



2021 HOTJOBS LIST

Your guide to high-demand careers in West Michigan

CONSTRUCTION & ENERGY

SOC TITLE	JOB TITLE	MEDIAN WAGE (mid-career)	RECOMMENDED CREDENTIAL	
11-9041.00 Architectural and Engineering Managers	Engineering Manager	\$54.18	Bachelor's degree and 5+ years work experience	
	Project Manager	\$58.17	Bachelor's degree, certification and 5+ years work experience	
	Solutions Design Manager	\$58.17	Bachelor's degree and 5+ years work experience	
	Director of Engineering	\$58.17	Bachelor's degree and 5+ years work experience	
47-2021.00 Brickmasons	Bricklayer	\$25.85	Apprenticeship	■
49-3031.00 Bus and Truck Mechanics and Diesel Engine Specialists	Diesel Mechanic	\$22.07	Certification and long-term OJT	■ ■
	Heavy Equipment Mechanic	\$22.07	Certification and long-term OJT	■ ■
51-7011.00 Cabinetmakers and Bench Carpenters	Cabinet Maker	\$18.31	Moderate-term OJT or apprenticeship	■
	Custom Cabinet Maker	\$18.31	Moderate-term OJT or apprenticeship	■
	Woodworker	\$18.31	Moderate-term OJT or apprenticeship	■
47-2031.00 Carpenters	Carpenter	\$22.18	Apprenticeship	■
	Carpenters Apprentice	\$15.95	Apprenticeship	■
	Commercial Carpenter	\$24.90	Apprenticeship	■
47-2051.00 Cement Masons and Concrete Finishers	Concrete Finisher	\$21.38	Apprenticeship	■
	Concrete Laborer	\$21.38	Apprenticeship	■
	Structural Engineer	\$37.78	Bachelor's degree	■
17-2051.00 Civil Engineers	Civil Engineer	\$32.62	Bachelor's degree	■
	Transportation Engineer	\$37.78	Bachelor's degree	■
	Horizontal Construction Engineer	\$37.78	Bachelor's degree	■
	Technical Engineer	\$37.78	Bachelor's degree	■
47-2061.00 Construction Laborers	Construction Laborer	\$15.12	No formal education requirement	
11-9021.00 Construction Managers	Project Manager	\$36.40	Bachelor's degree and 5+ years work experience	
	Construction Superintendent	\$43.20	Bachelor's degree and 10+ years work experience	
49-9051.00 Electrical Power Line Installers and Repairers	Journeyman Lineman	\$40.91	Apprenticeship and license	■
	Distribution Technician	\$40.91	Apprenticeship and license	■
	Lineman	\$32.03	Apprenticeship and license	■
47-2111.00 Electricians	Electrician	\$17.21	Apprenticeship or technical school and license	■
	Journeyman Electrician	\$28.06	Apprenticeship or technical school and license	■
	Maintenance Electrician	\$24.16	Apprenticeship and license	■
	Master Electrician	\$31.20	Apprenticeship or technical school, license and 4+ years work experience	
	Licensed Electrician	\$24.16	Apprenticeship and license	■
37-1012.00 First-Line Supervisors of Landscaping, Lawn Service and Groundskeeping Workers	Landscape Foreman	\$24.58	2+ years work experience	
	Landscape Crew Leader	\$18.51	No formal educational requirement	
	Maintenance Supervisor	\$34.88	5+ years work experience	■
	Maintenance Manager	\$34.88	5+ years work experience	■
	Assistant Fleet Manager	\$34.88	5+ years work experience	■
49-9021.00 Heating, Air Conditioning and Refrigeration Mechanics and Installers	Maintenance Lead	\$29.31	5+ years work experience	■
	HVAC Technician	\$28.32	Certification and long-term OJT	■
	HVAC Installer	\$25.57	Certification and long-term OJT	■
	HVAC Apprentice	\$19.47	Certification and long-term OJT	■
53-3032.00 Heavy and Tractor-Trailer Truck Drivers	Commercial HVAC Service Technician	\$28.32	Certification and long-term OJT	■
	CDL Truck Driver	\$19.82	Commercial driver's license (CDL A)	■ ■
47-2073.00 Operating Engineers and Other Construction Equipment Operators	Heavy Equipment Operator	\$22.40	Certification and moderate-term OJT	■ ■
	Heavy Construction Equipment Operator	\$22.40	Certification and moderate-term OJT	■ ■
	Landfill Heavy Equipment Operator	\$22.40	Certification and moderate-term OJT	■ ■
47-2152.00 Plumbers, Pipefitters and Steamfitters	Plumber	\$20.01	Apprenticeship and license	■
	Service Plumber	\$23.00	Apprenticeship and license	■
	Master Plumber	\$23.00	Apprenticeship, license and 5+ years work experience	
	Journeyman Plumber	\$23.00	Apprenticeship and license	■
	Pipefitter Journeyman	\$23.00	Apprenticeship and license	■
47-2181.00 Roofers	Roofer	\$15.59	No formal educational require	
	Lead Roofer	\$18.73	No formal educational require	
49-2098.00 Security and Fire Alarm Systems Installers	Fire Alarm Technician	\$23.16	Certification	■
	Security Installation Technician	\$23.16	Certification	■
47-1011.00 First-Line Supervisors of Construction Trades and Extraction Workers	Plumber Foreman	\$28.07	5+ years work experience	
	Concrete Foreman	\$28.07	5+ years work experience	
	Construction Crew Member	\$28.07	5+ years work experience	
	Carpenter Foreman	\$29.36	5+ years work experience	

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Median Wage: Median wages tend to align with an employee that is mid-career, not entry level.
Recommended Credential: Training or preparation that local employers prefer that job seekers possess prior to employment in the field.
OJT: On-the-job training: Training or preparation received while working to learn the skills needed for that 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 agribusiness industry. The agriculture industry, including farming and food production, accounts for nearly 26,000 jobs and \$300 million in labor income in the region.
■ Occupations that meet the criteria for West Michigan Works! training scholarships.

HEALTH SCIENCES

SOC TITLE	JOB TITLE	MEDIAN WAGE (mid-career)	RECOMMENDED CREDENTIAL <small>*Credentials that local employers <i>require</i> (as opposed to recommend).</small>	
21-1021.00 Child, Family and School Social Workers	Social Worker	\$23.58	Master's degree and license or limited license*	
	Safety Advocate	\$23.58	High school diploma*	
	Autism Consultant	\$23.58	High school diploma*	
21-1094.00 Community Health Workers	Community Health Worker	\$21.99	Certification	■
31-9091.00 Dental Assistants	Orthodontic Assistant	\$21.30	High school diploma*	
	Dental Assistant	\$21.30	License*	■
29-2021.00 Dental Hygienists	Dental Hygienist	\$30.19	Associate degree and license*	■
29-2041.00 Emergency Medical Technicians and Paramedics	Emergency Medical Technician	\$14.85	Certification and license*	■
	Emergency Department Technician	\$14.85	High school diploma or certification or license*	■
29-2043.00 Paramedics	Paramedic	\$19.69	Certification and license*	■
29-1215.00 - Family Medicine Physicians	Family Medicine Physician	\$119.72	Doctoral degree*	
	Physician	\$119.72	Doctoral degree*	
21-1022.00 Health Care Social Workers	Social Worker	\$23.57	Master's degree and license or limited license*	
29-2061.00 Licensed Practical and Licensed Vocational Nurses	Licensed Practical Nurse	\$22.00	License*	■
	Licensed Vocational Nurse	\$22.00	License*	■
	Home Health Licensed Practical Nurse	\$22.00	License*	■
31-9011.00 Massage Therapists	Massage Therapist	\$21.63	License*	■
29-2011.00 Medical and Clinical Laboratory Technologists	Medical Technologist/ Medical Laboratory Technician	\$20.69	Bachelor's degree and license *	■
	Laboratory Technician	\$20.69	Bachelor's degree and license *	■
11-9111.00 Medical and Health Services Managers	Director of Nursing	\$42.73	Bachelor's degree, license and 5+ years work experience*	
	Nursing Home Administrator	\$39.22	Bachelor's degree, license and 5+ years work experience*	
	Assistant Director of Nursing	\$34.59	Bachelor's degree, license and 5+ years work experience*	
31-9092.00 Medical Assistants	Medical Assistant	\$15.98	Certification*	■
29-2072.00 Medical Records Specialists	Medical Records Clerk	\$15.36	Certification*	■
	Billing/Coding	\$15.36	Certification or bachelor's degree*	■
	Inpatient Coder	\$19.50	Certification or bachelor's degree*	■
43-6013.00 Medical Secretaries	Patient Services Representative Associate	\$16.34	High school diploma*	
	Scheduling Coordinator	\$17.40	High school diploma*	
	Medical Secretary	\$16.34	High school diploma*	
21-1023.00 Mental Health and Substance Abuse Social Workers	Outpatient Therapist	\$25.02	Master's degree and license*	
	Licensed Therapist	\$25.02	Master's degree and license*	
	Licensed Clinical Social Worker	\$25.02	Bachelor's degree and license*	■
	Substance Use Disorder Counselor	\$25.02	Bachelor's degree and license*	■
	Behavioral Health Clinician	\$25.02	Bachelor's degree and license*	■
21-1014.00 Mental Health Counselors	Behavioral Health Therapist	\$21.26	Master's degree and license or limited license*	
	Crisis Counselor	\$21.26	Bachelor's degree and license*	■
	Mental Health Clinician	\$21.26	Master's degree and license or limited license*	
29-1171.00 Nurse Practitioners	Nurse Practitioner	\$49.57	Master's degree and license*	
31-1131.00 Nursing Assistants	Certified Nursing Assistant	\$14.13	Certification and license*	■
	Patient Care Technician	\$14.13	High school diploma*	
29-1122.00 Occupational Therapists	Occupational Therapist	\$33.03	Master's degree and license*	
31-2011.00 Occupational Therapy Assistants	Certified Occupational Therapy Assistant	\$24.83	Certification and license*	■
	Occupational Therapy Assistant	\$24.83	Certification and license*	■
29-2052.00 Pharmacy Technicians	Pharmacy Technician	\$15.58	Certification and license*	■
	Pharmacy Technician Specialist	\$15.58	Certification and license*	■
31-9097.00 Phlebotomists	Phlebotomist	\$16.68	License*	■
	Phlebotomy Technician, Lab Assistant	\$16.68	License*	■
31-2021.00 Physical Therapists Assistants	Physical Therapist Assistant	\$25.74	Associate degree and license*	■
	Rehabilitation Technician	\$25.74	Associate degree and license*	■
29-1123.00 Physical Therapists	Physical Therapist	\$40.03	Doctoral degree and license*	
29-1071.00 Physician Assistants	Physician Assistant	\$50.75	Master's degree and license*	
29-1229.00 Physicians, All Other	Physician	\$100.83	Doctoral degree, license and residency*	
29-2034.00 Radiologic Technologists	Computed Tomography Technologist	\$25.75	Associate degree and license*	■
	Radiology Technologist	\$25.75	Associate degree and license*	■
	Ultrasound Technologist	\$25.75	Associate degree and license*	■
	Mammography Technologist	\$25.75	Associate degree and license*	■
29-1141.00 Registered Nurses	Registered Nurse	\$31.90	Bachelor's degree and license*	■
29-1126.00 Respiratory Therapists	Respiratory Therapist	\$27.88	Associate degree and license*	■
11-9151.00 Social and Community Service Manager	Program Director	\$34.71	Bachelor's degree and 5+ years work experience*	
	Executive Director	\$34.71	Bachelor's degree and 5+ years work experience*	
	Service Manager	\$34.71	Bachelor's degree and 5+ years work experience*	
29-2055.00 Surgical Technologists	Surgical Technologist	\$20.82	Associate degree and license*	■

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INFORMATION TECHNOLOGY

SOC TITLE	JOB TITLE	MEDIAN WAGE (mid-career)	RECOMMENDED CREDENTIAL	
11-3021.00 Computer and Information Systems Managers	IT Manager	\$46.60	Bachelor's degree and 5+ years work experience	■
	Director of IT	\$63.31	Bachelor's degree and 5+ years work experience	■
	IT Project Manager	\$52.68	Bachelor's degree and 5+ years work experience	
	Analytics Manager	\$52.68	Bachelor's degree and 5+ years work experience	
15-1231.00 Computer Network Support Specialists	Network Services Specialist	\$25.17	Bachelor's degree or certification	■
	Network Technician	\$25.17	Bachelor's degree or certification	■
	Noc Technician	\$25.17	Bachelor's degree or certification a	■
15-1151.00 Computer User Support Specialists	IT Help Desk/Desktop Support	\$22.62	Postsecondary non-degree award or certification	■ ■
	Field Service/Installation Technician	\$23.39	Postsecondary non-degree award or certification	■
15-1242.00 Database Administrators	Database Administrator	\$35.74	Bachelor's degree and 5+ years of experience	■
15-1252.00 Software Developers	Software Engineer	\$34.11	Bachelor's degree	■
	Software Developer	\$40.78	Bachelor's degree	■
	Application Developer	\$30.52	Bachelor's degree	■
27-1024.00 Graphic Designers	Graphic Designer	\$25.86	Bachelor's degree	■
	Digital Designer	\$23.28	Bachelor's degree	■
	UX/UI Designer	\$28.91	Bachelor's degree	■
15-1212.00 Information Security Analysts	Pen Tester	\$37.57	Bachelor's degree	■
	Cybersecurity Architect	\$37.57	Bachelor's degree	■
	Security Engineer	\$37.57	Bachelor's degree	■
15-1244.00 Network and Computer Systems Administrators	Network Engineer	\$32.79	Bachelor's degree	■
	Systems Administrator	\$32.87	Bachelor's degree	■
	IT Support Engineer	\$30.77	Bachelor's degree	■
	Network Architect	\$33.12	Bachelor's degree	■
	Network Administrator	\$34.85	Bachelor's degree	■
15-1254.00 Web Developers	Front End Developer	\$27.43	Bachelor's degree	■
	Web Developer	\$27.43	Bachelor's degree	■

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MANUFACTURING

SOC TITLE	JOB TITLE	MEDIAN WAGE (mid-career)	RECOMMENDED CREDENTIAL		
17-2071.00 Engineers: Electrical, Industrial, Mechanical	Controls Engineer	\$39.54	Bachelor's degree	■	■
	Quality Engineer	\$35.58	Bachelor's degree	■	■
	Electrical Engineer	\$35.34	Bachelor's degree	■	■
	Mechanical Engineer	\$34.37	Bachelor's degree	■	■
	Manufacturing Engineer	\$37.43	Bachelor's degree	■	■
	Filler Operator	\$14.92	High school diploma and short-term OJT		■
	Parts Cleaner	\$14.92	High school diploma and short-term OJT		■
	Sanitation Technician	\$14.92	High school diploma and short-term OJT		■
27-1021.00 Commerical and Industrial Designers	CAD Designer	\$19.21	Certification	■	
	CAD Designer II	\$25.10	Certification and 2+ years of work experience		
	CAD Designer III	\$30.10	Certification and 2+ years of work experience		
	Package Designer	\$29.48	Certification and 2+ years of work experience		■
51-9162.00 Computer Numerically Controlled Tool Programmers	CNC Operator	\$20.18	Certification and moderate-term OJT	■	
	CNC Programmer	\$25.37	Certification and moderate-term OJT	■	
	CNC Router Operator	\$25.37	Certification and moderate-term OJT	■	
	CMM Programmer	\$25.52	Certification and moderate-term OJT	■	
51-9032.00 Cutting and Slicing Machine Setters, Operators and Tenders	Die Cutter Operator	\$16.71	High school diploma and short-term OJT		
	Glass Cutter	\$16.71	High school diploma and short-term OJT		
	Concrete Cutting Operator	\$16.71	High school diploma and short-term OJT		
53-1042.00 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Warehouse Supervisor	\$26.59	High school diploma and 5+ years of work experience		■
	Unit Supply Specialist/Warehouse Manager	\$25.50	High school diploma and 5+ years of work experience		
51-3091.00 Food and Tobacoo Roasting, Baking and Drying Machine Operators and Tenders	General Laborer	\$18.00	High school diploma or equivalent		■
	Warehouse Operator	\$14.59	High school diploma or equivalent		■
51-3092.00 Food Batchmakers	Dough Maker	\$17.73	High school diploma and short-term OJT		■
	Batch Maker	\$17.73	High school diploma and short-term OJT		■
	Mixer Operator	\$17.73	High school diploma and short-term OJT		■
51-3093.00 Food Cooking Machine Operators and Tenders	Booker	\$17.46	High school diploma and short-term OJT		■
	Food Truck Manager		High school diploma and short-term OJT		■
49-9041.00 Industrial Machinery Mechanics	Machine Repair Journeyman	\$24.95	Apprenticeship	■	■
	Field Service Technician	\$25.69	Apprenticeship	■	■
	Maintenance Mechanic	\$23.14	Apprenticeship	■	■
	Maintenance Millwright	\$23.14	Apprenticeship	■	■
53-7062.00 Laborers and Freight, Stock and Material Movers, Hand	Warehouse Worker	\$18.00	High school diploma or equivalent		■
	Material Handler	\$18.00	High school diploma or equivalent		■
	Warehouse Production Worker	\$14.47	High school diploma or equivalent		■
	Warehouse Package Handler	\$14.47	High school diploma or equivalent		■
49-9071.00 Maintenance and Repair Workers, General	Maintenance Technician	\$23.00	Certification and moderate-term OJT	■	■
	Maintenance Shift Manager	\$29.31	Certification and moderate-term OJT	■	■
	Service Technician	\$17.51	Certification and moderate-term OJT	■	■
49-9044.00 Millwrights	Millwright	\$26.61	Apprenticeship	■	
51-9023.00 Mixing and Blending Machine Setters, Operators and Tenders	Mixer	\$18.05	High school diploma and short-term OJT		■
	Blender	\$18.05	High school diploma and short-term OJT		■
	Shift Leader	\$18.05	High school diploma and short-term OJT		■
	Blending Operator	\$18.05	High school diploma and short-term OJT		■
51-4081.00 Multiple Machine Tool Setters, Operators and Tenders, Metal and Plastic	Die Setter	\$25.33	Certification and moderate-term OJT	■	
	Palletizer Operator	\$17.29	Certification and moderate-term OJT	■	
51-9111.00 Packaging and Filling Machine Operators and Tende	Machine Operator	\$16.3	Short-term OJT		■
	CNC Machine Operator	\$20.18	High school diploma and moderate-term OJT		
	Packaging Operator	\$15.26	Short-term OJT		■
	Assembly and Machine Operator	\$15.26	High school diploma and short-term OJT		
43-5061.00 Production, Planning and Expediting Clerks	Production Planner	\$28.75	Bachelor's degree	■	■
	Master Scheduler	\$33.89	Bachelor's degree and 5+ years of work experience		■
	Expeditor	\$21.73	Bachelor's degree	■	■
	Scheduler	\$24.15	Bachelor's degree	■	■
51-9012.00 Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators and Tenders	Head Brewer	\$17.22	Bachelor's degree	■	■

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PROFESSIONAL & ADMINISTRATIVE SERVICES

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11-1021.00 General and Operations Managers	General Manager	\$45.98	Bachelor's degree and 5+ years work experience		■
	Store Manager	\$23.06	Bachelor's degree and 5+ years work experience		
	Operations Manager	\$45.98	Bachelor's degree and 5+ years work experience		■
	Branch Manager	\$45.98	Bachelor's degree and 5+ years work experience		
	District Manager	\$45.98	Bachelor's degree and 5+ years work experience		
13-2011.00 Accountants and Auditors	Accountant	\$27.64	Bachelor's degree and certification	■	■
	Staff Accountant	\$29.76	Bachelor's degree and certification	■	■
	Cost Accountant	\$28.36	Bachelor's degree and certification	■	■
	Controllers	\$29.76	Bachelor's degree and certification	■	■
	Tax Professional	\$29.76	Bachelor's degree and certification	■	■
11-3012.00 - Administrative Services Managers	Maintenance Director	\$41.11	Bachelor's degree and 5+ years work experience		■
	Director of Facilities	\$41.11	Bachelor's degree and 5+ years work experience		■
	Facilities Manager	\$41.58	Bachelor's degree and 5+ years work experience		■
	Business Office Manager	\$26.28	Bachelor's degree and 5+ years work experience		■
13-1051.00 Cost Estimators	Billing Specialist	\$17.95	High school diploma and short-term OJT		
	Billing Clerk	\$17.95	High school diploma and short-term OJT		
	Estimator	\$31.23	Bachelor's degree		■
	Construction Estimator	\$34.56	Bachelor's degree		■
	Residential Estimator	\$28.33	Bachelor's degree		■
11-9033.00 Education Administrators	Civil Estimator	\$28.33	Bachelor's degree		■
	Vice President of Enrollment Management	\$39.55	Master's degree and 5+ years work experience		
	Director of Admissions	\$39.55	Bachelor's degree and 5+ years work experience		
	Client Director	\$39.55	Bachelor's degree and 5+ years work experience		
	Dean of Arts and Science	\$39.55	Master's or doctorate degree, experience in field		
21-1012.00 Educational, Guidance, School and Vocational Counselors	Program Director	\$39.55	Bachelor's degree and 5+ years work experience		
	Admissions Counselor	\$26.06	Master's degree and certification		
	Middle School Counselor	\$26.06	Master's degree and certification		
	School Counselor	\$26.06	Master's degree and certification		
25-2021.00 Elementary and Middle School Teachers, Except Special Education	Career Coach	\$26.06	Master's degree and certification		
	Elementary Teacher	\$28.93	Bachelor's degree and license		■
	Middle School Science Teacher	\$28.93	Bachelor's degree and license		■
	Long-term Substitute Teacher	\$28.93	Bachelor's degree and license		■
	Elementary School Teacher	\$28.93	Bachelor's degree and license		■
11-3031.00 Financial Managers	5th Grade Teacher	\$28.93	Bachelor's degree and license		■
	Tax Manager	\$51.72	Bachelor's or master's degree and 5+ years work experience		■
	Chief Financial Officer	\$79.81	Bachelor's or master's degree and 5+ years work experience		■
	Accounting Manager	\$38.46	Bachelor's or master's degree and 5+ years work experience		■
	Controller	\$51.72	Bachelor's or master's degree and 5+ years work experience		■
35-1012.00 First-Line Supervisor of Services	Finance Manager	\$51.72	Bachelor's or master's degree and 5+ years work experience		■
	Shift Manager	\$17.28	High school diploma and moderate-term OJT		■
	Assistant Manager	\$17.28	High school diploma and moderate-term OJT		■
	Assistant Restaurant Manager	\$17.28	High school diploma and moderate-term OJT		■
	Department Manager	\$17.28	High school diploma and moderate-term OJT		■
11-9051.00 Food Service Managers	Shift Supervisor	\$17.28	High school diploma and moderate-term OJT		■
	Restaurant General Manager	\$28.19	High school diploma and 5+ years work experience		
13-1071.00 Human Resource Specialists	General Manager	\$28.19	High school diploma and 5+ years work experience		
	Recruiter	\$23.30	Bachelor's degree	■	■
43-9041.00 Insurance Claims and Policy Processing Clerks	Human Resource Specialist	\$26.86	Bachelor's degree	■	■
	Claims Processing Representative	\$19.57	High school diploma and short-term OJT		
	Policy Processor	\$19.57	High school diploma and short-term OJT		
	Claims Coordinator	\$19.57	High school diploma and short-term OJT		
41-3021.00 Insurance Sales Agents	Claims Associate	\$19.57	High school diploma and short-term OJT		
	Licensed Insurance Agent	\$27.91	Bachelor's degree and license		■
13-2072.00 Loan Officers	Licensed Life Insurance Agent	\$27.91	Bachelor's degree and license		■
	Mortgage Loan Originator	\$25.12	Bachelor's degree and license		■
13-1111.00 Management Analysts	Mortgage Underwriter	\$25.12	Bachelor's degree and license		■
	Business Analyst	\$36.67	Bachelor's degree and 5+ years work experience		■
	Data Analyst	\$36.67	Bachelor's degree and 5+ years work experience		■
	Senior Consultant	\$36.67	Bachelor's degree and 5+ years work experience		■
	Solutions Consultant	\$36.67	Bachelor's degree and 5+ years work experience		■
13-1161.00 Market Research Analysts and Marketing Specialists	Human Resource Business Partner	\$36.67	Bachelor's degree and 5+ years work experience		■
	Marketing Specialist	\$21.25	Bachelor's degree	■	■
	Digital Marketing Specialist	\$27.04	Bachelor's degree	■	■
	Data Analyst (Market Research)	\$32.29	Bachelor's degree and 5+ years work experience		■
13-2052.00 Personal Financial Advisors	Analytics and Insights Manager	\$27.04	Bachelor's degree and 5+ years work experience		■
	Financial Advisor	\$33.97	Bachelor's degree, license, and long-term OJT		■
	Retirement Plan Consultant	\$33.97	Bachelor's degree, license, and long-term OJT		■
25-1199.00 Postsecondary Teachers, All others	Wealth Planner	\$33.97	Bachelor's degree, license, and long-term OJT		■
	Adjunct Faculty	\$32.56	Master's or doctorate degree, experience in field		
	New Hire Trainer	\$32.56	Master's or doctorate degree, experience in field		
11-9141.00 Property, Real Estate and Community Association Managers	Residential Instructor	\$32.56	Master's or doctorate degree, experience in field		
	Community Manager	\$31.40	High school diploma and 5+ years work experience		
	Property Manager	\$31.40	High school diploma and 5+ years work experience		
	Assistant Property Manager	\$18.93	High school diploma and 2+ years work experience		
11-2022.00 Sales Managers	Leasing Consultant	\$18.93	High school diploma or equivalent, short-term OJT		
	Commerical Sales Manager	\$44.71	Bachelor's degree and 5+ years work experience		■
	Territory Manager	\$61.73	Bachelor's degree and 5+ years work experience		■
	Sales Manager	\$44.71	Bachelor's degree and 5+ years work experience		■
	Director of Sales	\$84.13	Bachelor's degree and 5+ years work experience		■
41-3099.00 Sales Representatives, Services, All Other	Regional Store Manager	\$57.69	Bachelor's degree and 5+ years work experience		
	Sales Representative	\$28.85	High school diploma and moderate-term OJT		■

KEY
SOC Title: Standard Occupational Classification (SOC) title used to classify workers for the purpose of collecting, calculating or disseminating data. The 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.
Job Title: Local in-demand jobs that fall within the Standard Occupational Classification. These are the job titles used by West Michigan employers; job seekers can use the titles as a guide when searching for specific jobs.
Median Wage: Median wages tend to align with an employee that is mid-career, not entry level.
Recommended Credential: Training or preparation that local employers prefer that job seekers possess prior to employment in the field.
OJT: On-the-job training: Training or preparation received while working to learn the skills needed for that 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 agribusiness industry. The agriculture industry, including farming and food production, accounts for nearly 26,000 jobs and \$300 million in labor income in the region.
■ Occupations that meet the criteria for West Michigan Works! training scholarships.