

YOU can be great here.

Greater Dubuque Region
2025 Skills Gap Analysis



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Executive Summary

Since 2014, Greater Dubuque Development Corporation has conducted the Skills Gap Analysis to identify skill and training deficiencies critical to the region's economic health. The analysis provides economic developers, workforce professionals, and educators with insights into projected workforce shortages and targeted strategies to address them.

In this report, "skills gaps" are defined as the difference between annual job openings in an occupation and the annual completions in associated training programs (e.g., certificates, diplomas, and degrees). The analysis covers the Greater Dubuque seven-county region with Dubuque County at its center, comprising Clayton, Dubuque, Jones, Delaware, and Jackson counties in Iowa; Jo Daviess County in Illinois; and Grant County in Wisconsin.

The Greater Dubuque region's top eight industries are:

- Health Care & Social Assistance
- Advanced Manufacturing
- Retail Trade
- Educational Services
- Accommodation & Food Services
- Professional, Scientific & Technical Services
- Transportation & Warehousing
- Finance & Insurance

Defining the "Greater Dubuque" Region

The region consists of the following counties:

- Clayton (IA)
- Dubuque (IA)
- Jones (IA)
- Delaware (IA)
- Jackson (IA)
- Jo Daviess (IL)
- Grant (WI)



Key Findings

Key findings revealed in the reports are as follows:

- **High school talent pools remain the foundation of the regional workforce.** A substantial share of the region's Top 20 skills gap occupations – Stockers, Material Movers, Truck Drivers, Office Clerks, Assemblers, Cooks, Welders, Construction Laborers, and Electricians – are roles whose typical entry level is a high school diploma, a short-term certificate, or a two-year award. Together, these occupations account for an annual skills gap of roughly 2,400 workers across the top 20 alone. Without stronger career exposure, awareness, and experiential learning beginning well before post-secondary decision-making, the region cannot sustainably fill these positions.
- **Skills gaps are present in nearly every major industry.** Each of the top eight industries shows meaningful workforce misalignment, though the pattern varies. Industries with large completion deficits include Accommodation & Food Services (annual gap of roughly 1,754), Retail Trade (1,446), and Transportation & Warehousing (714). Industries that appear to produce a surplus of regional graduates on paper – Health Care, Professional/Scientific/Technical Services, Educational Services, and Finance & Insurance – continue to report persistent hiring difficulty, because a substantial share of graduates leave the region after completing their education. Ten-year projected job growth across the top eight industries totals roughly 3,044 positions (2025–2035), a modest deceleration from last year's 3,579-position outlook.
- **The college student population is a critical, and under-leveraged, skilled labor source.** Regional higher education institutions attract thousands of students annually, including more than 300 international students concentrated in high-demand fields such as engineering, business, and healthcare. The challenge is not production of talent, it is retention. Graduates who leave the region represent a direct loss of skilled labor that local employers desperately need, and international graduates who are legally authorized to work in the U.S. for one to three years under OPT, remain a largely untapped pool.

Executive Summary

Key Findings, cont'd

- The region cannot grow its own way out of working-age population decline.** Working-age population (15 to 69) in the seven-county region is projected to fall by roughly 5,500 residents between 2025 and 2035, and the Dubuque MSA is now projected to lose approximately 1,900 working-age residents over the same period, a meaningful revision from last year's outlook. The region's largest cohorts are aging out of the workforce faster than smaller, younger cohorts can replace them, and birth rates are not on a trajectory that will close the gap. There is no plausible scenario in which the region's working-age population recovers without sustained net in-migration. The region's recent population growth illustrates what that migration has actually looked like. Total population in the seven-county region grew by only about 3,700 residents between 2015 and 2025, with the white population falling by approximately 4,200 and the non-white population growing by nearly 7,900, a 57% increase. The entire net gain came from new arrivals, and those new arrivals have been disproportionately non-white. By 2035, the non-white share of the regional population is projected to reach 12.0%, up from 5.7% in 2015, with the Dubuque MSA reaching roughly 15.3% from 7.9%. The implication is direct: the region's ability to sustain its labor force depends on becoming a place that welcomes and retains residents from every background, including young professionals and tradespeople relocating from elsewhere, international students at the region's colleges, and immigrant workers and families who have already chosen the region as a place to build their lives.

Key Strategies

Greater Dubuque Development Corporation, in partnership with employers, educators, and community organizations, is advancing a coordinated set of strategies aligned to the findings above.

- Deepen career exposure and experiential learning at the K–12 level.** The region's most durable workforce investment is in students before they leave high school. Across the seven-county region, this work takes the form of career awareness programming that exposes students to local industries and career pathways well before post-secondary decision-making, structured work-based learning that places students in real workplaces through job shadows, internships, and apprenticeships, and wraparound transition supports that help students with disabilities, housing instability, or other barriers connect to careers. Established regional examples include Dubuque Community Schools' VERTEX Initiative, which integrates Work-Based Learning, School-to-Work, Summit, Transition Alliance, HEART (Housing Education and Rehabilitation Training), and Iowa Jobs for America's Graduates (iJAG); Western Dubuque's School-to-Work program; the Dubuque Area Labor-Management Council's Tech WORKS; and the broader engagement of Junior Achievement and similar partners across the region. Continued progress depends on extending the reach of these models into every county the region serves, expanding the network of participating employers, and ensuring that career awareness, work-based learning, and transition supports are available to students regardless of which district or county they happen to attend school in.

TOP 20 SKILLS GAPS			
	Description	2025 Jobs	Skills Gap
1	Stockers and Order Fillers	1860	309
2	Laborers and Freight, Stock, and Material Movers, Hand	2070	279
3	Heavy and Tractor-Trailer Truck Drivers	2631	267
4	Office Clerks, General	1989	223
5*	Teaching Assistants, Except Postsecondary	1603	186
6	Miscellaneous Assemblers and Fabricators	1622	184
7	Cooks, Restaurant	918	137
8	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1105	121
9	Light Truck Drivers	823	100
10*	Childcare Workers	720	98
11	Cooks, Institution and Cafeteria	698	97
12	Bookkeeping, Accounting, and Auditing Clerks	1093	93
13	Food Batchmakers	498	79
14	Welders, Cutters, Solderers, and Brazers	714	76
15	Packaging and Filling Machine Operators and Tenders	531	69
16	Construction Laborers	1129	66
17	Receptionists and Information Clerks	502	66
18	Shipping, Receiving, and Inventory Clerks	640	60
19	Inspectors, Testers, Sorters, Samplers, and Weighers	491	58
20	Electricians	461	47

**To be included in this list, an occupation must have a median hourly wage of \$15 or more and not require substantial years of experience in the field to obtain the position (i.e. supervisor roles). There are two occupations with an exception to these rules: Teaching Assistants and Child Care Workers. This is due to the education and child care industry's impact on labor force participation across all other industries.*

Executive Summary

Key Strategies, cont'd

- **Scale Opportunity Dubuque and strengthen employer alignment.** Opportunity Dubuque remains the region's flagship post-secondary workforce training program. Since its launch in 2011, the program has trained or up-skilled over 4,150 individuals through tuition-free, skills-based training connected to high-demand careers. Continued focus on employer-aligned certificate design, expanded outreach to underrepresented populations, and deeper graduate-to-employment connections will be vital to closing middle-skill gaps in manufacturing, transportation, healthcare, construction, and business services.
- **Engage and retain college students – domestic and international – as regional talent.** Greater Dubuque Development's suite of student-focused programming is designed to move graduates from "studied here" to "stayed here." Activities include the **YOU can be great here** Community of Colleges event series, which engaged over 1,000 students across five events last year; the Talent Dubuque intern engagement program; the Welcome Students Letter Campaign; and AccessDubuqueJobs.com, which saw over 14,000 unique users and 85,000 page views this past year. For international students specifically, Greater Dubuque Development partners with the Community Foundation of Greater Dubuque's Better Together Committee on the annual International Student Welcome Event, and on a broader employer-education campaign around Curricular Practical Training (CPT) and Optional Practical Training (OPT) as low-barrier hiring pathways.
- **Welcome, integrate, and retain a more diverse regional population.** As demographic change accelerates, intentional newcomer integration is no longer optional. Greater Dubuque Development's Distinctively Dubuque program has welcomed over 1,600 newcomers to the community, supported by concierge relocation services, community tour guides, and coordination with area employers. These efforts sit alongside broader partnerships with the Community Foundation of Greater Dubuque, including the Envision 2030 community visioning effort, to ensure the region is seen and experienced as a welcoming place for workers and families from every background.
- **Reduce transportation barriers to opportunity.** Transportation remains a persistent barrier to both employment and training access. The City of Dubuque's Commuter Route pilot, free bus service for higher-education students, and the Region 8 Regional Transit Authority vanpool pilot are early wins. Sustaining and scaling these efforts across the seven-county region is critical so that transportation does not remain a ceiling on workforce participation.
- **Make resident and talent attraction a core regional strategy.** Because the region's working-age population cannot be sustained through natural increase, attracting, welcoming, and retaining new residents must operate as a deliberate, coordinated strategy rather than a collection of disconnected efforts. Greater Dubuque Development's Distinctively Dubuque program serves as the front door for that work and has welcomed over 1,500 newcomers to the region through a coordinated suite of services that includes concierge relocation support, community tour guides, employer connections, and ongoing engagement with newcomers after they arrive. AccessDubuqueJobs.com extends this work into the labor market by providing incoming workers and families with a single regional platform for finding jobs across employers and counties. Sustaining and expanding the region's draw depends on partnerships beyond GDDC's own programming, including the Dyersville Economic Development Corp's "Welcome U" newcomer program, the Community Foundation of Greater Dubuque's Better Together Committee, both of which work to make the region a place where residents of every background feel they belong and choose to stay. The objective is straightforward. The region needs its working-age population to grow, the residents who actually arrive will increasingly come from diverse backgrounds, and a coordinated, inclusive welcome is what allows the arithmetic of regional labor supply to work over the next decade.

AI & Automation: Implications for the Regional Workforce

No serious workforce analysis in 2025 can ignore artificial intelligence. Both the opportunities and the risks are real, and the regional strategies outlined above need to account for both.

At a high level, AI's economic benefits today flow disproportionately upward to investors, technology firms, and large enterprises with the capital and infrastructure to deploy AI at scale. For workers, small businesses, and communities like ours, the picture on the ground is more balanced: meaningful risks alongside genuine opportunities.

Executive Summary

AI & Automation: Implications for the Regional Workforce, cont'd

The Risks

- **Entry-level job displacement is already underway.** Food service, retail, clerical, and portions of manufacturing work are seeing measurable automation-driven change. At the 2026 World Economic Forum in Davos, Anthropic CEO Dario Amodei reaffirmed a prediction that as much as half of entry-level jobs could disappear within five years, while Google DeepMind's Demis Hassabis signaled that AI would begin affecting junior roles and internships starting this year. A recent MIT and Oak Ridge National Laboratory study, the Iceberg Index, estimates that AI could eventually affect roughly 11.7% of the U.S. workforce, representing about \$1.2 trillion in wage exposure across sectors like finance, health care, and professional services. Many of the roles at highest risk appear directly on our region's Top 20 Skills Gaps. They are the traditional on ramps for young workers, career-changers, and those without post-secondary credentials. This directly reinforces the importance of the region's K-12 career exposure work (VERTEX, Tech WORKS, HEART, iJAG) and the need to expand Opportunity Dubuque. If traditional entry points narrow, new ones must be built.
- **Uneven access will widen existing divides.** The productivity and learning benefits of AI reach only those with the tools, training, and connectivity to use them. Without intentional effort, AI could reinforce rather than narrow existing skill and income gaps in the region.
- **AI systems can embed and scale bias.** As AI enters hiring, credit, housing, and other gatekeeping systems, there is documented risk of racial and socioeconomic bias being reproduced at scale. Given the region's accelerating demographic diversification, and the growing importance of retaining international students, foreign-born workers, and BIPOC talent, this is a risk that employers and workforce partners should actively monitor as AI tools proliferate.

The Opportunities

- **AI as a learning and training accelerator.** AI-powered tutors, practice environments, and adaptive coursework can reduce the cost and time required to earn credentials. This is a direct tailwind for Opportunity Dubuque, VERTEX, Tech WORKS, and other regional training pathways. This can create new channels for delivering AI-literacy content to workers at every skill level.
- **AI as a small-business and entrepreneurship amplifier.** Organization for Economic Co-operation and Development's (OECD) survey of more than 5,000 small and medium-sized enterprises across seven advanced economies found that 31% are already using generative AI, with users reporting better performance, reduced owner and staff workload, and help filling labor shortages. For the many entrepreneurs in the region who serve as their own operators, bookkeepers, and marketers, AI materially extends practical capacity. This will strengthen the entrepreneurial pipeline that underpins regional economic vitality.
- **New job categories and workforce reallocation.** Federal Reserve Bank of Atlanta research surveying nearly 750 corporate executives found little evidence of near-term aggregate employment decline from AI, with smaller firms anticipating modest job gains and a shift away from routine clerical work toward skilled technical roles. This realignment favors workers, employers, and training providers positioned to adapt quickly.

Bottom Line

The picture is not uniformly negative, and it is likely less dire than the loudest headlines suggest. Some automation at the entry level may actually be constructive: many of the most exposed roles are high turnover, chronically unfilled, and pay below regional livability thresholds. Easing pressure on those roles could free workforce capacity for higher-wage work.

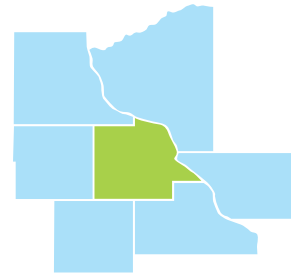
The real concern is what happens to the workers who traditionally started their careers in those positions. Without accessible on-ramps (e.g. apprenticeships, earn-and-learn models, expanded career exploration) upward mobility becomes harder. The strategies outlined in the Executive Summary matter more, not less, as AI adoption grows. They are the region's primary defense against a future in which the benefits of AI accrue up the chain while the costs are born on the ground.

Population & Demographics

POPULATION

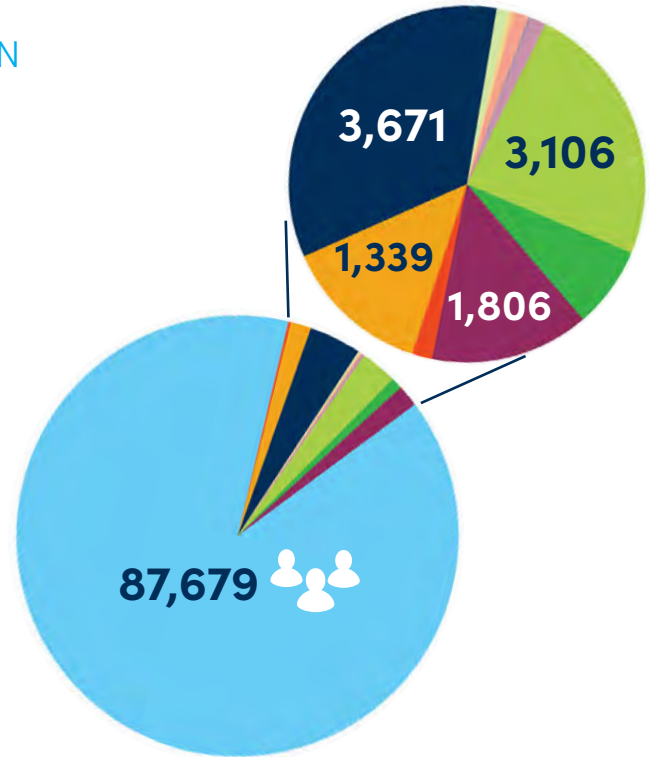
Total Population
MSA • 99,521
 Regional • 248,943

Dubuque County is expected to grow by **.32%** between 2025 and 2035 to **99,842** people.



RACE & ETHNICITY OF GENERAL POPULATION

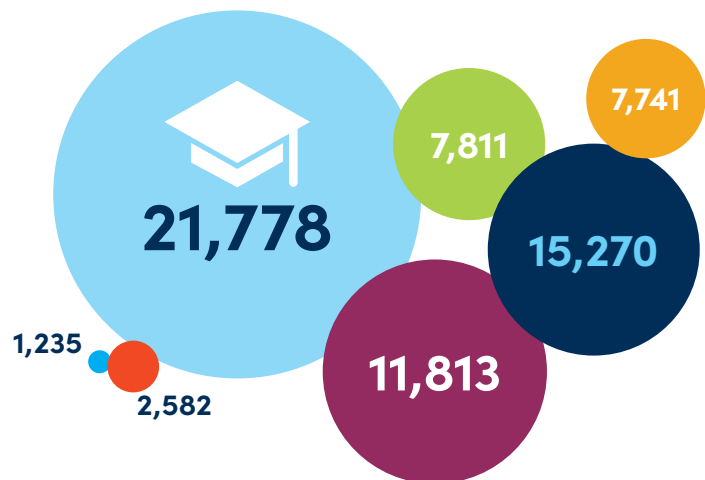
Ethnicity/Race	Dubuque MSA*	7 County Region
White	88.1%	91.2%
Black	3.7%	2.3%
Hispanic • White	3.1%	2.7%
Two or More Races	1.8%	1.4%
Asian	1.3%	0.9%
Pacific Islander	1.0%	0.6%
American Indian or Alaskan Native	0.2%	0.2%
Hispanic • Multiple	0.2%	0.2%
Hispanic • American/Alaskan Native	0.2%	0.2%
Hispanic • Black	0.2%	0.2%
Hispanic • Asian	0.1%	0.0%
Hispanic • Pacific Islander	0.0%	0.0%



*The chart (right) represents the Dubuque MSA data set.

EDUCATION ATTAINMENT OF WORKING AGE POPULATION

Demographic	Dubuque MSA*	7 County Region
< 9th Grade	1.8%	2.3%
9th – 12th Grade	3.8%	4.0%
High School Diploma	31.9%	35.2%
Some College	17.3%	18.6%
Associate Degree	11.4%	12.9%
Bachelors Degree	22.4%	18.1%
Graduate and Higher	11.3%	8.9%

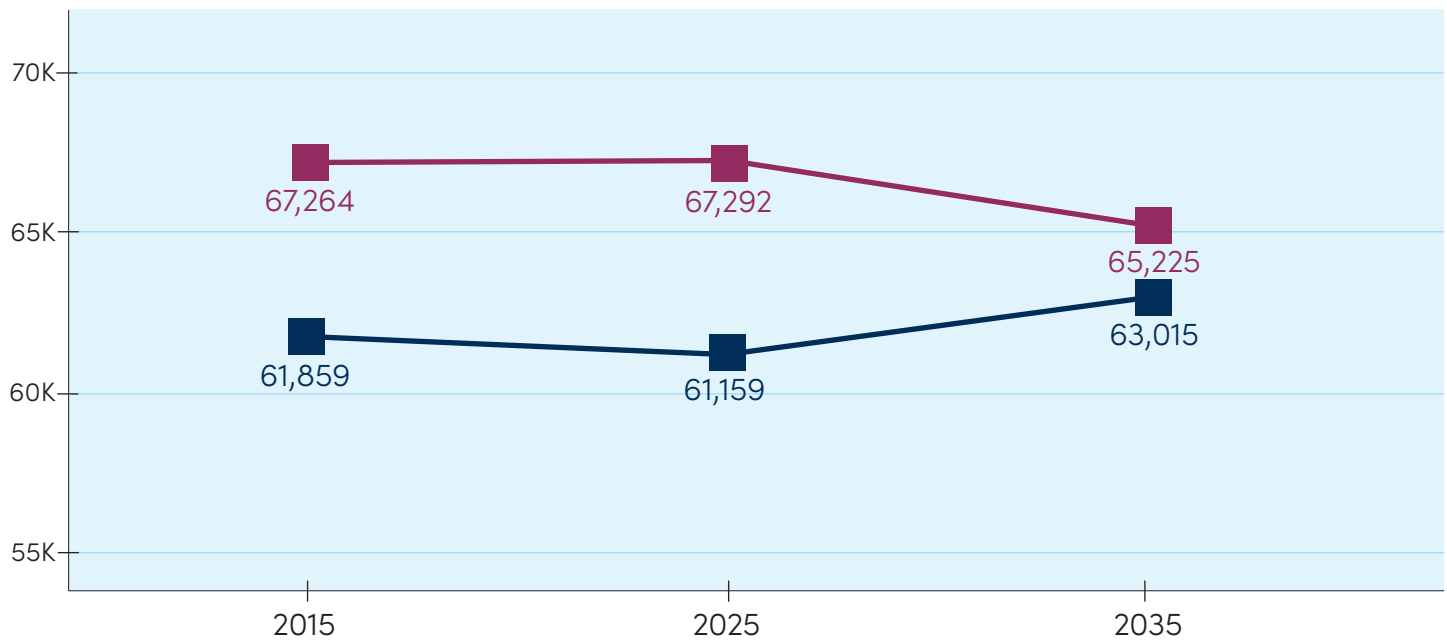


*The chart (right) represents the Dubuque MSA data set.

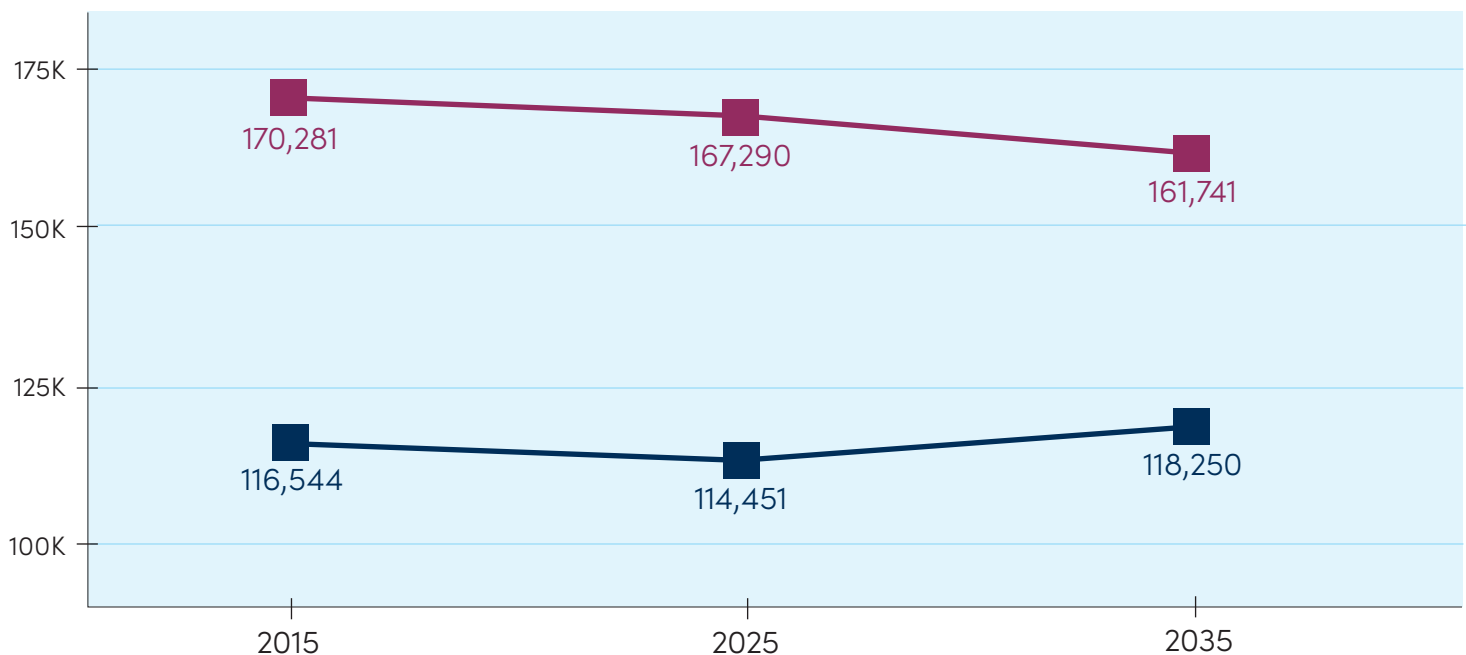
Employment • Labor Market Overview

■ Working Age Population ■ Jobs

Working Age (15–69) Population and Jobs 2015 to 2035 (Dubuque MSA)



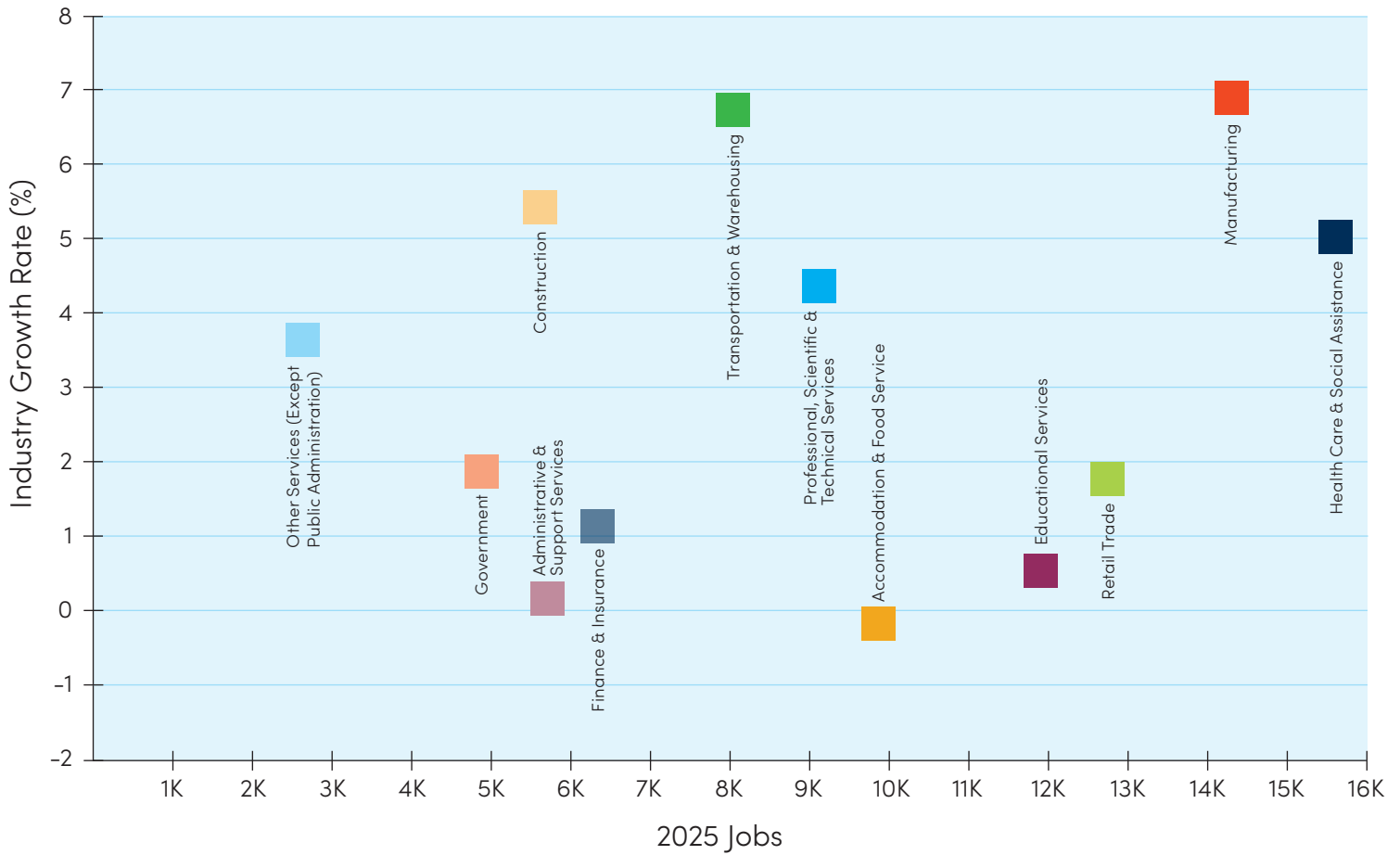
Working Age (15–69) Population and Jobs 2015 to 2035 (Greater Dubuque Region)



In our Labor Market Overview, we compare past trends in both the Greater Dubuque Region and Dubuque MSA across employer job counts and working-age population, and apply Lightcast projections through 2035 to both. The historical record shows the Dubuque MSA driving nearly all of the region's net population growth over the past decade, while job counts contracted modestly in both the MSA and outlying counties. The 2025 to 2035 outlook shifts the picture in two important ways. First, working-age population is now projected to decline across the entire region, including the MSA, putting sustained pressure on labor supply. Second, despite that demographic headwind, total employment is projected to grow in both the MSA and outlying counties, with most major industries adding jobs over the decade.

Employment

INDUSTRY GROWTH & EMPLOYMENT IN DUBUQUE MSA

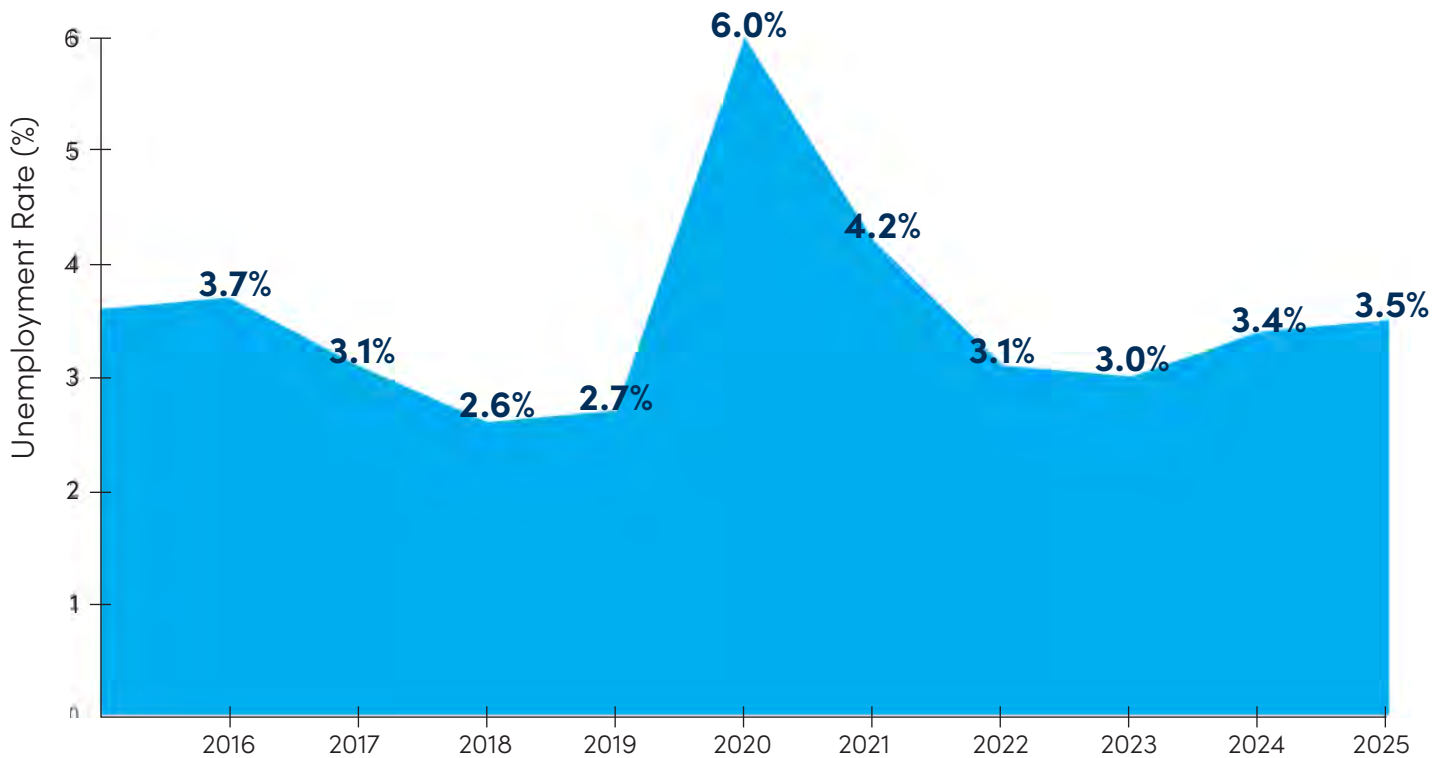


Industry	2025 Jobs	Projected 10-year Industry Growth Rate
Health Care & Social Assistance	15,618	5.0%
Manufacturing	14,216	6.9%
Retail Trade	12,820	1.7%
Educational Services	11,990	0.6%
Accommodation & Food Service	9,957	-0.3%
Professional, Scientific & Technical Services	9,008	4.4%
Transportation & Warehousing	8,092	6.7%
Finance & Insurance	6,328	1.2%
Administrative & Support Services	5,627	0.2%
Construction	5,620	5.4%
Government	4,953	1.8%
Other Services (Except Public Administration)	2,747	3.6%

Unemployment

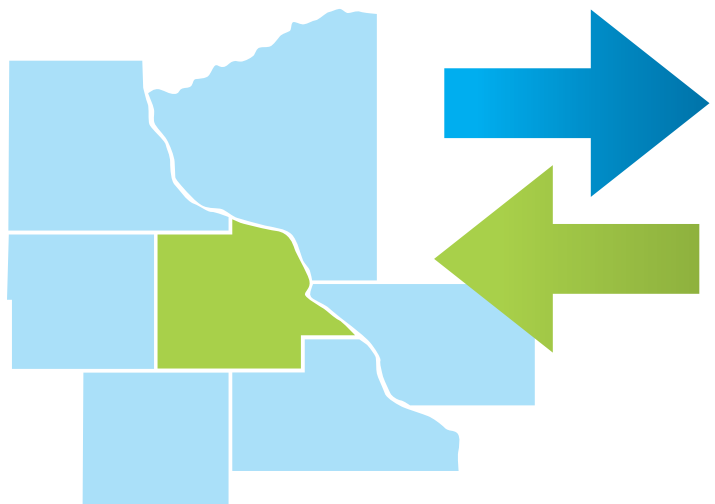
UNEMPLOYMENT RATES FOR DUBUQUE MSA

3.4%
March 2026



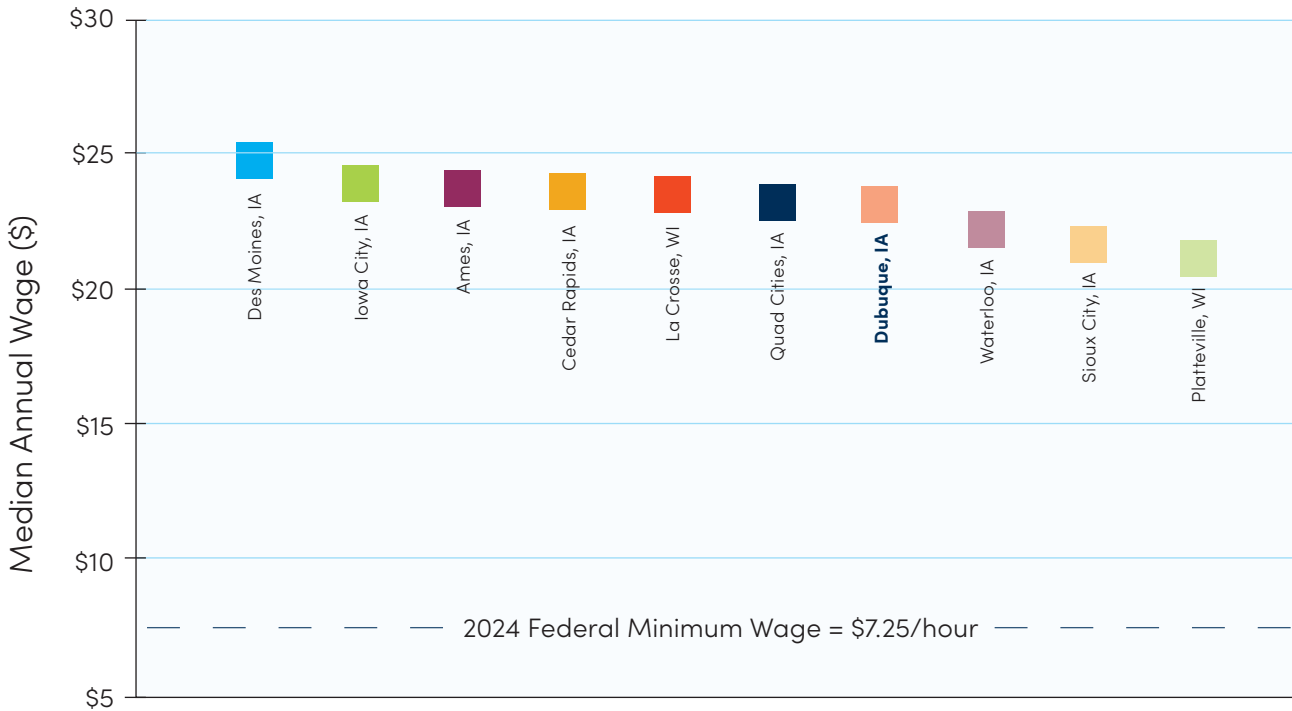
WORKFORCE COMMUTERS

Dubuque is the Greater Dubuque region's employment center. We have a **net increase of approximately 7,200 workers** from surrounding areas who come to the Dubuque MSA to work on a daily basis.



Income & Wages

2024 MEDIAN HOURLY WAGES



Area	2024 Median Hourly Wage	1-year Change	5-year Change	Cost of Living*
Des Moines-West Des Moines, IA	\$24.85	3%	14%	98.4
Iowa City, IA	\$23.93	4%	12%	98.1
Ames, IA	\$23.73	3%	14%	96.1
Cedar Rapids, IA	\$23.65	3%	14%	96.5
La Crosse-Onalaska, WI-MN	\$23.46	4%	17%	100.7
Davenport-Moline-Rock Island, IA-IL	\$23.29	5%	18%	98.0
Dubuque, IA	\$23.24	3%	18%	95.7
Waterloo-Cedar Falls, IA	\$22.33	3%	15%	96.9
Sioux City, IA-NE-SD	\$21.84	2%	18%	104.0
Platteville, WI	\$21.04	5%	17%	97.9

***Source:** Council for Community and Economic Research (C2ER), Cost of Living Index 2024. Published since 1968, the Cost of Living Index, published by the Council for Community and Economic Research (C2ER), has been the most consistent source of city-to-city cost comparisons available. COLI data is recognized by the U.S. Census Bureau, U.S. Bureau of Labor Statistics. C2ER data and methodology are described in detail and completely transparent. Both data and methodology are reviewed by an Advisory Board composed of academic researchers and government officials. The average for all participating places equals 100, and each participant's index is read as a percentage of the average for all places.

The COLI data above notes that Dubuque MSA's estimated cost of living is 95.7% of the national average, lowest amongst the ten MSA's listed.

Health Care & Social Assistance

This industry in **Greater Dubuque Region** is projected to grow **5.0%** 2025–35



Overview

Health Care & Social Assistance remains the region's largest industry by employment, with projected growth of 5.0 percent over the next decade, a slight cooling from last year's ten year outlook but still among the strongest in the region. Median hourly wages climbed nearly 10 percent year-over-year to \$29.17, reflecting sustained competition for clinical talent. Higher skilled occupations requiring an associate degree or higher continue to benefit from a strong pipeline of graduates from area colleges and universities, a promising sign for the region's major healthcare employers. Significant investments are being made to further expand medical training pathways: notably, the University of Dubuque is establishing the John and Alice Butler College of Osteopathic Medicine, which will be Iowa's first new medical school in over 125 years.

Even with this strong pipeline, the region's projected ten year talent surplus has narrowed compared to last year, signaling that demand is catching up with supply. Continued investment in nursing assistant, pharmacy technician, and medical assistant pathways at Northeast Iowa Community College and Southwest Wisconsin Technical College will be essential to keeping that surplus in place.

\$29.17 Median Hourly Rate

781 Projected Talent Created

Greater Dubuque Region Health Care & Social Assistance Talent Pipeline

Certificate • Post-Secondary Award

562

Annual Openings

876

Annual Completions

Associate • Bachelor's Degree

955

Annual Openings

1,812

Annual Completions

Advanced Degree

117

Annual Openings

35

Annual Completions

Key Skill Programs

Certified Nurse Aide

- Highland Community College
- Northeast Iowa Community College
- Southwest Wisconsin Technical College

Doctor of Osteopathic Medicine

- University of Dubuque (*New, accreditation in process*)

Medical Assistant

- Emmaus University
- Northeast Iowa Community College
- Southwest Wisconsin Technical College

Practical/Registered Nursing

- Clarke University
- Emmaus University
- Loras College
- Northeast Iowa Community College
- Southwest Wisconsin Technical College
- University of Dubuque

Pharmacy Technician

- Northeast Iowa Community College

Radiologic Technology/Radiography

- Emmaus University
- Northeast Iowa Community College
- Southwest Wisconsin Technical College

Social Work/Human & Family Services

- Clarke University
- Loras College
- Northeast Iowa Community College
- Southwest Wisconsin Technical College
- University of Dubuque

CERTIFICATE • POST-SECONDARY AWARD

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
First-Line Supervisors of Office and Administrative Support Workers	825	803	-22	78	76	0	76	\$27.86
Receptionists and Information Clerks	502	498	-4	66	66	0	66	\$16.18
Food Servers, Nonrestaurant	362	374	12	62	63	0	63	\$14.22
Healthcare Support Workers, All Other	39	42	3	5	5	0	5	\$19.25
Personal Care and Service Workers, All Other	19	21	2	3	3	0	3	\$12.34
Switchboard Operators, Including Answering Service	39	27	-12	4	3	0	3	\$16.65
File Clerks	29	22	-7	3	2	0	2	\$19.75
Telephone Operators	0	0	0	0	0	0	0	\$0.00
Home Health and Personal Care Aides	2146	2441	295	313	343	438	-96	\$16.12
Orderlies	8	10	2	1	1	438	-437	\$15.72

ASSOCIATE • BACHELOR'S DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Cooks, Institution and Cafeteria	698	698	0	105	105	8	97	\$16.20
Pharmacy Technicians	378	393	15	35	37	0	37	\$18.60
Residential Advisors	87	85	-2	16	16	0	16	\$17.62
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	180	185	5	15	16	0	16	\$28.37
Dental Assistants	283	294	11	37	38	23	15	\$21.17
Social and Human Service Assistants	285	280	-5	29	29	14	15	\$19.56
Phlebotomists	96	97	1	12	12	0	12	\$17.81
Interviewers, Except Eligibility and Loan	85	80	-5	10	10	0	10	\$19.73
Opticians, Dispensing	77	83	6	7	8	0	8	\$18.45
Pharmacy Aides	46	38	-8	8	7	0	7	\$15.01
Physical Therapist Assistants	74	92	18	11	13	6	7	\$27.14
Ophthalmic Medical Technicians	52	58	6	6	7	0	7	\$22.39
Cardiovascular Technologists and Technicians	86	85	-1	5	5	0	5	\$30.37
Occupational Therapy Assistants	32	37	5	4	5	0	5	\$27.32
Dietetic Technicians	30	31	1	4	4	1	3	\$15.63
Diagnostic Medical Sonographers	45	51	6	2	3	0	3	\$39.06
Community Health Workers	19	19	0	2	2	0	2	\$25.90
Surgical Technologists	81	89	8	5	6	4	2	\$25.58
Healthcare Practitioners and Technical Workers, All Other	13	14	1	1	1	0	1	\$17.64
Medical Secretaries and Administrative Assistants	583	588	5	58	59	58	1	\$18.42
Radiation Therapists	5	5	0	0	0	0	0	\$41.82
Nuclear Medicine Technologists	4	4	0	0	0	0	0	\$41.39
Medical Dosimetrists	0	0	0	0	0	0	0	\$66.99
Occupational Therapy Aides	0	0	0	0	0	0	0	\$0.00
Therapists, All Other	2	2	0	0	0	0	0	\$26.30
Nursing Assistants	1674	1682	8	234	235	235	0	\$19.03
Respiratory Therapists	35	42	7	2	3	5	-2	\$33.63

ASSOCIATE • BACHELOR'S DEGREE (continued)

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Radiologic Technologists and Technicians	164	174	10	8	9	12	-3	\$31.21
Licensed Practical and Licensed Vocational Nurses	417	418	1	33	33	37	-4	\$27.45
Surgical Assistants	2	3	1	0	0	4	-4	\$26.23
Psychiatric Technicians	44	49	5	4	5	9	-5	\$17.81
Medical Assistants	267	293	26	34	37	43	-6	\$20.23
Health Technologists and Technicians, All Other	175	186	11	12	13	21	-8	\$20.39
Billing and Posting Clerks	221	221	0	22	22	30	-8	\$20.40
Psychiatric Aides	6	6	0	1	1	9	-8	\$16.22
Magnetic Resonance Imaging Technologists	39	39	0	2	2	12	-10	\$34.77
Dental Hygienists	165	175	10	11	12	23	-11	\$36.74
Clinical Laboratory Technologists and Technicians	146	155	9	9	10	22	-12	\$29.87
Medical Transcriptionists	45	40	-5	8	8	20	-13	\$21.14
Physical Therapist Aides	25	28	3	4	4	18	-14	\$15.65
Emergency Medical Technicians	133	143	10	10	11	31	-20	\$17.49
Medical Equipment Preparers	31	33	2	4	4	27	-23	\$18.17
Medical Records Specialists	136	145	9	9	10	35	-25	\$24.03
Paramedics	87	91	4	4	4	31	-27	\$23.46
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	14	14	0	2	2	31	-29	\$16.94
Health Information Technologists and Medical Registrars	13	16	3	1	1	35	-34	\$32.14
Registered Nurses	2220	2348	128	113	126	164	-38	\$34.52
Dietitians and Nutritionists	40	43	3	3	3	54	-51	\$30.34
Health Education Specialists	62	62	0	6	6	67	-61	\$30.11
Recreational Therapists	10	10	0	1	1	87	-86	\$24.85
Athletic Trainers	53	53	0	3	3	93	-90	\$29.17
Exercise Physiologists	1	1	0	0	0	93	-93	\$27.84
Social and Community Service Managers	159	153	-6	12	11	450	-439	\$30.52

ADVANCED DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Medical and Health Services Managers	370	449	79	26	34	0	34	\$47.56
Healthcare Social Workers	104	112	8	9	10	0	10	\$28.47
Rehabilitation Counselors	102	88	-14	9	8	0	8	\$18.73
Pharmacists	177	185	8	6	7	0	7	\$60.44
Speech-Language Pathologists	83	100	17	4	6	0	6	\$35.99
Occupational Therapists	87	97	10	4	5	0	5	\$42.26
Mental Health and Substance Abuse Social Workers	67	64	-3	5	5	0	5	\$22.05
Physician Assistants	54	65	11	3	4	0	4	\$60.25
Physicians, All Other	99	103	4	2	2	0	2	\$126.53
Dentists, General	87	91	4	2	2	0	2	\$92.92
Chiropractors	54	55	1	2	2	0	2	\$38.89

ADVANCED DEGREE (continued)

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Family Medicine Physicians	67	67	0	2	2	0	2	\$137.32
Optometrists	28	34	6	1	2	0	2	\$56.79
Nurse Anesthetists	35	37	2	1	1	0	1	\$116.03
General Internal Medicine Physicians	21	23	2	1	1	0	1	\$155.71
Clinical and Counseling Psychologists	27	28	1	1	1	0	1	\$43.00
Nurse Practitioners	164	215	51	7	12	11	1	\$58.29
Counselors, All Other	7	6	-1	1	1	0	1	\$21.10
Emergency Medicine Physicians	56	54	-2	1	1	0	1	\$185.88
Pediatricians, General	38	36	-2	1	1	0	1	\$99.46
Ophthalmologists, Except Pediatric	42	39	-3	1	1	0	1	\$163.46
Marriage and Family Therapists	6	7	1	0	0	0	0	\$27.56
Dentists, All Other Specialists	0	1	1	0	0	0	0	\$177.00
Psychiatrists	9	9	0	0	0	0	0	\$138.19
Radiologists	9	9	0	0	0	0	0	\$144.83
Anesthesiologists	7	7	0	0	0	0	0	\$149.20
Surgeons, All Other	7	7	0	0	0	0	0	\$154.91
Audiologists	5	5	0	0	0	0	0	\$46.01
Cardiologists	3	3	0	0	0	0	0	\$159.84
Oral and Maxillofacial Surgeons	2	2	0	0	0	0	0	\$134.79
Podiatrists	2	2	0	0	0	0	0	\$67.70
Nurse Midwives	1	1	0	0	0	0	0	\$49.76
Physicians, Pathologists	1	1	0	0	0	0	0	\$161.09
Acupuncturists	1	1	0	0	0	0	0	\$63.86
Orthodontists	0	0	0	0	0	0	0	\$98.35
Prosthodontists	0	0	0	0	0	0	0	\$0.00
Dermatologists	0	0	0	0	0	0	0	\$143.46
Pediatric Surgeons	0	0	0	0	0	0	0	\$153.84
Orthotists and Prosthetists	0	0	0	0	0	0	0	\$38.39
Genetic Counselors	0	0	0	0	0	0	0	\$42.28
Obstetricians and Gynecologists	10	9	-1	0	0	0	0	\$128.57
Orthopedic Surgeons, Except Pediatric	4	3	-1	0	0	0	0	\$169.21
Neurologists	2	1	-1	0	0	0	0	\$124.94
Physical Therapists	186	214	28	7	10	24	-14	\$45.42

Advanced Manufacturing

This industry in **Greater Dubuque Region** is projected to grow **6.89%** 2025–35



Overview

The Advanced Manufacturing industry remains poised for meaningful growth, with a projected 6.9 percent increase in employment over the next decade. It remains the region's second largest sector by employment. The industry continues to face a persistent challenge: annual job openings in entry and middle skill roles continue to outpace the number of graduates from postsecondary skills programs. Strengthening partnerships between employers and educational institutions will remain critical to closing this gap.

While many employers provide internal training, there is a growing need to support the skills development of the broader, unattached workforce. Median hourly wages have ticked up to \$21.45, and the strong volume of openings in entry level production and skilled trades occupations underscores the expanding opportunities within the industry, particularly for workers entering through CNC, welding, industrial maintenance, and electro-mechanical pathways.

\$21.45 Median Hourly Rate

 **980** Projected Talent Created

Greater Dubuque Region Advanced Manufacturing Talent Pipeline

On the Job Training

 **423**
Annual Openings

Certificate • Post-Secondary Award

 **660**
Annual Openings

Associate • Bachelor's Advanced Degree

 **408**
Annual Openings

 **244**
Annual Completions

 **1,368**
Annual Completions

Key Skill Programs

Computer Numerically Control Operator

- Highland Community College
- Northeast Iowa Community College
- Southwest Wisconsin Technical College

Engineering

- University of Wisconsin-Platteville
- University of Dubuque (New, accreditation in process)

Mechanical Engineering

- University of Wisconsin-Platteville

Industrial Electrician

- Northeast Iowa Community College
- Southwest Wisconsin Technical College

Industrial Maintenance Technician

- Northeast Iowa Community College
- Southwest Wisconsin Technical College

Industrial Manufacturing/Automation & Mechatronics

- Highland Community College
- Northeast Iowa Community College
- Southwest Wisconsin Technical College

Welding

- Highland Community College
- Northeast Iowa Community College
- Southwest Wisconsin Technical College

ON THE JOB TRAINING

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Miscellaneous Assemblers and Fabricators	1622	1719	97	174	184	0	184	\$20.91
Food Batchmakers	498	600	102	69	79	0	79	\$21.65
Packaging and Filling Machine Operators and Tenders	531	637	106	58	69	0	69	\$19.44
Shipping, Receiving, and Inventory Clerks	640	629	-11	61	60	0	60	\$21.27
Slaughterers and Meat Packers	82	88	6	10	11	0	11	\$19.88
Food Processing Workers, All Other	64	75	11	6	7	0	7	\$18.39
Meat, Poultry, and Fish Cutters and Trimmers	37	47	10	4	5	0	5	\$19.99
Food Cooking Machine Operators and Tenders	34	35	1	4	4	0	4	\$19.23
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	23	28	5	3	4	0	4	\$21.04
Grinding and Polishing Workers, Hand	6	5	-1	1	1	0	1	\$20.32
Cutters and Trimmers, Hand	0	0	0	0	0	0	0	\$16.61

CERTIFICATE • POST-SECONDARY AWARD

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
First-Line Supervisors of Production and Operating Workers	911	989	78	85	93	0	93	\$31.35
Welders, Cutters, Solderers, and Brazers	714	778	64	70	76	0	76	\$23.04
Inspectors, Testers, Sorters, Samplers, and Weighers	491	512	21	56	58	0	58	\$21.67
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	471	475	4	46	46	0	46	\$21.41
Machinists	275	291	16	27	29	0	29	\$23.29
Production, Planning, and Expediting Clerks	233	256	23	23	25	0	25	\$25.36
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	243	263	20	22	24	0	24	\$20.68
Production Workers, All Other	200	219	19	22	24	0	24	\$20.05
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	209	219	10	21	22	0	22	\$20.33
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	209	211	2	21	21	0	21	\$21.94
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	215	201	-14	21	20	4	16	\$23.39
Printing Press Operators	182	183	1	19	19	0	19	\$18.13
Mixing and Blending Machine Setters, Operators, and Tenders	146	176	30	14	17	0	17	\$20.78
Sewing Machine Operators	127	139	12	14	15	0	15	\$18.07
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	134	141	7	14	15	0	15	\$21.77
Print Binding and Finishing Workers	134	115	-19	16	14	0	14	\$18.85
Structural Metal Fabricators and Fitters	103	103	0	11	11	0	11	\$21.95
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	110	106	-4	11	11	0	11	\$20.36
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	94	106	12	9	10	0	10	\$26.06
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	73	79	6	7	8	0	8	\$20.41

CERTIFICATE • POST-SECONDARY AWARD (continued)

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Molders, Shapers, and Casters, Except Metal and Plastic	45	51	6	6	7	0	7	\$20.77
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	54	66	12	5	6	0	6	\$22.35
Cutting and Slicing Machine Setters, Operators, and Tenders	43	49	6	4	5	0	5	\$23.79
Paper Goods Machine Setters, Operators, and Tenders	41	39	-2	4	4	0	4	\$22.91
Petroleum Pump System Operators, Refinery Operators, and Gaugers	34	42	8	3	4	0	4	\$43.72
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	29	35	6	3	4	0	4	\$20.05
Machine Feeders and Offbearers	25	23	-2	3	3	0	3	\$19.92
Engine and Other Machine Assemblers	28	25	-3	3	3	0	3	\$21.88
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	28	25	-3	3	3	0	3	\$21.66
Foundry Mold and Coremakers	29	20	-9	3	2	0	2	\$19.77
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	22	21	-1	2	2	0	2	\$23.57
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	12	14	2	1	1	0	1	\$27.18
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	8	10	2	1	1	0	1	\$19.33
Upholsterers	5	7	2	1	1	0	1	\$21.49
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	15	16	1	1	1	0	1	\$18.89
Adhesive Bonding Machine Operators and Tenders	15	16	1	1	1	0	1	\$24.11
Fiberglass Laminators and Fabricators	14	15	1	1	1	0	1	\$24.20
Metal Workers and Plastic Workers, All Other	11	12	1	1	1	0	1	\$21.21
Fabric and Apparel Patternmakers	4	5	1	1	1	0	1	\$0.00
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	11	11	0	1	1	0	1	\$23.17
Etchers and Engravers	9	9	0	1	1	0	1	\$15.09
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	11	10	-1	1	1	0	1	\$20.43
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	8	7	-1	1	1	0	1	\$19.33
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	6	5	-1	1	1	0	1	\$19.66
Metal-Refining Furnace Operators and Tenders	10	8	-2	1	1	0	1	\$19.69
Shoe and Leather Workers and Repairers	9	7	-2	1	1	0	1	\$0.00
Coil Winders, Tapers, and Finishers	10	7	-3	1	1	0	1	\$21.56
Log Graders and Scalers	3	4	1	0	0	0	0	\$13.43
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	3	4	1	0	0	0	0	\$17.69
Textile, Apparel, and Furnishings Workers, All Other	2	3	1	0	0	0	0	\$0.00
Tire Builders	4	4	0	0	0	0	0	\$0.00
Layout Workers, Metal and Plastic	2	2	0	0	0	0	0	\$26.77
Patternmakers, Metal and Plastic	1	1	0	0	0	0	0	\$0.00
Timing Device Assemblers and Adjusters	0	0	0	0	0	0	0	\$0.00
Shoe Machine Operators and Tenders	0	0	0	0	0	0	0	\$0.00

CERTIFICATE • POST-SECONDARY AWARD (continued)

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Textile Bleaching and Dyeing Machine Operators and Tenders	0	0	0	0	0	0	0	\$0.00
Model Makers, Wood	0	0	0	0	0	0	0	\$0.00
Patternmakers, Wood	0	0	0	0	0	0	0	\$0.00
Woodworkers, All Other	0	0	0	0	0	0	0	\$17.84
Painting, Coating, and Decorating Workers	0	0	0	0	0	0	0	\$20.66
Pourers and Casters, Metal	5	4	-1	0	0	0	0	\$20.54
Model Makers, Metal and Plastic	2	1	-1	0	0	0	0	\$22.67
Tool Grinders, Filers, and Sharpeners	2	0	-2	0	0	0	0	\$20.70
Industrial Machinery Mechanics	359	441	82	28	36	40	-4	\$28.61
Maintenance Workers, Machinery	66	75	9	6	7	40	-33	\$28.16
Textile Cutting Machine Setters, Operators, and Tenders	17	15	-2	2	2	40	-38	\$14.61
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	3	5	2	0	0	40	-40	\$17.07
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	1	1	0	0	0	40	-40	\$0.00
Refractory Materials Repairers, Except Brickmasons	0	0	0	0	0	40	-40	\$0.00

ASSOCIATE • BACHELOR'S • ADVANCED DEGREES

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Computer Numerically Controlled Tool Operators	509	485	-24	48	46	2	44	\$23.14
Buyers and Purchasing Agents	352	380	28	33	36	1	35	\$29.89
Industrial Production Managers	284	314	30	20	23	0	23	\$48.13
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	292	291	-1	31	31	9	22	\$21.12
Bakers	123	121	-2	19	19	0	19	\$15.45
Helpers--Production Workers	117	123	6	18	19	0	19	\$19.78
Chemical Equipment Operators and Tenders	91	99	8	9	10	0	10	\$24.62
Tool and Die Makers	74	70	-4	8	8	0	8	\$27.31
Food Science Technicians	57	64	7	8	9	2	7	\$22.30
Purchasing Managers	70	75	5	5	6	0	6	\$49.98
Semiconductor Processing Technicians	47	61	14	5	6	0	6	\$31.29
Chemical Plant and System Operators	65	66	1	6	6	0	6	\$0.00
Demonstrators and Product Promoters	23	26	3	4	4	0	4	\$15.60
Computer Numerically Controlled Tool Programmers	82	93	11	8	9	6	3	\$26.76
Electrical and Electronic Engineering Technologists and Technicians	123	125	2	11	11	9	2	\$31.72
Occupational Health and Safety Technicians	18	19	1	2	2	0	2	\$25.64
Plant and System Operators, All Other	6	6	0	1	1	0	1	\$28.37
Chemical Technicians	8	11	3	1	1	1	0	\$23.79
Ophthalmic Laboratory Technicians	3	4	1	0	0	0	0	\$16.60
Furniture Finishers	1	2	1	0	0	0	0	\$19.46
Prepress Technicians and Workers	48	39	-9	6	5	5	0	\$23.29
Drafters, All Other	28	28	0	2	2	2	0	\$24.24

ASSOCIATE • BACHELOR'S • ADVANCED DEGREES (continued)

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Medical Appliance Technicians	2	2	0	0	0	0	0	\$20.75
Aerospace Engineering and Operations Technologists and Technicians	0	0	0	0	0	0	0	\$29.54
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	0	0	0	0	0	0	0	\$0.00
Sewers, Hand	0	0	0	0	0	0	0	\$14.61
Mechanical Drafters	99	97	-2	9	9	9	0	\$27.88
Materials Engineers	30	33	3	2	2	6	-4	\$36.77
Cooling and Freezing Equipment Operators and Tenders	4	5	1	0	0	7	-7	\$19.31
Cabinetmakers and Bench Carpenters	91	107	16	9	11	21	-10	\$21.63
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	118	119	1	7	7	19	-12	\$53.82
Sawing Machine Setters, Operators, and Tenders, Wood	84	85	1	9	9	21	-12	\$22.07
Electro-Mechanical and Mechatronics Technologists and Technicians	18	17	-1	2	2	16	-14	\$33.87
Mechanical Engineering Technologists and Technicians	59	57	-2	5	5	22	-17	\$28.97
Chemists	11	14	3	1	1	22	-21	\$35.28
Food Scientists and Technologists	6	9	3	0	0	22	-22	\$29.98
Dental Laboratory Technicians	1	0	-1	0	0	23	-23	\$23.45
Chemical Engineers	3	5	2	0	0	28	-28	\$45.67
Electrical and Electronics Repairers, Commercial and Industrial Equipment	29	29	0	2	2	32	-30	\$33.73
Industrial Engineering Technologists and Technicians	78	83	5	7	8	39	-32	\$26.85
Electronics Engineers, Except Computer	22	22	0	1	1	76	-75	\$43.39
Industrial Engineers	311	353	42	18	22	108	-86	\$41.97
Commercial and Industrial Designers	47	50	3	3	3	96	-93	\$29.76
Mechanical Engineers	623	678	55	34	40	174	-135	\$39.38
Aerospace Engineers	2	2	0	0	0	230	-230	\$58.34
Logisticians	340	387	47	28	33	360	-327	\$35.46

Retail Trade

This industry in
Greater Dubuque Region is
projected to grow **1.74%**
2025-35



Overview

The Retail Trade industry remains one of the region's largest employers, though projected ten year growth has moderated to 1.7 percent as e-commerce and shifting consumer preferences continue to reshape the sector. The most striking change this year is wage acceleration: median hourly pay rose roughly 10 percent to \$19.73, a sign that employers are competing harder for front line talent. Stockers and order fillers, along with laborers and freight movers, now sit at the very top of the region's overall skills gaps list, reflecting how warehouse adjacent roles have absorbed much of retail's structural change.

As retail continues to adapt to a more technology driven environment, demand is growing for customer service expertise, digital literacy, and adaptability. Building skills programs focused on these competencies, particularly through community colleges and high schools, will be critical for sustaining a competitive retail workforce.

\$19.73 Median
Hourly Rate



223 Projected
Talent Created

Greater Dubuque Region Retail Trade Talent Pipeline

On the Job Training

946

Annual Openings

Certificate • Post- Secondary Award

448

Annual Openings



0

Annual Completions

Associate • Bachelor's Advanced Degree

391

Annual Openings



339

Annual Completions

Key Skill Programs

Business Administration/Management

- Clarke University
- Emmaus University
- Highland Community College
- Loras College
- Northeast Iowa Com. College
- Southwest Wisconsin Technical College
- University of Dubuque
- University of Wisconsin - Platteville

Customer Service

- Northeast Iowa Community College

Marketing/Digital Marketing

- Clarke University
- Loras College
- Northeast Iowa Community College
- University of Dubuque
- University of Wisconsin-Platteville

Professional Sales

- Northeast Iowa Community College

ON THE JOB TRAINING

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Cashiers	3074	2866	-208	584	563	0	563	\$13.02
Stockers and Order Fillers	1860	1987	127	296	309	0	309	\$15.92
Packers and Packagers, Hand	308	323	15	43	45	0	45	\$16.79
Butchers and Meat Cutters	183	173	-10	22	21	0	21	\$15.98
Automotive and Watercraft Service Attendants	37	34	-3	6	6	0	6	\$15.16
Motor Vehicle Operators, All Other	23	23	0	3	3	0	3	\$22.12
Material Moving Workers, All Other	4	5	1	0	0	0	0	\$19.90

CERTIFICATE • POST-SECONDARY AWARD

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Retail Salespersons	2851	3004	153	413	428	0	428	\$14.21
Tire Repairers and Changers	67	64	-3	8	8	0	8	\$17.17
Order Clerks	41	31	-10	5	4	0	4	\$18.09
Outdoor Power Equipment and Other Small Engine Mechanics	26	26	0	3	3	0	3	\$23.61
Recreational Vehicle Service Technicians	16	18	2	2	2	0	2	\$21.38
Motorboat Mechanics and Service Technicians	16	16	0	2	2	0	2	\$20.81
Bicycle Repairers	6	7	1	1	1	0	1	\$0.00
Electronic Equipment Installers and Repairers, Motor Vehicles	4	5	1	0	0	0	0	\$25.90
Manufactured Building and Mobile Home Installers	2	1	-1	0	0	0	0	\$18.58
Watch and Clock Repairers	0	0	0	0	0	0	0	\$25.16
Manufactured Building and Mobile Home Installers	0	0	0	0	0	0	0	\$16.87

ASSOCIATE • BACHELOR'S • ADVANCED DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
General and Operations Managers	2424	2569	145	194	209	0	209	\$35.90
First-Line Supervisors of Retail Sales Workers	742	751	9	73	74	0	74	\$20.82
Automotive Service Technicians and Mechanics	605	622	17	50	52	25	27	\$21.39
Merchandise Displayers and Window Trimmers	129	136	7	14	15	0	15	\$17.34
Floral Designers	39	34	-5	5	5	0	5	\$14.21
Sales and Related Workers, All Other	35	36	1	4	4	0	4	\$19.44
Coin, Vending, and Amusement Machine Servicers and Repairers	45	34	-11	5	4	0	4	\$20.86
Motorcycle Mechanics	8	10	2	1	1	0	1	\$20.27
Hearing Aid Specialists	2	6	4	0	0	0	0	\$28.67
Tailors, Dressmakers, and Custom Sewers	2	3	1	0	0	0	0	\$17.64
Watch and Clock Repairers	0	0	0	0	0	0	0	\$26.26
Designers, All Other	0	0	0	0	0	0	0	\$28.66
Musical Instrument Repairers and Tuners	3	2	-1	0	0	0	0	\$19.79
Jewelers and Precious Stone and Metal Workers	3	2	-1	0	0	0	0	\$23.18
Parts Salespersons	265	255	-10	29	28	314	-286	\$19.67

Educational Services

This industry in
Greater Dubuque Region is
projected to grow **0.59%**
2025-35



Overview

Educational Services remains a major employer in the region, encompassing educators at all levels. Projected ten year growth has slowed sharply to less than 1 percent, and the region's projected talent surplus in this industry has compressed considerably year-over-year. This is a signal that retirements and turnover are beginning to outpace what local pipelines can comfortably absorb. Median hourly wages remain essentially flat at \$24.95, and base compensation continues to lag that of other industries requiring similar credentials.

The region's higher education institutions create a notable talent pool, but a significant skills gap remains among Postsecondary Teachers, as many advanced degree programs needed to develop these instructors are not available locally. Teaching Assistants also remain among the region's top occupational skills gaps. Improving retention of primary and secondary school teachers, alongside continued investment in early childhood and elementary education programs, remains a regional priority.

\$24.95 Median
Hourly Rate



71 Projected
Talent Created

Greater Dubuque Region Educational Services Talent Pipeline

Certificate • Associate Degree

626

Annual Openings

464

Annual Completions

Bachelor's Degree

351

Annual Openings

1,594

Annual Completions

Advanced Degree

182

Annual Openings

5

Annual Completions

Key Skill Programs

Early Childhood Education

- Highland Community College
- Northeast Iowa Com. College
- Southwest Wisconsin Technical College

Elementary Education

- Clarke University
- Emmaus University
- Loras College
- Northeast Iowa Community College
- University of Dubuque
- University of Wisconsin-Platteville

Secondary Education

- Clarke University
- Emmaus University
- Loras College
- Northeast Iowa Community College
- University of Dubuque
- University of Wisconsin-Platteville

School Counseling

- Northeast Iowa Community College

CERTIFICATE • ASSOCIATE DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Teaching Assistants, Except Postsecondary	1603	1583	-20	188	186	0	186	\$13.56
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1105	1119	14	120	121	0	121	\$20.08
Childcare Workers	720	730	10	122	123	25	98	\$13.40
Bus Drivers, School	331	329	-2	49	49	16	33	\$21.34
Preschool Teachers, Except Special Education	528	554	26	58	61	30	31	\$15.65
Executive Secretaries and Executive Administrative Assistants	208	210	2	21	21	0	21	\$27.12
Librarians and Media Collections Specialists	117	118	1	10	10	0	10	\$20.14
Protective Service Workers, All Other	28	27	-1	8	8	0	8	\$19.32
School Bus Monitors	42	42	0	7	7	0	7	\$15.97
Self-Enrichment Teachers	197	209	12	23	24	19	5	\$17.58
Camera and Photographic Equipment Repairers	0	0	0	0	0	0	0	\$20.00
Life, Physical, and Social Science Technicians, All Other	46	44	-2	6	6	11	-5	\$21.07
Statistical Assistants	0	0	0	0	0	24	-24	\$41.38
Facilities Managers	109	115	6	9	10	339	-329	\$44.38

BACHELOR'S DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Substitute Teachers, Short-Term	312	323	11	37	38	0	38	\$16.77
Middle School Teachers, Except Special and Career/Technical Education	683	672	-11	45	44	23	21	\$25.61
Tutors	67	73	6	12	13	0	13	\$16.12
Teaching Assistants, Postsecondary	93	93	0	11	11	0	11	\$19.29
Special Education Teachers, Secondary School	150	148	-2	10	10	0	10	\$28.05
Special Education Teachers, Kindergarten and Elementary School	132	131	-1	9	9	0	9	\$26.37
Kindergarten Teachers, Except Special Education	86	86	0	9	9	1	8	\$24.95
Education and Childcare Administrators, Preschool and Daycare	93	95	2	6	6	1	5	\$21.98
Special Education Teachers, Middle School	69	68	-1	5	5	0	5	\$25.50
Educational Instruction and Library Workers, All Other	50	52	2	4	4	0	4	\$24.08
Special Education Teachers, Preschool	9	9	0	1	1	0	1	\$17.39
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	24	21	-3	3	3	7	-4	\$21.50
Career/Technical Education Teachers, Middle School	12	12	0	1	1	22	-21	\$34.69
Career/Technical Education Teachers, Secondary School	52	52	0	3	3	29	-26	\$28.07
Credit Counselors	58	57	-1	4	4	37	-33	\$22.12
Special Education Teachers, All Other	32	31	-1	2	2	58	-56	\$26.99
Coaches and Scouts	352	360	8	43	44	115	-71	\$20.99
Elementary School Teachers, Except Special Education	1242	1227	-15	82	81	217	-137	\$25.97
Education Administrators, All Other	57	61	4	4	4	163	-159	\$38.86
Animal Scientists	5	5	0	0	0	239	-239	\$34.37
Social Science Research Assistants	7	7	0	1	1	260	-259	\$16.46
Secondary School Teachers, Except Special and Career/Technical Education	1006	991	-15	61	60	422	-363	\$27.81

ADVANCED DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Postsecondary Teachers	1212	1258	46	93	98	5	93	\$33.49
Educational, Guidance, and Career Counselors and Advisors	308	310	2	23	23	0	23	\$27.17
Education Administrators, Postsecondary	248	247	-1	16	16	0	16	\$38.05
Education Administrators, Kindergarten through Secondary	228	227	-1	15	15	0	15	\$47.38
Instructional Coordinators	155	160	5	13	14	0	14	\$33.65
Teachers and Instructors, All Other	70	73	3	8	8	0	8	\$26.08
Farm and Home Management Educators	84	73	-11	7	6	0	6	\$22.50
School Psychologists	60	59	-1	3	3	0	3	\$34.94
Archivists	0	0	0	0	0	0	0	\$26.64

Accommodation & Food Service

This industry in **Greater Dubuque Region** is projected to grow **-0.28%** 2025-35



Overview

The Accommodation & Food Services industry continues to feel the lingering effects of the Pandemic Recession, with a slight contraction of 0.3 percent still projected over the next decade. That said, the outlook has improved meaningfully relative to last year's sharper projected decline, and median hourly wages have risen to \$14.27 as employers compete for hospitality and culinary talent. Restaurant cooks remain among the region's top skills gaps, underscoring the persistent shortage of trained kitchen staff.

Key workforce needs continue to range from customer facing hospitality roles requiring strong interpersonal and communication skills, to behind the scenes culinary and technology-based operations. The region's workforce demand is centered around its retail and hospitality hubs, particularly within the City of Dubuque. As the tourism industry continues to grow, strengthening this workforce will remain critical.

\$14.27 Median Hourly Rate



-28 Projected Talent Created

Greater Dubuque Region Accommodations & Food Services Talent Pipeline

On the Job Training

1,443

Annual Openings



16

Annual Completions

Certificate • Post-Secondary Award

284

Annual Openings



32

Annual Completions

Advanced Degree/Experience

130

Annual Openings



8

Annual Completions

Key Skill Programs

Culinary Program

- Northeast Iowa Community College (Culinary Foundations, levels 1-3)
- Southwest Wisconsin Technical College (Artisanal Modern Meat Butchery)

Customer Service

- Northeast Iowa Community College

Hospitality & Tourism Management

- University of Wisconsin-Platteville

Professional Sales

- Northeast Iowa Community College

ON THE JOB TRAINING

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Fast Food and Counter Workers	2292	2356	64	532	538	0	538	\$12.70
Waiters and Waitresses	1550	1484	-66	318	311	0	311	\$11.95
Bartenders	872	860	-12	146	145	0	145	\$9.43
Maids and Housekeeping Cleaners	852	843	-9	120	119	0	119	\$14.58
Food Preparation Workers	461	431	-30	83	80	0	80	\$13.29
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	205	194	-11	52	51	0	51	\$11.97
Dining Room and Cafeteria Attendants and Bartender Helpers	250	253	3	46	46	0	46	\$11.06
Cooks, Fast Food	329	291	-38	49	45	8	37	\$13.30
Dishwashers	240	234	-6	40	39	0	39	\$11.22
Driver/Sales Workers	312	339	27	32	35	0	35	\$17.29
Cooks, Short Order	127	117	-10	19	18	8	10	\$13.63
Gambling Dealers	89	66	-23	15	13	0	13	\$16.28
Baggage Porters and Bellhops	10	10	0	2	2	0	2	\$11.82

CERTIFICATE • POST-SECONDARY AWARD

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Cooks, Restaurant	918	984	66	138	145	8	137	\$15.48
Hotel, Motel, and Resort Desk Clerks	259	255	-4	41	41	0	41	\$14.36
Cooks, Fast Food	329	291	-38	49	45	8	37	\$13.30
Food Preparation and Serving Related Workers, All Other	92	92	0	16	16	0	16	\$14.52
Food Service Managers	125	130	5	14	15	0	15	\$29.02
Cooks, Short Order	127	117	-10	19	18	8	10	\$13.63
Lodging Managers	41	44	3	4	4	0	4	\$24.01
Cooks, All Other	8	9	1	1	1	8	-7	\$14.18

DEGREED PROGRAM • EXPERIENCE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
First-Line Supervisors of Food Preparation and Serving Workers	804	815	11	115	116	0	116	\$16.69
Chefs and Head Cooks	95	102	7	11	12	8	4	\$19.71
First-Line Supervisors of Gambling Services Workers	26	20	-6	3	2	0	2	\$23.83

Professional, Scientific & Technical Services

This industry in **Greater Dubuque Region** is projected to grow **4.41%** 2025-35



Overview

This industry remains one of the most occupationally diverse, encompassing fields from computer science to law to civil engineering. It is projected to grow by 4.4 percent over the next decade, a more measured pace than last year's outlook, but still placing it among the region's stronger growth sectors. Median hourly wages, the highest of any industry profiled here, rose to \$36.97. Higher skilled occupations requiring an associate degree or above continue to benefit from a strong flow of local graduates, particularly in accounting, engineering, and computer and information sciences.

Even so, the region's projected ten year talent surplus in this industry has narrowed year-over-year, and as in other high skill industries, retaining graduates after they finish their programs remains a key challenge and opportunity for the region.

\$36.97 Median Hourly Rate



397 Projected Talent Created

Greater Dubuque Region Professional, Scientific & Technical Services Talent Pipeline

Certificate • Associates Degree

424

Annual Openings

883

Annual Completions

Bachelor's Degree

235

Annual Openings

3,121

Annual Completions

Advanced Degree

84

Annual Openings

0

Annual Completions

Key Skill Programs

Accounting (BA & BS)

- Clarke University
- Emmaus Bible College
- Highland Community College
- Loras College
- Northeast Iowa Com. College
- Southwest Wisconsin Technical College
- University of Dubuque
- University of Wisconsin - Platteville

Computer & Information Services

- Clarke University (CS)

- Emmaus University (CS, CIS, Cyber Security)
- Highland Community College (CS)
- Loras College (Data Science)
- Northeast Iowa Community College (CSS, Data Analytics)
- Southwest Wisconsin Technical College (Cyber Security, Net Systems, Software Developer)
- University of Dubuque (Cyber Security, CIS, CIT)
- University of Wisconsin - Platteville (CS, Cyber Security, Software Engineering, Data Science, Applied Computing)

Engineering

- University of Dubuque (*New, seeking accreditation*)
- University of Wisconsin - Platteville

Paralegal/Pre-Law

- Clarke University (Pre-Law)
- Loras College (Law pathway)
- Northeast Iowa Community College (Paralegal)

Veterinary Technician

- Northeast Iowa Community College

CERTIFICATE • ASSOCIATE DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Bookkeeping, Accounting, and Auditing Clerks	1093	1052	-41	124	120	27	93	\$21.27
Accountants and Auditors	869	915	46	66	71	24	47	\$32.76
Veterinary Assistants and Laboratory Animal Caretakers	71	76	5	13	14	0	14	\$16.42
Computer Occupations, All Other	129	140	11	8	9	0	9	\$45.49
Veterinary Technologists and Technicians	87	92	5	8	9	0	9	\$19.76
Environmental Science and Protection Technicians, Including Health	64	61	-3	7	7	0	7	\$25.42
Surveying and Mapping Technicians	52	56	4	6	6	0	6	\$23.50
Computer Systems Analysts	161	173	12	9	10	5	5	\$39.16
Environmental Engineering Technologists and Technicians	55	56	1	5	5	0	5	\$25.85
Architectural and Civil Drafters	78	86	8	6	7	2	5	\$28.03
Software Quality Assurance Analysts and Testers	50	55	5	3	4	0	4	\$37.90
Agricultural Technicians	48	44	-4	7	7	4	3	\$17.90
Photographers	10	6	-4	1	1	0	1	\$15.99
Mathematical Science Occupations, All Other	3	3	0	0	0	0	0	\$25.09
Paperhangers	0	0	0	0	0	0	0	\$0.00
Photographic Process Workers and Processing Machine Operators	0	0	0	0	0	0	0	\$16.65
Calibration Technologists and Technicians	3	2	-1	0	0	0	0	\$34.22
Computer User Support Specialists	405	406	1	26	26	31	-5	\$24.69
Paralegals and Legal Assistants	97	82	-15	10	9	16	-8	\$20.84
Legal Secretaries and Administrative Assistants	82	62	-20	10	8	16	-8	\$17.09
Electrical and Electronics Drafters	34	32	-2	3	3	11	-8	\$33.35
Web Developers	20	20	0	1	1	10	-9	\$34.74
Computer Network Support Specialists	91	93	2	6	6	16	-10	\$29.26
Web and Digital Interface Designers	25	24	-1	2	2	14	-12	\$32.53
Tax Preparers	72	71	-1	8	8	24	-16	\$22.22
Payroll and Timekeeping Clerks	118	94	-24	12	10	27	-17	\$25.72
Engineering Technologists and Technicians, Except Drafters, All Other	20	23	3	2	2	32	-30	\$28.67
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	452	483	31	43	46	314	-268	\$25.73
Project Management Specialists	449	496	47	31	36	310	-274	\$41.08

BACHELOR'S DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Surveyors	63	68	5	4	5	0	5	\$33.32
Interior Designers	47	51	4	4	4	0	4	\$28.68
Architects, Except Landscape and Naval	53	58	5	3	4	0	4	\$37.64
Landscape Architects	31	35	4	2	2	0	2	\$36.12
Arbitrators, Mediators, and Conciliators	0	0	0	0	0	0	0	\$29.30
Geological Technicians, Except Hydrologic Technicians	0	0	0	0	0	0	0	\$20.94
Sales Engineers	32	34	2	3	3	6	-3	\$45.13

BACHELOR'S DEGREE (continued)

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Marine Engineers and Naval Architects	18	20	2	1	1	6	-5	\$45.72
Bioengineers and Biomedical Engineers	3	4	1	0	0	6	-6	\$39.72
Training and Development Specialists	225	247	22	19	21	29	-8	\$27.88
Interpreters and Translators	21	21	0	2	2	13	-11	\$28.01
Graphic Designers	162	166	4	12	12	25	-13	\$23.59
Software Developers	529	592	63	27	33	46	-13	\$47.65
Geoscientists, Except Hydrologists and Geographers	5	4	-1	0	0	14	-14	\$42.94
Materials Scientists	0	2	2	0	0	22	-22	\$41.54
Network and Computer Systems Administrators	195	185	-10	10	9	38	-29	\$37.16
Operations Research Analysts	34	40	6	2	3	36	-33	\$33.81
Market Research Analysts and Marketing Specialists	489	510	21	42	44	80	-36	\$28.93
Database Administrators	36	37	1	2	2	38	-36	\$44.14
Computer Programmers	40	31	-9	2	1	44	-43	\$37.15
Information Security Analysts	88	105	17	5	7	54	-47	\$49.16
Data Scientists	124	159	35	7	11	62	-52	\$40.68
Technical Writers	75	67	-8	6	5	59	-54	\$31.77
Electrical Engineers	105	110	5	6	7	65	-59	\$49.84
Civil Engineers	205	236	31	12	15	81	-66	\$42.63
Writers and Authors	16	14	-2	1	1	68	-67	\$23.48
Computer Hardware Engineers	15	16	1	1	1	78	-77	\$51.70
Mining and Geological Engineers, Including Mining Safety Engineers	1	2	1	0	0	81	-81	\$43.71
Database Architects	10	12	2	1	1	84	-83	\$59.91
Environmental Engineers	8	10	2	1	1	116	-115	\$48.36
Life Scientists, All Other	0	0	0	0	0	202	-202	\$37.99
Microbiologists	1	1	0	0	0	210	-210	\$33.31
Biological Technicians	11	13	2	1	1	212	-211	\$22.19
Soil and Plant Scientists	17	15	-2	1	1	238	-237	\$33.30
Management Analysts	247	273	26	20	23	352	-329	\$40.65
Engineers, All Other	117	126	9	7	8	344	-336	\$46.47
Compensation, Benefits, and Job Analysis Specialists	81	92	11	6	7	412	-405	\$28.45

ADVANCED DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Architectural and Engineering Managers	246	263	17	16	18	0	18	\$59.88
Computer and Information Systems Managers	179	207	28	12	15	0	15	\$57.92
Chief Executives	205	208	3	14	14	0	14	\$74.58
Marketing Managers	112	124	12	9	10	0	10	\$56.04
Human Resources Managers	105	110	5	8	9	0	9	\$55.93
Lawyers	153	149	-4	5	5	0	5	\$42.55
Computer Network Architects	44	50	6	2	3	0	3	\$47.18

ADVANCED DEGREE (continued)

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Medical Scientists, Except Epidemiologists	34	37	3	2	2	0	2	\$36.78
Natural Sciences Managers	29	31	2	2	2	0	2	\$60.51
Veterinarians	91	92	1	2	2	0	2	\$50.32
Public Relations Managers	25	26	1	2	2	0	2	\$51.47
Training and Development Managers	13	14	1	1	1	0	1	\$55.14
Art Directors	17	17	0	1	1	0	1	\$49.09
Survey Researchers	2	3	1	0	0	0	0	\$29.44
Statisticians	1	2	1	0	0	0	0	\$39.47
Computer and Information Research Scientists	0	1	1	0	0	0	0	\$51.33
Biochemists and Biophysicists	0	1	1	0	0	0	0	\$39.38
Compensation and Benefits Managers	7	8	1	0	0	0	0	\$56.38
Anthropologists and Archeologists	2	2	0	0	0	0	0	\$26.37
Physicists	1	1	0	0	0	0	0	\$57.34
Industrial-Organizational Psychologists	0	0	0	0	0	0	0	\$0.00
Astronomers	0	0	0	0	0	0	0	\$57.19
Sociologists	0	0	0	0	0	0	0	\$44.00
Advertising and Promotions Managers	0	0	0	0	0	0	0	\$49.10
Sociologists	0	0	0	0	0	0	0	\$42.66
Anthropologists and Archeologists	0	0	0	0	0	0	0	\$22.67
Industrial-Organizational Psychologists	0	0	0	0	0	0	0	\$60.26
Natural Sciences Managers	12	12	0	1	0	0	0	\$45.99
Advertising and Promotions Managers	6	9	3	1	0	0	0	\$51.50

Transportation & Warehousing

This industry in
Greater Dubuque Region is
projected to grow **6.71%**
2025-35



Overview

The Transportation & Warehousing industry continues to be one of the region's fastest growing sectors, with projected ten year employment growth of 6.7 percent. Heavy and Tractor-Trailer Truck Drivers remain among the region's top skills gaps, ranking third overall this year and highlighting the ongoing capacity constraints of high demand training programs. Light truck drivers and laborers and freight movers also rank prominently. Median hourly wages eased slightly to \$24.49, even as the underlying volume of openings remains substantial.

Employers within this sector also face continued competition from industries like construction and advanced manufacturing for similarly skilled candidates. Strong aviation and transportation training programs at regional institutions, including Class A semi-truck driving and diesel mechanic pathways at Northeast Iowa Community College and Southwest Wisconsin Technical College, position the area as a key hub for talent development.

\$24.49 Median
Hourly Rate

543 Projected
Talent Created

Greater Dubuque Region Transportation & Warehousing Talent Pipeline

On the Job Training

411
Annual Openings

Certificate • Post- Secondary Award

425
Annual Openings

Associate • Bachelor's Advanced Degree

87
Annual Openings

102
Annual Completions

104
Annual Completions

Key Skill Programs

Aviation/Flight Operations

- University of Dubuque

Diesel Mechanic

- Northeast Iowa Community College

Logistics Certificate

- Southwest Wisconsin Technical College

Semi-Truck Driving (CDL Class A)

- Highland Community College
- Northeast Iowa Community College
- Southwest Wisconsin Technical College

Supply Chain Management

- Southwest Wisconsin Technical College
- University of Wisconsin-Platteville

ENTRY-LEVEL EMPLOYMENT

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Laborers and Freight, Stock, and Material Movers, Hand	2070	2193	123	267	279	0	279	\$18.62
Light Truck Drivers	823	987	164	84	100	0	100	\$19.28
Shuttle Drivers and Chauffeurs	173	189	16	22	24	0	24	\$14.17
Tank Car, Truck, and Ship Loaders	48	50	2	5	5	0	5	\$25.11
Cargo and Freight Agents	18	20	2	2	2	0	2	\$24.40
Taxi Drivers	3	3	0	0	0	0	0	\$0.00
Passenger Attendants	3	3	0	0	0	0	0	\$16.83
Gas Compressor and Gas Pumping Station Operators	2	2	0	0	0	0	0	\$31.37

CERTIFICATE • POST-SECONDARY AWARD

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Heavy and Tractor-Trailer Truck Drivers	2631	2784	153	268	283	16	267	\$24.20
Industrial Truck and Tractor Operators	697	719	22	68	70	38	32	\$21.23
Bus and Truck Mechanics and Diesel Engine Specialists	350	362	12	28	29	0	29	\$26.37
Conveyor Operators and Tenders	115	106	-9	11	10	0	10	\$20.65
Couriers and Messengers	73	73	0	7	7	0	7	\$16.44
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	30	30	0	4	4	0	4	\$19.71
Locomotive Engineers	33	34	1	3	3	0	3	\$41.11
Aircraft Service Attendants	17	14	-3	3	3	0	3	\$18.24
Reservation and Transportation Ticket Agents and Travel Clerks	20	22	2	2	2	0	2	\$15.76
Sailors and Marine Oilers	16	17	1	2	2	0	2	\$20.90
Rail-Track Laying and Maintenance Equipment Operators	13	15	2	1	1	0	1	\$38.10
Rail Car Repairers	12	13	1	1	1	0	1	\$30.21
Signal and Track Switch Repairers	8	8	0	1	1	0	1	\$42.63
Rail Yard Engineers, Dinkey Operators, and Hostlers	1	1	0	0	0	0	0	\$26.25
Railroad Conductors and Yardmasters	65	68	3	6	6	16	-10	\$41.85
Railroad Brake, Signal, and Switch Operators and Locomotive Firers	10	11	1	1	1	16	-15	\$37.09
Rail Transportation Workers, All Other	0	0	0	0	0	16	-16	\$22.32

ASSOCIATE • BACHELOR'S DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	462	488	26	45	48	0	48	\$26.39
Transportation, Storage, and Distribution Managers	141	155	14	11	12	0	12	\$41.88
Dispatchers, Except Police, Fire, and Ambulance	125	132	7	11	12	0	12	\$24.42
Flight Attendants	39	39	0	5	5	0	5	\$43.98
Commercial Pilots	15	13	-2	2	2	0	2	\$46.99
Captains, Mates, and Pilots of Water Vessels	14	17	3	1	1	0	1	\$46.00
Avionics Technicians	8	7	-1	1	1	0	1	\$34.60
Airfield Operations Specialists	6	5	-1	1	1	0	1	\$24.55
Ship Engineers	2	3	1	0	0	0	0	\$43.84
Transportation Workers, All Other	2	2	0	0	0	0	0	\$17.60

ENTRY-LEVEL EMPLOYMENT

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Aircraft Cargo Handling Supervisors	0	0	0	0	0	0	0	\$0.00
Hoist and Winch Operators	0	0	0	0	0	0	0	\$23.66
Motorboat Operators	1	0	-1	0	0	0	0	\$22.45
Aircraft Mechanics and Service Technicians	32	31	-1	2	2	18	-16	\$32.13
Electrical and Electronics Installers and Repairers, Transportation Equipment	15	17	2	1	1	20	-19	\$32.20
Airline Pilots, Copilots, and Flight Engineers	14	15	1	2	2	66	-64	\$60.09

Finance & Insurance

This industry in
Greater Dubuque Region is
 projected to grow **1.22%**
 2025–35



Overview

The Finance & Insurance industry is projected to grow modestly over the next decade, with an expected employment increase of 1.2 percent. This is a notable cooling from last year’s outlook, largely attributed to the continued decline in teller positions and other front-line roles as the industry embraces greater technology use. Median hourly wages, however, climbed to \$30.57 as employers compete for analytical and specialized talent.

The region’s projected ten year talent surplus in this industry has compressed sharply compared to last year, narrowing the cushion between graduates and openings. Skills gap data for customer service representatives and insurance sales agents remains somewhat skewed, as graduates from a wide variety of business-related programs are considered eligible for these roles. Employer feedback continues to underscore a growing need for specialized sales and insurance training programs. Given the region’s strong concentration of finance and insurance employers, continued investment in these specialized pathways will be important.

\$30.57 Median
Hourly Rate



77 Projected
Talent Created

Greater Dubuque Region Finance & Insurance Talent Pipeline

Certificate • Post-Secondary Award

81
Annual Openings

46
Annual Completions

Associate Degree

454
Annual Openings

730
Annual Completions

Bachelor’s Degree

94
Annual Openings

787
Annual Completions

Key Skill Programs

Accounting, Tax, Bookkeeping

- Highland Community College
- Northeast Iowa Community College
- Southwest Wisconsin Technical College

Business Administration (BA & MA)

- Clarke University (Finance Concentration)
- Emmaus University
- Loras College (Finance Concentration)
- Northeast Iowa Community College
- Southwest Wisconsin Technical College
- University of Dubuque (BA & MBA)
- University of Wisconsin - Platteville (Finance BBA, online)

Business Analytics, Applied Analytics

- Loras College (Business Analytics BA, Applied Analytics MS)
- University of Dubuque (Analytics MBA concentration)
- University of Wisconsin - Platteville (Applied Statistics, Data Science)

Customer Service, Sales Professional

- Northeast Iowa Community College

CERTIFICATE • POST-SECONDARY AWARD

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Tellers	502	410	-92	50	41	0	41	\$17.98
New Accounts Clerks	116	92	-24	10	8	1	7	\$20.69
Financial Clerks, All Other	17	16	-1	2	2	0	2	\$22.12
Correspondence Clerks	0	0	0	0	0	0	0	\$18.86
Insurance Claims and Policy Processing Clerks	295	316	21	26	28	20	8	\$19.49
Brokerage Clerks	26	25	-1	3	3	25	-22	\$22.99

ASSOCIATE DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Claims Adjusters, Examiners, and Investigators	342	389	47	23	28	1	27	\$37.33
Loan Interviewers and Clerks	192	173	-19	16	14	1	13	\$21.80
Credit Authorizers, Checkers, and Clerks	6	6	0	0	0	1	-1	\$20.26
Customer Service Representatives	2452	2389	-63	324	318	319	-1	\$18.61
Loan Officers	224	213	-11	15	14	18	-4	\$35.35
Insurance Appraisers, Auto Damage	1	2	1	0	0	6	-6	\$37.56
Financial and Investment Analysts	111	121	10	7	8	18	-10	\$37.70
Financial Examiners	91	94	3	6	6	18	-12	\$37.82
Title Examiners, Abstractors, and Searchers	33	35	2	3	3	16	-13	\$19.33
Credit Analysts	48	43	-5	3	3	18	-16	\$32.70
Insurance Sales Agents	669	753	84	52	60	314	-254	\$28.44

BACHELOR'S DEGREE

Description	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings
Financial Managers	603	677	74	41	48	0	48	\$56.81
Actuaries	14	20	6	1	2	2	0	\$58.26
Personal Financial Advisors	241	261	20	15	17	37	-20	\$38.08
Insurance Underwriters	69	81	12	5	6	37	-31	\$37.10
Financial Risk Specialists	44	45	1	3	3	137	-134	\$43.17
Financial Specialists, All Other	92	95	3	6	6	141	-135	\$32.79
Securities, Commodities, and Financial Services Sales Agents	140	149	9	10	11	433	-422	\$27.93
Compensation, Benefits, and Job Analysis Specialists	68	81	13	6	8	413	-405	\$27.60

Appendix A • Notes & Definitions

Standard Occupational Classification (SOC)

The 2018 SOC system is used by federal statistical agencies to classify workers and jobs into occupational categories for the purpose of collecting, calculating, analyzing, or disseminating data (BLS SOC Manual 2018). Lightcast, the data aggregator tool utilized for this report, follows OEWS's SOC structure. OEWS is the primary source of occupation data. As of Spring 2022, OEWS is using SOC 2018.

Because of the deviations laid out below, Lightcast refers to the codes as "SOC 2021", aligning with the first OEWS data release that included the codes. Here are some common "Gotchas" where OES and Lightcast differ from the standard SOC classification.

- Lightcast does not use SOC codes for military occupations due to lack of good data. Lightcast uses one aggregate code, 55-9999, for all 20 military occupations in standard SOC codes.
- Lightcast uses a single aggregate code (25-1099) for all postsecondary teachers instead of the 38 detailed codes in standard SOC. This is due to lack of solid data. To read Lightcast's research on this topic, visit <https://kb.lightcast.io/en/articles/6957575-why-doesn-t-lightcast-break-out-the-postsecondary-teachers-soc>.
- Lightcast adds the code 99-9999 for "Unclassified Occupation" to the Extended Proprietors class of worker in industries where we cannot reliably estimate occupations due to lack of data.
- Following OEWS, Lightcast adds the code 25-3098 (Substitute Teachers).
- Lightcast also ignores ONET codes that don't have any ONET-assigned tasks. These mostly consist of catchall "All Other" categories.

Beyond the above, Lightcast SOC codes occasionally differ from those found in other sources for two reasons:

1. Lightcast conforms with OEWS, which sometimes is different from official BLS SOC 2018.
2. In cases where OEWS reports a "broad" and a "detailed" code that are the same, Lightcast changes the "detailed" to end with a -XXX8 rather than -XXX0 to reduce confusion between levels of the occupation hierarchy.

A standard numerical code for a post-secondary course of study, developed and defined by the U.S. Department of Education's National Center for Education Statistics. The classification of instructional programs provides a taxonomic scheme that supports the accurate tracking and reporting of fields of study and program completions activity.

Classification of Instructional Programs (CIP)

The sixth edition of the Classification of Instructional Programs (CIP) was released in 2020 by the National Center for Education Statistics (NCES). This update introduced 459 new six-digit CIP codes, including the creation of Series 61 for medical residency and fellowship programs, and involved the recategorization of certain existing codes, titles, and definitions.

These changes may influence the reporting and interpretation of graduate data in this Skills Gap report. For instance, shifts in program classifications could affect trend analyses and comparisons with data from previous years. Users are encouraged to consult the CIP 2020 crosswalk tools and resources provided by NCES to understand how these updates may impact specific programs of study.

CIP to SOC Crosswalk

In March 2020 the National Center for Education Statistics and Bureau of Labor Statistics released their official crosswalk designed to relate education to employment based on the changes to the new SOC and CIP manuals. Lightcast modifies this crosswalk with the intent of being more accurate. This was further refined by Greater Dubuque Development Corporation and Northeast Iowa Community College to best reflect local data. Crosswalks cannot capture all potential outcomes between programs of completion and employment. Metrics in this report are meant to act as guideposts for likely outcomes.

Release

This report utilizes Lightcast and IPEDS data as primary sources, based on Lightcast's 2025 4th quarter data. Lightcast recommends not comparing annual releases because data noise is introduced by process improvements.

How does Lightcast calculate projections?

If you use an Lightcast product or service, chances are you've seen some of their labor market projections. Lightcast provides detailed job estimates by industry and occupation, for each of the next 10 years from the current year.

A common question that they get from clients who see these figures is where do Lightcast projections come from? The short answer is that Lightcast creates their projections based on past trends carried forward, and published projections from state and federal sources. If you're after something a little more detailed, read on.

The first step in both their industry and occupation projections is their robust industry data. Lightcast first creates, simple short-, mid-, and long-term trend lines for every industry and county based on the historical data.

Those lines are then averaged and dampened to prevent extreme change. Lightcast then incorporates national industry projections (BLS national employment projections) as well as state and regional projections provided by state labor market organizations to adjust these numbers again.

Finally, they take aggregate geography and industry group figures for 10-year percentage change and make sure it matches the corresponding published geography and industry numbers.

Lightcast projections will not match the BLS or any other individual state projections at the most detailed level. This can be explained in a variety of ways.

Differences in Coverage

Lightcast has broken out their labor market data into four different classes of worker that allow their clients to dig into specific elements of an economy. In most states, the first two classes of workers (QCEW Employees and Non-QCEW Employees) are most closely comparable to the industry projections from the published sources. Lightcast doesn't expect their self-employment and proprietors projections to match BLS and state-level projections.

Lightcast Doesn't Use BLS/State Occupation Projections —except for Annual Job Openings estimates

Their occupation projections are based off of their industry numbers with projected, regionalized staffing pattern applied to the figures. As a result, the occupation projections will necessarily differ from BLS occupation numbers.

Differences in Methodology

Lightcast uses a combination of BLS, state, and internal projection methods. This will naturally differ from the BLS and state projections alone.

Release Lag

Lightcast projections are based on the most recent available data and published projections, but the BLS and states release only long-term projections on a two-year basis. Lightcast's internal projections are more heavily weighted as state/national projections age.

Occupation Data

Lightcast occupation employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates affected by county-level Lightcast earnings by industry.

Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry–Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.

State Data Sources

This report uses state data from the following agencies: Illinois Department of Employment Security, Employment Projections; Iowa Workforce Development; Wisconsin Department of Workforce Development, Bureau of Workforce Information.

Jobs

A job is any position in which a worker provides labor in exchange for monetary compensation. This includes those who work as employees for businesses (a.k.a. "wage and salary" employees) and proprietors who work for themselves. Past and current job values are currently "filled" by workers. Any projection of job values past the current year are inherently mixes of existing jobs and jobs created by growth demand.

Lightcast reports employment as annual averages. The exception is the Extended Proprietors Class of Worker (Class 4), which counts proprietors that existed at any time during a given year, because those data are based on tax returns. Employment averages represent jobs, not workers, since one individual may hold multiple jobs.

Due to limitations of source data, both full- and part-time jobs are included and counted equally, i.e. job counts are not adjusted to full-time equivalents. Geographically, payroll jobs are always reported by the place of work rather than the worker's place of residence. Conversely, self-employed and extended proprietors are always reported by their place of

residence. Unpaid family workers and volunteers are excluded from all Lightcast data.

Source: Lightcast data based primarily on the Quarterly Census of Employment and Wages (QCEW) from the Bureau of Labor Statistics (BLS) and the Bureau of Economic Analysis (BEA).

Annual Openings Estimate

A combination of both new jobs and replacement jobs constitutes total openings. The annual openings figure is derived by dividing total openings by the number of years in the user's selected timeframe. For example, an occupation showing 130 openings between 2016 and 2026 would result in an annual openings figure of 13.

Classification and Methodology Changes

Lightcast does not recommend comparing data releases due to the large amount of noise introduced by the continuous improvement of processes and updated data sources in each release and is a self-contained time series.

Staffing Pattern Improvements

Lightcast made some improvements to their staffing pattern process to improve the loading speed of staffing pattern reports. This change will result in extremely small employment numbers clustering more tightly around disclosed data and being less widely distributed (e.g. there will be more occupations with three jobs and fewer occupations with one job).

Improved ACS Methodology

For certain records, ACS cannot determine a specific industry to classify a job as, so they place these indeterminate records in less-detailed "catchall" categories. Lightcast now distributes these values among the industries represented by the catchall, instead of dropping these records. This will result in 50k-80k jobs, depending on the year, being added to self-employed.

Improved Earnings Estimations

Lightcast has reduced the volatility of earnings in occupation data for areas with small employment. Year over year data should be more continuous and less erratic as a result. Occupation Hires and Separations Improvements. Previous to this release, Lightcast estimated occupation hires and separations using a combination of industry data from QWI and Lightcast employment staffing patterns, implicitly assuming that hires and separations rates within an industry were the same across all occupations.

Lightcast's new methodology estimates occupation hires and separations by combining QWI industry hires and separations with national occupation separation rates from the BLS and regional staffing pattern growth and decline. This change will not take effect immediately in Lightcast's tools, but will be released and messaged sometime later in the quarter.

Occupational Descriptions

In an effort to be more environmentally friendly the list of occupations and their definitions have been removed from the print version of this report. For a definition of an occupation, please use one of the following sources:

- <https://www.onetonline.org/crosswalk/SOC>
- <https://www.bls.gov/soc>

Appendix B • Complete Occupational Outlook

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Cashiers	3074	2866	-208	584	563	0	563	\$13.02	HS
Fast Food and Counter Workers	2292	2356	64	532	538	0	538	\$12.70	HS
Retail Salespersons	2851	3004	153	413	428	0	428	\$14.21	2yr Award
Waiters and Waitresses	1550	1484	-66	318	311	0	311	\$11.95	HS
Stockers and Order Fillers	1860	1987	127	296	309	0	309	\$15.92	HS
Laborers and Freight, Stock, and Material Movers, Hand	2070	2193	123	267	279	0	279	\$18.62	HS
Heavy and Tractor-Trailer Truck Drivers	2631	2784	153	268	283	16	267	\$24.20	2yr Award
Office Clerks, General	1989	1909	-80	231	223	0	223	\$19.01	2yr Award
General and Operations Managers	2424	2569	145	194	209	0	209	\$35.90	XP
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1369	1409	40	190	194	0	194	\$16.57	HS
Teaching Assistants, Except Postsecondary	1603	1583	-20	188	186	0	186	\$13.56	2yr Award
Miscellaneous Assemblers and Fabricators	1622	1719	97	174	184	0	184	\$20.91	HS
Bartenders	872	860	-12	146	145	0	145	\$9.43	HS
Cooks, Restaurant	918	984	66	138	145	0	145	\$15.48	2yr Award
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1105	1119	14	120	121	0	121	\$20.08	2yr Award
Maids and Housekeeping Cleaners	852	843	-9	120	119	0	119	\$14.58	HS
First-Line Supervisors of Food Preparation and Serving Workers	804	815	11	115	116	0	116	\$16.69	XP
Cooks, Institution and Cafeteria	698	698	0	105	105	0	105	\$16.20	2 or 4yr Award
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	659	679	20	101	103	0	103	\$14.09	2 or 4yr Award
Light Truck Drivers	823	987	164	84	100	0	100	\$19.28	HS
Childcare Workers	720	730	10	122	123	25	98	\$13.40	2 or 4yr Award
Bookkeeping, Accounting, and Auditing Clerks	1093	1052	-41	124	120	27	93	\$21.27	2 or 4yr Award
First-Line Supervisors of Production and Operating Workers	911	989	78	85	93	0	93	\$31.35	XP
Postsecondary Teachers	1212	1258	46	93	98	5	93	\$33.49	Adv Award
Amusement and Recreation Attendants	310	324	14	84	85	0	85	\$11.28	HS
Food Preparation Workers	461	431	-30	83	80	0	80	\$13.29	HS
Food Batchmakers	498	600	102	69	79	0	79	\$21.65	HS
Landscaping and Groundskeeping Workers	570	618	48	73	78	0	78	\$16.83	HS
Welders, Cutters, Solderers, and Brazers	714	778	64	70	76	0	76	\$23.04	2yr Award
First-Line Supervisors of Office and Administrative Support Workers	825	803	-22	78	76	0	76	\$27.86	XP
First-Line Supervisors of Retail Sales Workers	742	751	9	73	74	0	74	\$20.82	XP
Packaging and Filling Machine Operators and Tenders	531	637	106	58	69	0	69	\$19.44	HS
Construction Laborers	1129	1163	34	94	97	31	66	\$22.01	2 or 4yr Award
Receptionists and Information Clerks	502	498	-4	66	66	0	66	\$16.18	2yr Award
Food Servers, Nonrestaurant	362	374	12	62	63	0	63	\$14.22	HS
Shipping, Receiving, and Inventory Clerks	640	629	-11	61	60	0	60	\$21.27	HS
Inspectors, Testers, Sorters, Samplers, and Weighers	491	512	21	56	58	0	58	\$21.67	2yr Award
First-Line Supervisors of Construction Trades and Extraction Workers	698	732	34	53	56	0	56	\$34.24	XP
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	205	194	-11	52	51	0	51	\$11.97	HS
Financial Managers	603	677	74	41	48	0	48	\$56.81	XP
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	462	488	26	45	48	0	48	\$26.39	XP
Electricians	461	531	70	40	47	0	47	\$28.19	2 or 4yr Award
Accountants and Auditors	869	915	46	66	71	24	47	\$32.76	2 or 4yr Award
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	471	475	4	46	46	0	46	\$21.41	2yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Dining Room and Cafeteria Attendants and Bartender Helpers	250	253	3	46	46	0	46	\$11.06	HS
Cooks, Fast Food	329	291	-38	49	45	0	45	\$13.30	HS
Packers and Packagers, Hand	308	323	15	43	45	0	45	\$16.79	HS
Cleaners of Vehicles and Equipment	315	331	16	42	44	0	44	\$15.15	HS
Computer Numerically Controlled Tool Operators	509	485	-24	48	46	2	44	\$23.14	2 or 4yr Award
Tellers	502	410	-92	50	41	0	41	\$17.98	HS
Recreation Workers	201	208	7	40	41	0	41	\$14.19	2 or 4yr Award
Hotel, Motel, and Resort Desk Clerks	259	255	-4	41	41	0	41	\$14.36	2yr Award
Dishwashers	240	234	-6	40	39	0	39	\$11.22	HS
Substitute Teachers, Short-Term	312	323	11	37	38	0	38	\$16.77	Bachelor's Degree
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	127	127	0	37	37	0	37	\$12.63	HS
Pharmacy Technicians	378	393	15	35	37	0	37	\$18.60	2 or 4yr Award
First-Line Supervisors of Mechanics, Installers, and Repairers	436	457	21	34	36	0	36	\$33.91	XP
Animal Caretakers	186	216	30	33	36	0	36	\$13.79	HS
Buyers and Purchasing Agents	352	380	28	33	36	1	35	\$29.89	2 or 4yr Award
Driver/Sales Workers	312	339	27	32	35	0	35	\$17.29	HS
Plumbers, Pipefitters, and Steamfitters	378	399	21	32	34	0	34	\$28.67	2yr Award
Medical and Health Services Managers	370	449	79	26	34	0	34	\$47.56	XP
Security Guards	285	257	-28	36	33	0	33	\$17.18	HS
Bus Drivers, School	331	329	-2	49	49	16	33	\$21.34	2yr Award
Industrial Truck and Tractor Operators	697	719	22	68	70	38	32	\$21.23	2yr Award
Preschool Teachers, Except Special Education	528	554	26	58	61	30	31	\$15.65	2 or 4yr Award
Bus and Truck Mechanics and Diesel Engine Specialists	350	362	12	28	29	0	29	\$26.37	2yr Award
Machinists	275	291	16	27	29	0	29	\$23.29	2yr Award
Automotive Service Technicians and Mechanics	605	622	17	50	52	25	27	\$21.39	2 or 4yr Award
Claims Adjusters, Examiners, and Investigators	342	389	47	23	28	1	27	\$37.33	2 or 4yr Award
Production, Planning, and Expediting Clerks	233	256	23	23	25	0	25	\$25.36	2yr Award
Highway Maintenance Workers	298	301	3	24	24	0	24	\$24.35	2 or 4yr Award
Police and Sheriff's Patrol Officers	447	468	21	33	35	11	24	\$30.66	2 or 4yr Award
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	243	263	20	22	24	0	24	\$20.68	2yr Award
Production Workers, All Other	200	219	19	22	24	0	24	\$20.05	2yr Award
Shuttle Drivers and Chauffeurs	173	189	16	22	24	0	24	\$14.17	HS
Maintenance and Repair Workers, General	1252	1316	64	113	119	96	23	\$23.65	2 or 4yr Award
Educational, Guidance, and Career Counselors and Advisors	308	310	2	23	23	0	23	\$27.17	Adv Award
Industrial Production Managers	284	314	30	20	23	0	23	\$48.13	XP
Exercise Trainers and Group Fitness Instructors	118	133	15	22	24	1	23	\$16.87	2 or 4yr Award
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	209	219	10	21	22	0	22	\$20.33	2yr Award
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	292	291	-1	31	31	9	22	\$21.12	2 or 4yr Award
Ushers, Lobby Attendants, and Ticket Takers	78	84	6	21	22	0	22	\$12.86	HS
Executive Secretaries and Executive Administrative Assistants	208	210	2	21	21	0	21	\$27.12	2yr Award
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	209	211	2	21	21	0	21	\$21.94	2yr Award
Butchers and Meat Cutters	183	173	-10	22	21	0	21	\$15.98	HS
Middle School Teachers, Except Special and Career/Technical Education	683	672	-11	45	44	23	21	\$25.61	Bachelor's Degree
Agricultural Workers, All Other	125	134	9	19	20	0	20	\$17.07	2 or 4yr Award
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	215	201	-14	21	20	0	20	\$23.39	2yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Printing Press Operators	182	183	1	19	19	0	19	\$18.13	2yr Award
Carpenters	495	516	21	38	40	21	19	\$24.94	2 or 4yr Award
Bakers	123	121	-2	19	19	0	19	\$15.45	2 or 4yr Award
Mobile Heavy Equipment Mechanics, Except Engines	205	222	17	17	19	0	19	\$28.98	2yr Award
Helpers--Production Workers	117	123	6	18	19	0	19	\$19.78	2 or 4yr Award
Library Technicians	116	110	-6	20	19	1	18	\$15.08	2 or 4yr Award
Cooks, Short Order	127	117	-10	19	18	0	18	\$13.63	HS
Laundry and Dry-Cleaning Workers	127	125	-2	18	18	0	18	\$14.50	2 or 4yr Award
Architectural and Engineering Managers	246	263	17	16	18	0	18	\$59.88	XP
Mixing and Blending Machine Setters, Operators, and Tenders	146	176	30	14	17	0	17	\$20.78	2yr Award
Farm Equipment Mechanics and Service Technicians	210	204	-6	17	16	0	16	\$26.06	2yr Award
Postal Service Mail Carriers	255	228	-27	19	16	0	16	\$25.26	2yr Award
Farmworkers, Farm, Ranch, and Aquacultural Animals	236	229	-7	36	35	19	16	\$13.57	2 or 4yr Award
Food Preparation and Serving Related Workers, All Other	92	92	0	16	16	0	16	\$14.52	2yr Award
Education Administrators, Postsecondary	248	247	-1	16	16	0	16	\$38.05	Adv Award
Residential Advisors	87	85	-2	16	16	0	16	\$17.62	2 or 4yr Award
Correctional Officers and Jailers	318	304	-14	28	27	11	16	\$23.50	2 or 4yr Award
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	180	185	5	15	16	0	16	\$28.37	Bachelor's Degree
Sewing Machine Operators	127	139	12	14	15	0	15	\$18.07	2yr Award
Dental Assistants	283	294	11	37	38	23	15	\$21.17	2 or 4yr Award
Education Administrators, Kindergarten through Secondary	228	227	-1	15	15	0	15	\$47.38	XP
Court, Municipal, and License Clerks	143	151	8	14	15	0	15	\$22.59	2yr Award
Computer and Information Systems Managers	179	207	28	12	15	0	15	\$57.92	XP
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	134	141	7	14	15	0	15	\$21.77	2yr Award
Merchandise Displayers and Window Trimmers	129	136	7	14	15	0	15	\$17.34	2 or 4yr Award
Food Service Managers	125	130	5	14	15	0	15	\$29.02	2 or 4yr Award
Automotive Body and Related Repairers	163	178	15	13	15	0	15	\$20.96	2yr Award
Social and Human Service Assistants	285	280	-5	29	29	14	15	\$19.56	2 or 4yr Award
Chief Executives	205	208	3	14	14	0	14	\$74.58	XP
Counter and Rental Clerks	131	133	2	14	14	0	14	\$16.26	HS
Water and Wastewater Treatment Plant and System Operators	149	150	1	14	14	0	14	\$25.64	2yr Award
Print Binding and Finishing Workers	134	115	-19	16	14	0	14	\$18.85	2yr Award
Refuse and Recyclable Material Collectors	119	117	-2	14	14	0	14	\$22.80	HS
Instructional Coordinators	155	160	5	13	14	0	14	\$33.65	XP
Veterinary Assistants and Laboratory Animal Caretakers	71	76	5	13	14	0	14	\$16.42	2 or 4yr Award
First-Line Supervisors of Housekeeping and Janitorial Workers	109	113	4	13	13	0	13	\$20.24	XP
Loan Interviewers and Clerks	192	173	-19	16	14	1	13	\$21.80	2 or 4yr Award
First-Line Supervisors of Non-Retail Sales Workers	151	161	10	12	13	0	13	\$36.10	XP
Gambling Dealers	89	66	-23	15	13	0	13	\$16.28	HS
Agricultural Equipment Operators	192	209	17	29	31	18	13	\$17.96	2 or 4yr Award
Tutors	67	73	6	12	13	0	13	\$16.12	Bachelor's Degree
Sheet Metal Workers	119	134	15	11	13	0	13	\$24.15	2yr Award
Transportation, Storage, and Distribution Managers	141	155	14	11	12	0	12	\$41.88	XP
Phlebotomists	96	97	1	12	12	0	12	\$17.81	2 or 4yr Award
Dispatchers, Except Police, Fire, and Ambulance	125	132	7	11	12	0	12	\$24.42	2 or 4yr Award
Chefs and Head Cooks	95	102	7	11	12	0	12	\$19.71	XP
Tour and Travel Guides	45	56	11	10	11	0	11	\$14.42	2yr Award
Teaching Assistants, Postsecondary	93	93	0	11	11	0	11	\$19.29	Bachelor's Degree

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Structural Metal Fabricators and Fitters	103	103	0	11	11	0	11	\$21.95	2yr Award
Library Assistants, Clerical	69	68	-1	11	11	0	11	\$12.83	2yr Award
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	110	106	-4	11	11	0	11	\$20.36	2yr Award
Slaughterers and Meat Packers	82	88	6	10	11	0	11	\$19.88	HS
Electrical Power-Line Installers and Repairers	136	141	5	10	11	0	11	\$44.87	2yr Award
Crane and Tower Operators	108	110	2	10	10	0	10	\$25.05	2 or 4yr Award
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	94	106	12	9	10	0	10	\$26.06	2yr Award
Marketing Managers	112	124	12	9	10	0	10	\$56.04	XP
Librarians and Media Collections Specialists	117	118	1	10	10	0	10	\$20.14	2yr Award
Conveyor Operators and Tenders	115	106	-9	11	10	0	10	\$20.65	2yr Award
First-Line Supervisors of Personal Service Workers	97	97	0	10	10	0	10	\$18.41	XP
Special Education Teachers, Secondary School	150	148	-2	10	10	0	10	\$28.05	Bachelor's Degree
Healthcare Social Workers	104	112	8	9	10	0	10	\$28.47	Adv Award
Chemical Equipment Operators and Tenders	91	99	8	9	10	0	10	\$24.62	2 or 4yr Award
Cement Masons and Concrete Finishers	286	273	-13	21	20	10	10	\$23.96	2 or 4yr Award
Helpers--Electricians	84	90	6	9	10	0	10	\$19.84	2 or 4yr Award
Interviewers, Except Eligibility and Loan	85	80	-5	10	10	0	10	\$19.73	2 or 4yr Award
Telecommunications Equipment Installers and Repairers, Except Line Installers	98	103	5	9	10	0	10	\$30.49	2 or 4yr Award
First-Line Supervisors of Farming, Fishing, and Forestry Workers	68	72	4	9	9	0	9	\$23.52	XP
Computer Occupations, All Other	129	140	11	8	9	0	9	\$45.49	2 or 4yr Award
Special Education Teachers, Kindergarten and Elementary School	132	131	-1	9	9	0	9	\$26.37	Bachelor's Degree
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	81	87	6	8	9	0	9	\$22.90	XP
First-Line Supervisors of Police and Detectives	123	129	6	8	9	0	9	\$40.79	XP
Human Resources Managers	105	110	5	8	9	0	9	\$55.93	XP
Veterinary Technologists and Technicians	87	92	5	8	9	0	9	\$19.76	2 or 4yr Award
Telemarketers	79	63	-16	10	8	0	8	\$13.32	2yr Award
Teachers and Instructors, All Other	70	73	3	8	8	0	8	\$26.08	Adv Award
Funeral Attendants	52	55	3	8	8	0	8	\$16.56	2 or 4yr Award
Office and Administrative Support Workers, All Other	87	79	-8	9	8	0	8	\$20.45	2yr Award
Insurance Claims and Policy Processing Clerks	295	316	21	26	28	20	8	\$19.49	2 or 4yr Award
Information and Record Clerks, All Other	72	72	0	8	8	0	8	\$20.05	2 or 4yr Award
Kindergarten Teachers, Except Special Education	86	86	0	9	9	1	8	\$24.95	Bachelor's Degree
Protective Service Workers, All Other	28	27	-1	8	8	0	8	\$19.32	2 or 4yr Award
Musicians and Singers	65	64	-1	8	8	0	8	\$35.88	2 or 4yr Award
Postal Service Clerks	106	94	-12	9	8	0	8	\$26.76	2yr Award
Tire Repairers and Changers	67	64	-3	8	8	0	8	\$17.17	2yr Award
Rehabilitation Counselors	102	88	-14	9	8	0	8	\$18.73	Adv Award
Opticians, Dispensing	77	83	6	7	8	0	8	\$18.45	2 or 4yr Award
Tool and Die Makers	74	70	-4	8	8	0	8	\$27.31	2 or 4yr Award
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	73	79	6	7	8	0	8	\$20.41	2yr Award
Tree Trimmers and Pruners	54	59	5	7	8	0	8	\$20.96	HS
Construction and Building Inspectors	67	72	5	7	8	0	8	\$27.58	XP
Occupational Health and Safety Specialists	61	76	15	6	8	0	8	\$36.83	Bachelor's Degree
Parking Attendants	50	55	5	7	8	0	8	\$12.74	HS
First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	68	72	4	7	7	0	7	\$20.42	XP

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Pharmacy Aides	46	38	-8	8	7	0	7	\$15.01	2 or 4yr Award
Property, Real Estate, and Community Association Managers	93	95	2	7	7	0	7	\$22.90	2 or 4yr Award
Food Processing Workers, All Other	64	75	11	6	7	0	7	\$18.39	HS
School Bus Monitors	42	42	0	7	7	0	7	\$15.97	HS
Couriers and Messengers	73	73	0	7	7	0	7	\$16.44	2yr Award
Religious Workers, All Other	93	93	0	12	12	5	7	\$19.71	Bachelor's Degree
Physical Therapist Assistants	74	92	18	11	13	6	7	\$27.14	2 or 4yr Award
Civil Engineering Technologists and Technicians	76	84	8	6	7	0	7	\$29.32	2 or 4yr Award
Pharmacists	177	185	8	6	7	0	7	\$60.44	Adv Award
Environmental Science and Protection Technicians, Including Health	64	61	-3	7	7	0	7	\$25.42	2 or 4yr Award
Food Science Technicians	57	64	7	8	9	2	7	\$22.30	2 or 4yr Award
Ophthalmic Medical Technicians	52	58	6	6	7	0	7	\$22.39	2 or 4yr Award
Molders, Shapers, and Casters, Except Metal and Plastic	45	51	6	6	7	0	7	\$20.77	2yr Award
Excavating and Loading Machine and Dragline Operators, Surface Mining	57	63	6	6	7	0	7	\$24.30	2yr Award
New Accounts Clerks	116	92	-24	10	8	1	7	\$20.69	2 or 4yr Award
Semiconductor Processing Technicians	47	61	14	5	6	0	6	\$31.29	2 or 4yr Award
Surveying and Mapping Technicians	52	56	4	6	6	0	6	\$23.50	2 or 4yr Award
Meeting, Convention, and Event Planners	63	65	2	6	6	0	6	\$22.07	2 or 4yr Award
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	54	66	12	5	6	0	6	\$22.35	2yr Award
Human Resources Assistants, Except Payroll and Timekeeping	93	85	-8	10	9	3	6	\$21.44	2 or 4yr Award
Chemical Plant and System Operators	65	66	1	6	6	0	6	\$0.00	2 or 4yr Award
Medical Equipment Repairers	60	70	10	5	6	0	6	\$30.27	2 or 4yr Award
Farm and Home Management Educators	84	73	-11	7	6	0	6	\$22.50	Adv Award
Procurement Clerks	64	62	-2	6	6	0	6	\$21.11	2yr Award
Speech-Language Pathologists	83	100	17	4	6	0	6	\$35.99	Adv Award
Automotive and Watercraft Service Attendants	37	34	-3	6	6	0	6	\$15.16	HS
Mail Clerks and Mail Machine Operators, Except Postal Service	53	49	-4	6	6	0	6	\$16.88	2yr Award
Travel Agents	48	54	6	5	6	0	6	\$20.62	2yr Award
Purchasing Managers	70	75	5	5	6	0	6	\$49.98	XP
Solar Photovoltaic Installers	18	52	34	2	5	0	5	\$22.44	2 or 4yr Award
Logging Equipment Operators	34	37	3	5	5	0	5	\$21.91	2yr Award
Healthcare Support Workers, All Other	39	42	3	5	5	0	5	\$19.25	HS
Tank Car, Truck, and Ship Loaders	48	50	2	5	5	0	5	\$25.11	HS
Education and Childcare Administrators, Preschool and Daycare	93	95	2	6	6	1	5	\$21.98	Bachelor's Degree
Computer Systems Analysts	161	173	12	9	10	5	5	\$39.16	2 or 4yr Award
Self-Enrichment Teachers	197	209	12	23	24	19	5	\$17.58	2 or 4yr Award
Environmental Engineering Technologists and Technicians	55	56	1	5	5	0	5	\$25.85	2 or 4yr Award
Occupational Therapists	87	97	10	4	5	0	5	\$42.26	Adv Award
Meat, Poultry, and Fish Cutters and Trimmers	37	47	10	4	5	0	5	\$19.99	HS
Flight Attendants	39	39	0	5	5	0	5	\$43.98	2 or 4yr Award
Special Education Teachers, Middle School	69	68	-1	5	5	0	5	\$25.50	Bachelor's Degree
Cardiovascular Technologists and Technicians	86	85	-1	5	5	0	5	\$30.37	2 or 4yr Award
Architectural and Civil Drafters	78	86	8	6	7	2	5	\$28.03	2 or 4yr Award
Mental Health and Substance Abuse Social Workers	67	64	-3	5	5	0	5	\$22.05	Adv Award
Bus Drivers, Transit and Intercity	165	172	7	20	21	16	5	\$17.40	2yr Award
Cutting and Slicing Machine Setters, Operators, and Tenders	43	49	6	4	5	0	5	\$23.79	2yr Award
Lawyers	153	149	-4	5	5	0	5	\$42.55	Adv Award
Occupational Therapy Assistants	32	37	5	4	5	0	5	\$27.32	2 or 4yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Surveyors	63	68	5	4	5	0	5	\$33.32	Bachelor's Degree
Floral Designers	39	34	-5	5	5	0	5	\$14.21	2 or 4yr Award
Gambling Change Persons and Booth Cashiers	25	19	-6	5	4	0	4	\$16.13	HS
Interior Designers	47	51	4	4	4	0	4	\$28.68	Bachelor's Degree
Lodging Managers	41	44	3	4	4	0	4	\$24.01	2 or 4yr Award
Audio and Video Technicians	52	55	3	4	4	0	4	\$24.35	2 or 4yr Award
Demonstrators and Product Promoters	23	26	3	4	4	0	4	\$15.60	2 or 4yr Award
Farmers, Ranchers, and Other Agricultural Managers	375	387	12	40	41	37	4	\$17.98	2 or 4yr Award
Roofers	61	63	2	4	4	0	4	\$22.66	2 or 4yr Award
Educational Instruction and Library Workers, All Other	50	52	2	4	4	0	4	\$24.08	Bachelor's Degree
Physician Assistants	54	65	11	3	4	0	4	\$60.25	Adv Award
Food Cooking Machine Operators and Tenders	34	35	1	4	4	0	4	\$19.23	HS
Sales and Related Workers, All Other	35	36	1	4	4	0	4	\$19.44	2 or 4yr Award
Graders and Sorters, Agricultural Products	29	29	0	4	4	0	4	\$16.81	2yr Award
Locker Room, Coatroom, and Dressing Room Attendants	16	16	0	4	4	0	4	\$10.27	2 or 4yr Award
Eligibility Interviewers, Government Programs	53	53	0	4	4	0	4	\$26.34	2 or 4yr Award
Order Clerks	41	31	-10	5	4	0	4	\$18.09	2yr Award
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	30	30	0	4	4	0	4	\$19.71	2yr Award
Coin, Vending, and Amusement Machine Servicers and Repairers	45	34	-11	5	4	0	4	\$20.86	2 or 4yr Award
Paper Goods Machine Setters, Operators, and Tenders	41	39	-2	4	4	0	4	\$22.91	2yr Award
Petroleum Pump System Operators, Refinery Operators, and Gaugers	34	42	8	3	4	0	4	\$43.72	2yr Award
Data Entry Keyers	46	33	-13	5	4	0	4	\$18.78	2yr Award
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	29	35	6	3	4	0	4	\$20.05	2yr Award
Paving, Surfacing, and Tamping Equipment Operators	47	42	-5	4	4	0	4	\$27.70	2yr Award
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	23	28	5	3	4	0	4	\$21.04	HS
Architects, Except Landscape and Naval	53	58	5	3	4	0	4	\$37.64	Bachelor's Degree
Software Quality Assurance Analysts and Testers	50	55	5	3	4	0	4	\$37.90	2yr Award
Drywall and Ceiling Tile Installers	38	42	4	3	3	0	3	\$24.11	2 or 4yr Award
Pesticide Handlers, Sprayers, and Applicators, Vegetation	19	21	2	3	3	0	3	\$16.97	HS
Personal Care and Service Workers, All Other	19	21	2	3	3	0	3	\$12.34	HS
Locomotive Engineers	33	34	1	3	3	0	3	\$41.11	2yr Award
Dietetic Technicians	30	31	1	4	4	1	3	\$15.63	2 or 4yr Award
Computer Numerically Controlled Tool Programmers	82	93	11	8	9	6	3	\$26.76	2 or 4yr Award
Animal Trainers	20	20	0	3	3	0	3	\$19.04	2 or 4yr Award
Crossing Guards and Flaggers	13	13	0	3	3	0	3	\$17.43	HS
Outdoor Power Equipment and Other Small Engine Mechanics	26	26	0	3	3	0	3	\$23.61	2yr Award
Motor Vehicle Operators, All Other	23	23	0	3	3	0	3	\$22.12	HS
Real Estate Sales Agents	60	60	0	5	5	2	3	\$18.37	2 or 4yr Award
School Psychologists	60	59	-1	3	3	0	3	\$34.94	Adv Award
First-Line Supervisors of Correctional Officers	32	31	-1	3	3	0	3	\$34.08	XP
First-Line Supervisors of Protective Service Workers, All Other	28	27	-1	3	3	0	3	\$24.00	XP
Morticians, Undertakers, and Funeral Arrangers	28	27	-1	3	3	0	3	\$28.32	2 or 4yr Award
Bill and Account Collectors	43	42	-1	4	4	1	3	\$18.12	2 or 4yr Award
Switchboard Operators, Including Answering Service	39	27	-12	4	3	0	3	\$16.65	2yr Award
Machine Feeders and Offbearers	25	23	-2	3	3	0	3	\$19.92	2yr Award
Engine and Other Machine Assemblers	28	25	-3	3	3	0	3	\$21.88	2yr Award
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	28	25	-3	3	3	0	3	\$21.66	2yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Aircraft Service Attendants	17	14	-3	3	3	0	3	\$18.24	2yr Award
Gambling Service Workers, All Other	17	13	-4	3	3	0	3	\$20.13	HS
Fence Erectors	41	37	-4	3	3	0	3	\$20.08	2 or 4yr Award
Diagnostic Medical Sonographers	45	51	6	2	3	0	3	\$39.06	2 or 4yr Award
Computer Network Architects	44	50	6	2	3	0	3	\$47.18	XP
Agricultural Technicians	48	44	-4	7	7	4	3	\$17.90	2 or 4yr Award
First-Line Supervisors of Gambling Services Workers	26	20	-6	3	2	0	2	\$23.83	XP
Physicians, All Other	99	103	4	2	2	0	2	\$126.53	Adv Award
Dentists, General	87	91	4	2	2	0	2	\$92.92	Adv Award
Landscape Architects	31	35	4	2	2	0	2	\$36.12	Bachelor's Degree
Septic Tank Servicers and Sewer Pipe Cleaners	25	28	3	2	2	0	2	\$22.80	2yr Award
File Clerks	29	22	-7	3	2	0	2	\$19.75	2yr Award
Medical Scientists, Except Epidemiologists	34	37	3	2	2	0	2	\$36.78	Adv Award
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	30	32	2	2	2	0	2	\$40.35	2 or 4yr Award
Glaziers	18	20	2	2	2	0	2	\$25.35	2yr Award
Rock Splitters, Quarry	15	17	2	2	2	0	2	\$23.52	2 or 4yr Award
Natural Sciences Managers	29	31	2	2	2	0	2	\$60.51	XP
Recreational Vehicle Service Technicians	16	18	2	2	2	0	2	\$21.38	2yr Award
Reservation and Transportation Ticket Agents and Travel Clerks	20	22	2	2	2	0	2	\$15.76	2yr Award
Cargo and Freight Agents	18	20	2	2	2	0	2	\$24.40	HS
Electrical and Electronic Engineering Technologists and Technicians	123	125	2	11	11	9	2	\$31.72	2 or 4yr Award
Chiropractors	54	55	1	2	2	0	2	\$38.89	Adv Award
Foundry Mold and Coremakers	29	20	-9	3	2	0	2	\$19.77	2yr Award
Occupational Health and Safety Technicians	18	19	1	2	2	0	2	\$25.64	2 or 4yr Award
Loading and Moving Machine Operators, Underground Mining	18	19	1	2	2	0	2	\$25.13	2yr Award
Veterinarians	91	92	1	2	2	0	2	\$50.32	Adv Award
Public Relations Managers	25	26	1	2	2	0	2	\$51.47	XP
Sailors and Marine Oilers	16	17	1	2	2	0	2	\$20.90	2yr Award
Baggage Porters and Bellhops	10	10	0	2	2	0	2	\$11.82	HS
Floor Layers, Except Carpet, Wood, and Hard Tiles	30	30	0	2	2	0	2	\$23.60	2 or 4yr Award
Legislators	32	32	0	2	2	0	2	\$18.16	XP
Family Medicine Physicians	67	67	0	2	2	0	2	\$137.32	Adv Award
Community Health Workers	19	19	0	2	2	0	2	\$25.90	2 or 4yr Award
Motorboat Mechanics and Service Technicians	16	16	0	2	2	0	2	\$20.81	2yr Award
Financial Clerks, All Other	17	16	-1	2	2	0	2	\$22.12	2yr Award
Stationary Engineers and Boiler Operators	15	14	-1	2	2	0	2	\$28.91	2yr Award
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	22	21	-1	2	2	0	2	\$23.57	2yr Award
Gas Plant Operators	26	25	-1	2	2	0	2	\$41.36	2yr Award
First-Line Supervisors of Security Workers	16	14	-2	2	2	0	2	\$23.39	XP
Forest and Conservation Technicians	17	15	-2	2	2	0	2	\$22.33	2 or 4yr Award
Concierges	11	9	-2	2	2	0	2	\$19.01	2 or 4yr Award
Commercial Pilots	15	13	-2	2	2	0	2	\$46.99	XP
Surgical Technologists	81	89	8	5	6	4	2	\$25.58	2 or 4yr Award
Gambling and Sports Book Writers and Runners	12	8	-4	2	2	0	2	\$0.00	2 or 4yr Award
Word Processors and Typists	17	13	-4	2	2	0	2	\$18.28	2yr Award
Optometrists	28	34	6	1	2	0	2	\$56.79	Adv Award
Power Distributors and Dispatchers	20	16	-4	2	2	0	2	\$53.28	2yr Award
Security and Fire Alarm Systems Installers	10	15	5	1	2	0	2	\$27.78	2 or 4yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Curators	13	16	3	1	1	0	1	\$26.78	Adv Award
Captains, Mates, and Pilots of Water Vessels	14	17	3	1	1	0	1	\$46.00	2 or 4yr Award
Nurse Anesthetists	35	37	2	1	1	0	1	\$116.03	Adv Award
Pest Control Workers	11	13	2	1	1	0	1	\$20.31	HS
Helpers, Construction Trades, All Other	5	7	2	1	1	0	1	\$21.41	2 or 4yr Award
First-Line Supervisors of Firefighting and Prevention Workers	18	20	2	1	1	0	1	\$34.02	XP
General Internal Medicine Physicians	21	23	2	1	1	0	1	\$155.71	Adv Award
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	12	14	2	1	1	0	1	\$27.18	2yr Award
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	8	10	2	1	1	0	1	\$19.33	2yr Award
Upholsterers	5	7	2	1	1	0	1	\$21.49	2yr Award
Motorcycle Mechanics	8	10	2	1	1	0	1	\$20.27	2 or 4yr Award
Rail-Track Laying and Maintenance Equipment Operators	13	15	2	1	1	0	1	\$38.10	2yr Award
Cooks, All Other	8	9	1	1	1	0	1	\$14.18	2 or 4yr Award
Camera Operators, Television, Video, and Film	20	11	-9	2	1	0	1	\$21.76	Bachelor's Degree
Athletes and Sports Competitors	6	7	1	1	1	0	1	\$34.03	HS
Earth Drillers, Except Oil and Gas	12	13	1	1	1	0	1	\$26.72	2yr Award
Riggers	6	7	1	1	1	0	1	\$26.78	2yr Award
Judges, Magistrate Judges, and Magistrates	39	40	1	1	1	0	1	\$67.59	XP
Clinical and Counseling Psychologists	27	28	1	1	1	0	1	\$43.00	Adv Award
Healthcare Practitioners and Technical Workers, All Other	13	14	1	1	1	0	1	\$17.64	2 or 4yr Award
Actors	9	10	1	1	1	0	1	\$21.14	2 or 4yr Award
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	15	16	1	1	1	0	1	\$18.89	2yr Award
Adhesive Bonding Machine Operators and Tenders	15	16	1	1	1	0	1	\$24.11	2yr Award
Fiberglass Laminators and Fabricators	14	15	1	1	1	0	1	\$24.20	2yr Award
Metal Workers and Plastic Workers, All Other	11	12	1	1	1	0	1	\$21.21	2yr Award
Fabric and Apparel Patternmakers	4	5	1	1	1	0	1	\$0.00	2yr Award
Service Unit Operators, Oil and Gas	8	9	1	1	1	0	1	\$25.51	2 or 4yr Award
Fundraising Managers	13	14	1	1	1	0	1	\$50.31	XP
Funeral Home Managers	11	12	1	1	1	0	1	\$35.79	2 or 4yr Award
Training and Development Managers	13	14	1	1	1	0	1	\$55.14	XP
Bicycle Repairers	6	7	1	1	1	0	1	\$0.00	2yr Award
Rail Car Repairers	12	13	1	1	1	0	1	\$30.21	2yr Award
Nurse Practitioners	164	215	51	7	12	11	1	\$58.29	Adv Award
Special Education Teachers, Preschool	9	9	0	1	1	0	1	\$17.39	Bachelor's Degree
Agricultural Inspectors	9	9	0	1	1	0	1	\$27.22	Bachelor's Degree
Forest and Conservation Workers	6	6	0	1	1	0	1	\$13.53	2 or 4yr Award
Umpires, Referees, and Other Sports Officials	3	3	0	1	1	0	1	\$16.83	HS
Insulation Workers, Floor, Ceiling, and Wall	14	14	0	1	1	0	1	\$21.19	2 or 4yr Award
Dredge Operators	6	6	0	1	1	0	1	\$26.42	2yr Award
Urban and Regional Planners	11	11	0	1	1	0	1	\$26.16	Adv Award
Postal Service Mail Sorters, Processors, and Processing Machine Operators	7	7	0	1	1	0	1	\$0.00	2yr Award
Bridge and Lock Tenders	7	7	0	1	1	0	1	\$33.72	2yr Award
Bailiffs	6	6	0	1	1	0	1	\$0.00	2yr Award
Air Traffic Controllers	6	6	0	1	1	0	1	\$43.06	2 or 4yr Award
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	11	11	0	1	1	0	1	\$23.17	2yr Award
Etchers and Engravers	9	9	0	1	1	0	1	\$15.09	2yr Award
Plant and System Operators, All Other	6	6	0	1	1	0	1	\$28.37	2 or 4yr Award
Pump Operators, Except Wellhead Pumps	5	5	0	1	1	0	1	\$25.97	2 or 4yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Art Directors	17	17	0	1	1	0	1	\$49.09	XP
Signal and Track Switch Repairers	8	8	0	1	1	0	1	\$42.63	2yr Award
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	262	282	20	22	24	23	1	\$26.53	2 or 4yr Award
Dancers	4	3	-1	1	1	0	1	\$21.57	2 or 4yr Award
Healthcare Diagnosing or Treating Practitioners, All Other	15	14	-1	1	1	0	1	\$38.23	Adv Award
Postmasters and Mail Superintendents	13	12	-1	1	1	0	1	\$39.91	2 or 4yr Award
Meter Readers, Utilities	11	10	-1	1	1	0	1	\$22.47	2yr Award
Explosives Workers, Ordnance Handling Experts, and Blasters	10	9	-1	1	1	0	1	\$23.15	2 or 4yr Award
Counselors, All Other	7	6	-1	1	1	0	1	\$21.10	Adv Award
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	11	10	-1	1	1	0	1	\$20.43	2yr Award
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	8	7	-1	1	1	0	1	\$19.33	2yr Award
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	6	5	-1	1	1	0	1	\$19.66	2yr Award
Grinding and Polishing Workers, Hand	6	5	-1	1	1	0	1	\$20.32	HS
Real Estate Brokers	17	16	-1	1	1	0	1	\$44.15	2 or 4yr Award
Avionics Technicians	8	7	-1	1	1	0	1	\$34.60	2 or 4yr Award
Airfield Operations Specialists	6	5	-1	1	1	0	1	\$24.55	2 or 4yr Award
Office Machine Operators, Except Computer	7	5	-2	1	1	0	1	\$16.42	2yr Award
Emergency Medicine Physicians	56	54	-2	1	1	0	1	\$185.88	Adv Award
Pediatricians, General	38	36	-2	1	1	0	1	\$99.46	Adv Award
Metal-Refining Furnace Operators and Tenders	10	8	-2	1	1	0	1	\$19.69	2yr Award
Shoe and Leather Workers and Repairers	9	7	-2	1	1	0	1	\$0.00	2yr Award
Ophthalmologists, Except Pediatric	42	39	-3	1	1	0	1	\$163.46	Adv Award
Coil Winders, Tapers, and Finishers	10	7	-3	1	1	0	1	\$21.56	2yr Award
Power Plant Operators	15	12	-3	1	1	0	1	\$42.22	2yr Award
Photographers	10	6	-4	1	1	0	1	\$15.99	2 or 4yr Award
Medical Secretaries and Administrative Assistants	583	588	5	58	59	58	1	\$18.42	2 or 4yr Award
Hearing Aid Specialists	2	6	4	0	0	0	0	\$28.67	2 or 4yr Award
Chemical Technicians	8	11	3	1	1	1	0	\$23.79	2 or 4yr Award
Gambling Cage Workers	2	4	2	0	0	0	0	\$16.19	HS
Broadcast Technicians	3	5	2	0	0	0	0	\$18.21	2 or 4yr Award
Gambling Surveillance Officers and Gambling Investigators	3	4	1	0	0	0	0	\$18.04	2 or 4yr Award
Locksmiths and Safe Repairers	2	3	1	0	0	0	0	\$22.16	2yr Award
Audiovisual Equipment Installers and Repairers	2	3	1	0	0	0	0	\$27.47	2 or 4yr Award
Animal Control Workers	3	4	1	0	0	0	0	\$0.00	2 or 4yr Award
Gambling Managers	1	2	1	0	0	0	0	\$0.00	2 or 4yr Award
Epidemiologists	1	2	1	0	0	0	0	\$40.04	Adv Award
Marriage and Family Therapists	6	7	1	0	0	0	0	\$27.56	Adv Award
Dentists, All Other Specialists	0	1	1	0	0	0	0	\$177.00	Adv Award
Log Graders and Scalers	3	4	1	0	0	0	0	\$13.43	2yr Award
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	3	4	1	0	0	0	0	\$17.69	2yr Award
Ophthalmic Laboratory Technicians	3	4	1	0	0	0	0	\$16.60	2 or 4yr Award
Textile, Apparel, and Furnishings Workers, All Other	2	3	1	0	0	0	0	\$0.00	2yr Award
Furniture Finishers	1	2	1	0	0	0	0	\$19.46	2 or 4yr Award
Roustabouts, Oil and Gas	4	5	1	0	0	0	0	\$22.51	2 or 4yr Award
Extraction Workers, All Other	3	4	1	0	0	0	0	\$21.68	2yr Award
Continuous Mining Machine Operators	1	2	1	0	0	0	0	\$33.27	2 or 4yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Automotive Glass Installers and Repairers	3	4	1	0	0	0	0	\$21.27	2yr Award
Compensation and Benefits Managers	7	8	1	0	0	0	0	\$56.38	XP
Survey Researchers	2	3	1	0	0	0	0	\$29.44	Adv Award
Statisticians	1	2	1	0	0	0	0	\$39.47	Adv Award
Computer and Information Research Scientists	0	1	1	0	0	0	0	\$51.33	Adv Award
Biochemists and Biophysicists	0	1	1	0	0	0	0	\$39.38	Adv Award
Electronic Equipment Installers and Repairers, Motor Vehicles	4	5	1	0	0	0	0	\$25.90	2yr Award
Material Moving Workers, All Other	4	5	1	0	0	0	0	\$19.90	HS
Tailors, Dressmakers, and Custom Sewers	2	3	1	0	0	0	0	\$17.64	2 or 4yr Award
Ship Engineers	2	3	1	0	0	0	0	\$43.84	2 or 4yr Award
Prepress Technicians and Workers	48	39	-9	6	5	5	0	\$23.29	2 or 4yr Award
Farm Labor Contractors	0	0	0	0	0	0	0	\$21.07	2 or 4yr Award
Hydrologists	3	3	0	0	0	0	0	\$36.73	Bachelor's Degree
Cartographers and Photogrammetrists	1	1	0	0	0	0	0	\$35.44	Bachelor's Degree
Transportation Security Screeners	1	1	0	0	0	0	0	\$0.00	2 or 4yr Award
Nurse Midwives	1	1	0	0	0	0	0	\$49.76	Adv Award
Media and Communication Workers, All Other	1	1	0	0	0	0	0	\$24.44	2 or 4yr Award
Film and Video Editors	0	0	0	0	0	0	0	\$28.57	Bachelor's Degree
Aerospace Engineering and Operations Technologists and Technicians	0	0	0	0	0	0	0	\$29.54	2 or 4yr Award
Cooks, Private Household	0	0	0	0	0	0	0	\$19.27	2 or 4yr Award
Arbitrators, Mediators, and Conciliators	0	0	0	0	0	0	0	\$29.30	Bachelor's Degree
Designers, All Other	0	0	0	0	0	0	0	\$28.66	Bachelor's Degree
Building Cleaning Workers, All Other	1	1	0	0	0	0	0	\$0.00	HS
Grounds Maintenance Workers, All Other	1	1	0	0	0	0	0	\$22.35	HS
Commercial Divers	0	0	0	0	0	0	0	\$26.45	2 or 4yr Award
Fallers	3	3	0	0	0	0	0	\$11.18	2 or 4yr Award
Fishing and Hunting Workers	1	1	0	0	0	0	0	\$16.35	XP
Logging Workers, All Other	0	0	0	0	0	0	0	\$22.50	2yr Award
Disc Jockeys, Except Radio	3	3	0	0	0	0	0	\$18.00	HS
Entertainers and Performers, Sports and Related Workers, All Other	2	2	0	0	0	0	0	\$17.25	2 or 4yr Award
Craft Artists	1	1	0	0	0	0	0	\$0.00	2 or 4yr Award
Lighting Technicians	0	0	0	0	0	0	0	\$25.06	2 or 4yr Award
Entertainment Attendants and Related Workers, All Other	0	0	0	0	0	0	0	\$14.95	2 or 4yr Award
Boilermakers	3	3	0	0	0	0	0	\$31.73	2 or 4yr Award
Tapers	2	2	0	0	0	0	0	\$28.31	2 or 4yr Award
Floor Sanders and Finishers	0	0	0	0	0	0	0	\$21.27	2 or 4yr Award
Terrazzo Workers and Finishers	0	0	0	0	0	0	0	\$24.78	2 or 4yr Award
Pile Driver Operators	0	0	0	0	0	0	0	\$30.51	2yr Award
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	0	0	0	0	0	0	0	\$16.51	2 or 4yr Award
Helpers--Roofers	0	0	0	0	0	0	0	\$17.56	2 or 4yr Award
Archivists	0	0	0	0	0	0	0	\$26.64	Adv Award
Choreographers	0	0	0	0	0	0	0	\$0.00	XP
Models	0	0	0	0	0	0	0	\$38.93	XP
Camera and Photographic Equipment Repairers	0	0	0	0	0	0	0	\$20.00	2 or 4yr Award
Correspondence Clerks	0	0	0	0	0	0	0	\$18.86	2yr Award
Emergency Management Directors	5	5	0	0	0	0	0	\$32.67	XP
Judicial Law Clerks	5	5	0	0	0	0	0	\$28.78	Adv Award
Traffic Technicians	5	5	0	0	0	0	0	\$30.17	2yr Award
Fire Inspectors and Investigators	4	4	0	0	0	0	0	\$32.58	XP

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Communications Equipment Operators, All Other	2	2	0	0	0	0	0	\$21.60	2 or 4yr Award
Physical Scientists, All Other	1	1	0	0	0	0	0	\$41.73	Bachelor's Degree
Economists	1	1	0	0	0	0	0	\$40.13	Adv Award
Parking Enforcement Workers	1	1	0	0	0	0	0	\$20.76	2 or 4yr Award
Mathematicians	0	0	0	0	0	0	0	\$52.65	Adv Award
Historians	0	0	0	0	0	0	0	\$32.04	Adv Award
Political Scientists	0	0	0	0	0	0	0	\$60.31	Adv Award
Hydrologic Technicians	0	0	0	0	0	0	0	\$25.34	2 or 4yr Award
Administrative Law Judges, Adjudicators, and Hearing Officers	0	0	0	0	0	0	0	\$53.17	XP
Forest Fire Inspectors and Prevention Specialists	0	0	0	0	0	0	0	\$0.00	2 or 4yr Award
Subway and Streetcar Operators	0	0	0	0	0	0	0	\$36.70	HS
Psychiatrists	9	9	0	0	0	0	0	\$138.19	Adv Award
Radiologists	9	9	0	0	0	0	0	\$144.83	Adv Award
Anesthesiologists	7	7	0	0	0	0	0	\$149.20	Adv Award
Surgeons, All Other	7	7	0	0	0	0	0	\$154.91	Adv Award
Radiation Therapists	5	5	0	0	0	0	0	\$41.82	2 or 4yr Award
Audiologists	5	5	0	0	0	0	0	\$46.01	Adv Award
Nuclear Medicine Technologists	4	4	0	0	0	0	0	\$41.39	2 or 4yr Award
Cardiologists	3	3	0	0	0	0	0	\$159.84	Adv Award
Oral and Maxillofacial Surgeons	2	2	0	0	0	0	0	\$134.79	Adv Award
Podiatrists	2	2	0	0	0	0	0	\$67.70	Adv Award
Therapists, All Other	2	2	0	0	0	0	0	\$26.30	Bachelor's Degree
Physicians, Pathologists	1	1	0	0	0	0	0	\$161.09	Adv Award
Acupuncturists	1	1	0	0	0	0	0	\$63.86	Adv Award
Orthodontists	0	0	0	0	0	0	0	\$98.35	Adv Award
Prosthodontists	0	0	0	0	0	0	0	\$0.00	Adv Award
Dermatologists	0	0	0	0	0	0	0	\$143.46	Adv Award
Pediatric Surgeons	0	0	0	0	0	0	0	\$153.84	Adv Award
Medical Dosimetrists	0	0	0	0	0	0	0	\$66.99	2 or 4yr Award
Orthofists and Prosthetists	0	0	0	0	0	0	0	\$38.39	Adv Award
Genetic Counselors	0	0	0	0	0	0	0	\$42.28	Adv Award
Occupational Therapy Aides	0	0	0	0	0	0	0	\$0.00	2 or 4yr Award
Telephone Operators	0	0	0	0	0	0	0	\$0.00	2yr Award
Radio, Cellular, and Tower Equipment Installers and Repairers	2	2	0	0	0	0	0	\$27.77	2 or 4yr Award
Sound Engineering Technicians	1	1	0	0	0	0	0	\$22.70	2 or 4yr Award
Media and Communication Equipment Workers, All Other	1	1	0	0	0	0	0	\$27.88	2 or 4yr Award
Motion Picture Projectionists	0	0	0	0	0	0	0	\$0.00	HS
Costume Attendants	0	0	0	0	0	0	0	\$23.88	HS
Tire Builders	4	4	0	0	0	0	0	\$0.00	2yr Award
Layout Workers, Metal and Plastic	2	2	0	0	0	0	0	\$26.77	2yr Award
Medical Appliance Technicians	2	2	0	0	0	0	0	\$20.75	2 or 4yr Award
Patternmakers, Metal and Plastic	1	1	0	0	0	0	0	\$0.00	2yr Award
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	0	0	0	0	0	0	0	\$0.00	2 or 4yr Award
Timing Device Assemblers and Adjusters	0	0	0	0	0	0	0	\$0.00	2yr Award
Shoe Machine Operators and Tenders	0	0	0	0	0	0	0	\$0.00	2yr Award
Sewers, Hand	0	0	0	0	0	0	0	\$14.61	2 or 4yr Award
Textile Bleaching and Dyeing Machine Operators and Tenders	0	0	0	0	0	0	0	\$0.00	2yr Award
Model Makers, Wood	0	0	0	0	0	0	0	\$0.00	2yr Award
Patternmakers, Wood	0	0	0	0	0	0	0	\$0.00	2yr Award
Woodworkers, All Other	0	0	0	0	0	0	0	\$17.84	2yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Cutters and Trimmers, Hand	0	0	0	0	0	0	0	\$16.61	HS
Painting, Coating, and Decorating Workers	0	0	0	0	0	0	0	\$20.66	2yr Award
Derrick Operators, Oil and Gas	0	0	0	0	0	0	0	\$0.00	2 or 4yr Award
Rotary Drill Operators, Oil and Gas	0	0	0	0	0	0	0	\$0.00	2 or 4yr Award
Roof Bolters, Mining	0	0	0	0	0	0	0	\$0.00	2yr Award
Underground Mining Machine Operators, All Other	0	0	0	0	0	0	0	\$0.00	2yr Award
Helpers--Extraction Workers	0	0	0	0	0	0	0	\$20.94	2 or 4yr Award
Wellhead Pumpers	0	0	0	0	0	0	0	\$30.29	2yr Award
Pressers, Textile, Garment, and Related Materials	3	3	0	0	0	0	0	\$13.45	2yr Award
Embalmers	1	1	0	0	0	0	0	\$24.12	2 or 4yr Award
Crematory Operators	0	0	0	0	0	0	0	\$18.56	2 or 4yr Award
Precision Instrument and Equipment Repairers, All Other	0	0	0	0	0	0	0	\$27.04	2yr Award
Mathematical Science Occupations, All Other	3	3	0	0	0	0	0	\$25.09	2 or 4yr Award
Anthropologists and Archeologists	2	2	0	0	0	0	0	\$26.37	Adv Award
Physicists	1	1	0	0	0	0	0	\$57.34	Adv Award
Industrial-Organizational Psychologists	0	0	0	0	0	0	0	\$0.00	Adv Award
Advertising and Promotions Managers	0	0	0	0	0	0	0	\$49.10	XP
Astronomers	0	0	0	0	0	0	0	\$57.19	Adv Award
Sociologists	0	0	0	0	0	0	0	\$44.00	Adv Award
Geological Technicians, Except Hydrologic Technicians	0	0	0	0	0	0	0	\$20.94	Bachelor's Degree
Paperhangers	0	0	0	0	0	0	0	\$0.00	2 or 4yr Award
Photographic Process Workers and Processing Machine Operators	0	0	0	0	0	0	0	\$16.65	2 or 4yr Award
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	0	0	0	0	0	0	0	\$0.00	HS
Watch and Clock Repairers	0	0	0	0	0	0	0	\$26.26	2 or 4yr Award
Taxi Drivers	3	3	0	0	0	0	0	\$0.00	HS
Passenger Attendants	3	3	0	0	0	0	0	\$16.83	HS
Transportation Workers, All Other	2	2	0	0	0	0	0	\$17.60	2 or 4yr Award
Gas Compressor and Gas Pumping Station Operators	2	2	0	0	0	0	0	\$31.37	HS
Rail Yard Engineers, Dinkey Operators, and Hostlers	1	1	0	0	0	0	0	\$26.25	2yr Award
Aircraft Cargo Handling Supervisors	0	0	0	0	0	0	0	\$0.00	2 or 4yr Award
Hoist and Winch Operators	0	0	0	0	0	0	0	\$23.66	2 or 4yr Award
Unclassified Occupation	0	0	0	0	0	0	0	\$0.00	XP
Nuclear Technicians	0	0	0	0	0	0	0	\$45.10	2 or 4yr Award
Nuclear Power Reactor Operators	0	0	0	0	0	0	0	\$53.06	2 or 4yr Award
Drafters, All Other	28	28	0	2	2	2	0	\$24.24	2 or 4yr Award
Atmospheric and Space Scientists	1	0	-1	0	0	0	0	\$33.23	Bachelor's Degree
Calibration Technologists and Technicians	3	2	-1	0	0	0	0	\$34.22	2 or 4yr Award
Psychologists, All Other	6	5	-1	0	0	0	0	\$53.93	Adv Award
Obstetricians and Gynecologists	10	9	-1	0	0	0	0	\$128.57	Adv Award
Orthopedic Surgeons, Except Pediatric	4	3	-1	0	0	0	0	\$169.21	Adv Award
Neurologists	2	1	-1	0	0	0	0	\$124.94	Adv Award
Pourers and Casters, Metal	5	4	-1	0	0	0	0	\$20.54	2yr Award
Model Makers, Metal and Plastic	2	1	-1	0	0	0	0	\$22.67	2yr Award
Shampooers	3	2	-1	0	0	0	0	\$13.62	HS
Musical Instrument Repairers and Tuners	3	2	-1	0	0	0	0	\$19.79	2 or 4yr Award
Jewelers and Precious Stone and Metal Workers	3	2	-1	0	0	0	0	\$23.18	2 or 4yr Award
Manufactured Building and Mobile Home Installers	2	1	-1	0	0	0	0	\$18.58	2yr Award
Motorboat Operators	1	0	-1	0	0	0	0	\$22.45	2 or 4yr Award
Nursing Assistants	1674	1682	8	234	235	235	0	\$19.03	2 or 4yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Mechanical Drafters	99	97	-2	9	9	9	0	\$27.88	2 or 4yr Award
Tool Grinders, Filers, and Sharpeners	2	0	-2	0	0	0	0	\$20.70	2yr Award
Actuaries	14	20	6	1	2	2	0	\$58.26	Bachelor's Degree
Operating Engineers and Other Construction Equipment Operators	448	451	3	37	37	38	-1	\$28.75	2yr Award
Credit Authorizers, Checkers, and Clerks	6	6	0	0	0	1	-1	\$20.26	2 or 4yr Award
Customer Service Representatives	2452	2389	-63	324	318	319	-1	\$18.61	2 or 4yr Award
Respiratory Therapists	35	42	7	2	3	5	-2	\$33.63	2 or 4yr Award
Painters, Construction and Maintenance	126	131	5	10	11	13	-3	\$21.33	2 or 4yr Award
Sales Engineers	32	34	2	3	3	6	-3	\$45.13	Bachelor's Degree
Fashion Designers	1	1	0	0	0	3	-3	\$34.95	Bachelor's Degree
Radiologic Technologists and Technicians	164	174	10	8	9	12	-3	\$31.21	2 or 4yr Award
Materials Engineers	30	33	3	2	2	6	-4	\$36.77	Bachelor's Degree
Industrial Machinery Mechanics	359	441	82	28	36	40	-4	\$28.61	2yr Award
Licensed Practical and Licensed Vocational Nurses	417	418	1	33	33	37	-4	\$27.45	2 or 4yr Award
Surgical Assistants	2	3	1	0	0	4	-4	\$26.23	2 or 4yr Award
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	11	12	1	1	1	5	-4	\$17.57	2 or 4yr Award
Artists and Related Workers, All Other	1	1	0	0	0	4	-4	\$31.48	2 or 4yr Award
Loan Officers	224	213	-11	15	14	18	-4	\$35.35	2 or 4yr Award
Massage Therapists	56	64	8	7	8	12	-4	\$26.85	2 or 4yr Award
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	24	21	-3	3	3	7	-4	\$21.50	Bachelor's Degree
Psychiatric Technicians	44	49	5	4	5	9	-5	\$17.81	2 or 4yr Award
Home Appliance Repairers	27	31	4	2	2	7	-5	\$21.06	2 or 4yr Award
Marine Engineers and Naval Architects	18	20	2	1	1	6	-5	\$45.72	Bachelor's Degree
Computer User Support Specialists	405	406	1	26	26	31	-5	\$24.69	2 or 4yr Award
Life, Physical, and Social Science Technicians, All Other	46	44	-2	6	6	11	-5	\$21.07	2 or 4yr Award
Insurance Appraisers, Auto Damage	1	2	1	0	0	6	-6	\$37.56	2 or 4yr Award
Bioengineers and Biomedical Engineers	3	4	1	0	0	6	-6	\$39.72	Bachelor's Degree
Nuclear Engineers	0	1	1	0	0	6	-6	\$55.18	Bachelor's Degree
Agricultural Engineers	0	0	0	0	0	6	-6	\$36.62	Bachelor's Degree
Brickmasons and Blockmasons	58	58	0	4	4	10	-6	\$32.50	2 or 4yr Award
Medical Assistants	267	293	26	34	37	43	-6	\$20.23	2 or 4yr Award
Computer, Automated Teller, and Office Machine Repairers	40	45	5	4	5	11	-7	\$20.66	2 or 4yr Award
Cooling and Freezing Equipment Operators and Tenders	4	5	1	0	0	7	-7	\$19.31	2 or 4yr Award
Paralegals and Legal Assistants	97	82	-15	10	9	16	-8	\$20.84	2 or 4yr Award
Training and Development Specialists	225	247	22	19	21	29	-8	\$27.88	Bachelor's Degree
Tile and Stone Setters	24	25	1	2	2	10	-8	\$22.86	2 or 4yr Award
Health Technologists and Technicians, All Other	175	186	11	12	13	21	-8	\$20.39	2 or 4yr Award
Psychiatric Aides	6	6	0	1	1	9	-8	\$16.22	2 or 4yr Award
Legal Secretaries and Administrative Assistants	82	62	-20	10	8	16	-8	\$17.09	2 or 4yr Award
Billing and Posting Clerks	221	221	0	22	22	30	-8	\$20.40	2 or 4yr Award
Electrical and Electronics Drafters	34	32	-2	3	3	11	-8	\$33.35	2 or 4yr Award
Geographers	0	0	0	0	0	9	-9	\$42.06	Bachelor's Degree
Web Developers	20	20	0	1	1	10	-9	\$34.74	2 or 4yr Award
Plasterers and Stucco Masons	10	9	-1	1	1	10	-9	\$24.24	2 or 4yr Award
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	14	10	-4	1	1	10	-9	\$20.14	2 or 4yr Award
Railroad Conductors and Yardmasters	65	68	3	6	6	16	-10	\$41.85	2yr Award
Private Detectives and Investigators	14	16	2	1	1	11	-10	\$20.52	2 or 4yr Award
Computer Network Support Specialists	91	93	2	6	6	16	-10	\$29.26	2 or 4yr Award
Music Directors and Composers	47	48	1	5	5	15	-10	\$25.12	Bachelor's Degree

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Stonemasons	1	1	0	0	0	10	-10	\$22.50	2 or 4yr Award
Desktop Publishers	0	0	0	0	0	10	-10	\$23.20	2 or 4yr Award
Magnetic Resonance Imaging Technologists	39	39	0	2	2	12	-10	\$34.77	2 or 4yr Award
Financial and Investment Analysts	111	121	10	7	8	18	-10	\$37.70	2 or 4yr Award
Cabinetmakers and Bench Carpenters	91	107	16	9	11	21	-10	\$21.63	2 or 4yr Award
Pipelayers	9	10	1	1	1	12	-11	\$23.23	2 or 4yr Award
Community and Social Service Specialists, All Other	36	37	1	4	4	15	-11	\$22.01	Bachelor's Degree
Transit and Railroad Police	0	0	0	0	0	11	-11	\$36.05	2 or 4yr Award
Interpreters and Translators	21	21	0	2	2	13	-11	\$28.01	Bachelor's Degree
Dental Hygienists	165	175	10	11	12	23	-11	\$36.74	2 or 4yr Award
Financial Examiners	91	94	3	6	6	18	-12	\$37.82	2 or 4yr Award
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	118	119	1	7	7	19	-12	\$53.82	Bachelor's Degree
Sawing Machine Setters, Operators, and Tenders, Wood	84	85	1	9	9	21	-12	\$22.07	2 or 4yr Award
Court Reporters and Simultaneous Captioners	8	8	0	1	1	13	-12	\$38.64	2 or 4yr Award
Web and Digital Interface Designers	25	24	-1	2	2	14	-12	\$32.53	2 or 4yr Award
Clinical Laboratory Technologists and Technicians	146	155	9	9	10	22	-12	\$29.87	2 or 4yr Award
Wind Turbine Service Technicians	30	37	7	3	4	16	-12	\$28.01	2 or 4yr Award
Medical Transcriptionists	45	40	-5	8	8	20	-13	\$21.14	2 or 4yr Award
Graphic Designers	162	166	4	12	12	25	-13	\$23.59	Bachelor's Degree
Software Developers	529	592	63	27	33	46	-13	\$47.65	Bachelor's Degree
Title Examiners, Abstractors, and Searchers	33	35	2	3	3	16	-13	\$19.33	2 or 4yr Award
Control and Valve Installers and Repairers, Except Mechanical Door	33	30	-3	3	3	16	-13	\$39.20	2 or 4yr Award
Physical Therapist Aides	25	28	3	4	4	18	-14	\$15.65	2 or 4yr Award
Legal Support Workers, All Other	21	21	0	2	2	16	-14	\$19.18	2 or 4yr Award
Geoscientists, Except Hydrologists and Geographers	5	4	-1	0	0	14	-14	\$42.94	Bachelor's Degree
Electro-Mechanical and Mechatronics Technologists and Technicians	18	17	-1	2	2	16	-14	\$33.87	2 or 4yr Award
Physical Therapists	186	214	28	7	10	24	-14	\$45.42	Adv Award
Railroad Brake, Signal, and Switch Operators and Locomotive Firers	10	11	1	1	1	16	-15	\$37.09	2yr Award
Credit Analysts	48	43	-5	3	3	18	-16	\$32.70	2 or 4yr Award
Rail Transportation Workers, All Other	0	0	0	0	0	16	-16	\$22.32	2yr Award
Elevator and Escalator Installers and Repairers	1	0	-1	0	0	16	-16	\$46.31	2 or 4yr Award
Aircraft Mechanics and Service Technicians	32	31	-1	2	2	18	-16	\$32.13	2 or 4yr Award
Tax Preparers	72	71	-1	8	8	24	-16	\$22.22	2 or 4yr Award
Tax Examiners and Collectors, and Revenue Agents	3	3	0	0	0	17	-17	\$0.00	2 or 4yr Award
Social Scientists and Related Workers, All Other	2	2	0	0	0	17	-17	\$43.63	Bachelor's Degree
Mechanical Engineering Technologists and Technicians	59	57	-2	5	5	22	-17	\$28.97	2 or 4yr Award
Payroll and Timekeeping Clerks	118	94	-24	12	10	27	-17	\$25.72	2 or 4yr Award
Budget Analysts	8	10	2	0	0	18	-18	\$36.64	2 or 4yr Award
Fine Artists, Including Painters, Sculptors, and Illustrators	0	0	0	0	0	18	-18	\$26.21	Bachelor's Degree
Electrical and Electronics Installers and Repairers, Transportation Equipment	15	17	2	1	1	20	-19	\$32.20	2 or 4yr Award
Animal Breeders	1	1	0	0	0	19	-19	\$19.06	2 or 4yr Award
Firefighters	154	161	7	11	12	31	-19	\$26.26	2 or 4yr Award
Helpers--Installation, Maintenance, and Repair Workers	78	82	4	8	8	28	-20	\$15.46	2 or 4yr Award
Helpers--Carpenters	7	9	2	1	1	21	-20	\$15.86	2 or 4yr Award
Emergency Medical Technicians	133	143	10	10	11	31	-20	\$17.49	2 or 4yr Award
Personal Financial Advisors	241	261	20	15	17	37	-20	\$38.08	Bachelor's Degree

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Chemists	11	14	3	1	1	22	-21	\$35.28	Bachelor's Degree
Set and Exhibit Designers	1	2	1	0	0	21	-21	\$22.28	Bachelor's Degree
Career/Technical Education Teachers, Middle School	12	12	0	1	1	22	-21	\$34.69	Bachelor's Degree
Food Scientists and Technologists	6	9	3	0	0	22	-22	\$29.98	Bachelor's Degree
Materials Scientists	0	2	2	0	0	22	-22	\$41.54	Bachelor's Degree
Fish and Game Wardens	1	1	0	0	0	22	-22	\$0.00	Bachelor's Degree
Foresters	7	7	0	1	1	23	-22	\$34.48	Bachelor's Degree
Brokerage Clerks	26	25	-1	3	3	25	-22	\$22.99	2 or 4yr Award
Medical Equipment Preparers	31	33	2	4	4	27	-23	\$18.17	2 or 4yr Award
Dental Laboratory Technicians	1	0	-1	0	0	23	-23	\$23.45	2 or 4yr Award
Statistical Assistants	0	0	0	0	0	24	-24	\$41.38	2 or 4yr Award
Transportation Inspectors	6	6	0	1	1	25	-24	\$42.61	2 or 4yr Award
Special Effects Artists and Animators	0	1	1	0	0	25	-25	\$38.18	Bachelor's Degree
Medical Records Specialists	136	145	9	9	10	35	-25	\$24.03	2 or 4yr Award
News Analysts, Reporters, and Journalists	41	39	-2	4	4	29	-25	\$19.73	Bachelor's Degree
Broadcast Announcers and Radio Disc Jockeys	33	27	-6	4	3	29	-26	\$16.52	Bachelor's Degree
Career/Technical Education Teachers, Secondary School	52	52	0	3	3	29	-26	\$28.07	Bachelor's Degree
Paramedics	87	91	4	4	4	31	-27	\$23.46	2 or 4yr Award
Directors, Religious Activities and Education	142	143	1	14	14	41	-27	\$25.36	Bachelor's Degree
Chemical Engineers	3	5	2	0	0	28	-28	\$45.67	Bachelor's Degree
Producers and Directors	55	48	-7	4	3	32	-29	\$24.61	Bachelor's Degree
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	14	14	0	2	2	31	-29	\$16.94	2 or 4yr Award
Network and Computer Systems Administrators	195	185	-10	10	9	38	-29	\$37.16	Bachelor's Degree
Engineering Technologists and Technicians, Except Drafters, All Other	20	23	3	2	2	32	-30	\$28.67	2 or 4yr Award
Electrical and Electronics Repairers, Commercial and Industrial Equipment	29	29	0	2	2	32	-30	\$33.73	2 or 4yr Award
Installation, Maintenance, and Repair Workers, All Other	96	105	9	9	10	40	-30	\$21.87	2yr Award
Proofreaders and Copy Markers	43	28	-15	7	6	36	-31	\$18.88	Bachelor's Degree
Insurance Underwriters	69	81	12	5	6	37	-31	\$37.10	Bachelor's Degree
Industrial Engineering Technologists and Technicians	78	83	5	7	8	39	-32	\$26.85	2 or 4yr Award
Conservation Scientists	25	24	-1	2	2	34	-32	\$28.38	Bachelor's Degree
Credit Counselors	58	57	-1	4	4	37	-33	\$22.12	Bachelor's Degree
Maintenance Workers, Machinery	66	75	9	6	7	40	-33	\$28.16	2yr Award
Operations Research Analysts	34	40	6	2	3	36	-33	\$33.81	Bachelor's Degree
Structural Iron and Steel Workers	50	56	6	4	5	38	-33	\$26.63	2yr Award
Health Information Technologists and Medical Registrars	13	16	3	1	1	35	-34	\$32.14	2 or 4yr Award
Millwrights	61	66	5	5	6	40	-35	\$27.87	2yr Award
Public Safety Telecommunicators	62	65	3	7	7	42	-35	\$22.19	2 or 4yr Award
Hazardous Materials Removal Workers	26	30	4	2	2	38	-36	\$22.11	2yr Award
Telecommunications Line Installers and Repairers	38	42	4	3	3	39	-36	\$28.12	2 or 4yr Award
Database Administrators	36	37	1	2	2	38	-36	\$44.14	Bachelor's Degree
Market Research Analysts and Marketing Specialists	489	510	21	42	44	80	-36	\$28.93	Bachelor's Degree
Insulation Workers, Mechanical	17	23	6	1	2	38	-36	\$23.27	2yr Award
Miscellaneous Construction and Related Workers	14	13	-1	1	1	38	-37	\$20.53	2yr Award
Carpet Installers	10	8	-2	1	1	38	-37	\$21.57	2yr Award
Mechanical Door Repairers	27	29	2	2	2	40	-38	\$20.63	2yr Award
Reinforcing Iron and Rebar Workers	4	5	1	0	0	38	-38	\$25.65	2yr Award
Textile Cutting Machine Setters, Operators, and Tenders	17	15	-2	2	2	40	-38	\$14.61	2yr Award
Registered Nurses	2220	2348	128	113	126	164	-38	\$34.52	2 or 4yr Award

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Electric Motor, Power Tool, and Related Repairers	11	10	-1	1	1	40	-39	\$20.51	2yr Award
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	3	5	2	0	0	40	-40	\$17.07	2yr Award
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	1	1	0	0	0	40	-40	\$0.00	2yr Award
Refractory Materials Repairers, Except Brickmasons	0	0	0	0	0	40	-40	\$0.00	2yr Award
Computer Programmers	40	31	-9	2	1	44	-43	\$37.15	Bachelor's Degree
Information Security Analysts	88	105	17	5	7	54	-47	\$49.16	Bachelor's Degree
Social Workers, All Other	19	20	1	2	2	50	-48	\$28.86	Bachelor's Degree
Dietitians and Nutritionists	40	43	3	3	3	54	-51	\$30.34	Bachelor's Degree
Data Scientists	124	159	35	7	11	62	-52	\$40.68	Bachelor's Degree
Technical Writers	75	67	-8	6	5	59	-54	\$31.77	Bachelor's Degree
Special Education Teachers, All Other	32	31	-1	2	2	58	-56	\$26.99	Bachelor's Degree
Electrical Engineers	105	110	5	6	7	65	-59	\$49.84	Bachelor's Degree
Fundraisers	74	76	2	5	5	64	-59	\$29.54	Bachelor's Degree
Hairdressers, Hairstylists, and Cosmetologists	152	147	-5	19	19	78	-60	\$16.12	2 or 4yr Award
Health Education Specialists	62	62	0	6	6	67	-61	\$30.11	Bachelor's Degree
Labor Relations Specialists	52	50	-2	4	4	65	-61	\$36.60	Bachelor's Degree
Editors	60	49	-11	5	4	67	-63	\$24.82	Bachelor's Degree
Airline Pilots, Copilots, and Flight Engineers	14	15	1	2	2	66	-64	\$60.09	Bachelor's Degree
Civil Engineers	205	236	31	12	15	81	-66	\$42.63	Bachelor's Degree
Writers and Authors	16	14	-2	1	1	68	-67	\$23.48	Bachelor's Degree
Coaches and Scouts	352	360	8	43	44	115	-71	\$20.99	Bachelor's Degree
Electronics Engineers, Except Computer	22	22	0	1	1	76	-75	\$43.39	Bachelor's Degree
Clergy	219	218	-1	19	19	94	-75	\$25.83	Bachelor's Degree
Public Relations Specialists	142	149	7	11	12	88	-76	\$25.41	Bachelor's Degree
Museum Technicians and Conservators	33	39	6	4	5	81	-76	\$25.23	Bachelor's Degree
Computer Hardware Engineers	15	16	1	1	1	78	-77	\$51.70	Bachelor's Degree
Barbers	3	3	0	0	0	78	-78	\$33.96	2 or 4yr Award
Makeup Artists, Theatrical and Performance	0	0	0	0	0	78	-78	\$21.75	2 or 4yr Award
Petroleum Engineers	0	1	1	0	0	81	-81	\$61.13	Bachelor's Degree
Mining and Geological Engineers, Including Mining Safety Engineers	1	2	1	0	0	81	-81	\$43.71	Bachelor's Degree
Database Architects	10	12	2	1	1	84	-83	\$59.91	Bachelor's Degree
Industrial Engineers	311	353	42	18	22	108	-86	\$41.97	Bachelor's Degree
Recreational Therapists	10	10	0	1	1	87	-86	\$24.85	Bachelor's Degree
Manicurists and Pedicurists	12	10	-2	1	1	87	-86	\$16.68	2 or 4yr Award
Athletic Trainers	53	53	0	3	3	93	-90	\$29.17	Bachelor's Degree
Commercial and Industrial Designers	47	50	3	3	3	96	-93	\$29.76	Bachelor's Degree
Exercise Physiologists	1	1	0	0	0	93	-93	\$27.84	Bachelor's Degree
Home Health and Personal Care Aides	2146	2441	295	313	343	438	-96	\$16.12	2yr Award
Environmental Scientists and Specialists, Including Health	23	24	1	2	2	99	-97	\$37.36	Bachelor's Degree
Skincare Specialists	112	109	-3	16	16	119	-103	\$19.21	2 or 4yr Award
Detectives and Criminal Investigators	46	50	4	3	3	108	-105	\$35.67	Bachelor's Degree
Environmental Engineers	8	10	2	1	1	116	-115	\$48.36	Bachelor's Degree
Financial Risk Specialists	44	45	1	3	3	137	-134	\$43.17	Bachelor's Degree
Mechanical Engineers	623	678	55	34	40	174	-135	\$39.38	Bachelor's Degree
Financial Specialists, All Other	92	95	3	6	6	141	-135	\$32.79	Bachelor's Degree
Elementary School Teachers, Except Special Education	1242	1227	-15	82	81	217	-137	\$25.97	Bachelor's Degree
Probation Officers and Correctional Treatment Specialists	70	76	6	5	6	152	-146	\$31.03	Bachelor's Degree
Education Administrators, All Other	57	61	4	4	4	163	-159	\$38.86	Bachelor's Degree

Title	2025 Jobs	2035 Jobs	25-35 Chg	Annual Replacement Jobs	Annual Openings	Annual Completions	Skills Gap	2024 Median Earnings	Typical Ed Lvl
Compliance Officers	141	153	12	11	12	203	-191	\$31.55	Bachelor's Degree
Life Scientists, All Other	0	0	0	0	0	202	-202	\$37.99	Bachelor's Degree
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1223	1251	28	106	109	314	-205	\$28.86	2 or 4yr Award
Microbiologists	1	1	0	0	0	210	-210	\$33.31	Bachelor's Degree
Biological Technicians	11	13	2	1	1	212	-211	\$22.19	Bachelor's Degree
Biological Scientists, All Other	34	34	0	3	3	214	-211	\$36.85	Bachelor's Degree
Zoologists and Wildlife Biologists	10	10	0	1	1	230	-229	\$34.88	Bachelor's Degree
Aerospace Engineers	2	2	0	0	0	230	-230	\$58.34	Bachelor's Degree
Soil and Plant Scientists	17	15	-2	1	1	238	-237	\$33.30	Bachelor's Degree
Animal Scientists	5	5	0	0	0	239	-239	\$34.37	Bachelor's Degree
Insurance Sales Agents	669	753	84	52	60	314	-254	\$28.44	2 or 4yr Award
Social Science Research Assistants	7	7	0	1	1	260	-259	\$16.46	Bachelor's Degree
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	452	483	31	43	46	314	-268	\$25.73	2 or 4yr Award
Project Management Specialists	449	496	47	31	36	310	-274	\$41.08	2 or 4yr Award
Business Operations Specialists, All Other	407	441	34	34	37	319	-282	\$28.70	2 or 4yr Award
Forensic Science Technicians	2	3	1	0	0	286	-286	\$30.57	Bachelor's Degree
Parts Salespersons	265	255	-10	29	28	314	-286	\$19.67	2 or 4yr Award
Administrative Services Managers	96	104	8	8	9	313	-304	\$45.37	2 or 4yr Award
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	79	85	6	7	8	314	-306	\$42.17	2 or 4yr Award
Advertising Sales Agents	66	54	-12	7	6	314	-308	\$23.87	2 or 4yr Award
Agents and Business Managers of Artists, Performers, and Athletes	1	1	0	0	0	310	-310	\$41.67	2 or 4yr Award
Personal Service Managers, All Other	0	0	0	0	0	310	-310	\$25.59	2 or 4yr Award
Entertainment and Recreation Managers, Except Gambling	28	28	0	3	3	315	-312	\$31.71	2 or 4yr Award
Human Resources Specialists	650	682	32	53	56	378	-322	\$29.57	Bachelor's Degree
Logisticians	340	387	47	28	33	360	-327	\$35.46	Bachelor's Degree
Facilities Managers	109	115	6	9	10	339	-329	\$44.38	2 or 4yr Award
Management Analysts	247	273	26	20	23	352	-329	\$40.65	Bachelor's Degree
Engineers, All Other	117	126	9	7	8	344	-336	\$46.47	Bachelor's Degree
Child, Family, and School Social Workers	203	206	3	16	16	366	-350	\$23.70	Bachelor's Degree
Secondary School Teachers, Except Special and Career/Technical Education	1006	991	-15	61	60	422	-363	\$27.81	Bachelor's Degree
Sales Managers	254	282	28	19	22	390	-368	\$56.12	Bachelor's Degree
Construction Managers	163	185	22	12	14	415	-401	\$43.47	Bachelor's Degree
Compensation, Benefits, and Job Analysis Specialists	81	92	11	6	7	412	-405	\$28.45	Bachelor's Degree
Securities, Commodities, and Financial Services Sales Agents	140	149	9	10	11	433	-422	\$27.93	Bachelor's Degree
Orderlies	8	10	2	1	1	438	-437	\$15.72	2yr Award
Social and Community Service Managers	159	153	-6	12	11	450	-439	\$30.52	Bachelor's Degree
Cost Estimators	164	167	3	14	14	583	-569	\$31.95	Bachelor's Degree
Managers, All Other	235	253	18	18	20	874	-854	\$54.61	Bachelor's Degree

Appendix C • Primary Data Source Information Legend

This is a breakout of the edition of the source used by Lightcast.

Name	Source	Lightcast 2025.4
Quarterly Census of Employment and Wages	QCEW	2025Q1
Occupational Employment & Wage Statistics	OEWS	2024
National Ind/Occ Employment Matrix	NIOEM	2023-2033
Employment Projections Tables	EP	2024-2033
Consumer Expenditure Survey	CEX	2023
State Personal Income	SPI	2022
Local Area Personal Income	LPI	2022
Make & Use Tables	MUTs	2023
National Income & Product Accounts	NIPA	2024Q4
Gross Domestic Product by State	GSP	2024
American Community Survey	ACS	2023
County Business Patterns	CBP	2023
ZIP Code Business Patterns	ZBP	N/A
Nonemployer Statistics	NES	2023
Current Population Survey Tabulations	CPS	2023
State and Local Finances (Census of Government)	COG	2022
Population Estimates	POP	2024
Origin-Destination Employment Statistics	LODES	2022
Quarterly Workforce Indicators	QWI	2025Q3
Railroad Retirement Board	RRB	2022
Occupational Information Network	ONET	30
Crime by County	FBI	2024
Completions	IPEDS	2024
Enrollments	IPEDS	2024
Birth/Mortality Data	CDC	Birth: 2023
Migration Data	Migration	2022
Cost of Living Data	COLI	2024
Database USA	DBUSA	Sept. 2024

Appendix D • CIP to SOC Crosswalk Primer

Occupations are tied to college programs via crosswalk. The crosswalk in this report uses NCES as a root, but is modified by Lightcast, then further modified based on feedback from Northeast Iowa Community College and Greater Dubuque Development stakeholders.

In order to get the maximum effectiveness from this report it's critical to understand how it is constructed, its definitions, and the applications and limitations of the data presented.

This section will use examples based on the National Center for Educational Statistics (<https://nces.ed.gov>) to explain some of the more complicated aspects. Please note that these are examples only and aggregate numbers may not align with outcomes in the official tables later in this report. The goal is to create an evergreen example that illustrates the process.

There are many different types of crosswalks used by various organizations for a myriad of factors. Our primer is not comprehensive, nor does it hold authority over any other versions.

If you have further interest in alternate crosswalks as well as discussions about their application, we recommend some of the following:

- **Perkins IV Crosswalk from the CTE Community**
<https://careertech.org/crosswalks>
- **O*NET series of crosswalks, including CIP, DOT, and RAPIDS**
<https://www.onetcenter.org/crosswalks.html>
- **Using Workforce Information for Degree Program Planning in Texas**
https://www.rand.org/content/dam/rand/pubs/research_reports/RR1000/RR1011/RAND_RR1011.pdf
- **Re-imagining Curriculum in Three-letter Words**
https://www.gavilan.edu/committee/curriculum/docs/curriculum_institute/2018/SOC_CIP_TOP_SAM_Re-imagining_Curriculum_in_Three-letter_Words.pdf
- **Handbook on the Politics of Higher Education**
https://www.google.com/books/edition/Handbook_on_the_Politics_of_Higher_Educa/cc1eDwAAQBAJ?hl=en
- **U. S. Department of Education Nontraditional Occupations Crosswalk**
<https://s3.amazonaws.com/PCRN/downloads/Introduction-to-the-2020-Nontraditional-Crosswalk.pdf>

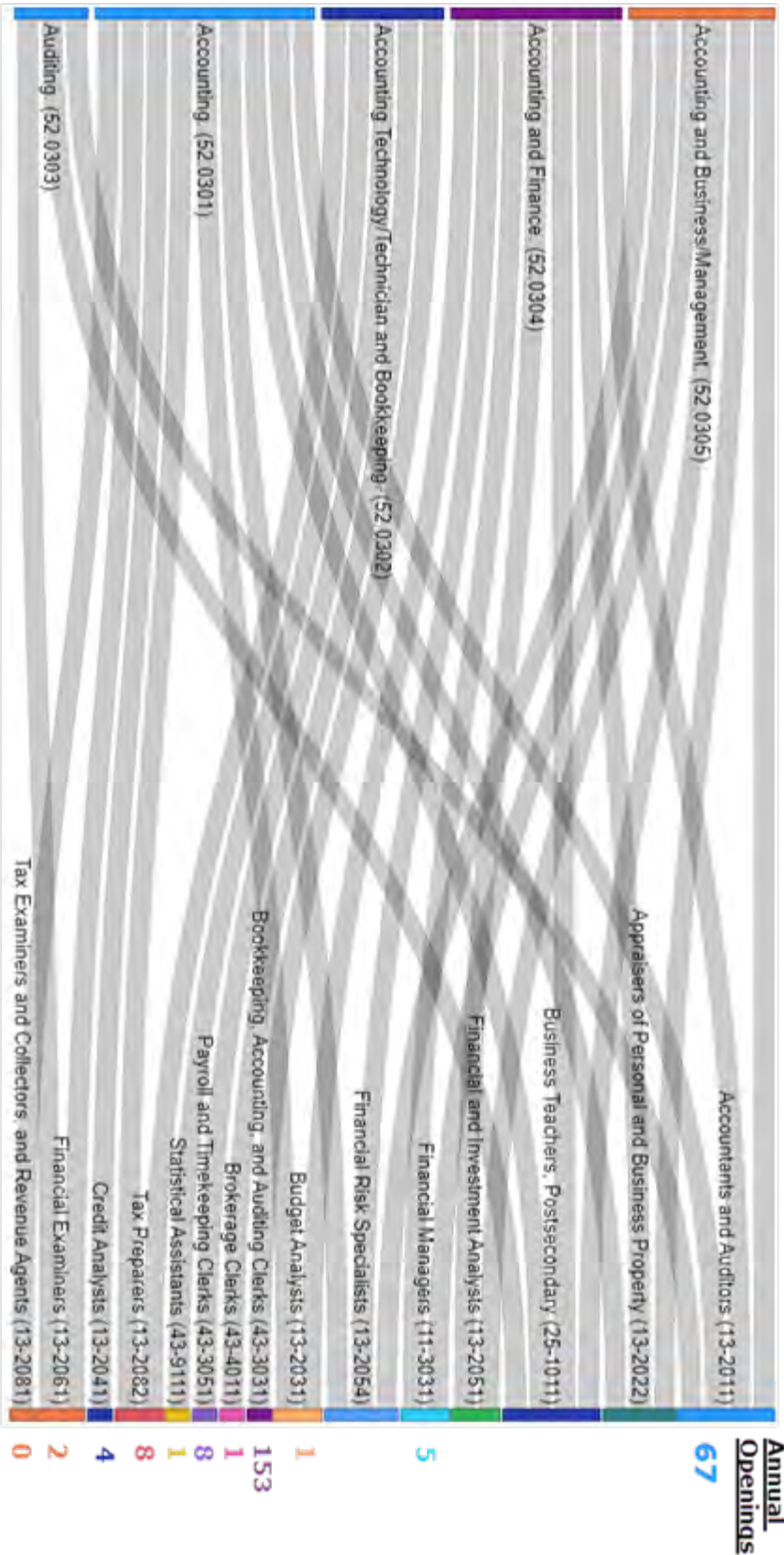
From Classification of Instructional Program to Standard Occupational Code -- the CIP to SOC crosswalk

Annual Completions

Wrinkle: These could all be different students, but a few may have awards in both!

Awards Earned 44

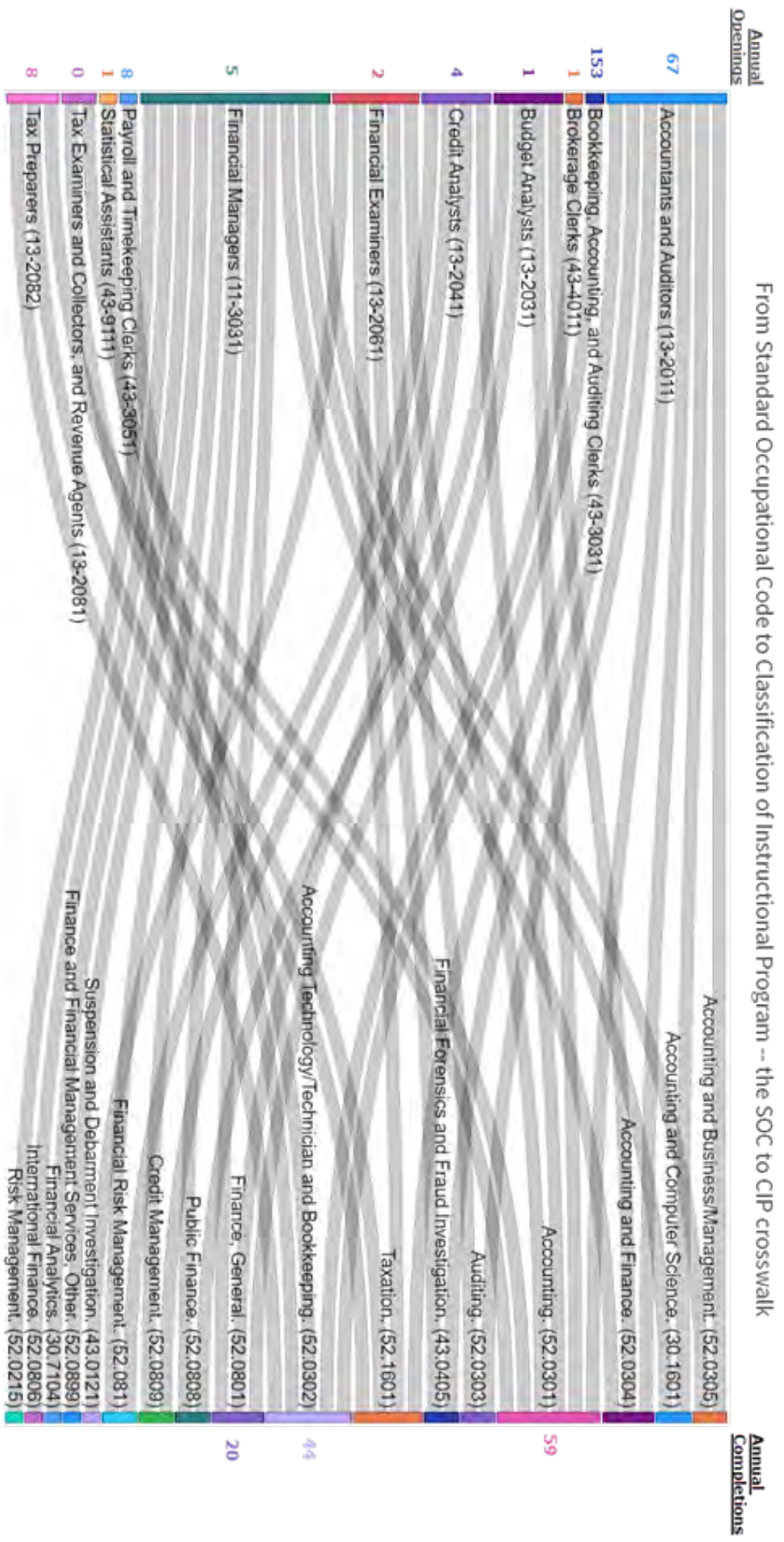
Awards Earned 59



Here is an example of Accounting & Auditing Programs from the 52.03 series of CIP. On the left is our source, the CIP code. Each link flows to the occupation that the program is designed to prepare students for. A student graduating from the 52.0301 Accounting program could expect to find employment in 9 different occupations (which can be traced out

by following the links). Each occupation has a given number of jobs; however, a lot of the programs and jobs have interchangeable skills and abilities that would allow people to fill occupations without the exact degree listed above, that said, in this example there is a total there were 103 program completions (not students) and 250 openings.* So far, so good.

*If you don't see a number under a group, it's because the job isn't in our area or the program isn't offered in our area, but that's not written in stone. Last year could have looked much different and next year may look very different too.



Let's review the same occupations, now the source, the destination has opened up to include all CIPs linked to them. The data is almost exactly the same, with the exception of 20 additional completions under CIP 52.0801, bringing our ratio to 123 programs completed and 250 openings. And this is only a slice of the many other CIPs these may fall under that aren't in this example.

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