



**The Northeast Ohio 2014
Starting Wage and Benefit Survey**

Fall 2014

Completed for

TeamNEO

By

**The Corporate University
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The Northeast Ohio 2014 Starting Wage and Benefit Survey

Background

The Corporate University, Kent State University at Stark, in conjunction with TeamNEO, conducted a starting wage and benefit survey of organizations located within Northeast Ohio. Organizations across Northeast Ohio were invited to participate in the starting wage and benefit survey through various media outlets and encouraged economic development groups and chambers of commerce in each of the counties to e-mail the survey link to their constituents.

The table below summarizes the number of responses received by industry sector.

NAICS Industry Sector	Responses	Percent
31-33 Manufacturing	153	48.88%
62 Health Care and Social Assistance	27	8.63%
81 Other Services (except Public Administration)	23	7.35%
92 Public Administration (Government)	19	6.07%
54 Professional, Scientific, and Technical Services	16	5.11%
61 Educational Services	15	4.79%
44-45 Retail Trade	11	3.51%
48-49 Transportation and Warehousing	9	2.88%
52 Finance and Insurance	8	2.56%
23 Construction	6	1.92%
42 Wholesale Trade	6	1.92%
72 Accommodation and Food Services	4	1.28%
51 Information	3	0.96%
11 Agriculture, Forestry, Fishing and Hunting	3	0.96%
53 Real Estate and Rental and Leasing	3	0.96%
22 Utilities	2	0.64%
56 Administrative and Support and Waste Management and Remediation Services	2	0.64%
55 Management of Companies and Enterprises	2	0.64%
21 Mining, Quarrying, and Oil and Gas Extraction	1	0.32%
71 Arts, Entertainment, and Recreation	0	0.00%
Total	313	100.00%

PART ONE: SUMMARY OF DEMOGRAPHICS AND BENEFITS

Demographics

In the following tables, researchers present demographic characteristics of the responding organizations.

County	Responses	Percent
Stark	69	22.04%
Summit	44	14.06%
Medina	32	10.22%
Ashtabula	28	8.95%
Wayne	27	8.63%
Lorain	19	6.07%
Erie	19	6.07%
Cuyahoga	16	5.11%
Tuscarawas	11	3.51%
Portage	10	3.19%
Richland	6	1.92%
Huron	6	1.92%
Trumbull	6	1.92%
Lake	5	1.60%
Mahoning	5	1.60%
Geauga	5	1.60%
Columbiana	4	1.28%
Ashland	1	0.32%
Total	313	100.00%

The majority of participants indicated that their facility may be described as the location of their primary business operations.

Type of Organization	Responses	Percent
Primary Business	285	91.05%
Support Operations	20	6.39%
Other (e.g. R&D)	8	2.56%
Total	313	100.00%
Other (e.g. R&D), Please Specify:		
Academic Instruction and Research		
Regional Campus of a University		
Triple combined government agency with a total of four locations within walking distance.		
It is one of 7 plants that comprise the company. The company's headquarters are in North Kansas City, Missouri		
Metal Manufacturing		
Correctional facility which is part of a larger organization		
United Steelworker		
Headquarters for our commercial banking organization; however part of this location is also a retail banking center		

Respondent organizations most frequently described their business operations as a headquarters/corporate office or sole location.

Description of Operations	Responses	Percent
Headquarters/Corporate Offices	129	41.21%
Sole location	96	30.67%
Branch of a larger firm	47	15.02%
Other, please specify:	25	7.99%
Subsidiary	12	3.83%
Franchise	4	1.28%
Total	313	100.00%
Other, please specify:		
Manufacturing location for Corporation		
Sister Company of a group of companies		
One of three Manufacturing facilities in Ohio and also company headquarters		
Our offices are located in stark county and we also have five food retail locations.		
Administrative offices, IT, Support Services, Public Relations and Human Services staff at this location.		
City Hall/ local government		
Public School District		
Government		
one of Stark County's offices		
Primary office with second location in Lake County, Ohio.		
One manufacturing facility (headquarters are in Plymouth, Michigan)		
Joint Venture		
City government administrative offices. All related operations are located within the city.		
Government Facility		
Correctional facility which is part of a larger organization		
Public School District		
Administrative Office		
Manufacturing operations as well as business group (product development); IS, and some HR		
Non-profit that primarily employs workers with developmental disabilities		
Location part of a health system		
Public School District		
Hospital		
Manufacturing facility		
Manufacturing plant for multinational company		

The majority of respondent organizations reported that they have less than 100 employees.

Number of Employees	Responses	Percent
0-99	157	50.97%
100-249	80	25.97%
250-999	52	16.88%
1,000-2,499	10	3.25%
2,500 or more	9	2.92%
Total	308	100.00%

Of the 308 organizations that completed the question, 55 (17.86 percent) indicated that their workforce is unionized with an average of 60.43 percent of their current workforce in the union.

Unionized Organizations		
Responses	Mean Percentage of Employees	Range
55	60.43%	10-100%

Participants ranked the most common challenges to making new employees successful on a scale of “1=most common challenge” to “6=least common challenge”. On average, participants indicated that attendance was the most commonly experienced challenge.

Ranking of Challenges to Making New Employees Successful		
Challenge	Mean	SD
Attendance/showing up ready to work on time	2.39	1.42
Ability to learn (e.g., acquiring the right skills and experience for the job)	2.92	1.37
Willingness to learn new skills	3.21	1.21
Behavioral issues (e.g., attitude, employee conflicts, substance abuse)	3.23	1.37
Attrition due to workers moving on to another employer	3.79	1.77
Organized labor requirements	5.47	1.22

SD: Standard deviation, the variability of valid responses around the mean.

In addition to presenting participants' workplace challenges as averages, the frequency (or number) of participants who assigned a value of “1=most common challenge” to each of the items presented was explored. Participants most frequently ranked the ability of their employees to learn as their most commonly experienced workplace challenge.

Most Commonly Experienced Challenges to Making New Employees Successful	
Challenge	Frequency
Attendance/showing up ready to work on time	117
Ability to learn (e.g., acquiring the right skills and experience for the job)	65
Attrition due to workers moving on to another employer	52
Behavioral issues (e.g., attitude, employee conflicts, substance abuse)	31
Willingness to learn new skills	19
Organized labor requirements	10

The majority of participants also reported that they are having challenges hiring new employees. They were also asked to specify these challenges and they most commonly answered lack of qualified applicants, skilled trade, wages, undesirable type of work, drug testing, schedule, work ethic, attendance, driving record, location, and turnover respectively.

Are you having challenges hiring new employees?		Responses	Percent
Yes		180	58.44%
No		128	41.56%
Total		308	100.00%

Benefits

Vacation Days by Length of Tenure and Type of Employment					
Tenure	Type of Employment	Mean	Responses	Minimum	Maximum
Under 1 year	Full-time	4.78	160	0	22
	Part-time	1.27	94	0	24
1-2 years	Full-time	8.01	192	0	22
	Part-time	1.94	103	0	12
3-5 years	Full-time	10.61	187	0	24
	Part-time	2.36	103	0	12
6-10 years	Full-time	13.79	184	0	28
	Part-time	3.17	101	0	17
11 or more years	Full-time	17.24	180	0	32
	Part-time	3.88	100	0	20

PTO/Sick Days by Length of Tenure and Type of Employment					
Tenure	Type of Employment	Mean	Responses	Minimum	Maximum
Under 1 year	Full-time	5.67	144	0	28
	Part-time	1.43	94	0	18
1-2 years	Full-time	6.66	151	0	28
	Part-time	1.52	97	0	18
3-5 years	Full-time	7.42	148	0	28
	Part-time	1.66	97	0	18
6-10 years	Full-time	8.24	147	0	50
	Part-time	1.96	96	0	18
11 or more years	Full-time	9.10	144	0	60
	Part-time	1.84	94	0	20

Health Insurance by Type of Employment						
Benefit	Employment	Requirement	Mean	Responses	Minimum	Maximum
Health Insurance for Employee	Full-time	Tenure (months)	2.16	209	0	12
		Percentage Paid by Employee	26.47	188	0	100
	Part-time	Tenure (months)	1.25	76	0	12
		Percentage Paid by Employee	19.93	71	0	100
Health Insurance for Families	Full-time	Tenure (months)	2.15	204	0	12
		Percentage Paid by Employee	29.11	180	0	100
	Part-time	Tenure (months)	1.27	70	0	12
		Percentage Paid by Employee	20.65	65	0	100

Dental Insurance by Type of Employment						
Benefit	Employment	Requirements	Mean	Responses	Minimum	Maximum
Dental Insurance for Employee	Full-time	Tenure (months)	2.13	182	0	12
		Percentage Paid by Employee	48.59	164	0	100
	Part-time	Tenure (months)	1.32	65	0	12
		Percentage Paid by Employee	30.08	60	0	100
Dental Insurance for Families	Full-time	Tenure (months)	2.12	181	0	12
		Percentage Paid by Employee	50.94	162	0	100
	Part-time	Tenure (months)	1.33	64	0	12
		Percentage Paid by Employee	30.15	60	0	100

Vision Insurance by Type of Employment						
Benefit	Employment	Requirements	Mean	Responses	Minimum	Maximum
Vision Insurance for Employee	Full-time	Tenure (months)	2.16	148	0	12
		Percentage Paid by Employee	53.73	130	0	100
	Part-time	Tenure (months)	1.29	56	0	12
		Percentage Paid by Employee	31.48	54	0	100
Vision Insurance for Families	Full-time	Tenure (months)	2.14	147	0	12
		Percentage Paid by Employee	55.52	127	0	100
	Part-time	Tenure (months)	1.25	55	0	12
		Percentage Paid by Employee	31.43	53	0	100

Disability Insurance by Type of Employment						
Benefit	Employment	Requirements	Mean	Responses	Minimum	Maximum
Long-term Disability Insurance	Full-time	Tenure (months)	2.79	151	0	15
		Percentage Paid by Employee	27.75	132	0	100
	Part-time	Tenure (months)	1.27	56	0	15
		Percentage Paid by Employee	14.26	54	0	100
Short-term Disability Insurance	Full-time	Tenure (months)	3.24	153	0	12
		Percentage Paid by Employee	28.52	130	0	100
	Part-time	Tenure (months)	1.40	55	0	12
		Percentage Paid by Employee	16.54	52	0	100

Life Insurance by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	2.07	178	0	12
	Percentage Paid by Employee	16.38	152	0	100
Part-time	Tenure (months)	0.81	63	0	9
	Percentage Paid by Employee	2.07	178	0	12

Section 125 Benefits by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	1.83	107	0	12
	Percentage Paid by Employee	60.78	81	0	100
Part-time	Tenure (months)	1.12	50	0	12
	Percentage Paid by Employee	30.91	47	0	100

Health Savings Accounts by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	1.87	112	0	12
	Percentage Paid by Employee	50.31	74	0	100
Part-time	Tenure (months)	0.94	47	0	12
	Percentage Paid by Employee	24.65	43	0	100

Tuition Benefits by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	5.66	106	0	12
	Percentage Paid by Employee	15.81	68	0	100
Part-time	Tenure (months)	2.59	44	0	12
	Percentage Paid by Employee	7.24	38	0	100

Wellness Benefits by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	1.21	86	0	12
	Percentage Paid by Employee	10.95	61	0	100
Part-time	Tenure (months)	0.24	37	0	2
	Percentage Paid by Employee	5.71	35	0	100

Company-provided Childcare Benefits by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	0.03	34	0	1
	Percentage Paid by Employee	5.56	27	0	100
Part-time	Tenure (months)	0.04	26	0	1
	Percentage Paid by Employee	6.00	25	0	100

Profit Sharing by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	4.79	70	0	24
	Percentage Paid by Employee	2.15	48	0	100
Part-time	Tenure (months)	2.09	34	0	12
	Percentage Paid by Employee	3.03	33	0	100

Pension Benefits by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	3.00	62	0	12
	Percentage Paid by Employee	11.21	48	0	100
Part-time	Tenure (months)	1.18	34	0	12
	Percentage Paid by Employee	8.64	33	0	100

401K Benefits by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	5.86	170	0	36
	Percentage Paid by Employee	47.66	100	0	100
Part-time	Tenure (months)	3.74	66	0	36
	Percentage Paid by Employee	29.59	51	0	100

Provision of Uniforms by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	1.09	95	0	12
	Percentage Paid by Employee	25.71	78	0	100
Part-time	Tenure (months)	0.36	39	0	3
	Percentage Paid by Employee	16.22	37	0	100

Survey participants, who provided information about “other” benefits, indicated that their organizations offer stock option plans, bonuses and contribute to retirement accounts for employees.

Other Benefits by Type of Employment					
Employment	Requirements	Mean	Responses	Minimum	Maximum
Full-time	Tenure (months)	4.63	16	0	12
	Percentage Paid by Employee	16.92	12	0	100
Part-time	Tenure (months)	0.38	8	0	3
	Percentage Paid by Employee	0.00	8	0	0

PART TWO: SUMMARY OF COMPENSATION

Description of Analyses and Tables

In the following tables, researchers present summary analyses of the reported number of new hires in the last 12 months, the projected number of new hires anticipated during the next 12 months, the projected number of new hires anticipated during the next 3 years, average hourly wage, and average annual salary.

The table below provides a sample of the tables that follow for each occupational title.

Table Title						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
Title	Last 12 Months	#	#	#	#	#
	Projected Next 12 Months	#	#	#	#	#
	Projected Next 3 Years		#	#	#	#
	Starting Hourly Wage (\$/hour)		#	#	#	#
	Starting Salary (\$/year)		#	#	#	#

For new hires in the last 12 months and anticipated new hires during the next 12 months and 3 years, the following data are presented in each summary table:

- Total: The total number of hires for each time period across all respondent organizations by industry sector.
- Responses: The number of organizations that provided a response for this category.
- Mean: The average number of hires for each time period across those respondent organizations whose response is greater than zero.
- Minimum: The least number of hires for each time period across all respondent organizations by industry sector.
- Maximum: The greatest number of hires for each time period across all respondent organizations by industry sector.

For hourly wage and annual salary, the following data are presented in each summary table:

- Mean: The average of valid responses across those organizations whose response is greater than zero.
- Minimum: The smallest wage across all respondent organizations by industry sector.
- Maximum: The greatest wage across all respondent organizations by industry sector.

Occupations Across All Industry Sectors

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	85	112	1.70	0	10
	Projected Next 12 Months	36	92	1.44	0	3
	Projected Next 3 Years	73	89	1.78	0	6
	Starting Hourly Wage (\$/hour)		23	\$30.88	\$9.50	\$125.00
	Starting Salary (\$/year)		129	\$78,759.92	\$22,984.00	\$200,000.00
11-2021 Marketing Managers	Last 12 Months	28	62	1.33	0	4
	Projected Next 12 Months	16	54	1.23	0	4
	Projected Next 3 Years	11	49	1.10	0	2
	Starting Hourly Wage (\$/hour)		7	\$32.65	\$14.20	\$46.87
	Starting Salary (\$/year)		67	\$60,605.38	\$30,000.00	\$97,500.00
11-2022 Sales Managers	Last 12 Months	106	61	3.66	0	62
	Projected Next 12 Months	82	46	5.47	0	60
	Projected Next 3 Years	167	40	11.93	0	150
	Starting Hourly Wage (\$/hour)		2	\$20.03	\$18.30	\$21.75
	Starting Salary (\$/year)		68	\$77,154.80	\$30,000.00	\$180,000.00
11-3011 Administrative Services Managers	Last 12 Months	40	71	1.67	0	11
	Projected Next 12 Months	22	65	1.16	0	2
	Projected Next 3 Years	29	63	1.45	0	3
	Starting Hourly Wage (\$/hour)		22	\$20.46	\$12.00	\$41.19
	Starting Salary (\$/year)		73	\$51,262.06	\$24,000.00	\$125,000.00
11-3021 Computer and Information Systems Managers	Last 12 Months	22	62	1.38	0	3
	Projected Next 12 Months	14	57	1.40	0	3
	Projected Next 3 Years	22	54	2.44	0	10
	Starting Hourly Wage (\$/hour)		16	\$32.72	\$18.00	\$57.64
	Starting Salary (\$/year)		65	\$74,134.63	\$30,000.00	\$187,042.84
11-3031 Financial Managers	Last 12 Months	21	71	1.24	0	3
	Projected Next 12 Months	7	64	1.17	0	2
	Projected Next 3 Years	10	60	1.11	0	2
	Starting Hourly Wage (\$/hour)		18	\$32.18	\$17.00	\$52.88
	Starting Salary (\$/year)		89	\$70,876.19	\$30,000.00	\$155,000.00
11-3051 Industrial Production Managers	Last 12 Months	39	51	1.34	0	4
	Projected Next 12 Months	22	43	1.57	0	4
	Projected Next 3 Years	19	39	1.73	0	4
	Starting Hourly Wage (\$/hour)		3	\$20.33	\$18.00	\$23.00
	Starting Salary (\$/year)		59	\$66,235.42	\$24,000.00	\$125,000.00
11-3071 Transportation, Storage, and Distribution Managers	Last 12 Months	2	3	2.00	0	2
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	2	3	2.00	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$58,333.33	\$50,000.00	\$65,000.00
11-3121 Human Resources Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
11-9013 Farmers, Ranchers, and Other Agricultural Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$20.00	\$20.00	\$20.00
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
11-9021 Construction Managers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	2	2	1.00	1	1
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		4	\$75,620.00	\$65,000.00	\$85,000.00
11-9031 Education Administrators, Preschool and Childcare Center/Program	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$82,000.00	\$82,000.00	\$82,000.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-9032 Education Administrators, Elementary and Secondary School	Last 12 Months	17	3	8.50	0	15
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	7	3	3.50	0	5
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$66,000.00	\$50,000.00	\$82,000.00
11-9033 Education Administrators, Postsecondary	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$28.75	\$28.75	\$28.75
	Starting Salary (\$/year)		1	\$59,808.00	\$59,808.00	\$59,808.00
11-9041 Architectural and Engineering Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$80,000.00	\$80,000.00	\$80,000.00
11-9111 Medical and Health Services Managers	Last 12 Months	5	6	1.67	0	2
	Projected Next 12 Months	2	6	1.00	0	1
	Projected Next 3 Years	4	6	2.00	0	3
	Starting Hourly Wage (\$/hour)		6	\$33.48	\$20.00	\$38.63
	Starting Salary (\$/year)		7	\$71,178.64	\$41,600.00	\$88,610.00
11-9199 Managers, All Other	Last 12 Months	53	63	1.83	0	9
	Projected Next 12 Months	32	52	1.68	0	5
	Projected Next 3 Years	25	46	2.08	0	4
	Starting Hourly Wage (\$/hour)		15	\$22.83	\$10.00	\$52.88
	Starting Salary (\$/year)		70	\$58,296.53	\$25,000.00	\$138,000.00
13-1023 Purchasing Agents	Last 12 Months	25	55	1.14	0	2
	Projected Next 12 Months	15	49	1.25	0	2
	Projected Next 3 Years	5	43	1.00	0	1
	Starting Hourly Wage (\$/hour)		14	\$17.40	\$9.22	\$27.19
	Starting Salary (\$/year)		56	\$51,445.72	\$19,178.00	\$110,000.00
13-1031 Claims Adjusters, Examiners, and Investigators	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$42.79	\$42.79	\$42.79
	Starting Salary (\$/year)		1	\$85,000.00	\$85,000.00	\$85,000.00
13-1041 Compliance Officers	Last 12 Months	7	3	2.33	1	5
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$29.58	\$29.58	\$29.58
	Starting Salary (\$/year)		4	\$51,635.25	\$40,000.00	\$61,541.00
13-1051 Cost Estimators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	3	1.50	0	2
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
	Starting Salary (\$/year)		2	\$70,000.00	\$65,000.00	\$75,000.00
13-1071 Human Resources Specialists	Last 12 Months	51	85	1.34	0	5
	Projected Next 12 Months	30	70	1.76	0	10
	Projected Next 3 Years	41	71	1.86	0	15
	Starting Hourly Wage (\$/hour)		26	\$21.09	\$10.00	\$40.87
	Starting Salary (\$/year)		88	\$49,798.16	\$25,000.00	\$92,000.00
13-1111 Management Analysts	Last 12 Months	5	25	1.00	0	1
	Projected Next 12 Months	6	22	1.50	0	3
	Projected Next 3 Years	13	21	2.60	0	9
	Starting Hourly Wage (\$/hour)		1	\$23.00	\$23.00	\$23.00
	Starting Salary (\$/year)		10	\$54,274.00	\$30,000.00	\$75,000.00
13-1141 Compensation, Benefits, and Job Analysis Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.00	\$16.00	\$16.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
13-1151 Training and Development Specialists	Last 12 Months	21	37	1.75	0	7
	Projected Next 12 Months	2	29	1.00	0	1
	Projected Next 3 Years	3	27	1.50	0	2
	Starting Hourly Wage (\$/hour)		10	\$17.57	\$10.00	\$33.11
	Starting Salary (\$/year)		24	\$56,723.86	\$27,000.00	\$100,000.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	35	38	2.50	0	9
	Projected Next 12 Months	10	30	1.67	0	4
	Projected Next 3 Years	7	28	1.40	0	2
	Starting Hourly Wage (\$/hour)		7	\$19.42	\$14.00	\$25.00
	Starting Salary (\$/year)		22	\$43,567.50	\$25,000.00	\$70,000.00
13-1199 Business Operations Specialists, All Other	Last 12 Months	17	28	1.89	0	4
	Projected Next 12 Months	6	22	1.50	0	2
	Projected Next 3 Years	7	21	3.50	0	5
	Starting Hourly Wage (\$/hour)		4	\$19.57	\$13.49	\$28.84
	Starting Salary (\$/year)		13	\$51,561.40	\$25,000.00	\$75,000.00
13-2011 Accountants and Auditors	Last 12 Months	50	63	1.67	0	7
	Projected Next 12 Months	14	52	1.17	0	2
	Projected Next 3 Years	17	49	1.55	0	3
	Starting Hourly Wage (\$/hour)		13	\$19.91	\$12.00	\$31.01
	Starting Salary (\$/year)		60	\$51,569.79	\$30,000.00	\$85,000.00
13-2041 Credit Analysts	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$38,389.60	\$30,000.00	\$46,779.20
13-2051 Financial Analysts	Last 12 Months	22	35	2.00	0	8
	Projected Next 12 Months	12	30	2.40	0	5
	Projected Next 3 Years	7	25	2.33	0	5
	Starting Hourly Wage (\$/hour)		9	\$24.55	\$18.50	\$35.09
	Starting Salary (\$/year)		24	\$56,208.38	\$39,000.00	\$75,000.00
13-2053 Insurance Underwriters	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
13-2072 Loan Officers.	Last 12 Months	38	3	19.00	0	37
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$26.62	\$26.62	\$26.62
	Starting Salary (\$/year)		3	\$46,785.33	\$35,000.00	\$55,356.00
15-1121 Computer Systems Analysts	Last 12 Months	25	33	2.27	0	9
	Projected Next 12 Months	4	26	1.00	0	1
	Projected Next 3 Years	4	25	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$22.61	\$16.22	\$34.62
	Starting Salary (\$/year)		20	\$54,370.95	\$30,000.00	\$86,486.00
15-1131 Computer Programmers	Last 12 Months	16	3	8.00	0	15
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$37.87	\$35.70	\$40.04
	Starting Salary (\$/year)		5	\$58,906.34	\$42,000.00	\$83,274.72
15-1132 Software Developers, Applications	Last 12 Months	4	20	1.33	0	2
	Projected Next 12 Months	3	16	1.50	0	2
	Projected Next 3 Years	3	16	1.50	0	2
	Starting Hourly Wage (\$/hour)		2	\$36.84	\$28.68	\$45.00
	Starting Salary (\$/year)		12	\$62,308.35	\$39,000.00	\$93,600.00
15-1133 Software Developers, Systems Software	Last 12 Months	6	19	1.50	0	3
	Projected Next 12 Months	3	15	1.00	0	1
	Projected Next 3 Years	1	14	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$48.00	\$48.00	\$48.00
	Starting Salary (\$/year)		9	\$69,854.39	\$43,000.00	\$100,000.00
15-1134 Web Developers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$38,000.00	\$38,000.00	\$38,000.00
15-1142 Network and Computer Systems Administrators	Last 12 Months	24	30	2.40	0	15
	Projected Next 12 Months	9	27	1.80	0	5
	Projected Next 3 Years	2	22	1.00	0	1
	Starting Hourly Wage (\$/hour)		4	\$24.41	\$17.43	\$38.94
	Starting Salary (\$/year)		26	\$55,909.31	\$36,254.00	\$90,000.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
15-1151 Computer User Support Specialists	Last 12 Months	14	32	1.17	0	2
	Projected Next 12 Months	7	28	1.17	0	2
	Projected Next 3 Years	5	25	1.00	0	1
	Starting Hourly Wage (\$/hour)		13	\$14.46	\$9.00	\$20.83
	Starting Salary (\$/year)		22	\$39,842.95	\$22,381.00	\$60,000.00
15-1152 Computer Network Support Specialists	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
15-1199 Computer Occupations, All Other	Last 12 Months	8	17	1.33	0	2
	Projected Next 12 Months	4	14	1.33	0	2
	Projected Next 3 Years	2	11	2.00	0	2
	Starting Hourly Wage (\$/hour)		3	\$16.95	\$15.00	\$18.75
	Starting Salary (\$/year)		4	\$88,925.00	\$39,000.00	\$175,000.00
17-2041 Chemical Engineers	Last 12 Months	5	14	1.25	0	2
	Projected Next 12 Months	4	14	2.00	0	2
	Projected Next 3 Years	4	12	2.00	0	3
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		6	\$76,833.33	\$45,000.00	\$101,000.00
17-2051 Civil Engineers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		4	\$67,926.75	\$56,259.00	\$87,000.00
17-2071 Electrical Engineers	Last 12 Months	8	19	1.14	0	2
	Projected Next 12 Months	7	17	1.17	0	2
	Projected Next 3 Years	4	12	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		13	\$74,023.08	\$45,000.00	\$105,000.00
17-2072 Electronics Engineers	Last 12 Months	1	11	1.00	0	1
	Projected Next 12 Months	6	12	1.20	0	2
	Projected Next 3 Years	1	10	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$32.55	\$32.55	\$32.55
	Starting Salary (\$/year)		5	\$78,500.00	\$60,000.00	\$95,000.00
17-2111 Health and Safety Engineers	Last 12 Months	2	13	1.00	0	1
	Projected Next 12 Months	1	12	1.00	0	1
	Projected Next 3 Years	1	11	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		9	\$67,187.33	\$35,000.00	\$85,000.00
17-2112 Industrial Engineers	Last 12 Months	8	19	1.33	0	3
	Projected Next 12 Months	11	23	1.22	0	2
	Projected Next 3 Years	6	17	1.20	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		17	\$63,470.59	\$40,000.00	\$87,500.00
17-2131 Materials Engineers	Last 12 Months	7	15	2.33	0	4
	Projected Next 12 Months	3	14	1.50	0	2
	Projected Next 3 Years	1	12	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		12	\$72,720.42	\$50,000.00	\$94,980.00
17-2141 Mechanical Engineers	Last 12 Months	58	39	2.07	0	15
	Projected Next 12 Months	36	32	1.71	0	8
	Projected Next 3 Years	26	23	2.36	0	10
	Starting Hourly Wage (\$/hour)		4	\$22.15	\$20.00	\$26.00
	Starting Salary (\$/year)		39	\$65,639.23	\$42,000.00	\$104,000.00
17-2199 Engineers, All Other	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$23.68	\$23.68	\$23.68
	Starting Salary (\$/year)		4	\$63,858.00	\$49,690.00	\$70,000.00
17-3013 Mechanical Drafters	Last 12 Months	15	20	1.67	0	3
	Projected Next 12 Months	6	17	1.20	0	2
	Projected Next 3 Years	4	16	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$15.00	\$12.00	\$18.00
	Starting Salary (\$/year)		16	\$46,623.19	\$30,000.00	\$65,000.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
17-3023 Electrical and Electronic Engineering Technicians	Last 12 Months	6	13	1.50	0	2
	Projected Next 12 Months	11	15	1.38	0	3
	Projected Next 3 Years	6	12	3.00	0	5
	Starting Hourly Wage (\$/hour)		4	\$20.00	\$17.50	\$21.00
	Starting Salary (\$/year)		11	\$46,815.64	\$35,000.00	\$62,000.00
17-3026 Industrial Engineering Technicians	Last 12 Months	4	9	2.00	0	3
	Projected Next 12 Months	3	10	1.50	0	2
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$59,333.33	\$40,000.00	\$75,000.00
17-3027 Mechanical Engineering Technicians	Last 12 Months	12	19	1.33	0	3
	Projected Next 12 Months	11	17	1.38	0	3
	Projected Next 3 Years	5	15	1.67	0	3
	Starting Hourly Wage (\$/hour)		6	\$19.75	\$15.00	\$25.00
	Starting Salary (\$/year)		12	\$52,583.33	\$35,000.00	\$83,000.00
17-3029 Engineering Technicians, All Other	Last 12 Months	3	11	1.50	0	2
	Projected Next 12 Months	6	13	1.20	0	2
	Projected Next 3 Years	2	9	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$15.00	\$12.00	\$18.00
	Starting Salary (\$/year)		7	\$55,580.00	\$24,960.00	\$75,000.00
19-2031 Chemists	Last 12 Months	4	13	1.33	0	2
	Projected Next 12 Months	2	12	2.00	0	2
	Projected Next 3 Years	5	11	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	N/A	N/A	N/A
	Starting Salary (\$/year)		5	\$70,200.00	\$32,000.00	\$100,000.00
19-2041 Environmental Scientists and Specialists, Including Health	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$72,000.00	\$44,000.00	\$100,000.00
19-3031 Clinical, Counseling, and School Psychologists	Last 12 Months	5	4	2.50	0	4
	Projected Next 12 Months	0	4	N/A	0	0
	Projected Next 3 Years	2	4	2.00	0	2
	Starting Hourly Wage (\$/hour)		2	\$25.18	\$22.51	\$27.86
	Starting Salary (\$/year)		5	\$48,491.40	\$35,182.00	\$62,000.00
19-4031 Chemical Technicians	Last 12 Months	5	13	1.67	0	3
	Projected Next 12 Months	3	12	1.50	0	2
	Projected Next 3 Years	1	9	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$18.18	\$11.00	\$26.55
	Starting Salary (\$/year)		3	\$46,818.67	\$40,000.00	\$53,456.00
21-1012 Educational, Guidance, School, and Vocational Counselors	Last 12 Months	16	4	8.00	0	15
	Projected Next 12 Months	9	4	4.50	0	8
	Projected Next 3 Years	21	4	10.50	0	20
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		4	\$33,857.00	\$30,000.00	\$38,444.00
21-1014 Mental Health Counselors	Last 12 Months	22	4	7.33	0	10
	Projected Next 12 Months	10	3	10.00	0	10
	Projected Next 3 Years	30	3	30.00	0	30
	Starting Hourly Wage (\$/hour)		4	\$17.66	\$13.94	\$20.09
	Starting Salary (\$/year)		3	\$33,953.67	\$29,000.00	\$38,000.00
21-1021 Child, Family, and School Social Workers	Last 12 Months	26	4	8.67	0	17
	Projected Next 12 Months	20	3	10.00	0	10
	Projected Next 3 Years	20	3	10.00	0	10
	Starting Hourly Wage (\$/hour)		3	\$15.96	\$14.90	\$17.36
	Starting Salary (\$/year)		5	\$32,115.56	\$30,000.00	\$36,108.80
21-1022 Healthcare Social Workers	Last 12 Months	9	9	1.50	0	3
	Projected Next 12 Months	4	6	1.33	0	2
	Projected Next 3 Years	4	5	2.00	0	3
	Starting Hourly Wage (\$/hour)		9	\$20.53	\$14.90	\$27.36
	Starting Salary (\$/year)		6	\$40,833.50	\$24,960.00	\$56,902.00
21-1023 Mental Health and Substance Abuse Social Workers	Last 12 Months	5	2	2.50	2	3
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$19.65	\$16.34	\$23.60
	Starting Salary (\$/year)		3	\$37,696.00	\$30,000.00	\$49,088.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
21-1093 Social and Human Service Assistants	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		3	\$12.16	\$10.50	\$13.99
	Starting Salary (\$/year)		2	\$24,449.60	\$19,800.00	\$29,099.20
21-1099 Community and Social Service Specialists, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	2	2.00	0	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$15.65	\$13.50	\$17.79
	Starting Salary (\$/year)		2	\$32,541.50	\$28,080.00	\$37,003.00
21-2011 Clergy	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$32,000.00	\$32,000.00	\$32,000.00
23-1011 Lawyers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	4	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$22.77	\$21.50	\$24.04
	Starting Salary (\$/year)		3	\$73,333.33	\$50,000.00	\$120,000.00
23-2011 Paralegals and Legal Assistants	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$17.15	\$12.30	\$22.00
	Starting Salary (\$/year)		3	\$45,253.33	\$35,000.00	\$55,000.00
25-1011 Business Teachers, Postsecondary	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$40,000.00	\$40,000.00	\$40,000.00
25-1022 Mathematical Science Teachers, Postsecondary	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$35,992.00	\$31,984.00	\$40,000.00
25-1071 Health Specialties Teachers, Postsecondary	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$40,000.00	\$40,000.00	\$40,000.00
25-1081 Education Teachers, Postsecondary	Last 12 Months	5	2	5.00	0	5
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$35,992.00	\$31,984.00	\$40,000.00
25-1121 Art, Drama, and Music Teachers, Postsecondary	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$35,992.00	\$31,984.00	\$40,000.00
25-1123 English Language and Literature Teachers, Postsecondary	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$35,992.00	\$31,984.00	\$40,000.00
25-2011 Preschool Teachers, Except Special Education	Last 12 Months	5	3	2.50	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		3	\$33,476.00	\$30,000.00	\$38,444.00
25-2012 Kindergarten Teachers, Except Special Education	Last 12 Months	4	2	4.00	0	4
	Projected Next 12 Months	8.5	2	4.25	4	4.5
	Projected Next 3 Years	5.5	3	2.75	0	4.5
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		3	\$33,476.00	\$30,000.00	\$38,444.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
25-2021 Elementary School Teachers, Except Special Education	Last 12 Months	51	3	25.50	0	50
	Projected Next 12 Months	5	2	5.00	0	5
	Projected Next 3 Years	5	2	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		3	\$33,476.00	\$30,000.00	\$38,444.00
25-2022 Middle School Teachers, Except Special and Career/Technical Education	Last 12 Months	20	2	20.00	0	20
	Projected Next 12 Months	4	2	4.00	0	4
	Projected Next 3 Years	4	2	4.00	0	4
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2	\$34,222.00	\$30,000.00	\$38,444.00
25-2031 Secondary School Teachers, Except Special and Career/Technical Education	Last 12 Months	10	2	10.00	0	10
	Projected Next 12 Months	5	2	5.00	0	5
	Projected Next 3 Years	5	2	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2	\$34,222.00	\$30,000.00	\$38,444.00
25-2032 Career/Technical Education Teachers, Secondary School	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		1	\$38,444.00	\$38,444.00	\$38,444.00
25-2051 Special Education Teachers, Preschool	Last 12 Months	5	3	2.50	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		3	\$33,476.00	\$30,000.00	\$38,444.00
25-2052 Special Education Teachers, Kindergarten and Elementary School	Last 12 Months	5	2	5.00	0	5
	Projected Next 12 Months	5	2	5.00	0	5
	Projected Next 3 Years	5	2	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2	\$34,222.00	\$30,000.00	\$38,444.00
25-2053 Special Education Teachers, Middle School	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2	\$34,222.00	\$30,000.00	\$38,444.00
25-2054 Special Education Teachers, Secondary School	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2	\$34,222.00	\$30,000.00	\$38,444.00
25-4021 Librarians	Last 12 Months	2	4	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$22.64	\$14.61	\$27.86
	Starting Salary (\$/year)		5	\$36,756.80	\$30,000.00	\$52,967.00
25-4031 Library Technicians	Last 12 Months	4	3	4.00	0	4
	Projected Next 12 Months	3	3	3.00	0	3
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$12.68	\$9.22	\$15.00
	Starting Salary (\$/year)		2	\$16,766.50	\$14,355.00	\$19,178.00
25-9031 Instructional Coordinators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
25-9041 Teacher Assistants	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$12.92	\$10.83	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
25-9099 Education, Training, and Library Workers, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.41	\$12.20	\$14.61
	Starting Salary (\$/year)		2	\$27,882.50	\$25,376.00	\$30,389.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
27-1024 Graphic Designers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$30.50	\$16.00	\$45.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
27-2022 Coaches and Scouts	Last 12 Months	5	2	2.50	2	3
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$26,500.00	\$3,000.00	\$50,000.00
27-3022 Reporters and Correspondents	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$38,000.00	\$38,000.00	\$38,000.00
27-3031 Public Relations Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$36,500.00	\$33,000.00	\$40,000.00
27-3099 Media and Communication Workers, All Other	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
29-1051 Pharmacists	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	2	3	1.00	0	1
	Projected Next 3 Years	6	3	3.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$46.26	\$36.30	\$57.79
	Starting Salary (\$/year)		2	\$104,195.50	\$88,192.00	\$120,199.00
29-1062 Family and General Practitioners	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	6	1	6.00	6	6
	Starting Hourly Wage (\$/hour)		1	\$96.15	\$96.15	\$96.15
	Starting Salary (\$/year)		1	\$200,000.00	\$200,000.00	\$200,000.00
29-1069 Physicians and Surgeons, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$81.73	\$81.73	\$81.73
	Starting Salary (\$/year)		2	\$214,999.20	\$169,998.40	\$260,000.00
29-1071 Physician Assistants	Last 12 Months	5	2	2.50	2	3
	Projected Next 12 Months	5	2	2.50	2	3
	Projected Next 3 Years	12	2	6.00	6	6
	Starting Hourly Wage (\$/hour)		3	\$36.22	\$35.02	\$38.46
	Starting Salary (\$/year)		2	\$84,845.50	\$73,191.00	\$96,500.00
29-1122 Occupational Therapists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		4	\$30.23	\$27.12	\$32.93
	Starting Salary (\$/year)		1	\$65,794.00	\$65,794.00	\$65,794.00
29-1123 Physical Therapists	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$33.23	\$27.12	\$41.88
	Starting Salary (\$/year)		2	\$78,104.00	\$69,098.00	\$87,110.00
29-1126 Respiratory Therapists	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$21.62	\$19.42	\$25.11
	Starting Salary (\$/year)		2	\$46,311.00	\$40,394.00	\$52,228.00
29-1127 Speech-Language Pathologists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		3	\$25.96	\$22.36	\$28.68
	Starting Salary (\$/year)		1	\$59,654.00	\$59,654.00	\$59,654.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
29-1141 Registered Nurses	Last 12 Months	217	6	36.17	1	158
	Projected Next 12 Months	213	3	71.00	5	178
	Projected Next 3 Years	309	3	103.00	15	204
	Starting Hourly Wage (\$/hour)		11	\$24.73	\$21.39	\$32.00
	Starting Salary (\$/year)		5	\$48,121.04	\$44,491.20	\$55,536.00
29-1171 Nurse Practitioners	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	2	3	1.00	0	1
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$38.45	\$34.69	\$42.44
	Starting Salary (\$/year)		5	\$78,624.68	\$65,000.00	\$88,268.27
29-2011 Medical and Clinical Laboratory Technologists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$21.24	\$20.39	\$22.11
	Starting Salary (\$/year)		1	\$42,411.00	\$42,411.00	\$42,411.00
29-2012 Medical and Clinical Laboratory Technicians	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		4	\$17.99	\$15.55	\$21.22
	Starting Salary (\$/year)		1	\$40,394.00	\$40,394.00	\$40,394.00
29-2021 Dental Hygienists	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$25.90	\$25.90	\$25.90
	Starting Salary (\$/year)		0	N/A	N/A	N/A
29-2032 Diagnostic Medical Sonographers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		4	\$23.14	\$22.24	\$25.50
	Starting Salary (\$/year)		1	\$46,738.00	\$46,738.00	\$46,738.00
29-2034 Radiologic Technologists	Last 12 Months	4	2	4.00	0	4
	Projected Next 12 Months	4	2	4.00	0	4
	Projected Next 3 Years	10	2	10.00	0	10
	Starting Hourly Wage (\$/hour)		5	\$19.31	\$17.74	\$23.04
	Starting Salary (\$/year)		1	\$38,459.00	\$38,459.00	\$38,459.00
29-2041 Emergency Medical Technicians and Paramedics	Last 12 Months	23	2	11.50	3	20
	Projected Next 12 Months	13	2	6.50	3	10
	Projected Next 3 Years	29	2	14.50	9	20
	Starting Hourly Wage (\$/hour)		5	\$13.07	\$10.29	\$16.50
	Starting Salary (\$/year)		2	\$23,119.00	\$22,630.00	\$23,608.00
29-2052 Pharmacy Technicians	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$14.03	\$12.98	\$15.79
	Starting Salary (\$/year)		1	\$28,725.00	\$28,725.00	\$28,725.00
29-2061 Licensed Practical and Licensed Vocational Nurses	Last 12 Months	113	5	22.60	1	87
	Projected Next 12 Months	106	2	53.00	12	94
	Projected Next 3 Years	131	2	65.50	30	101
	Starting Hourly Wage (\$/hour)		9	\$16.51	\$14.89	\$21.00
	Starting Salary (\$/year)		3	\$32,822.33	\$29,952.00	\$35,297.00
29-2071 Medical Records and Health Information Technicians	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		5	\$11.92	\$10.00	\$16.03
	Starting Salary (\$/year)		2	\$29,171.20	\$25,000.00	\$33,342.40
29-2099 Health Technologists and Technicians, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.61	\$12.61	\$12.61
	Starting Salary (\$/year)		1	\$26,228.80	\$26,228.80	\$26,228.80
31-1011 Home Health Aides	Last 12 Months	90	1	90.00	90	90
	Projected Next 12 Months	120	1	120.00	120	120
	Projected Next 3 Years	250	1	250.00	250	250
	Starting Hourly Wage (\$/hour)		3	\$10.18	\$8.67	\$11.53
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
31-1014 Nursing Assistants	Last 12 Months	911	6	151.83	5	798
	Projected Next 12 Months	1023	4	255.75	5	958
	Projected Next 3 Years	1299	4	433.00	0	1149
	Starting Hourly Wage (\$/hour)		10	\$10.54	\$8.50	\$13.09
	Starting Salary (\$/year)		5	\$20,010.80	\$16,575.00	\$22,880.00
31-2021 Physical Therapist Assistants	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		4	\$21.00	\$19.33	\$23.00
	Starting Salary (\$/year)		1	\$42,411.00	\$42,411.00	\$42,411.00
31-9091 Dental Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$13.02	\$13.02	\$13.02
	Starting Salary (\$/year)		0	N/A	N/A	N/A
31-9092 Medical Assistants	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	15	1	15.00	15	15
	Starting Hourly Wage (\$/hour)		4	\$11.74	\$10.00	\$13.81
	Starting Salary (\$/year)		0	N/A	N/A	N/A
31-9097 Phlebotomists	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	9	2	9.00	0	9
	Starting Hourly Wage (\$/hour)		5	\$11.99	\$10.67	\$14.18
	Starting Salary (\$/year)		1	\$23,608.00	\$23,608.00	\$23,608.00
31-9099 Healthcare Support Workers, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$8.50	\$8.50	\$8.50
	Starting Salary (\$/year)		1	\$17,680.00	\$17,680.00	\$17,680.00
33-1012 First-Line Supervisors of Police and Detectives	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$32.13	\$30.93	\$33.32
	Starting Salary (\$/year)		2	\$52,044.50	\$49,089.00	\$55,000.00
33-1021 First-Line Supervisors of Fire Fighting and Prevention Workers	Last 12 Months	4	5	1.00	0	1
	Projected Next 12 Months	4	3	2.00	0	3
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$23.06	\$22.55	\$23.57
	Starting Salary (\$/year)		3	\$60,901.67	\$55,000.00	\$69,761.00
33-2011 Firefighters	Last 12 Months	16	5	3.20	1	5
	Projected Next 12 Months	14	5	3.50	0	6
	Projected Next 3 Years	12	3	12.00	0	12
	Starting Hourly Wage (\$/hour)		3	\$13.29	\$8.00	\$16.82
	Starting Salary (\$/year)		3	\$48,566.00	\$45,870.00	\$50,828.00
33-3021 Detectives and Criminal Investigators	Last 12 Months	4	1	4.00	4	4
	Projected Next 12 Months	4	1	4.00	4	4
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$51,436.50	\$42,873.00	\$60,000.00
33-3051 Police and Sheriff Patrol Officers	Last 12 Months	11	3	3.67	2	5
	Projected Next 12 Months	8	2	4.00	3	5
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$22.36	\$19.68	\$25.04
	Starting Salary (\$/year)		2	\$45,936.50	\$42,873.00	\$49,000.00
33-9032 Security Guards	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$13.00	\$13.00	\$13.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-1011 Chefs and Head Cooks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$42,000.00	\$38,000.00	\$50,000.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
35-1012 First-Line Supervisors of Food Preparation and Serving Workers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$14.00	\$12.00	\$16.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-2014 Cooks, Restaurant	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$11.67	\$9.00	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-2015 Cooks, Short Order	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-2021 Food Preparation Workers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$8.83	\$8.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-3011 Bartenders	Last 12 Months	4	1	4.00	4	4
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$5.98	\$5.00	\$7.95
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-3021 Combined Food Preparation and Serving Workers, Including Fast Food	Last 12 Months	15	1	15.00	15	15
	Projected Next 12 Months	15	1	15.00	15	15
	Projected Next 3 Years	15	1	15.00	15	15
	Starting Hourly Wage (\$/hour)		1	\$8.50	\$8.50	\$8.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-3031 Waiters and Waitresses	Last 12 Months	10	1	10.00	10	10
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$3.95	\$3.93	\$3.98
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-3041 Food Servers, Non-restaurant	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$8.00	\$8.00	\$8.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-9011 Dining Room and Cafeteria Attendants and Bartender Helpers	Last 12 Months	8	1	8.00	8	8
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$6.00	\$6.00	\$6.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-9021 Dishwashers	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$7.98	\$7.95	\$8.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-9031 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Last 12 Months	9	1	9.00	9	9
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$8.65	\$7.95	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	Last 12 Months	24	28	2.67	0	16
	Projected Next 12 Months	6	24	1.50	0	2
	Projected Next 3 Years	13	25	1.63	0	3
	Starting Hourly Wage (\$/hour)		17	\$14.66	\$10.00	\$21.00
	Starting Salary (\$/year)		19	\$36,663.60	\$20,000.00	\$65,000.00
37-1012 First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Last 12 Months	2	17	1.00	0	1
	Projected Next 12 Months	0	15	N/A	0	0
	Projected Next 3 Years	1	14	1.00	0	1
	Starting Hourly Wage (\$/hour)		6	\$13.37	\$11.00	\$17.22
	Starting Salary (\$/year)		6	\$44,149.67	\$28,080.00	\$71,000.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	35	39	1.94	0	5
	Projected Next 12 Months	22	34	1.69	0	4
	Projected Next 3 Years	33	30	3.00	0	12
	Starting Hourly Wage (\$/hour)		45	\$11.23	\$7.95	\$20.00
	Starting Salary (\$/year)		13	\$25,049.15	\$18,000.00	\$41,600.00
37-2012 Maids and Housekeeping Cleaners	Last 12 Months	96	18	16.00	0	81
	Projected Next 12 Months	88	16	44.00	0	87
	Projected Next 3 Years	96	15	48.00	0	95
	Starting Hourly Wage (\$/hour)		11	\$9.56	\$7.95	\$12.50
	Starting Salary (\$/year)		3	\$17,915.67	\$15,600.00	\$20,426.00
37-3011 Landscaping and Groundskeeping Workers	Last 12 Months	14	21	2.33	0	5
	Projected Next 12 Months	3	18	1.00	0	1
	Projected Next 3 Years	5	16	1.25	0	2
	Starting Hourly Wage (\$/hour)		11	\$12.90	\$8.00	\$18.27
	Starting Salary (\$/year)		2	\$22,817.00	\$20,634.00	\$25,000.00
39-3091 Amusement and Recreation Attendants	Last 12 Months	10	1	10.00	10	10
	Projected Next 12 Months	5	1	5.00	5	5
	Projected Next 3 Years	15	1	15.00	15	15
	Starting Hourly Wage (\$/hour)		1	\$7.85	\$7.85	\$7.85
	Starting Salary (\$/year)		0	N/A	N/A	N/A
39-9011 Childcare Workers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$19,884.80	\$19,884.80	\$19,884.80
39-9021 Personal Care Aides	Last 12 Months	10	1	10.00	10	10
	Projected Next 12 Months	10	1	10.00	10	10
	Projected Next 3 Years	35	1	35.00	35	35
	Starting Hourly Wage (\$/hour)		1	\$9.00	\$9.00	\$9.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
39-9032 Recreation Workers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$10.50	\$10.50	\$10.50
	Starting Salary (\$/year)		2	\$24,900.00	\$17,800.00	\$32,000.00
41-1011 First-Line Supervisors of Retail Sales Workers	Last 12 Months	12	4	3.00	1	8
	Projected Next 12 Months	7	3	2.33	1	4
	Projected Next 3 Years	14	2	7.00	2	12
	Starting Hourly Wage (\$/hour)		3	\$11.25	\$8.75	\$14.00
	Starting Salary (\$/year)		3	\$28,000.00	\$24,000.00	\$30,000.00
41-1012 First-Line Supervisors of Non-Retail Sales Workers	Last 12 Months	8	2	4.00	3	5
	Projected Next 12 Months	5	3	1.67	1	2
	Projected Next 3 Years	6	2	3.00	3	3
	Starting Hourly Wage (\$/hour)		2	\$17.19	\$14.00	\$20.38
	Starting Salary (\$/year)		3	\$39,149.00	\$34,000.00	\$42,380.00
41-2011 Cashiers	Last 12 Months	35	2	17.50	10	25
	Projected Next 12 Months	30	2	15.00	5	25
	Projected Next 3 Years	25	1	25.00	25	25
	Starting Hourly Wage (\$/hour)		4	\$8.88	\$8.50	\$9.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-2021 Counter and Rental Clerks	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	4	2	2.00	2	2
	Starting Hourly Wage (\$/hour)		3	\$10.00	\$9.00	\$12.00
	Starting Salary (\$/year)		1	\$42,000.00	\$42,000.00	\$42,000.00
41-2031 Retail Salespersons	Last 12 Months	25	2	12.50	10	15
	Projected Next 12 Months	40	2	20.00	10	30
	Projected Next 3 Years	70	2	35.00	10	60
	Starting Hourly Wage (\$/hour)		3	\$8.15	\$7.95	\$8.50
	Starting Salary (\$/year)		2	\$20,880.00	\$20,880.00	\$20,880.00
41-3021 Insurance Sales Agents	Last 12 Months	101	2	50.50	1	100
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		2	\$42,500.00	\$30,000.00	\$55,000.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
41-4011 Sales Representatives, Technical and Scientific Products	Last 12 Months	17	20	1.42	0	4
	Projected Next 12 Months	12	21	1.09	0	2
	Projected Next 3 Years	13	18	1.63	0	2
	Starting Hourly Wage (\$/hour)		2	\$21.00	\$17.00	\$25.00
	Starting Salary (\$/year)		21	\$67,466.67	\$35,000.00	\$125,000.00
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	162	38	6.23	0	62
	Projected Next 12 Months	129	34	6.79	0	60
	Projected Next 3 Years	303	26	21.64	0	150
	Starting Hourly Wage (\$/hour)		9	\$16.71	\$10.00	\$25.93
	Starting Salary (\$/year)		28	\$56,389.29	\$20,880.00	\$150,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	17	37	1.42	0	3
	Projected Next 12 Months	7	32	1.40	0	2
	Projected Next 3 Years	14	31	2.00	0	4
	Starting Hourly Wage (\$/hour)		17	\$16.69	\$10.00	\$25.96
	Starting Salary (\$/year)		27	\$44,983.77	\$28,000.00	\$60,000.00
43-3011 Bill and Account Collectors	Last 12 Months	6	14	1.00	0	1
	Projected Next 12 Months	4	13	1.33	0	2
	Projected Next 3 Years	9	12	1.50	0	3
	Starting Hourly Wage (\$/hour)		20	\$13.91	\$9.00	\$27.50
	Starting Salary (\$/year)		7	\$31,651.97	\$22,250.80	\$50,000.00
43-3021 Billing and Posting Clerks	Last 12 Months	16	9	2.67	0	11
	Projected Next 12 Months	10	6	10.00	0	10
	Projected Next 3 Years	27	7	9.00	0	25
	Starting Hourly Wage (\$/hour)		13	\$12.14	\$8.00	\$15.58
	Starting Salary (\$/year)		2	\$26,100.00	\$21,000.00	\$31,200.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	43	61	1.34	0	4
	Projected Next 12 Months	33	58	1.38	0	4
	Projected Next 3 Years	32	52	1.60	0	4
	Starting Hourly Wage (\$/hour)		48	\$14.01	\$10.00	\$20.60
	Starting Salary (\$/year)		43	\$34,347.19	\$20,500.00	\$60,000.00
43-3071 Tellers	Last 12 Months	358	3	119.33	6	337
	Projected Next 12 Months	15	1	15.00	15	15
	Projected Next 3 Years	30	1	30.00	30	30
	Starting Hourly Wage (\$/hour)		3	\$9.81	\$8.93	\$10.50
	Starting Salary (\$/year)		1	\$20,800.00	\$20,800.00	\$20,800.00
43-4031 Court, Municipal, and License Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.87	\$16.87	\$16.87
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4051 Customer Service Representatives	Last 12 Months	163	68	2.96	0	19
	Projected Next 12 Months	91	55	3.37	0	30
	Projected Next 3 Years	173	53	7.52	0	90
	Starting Hourly Wage (\$/hour)		37	\$12.71	\$9.00	\$17.30
	Starting Salary (\$/year)		47	\$35,995.77	\$21,000.00	\$60,000.00
43-4061 Eligibility Interviewers, Government Programs	Last 12 Months	12	1	12.00	12	12
	Projected Next 12 Months	15	1	15.00	15	15
	Projected Next 3 Years	15	1	15.00	15	15
	Starting Hourly Wage (\$/hour)		1	\$16.34	\$16.34	\$16.34
	Starting Salary (\$/year)		1	\$33,987.20	\$33,987.20	\$33,987.20
43-4081 Hotel, Motel, and Resort Desk Clerks	Last 12 Months	8	1	8.00	8	8
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$9.50	\$8.50	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4151 Order Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.00	\$9.00	\$17.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4161 Human Resources Assistants	Last 12 Months	29	43	1.45	0	8
	Projected Next 12 Months	9	36	1.13	0	2
	Projected Next 3 Years	10	33	1.25	0	3
	Starting Hourly Wage (\$/hour)		27	\$14.60	\$9.55	\$25.72
	Starting Salary (\$/year)		32	\$36,306.21	\$19,864.00	\$55,000.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-4171 Receptionists and Information Clerks	Last 12 Months	22	48	1.22	0	3
	Projected Next 12 Months	16	45	1.14	0	3
	Projected Next 3 Years	21	43	1.91	0	9
	Starting Hourly Wage (\$/hour)		50	\$11.91	\$8.00	\$20.00
	Starting Salary (\$/year)		30	\$27,420.45	\$18,000.00	\$41,600.00
43-5032 Dispatchers	Last 12 Months	14	7	2.80	0	7
	Projected Next 12 Months	7	5	2.33	0	5
	Projected Next 3 Years	19	6	4.75	0	12
	Starting Hourly Wage (\$/hour)		3	\$17.65	\$15.00	\$20.00
	Starting Salary (\$/year)		3	\$37,083.33	\$33,000.00	\$42,000.00
43-5061 Production, Planning, and Expediting Clerks	Last 12 Months	21	25	1.75	0	10
	Projected Next 12 Months	17	24	2.13	0	10
	Projected Next 3 Years	34	20	6.80	0	30
	Starting Hourly Wage (\$/hour)		11	\$13.74	\$8.00	\$17.00
	Starting Salary (\$/year)		22	\$42,044.55	\$27,040.00	\$62,000.00
43-5071 Shipping, Receiving, and Traffic Clerks	Last 12 Months	28	40	1.27	0	3
	Projected Next 12 Months	16	36	1.23	0	2
	Projected Next 3 Years	14	30	1.75	0	5
	Starting Hourly Wage (\$/hour)		44	\$13.10	\$8.00	\$19.80
	Starting Salary (\$/year)		14	\$35,106.86	\$23,000.00	\$45,000.00
43-5081 Stock Clerks and Order Fillers	Last 12 Months	30	20	3.33	0	12
	Projected Next 12 Months	29	19	3.63	0	15
	Projected Next 3 Years	54	17	6.75	0	30
	Starting Hourly Wage (\$/hour)		21	\$12.61	\$8.01	\$16.00
	Starting Salary (\$/year)		4	\$22,926.60	\$16,660.00	\$27,040.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	14	37	1.27	0	2
	Projected Next 12 Months	9	33	1.50	0	3
	Projected Next 3 Years	12	34	1.50	0	5
	Starting Hourly Wage (\$/hour)		31	\$16.52	\$9.55	\$23.56
	Starting Salary (\$/year)		30	\$41,883.87	\$19,864.00	\$65,000.00
43-6012 Legal Secretaries	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$17.75	\$17.75	\$17.75
	Starting Salary (\$/year)		2	\$35,960.00	\$35,000.00	\$36,920.00
43-6013 Medical Secretaries	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		5	\$12.02	\$9.50	\$14.09
	Starting Salary (\$/year)		1	\$27,185.60	\$27,185.60	\$27,185.60
43-6014 Secretaries and Administrative Assistants	Last 12 Months	18	32	1.29	0	3
	Projected Next 12 Months	13	33	1.30	0	3
	Projected Next 3 Years	18	28	2.57	0	9
	Starting Hourly Wage (\$/hour)		31	\$14.21	\$9.00	\$28.30
	Starting Salary (\$/year)		23	\$30,744.27	\$12,480.00	\$55,000.00
43-9021 Data Entry Keyers	Last 12 Months	10	4	3.33	0	5
	Projected Next 12 Months	3	3	1.50	0	2
	Projected Next 3 Years	5	3	5.00	0	5
	Starting Hourly Wage (\$/hour)		5	\$10.94	\$8.25	\$13.94
	Starting Salary (\$/year)		3	\$20,713.33	\$16,380.00	\$24,960.00
43-9061 Office Clerks, General	Last 12 Months	38	39	2.00	0	10
	Projected Next 12 Months	13	31	1.44	0	2
	Projected Next 3 Years	30	33	1.88	0	5
	Starting Hourly Wage (\$/hour)		37	\$12.14	\$8.50	\$20.60
	Starting Salary (\$/year)		17	\$28,878.41	\$19,864.00	\$52,000.00
45-2091 Agricultural Equipment Operators	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.50	\$12.50	\$12.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
45-2092 Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Last 12 Months	6	1	6.00	6	6
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$8.00	\$8.00	\$8.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
45-2099 Agricultural Workers, All Other	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-1011 First-Line Supervisors of Construction Trades and Extraction Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	2	2	2.00	0	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$29.11	\$18.00	\$33.44
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2031 Carpenters	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$31.38	\$31.38	\$31.38
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2061 Construction Laborers	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	8	3	2.67	1	5
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$15.79	\$12.00	\$27.15
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2073 Operating Engineers and Other Construction Equipment Operators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$35.14	\$35.00	\$35.28
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2111 Electricians	Last 12 Months	4	1	4.00	4	4
	Projected Next 12 Months	6	1	6.00	6	6
	Projected Next 3 Years	10	1	10.00	10	10
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2152 Plumbers, Pipefitters, and Steamfitters	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$28.45	\$26.50	\$30.40
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2211 Sheet Metal Workers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$27.50	\$27.50	\$27.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	Last 12 Months	10	23	1.67	0	4
	Projected Next 12 Months	8	24	1.33	0	2
	Projected Next 3 Years	3	21	1.00	0	1
	Starting Hourly Wage (\$/hour)		12	\$19.35	\$12.00	\$30.00
	Starting Salary (\$/year)		19	\$53,295.32	\$37,440.00	\$75,000.00
49-2022 Telecommunications Equipment Installers and Repairers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$17.00	\$17.00	\$17.00
	Starting Salary (\$/year)		1	\$44,000.00	\$44,000.00	\$44,000.00
49-3023 Automotive Service Technicians and Mechanics	Last 12 Months	3	3	3.00	0	3
	Projected Next 12 Months	3	3	3.00	0	3
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		6	\$14.61	\$12.50	\$18.41
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	Last 12 Months	7	14	1.40	0	3
	Projected Next 12 Months	6	14	1.50	0	2
	Projected Next 3 Years	2	11	2.00	0	2
	Starting Hourly Wage (\$/hour)		7	\$20.02	\$14.00	\$27.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-3042 Mobile Heavy Equipment Mechanics, Except Engines	Last 12 Months	4	3	2.00	0	2
	Projected Next 12 Months	2	2	2.00	0	2
	Projected Next 3 Years	6	3	3.00	0	5
	Starting Hourly Wage (\$/hour)		4	\$17.74	\$15.00	\$19.81
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9041 Industrial Machinery Mechanics	Last 12 Months	47	28	2.76	0	15
	Projected Next 12 Months	18	24	1.80	0	3
	Projected Next 3 Years	15	21	2.14	0	6
	Starting Hourly Wage (\$/hour)		22	\$18.81	\$14.50	\$24.25
	Starting Salary (\$/year)		7	\$44,871.43	\$35,000.00	\$60,600.00
49-9043 Maintenance Workers, Machinery	Last 12 Months	30	25	1.88	0	7
	Projected Next 12 Months	21	21	2.33	0	5
	Projected Next 3 Years	29	19	3.22	0	7
	Starting Hourly Wage (\$/hour)		24	\$17.28	\$11.00	\$31.55
	Starting Salary (\$/year)		3	\$36,668.33	\$31,000.00	\$48,000.00
49-9052 Telecommunications Line Installers and Repairers	Last 12 Months	14	2	7.00	2	12
	Projected Next 12 Months	7	2	7.00	0	7
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.00	\$12.00	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9071 Maintenance and Repair Workers, General	Last 12 Months	49	39	1.75	0	4
	Projected Next 12 Months	37	32	2.06	0	5
	Projected Next 3 Years	45	29	3.00	0	15
	Starting Hourly Wage (\$/hour)		40	\$17.92	\$10.00	\$25.00
	Starting Salary (\$/year)		12	\$43,558.27	\$25,396.80	\$55,000.00
49-9099 Installation, Maintenance, and Repair Workers, All Other	Last 12 Months	31	14	6.20	0	25
	Projected Next 12 Months	24	14	6.00	0	20
	Projected Next 3 Years	63	13	21.00	0	60
	Starting Hourly Wage (\$/hour)		9	\$18.05	\$9.00	\$24.25
	Starting Salary (\$/year)		6	\$39,589.20	\$30,035.20	\$50,000.00
51-1011 First-Line Supervisors of Production and Operating Workers	Last 12 Months	47	40	2.04	0	6
	Projected Next 12 Months	32	37	1.52	0	5
	Projected Next 3 Years	43	32	2.69	0	15
	Starting Hourly Wage (\$/hour)		20	\$17.37	\$10.00	\$26.50
	Starting Salary (\$/year)		38	\$49,981.13	\$35,000.00	\$85,000.00
51-2041 Structural Metal Fabricators and Fitters	Last 12 Months	35	16	3.50	0	12
	Projected Next 12 Months	21	16	2.10	0	6
	Projected Next 3 Years	28	14	3.50	0	6
	Starting Hourly Wage (\$/hour)		13	\$15.23	\$10.50	\$20.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-2092 Team Assemblers	Last 12 Months	323	34	14.04	0	85
	Projected Next 12 Months	216	29	10.80	0	85
	Projected Next 3 Years	243	25	15.19	0	100
	Starting Hourly Wage (\$/hour)		28	\$13.24	\$7.95	\$25.56
	Starting Salary (\$/year)		2	\$23,676.00	\$20,000.00	\$27,352.00
51-4011 Computer-Controlled Machine Tool Operators, Metal and Plastic	Last 12 Months	71	16	6.45	0	30
	Projected Next 12 Months	71	15	7.89	0	30
	Projected Next 3 Years	57	14	9.50	0	40
	Starting Hourly Wage (\$/hour)		13	\$14.92	\$11.50	\$20.00
	Starting Salary (\$/year)		1	\$23,920.00	\$23,920.00	\$23,920.00
51-4021 Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	19	12	4.75	0	8
	Projected Next 12 Months	24	13	6.00	0	8
	Projected Next 3 Years	8	9	4.00	0	6
	Starting Hourly Wage (\$/hour)		5	\$14.50	\$12.00	\$18.40
	Starting Salary (\$/year)		2	\$33,123.00	\$28,246.00	\$38,000.00
51-4022 Forging Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	21	10	10.50	0	20
	Projected Next 12 Months	17	10	8.50	0	15
	Projected Next 3 Years	10	8	10.00	0	10
	Starting Hourly Wage (\$/hour)		3	\$16.50	\$10.30	\$25.21
	Starting Salary (\$/year)		1	\$21,424.00	\$21,424.00	\$21,424.00
51-4023 Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	26	14	6.50	0	14
	Projected Next 12 Months	16	13	5.33	0	10
	Projected Next 3 Years	39	12	9.75	0	30
	Starting Hourly Wage (\$/hour)		6	\$14.76	\$10.50	\$20.14
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
51-4031 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	19	18	2.11	0	8
	Projected Next 12 Months	12	16	2.00	0	5
	Projected Next 3 Years	26	14	3.71	0	12
	Starting Hourly Wage (\$/hour)		11	\$14.25	\$10.00	\$17.80
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4032 Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	7	13	1.75	0	3
	Projected Next 12 Months	10	13	3.33	0	5
	Projected Next 3 Years	17	12	4.25	0	10
	Starting Hourly Wage (\$/hour)		6	\$14.70	\$8.91	\$19.73
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4033 Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	19	13	4.75	0	12
	Projected Next 12 Months	13	14	2.60	0	5
	Projected Next 3 Years	12	11	3.00	0	5
	Starting Hourly Wage (\$/hour)		9	\$14.13	\$9.35	\$19.73
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4034 Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	2	12	1.00	0	1
	Projected Next 12 Months	12	14	2.40	0	3
	Projected Next 3 Years	4	10	2.00	0	3
	Starting Hourly Wage (\$/hour)		7	\$14.69	\$9.80	\$18.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4035 Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	3	13	1.50	0	2
	Projected Next 12 Months	7	13	2.33	0	3
	Projected Next 3 Years	4	11	2.00	0	3
	Starting Hourly Wage (\$/hour)		6	\$17.10	\$10.52	\$25.00
	Starting Salary (\$/year)		1	\$30,243.00	\$30,243.00	\$30,243.00
51-4041 Machinists	Last 12 Months	71	29	3.55	0	20
	Projected Next 12 Months	46	25	2.88	0	20
	Projected Next 3 Years	57	22	4.75	0	20
	Starting Hourly Wage (\$/hour)		29	\$17.94	\$11.87	\$24.25
	Starting Salary (\$/year)		3	\$37,586.67	\$30,000.00	\$50,000.00
51-4072 Molding, Core-making, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	42	11	21.00	0	40
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	2	9	2.00	0	2
	Starting Hourly Wage (\$/hour)		4	\$15.44	\$9.50	\$24.25
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4111 Tool and Die Makers	Last 12 Months	13	19	1.63	0	3
	Projected Next 12 Months	11	16	1.38	0	2
	Projected Next 3 Years	14	16	2.00	0	4
	Starting Hourly Wage (\$/hour)		15	\$18.32	\$10.00	\$25.00
	Starting Salary (\$/year)		3	\$44,920.00	\$29,000.00	\$60,000.00
51-4121 Welders, Cutters, Solderers, and Brazers	Last 12 Months	95	23	5.94	0	40
	Projected Next 12 Months	62	20	5.64	0	30
	Projected Next 3 Years	57	19	5.70	0	15
	Starting Hourly Wage (\$/hour)		18	\$16.10	\$12.00	\$23.66
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4191 Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	0	9	N/A	0	0
	Projected Next 12 Months	0	9	N/A	0	0
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		1	\$32,760.00	\$32,760.00	\$32,760.00
51-4193 Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	0	9	N/A	0	0
	Projected Next 12 Months	0	9	N/A	0	0
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$24.25	\$24.25	\$24.25
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-5112 Printing Press Operators	Last 12 Months	6	12	1.50	0	3
	Projected Next 12 Months	5	11	2.50	0	3
	Projected Next 3 Years	8	11	2.67	0	3
	Starting Hourly Wage (\$/hour)		5	\$11.10	\$9.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-6031 Sewing Machine Operators	Last 12 Months	11	11	3.67	0	7
	Projected Next 12 Months	13	11	6.50	0	10
	Projected Next 3 Years	30	10	15.00	0	25
	Starting Hourly Wage (\$/hour)		3	\$10.50	\$9.00	\$12.00
	Starting Salary (\$/year)		1	\$26,000.00	\$26,000.00	\$26,000.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
51-7041 Sawing Machine Setters, Operators, and Tenders, Wood	Last 12 Months	2	9	2.00	0	2
	Projected Next 12 Months	2	9	2.00	0	2
	Projected Next 3 Years	2	8	2.00	0	2
	Starting Hourly Wage (\$/hour)		1	\$13.00	\$13.00	\$13.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-7042 Woodworking Machine Setters, Operators, and Tenders, Except Sawing	Last 12 Months	1	10	1.00	0	1
	Projected Next 12 Months	5	11	5.00	0	5
	Projected Next 3 Years	0	9	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		1	\$28,000.00	\$28,000.00	\$28,000.00
51-9023 Mixing and Blending Machine Setters, Operators, and Tenders	Last 12 Months	6	13	1.50	0	2
	Projected Next 12 Months	10	14	2.00	0	4
	Projected Next 3 Years	23	13	3.83	0	10
	Starting Hourly Wage (\$/hour)		8	\$14.44	\$10.00	\$17.00
	Starting Salary (\$/year)		1	\$26,166.00	\$26,166.00	\$26,166.00
51-9032 Cutting and Slicing Machine Setters, Operators, and Tenders	Last 12 Months	3	10	1.50	0	2
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	3	9	3.00	0	3
	Starting Hourly Wage (\$/hour)		2	\$10.25	\$9.00	\$11.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9041 Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	Last 12 Months	0	9	N/A	0	0
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers	Last 12 Months	15	16	1.67	0	4
	Projected Next 12 Months	9	13	2.25	0	4
	Projected Next 3 Years	6	12	2.00	0	2
	Starting Hourly Wage (\$/hour)		12	\$14.76	\$10.25	\$24.00
	Starting Salary (\$/year)		1	\$25,740.00	\$25,740.00	\$25,740.00
51-9111 Packaging and Filling Machine Operators and Tenders	Last 12 Months	32	14	5.33	0	10
	Projected Next 12 Months	30	14	5.00	0	15
	Projected Next 3 Years	58	12	11.60	0	35
	Starting Hourly Wage (\$/hour)		6	\$11.09	\$8.50	\$15.56
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
51-9121 Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	Last 12 Months	14	13	3.50	0	6
	Projected Next 12 Months	8	11	4.00	0	4
	Projected Next 3 Years	17	11	4.25	0	12
	Starting Hourly Wage (\$/hour)		6	\$15.41	\$10.50	\$18.00
	Starting Salary (\$/year)		1	\$38,000.00	\$38,000.00	\$38,000.00
51-9196 Paper Goods Machine Setters, Operators, and Tenders	Last 12 Months	1	10	1.00	0	1
	Projected Next 12 Months	0	9	N/A	0	0
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$14.44	\$14.00	\$14.87
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9198 Helpers—Production Workers	Last 12 Months	92	19	7.67	0	29
	Projected Next 12 Months	78	18	7.80	0	30
	Projected Next 3 Years	58	13	11.60	0	35
	Starting Hourly Wage (\$/hour)		22	\$11.58	\$7.95	\$18.51
	Starting Salary (\$/year)		1	\$25,000.00	\$25,000.00	\$25,000.00
51-9199 Production Workers, All Other	Last 12 Months	495	28	23.57	0	300
	Projected Next 12 Months	479	24	28.18	0	300
	Projected Next 3 Years	719	19	59.92	0	400
	Starting Hourly Wage (\$/hour)		26	\$12.04	\$7.95	\$22.00
	Starting Salary (\$/year)		4	\$25,000.00	\$20,000.00	\$34,000.00
53-1021 First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Last 12 Months	3	3	1.50	0	2
	Projected Next 12 Months	3	3	1.50	0	2
	Projected Next 3 Years	2	3	2.00	0	2
	Starting Hourly Wage (\$/hour)		2	\$20.34	\$15.68	\$25.00
	Starting Salary (\$/year)		2	\$42,000.00	\$32,000.00	\$52,000.00
53-1031 First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$19.38	\$19.38	\$19.38
	Starting Salary (\$/year)		1	\$40,310.00	\$40,310.00	\$40,310.00

Occupations Across All Industry Sectors						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
53-3022 Bus Drivers, School or Special Client	Last 12 Months	13	3	6.50	0	10
	Projected Next 12 Months	13	3	6.50	0	10
	Projected Next 3 Years	20	2	20.00	0	20
	Starting Hourly Wage (\$/hour)		3	\$13.70	\$10.00	\$16.53
	Starting Salary (\$/year)		1	\$15,290.00	\$15,290.00	\$15,290.00
53-3031 Driver/Sales Workers	Last 12 Months	3	3	1.50	0	2
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$15.25	\$10.50	\$20.00
	Starting Salary (\$/year)		1	\$41,600.00	\$41,600.00	\$41,600.00
53-3032 Heavy and Tractor-Trailer Truck Drivers	Last 12 Months	89	21	6.36	0	28
	Projected Next 12 Months	76	20	5.43	0	25
	Projected Next 3 Years	99	18	9.90	0	60
	Starting Hourly Wage (\$/hour)		21	\$17.35	\$12.99	\$33.14
	Starting Salary (\$/year)		4	\$44,096.00	\$27,500.00	\$50,000.00
53-3033 Light Truck or Delivery Services Drivers	Last 12 Months	17	16	2.43	0	10
	Projected Next 12 Months	13	16	2.17	0	5
	Projected Next 3 Years	32	14	6.40	0	20
	Starting Hourly Wage (\$/hour)		17	\$11.67	\$7.95	\$17.00
	Starting Salary (\$/year)		4	\$25,250.00	\$18,800.00	\$31,200.00
53-7021 Crane and Tower Operators	Last 12 Months	8	13	1.60	0	2
	Projected Next 12 Months	6	12	1.50	0	2
	Projected Next 3 Years	8	11	1.60	0	2
	Starting Hourly Wage (\$/hour)		9	\$16.18	\$8.91	\$32.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7051 Industrial Truck and Tractor Operators	Last 12 Months	38	17	3.17	0	10
	Projected Next 12 Months	32	12	4.00	0	15
	Projected Next 3 Years	54	10	9.00	0	25
	Starting Hourly Wage (\$/hour)		15	\$12.93	\$9.00	\$19.73
	Starting Salary (\$/year)		2	\$52,500.00	\$50,000.00	\$55,000.00
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	Last 12 Months	119	22	7.00	0	31
	Projected Next 12 Months	97	19	8.82	0	31
	Projected Next 3 Years	255	16	28.33	0	90
	Starting Hourly Wage (\$/hour)		20	\$11.99	\$7.95	\$18.00
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
53-7063 Machine Feeders and Offbearers	Last 12 Months	16	9	5.33	0	8
	Projected Next 12 Months	12	10	4.00	0	5
	Projected Next 3 Years	15	7	15.00	0	15
	Starting Hourly Wage (\$/hour)		3	\$11.85	\$10.00	\$14.87
	Starting Salary (\$/year)		1	\$24,000.00	\$24,000.00	\$24,000.00
53-7064 Packers and Packagers, Hand	Last 12 Months	77	21	4.53	0	15
	Projected Next 12 Months	61	18	6.10	0	20
	Projected Next 3 Years	137	17	13.70	0	50
	Starting Hourly Wage (\$/hour)		23	\$11.21	\$7.95	\$16.50
	Starting Salary (\$/year)		6	\$28,640.00	\$15,000.00	\$50,000.00
53-7081 Refuse and Recyclable Material Collectors	Last 12 Months	4	2	4.00	0	4
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	2	2.00	0	2
	Starting Hourly Wage (\$/hour)		2	\$16.52	\$15.96	\$17.08
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 11 Agriculture, Forestry, Fishing and Hunting

Sector 11 Agriculture, Forestry, Fishing and Hunting						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		1	\$55,000.00	\$55,000.00	\$55,000.00
11-9013 Farmers, Ranchers, and Other Agricultural Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$20.00	\$20.00	\$20.00
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
11-9199 Managers, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-1012 First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.00	\$16.00	\$16.00
	Starting Salary (\$/year)		1	\$60,000.00	\$60,000.00	\$60,000.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
45-2091 Agricultural Equipment Operators	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.50	\$12.50	\$12.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
45-2092 Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Last 12 Months	6	1	6.00	6	6
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$8.00	\$8.00	\$8.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
45-2099 Agricultural Workers, All Other	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$75,000.00	\$75,000.00	\$75,000.00
49-9071 Maintenance and Repair Workers, General	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	5	1	5.00	5	5
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00

Sector 11 Agriculture, Forestry, Fishing and Hunting						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
53-3033 Light Truck or Delivery Services Drivers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
11-1021 General and Operations Managers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		1	\$55,000.00	\$55,000.00	\$55,000.00
11-9013 Farmers, Ranchers, and Other Agricultural Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$20.00	\$20.00	\$20.00
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
11-9199 Managers, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-1012 First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.00	\$16.00	\$16.00
	Starting Salary (\$/year)		1	\$60,000.00	\$60,000.00	\$60,000.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
45-2091 Agricultural Equipment Operators	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.50	\$12.50	\$12.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
45-2092 Farmworkers and Laborers, Crop, Nursery, and Greenhouse	Last 12 Months	6	1	6.00	6	6
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$8.00	\$8.00	\$8.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
45-2099 Agricultural Workers, All Other	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$75,000.00	\$75,000.00	\$75,000.00
49-9071 Maintenance and Repair Workers, General	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	5	1	5.00	5	5
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00

Sector 11 Agriculture, Forestry, Fishing and Hunting						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
53-3033 Light Truck or Delivery Services Drivers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 21 Mining, Quarrying, and Oil and Gas Extraction

Sector 21 Mining, Quarrying, and Oil and Gas Extraction						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$90,000.00	\$90,000.00	\$90,000.00
11-3011 Administrative Services Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$57,000.00	\$57,000.00	\$57,000.00
11-3031 Financial Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$57,000.00	\$57,000.00	\$57,000.00
11-3051 Industrial Production Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$82,000.00	\$82,000.00	\$82,000.00
11-9041 Architectural and Engineering Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$80,000.00	\$80,000.00	\$80,000.00
11-9199 Managers, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$55,000.00	\$55,000.00	\$55,000.00
13-1023 Purchasing Agents	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$45,000.00	\$45,000.00	\$45,000.00
17-3029 Engineering Technicians, All Other	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-6014 Secretaries and Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-9061 Office Clerks, General	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 21 Mining, Quarrying, and Oil and Gas Extraction						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
49-9041 Industrial Machinery Mechanics	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.00	\$16.00	\$16.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9198 Helpers—Production Workers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$9.50	\$9.50	\$9.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9199 Production Workers, All Other	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 22 Utilities

Sector 22 Utilities						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.05	\$11.05	\$11.05
	Starting Salary (\$/year)		2	\$36,492.00	\$22,984.00	\$50,000.00
11-9199 Managers, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$27.37	\$27.37	\$27.37
	Starting Salary (\$/year)		1	\$56,929.60	\$56,929.60	\$56,929.60
13-2051 Financial Analysts	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$40,000.00	\$40,000.00	\$40,000.00
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$19.09	\$19.09	\$19.09
	Starting Salary (\$/year)		1	\$39,707.20	\$39,707.20	\$39,707.20
43-4051 Customer Service Representatives	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.75	\$11.75	\$11.75
	Starting Salary (\$/year)		1	\$24,440.00	\$24,440.00	\$24,440.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.31	\$11.31	\$11.31
	Starting Salary (\$/year)		1	\$23,524.80	\$23,524.80	\$23,524.80
49-9099 Installation, Maintenance, and Repair Workers, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.44	\$14.44	\$14.44
	Starting Salary (\$/year)		1	\$30,035.20	\$30,035.20	\$30,035.20

Sector 23 Construction

Sector 23 Construction						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	2	2	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$110,000.00	\$105,000.00
11-3011 Administrative Services Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3021 Computer and Information Systems Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3031 Financial Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-9021 Construction Managers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	2	2	1.00	1	1
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		4		\$75,620.00	\$65,000.00
13-1023 Purchasing Agents	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1051 Cost Estimators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	3	1.50	0	2
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
13-1071 Human Resources Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-2011 Accountants and Auditors	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$25,000.00	\$25,000.00	\$25,000.00

Sector 23 Construction						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-4051 Customer Service Representatives	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4171 Receptionists and Information Clerks	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$13.50	\$13.50	\$13.50
	Starting Salary (\$/year)		2	\$25,250.00	\$23,000.00	\$27,500.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$60,000.00	\$60,000.00	\$60,000.00
47-1011 First-Line Supervisors of Construction Trades and Extraction Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	2	2	2.00	0	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$29.11	\$18.00	\$33.44
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2031 Carpenters	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$31.38	\$31.38	\$31.38
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2061 Construction Laborers	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	8	3	2.67	1	5
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$15.79	\$12.00	\$27.15
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2073 Operating Engineers and Other Construction Equipment Operators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$35.14	\$35.00	\$35.28
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2111 Electricians	Last 12 Months	4	1	4.00	4	4
	Projected Next 12 Months	6	1	6.00	6	6
	Projected Next 3 Years	10	1	10.00	10	10
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2152 Plumbers, Pipefitters, and Steamfitters	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$28.45	\$26.50	\$30.40
	Starting Salary (\$/year)		0	N/A	N/A	N/A
47-2211 Sheet Metal Workers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$27.50	\$27.50	\$27.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-2022 Telecommunications Equipment Installers and Repairers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$17.00	\$17.00	\$17.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9052 Telecommunications Line Installers and Repairers	Last 12 Months	12	1	12.00	12	12
	Projected Next 12 Months	7	1	7.00	7	7
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 23 Construction						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
49-9071 Maintenance and Repair Workers, General	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-3032 Heavy and Tractor-Trailer Truck Drivers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7021 Crane and Tower Operators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$32.00	\$32.00	\$32.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 31-33 Manufacturing

Sector 31-33 Manufacturing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	38	53	1.73	0	10
	Projected Next 12 Months	13	44	1.30	0	3
	Projected Next 3 Years	26	43	1.44	0	6
	Starting Hourly Wage (\$/hour)		4	\$34.04	\$21.64	\$40.00
	Starting Salary (\$/year)		65	\$89,415.00	\$30,000.00	\$175,000.00
11-2021 Marketing Managers	Last 12 Months	10	29	1.11	0	2
	Projected Next 12 Months	8	28	1.60	0	4
	Projected Next 3 Years	7	26	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$14.20	\$14.20	\$14.20
11-2022 Sales Managers	Last 12 Months	25	43	1.25	0	3
	Projected Next 12 Months	20	34	1.67	0	5
	Projected Next 3 Years	13	29	1.44	0	2
	Starting Hourly Wage (\$/hour)		1	\$18.30	\$18.30	\$18.30
11-3011 Administrative Services Managers	Last 12 Months	11	35	1.22	0	2
	Projected Next 12 Months	7	31	1.17	0	2
	Projected Next 3 Years	10	32	1.11	0	2
	Starting Hourly Wage (\$/hour)		4	\$24.76	\$12.00	\$41.19
11-3021 Computer and Information Systems Managers	Last 12 Months	6	30	1.00	0	1
	Projected Next 12 Months	8	29	1.33	0	3
	Projected Next 3 Years	8	27	2.00	0	5
	Starting Hourly Wage (\$/hour)		3	\$22.67	\$18.00	\$30.00
11-3031 Financial Managers	Last 12 Months	9	34	1.00	0	1
	Projected Next 12 Months	1	30	1.00	0	1
	Projected Next 3 Years	4	29	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
11-3051 Industrial Production Managers	Last 12 Months	39	50	1.34	0	4
	Projected Next 12 Months	22	42	1.57	0	4
	Projected Next 3 Years	19	38	1.73	0	4
	Starting Hourly Wage (\$/hour)		3	\$20.33	\$18.00	\$23.00
11-9199 Managers, All Other	Last 12 Months	27	30	1.93	0	9
	Projected Next 12 Months	18	24	2.00	0	5
	Projected Next 3 Years	10	22	2.00	0	3
	Starting Hourly Wage (\$/hour)		3	\$24.19	\$16.00	\$34.57
13-1023 Purchasing Agents	Last 12 Months	19	40	1.12	0	2
	Projected Next 12 Months	10	36	1.25	0	2
	Projected Next 3 Years	5	32	1.00	0	1
	Starting Hourly Wage (\$/hour)		6	\$17.76	\$13.00	\$25.00
13-1071 Human Resources Specialists	Last 12 Months	18	46	1.06	0	2
	Projected Next 12 Months	11	37	1.10	0	2
	Projected Next 3 Years	9	38	1.00	0	1
	Starting Hourly Wage (\$/hour)		6	\$18.82	\$10.00	\$28.81
13-1111 Management Analysts	Last 12 Months	2	18	1.00	0	1
	Projected Next 12 Months	2	14	1.00	0	1
	Projected Next 3 Years	2	13	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$23.00	\$23.00	\$23.00
13-1151 Training and Development Specialists	Last 12 Months	4	21	2.00	0	3
	Projected Next 12 Months	2	18	1.00	0	1
	Projected Next 3 Years	1	16	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$19.00	\$19.00	\$19.00
	Starting Salary (\$/year)		9	\$60,729.00	\$30,000.00	\$100,000.00

Sector 31-33 Manufacturing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	14	23	2.80	0	9
	Projected Next 12 Months	5	19	1.25	0	2
	Projected Next 3 Years	3	18	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$21.00	\$17.00	\$25.00
	Starting Salary (\$/year)		11	\$48,014.55	\$25,000.00	\$70,000.00
13-1199 Business Operations Specialists, All Other	Last 12 Months	8	18	2.00	0	4
	Projected Next 12 Months	3	14	1.50	0	2
	Projected Next 3 Years	2	13	2.00	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		5	\$58,800.00	\$45,000.00	\$75,000.00
13-2011 Accountants and Auditors	Last 12 Months	14	30	1.27	0	3
	Projected Next 12 Months	6	26	1.00	0	1
	Projected Next 3 Years	2	24	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$17.50	\$16.00	\$19.00
	Starting Salary (\$/year)		26	\$54,639.69	\$30,000.00	\$85,000.00
13-2051 Financial Analysts	Last 12 Months	13	21	2.60	0	8
	Projected Next 12 Months	5	16	5.00	0	5
	Projected Next 3 Years	5	15	5.00	0	5
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		10	\$60,070.00	\$45,000.00	\$75,000.00
15-1121 Computer Systems Analysts	Last 12 Months	16	23	3.20	0	9
	Projected Next 12 Months	1	18	1.00	0	1
	Projected Next 3 Years	2	17	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$22,508.50	\$17.00	\$45,000.00
	Starting Salary (\$/year)		10	\$65,116.10	\$50,000.00	\$92,000.00
15-1132 Software Developers, Applications	Last 12 Months	3	16	1.50	0	2
	Projected Next 12 Months	2	12	2.00	0	2
	Projected Next 3 Years	2	11	2.00	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		6	\$64,025.17	\$45,000.00	\$90,000.00
15-1133 Software Developers, Systems Software	Last 12 Months	1	14	1.00	0	1
	Projected Next 12 Months	1	12	1.00	0	1
	Projected Next 3 Years	0	11	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		4	\$55,514.00	\$43,000.00	\$86,476.00
15-1142 Network and Computer Systems Administrators	Last 12 Months	18	17	4.50	0	15
	Projected Next 12 Months	6	15	3.00	0	5
	Projected Next 3 Years	0	12	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		13	\$54,984.62	\$40,000.00	\$85,000.00
15-1151 Computer User Support Specialists	Last 12 Months	7	16	1.17	0	2
	Projected Next 12 Months	2	15	2.00	0	2
	Projected Next 3 Years	0	13	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$13.03	\$9.25	\$15.35
	Starting Salary (\$/year)		8	\$42,805.25	\$30,000.00	\$54,000.00
15-1199 Computer Occupations, All Other	Last 12 Months	4	13	1.33	0	2
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	2	9	2.00	0	2
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		2	\$70,850.00	\$54,000.00	\$87,700.00
17-2041 Chemical Engineers	Last 12 Months	4	13	1.33	0	2
	Projected Next 12 Months	2	13	2.00	0	2
	Projected Next 3 Years	4	12	2.00	0	3
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		5	\$77,200.00	\$45,000.00	\$101,000.00
17-2071 Electrical Engineers	Last 12 Months	7	18	1.17	0	2
	Projected Next 12 Months	5	16	1.00	0	1
	Projected Next 3 Years	4	12	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		12	\$72,691.67	\$45,000.00	\$105,000.00
17-2072 Electronics Engineers	Last 12 Months	1	11	1.00	0	1
	Projected Next 12 Months	6	12	1.20	0	2
	Projected Next 3 Years	1	10	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$32.55	\$32.55	\$32.55
	Starting Salary (\$/year)		5	\$78,500.00	\$60,000.00	\$95,000.00

Sector 31-33 Manufacturing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
17-2111 Health and Safety Engineers	Last 12 Months	2	13	1.00	0	1
	Projected Next 12 Months	1	12	1.00	0	1
	Projected Next 3 Years	1	11	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		9	\$67,187.33	\$35,000.00	\$85,000.00
17-2112 Industrial Engineers	Last 12 Months	8	19	1.33	0	3
	Projected Next 12 Months	11	23	1.22	0	2
	Projected Next 3 Years	6	17	1.20	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		17	\$63,470.59	\$40,000.00	\$87,500.00
17-2131 Materials Engineers	Last 12 Months	7	15	2.33	0	4
	Projected Next 12 Months	3	14	1.50	0	2
	Projected Next 3 Years	1	12	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		12	\$72,720.42	\$50,000.00	\$94,980.00
17-2141 Mechanical Engineers	Last 12 Months	57	38	2.11	0	15
	Projected Next 12 Months	33	31	1.65	0	8
	Projected Next 3 Years	26	23	2.36	0	10
	Starting Hourly Wage (\$/hour)		4	\$22.15	\$20.00	\$26.00
	Starting Salary (\$/year)		38	\$64,998.16	\$42,000.00	\$104,000.00
17-3013 Mechanical Drafters	Last 12 Months	15	20	1.67	0	3
	Projected Next 12 Months	6	17	1.20	0	2
	Projected Next 3 Years	4	16	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$15.00	\$12.00	\$18.00
	Starting Salary (\$/year)		16	\$46,623.19	\$30,000.00	\$65,000.00
17-3023 Electrical and Electronic Engineering Technicians	Last 12 Months	4	12	1.33	0	2
	Projected Next 12 Months	8	14	1.14	0	2
	Projected Next 3 Years	6	12	3.00	0	5
	Starting Hourly Wage (\$/hour)		4	\$20.00	\$17.50	\$21.00
	Starting Salary (\$/year)		10	\$46,797.20	\$35,000.00	\$62,000.00
17-3026 Industrial Engineering Technicians	Last 12 Months	4	9	2.00	0	3
	Projected Next 12 Months	3	10	1.50	0	2
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$59,333.33	\$40,000.00	\$75,000.00
17-3027 Mechanical Engineering Technicians	Last 12 Months	10	18	1.25	0	3
	Projected Next 12 Months	8	16	1.14	0	2
	Projected Next 3 Years	5	15	1.67	0	3
	Starting Hourly Wage (\$/hour)		6	\$19.75	\$15.00	\$25.00
	Starting Salary (\$/year)		11	\$53,727.27	\$35,000.00	\$83,000.00
17-3029 Engineering Technicians, All Other	Last 12 Months	3	11	1.50	0	2
	Projected Next 12 Months	6	13	1.20	0	2
	Projected Next 3 Years	2	9	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$13.50	\$12.00	\$15.00
	Starting Salary (\$/year)		7	\$55,580.00	\$24,960.00	\$75,000.00
19-2031 Chemists	Last 12 Months	4	13	1.33	0	2
	Projected Next 12 Months	2	12	2.00	0	2
	Projected Next 3 Years	5	11	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	N/A	N/A	N/A
	Starting Salary (\$/year)		5	\$70,200.00	\$32,000.00	\$100,000.00
19-4031 Chemical Technicians	Last 12 Months	5	13	1.67	0	3
	Projected Next 12 Months	3	12	1.50	0	2
	Projected Next 3 Years	1	9	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$18.18	\$11.00	\$26.55
	Starting Salary (\$/year)		3	\$46,818.67	\$40,000.00	\$53,456.00
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	Last 12 Months	21	20	3.50	0	16
	Projected Next 12 Months	4	17	1.33	0	2
	Projected Next 3 Years	6	17	2.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$16.00	\$11.00	\$21.00
	Starting Salary (\$/year)		7	\$38,571.43	\$20,000.00	\$56,000.00
37-1012 First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Last 12 Months	0	11	N/A	0	0
	Projected Next 12 Months	0	11	N/A	0	0
	Projected Next 3 Years	0	10	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.25	\$12.50	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 31-33 Manufacturing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	18	23	2.00	0	4
	Projected Next 12 Months	12	21	1.71	0	4
	Projected Next 3 Years	10	18	3.33	0	5
	Starting Hourly Wage (\$/hour)		21	\$10.78	\$7.95	\$16.14
	Starting Salary (\$/year)		3	\$22,141.33	\$21,424.00	\$23,000.00
37-2012 Maids and Housekeeping Cleaners	Last 12 Months	1	12	1.00	0	1
	Projected Next 12 Months	0	12	N/A	0	0
	Projected Next 3 Years	0	11	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.50	\$12.50	\$12.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-3011 Landscaping and Groundskeeping Workers	Last 12 Months	1	13	1.00	0	1
	Projected Next 12 Months	1	13	1.00	0	1
	Projected Next 3 Years	0	11	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$9.67	\$9.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-4011 Sales Representatives, Technical and Scientific Products	Last 12 Months	16	19	1.45	0	4
	Projected Next 12 Months	12	20	1.09	0	2
	Projected Next 3 Years	13	17	1.63	0	2
	Starting Hourly Wage (\$/hour)		2	\$21.00	\$17.00	\$25.00
	Starting Salary (\$/year)		19	\$62,831.58	\$35,000.00	\$100,000.00
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	38	30	2.00	0	6
	Projected Next 12 Months	23	26	1.64	0	4
	Projected Next 3 Years	31	21	3.10	0	10
	Starting Hourly Wage (\$/hour)		6	\$19.06	\$11.95	\$25.93
	Starting Salary (\$/year)		22	\$59,864.55	\$23,000.00	\$150,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	4	19	1.33	0	2
	Projected Next 12 Months	2	19	1.00	0	1
	Projected Next 3 Years	5	19	1.67	0	3
	Starting Hourly Wage (\$/hour)		6	\$16.86	\$10.00	\$25.93
	Starting Salary (\$/year)		9	\$50,533.33	\$37,500.00	\$60,000.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	21	37	1.17	0	2
	Projected Next 12 Months	19	38	1.19	0	4
	Projected Next 3 Years	17	33	1.55	0	4
	Starting Hourly Wage (\$/hour)		21	\$14.42	\$10.00	\$20.60
	Starting Salary (\$/year)		26	\$35,911.50	\$20,500.00	\$60,000.00
43-4051 Customer Service Representatives	Last 12 Months	53	43	1.71	0	9
	Projected Next 12 Months	23	35	1.64	0	5
	Projected Next 3 Years	12	33	1.50	0	2
	Starting Hourly Wage (\$/hour)		15	\$13.67	\$10.00	\$16.00
	Starting Salary (\$/year)		28	\$38,969.64	\$23,000.00	\$60,000.00
43-4161 Human Resources Assistants	Last 12 Months	8	21	1.14	0	2
	Projected Next 12 Months	4	18	1.00	0	1
	Projected Next 3 Years	2	17	1.00	0	1
	Starting Hourly Wage (\$/hour)		8	\$14.64	\$12.00	\$20.60
	Starting Salary (\$/year)		13	\$38,376.00	\$25,000.00	\$55,000.00
43-4171 Receptionists and Information Clerks	Last 12 Months	7	24	1.17	0	2
	Projected Next 12 Months	6	24	1.00	0	1
	Projected Next 3 Years	4	24	1.00	0	1
	Starting Hourly Wage (\$/hour)		19	\$12.00	\$8.00	\$16.68
	Starting Salary (\$/year)		14	\$29,589.29	\$22,000.00	\$39,350.00
43-5061 Production, Planning, and Expediting Clerks	Last 12 Months	20	23	1.82	0	10
	Projected Next 12 Months	16	22	2.29	0	10
	Projected Next 3 Years	34	18	6.80	0	30
	Starting Hourly Wage (\$/hour)		10	\$13.71	\$8.00	\$17.00
	Starting Salary (\$/year)		19	\$42,861.05	\$27,040.00	\$62,000.00
43-5071 Shipping, Receiving, and Traffic Clerks	Last 12 Months	26	38	1.30	0	3
	Projected Next 12 Months	16	36	1.23	0	2
	Projected Next 3 Years	14	30	1.75	0	5
	Starting Hourly Wage (\$/hour)		40	\$13.31	\$8.00	\$19.80
	Starting Salary (\$/year)		13	\$34,345.85	\$23,000.00	\$45,000.00
43-5081 Stock Clerks and Order Fillers	Last 12 Months	26	18	3.25	0	12
	Projected Next 12 Months	22	17	3.67	0	15
	Projected Next 3 Years	40	15	6.67	0	30
	Starting Hourly Wage (\$/hour)		18	\$12.88	\$10.00	\$16.00
	Starting Salary (\$/year)		2	\$26,603.20	\$26,166.40	\$27,040.00

Sector 31-33 Manufacturing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	4	18	1.00	0	1
	Projected Next 12 Months	2	18	1.00	0	1
	Projected Next 3 Years	3	18	1.00	0	1
	Starting Hourly Wage (\$/hour)		8	\$16.77	\$13.40	\$22.00
	Starting Salary (\$/year)		7	\$44,785.71	\$25,000.00	\$58,500.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	3	16	1.00	0	1
	Projected Next 12 Months	1	16	1.00	0	1
	Projected Next 3 Years	1	15	1.00	0	1
	Starting Hourly Wage (\$/hour)		6	\$15.17	\$10.00	\$28.30
	Starting Salary (\$/year)		5	\$32,400.00	\$20,000.00	\$37,000.00
43-9061 Office Clerks, General	Last 12 Months	20	19	2.50	0	10
	Projected Next 12 Months	7	17	1.40	0	2
	Projected Next 3 Years	13	17	2.17	0	5
	Starting Hourly Wage (\$/hour)		11	\$13.48	\$8.50	\$20.60
	Starting Salary (\$/year)		8	\$30,781.00	\$25,000.00	\$42,848.00
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	Last 12 Months	9	20	1.80	0	4
	Projected Next 12 Months	6	20	1.50	0	2
	Projected Next 3 Years	2	18	1.00	0	1
	Starting Hourly Wage (\$/hour)		9	\$20.35	\$15.00	\$30.00
	Starting Salary (\$/year)		13	\$52,587.69	\$37,440.00	\$65,000.00
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	Last 12 Months	1	10	1.00	0	1
	Projected Next 12 Months	1	10	1.00	0	1
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$21.50	\$21.00	\$22.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9041 Industrial Machinery Mechanics	Last 12 Months	47	28	2.76	0	15
	Projected Next 12 Months	18	24	1.80	0	3
	Projected Next 3 Years	15	21	2.14	0	6
	Starting Hourly Wage (\$/hour)		21	\$18.95	\$14.50	\$24.25
	Starting Salary (\$/year)		6	\$44,016.67	\$35,000.00	\$60,600.00
49-9043 Maintenance Workers, Machinery	Last 12 Months	30	25	1.88	0	7
	Projected Next 12 Months	21	21	2.33	0	5
	Projected Next 3 Years	29	19	3.22	0	7
	Starting Hourly Wage (\$/hour)		24	\$17.28	\$11.00	\$31.55
	Starting Salary (\$/year)		3	\$36,668.33	\$31,000.00	\$48,000.00
49-9071 Maintenance and Repair Workers, General	Last 12 Months	48	36	1.78	0	4
	Projected Next 12 Months	33	28	2.20	0	5
	Projected Next 3 Years	40	26	2.86	0	15
	Starting Hourly Wage (\$/hour)		35	\$18.08	\$10.00	\$25.00
	Starting Salary (\$/year)		8	\$45,912.80	\$39,520.00	\$55,000.00
49-9099 Installation, Maintenance, and Repair Workers, All Other	Last 12 Months	4	9	1.33	0	2
	Projected Next 12 Months	4	9	1.33	0	2
	Projected Next 3 Years	3	8	1.50	0	2
	Starting Hourly Wage (\$/hour)		4	\$22.02	\$18.18	\$24.25
	Starting Salary (\$/year)		1	\$42,500.00	\$42,500.00	\$42,500.00
51-1011 First-Line Supervisors of Production and Operating Workers	Last 12 Months	47	40	2.04	0	6
	Projected Next 12 Months	32	37	1.52	0	5
	Projected Next 3 Years	43	32	2.69	0	15
	Starting Hourly Wage (\$/hour)		20	\$17.37	\$10.00	\$26.50
	Starting Salary (\$/year)		38	\$49,981.13	\$35,000.00	\$85,000.00
51-2041 Structural Metal Fabricators and Fitters	Last 12 Months	35	16	3.50	0	12
	Projected Next 12 Months	21	16	2.10	0	6
	Projected Next 3 Years	28	14	3.50	0	6
	Starting Hourly Wage (\$/hour)		13	\$15.23	\$10.50	\$20.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-2092 Team Assemblers	Last 12 Months	323	34	14.04	0	85
	Projected Next 12 Months	216	29	10.80	0	85
	Projected Next 3 Years	243	25	15.19	0	100
	Starting Hourly Wage (\$/hour)		28	\$13.24	\$7.95	\$25.56
	Starting Salary (\$/year)		2	\$ 23,676.00	\$ 20,000.00	\$ 27,352.00
51-4011 Computer-Controlled Machine Tool Operators, Metal and Plastic	Last 12 Months	71	16	6.45	0	30
	Projected Next 12 Months	71	15	7.89	0	30
	Projected Next 3 Years	57	14	9.50	0	40
	Starting Hourly Wage (\$/hour)		13	\$14.92	\$11.50	\$20.00
	Starting Salary (\$/year)		1	\$23,920.00	\$23,920.00	\$23,920.00

Sector 31-33 Manufacturing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
51-4021 Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	19	12	4.75	0	8
	Projected Next 12 Months	24	13	6.00	0	8
	Projected Next 3 Years	8	9	4.00	0	6
	Starting Hourly Wage (\$/hour)		5	\$14.50	\$12.00	\$18.40
	Starting Salary (\$/year)		2	\$33,123.00	\$28,246.00	\$38,000.00
51-4022 Forging Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	21	10	10.50	0	20
	Projected Next 12 Months	17	10	8.50	0	15
	Projected Next 3 Years	10	8	10.00	0	10
	Starting Hourly Wage (\$/hour)		3	\$16.50	\$10.30	\$25.21
	Starting Salary (\$/year)		1	\$21,424.00	\$21,424.00	\$21,424.00
51-4023 Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	26	14	6.50	0	14
	Projected Next 12 Months	16	13	5.33	0	10
	Projected Next 3 Years	39	12	9.75	0	30
	Starting Hourly Wage (\$/hour)		6	\$14.76	\$10.50	\$20.14
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4031 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	19	18	2.11	0	8
	Projected Next 12 Months	12	16	2.00	0	5
	Projected Next 3 Years	26	14	3.71	0	12
	Starting Hourly Wage (\$/hour)		11	\$14.25	\$10.00	\$17.80
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4032 Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	7	13	1.75	0	3
	Projected Next 12 Months	10	13	3.33	0	5
	Projected Next 3 Years	17	12	4.25	0	10
	Starting Hourly Wage (\$/hour)		6	\$14.70	\$8.91	\$19.73
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4033 Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	19	13	4.75	0	12
	Projected Next 12 Months	13	14	2.60	0	5
	Projected Next 3 Years	12	11	3.00	0	5
	Starting Hourly Wage (\$/hour)		9	\$14.13	\$9.35	\$19.73
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4034 Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	2	12	1.00	0	1
	Projected Next 12 Months	12	14	2.40	0	3
	Projected Next 3 Years	4	10	2.00	0	3
	Starting Hourly Wage (\$/hour)		7	\$14.69	\$9.80	\$18.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4035 Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	3	13	1.50	0	2
	Projected Next 12 Months	7	13	2.33	0	3
	Projected Next 3 Years	4	11	2.00	0	3
	Starting Hourly Wage (\$/hour)		6	\$17.10	\$10.52	\$25.00
	Starting Salary (\$/year)		1	\$30,243.00	\$30,243.00	\$30,243.00
51-4041 Machinists	Last 12 Months	71	29	3.55	0	20
	Projected Next 12 Months	46	25	2.88	0	20
	Projected Next 3 Years	57	22	4.75	0	20
	Starting Hourly Wage (\$/hour)		29	\$17.94	\$11.87	\$24.25
	Starting Salary (\$/year)		3	\$37,586.67	\$30,000.00	\$50,000.00
51-4072 Molding, Core-making, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	42	11	21.00	0	40
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	2	9	2.00	0	2
	Starting Hourly Wage (\$/hour)		4	\$15.44	\$9.50	\$24.25
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4111 Tool and Die Makers	Last 12 Months	13	19	1.63	0	3
	Projected Next 12 Months	11	16	1.38	0	2
	Projected Next 3 Years	14	16	2.00	0	4
	Starting Hourly Wage (\$/hour)		15	\$18.32	\$10.00	\$25.00
	Starting Salary (\$/year)		3	\$44,920.00	\$29,000.00	\$60,000.00
51-4121 Welders, Cutters, Solderers, and Brazers	Last 12 Months	95	23	5.94	0	40
	Projected Next 12 Months	62	20	5.64	0	30
	Projected Next 3 Years	57	19	5.70	0	15
	Starting Hourly Wage (\$/hour)		18	\$16.10	\$12.00	\$23.66
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-4191 Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	0	9	N/A	0	0
	Projected Next 12 Months	0	9	N/A	0	0
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		1	\$32,760.00	\$32,760.00	\$32,760.00

Sector 31-33 Manufacturing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
51-4193 Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	Last 12 Months	0	9	N/A	0	0
	Projected Next 12 Months	0	9	N/A	0	0
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$24.25	\$24.25	\$24.25
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-5112 Printing Press Operators	Last 12 Months	5	11	1.67	0	3
	Projected Next 12 Months	5	11	2.50	0	3
	Projected Next 3 Years	6	10	3.00	0	3
	Starting Hourly Wage (\$/hour)		4	\$11.38	\$9.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-6031 Sewing Machine Operators	Last 12 Months	11	11	3.67	0	7
	Projected Next 12 Months	13	11	6.50	0	10
	Projected Next 3 Years	30	10	15.00	0	25
	Starting Hourly Wage (\$/hour)		3	\$10.50	\$9.00	\$12.00
	Starting Salary (\$/year)		1	\$26,000.00	\$26,000.00	\$26,000.00
51-7041 Sawing Machine Setters, Operators, and Tenders, Wood	Last 12 Months	2	9	2.00	0	2
	Projected Next 12 Months	2	9	2.00	0	2
	Projected Next 3 Years	2	8	2.00	0	2
	Starting Hourly Wage (\$/hour)		1	\$13.00	\$13.00	\$13.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-7042 Woodworking Machine Setters, Operators, and Tenders, Except Sawing	Last 12 Months	1	10	1.00	0	1
	Projected Next 12 Months	5	11	5.00	0	5
	Projected Next 3 Years	0	9	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		1	\$28,000.00	\$28,000.00	\$28,000.00
51-9023 Mixing and Blending Machine Setters, Operators, and Tenders	Last 12 Months	6	13	1.50	0	2
	Projected Next 12 Months	10	14	2.00	0	4
	Projected Next 3 Years	23	13	3.83	0	10
	Starting Hourly Wage (\$/hour)		8	\$14.44	\$10.00	\$17.00
	Starting Salary (\$/year)		1	\$26,166.00	\$26,166.00	\$26,166.00
51-9032 Cutting and Slicing Machine Setters, Operators, and Tenders	Last 12 Months	3	10	1.50	0	2
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	3	9	3.00	0	3
	Starting Hourly Wage (\$/hour)		2	\$10.25	\$9.00	\$11.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9041 Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	Last 12 Months	0	9	N/A	0	0
	Projected Next 12 Months	2	10	2.00	0	2
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9061 Inspectors, Testers, Sorters, Samplers, and Weighers	Last 12 Months	15	16	1.67	0	4
	Projected Next 12 Months	9	13	2.25	0	4
	Projected Next 3 Years	6	12	2.00	0	2
	Starting Hourly Wage (\$/hour)		12	\$14.76	\$10.25	\$24.00
	Starting Salary (\$/year)		1	\$25,740.00	\$25,740.00	\$25,740.00
51-9111 Packaging and Filling Machine Operators and Tenders	Last 12 Months	32	14	5.33	0	10
	Projected Next 12 Months	30	14	5.00	0	15
	Projected Next 3 Years	58	12	11.60	0	35
	Starting Hourly Wage (\$/hour)		6	\$11.09	\$8.50	\$15.56
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
51-9121 Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	Last 12 Months	14	13	3.50	0	6
	Projected Next 12 Months	8	11	4.00	0	4
	Projected Next 3 Years	17	11	4.25	0	12
	Starting Hourly Wage (\$/hour)		6	\$15.41	\$10.50	\$18.00
	Starting Salary (\$/year)		1	\$38,000.00	\$38,000.00	\$38,000.00
51-9196 Paper Goods Machine Setters, Operators, and Tenders	Last 12 Months	1	10	1.00	0	1
	Projected Next 12 Months	0	9	N/A	0	0
	Projected Next 3 Years	0	8	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$14.44	\$14.00	\$14.87
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-9198 Helpers—Production Workers	Last 12 Months	92	19	7.67	0	29
	Projected Next 12 Months	78	18	7.80	0	30
	Projected Next 3 Years	58	13	11.60	0	35
	Starting Hourly Wage (\$/hour)		21	\$11.68	\$7.95	\$18.51
	Starting Salary (\$/year)		1	\$25,000.00	\$25,000.00	\$25,000.00

Sector 31-33 Manufacturing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
51-9199 Production Workers, All Other	Last 12 Months	495	28	23.57	0	300
	Projected Next 12 Months	479	24	28.18	0	300
	Projected Next 3 Years	719	19	59.92	0	400
	Starting Hourly Wage (\$/hour)		25	\$12.12	\$7.95	\$22.00
	Starting Salary (\$/year)		4	\$25,000.00	\$20,000.00	\$34,000.00
53-3032 Heavy and Tractor-Trailer Truck Drivers	Last 12 Months	17	11	3.40	0	6
	Projected Next 12 Months	11	11	2.20	0	4
	Projected Next 3 Years	14	11	2.80	0	4
	Starting Hourly Wage (\$/hour)		11	\$17.99	\$13.00	\$33.14
	Starting Salary (\$/year)		3	\$42,128.00	\$27,500.00	\$50,000.00
53-3033 Light Truck or Delivery Services Drivers	Last 12 Months	3	11	1.00	0	1
	Projected Next 12 Months	2	11	1.00	0	1
	Projected Next 3 Years	2	10	1.00	0	1
	Starting Hourly Wage (\$/hour)		10	\$11.90	\$7.95	\$17.00
	Starting Salary (\$/year)		1	\$31,200.00	\$31,200.00	\$31,200.00
53-7021 Crane and Tower Operators	Last 12 Months	8	12	1.60	0	2
	Projected Next 12 Months	6	11	1.50	0	2
	Projected Next 3 Years	8	10	1.60	0	2
	Starting Hourly Wage (\$/hour)		8	\$14.20	\$8.91	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7051 Industrial Truck and Tractor Operators	Last 12 Months	38	17	3.17	0	10
	Projected Next 12 Months	32	12	4.00	0	15
	Projected Next 3 Years	54	10	9.00	0	25
	Starting Hourly Wage (\$/hour)		15	\$12.93	\$9.00	\$19.73
	Starting Salary (\$/year)		1	\$55,000.00	\$55,000.00	\$55,000.00
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	Last 12 Months	25	15	2.50	0	5
	Projected Next 12 Months	17	13	2.83	0	5
	Projected Next 3 Years	27	10	6.75	0	15
	Starting Hourly Wage (\$/hour)		14	\$12.41	\$8.50	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7063 Machine Feeders and Offbearers	Last 12 Months	16	9	5.33	0	8
	Projected Next 12 Months	12	10	4.00	0	5
	Projected Next 3 Years	15	7	15.00	0	15
	Starting Hourly Wage (\$/hour)		3	\$11.85	\$10.00	\$14.87
	Starting Salary (\$/year)		1	\$24,000.00	\$24,000.00	\$24,000.00
53-7064 Packers and Packagers, Hand	Last 12 Months	46	17	3.54	0	15
	Projected Next 12 Months	33	14	5.50	0	20
	Projected Next 3 Years	74	13	12.33	0	50
	Starting Hourly Wage (\$/hour)		18	\$11.25	\$7.95	\$16.50
	Starting Salary (\$/year)		3	\$25,000.00	\$15,000.00	\$35,000.00

Sector 42 Wholesale Trade

Sector 42 Wholesale Trade						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$200,000.00	\$200,000.00
11-2021 Marketing Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$26.44	\$26.44	\$26.44
11-2022 Sales Managers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3011 Administrative Services Managers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3021 Computer and Information Systems Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$52.88	\$52.88	\$52.88
11-3031 Financial Managers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$50.00	\$50.00	\$50.00
13-1023 Purchasing Agents	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$17.50	\$17.50	\$17.50
13-1071 Human Resources Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$23.08	\$23.08	\$23.08
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$18.03	\$18.03	\$18.03
13-2051 Financial Analysts	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.50	\$18.50	\$18.50
15-1132 Software Developers, Applications	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$45.00	\$45.00	\$45.00
15-1133 Software Developers, Systems Software	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$48.00	\$48.00	\$48.00
	Starting Salary (\$/year)		1	\$100,000.00	\$100,000.00	\$100,000.00

Sector 42 Wholesale Trade						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
15-1142 Network and Computer Systems Administrators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$38.94	\$38.94	\$38.94
	Starting Salary (\$/year)		1	\$81,000.00	\$81,000.00	\$81,000.00
15-1151 Computer User Support Specialists	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
41-2021 Counter and Rental Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$42,000.00	\$42,000.00	\$42,000.00
41-4011 Sales Representatives, Technical and Scientific Products	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$125,000.00	\$125,000.00	\$125,000.00
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$60,000.00	\$60,000.00	\$60,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		1	\$25.96	\$25.96	\$25.96
	Starting Salary (\$/year)		1	\$54,000.00	\$54,000.00	\$54,000.00
43-3011 Bill and Account Collectors	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		2	\$17.74	\$17.50	\$17.98
	Starting Salary (\$/year)		1	\$37,500.00	\$37,500.00	\$37,500.00
43-3021 Billing and Posting Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$21,000.00	\$21,000.00	\$21,000.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.00	\$16.00	\$16.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4051 Customer Service Representatives	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	6	1	6.00	6	6
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		3	\$32,000.00	\$21,000.00	\$50,000.00
43-4151 Order Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$17.00	\$17.00	\$17.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4161 Human Resources Assistants	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		1	\$29,120.00	\$29,120.00	\$29,120.00
43-4171 Receptionists and Information Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$11.50	\$11.50	\$11.50
	Starting Salary (\$/year)		1	\$23,920.00	\$23,920.00	\$23,920.00

Sector 42 Wholesale Trade						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-5061 Production, Planning, and Expediting Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		2	\$33,560.00	\$29,120.00	\$38,000.00
43-5071 Shipping, Receiving, and Traffic Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.50	\$14.50	\$14.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-5081 Stock Clerks and Order Fillers	Last 12 Months	4	1	4.00	4	4
	Projected Next 12 Months	5	1	5.00	5	5
	Projected Next 3 Years	10	1	10.00	10	10
	Starting Hourly Wage (\$/hour)		2	\$12.50	\$10.50	\$14.50
	Starting Salary (\$/year)		1	\$21,840.00	\$21,840.00	\$21,840.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.50	\$14.50	\$14.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9041 Industrial Machinery Mechanics	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
49-9071 Maintenance and Repair Workers, General	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$19.00	\$19.00	\$19.00
	Starting Salary (\$/year)		1	\$40,000.00	\$40,000.00	\$40,000.00
53-1031 First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$19.38	\$19.38	\$19.38
	Starting Salary (\$/year)		1	\$40,310.00	\$40,310.00	\$40,310.00
53-3032 Heavy and Tractor-Trailer Truck Drivers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-3033 Light Truck or Delivery Services Drivers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.25	\$12.00	\$14.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7064 Packers and Packagers, Hand	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	5	1	5.00	5	5
	Projected Next 3 Years	10	1	10.00	10	10
	Starting Hourly Wage (\$/hour)		2	\$12.75	\$10.50	\$15.00
	Starting Salary (\$/year)		1	\$21,840.00	\$21,840.00	\$21,840.00

Sector 44-45 Retail Trade

Sector 44-45 Retail Trade						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	6	5	1.50	0	3
	Projected Next 12 Months	4	3	2.00	0	2
	Projected Next 3 Years	7	4	3.50	0	5
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		7		\$72,528.01	\$32,896.00
11-2021 Marketing Managers	Last 12 Months	5	6	1.67	0	3
	Projected Next 12 Months	0	4	N/A	0	0
	Projected Next 3 Years	1	4	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-2022 Sales Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3011 Administrative Services Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3021 Computer and Information Systems Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3031 Financial Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-9199 Managers, All Other	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1023 Purchasing Agents	Last 12 Months	2	2	2.00	0	2
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1071 Human Resources Specialists	Last 12 Months	5	4	1.67	0	3
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1151 Training and Development Specialists	Last 12 Months	4	3	1.33	1	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.03	\$16.03	\$16.03
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	12	2	6.00	5	7
	Projected Next 12 Months	4	1	4.00	4	4
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1199 Business Operations Specialists, All Other	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$13.49	\$13.49	\$13.49
	Starting Salary (\$/year)		1	\$61,800.18	\$61,800.18	\$61,800.18

Sector 44-45 Retail Trade						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-2011 Accountants and Auditors	Last 12 Months	12	3	4.00	1	6
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$12.21	\$12.00	\$12.41
	Starting Salary (\$/year)		2	\$51,833.45	\$47,666.80	\$56,000.10
13-2051 Financial Analysts	Last 12 Months	5	2	2.50	2	3
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$42,502.77	\$42,000.14	\$43,005.39
15-1121 Computer Systems Analysts	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$47,320.00	\$47,320.00	\$47,320.00
15-1132 Software Developers, Applications	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$46,000.24	\$46,000.24	\$46,000.24
15-1133 Software Developers, Systems Software	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$72,333.47	\$72,333.47	\$72,333.47
15-1142 Network and Computer Systems Administrators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$43,457.00	\$43,457.00	\$43,457.00
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$7.95	\$7.95	\$7.95
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-3011 Landscaping and Groundskeeping Workers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-1011 First-Line Supervisors of Retail Sales Workers	Last 12 Months	9	2	4.50	1	8
	Projected Next 12 Months	4	1	4.00	4	4
	Projected Next 3 Years	12	1	12.00	12	12
	Starting Hourly Wage (\$/hour)		2	\$9.88	\$8.75	\$11.00
	Starting Salary (\$/year)		2	\$30,000.00	\$30,000.00	\$30,000.00
41-1012 First-Line Supervisors of Non-Retail Sales Workers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$34,000.00	\$34,000.00	\$34,000.00
41-2011 Cashiers	Last 12 Months	10	1	10.00	10	10
	Projected Next 12 Months	5	1	5.00	5	5
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$8.67	\$8.50	\$9.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-2021 Counter and Rental Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-2031 Retail Salespersons	Last 12 Months	15	1	15.00	15	15
	Projected Next 12 Months	30	1	30.00	30	30
	Projected Next 3 Years	60	1	60.00	60	60
	Starting Hourly Wage (\$/hour)		2	\$7.98	\$7.95	\$8.00
	Starting Salary (\$/year)		2	\$20,880.00	\$20,880.00	\$20,880.00

Sector 44-45 Retail Trade						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	6	1	6.00	6	6
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$20,880.00	\$20,880.00	\$20,880.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	4	2	2.00	1	3
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		2	\$40,062.52	\$34,000.00	\$46,125.04
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	9	4	2.25	1	4
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		5	\$11.59	\$10.00	\$13.83
	Starting Salary (\$/year)		1	\$30,160.00	\$30,160.00	\$30,160.00
43-4051 Customer Service Representatives	Last 12 Months	22	2	11.00	8	14
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$11.33	\$10.00	\$12.65
	Starting Salary (\$/year)		1	\$26,312.00	\$26,312.00	\$26,312.00
43-4151 Order Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$9.00	\$9.00	\$9.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4161 Human Resources Assistants	Last 12 Months	9	2	4.50	1	8
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.50	\$11.00	\$16.00
	Starting Salary (\$/year)		1	\$35,360.00	\$35,360.00	\$35,360.00
43-4171 Receptionists and Information Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$9.52	\$9.52	\$9.52
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-5071 Shipping, Receiving, and Traffic Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$9.75	\$9.00	\$10.50
	Starting Salary (\$/year)		1	\$45,000.00	\$45,000.00	\$45,000.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$40,750.06	\$40,750.06	\$40,750.06
43-6014 Secretaries and Administrative Assistants	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$10.57	\$9.00	\$12.13
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-3023 Automotive Service Technicians and Mechanics	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$12.88	\$12.50	\$13.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9071 Maintenance and Repair Workers, General	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.86	\$12.86	\$12.86
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-3031 Driver/Sales Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.50	\$10.50	\$10.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 44-45 Retail Trade						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
53-3032 Heavy and Tractor-Trailer Truck Drivers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		1	\$12.99	\$12.99	\$12.99
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$8.38	\$8.38	\$8.38
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 48-49 Transportation and Warehousing

Sector 48-49 Transportation and Warehousing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	6	3	3.00	0	4
	Projected Next 12 Months	2	2	2.00	0	2
	Projected Next 3 Years	5	2	5.00	0	5
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$72,333.33	\$60,000.00	\$85,000.00
11-2021 Marketing Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-2022 Sales Managers	Last 12 Months	8	3	8.00	0	8
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3011 Administrative Services Managers	Last 12 Months	11	2	11.00	0	11
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3021 Computer and Information Systems Managers	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3031 Financial Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3071 Transportation, Storage, and Distribution Managers	Last 12 Months	2	2	2.00	0	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	2	2.00	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-9199 Managers, All Other	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1023 Purchasing Agents	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1071 Human Resources Specialists	Last 12 Months	2	3	2.00	0	2
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1111 Management Analysts	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1151 Training and Development Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$42,000.00	\$42,000.00	\$42,000.00

Sector 48-49 Transportation and Warehousing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$50,000.00	\$50,000.00
13-1199 Business Operations Specialists, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$60,000.00	\$60,000.00
13-2011 Accountants and Auditors	Last 12 Months	3	2	1.50	1	2
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	3	2	1.50	1	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$50,500.00	\$41,000.00
13-2051 Financial Analysts	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		0		N/A	N/A
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$41,000.00	\$40,000.00
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0		N/A	N/A
41-1012 First-Line Supervisors of Non-Retail Sales Workers	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$41,067.00	\$41,067.00
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	51	2	51.00	0	51
	Projected Next 12 Months	40	2	40.00	0	40
	Projected Next 3 Years	120	2	120.00	0	120
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$55,000.00	\$35,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3		\$48,000.00	\$39,000.00
43-3011 Bill and Account Collectors	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	2	3	2.00	0	2
	Starting Hourly Wage (\$/hour)		2	\$13.75	\$13.00	\$14.50
	Starting Salary (\$/year)		1		\$50,000.00	\$50,000.00
43-3021 Billing and Posting Clerks	Last 12 Months	12	3	6.00	0	11
	Projected Next 12 Months	10	2	10.00	0	10
	Projected Next 3 Years	26	3	13.00	0	25
	Starting Hourly Wage (\$/hour)		3	\$11.67	\$10.00	\$13.00
	Starting Salary (\$/year)		0		N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		1		\$35,000.00	\$35,000.00
43-4051 Customer Service Representatives	Last 12 Months	21	2	10.50	2	19
	Projected Next 12 Months	32	2	16.00	2	30
	Projected Next 3 Years	93	2	46.50	3	90
	Starting Hourly Wage (\$/hour)		2	\$12.28	\$11.55	\$13.00
	Starting Salary (\$/year)		2		\$43,500.00	\$35,000.00

Sector 48-49 Transportation and Warehousing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-4161 Human Resources Assistants	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		1	\$40,000.00	\$40,000.00	\$40,000.00
43-4171 Receptionists and Information Clerks	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	2	2	2.00	0	2
	Starting Hourly Wage (\$/hour)		3	\$11.67	\$10.00	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-5032 Dispatchers	Last 12 Months	10	4	3.33	0	7
	Projected Next 12 Months	6	3	3.00	0	5
	Projected Next 3 Years	18	4	6.00	0	12
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		2	\$37,500.00	\$33,000.00	\$42,000.00
43-5071 Shipping, Receiving, and Traffic Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$13.00	\$13.00	\$13.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-6014 Secretaries and Administrative Assistants	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-9061 Office Clerks, General	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$12.67	\$11.00	\$15.00
	Starting Salary (\$/year)		1	\$52,000.00	\$52,000.00	\$52,000.00
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$17.00	\$17.00	\$17.00
	Starting Salary (\$/year)		2	\$52,500.00	\$50,000.00	\$55,000.00
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	Last 12 Months	5	3	1.67	1	3
	Projected Next 12 Months	5	3	1.67	1	2
	Projected Next 3 Years	2	2	2.00	0	2
	Starting Hourly Wage (\$/hour)		3	\$20.33	\$14.00	\$27.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-3042 Mobile Heavy Equipment Mechanics, Except Engines	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	5	1	5.00	5	5
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9099 Installation, Maintenance, and Repair Workers, All Other	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
53-1021 First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	3	2	1.50	1	2
	Projected Next 3 Years	2	2	2.00	0	2
	Starting Hourly Wage (\$/hour)		1	\$25.00	\$25.00	\$25.00
	Starting Salary (\$/year)		1	\$52,000.00	\$52,000.00	\$52,000.00
53-3032 Heavy and Tractor-Trailer Truck Drivers	Last 12 Months	57	4	14.25	9	28
	Projected Next 12 Months	52	4	13.00	5	25
	Projected Next 3 Years	80	3	26.67	10	60
	Starting Hourly Wage (\$/hour)		3	\$15.43	\$14.00	\$16.30
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00

Sector 48-49 Transportation and Warehousing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
53-7064 Packers and Packagers, Hand	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00

Sector 51 Information

Sector 51 Information						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$92,000.00	\$92,000.00
11-2021 Marketing Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$45,000.00	\$45,000.00
11-2022 Sales Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$38,000.00	\$38,000.00
11-3011 Administrative Services Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$40,000.00	\$30,000.00
11-3021 Computer and Information Systems Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$70,000.00	\$55,000.00
11-3031 Financial Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$58,000.00	\$58,000.00
11-9199 Managers, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$50,000.00	\$50,000.00
13-1023 Purchasing Agents	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		0		N/A	N/A
13-1071 Human Resources Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$42,500.00	\$40,000.00
13-1111 Management Analysts	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		0		N/A	N/A
13-2011 Accountants and Auditors	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$35,000.00	\$35,000.00
13-2051 Financial Analysts	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		N/A	N/A

Sector 51 Information						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
15-1121 Computer Systems Analysts	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	2	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$46,000.00	\$42,000.00	\$50,000.00
15-1131 Computer Programmers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$46,000.00	\$42,000.00	\$50,000.00
15-1132 Software Developers, Applications	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
15-1133 Software Developers, Systems Software	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$65,000.00	\$65,000.00	\$65,000.00
15-1134 Web Developers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$38,000.00	\$38,000.00	\$38,000.00
15-1142 Network and Computer Systems Administrators	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$63,500.00	\$42,000.00	\$85,000.00
15-1151 Computer User Support Specialists	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	2	2	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$9.00	\$9.00	\$9.00
	Starting Salary (\$/year)		1	\$25,000.00	\$25,000.00	\$25,000.00
15-1152 Computer Network Support Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
27-3022 Reporters and Correspondents	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$38,000.00	\$38,000.00	\$38,000.00
27-3099 Media and Communication Workers, All Other	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-1011 First-Line Supervisors of Retail Sales Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$24,000.00	\$24,000.00	\$24,000.00
43-3011 Bill and Account Collectors	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 51 Information						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-3021 Billing and Posting Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$40,000.00	\$40,000.00	\$40,000.00
43-4051 Customer Service Representatives	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		1	\$32,000.00	\$32,000.00	\$32,000.00
43-4171 Receptionists and Information Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-9021 Data Entry Keyers	Last 12 Months	4	1	4.00	4	4
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	5	1	5.00	5	5
	Starting Hourly Wage (\$/hour)		1	\$8.25	\$8.25	\$8.25
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-9061 Office Clerks, General	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-2022 Telecommunications Equipment Installers and Repairers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$44,000.00	\$44,000.00	\$44,000.00
49-9052 Telecommunications Line Installers and Repairers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
51-5112 Printing Press Operators	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 52 Finance and Insurance

Sector 52 Finance and Insurance						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	4	3	2.00	0	3
	Projected Next 12 Months	2	3	1.00	0	1
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$58,333.33	\$45,000.00	\$75,000.00
11-2021 Marketing Managers	Last 12 Months	3	4	1.50	0	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$46.87	\$46.87	\$46.87
	Starting Salary (\$/year)		4	\$65,875.00	\$50,000.00	\$97,500.00
11-2022 Sales Managers	Last 12 Months	5	3	1.67	1	3
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$57,666.67	\$43,000.00	\$70,000.00
11-3011 Administrative Services Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$55,500.00	\$38,500.00	\$88,000.00
11-3021 Computer and Information Systems Managers	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$51.28	\$51.28	\$51.28
	Starting Salary (\$/year)		3	\$88,000.00	\$55,000.00	\$106,000.00
11-3031 Financial Managers	Last 12 Months	7	4	2.33	0	3
	Projected Next 12 Months	2	2	2.00	0	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$52.88	\$52.88	\$52.88
	Starting Salary (\$/year)		5	\$72,400.00	\$36,000.00	\$110,000.00
11-9199 Managers, All Other	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
13-1023 Purchasing Agents	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$20.19	\$20.19	\$20.19
	Starting Salary (\$/year)		1	\$42,000.00	\$42,000.00	\$42,000.00
13-1031 Claims Adjusters, Examiners, and Investigators	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$42.79	\$42.79	\$42.79
	Starting Salary (\$/year)		1	\$85,000.00	\$85,000.00	\$85,000.00
13-1041 Compliance Officers	Last 12 Months	6	2	3.00	1	5
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$29.58	\$29.58	\$29.58
	Starting Salary (\$/year)		3	\$52,180.33	\$40,000.00	\$61,541.00
13-1071 Human Resources Specialists	Last 12 Months	4	3	1.33	1	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$22.39	\$14.00	\$30.77
	Starting Salary (\$/year)		4	\$57,250.00	\$40,000.00	\$75,000.00
13-1151 Training and Development Specialists	Last 12 Months	8	3	4.00	0	7
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		2	\$49,000.00	\$40,000.00	\$58,000.00
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0

Sector 52 Finance and Insurance						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$27,500.00	\$25,000.00	\$30,000.00
13-2011 Accountants and Auditors	Last 12 Months	9	3	3.00	1	7
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$28.64	\$28.64	\$28.64
	Starting Salary (\$/year)		4	\$51,567.75	\$36,700.00	\$60,000.00
13-2041 Credit Analysts	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$38,389.60	\$30,000.00	\$46,779.20
13-2051 Financial Analysts	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$35.09	\$35.09	\$35.09
	Starting Salary (\$/year)		2	\$59,000.00	\$45,000.00	\$73,000.00
13-2053 Insurance Underwriters	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
13-2072 Loan Officers.	Last 12 Months	38	3	19.00	0	37
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$26.62	\$26.62	\$26.62
	Starting Salary (\$/year)		3	\$46,785.33	\$35,000.00	\$55,356.00
15-1121 Computer Systems Analysts	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
15-1131 Computer Programmers	Last 12 Months	15	1	15.00	15	15
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$35.70	\$35.70	\$35.70
	Starting Salary (\$/year)		2	\$59,628.50	\$45,000.00	\$74,257.00
15-1142 Network and Computer Systems Administrators	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
15-1151 Computer User Support Specialists	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
23-1011 Lawyers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$120,000.00	\$120,000.00	\$120,000.00
41-3021 Insurance Sales Agents	Last 12 Months	101	2	50.50	1	100
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		2	\$42,500.00	\$30,000.00	\$55,000.00
43-3011 Bill and Account Collectors	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$25,000.00	\$25,000.00	\$25,000.00
43-3021 Billing and Posting Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0

Sector 52 Finance and Insurance						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$8.00	\$8.00	\$8.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
43-3071 Tellers	Last 12 Months	358	3	119.33	6	337
	Projected Next 12 Months	15	1	15.00	15	15
	Projected Next 3 Years	30	1	30.00	30	30
	Starting Hourly Wage (\$/hour)		3	\$9.81	\$8.93	\$10.50
	Starting Salary (\$/year)		1	\$20,800.00	\$20,800.00	\$20,800.00
43-4051 Customer Service Representatives	Last 12 Months	19	2	9.50	4	15
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		1	\$9.00	\$9.00	\$9.00
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
43-4161 Human Resources Assistants	Last 12 Months	3	3	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		3	\$41,666.67	\$35,000.00	\$50,000.00
43-4171 Receptionists and Information Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	3	2	1.50	1	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$18.78	\$14.00	\$23.56
	Starting Salary (\$/year)		2	\$39,500.00	\$30,000.00	\$49,000.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.93	\$12.00	\$15.86
	Starting Salary (\$/year)		1	\$33,000.00	\$33,000.00	\$33,000.00

Sector 53 Real Estate and Rental and Leasing

Sector 53 Real Estate and Rental and Leasing						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$40,000.00	\$40,000.00	\$40,000.00
11-2022 Sales Managers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$35,000.00	\$35,000.00	\$35,000.00
11-9199 Managers, All Other	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$35,000.00	\$30,000.00	\$40,000.00
13-2011 Accountants and Auditors	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$40,000.00	\$40,000.00	\$40,000.00
41-2021 Counter and Rental Clerks	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	4	2	2.00	2	2
	Starting Hourly Wage (\$/hour)		2	\$9.00	\$9.00	\$9.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	2	2	1.00	1	1
	Starting Hourly Wage (\$/hour)		2	\$10.50	\$10.00	\$11.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3011 Bill and Account Collectors	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	2	2	1.00	1	1
	Starting Hourly Wage (\$/hour)		2	\$9.00	\$9.00	\$9.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-9061 Office Clerks, General	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	2	2	1.00	1	1
	Starting Hourly Wage (\$/hour)		2	\$8.50	\$8.50	\$8.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-3033 Light Truck or Delivery Services Drivers	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	4	2	2.00	2	2
	Projected Next 3 Years	10	2	5.00	5	5
	Starting Hourly Wage (\$/hour)		2	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	Last 12 Months	62	2	31.00	31	31
	Projected Next 12 Months	62	2	31.00	31	31
	Projected Next 3 Years	180	2	90.00	90	90
	Starting Hourly Wage (\$/hour)		2	\$7.95	\$7.95	\$7.95
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 54 Professional, Scientific, and Technical Services

Sector 54 Professional, Scientific, and Technical Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	0	3	N/A	0	0
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$91,666.67	\$65,000.00	\$120,000.00
11-2021 Marketing Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	0	3	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-2022 Sales Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3011 Administrative Services Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	3	4	1.00	0	1
	Projected Next 3 Years	5	3	2.50	0	3
	Starting Hourly Wage (\$/hour)		3	\$18.89	\$15.00	\$26.68
11-3021 Computer and Information Systems Managers	Last 12 Months	5	4	1.67	0	2
	Projected Next 12 Months	3	4	3.00	0	3
	Projected Next 3 Years	10	4	10.00	0	10
	Starting Hourly Wage (\$/hour)		1	\$57.64	\$57.64	\$57.64
11-3031 Financial Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$41.11	\$41.11	\$41.11
11-9199 Managers, All Other	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1071 Human Resources Specialists	Last 12 Months	5	2	5.00	0	5
	Projected Next 12 Months	11	3	5.50	0	10
	Projected Next 3 Years	18	3	9.00	0	15
	Starting Hourly Wage (\$/hour)		2	\$27.94	\$15.00	\$40.87
13-1111 Management Analysts	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	4	2	2.00	1	3
	Projected Next 3 Years	10	2	5.00	1	9
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1151 Training and Development Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1199 Business Operations Specialists, All Other	Last 12 Months	2	2	\$69,000.00	\$63,000.00	\$75,000.00
	Projected Next 12 Months	2	2	\$69,000.00	\$63,000.00	\$75,000.00
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-2011 Accountants and Auditors	Last 12 Months	3	5	1.00	0	1
	Projected Next 12 Months	5	6	1.67	0	2
	Projected Next 3 Years	6	5	2.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$31.01	\$31.01	\$31.01
	Starting Salary (\$/year)		6	\$51,916.67	\$40,000.00	\$64,500.00

Sector 54 Professional, Scientific, and Technical Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-2051 Financial Analysts	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$60,000.00	\$60,000.00	\$60,000.00
15-1121 Computer Systems Analysts	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$34.62	\$34.62	\$34.62
	Starting Salary (\$/year)		1	\$72,000.00	\$72,000.00	\$72,000.00
15-1131 Computer Programmers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$40.04	\$40.04	\$40.04
	Starting Salary (\$/year)		1	\$83,274.72	\$83,274.72	\$83,274.72
15-1132 Software Developers, Applications	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$28.68	\$28.68	\$28.68
	Starting Salary (\$/year)		2	\$49,324.44	\$39,000.00	\$59,648.88
15-1133 Software Developers, Systems Software	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$94,000.00	\$94,000.00	\$94,000.00
15-1142 Network and Computer Systems Administrators	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$72,500.00	\$55,000.00	\$90,000.00
15-1151 Computer User Support Specialists	Last 12 Months	0	3	N/A	0	0
	Projected Next 12 Months	1	4	1.00	0	1
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$20.83	\$20.83	\$20.83
	Starting Salary (\$/year)		4	\$40,894.10	\$35,000.00	\$45,250.00
17-2041 Chemical Engineers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$75,000.00	\$75,000.00	\$75,000.00
17-2071 Electrical Engineers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$90,000.00	\$90,000.00	\$90,000.00
17-2141 Mechanical Engineers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$90,000.00	\$90,000.00	\$90,000.00
17-2199 Engineers, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$70,000.00	\$70,000.00	\$70,000.00
17-3023 Electrical and Electronic Engineering Technicians	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$47,000.00	\$47,000.00	\$47,000.00
17-3027 Mechanical Engineering Technicians	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$40,000.00	\$40,000.00	\$40,000.00

Sector 54 Professional, Scientific, and Technical Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
19-2041 Environmental Scientists and Specialists, Including Health	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$100,000.00	\$100,000.00
23-1011 Lawyers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$22.77	\$21.50	\$24.04
	Starting Salary (\$/year)		2		\$50,000.00	\$50,000.00
23-2011 Paralegals and Legal Assistants	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$17.15	\$12.30	\$22.00
	Starting Salary (\$/year)		3		\$45,253.33	\$35,000.00
27-1024 Graphic Designers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$45.00	\$45.00	\$45.00
	Starting Salary (\$/year)		0		N/A	N/A
41-4011 Sales Representatives, Technical and Scientific Products	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$98,000.00	\$98,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.50	\$16.50	\$16.50
	Starting Salary (\$/year)		1		\$34,320.00	\$34,320.00
43-3011 Bill and Account Collectors	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$27.50	\$27.50	\$27.50
	Starting Salary (\$/year)		1		\$27,200.00	\$27,200.00
43-3021 Billing and Posting Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		1		\$31,200.00	\$31,200.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	3	4	1.50	0	2
	Projected Next 12 Months	5	4	2.50	0	4
	Projected Next 3 Years	7	6	1.75	0	4
	Starting Hourly Wage (\$/hour)		4	\$14.63	\$14.00	\$16.50
	Starting Salary (\$/year)		4		\$32,260.00	\$29,120.00
43-4051 Customer Service Representatives	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	6	1	6.00	6	6
	Projected Next 3 Years	9	1	9.00	9	9
	Starting Hourly Wage (\$/hour)		1	\$13.00	\$13.00	\$13.00
	Starting Salary (\$/year)		1		\$27,040.00	\$27,040.00
43-4161 Human Resources Assistants	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$25.72	\$25.72	\$25.72
	Starting Salary (\$/year)		2		\$46,750.00	\$40,000.00
43-4171 Receptionists and Information Clerks	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$13.67	\$10.00	\$20.00
	Starting Salary (\$/year)		4		\$27,600.00	\$18,000.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$19.50	\$19.00	\$20.00
	Starting Salary (\$/year)		3		\$46,508.00	\$39,520.00

Sector 54 Professional, Scientific, and Technical Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-6012 Legal Secretaries	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$17.75	\$17.75	\$17.75
	Starting Salary (\$/year)		2	\$35,960.00	\$35,000.00	\$36,920.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$30,000.00	\$25,000.00	\$35,000.00
43-9021 Data Entry Keyers	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$11.00	\$10.00	\$12.00
	Starting Salary (\$/year)		2	\$22,880.00	\$20,800.00	\$24,960.00
43-9061 Office Clerks, General	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
11-1021 General and Operations Managers	Last 12 Months	0	3	N/A	0	0
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$91,666.67	\$65,000.00	\$120,000.00
11-2021 Marketing Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	0	3	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		4	\$64,000.00	\$50,000.00	\$85,000.00
11-2022 Sales Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$88,300.00	\$51,600.00	\$125,000.00
11-3011 Administrative Services Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	3	4	1.00	0	1
	Projected Next 3 Years	5	3	2.50	0	3
	Starting Hourly Wage (\$/hour)		3	\$18.89	\$15.00	\$26.68
	Starting Salary (\$/year)		3	\$45,166.67	\$30,000.00	\$55,500.00
11-3021 Computer and Information Systems Managers	Last 12 Months	5	4	1.67	0	2
	Projected Next 12 Months	3	4	3.00	0	3
	Projected Next 3 Years	10	4	10.00	0	10
	Starting Hourly Wage (\$/hour)		1	\$57.64	\$57.64	\$57.64
	Starting Salary (\$/year)		4	\$92,475.00	\$40,000.00	\$155,000.00
11-3031 Financial Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$41.11	\$41.11	\$41.11
	Starting Salary (\$/year)		4	\$78,875.00	\$60,000.00	\$95,000.00
11-9199 Managers, All Other	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$62,500.00	\$50,000.00	\$75,000.00
13-1071 Human Resources Specialists	Last 12 Months	5	2	5.00	0	5
	Projected Next 12 Months	11	3	5.50	0	10
	Projected Next 3 Years	18	3	9.00	0	15
	Starting Hourly Wage (\$/hour)		2	\$27.94	\$15.00	\$40.87
	Starting Salary (\$/year)		3	\$58,333.33	\$30,000.00	\$85,000.00
13-1111 Management Analysts	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	4	2	2.00	1	3
	Projected Next 3 Years	10	2	5.00	1	9
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$69,000.00	\$63,000.00	\$75,000.00

Sector 54 Professional, Scientific, and Technical Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-1151 Training and Development Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$46,500.00	\$45,000.00	\$48,000.00
13-1199 Business Operations Specialists, All Other	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$53,000.00	\$53,000.00	\$53,000.00
13-2011 Accountants and Auditors	Last 12 Months	3	5	1.00	0	1
	Projected Next 12 Months	5	6	1.67	0	2
	Projected Next 3 Years	6	5	2.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$31.01	\$31.01	\$31.01
	Starting Salary (\$/year)		6	\$51,916.67	\$40,000.00	\$64,500.00
13-2051 Financial Analysts	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$60,000.00	\$60,000.00	\$60,000.00
15-1121 Computer Systems Analysts	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$34.62	\$34.62	\$34.62
	Starting Salary (\$/year)		1	\$72,000.00	\$72,000.00	\$72,000.00
15-1131 Computer Programmers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$40.04	\$40.04	\$40.04
	Starting Salary (\$/year)		1	\$83,274.72	\$83,274.72	\$83,274.72
15-1132 Software Developers, Applications	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$28.68	\$28.68	\$28.68
	Starting Salary (\$/year)		2	\$49,324.44	\$39,000.00	\$59,648.88
15-1133 Software Developers, Systems Software	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$94,000.00	\$94,000.00	\$94,000.00
15-1142 Network and Computer Systems Administrators	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$72,500.00	\$55,000.00	\$90,000.00
15-1151 Computer User Support Specialists	Last 12 Months	0	3	N/A	0	0
	Projected Next 12 Months	1	4	1.00	0	1
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$20.83	\$20.83	\$20.83
	Starting Salary (\$/year)		4	\$40,894.10	\$35,000.00	\$45,250.00
17-2041 Chemical Engineers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$75,000.00	\$75,000.00	\$75,000.00
17-2071 Electrical Engineers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$90,000.00	\$90,000.00	\$90,000.00
17-2141 Mechanical Engineers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$90,000.00	\$90,000.00	\$90,000.00

Sector 54 Professional, Scientific, and Technical Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
17-2199 Engineers, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$70,000.00	\$70,000.00
17-3023 Electrical and Electronic Engineering Technicians	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$47,000.00	\$47,000.00
17-3027 Mechanical Engineering Technicians	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$40,000.00	\$40,000.00
19-2041 Environmental Scientists and Specialists, Including Health	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$100,000.00	\$100,000.00
23-1011 Lawyers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$22.77	\$21.50	\$24.04
	Starting Salary (\$/year)		2		\$50,000.00	\$50,000.00
23-2011 Paralegals and Legal Assistants	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$17.15	\$12.30	\$22.00
	Starting Salary (\$/year)		3		\$45,253.33	\$35,000.00
27-1024 Graphic Designers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$45.00	\$45.00	\$45.00
	Starting Salary (\$/year)		0		N/A	N/A
41-4011 Sales Representatives, Technical and Scientific Products	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$98,000.00	\$98,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.50	\$16.50	\$16.50
	Starting Salary (\$/year)		1		\$34,320.00	\$34,320.00
43-3011 Bill and Account Collectors	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$27.50	\$27.50	\$27.50
	Starting Salary (\$/year)		1		\$27,200.00	\$27,200.00
43-3021 Billing and Posting Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		1		\$31,200.00	\$31,200.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	3	4	1.50	0	2
	Projected Next 12 Months	5	4	2.50	0	4
	Projected Next 3 Years	7	6	1.75	0	4
	Starting Hourly Wage (\$/hour)		4	\$14.63	\$14.00	\$16.50
	Starting Salary (\$/year)		4		\$32,260.00	\$29,120.00
43-4051 Customer Service Representatives	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	6	1	6.00	6	6
	Projected Next 3 Years	9	1	9.00	9	9
	Starting Hourly Wage (\$/hour)		1	\$13.00	\$13.00	\$13.00
	Starting Salary (\$/year)		1		\$27,040.00	\$27,040.00

Sector 54 Professional, Scientific, and Technical Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-4161 Human Resources Assistants	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$25.72	\$25.72	\$25.72
	Starting Salary (\$/year)		2	\$46,750.00	\$40,000.00	\$53,500.00
43-4171 Receptionists and Information Clerks	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$13.67	\$10.00	\$20.00
	Starting Salary (\$/year)		4	\$27,600.00	\$18,000.00	\$41,600.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$19.50	\$19.00	\$20.00
	Starting Salary (\$/year)		3	\$46,508.00	\$39,520.00	\$50,004.00
43-6012 Legal Secretaries	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$17.75	\$17.75	\$17.75
	Starting Salary (\$/year)		2	\$35,960.00	\$35,000.00	\$36,920.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$30,000.00	\$25,000.00	\$35,000.00
43-9021 Data Entry Keyers	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$11.00	\$10.00	\$12.00
	Starting Salary (\$/year)		2	\$22,880.00	\$20,800.00	\$24,960.00
43-9061 Office Clerks, General	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
11-1021 General and Operations Managers	Last 12 Months	0	3	N/A	0	0
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$91,666.67	\$65,000.00	\$120,000.00
11-2021 Marketing Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	0	3	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		4	\$64,000.00	\$50,000.00	\$85,000.00
11-2022 Sales Managers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$88,300.00	\$51,600.00	\$125,000.00
11-3011 Administrative Services Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	3	4	1.00	0	1
	Projected Next 3 Years	5	3	2.50	0	3
	Starting Hourly Wage (\$/hour)		3	\$18.89	\$15.00	\$26.68
	Starting Salary (\$/year)		3	\$45,166.67	\$30,000.00	\$55,500.00
11-3021 Computer and Information Systems Managers	Last 12 Months	5	4	1.67	0	2
	Projected Next 12 Months	3	4	3.00	0	3
	Projected Next 3 Years	10	4	10.00	0	10
	Starting Hourly Wage (\$/hour)		1	\$57.64	\$57.64	\$57.64
	Starting Salary (\$/year)		4	\$92,475.00	\$40,000.00	\$155,000.00
11-3031 Financial Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$41.11	\$41.11	\$41.11
	Starting Salary (\$/year)		4	\$78,875.00	\$60,000.00	\$95,000.00

Sector 54 Professional, Scientific, and Technical Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-9199 Managers, All Other	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$62,500.00	\$50,000.00
13-1071 Human Resources Specialists	Last 12 Months	5	2	5.00	0	5
	Projected Next 12 Months	11	3	5.50	0	10
	Projected Next 3 Years	18	3	9.00	0	15
	Starting Hourly Wage (\$/hour)		2	\$27.94	\$15.00	\$40.87
	Starting Salary (\$/year)		3		\$58,333.33	\$30,000.00
13-1111 Management Analysts	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	4	2	2.00	1	3
	Projected Next 3 Years	10	2	5.00	1	9
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$69,000.00	\$63,000.00
13-1151 Training and Development Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$46,500.00	\$45,000.00
13-1199 Business Operations Specialists, All Other	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$53,000.00	\$53,000.00
13-2011 Accountants and Auditors	Last 12 Months	3	5	1.00	0	1
	Projected Next 12 Months	5	6	1.67	0	2
	Projected Next 3 Years	6	5	2.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$31.01	\$31.01	\$31.01
	Starting Salary (\$/year)		6		\$51,916.67	\$40,000.00
13-2051 Financial Analysts	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$60,000.00	\$60,000.00
15-1121 Computer Systems Analysts	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$34.62	\$34.62	\$34.62
	Starting Salary (\$/year)		1		\$72,000.00	\$72,000.00

Sector 55 Management of Companies and Enterprises

Sector 55 Management of Companies and Enterprises						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$45,000.00	\$45,000.00
11-2021 Marketing Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-2022 Sales Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3011 Administrative Services Managers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.50	\$16.50	\$16.50
11-3021 Computer and Information Systems Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3031 Financial Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3071 Transportation, Storage, and Distribution Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3121 Human Resources Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-9199 Managers, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1071 Human Resources Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
13-1141 Compensation, Benefits, and Job Analysis Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.00	\$16.00	\$16.00
13-1151 Training and Development Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		1	\$100,000.00	\$100,000.00	\$100,000.00

Sector 55 Management of Companies and Enterprises						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
13-1199 Business Operations Specialists, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.00	\$16.00	\$16.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
13-2041 Credit Analysts	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	N/A	N/A	N/A
15-1152 Computer Network Support Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
27-1024 Graphic Designers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$16.00	\$16.00	\$16.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-1011 First-Line Supervisors of Retail Sales Workers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-1012 First-Line Supervisors of Non-Retail Sales Workers	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		1	\$14.00	\$14.00	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-2011 Cashiers	Last 12 Months	25	1	25.00	25	25
	Projected Next 12 Months	25	1	25.00	25	25
	Projected Next 3 Years	25	1	25.00	25	25
	Starting Hourly Wage (\$/hour)		1	\$9.50	\$9.50	\$9.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
41-2031 Retail Salespersons	Last 12 Months	10	1	10.00	10	10
	Projected Next 12 Months	10	1	10.00	10	10
	Projected Next 3 Years	10	1	10.00	10	10
	Starting Hourly Wage (\$/hour)		1	\$8.50	\$8.50	\$8.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4051 Customer Service Representatives	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	5	1	5.00	5	5
	Projected Next 3 Years	5	1	5.00	5	5
	Starting Hourly Wage (\$/hour)		1	\$9.00	\$9.00	\$9.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4171 Receptionists and Information Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 56 Administrative and Support and Waste Management and Remediation Services

Sector 56 Administrative and Support and Waste Management and Remediation Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	2	2	2.00	0	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$81,500.00	\$68,000.00
11-2021 Marketing Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-2022 Sales Managers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3011 Administrative Services Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3021 Computer and Information Systems Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A		
11-3031 Financial Managers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-9199 Managers, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1023 Purchasing Agents	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1071 Human Resources Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1111 Management Analysts	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1151 Training and Development Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$20.00	\$20.00	\$20.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 56 Administrative and Support and Waste Management and Remediation Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-2011 Accountants and Auditors	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$17.00	\$17.00	\$17.00
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
13-2051 Financial Analysts	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$60,000.00	\$60,000.00	\$60,000.00
15-1121 Computer Systems Analysts	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$68,200.00	\$68,200.00	\$68,200.00
15-1132 Software Developers, Applications	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$75,300.00	\$75,300.00	\$75,300.00
15-1133 Software Developers, Systems Software	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$75,300.00	\$75,300.00	\$75,300.00
15-1142 Network and Computer Systems Administrators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$75,300.00	\$75,300.00	\$75,300.00
15-1151 Computer User Support Specialists	Last 12 Months	2	2	2.00	0	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		1	\$45,000.00	\$45,000.00	\$45,000.00
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$65,000.00	\$65,000.00	\$65,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$16.50	\$16.00	\$17.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3011 Bill and Account Collectors	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$14.09	\$13.00	\$15.18
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3021 Billing and Posting Clerks	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$14.09	\$13.00	\$15.18
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$13.00	\$13.00	\$13.00
	Starting Salary (\$/year)		1	\$32,600.00	\$32,600.00	\$32,600.00
43-4051 Customer Service Representatives	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$36,250.00	\$36,250.00	\$36,250.00

Sector 56 Administrative and Support and Waste Management and Remediation Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-4161 Human Resources Assistants	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4171 Receptionists and Information Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.88	\$10.88	\$10.88
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-5032 Dispatchers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$20.00	\$20.00	\$20.00
	Starting Salary (\$/year)		1	\$36,250.00	\$36,250.00	\$36,250.00
43-5061 Production, Planning, and Expediting Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$43,500.00	\$43,500.00	\$43,500.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$36,250.00	\$36,250.00	\$36,250.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-9061 Office Clerks, General	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-3032 Heavy and Tractor-Trailer Truck Drivers	Last 12 Months	12	2	6.00	3	9
	Projected Next 12 Months	8	2	4.00	2	6
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$18.50	\$16.00	\$21.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-3033 Light Truck or Delivery Services Drivers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.88	\$10.88	\$10.88
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	Last 12 Months	22	1	22.00	22	22
	Projected Next 12 Months	15	1	15.00	15	15
	Projected Next 3 Years	45	1	45.00	45	45
	Starting Hourly Wage (\$/hour)		1	\$11.80	\$11.80	\$11.80
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7064 Packers and Packagers, Hand	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		1	\$11.80	\$11.80	\$11.80
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 61 Educational Services

Sector 61 Educational Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	8	8	1.60	0	3
	Projected Next 12 Months	3	7	1.50	0	2
	Projected Next 3 Years	10	7	2.00	0	5
	Starting Hourly Wage (\$/hour)		3	\$59.26	\$24.02	\$125.00
	Starting Salary (\$/year)		7	\$56,681.43	\$49,962.00	\$75,000.00
11-2021 Marketing Managers	Last 12 Months	1	4	1.00	0	1
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	0	3	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3011 Administrative Services Managers	Last 12 Months	1	6	1.00	0	1
	Projected Next 12 Months	2	6	1.00	0	1
	Projected Next 3 Years	1	6	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$25.46	\$25.46	\$25.46
11-3021 Computer and Information Systems Managers	Last 12 Months	1	5	\$37,993.40	\$27,000.00	\$52,967.00
	Projected Next 12 Months	0	6	N/A	0	0
	Projected Next 3 Years	1	6	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$23.62	\$18.49	\$28.75
11-3031 Financial Managers	Last 12 Months	1	6	\$55,823.86	\$30,000.00	\$100,000.00
	Projected Next 12 Months	0	5	N/A	0	0
	Projected Next 3 Years	1	6	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$20.80	\$19.95	\$21.64
11-9031 Education Administrators, Preschool and Childcare Center/Program	Last 12 Months	1	6	\$58,918.17	\$35,000.00	\$100,000.00
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-9032 Education Administrators, Elementary and Secondary School	Last 12 Months	1	2	\$82,000.00	\$82,000.00	\$82,000.00
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-9033 Education Administrators, Postsecondary	Last 12 Months	17	3	\$66,000.00	\$50,000.00	\$82,000.00
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	7	3	3.50	0	5
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-9199 Managers, All Other	Last 12 Months	0	2	\$59,808.00	\$59,808.00	\$59,808.00
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$28.75	\$28.75	\$28.75
13-1023 Purchasing Agents	Last 12 Months	6	6	\$59,483.20	\$37,416.00	\$110,000.00
	Projected Next 12 Months	1	5	1.00	0	1
	Projected Next 3 Years	3	4	1.50	0	2
	Starting Hourly Wage (\$/hour)		2	\$35.44	\$18.00	\$52.88
13-1071 Human Resources Specialists	Last 12 Months	2	4	\$59,483.20	\$37,416.00	\$110,000.00
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	0	3	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$9.22	\$9.22	\$9.22
13-1111 Management Analysts	Last 12 Months	2	4	\$34,392.67	\$19,178.00	\$50,000.00
	Projected Next 12 Months	0	4	N/A	0	0
	Projected Next 3 Years	1	4	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$18.00	\$18.00	\$18.00
13-1111 Management Analysts	Last 12 Months	2	4	\$64,854.00	\$37,416.00	\$92,000.00
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1111 Management Analysts	Last 12 Months	1	3	\$40,000.00	\$30,000.00	\$50,000.00
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1111 Management Analysts	Last 12 Months	1	3	\$40,000.00	\$30,000.00	\$50,000.00
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A

Sector 61 Educational Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-1151 Training and Development Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$100,000.00	\$100,000.00
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	3	4	1.50	0	2
	Projected Next 12 Months	0	4	N/A	0	0
	Projected Next 3 Years	2	4	2.00	0	2
	Starting Hourly Wage (\$/hour)		1	\$19.95	\$19.95	\$19.95
	Starting Salary (\$/year)		3	\$33,166.00	\$28,000.00	\$41,498.00
13-1199 Business Operations Specialists, All Other	Last 12 Months	5	4	2.50	0	4
	Projected Next 12 Months	2	4	2.00	0	2
	Projected Next 3 Years	5	4	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	\$19.95	\$19.95	\$19.95
	Starting Salary (\$/year)		3	\$38,832.67	\$25,000.00	\$50,000.00
13-2011 Accountants and Auditors	Last 12 Months	2	3	2.00	0	2
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	2	3	2.00	0	2
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$42,500.00	\$35,000.00	\$50,000.00
13-2051 Financial Analysts	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
15-1121 Computer Systems Analysts	Last 12 Months	2	5	1.00	0	1
	Projected Next 12 Months	1	4	1.00	0	1
	Projected Next 3 Years	1	4	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$16.22	\$16.22	\$16.22
	Starting Salary (\$/year)		3	\$37,912.67	\$30,000.00	\$50,000.00
15-1142 Network and Computer Systems Administrators	Last 12 Months	1	5	1.00	0	1
	Projected Next 12 Months	1	5	1.00	0	1
	Projected Next 3 Years	1	4	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$19.97	\$17.43	\$22.51
	Starting Salary (\$/year)		4	\$44,521.25	\$36,254.00	\$50,000.00
15-1151 Computer User Support Specialists	Last 12 Months	1	4	1.00	0	1
	Projected Next 12 Months	2	4	1.00	0	1
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$14.38	\$10.76	\$18.00
	Starting Salary (\$/year)		3	\$29,932.33	\$22,381.00	\$37,416.00
15-1199 Computer Occupations, All Other	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$175,000.00	\$175,000.00	\$175,000.00
19-3031 Clinical, Counseling, and School Psychologists	Last 12 Months	5	4	2.50	0	4
	Projected Next 12 Months	0	4	N/A	0	0
	Projected Next 3 Years	2	4	2.00	0	2
	Starting Hourly Wage (\$/hour)		2	\$25.18	\$22.51	\$27.86
	Starting Salary (\$/year)		5	\$48,491.40	\$35,182.00	\$62,000.00
21-1012 Educational, Guidance, School, and Vocational Counselors	Last 12 Months	16	4	8.00	0	15
	Projected Next 12 Months	9	4	4.50	0	8
	Projected Next 3 Years	21	4	10.50	0	20
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		4	\$33,857.00	\$30,000.00	\$38,444.00
25-1011 Business Teachers, Postsecondary	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$40,000.00	\$40,000.00	\$40,000.00
25-1022 Mathematical Science Teachers, Postsecondary	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$35,992.00	\$31,984.00	\$40,000.00

Sector 61 Educational Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
25-1071 Health Specialties Teachers, Postsecondary	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$40,000.00	\$40,000.00
25-1081 Education Teachers, Postsecondary	Last 12 Months	5	2	5.00	0	5
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$35,992.00	\$31,984.00
25-1121 Art, Drama, and Music Teachers, Postsecondary	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$35,992.00	\$31,984.00
25-1123 English Language and Literature Teachers, Postsecondary	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$35,992.00	\$31,984.00
25-2011 Preschool Teachers, Except Special Education	Last 12 Months	5	3	2.50	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		3		\$33,476.00	\$30,000.00
25-2012 Kindergarten Teachers, Except Special Education	Last 12 Months	4	2	4.00	0	4
	Projected Next 12 Months	8.5	2	4.25	4	4.5
	Projected Next 3 Years	5.5	3	2.75	0	4.5
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		3		\$33,476.00	\$30,000.00
25-2021 Elementary School Teachers, Except Special Education	Last 12 Months	51	3	25.50	0	50
	Projected Next 12 Months	5	2	5.00	0	5
	Projected Next 3 Years	5	2	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		3		\$33,476.00	\$30,000.00
25-2022 Middle School Teachers, Except Special and Career/Technical Education	Last 12 Months	20	2	20.00	0	20
	Projected Next 12 Months	4	2	4.00	0	4
	Projected Next 3 Years	4	2	4.00	0	4
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2		\$34,222.00	\$30,000.00
25-2031 Secondary School Teachers, Except Special and Career/Technical Education	Last 12 Months	10	2	10.00	0	10
	Projected Next 12 Months	5	2	5.00	0	5
	Projected Next 3 Years	5	2	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2		\$34,222.00	\$30,000.00
25-2032 Career/Technical Education Teachers, Secondary School	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		1		\$38,444.00	\$38,444.00
25-2051 Special Education Teachers, Preschool	Last 12 Months	5	3	2.50	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		3		\$33,476.00	\$30,000.00
25-2052 Special Education Teachers, Kindergarten and Elementary School	Last 12 Months	5	2	5.00	0	5
	Projected Next 12 Months	5	2	5.00	0	5
	Projected Next 3 Years	5	2	5.00	0	5
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2		\$34,222.00	\$30,000.00
25-2053 Special Education Teachers, Middle School	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2		\$34,222.00	\$30,000.00

Sector 61 Educational Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
25-2054 Special Education Teachers, Secondary School	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		1	\$27.86	\$27.86	\$27.86
	Starting Salary (\$/year)		2	\$34,222.00	\$30,000.00	\$38,444.00
25-4021 Librarians	Last 12 Months	2	4	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$22.64	\$14.61	\$27.86
	Starting Salary (\$/year)		5	\$36,756.80	\$30,000.00	\$52,967.00
25-4031 Library Technicians	Last 12 Months	4	3	4.00	0	4
	Projected Next 12 Months	3	3	3.00	0	3
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$12.68	\$9.22	\$15.00
	Starting Salary (\$/year)		2	\$16,766.50	\$14,355.00	\$19,178.00
25-9031 Instructional Coordinators	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
25-9041 Teacher Assistants	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$12.92	\$10.83	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
25-9099 Education, Training, and Library Workers, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.41	\$12.20	\$14.61
	Starting Salary (\$/year)		2	\$27,882.50	\$25,376.00	\$30,389.00
27-2022 Coaches and Scouts	Last 12 Months	5	2	2.50	2	3
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$26,500.00	\$3,000.00	\$50,000.00
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	Last 12 Months	0	3	N/A	0	0
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	0	3	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$15.24	\$13.50	\$17.22
	Starting Salary (\$/year)		2	\$31,949.00	\$28,080.00	\$35,818.00
37-1012 First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	0	3	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$15.36	\$13.50	\$17.22
	Starting Salary (\$/year)		3	\$37,966.00	\$28,080.00	\$50,000.00
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	7	6	1.75	0	2
	Projected Next 12 Months	6	7	1.50	0	2
	Projected Next 3 Years	7	5	1.75	0	3
	Starting Hourly Wage (\$/hour)		5	\$11.53	\$9.00	\$15.50
	Starting Salary (\$/year)		5	\$25,810.40	\$19,178.00	\$35,000.00
37-2012 Maids and Housekeeping Cleaners	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$9.00	\$9.00	\$9.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-3011 Landscaping and Groundskeeping Workers	Last 12 Months	3	3	1.50	0	2
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	2	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$12.46	\$9.92	\$15.00
	Starting Salary (\$/year)		2	\$22,817.00	\$20,634.00	\$25,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	2	2	2.00	0	2
	Projected Next 3 Years	4	2	4.00	0	4
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$29,000.00	\$28,000.00	\$30,000.00

Sector 61 Educational Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-4051 Customer Service Representatives	Last 12 Months	7	3	2.33	1	3
	Projected Next 12 Months	5	3	2.50	0	3
	Projected Next 3 Years	11	3	5.50	0	6
	Starting Hourly Wage (\$/hour)		2	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		1	\$21,000.00	\$21,000.00	\$21,000.00
43-4161 Human Resources Assistants	Last 12 Months	4	5	1.33	0	2
	Projected Next 12 Months	2	5	2.00	0	2
	Projected Next 3 Years	1	4	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$10.88	\$9.55	\$12.20
	Starting Salary (\$/year)		5	\$30,048.00	\$19,864.00	\$40,000.00
43-4171 Receptionists and Information Clerks	Last 12 Months	1	4	1.00	0	1
	Projected Next 12 Months	1	4	1.00	0	1
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$10.49	\$9.55	\$12.00
	Starting Salary (\$/year)		3	\$21,832.67	\$19,864.00	\$25,000.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	2	3	2.00	0	2
	Projected Next 12 Months	3	3	1.50	0	2
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$11.53	\$9.55	\$13.50
	Starting Salary (\$/year)		4	\$31,986.00	\$19,864.00	\$50,000.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	3	4	1.00	0	1
	Projected Next 3 Years	2	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		4	\$14.47	\$12.00	\$18.56
	Starting Salary (\$/year)		3	\$32,120.33	\$25,376.00	\$40,250.00
43-9061 Office Clerks, General	Last 12 Months	7	4	2.33	0	3
	Projected Next 12 Months	3	4	1.50	0	2
	Projected Next 3 Years	6	3	3.00	0	4
	Starting Hourly Wage (\$/hour)		3	\$10.19	\$9.55	\$11.01
	Starting Salary (\$/year)		3	\$23,588.33	\$19,864.00	\$28,000.00
53-3022 Bus Drivers, School or Special Client	Last 12 Months	13	3	6.50	0	10
	Projected Next 12 Months	13	3	6.50	0	10
	Projected Next 3 Years	20	2	20.00	0	20
	Starting Hourly Wage (\$/hour)		3	\$13.70	\$10.00	\$16.53
	Starting Salary (\$/year)		1	\$15,290.00	\$15,290.00	\$15,290.00

Sector 62 Health Care and Social Assistance

Sector 62 Health Care and Social Assistance						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	7	5	1.75	0	2
	Projected Next 12 Months	4	7	1.33	0	2
	Projected Next 3 Years	6	5	2.00	0	3
	Starting Hourly Wage (\$/hour)		7	\$29.49	\$19.23	\$38.46
	Starting Salary (\$/year)		9	\$57,793.87	\$35,000.00	\$100,000.00
11-2021 Marketing Managers	Last 12 Months	6	7	2.00	0	4
	Projected Next 12 Months	2	6	1.00	0	1
	Projected Next 3 Years	0	5	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$35.26	\$30.00	\$38.46
11-3011 Administrative Services Managers	Last 12 Months	8	6	1.60	0	3
	Projected Next 12 Months	4	7	1.33	0	2
	Projected Next 3 Years	1	6	1.00	0	1
	Starting Hourly Wage (\$/hour)		6	\$20.81	\$15.00	\$27.12
11-3021 Computer and Information Systems Managers	Last 12 Months	2	4	1.00	0	1
	Projected Next 12 Months	0	5	N/A	0	0
	Projected Next 3 Years	0	5	N/A	0	0
	Starting Hourly Wage (\$/hour)		5	\$34.08	\$20.00	\$44.52
11-3031 Financial Managers	Last 12 Months	0	6	N/A	0	0
	Projected Next 12 Months	1	6	1.00	0	1
	Projected Next 3 Years	0	6	N/A	0	0
	Starting Hourly Wage (\$/hour)		7	\$36.93	\$25.00	\$51.74
11-9111 Medical and Health Services Managers	Last 12 Months	5	6	1.67	0	2
	Projected Next 12 Months	2	6	1.00	0	1
	Projected Next 3 Years	4	6	2.00	0	3
	Starting Hourly Wage (\$/hour)		6	\$33.48	\$20.00	\$38.63
11-9199 Managers, All Other	Last 12 Months	2	3	2.00	0	2
	Projected Next 12 Months	2	3	2.00	0	2
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$20.50	\$19.00	\$22.00
13-1023 Purchasing Agents	Last 12 Months	0	3	N/A	0	0
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$18.78	\$12.00	\$27.19
13-1071 Human Resources Specialists	Last 12 Months	8	9	2.00	0	5
	Projected Next 12 Months	6	8	2.00	0	3
	Projected Next 3 Years	5	7	2.50	0	3
	Starting Hourly Wage (\$/hour)		8	\$23.71	\$13.60	\$37.90
13-1151 Training and Development Specialists	Last 12 Months	2	4	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	0	3	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$19.09	\$10.00	\$33.11
13-1199 Business Operations Specialists, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$28.84	\$28.84	\$28.84
13-2011 Accountants and Auditors	Last 12 Months	0	3	N/A	0	0
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	2	3	2.00	0	2
	Starting Hourly Wage (\$/hour)		2	\$23.02	\$22.47	\$23.57
	Starting Salary (\$/year)		4	\$53,444.41	\$46,738.00	\$60,000.00

Sector 62 Health Care and Social Assistance						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
13-2051 Financial Analysts	Last 12 Months	2	5	1.00	0	1
	Projected Next 12 Months	0	5	N/A	0	0
	Projected Next 3 Years	1	5	1.00	0	1
	Starting Hourly Wage (\$/hour)		5	\$26.01	\$20.74	\$31.56
	Starting Salary (\$/year)		4	\$58,823.90	\$50,000.60	\$65,641.00
21-1014 Mental Health Counselors	Last 12 Months	22	4	7.33	0	10
	Projected Next 12 Months	10	3	10.00	0	10
	Projected Next 3 Years	30	3	30.00	0	30
	Starting Hourly Wage (\$/hour)		4	\$17.66	\$13.94	\$20.09
	Starting Salary (\$/year)		3	\$33,953.67	\$29,000.00	\$38,000.00
21-1021 Child, Family, and School Social Workers	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$14.90	\$14.90	\$14.90
	Starting Salary (\$/year)		3	\$30,666.67	\$30,000.00	\$31,000.00
21-1022 Healthcare Social Workers	Last 12 Months	9	9	1.50	0	3
	Projected Next 12 Months	4	6	1.33	0	2
	Projected Next 3 Years	4	5	2.00	0	3
	Starting Hourly Wage (\$/hour)		9	\$20.53	\$14.90	\$27.36
	Starting Salary (\$/year)		6	\$40,833.50	\$24,960.00	\$56,902.00
21-1023 Mental Health and Substance Abuse Social Workers	Last 12 Months	5	2	2.50	2	3
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$19.65	\$16.34	\$23.60
	Starting Salary (\$/year)		3	\$37,696.00	\$30,000.00	\$49,088.00
21-1093 Social and Human Service Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
29-1051 Pharmacists	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	2	3	1.00	0	1
	Projected Next 3 Years	6	3	3.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$46.26	\$36.30	\$57.79
	Starting Salary (\$/year)		2	\$104,195.50	\$88,192.00	\$120,199.00
29-1062 Family and General Practitioners	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	6	1	6.00	6	6
	Starting Hourly Wage (\$/hour)		1	\$96.15	\$96.15	\$96.15
	Starting Salary (\$/year)		1	\$200,000.00	\$200,000.00	\$200,000.00
29-1069 Physicians and Surgeons, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$81.73	\$81.73	\$81.73
	Starting Salary (\$/year)		2	\$214,999.20	\$169,998.40	\$260,000.00
29-1071 Physician Assistants	Last 12 Months	5	2	2.50	2	3
	Projected Next 12 Months	5	2	2.50	2	3
	Projected Next 3 Years	12	2	6.00	6	6
	Starting Hourly Wage (\$/hour)		3	\$36.22	\$35.02	\$38.46
	Starting Salary (\$/year)		2	\$84,845.50	\$73,191.00	\$96,500.00
29-1122 Occupational Therapists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		4	\$30.23	\$27.12	\$32.93
	Starting Salary (\$/year)		1	\$65,794.00	\$65,794.00	\$65,794.00
29-1123 Physical Therapists	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$33.23	\$27.12	\$41.88
	Starting Salary (\$/year)		2	\$78,104.00	\$69,098.00	\$87,110.00
29-1126 Respiratory Therapists	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$21.62	\$19.42	\$25.11
	Starting Salary (\$/year)		2	\$46,311.00	\$40,394.00	\$52,228.00

Sector 62 Health Care and Social Assistance						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
29-1127 Speech-Language Pathologists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		3	\$25.96	\$22.36	\$28.68
	Starting Salary (\$/year)		1	\$59,654.00	\$59,654.00	\$59,654.00
29-1141 Registered Nurses	Last 12 Months	217	6	36.17	1	158
	Projected Next 12 Months	213	3	71.00	5	178
	Projected Next 3 Years	309	3	103.00	15	204
	Starting Hourly Wage (\$/hour)		11	\$24.73	\$21.39	\$32.00
	Starting Salary (\$/year)		5	\$48,121.04	\$44,491.20	\$55,536.00
29-1171 Nurse Practitioners	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	2	3	1.00	0	1
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$38.45	\$34.69	\$42.44
	Starting Salary (\$/year)		5	\$78,624.68	\$65,000.00	\$88,268.27
29-2011 Medical and Clinical Laboratory Technologists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$21.24	\$20.39	\$22.11
	Starting Salary (\$/year)		1	\$42,411.00	\$42,411.00	\$42,411.00
29-2012 Medical and Clinical Laboratory Technicians	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		4	\$17.99	\$15.55	\$21.22
	Starting Salary (\$/year)		1	\$40,394.00	\$40,394.00	\$40,394.00
29-2021 Dental Hygienists	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$25.90	\$25.90	\$25.90
	Starting Salary (\$/year)		0	N/A	N/A	N/A
29-2032 Diagnostic Medical Sonographers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		4	\$23.14	\$22.24	\$25.50
	Starting Salary (\$/year)		1	\$46,738.00	\$46,738.00	\$46,738.00
29-2034 Radiologic Technologists	Last 12 Months	4	2	4.00	0	4
	Projected Next 12 Months	4	2	4.00	0	4
	Projected Next 3 Years	10	2	10.00	0	10
	Starting Hourly Wage (\$/hour)		5	\$19.31	\$17.74	\$23.04
	Starting Salary (\$/year)		1	\$38,459.00	\$38,459.00	\$38,459.00
29-2041 Emergency Medical Technicians and Paramedics	Last 12 Months	23	2	11.50	3	20
	Projected Next 12 Months	13	2	6.50	3	10
	Projected Next 3 Years	29	2	14.50	9	20
	Starting Hourly Wage (\$/hour)		5	\$13.07	\$10.29	\$16.50
	Starting Salary (\$/year)		2	\$23,119.00	\$22,630.00	\$23,608.00
29-2052 Pharmacy Technicians	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	3	2	3.00	0	3
	Starting Hourly Wage (\$/hour)		5	\$14.03	\$12.98	\$15.79
	Starting Salary (\$/year)		1	\$28,725.00	\$28,725.00	\$28,725.00
29-2061 Licensed Practical and Licensed Vocational Nurses	Last 12 Months	113	5	22.60	1	87
	Projected Next 12 Months	106	2	53.00	12	94
	Projected Next 3 Years	131	2	65.50	30	101
	Starting Hourly Wage (\$/hour)		9	\$16.51	\$14.89	\$21.00
	Starting Salary (\$/year)		3	\$32,822.33	\$29,952.00	\$35,297.00
29-2071 Medical Records and Health Information Technicians	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		5	\$11.92	\$10.00	\$16.03
	Starting Salary (\$/year)		2	\$29,171.20	\$25,000.00	\$33,342.40
29-2099 Health Technologists and Technicians, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.61	\$12.61	\$12.61
	Starting Salary (\$/year)		1	\$26,228.80	\$26,228.80	\$26,228.80

Sector 62 Health Care and Social Assistance						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
31-1011 Home Health Aides	Last 12 Months	90	1	90.00	90	90
	Projected Next 12 Months	120	1	120.00	120	120
	Projected Next 3 Years	250	1	250.00	250	250
	Starting Hourly Wage (\$/hour)		3	\$10.18	\$8.67	\$11.53
	Starting Salary (\$/year)		0	N/A	N/A	N/A
31-1014 Nursing Assistants	Last 12 Months	911	6	151.83	5	798
	Projected Next 12 Months	1023	4	255.75	5	958
	Projected Next 3 Years	1299	4	433.00	0	1149
	Starting Hourly Wage (\$/hour)		10	\$10.54	\$8.50	\$13.09
	Starting Salary (\$/year)		5	\$20,010.80	\$16,575.00	\$22,880.00
31-2021 Physical Therapist Assistants	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		4	\$21.00	\$19.33	\$23.00
	Starting Salary (\$/year)		1	\$42,411.00	\$42,411.00	\$42,411.00
31-9091 Dental Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$13.02	\$13.02	\$13.02
	Starting Salary (\$/year)		0	N/A	N/A	N/A
31-9092 Medical Assistants	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	15	1	15.00	15	15
	Starting Hourly Wage (\$/hour)		4	\$11.74	\$10.00	\$13.81
	Starting Salary (\$/year)		0	N/A	N/A	N/A
31-9097 Phlebotomists	Last 12 Months	3	2	3.00	0	3
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	9	2	9.00	0	9
	Starting Hourly Wage (\$/hour)		5	\$11.99	\$10.67	\$14.18
	Starting Salary (\$/year)		1	\$23,608.00	\$23,608.00	\$23,608.00
31-9099 Healthcare Support Workers, All Other	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$8.50	\$8.50	\$8.50
	Starting Salary (\$/year)		1	\$17,680.00	\$17,680.00	\$17,680.00
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		5	\$14.72	\$11.00	\$17.50
	Starting Salary (\$/year)		3	\$29,212.33	\$22,000.00	\$34,000.00
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	6	4	3.00	0	5
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	12	2	12.00	0	12
	Starting Hourly Wage (\$/hour)		9	\$12.13	\$9.00	\$20.00
	Starting Salary (\$/year)		4	\$25,260.75	\$18,000.00	\$41,600.00
37-2012 Maids and Housekeeping Cleaners	Last 12 Months	89	4	29.67	0	81
	Projected Next 12 Months	87	3	87.00	0	87
	Projected Next 3 Years	95	3	95.00	0	95
	Starting Hourly Wage (\$/hour)		6	\$9.87	\$8.00	\$12.38
	Starting Salary (\$/year)		3	\$17,915.67	\$15,600.00	\$20,426.00
39-9011 Childcare Workers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$19,884.80	\$19,884.80	\$19,884.80
39-9021 Personal Care Aides	Last 12 Months	10	1	10.00	10	10
	Projected Next 12 Months	10	1	10.00	10	10
	Projected Next 3 Years	35	1	35.00	35	35
	Starting Hourly Wage (\$/hour)		1	\$9.00	\$9.00	\$9.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$36,000.00	\$36,000.00	\$36,000.00

Sector 62 Health Care and Social Assistance						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-3011 Bill and Account Collectors	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		7	\$11.96	\$10.00	\$16.15
	Starting Salary (\$/year)		3	\$27,287.93	\$22,250.80	\$33,592.00
43-3021 Billing and Posting Clerks	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$11.02	\$10.00	\$12.52
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$16.03	\$15.38	\$16.67
	Starting Salary (\$/year)		2	\$28,190.00	\$24,380.00	\$32,000.00
43-4051 Customer Service Representatives	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		2	\$15.57	\$13.83	\$17.30
	Starting Salary (\$/year)		1	\$36,000.00	\$36,000.00	\$36,000.00
43-4161 Human Resources Assistants	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		7	\$15.01	\$10.82	\$18.00
	Starting Salary (\$/year)		3	\$29,214.87	\$22,505.60	\$35,000.00
43-4171 Receptionists and Information Clerks	Last 12 Months	5	4	1.67	0	3
	Projected Next 12 Months	4	2	2.00	1	3
	Projected Next 3 Years	9	2	9.00	0	9
	Starting Hourly Wage (\$/hour)		9	\$11.23	\$9.50	\$13.66
	Starting Salary (\$/year)		3	\$25,281.80	\$22,443.00	\$28,402.40
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		6	\$17.36	\$15.00	\$19.86
	Starting Salary (\$/year)		4	\$43,734.88	\$33,000.50	\$65,000.00
43-6013 Medical Secretaries	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		5	\$12.02	\$9.50	\$14.09
	Starting Salary (\$/year)		1	\$27,185.60	\$27,185.60	\$27,185.60
43-6014 Secretaries and Administrative Assistants	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	9	1	9.00	9	9
	Starting Hourly Wage (\$/hour)		4	\$13.84	\$12.94	\$14.49
	Starting Salary (\$/year)		2	\$28,527.10	\$26,915.20	\$30,139.00
43-9061 Office Clerks, General	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		4	\$11.17	\$10.00	\$12.67
	Starting Salary (\$/year)		2	\$22,480.00	\$20,000.00	\$24,960.00

Sector 72 Accommodation and Food Services

Sector 72 Accommodation and Food Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	5	3	1.67	1	3
	Projected Next 12 Months	3	1	3.00	3	3
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		1	\$9.50	\$9.50	\$9.50
	Starting Salary (\$/year)		3	\$66,666.67	\$45,000.00	\$95,000.00
11-2021 Marketing Managers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-2022 Sales Managers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3011 Administrative Services Managers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-3031 Financial Managers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
11-9199 Managers, All Other	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
35-1011 Chefs and Head Cooks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
35-1012 First-Line Supervisors of Food Preparation and Serving Workers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$14.00	\$12.00	\$16.00
35-2014 Cooks, Restaurant	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$11.67	\$9.00	\$14.00
35-2015 Cooks, Short Order	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
35-2021 Food Preparation Workers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$8.83	\$8.00	\$10.00
35-3011 Bartenders	Last 12 Months	4	1	4.00	4	4
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$5.98	\$5.00	\$7.95
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 72 Accommodation and Food Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
35-3021 Combined Food Preparation and Serving Workers, Including Fast Food	Last 12 Months	15	1	15.00	15	15
	Projected Next 12 Months	15	1	15.00	15	15
	Projected Next 3 Years	15	1	15.00	15	15
	Starting Hourly Wage (\$/hour)		1	\$8.50	\$8.50	\$8.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-3031 Waiters and Waitresses	Last 12 Months	10	1	10.00	10	10
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$3.95	\$3.93	\$3.98
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-3041 Food Servers, Non-restaurant	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$8.00	\$8.00	\$8.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-9011 Dining Room and Cafeteria Attendants and Bartender Helpers	Last 12 Months	8	1	8.00	8	8
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$6.00	\$6.00	\$6.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-9021 Dishwashers	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$7.98	\$7.95	\$8.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
35-9031 Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Last 12 Months	9	1	9.00	9	9
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$8.65	\$7.95	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$11.00	\$10.00	\$12.00
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
37-1012 First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		1	\$30,000.00	\$30,000.00	\$30,000.00
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$8.98	\$7.95	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-2012 Maids and Housekeeping Cleaners	Last 12 Months	5	1	5.00	5	5
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$8.15	\$7.95	\$8.50
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-3011 Landscaping and Groundskeeping Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$8.00	\$8.00	\$8.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$12.50	\$10.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$13.00	\$12.00	\$14.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 72 Accommodation and Food Services						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-4081 Hotel, Motel, and Resort Desk Clerks	Last 12 Months	8	1	8.00	8	8
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$9.50	\$8.50	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$13.50	\$12.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-6014 Secretaries and Administrative Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.00	\$12.00	\$12.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-9061 Office Clerks, General	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A

Sector 81 Other Services (except Public Administration)

Sector 81 Other Services (except Public Administration)						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	2	6	2.00	0	2
	Projected Next 12 Months	1	5	1.00	0	1
	Projected Next 3 Years	2	4	2.00	0	2
	Starting Hourly Wage (\$/hour)		3	\$20.81	\$12.00	\$26.44
	Starting Salary (\$/year)		7	\$58,285.71	\$40,000.00	\$81,000.00
11-2021 Marketing Managers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3	\$58,333.33	\$45,000.00	\$80,000.00
11-2022 Sales Managers	Last 12 Months	63	3	31.50	0	62
	Projected Next 12 Months	61	2	30.50	1	60
	Projected Next 3 Years	150	1	150.00	150	150
	Starting Hourly Wage (\$/hour)		1	\$21.75	\$21.75	\$21.75
	Starting Salary (\$/year)		5	\$58,648.00	\$36,000.00	\$90,000.00
11-3011 Administrative Services Managers	Last 12 Months	3	4	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	4	2	2.00	1	3
	Starting Hourly Wage (\$/hour)		3	\$15.32	\$12.00	\$17.46
	Starting Salary (\$/year)		6	\$50,606.00	\$34,320.00	\$85,000.00
11-3031 Financial Managers	Last 12 Months	0	4	N/A	0	0
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	2	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$19.32	\$17.00	\$21.63
	Starting Salary (\$/year)		6	\$54,166.67	\$34,000.00	\$75,000.00
11-9199 Managers, All Other	Last 12 Months	4	5	1.33	0	2
	Projected Next 12 Months	2	4	1.00	0	1
	Projected Next 3 Years	5	4	1.67	0	3
	Starting Hourly Wage (\$/hour)		3	\$13.72	\$10.00	\$17.00
	Starting Salary (\$/year)		6	\$41,572.00	\$29,432.00	\$64,000.00
13-1023 Purchasing Agents	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
13-1071 Human Resources Specialists	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	2	2	1.00	1	1
	Starting Hourly Wage (\$/hour)		2	\$16.36	\$15.25	\$17.46
	Starting Salary (\$/year)		4	\$38,259.00	\$31,720.00	\$45,000.00
13-1151 Training and Development Specialists	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$17.00	\$17.00	\$17.00
	Starting Salary (\$/year)		1	\$39,000.00	\$39,000.00	\$39,000.00
13-2011 Accountants and Auditors	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		1	\$17.46	\$17.46	\$17.46
	Starting Salary (\$/year)		2	\$48,158.00	\$36,316.00	\$60,000.00
13-2051 Financial Analysts	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$61,000.00	\$61,000.00	\$61,000.00
21-1093 Social and Human Service Assistants	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		1	\$10.50	\$10.50	\$10.50
	Starting Salary (\$/year)		1	\$19,800.00	\$19,800.00	\$19,800.00

Sector 81 Other Services (except Public Administration)						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
21-2011 Clergy	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1		\$32,000.00	\$32,000.00
27-3031 Public Relations Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$36,500.00	\$33,000.00
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$11.00	\$11.00	\$11.00
	Starting Salary (\$/year)		0		N/A	N/A
39-3091 Amusement and Recreation Attendants	Last 12 Months	10	1	10.00	10	10
	Projected Next 12 Months	5	1	5.00	5	5
	Projected Next 3 Years	15	1	15.00	15	15
	Starting Hourly Wage (\$/hour)		1	\$7.85	\$7.85	\$7.85
	Starting Salary (\$/year)		0		N/A	N/A
39-9032 Recreation Workers	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$10.50	\$10.50	\$10.50
	Starting Salary (\$/year)		2		\$24,900.00	\$17,800.00
41-1012 First-Line Supervisors of Non-Retail Sales Workers	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$20.38	\$20.38	\$20.38
	Starting Salary (\$/year)		1		\$42,380.00	\$42,380.00
41-4012 Sales Representatives, Except Technical and Scientific Products	Last 12 Months	64	2	32.00	2	62
	Projected Next 12 Months	62	2	31.00	2	60
	Projected Next 3 Years	150	1	150.00	150	150
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2		\$35,500.00	\$35,000.00
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		3		\$43,166.67	\$35,000.00
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	2	2	2.00	0	2
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	4	2	2.00	1	3
	Starting Hourly Wage (\$/hour)		4	\$12.19	\$10.00	\$13.75
	Starting Salary (\$/year)		2		\$25,025.00	\$22,000.00
43-4051 Customer Service Representatives	Last 12 Months	16	3	5.33	3	10
	Projected Next 12 Months	8	3	4.00	0	5
	Projected Next 3 Years	27	3	9.00	2	15
	Starting Hourly Wage (\$/hour)		3	\$10.84	\$10.25	\$11.27
	Starting Salary (\$/year)		2		\$26,720.50	\$23,441.00
43-4161 Human Resources Assistants	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$12.25	\$12.00	\$12.50
	Starting Salary (\$/year)		1		\$30,000.00	\$30,000.00
43-4171 Receptionists and Information Clerks	Last 12 Months	2	2	2.00	0	2
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$10.31	\$9.62	\$11.00
	Starting Salary (\$/year)		1		\$25,000.00	\$25,000.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	2	2	2.00	0	2
	Projected Next 12 Months	3	2	3.00	0	3
	Projected Next 3 Years	5	2	5.00	0	5
	Starting Hourly Wage (\$/hour)		2	\$16.23	\$15.00	\$17.46
	Starting Salary (\$/year)		2		\$33,158.00	\$30,000.00

Sector 81 Other Services (except Public Administration)						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-6014 Secretaries and Administrative Assistants	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	3	2	1.50	1	2
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		3	\$12.70	\$10.00	\$16.00
	Starting Salary (\$/year)		4	\$21,670.00	\$12,480.00	\$26,000.00
43-9061 Office Clerks, General	Last 12 Months	4	2	2.00	1	3
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	3	1	3.00	3	3
	Starting Hourly Wage (\$/hour)		3	\$10.67	\$10.00	\$11.00
	Starting Salary (\$/year)		1	\$22,880.00	\$22,880.00	\$22,880.00
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$20.00	\$20.00	\$20.00
	Starting Salary (\$/year)		1	\$45,000.00	\$45,000.00	\$45,000.00
49-9071 Maintenance and Repair Workers, General	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.00	\$15.00	\$15.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9099 Installation, Maintenance, and Repair Workers, All Other	Last 12 Months	27	2	13.50	2	25
	Projected Next 12 Months	20	2	20.00	0	20
	Projected Next 3 Years	60	2	60.00	0	60
	Starting Hourly Wage (\$/hour)		2	\$12.00	\$9.00	\$15.00
	Starting Salary (\$/year)		2	\$37,500.00	\$33,000.00	\$42,000.00
53-1021 First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$15.68	\$15.68	\$15.68
	Starting Salary (\$/year)		1	\$32,000.00	\$32,000.00	\$32,000.00
53-3031 Driver/Sales Workers	Last 12 Months	2	2	2.00	0	2
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$20.00	\$20.00	\$20.00
	Starting Salary (\$/year)		1	\$41,600.00	\$41,600.00	\$41,600.00
53-3033 Light Truck or Delivery Services Drivers	Last 12 Months	12	3	6.00	0	10
	Projected Next 12 Months	7	3	3.50	0	5
	Projected Next 3 Years	20	2	20.00	0	20
	Starting Hourly Wage (\$/hour)		1	\$10.00	\$10.00	\$10.00
	Starting Salary (\$/year)		3	\$23,266.67	\$18,800.00	\$26,000.00
53-7064 Packers and Packagers, Hand	Last 12 Months	25	2	12.50	10	15
	Projected Next 12 Months	20	2	10.00	10	10
	Projected Next 3 Years	50	2	25.00	20	30
	Starting Hourly Wage (\$/hour)		2	\$9.00	\$8.00	\$10.00
	Starting Salary (\$/year)		1	\$25,000.00	\$25,000.00	\$25,000.00

Sector 92 Public Administration (Government)

Sector 92 Public Administration (Government)						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
11-1021 General and Operations Managers	Last 12 Months	4	9	1.33	0	2
	Projected Next 12 Months	3	7	1.50	0	2
	Projected Next 3 Years	4	7	1.33	0	2
	Starting Hourly Wage (\$/hour)		3	\$27.32	\$22.30	\$31.25
	Starting Salary (\$/year)		9	\$70,051.11	\$39,000.00	\$105,000.00
11-3011 Administrative Services Managers	Last 12 Months	3	7	1.50	0	2
	Projected Next 12 Months	3	7	1.50	0	2
	Projected Next 3 Years	4	7	1.33	0	2
	Starting Hourly Wage (\$/hour)		4	\$20.38	\$17.31	\$28.41
11-3021 Computer and Information Systems Managers	Last 12 Months	2	7	1.00	0	1
	Projected Next 12 Months	1	6	1.00	0	1
	Projected Next 3 Years	1	6	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$25.37	\$22.30	\$28.41
11-3031 Financial Managers	Last 12 Months	1	6	1.00	0	1
	Projected Next 12 Months	1	7	1.00	0	1
	Projected Next 3 Years	1	6	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$26.16	\$22.30	\$33.75
11-9199 Managers, All Other	Last 12 Months	3	4	3.00	0	3
	Projected Next 12 Months	2	4	1.00	0	1
	Projected Next 3 Years	0	3	N/A	0	0
	Starting Hourly Wage (\$/hour)		3	\$26.18	\$24.74	\$28.41
13-1041 Compliance Officers	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
13-1071 Human Resources Specialists	Last 12 Months	5	6	1.00	0	1
	Projected Next 12 Months	0	4	N/A	0	0
	Projected Next 3 Years	2	5	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$19.13	\$16.04	\$25.04
13-1151 Training and Development Specialists	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.28	\$18.28	\$18.28
13-1161 Market Research Analysts and Marketing Specialists	Last 12 Months	3	2	1.50	1	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$21.96	\$21.96	\$21.96
13-2011 Accountants and Auditors	Last 12 Months	4	6	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$19.78	\$15.58	\$25.00
13-2051 Financial Analysts	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$18.63	\$18.51	\$18.75
15-1121 Computer Systems Analysts	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$55,000.00	\$55,000.00	\$55,000.00

Sector 92 Public Administration (Government)						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
15-1142 Network and Computer Systems Administrators	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$18.75	\$18.75	\$18.75
	Starting Salary (\$/year)		1	\$39,000.00	\$39,000.00	\$39,000.00
15-1151 Computer User Support Specialists	Last 12 Months	0	3	N/A	0	0
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		4	\$15.83	\$10.62	\$20.14
	Starting Salary (\$/year)		3	\$48,576.47	\$37,294.40	\$60,000.00
15-1199 Computer Occupations, All Other	Last 12 Months	3	2	1.50	1	2
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$17.93	\$17.11	\$18.75
	Starting Salary (\$/year)		1	\$39,000.00	\$39,000.00	\$39,000.00
17-2051 Civil Engineers	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		4	\$67,926.75	\$56,259.00	\$87,000.00
17-2199 Engineers, All Other	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$23.68	\$23.68	\$23.68
	Starting Salary (\$/year)		3	\$61,810.67	\$49,690.00	\$68,203.00
19-2041 Environmental Scientists and Specialists, Including Health	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$44,000.00	\$44,000.00	\$44,000.00
21-1021 Child, Family, and School Social Workers	Last 12 Months	23	2	11.50	6	17
	Projected Next 12 Months	20	2	10.00	10	10
	Projected Next 3 Years	20	2	10.00	10	10
	Starting Hourly Wage (\$/hour)		2	\$16.49	\$15.61	\$17.36
	Starting Salary (\$/year)		2	\$34,288.90	\$32,469.00	\$36,108.80
21-1093 Social and Human Service Assistants	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$13.99	\$13.99	\$13.99
	Starting Salary (\$/year)		1	\$29,099.20	\$29,099.20	\$29,099.20
21-1099 Community and Social Service Specialists, All Other	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	2	2	2.00	0	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$15.65	\$13.50	\$17.79
	Starting Salary (\$/year)		2	\$32,541.50	\$28,080.00	\$37,003.00
33-1012 First-Line Supervisors of Police and Detectives	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$32.13	\$30.93	\$33.32
	Starting Salary (\$/year)		2	\$52,044.50	\$49,089.00	\$55,000.00
33-1021 First-Line Supervisors of Fire Fighting and Prevention Workers	Last 12 Months	4	5	1.00	0	1
	Projected Next 12 Months	4	3	2.00	0	3
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$23.06	\$22.55	\$23.57
	Starting Salary (\$/year)		3	\$60,901.67	\$55,000.00	\$69,761.00
33-2011 Firefighters	Last 12 Months	16	5	3.20	1	5
	Projected Next 12 Months	14	5	3.50	0	6
	Projected Next 3 Years	12	3	12.00	0	12
	Starting Hourly Wage (\$/hour)		3	\$13.29	\$8.00	\$16.82
	Starting Salary (\$/year)		3	\$48,566.00	\$45,870.00	\$50,828.00
33-3021 Detectives and Criminal Investigators	Last 12 Months	4	1	4.00	4	4
	Projected Next 12 Months	4	1	4.00	4	4
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$51,436.50	\$42,873.00	\$60,000.00

Sector 92 Public Administration (Government)						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
33-3051 Police and Sheriff's Patrol Officers	Last 12 Months	11	3	3.67	2	5
	Projected Next 12 Months	8	2	4.00	3	5
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$22.36	\$19.68	\$25.04
	Starting Salary (\$/year)		2	\$45,936.50	\$42,873.00	\$49,000.00
33-9032 Security Guards	Last 12 Months	2	1	2.00	2	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	1	2.00	2	2
	Starting Hourly Wage (\$/hour)		1	\$13.00	\$13.00	\$13.00
	Starting Salary (\$/year)		0	N/A	N/A	N/A
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	3	3	1.00	1	1
	Starting Hourly Wage (\$/hour)		2	\$13.96	\$10.94	\$16.98
	Starting Salary (\$/year)		3	\$32,691.13	\$22,755.00	\$40,000.00
37-1012 First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$60,500.00	\$50,000.00	\$71,000.00
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Last 12 Months	1	3	1.00	0	1
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	4	4	1.33	0	2
	Starting Hourly Wage (\$/hour)		4	\$13.30	\$10.00	\$17.13
	Starting Salary (\$/year)		1	\$29,120.00	\$29,120.00	\$29,120.00
37-3011 Landscaping and Groundskeeping Workers	Last 12 Months	9	4	4.50	0	5
	Projected Next 12 Months	2	2	1.00	1	1
	Projected Next 3 Years	3	2	1.50	1	2
	Starting Hourly Wage (\$/hour)		4	\$16.24	\$14.00	\$18.27
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-1011 First-Line Supervisors of Office and Administrative Support Workers	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	2	2	2.00	0	2
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$17.99	\$17.67	\$18.30
	Starting Salary (\$/year)		3	\$41,369.87	\$36,753.60	\$49,285.00
43-3011 Bill and Account Collectors	Last 12 Months	2	3	1.00	0	1
	Projected Next 12 Months	0	3	N/A	0	0
	Projected Next 3 Years	2	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$15.28	\$13.10	\$17.16
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3021 Billing and Posting Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$15.58	\$15.58	\$15.58
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-3031 Bookkeeping, Accounting, and Auditing Clerks	Last 12 Months	2	5	1.00	0	1
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	1	3	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$17.38	\$16.04	\$18.51
	Starting Salary (\$/year)		2	\$40,000.00	\$35,000.00	\$45,000.00
43-4031 Court, Municipal, and License Clerks	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$16.87	\$16.87	\$16.87
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-4051 Customer Service Representatives	Last 12 Months	6	5	1.50	0	2
	Projected Next 12 Months	2	3	2.00	0	2
	Projected Next 3 Years	6	4	2.00	0	4
	Starting Hourly Wage (\$/hour)		4	\$12.89	\$10.91	\$16.04
	Starting Salary (\$/year)		4	\$31,542.00	\$23,088.00	\$40,000.00
43-4061 Eligibility Interviewers, Government Programs	Last 12 Months	12	1	12.00	12	12
	Projected Next 12 Months	15	1	15.00	15	15
	Projected Next 3 Years	15	1	15.00	15	15
	Starting Hourly Wage (\$/hour)		1	\$16.34	\$16.34	\$16.34
	Starting Salary (\$/year)		1	\$33,987.20	\$33,987.20	\$33,987.20

Sector 92 Public Administration (Government)						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
43-4161 Human Resources Assistants	Last 12 Months	2	2	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$16.04	\$16.04	\$16.04
	Starting Salary (\$/year)		2	\$36,023.00	\$33,363.00	\$38,683.00
43-4171 Receptionists and Information Clerks	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	3	1.00	0	1
	Projected Next 3 Years	2	2	2.00	0	2
	Starting Hourly Wage (\$/hour)		4	\$14.71	\$13.50	\$16.33
	Starting Salary (\$/year)		2	\$28,600.00	\$28,080.00	\$29,120.00
43-5032 Dispatchers	Last 12 Months	3	1	3.00	3	3
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	1	1	1.00	1	1
	Starting Hourly Wage (\$/hour)		1	\$17.95	\$17.95	\$17.95
	Starting Salary (\$/year)		0	N/A	N/A	N/A
43-5081 Stock Clerks and Order Fillers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	2	1	2.00	2	2
	Projected Next 3 Years	4	1	4.00	4	4
	Starting Hourly Wage (\$/hour)		1	\$8.01	\$8.01	\$8.01
	Starting Salary (\$/year)		1	\$16,660.00	\$16,660.00	\$16,660.00
43-6011 Executive Secretaries and Executive Administrative Assistants	Last 12 Months	1	4	1.00	0	1
	Projected Next 12 Months	0	4	N/A	0	0
	Projected Next 3 Years	3	5	1.00	0	1
	Starting Hourly Wage (\$/hour)		5	\$16.73	\$13.94	\$19.49
	Starting Salary (\$/year)		5	\$43,658.52	\$29,557.00	\$60,000.00
43-6014 Secretaries and Administrative Assistants	Last 12 Months	4	5	2.00	0	3
	Projected Next 12 Months	2	5	1.00	0	1
	Projected Next 3 Years	2	4	1.00	0	1
	Starting Hourly Wage (\$/hour)		5	\$16.31	\$13.94	\$17.91
	Starting Salary (\$/year)		4	\$39,624.55	\$33,363.00	\$55,000.00
43-9021 Data Entry Keyers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$12.22	\$10.50	\$13.94
	Starting Salary (\$/year)		1	\$16,380.00	\$16,380.00	\$16,380.00
43-9061 Office Clerks, General	Last 12 Months	1	5	1.00	0	1
	Projected Next 12 Months	0	4	N/A	0	0
	Projected Next 3 Years	3	6	1.00	0	1
	Starting Hourly Wage (\$/hour)		6	\$13.77	\$12.63	\$16.04
	Starting Salary (\$/year)		2	\$27,040.00	\$27,040.00	\$27,040.00
49-1011 First-Line Supervisors of Mechanics, Installers, and Repairers	Last 12 Months	0	1	N/A	0	0
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		2	\$51,985.50	\$43,971.00	\$60,000.00
49-3023 Automotive Service Technicians and Mechanics	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$18.08	\$17.75	\$18.41
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	Last 12 Months	1	1	1.00	1	1
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	0	1	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$18.08	\$17.75	\$18.41
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-3042 Mobile Heavy Equipment Mechanics, Except Engines	Last 12 Months	2	2	2.00	0	2
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		3	\$18.66	\$17.75	\$19.81
	Starting Salary (\$/year)		0	N/A	N/A	N/A
49-9071 Maintenance and Repair Workers, General	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	1	1	1.00	1	1
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		1	\$12.21	\$12.21	\$12.21
	Starting Salary (\$/year)		2	\$40,198.40	\$25,396.80	\$55,000.00

Sector 92 Public Administration (Government)						
SOC Title	Hires/Compensation Category	Total	Responses	Mean	Minimum	Maximum
49-9099 Installation, Maintenance, and Repair Workers, All Other	Last 12 Months	0	2	N/A	0	0
	Projected Next 12 Months	0	2	N/A	0	0
	Projected Next 3 Years	0	2	N/A	0	0
	Starting Hourly Wage (\$/hour)		2	\$17.99	\$16.40	\$19.58
	Starting Salary (\$/year)		1	\$40,000.00	\$40,000.00	\$40,000.00
53-3032 Heavy and Tractor-Trailer Truck Drivers	Last 12 Months	1	2	1.00	0	1
	Projected Next 12 Months	3	2	1.50	1	2
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$18.64	\$17.68	\$19.60
	Starting Salary (\$/year)		0	N/A	N/A	N/A
53-7051 Industrial Truck and Tractor Operators	Last 12 Months	0	0	N/A	0	0
	Projected Next 12 Months	0	0	N/A	0	0
	Projected Next 3 Years	0	0	N/A	0	0
	Starting Hourly Wage (\$/hour)		0	N/A	N/A	N/A
	Starting Salary (\$/year)		1	\$50,000.00	\$50,000.00	\$50,000.00
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	Last 12 Months	9	3	3.00	2	4
	Projected Next 12 Months	1	2	1.00	0	1
	Projected Next 3 Years	1	2	1.00	0	1
	Starting Hourly Wage (\$/hour)		2	\$15.06	\$14.14	\$15.97
	Starting Salary (\$/year)		1	\$35,000.00	\$35,000.00	\$35,000.00
53-7081 Refuse and Recyclable Material Collectors	Last 12 Months	4	2	4.00	0	4
	Projected Next 12 Months	0	1	N/A	0	0
	Projected Next 3 Years	2	2	2.00	0	2
	Starting Hourly Wage (\$/hour)		2	\$16.52	\$15.96	\$17.08
	Starting Salary (\$/year)		0	N/A	N/A	N/A