



2020 HOTJOBS! LIST

Your guide to high demand careers in West Michigan

Find the list online at westmiworks.org

Title	Median Hourly Earnings	2016-26 Projected Growth	2016-26 Annual Openings	Education or Training Requirements*
CONSTRUCTION & ENERGY				
Architectural, Engineering Managers	\$55.77	9.2%	125	Bachelor's degree and > 5 years work experience
■ Brickmasons, Blockmasons	\$25.16	11.2%	55	Apprenticeship and moderate-term OJT
■ Bus and Truck Mechanics, Diesel Engine Specialists	\$22.16	12.7%	180	Certification and long-term OJT
■ Cabinetmakers, Bench Carpenters	\$18.46	19.2%	95	Moderate-term OJT
■ Carpenters	\$18.99	11.0%	475	Apprenticeship
■ Cement Masons, Concrete Finishers	\$19.69	13.6%	140	Apprenticeship
■ Civil Engineers	\$37.35	12.1%	85	Bachelor's degree and license
Construction Laborers	\$17.14	13.9%	555	No formal educational credential, short-term OJT
Construction Managers	\$39.13	12.3%	95	Bachelor's degree and > 5 years work experience
■ Electrical Power-Line Installers and Repairers	\$38.47	11.1%	90	Certification and apprenticeship
■ Electricians	\$26.66	9.6%	410	License and apprenticeship
■ First-Line Supervisors of Landscaping, Lawn Service and Groundskeeping Workers	\$23.94	15.5%	110	Certification
■ First-Line Supervisors of Mechanics, Installers and Repairers	\$32.42	9.7%	250	> 5 years work experience
■ Heating, Air Conditioning and Refrigeration Mechanics and Installers	\$24.02	16.8%	175	Certification and long-term OJT
■ Heavy and Tractor-Trailer Truck Drivers	\$20.15	10.6%	1625	Certification and short-term OJT
Operating Engineers, Other Construction Equipment Operators	\$21.68	11.9%	145	Moderate-term OJT and certification
■ Plumbers, Pipefitters, Steamfitters	\$25.49	16.5%	270	License and apprenticeship
Roofers	\$18.16	12.0%	60	Moderate-term OJT
■ Security and Fire Alarm Systems Installers	\$23.85	20.0%	40	Certification
Supervisors of Construction and Extraction Workers	\$28.16	12.4%	255	> 5 years work experience
HEALTH SCIENCES				
■ Child, Family and School Social Workers	\$23.38	17.7%	290	Bachelor's degree and license
■ Community Health Workers	\$18.72	16.2%	50	Certification
■ Dental Assistants	\$20.89	13.7%	155	Postsecondary non-degree award and license
■ Dental Hygienists	\$33.06	13.6%	105	Associate degree and license
■ Emergency Medical Technicians and Paramedics	\$16.76	13.6%	55	Certification and license
Family and General Practitioners	\$105.61	11.4%	40	Doctoral or professional degree
■ Healthcare Social Workers	\$26.41	18.7%	160	Bachelor's degree and license
■ Licensed Practical and Licensed Vocational Nurses	\$21.06	12.0%	245	License
■ Massage Therapists	\$16.57	30.7%	85	Postsecondary non-degree award and license
■ Medical and Clinical Laboratory Technologists	\$20.28	9.6%	55	Bachelor's degree and license
■ Medical and Health Services Managers	\$45.04	18.1%	190	Bachelor's degree and < 5 years work experience
■ Medical Assistants	\$16.23	23.5%	445	Certification
■ Medical Records and Health Information Technicians	\$17.34	14.1%	50	Certification
Medical Secretaries	\$16.00	17.8%	410	Short-term OJT
■ Mental Health and Substance Abuse Social Workers	\$24.01	19.6%	95	Bachelor's degree
■ Mental Health Counselors	\$21.42	19.2%	95	Bachelor's degree and license
Nurse Practitioners	\$50.07	32.2%	40	Master's degree and license
■ Nursing Assistants	\$13.86	12.0%	1095	Certification and license
Occupational Therapists	\$33.24	21.6%	75	Master's degree and license
■ Occupational Therapy Assistants	\$22.90	25.0%	55	Associate degree
■ Pharmacy Technicians	\$15.24	11.8%	170	Certification, license and moderate-term OJT
■ Phlebotomists	\$14.43	20.8%	70	Certification
■ Physical Therapist Assistants	\$25.18	26.8%	130	Associate degree and license
Physical Therapists	\$40.03	24.4%	110	Doctoral or professional degree and license
Physician Assistants	\$50.75	33.9%	90	Master's degree and license
Physicians and Surgeons, All Other	\$95.83	9.3%	55	Doctoral or professional degree, license and residency
■ Radiologic Technologists	\$25.30	10.7%	55	Associate degree and license
■ Registered Nurses	\$31.76	14.8%	1010	Bachelor's degree and license
■ Respiratory Therapists	\$26.99	25.2%	45	Associate degree and license
■ Social and Community Service Managers	\$34.73	18.3%	95	Bachelor's degree and < 5 years work experience
■ Surgical Technologists	\$20.88	11.2%	60	Certification
INFORMATION TECHNOLOGY				
Computer and Information Systems Managers	\$53.79	12.9%	90	Bachelor's degree and > 5 years work experience
■ Computer Network Support Specialists	\$26.49	12.2%	40	Bachelor's degree
■ Computer User Support Specialists	\$22.37	15.9%	270	Postsecondary non-degree award or certification
■ Database Administrators	\$30.07	11.3%	30	Bachelor's degree
■ Developers	\$38.82	30.7%	255	Bachelor's degree
■ Graphic Designers	\$19.71	9.6%	135	Bachelor's degree
■ Information Security Analysts	\$37.13	34.6%	15	Bachelor's degree and < 5 years work experience
■ Network and Computer Systems Administrators	\$33.39	9.1%	80	Bachelor's degree
■ Web Developers	\$31.92	15.5%	35	Associate degree
MANUFACTURING				
■ Cleaning, Washing and Metal Pickling Equipment Operators and Tenders	\$16.09	17.4%	85	Short-term OJT
■ Commercial and Industrial Designers	\$29.13	10.8%	90	Bachelor's degree
■ Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	\$24.75	18.7%	65	Certification and moderate-term OJT
■ Cutting and Slicing Machine Setters, Operators and Tenders	\$15.75	11.1%	70	Short-term OJT
■ Engineers: Electrical, Industrial, Mechanical	\$35.42	14.5%	715	Bachelor's degree
■ First-Line Supervisors of Helpers, Laborers and Material Movers, Hand	\$26.67	9.8%	115	> 5 years work experience
■ Food and Tobacco Roasting, Baking and Drying Machine Operators and Tenders	\$16.82	24.0%	55	Short-term OJT
■ Food Batchmakers	\$15.78	23.6%	330	Short-term OJT
■ Food Cooking Machine Operators and Tenders	\$17.02	23.5%	70	Short-term OJT
■ Industrial Machinery Mechanics	\$22.53	18.6%	445	Apprenticeship and long-term OJT
Laborers and Freight, Stock, and Material Movers, Hand	\$14.10	11.9%	2965	High school diploma or equivalent
■ Maintenance and Repair Workers, General	\$17.46	10.6%	855	Certification and moderate-term OJT
■ Millwrights	\$24.91	12.0%	25	Apprenticeship
■ Mixing and Blending Machine Setters, Operators and Tenders	\$16.35	12.3%	170	Short-term OJT
■ Multiple Machine Tool Setters, Operators and Tenders, Metal and Plastic	\$17.65	9.0%	280	Certification and moderate-term OJT
■ Packaging and Filling Machine Operators and Tenders	\$14.69	16.1%	770	Short-term OJT
■ Production, Planning and Expediting Clerks	\$21.90	10.9%	300	High school diploma or equivalent
Separating, Filtering, Clarifying, Precipitating and Still Machine Setters, Operators, Tenders	\$18.40	22.7%	60	Short-term OJT
PROFESSIONAL & ADMINISTRATIVE SERVICES				
■ Accountants and Auditors	\$29.23	12.3%	560	Bachelor's degree and certification
■ Administrative Services Managers	\$40.10	13.2%	90	Bachelor's degree
Billing and Posting Clerks	\$17.85	14.2%	210	Short-term OJT
■ Cost Estimators	\$28.18	10.1%	145	Bachelor's degree
Education Administrators	\$37.15	14.6%	95	Master's degree
Educational, Guidance, School, and Vocational Counselors	\$27.90	16.8%	175	Master's degree and certification
■ Elementary/Middle School Teachers, Except Special Education	\$27.60	11.9%	875	Bachelor's degree and license
Financial Managers	\$51.20	21.5%	245	Bachelor's degree and > 5 years work experience
■ First-Line Supervisors of Services	\$17.28	12.5%	1000	Moderate-term OJT
■ Food Service Managers	\$27.83	11.6%	150	> 5 years work experience
■ General and Operations Managers	\$44.84	10.5%	880	Bachelor's degree and > 5 years work experience
■ Human Resources Specialists	\$26.34	9.3%	255	Bachelor's degree
Insurance Claims and Policy Processing Clerks	\$17.11	17.0%	90	Short-term OJT
Insurance Sales Agents	\$23.33	16.5%	290	Moderate-term OJT
■ Loan Officers	\$24.88	19.2%	120	Bachelor's degree and license
Management Analysts	\$35.50	16.8%	205	Bachelor's degree and > 5 years work experience
■ Market Research Analysts and Marketing Specialists	\$27.13	25.2%	310	Bachelor's degree and certification
■ Personal Financial Advisors	\$37.41	18.4%	85	Bachelor's degree, license and long-term OJT
Postsecondary Teachers, All Other	\$37.21	16.3%	270	Master's or doctorate, experience in field teaching
Property, Real Estate, and Community Association Managers	\$31.00	13.4%	105	> 5 years work experience
■ Sales Managers	\$60.34	11.0%	170	Bachelor's degree and > 5 years work experience
■ Sales Representatives, Services, All Other	\$25.97	9.9%	390	Short-term OJT

KEY

Title: Standard Occupational Classification (SOC) title as determined by the US Bureau of Labor Statistics. Titles in this report represent one or more detailed occupations, in some cases occupations with similar job duties, skills, education and training are grouped together.

Projected Growth: Percentage of growth over 10 years. Rapidly growing occupations may indicate favorable prospects for employment NOTE: When looking at the best option for job prospects, job growth should be considered in conjunction with annual openings.

Annual Openings: Includes projected number of workers leaving an occupation entirely, transfers to a different occupation, and new jobs added due to growth.

OJT: On-the-job training: Training or preparation received while employed to attain competency in an occupation (short-term: 1 month or less, moderate-term: between 1-12 months, long-term: more than 12 months).

■ Occupations also in demand in the agriculture industry. The agriculture industry, including farming and food production, accounts for nearly 10,000 jobs and \$300 million in labor income in the region.

■ Occupations that meet the criteria for West Michigan Works! training scholarships.

*Education and training requirements are based on regional employers' current hiring practices.