

## **LABOR DATA FOR ECONOMIC DEVELOPMENT POLICY**

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Montana Dept. of Labor and Industry**

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## **OVERVIEW**

- Economic Development Occurs Over Decades;  
Thus Planning Economic Development Has a  
Long-term or 10-20 Year Focus, Not 1-4 years**
- Will Present Employment Projections for 2010  
(the demand side)**
- Will Present Data on the Supply of Workers  
Projected to 2010**
- Will Present Information on Montana Business  
Establishments: Size and Health Coverage**

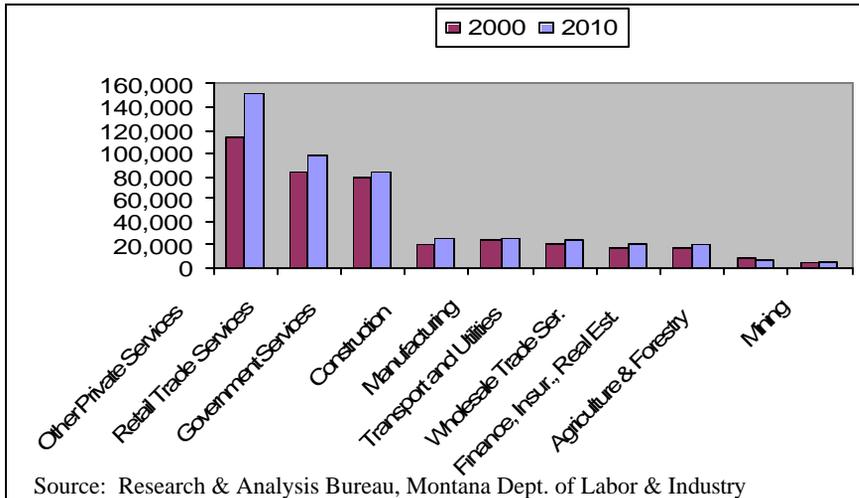


## 2010 MONTANA INDUSTRY PROJECTIONS (LABOR DEMAND)-- GENERAL

- **Annual Job Growth From 2000 to 2010 Will Average roughly 1.7% for Payroll Jobs and About 1.4% for Self-Employment; Some Years Will Be Above These Percentages, Some Below**
- **2001 Payroll Job Growth was 1.3%, 2002 =1.1% and 2003 probably less than 1%**
- **Most Job Growth Will Be in the Broadly Defined Service Industry, a Mixture of High, Medium, and Low-Paying Jobs (not just low-paying food service jobs)**



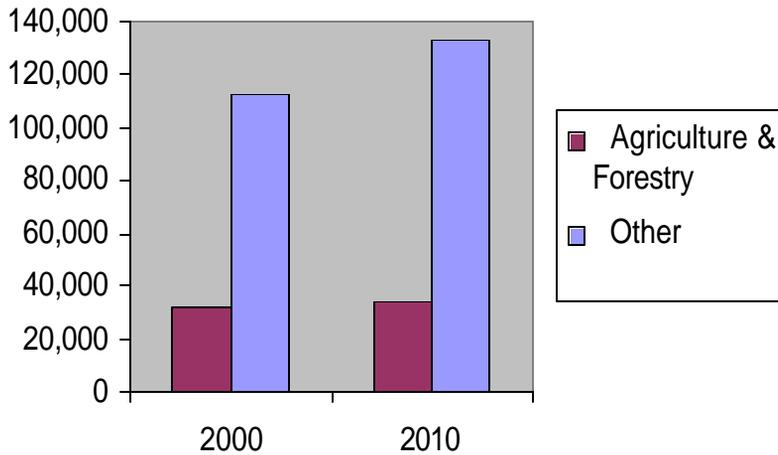
## PAYROLL JOB PROJECTIONS TO 2010



Source: Research & Analysis Bureau, Montana Dept. of Labor & Industry



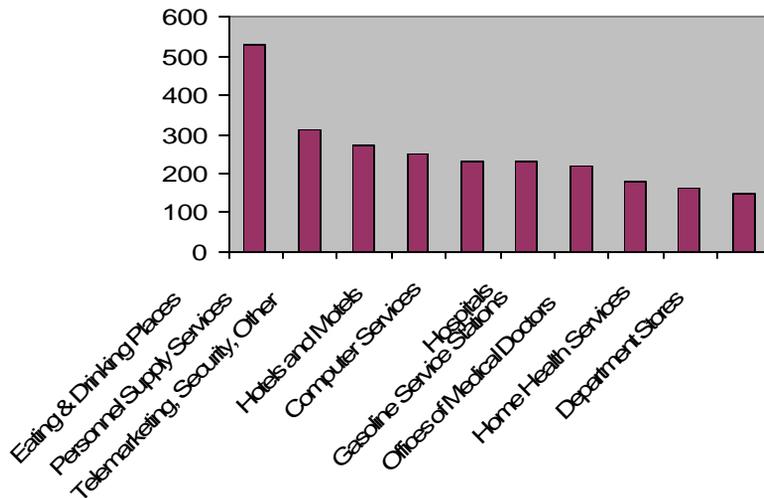
## SELF-EMPLOYMENT JOB PROJECTIONS TO 2010



Source: Research & Analysis Bureau, Montana Dept. of Labor & Industry



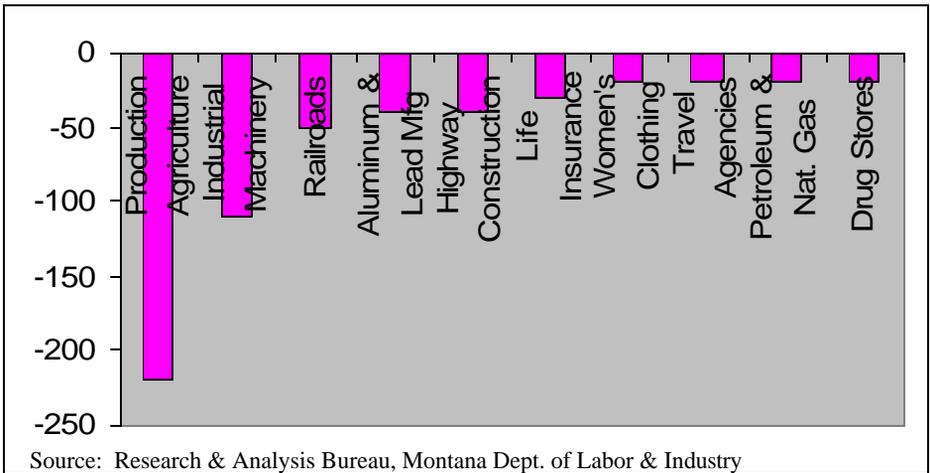
## TOP 10 PRIVATE DETAILED GROWTH INDUSTRIES (PAYROLL JOBS)



Source: Research & Analysis Bureau, Montana Dept. of Labor & Industry



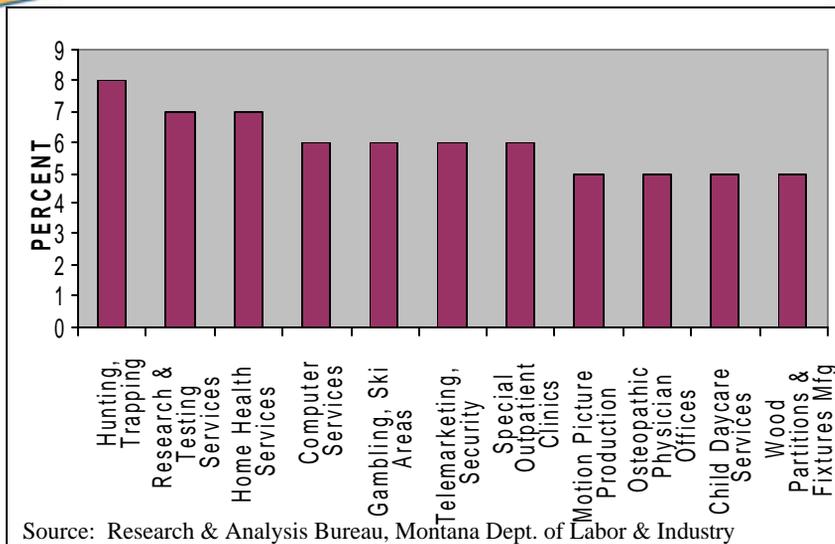
### TOP 10 PRIVATE DETAILED DECLINING GROWTH INDUSTRIES (PAYROLL JOBS)



Source: Research & Analysis Bureau, Montana Dept. of Labor & Industry



### TOP 10 PRIVATE DETAILED GROWTH INDUSTRIES (ANNUAL GROWTH RATE)



Source: Research & Analysis Bureau, Montana Dept. of Labor & Industry

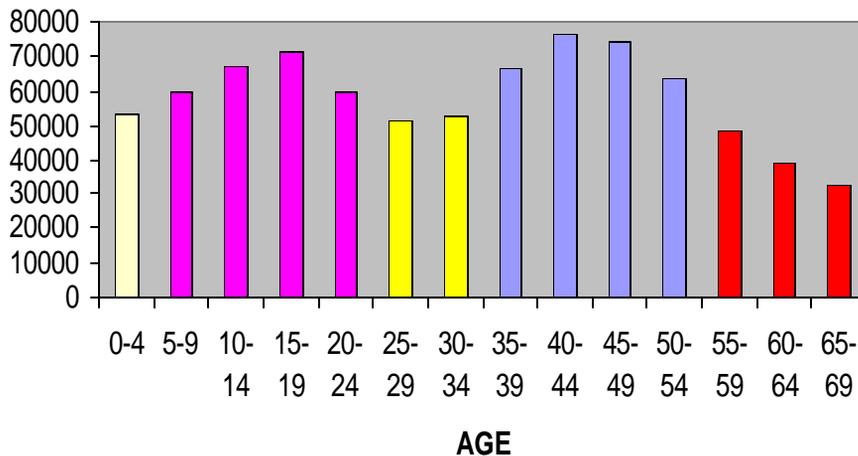


## CHANGING AGE STRUCTURE OF MONTANA'S WORKFORCE (LABOR SUPPLY)--GENERAL

- **Since the Baby-Boom Generation (born 1946-1964) Entered the Workforce, It Has Made a Huge Impact Because of Its Size**
- **When and How This Group Retires Will Affect the Number of Available Workers and Possible Worker Shortages**
- **The Baby-Bust Group (born 1965-1976) Cannot Make Up for Boomer Retirements**
- **The Echo-Boom Group (born 1977-1994) Is About 85% of the Boomer Group So May Be Part of the Solution, But Have Less Experience**



## MONTANA POPULATION BY AGE, 2000



Source: U.S. Census Bureau

## MONTANA POPULATION BY AGE, 2000

- **Baby-boom generation (ages 35 to about 54 in the blue/purple color)**
  - » **Born 1946-1964**
  - » **The dominant factor in the labor force, a large portion of the 15+ group (working age population)**
  - » **Generally hold more responsible positions**
- **Swing generation (ages 55 to about 69 in the orange color)—born during the 1930s and WWII time periods; some folks already retired**
- **Baby bust, roughly ages 25 thru 34 (Gen. X)—a smaller group; possible problem**



## MONTANA POPULATION BY AGE, 2000-continued

- **Baby boom echo group, (Generation Y), roughly ages 5 thru 24**
- **A portion in the workforce in 2000 (ages 15 through 24)**
- **Some echo-boomer workers are in their teens, leading to less shortages by fast-food companies and other teen employers**
- **In the 1990s, We heard about these shortages because of the baby-bust**



## MONTANA POPULATION BY AGE, 2000-continued

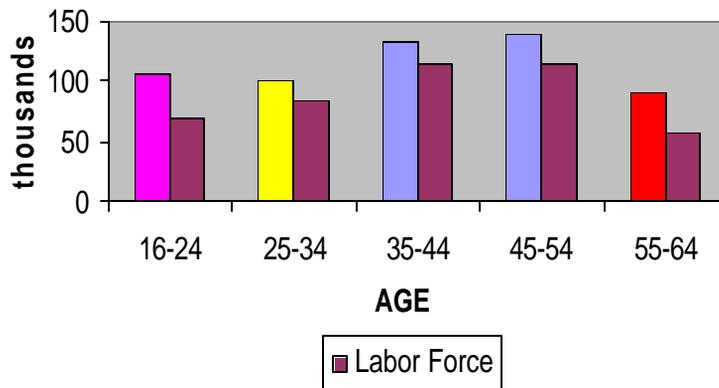
### Start of Echo Baby Bust, ages 0 thru 4

This additional smaller age group will start entering the workforce about 2012, the same time that oldest baby boomers are at their normal Social Security retirement age of 66; possible problem

» Hopefully not too many folks will label this group, Generation Z; We are at the end of the alphabet.



## 2002 MONTANA POPULATION AND LABOR FORCE BY AGE



Source: U.S. Bureau of Labor Statistics

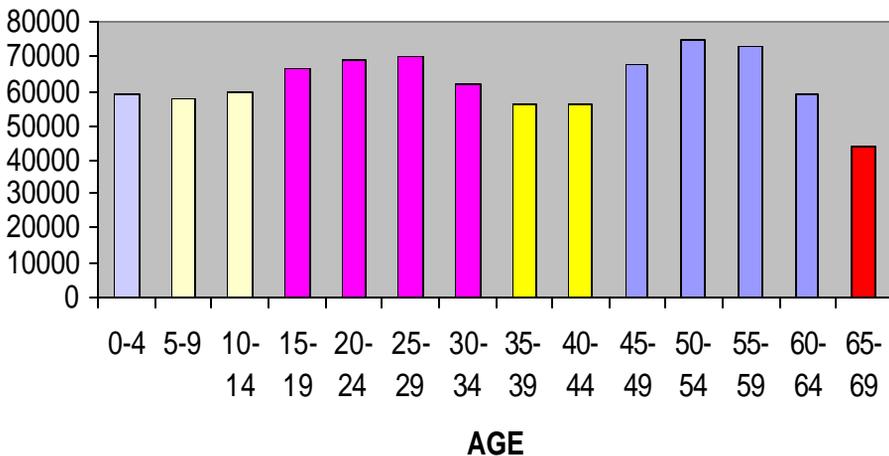


## 2002 MONTANA POPULATION AND LABOR FORCE BY AGE

- ◌ Essentially by 10-year age groups rather than 5-year; ages 16-24, 9 years
- ◌ Echo-boom (16-24) lower because of lower participation in the workforce and missing age 15
- ◌ Same pattern of boom and bust and echo-boom for the labor force and civilian non-institutionalized population, as for the general population



## PROJECTED MONTANA POPULATION BY AGE, 2010



Source: Research & Analysis Bureau, Montana Dept. of Labor & Industry

## **PROJECTED MONTANA POPULATION BY AGE, 2010**

- ◌ **Workforce will become more age diverse**
  - » **Baby-boomers: 50% of principal working age population (ages 16-64) in 2000; roughly 40 to 45% in 2010**
  - » **The boomer percent will depend in part on how many boomers retire early**
  - » **Baby-busters (Generation X): 20% in 2000 to about the same in 2010**
  - » **Echo-boomers (Generation Y): 15% in 2000 to approximately 35% in 2010 (more than doubling)**



## **EARLY RETIREMENT OF BABY-BOOMERS**

- ◌ **If the baby-boom generation decides not to retire early, then the possible problem of large numbers retiring is delayed until about 2012**
- ◌ **If not, then the problem is sooner**
- ◌ **Portions of previous generations have retired before their regular retirement age of 65; current average 62-63 yrs**
- ◌ **Why 2012 rather than 2011?  $1946+65=2011$**



## **REASONS FOR BOOMERS TO DELAY RETIREMENT**

- ◌ **More employees now have defined contribution retirement plans (401k) with stock investments; the stock market declined for 3 years (1999-2002)**
- ◌ **The regular Social Security retirement age for the leading edge of boomers is 66; age 62 benefits have been reduced accordingly**



## **REASONS FOR BOOMERS TO DELAY RETIREMENT-**

**continued**

- ◌ **Fewer companies offer assistance with health insurance to retirees**
- ◌ **Healthier older population**
- ◌ **For boomers, Social Security monthly benefits increase by 8% per year for every year retirement is delayed beyond the regular age of 66**



## REASONS FOR BOOMERS TO DELAY RETIREMENT-

**continued**

### ○ American Association of Retired Persons (AARP) 2003 survey of workers ages 50-70

- » 45% expect to work into their 70s and beyond
- » 3% margin of error
- » Reasons from the survey: stock market downturn, cutbacks in retiree health benefits, and low interest earnings on fixed rate financial investments
- » Attitudes can change over time

### ○ However, the pull to retire from a present job as soon as possible is still pretty strong for many workers

### ○ Stay Tuned



## GENERAL SOLUTIONS TO POSSIBLE LABOR FORCE SHORTAGES WHEN BOOMERS RETIRE

### ○ Echo-boomers (experience issue and only roughly 85% of the size of the baby-boom)

### ○ Additional migration from foreign countries and other states to Montana to close the gap; will this happen?

- » Not many foreign workers have come to Montana in the past; since Sept. 11<sup>th</sup>, it is getting harder to enter the country anyway

Shortages are a national problem so migration from other states is probably not the solution; also a Canadian national problem

On the other hand, Montana has environmental resources (mountains, small population, etc.), and people continue to move here regardless of low wages

- » Part of this is reverse migration (people born in an area moving back after a period of years)

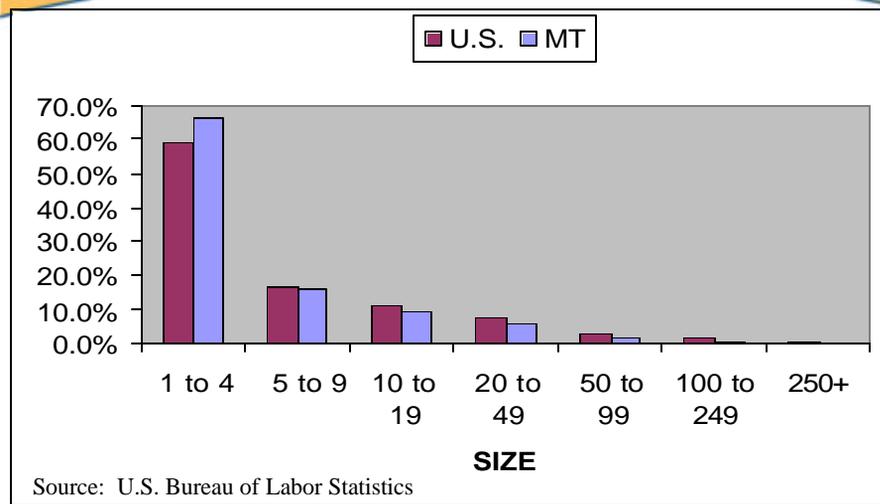


## EMPLOYER SOLUTIONS TO POSSIBLE WORKER SHORTAGE AND EXPERIENCE GAP PROBLEMS

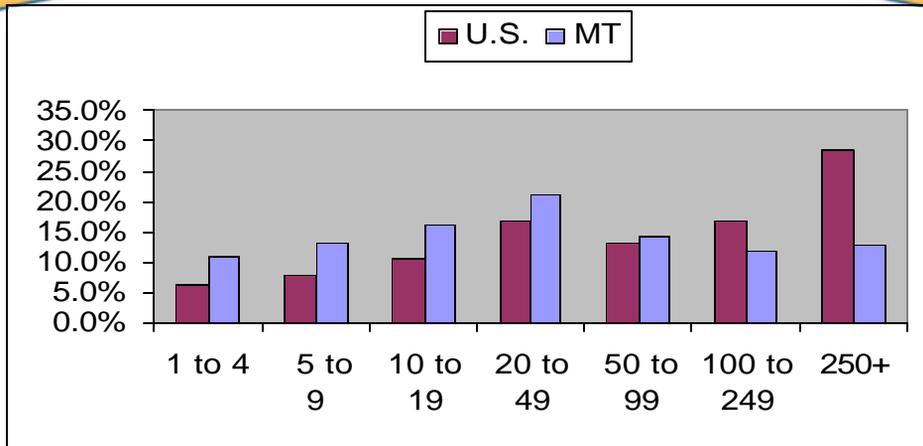
- ◌ **Phased retirement (reduced hours); can work well with a defined contribution (401k type) retirement plan; defined benefit plans may need to be changed**
- ◌ **Rehire early and regular retirees part-time and provide health benefits as incentive**
- ◌ **Mentoring to help alleviate the experience gap**
- ◌ **Outsource work out of the country**
- ◌ **Substitute equipment for people**



## 2001 BUSINESS ESTABLISHMENTS WITH PAYROLL BY SIZE, U.S. AND MONTANA



### 2001 PAYROLL EMPLOYMENT BY EMPLOYER SIZE CLASS, U.S. AND MONTANA



Source: U.S. Bureau of Labor Statistics



### MONTANA EMPLOYERS' HEALTH INSURANCE COVERAGE, 2003

© Bureau of Business and Economic Research, University of Montana-Missoula Study

© Only 40% of employers with less than 10 employees offer health insurance; 2/3 of these do not offer insurance to all employees

© “Only half of large firms offering health insurance offer it to all employees”

© “81% of non-offering firms cite cost”



**MONTANA EMPLOYERS' HEALTH  
INSURANCE COVERAGE, 2003-  
continued**

○ **“40% of non-offers would participate in a small business purchasing pool; 30% liked tax credit”**

○ **Further information at:**

**[http://www.dphhs.mt.gov/hpsd/  
uninsured/survey.htm](http://www.dphhs.mt.gov/hpsd/uninsured/survey.htm)**



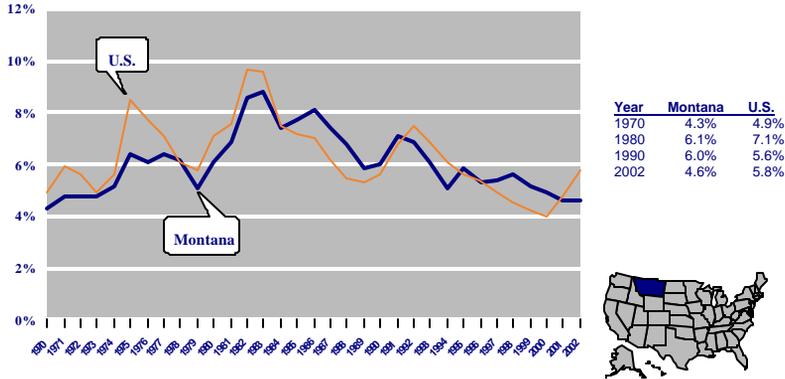
**RESOURCES**

○ **Census & Economic Information Center,  
Montana Dept. of Commerce**  
**<http://ceic.commerce.mt.gov> 406-841-  
2740 (one-stop center for Montana economic  
and demographic data from all agencies)**

○ **Research & Analysis Bureau, Workforce  
Services Division, Montana Dept. of Labor &  
Industry <http://www.ourfactsyourfuture> 406-  
444-2430 (unemployment, wages, some  
employment series, etc.)**



## Annual Average Unemployment Rate Montana & U.S.

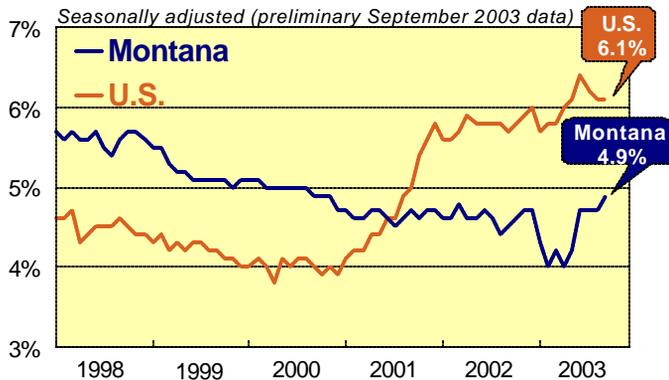


The Montana and U.S. unemployment rates have basically declined since the early 1980s.

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Unemployment: Montana & U.S. January 1998 – September 2003

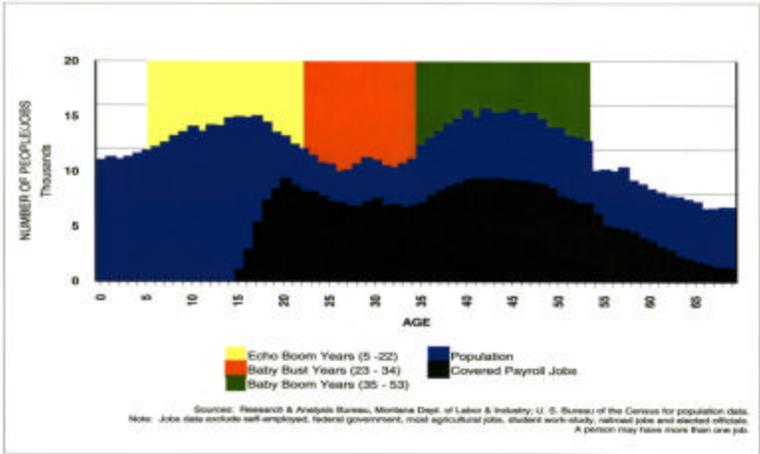


Source: Montana Dept. of Labor & Industry, Research & Analysis Bureau - and U.S. Bureau of Labor Statistics



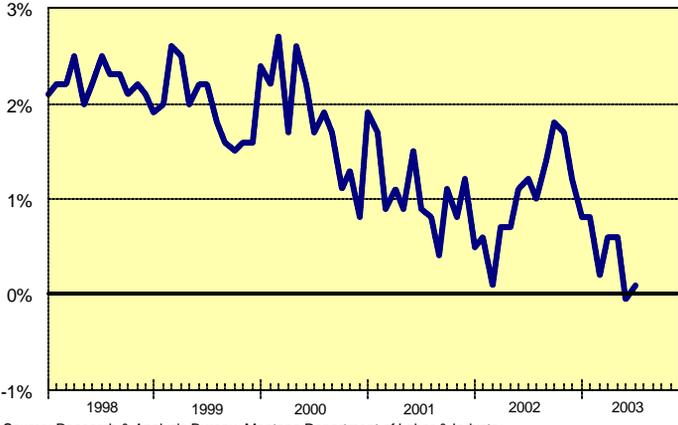


# Montana's Population and Covered Payroll Jobs by Age, 2000



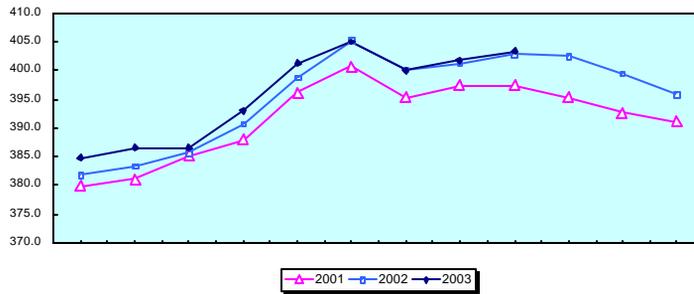
# Percent Change Year Over Year

Montana Nonag Wage & Salary Jobs, July 1998 - July 2003



## Nonag Employment (Jobs in Thousands)

### STATEWIDE TOTAL NONAG WAGE AND SALARY EMPLOYMENT



**UNADJUSTED DATA**

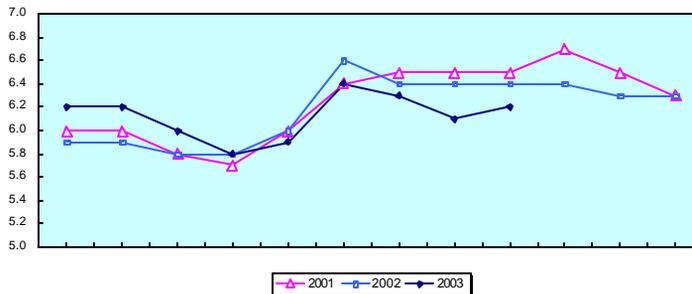
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	379.8	381.1	385.1	388.0	396.1	400.6	395.3	397.3	397.4	395.3	392.7	391.1	391.7
2002	381.7	383.3	385.6	390.7	398.8	405.1	400.1	401.1	402.8	402.3	399.5	395.8	395.5
2003	384.7	386.5	386.4	393.1	401.2	404.9	399.9	401.7	403.2				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Natural Resources & Mining NONAG WAGE AND SALARY EMPLOYMENT



**UNADJUSTED DATA**

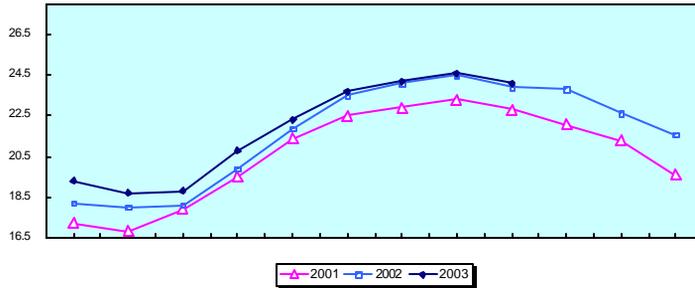
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	6.0	6.0	5.8	5.7	6.0	6.4	6.5	6.5	6.5	6.7	6.5	6.3	6.2
2002	5.9	5.9	5.8	5.8	6.0	6.6	6.4	6.4	6.4	6.4	6.3	6.3	6.2
2003	6.2	6.2	6.0	5.8	5.9	6.4	6.3	6.1	6.2				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Construction NON AG WAGE AND SALARY EMPLOYMENT



UNADJUSTED DATA

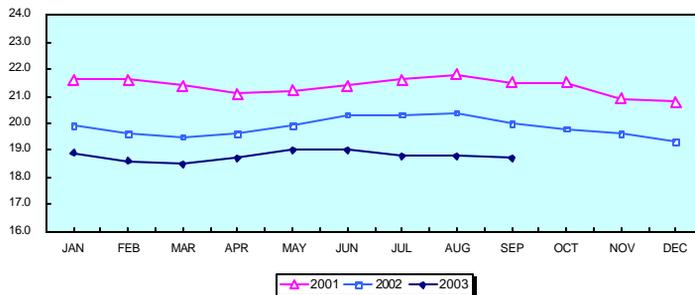
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	17.2	16.8	17.9	19.5	21.4	22.5	22.9	23.3	22.8	22.1	21.3	19.6	21.2
2002	18.2	18.0	18.1	19.9	21.9	23.5	24.1	24.5	23.9	23.8	22.6	21.6	21.7
2003	19.3	18.7	18.8	20.8	22.3	23.7	24.2	24.6	24.1				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Manufacturing NON AG WAGE AND SALARY EMPLOYMENT



UNADJUSTED DATA

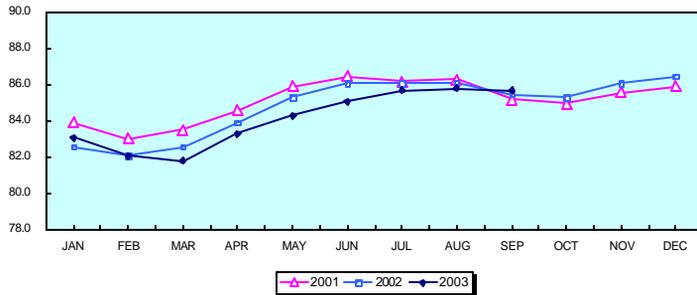
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	21.6	21.6	21.4	21.1	21.2	21.4	21.6	21.8	21.5	21.5	20.9	20.8	21.4
2002	19.9	19.6	19.5	19.6	19.9	20.3	20.3	20.4	20.0	19.8	19.6	19.3	19.9
2003	18.9	18.6	18.5	18.7	19.0	19.0	18.8	18.8	18.7				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Trade, Transportation, & Utilities NON AG WAGE AND SALARY EMPLOYMENT



UNADJUSTED DATA

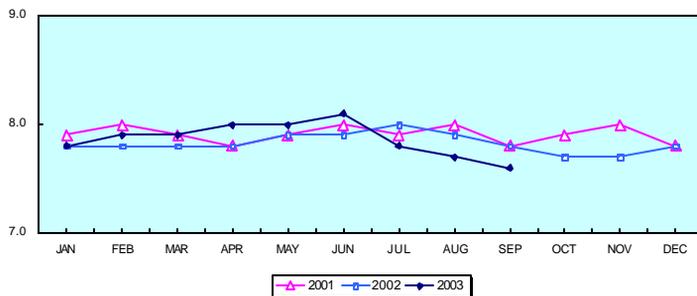
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	83.9	83.0	83.5	84.6	85.9	86.5	86.2	86.3	85.2	85.0	85.6	85.9	85.1
2002	82.6	82.1	82.6	83.9	85.3	86.1	86.1	86.1	85.5	85.3	86.1	86.5	84.9
2003	83.1	82.1	81.8	83.3	84.3	85.1	85.7	85.8	85.7				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Information NON AG WAGE AND SALARY EMPLOYMENT



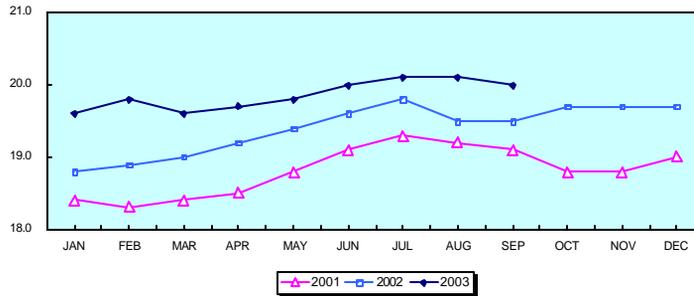
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	7.9	8.0	7.9	7.8	7.9	8.0	7.9	8.0	7.8	7.9	8.0	7.8	7.9
2002	7.8	7.8	7.8	7.8	7.9	7.9	8.0	7.9	7.8	7.7	7.7	7.8	7.8
2003	7.8	7.9	7.9	8.0	8.0	8.1	7.8	7.7	7.6				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Financial Activities NON AG WAGE AND SALARY EMPLOYMENT



#### UNADJUSTED DATA

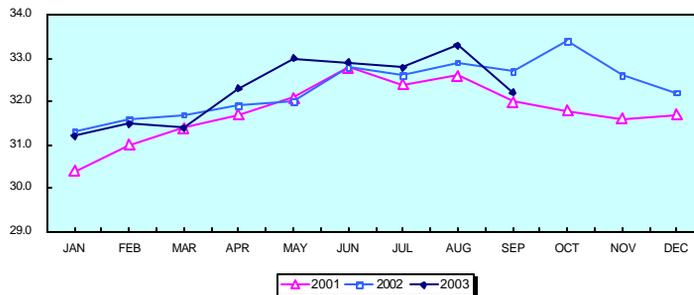
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	18.4	18.3	18.4	18.5	18.8	19.1	19.3	19.2	19.1	18.8	18.8	19.0	18.8
2002	18.8	18.9	19.0	19.2	19.4	19.6	19.8	19.5	19.5	19.7	19.7	19.7	19.4
2003	19.6	19.8	19.6	19.7	19.8	20.0	20.1	20.1	20.0				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Professional & Business Services NON AG WAGE AND SALARY EMPLOYMENT



#### UNADJUSTED DATA

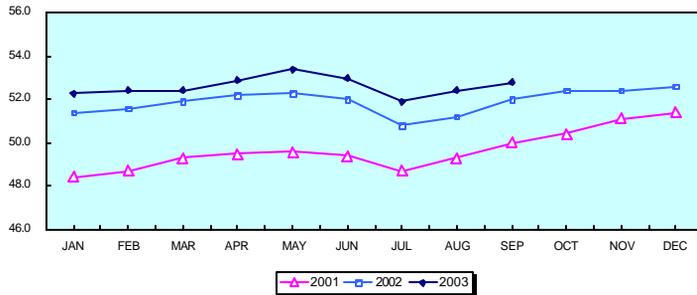
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	30.4	31.0	31.4	31.7	32.1	32.8	32.4	32.6	32.0	31.8	31.6	31.7	31.8
2002	31.3	31.6	31.7	31.9	32.0	32.8	32.6	32.9	32.7	33.4	32.6	32.2	32.3
2003	31.2	31.5	31.4	32.3	33.0	32.9	32.8	33.3	32.2				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Educational & Health Services NON AG WAGE AND SALARY EMPLOYMENT



UNADJUSTED DATA

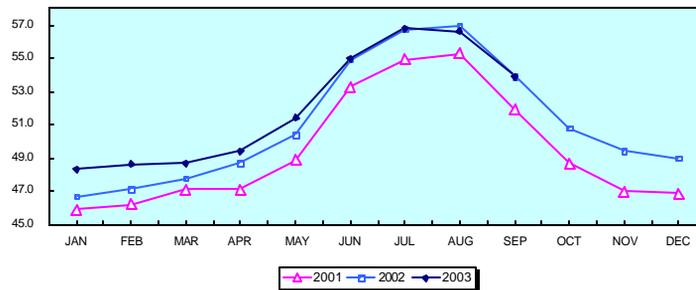
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	48.4	48.7	49.3	49.5	49.6	49.4	48.7	49.3	50.0	50.4	51.1	51.4	49.7
2002	51.4	51.6	51.9	52.2	52.3	52.0	50.8	51.2	52.0	52.4	52.4	52.6	51.9
2003	52.3	52.4	52.4	52.9	53.4	53.0	51.9	52.4	52.8				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Leisure & Hospitality NON AG WAGE AND SALARY EMPLOYMENT



UNADJUSTED DATA

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	45.9	46.2	47.1	47.1	48.9	53.3	54.9	55.3	51.9	48.7	47.0	46.9	49.4
2002	46.7	47.1	47.8	48.7	50.4	54.9	56.7	57.0	53.9	50.8	49.4	49.0	51.0
2003	48.3	48.6	48.7	49.4	51.4	55.0	56.8	56.6	53.9				

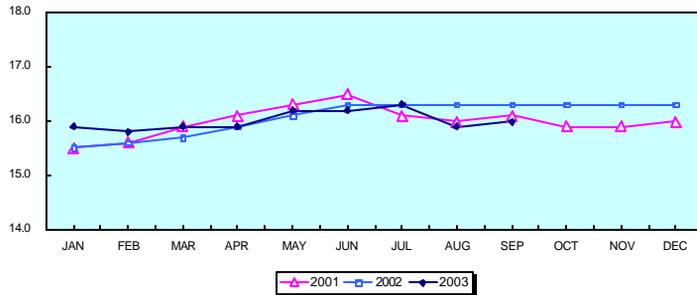
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Other Services

NONAG WAGE AND SALARY EMPLOYMENT



UNADJUSTED DATA

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	15.5	15.6	15.9	16.1	16.3	16.5	16.1	16.0	16.1	15.9	15.9	16.0	16.0
2002	15.5	15.6	15.7	15.9	16.1	16.3	16.3	16.3	16.3	16.3	16.3	16.3	16.1
2003	15.9	15.8	15.9	15.9	16.2	16.2	16.3	15.9	16.0				

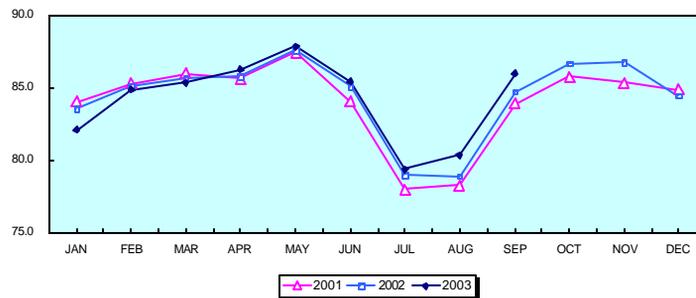
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Nonag Employment (Jobs in Thousands)

### Total Government

NONAG WAGE AND SALARY EMPLOYMENT



UNADJUSTED DATA

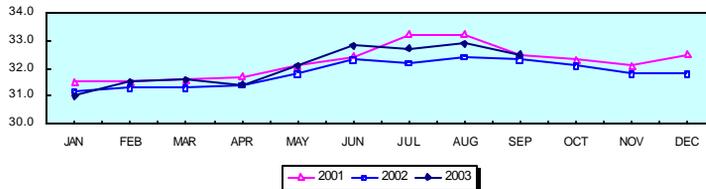
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	ANNL AVG.
2001	84.1	85.3	86.0	85.7	87.5	84.1	78.0	78.3	83.9	85.8	85.4	84.9	84.1
2002	83.6	85.1	85.7	85.8	87.6	85.1	79.0	78.9	84.8	86.7	86.8	84.5	84.5
2003	82.1	84.9	85.4	86.3	87.9	85.5	79.4	80.4	86.0				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Private Nonag Nonsupervisory Worker Employment (Data in Hours)

**PRIVATE NONAGRICULTURAL NONSUPERVISORY WORKER  
AVERAGE WEEKLY HOURS**  
2001 to 2003 Monthly



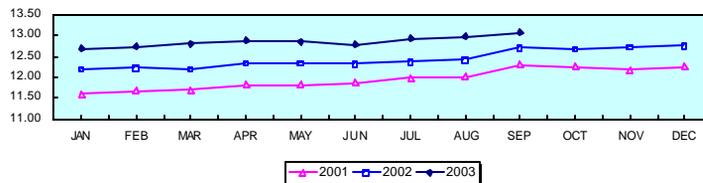
AVERAGE WEEKLY HOURS												ANNL	
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG.
2001	31.5	31.6	31.7	31.8	32.1	32.4	33.2	33.2	32.5	32.3	32.1	32.5	32.2
2002	31.2	31.3	31.3	31.4	31.8	32.3	32.2	32.4	32.3	32.1	31.8	31.8	31.8
2003	31.0	31.5	31.6	31.4	32.1	32.8	32.7	32.9	32.5				

Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Private Nonag Nonsupervisory Worker Employment (Data in Dollars and Cents)

**PRIVATE NONAGRICULTURAL NONSUPERVISORY WORKER  
AVERAGE HOURLY EARNINGS**  
2001 to 2003 Monthly



AVERAGE HOURLY EARNINGS												ANNL	
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG.
2001	11.61	11.68	11.69	11.81	11.82	11.86	11.98	12.01	12.31	12.25	12.18	12.25	11.96
2002	12.21	12.23	12.21	12.34	12.34	12.33	12.37	12.41	12.71	12.68	12.74	12.75	12.44
2003	12.68	12.74	12.80	12.87	12.84	12.78	12.92	12.97	13.06				

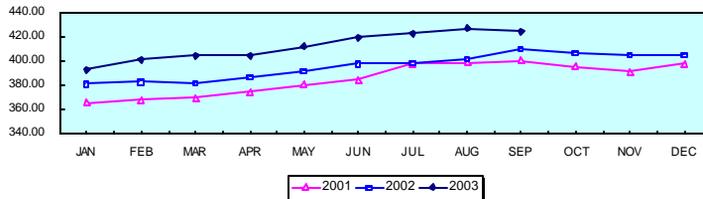
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# Private Nonag Nonsupervisory Worker Employment

(Data in Dollars and Cents)

**PRIVATE NONAGRICULTURAL NONSUPERVISORY WORKER  
AVERAGE WEEKLY EARNINGS**  
2001 to 2003 Monthly

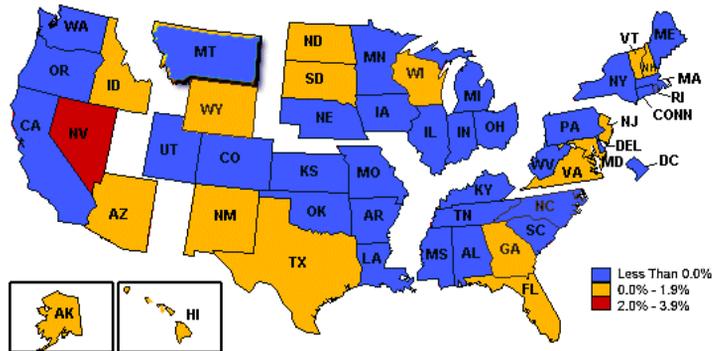


AVERAGE WEEKLY EARNINGS												ANNL	
	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG.
2001	365.72	367.92	369.40	374.38	380.39	384.26	397.74	398.73	400.08	395.68	390.98	398.13	385.11
2002	380.95	382.80	382.17	387.48	392.41	398.26	398.31	402.08	410.53	407.03	405.13	405.45	395.59
2003	393.08	401.31	404.48	404.12	412.16	419.18	422.48	426.71	424.45				

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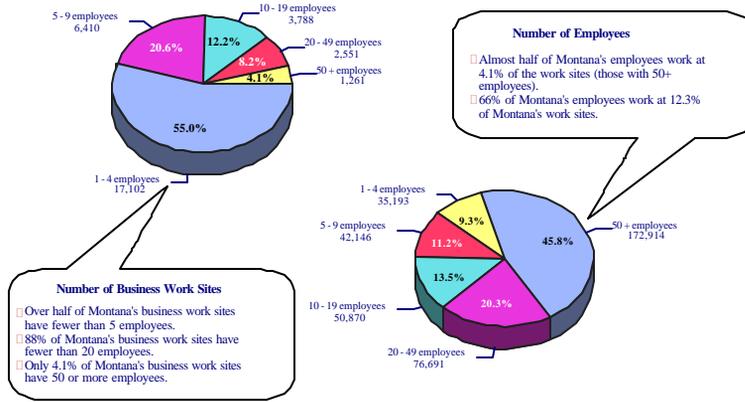
# Percent Change in Total Nonag Employment August 2002 – August 2003 (Preliminary)



Data from Bureau of Labor Statistics, U.S. Department of Labor



## Montana Employment by Work Site Size Size Class Based on March 2002 Employment Data



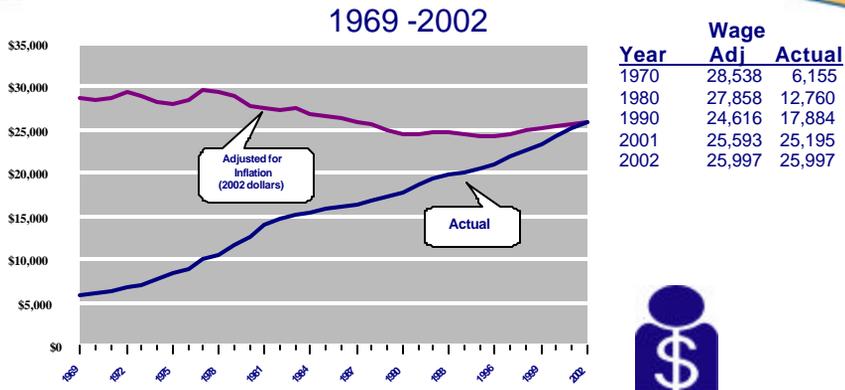
From March 2001 - March 2002, there was a net increase of 474 work sites and 709 employees.

\*Covered employment includes government, but excludes railroads, self-employed and most agricultural employment.

Data from ES-202 (covered employment\*) series  
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau



## Average Annual Wage Per Job Montana Covered Employment



For 1977 to 1995, average wages for payroll jobs generally did not keep up with inflation; since 1995 annual increases have exceeded inflation.

\*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Data from ES-202 (covered employment\*) series  
Compiled by Montana Department of Labor & Industry, Research & Analysis Bureau

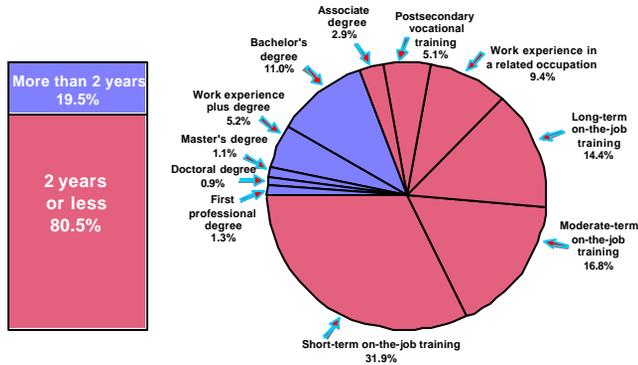




# Training Requirements

## Training Required for Montana Jobs

- Based on 2000 Job Estimates -



Source: Research & Analysis Bureau, Montana Department of Labor & Industry



## Fastest Growing Montana Occupations With 50 Or More Job Openings Per Year, 2000 -2010

Occupation	Total % Change	Total Annual Openings	Median Hourly Wage	Training Level** Required
Computer Support Specialists	83.6%	122	\$15.45	6
Fitness Trainers & Aerobics Instructors	59.1%	68	\$9.37	7
Personal & Home Care Aides	57.0%	150	\$7.38	11
Medical Assistants	52.1%	63	\$10.06	10
Social & Human Service Assistants	51.3%	97	\$9.93	10
Amusement & Recreation Attendants	47.0%	64	\$6.56	11
Hotel, Motel & Resort Desk Clerks	46.8%	140	\$6.71	11
Tour Guides & Escorts	41.1%	54	\$7.40	10
Advertising Sales Agents	35.4%	70	\$13.91	10
Counter & Rental Clerks	34.3%	137	\$7.00	11
Home Health Aides	34.1%	125	\$7.98	11
Customer Service Representatives	33.6%	156	\$9.59	10
Construction Laborers	33.4%	136	\$11.62	10
Real Estate Brokers	31.8%	124	\$40.21	8
Combined Food Preparation & Serving Workers, Including Fast Food	31.8%	364	\$6.83	11
Bill & Account Collectors	31.7%	51	\$10.32	11
Landscaping & Groundskeeping Workers	30.5%	174	\$8.03	11
Real Estate Sales Agents	29.0%	84	\$8.66	7
Pharmacists	28.7%	56	\$31.27	1
Maids & Housekeeping Cleaners	28.6%	317	\$6.71	11
Electricians	28.4%	92	\$21.17	9
Receptionists & Information Clerks	27.6%	157	\$8.61	11
Police & Sheriff's Patrol Officers	26.1%	64	\$15.25	9
Truck Drivers, Heavy & Tractor-Trailer	25.5%	347	\$14.17	10
Lawyers	25.4%	83	\$27.39	1
Cooks, Restaurant	24.5%	198	\$7.97	9
Truck Drivers, Light or Delivery Services	23.8%	156	\$9.62	11
Correctional Officers & Jailers	23.7%	55	\$11.64	10
Automotive Service Technicians & Mechanics	22.6%	201	\$13.80	7
Cashiers	22.4%	627	\$6.89	11
Nursing Aides, Orderlies & Attendants	22.1%	176	\$8.11	11
Registered Nurses	21.7%	322	\$19.17	6
Carpenters	21.1%	404	\$14.40	9

\*\* Training Level Required: 01 First professional degree, 02 Doctoral degree, 03 Master's degree, 04 Work experience plus degree, 05 Bachelor's degree, 06 Associate degree, 07 Postsecondary vocational training, 08 Work experience in a related



# Questions And Answers

