

# Health Science (5-Digit SOC) in Wisconsin



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## What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



## Report Parameters

### 104 Occupations

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11-9111 Medical and Health Services Managers

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11-9151 Social and Community Service Managers

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13-1041 Compliance Officers

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15-1253 Software Quality Assurance Analysts and Testers

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15-2031 Operations Research Analysts

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15-2051 Data Scientists

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19-1029 Biological Scientists, All Other

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19-1041 Epidemiologists

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19-3032 Industrial-Organizational Psychologists

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*See Appendix A for all 104 Occupations*

### 1 State

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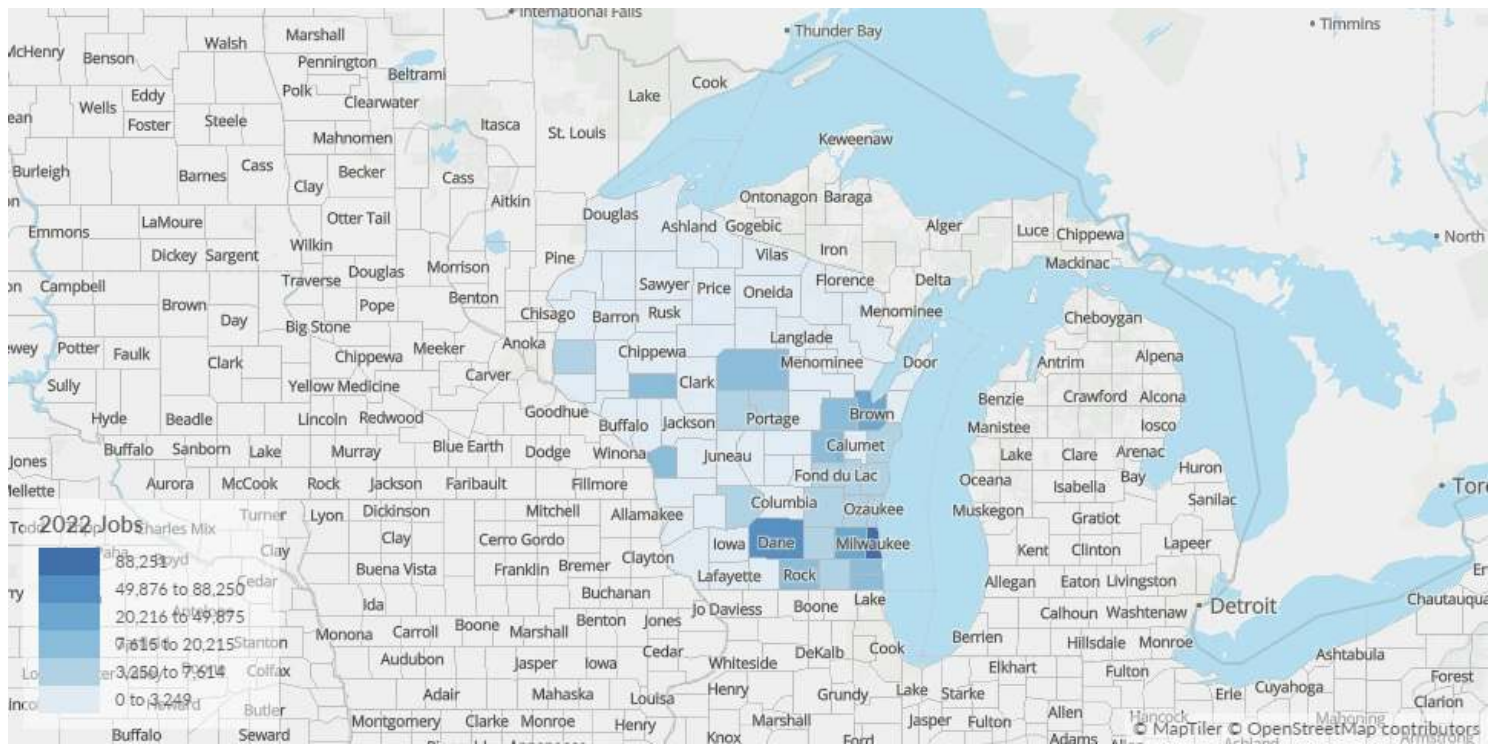
55 Wisconsin

### Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

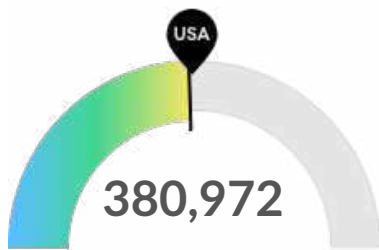
The information in this report pertains to the chosen occupations and geographical area.

# Workforce Map



## Executive Summary

### Average Hiring Competition Over an Average Supply of Regional Talent



**Supply (Jobs)**

Wisconsin is about average for this kind of talent. The national average for an area this size is 391,184\* employees, while there are 380,972 here.



**Compensation**

The cost for talent is about average in Wisconsin. The national median salary for your occupations is \$47,761, while you'll pay \$46,604 here.



**Demand (Job Postings)**

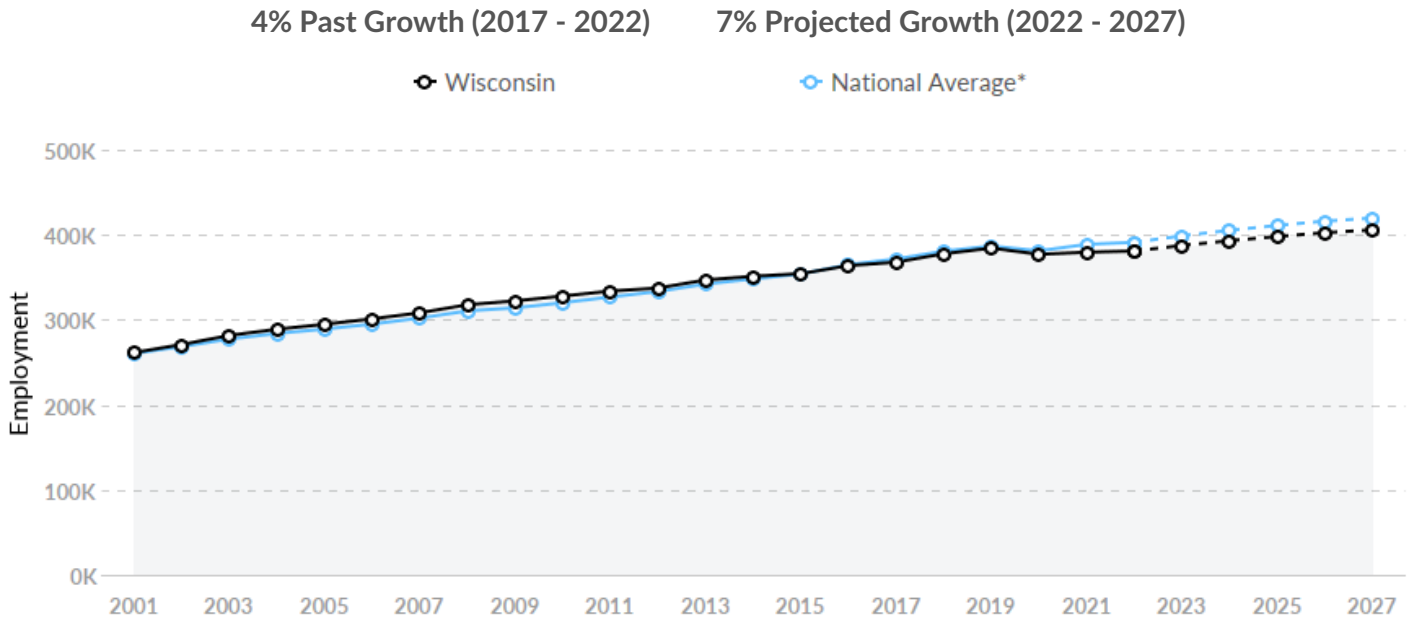
Competition from online job postings is about average in Wisconsin. The national average for an area this size is 16,598\* job postings/mo, while there are 15,761 here.

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Wisconsin. In other words, the values represent the national average adjusted for region size.

# Supply (Jobs)

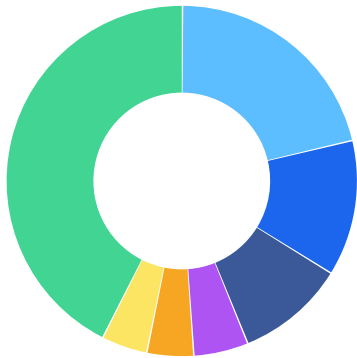
## Supply Is About Equal to the National Average

The regional vs. national average employment helps you understand if the supply of your occupations is a strength or weakness for Wisconsin, and how it is changing relative to the nation. An average area of this size would have 391,184\* employees, while there are 380,972 here. The gap between expected and actual employment is expected to increase over the next 5 years.



\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Wisconsin. In other words, the values represent the national average adjusted for region size.

## Most Jobs are Found in the General Medical and Surgical Hospitals Industry Sector

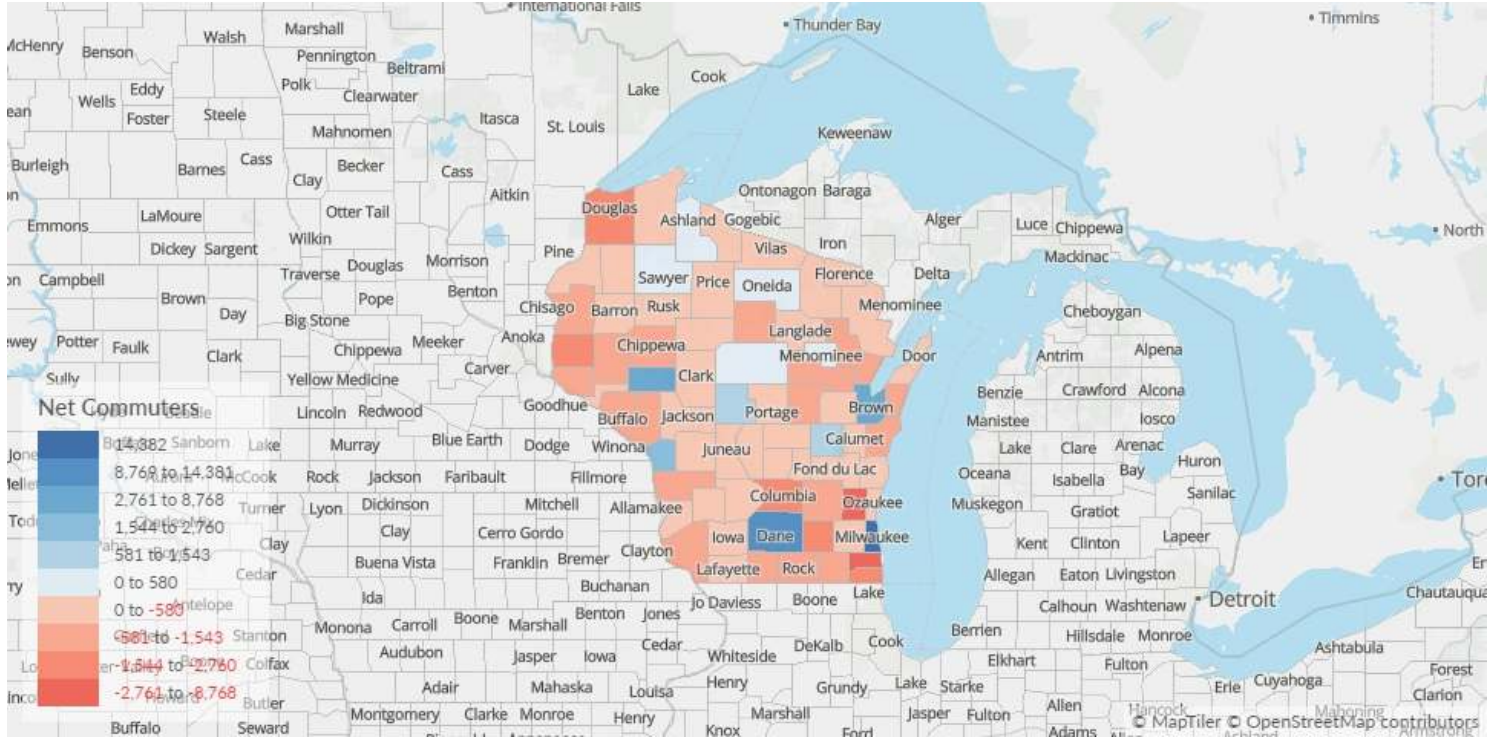


Industry	% of Occupation in Industry (2022)
General Medical and Surgical Hospitals	21.2%
Individual and Family Services	12.5%
Offices of Physicians	10.0%
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	5.0%
Offices of Other Health Practitioners	4.3%
Nursing Care Facilities (Skilled Nursing Facilities)	4.2%
Other	42.6%



## Place of Work vs Place of Residence

Understanding where talent in Wisconsin currently works compared to where talent lives can help you optimize site decisions.



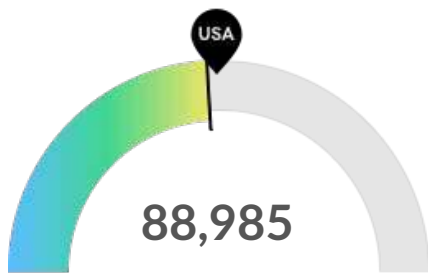
Where Talent Works

Where Talent Lives

County	Name	2022 Employment
55079	Milwaukee County, WI	88,251
55025	Dane County, WI	49,876
55133	Waukesha County, WI	28,623
55009	Brown County, WI	20,216
55087	Outagamie County, WI	11,828

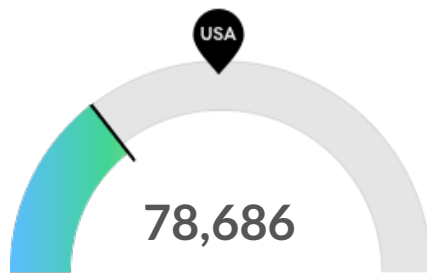
County	Name	2022 Workers
55079	Milwaukee County, WI	73,869
55025	Dane County, WI	41,107
55133	Waukesha County, WI	28,734
55009	Brown County, WI	16,976
55101	Racine County, WI	13,150

## Retirement Risk Is About Average, While Overall Diversity Is Low



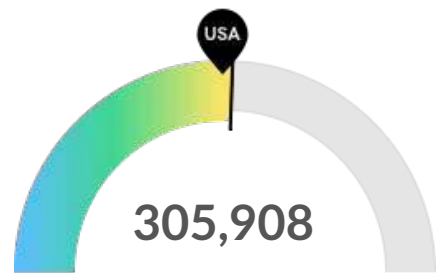
**Retiring Soon**

Retirement risk is about average in Wisconsin. The national average for an area this size is 93,756\* employees 55 or older, while there are 88,985 here.



**Racial Diversity**

Racial diversity is low in Wisconsin. The national average for an area this size is 159,791\* racially diverse employees, while there are 78,686 here.



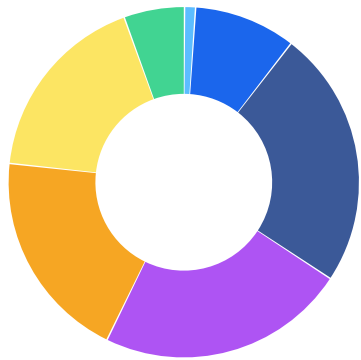
**Gender Diversity**

Gender diversity is about average in Wisconsin. The national average for an area this size is 295,258\* female employees, while there are 305,908 here.

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Wisconsin. In other words, the values represent the national average adjusted for region size.

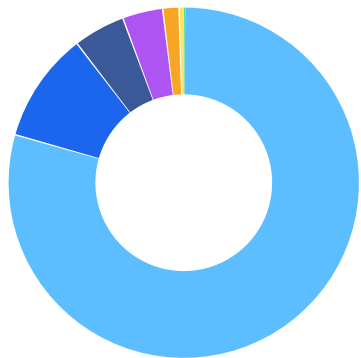
## Demographic Details

### Occupation Age Breakdown



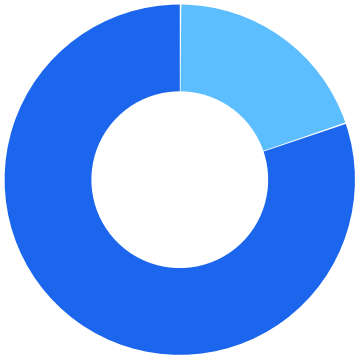
	% of Jobs	Jobs
14-18	1.0%	3,858
19-24	9.4%	35,789
25-34	23.8%	90,583
35-44	23.0%	87,488
45-54	19.5%	74,269
55-64	17.8%	67,681
65+	5.6%	21,304



### Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	79.3%	302,286
Black or African American	10.2%	38,735
Hispanic or Latino	4.8%	18,176
Asian	3.7%	14,180
Two or More Races	1.5%	5,696
American Indian or Alaska Native	0.5%	1,758
Native Hawaiian or Other Pacific Islander	0.0%	141

## Occupation Gender Breakdown

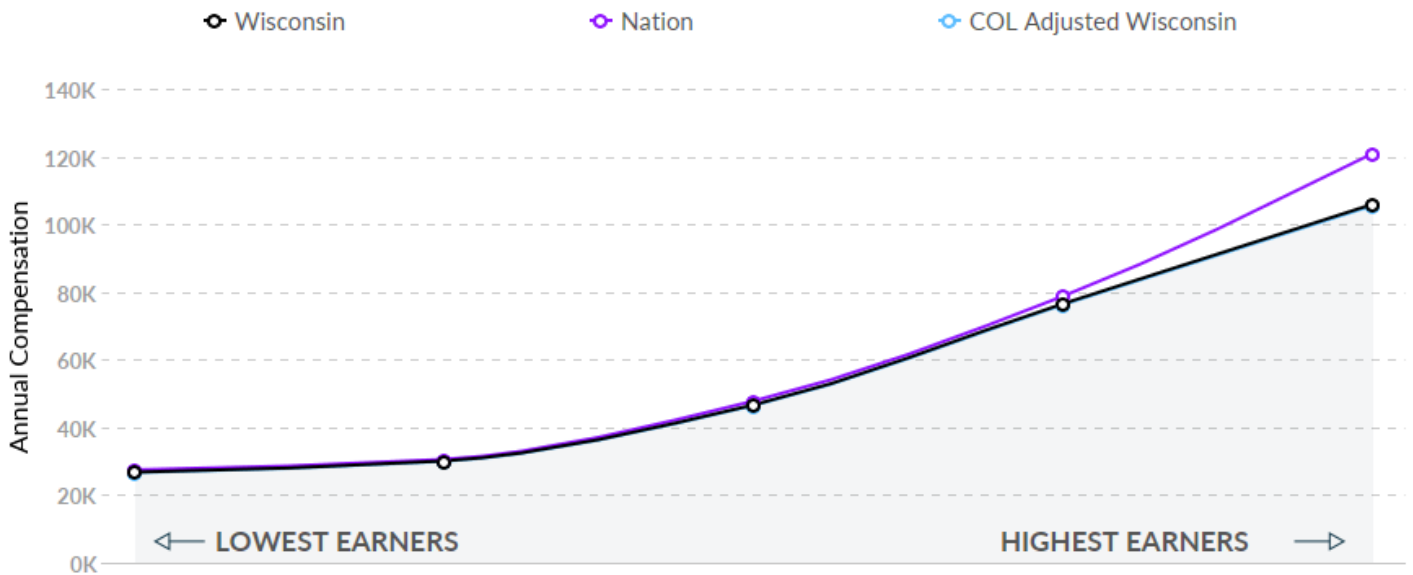


	% of Jobs	Jobs
 Males	19.7%	75,065
 Females	80.3%	305,908

# Compensation

## Talent Is 2% Cheaper

In 2021, the median compensation for your occupations in Wisconsin is \$46,604. Based on the national median wage of \$47,761 for this position, this means you will spend about 2% less to employ your occupations here. However, their actual purchasing power will be 3% less than the national median when we adjust for regional cost of living (which is 0% higher than average).



# Demand



## 8,086 Employers Competing

All employers in the region who posted for this job over the last 12 months.



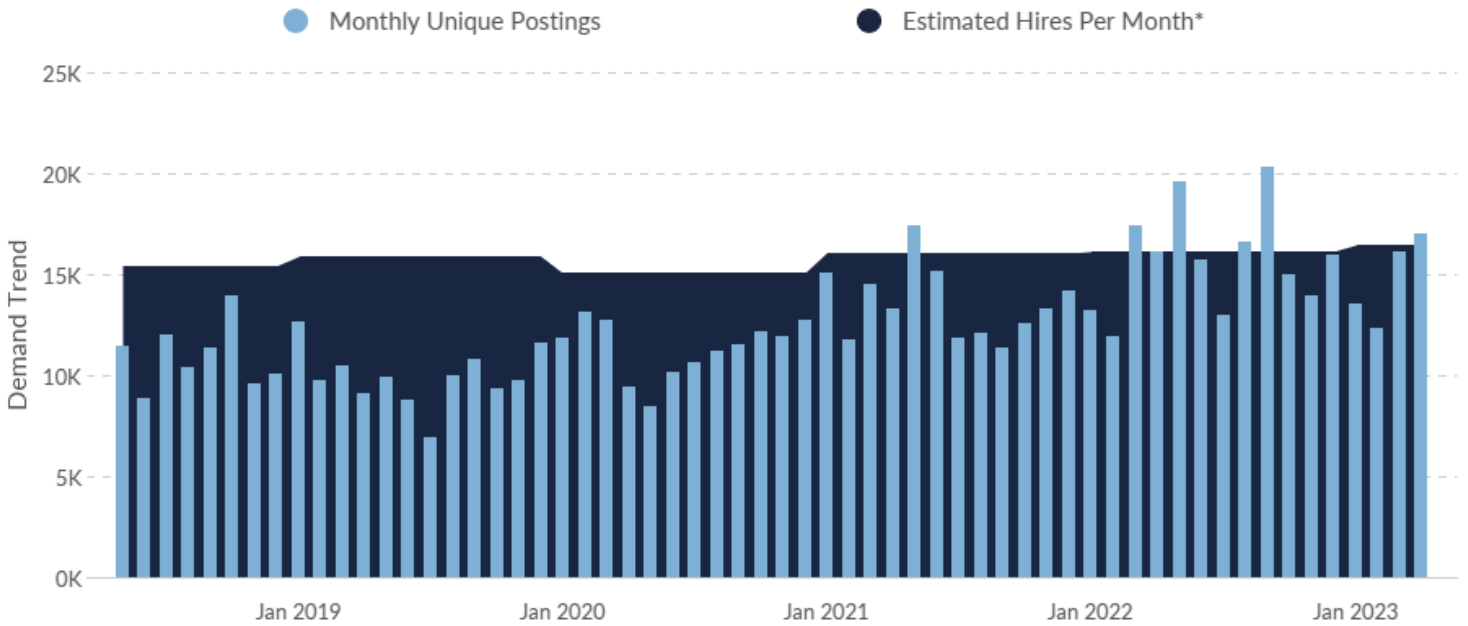
## 189,129 Unique Job Postings

The number of unique postings for this job over the last 12 months.



## 28 Day Median Duration

Posting duration is 2 days shorter than what's typical in the region.



Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Registered Nurses	4,116	1,294
Home Health and Personal Care Aides	1,419	5,584
Nursing Assistants	789	2,116

\*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Medical and Health Services Managers	812	210
Health Technologists and Technicians, All Other	671	80
Licensed Practical and Licensed Vocational Nurses	679	302
Clinical Laboratory Technologists and Technicians	450	194
Medical Assistants	343	652
Data Scientists	256	61
Physicians, All Other	249	41
Nurse Practitioners	354	130
Pharmacy Technicians	296	386
Medical Records Specialists	238	89
Medical Secretaries and Administrative Assistants	269	221
Physical Therapists	250	100
Operations Research Analysts	223	55
Speech-Language Pathologists	165	81
Software Quality Assurance Analysts and Testers	126	99
General Internal Medicine Physicians	148	7
Family Medicine Physicians	116	17
Pharmacists	176	100
Occupational Therapists	148	82
Surgical Technologists	176	46
Dietitians and Nutritionists	158	41
Dental Assistants	172	307
Radiologic Technologists and Technicians	225	72
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	151	258
Phlebotomists	147	186











Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Respiratory Therapists	120	39
Dentists, General	123	23
Compliance Officers	94	141
Exercise Trainers and Group Fitness Instructors	104	655
Psychiatrists	62	5
Physician Assistants	96	66
Dental Hygienists	76	114
Social and Community Service Managers	75	124
Cardiovascular Technologists and Technicians	80	17
Diagnostic Medical Sonographers	98	28
Billing and Posting Clerks	67	256
Magnetic Resonance Imaging Technologists	115	17
Veterinarians	50	26
Clinical and Counseling Psychologists	64	54
Veterinary Technologists and Technicians	60	97
Occupational Therapy Assistants	65	95
Surgeons, All Other	51	6
Physical Therapist Assistants	65	127
Optometrists	52	14
Neurologists	37	2
Psychiatric Technicians	62	127
Marriage and Family Therapists	47	26
Massage Therapists	37	100
Emergency Medical Technicians	50	125



Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Nurse Anesthetists	38	12
Anesthesiologists	33	3
Cardiologists	24	2
Ophthalmic Medical Technicians	42	57
Paramedics	43	50
Veterinary Assistants and Laboratory Animal Caretakers	31	170
Opticians, Dispensing	26	56
Biological Scientists, All Other	28	22
Surgical Assistants	25	6
Occupational Therapy Aides	24	6
Healthcare Diagnosing or Treating Practitioners, All Other	22	9
Healthcare Support Workers, All Other	22	127
Athletic Trainers	28	19
School Psychologists	21	34
Pediatricians, General	14	5
Pharmacy Aides	14	43
Dental Laboratory Technicians	13	40
Recreational Therapists	13	14
Mental Health and Substance Abuse Social Workers	15	95
Chiropractors	13	18
Orthopedic Surgeons, Except Pediatric	13	3
Audiologists	14	5
Radiation Therapists	13	12
Radiologists	11	6

Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Psychologists, All Other	11	8
Dietetic Technicians	9	21
Physical Therapist Aides	16	40
Ophthalmologists, Except Pediatric	4	2
Community Health Workers	10	41
Rehabilitation Counselors	8	90
Exercise Physiologists	10	7
Nuclear Medicine Technologists	15	5
Oral and Maxillofacial Surgeons	9	0
Genetic Counselors	6	2
Industrial-Organizational Psychologists	5	0
Podiatrists	6	2
Dentists, All Other Specialists	6	1
Orthodontists	7	1
Medical Appliance Technicians	2	14
Orthotists and Prosthetists	4	4
Physicians, Pathologists	4	2
Epidemiologists	2	4
Nurse Midwives	3	2
Health Information Technologists and Medical Registrars	2	21
Therapists, All Other	2	12
Ophthalmic Laboratory Technicians	3	22
Healthcare Practitioners and Technical Workers, All Other	2	18
Psychiatric Aides	2	18
Pediatric Surgeons	1	0

Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Acupuncturists	3	7
Prosthodontists	2	0

Top Companies	Unique Postings	Top Job Titles	Unique Postings
Advocate Aurora Health	12,091 	Caregivers	4,909 
SSM Health Care	8,869 	Registered Nurses	4,231 
Ascension	6,950 	Certified Nursing Assistants	2,549 
Froedtert & The Medical College...	5,434 	Medical Surgical Registered Nur...	2,542 
CareInHomes	5,286 	Licensed Practical Nurses	2,206 

## Top Distinguishing Skills by Demand

Not enough data to display Distinguishing Skills for this occupation.

## Top Defining Skills by Demand

Not enough data to display Defining Skills for this occupation.

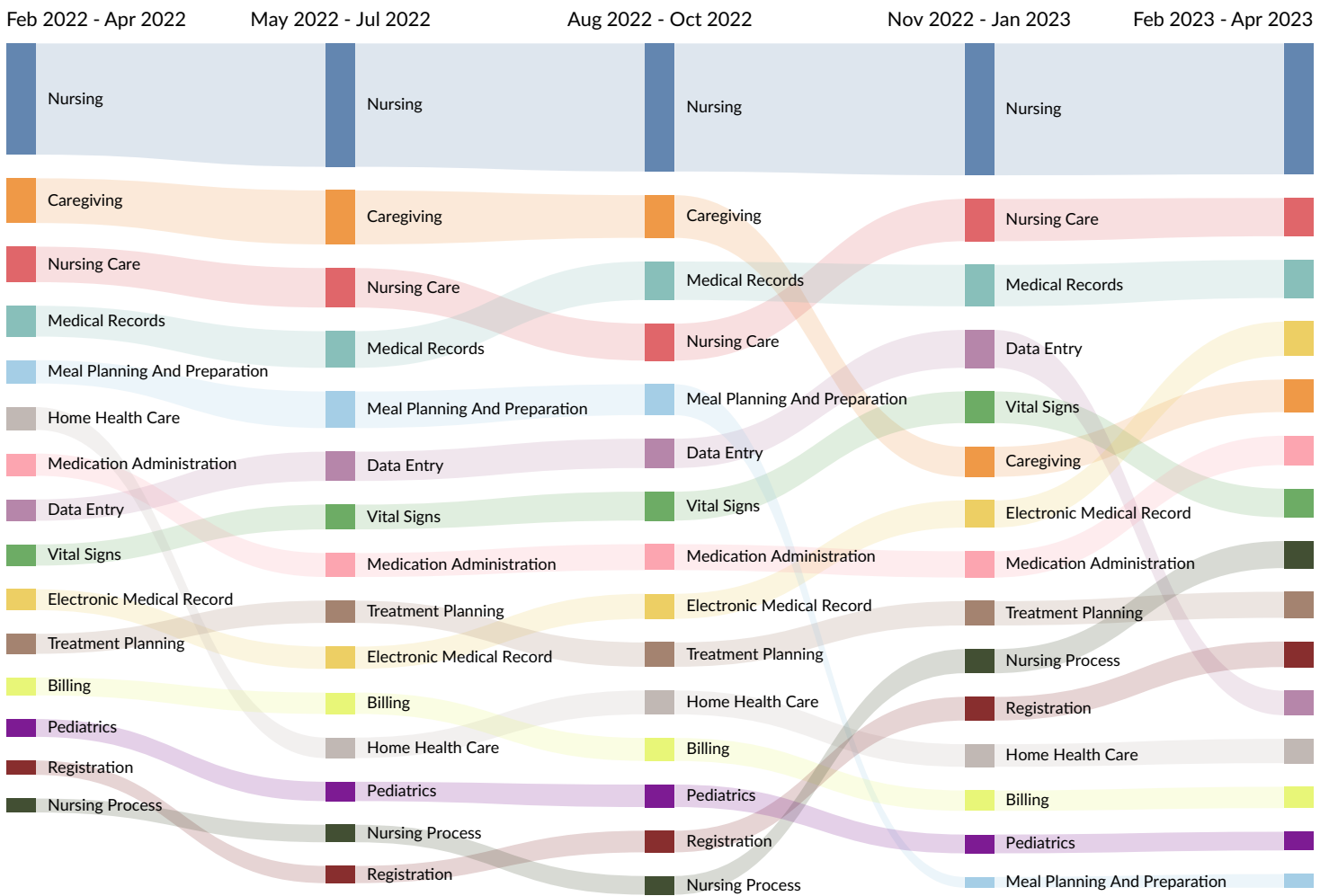
## Top Necessary Skills by Demand

Not enough data to display Necessary Skills for this occupation.

# What skills are they posting for?

## Top 15 Skills for Your Selected Job Types by Quarter

Skills help us understand the direction an occupation is headed.



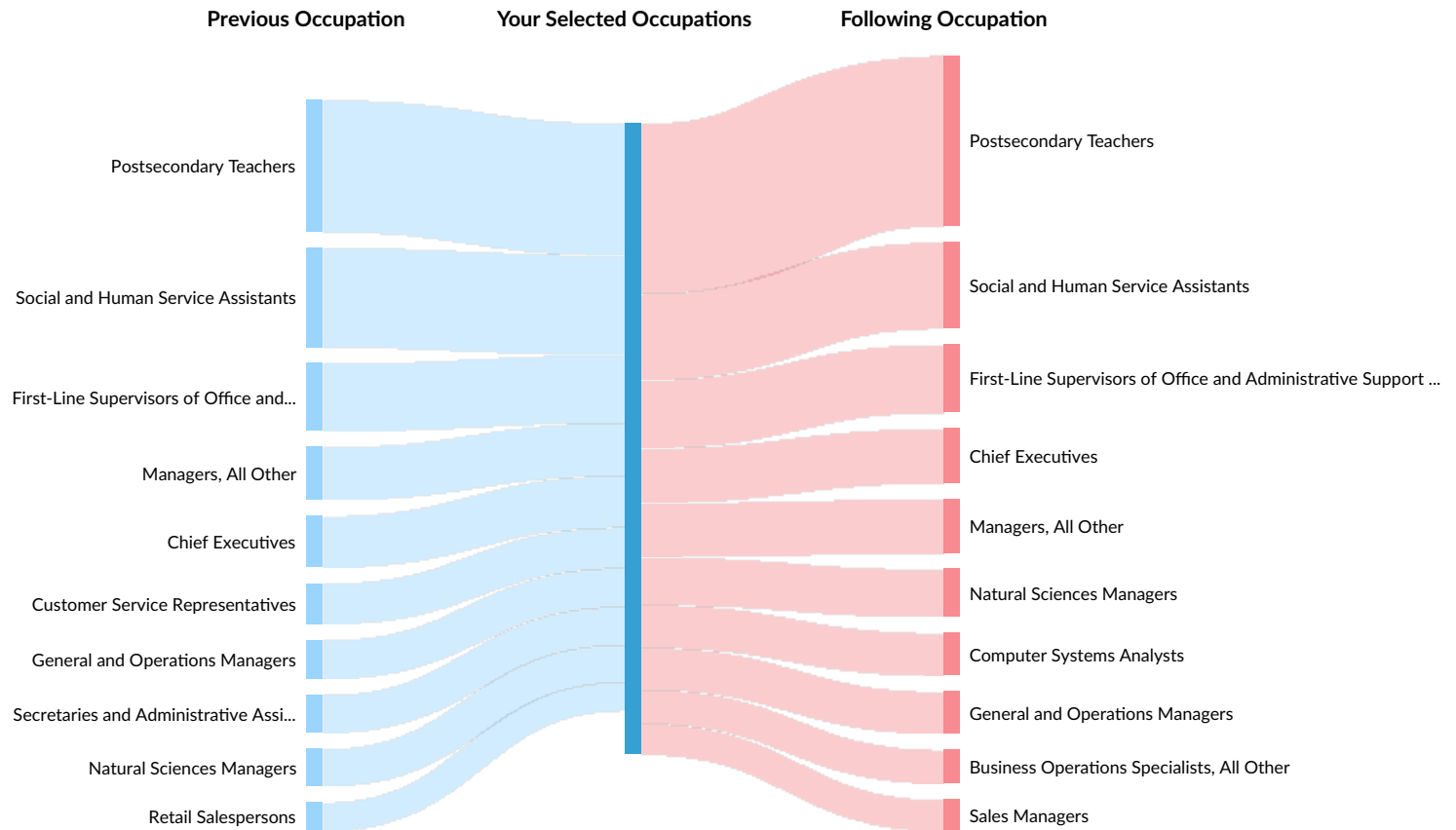
# Occupation Gain and Drain

## Occupation Gain and Drain

The table below analyzes the profiles of current and past people in your selected occupations. The left column shows job transitions from other occupations to your selected occupations. The right column shows job transitions from your selected occupations to other occupations.

Please note, results are only available at the national level and the 2 and 5 digit SOC level. Other SOC levels will be converted to 5-digit SOC. Also your selection has been limited to 100 occupations.

The following represents the job transitions of employees in your selected occupations in the United States:



Previous Occupations	Transitions
Postsecondary Teachers	17,908
Social and Human Service Assistants	13,513

Previous Occupations	Transitions
First-Line Supervisors of Office and Administrative Support Workers	9,209
Managers, All Other	7,185
Chief Executives	6,995
Customer Service Representatives	5,527
General and Operations Managers	5,241
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	5,159
Natural Sciences Managers	5,080
Retail Salespersons	3,888
Business Operations Specialists, All Other	3,689
Computer User Support Specialists	3,639
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	3,582
Sales Managers	3,544
Life, Physical, and Social Science Technicians, All Other	3,401
Waiters and Waitresses	3,332
Training and Development Specialists	3,279
Computer Systems Analysts	3,271
Marketing Managers	3,222
Teaching Assistants, Postsecondary	2,963
Human Resources Specialists	2,933
Management Analysts	2,543
First-Line Supervisors of Production and Operating Workers	2,427
Medical Scientists, Except Epidemiologists	2,422
Teaching Assistants, Except Postsecondary	2,373
Public Relations Specialists	2,084

Previous Occupations	Transitions
Educational, Guidance, and Career Counselors and Advisors	2,026
Tutors	2,012
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,002
Receptionists and Information Clerks	1,886
Teachers and Instructors, All Other	1,877
Market Research Analysts and Marketing Specialists	1,767
Coaches and Scouts	1,660
Executive Secretaries and Executive Administrative Assistants	1,579
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,555
Recreation Workers	1,438
Financial Managers	1,427
Public Relations Managers	1,351
Fast Food and Counter Workers	1,308
Cashiers	1,150
Healthcare Social Workers	1,137
Education Administrators, Postsecondary	1,135
Secondary School Teachers, Except Special and Career/Technical Education	1,051
First-Line Supervisors of Retail Sales Workers	1,020
Human Resources Managers	987
Biological Technicians	901
Project Management Specialists	869
Network and Computer Systems Administrators	864
Child, Family, and School Social Workers	863
Computer Occupations, All Other	853

Previous Occupations	Transitions
Computer and Information Systems Managers	809
Accountants and Auditors	807
Bookkeeping, Accounting, and Auditing Clerks	636
Software Developers	598
Industrial Engineers	489
Following Occupations	Transitions
Postsecondary Teachers	23,108
Social and Human Service Assistants	11,736
First-Line Supervisors of Office and Administrative Support Workers	9,251
Chief Executives	7,418
Managers, All Other	7,344
Natural Sciences Managers	6,485
Computer Systems Analysts	5,800
General and Operations Managers	5,712
Business Operations Specialists, All Other	4,608
Sales Managers	4,244
Training and Development Specialists	4,173
Customer Service Representatives	3,596
Marketing Managers	3,581
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	3,513
Human Resources Specialists	3,371
Computer User Support Specialists	3,342
Management Analysts	3,133
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,126



Following Occupations	Transitions
First-Line Supervisors of Production and Operating Workers	2,806
Medical Scientists, Except Epidemiologists	2,716
Teaching Assistants, Postsecondary	2,600
Life, Physical, and Social Science Technicians, All Other	2,321
Retail Salespersons	1,870
Public Relations Specialists	1,824
Real Estate Sales Agents	1,803
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,786
Educational, Guidance, and Career Counselors and Advisors	1,743
Market Research Analysts and Marketing Specialists	1,658
Financial Managers	1,588
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,534
Executive Secretaries and Executive Administrative Assistants	1,420
Teachers and Instructors, All Other	1,396
Industrial Production Managers	1,366
Teaching Assistants, Except Postsecondary	1,331
Public Relations Managers	1,302
Computer and Information Systems Managers	1,164
Project Management Specialists	1,098
Human Resources Managers	1,095
Healthcare Social Workers	1,084
Computer Occupations, All Other	1,062
Education Administrators, Postsecondary	1,059
Coaches and Scouts	1,038
Network and Computer Systems Administrators	872

Following Occupations	Transitions
Waiters and Waitresses	864
Software Developers	862
Accountants and Auditors	827
Producers and Directors	751
Architectural and Engineering Managers	718
Receptionists and Information Clerks	686
Child, Family, and School Social Workers	616
Biological Technicians	552
Bookkeeping, Accounting, and Auditing Clerks	500
Industrial Engineers	478

## Graduate Pipeline



### 309 Programs

819 programs can train for this job, while only 309 programs have produced completers in this region.



### 44,527 Completions (2021)

The completions from all regional institutions for all degree types.



### 47,232 Openings (2021)

The average number of openings for an occupation in the region is 585.

Top Programs	Completions (2021)
Nursing Assistant/Aide and Pati...	5,218
Registered Nursing/Registered N...	4,688
Psychology, General	2,258
Biology/Biological Sciences, Gen...	1,859
Emergency Medical Technology/...	1,743

Top Schools	Completions (2021)
University of Wisconsin-Madison	7,810
University of Wisconsin-Milwau...	2,936
Northeast Wisconsin Technical ...	1,931
Madison Area Technical College	1,679
Marquette University	1,602

## Appendix A (Occupations)

Code	Description
11-9111	Medical and Health Services Managers
11-9151	Social and Community Service Managers
13-1041	Compliance Officers
15-1253	Software Quality Assurance Analysts and Testers
15-2031	Operations Research Analysts
15-2051	Data Scientists
19-1029	Biological Scientists, All Other
19-1041	Epidemiologists
19-3032	Industrial-Organizational Psychologists
19-3033	Clinical and Counseling Psychologists
19-3034	School Psychologists
19-3039	Psychologists, All Other

Code	Description
21-1013	Marriage and Family Therapists
21-1015	Rehabilitation Counselors
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors
21-1023	Mental Health and Substance Abuse Social Workers
21-1094	Community Health Workers
29-1011	Chiropractors
29-1021	Dentists, General
29-1022	Oral and Maxillofacial Surgeons
29-1023	Orthodontists
29-1024	Prosthodontists
29-1029	Dentists, All Other Specialists
29-1031	Dietitians and Nutritionists

Code	Description
29-1041	Optometrists
29-1051	Pharmacists
29-1071	Physician Assistants
29-1081	Podiatrists
29-1122	Occupational Therapists
29-1123	Physical Therapists
29-1124	Radiation Therapists
29-1125	Recreational Therapists
29-1126	Respiratory Therapists
29-1127	Speech-Language Pathologists
29-1128	Exercise Physiologists
29-1129	Therapists, All Other

Code	Description
29-1131	Veterinarians
29-1141	Registered Nurses
29-1151	Nurse Anesthetists
29-1161	Nurse Midwives
29-1171	Nurse Practitioners
29-1181	Audiologists
29-1211	Anesthesiologists
29-1212	Cardiologists
29-1215	Family Medicine Physicians
29-1216	General Internal Medicine Physicians
29-1217	Neurologists
29-1221	Pediatricians, General

Code	Description
29-1222	Physicians, Pathologists
29-1223	Psychiatrists
29-1224	Radiologists
29-1229	Physicians, All Other
29-1241	Ophthalmologists, Except Pediatric
29-1242	Orthopedic Surgeons, Except Pediatric
29-1243	Pediatric Surgeons
29-1249	Surgeons, All Other
29-1291	Acupuncturists
29-1292	Dental Hygienists
29-1299	Healthcare Diagnosing or Treating Practitioners, All Other
29-2018	Clinical Laboratory Technologists and Technicians

Code	Description
29-2031	Cardiovascular Technologists and Technicians
29-2032	Diagnostic Medical Sonographers
29-2033	Nuclear Medicine Technologists
29-2034	Radiologic Technologists and Technicians
29-2035	Magnetic Resonance Imaging Technologists
29-2036	Medical Dosimetrists
29-2042	Emergency Medical Technicians
29-2043	Paramedics
29-2051	Dietetic Technicians
29-2052	Pharmacy Technicians
29-2053	Psychiatric Technicians
29-2055	Surgical Technologists

Code	Description
29-2056	Veterinary Technologists and Technicians
29-2057	Ophthalmic Medical Technicians
29-2061	Licensed Practical and Licensed Vocational Nurses
29-2072	Medical Records Specialists
29-2081	Opticians, Dispensing
29-2091	Orthotists and Prosthetists
29-2099	Health Technologists and Technicians, All Other
29-9021	Health Information Technologists and Medical Registrars
29-9091	Athletic Trainers
29-9092	Genetic Counselors
29-9093	Surgical Assistants
29-9099	Healthcare Practitioners and Technical Workers, All Other

Code	Description
31-1128	Home Health and Personal Care Aides
31-1131	Nursing Assistants
31-1133	Psychiatric Aides
31-2011	Occupational Therapy Assistants
31-2012	Occupational Therapy Aides
31-2021	Physical Therapist Assistants
31-2022	Physical Therapist Aides
31-9011	Massage Therapists
31-9091	Dental Assistants
31-9092	Medical Assistants
31-9095	Pharmacy Aides
31-9096	Veterinary Assistants and Laboratory Animal Caretakers

Code	Description
31-9097	Phlebotomists
31-9099	Healthcare Support Workers, All Other
39-9031	Exercise Trainers and Group Fitness Instructors
43-3021	Billing and Posting Clerks

Code	Description
43-6013	Medical Secretaries and Administrative Assistants
51-9081	Dental Laboratory Technicians
51-9082	Medical Appliance Technicians
51-9083	Ophthalmic Laboratory Technicians