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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*.



**Forbes** 

Harvard Business Review Ehe New Hork Eimes WSJ





# **Report Parameters**

## **140** Occupations

| 11-1011 | Chief Executives                 |
|---------|----------------------------------|
| 11-1021 | General and Operations Managers  |
| 11-2021 | Marketing Managers               |
| 11-2022 | Sales Managers                   |
| 11-3012 | Administrative Services Managers |
|         |                                  |

| 11-3013                                | Facilities Managers              |  |
|--|----------------------------------|--|
| 11-3021                                | Computer and Information Systems |  |
| Managers                               |                                  |  |
| 11-3031                                | Financial Managers               |  |
| 11-3051                                | Industrial Production Managers   |  |
| See Appendix A for all 140 Occupations |                                  |  |

### 1 State

55 Wisconsin

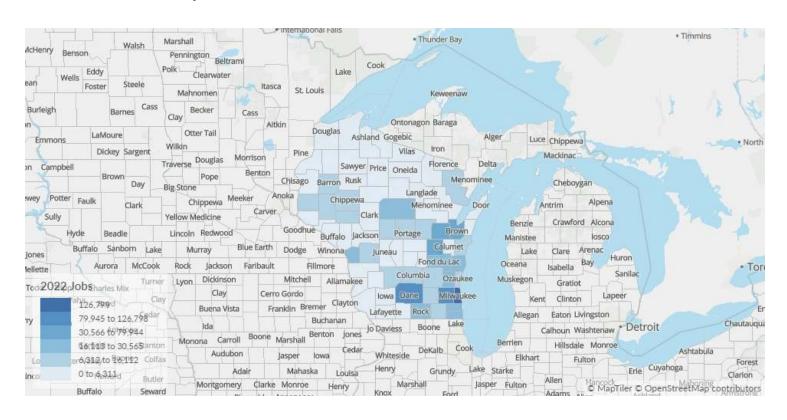
### Class of Worker

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

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



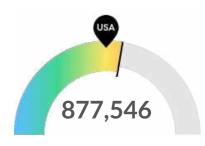
# Workforce Map





# **Executive Summary**

### Aggressive Hiring Competition Over a Deep Supply of Regional Talent



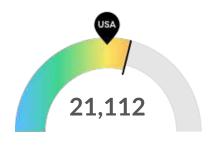
### Supply (Jobs)

Wisconsin is a hotspot for this kind of talent. The national average for an area this size is 753,994\* employees, while there are 877,546 here.



#### Compensation

The cost for talent is low in Wisconsin. The national median salary for your occupations is \$51,694, while you'll pay \$48,161 here.



#### **Demand (Job Postings)**

Competition from online job postings is high in Wisconsin. The national average for an area this size is 16,891\* job postings/mo, while there are 21,112 here.

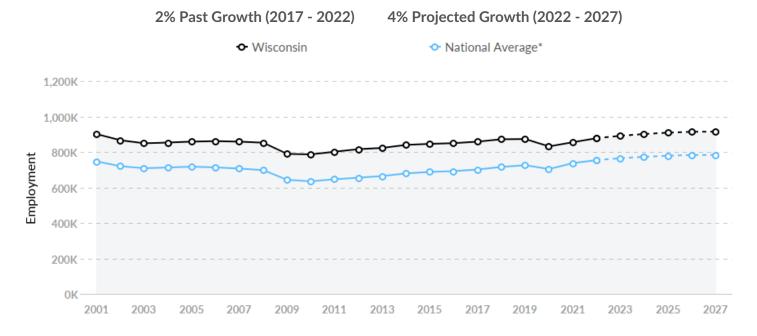
<sup>\*</sup>National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Wisconsin. In other words, the values represent the national average adjusted for region size.



# Supply (Jobs)

### Supply Is Higher Than the National Average

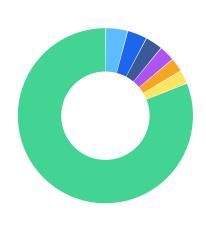
The regional vs. national average employment helps you understand if the supply of your occupations is a strength or weakness for Wisconsin, and how it is changing relative to the nation. An average area of this size would have 753,994\* employees, while there are 877,546 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.



<sup>\*</sup>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 Freight Trucking Industry Sector

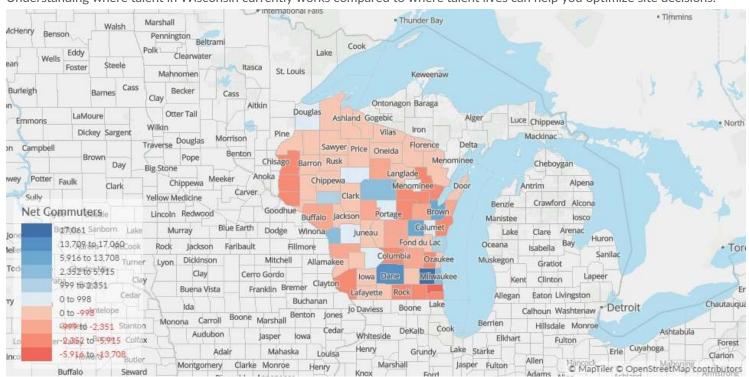


| In                      | dustry                                 | % of Occupation in Industry (2022) |
|-------------------------|--|------------------------------------|
| • Ge                    | eneral Freight Trucking                | 4.0%                               |
| <ul><li>En</li></ul>    | mployment Services                     | 3.7%                               |
| <ul><li>Plant</li></ul> | astics Product Manufacturing           | 3.2%                               |
| • Bu                    | uilding Equipment Contractors          | 2.9%                               |
| • W                     | arehousing and Storage                 | 2.6%                               |
| • M                     | anagement of Companies and Enterprises | 2.5%                               |
| • Ot                    | ther                                   | 81.1%                              |



### Place of Work vs Place of Residence

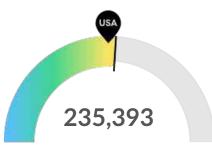
Understanding where talent in Wisconsin currently works compared to where talent lives can help you optimize site decisions.



| Where Talent Works |                      |                    | Where Talent Lives |                      |                 |
|--------------------|----------------------|--------------------|--------------------|----------------------|-----------------|
| County             | Name                 | 2022<br>Employment | County             | Name                 | 2022<br>Workers |
| 55079              | Milwaukee County, WI | 126,799            | 55079              | Milwaukee County, WI | 123,860         |
| 55025              | Dane County, WI      | 85,737             | 55025              | Dane County, WI      | 72,028          |
| 55133              | Waukesha County, WI  | 79,945             | 55133              | Waukesha County, WI  | 62,883          |
| 55009              | Brown County, WI     | 48,056             | 55009              | Brown County, WI     | 40,950          |
| 55087              | Outagamie County, WI | 34,202             | 55087              | Outagamie County, WI | 35,260          |



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



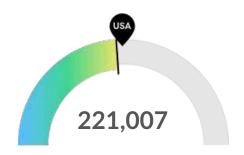


Retirement risk is about average in Wisconsin. The national average for an area this size is 222,091\* employees 55 or older, while there are 235,393 here.



### **Racial Diversity**

Racial diversity is low in Wisconsin. The national average for an area this size is 321,701\* racially diverse employees, while there are 154,135 here.



#### **Gender Diversity**

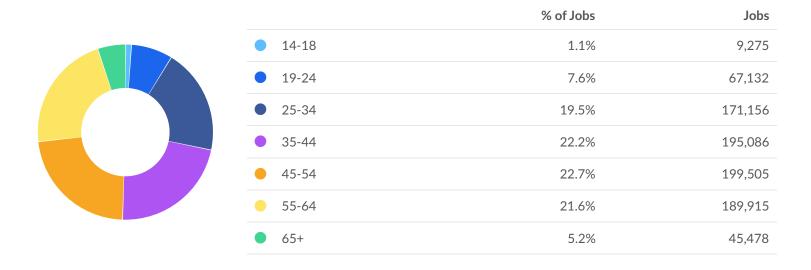
Gender diversity is about average in Wisconsin. The national average for an area this size is 235,497\* female employees, while there are 221,007 here.

<sup>\*</sup>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**

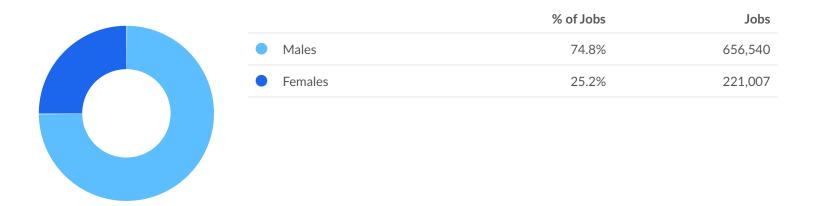


### Occupation Race/Ethnicity Breakdown





## Occupation Gender Breakdown

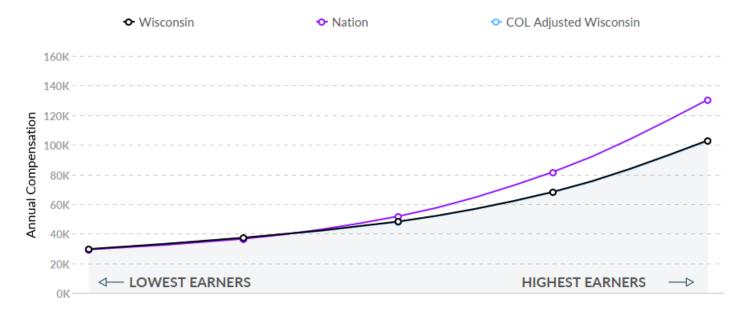




# Compensation

## Talent Is 7% Cheaper, While the Cost of Living May Make Attraction Difficult

In 2021, the median compensation for your occupations in Wisconsin is \$48,161. Based on the national median wage of \$51,694 for this position, this means you will spend about 7% less to employ your occupations here. However, their actual purchasing power will be 7% less than the national median when we adjust for regional cost of living (which is 0% higher than average). This may make it harder to attract talent to the region at this price.





## **Demand**



#### 16,050 Employers Competing

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



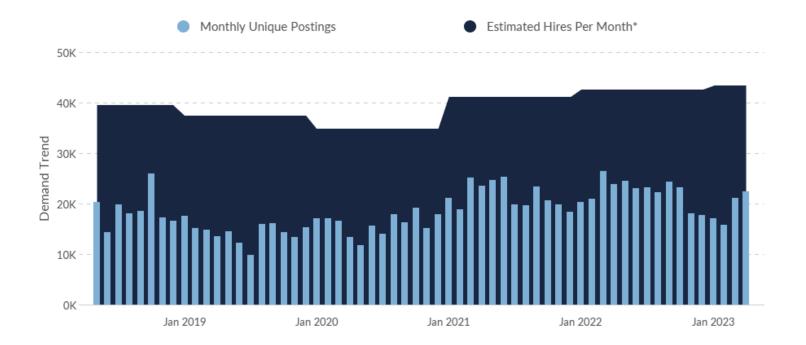
#### 253,340 Unique Job Postings

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



#### 29 Day Median Duration

Posting duration is 1 day shorter than what's typical in the region.



| Occupation  | Avg Monthly Postings (May 2022 -<br>Apr 2023) | Avg Monthly Hires (May 2022 - Apr<br>2023) |
|---|---|--|
| Heavy and Tractor-Trailer Truck Drivers                   | 1,143   | 2,666                                      |
| Laborers and Freight, Stock, and Material<br>Movers, Hand | 1,637   | 7,117                                      |
| Production Workers, All Other                             | 961   | 520  |
| Maintenance and Repair Workers, General                   | 1,163   | 1,697                                      |

<sup>\*</sup>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 -<br>Apr 2023) | Avg Monthly Hires (May 2022 -<br>Apr 2023) |
|---|---|--|
| Managers, All Other   | 1,065   | 300  |
| General and Operations Managers                                     | 708   | 1,510                                      |
| Industrial Engineering Technologists and Technicians                | 697   | 56   |
| Sales Managers  | 549   | 198  |
| Computer User Support Specialists                                   | 575   | 455  |
| Marketing Managers  | 459   | 106  |
| Light Truck Drivers   | 400   | 1,564                                      |
| Financial Managers  | 469   | 255  |
| First-Line Supervisors of Production and Operating Workers          | 450   | 885  |
| Miscellaneous Assemblers and Fabricators                            | 332   | 2,443                                      |
| Computer Systems Analysts   | 348   | 309  |
| First-Line Supervisors of Office and Administrative Support Workers | 392   | 1,107                                      |
| Industrial Engineers  | 435   | 284  |
| Inspectors, Testers, Sorters, Samplers, and Weighers                | 321   | 998  |
| Shipping, Receiving, and Inventory Clerks                           | 287   | 823  |
| Welders, Cutters, Solderers, and Brazers                            | 321   | 690  |
| Mechanical Engineers  | 354   | 219  |
| Production, Planning, and Expediting Clerks                         | 327   | 425  |
| First-Line Supervisors of Mechanics, Installers, and Repairers      | 290   | 428  |
| Electrical Engineers  | 393   | 103  |
| Industrial Truck and Tractor Operators                              | 255   | 1,237                                      |
| Industrial Production Managers                                      | 255   | 168  |
| Buyers and Purchasing Agents  | 268   | 328  |
| Bus and Truck Mechanics and Diesel Engine<br>Specialists            | 216   | 228  |
| ightcast Q2 2023 Data Set   lightcast.io                            |   | 13   |



| Civil Engineers         300         158           HelpersProduction Workers         204         443           Computer Numerically Controlled Tool Operators         184         512           Architectural and Engineering Managers         306         88           Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic         172         393           Human Resources Managers         224         103           Network and Computer Systems Administrators         140         255           Packers and Packagers, Hand         148         1,542           Machinists         157         407           Logisticians         193         200           Electrical and Electronic Engineering Technologists and Technicians         178         66           Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers         144         43           First-Line Supervisors of Non-Retail Sales Workers         131         296           Painters, Construction and Maintenance         132         177           First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors         142         615           Computer Programmers         95         88           Business Operations Specialists, All Other <th>Occupation</th> <th>Avg Monthly Postings<br/>(May 2022 - Apr 2023)</th> <th>Avg Monthly Hires (May<br/>2022 - Apr 2023)</th>   | Occupation  | Avg Monthly Postings<br>(May 2022 - Apr 2023) | Avg Monthly Hires (May<br>2022 - Apr 2023) |
|--|---|---|--|
| HelpersProduction Workers 204 443 Computer Numerically Controlled Tool Operators 184 512 Architectural and Engineering Managers 306 885 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic 172 395 Human Resources Managers 224 100 Network and Computer Systems Administrators 140 255 Packers and Packagers, Hand 148 1,548 Machinists 157 400 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electricians 161 518 Electrician, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers 131 296 First-Line Supervisors of Non-Retail Sales Workers 131 296 First-Line Supervisors of Transportation and Material Moving Workers, Except Alteraft Cargo Handling Supervisors 124 483 Engineering Technologists and Tenders 179 975 Purchasing Managers 114 35 Engineering Technologists and Technicians 179 975 Engineering Technologists and Technicians 179 975 Engineering Technologists and Technicians 179 975 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 55   | Transportation, Storage, and Distribution Managers                    | 258   | 85   |
| Computer Numerically Controlled Tool Operators Architectural and Engineering Managers 306 88 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic Human Resources Managers 172 995 Human Resources Managers 140 255 Packers and Packagers, Hand 148 1,543 Machinists 157 400 Logisticians 157 400 Electrical and Electronic Engineering Technologists and Technicians 161 518 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers 131 296 Painters, Construction and Maintenance 132 173 Elictric Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 88 Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 56 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 103 57 57 57 57 57 57 57 57 57 57 57 57 57 | Civil Engineers   | 300   | 158  |
| Architectural and Engineering Managers  Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic  Human Resources Managers  Letwork and Computer Systems Administrators  140  252  Packers and Packagers, Hand  148  1,543  Machinists  157  400  Logisticians  193  200  Electrical and Electronic Engineering Technologists and Technicians  161  516  Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers  First-Line Supervisors of Non-Retail Sales Workers  Painters, Construction and Maintenance  132  173  First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors  Computer Programmers  Business Operations Specialists, All Other  Industrial Machinery Mechanics  Parchasing Managers  114  33  Engineering Technologists and Technicians, Except Drafters, All Other  101  53  56  67  68  68  69  69  60  60  60  60  60  60  60  60   | HelpersProduction Workers   | 204   | 443  |
| Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic  Human Resources Managers  224 105  Network and Computer Systems Administrators 140 255  Packers and Packagers, Hand 148 1,545  Machinists 157 400  Logisticians 193 200  Electrical and Electronic Engineering Technologists and Technicians 178 66  Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers  First-Line Supervisors of Non-Retail Sales Workers 131 296  Painters, Construction and Maintenance 132 173  First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors  Computer Programmers 95 88  Business Operations Specialists, All Other 111 594  Industrial Machinery Mechanics 124 483  Packaging and Filling Machine Operators and Tenders 79 975  Purchasing Managers 114 33  Engineering Technologists and Technicians, Except Drafters, All Other 101 57   | Computer Numerically Controlled Tool Operators                        | 184   | 512  |
| Tenders, Metal and Plastic  Human Resources Managers  224 105  Network and Computer Systems Administrators 140 255  Packers and Packagers, Hand 148 1,549  Machinists 157 407  Logisticians 159 200  Electrical and Electronic Engineering Technologists and Technicians 178 66  Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers 131 296  Painters, Construction and Maintenance 132 173  Engineering Technologists, All Other 111 594  Packaging and Filling Machine Operators and Tenders Purchasing Managers 114 33  Engineering Technologists and Technicians, Except Drafters, All Other 101 575  | Architectural and Engineering Managers                                | 306   | 89   |
| Network and Computer Systems Administrators  140 253 Packers and Packagers, Hand 148 1,543 Machinists 157 400 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electrical and Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers  First-Line Supervisors of Non-Retail Sales Workers 131 296 Painters, Construction and Maintenance 132 177 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors  Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Engineering Technologists and Technicians, Except Drafters, All Other 101 575   |   | 172   | 391  |
| Packers and Packagers, Hand  148  1,545  Machinists  157  407  Logisticians  193  200  Electrical and Electronic Engineering Technologists and Technicians  178  66  Electricians  161  518  Electricial, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers  First-Line Supervisors of Non-Retail Sales Workers  131  290  Painters, Construction and Maintenance  132  173  First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors  Computer Programmers  95  89  Business Operations Specialists, All Other  Industrial Machinery Mechanics  124  483  Packaging and Filling Machine Operators and Tenders  79  Purchasing Managers  114  33  Engineering Technologists and Technicians, Except Drafters, All Other  101  55  | Human Resources Managers  | 224   | 105  |
| Machinists 157 407 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electricals. 161 518 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers 131 296 First-Line Supervisors of Non-Retail Sales Workers 131 297 Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors 142 618 Business Operations Specialists, All Other 111 596 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 55   | Network and Computer Systems Administrators                           | 140   | 251  |
| Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electricians 161 518 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers 131 296 First-Line Supervisors of Non-Retail Sales Workers 131 296 Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors 795 88 Business Operations Specialists, All Other 111 596 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 55   | Packers and Packagers, Hand   | 148   | 1,545                                      |
| Electrical and Electronic Engineering Technologists and Technicians  Electricians  Electricians  Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers  First-Line Supervisors of Non-Retail Sales Workers  Painters, Construction and Maintenance  132  173  First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors  Computer Programmers  95  88  Business Operations Specialists, All Other  111  594  Packaging and Filling Machine Operators and Tenders  Purchasing Managers  114  33  Engineering Technologists and Technicians, Except Drafters, All Other  101  51   | Machinists  | 157   | 407  |
| Electricians  Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers  First-Line Supervisors of Non-Retail Sales Workers  Painters, Construction and Maintenance  132  173  First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors  Computer Programmers  95  88  Business Operations Specialists, All Other  111  594  Industrial Machinery Mechanics  124  483  Packaging and Filling Machine Operators and Tenders  79  975  Purchasing Managers  114  33  Engineering Technologists and Technicians, Except Drafters, All Other  101  518  | Logisticians  | 193   | 200  |
| Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers  First-Line Supervisors of Non-Retail Sales Workers  Painters, Construction and Maintenance  132  173  First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors  Computer Programmers  95  88  Business Operations Specialists, All Other  111  594  Industrial Machinery Mechanics  124  483  Packaging and Filling Machine Operators and Tenders  79  975  Purchasing Managers  114  33  Engineering Technologists and Technicians, Except Drafters, All Other  | Electrical and Electronic Engineering Technologists and Technicians   | 178   | 66   |
| Winders, Tapers, and Finishers  First-Line Supervisors of Non-Retail Sales Workers  Painters, Construction and Maintenance  132  173  First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors  Computer Programmers  95  Business Operations Specialists, All Other  111  594  Industrial Machinery Mechanics  124  483  Packaging and Filling Machine Operators and Tenders  Purchasing Managers  114  33  Engineering Technologists and Technicians, Except Drafters, All Other   | Electricians  | 161   | 518  |
| Painters, Construction and Maintenance 132 173  First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors 142 615  Computer Programmers 95 85  Business Operations Specialists, All Other 111 594  Industrial Machinery Mechanics 124 485  Packaging and Filling Machine Operators and Tenders 79 975  Purchasing Managers 114 33  Engineering Technologists and Technicians, Except Drafters, All Other 101 57   |   | 144   | 436  |
| First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors  Computer Programmers  95  Business Operations Specialists, All Other  Industrial Machinery Mechanics  124  Packaging and Filling Machine Operators and Tenders  79  Purchasing Managers  114  33  Engineering Technologists and Technicians, Except Drafters, All Other  | First-Line Supervisors of Non-Retail Sales Workers                    | 131   | 296  |
| Workers, Except Aircraft Cargo Handling Supervisors  Computer Programmers  95  89  Business Operations Specialists, All Other  Industrial Machinery Mechanics  124  Packaging and Filling Machine Operators and Tenders  Purchasing Managers  114  Engineering Technologists and Technicians, Except Drafters, All Other  101  51  61  61  61  61  61  61  61  61  6   | Painters, Construction and Maintenance                                | 132   | 173  |
| Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 57   | ·   | 142   | 615  |
| Industrial Machinery Mechanics 124 483  Packaging and Filling Machine Operators and Tenders 79 975  Purchasing Managers 114 33  Engineering Technologists and Technicians, Except Drafters, All Other 101 57   | Computer Programmers  | 95  | 89   |
| Packaging and Filling Machine Operators and Tenders 79 975  Purchasing Managers 114 33  Engineering Technologists and Technicians, Except Drafters, All Other 101 57   | Business Operations Specialists, All Other                            | 111   | 594  |
| Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 57  | Industrial Machinery Mechanics  | 124   | 481  |
| Engineering Technologists and Technicians, Except Drafters, All Other 101 57   | Packaging and Filling Machine Operators and Tenders                   | 79  | 975  |
|  | Purchasing Managers   | 114   | 33   |
| Engineers, All Other 126 48  | Engineering Technologists and Technicians, Except Drafters, All Other | 101   | 57   |
|  | Engineers, All Other  | 126   | 48   |



| Occupation   | Avg Monthly Postings (May<br>2022 - Apr 2023) | Avg Monthly Hires (May<br>2022 - Apr 2023) |
|--|---|--|
| Cleaners of Vehicles and Equipment   | 105   | 397  |
| Administrative Services Managers   | 101   | 135  |
| Facilities Managers  | 128   | 56   |
| Occupational Health and Safety Specialists   | 101   | 53   |
| Printing Press Operators   | 69  | 258  |
| Chemical Engineers   | 111   | 10   |
| Telecommunications Equipment Installers and Repairers, Except<br>Line Installers                             | 74  | 117  |
| Electro-Mechanical and Mechatronics Technologists and Technicians  | 75  | 7  |
| Installation, Maintenance, and Repair Workers, All Other   | 53  | 88   |
| Grinding, Lapping, Polishing, and Buffing Machine Tool Setters,<br>Operators, and Tenders, Metal and Plastic | 50  | 157  |
| Coating, Painting, and Spraying Machine Setters, Operators, and Tenders                                      | 48  | 235  |
| Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders          | 45  | 81   |
| Dispatchers, Except Police, Fire, and Ambulance  | 51  | 200  |
| Cutting and Slicing Machine Setters, Operators, and Tenders  | 48  | 116  |
| Computer and Information Systems Managers  | 58  | 182  |
| Sheet Metal Workers  | 43  | 88   |
| Mail Clerks and Mail Machine Operators, Except Postal Service  | 38  | 80   |
| Print Binding and Finishing Workers  | 39  | 123  |
| Plumbers, Pipefitters, and Steamfitters  | 33  | 369  |
| Health and Safety Engineers, Except Mining Safety Engineers and Inspectors                                   | 50  | 14   |
| Computer Network Support Specialists   | 45  | 95   |
| Chief Executives   | 50  | 104  |
| Tool and Die Makers  | 38  | 99   |
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| Occupation  | Avg Monthly Postings (May<br>2022 - Apr 2023) | Avg Monthly Hires (May<br>2022 - Apr 2023) |
|---|---|--|
| Operating Engineers and Other Construction Equipment Operators                              | 32  | 526  |
| Mixing and Blending Machine Setters, Operators, and Tenders                                 | 26  | 218  |
| Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic            | 33  | 120  |
| Computer Numerically Controlled Tool Programmers  | 33  | 45   |
| Sewing Machine Operators  | 22  | 142  |
| Mechanical Engineering Technologists and Technicians  | 34  | 68   |
| Occupational Health and Safety Technicians  | 31  | 30   |
| Material Moving Workers, All Other  | 21  | 74   |
| Environmental Engineers   | 38  | 22   |
| Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | 20  | 360  |
| Security and Fire Alarm Systems Installers  | 24  | 40   |
| Water and Wastewater Treatment Plant and System Operators                                   | 27  | 75   |
| Power Plant Operators   | 25  | 13   |
| Environmental Scientists and Specialists, Including Health                                  | 30  | 42   |
| Chemical Equipment Operators and Tenders  | 21  | 92   |
| Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers   | 11  | 15   |
| Millwrights   | 17  | 33   |
| Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders                     | 11  | 62   |
| Milling and Planing Machine Setters, Operators, and Tenders,<br>Metal and Plastic           | 13  | 16   |
| Crane and Tower Operators   | 12  | 41   |
| Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders        | 9   | 60   |
| Materials Engineers   | 15  | 12   |
|   |   |  |



| Occupation   | Avg Monthly Postings (May 2022<br>- Apr 2023) | Avg Monthly Hires (May 2022<br>- Apr 2023) |
|--|---|--|
| Woodworking Machine Setters, Operators, and Tenders, Except Sawing           | 8   | 151  |
| Metal Workers and Plastic Workers, All Other                                 | 8   | 45   |
| Crushing, Grinding, and Polishing Machine Setters,<br>Operators, and Tenders | 10  | 27   |
| Food Cooking Machine Operators and Tenders                                   | 10  | 114  |
| Maintenance Workers, Machinery   | 11  | 61   |
| Multiple Machine Tool Setters, Operators, and Tenders,<br>Metal and Plastic  | 7   | 212  |
| Metal-Refining Furnace Operators and Tenders                                 | 8   | 33   |
| Conveyor Operators and Tenders   | 4   | 45   |
| Machine Feeders and Offbearers   | 4   | 100  |
| Painting, Coating, and Decorating Workers                                    | 6   | 14   |
| Plating Machine Setters, Operators, and Tenders, Metal and Plastic           | 7   | 73   |
| Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic   | 7   | 29   |
| Stationary Engineers and Boiler Operators                                    | 7   | 23   |
| Engine and Other Machine Assemblers  | 4   | 107  |
| Sawing Machine Setters, Operators, and Tenders, Wood                         | 5   | 96   |
| Foundry Mold and Coremakers  | 2   | 41   |
| Bioengineers and Biomedical Engineers  | 5   | 10   |
| Furnace, Kiln, Oven, Drier, and Kettle Operators and<br>Tenders              | 4   | 14   |
| Medical Appliance Technicians  | 2   | 14   |
| Woodworkers, All Other   | 4   | 8  |
| Etchers and Engravers  | 3   | 15   |
| Labor Relations Specialists  | 3   | 163  |
| Layout Workers, Metal and Plastic  | 3   | 3  |



| Occupation  | Avg Monthly Postings (May<br>2022 - Apr 2023) | Avg Monthly Hires (May<br>2022 - Apr 2023) |
|---|---|--|
| Grinding and Polishing Workers, Hand  | 2   | 57   |
| Nuclear Engineers   | 5   | 3  |
| Traffic Technicians   | 3   | 6  |
| Paper Goods Machine Setters, Operators, and Tenders                               | 4   | 260  |
| Food and Tobacco Roasting, Baking, and Drying Machine<br>Operators and Tenders    | 2   | 36   |
| Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 2   | 30   |
| Plant and System Operators, All Other   | 3   | 7  |
| Cleaning, Washing, and Metal Pickling Equipment<br>Operators and Tenders          | 4   | 28   |
| Nuclear Power Reactor Operators   | 2   | 2  |
| Cooling and Freezing Equipment Operators and Tenders                              | 2   | 10   |
| Communications Equipment Operators, All Other                                     | 0   | 2  |
| Patternmakers, Metal and Plastic  | 1   | 6  |
| Adhesive Bonding Machine Operators and Tenders                                    | 2   | 31   |
| Rolling Machine Setters, Operators, and Tenders, Metal and Plastic                | 1   | 20   |
| Logging Equipment Operators   | 2   | 24   |
| Boilermakers  | 1   | 10   |
| Electrical and Electronics Repairers, Commercial and Industrial Equipment         | 1   | 21   |
| Environmental Engineering Technologists and Technicians                           | 1   | 9  |
| Precision Instrument and Equipment Repairers, All Other                           | 0   | 6  |
| Calibration Technologists and Technicians   | 0   | 3  |
|   |   |  |



| Top Companies | Unique Postings | Top Job Titles          | Unique Postings |
|---------------|-----------------|-------------------------|-----------------|
| Aerotek       | 4,954           | Maintenance Technicians | 5,786           |
| Actalent      | 2,242           | Machine Operators       | 4,133           |
| UPS           | 2,063           | CDL-A Truck Drivers     | 3,020           |
| Uline         | 2,008           | Material Handlers       | 2,895           |
| Randstad      | 1,953           | Forklift Operators      | 2,596           |

## Top Distinguishing Skills by Demand

Not enough data to display Distinguishing Skills for this occupation.

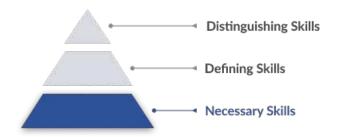
## Top Defining Skills by Demand

Not enough data to display Defining Skills for this occupation.



## Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



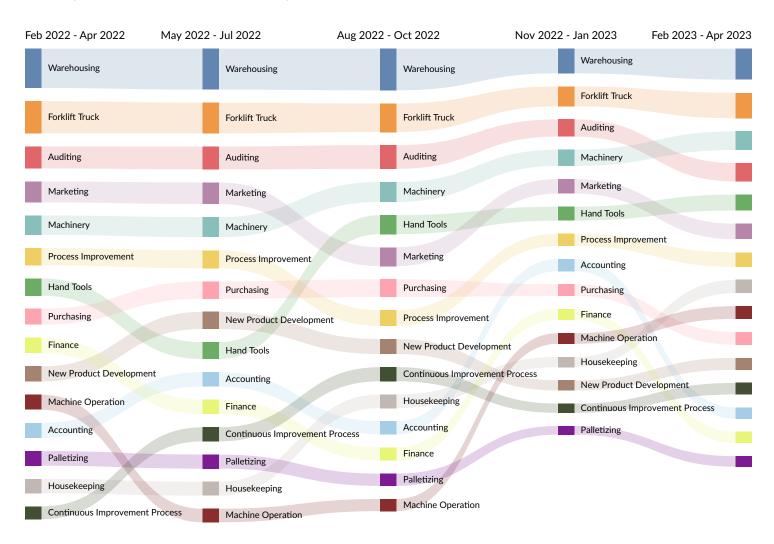
| Skill                   | Salary Boosting | Job Postings Requesting |
|-------------------------|-----------------|-------------------------|
| Valid Driver's License  | 8               | 190,897                 |
| Warehousing             |                 | 179,627                 |
| Forklift Truck          | 8               | 144,021                 |
| Marketing               | 8               | 117,356                 |
| Auditing                | 8               | 115,491                 |
| Machinery               | •               | 98,698                  |
| Hand Tools              |                 | 94,789                  |
| Process Improvement     | 8               | 89,751                  |
| New Product Development | 8               | 88,534                  |
| CDL Class A License     | 8               | 87,196                  |



# 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.





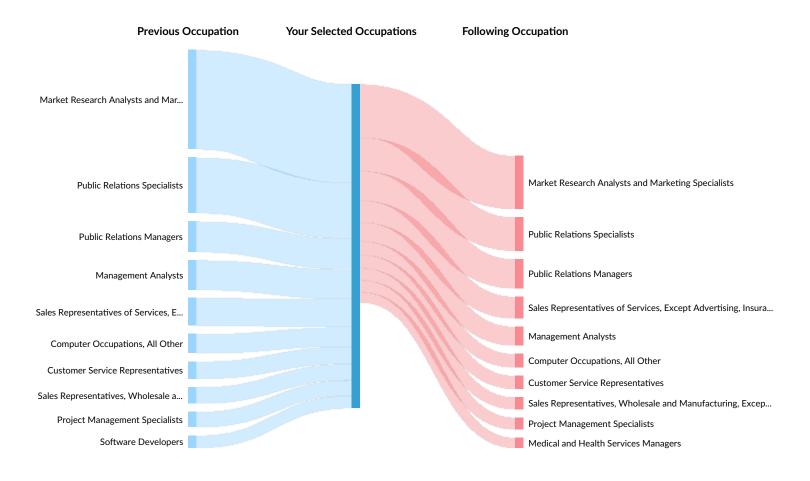
# Occupation Gain and Drain

### **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 |
|--|-------------|
| Market Research Analysts and Marketing Specialists | 136,439     |
| Public Relations Specialists                       | 76,648      |
| Public Relations Managers                          | 42,351      |



| Previous Occupations  | Transitions |
|---|-------------|
| Management Analysts   | 40,916      |
| Sales Representatives of Services, Except Advertising,<br>Insurance, Financial Services, and Travel | 38,211      |
| Computer Occupations, All Other   | 26,607      |
| Customer Service Representatives  | 24,005      |
| Sales Representatives, Wholesale and Manufacturing, Except<br>Technical and Scientific Products     | 22,716      |
| Project Management Specialists  | 21,189      |
| Software Developers   | 17,213      |
| Advertising and Promotions Managers   | 17,118      |
| Graphic Designers   | 15,280      |
| Medical and Health Services Managers  | 13,638      |
| Web Developers  | 13,145      |
| Human Resources Specialists   | 13,056      |
| Sales Representatives, Wholesale and Manufacturing,<br>Technical and Scientific Products            | 12,211      |
| Postsecondary Teachers  | 11,625      |
| Executive Secretaries and Executive Administrative Assistants                                       | 10,516      |
| Retail Salespersons   | 10,294      |
| Training and Development Specialists  | 8,594       |
| First-Line Supervisors of Retail Sales Workers  | 8,362       |
| Social and Community Service Managers   | 8,251       |
| Producers and Directors   | 8,094       |
| Secretaries and Administrative Assistants, Except Legal,<br>Medical, and Executive                  | 7,538       |
| Social and Human Service Assistants   | 7,149       |
| Sales Engineers   | 6,659       |
| Financial and Investment Analysts   | 6,451       |



| Previous Occupations   | Transitions |
|--|-------------|
| Meeting, Convention, and Event Planners                      | 6,225       |
| Securities, Commodities, and Financial Services Sales Agents | 6,080       |
| Real Estate Sales Agents                                     | 5,255       |
| Accountants and Auditors                                     | 5,237       |
| Demonstrators and Product Promoters                          | 5,151       |
| Property, Real Estate, and Community Association Managers    | 4,814       |
| Natural Sciences Managers                                    | 4,731       |
| Personal Financial Advisors                                  | 4,366       |
| Education Administrators, Kindergarten through Secondary     | 4,270       |
| Training and Development Managers                            | 4,023       |
| Education Administrators, Postsecondary                      | 3,956       |
| Operations Research Analysts                                 | 3,810       |
| Coaches and Scouts   | 3,699       |
| Registered Nurses  | 3,581       |
| Sales and Related Workers, All Other                         | 3,479       |
| Insurance Sales Agents                                       | 3,334       |
| Teaching Assistants, Postsecondary                           | 3,246       |
| Educational, Guidance, and Career Counselors and Advisors    | 2,921       |
| Compliance Officers  | 2,680       |
| Food Service Managers  | 2,537       |
| Construction Managers  | 2,471       |
| Lawyers  | 2,465       |
| Waiters and Waitresses                                       | 2,383       |
| Loan Officers  | 2,343       |
| Information Security Analysts                                | 2,313       |
| Software Quality Assurance Analysts and Testers              | 2,224       |
| Lightcast Q2 2023 Data Set   lightcast.io                    | 24          |

| Previous Occupations  | Transitions  |
|---|--|
| Life, Physical, and Social Science Technicians, All Other   | 1,951  |
| Teachers and Instructors, All Other   | 1,930  |
| First-Line Supervisors of Food Preparation and Serving<br>Workers   | 1,905  |
| Teaching Assistants, Except Postsecondary   | 1,840  |
| Bookkeeping, Accounting, and Auditing Clerks  | 1,555  |
| Fast Food and Counter Workers   | 1,358  |
| Stockers and Order Fillers  | 1,326  |
| First-Line Supervisors of Construction Trades and Extraction<br>Workers   | 1,137  |
| Cashiers  | 888  |
| Security Guards   | 734  |
| Human Resources Assistants, Except Payroll and Timekeeping  | 588  |
| Following Occupations   | Transitions  |
| Market Research Analysts and Marketing Specialists  | 73,381   |
| Public Relations Specialists  |  |
| Tubile relations operations   | 46,265   |
| Public Relations Managers   | 46,265<br>40,510   |
|   |  |
| Public Relations Managers  Sales Representatives of Services, Except Advertising,   | 40,510   |
| Public Relations Managers  Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel   | 40,510<br>30,075   |
| Public Relations Managers  Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel  Management Analysts  | 40,510<br>30,075<br>26,072                               |
| Public Relations Managers  Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel  Management Analysts  Computer Occupations, All Other   | 40,510<br>30,075<br>26,072<br>18,908                     |
| Public Relations Managers  Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel  Management Analysts  Computer Occupations, All Other  Customer Service Representatives  Sales Representatives, Wholesale and Manufacturing, Except                                   | 40,510<br>30,075<br>26,072<br>18,908<br>18,186           |
| Public Relations Managers  Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel  Management Analysts  Computer Occupations, All Other  Customer Service Representatives  Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 40,510<br>30,075<br>26,072<br>18,908<br>18,186<br>16,592 |



| Following Occupations  | Transitions |
|--|-------------|
| Human Resources Specialists  | 12,730      |
| Postsecondary Teachers   | 11,172      |
| Software Developers  | 10,796      |
| Web Developers   | 9,984       |
| Sales Representatives, Wholesale and Manufacturing,<br>Technical and Scientific Products | 9,801       |
| Graphic Designers  | 9,622       |
| Producers and Directors  | 8,586       |
| Social and Community Service Managers  | 8,282       |
| Executive Secretaries and Executive Administrative Assistants                            | 7,993       |
| Real Estate Sales Agents   | 7,992       |
| Retail Salespersons  | 7,586       |
| Social and Human Service Assistants  | 6,287       |
| Training and Development Specialists   | 6,067       |
| Secretaries and Administrative Assistants, Except Legal,<br>Medical, and Executive       | 5,602       |
| First-Line Supervisors of Retail Sales Workers   | 5,588       |
| Education Administrators, Kindergarten through Secondary                                 | 5,085       |
| Personal Financial Advisors  | 4,961       |
| Securities, Commodities, and Financial Services Sales Agents                             | 4,938       |
| Property, Real Estate, and Community Association Managers                                | 4,524       |
| Natural Sciences Managers  | 4,281       |
| Meeting, Convention, and Event Planners  | 4,115       |
| Demonstrators and Product Promoters  | 4,010       |
| Education Administrators, Postsecondary  | 3,989       |
| Training and Development Managers  | 3,838       |
| Sales Engineers  | 3,738       |
| Lightcast Q2 2023 Data Set   lightcast.io  | 26          |

| Following Occupations   | Transitions |
|---|-------------|
| Accountants and Auditors  | 3,398       |
| Financial and Investment Analysts                                       | 3,370       |
| Insurance Sales Agents  | 3,269       |
| Teaching Assistants, Postsecondary                                      | 3,247       |
| Registered Nurses   | 3,222       |
| Coaches and Scouts  | 3,167       |
| Loan Officers   | 2,579       |
| Sales and Related Workers, All Other                                    | 2,522       |
| Compliance Officers   | 2,509       |
| Educational, Guidance, and Career Counselors and Advisors               | 2,453       |
| Lawyers   | 2,430       |
| Operations Research Analysts  | 2,175       |
| Food Service Managers   | 2,097       |
| Construction Managers   | 1,953       |
| Information Security Analysts   | 1,864       |
| Life, Physical, and Social Science Technicians, All Other               | 1,788       |
| Teaching Assistants, Except Postsecondary                               | 1,696       |
| Waiters and Waitresses  | 1,493       |
| Bookkeeping, Accounting, and Auditing Clerks                            | 1,310       |
| Software Quality Assurance Analysts and Testers                         | 1,072       |
| Stockers and Order Fillers  | 1,009       |
| First-Line Supervisors of Construction Trades and Extraction<br>Workers | 864         |
| Security Guards   | 673         |
| Human Resources Assistants, Except Payroll and Timekeeping              | 658         |
| Electronics Engineers, Except Computer                                  | 431         |



# **Graduate Pipeline**



### 380 Programs

551 programs can train for this job, while only 380 programs have produced completers in this region.



### 46,175 Completions (2021)

The completions from all regional institutions for all degree types.



### 125,348 Openings (2021)

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

| Top Programs                     | Completions (2021) | Top Schools                     | Completions (2021) |
|----------------------------------|--------------------|---------------------------------|--------------------|
| Business Administration and Ma   | 4,121              | University of Wisconsin-Madison | 9,740              |
| Psychology, General              | 2,258              | University of Wisconsin-Milwau  | 3,999              |
| Accounting                       | 1,632              | University of Wisconsin-Whitew  | 2,089              |
| Liberal Arts and Sciences, Gener | 1,572              | Marquette University            | 1,946              |
| Marketing/Marketing Managem      | 1,550              | University of Wisconsin-Eau Cla | 1,614              |



# Appendix A (Occupations)

| Code    | Description   |
|---------|---|
| 11-1011 | Chief Executives                                      |
| 11-1021 | General and Operations Managers                       |
| 11-2021 | Marketing Managers                                    |
| 11-2022 | Sales Managers  |
| 11-3012 | Administrative Services Managers                      |
| 11-3013 | Facilities Managers                                   |
| 11-3021 | Computer and Information Systems<br>Managers          |
| 11-3031 | Financial Managers                                    |
| 11-3051 | Industrial Production Managers                        |
| 11-3061 | Purchasing Managers                                   |
| 11-3071 | Transportation, Storage, and<br>Distribution Managers |
| 11-3121 | Human Resources Managers                              |

| Code    | Description                                    |
|---------|--|
| 11-9041 | Architectural and Engineering<br>Managers      |
| 11-9199 | Managers, All Other                            |
| 13-1028 | Buyers and Purchasing Agents                   |
| 13-1075 | Labor Relations Specialists                    |
| 13-1081 | Logisticians                                   |
| 13-1199 | Business Operations Specialists, All<br>Other  |
| 15-1211 | Computer Systems Analysts                      |
| 15-1231 | Computer Network Support Specialists           |
| 15-1232 | Computer User Support Specialists              |
| 15-1244 | Network and Computer Systems<br>Administrators |
| 15-1251 | Computer Programmers                           |
| 17-2031 | Bioengineers and Biomedical Engineers          |



| Code    | Description  |
|---------|--|
| 17-2041 | Chemical Engineers   |
| 17-2051 | Civil Engineers  |
| 17-2071 | Electrical Engineers   |
| 17-2081 | Environmental Engineers  |
| 17-2111 | Health and Safety Engineers, Except<br>Mining Safety Engineers and<br>Inspectors |
| 17-2112 | Industrial Engineers   |
| 17-2131 | Materials Engineers  |
| 17-2141 | Mechanical Engineers   |
| 17-2161 | Nuclear Engineers  |
| 17-2199 | Engineers, All Other   |
| 17-3023 | Electrical and Electronic Engineering<br>Technologists and Technicians           |
| 17-3024 | Electro-Mechanical and Mechatronics<br>Technologists and Technicians             |
|         |  |

| Code    | Description  |
|---------|--|
| 17-3025 | Environmental Engineering<br>Technologists and Technicians               |
| 17-3026 | Industrial Engineering Technologists and Technicians                     |
| 17-3027 | Mechanical Engineering Technologists and Technicians                     |
| 17-3028 | Calibration Technologists and Technicians                                |
| 17-3029 | Engineering Technologists and<br>Technicians, Except Drafters, All Other |
| 19-2041 | Environmental Scientists and Specialists, Including Health               |
| 19-5011 | Occupational Health and Safety<br>Specialists                            |
| 19-5012 | Occupational Health and Safety<br>Technicians                            |
| 41-1012 | First-Line Supervisors of Non-Retail<br>Sales Workers                    |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers      |
| 43-2099 | Communications Equipment<br>Operators, All Other                         |
| 43-5032 | Dispatchers, Except Police, Fire, and Ambulance                          |



| Code    | Description   |
|---------|---|
| 43-5061 | Production, Planning, and Expediting<br>Clerks                                      |
| 43-5071 | Shipping, Receiving, and Inventory<br>Clerks  |
| 43-9051 | Mail Clerks and Mail Machine<br>Operators, Except Postal Service                    |
| 45-4022 | Logging Equipment Operators   |
| 47-2011 | Boilermakers  |
| 47-2073 | Operating Engineers and Other<br>Construction Equipment Operators                   |
| 47-2111 | Electricians  |
| 47-2141 | Painters, Construction and<br>Maintenance   |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters   |
| 47-2211 | Sheet Metal Workers   |
| 49-1011 | First-Line Supervisors of Mechanics,<br>Installers, and Repairers                   |
| 49-2022 | Telecommunications Equipment<br>Installers and Repairers, Except Line<br>Installers |

| Code    | Description  |
|---------|--|
| 49-2094 | Electrical and Electronics Repairers,<br>Commercial and Industrial Equipment                               |
| 49-2098 | Security and Fire Alarm Systems<br>Installers  |
| 49-3031 | Bus and Truck Mechanics and Diesel<br>Engine Specialists   |
| 49-9041 | Industrial Machinery Mechanics   |
| 49-9043 | Maintenance Workers, Machinery   |
| 49-9044 | Millwrights  |
| 49-9069 | Precision Instrument and Equipment<br>Repairers, All Other   |
| 49-9071 | Maintenance and Repair Workers,<br>General   |
| 49-9099 | Installation, Maintenance, and Repair<br>Workers, All Other  |
| 51-1011 | First-Line Supervisors of Production and Operating Workers   |
| 51-2028 | Electrical, Electronic, and<br>Electromechanical Assemblers, Except<br>Coil Winders, Tapers, and Finishers |
| 51-2031 | Engine and Other Machine Assemblers  |

| Code    | Description  |
|---------|--|
| 51-2098 | Miscellaneous Assemblers and Fabricators   |
| 51-3091 | Food and Tobacco Roasting, Baking,<br>and Drying Machine Operators and<br>Tenders                                  |
| 51-3093 | Food Cooking Machine Operators and<br>Tenders  |
| 51-4021 | Extruding and Drawing Machine<br>Setters, Operators, and Tenders, Metal<br>and Plastic                             |
| 51-4023 | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic   |
| 51-4031 | Cutting, Punching, and Press Machine<br>Setters, Operators, and Tenders, Metal<br>and Plastic                      |
| 51-4033 | Grinding, Lapping, Polishing, and<br>Buffing Machine Tool Setters,<br>Operators, and Tenders, Metal and<br>Plastic |
| 51-4034 | Lathe and Turning Machine Tool<br>Setters, Operators, and Tenders, Metal<br>and Plastic                            |
| 51-4035 | Milling and Planing Machine Setters,<br>Operators, and Tenders, Metal and<br>Plastic                               |
| 51-4041 | Machinists   |
| 51-4051 | Metal-Refining Furnace Operators and<br>Tenders  |
| 51-4062 | Patternmakers, Metal and Plastic   |

| Code    | Description   |
|---------|---|
| 51-4071 | Foundry Mold and Coremakers   |
| 51-4072 | Molding, Coremaking, and Casting<br>Machine Setters, Operators, and<br>Tenders, Metal and Plastic |
| 51-4081 | Multiple Machine Tool Setters,<br>Operators, and Tenders, Metal and<br>Plastic                    |
| 51-4111 | Tool and Die Makers   |
| 51-4121 | Welders, Cutters, Solderers, and<br>Brazers   |
| 51-4122 | Welding, Soldering, and Brazing<br>Machine Setters, Operators, and<br>Tenders                     |
| 51-4191 | Heat Treating Equipment Setters,<br>Operators, and Tenders, Metal and<br>Plastic                  |
| 51-4192 | Layout Workers, Metal and Plastic   |
| 51-4193 | Plating Machine Setters, Operators, and Tenders, Metal and Plastic                                |
| 51-4199 | Metal Workers and Plastic Workers, All<br>Other   |
| 51-5112 | Printing Press Operators  |
| 51-5113 | Print Binding and Finishing Workers   |



| Code    | Description   |
|---------|---|
| 51-6031 | Sewing Machine Operators  |
| 51-6091 | Extruding and Forming Machine<br>Setters, Operators, and Tenders,<br>Synthetic and Glass Fibers           |
| 51-7041 | Sawing Machine Setters, Operators, and Tenders, Wood  |
| 51-7042 | Woodworking Machine Setters,<br>Operators, and Tenders, Except Sawing                                     |
| 51-7099 | Woodworkers, All Other  |
| 51-8011 | Nuclear Power Reactor Operators   |
| 51-8013 | Power Plant Operators   |
| 51-8021 | Stationary Engineers and Boiler<br>Operators  |
| 51-8031 | Water and Wastewater Treatment<br>Plant and System Operators  |
| 51-8099 | Plant and System Operators, All Other   |
| 51-9011 | Chemical Equipment Operators and Tenders  |
| 51-9012 | Separating, Filtering, Clarifying,<br>Precipitating, and Still Machine Setters,<br>Operators, and Tenders |

| Code    | Description  |
|---------|--|
| 51-9021 | Crushing, Grinding, and Polishing<br>Machine Setters, Operators, and<br>Tenders            |
| 51-9022 | Grinding and Polishing Workers, Hand   |
| 51-9023 | Mixing and Blending Machine Setters,<br>Operators, and Tenders                             |
| 51-9032 | Cutting and Slicing Machine Setters,<br>Operators, and Tenders                             |
| 51-9041 | Extruding, Forming, Pressing, and<br>Compacting Machine Setters,<br>Operators, and Tenders |
| 51-9051 | Furnace, Kiln, Oven, Drier, and Kettle<br>Operators and Tenders                            |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers                                       |
| 51-9082 | Medical Appliance Technicians  |
| 51-9111 | Packaging and Filling Machine<br>Operators and Tenders                                     |
| 51-9123 | Painting, Coating, and Decorating<br>Workers   |
| 51-9124 | Coating, Painting, and Spraying<br>Machine Setters, Operators, and<br>Tenders              |
| 51-9161 | Computer Numerically Controlled Tool<br>Operators  |



| Code    | Description   |
|---------|---|
| 51-9162 | Computer Numerically Controlled Tool Programmers  |
| 51-9191 | Adhesive Bonding Machine Operators and Tenders  |
| 51-9192 | Cleaning, Washing, and Metal Pickling<br>Equipment Operators and Tenders  |
| 51-9193 | Cooling and Freezing Equipment<br>Operators and Tenders   |
| 51-9194 | Etchers and Engravers   |
| 51-9196 | Paper Goods Machine Setters,<br>Operators, and Tenders  |
| 51-9198 | HelpersProduction Workers   |
| 51-9199 | Production Workers, All Other   |
| 53-1047 | First-Line Supervisors of<br>Transportation and Material Moving<br>Workers, Except Aircraft Cargo<br>Handling Supervisors |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers   |

| Code    | Description   |
|---------|---|
| 53-3033 | Light Truck Drivers                                       |
| 53-6041 | Traffic Technicians                                       |
| 53-7011 | Conveyor Operators and Tenders                            |
| 53-7021 | Crane and Tower Operators                                 |
| 53-7051 | Industrial Truck and Tractor Operators                    |
| 53-7061 | Cleaners of Vehicles and Equipment                        |
| 53-7062 | Laborers and Freight, Stock, and<br>Material Movers, Hand |
| 53-7063 | Machine Feeders and Offbearers                            |
| 53-7064 | Packers and Packagers, Hand                               |
| 53-7199 | Material Moving Workers, All Other                        |