

2023 High Priority Occupations for Lancaster County Workforce Development Area

SOC Code	SOC Title	Educational Attainment	Wages (2022)			Employment				
			Entry Level	Annual Average	Exper. Level	Estimated 2020	Projected 2030	Percent Change	Annual Demand	
11-3031	Financial Managers	BD+	\$83,020	\$143,640	\$173,500	840	1,030	22.6%	85	
11-9051	Food Service Managers	WK EXP	\$45,140	\$64,650	\$74,260	560	670	19.6%	79	
11-9111	Medical & Health Services Managers	BD+	\$70,270	\$122,860	\$148,760	490	660	34.7%	60	
13-1020	Buyers & Purchasing Agents	BD+	\$39,660	\$60,220	\$70,350	700	680	-2.9%	66	
13-1031	Claims Adjusters, Examiners & Investigators	LT OUT	\$44,020	\$71,770	\$85,440	250	250	0.0%	19	
13-1051	Cost Estimators	BD+	\$48,410	\$71,990	\$83,610	650	670	3.1%	60	
13-1071	Human Resources Specialists	BD	\$42,090	\$64,080	\$74,910	740	810	9.5%	78	
13-1161	Market Research Analysts & Marketing Specialists	BD	\$35,220	\$60,010	\$72,220	900	1,120	24.4%	120	
13-1198	Project Mgmt & Other Business Oprs Specialists	BD	N/A	N/A	N/A	770	840	9.1%	65	
13-2011	Accountants & Auditors	BD	\$49,080	\$76,790	\$90,430	2,010	2,210	10.0%	203	
15-1232	Computer User Support Specialists	PS	\$39,670	\$60,210	\$70,320	580	640	10.3%	50	
15-1256	Software Developers & QA Analysts	BD	N/A	N/A	N/A	800	1,060	32.5%	93	
17-2141	Mechanical Engineers	BD	\$60,380	\$87,490	\$100,840	710	810	14.1%	54	
17-3011	Architectural & Civil Drafters	AD	\$38,700	\$53,920	\$61,410	390	460	17.9%	47	
19-4031	Chemical Technicians	AD+	\$29,450	\$38,970	\$43,660	310	390	25.8%	45	
21-1021	Child, Family & School Social Workers	BD	\$36,580	\$49,570	\$55,970	770	850	10.4%	82	
21-1093	Social & Human Service Assistants	ST OUT	\$29,320	\$39,000	\$43,770	690	790	14.5%	95	
21-2011	Clergy	BD+	\$35,490	\$50,430	\$57,780	780	820	5.1%	83	
23-2011	Paralegals & Legal Assistants	AD	\$39,310	\$55,690	\$63,760	400	450	12.5%	50	
25-2021	Elementary School Teachers	BD	\$54,080	\$68,650	\$75,820	2,420	2,600	7.4%	196	
27-1024	Graphic Designers	BD	\$36,020	\$52,380	\$60,440	530	560	5.7%	52	
27-2022	Coaches & Scouts	BD	\$24,600	\$52,300	\$65,940	380	500	31.6%	72	
29-1141	Registered Nurses	BD	\$60,250	\$77,290	\$85,690	5,240	5,710	9.0%	331	
29-1292	Dental Hygienists	AD	\$61,540	\$74,050	\$80,210	470	560	19.1%	40	
29-2010	Clinical Laboratory Techs	BD	\$38,760	\$56,820	\$65,710	370	390	5.4%	26	
29-2034	Radiologic Technologists & Technicians	AD	\$48,480	\$62,040	\$68,710	410	430	4.9%	31	
29-2040	Emergency Medical Technicians & Paramedics	PS	N/A	N/A	N/A	460	580	26.1%	46	
29-2061	Licensed Practical & Licensed Vocational Nurses	PS	\$45,430	\$52,950	\$56,650	2,000	2,310	15.5%	194	
31-1131	Nursing Assistants	PS	\$30,410	\$36,060	\$38,840	3,330	3,820	14.7%	479	
31-9091	Dental Assistants	PS	\$35,240	\$44,750	\$49,430	560	670	19.6%	82	
31-9092	Medical Assistants	PS	\$33,070	\$38,740	\$41,530	1,390	1,620	16.5%	197	
31-9097	Phlebotomists	PS	\$34,720	\$39,030	\$41,160	N/A	N/A	N/A	N/A	
33-3051	Police & Sheriffs Patrol Officers	MT OUT	\$51,420	\$76,880	\$89,420	690	750	8.7%	61	
33-9098	School Bus Monitors & Other Protective Svc Workers	ST OUT	N/A	N/A	N/A	220	250	13.6%	61	

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39-1098	Supervisors - Personal Svc/Entertain'g/Recre'n Workers	WK EXP	N/A	N/A	N/A	520	640	23.1%	73	
41-1011	Supervisors - Retail Sales Workers	WK EXP	\$30,960	\$47,940	\$56,300	2,380	2,340	-1.7%	242	
41-3021	Insurance Sales Agents	MT OJT	\$39,320	\$75,650	\$93,540	550	600	9.1%	56	
41-3091	Sales Representatives - Services	MT OJT	\$34,110	\$65,520	\$80,990	1,170	1,320	12.8%	156	
41-9022	Real Estate Sales Agents	MT OJT	\$29,100	\$63,320	\$65,260	670	700	4.5%	62	
43-3021	Billing & Posting Clerks	MT OJT	\$33,220	\$43,120	\$48,000	700	720	2.9%	75	
43-3031	Bookkeeping, Accounting & Auditing Clerks	PS+	\$30,100	\$44,830	\$52,090	2,550	2,510	-1.6%	273	
43-4051	Customer Service Representatives	ST OJT	\$28,000	\$40,760	\$47,050	4,050	4,000	-1.2%	501	
43-4161	Human Resources Assistants	AD	\$35,310	\$46,180	\$51,530	200	200	0.0%	20	
43-5032	Dispatchers	MT OJT	\$32,660	\$48,900	\$56,900	590	610	3.4%	56	
43-5061	Production, Planning & Expediting Clerks	MT OJT	\$36,170	\$50,380	\$57,380	540	570	5.6%	59	
43-5071	Shipping, Receiving & Inventory Clerks	ST OJT	\$31,350	\$40,150	\$44,490	1,860	1,780	-4.3%	165	
43-6014	Secretaries & Administrative Assistants	ST OJT	\$29,420	\$40,130	\$45,410	3,840	3,590	-6.5%	371	
47-1011	Supervisors - Construction & Extraction Workers	WK EXP	\$50,780	\$73,280	\$84,350	1,360	1,480	8.8%	144	
47-2021	Brickmasons & Blockmasons	LT OJT	\$39,800	\$57,550	\$66,290	510	500	-2.0%	46	
47-2031	Carpenters	LT OJT	\$36,090	\$49,400	\$55,960	3,870	4,030	4.1%	377	
47-2061	Construction Laborers	ST OJT	\$34,510	\$46,340	\$52,170	2,830	3,190	12.7%	328	
47-2073	Operating Engineers	MT OJT	\$41,750	\$58,490	\$66,740	1,160	1,240	6.9%	133	
47-2111	Electricians	LT OJT	\$42,910	\$68,520	\$81,140	760	850	11.8%	91	
47-2141	Painters, Construction & Maintenance	MT OJT	\$35,070	\$47,530	\$53,670	790	850	7.6%	77	
47-2152	Plumbers, Pipefitters & Steamfitters	LT OJT	\$39,870	\$59,990	\$69,900	1,130	1,210	7.1%	126	
47-4051	Highway Maintenance Workers	MT OJT	\$38,620	\$49,810	\$55,320	290	310	6.9%	33	
49-1011	Supervisors - Mechanics, Installers & Repairers	WK EXP	\$51,990	\$74,650	\$85,810	1,010	1,110	9.9%	103	
49-2011	Computer, ATM & Office Machine Repairers	PS	\$32,110	\$46,610	\$53,750	180	190	5.6%	21	
49-2022	Telecommunications Equipment Installers & Repairers	PS+	\$45,590	\$65,240	\$74,910	230	230	0.0%	27	
49-2098	Security & Fire Alarm Systems Installers	MT OJT	\$40,080	\$56,130	\$64,030	210	210	0.0%	21	
49-3021	Automotive Body & Related Repairers	LT OJT	\$34,240	\$48,590	\$55,660	260	270	3.8%	25	
49-3023	Automotive Service Technicians & Mechanics	PS	\$33,370	\$47,110	\$53,870	1,870	1,890	1.1%	185	
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	LT OJT	\$41,300	\$55,000	\$61,740	770	820	6.5%	77	
49-3041	Farm Equipment Mechanics & Service Technicians	LT OJT	\$33,210	\$47,950	\$55,210	350	400	14.3%	40	
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	PS+	\$39,560	\$53,720	\$60,690	1,230	1,320	7.3%	129	
49-9041	Industrial Machinery Mechanics	LT OJT	\$43,150	\$57,030	\$63,870	940	1,180	25.5%	114	
49-9052	Telecommunications Line Installers & Repairers	LT OJT	\$63,030	\$78,510	\$86,130	N/A	N/A	N/A	N/A	
49-9071	Maintenance & Repair Workers, General	MT OJT	\$31,430	\$46,990	\$54,650	2,800	3,170	13.2%	315	

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51-1011	Supervisors - Production & Operating Workers	WK EXP	\$47,160	\$66,050	\$75,360	1,660	1,750	5.4%	175
51-3092	Food Batchmakers	MT OJT	\$29,000	\$41,810	\$48,120	570	610	7.0%	74
51-4041	Machinists	LT OJT	\$35,280	\$47,210	\$53,090	660	710	7.6%	75
51-4072	Molding, Coremaking & Casting Machine Setters/Oprs/Tenders	MT OJT	\$33,810	\$43,300	\$47,970	750	760	1.3%	75
51-4121	Welders, Cutters, Solderers & Brazers	MT OJT	\$37,720	\$48,240	\$53,420	1,300	1,420	9.2%	156
51-5112	Printing Press Operators	MT OJT	\$35,520	\$48,830	\$55,390	830	820	-1.2%	87
51-9023	Mixing & Blending Machine Setters/Oprs/Tenders	MT OJT	\$36,040	\$45,970	\$50,870	250	270	8.0%	29
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	MT OJT	\$32,830	\$44,600	\$50,400	1,170	1,080	-7.7%	124
51-9111	Packaging & Filling Machine Oprs/Tenders	MT OJT	\$32,660	\$44,720	\$50,660	1,270	1,330	4.7%	147
51-9124	Coating, Painting & Spraying Machine Setters/Oprs/Tenders	MT OJT	\$33,670	\$42,670	\$47,100	460	480	4.3%	49
51-9161	CNC Tool Operators	MT OJT	\$36,690	\$47,310	\$52,530	550	550	0.0%	58
51-9196	Paper Goods Machine Setters/Oprs/Tenders	MT OJT	\$36,280	\$43,370	\$46,860	200	210	5.0%	23
53-3032	Heavy & Tractor-Trailer Truck Drivers	PS	\$39,470	\$52,340	\$56,670	4,640	5,050	8.8%	567
53-3033	Light Truck Drivers	ST OJT	\$24,910	\$38,950	\$45,870	2,540	2,740	7.9%	307
53-3052	Bus Drivers, Transit & Intercity	MT OJT	N/A	N/A	N/A	140	170	21.4%	21
53-3058	Passenger Vehicle Drivers	ST OJT	N/A	N/A	N/A	1,710	2,260	32.2%	286
53-7051	Industrial Truck & Tractor Operators	ST OJT	\$36,470	\$43,400	\$46,800	2,050	2,270	10.7%	253

Educational Attainment Abbreviations:

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