

## 2023 Pennsylvania In-Demand Occupations List

Jobs of...	SOC Code	SOC Title	Educational Attainment	Employment				Wages (2022)		
				Estimated 2020	Projected 2030	Percent Change	Annual Demand	Entry Level	Annual Average	Exper. Level
Today	39-3091	Amusement & Recreation Attendants	ST OJT	7,820	11,880	51.9%	2,470	\$18,100	\$24,300	\$27,350
Today	39-2021	Animal Caretakers	ST OJT	10,650	13,750	29.1%	2,106	\$21,930	\$29,850	\$33,760
Today	39-2011	Animal Trainers	MT OJT	1,260	1,480	17.5%	185	\$29,910	\$39,650	\$44,450
Today	39-6011	Baggage Porters & Bellhops	ST OJT	920	1,050	14.1%	138	\$23,020	\$32,080	\$36,540
Today	51-3011	Bakers	MT OJT	9,090	9,840	8.3%	1,309	\$23,670	\$32,840	\$37,350
Today	35-3011	Bartenders	ST OJT	22,100	29,050	31.4%	4,953	\$17,460	\$26,310	\$30,680
Today	43-3011	Bill & Account Collectors	MT OJT	7,660	7,200	-6.0%	753	\$32,790	\$44,620	\$50,450
Today	43-3021	Billing & Posting Clerks	MT OJT	20,210	20,640	2.1%	2,133	\$32,590	\$44,200	\$49,910
Today	53-3052	Bus Drivers, Transit & Intercity	MT OJT	5,750	6,720	16.9%	816	\$33,480	\$49,550	\$57,460
Today	41-2011	Cashiers	ST OJT	128,680	122,750	-4.6%	22,138	\$20,600	\$25,680	\$28,180
Today	39-9011	Childcare Workers	ST OJT	37,900	40,820	7.7%	5,691	\$21,390	\$27,330	\$30,250
Today	53-7061	Cleaners of Vehicles & Equipment	ST OJT	12,030	13,140	9.2%	1,846	\$24,300	\$32,560	\$36,640
Today	51-9161	CNC Tool Operators	MT OJT	11,060	11,160	0.9%	1,210	\$35,660	\$48,430	\$54,720
Today	51-9124	Coating, Painting & Spraying Machine Setters/Oprs/Tenders	MT OJT	6,720	7,220	7.4%	742	\$33,630	\$45,530	\$51,390
Today	49-9091	Coin, Vending & Amusement Machine Servicers	ST OJT	920	1,070	16.3%	130	\$24,500	\$36,490	\$42,390
Today	21-1094	Community Health Workers	ST OJT	2,620	3,130	19.5%	347	\$32,960	\$45,790	\$52,110
Today	39-6012	Concierges	MT OJT	880	1,020	15.9%	137	\$26,900	\$34,380	\$38,060
Today	47-2061	Construction Laborers	ST OJT	47,620	52,000	9.2%	5,274	\$34,520	\$50,150	\$57,850
Today	35-2011	Cooks, Fast Food	ST OJT	7,600	7,400	-2.6%	1,063	\$18,660	\$24,220	\$26,960
Today	35-2012	Cooks, Institution & Cafeteria	ST OJT	14,270	15,240	6.8%	2,228	\$25,510	\$33,990	\$38,170
Today	35-2014	Cooks, Restaurant	MT OJT	40,280	60,080	49.2%	9,228	\$32,250	\$31,400	\$35,410
Today	33-3012	Correctional Officers & Jailers	MT OJT	18,290	17,180	-6.1%	1,516	\$43,970	\$58,190	\$65,190
Today	41-2021	Counter & Rental Clerks	ST OJT	9,370	10,150	8.3%	1,186	\$24,570	\$36,140	\$41,840
Today	39-9098	Crematory Oprs & Other Personal Service Workers	ST OJT	1,210	1,570	29.8%	220	N/A	N/A	N/A
Today	33-9091	Crossing Guards & Flaggers	ST OJT	7,880	8,880	12.7%	1,752	\$27,030	\$35,090	\$39,060
Today	43-4051	Customer Service Representatives	ST OJT	121,580	120,300	-1.1%	15,067	\$28,410	\$41,810	\$48,420
Today	51-9081	Dental Laboratory Technicians	MT OJT	1,460	1,660	13.7%	217	\$31,840	\$45,720	\$52,560
Today	35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	ST OJT	11,920	15,130	26.9%	2,658	\$19,010	\$26,170	\$29,690
Today	35-9021	Dishwashers	ST OJT	15,890	18,800	18.3%	3,045	\$19,940	\$26,400	\$29,570
Today	53-3031	Driver/Sales Workers	ST OJT	14,290	16,280	13.9%	1,861	\$18,850	\$34,830	\$42,700
Today	51-2028	Elec. & Electromechanical Assemblers	MT OJT	12,430	12,890	3.7%	1,366	\$30,350	\$40,210	\$45,060
Today	43-4061	Eligibility Interviewers, Government Programs	MT OJT	8,730	9,100	4.2%	828	\$42,770	\$53,540	\$58,840
Today	39-9031	Exercise Trainers & Group Fitness Instructors	ST OJT	11,970	16,800	40.4%	2,690	\$25,210	\$40,740	\$48,390
Today	45-2092	Farmworkers & Laborers: Crop, Nursery & Greenhouse	ST OJT	22,080	22,670	2.7%	3,564	\$23,660	\$34,820	\$40,310
Today	45-2093	Farmworkers: Farm, Ranch & Aquacultural Animals	ST OJT	11,300	11,300	0.0%	1,771	\$20,630	\$32,860	\$38,890
Today	35-3023	Fast Food & Counter Workers	ST OJT	140,080	161,790	15.5%	32,762	\$20,040	\$25,330	\$27,930
Today	51-3092	Food Batchmakers	MT OJT	6,180	6,460	4.5%	793	\$27,700	\$39,880	\$45,870
Today	35-2021	Food Preparation Workers	ST OJT	17,140	18,300	6.8%	3,137	\$21,820	\$28,750	\$32,160
Today	35-3041	Food Servers, Nonrestaurant	ST OJT	13,060	14,870	13.9%	2,376	\$23,230	\$29,470	\$32,540
Today	39-3011	Gambling Dealers	ST OJT	2,220	3,140	41.4%	479	\$19,750	\$32,590	\$38,910
Today	51-9198	Helpers--Production Workers	ST OJT	9,780	9,240	-5.5%	1,288	\$29,180	\$37,990	\$42,330
Today	47-4051	Highway Maintenance Workers	MT OJT	12,530	13,230	5.6%	1,383	\$32,760	\$46,780	\$53,690
Today	31-1120	Home Health & Personal Care Aides	ST OJT	175,140	214,740	22.6%	27,478	\$23,760	\$28,750	\$31,210
Today	35-9031	Hosts & Hostesses, Restaurant/Lounge/Coffee Shop	ST OJT	11,960	14,830	24.0%	3,382	\$19,550	\$25,510	\$28,450

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Today	43-4081	Hotel, Motel & Resort Desk Clerks	ST OJT	6,090	6,730	10.5%	1,114	\$22,310	\$29,390	\$32,880
Today	53-7051	Industrial Truck & Tractor Operators	ST OJT	34,070	37,840	11.1%	4,219	\$36,100	\$43,630	\$47,340
Today	51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	19,550	17,250	-11.8%	1,938	\$32,640	\$46,490	\$53,320
Today	43-9041	Insurance Claims & Policy Processing Clerks	MT OJT	10,850	10,720	-1.2%	998	\$34,630	\$50,490	\$58,300
Today	41-3021	Insurance Sales Agents	MT OJT	18,230	19,750	8.3%	1,846	\$36,610	\$68,890	\$84,780
Today	43-4111	Interviewers	ST OJT	7,260	6,700	-7.7%	798	\$28,760	\$39,770	\$45,190
Today	37-2011	Janitors & Cleaners	ST OJT	87,360	92,830	6.3%	12,485	\$24,660	\$33,550	\$37,920
Today	53-7062	Laborers & Freight/Stock/Material Movers	ST OJT	137,610	151,530	10.1%	20,297	\$29,840	\$38,900	\$43,360
Today	37-3011	Landscaping & Groundskeeping Workers	ST OJT	36,970	40,550	9.7%	5,349	\$26,160	\$35,880	\$40,670
Today	51-6011	Laundry & Dry-Cleaning Workers	ST OJT	5,940	6,630	11.6%	898	\$23,600	\$29,470	\$32,370
Today	43-4121	Library Assistants, Clerical	ST OJT	5,270	5,200	-1.3%	793	\$20,000	\$28,980	\$33,410
Today	33-9092	Lifeguards, Ski Patrol & Other Protective Service Workers	ST OJT	4,420	6,030	36.4%	1,461	\$19,930	\$24,850	\$27,270
Today	53-3033	Light Truck Drivers	ST OJT	44,880	48,900	9.0%	5,503	\$25,520	\$43,010	\$51,630
Today	53-7063	Machine Feeders & Offbearers	ST OJT	6,020	6,950	15.4%	937	\$29,650	\$41,100	\$46,740
Today	37-2012	Maids & Housekeeping Cleaners	ST OJT	41,880	45,470	8.6%	6,136	\$23,230	\$29,880	\$33,150
Today	49-9071	Maintenance & Repair Workers, General	MT OJT	57,830	62,780	8.6%	6,138	\$31,580	\$47,080	\$54,720
Today	43-6013	Medical Secretaries & Administrative Assistants	MT OJT	22,410	24,860	10.9%	2,767	\$31,210	\$38,930	\$42,740
Today	51-2090	Misc. Assemblers & Fabricators	MT OJT	46,610	42,270	-9.3%	4,434	\$28,530	\$39,110	\$44,320
Today	51-4081	Multiple Machine Tool Setters/Oprs/Tenders	MT OJT	9,850	10,390	5.5%	1,068	\$32,970	\$42,880	\$47,750
Today	43-9061	Office Clerks, General	ST OJT	150,220	147,140	-2.1%	16,622	\$27,620	\$41,880	\$48,900
Today	47-2073	Operating Engineers	MT OJT	21,070	22,120	5.0%	2,359	\$39,550	\$58,310	\$67,550
Today	51-9111	Packaging & Filling Machine Oprs/Tenders	MT OJT	19,530	20,530	5.1%	2,255	\$31,630	\$42,570	\$47,960
Today	53-7064	Packers & Packagers	ST OJT	23,910	25,490	6.6%	3,565	\$27,620	\$36,150	\$40,340
Today	47-2141	Painters, Construction & Maintenance	MT OJT	8,700	9,210	5.9%	818	\$33,810	\$48,770	\$56,130
Today	51-9196	Paper Goods Machine Setters/Oprs/Tenders	MT OJT	6,920	6,800	-1.7%	752	\$34,690	\$44,340	\$49,090
Today	53-6021	Parking Attendants	ST OJT	4,820	5,130	6.4%	788	\$23,460	\$30,620	\$34,140
Today	41-2022	Parts Salespersons	MT OJT	10,350	10,880	5.1%	1,313	\$27,030	\$38,580	\$44,270
Today	53-3058	Passenger Vehicle Drivers	ST OJT	34,830	44,930	29.0%	5,620	N/A	N/A	N/A
Today	29-2052	Pharmacy Technicians	MT OJT	19,460	20,990	7.9%	1,574	\$28,680	\$36,890	\$40,930
Today	27-4021	Photographers	MT OJT	3,720	4,330	16.4%	423	\$28,580	\$41,860	\$48,400
Today	31-2022	Physical Therapist Aides	ST OJT	1,910	2,320	21.5%	292	\$26,000	\$32,490	\$35,680
Today	33-3051	Police & Sheriff's Patrol Officers	MT OJT	28,290	29,760	5.2%	2,346	\$50,490	\$75,260	\$87,460
Today	43-5052	Postal Service Mail Carriers	ST OJT	13,570	12,450	-8.3%	806	\$41,110	\$55,750	\$62,960
Today	51-5112	Printing Press Operators	MT OJT	8,030	8,070	0.5%	862	\$31,180	\$44,500	\$51,050
Today	43-5061	Production, Planning & Expediting Clerks	MT OJT	11,080	11,950	7.9%	1,246	\$33,870	\$50,320	\$58,430
Today	41-9022	Real Estate Sales Agents	MT OJT	14,610	15,410	5.5%	1,365	\$32,280	\$56,760	\$68,810
Today	43-4171	Receptionists & Information Clerks	ST OJT	39,030	41,490	6.3%	5,275	\$23,300	\$32,570	\$37,130
Today	39-9032	Recreation Workers	ST OJT	12,460	14,420	15.7%	2,259	\$22,300	\$32,540	\$37,580
Today	53-7081	Refuse & Recyclable Material Collectors	ST OJT	4,750	5,340	12.4%	728	\$26,850	\$39,300	\$45,440
Today	39-9041	Residential Advisors	ST OJT	6,760	7,410	9.6%	1,058	\$27,350	\$36,120	\$40,430
Today	41-2031	Retail Salespersons	ST OJT	140,210	143,580	2.4%	19,990	\$21,760	\$33,120	\$38,710
Today	41-4012	Sales Representatives	MT OJT	56,370	59,060	4.8%	5,875	\$42,510	\$78,550	\$96,300
Today	41-3091	Sales Representatives - Services	MT OJT	31,110	35,030	12.6%	4,130	\$33,310	\$65,440	\$81,260
Today	33-9098	School Bus Monitors & Other Protective Svc Workers	ST OJT	4,100	4,580	11.7%	1,126	N/A	N/A	N/A

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Today	43-6014	Secretaries & Administrative Assistants	ST OJT	91,550	83,450	-8.8%	8,528	\$29,380	\$41,310	\$47,190
Today	33-9032	Security Guards	ST OJT	38,990	41,340	6.0%	5,473	\$25,220	\$35,960	\$41,260
Today	47-4071	Septic Tank Servicers & Sewer Pipe Cleaners	MT OJT	1,570	1,830	16.6%	220	\$33,860	\$47,330	\$53,970
Today	39-5093	Shampooers	ST OJT	790	1,070	35.4%	125	\$21,020	\$25,470	\$27,660
Today	43-5071	Shipping, Receiving & Inventory Clerks	ST OJT	27,380	26,350	-3.8%	2,457	\$31,270	\$41,680	\$46,810
Today	21-1093	Social & Human Service Assistants	ST OJT	16,970	18,800	10.8%	2,245	\$29,140	\$40,580	\$46,210
Today	53-7065	Stockers & Order Fillers	ST OJT	98,450	109,490	11.2%	17,163	\$25,310	\$34,900	\$39,620
Today	43-3071	Tellers	ST OJT	20,970	17,860	-14.8%	1,698	\$28,950	\$35,010	\$38,000
Today	39-3031	Ushers, Lobby Attendants & Ticket Takers	ST OJT	2,410	3,940	63.5%	878	\$19,390	\$25,620	\$28,690
Today	31-9096	Veterinary Assistants & Laboratory Animal Caretakers	ST OJT	2,930	3,270	11.6%	527	\$26,620	\$32,980	\$36,110
Today	35-3031	Waiters & Waitresses	ST OJT	66,680	79,330	19.0%	15,343	\$18,790	\$30,520	\$36,300
Today	43-5111	Weighers, Measurers, Checkers & Samplers	ST OJT	2,560	2,950	15.2%	299	\$32,750	\$45,000	\$51,030
Today	51-4121	Welders, Cutters, Solderers & Brazers	MT OJT	18,250	19,560	7.2%	2,119	\$37,960	\$50,270	\$56,320
Tomorrow	27-2011	Actors	PS+	1,380	1,810	31.2%	216	N/A	N/A	N/A
Tomorrow	27-2021	Athletes & Sports Competitors	LT OJT	960	1,220	27.1%	177	\$35,830	\$75,990	\$95,770
Tomorrow	27-4011	Audio & Video Technicians	PS	2,530	3,200	26.5%	352	\$34,330	\$53,290	\$62,620
Tomorrow	49-3021	Automotive Body & Related Repairers	LT OJT	7,640	8,070	5.6%	759	\$35,130	\$49,970	\$57,270
Tomorrow	49-3023	Automotive Service Technicians & Mechanics	PS	32,230	32,480	0.8%	3,181	\$31,910	\$47,850	\$55,700
Tomorrow	39-5011	Barbers	PS	2,480	3,020	21.8%	317	\$21,520	\$36,120	\$43,300
Tomorrow	43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	58,520	56,900	-2.8%	6,167	\$31,180	\$46,240	\$53,670
Tomorrow	49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	LT OJT	12,250	13,260	8.2%	1,257	\$38,870	\$53,680	\$60,980
Tomorrow	47-2031	Carpenters	LT OJT	37,620	38,520	2.4%	3,576	\$37,300	\$55,420	\$64,330
Tomorrow	35-1011	Chefs & Head Cooks	WK EXP	2,570	3,230	25.7%	438	\$43,470	\$61,660	\$70,630
Tomorrow	13-1031	Claims Adjusters, Examiners & Investigators	LT OJT	13,630	13,220	-3.0%	973	\$42,220	\$72,680	\$87,680
Tomorrow	51-9162	CNC Tool Programmers	PS+	790	1,010	27.8%	118	\$44,000	\$60,780	\$69,040
Tomorrow	15-1232	Computer User Support Specialists	PS+	25,070	27,530	9.8%	2,131	\$38,310	\$61,210	\$72,490
Tomorrow	47-4011	Construction & Building Inspectors (Energy Auditors)	WK EXP	7,010	7,150	2.0%	826	\$45,150	\$64,780	\$74,450
Tomorrow	31-9091	Dental Assistants	PS	10,940	12,460	13.9%	1,507	\$33,960	\$44,740	\$50,060
Tomorrow	29-1292	Dental Hygienists	AD	6,510	7,440	14.3%	518	\$61,160	\$75,550	\$82,640
Tomorrow	29-2032	Diagnostic Medical Sonographers	AD	2,960	3,470	17.2%	276	\$60,300	\$75,500	\$82,980
Tomorrow	47-2111	Electricians	LT OJT	21,360	23,390	9.5%	2,496	\$44,870	\$73,540	\$87,670
Tomorrow	29-2040	Emergency Medical Technicians & Paramedics	PS	14,310	15,130	5.7%	1,037	N/A	N/A	N/A
Tomorrow	43-6011	Executive Secretaries & Administrative Assistants	WK EXP	14,800	12,070	-18.4%	1,161	\$47,250	\$65,850	\$75,010
Tomorrow	49-3041	Farm Equipment Mechanics & Service Technicians	LT OJT	1,450	1,620	11.7%	166	\$32,330	\$45,080	\$51,360
Tomorrow	11-9013	Farmers, Ranchers & Other Agricultural Managers	WK EXP	34,260	33,880	-1.1%	3,248	\$64,240	\$82,520	\$91,520
Tomorrow	11-9051	Food Service Managers	WK EXP	7,670	8,790	14.6%	1,021	\$45,550	\$65,340	\$75,080
Tomorrow	39-5012	Hairdressers, Hairstylists & Cosmetologists	PS	31,840	40,330	26.7%	4,765	\$19,270	\$34,430	\$41,890
Tomorrow	49-9021	Heating, A/C & Refrigeration Mechanics & Installers	PS+	16,240	17,040	4.9%	1,641	\$38,550	\$55,380	\$63,660
Tomorrow	53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	88,100	93,620	6.3%	10,434	\$39,790	\$53,670	\$60,510
Tomorrow	49-9041	Industrial Machinery Mechanics	LT OJT	19,640	24,010	22.3%	2,287	\$43,030	\$58,710	\$66,430
Tomorrow	29-2061	Licensed Practical & Licensed Vocational Nurses	PS	37,620	41,950	11.5%	3,436	\$45,090	\$54,520	\$59,170
Tomorrow	51-4041	Machinists	LT OJT	15,330	16,410	7.0%	1,719	\$37,060	\$50,420	\$57,000
Tomorrow	49-9043	Maintenance Workers, Machinery	LT OJT	2,980	3,320	11.4%	310	\$38,810	\$55,940	\$64,370
Tomorrow	39-5092	Manicurists & Pedicurists	PS	6,890	9,740	41.4%	1,148	\$20,260	\$27,560	\$31,150

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Tomorrow	31-9011	Massage Therapists	PS	4,430	6,100	37.7%	750	\$34,330	\$59,280	\$71,570
Tomorrow	31-9092	Medical Assistants	PS	27,980	33,160	18.5%	4,056	\$32,530	\$38,950	\$42,110
Tomorrow	29-2098	Medical Dosimetrist, Records Specialists & Other Techs	PS	13,980	15,190	8.7%	1,146	N/A	N/A	N/A
Tomorrow	51-9195	Molders, Shapers & Casters	LT OJT	2,980	3,560	19.5%	389	\$31,120	\$41,980	\$47,330
Tomorrow	27-2042	Musicians & Singers	LT OJT	5,770	6,180	7.1%	727	N/A	N/A	N/A
Tomorrow	31-1131	Nursing Assistants	PS	74,810	82,140	9.8%	10,200	\$30,960	\$36,400	\$39,080
Tomorrow	31-2011	Occupational Therapy Assistants	AD	2,230	2,960	32.7%	393	\$44,710	\$57,580	\$63,920
Tomorrow	29-2057	Ophthalmic Medical Technicians	PS	1,380	1,590	15.2%	125	\$32,800	\$40,820	\$44,770
Tomorrow	23-2011	Paralegals & Legal Assistants	AD	12,110	13,750	13.5%	1,536	\$42,300	\$64,730	\$75,770
Tomorrow	31-9097	Phlebotomists	PS	6,260	7,300	16.6%	889	\$34,320	\$40,410	\$43,410
Tomorrow	31-2021	Physical Therapist Assistants	AD	4,710	6,370	35.2%	821	\$41,860	\$56,430	\$63,600
Tomorrow	47-2152	Plumbers, Pipefitters & Steamfitters	LT OJT	15,250	16,060	5.3%	1,664	\$41,530	\$68,500	\$81,780
Tomorrow	25-2011	Preschool Teachers	AD	16,140	18,810	16.5%	2,002	\$26,230	\$33,120	\$36,510
Tomorrow	29-2034	Radiologic Technologists & Technicians	AD	10,170	10,890	7.1%	811	\$50,020	\$64,550	\$71,700
Tomorrow	29-1126	Respiratory Therapists	AD	6,160	7,520	22.1%	454	\$55,240	\$68,230	\$74,630
Tomorrow	25-3021	Self-Enrichment Teachers	WK EXP	12,430	14,950	20.3%	1,803	\$24,080	\$41,870	\$50,630
Tomorrow	39-1098	Supervisors - Personal Svc/Entertain't/Recr'n Workers	WK EXP	11,240	13,430	19.5%	1,524	N/A	N/A	N/A
Tomorrow	47-1011	Supervisors - Construction & Extraction Workers	WK EXP	23,260	24,690	6.1%	2,374	\$53,530	\$79,300	\$91,990
Tomorrow	35-1012	Supervisors - Food Preparation & Serving Workers	WK EXP	34,270	41,120	20.0%	6,208	\$28,340	\$40,190	\$46,020
Tomorrow	37-1011	Supervisors - Housekeeping & Janitorial Workers	WK EXP	8,200	8,620	5.1%	984	\$32,080	\$46,850	\$54,130
Tomorrow	49-1011	Supervisors - Mechanics, Installers & Repairers	WK EXP	19,750	21,150	7.1%	1,949	\$49,110	\$74,530	\$87,050
Tomorrow	41-1012	Supervisors - Non-Retail Sales Workers	WK EXP	17,080	16,640	-2.6%	1,446	\$51,030	\$96,120	\$118,330
Tomorrow	43-1011	Supervisors - Office & Administrative Support Workers	WK EXP	66,650	65,850	-1.2%	6,427	\$41,920	\$64,000	\$74,870
Tomorrow	51-1011	Supervisors - Production & Operating Workers	WK EXP	26,960	28,170	4.5%	2,804	\$47,000	\$68,750	\$79,460
Tomorrow	41-1011	Supervisors - Retail Sales Workers	WK EXP	53,970	52,830	-2.1%	5,473	\$30,630	\$48,350	\$57,080
Tomorrow	53-1047	Supervisors - Transportation & Material Moving Workers	WK EXP	21,810	23,670	8.5%	2,591	\$39,170	\$60,530	\$71,050
Tomorrow	25-9045	Teaching Assistants, Non-Postsecondary	PS	45,550	48,700	6.9%	4,625	\$23,010	\$30,980	\$34,900
Tomorrow	49-2022	Telecommunications Equipment Installers & Repairers	PS+	5,850	6,400	9.4%	737	\$43,290	\$66,250	\$77,560
Tomorrow	47-2044	Tile & Stone Setters	LT OJT	1,190	1,340	12.6%	120	\$39,690	\$54,670	\$62,040
Tomorrow	29-2056	Veterinary Technologists & Technicians	AD	4,520	5,080	12.4%	393	\$32,380	\$42,140	\$46,950
Future	13-2011	Accountants & Auditors	BD	55,210	59,120	7.1%	5,370	\$49,600	\$78,780	\$93,150
Future	15-2011	Actuaries	BD+	1,520	1,900	25.0%	132	\$73,130	\$122,910	\$147,420
Future	11-3010	Administrative Services & Facilities Managers	BD+	8,610	9,280	7.8%	768	N/A	N/A	N/A
Future	17-2011	Aerospace Engineers	BD	860	960	11.6%	60	\$84,570	\$118,230	\$134,810
Future	29-9091	Athletic Trainers	MD	1,570	1,840	17.2%	146	\$43,590	\$52,750	\$57,260
Future	13-1020	Buyers & Purchasing Agents	BD+	15,510	14,770	-4.8%	1,410	\$43,010	\$69,260	\$82,200
Future	27-4031	Camera Operators, TV, Video & Film	BD	1,040	1,230	18.3%	125	\$26,980	\$51,400	\$63,430
Future	21-1021	Child, Family & School Social Workers	BD	20,600	22,440	8.9%	2,147	\$36,170	\$52,230	\$60,140
Future	17-2051	Civil Engineers	BD	11,750	12,780	8.8%	957	\$60,920	\$89,450	\$103,500
Future	21-2011	Clergy	BD+	11,260	11,460	1.8%	1,143	\$32,850	\$53,850	\$64,190
Future	29-2010	Clinical Laboratory Techs	BD	13,860	15,040	8.5%	1,027	\$38,550	\$56,920	\$65,970
Future	27-2022	Coaches & Scouts	BD	7,580	9,130	20.4%	1,302	\$23,860	\$54,970	\$70,300
Future	13-1141	Compensation, Benefits & Job Analysis Specialists	BD+	3,950	4,430	12.2%	419	\$43,850	\$67,790	\$79,580
Future	13-1041	Compliance Officers	BD+	13,980	14,780	5.7%	1,193	\$46,990	\$73,960	\$87,240

## 2023 Pennsylvania In-Demand Occupations List

Jobs of...	SOC Code	SOC Title	Educational Attainment	Employment				Wages (2022)		
				Estimated 2020	Projected 2030	Percent Change	Annual Demand	Entry Level	Annual Average	Exper. Level
Future	11-3021	Computer & Information Systems Managers	BD+	17,410	19,340	11.1%	1,535	\$103,600	\$155,290	\$180,750
Future	15-1211	Computer Systems Analysts	BD	22,030	23,710	7.6%	1,739	\$63,130	\$95,740	\$111,800
Future	11-9021	Construction Managers	BD+	12,380	13,860	12.0%	1,082	\$77,320	\$118,940	\$139,450
Future	13-1051	Cost Estimators	BD+	8,250	8,410	1.9%	754	\$49,130	\$75,760	\$88,870
Future	29-1031	Dietitians & Nutritionists	BD+	3,980	4,440	11.6%	329	\$48,840	\$65,580	\$73,830
Future	21-2021	Directors, Religious Activities & Education	BD+	6,610	6,690	1.2%	757	\$27,100	\$49,160	\$60,040
Future	21-1012	Educational, Guidance & Career Counselors/Advisors	MD	7,860	8,460	7.6%	809	\$43,570	\$66,080	\$77,170
Future	25-2021	Elementary School Teachers	BD	50,980	53,590	5.1%	3,961	\$49,760	\$69,700	\$79,520
Future	13-2061	Financial Examiners	BD+	1,790	2,150	20.1%	179	\$46,160	\$86,750	\$106,740
Future	11-3031	Financial Managers	BD+	21,700	25,660	18.2%	2,071	\$91,010	\$149,150	\$177,790
Future	27-1013	Fine Artists	BD+	890	1,040	16.9%	112	N/A	N/A	N/A
Future	11-1021	General & Operations Managers	BD+	83,640	90,970	8.8%	7,891	\$52,860	\$121,750	\$155,680
Future	27-1024	Graphic Designers	BD	8,910	9,200	3.3%	842	\$34,670	\$56,360	\$67,040
Future	25-1071	Health Specialties Teachers, Postsecondary	DOCT	9,040	10,850	20.0%	1,091	\$47,590	\$105,060	\$133,370
Future	21-1022	Healthcare Social Workers	MD+	7,530	8,380	11.3%	811	\$45,660	\$62,410	\$70,660
Future	13-1071	Human Resources Specialists	BD	25,550	28,020	9.7%	2,752	\$42,050	\$68,680	\$81,800
Future	17-2112	Industrial Engineers	BD	10,250	11,550	12.7%	805	\$61,250	\$87,010	\$99,700
Future	15-1212	Information Security Analysts	BD+	3,260	4,320	32.5%	372	\$58,680	\$100,370	\$120,910
Future	27-3091	Interpreters & Translators	BD	1,190	1,460	22.7%	150	\$37,180	\$55,170	\$64,030
Future	23-1011	Lawyers	DOCT	30,730	33,820	10.1%	1,802	\$68,210	\$144,570	\$182,180
Future	13-2072	Loan Officers	BD+	11,070	11,350	2.5%	878	\$44,310	\$81,240	\$99,430
Future	13-1081	Logisticians	BD	7,170	8,490	18.4%	805	\$52,320	\$79,930	\$93,530
Future	13-1111	Management Analysts	BD+	29,600	33,710	13.9%	3,250	\$58,750	\$94,630	\$112,290
Future	13-1161	Market Research Analysts & Marketing Specialists	BD	25,780	31,250	21.2%	3,307	\$39,090	\$66,580	\$80,120
Future	11-2021	Marketing Managers	BD+	9,180	10,040	9.4%	885	\$75,240	\$131,590	\$159,350
Future	21-1013	Marriage & Family Therapists	MD+	2,300	2,590	12.6%	254	\$41,770	\$57,570	\$65,350
Future	17-2141	Mechanical Engineers	BD	15,600	16,700	7.1%	1,053	\$68,010	\$109,460	\$129,870
Future	11-9111	Medical & Health Services Managers	BD+	17,890	23,830	33.2%	2,175	\$74,170	\$120,910	\$143,930
Future	19-1042	Medical Scientists	DOCT	7,860	9,270	17.9%	748	\$60,240	\$104,210	\$125,860
Future	13-1121	Meeting, Convention & Event Planners	BD	4,970	5,680	14.3%	621	\$37,250	\$58,220	\$68,550
Future	21-1023	Mental Health & Substance Abuse Social Workers	MD+	9,670	10,890	12.6%	1,061	\$33,190	\$46,360	\$52,840
Future	25-2022	Middle School Teachers	BD	22,000	23,140	5.2%	1,711	\$47,300	\$71,140	\$82,890
Future	11-9198	Misc. Personal Svc, Entertainment & Other Managers	BD+	24,000	25,140	4.8%	1,889	N/A	N/A	N/A
Future	15-1244	Network & Computer Systems Administrators	BD	11,610	12,220	5.3%	824	\$52,630	\$91,980	\$111,360
Future	29-1151	Nurse Anesthetists	MD	2,240	2,530	12.9%	148	\$171,940	\$203,620	\$219,220
Future	29-1171	Nurse Practitioners	MD	6,210	8,240	32.7%	581	\$91,490	\$120,550	\$134,870
Future	25-1072	Nursing Instructors & Teachers, Postsecondary	DOCT	2,840	3,410	20.1%	343	\$57,940	\$88,960	\$104,230
Future	29-1122	Occupational Therapists	MD	7,590	8,930	17.7%	582	\$65,280	\$88,560	\$100,030
Future	15-2031	Operations Research Analysts	BD	3,690	4,650	26.0%	368	\$48,500	\$79,260	\$94,420
Future	13-2052	Personal Financial Advisors	BD+	11,980	12,710	6.1%	958	\$62,200	\$163,400	\$213,240
Future	29-1123	Physical Therapists	DOCT	11,970	14,320	19.6%	768	\$73,790	\$97,490	\$109,150
Future	29-1071	Physician Assistants	MD	7,370	9,840	33.5%	720	\$81,110	\$110,140	\$124,440
Future	27-2012	Producers & Directors	BD+	3,040	3,560	17.1%	332	\$42,340	\$84,390	\$105,100
Future	13-1198	Project Mgmt & Other Business Oprs Specialists	BD	24,940	26,350	5.7%	1,994	N/A	N/A	N/A

## 2023 Pennsylvania In-Demand Occupations List

Jobs of...	SOC Code	SOC Title	Educational Attainment	Employment				Wages (2022)		
				Estimated 2020	Projected 2030	Percent Change	Annual Demand	Entry Level	Annual Average	Exper. Level
Future	29-1223	Psychiatrists	DOCT	1,350	1,530	13.3%	57	\$130,490	\$293,230	N/A
Future	27-3031	Public Relations Specialists	BD	7,690	8,380	9.0%	799	\$39,740	\$67,300	\$80,880
Future	29-1141	Registered Nurses	BD	147,280	160,380	8.9%	9,284	\$62,360	\$80,630	\$89,630
Future	21-1015	Rehabilitation Counselors	MD	7,160	7,650	6.8%	729	\$27,870	\$41,930	\$48,850
Future	11-2022	Sales Managers	BD+	9,930	10,730	8.1%	936	\$73,150	\$135,100	\$165,620
Future	41-4011	Sales Representatives, Technical & Scientific Products	BD+	11,390	12,030	5.6%	1,200	\$55,150	\$107,050	\$132,610
Future	25-2031	Secondary School Teachers	BD	49,250	51,990	5.6%	3,670	\$51,990	\$73,810	\$84,560
Future	41-3031	Securities, Commodities & Financial Services Sales Agents	BD+	12,610	13,320	5.6%	1,175	\$40,690	\$81,870	\$102,150
Future	11-9151	Social & Community Service Managers	BD+	8,500	9,280	9.2%	820	\$53,270	\$81,740	\$95,760
Future	15-1256	Software Developers & QA Analysts	BD	39,220	50,170	27.9%	4,323	N/A	N/A	N/A
Future	27-1014	Special Effects Artists & Animators	BD	1,320	1,540	16.7%	165	\$30,260	\$54,570	\$66,550
Future	29-1127	Speech-Language Pathologists	MD+	6,230	7,900	26.8%	584	\$58,200	\$85,600	\$99,090
Future	15-2041	Statisticians	MD	3,000	4,120	37.3%	362	\$55,570	\$89,540	\$106,260
Future	21-1018	Substance Abuse, Behavioral Disorder & MH Counselors	BD	23,260	27,640	18.8%	2,774	\$35,070	\$51,650	\$59,820
Future	25-3031	Substitute Teachers, Short-Term	BD	12,460	13,810	10.8%	1,623	\$25,640	\$38,580	\$44,950
Future	27-3042	Technical Writers	BD+	2,320	2,590	11.6%	244	\$48,640	\$74,990	\$87,980
Future	13-1151	Training & Development Specialists	BD+	9,760	10,700	9.6%	1,030	\$41,140	\$74,180	\$90,460
Future	29-1131	Veterinarians	DOCT	3,770	4,320	14.6%	182	\$76,220	\$117,050	\$137,160

**Educational Attainment Abbreviations:**

- Short-term or Moderate-term training (**ST OJT** or **MT OJT**) – basic tasks and skills are learned through a period of on-the-job training. A high school diploma may be required.
- Long-term training (**LT OJT**) – a high school diploma and at least one year of on-the-job training or an apprenticeship.
- Related work experience (**WK EXP**) – a high school diploma and training gained through hands-on work in a similar occupation.
- Postsecondary training (**PS** or **PS+**) – training is gained through a postsecondary training program. Some period of related work experience may be required.
- Associate Degree (**AD** or **AD+**) – degree completed after two years of full-time schooling beyond high school. Some period of related work experience may be required.
- Bachelor’s Degree (**BD** or **BD+**) – degree completed after four years of full-time schooling beyond high school. Some period of related work experience may be required.
- Master’s Degree (**MD** or **MD+**) – degree completed after two years of full-time schooling beyond a bachelor’s degree. Some period of related work experience may be required.
- Doctoral (**PhD**) or First Professional Degree (**PROF**) – degree programs requiring 3-6 years of education at the college or university level beyond a four-year bachelor’s degree.