



Green Country Workforce Development Board

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Demand Occupations Policy

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The Green Country Workforce Development Board (GCWDB) is the policy and guidance board for the Workforce Oklahoma system in Oklahoma. We are business leaders with a commitment to lead a highly skilled, productive workforce in our 18-county area.

The Green Country Workforce Development Board (GCWDB) complies with WIOA's Equal Opportunity and Nondiscrimination provisions which prohibit discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, or, the basis of citizenship status or participation in a WIOA Title-1 financially assisted program or activity.

GCWDB is an Equal Opportunity Employer/ Program. Auxiliary aids and services are available upon request to individuals with disabilities.

Green Country Workforce Development Boards Innovation and Opportunity Act Title I program funding statement can be found at

*[EO & FUNDING PAGE – Green Country Workforce Development Board](https://www.greencountryworks.org/)
<https://www.greencountryworks.org/>*

Purpose

To provide guidance and strategically determine the occupations that have a substantial current or potential impact on the economy of the Green Country Workforce Development Board's 18 County Area in Oklahoma.

Effective Date

GCWDB Approved 01/08/2026

* This document shall supersede and replace all prior versions and understandings, oral or written, of the Priority of Policy.

Policy

The authority to make this determination is explicitly stated in Section 3(23)(B) of Workforce Innovation and Opportunity Act (WIOA):

(B) DETERMINATION - The determination of whether an industry sector or occupation is in demand shall be made by GCWDB using State and regional business and labor market projections, including the use of labor market information.

The Green Country Workforce Development Area (GCWDA) encompasses an 18-county region in Green Country including:

Adair	Creek	McIntosh	Okmulgee	Pawnee	Tulsa
Craig	Delaware	Muskogee	Osage	Rogers	Wagoner
Cherokee	Mayes	Nowata	Ottawa	Sequoyah	Washington

The definition of the term “in-demand occupation” is given in Section 3(23) of WIOA:

(23) IN-DEMAND INDUSTRY SECTOR OR OCCUPATION. —

(A) IN GENERAL. — *The term “in-demand industry sector or occupation” means—*

(i) an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or

(ii) an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.

Section 107(b)(2) of WIOA requires that the business members of the local workforce development board must represent businesses that “provide employment opportunities... in in-demand industry sectors or occupations in the local area.” Therefore, it is important to determine the in-demand occupations in the local area in order to ensure compliance with the board composition requirements of WIOA.

Demand occupations have been determined based on job opening data collected using the following resources:

- Oklahoma Employment Security Commission (OESC),
- Other data collecting tools such as Economic Modeling Specialists, Inc. (EMSI),
- And by incorporating employment trend data and review of current WIOA approved Eligible Training Providers.

Additional Background

The 2024 WIOA State Plan provides a description of the industries and occupations for which there is existing demand in the GCWDB planning region. Here is an excerpt: To achieve the ambitious goals that have been set by the Governor’s Cabinet, workforce partners must align their efforts and take active roles in ensuring resources are used in ways that maximize, strengthen, and support the education-to-workforce pipeline for all Oklahomans. Underpinning all Oklahoma Works efforts are the five Industry Clusters (Aerospace and Defense, Agriculture and Biosciences, Energy, Information and Financial Services, and Transportation and Distribution), and 100 Critical Occupations within these ecosystems (growth and demand occupations). These foundational pieces are utilized by state and local economic development and tie partner initiatives together in an aligned, cohesive direction. NOTE: In the State Plan, the state’s key demand industry sectors are referred to as “industry clusters.”

In addition to the specific skills needed for each position, local employers and the workforce development board have determined that job readiness and other “soft skills training” will be necessary in order to reduce employee turnover and associated training costs. Job readiness and other soft skills training, regardless of the necessity, are not approved occupations/skills training courses for development of an Individual Training Account. These skills must be attained via a Green Country Works Center or other appropriate partner.

The GCWDB may approve occupational codes and corresponding job families within targeted industry clusters as identified by the Oklahoma Employment Security Commission (OESC), the GCWDB, and EMSI labor market data. Job families are defined as groups of occupations that share common work activities, required skills, education levels, training requirements, and credentialing pathways. Occupational classifications shall be aligned with Standard Occupational Classification (SOC) codes. For example, the occupation **53-3032.00 Heavy and Tractor-Trailer Truck Drivers** is categorized within the job family designated by the two-digit code “**53**.”

Methodology for Selecting In-Demand Occupations

In-Demand Occupations are identified using current labor market data to reflect employer demand and wage standards. Occupations are selected based on the following criteria:

1. Job Openings Threshold

- Occupations must have **150 or more active job openings** within the defined labor market area during the analysis period with a projection of positive growth rate.

2. Wage Requirement

- Occupations must offer **50%** of the GCWDB’s Self-Sufficient wage which is active at the time of this policy’s issuance. ensuring alignment with local wage standards and economic sustainability.

3. Data Sources

- Job openings and wage data are derived from validated labor market information sources (e.g., real-time job postings and state/federal labor market datasets). Additional input will be obtained through consultation with board members and industry partners.

4. Geographic Scope

- Analysis is limited to the designated counties/regions included in the workforce area.

5. Review Cycle

- The In-Demand Occupations list is reviewed and updated regularly to reflect changes in employer demand, wages, and economic conditions.

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Green County Workforce Development Boards Innovation and Opportunity Act Title I program funding statement can be found at <https://www.greencountryworks.org/eo-funding-page/>

The O*NET occupational codes begin with a two-digit number, which coincides with the above approved list. Therefore, all occupations that have a two-digit code from the above list are approved

as a demand occupation with exception of specific exclusions and inclusions as noted. Detailed information may be found at <https://www.onetonline.org/>

Prohibited Industry

In accordance with federal law, WIOA funds MAY NOT be used to support the marijuana industry including directly or indirectly, but not limited to use, possession, growth or distribution of marijuana. Additionally, medical marijuana facility occupations ARE NOT occupations in which a local area can place an individual.

Authorization for Clarifications and Additions

GCWDB authorizes the GCWDB CEO to issue additional instructions, guidance, approvals and/or forms to further implement requirements of this policy, without making substantive change to the policy except in situations where new or updated State and Federal guidance is issued.

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References

- Workforce Innovation and Opportunity Act (WIOA) of 2014 Section 3(23)(B)
- Lightcast.io

Attachments

Attachment A: Demand Occupations O*Net Codes Effective 01/16/2025

Attachment ZZ: Vital Service and Information Notice can be found here:

<https://www.greencountryworks.org/wp-content/uploads/2025/08/Attachment-ZZ-UPDATE-1.pdf>

NOTE: All GCWDB Policies and attachments are available for download at:

<https://www.greencountryworks.org/resources/policy-research-best-practices/>

Green Country Workforce Development Board – Demand Occupations Policy
Attachment A – Demand Occupations O*Net Codes Effective 01/16/2025

SOC	Description	2025 Jobs	2035 Jobs	2025 - 2035 % Change	Avg. Hourly Earnings
11-1011	Chief Executives	1,227	1,349	10%	\$82.73
11-1021	General and Operations Managers	16,481	17,103	4%	\$51.84
11-2021	Marketing Managers	627	732	17%	\$63.98
11-2022	Sales Managers	1,260	1,370	9%	\$72.76
11-3012	Administrative Services Managers	729	774	6%	\$54.38
11-3013	Facilities Managers	273	305	12%	\$50.80
11-3021	Computer and Information Systems Managers	1,264	1,488	18%	\$69.78
11-3031	Financial Managers	2,403	2,755	15%	\$69.95
11-3051	Industrial Production Managers	869	940	8%	\$57.67
11-3061	Purchasing Managers	189	208	10%	\$59.21
11-3071	Transportation, Storage, and Distribution Managers	612	671	10%	\$51.30
11-3121	Human Resources Managers	518	561	8%	\$61.07
11-9021	Construction Managers	2,111	2,318	10%	\$42.65
11-9031	Education and Childcare Administrators, Preschool and Daycare	298	298	0%	\$24.61
11-9041	Architectural and Engineering Managers	690	729	6%	\$81.36
11-9051	Food Service Managers	1,103	1,166	6%	\$34.65
11-9081	Lodging Managers	164	164	0%	\$25.26
11-9111	Medical and Health Services Managers	2,207	2,701	22%	\$55.89
11-9141	Property, Real Estate, and Community Association Managers	1,135	1,158	2%	\$42.38
11-9151	Social and Community Service Managers	748	821	10%	\$32.97
11-9199	Managers, All Other	2,986	3,372	13%	\$43.39
13-1028	Buyers and Purchasing Agents	1,836	2,003	9%	\$35.03
13-1041	Compliance Officers	1,302	1,391	7%	\$34.20
13-1071	Human Resources Specialists	3,501	3,701	6%	\$31.51
13-1075	Labor Relations Specialists	159	160	1%	\$41.40
13-1081	Logisticians	885	1,036	17%	\$36.31
13-1082	Project Management Specialists	3,711	3,903	5%	\$44.72
13-1111	Management Analysts	1,920	2,215	15%	\$53.43
13-1121	Meeting, Convention, and Event Planners	498	543	9%	\$27.61
13-1131	Fundraisers	397	418	6%	\$31.58
13-1141	Compensation, Benefits, and Job Analysis Specialists	258	282	9%	\$36.13
13-1151	Training and Development Specialists	1,640	1,780	9%	\$29.25
13-1161	Market Research Analysts and Marketing Specialists	2,800	3,024	8%	\$38.31
13-1199	Business Operations Specialists, All Other	1,380	1,671	21%	\$39.99
13-2028	Property Appraisers and Assessors	330	334	1%	\$33.49
13-2051	Financial and Investment Analysts	873	950	9%	\$48.65
13-2052	Personal Financial Advisors	788	927	18%	\$62.68
13-2072	Loan Officers	1,343	1,372	2%	\$41.97
13-2099	Financial Specialists, All Other	188	215	14%	\$35.38
15-1211	Computer Systems Analysts	1,477	1,597	8%	\$54.74
15-1212	Information Security Analysts	439	547	25%	\$45.00
15-1232	Computer User Support Specialists	2,778	2,833	2%	\$27.03
15-1241	Computer Network Architects	527	565	7%	\$57.77
15-1242	Database Administrators	160	172	8%	\$48.65
15-1243	Database Architects	258	266	3%	\$68.43
15-1252	Software Developers	2,681	3,204	19%	\$56.03
15-1253	Software Quality Assurance Analysts and Testers	331	379	14%	\$35.92
15-1254	Web Developers	173	183	6%	\$38.61
15-1255	Web and Digital Interface Designers	210	235	12%	\$37.56
15-1299	Computer Occupations, All Other	814	964	18%	\$44.92

Demand Occupations List Data source from Lightcast.io on 12/19/2025

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15-2051	Data Scientists	955	1,198	25%	\$42.79
17-1011	Architects, Except Landscape and Naval	559	656	17%	\$43.33
17-1022	Surveyors	217	235	8%	\$31.42
17-2011	Aerospace Engineers	266	305	15%	\$53.82
17-2051	Civil Engineers	1,267	1,307	3%	\$49.40
17-2071	Electrical Engineers	676	718	6%	\$53.37
17-2072	Electronics Engineers, Except Computer	185	206	12%	\$48.90
17-2112	Industrial Engineers	1,153	1,316	14%	\$50.04
17-2141	Mechanical Engineers	973	1,095	13%	\$49.84
17-2199	Engineers, All Other	247	285	15%	\$53.42
17-3011	Architectural and Civil Drafters	510	532	4%	\$33.00
17-3023	Electrical and Electronic Engineering Technologists and Technicians	428	429	0%	\$37.09
17-3026	Industrial Engineering Technologists and Technicians	198	216	9%	\$31.78
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	283	304	8%	\$35.73
17-3031	Surveying and Mapping Technicians	354	368	4%	\$22.67
19-1042	Medical Scientists, Except Epidemiologists	158	173	10%	\$43.98
19-2031	Chemists	283	302	7%	\$43.42
19-2041	Environmental Scientists and Specialists, Including Health	204	211	3%	\$37.53
19-3039	Psychologists, All Other	243	268	10%	\$52.87
19-4031	Chemical Technicians	274	284	4%	\$32.58
19-4099	Life, Physical, and Social Science Technicians, All Other	183	193	5%	\$29.75
19-5011	Occupational Health and Safety Specialists	480	531	10%	\$38.15
21-1013	Marriage and Family Therapists	561	627	12%	\$32.18
21-1015	Rehabilitation Counselors	848	884	4%	\$15.95
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,985	2,480	25%	\$29.79
21-1019	Counselors, All Other	155	188	21%	\$30.10
21-1021	Child, Family, and School Social Workers	2,520	2,588	3%	\$22.52
21-1022	Healthcare Social Workers	953	977	2%	\$27.74
21-1023	Mental Health and Substance Abuse Social Workers	732	868	19%	\$22.38
21-1029	Social Workers, All Other	236	260	10%	\$41.97
21-1091	Health Education Specialists	333	353	6%	\$29.48
21-1092	Probation Officers and Correctional Treatment Specialists	253	267	5%	\$25.31
21-1093	Social and Human Service Assistants	979	1,135	16%	\$20.86
21-1094	Community Health Workers	205	237	16%	\$23.86
21-1099	Community and Social Service Specialists, All Other	175	201	15%	\$20.11
21-2011	Clergy	1,549	1,581	2%	\$26.14
21-2021	Directors, Religious Activities and Education	769	788	2%	\$28.64
21-2099	Religious Workers, All Other	512	525	3%	\$23.63
25-2011	Preschool Teachers, Except Special Education	2,330	2,437	5%	\$19.41
25-3021	Self-Enrichment Teachers	1,285	1,326	3%	\$25.30
25-3099	Teachers and Instructors, All Other	273	283	4%	\$32.71
25-4022	Librarians and Media Collections Specialists	582	611	5%	\$27.44
25-9031	Instructional Coordinators	690	697	1%	\$29.20
25-9044	Teaching Assistants, Postsecondary	197	217	10%	\$16.98
27-1011	Art Directors	218	237	9%	\$32.52
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	195	225	15%	\$16.13
27-1019	Artists and Related Workers, All Other	161	202	25%	\$23.09
27-1021	Commercial and Industrial Designers	201	206	3%	\$38.14
27-1023	Floral Designers	239	239	0%	\$16.41
27-1024	Graphic Designers	693	725	5%	\$27.20
27-1025	Interior Designers	272	294	8%	\$34.14
27-1026	Merchandise Displayers and Window Trimmers	651	689	6%	\$17.14
27-2012	Producers and Directors	421	449	7%	\$31.65

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27-2022	Coaches and Scouts	1,089	1,130	4%	\$25.83
27-2041	Music Directors and Composers	213	227	6%	\$41.76
27-2042	Musicians and Singers	710	733	3%	\$44.95
27-3031	Public Relations Specialists	848	903	6%	\$31.40
27-3042	Technical Writers	188	190	1%	\$32.46
27-3043	Writers and Authors	419	474	13%	\$28.24
27-3091	Interpreters and Translators	195	208	6%	\$31.18
27-4011	Audio and Video Technicians	266	283	6%	\$25.05
27-4021	Photographers	544	586	8%	\$30.84
29-1011	Chiropractors	219	262	20%	\$61.72
29-1021	Dentists, General	531	574	8%	\$94.33
29-1031	Dietitians and Nutritionists	470	518	10%	\$33.13
29-1041	Optometrists	266	303	14%	\$64.43
29-1051	Pharmacists	1,212	1,241	2%	\$62.64
29-1071	Physician Assistants	528	619	17%	\$64.49
29-1122	Occupational Therapists	484	518	7%	\$49.20
29-1123	Physical Therapists	999	1,066	7%	\$46.05
29-1126	Respiratory Therapists	579	629	9%	\$37.25
29-1127	Speech-Language Pathologists	841	949	13%	\$42.19
29-1131	Veterinarians	390	444	14%	\$53.17
29-1141	Registered Nurses	12,798	13,148	3%	\$42.93
29-1171	Nurse Practitioners	1,058	1,382	31%	\$58.44
29-1229	Physicians, All Other	776	800	3%	\$93.99
29-1292	Dental Hygienists	995	1,113	12%	\$45.67
29-2018	Clinical Laboratory Technologists and Technicians	1,310	1,352	3%	\$27.91
29-2031	Cardiovascular Technologists and Technicians	387	388	0%	\$28.36
29-2032	Diagnostic Medical Sonographers	373	403	8%	\$38.93
29-2034	Radiologic Technologists and Technicians	1,143	1,151	1%	\$32.51
29-2042	Emergency Medical Technicians	759	843	11%	\$17.65
29-2043	Paramedics	595	644	8%	\$24.65
29-2052	Pharmacy Technicians	1,880	1,914	2%	\$19.47
29-2053	Psychiatric Technicians	402	508	26%	\$18.63
29-2055	Surgical Technologists	653	664	2%	\$25.88
29-2056	Veterinary Technologists and Technicians	314	390	24%	\$20.02
29-2057	Ophthalmic Medical Technicians	314	346	10%	\$17.66
29-2061	Licensed Practical and Licensed Vocational Nurses	4,102	4,116	0%	\$26.95
29-2072	Medical Records Specialists	719	767	7%	\$25.64
29-2081	Opticians, Dispensing	291	311	7%	\$18.82
29-2099	Health Technologists and Technicians, All Other	897	916	2%	\$21.17
29-9021	Health Information Technologists and Medical Registrars	250	281	12%	\$23.88
29-9091	Athletic Trainers	163	171	5%	\$26.44
31-1131	Nursing Assistants	8,309	8,553	3%	\$17.28
31-1132	Orderlies	196	199	1%	\$16.72
31-2011	Occupational Therapy Assistants	288	331	15%	\$33.96
31-2021	Physical Therapist Assistants	765	863	13%	\$30.32
31-9011	Massage Therapists	655	803	23%	\$32.11
31-9091	Dental Assistants	1,780	1,942	9%	\$20.72
31-9092	Medical Assistants	4,022	4,332	8%	\$18.77
31-9093	Medical Equipment Preparers	289	294	2%	\$20.67
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	699	793	13%	\$15.97
31-9097	Phlebotomists	896	940	5%	\$19.35
33-1012	First-Line Supervisors of Police and Detectives	621	679	9%	\$41.33
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	492	539	10%	\$39.97

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33-2011	Firefighters	1,421	1,568	10%	\$24.68
33-3021	Detectives and Criminal Investigators	357	393	10%	\$41.54
33-3051	Police and Sheriff's Patrol Officers	3,460	3,755	9%	\$30.27
33-9021	Private Detectives and Investigators	183	184	1%	\$25.29
33-9031	Gambling Surveillance Officers and Gambling Investigators	389	393	1%	\$18.08
35-1011	Chefs and Head Cooks	613	664	8%	\$23.83
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	5,957	6,170	4%	\$18.63
35-2012	Cooks, Institution and Cafeteria	3,715	3,781	2%	\$14.22
35-2014	Cooks, Restaurant	6,221	6,771	9%	\$16.04
35-3041	Food Servers, Nonrestaurant	668	724	8%	\$13.85
35-9099	Food Preparation and Serving Related Workers, All Other	293	306	4%	\$14.79
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	849	857	1%	\$22.00
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	619	645	4%	\$24.95
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	8,473	8,541	1%	\$16.10
37-2021	Pest Control Workers	449	468	4%	\$19.36
37-3011	Landscaping and Groundskeeping Workers	4,823	5,056	5%	\$17.31
37-3013	Tree Trimmers and Pruners	308	321	4%	\$20.81
39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	243	267	10%	\$21.37
39-1022	First-Line Supervisors of Personal Service Workers	545	570	5%	\$22.76
39-2011	Animal Trainers	195	207	6%	\$26.08
39-2021	Animal Caretakers	1,693	1,930	14%	\$18.11
39-5011	Barbers	241	263	9%	\$15.64
39-5012	Hairdressers, Hairstylists, and Cosmetologists	3,020	3,215	6%	\$18.90
39-5092	Manicurists and Pedicurists	785	936	19%	\$15.78
39-5094	Skincare Specialists	311	380	22%	\$22.83
39-9031	Exercise Trainers and Group Fitness Instructors	1,065	1,226	15%	\$24.32
39-9032	Recreation Workers	903	998	11%	\$16.06
39-9041	Residential Advisors	296	301	2%	\$15.99
39-9099	Personal Care and Service Workers, All Other	269	293	9%	\$24.04
41-1011	First-Line Supervisors of Retail Sales Workers	6,111	6,171	1%	\$22.87
41-1012	First-Line Supervisors of Non-Retail Sales Workers	1,444	1,456	1%	\$40.17
41-2021	Counter and Rental Clerks	1,665	1,682	1%	\$17.95
41-2022	Parts Salespersons	1,457	1,523	4%	\$17.77
41-2031	Retail Salespersons	15,781	16,207	3%	\$16.42
41-3021	Insurance Sales Agents	3,313	3,556	7%	\$35.48
41-3031	Securities, Commodities, and Financial Services Sales Agents	1,090	1,163	7%	\$47.15
41-3041	Travel Agents	400	469	17%	\$19.36
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	3,937	3,989	1%	\$30.03
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,606	1,614	0%	\$44.38
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5,018	5,154	3%	\$34.35
41-9021	Real Estate Brokers	386	426	11%	\$49.69
41-9022	Real Estate Sales Agents	2,599	2,770	7%	\$35.67
41-9099	Sales and Related Workers, All Other	241	273	13%	\$25.72
43-3021	Billing and Posting Clerks	1,515	1,529	1%	\$21.47
43-3041	Gambling Cage Workers	381	385	1%	\$15.12
43-4031	Court, Municipal, and License Clerks	943	1,002	6%	\$20.21
43-4061	Eligibility Interviewers, Government Programs	189	223	18%	\$23.34
43-4121	Library Assistants, Clerical	219	226	3%	\$13.53
43-4171	Receptionists and Information Clerks	3,385	3,468	2%	\$16.52
43-4199	Information and Record Clerks, All Other	477	507	6%	\$22.28

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43-5011	Cargo and Freight Agents	200	233	17%	\$21.40
43-5021	Couriers and Messengers	1,003	1,195	19%	\$16.47
43-5031	Public Safety Telecommunicators	713	767	8%	\$19.52
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1,080	1,106	2%	\$22.61
43-5061	Production, Planning, and Expediting Clerks	1,921	1,988	3%	\$27.27
43-6011	Executive Secretaries and Executive Administrative Assistants	1,203	1,227	2%	\$29.84
43-6013	Medical Secretaries and Administrative Assistants	3,306	3,445	4%	\$19.16
43-9041	Insurance Claims and Policy Processing Clerks	628	631	0%	\$24.33
43-9199	Office and Administrative Support Workers, All Other	305	311	2%	\$23.28
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	252	268	6%	\$31.49
45-2091	Agricultural Equipment Operators	279	300	7%	\$19.20
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	850	880	3%	\$16.89
45-2099	Agricultural Workers, All Other	438	460	5%	\$20.50
47-2021	Brickmasons and Blockmasons	296	299	1%	\$25.79
47-2061	Construction Laborers	6,855	7,112	4%	\$21.78
47-2073	Operating Engineers and Other Construction Equipment Operators	2,099	2,175	4%	\$24.50
47-2111	Electricians	3,645	4,034	11%	\$30.30
47-2121	Glaziers	222	235	6%	\$22.78
47-2132	Insulation Workers, Mechanical	150	159	6%	\$21.97
47-2152	Plumbers, Pipefitters, and Steamfitters	3,141	3,282	4%	\$28.17
47-2211	Sheet Metal Workers	527	583	11%	\$27.60
47-2221	Structural Iron and Steel Workers	282	305	8%	\$24.88
47-3013	Helpers--Electricians	737	745	1%	\$21.27
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	266	283	6%	\$20.95
47-4011	Construction and Building Inspectors	619	638	3%	\$31.61
47-4031	Fence Erectors	170	174	2%	\$21.00
47-4051	Highway Maintenance Workers	842	890	6%	\$18.80
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	360	373	4%	\$21.43
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	3,560	3,636	2%	\$38.56
49-2011	Computer, Automated Teller, and Office Machine Repairers	361	368	2%	\$23.70
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	232	245	6%	\$28.89
49-2098	Security and Fire Alarm Systems Installers	580	676	16%	\$25.09
49-3011	Aircraft Mechanics and Service Technicians	5,105	5,209	2%	\$34.70
49-3021	Automotive Body and Related Repairers	848	862	2%	\$23.79
49-3023	Automotive Service Technicians and Mechanics	3,906	3,994	2%	\$23.66
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,417	1,480	4%	\$27.50
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	979	1,067	9%	\$28.66
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	151	154	2%	\$21.29
49-3093	Tire Repairers and Changers	740	807	9%	\$17.91
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2,087	2,289	10%	\$26.91
49-9031	Home Appliance Repairers	174	177	2%	\$24.26
49-9041	Industrial Machinery Mechanics	2,376	2,737	15%	\$32.23
49-9043	Maintenance Workers, Machinery	976	1,013	4%	\$33.51
49-9051	Electrical Power-Line Installers and Repairers	1,168	1,193	2%	\$33.00
49-9062	Medical Equipment Repairers	220	290	32%	\$25.32
49-9071	Maintenance and Repair Workers, General	7,665	8,005	4%	\$22.50
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	413	421	2%	\$21.63
49-9098	Helpers--Installation, Maintenance, and Repair Workers	614	642	5%	\$16.85
49-9099	Installation, Maintenance, and Repair Workers, All Other	604	643	7%	\$25.32
51-1011	First-Line Supervisors of Production and Operating Workers	4,558	4,701	3%	\$35.39
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	151	156	3%	\$25.00
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	1,177	1,193	1%	\$20.35

Demand Occupations List Data source from Lightcast.io on 12/19/2025

Green Country Workforce Development Board – Demand Occupations Policy
Attachment A – Demand Occupations O*Net Codes Effective 01/16/2025

51-2051	Fiberglass Laminators and Fabricators	178	196	10%	\$18.79
51-2098	Miscellaneous Assemblers and Fabricators	7,003	7,307	4%	\$19.59
51-3011	Bakers	823	880	7%	\$14.72
51-3023	Slaughterers and Meat Packers	207	212	3%	\$17.65
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	183	191	4%	\$15.79
51-3092	Food Batchmakers	571	608	6%	\$16.32
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	300	324	8%	\$20.76
51-4041	Machinists	2,230	2,383	7%	\$25.39
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	856	899	5%	\$18.42
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,110	1,126	1%	\$21.03
51-4111	Tool and Die Makers	183	191	4%	\$29.31
51-4121	Welders, Cutters, Solderers, and Brazers	5,090	5,387	6%	\$25.49
51-6031	Sewing Machine Operators	227	237	4%	\$17.42
51-7011	Cabinetmakers and Bench Carpenters	407	413	2%	\$21.31
51-9011	Chemical Equipment Operators and Tenders	413	451	9%	\$27.60
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	383	404	6%	\$22.34
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	339	342	1%	\$18.55
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	230	253	10%	\$20.94
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	3,226	3,230	0%	\$28.97
51-9081	Dental Laboratory Technicians	201	222	10%	\$27.10
51-9111	Packaging and Filling Machine Operators and Tenders	1,403	1,506	7%	\$18.50
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1,236	1,284	4%	\$22.06
51-9162	Computer Numerically Controlled Tool Programmers	177	215	21%	\$32.18
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	184	188	2%	\$22.14
51-9197	Tire Builders	386	441	14%	\$25.06
51-9199	Production Workers, All Other	627	713	14%	\$22.20
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	2,516	2,607	4%	\$29.99
53-3031	Driver/Sales Workers	2,135	2,286	7%	\$14.22
53-3032	Heavy and Tractor-Trailer Truck Drivers	11,165	12,011	8%	\$28.28
53-3033	Light Truck Drivers	3,347	3,720	11%	\$20.41
53-3052	Bus Drivers, Transit and Intercity	300	330	10%	\$20.77
53-3053	Shuttle Drivers and Chauffeurs	529	590	12%	\$16.10
53-3054	Taxi Drivers	427	576	35%	\$17.48
53-6031	Automotive and Watercraft Service Attendants	337	342	2%	\$15.91
53-6032	Aircraft Service Attendants	188	191	2%	\$18.47
53-7021	Crane and Tower Operators	243	250	3%	\$31.37
53-7051	Industrial Truck and Tractor Operators	2,933	2,935	0%	\$22.55
53-7061	Cleaners of Vehicles and Equipment	1,814	1,916	6%	\$15.83
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14,027	14,473	3%	\$17.50
53-7064	Packers and Packagers, Hand	1,224	1,259	3%	\$15.84
53-7065	Stockers and Order Fillers	11,112	11,285	2%	\$17.82
53-7081	Refuse and Recyclable Material Collectors	930	999	7%	\$18.85