| None   | 8.5                    |
| None   | 8.5                    |
| None   | 8.5                    |
| None   | 8.5                    |
| None   | 8.5                    |
| None   | 8.5                    |
| None   | 8.25                   |
| None   | 8.25                   |
| None   | 8.25                   |
| None   | 8.25                   |
| None   | 8.25                   |
| Moderate-term on-the-job training  | 8.25                   |
| None   | 8.25                   |
| None   | 8.25                   |
| None   | 8                      |
| None   | 8                      |



|                                   |      |
|-----------------------------------|------|
| Long-term on-the-job training     | 8    |
| None                              | 8    |
| None                              | 8    |
| None                              | 8    |
| None                              | 8    |
| None                              | 8    |
| None                              | 7.75 |
| None                              | 7.75 |
| Short-term on-the-job training    | 7.75 |
| None                              | 7.75 |
| Long-term on-the-job training     | 7.75 |
| Moderate-term on-the-job training | 7.75 |
| None                              | 7.75 |
| None                              | 7.75 |
| Long-term on-the-job training     | 7.75 |
| None                              | 7.75 |
| None                              | 7.75 |
| None                              | 7.75 |
| None                              | 7.75 |
| None                              | 7.75 |
| None                              | 7.75 |
| None                              | 7.5  |
| Moderate-term on-the-job training | 7.5  |
| None                              | 7.5  |
| Apprenticeship                    | 7.5  |
| Moderate-term on-the-job training | 7.5  |
| Moderate-term on-the-job training | 7.5  |
| Moderate-term on-the-job training | 7.5  |
| Moderate-term on-the-job training | 7.5  |
| None                              | 7.5  |
| None                              | 7.5  |
| None                              | 7.5  |
| None                              | 7.5  |

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|                                   |      |
|-----------------------------------|------|
| None                              | 7.5  |
| None                              | 7.5  |
| None                              | 7.5  |
| None                              | 7.5  |
| None                              | 7.5  |
| Moderate-term on-the-job training | 7.5  |
| None                              | 7.5  |
| Internship/residency              | 7.5  |
| None                              | 7.5  |
| None                              | 7.25 |
| Moderate-term on-the-job training | 7.25 |
| Moderate-term on-the-job training | 7.25 |
| Moderate-term on-the-job training | 7.25 |
| None                              | 7.25 |
| Moderate-term on-the-job training | 7.25 |
| Internship/residency              | 7.25 |
| None                              | 7.25 |
| Apprenticeship                    | 7.25 |
| Long-term on-the-job training     | 7.25 |
| None                              | 7.25 |
| None                              | 7.25 |
| None                              | 7.25 |
| None                              | 7.25 |
| None                              | 7.25 |
| None                              | 7.25 |
| None                              | 7.25 |
| Short-term on-the-job training    | 7    |
| None                              | 7    |
| None                              | 7    |
| Short-term on-the-job training    | 7    |
| None                              | 7    |
| Short-term on-the-job training    | 7    |
| None                              | 7    |
| Moderate-term on-the-job training | 7    |

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|                                   |      |
|-----------------------------------|------|
| Short-term on-the-job training    | 7    |
| Moderate-term on-the-job training | 7    |
| Moderate-term on-the-job training | 7    |
| None                              | 7    |
| Apprenticeship                    | 7    |
| None                              | 7    |
| None                              | 7    |
| None                              | 7    |
| Long-term on-the-job training     | 7    |
| None                              | 7    |
| None                              | 7    |
| None                              | 7    |
| None                              | 7    |
| None                              | 7    |
| None                              | 7    |
| None                              | 7    |
| Short-term on-the-job training    | 7    |
| None                              | 7    |
| Short-term on-the-job training    | 6.75 |
| None                              | 6.75 |
| Short-term on-the-job training    | 6.75 |
| Short-term on-the-job training    | 6.75 |
| Moderate-term on-the-job training | 6.75 |
| None                              | 6.75 |
| None                              | 6.75 |
| Long-term on-the-job training     | 6.75 |
| Moderate-term on-the-job training | 6.75 |
| None                              | 6.75 |
| Moderate-term on-the-job training | 6.75 |
| None                              | 6.75 |
| Moderate-term on-the-job training | 6.75 |
| Moderate-term on-the-job training | 6.75 |
| Long-term on-the-job training     | 6.75 |



|                                   |      |
|-----------------------------------|------|
| None                              | 6.75 |
| None                              | 6.75 |
| Internship/residency              | 6.75 |
| Moderate-term on-the-job training | 6.75 |
| None                              | 6.75 |
| None                              | 6.75 |
| None                              | 6.75 |
| None                              | 6.75 |
| None                              | 6.75 |
| None                              | 6.75 |
| None                              | 6.75 |
| None                              | 6.75 |
| None                              | 6.75 |
| Short-term on-the-job training    | 6.5  |
| None                              | 6.5  |
| Moderate-term on-the-job training | 6.5  |
| None                              | 6.5  |
| Moderate-term on-the-job training | 6.5  |
| None                              | 6.5  |
| Internship/residency              | 6.5  |
| Moderate-term on-the-job training | 6.5  |
| None                              | 6.5  |
| Moderate-term on-the-job training | 6.5  |
| None                              | 6.5  |
| Long-term on-the-job training     | 6.5  |
| Moderate-term on-the-job training | 6.5  |
| Moderate-term on-the-job training | 6.5  |
| Short-term on-the-job training    | 6.5  |
| None                              | 6.5  |
| Internship/residency              | 6.5  |
| None                              | 6.5  |
| Long-term on-the-job training     | 6.5  |
| Moderate-term on-the-job training | 6.5  |

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|                                   |      |
|-----------------------------------|------|
| None                              | 6.5  |
| None                              | 6.5  |
| None                              | 6.5  |
| Short-term on-the-job training    | 6.5  |
| Internship/residency              | 6.5  |
| Moderate-term on-the-job training | 6.5  |
| None                              | 6.5  |
| None                              | 6.5  |
| None                              | 6.5  |
| None                              | 6.5  |
| None                              | 6.5  |
| None                              | 6.5  |
| Long-term on-the-job training     | 6.5  |
| None                              | 6.25 |
| Short-term on-the-job training    | 6.25 |
| None                              | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| None                              | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| Long-term on-the-job training     | 6.25 |
| Short-term on-the-job training    | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| Apprenticeship                    | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| Long-term on-the-job training     | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| Long-term on-the-job training     | 6.25 |
| None                              | 6.25 |
| Moderate-term on-the-job training | 6.25 |





|                                   |      |
|-----------------------------------|------|
| None                              | 6.25 |
| Apprenticeship                    | 6.25 |
| None                              | 6.25 |
| None                              | 6.25 |
| None                              | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| None                              | 6.25 |
| None                              | 6.25 |
| Moderate-term on-the-job training | 6.25 |
| None                              | 6.25 |
| None                              | 6.25 |
| None                              | 6.25 |
| None                              | 6.25 |
| Internship/residency              | 6.25 |
| Short-term on-the-job training    | 6    |
| None                              | 6    |
| None                              | 6    |
| Short-term on-the-job training    | 6    |
| None                              | 6    |
| None                              | 6    |
| Short-term on-the-job training    | 6    |
| Moderate-term on-the-job training | 6    |
| Moderate-term on-the-job training | 6    |
| Short-term on-the-job training    | 6    |
| None                              | 6    |
| None                              | 6    |
| None                              | 6    |
| Moderate-term on-the-job training | 6    |
| Moderate-term on-the-job training | 6    |
| Moderate-term on-the-job training | 6    |
| None                              | 6    |
| None                              | 6    |
| None                              | 6    |



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|                                   |      |
|-----------------------------------|------|
| None                              | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| Long-term on-the-job training     | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| None                              | 5.75 |
| Moderate-term on-the-job training | 5.75 |
| None                              | 5.75 |
| Short-term on-the-job training    | 5.5  |
| None                              | 5.5  |
| Short-term on-the-job training    | 5.5  |
| Short-term on-the-job training    | 5.5  |
| Short-term on-the-job training    | 5.5  |
| Short-term on-the-job training    | 5.5  |
| Short-term on-the-job training    | 5.5  |
| Short-term on-the-job training    | 5.5  |
| Short-term on-the-job training    | 5.5  |
| Short-term on-the-job training    | 5.5  |
| None                              | 5.5  |
| Short-term on-the-job training    | 5.5  |
| None                              | 5.5  |
| Short-term on-the-job training    | 5.5  |
| None                              | 5.5  |
| Moderate-term on-the-job training | 5.5  |
| None                              | 5.5  |

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|                                   |      |
|-----------------------------------|------|
| Apprenticeship                    | 5.5  |
| Short-term on-the-job training    | 5.5  |
| None                              | 5.5  |
| Long-term on-the-job training     | 5.5  |
| Long-term on-the-job training     | 5.5  |
| None                              | 5.5  |
| Moderate-term on-the-job training | 5.5  |
| Moderate-term on-the-job training | 5.5  |
| None                              | 5.5  |
| None                              | 5.5  |
| None                              | 5.5  |
| Moderate-term on-the-job training | 5.5  |
| None                              | 5.5  |
| None                              | 5.5  |
| Short-term on-the-job training    | 5.25 |
| Short-term on-the-job training    | 5.25 |
| Short-term on-the-job training    | 5.25 |
| Short-term on-the-job training    | 5.25 |
| Short-term on-the-job training    | 5.25 |
| Short-term on-the-job training    | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| None                              | 5.25 |
| Short-term on-the-job training    | 5.25 |
| None                              | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| None                              | 5.25 |
| Long-term on-the-job training     | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| Long-term on-the-job training     | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| Long-term on-the-job training     | 5.25 |

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|                                   |      |
|-----------------------------------|------|
| None                              | 5.25 |
| Long-term on-the-job training     | 5.25 |
| Apprenticeship                    | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| Short-term on-the-job training    | 5.25 |
| None                              | 5.25 |
| None                              | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| Long-term on-the-job training     | 5.25 |
| None                              | 5.25 |
| Long-term on-the-job training     | 5.25 |
| None                              | 5.25 |
| Short-term on-the-job training    | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| None                              | 5.25 |
| None                              | 5.25 |
| None                              | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| None                              | 5.25 |
| Moderate-term on-the-job training | 5.25 |
| None                              | 5.25 |
| None                              | 5.25 |
| Short-term on-the-job training    | 5    |
| Short-term on-the-job training    | 5    |
| Short-term on-the-job training    | 5    |
| Short-term on-the-job training    | 5    |
| Moderate-term on-the-job training | 5    |
| Short-term on-the-job training    | 5    |
| Moderate-term on-the-job training | 5    |
| Moderate-term on-the-job training | 5    |
| None                              | 5    |
| Long-term on-the-job training     | 5    |
| Long-term on-the-job training     | 5    |

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|                                   |      |
|-----------------------------------|------|
| Moderate-term on-the-job training | 5    |
| Short-term on-the-job training    | 5    |
| Moderate-term on-the-job training | 5    |
| Moderate-term on-the-job training | 5    |
| Moderate-term on-the-job training | 5    |
| Moderate-term on-the-job training | 5    |
| Moderate-term on-the-job training | 5    |
| Moderate-term on-the-job training | 5    |
| Moderate-term on-the-job training | 5    |
| Moderate-term on-the-job training | 5    |
| Moderate-term on-the-job training | 5    |
| Internship/residency              | 5    |
| None                              | 5    |
| Internship/residency              | 5    |
| None                              | 5    |
| Moderate-term on-the-job training | 5    |
| None                              | 5    |
| Short-term on-the-job training    | 5    |
| Long-term on-the-job training     | 5    |
| None                              | 5    |
| None                              | 5    |
| None                              | 5    |
| Short-term on-the-job training    | 4.75 |
| Short-term on-the-job training    | 4.75 |
| Short-term on-the-job training    | 4.75 |
| None                              | 4.75 |
| None                              | 4.75 |
| Short-term on-the-job training    | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Short-term on-the-job training    | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| None                              | 4.75 |
| Short-term on-the-job training    | 4.75 |

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|                                   |      |
|-----------------------------------|------|
| Long-term on-the-job training     | 4.75 |
| Short-term on-the-job training    | 4.75 |
| None                              | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Apprenticeship                    | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Short-term on-the-job training    | 4.75 |
| None                              | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Long-term on-the-job training     | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| None                              | 4.75 |
| Internship/residency              | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| None                              | 4.75 |
| Moderate-term on-the-job training | 4.75 |
| None                              | 4.75 |
| None                              | 4.75 |
| Short-term on-the-job training    | 4.75 |
| Short-term on-the-job training    | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Short-term on-the-job training    | 4.5  |
| Short-term on-the-job training    | 4.5  |
| Short-term on-the-job training    | 4.5  |
| None                              | 4.5  |
| Short-term on-the-job training    | 4.5  |
| Long-term on-the-job training     | 4.5  |

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|                                   |      |
|-----------------------------------|------|
| Moderate-term on-the-job training | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| None                              | 4.5  |
| None                              | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| None                              | 4.5  |
| Short-term on-the-job training    | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Short-term on-the-job training    | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Long-term on-the-job training     | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Short-term on-the-job training    | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Short-term on-the-job training    | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Short-term on-the-job training    | 4.5  |
| Long-term on-the-job training     | 4.5  |
| Short-term on-the-job training    | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| None                              | 4.5  |
| None                              | 4.5  |
| Moderate-term on-the-job training | 4.5  |
| Long-term on-the-job training     | 4.25 |
| None                              | 4.25 |
| Short-term on-the-job training    | 4.25 |
| Short-term on-the-job training    | 4.25 |



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|                                   |      |
|-----------------------------------|------|
| None                              | 4.25 |
| Short-term on-the-job training    | 4.25 |
| Short-term on-the-job training    | 4.25 |
| Short-term on-the-job training    | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| None                              | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| None                              | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| None                              | 4.25 |
| Long-term on-the-job training     | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| None                              | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| None                              | 4.25 |
| Long-term on-the-job training     | 4.25 |
| None                              | 4.25 |
| Short-term on-the-job training    | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| Long-term on-the-job training     | 4.25 |
| Apprenticeship                    | 4.25 |
| None                              | 4.25 |
| None                              | 4.25 |
| None                              | 4.25 |
| Moderate-term on-the-job training | 4.25 |
| Short-term on-the-job training    | 4    |
| Short-term on-the-job training    | 4    |
| None                              | 4    |

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|                                   |      |
|-----------------------------------|------|
| Moderate-term on-the-job training | 4    |
| Short-term on-the-job training    | 4    |
| Moderate-term on-the-job training | 4    |
| None                              | 4    |
| Short-term on-the-job training    | 4    |
| Long-term on-the-job training     | 4    |
| Short-term on-the-job training    | 4    |
| Short-term on-the-job training    | 4    |
| None                              | 4    |
| Moderate-term on-the-job training | 4    |
| Moderate-term on-the-job training | 4    |
| Short-term on-the-job training    | 4    |
| Short-term on-the-job training    | 4    |
| None                              | 4    |
| Moderate-term on-the-job training | 4    |
| Short-term on-the-job training    | 4    |
| Long-term on-the-job training     | 4    |
| None                              | 4    |
| None                              | 4    |
| Moderate-term on-the-job training | 4    |
| Short-term on-the-job training    | 4    |
| None                              | 4    |
| Moderate-term on-the-job training | 4    |
| None                              | 4    |
| Short-term on-the-job training    | 4    |
| Moderate-term on-the-job training | 4    |
| None                              | 4    |
| Short-term on-the-job training    | 3.75 |
| None                              | 3.75 |
| None                              | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| Short-term on-the-job training    | 3.75 |
| Moderate-term on-the-job training | 3.75 |

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|                                   |      |
|-----------------------------------|------|
| Moderate-term on-the-job training | 3.75 |
| Short-term on-the-job training    | 3.75 |
| Long-term on-the-job training     | 3.75 |
| Short-term on-the-job training    | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| Short-term on-the-job training    | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| None                              | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| Moderate-term on-the-job training | 3.75 |
| Short-term on-the-job training    | 3.5  |
| Short-term on-the-job training    | 3.5  |
| None                              | 3.5  |
| Short-term on-the-job training    | 3.5  |
| Short-term on-the-job training    | 3.5  |
| None                              | 3.5  |
| Short-term on-the-job training    | 3.5  |
| Short-term on-the-job training    | 3.5  |
| Moderate-term on-the-job training | 3.5  |
| Short-term on-the-job training    | 3.5  |
| Moderate-term on-the-job training | 3.5  |
| Moderate-term on-the-job training | 3.5  |
| Long-term on-the-job training     | 3.5  |
| Moderate-term on-the-job training | 3.5  |
| Short-term on-the-job training    | 3.5  |
| Short-term on-the-job training    | 3.5  |
| None                              | 3.25 |
| Short-term on-the-job training    | 3.25 |

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|                                   |      |
|-----------------------------------|------|
| Short-term on-the-job training    | 3.25 |
| Moderate-term on-the-job training | 3.25 |
| Short-term on-the-job training    | 3.25 |
| Short-term on-the-job training    | 3.25 |
| Moderate-term on-the-job training | 3.25 |
| Moderate-term on-the-job training | 3.25 |
| Moderate-term on-the-job training | 3.25 |
| Short-term on-the-job training    | 3.25 |
| Moderate-term on-the-job training | 3.25 |
| Moderate-term on-the-job training | 3.25 |
| None                              | 3.25 |
| None                              | 3.25 |
| Short-term on-the-job training    | 3.25 |
| Moderate-term on-the-job training | 3.25 |
| Short-term on-the-job training    | 3.25 |
| Moderate-term on-the-job training | 3.25 |
| Short-term on-the-job training    | 3    |
| Short-term on-the-job training    | 3    |
| None                              | 3    |
| Moderate-term on-the-job training | 3    |
| Moderate-term on-the-job training | 3    |
| Short-term on-the-job training    | 3    |
| Short-term on-the-job training    | 3    |
| Moderate-term on-the-job training | 3    |
| Moderate-term on-the-job training | 3    |
| Short-term on-the-job training    | 3    |
| Moderate-term on-the-job training | 3    |
| Short-term on-the-job training    | 3    |
| Moderate-term on-the-job training | 3    |
| Short-term on-the-job training    | 3    |
| Moderate-term on-the-job training | 3    |
| Moderate-term on-the-job training | 3    |
| None                              | 2.75 |

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|-----------------------------------|------|
| Short-term on-the-job training    | 2.75 |
| Short-term on-the-job training    | 2.75 |
| Short-term on-the-job training    | 2.75 |
| Short-term on-the-job training    | 2.75 |
| Short-term on-the-job training    | 2.75 |
| Short-term on-the-job training    | 2.75 |
| Moderate-term on-the-job training | 2.75 |
| Moderate-term on-the-job training | 2.5  |
| Apprenticeship                    | 2.5  |
| Moderate-term on-the-job training | 2.5  |
| Short-term on-the-job training    | 2.5  |
| Short-term on-the-job training    | 2.5  |
| Short-term on-the-job training    | 2.5  |
| Short-term on-the-job training    | 2.25 |
| Moderate-term on-the-job training | 2.25 |
| Moderate-term on-the-job training | 2.25 |
| Short-term on-the-job training    | 2.25 |
| Short-term on-the-job training    | 2    |
| Short-term on-the-job training    | 2    |
| Moderate-term on-the-job training | 2    |
| Short-term on-the-job training    | 2    |
| None                              | 2    |
| Moderate-term on-the-job training | 1.75 |
| Short-term on-the-job training    | 1.75 |
| Moderate-term on-the-job training | 1.75 |
| Short-term on-the-job training    | 1.75 |
| Short-term on-the-job training    | 1.25 |