

# Job Posting Analytics

Lightcast Q1 2024 Data Set

February 2024

Pennsylvania

# Parameters

Select Timeframe: Last 90 Days

Occupations:

798 items selected. See Appendix A for details.

Regions:

Code	Description	Code	Description
42001	Adams County, PA	42067	Juniata County, PA
42041	Cumberland County, PA	42075	Lebanon County, PA
42043	Dauphin County, PA	42099	Perry County, PA
42055	Franklin County, PA	42133	York County, PA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

# Job Postings Overview

27,005

Unique Postings  
59,726 Total Postings

3,594

Employers Competing  
3,594 Total Employers

20 Days

Median Posting Duration  
Regional Average: 20 Days

2 : 1

Posting Intensity



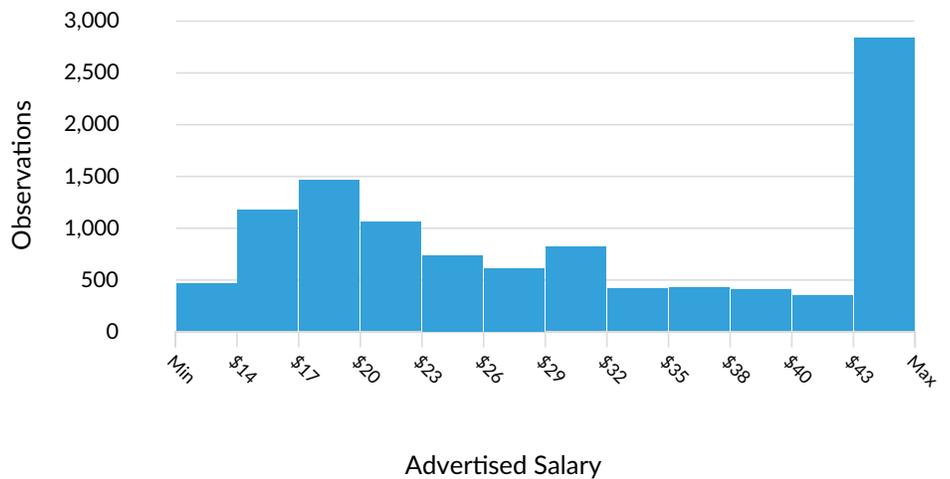
Regional Average: 2 : 1

## Advertised Salary

There are 10,667 advertised salary observations (40% of the 27,005 matching postings).

\$28.00/hr

Median Advertised Salary



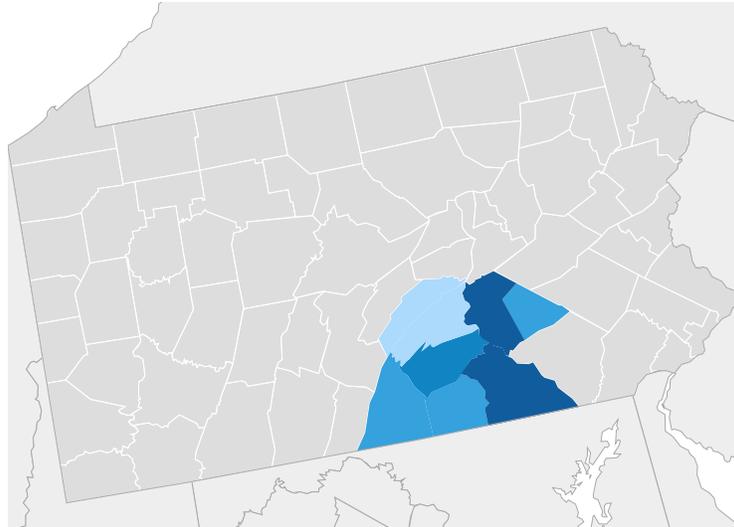
# Advertised Wage Trend

▲ 9.8% Aug 2023 - Jan 2024

\$26.40 Median

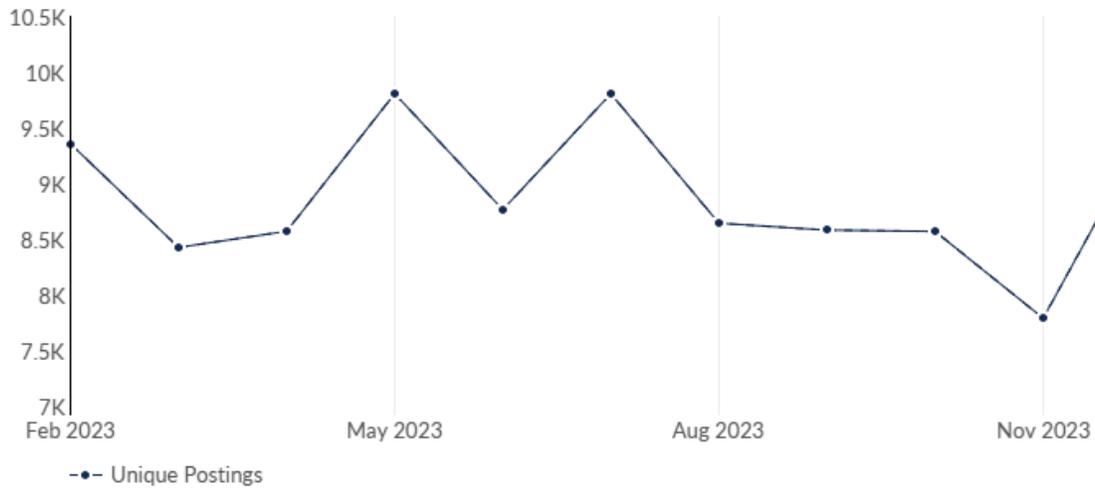


## Job Postings Regional Breakdown



County	Unique Postings (Nov 15, 2023 - Feb 12, 2024)
York County, PA	8,578
Dauphin County, PA	7,908
Cumberland County, PA	4,479
Franklin County, PA	2,203
Lebanon County, PA	1,902

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jan 2024	9,761	2 : 1
Dec 2023	9,558	2 : 1
Nov 2023	7,791	3 : 1
Oct 2023	8,571	2 : 1
Sep 2023	8,583	2 : 1
Aug 2023	8,644	2 : 1
Jul 2023	9,807	2 : 1
Jun 2023	8,766	2 : 1
May 2023	9,808	2 : 1
Apr 2023	8,572	2 : 1
Mar 2023	8,427	2 : 1
Feb 2023	9,358	2 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	12,438	46%
High school or GED	6,643	25%
Associate degree	2,500	9%
Bachelor's degree	6,494	24%
Master's degree	2,098	8%
Ph.D. or professional degree	866	3%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	6,643	0	25%
Associate degree	1,799	500	7%
Bachelor's degree	5,043	1,294	19%
Master's degree	619	1,300	2%
Ph.D. or professional degree	463	403	2%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	14,764	55%
0 - 1 Years	5,138	19%
2 - 3 Years	4,029	15%
4 - 6 Years	2,223	8%
7 - 9 Years	475	2%
10+ Years	376	1%

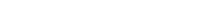
## Top Companies Posting

	Total/Unique (November 15, 2023 - February 12, 2024)	Posting Intensity	Median Posting Duration
University of Pittsburgh Medical Center	1,082 / 764	1 : 1 	23 days
Pennsylvania State University	713 / 401	2 : 1 	22 days
New Story School	1,127 / 373	3 : 1 	20 days
Wellspring Health	451 / 244	2 : 1 	17 days
The Gardens At Gettysburg	362 / 222	2 : 1 	22 days
Randstad	254 / 206	1 : 1 	5 days
The Giant Company	398 / 199	2 : 1 	6 days
Commonwealth Of Pennsylvania	312 / 191	2 : 1 	24 days
Walmart	199 / 170	1 : 1 	31 days
Capital One	646 / 161	4 : 1 	36 days

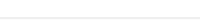
## Top Cities Posting

City	Total/Unique (November 15, 2023 - February 12, 2024)	Posting Intensity	Median Posting Duration
York, PA	11,851 / 4,863	2 : 1 	24 days
Harrisburg, PA	11,816 / 4,832	2 : 1 	22 days
Hanover, PA	2,807 / 1,545	2 : 1 	26 days
Mechanicsburg, PA	2,309 / 1,539	2 : 1 	19 days
Chambersburg, PA	3,706 / 1,313	3 : 1 	19 days
Hershey, PA	3,373 / 1,240	3 : 1 	22 days
Carlisle, PA	2,170 / 1,064	2 : 1 	20 days
Lebanon, PA	1,753 / 903	2 : 1 	20 days
Camp Hill, PA	1,346 / 816	2 : 1 	19 days
Gettysburg, PA	2,001 / 652	3 : 1 	20 days

# Top Posted Occupations

	Total/Unique (November 15, 2023 - February 12, 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	10,463 / 2,278	5 : 1 	24 days
Retail Salespersons	1,746 / 950	2 : 1 	20 days
Heavy and Tractor-Trailer Truck Drivers	2,135 / 663	3 : 1 	27 days
Licensed Practical and Licensed Vocational Nurses	2,051 / 649	3 : 1 	27 days
First-Line Supervisors of Retail Sales Workers	1,104 / 603	2 : 1 	21 days
Medical and Health Services Managers	746 / 460	2 : 1 	22 days
Laborers and Freight, Stock, and Material Movers, Hand	762 / 454	2 : 1 	14 days
Home Health and Personal Care Aides	892 / 419	2 : 1 	23 days
Maintenance and Repair Workers, General	592 / 377	2 : 1 	22 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	631 / 368	2 : 1 	25 days

# Top Posted Occupations

Occupation (O*NET)	Total/Unique (November 15, 2023 - February 12, 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	9,760 / 2,102	5 : 1 	24 days
Retail Salespersons	1,746 / 950	2 : 1 	20 days
Heavy and Tractor-Trailer Truck Drivers	2,135 / 663	3 : 1 	27 days
Licensed Practical and Licensed Vocational Nurses	2,051 / 649	3 : 1 	27 days
First-Line Supervisors of Retail Sales Workers	1,105 / 604	2 : 1 	21 days
Medical and Health Services Managers	746 / 460	2 : 1 	22 days
Laborers and Freight, Stock, and Material Movers, Hand	762 / 454	2 : 1 	14 days
Maintenance and Repair Workers, General	592 / 377	2 : 1 	22 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	632 / 369	2 : 1 	25 days
Physical Therapists	2,241 / 364	6 : 1 	20 days
Nursing Assistants	718 / 346	2 : 1 	26 days
Software Developers	687 / 321	2 : 1 	17 days
Customer Service Representatives	564 / 318	2 : 1 	18 days
Stockers and Order Fillers	501 / 294	2 : 1 	13 days
Managers, All Other	410 / 261	2 : 1 	19 days
Personal Care Aides	500 / 244	2 : 1 	23 days
Human Resources Specialists	406 / 239	2 : 1 	19 days
Production Workers, All Other	467 / 231	2 : 1 	19 days
Automotive Service Technicians and Mechanics	367 / 230	2 : 1 	30 days
General and Operations Managers	448 / 228	2 : 1 	21 days
Special Education Teachers, Middle School	573 / 225	3 : 1 	10 days
Fast Food and Counter Workers	411 / 223	2 : 1 	23 days
Industrial Engineering Technologists and Technicians	431 / 212	2 : 1 	23 days

Speech-Language Pathologists	721 / 193	4 : 1		26 days
Industrial Truck and Tractor Operators	384 / 189	2 : 1		15 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	322 / 188	2 : 1		30 days
Sales Managers	308 / 185	2 : 1		21 days
Accountants and Auditors	250 / 182	1 : 1		19 days
Merchandise Displayers and Window Trimmers	283 / 177	2 : 1		19 days
Food Service Managers	302 / 175	2 : 1		20 days
Critical Care Nurses	699 / 174	4 : 1		20 days
Home Health Aides	387 / 170	2 : 1		24 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	234 / 166	1 : 1		20 days
Hairdressers, Hairstylists, and Cosmetologists	474 / 162	3 : 1		19 days
Security Guards	264 / 161	2 : 1		11 days
Nurse Practitioners	462 / 152	3 : 1		17 days
Management Analysts	240 / 148	2 : 1		24 days
Physicians, All Other	337 / 142	2 : 1		7 days
First-Line Supervisors of Food Preparation and Serving Workers	249 / 139	2 : 1		24 days
Cooks, Restaurant	274 / 130	2 : 1		30 days
Physician Assistants	261 / 128	2 : 1		19 days
Medical Assistants	160 / 124	1 : 1		19 days
Financial Managers	189 / 121	2 : 1		29 days
Civil Engineers	161 / 121	1 : 1		19 days
Computer User Support Specialists	163 / 118	1 : 1		16 days
Occupational Therapists	205 / 114	2 : 1		32 days
Pharmacists	240 / 109	2 : 1		24 days
General Internal Medicine Physicians	273 / 108	3 : 1		7 days

---

Transportation, Storage, and Distribution Managers	178 / 106	2 : 1		28 days
Magnetic Resonance Imaging Technologists	463 / 104	4 : 1		19 days

---

# Top Posted Occupations

Occupation	Total/Unique (November 15, 2023 - February 12, 2024)	Posting Intensity	Median Posting Duration
Registered Nurse	10,195 / 2,136	5 : 1 	23 days
Retail Sales Associate	1,634 / 876	2 : 1 	19 days
Tractor-Trailer Truck Driver	2,197 / 762	3 : 1 	20 days
Physician	1,785 / 696	3 : 1 	8 days
Licensed Practical / Vocational Nurse	2,027 / 626	3 : 1 	27 days
Laborer / Warehouse Worker	944 / 533	2 : 1 	18 days
Retail Store Manager / Supervisor	820 / 498	2 : 1 	20 days
Sales Representative	729 / 412	2 : 1 	21 days
Physical Therapist	2,235 / 355	6 : 1 	20 days
Customer Service Representative	665 / 348	2 : 1 	17 days
Office / Administrative Assistant	480 / 318	2 : 1 	21 days
Building and General Maintenance Technician	606 / 306	2 : 1 	26 days
Nursing Assistant	623 / 289	2 : 1 	27 days
Software Developer / Engineer	608 / 282	2 : 1 	18 days
Caregiver / Personal Care Aide	538 / 273	2 : 1 	24 days
Forklift / Pallet Jack Operator	425 / 214	2 : 1 	16 days
Repair / Service Technician	291 / 203	1 : 1 	10 days
Automotive Service Technician / Mechanic	302 / 200	2 : 1 	30 days
Director of Nursing	325 / 198	2 : 1 	22 days
Barber / Hair Stylist / Cosmetologist	550 / 195	3 : 1 	19 days
Speech Language Pathologist	718 / 191	4 : 1 	26 days
Teacher Assistant	599 / 186	3 : 1 	20 days
Restaurant / Food Service Manager	297 / 179	2 : 1 	28 days

Manufacturing Machine Operator	410 / 177	2 : 1		20 days
Special Education Teacher	400 / 176	2 : 1		20 days
Operations Manager / Supervisor	339 / 175	2 : 1		21 days
Merchandiser	318 / 169	2 : 1		20 days
Home Health Aide	335 / 163	2 : 1		21 days
Production Worker	295 / 163	2 : 1		23 days
Janitor / Cleaner	243 / 158	2 : 1		26 days
Security Officer	248 / 151	2 : 1		12 days
Nursing Manager / Supervisor	284 / 149	2 : 1		27 days
Project Manager	205 / 147	1 : 1		22 days
Business Development / Sales Manager	243 / 143	2 : 1		20 days
Cook	294 / 141	2 : 1		24 days
Bookkeeper / Accounting Clerk	220 / 136	2 : 1		20 days
Diesel Mechanic	352 / 132	3 : 1		24 days
Business / Management Analyst	223 / 128	2 : 1		18 days
Maid / Housekeeping Staff	226 / 127	2 : 1		29 days
MRI / CT Technician / Technologist	501 / 126	4 : 1		19 days
Cashier	246 / 122	2 : 1		15 days
Accountant	181 / 121	1 : 1		18 days
Nurse Practitioner	427 / 119	4 : 1		16 days
Restaurant / Food Service Supervisor	244 / 116	2 : 1		26 days
Pharmacist / Pharmacy Director	209 / 115	2 : 1		23 days
Civil Engineer	151 / 114	1 : 1		16 days
Human Resources / Labor Relations Specialist	255 / 113	2 : 1		15 days
Healthcare Administrator	174 / 112	2 : 1		16 days
Pharmacy Technician	232 / 111	2 : 1		25 days

---

Medical Assistant

135 / 109

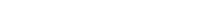
1 : 1



17 days

---

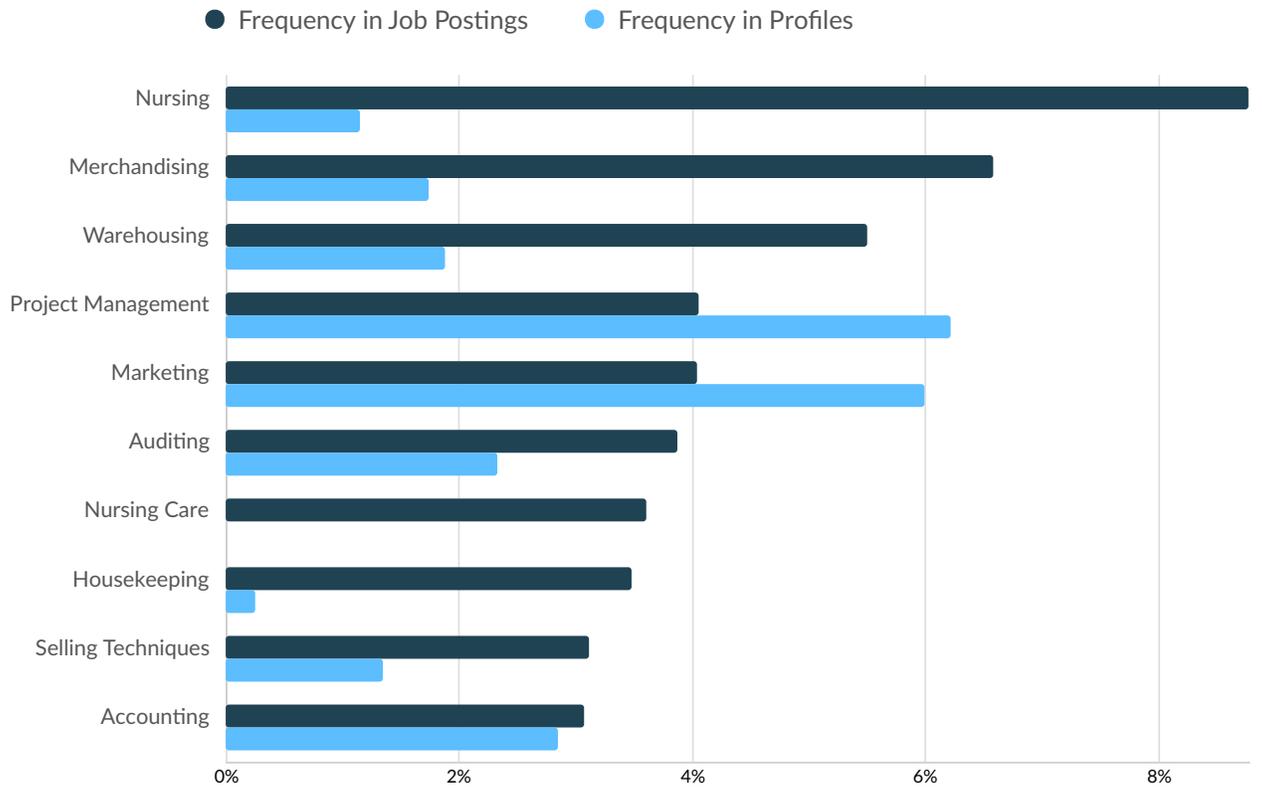
## Top Posted Job Titles

	Total/Unique (November 15, 2023 - February 12, 2024)	Posting Intensity	Median Posting Duration
Licensed Practical Nurses	626 / 274	2 : 1 	27 days
Registered Nurses	400 / 181	2 : 1 	27 days
CDL-A Truck Drivers	641 / 159	4 : 1 	19 days
Forklift Operators	327 / 152	2 : 1 	17 days
Maintenance Technicians	326 / 151	2 : 1 	28 days
Travel Physical Therapists	1,586 / 142	11 : 1 	20 days
Physical Therapists	235 / 137	2 : 1 	20 days
Directors of Nursing	206 / 128	2 : 1 	22 days
Special Education Teachers	225 / 102	2 : 1 	10 days
Travel Registered Nurses	1,306 / 101	13 : 1 	20 days

## Top Industries

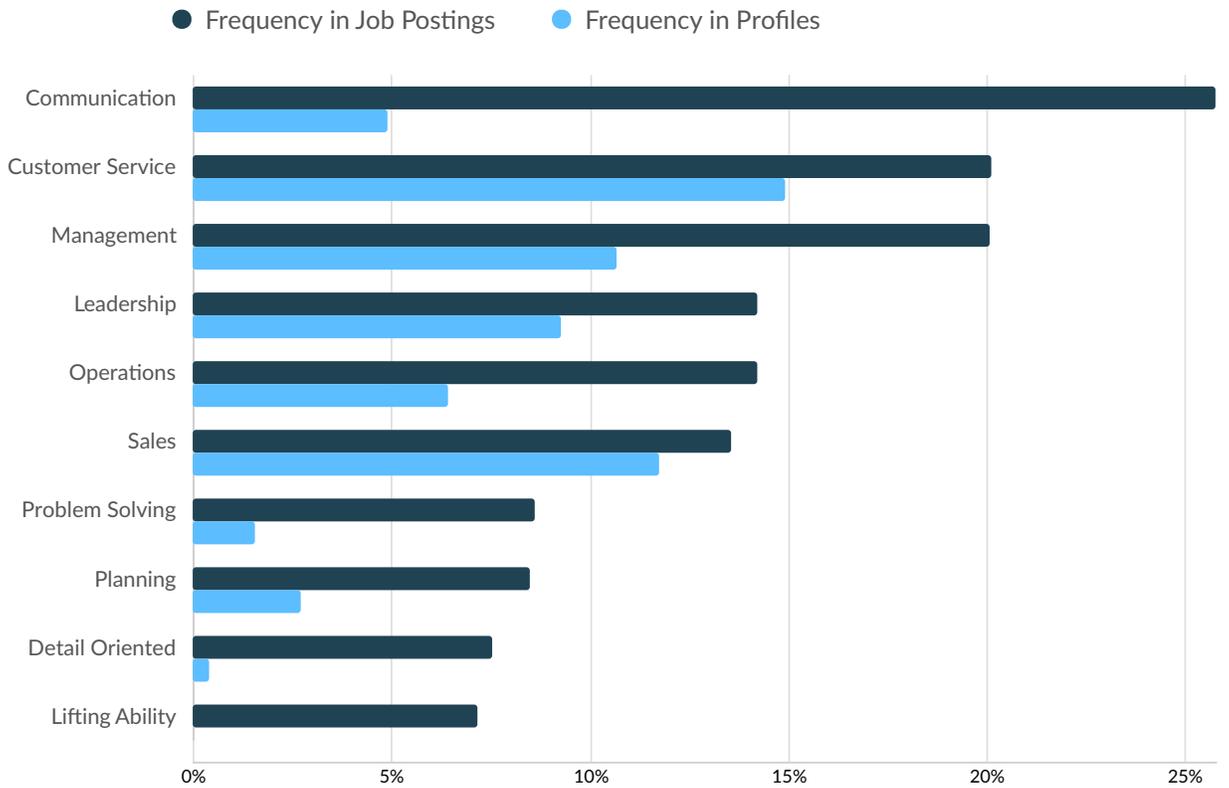
	Total/Unique (November 15, 2023 - February 12, 2024)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	5,416 / 1,969	3 : 1 	15 days
Temporary Help Services	5,021 / 1,015	5 : 1 	19 days
General Medical and Surgical Hospitals	1,348 / 943	1 : 1 	23 days
Colleges, Universities, and Professional Schools	1,110 / 646	2 : 1 	23 days
Home Health Care Services	1,310 / 568	2 : 1 	22 days
Offices of Physicians (except Mental Health Specialists)	1,212 / 559	2 : 1 	16 days
Elementary and Secondary Schools	1,649 / 518	3 : 1 	24 days
Commercial Banking	1,028 / 397	3 : 1 	26 days
Engineering Services	568 / 346	2 : 1 	19 days
General Freight Trucking, Long-Distance, Truckload	1,051 / 326	3 : 1 	20 days

# Top Specialized Skills



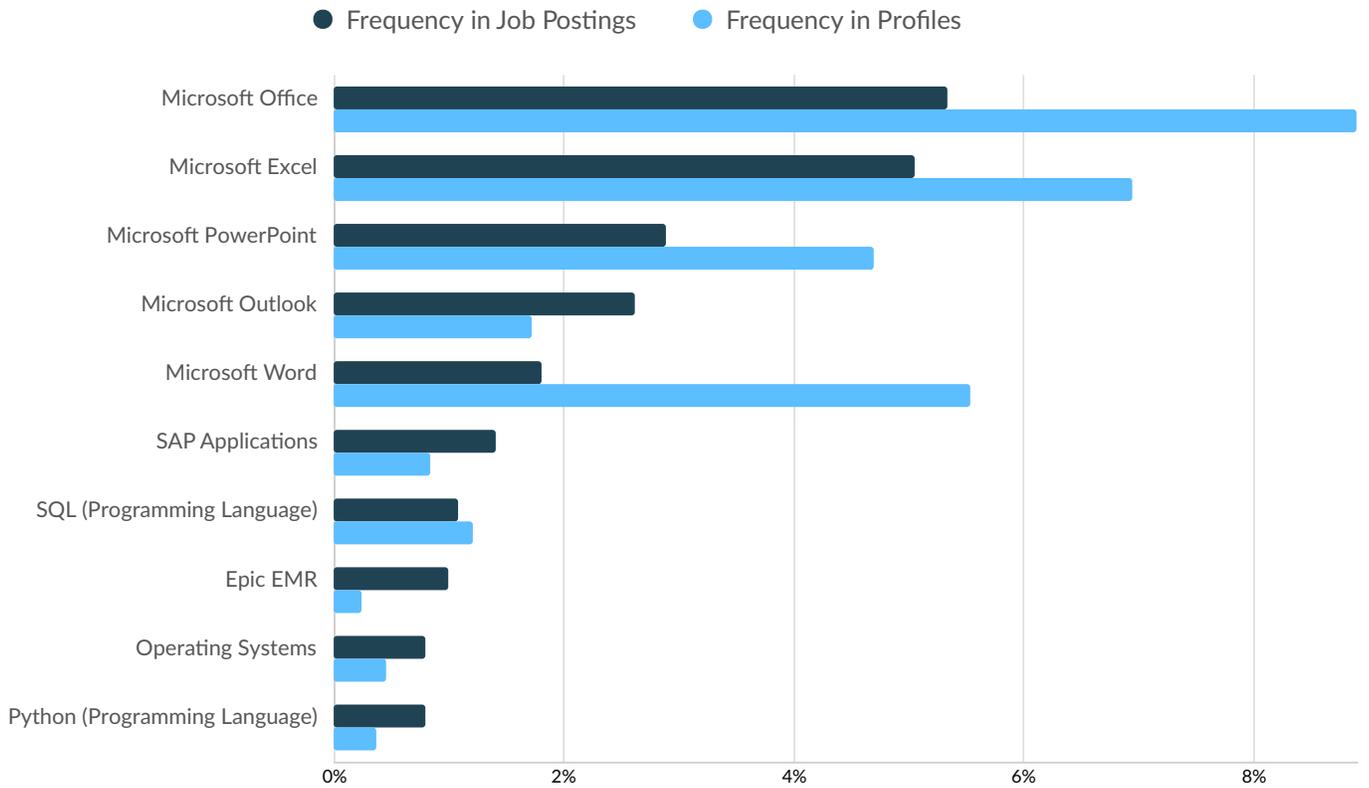
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	2,370	9%	4,412	1%	+20%	Growing
Merchandising	1,778	7%	6,616	2%	+15%	Growing
Warehousing	1,487	6%	7,166	2%	+13%	Growing
Project Management	1,096	4%	23,721	6%	+20%	Growing
Marketing	1,093	4%	22,818	6%	+23%	Rapidly Growing
Auditing	1,047	4%	8,897	2%	+22%	Rapidly Growing
Nursing Care	976	4%	0	0%	+19%	Growing
Housekeeping	941	3%	979	0%	+13%	Growing
Selling Techniques	842	3%	5,155	1%	-1%	Lagging
Accounting	829	3%	10,878	3%	+24%	Rapidly Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	6,960	26%	18,719	5%	+4%	Lagging
Customer Service	5,433	20%	56,796	15%	+5%	Stable
Management	5,420	20%	40,670	11%	+5%	Stable
Leadership	3,846	14%	35,371	9%	+8%	Stable
Operations	3,837	14%	24,464	6%	+8%	Stable
Sales	3,662	14%	44,823	12%	+8%	Stable
Problem Solving	2,324	9%	5,913	2%	+11%	Growing
Planning	2,289	8%	10,330	3%	+11%	Growing
Detail Oriented	2,039	8%	1,511	0%	+7%	Stable
Lifting Ability	1,937	7%	73	0%	+11%	Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	1,443	5%	33,906	9%	+19%	Growing
Microsoft Excel	1,367	5%	26,459	7%	+18%	Growing
Microsoft PowerPoint	780	3%	17,929	5%	+26%	Rapidly Growing
Microsoft Outlook	708	3%	6,557	2%	+25%	Rapidly Growing
Microsoft Word	487	2%	21,098	6%	+7%	Stable
SAP Applications	381	1%	3,222	1%	+22%	Rapidly Growing
SQL (Programming Language)	293	1%	4,613	1%	+6%	Stable
Epic EMR	271	1%	920	0%	+16%	Growing
Operating Systems	216	1%	1,754	0%	+23%	Rapidly Growing
Python (Programming Language)	214	1%	1,413	0%	+24%	Rapidly Growing

# Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	3,054
Valid Driver's License	2,863
Basic Life Support (BLS) Certification	1,445
Licensed Practical Nurse (LPN)	862
Cardiopulmonary Resuscitation (CPR) Certification	741
Advanced Cardiovascular Life Support (ACLS) Certification	520
Commercial Driver's License (CDL)	391
CDL Class A License	334
Certified Nursing Assistant (CNA)	334
Board Certified/Board Eligible	294

# Appendix A - Occupations

Results should include

Code	Description	Code	Description
11-1011	Chief Executives	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers
11-1021	General and Operations Managers	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
11-1031	Legislators	37-2012	Maids and Housekeeping Cleaners
11-2011	Advertising and Promotions Managers	37-2019	Building Cleaning Workers, All Other
11-2021	Marketing Managers	37-2021	Pest Control Workers
11-2022	Sales Managers	37-3011	Landscaping and Groundskeeping Workers
11-2032	Public Relations Managers	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation
11-2033	Fundraising Managers	37-3013	Tree Trimmers and Pruners
11-3012	Administrative Services Managers	37-3019	Grounds Maintenance Workers, All Other
11-3013	Facilities Managers	39-1013	First-Line Supervisors of Gambling Services Workers
11-3021	Computer and Information Systems Managers	39-1014	First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services
11-3031	Financial Managers	39-1022	First-Line Supervisors of Personal Service Workers
11-3051	Industrial Production Managers	39-2011	Animal Trainers
11-3061	Purchasing Managers	39-2021	Animal Caretakers
11-3071	Transportation, Storage, and Distribution Managers	39-3011	Gambling Dealers
11-3111	Compensation and Benefits Managers	39-3012	Gambling and Sports Book Writers and Runners
11-3121	Human Resources Managers	39-3019	Gambling Service Workers, All Other
11-3131	Training and Development Managers	39-3021	Motion Picture Projectionists
11-9013	Farmers, Ranchers, and Other Agricultural Managers	39-3031	Ushers, Lobby Attendants, and Ticket Takers
11-9021	Construction Managers	39-3091	Amusement and Recreation Attendants
11-9031	Education and Childcare Administrators, Preschool and Daycare	39-3092	Costume Attendants
11-9032	Education Administrators, Kindergarten through Secondary		
11-9033	Education Administrators, Postsecondary		

11-9039	Education Administrators, All Other	39-3093	Locker Room, Coatroom, and Dressing Room Attendants
11-9041	Architectural and Engineering Managers	39-3099	Entertainment Attendants and Related Workers, All Other
11-9051	Food Service Managers	39-4011	Embalmers
11-9071	Gambling Managers	39-4012	Crematory Operators
11-9072	Entertainment and Recreation Managers, Except Gambling	39-4021	Funeral Attendants
11-9081	Lodging Managers	39-4031	Morticians, Undertakers, and Funeral Arrangers
11-9111	Medical and Health Services Managers	39-5011	Barbers
11-9121	Natural Sciences Managers	39-5012	Hairdressers, Hairstylists, and Cosmetologists
11-9131	Postmasters and Mail Superintendents	39-5091	Makeup Artists, Theatrical and Performance
11-9141	Property, Real Estate, and Community Association Managers	39-5092	Manicurists and Pedicurists
11-9151	Social and Community Service Managers	39-5093	Shampooers
11-9161	Emergency Management Directors	39-5094	Skincare Specialists
11-9171	Funeral Home Managers	39-6011	Baggage Porters and Bellhops
11-9179	Personal Service Managers, All Other	39-6012	Concierges
11-9199	Managers, All Other	39-7018	Tour and Travel Guides
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	39-9011	Childcare Workers
13-1028	Buyers and Purchasing Agents	39-9031	Exercise Trainers and Group Fitness Instructors
13-1031	Claims Adjusters, Examiners, and Investigators	39-9032	Recreation Workers
13-1032	Insurance Appraisers, Auto Damage	39-9041	Residential Advisors
13-1041	Compliance Officers	39-9099	Personal Care and Service Workers, All Other
13-1051	Cost Estimators	41-1011	First-Line Supervisors of Retail Sales Workers
13-1071	Human Resources Specialists	41-1012	First-Line Supervisors of Non-Retail Sales Workers
13-1074	Farm Labor Contractors	41-2011	Cashiers
13-1075	Labor Relations Specialists		
13-1081	Logisticians		
13-1082	Project Management Specialists		

13-1111	Management Analysts	41-2012	Gambling Change Persons and Booth Cashiers
13-1121	Meeting, Convention, and Event Planners	41-2021	Counter and Rental Clerks
13-1131	Fundraisers	41-2022	Parts Salespersons
13-1141	Compensation, Benefits, and Job Analysis Specialists	41-2031	Retail Salespersons
13-1151	Training and Development Specialists	41-3011	Advertising Sales Agents
13-1161	Market Research Analysts and Marketing Specialists	41-3021	Insurance Sales Agents
13-1199	Business Operations Specialists, All Other	41-3031	Securities, Commodities, and Financial Services Sales Agents
13-2011	Accountants and Auditors	41-3041	Travel Agents
13-2028	Property Appraisers and Assessors	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel
13-2031	Budget Analysts	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
13-2041	Credit Analysts	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
13-2051	Financial and Investment Analysts	41-9011	Demonstrators and Product Promoters
13-2052	Personal Financial Advisors	41-9012	Models
13-2053	Insurance Underwriters	41-9021	Real Estate Brokers
13-2054	Financial Risk Specialists	41-9022	Real Estate Sales Agents
13-2061	Financial Examiners	41-9031	Sales Engineers
13-2071	Credit Counselors	41-9041	Telemarketers
13-2072	Loan Officers	41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers
13-2081	Tax Examiners and Collectors, and Revenue Agents	41-9099	Sales and Related Workers, All Other
13-2082	Tax Preparers	43-1011	First-Line Supervisors of Office and Administrative Support Workers
13-2099	Financial Specialists, All Other	43-2011	Switchboard Operators, Including Answering Service
15-1211	Computer Systems Analysts	43-2021	Telephone Operators
15-1212	Information Security Analysts		
15-1221	Computer and Information Research Scientists		
15-1231	Computer Network Support Specialists		
15-1232	Computer User Support Specialists		

15-1241	Computer Network Architects	43-2099	Communications Equipment Operators, All Other
15-1242	Database Administrators	43-3011	Bill and Account Collectors
15-1243	Database Architects	43-3021	Billing and Posting Clerks
15-1244	Network and Computer Systems Administrators	43-3031	Bookkeeping, Accounting, and Auditing Clerks
15-1251	Computer Programmers	43-3041	Gambling Cage Workers
15-1252	Software Developers	43-3051	Payroll and Timekeeping Clerks
15-1253	Software Quality Assurance Analysts and Testers	43-3061	Procurement Clerks
15-1254	Web Developers	43-3071	Tellers
15-1255	Web and Digital Interface Designers	43-3099	Financial Clerks, All Other
15-1299	Computer Occupations, All Other	43-4011	Brokerage Clerks
15-2011	Actuaries	43-4021	Correspondence Clerks
15-2021	Mathematicians	43-4031	Court, Municipal, and License Clerks
15-2031	Operations Research Analysts	43-4041	Credit Authorizers, Checkers, and Clerks
15-2041	Statisticians	43-4051	Customer Service Representatives
15-2051	Data Scientists	43-4061	Eligibility Interviewers, Government Programs
15-2099	Mathematical Science Occupations, All Other	43-4071	File Clerks
17-1011	Architects, Except Landscape and Naval	43-4081	Hotel, Motel, and Resort Desk Clerks
17-1012	Landscape Architects	43-4111	Interviewers, Except Eligibility and Loan
17-1021	Cartographers and Photogrammetrists	43-4121	Library Assistants, Clerical
17-1022	Surveyors	43-4131	Loan Interviewers and Clerks
17-2011	Aerospace Engineers	43-4141	New Accounts Clerks
17-2021	Agricultural Engineers	43-4151	Order Clerks
17-2031	Bioengineers and Biomedical Engineers	43-4161	Human Resources Assistants, Except Payroll and Timekeeping
17-2041	Chemical Engineers	43-4171	Receptionists and Information Clerks
17-2051	Civil Engineers	43-4181	Reservation and Transportation Ticket Agents and Travel Clerks
17-2061	Computer Hardware Engineers		

17-2071	Electrical Engineers	43-4199	Information and Record Clerks, All Other
17-2072	Electronics Engineers, Except Computer	43-5011	Cargo and Freight Agents
17-2081	Environmental Engineers	43-5021	Couriers and Messengers
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	43-5031	Public Safety Telecommunicators
17-2112	Industrial Engineers	43-5032	Dispatchers, Except Police, Fire, and Ambulance
17-2121	Marine Engineers and Naval Architects	43-5041	Meter Readers, Utilities
17-2131	Materials Engineers	43-5051	Postal Service Clerks
17-2141	Mechanical Engineers	43-5052	Postal Service Mail Carriers
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators
17-2161	Nuclear Engineers	43-5061	Production, Planning, and Expediting Clerks
17-2171	Petroleum Engineers	43-5071	Shipping, Receiving, and Inventory Clerks
17-2199	Engineers, All Other	43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
17-3011	Architectural and Civil Drafters	43-6011	Executive Secretaries and Executive Administrative Assistants
17-3012	Electrical and Electronics Drafters	43-6012	Legal Secretaries and Administrative Assistants
17-3013	Mechanical Drafters	43-6013	Medical Secretaries and Administrative Assistants
17-3019	Drafters, All Other	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
17-3021	Aerospace Engineering and Operations Technologists and Technicians	43-9021	Data Entry Keyers
17-3022	Civil Engineering Technologists and Technicians	43-9022	Word Processors and Typists
17-3023	Electrical and Electronic Engineering Technologists and Technicians	43-9031	Desktop Publishers
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	43-9041	Insurance Claims and Policy Processing Clerks
17-3025	Environmental Engineering Technologists and Technicians	43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service
17-3026	Industrial Engineering Technologists and Technicians	43-9061	Office Clerks, General
17-3027	Mechanical Engineering Technologists and Technicians		

17-3028	Calibration Technologists and Technicians
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other
17-3031	Surveying and Mapping Technicians
19-1011	Animal Scientists
19-1012	Food Scientists and Technologists
19-1013	Soil and Plant Scientists
19-1021	Biochemists and Biophysicists
19-1022	Microbiologists
19-1023	Zoologists and Wildlife Biologists
19-1029	Biological Scientists, All Other
19-1031	Conservation Scientists
19-1032	Foresters
19-1041	Epidemiologists
19-1042	Medical Scientists, Except Epidemiologists
19-1099	Life Scientists, All Other
19-2011	Astronomers
19-2012	Physicists
19-2021	Atmospheric and Space Scientists
19-2031	Chemists
19-2032	Materials Scientists
19-2041	Environmental Scientists and Specialists, Including Health
19-2042	Geoscientists, Except Hydrologists and Geographers
19-2043	Hydrologists
19-2099	Physical Scientists, All Other
19-3011	Economists
19-3022	Survey Researchers

43-9071	Office Machine Operators, Except Computer
43-9081	Proofreaders and Copy Markers
43-9111	Statistical Assistants
43-9199	Office and Administrative Support Workers, All Other
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers
45-2011	Agricultural Inspectors
45-2021	Animal Breeders
45-2041	Graders and Sorters, Agricultural Products
45-2091	Agricultural Equipment Operators
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals
45-2099	Agricultural Workers, All Other
45-3031	Fishing and Hunting Workers
45-4011	Forest and Conservation Workers
45-4021	Fallers
45-4022	Logging Equipment Operators
45-4023	Log Graders and Scalers
45-4029	Logging Workers, All Other
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
47-2011	Boilermakers
47-2021	Brickmasons and Blockmasons
47-2022	Stonemasons
47-2031	Carpenters
47-2041	Carpet Installers

19-3032	Industrial-Organizational Psychologists	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles
19-3033	Clinical and Counseling Psychologists	47-2043	Floor Sanders and Finishers
19-3034	School Psychologists	47-2044	Tile and Stone Setters
19-3039	Psychologists, All Other	47-2051	Cement Masons and Concrete Finishers
19-3041	Sociologists	47-2053	Terrazzo Workers and Finishers
19-3051	Urban and Regional Planners	47-2061	Construction Laborers
19-3091	Anthropologists and Archeologists	47-2071	Paving, Surfacing, and Tamping Equipment Operators
19-3092	Geographers	47-2072	Pile Driver Operators
19-3093	Historians	47-2073	Operating Engineers and Other Construction Equipment Operators
19-3094	Political Scientists	47-2081	Drywall and Ceiling Tile Installers
19-3099	Social Scientists and Related Workers, All Other	47-2082	Tapers
19-4012	Agricultural Technicians	47-2111	Electricians
19-4013	Food Science Technicians	47-2121	Glaziers
19-4021	Biological Technicians	47-2131	Insulation Workers, Floor, Ceiling, and Wall
19-4031	Chemical Technicians	47-2132	Insulation Workers, Mechanical
19-4042	Environmental Science and Protection Technicians, Including Health	47-2141	Painters, Construction and Maintenance
19-4043	Geological Technicians, Except Hydrologic Technicians	47-2142	Paperhangers
19-4044	Hydrologic Technicians	47-2151	Pipelayers
19-4051	Nuclear Technicians	47-2152	Plumbers, Pipefitters, and Steamfitters
19-4061	Social Science Research Assistants	47-2161	Plasterers and Stucco Masons
19-4071	Forest and Conservation Technicians	47-2171	Reinforcing Iron and Rebar Workers
19-4092	Forensic Science Technicians	47-2181	Roofers
19-4099	Life, Physical, and Social Science Technicians, All Other	47-2211	Sheet Metal Workers
19-5011	Occupational Health and Safety Specialists	47-2221	Structural Iron and Steel Workers
19-5012	Occupational Health and Safety Technicians	47-2231	Solar Photovoltaic Installers
		47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters

21-1012	Educational, Guidance, and Career Counselors and Advisors
21-1013	Marriage and Family Therapists
21-1015	Rehabilitation Counselors
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors
21-1019	Counselors, All Other
21-1021	Child, Family, and School Social Workers
21-1022	Healthcare Social Workers
21-1023	Mental Health and Substance Abuse Social Workers
21-1029	Social Workers, All Other
21-1091	Health Education Specialists
21-1092	Probation Officers and Correctional Treatment Specialists
21-1093	Social and Human Service Assistants
21-1094	Community Health Workers
21-1099	Community and Social Service Specialists, All Other
21-2011	Clergy
21-2021	Directors, Religious Activities and Education
21-2099	Religious Workers, All Other
23-1011	Lawyers
23-1012	Judicial Law Clerks
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers
23-1022	Arbitrators, Mediators, and Conciliators
23-1023	Judges, Magistrate Judges, and Magistrates
23-2011	Paralegals and Legal Assistants
23-2093	Title Examiners, Abstractors, and Searchers

47-3012	Helpers--Carpenters
47-3013	Helpers--Electricians
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters
47-3016	Helpers--Roofers
47-3019	Helpers, Construction Trades, All Other
47-4011	Construction and Building Inspectors
47-4021	Elevator and Escalator Installers and Repairers
47-4031	Fence Erectors
47-4041	Hazardous Materials Removal Workers
47-4051	Highway Maintenance Workers
47-4061	Rail-Track Laying and Maintenance Equipment Operators
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners
47-4098	Miscellaneous Construction and Related Workers
47-5011	Derrick Operators, Oil and Gas
47-5012	Rotary Drill Operators, Oil and Gas
47-5013	Service Unit Operators, Oil and Gas
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining
47-5023	Earth Drillers, Except Oil and Gas
47-5032	Explosives Workers, Ordnance Handling Experts, and Blasters
47-5041	Continuous Mining Machine Operators
47-5043	Roof Bolters, Mining
47-5044	Loading and Moving Machine Operators, Underground Mining

23-2099	Legal Support Workers, All Other	47-5049	Underground Mining Machine Operators, All Other
25-1099	Postsecondary Teachers	47-5051	Rock Splitters, Quarry
25-2011	Preschool Teachers, Except Special Education	47-5071	Roustabouts, Oil and Gas
25-2012	Kindergarten Teachers, Except Special Education	47-5081	Helpers--Extraction Workers
25-2021	Elementary School Teachers, Except Special Education	47-5099	Extraction Workers, All Other
25-2022	Middle School Teachers, Except Special and Career/Technical Education	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
25-2023	Career/Technical Education Teachers, Middle School	49-2011	Computer, Automated Teller, and Office Machine Repairers
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers
25-2032	Career/Technical Education Teachers, Secondary School	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
25-2051	Special Education Teachers, Preschool	49-2091	Avionics Technicians
25-2052	Special Education Teachers, Kindergarten and Elementary School	49-2092	Electric Motor, Power Tool, and Related Repairers
25-2057	Special Education Teachers, Middle School	49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment
25-2058	Special Education Teachers, Secondary School	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
25-2059	Special Education Teachers, All Other	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles
25-3021	Self-Enrichment Teachers	49-2097	Audiovisual Equipment Installers and Repairers
25-3031	Substitute Teachers, Short-Term	49-2098	Security and Fire Alarm Systems Installers
25-3041	Tutors	49-3011	Aircraft Mechanics and Service Technicians
25-3099	Teachers and Instructors, All Other	49-3021	Automotive Body and Related Repairers
25-4011	Archivists	49-3022	Automotive Glass Installers and Repairers
25-4012	Curators	49-3023	Automotive Service Technicians and Mechanics
25-4013	Museum Technicians and Conservators		

25-4022	Librarians and Media Collections Specialists
25-4031	Library Technicians
25-9021	Farm and Home Management Educators
25-9031	Instructional Coordinators
25-9044	Teaching Assistants, Postsecondary
25-9045	Teaching Assistants, Except Postsecondary
25-9099	Educational Instruction and Library Workers, All Other
27-1011	Art Directors
27-1012	Craft Artists
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators
27-1014	Special Effects Artists and Animators
27-1019	Artists and Related Workers, All Other
27-1021	Commercial and Industrial Designers
27-1022	Fashion Designers
27-1023	Floral Designers
27-1024	Graphic Designers
27-1025	Interior Designers
27-1026	Merchandise Displayers and Window Trimmers
27-1027	Set and Exhibit Designers
27-1029	Designers, All Other
27-2011	Actors
27-2012	Producers and Directors
27-2021	Athletes and Sports Competitors
27-2022	Coaches and Scouts
27-2023	Umpires, Referees, and Other Sports Officials
27-2031	Dancers

49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
49-3041	Farm Equipment Mechanics and Service Technicians
49-3042	Mobile Heavy Equipment Mechanics, Except Engines
49-3043	Rail Car Repairers
49-3051	Motorboat Mechanics and Service Technicians
49-3052	Motorcycle Mechanics
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics
49-3091	Bicycle Repairers
49-3092	Recreational Vehicle Service Technicians
49-3093	Tire Repairers and Changers
49-9011	Mechanical Door Repairers
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
49-9031	Home Appliance Repairers
49-9041	Industrial Machinery Mechanics
49-9043	Maintenance Workers, Machinery
49-9044	Millwrights
49-9045	Refractory Materials Repairers, Except Brickmasons
49-9051	Electrical Power-Line Installers and Repairers
49-9052	Telecommunications Line Installers and Repairers
49-9061	Camera and Photographic Equipment Repairers
49-9062	Medical Equipment Repairers

27-2032	Choreographers	49-9063	Musical Instrument Repairers and Tuners
27-2041	Music Directors and Composers	49-9064	Watch and Clock Repairers
27-2042	Musicians and Singers	49-9069	Precision Instrument and Equipment Repairers, All Other
27-2091	Disc Jockeys, Except Radio	49-9071	Maintenance and Repair Workers, General
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	49-9081	Wind Turbine Service Technicians
27-3011	Broadcast Announcers and Radio Disc Jockeys	49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers
27-3023	News Analysts, Reporters, and Journalists	49-9092	Commercial Divers
27-3031	Public Relations Specialists	49-9094	Locksmiths and Safe Repairers
27-3041	Editors	49-9095	Manufactured Building and Mobile Home Installers
27-3042	Technical Writers	49-9096	Riggers
27-3043	Writers and Authors	49-9097	Signal and Track Switch Repairers
27-3091	Interpreters and Translators	49-9098	Helpers--Installation, Maintenance, and Repair Workers
27-3092	Court Reporters and Simultaneous Captioners	49-9099	Installation, Maintenance, and Repair Workers, All Other
27-3099	Media and Communication Workers, All Other	51-1011	First-Line Supervisors of Production and Operating Workers
27-4011	Audio and Video Technicians	51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers
27-4012	Broadcast Technicians	51-2021	Coil Winders, Tapers, and Finishers
27-4014	Sound Engineering Technicians	51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers
27-4015	Lighting Technicians	51-2031	Engine and Other Machine Assemblers
27-4021	Photographers	51-2041	Structural Metal Fabricators and Fitters
27-4031	Camera Operators, Television, Video, and Film	51-2051	Fiberglass Laminators and Fabricators
27-4032	Film and Video Editors	51-2061	Timing Device Assemblers and Adjusters
27-4099	Media and Communication Equipment Workers, All Other	51-2098	Miscellaneous Assemblers and Fabricators
29-1011	Chiropractors	51-3011	Bakers
29-1021	Dentists, General		
29-1022	Oral and Maxillofacial Surgeons		

29-1023	Orthodontists	51-3021	Butchers and Meat Cutters
29-1024	Prosthodontists	51-3022	Meat, Poultry, and Fish Cutters and Trimmers
29-1029	Dentists, All Other Specialists	51-3023	Slaughterers and Meat Packers
29-1031	Dietitians and Nutritionists	51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
29-1041	Optometrists	51-3092	Food Batchmakers
29-1051	Pharmacists	51-3093	Food Cooking Machine Operators and Tenders
29-1071	Physician Assistants	51-3099	Food Processing Workers, All Other
29-1081	Podiatrists	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
29-1122	Occupational Therapists	51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
29-1123	Physical Therapists	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
29-1124	Radiation Therapists	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
29-1125	Recreational Therapists	51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
29-1126	Respiratory Therapists	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
29-1127	Speech-Language Pathologists	51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
29-1128	Exercise Physiologists	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
29-1129	Therapists, All Other	51-4041	Machinists
29-1131	Veterinarians	51-4051	Metal-Refining Furnace Operators and Tenders
29-1141	Registered Nurses	51-4052	Pourers and Casters, Metal
29-1151	Nurse Anesthetists	51-4061	Model Makers, Metal and Plastic
29-1161	Nurse Midwives	51-4062	Patternmakers, Metal and Plastic
29-1171	Nurse Practitioners	51-4071	Foundry Mold and Coremakers
29-1181	Audiologists		
29-1211	Anesthesiologists		
29-1212	Cardiologists		
29-1213	Dermatologists		
29-1214	Emergency Medicine Physicians		
29-1215	Family Medicine Physicians		
29-1216	General Internal Medicine Physicians		

29-1217	Neurologists	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
29-1218	Obstetricians and Gynecologists	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
29-1221	Pediatricians, General	51-4111	Tool and Die Makers
29-1222	Physicians, Pathologists	51-4121	Welders, Cutters, Solderers, and Brazers
29-1223	Psychiatrists	51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
29-1224	Radiologists	51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic
29-1229	Physicians, All Other	51-4192	Layout Workers, Metal and Plastic
29-1241	Ophthalmologists, Except Pediatric	51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic
29-1242	Orthopedic Surgeons, Except Pediatric	51-4194	Tool Grinders, Filers, and Sharpeners
29-1243	Pediatric Surgeons	51-4199	Metal Workers and Plastic Workers, All Other
29-1249	Surgeons, All Other	51-5111	Prepress Technicians and Workers
29-1291	Acupuncturists	51-5112	Printing Press Operators
29-1292	Dental Hygienists	51-5113	Print Binding and Finishing Workers
29-1299	Healthcare Diagnosing or Treating Practitioners, All Other	51-6011	Laundry and Dry-Cleaning Workers
29-2018	Clinical Laboratory Technologists and Technicians	51-6021	Pressers, Textile, Garment, and Related Materials
29-2031	Cardiovascular Technologists and Technicians	51-6031	Sewing Machine Operators
29-2032	Diagnostic Medical Sonographers	51-6041	Shoe and Leather Workers and Repairers
29-2033	Nuclear Medicine Technologists	51-6042	Shoe Machine Operators and Tenders
29-2034	Radiologic Technologists and Technicians	51-6051	Sewers, Hand
29-2035	Magnetic Resonance Imaging Technologists	51-6052	Tailors, Dressmakers, and Custom Sewers
29-2036	Medical Dosimetrists	51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders
29-2042	Emergency Medical Technicians	51-6062	Textile Cutting Machine Setters, Operators, and Tenders
29-2043	Paramedics		
29-2051	Dietetic Technicians		
29-2052	Pharmacy Technicians		
29-2053	Psychiatric Technicians		

29-2055	Surgical Technologists
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
29-2092	Hearing Aid Specialists
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
31-1128	Home Health and Personal Care Aides
31-1131	Nursing Assistants
31-1132	Orderlies
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
31-9093	Medical Equipment Preparers

51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers
51-6092	Fabric and Apparel Patternmakers
51-6093	Upholsterers
51-6099	Textile, Apparel, and Furnishings Workers, All Other
51-7011	Cabinetmakers and Bench Carpenters
51-7021	Furniture Finishers
51-7031	Model Makers, Wood
51-7032	Patternmakers, Wood
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
51-7099	Woodworkers, All Other
51-8011	Nuclear Power Reactor Operators
51-8012	Power Distributors and Dispatchers
51-8013	Power Plant Operators
51-8021	Stationary Engineers and Boiler Operators
51-8031	Water and Wastewater Treatment Plant and System Operators
51-8091	Chemical Plant and System Operators
51-8092	Gas Plant Operators
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
51-8099	Plant and System Operators, All Other
51-9011	Chemical Equipment Operators and Tenders

31-9094	Medical Transcriptionists
31-9095	Pharmacy Aides
31-9096	Veterinary Assistants and Laboratory Animal Caretakers
31-9097	Phlebotomists
31-9099	Healthcare Support Workers, All Other
33-1011	First-Line Supervisors of Correctional Officers
33-1012	First-Line Supervisors of Police and Detectives
33-1021	First-Line Supervisors of Firefighting and Prevention Workers
33-1091	First-Line Supervisors of Security Workers
33-1099	First-Line Supervisors of Protective Service Workers, All Other
33-2011	Firefighters
33-2021	Fire Inspectors and Investigators
33-2022	Forest Fire Inspectors and Prevention Specialists
33-3011	Bailiffs
33-3012	Correctional Officers and Jailers
33-3021	Detectives and Criminal Investigators
33-3031	Fish and Game Wardens
33-3041	Parking Enforcement Workers
33-3051	Police and Sheriff's Patrol Officers
33-3052	Transit and Railroad Police
33-9011	Animal Control Workers
33-9021	Private Detectives and Investigators
33-9031	Gambling Surveillance Officers and Gambling Investigators
33-9032	Security Guards

51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-9022	Grinding and Polishing Workers, Hand
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
51-9031	Cutters and Trimmers, Hand
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
51-9071	Jewelers and Precious Stone and Metal Workers
51-9081	Dental Laboratory Technicians
51-9082	Medical Appliance Technicians
51-9083	Ophthalmic Laboratory Technicians
51-9111	Packaging and Filling Machine Operators and Tenders
51-9123	Painting, Coating, and Decorating Workers
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
51-9141	Semiconductor Processing Technicians
51-9151	Photographic Process Workers and Processing Machine Operators
51-9161	Computer Numerically Controlled Tool Operators
51-9162	Computer Numerically Controlled Tool Programmers

33-9091	Crossing Guards and Flaggers	51-9191	Adhesive Bonding Machine Operators and Tenders
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
33-9093	Transportation Security Screeners	51-9193	Cooling and Freezing Equipment Operators and Tenders
33-9094	School Bus Monitors	51-9194	Etchers and Engravers
33-9099	Protective Service Workers, All Other	51-9195	Molders, Shapers, and Casters, Except Metal and Plastic
35-1011	Chefs and Head Cooks	51-9196	Paper Goods Machine Setters, Operators, and Tenders
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	51-9197	Tire Builders
35-2011	Cooks, Fast Food	51-9198	Helpers--Production Workers
35-2012	Cooks, Institution and Cafeteria	51-9199	Production Workers, All Other
35-2013	Cooks, Private Household	53-1041	Aircraft Cargo Handling Supervisors
35-2014	Cooks, Restaurant	53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors
35-2015	Cooks, Short Order	53-2011	Airline Pilots, Copilots, and Flight Engineers
35-2019	Cooks, All Other	53-2012	Commercial Pilots
35-2021	Food Preparation Workers	53-2021	Air Traffic Controllers
35-3011	Bartenders	53-2022	Airfield Operations Specialists
35-3023	Fast Food and Counter Workers	53-2031	Flight Attendants
35-3031	Waiters and Waitresses	53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians
35-3041	Food Servers, Nonrestaurant	53-3031	Driver/Sales Workers
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	53-3032	Heavy and Tractor-Trailer Truck Drivers
35-9021	Dishwashers	53-3033	Light Truck Drivers
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	53-3051	Bus Drivers, School
35-9099	Food Preparation and Serving Related Workers, All Other	53-3052	Bus Drivers, Transit and Intercity
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	53-3053	Shuttle Drivers and Chauffeurs
		53-3054	Taxi Drivers

53-3099	Motor Vehicle Operators, All Other
53-4011	Locomotive Engineers
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers
53-4022	Railroad Brake, Signal, and Switch Operators and Locomotive Firers
53-4031	Railroad Conductors and Yardmasters
53-4041	Subway and Streetcar Operators
53-4099	Rail Transportation Workers, All Other
53-5011	Sailors and Marine Oilers
53-5021	Captains, Mates, and Pilots of Water Vessels
53-5022	Motorboat Operators
53-5031	Ship Engineers
53-6011	Bridge and Lock Tenders
53-6021	Parking Attendants
53-6031	Automotive and Watercraft Service Attendants
53-6032	Aircraft Service Attendants
53-6041	Traffic Technicians
53-6051	Transportation Inspectors
53-6061	Passenger Attendants
53-6099	Transportation Workers, All Other
53-7011	Conveyor Operators and Tenders
53-7021	Crane and Tower Operators
53-7031	Dredge Operators
53-7041	Hoist and Winch Operators
53-7051	Industrial Truck and Tractor Operators
53-7061	Cleaners of Vehicles and Equipment

---

53-7062	Laborers and Freight, Stock, and Material Movers, Hand
53-7063	Machine Feeders and Offbearers
53-7064	Packers and Packers, Hand
53-7065	Stockers and Order Fillers
53-7071	Gas Compressor and Gas Pumping Station Operators
53-7072	Pump Operators, Except Wellhead Pumpers
53-7073	Wellhead Pumpers
53-7081	Refuse and Recyclable Material Collectors
53-7121	Tank Car, Truck, and Ship Loaders
53-7199	Material Moving Workers, All Other
55-9999	Military-only occupations
99-9999	Unclassified Occupation

---

# Appendix B

## Sample Postings

# Certified Pharmacy Technicians – Wellspan Health in York, PA (Feb 2024 - Active)

## Pharmacy Technician (Certified) 7/7 Option - York Pharmacy - Evening

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: York, PA

O\*NET: 29-2052.00

Company: Wellspan Health

Job Title: Certified Pharmacy Technicians

Pharmacy Technician (Certified) 7/7 Option

- York Pharmacy
- Evening York, PA Full-time WellSpan Health Services 1,088 reviews Read what people are saying about working here.

Job details Heres how the job details align with your . Job type

Full-time Location York, PA Schedule Hours:

12:30pm-10:30pm 7 days on, 7 days off General Summary Certified Pharmacy Technician I assists with preparation and distribution of medications. The Certified Pharmacy Technician I position requires specialized pharmacy education, training, and subsequent certification by the Pharmacy Technician Certification Board (PTCB) or comparable entity. The Certified Pharmacy Technician I role is eligible for advanced technician positions based upon job performance and successful completion of requirements for advancement established in the Pharmacy Technician Career Ladder criteria grids.

Essential Functions:

Pursuant to the needs and offerings of the hiring department, essential job accountabilities may include the following: Receives and stocks deliveries of pharmaceuticals and other supplies. Prepares, packages, and labels medications prior to dispensing. Delivers medications to care areas within the hospital. Delivers medications to off-site locations. Manages pharmacy inventory management, including use of electronic inventory management systems. Monitors product expirations and removing outdated stock from inventory. Responds to product recalls. Compounds non-sterile and sterile medication preparations. Cleans and disinfects procedures. Performs clerical duties such as answering telephones and maintaining adequate supplies. Identifies at least one area of specialized skill or expertise. Trains/mentors new pharmacy technicians and pharmacy interns. Maintains sufficient additional criteria as outlined in the Pharmacy Technician Career Ladder criteria grids.

Common Expectations:

Provides outstanding customer service to all customers. Fosters teamwork by demonstrating caring behaviors. Practices fiscal responsibility through improvement and innovation. Demonstrates a commitment to patients, visitors, and staff by complying with all applicable safety regulations. Reports actual errors, potential errors, and hazardous/unsafe conditions. Protects sensitive patient data per HIPAA (Health Insurance Portability and Accountability Act) regulations. Reasonable flexibility for occasional work outside of normally scheduled shifts based on the needs of the pharmacy department and the hospital. Required for

All Jobs:

Performs other related duties as identified. WellSpan Health has adopted and implemented a compliance program to support WellSpan's values and standards for professionalism, integrity, and ethics. Expected to support and meet the values and standards of the organization and the performance expectations of the job, the department, and the compliance program. WellSpan Health has adopted and implemented a privacy program to safeguard the patient information and the business and operational information of the organization. Expected to support and meet the values and standards of the organization to safeguard patient and business/operational information. The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

## Physical Demands:

### Standing

- Frequently Walking
- Frequently Sitting
- Occasionally Carrying/Lifting
- Rarely (10lbs) Pushing/Pulling
- Rarely (10lbs) Kneeling/Crouching
- Rarely Reaching
- Occasionally Talking
- Frequently Hearing
- Frequently Repetitive Motions
- Frequently Eye/Hand/Foot Coordination
  
- Frequently Working Environment:

### Occupational Hazards

- 

## Occasionally Qualifications Minimum Education:

## High School Diploma or GED Required Work Experience:

No experience.

## Required Licenses:

Certified Pharmacy Technician Upon Hire Required

<b>Head Teller/CSR</b>	
Link to Live Job Posting: <a href="https://workforcenow.adp.com">workforcenow.adp.com</a>	
Location: Shippensburg, PA	O*NET: 43-4051.00
Company: Orrstown Bank	Job Title: Customer Service Representatives/Tellers
Share Head Teller/CSRRegular - Full timeKing Street, Shippensburg, PA, US5 days ago	
Requisition ID:	
2272	
Apply Position Summary:	
Oversee the teller line function; control and maintain approved levels of vault cash; perform audits and maintain approved levels of teller cash; train new tellers; open and process new accounts of all types; answer client inquiries; cross-sell bank products and services; make client calls; perform the duties of a Teller/CSR.	
Qualifications:	
High school diploma or equivalent. Minimum of one (1) year experience in related banking positions as well as bank product and services training. Six (6) months of experience in related banking positions as well as bank product and services training maybe considered with the completion of a post-secondary 4-year degree. Proficient reading, verbal and written communication, mathematical and interpersonal relations skills; adept at cross-selling bank products and services; possess the ability to competently coach and train tellers.	

# Commercial Property Managers – Unclassified in York, PA (Feb 2024 - Active)

## Commercial Property Manager

Link to Live Job Posting: [york.craigslist.org](http://york.craigslist.org)

Location: York, PA

O\*NET: 11-9141.00

Company: Unclassified

Job Title: Commercial Property Managers

Commercial Property Manager (York) KNG Properties a subsidiary of KNG Equity image 1 of 1 compensation: range between \$65-75k per year with bonus, leasing incentives and several other.

### employment type:

full-time job title: Commercial Property Manager Join an expanding team of industry leaders at KNG Properties! Are you ready to elevate your career to new heights? KNG Equity, a leading name in the commercial real estate sector, is on the lookout for a superstar Commercial Property Manager to join our dynamic team. This is a call to all the achievers, the dreamers, and the go-getters who believe in transforming spaces and creating value. If you have a proven track record in commercial real estate, thrive in organized environments, and are a self-starter, your search ends here.

### What You Will Do:

- Oversee the daily operations of our commercial properties, ensuring that all aspects run smoothly and efficiently.
- Develop and maintain strong relationships with tenants, addressing their needs and concerns promptly. Coordinate with various teams for maintenance, repairs, and upgrades, ensuring the highest standards of property presentation and safety.
- Drive financial performance through effective property management, optimizing occupancy rates, and ensuring timely rent collection.
- Implement innovative marketing strategies to enhance property visibility and attract premium tenants.
- Negotiate lease agreements, renewals, and other contracts, demonstrating top-notch negotiation skills.
- Prepare and manage the annual budget for each property, providing regular financial reports to senior management.

### What You Bring to the

### Table:

- A minimum of 3 years of experience in commercial real estate management, with a track record of success and achievement.
- Exceptional organizational skills, with the ability to manage multiple properties and priorities seamlessly.
- An entrepreneurial spirit, with a proactive approach to problem-solving and a knack for identifying opportunities for improvement.
- Excellent communication skills, capable of building strong relationships and effectively conveying ideas to a variety of audiences.
- A deep understanding of the commercial real estate market, trends, and best practices.
- Bachelors degree in Real Estate, Business Administration, or a related field is preferred.
- Professional certifications helpful but not required (e.g., Certified Property Manager (CPM), Real Property Administrator (RPA), PA licensed Real Estate Agent) Why Join KNG Properties?

- **Competitive Compensation:**

Attractive salary package with performance bonuses.

- **Career Growth:**

Opportunities for professional development and advancement in a rapidly growing company.

- **Dynamic Work Environment:**

Be part of a vibrant team that values innovation, excellence, and collaboration.

- 

**Impact:**

Play a crucial role in the growth and success of our properties and make a tangible impact in the commercial real estate landscape. Ready to take on the challenge? If you are a superstar looking for an opportunity to shine and grow in a supportive and ambitious environment, we would love to hear from you. Apply now to become the next Commercial Property Manager at KNG Properties and start your journey towards achieving greatness. Apply Today! Please send your resume, a cover letter outlining your suitability for the role, and any relevant portfolio examples to [careers@kngequity.com](mailto:careers@kngequity.com). We are eager to welcome our next key member to the team.

**Equal Opportunity Employer:**

KNG Properties is an equal opportunity employer committed to diversity and inclusion. We welcome applications from all qualified individuals. Principals only. Recruiters, please don't contact this job poster.

**post id:**

7716770494 [ ]

## Caregivers – Visiting Angels in New Oxford, PA (Feb 2024 - Active)

<b>Caregiver</b>	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: New Oxford, PA	O*NET: 31-1122.00
Company: Visiting Angels	Job Title: Caregivers
<p>Caregiver New Oxford, PA 17350 Part-time, Full-time Visiting Angels 4,361 reviews Read what people are saying about working here. Job Company Job details Heres how the job details align with your . Job type Part-time Full-time Shift and schedule Night shift Evening shift Location New Oxford, PA 17350 Benefits Pulled from the full job description 401(k) 401(k) matching Health insurance Referral program This is a part-time position with up to full-time hours available depending on flexibility, availability, and demand. A flexible and secure caregiving career is possible with Visiting Angels of Hanover Our essential care team provides much-needed support to local seniors in their homes to earn our \$500 sign on bonus!</p> <p><b>Keep Your Days Free:</b></p> <p>We currently have a special need for evening shifts. Apply Today to Learn More! Benefits of Becoming a</p> <p><b>Visiting Angel:</b></p> <p>\$500 sign-on bonus and referral bonuses available Competitive Starting Pay Flexible Scheduling - choose from days, evenings, or night shifts Weekend wage premiums, for eligible shifts 401K plans, with company match Voluntary supplemental health care plans Caring office staff, who value individual employee contributions 24/7 support during shifts one-on-one care environment Position Responsibilities Provide non-medical assistance and needed companionship to seniors at home Issue medication reminders Conduct household errands and provide transportation to doctor's appointments Personal care and hygiene assistance; including bathing, dressing, and grooming Help with grocery shopping, meal preparation, and light housekeeping Provide mobility assistance; such as assisting with walking and transfers</p> <p><b>Job Requirements:</b></p> <p>Must be 18+ years to apply 1 year of professional caregiving experience preferred Passing criminal background check and drug screening Valid Drivers License, proof of auto insurance, and reliable vehicle are required Positive attitude and proven track record of dependability Communicate effectively at all times with clients, peers, and supervisors CNA license preferred, but not required to learn more about becoming a Home Caregiver with Visiting Angels! INDHAN1 P0iNW2g87U If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.</p>	

# Client Service Specialists – Flagger Force in Hummelstown, PA (Feb 2024 - Active)

## Client Services Specialist (11:00am - 8:00pm)

Link to Live Job Posting: [secure2.entertimeonline.com](https://secure2.entertimeonline.com)

Location: Hummelstown, PA

O\*NET: 43-4051.00

Company: Flagger Force

Job Title: Client Service Specialists

Client Services Specialist (11:00am - 8:00pm) Location 8158 Adams Drive, , Hummelstown, PA, 17036, United States Job Category Operations, Customer Service Industry Traffic Control Employee Type Full Time Required Degree High school Manage Others No Contact information Careers@FlaggerForce.com Description Flagger Force, an industry leader in traffic control, is currently hiring a Client Services Specialist. This position will be based in our operations services center, part of our interactive corporate campus in Hummelstown, PA. The Client Services Specialist is primarily responsible for client order processing while acting in accordance with company values, vision and mission.

This role plays a critical role in maintaining a high degree of client satisfaction, as well as providing guidance and support to the 1,800+ Flagger Force employees who work side by side with our clients each and every day.

### Schedule:

Monday - Friday 11:00am - 8:00pm

### Primary Responsibilities:

Assess client needs by utilizing active listening and critical thinking skills to ensure orders are filled with accuracy and efficiency Allocate proper resources (field employees and equipment) to client orders with precision and a safety-first mindset, while also limiting client impacts Investigate client issues promptly and thoroughly in order to apply timely, effective solutions Use de-escalation techniques to address client and employee issues in an empathetic manner Represent the link between external employees and internal operations by establishing trust, relaying/addressing concerns, and building strong relationships Play an integral in special projects centered on streamlining operations, innovation, and solidifying Flagger Force's reputation as an industry leader Work cross functionally and collaboratively with all Operations Service Center departments,

### Field Operations and Corporate Services What Flagger Force Offers:

Medical, vision and dental insurance 401k w/company match Generous paid time off On-site fitness facility Paid holidays Health savings account Company paid benefits (long term disability and basic life/AD&D) Employee assistance program Tuition and education assistance Employee appreciation events Giving back to the communities we serve through paid volunteer time off Professional development opportunities Requirements Bachelors degree preferred; equivalent combination of education and/or work experience considered Proficient with Microsoft Office programs Strong multi-tasking, time management, and communication skills Ability to work in a fast-paced environment Ability to produce results and collaborate at a high level within a team oriented environment Excellent customer service skills Summary Flagger Force is an industry leader in traffic control. Utilizing robust technology resources and expertise, we support the nation's infrastructure, utilities, and other service industries throughout the eastern United States. Flagger Force provides a supportive work environment centered on the values, vision, and mission of our organization. The leadership team believes that the most important asset we have as an organization is our employees. Flagger Force is an Equal Opportunity Employer. It is the policy of Flagger Force to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information, or any other protected characteristic under applicable law. #INDKronos

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.