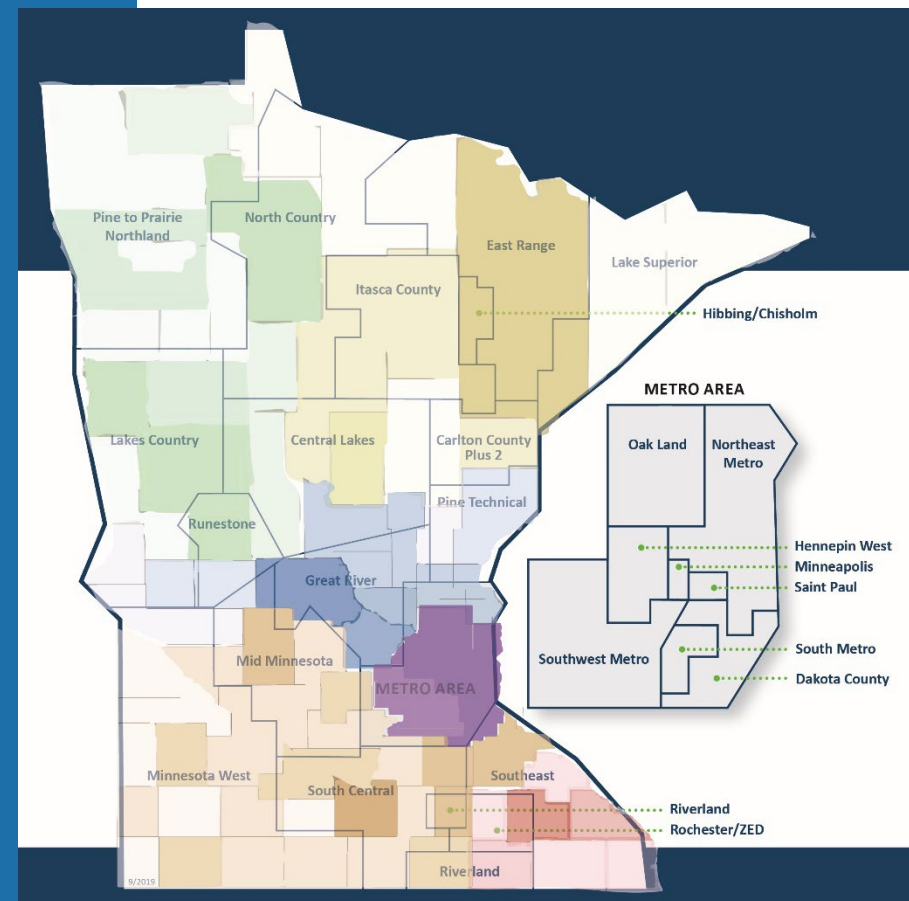


CAREER & TECHNICAL EDUCATION

Workforce Trends & Careers of Tomorrow



RealTime Talent

Erin Olson, Director of Strategic Research
October 2021



The contents of this publication were made possible through the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) federal grant from the United States Department of Education administered through Minnesota State Colleges and Universities.

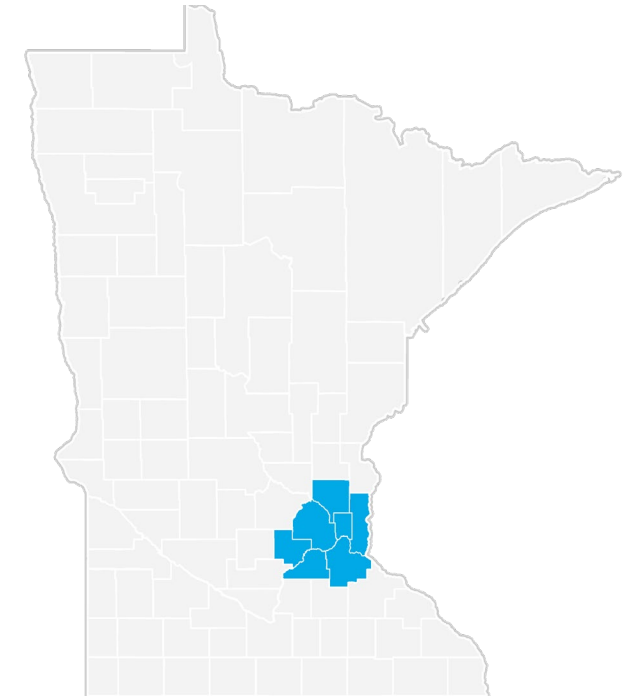
Who's in the Virtual "Room"

In the chat field,
please share your name, your
role, and the organization that
you represent.

CAREER & TECHNICAL EDUCATION

Workforce Trends & Careers of Tomorrow

MSP Metro
Minnesota



RealTime Talent

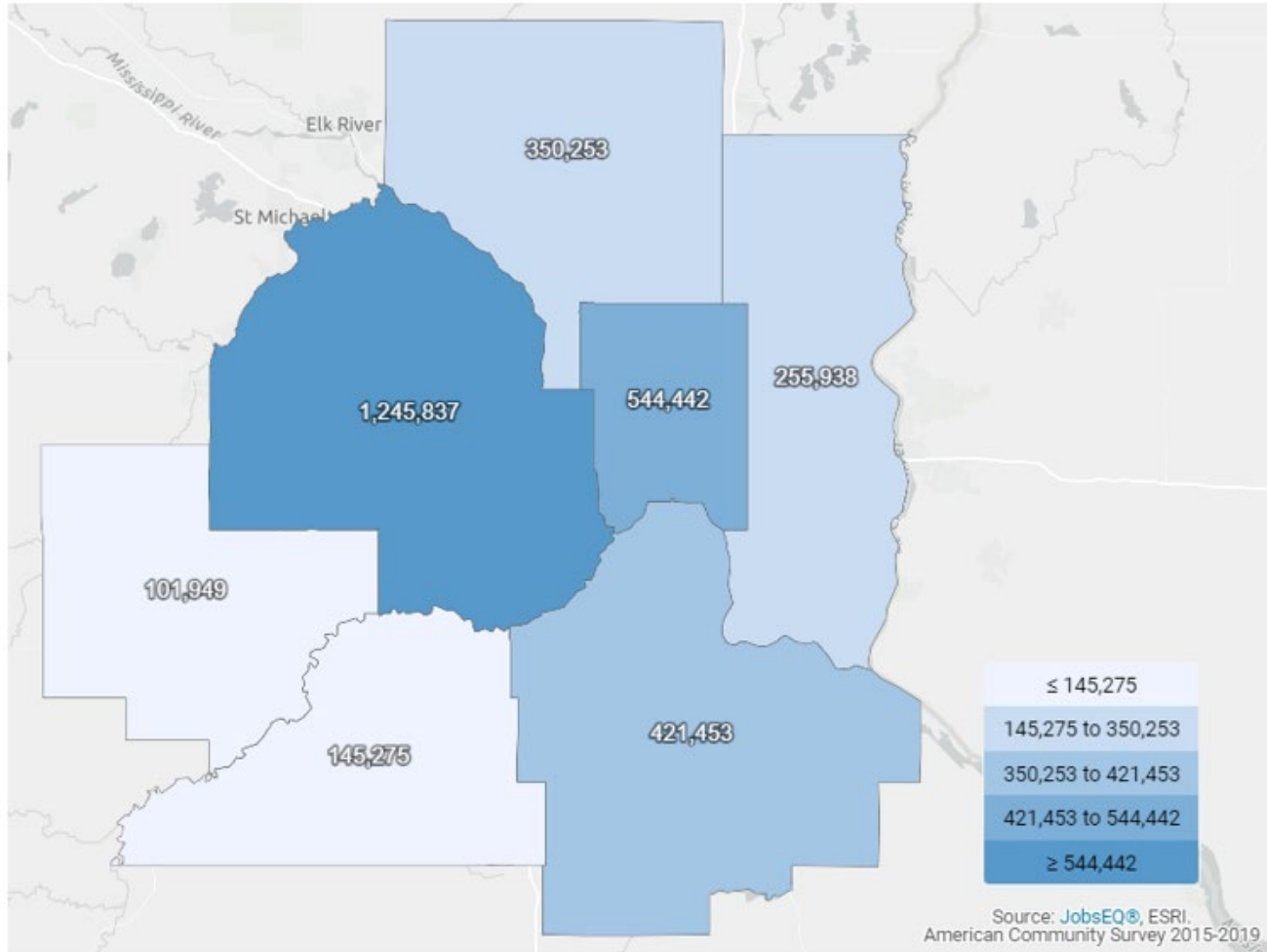
Erin Olson, Director of Strategic Research
October 2021



Overview

MSP Metro Minnesota

Resident Population of the MSP Metro



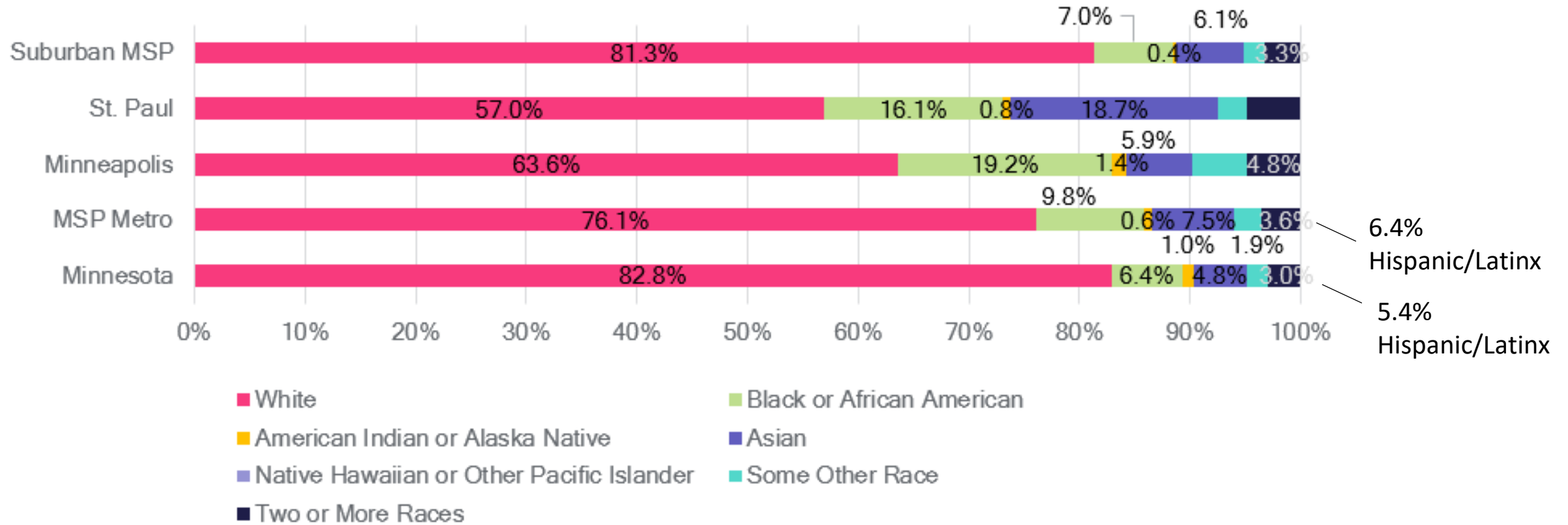
- Community Profile
- Workforce Forecast
- Mid-Term Occupational Impacts
- Career Field Insights

Access the full report here:

<http://www.realtimentalent.org>

Community Profile

Population Race, All Ages

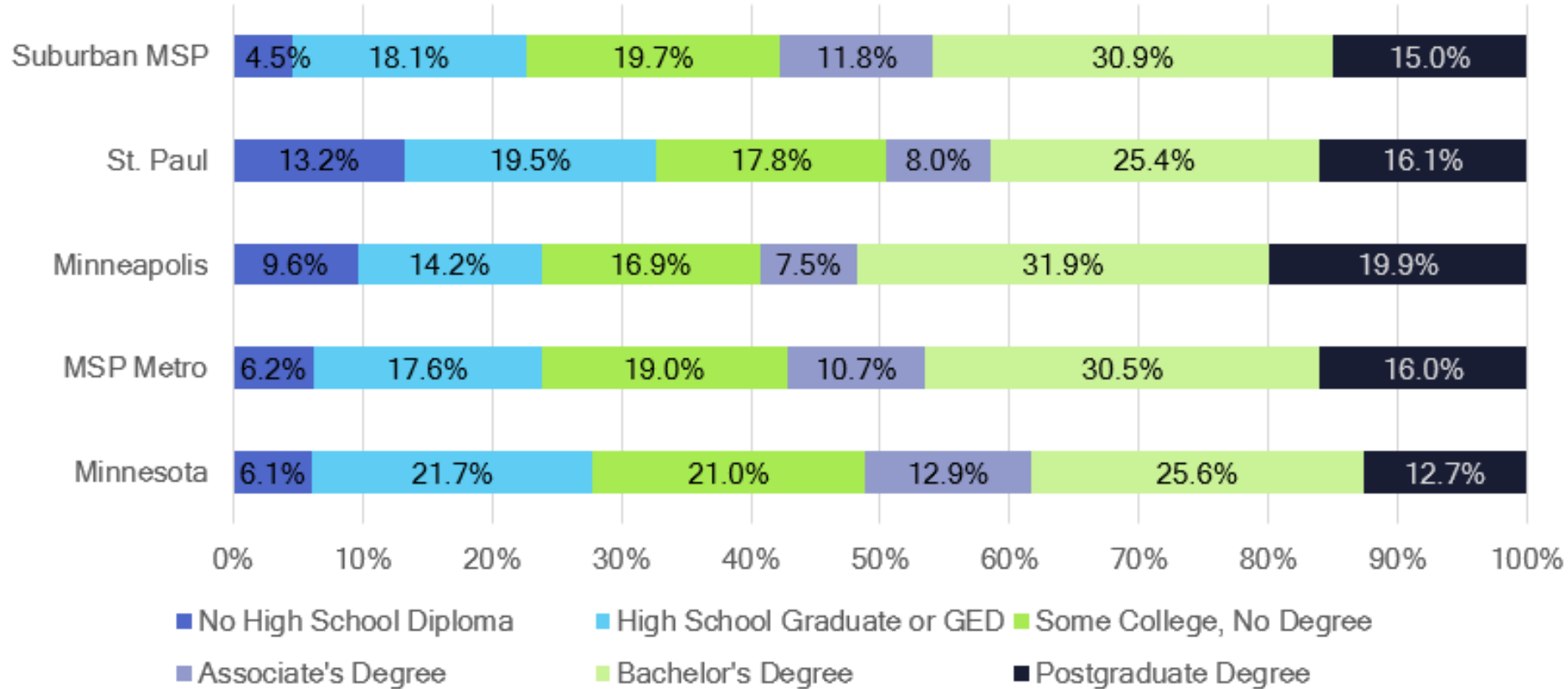


American Community Survey 2015-2019.



Community Profile

Educational Attainment, Age 25-64

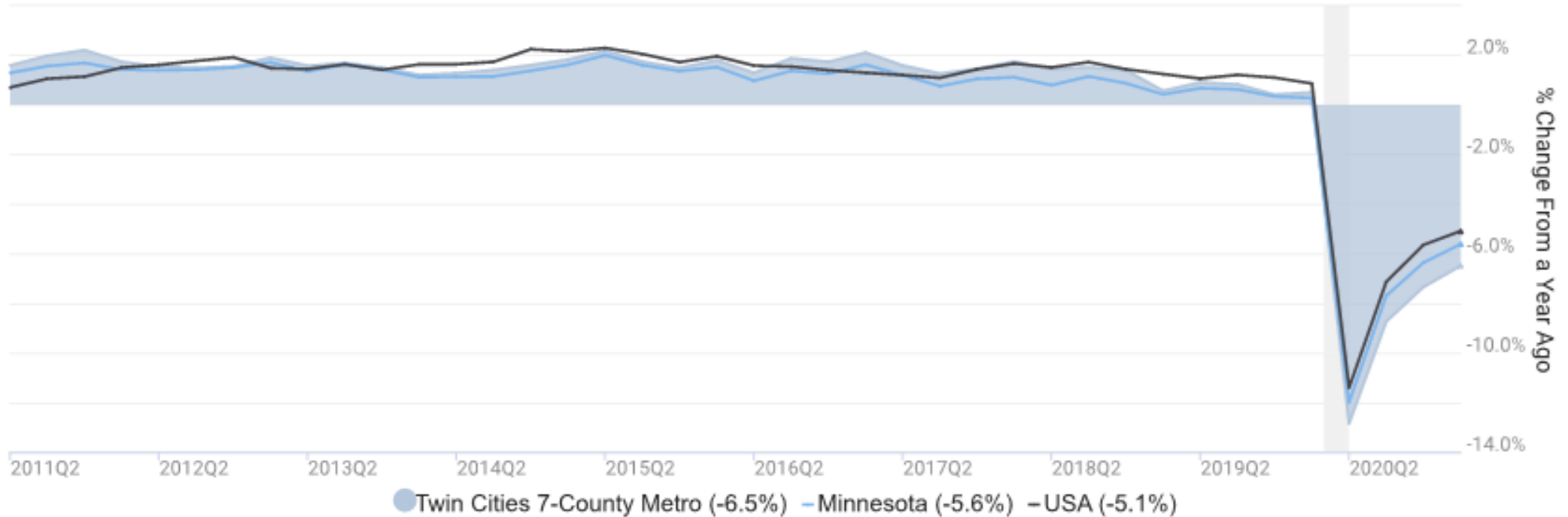


American Community Survey 2015-2019.

Community Profile

MSP Metro Minnesota

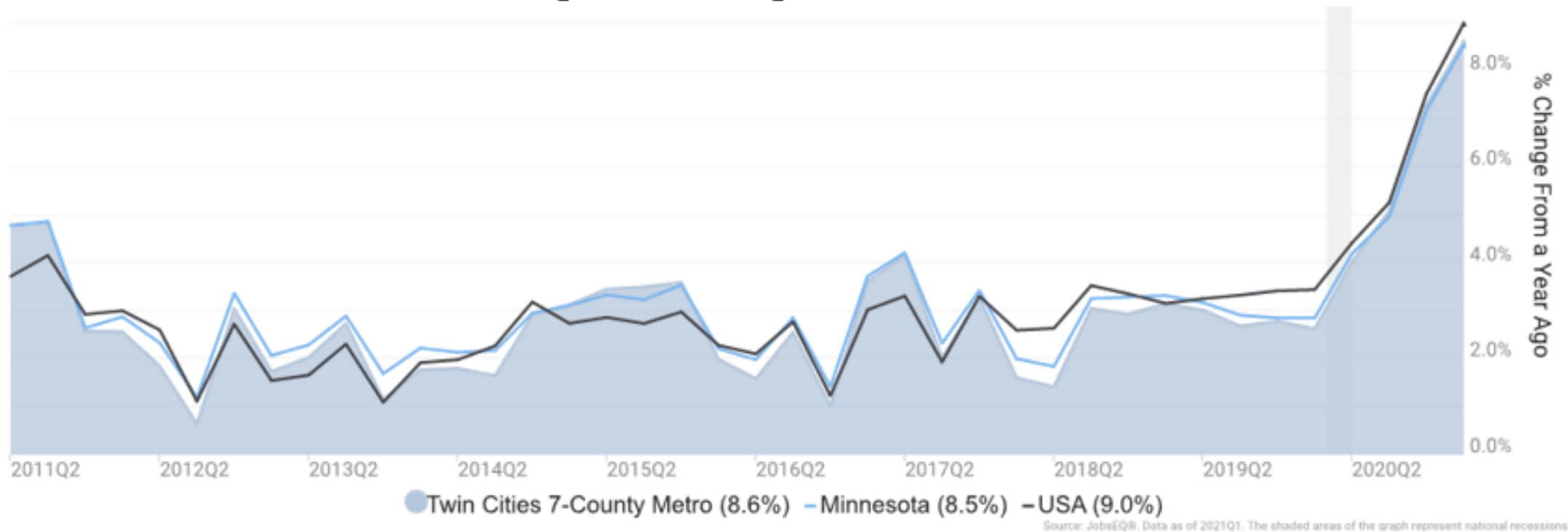
Employment for the MSP Metro



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q4 with preliminary estimates updated to 2021Q1.

Community Profile

Average Annual Wages for the MSP Metro

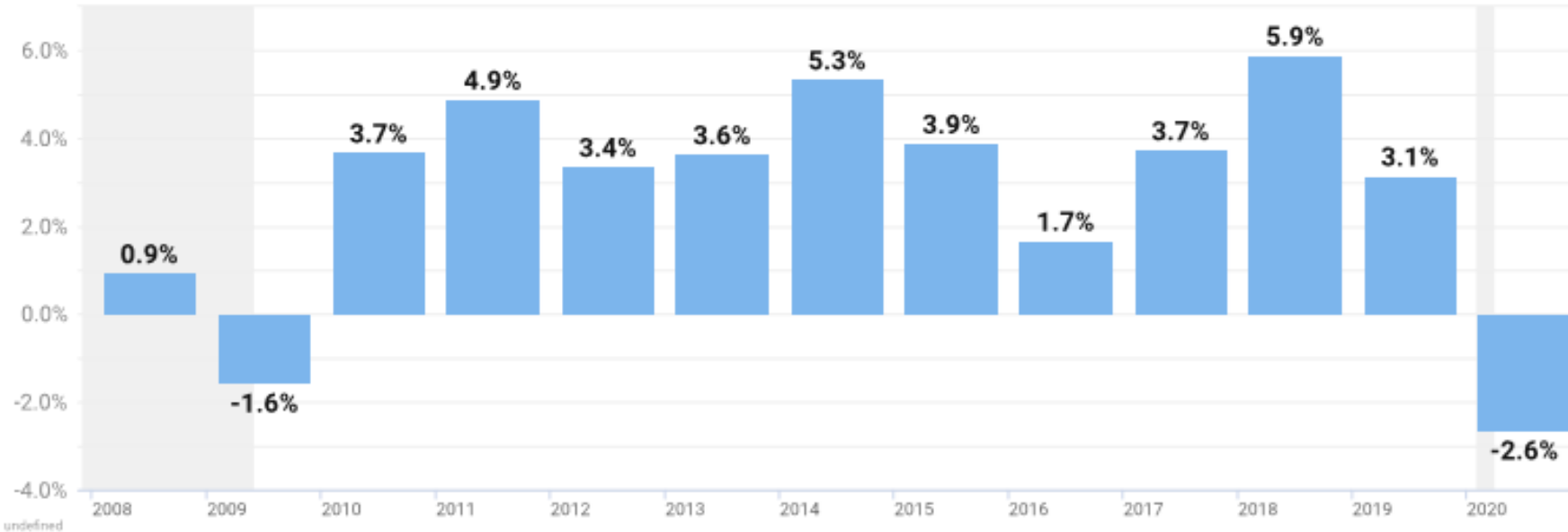


Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q4 with preliminary estimates updated to 2021Q1.

Community Profile

MSP Metro Minnesota

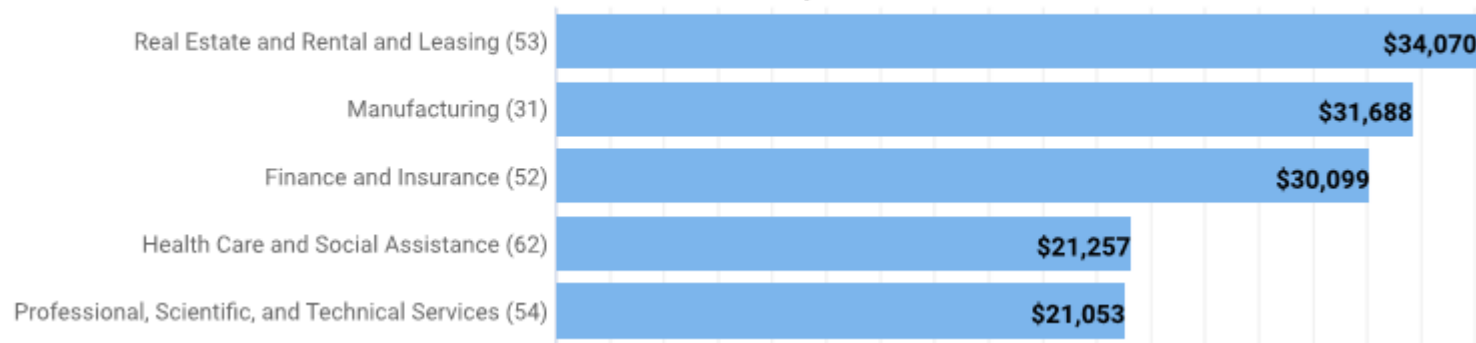
One-Year % Change in GDP, MSP Metro



- Gross Regional Product (GRP) contracted -2.6%
- Real Estate and Leasing contributes most to GRP

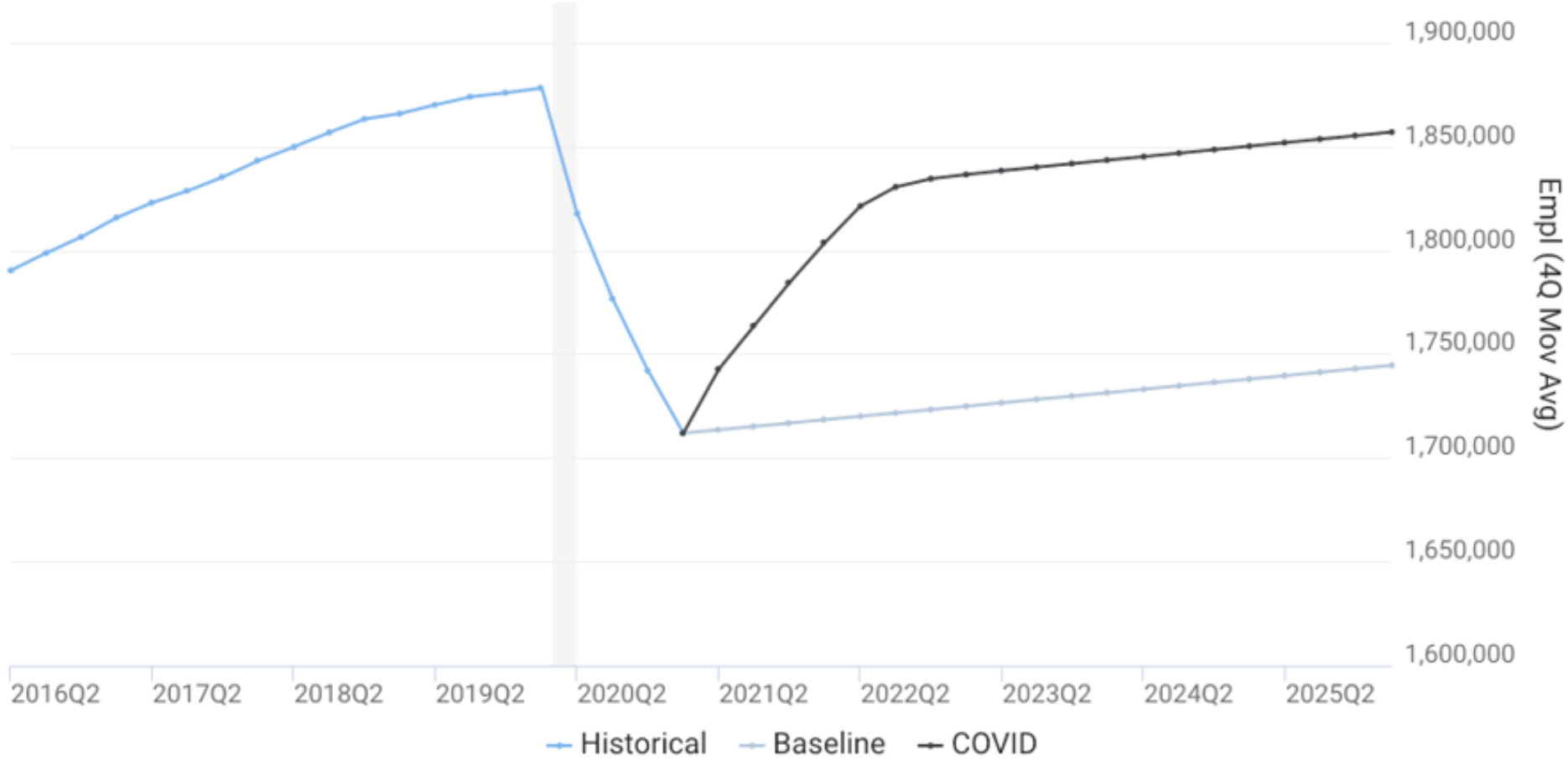
Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2020.

GDP (in \$ millions)
Twin Cities 7-County Metro, 2020



Workforce of Today & Tomorrow *Forecast*

5-Year Forecast Comparison in the MSP Metro



Source: JobsEQ®, Data as of 2021Q1



Polling Question

When you think about the current economic situation in your community, which of the following career fields do you feel has the most challenging or pressing workforce needs to be addressed right now? (select up to two)

1. Agriculture, Food, and Natural Resources
2. Arts, Communications, and Information Systems
3. Business, Management, and Administration
4. Engineering, Manufacturing, and Technology
5. Health Science Technology
6. Human Services

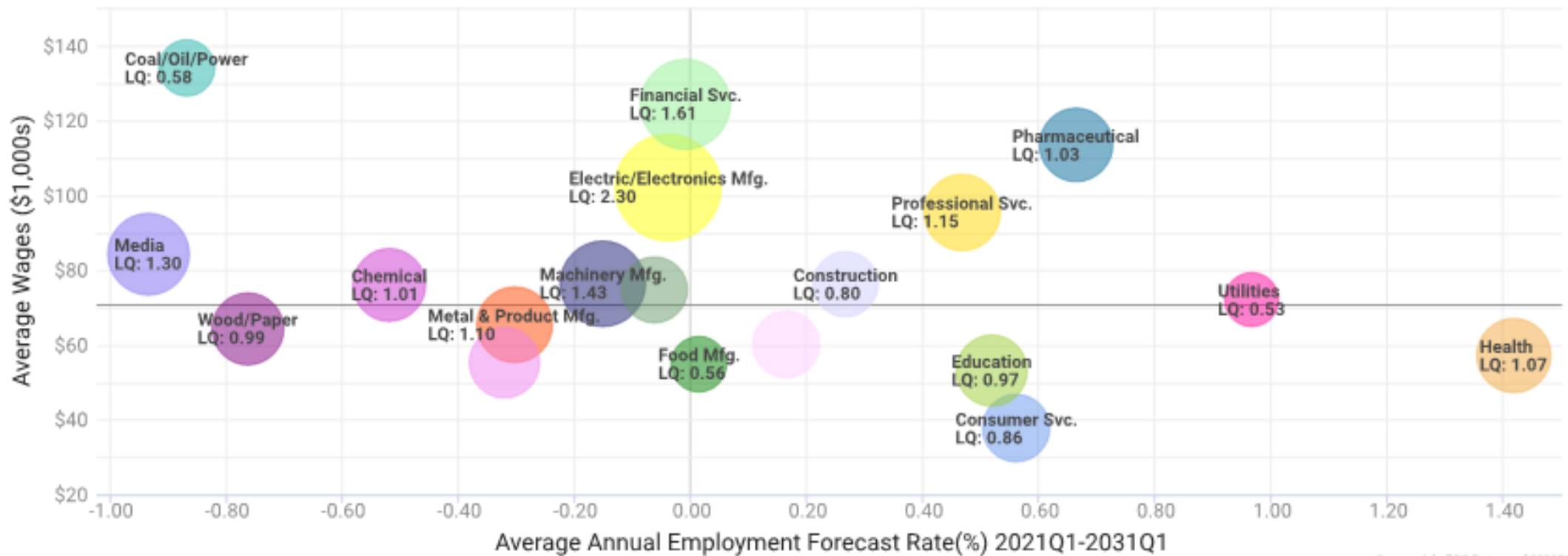
Polling Question

When you think about your local school, district, or consortium's programming, how well do you feel current program offerings address your community's most challenging or pressing workforce needs right now?

1. To a Great Extent
2. Somewhat
3. Very Little
4. Not at all
5. I do not know

Workforce of Today & Tomorrow *Forecast*

Industry Clusters for Twin Cities 7-County Metro as of 2021Q1



Source: JobsEQ® Data as of 2021Q1

Mid-Term Occupational Impacts

High Contact-Intensity Occupations

Diverging Mid-Term Impacts (greatest losses and gains)

- Fast Food and Counter Workers (-18.7%)
- Waiters and Waitresses (-42.6%)
- Passenger Vehicle Drivers (20.6%)
- Bartenders (-42.6%)

- Personal Care Aides (+4.5%)
- Pharmacy Technicians (+0.3%)
- Phlebotomists (+0.4%)

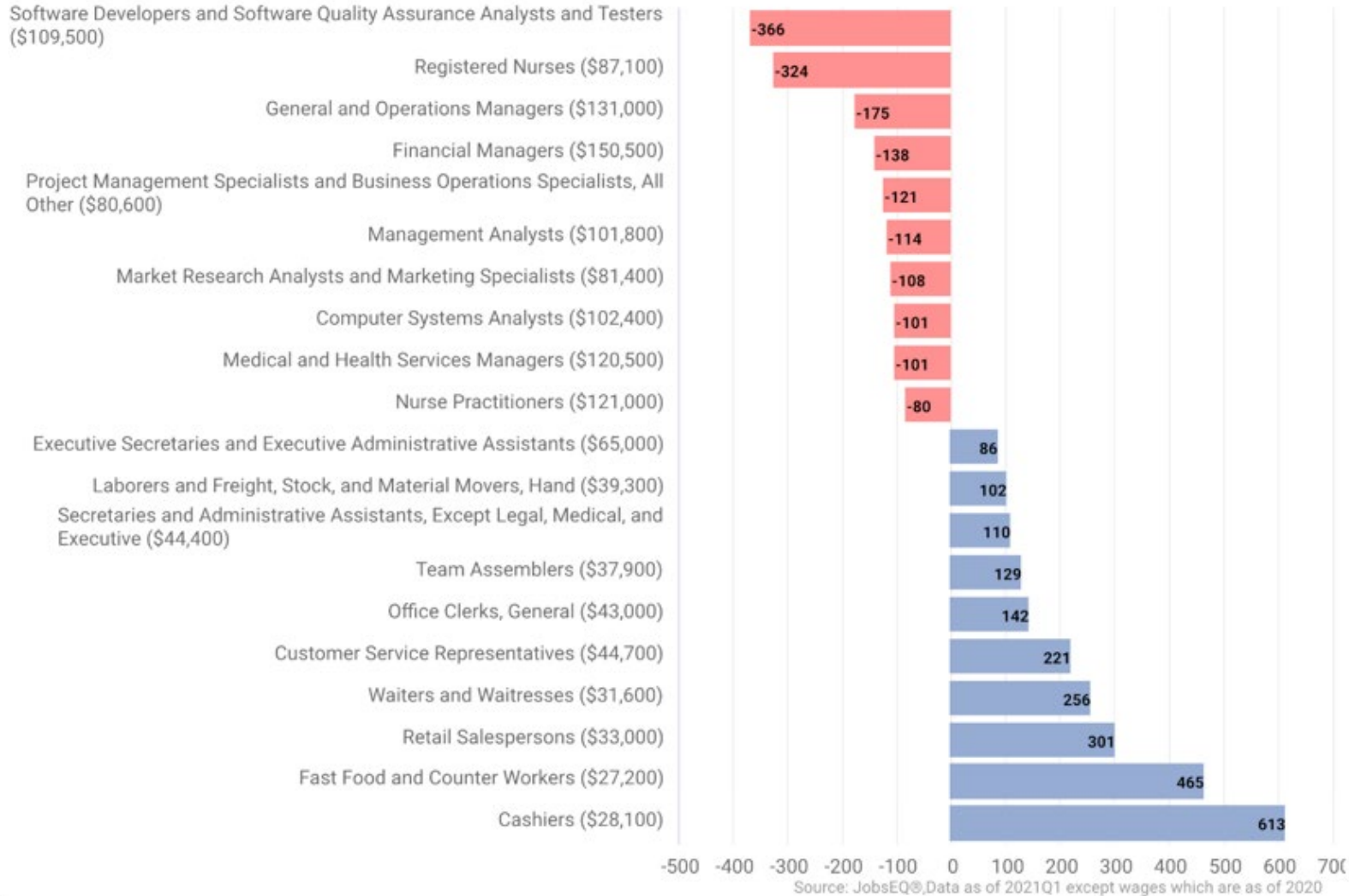
Average
unemployment
rate of **7.8%**
across all high
contact-intensity
roles.

Mid-Term Occupational Impacts

Occupation Gaps

Average Annual Occupation Gaps (i.e. Talent Shortage), 2021Q1 through 2031Q1

Potential Average Annual Occupation Gaps over 10 Years in Twin Cities 7-County Metro



COVID-19 has accelerated talent surplus anticipated in lower-wage, lower-education positions, particularly:

- 1) high contact-intensity occupations and
- 2) positions that cannot be done remotely.



Emerging Career Paths

Top Emerging Occupations in the MSP Metro, March 1-August 31, 2021

1. Software Developers, Applications (+10%)
2. Heavy and Tractor-Trailer and Truck Drivers (+15%)
3. Laborers and Freight, Stock, and Material Movers (+251%)
4. Stock Clerks—Stockroom (+86%)
5. Personal Care Aides (+108%)

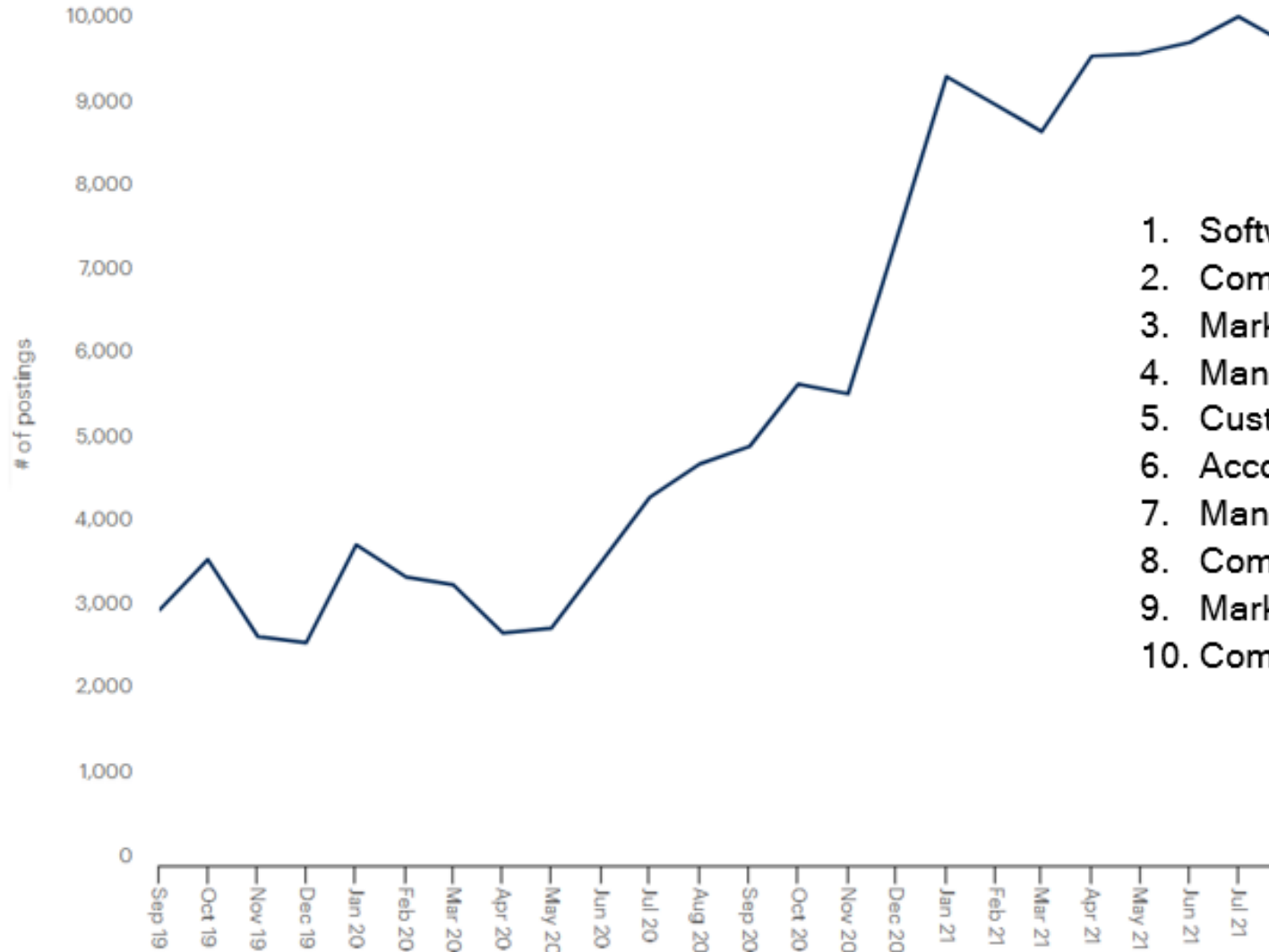
Top Emerging Skills in the MSP Metro in Order of Frequency in Job Postings, September 2020 - 2021

1. Supervision (+40%)
2. Software Engineering (+40%)
3. Product Development (+34%)
4. English Language Skills (+33%)
5. Software Development (+24%)

Emerging Career Paths

MSP Metro Minnesota

Trends in Remote Work Opportunities Advertised Online, MSP Metro 2021Q1

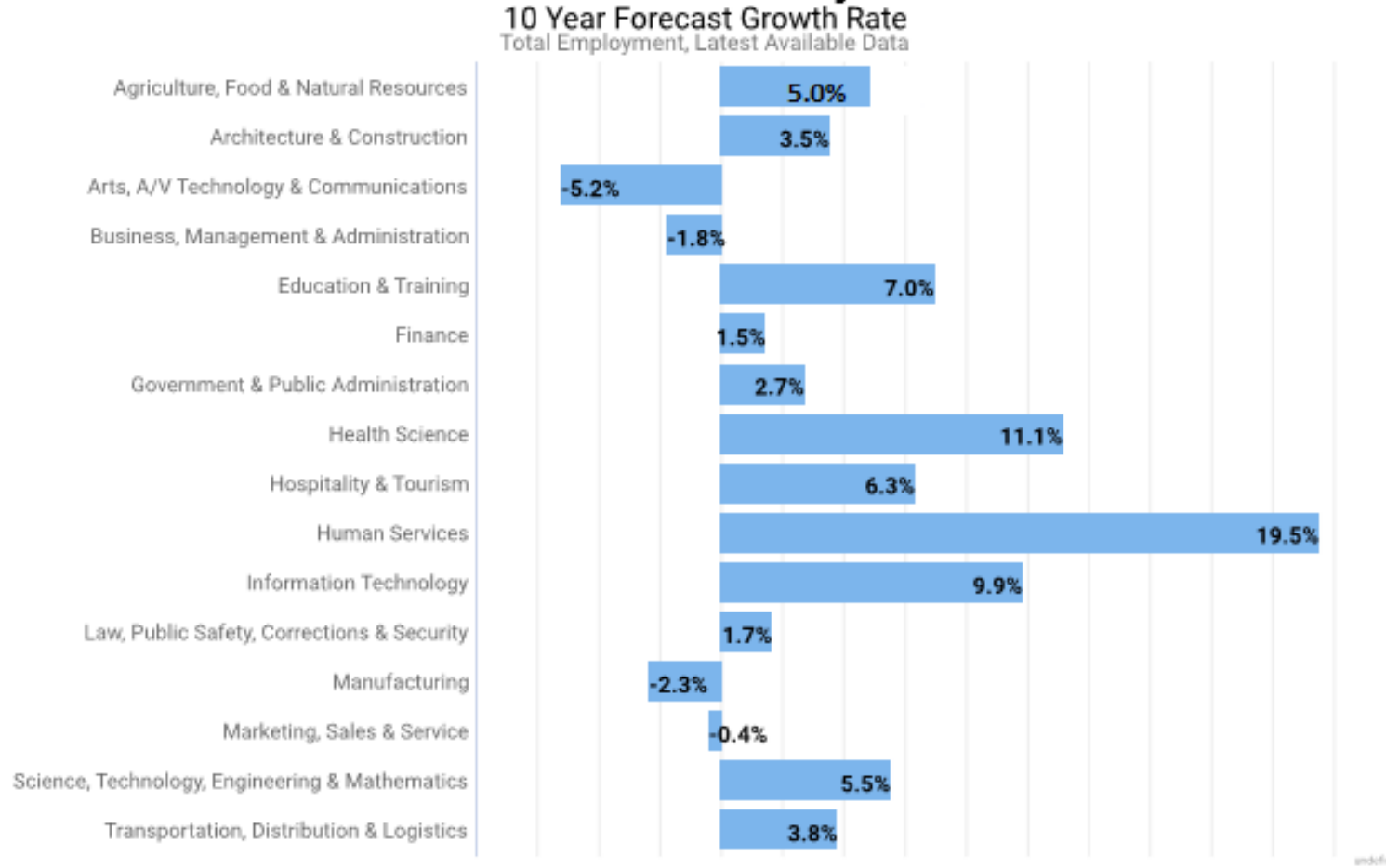


1. Software Developers, Applications (276%)
2. Computer Occupations, All Other (226%)
3. Marketing Managers (366%)
4. Management Analysts (250%)
5. Customer Service Representatives (267%)
6. Accountants and Auditors (425%)
7. Managers, All Other (215%)
8. Computer User Support Specialists (52%)
9. Market Research Analysts and Marketing Specialists (310%)
10. Computer Systems Analysts (144%)



Shifting Opportunities

Baseline Worst-Case Scenario 10-Year Forecasts by Career Cluster, MSP Metro 2021Q1



endofear



RealTime Talent

Using data to build the
world's best workforce

Cluster forecasts estimated using Chmura, JobsEQ, based on 2020Q1 employment data. All clusters are distinct occupations except for Agriculture, Food, and Natural Resources, which overlaps with other clusters.

Career Field Analysis



Target Occupations

High wage (above regional average)

High-skill (require some credential)

High-demand (2/4 indicators: under 3% unempl, higher than average 5-year growth, total 5-year demand >50% of current empl, high job posting volume)

*Often also high occupation gap and award gap

Gateway Occupations

Mid-wage (\$42,000 – regional average)

Low-middle skills (HS diploma, some OJT)

Sufficient demand (3-5% unemployment and/or high volumes of current opportunities)

Origin Occupations

Low wage (<\$42,000/year)

Low skill (no credential)

Low demand (over 5% unemployment, low growth, low replacement demand, and/or low job postings)

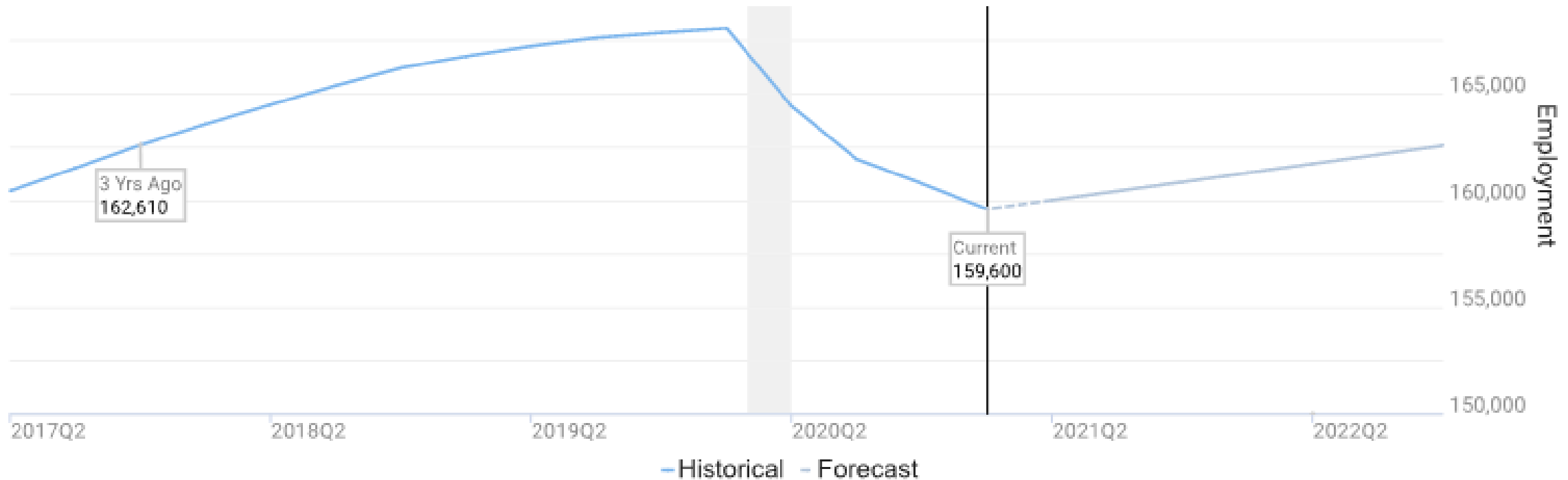
Career Field Analysis

Occupation Characteristics for Consideration

- High-Wage: Paying above the area mean wage
- High-Skill: Requiring some form of credential
- High-Demand: 2/4 of the following requirements met:
 - Low unemployment
 - High volume of job postings in the past 3 months
 - Forecasted growth outpaces average regional forecasted growth
 - Forecasted total demand equal to or greater than 50% of total current employment
- Occupation Gaps
- Award Gaps

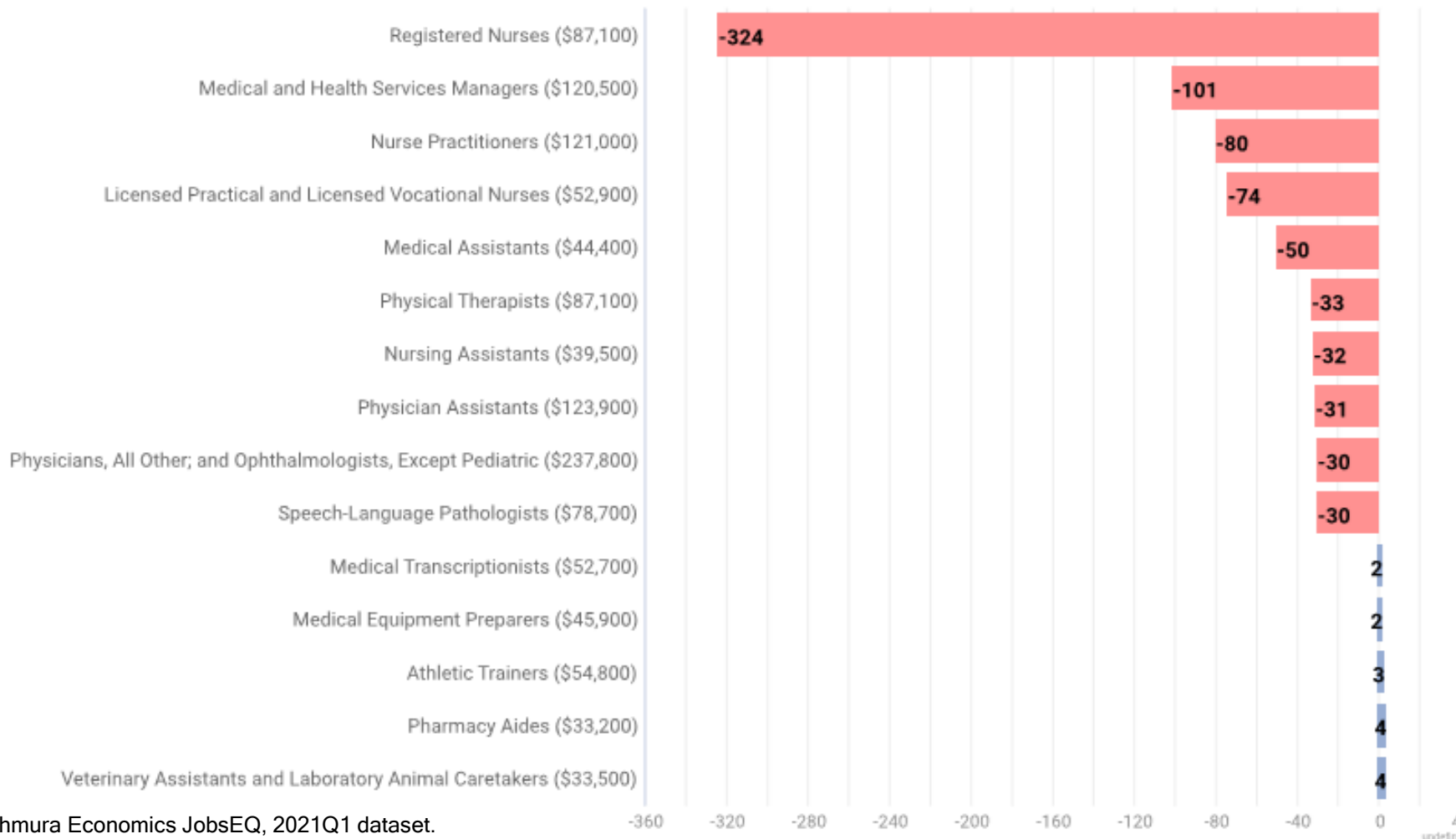
Health Science Technology

**Baseline Worst-Case Scenario 3-Year Forecast for Health Science Technology Careers,
MSP Metro 2021Q1**



Health Science Technology

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Health Science Technology, MSP Metro 2021Q1



Certification Gaps

- Licensed Practical Nurse (LPN)
- Medical Technologist (Medical Technologists)
- Certified Nursing Assistant (CNA)
- Certified Home Health Aide
- Certified Clinical Medical Assistant (NHA)
- Pediatric Advanced Life Support (PALS)
- Trauma Nursing Core Course (TNCC)
- Registered Dental Assistant (RDA)
- National Phlebotomy Association Certified Phlebotomist
- Registered Respiratory Therapist (RRT)



Health Science Technology

MSP Metro, 2021Q1



Target Occupations (all HW, HD, HS, OG, AG)

Registered Nurses

Medical and Health Services Managers

Nurse Practitioners

Medical Scientists

Speech-Language Pathologists

Physician Assistants

Gateway Occupations

Licensed Practical Nurses (HS, OG, AG)

Medical Dosimetrists (HS, OG, AG)

Medical and Clinical Lab Technologists/Technicians (HS, OG, AG)

Veterinary Technologists (HS, HD, OG, AG)

Dispensing Opticians (OG, AG)

Origin Occupations

Likely

Home Health Aides (HD, AG)

Personal Care Aides (HD)

Nursing Assistants (HS, HD, OG)

Pharmacy Technicians (OG, AG)

Healthcare Support Workers

Aligned

Customer Service Reps

Childcare Workers

Secretaries

Cashiers

Cooks

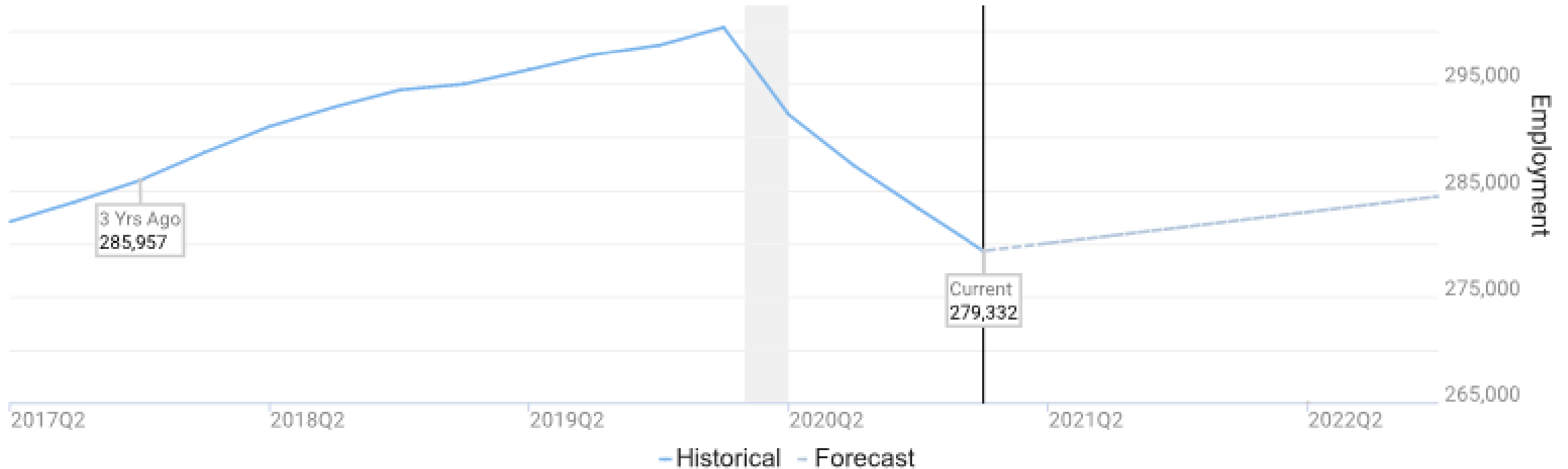
Health Science Technology

Top Ten Target Occupations in Health Science Technology, MSP 2021Q1

SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
29-1141	Registered Nurses	36,626	\$87,100	HW	HS	HD	OG	AG
11-9111	Medical and Health Services Managers	4,831	\$120,500	HW	HS	HD	OG	AG
29-1171	Nurse Practitioners	2,282	\$121,000	HW	HS	HD	OG	AG
19-1042	Medical Scientists, Except Epidemiologists	1,732	\$99,500	HW	HS	HD	OG	AG
29-1127	Speech-Language Pathologists	1,543	\$78,700	HW	HS	HD	OG	AG
29-1071	Physician Assistants	1,353	\$123,900	HW	HS	HD	OG	AG
29-1126	Respiratory Therapists	1,236	\$72,100	HW	HS	HD	OG	AG
29-1131	Veterinarians	999	\$94,500	HW	HS	HD	OG	
29-2091	Orthotists and Prosthetists	160	\$89,300	HW	HS	HD	OG	
29-1081	Podiatrists	88	\$158,600	HW	HS	HD		AG

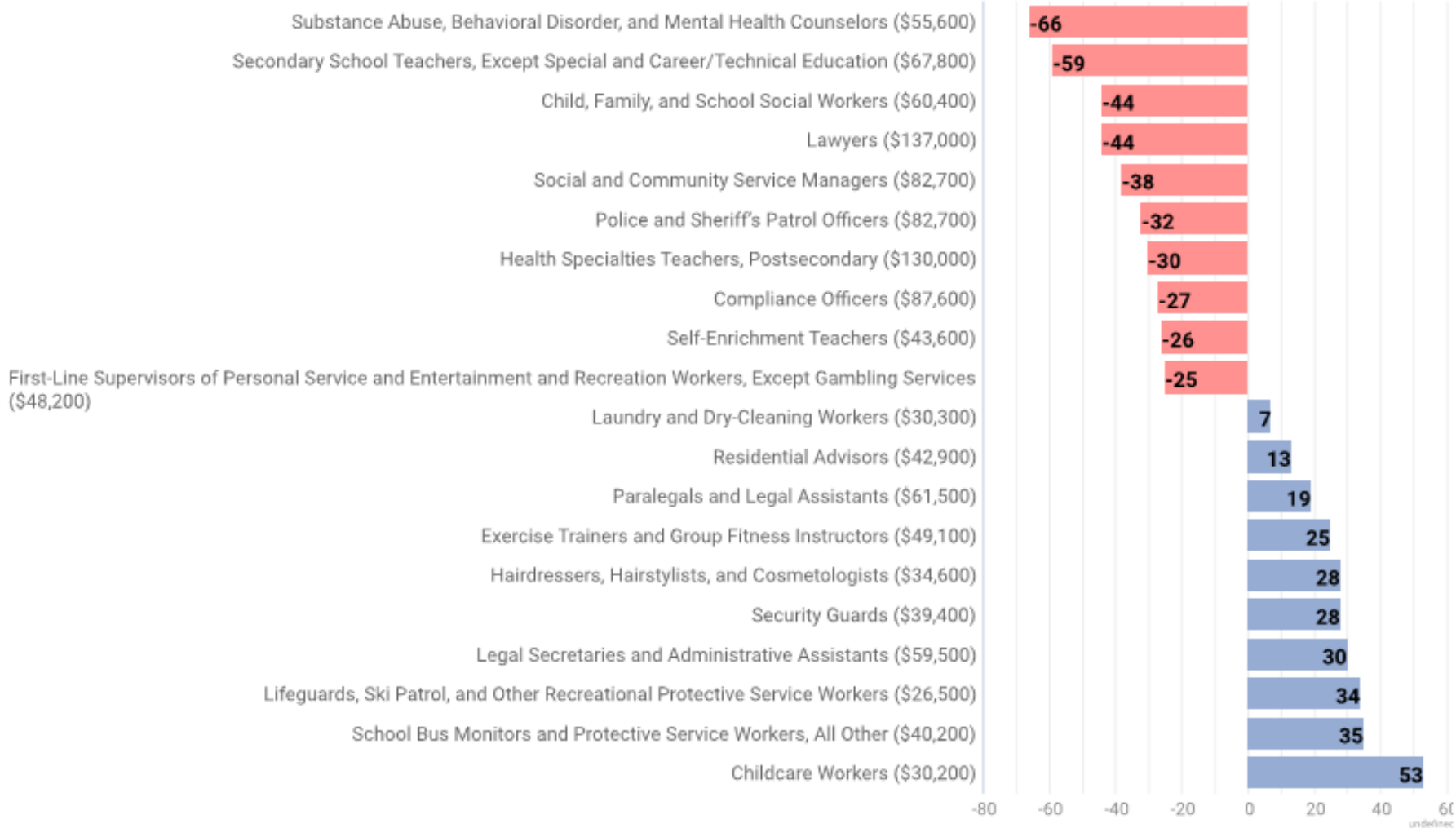
Human Services

Baseline Worst-Case Scenario 3-Year Forecast for Human Services Careers, MSP Metro 2021Q1



Human Services

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Human Services, MSP Metro 2021Q1



Certification Gaps

- _____ AED Essentials
- _____ Basic Life Support (BLS)
- _____ Secret Clearance
- _____ AFAA Personal Fitness Trainer
- _____ Licensed Professional Counselor (LPC)
- _____ Certified Protection Professional (CPP)
- _____ Certified Diabetes Educator (CDE)
- _____ Certified Alcohol and Drug Counselor (ADC)
- _____ Regulatory Affairs Certification - US (RAC)
- _____ Registered Professional Reporter (RPR)



Human Services

MSP Metro, 2021Q1



Target Occupations (all HW, HD, HS)

Middle School Teachers (OG, AG)

Guidance Counselors and Career Advisors (OG, AG)

Social and Community Service Managers (OG, AG)

Instructional Coordinators (OG)

School Psychologists (OG, AG)

Education Administrators (OG, AG)

Gateway Occupations

Social and Human Service Assistants(HS, HD)

Preschool Teachers (HD, OG, AG)

Self-Enrichment Teachers (HD, OG, AG)

Child, Family, and School Social Workers (HS, HD, OG, AG)

Substance Abuse, Behavioral Disorder, and Mental Health Counselors (HS, HD, OG, AG)

Origin Occupations

Likely

Home Health Aides (HD, AG)

Personal Care Aides (HD)

Teaching Assistants (HS, HD, AG)

Childcare Workers(HD, AG)

Security Guards (HD, AG)

Aligned

Tellers

Retail Sales Workers

Secretaries

Cashiers

Cooks

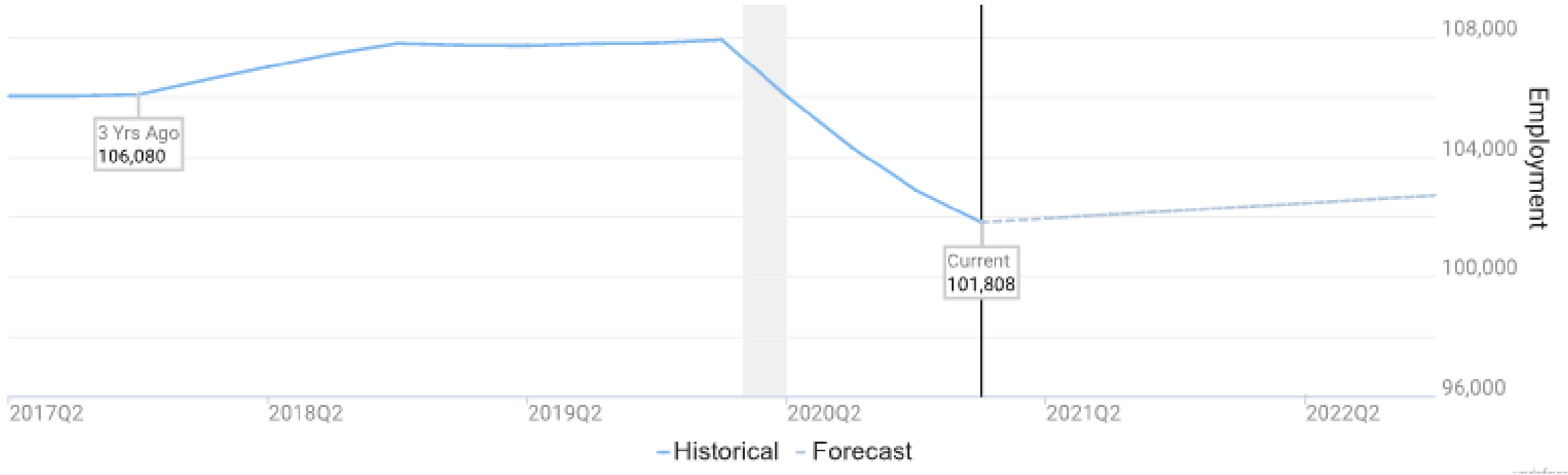
Human Services

Top Ten Target Occupations in Human Services, MSP 2021Q1

SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
25-2022	Middle School Teachers, Except Special and Career/Technical Education	5,000	\$65,500	HW	HS	HD	OG	AG
21-1012	Educational, Guidance, and Career Counselors and Advisors	2,843	\$63,700	HW	HS	HD	OG	AG
11-9151	Social and Community Service Managers	2,730	\$82,700	HW	HS	HD	OG	AG
25-9031	Instructional Coordinators	2,279	\$78,800	HW	HS	HD	OG	
19-3031	Clinical, Counseling, and School Psychologists	2,164	\$86,400	HW	HS	HD	OG	AG
25-1071	Health Specialties Teachers, Postsecondary	2,116	\$130,000	HW	HS	HD	OG	
11-9032	Education Administrators, Kindergarten through Secondary	2,057	\$119,300	HW	HS	HD	OG	AG
21-2021	Directors, Religious Activities and Education	1,681	\$76,300	HW	HS	HD		
21-1023	Mental Health and Substance Abuse Social Workers	1,486	\$66,000	HW	HS	HD	OG	AG
13-2061	Financial Examiners	1,315	\$95,500	HW	HS	HD	OG	

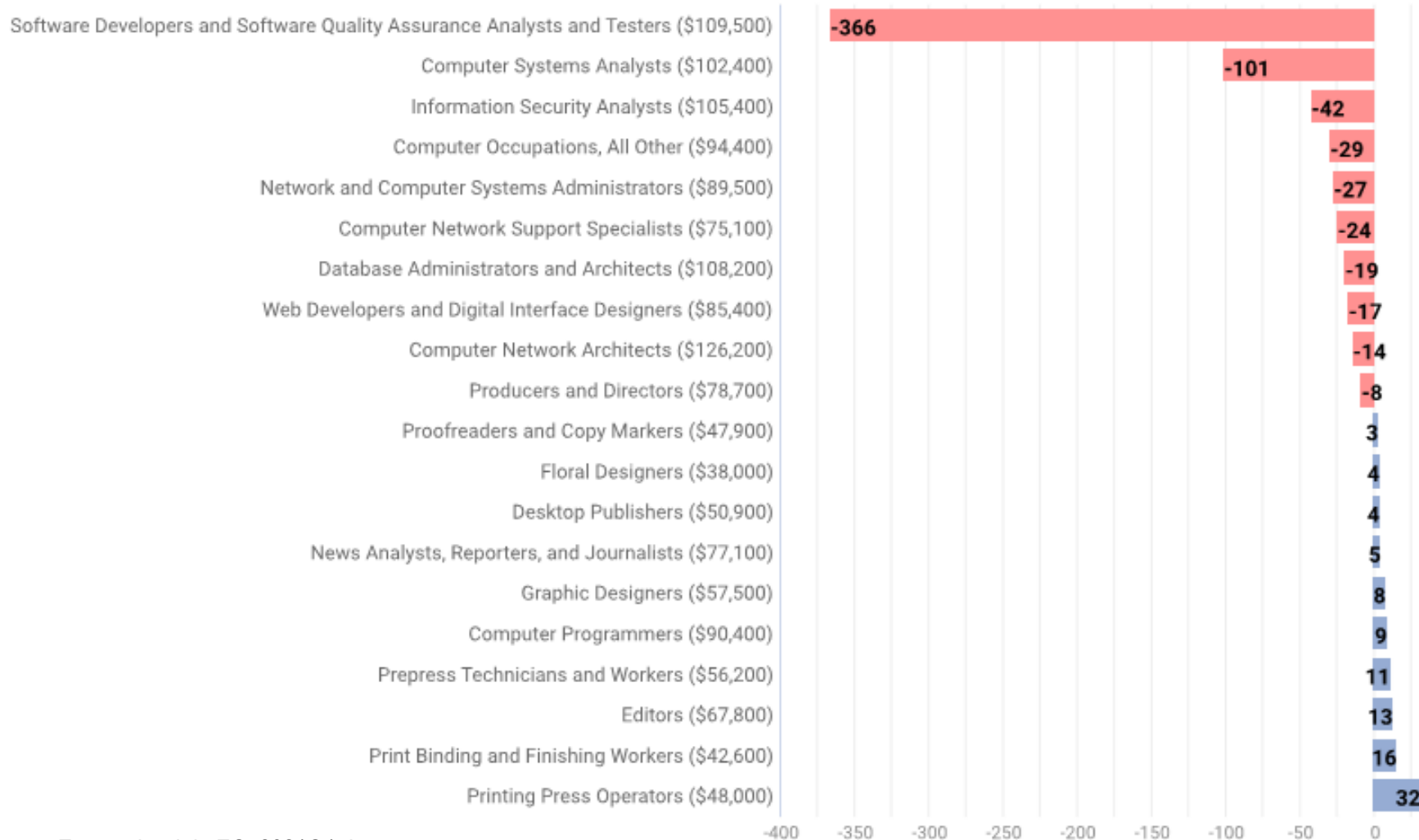
Arts, Communications, & Information Systems

Baseline Worst-Case Scenario 3-Year Forecast for Arts, Communications, and Information Systems Careers, MSP Metro 2021Q1



Arts, Communications, & Information Systems

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Arts, Communications, And Information Systems, MSP Metro 2021Q1



Certification Gaps

- Certified Security Software Lifecycle Professional (CSSLP)
- Microsoft Office Specialist (MOS)
- GAIC Reverse Engineering Malware (GREM)
- Certified Information Systems Auditor (CISA)
- Certified Scrum Product Owner (CSPO)
- Certification in Risk and Information Systems Control (CRISC)
- Basic Life Support (BLS)
- Offensive Security Certified Professional (OSCP)
- Certified Internal Auditor (CIA)
- Check Point Certified Security Administrator (CCSA)



Arts, Communications, & Information Systems

MSP Metro, 2021Q1



Target Occupations (all HW, HD, HS, OG, AG)

Software Developers

Network and Computer Systems Administrators

Information Security Analysts

Producers and Directors

Special Effects Artists and Animators

Gateway Occupations

Graphic Designers

Printing Press Operators

Telecommunications Equipment Installers and Repairers

Photographers

Computer User Support Specialists

Audio and Video Technicians

Origin Occupations

Likely

Actors (HS, HD, AG)

Models

Floral Designers

Print Binding and Finishing Workers

Entertainers and Performers (HD, AG)

Aligned

Library Technicians

Amusement / Recreation Attendants

Hosts and Hostesses

Customer Service Representatives

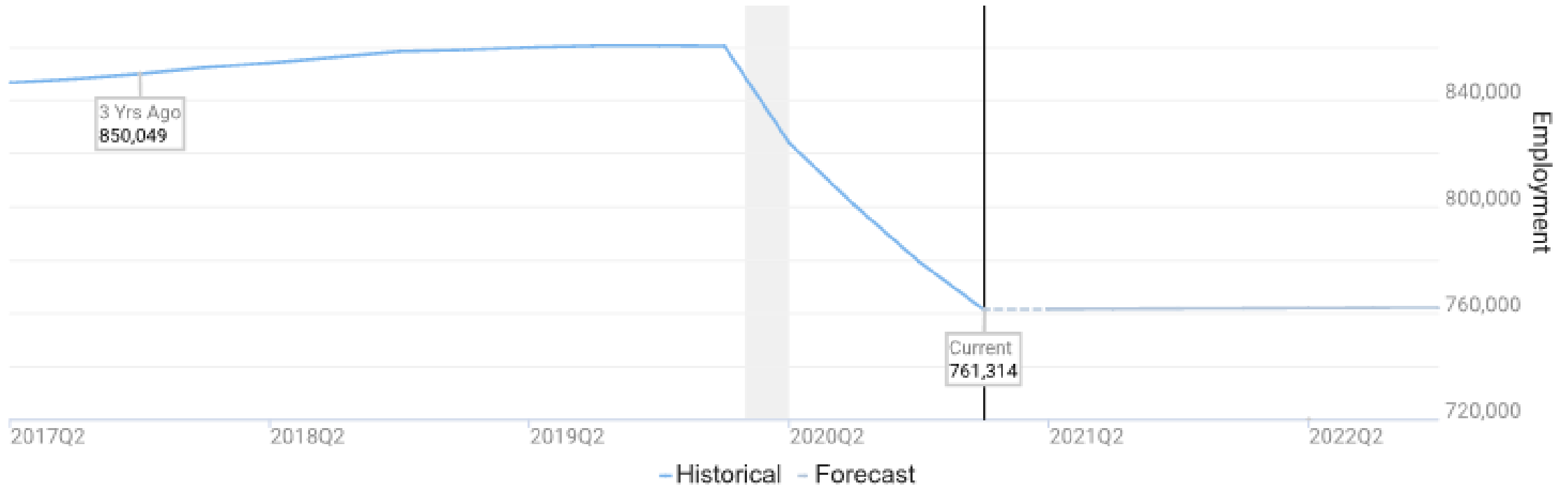
Photo Process Machine Operators

Arts, Communications, & Information Systems

Top Ten Target Occupations in Arts, Communications, and Information Systems, MSP 2021Q1

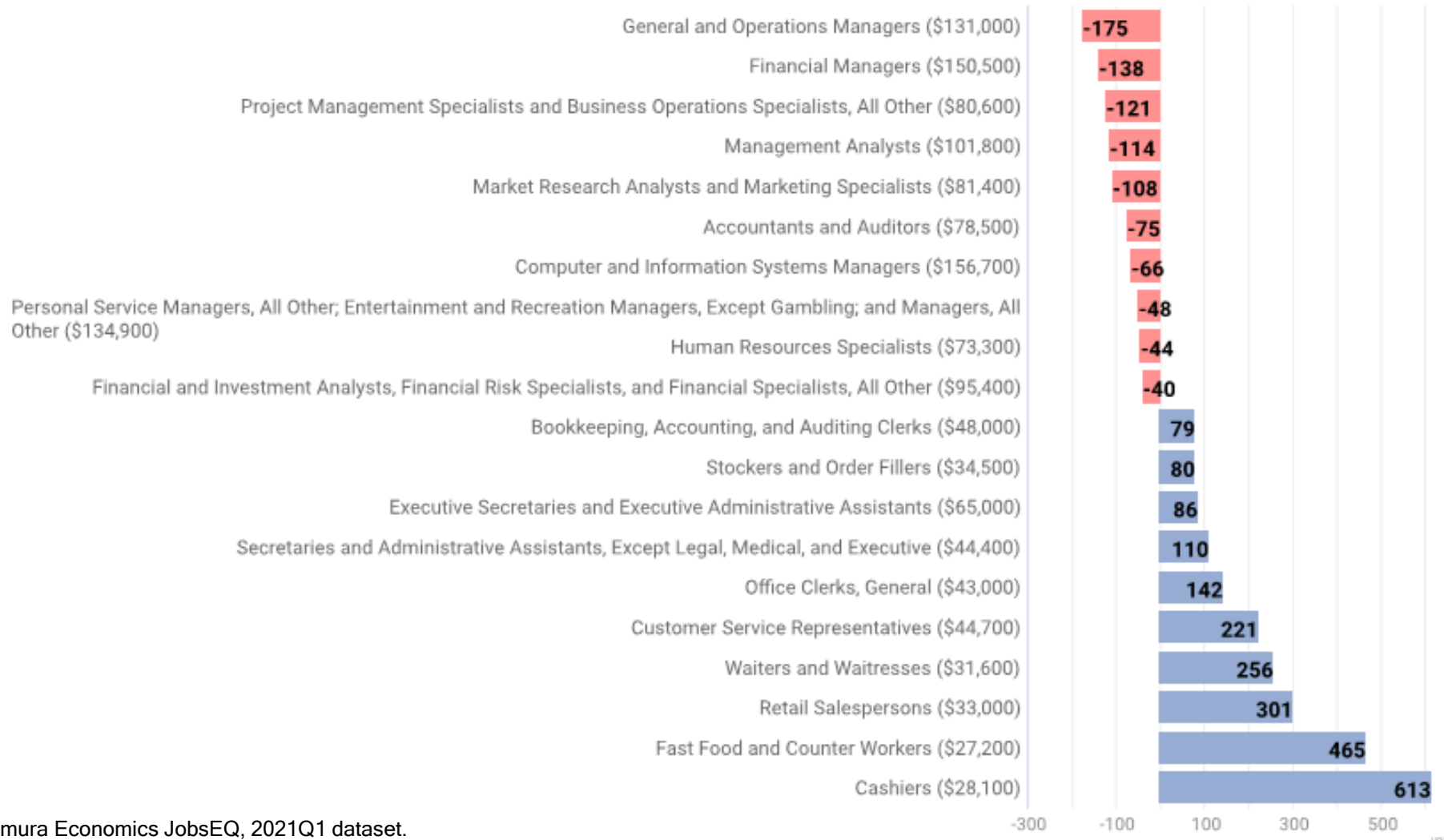
SOC	Occupation	2021Q1 Empl	Mean Ann Wages ^z	High-Wage	High-Skill	High-Demand	OG	AG
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	24,552	\$109,500	HW	HS	HD	OG	AG
15-1244	Network and Computer Systems Administrators	4,777	\$89,500	HW	HS	HD	OG	AG
15-1212	Information Security Analysts	2,070	\$105,400	HW	HS	HD	OG	AG
27-2012	Producers and Directors	1,234	\$78,700	HW	HS	HD	OG	AG
27-1014	Special Effects Artists and Animators	744	\$68,000	HW	HS	HD	OG	AG
27-1021	Commercial and Industrial Designers	526	\$80,000	HW	HS	HD		AG
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	288	\$71,600	HW	HS	HD	OG	AG
27-1022	Fashion Designers	256	\$75,200	HW	HS	HD		
27-4032	Film and Video Editors	253	\$75,900	HW	HS	HD	OG	AG
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	115	\$64,800	HW	HS	HD		AG

Baseline Worst-Case Scenario 3-Year Forecast for Business, Management, and Administration Careers, MSP Metro 2021Q1



Business, Management, & Administration

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Business, Management, and Administration, MSP Metro 2021Q1



Certification Gaps

- AED Essentials
- Certified Internal Auditor (CIA)
- Certified Information Systems Auditor (CISA)
- Chartered Property Casualty Underwriter (CPCU)
- Adult CPR
- Certified Public Accountant (CPA)
- First Aid Certification
- Certified Personal Trainer (CPT)
- Certified Facility Manager (CFM)
- Six Sigma Green Belt Certification (SSGB)



Business, Management, & Administration

MSP Metro, 2021Q1



Target Occupations (all HW, HD, HS, OG, AG)

Project Management Specialists

Accountants and Auditors

Management Analysts

Market Research Analysts and Marketing Specialists

Financial Managers

Gateway Occupations

Customer Service Representatives (HD, AG)

Office Clerks, General (HD)

Secretaries and Administrative Assistants (HD, AG)

Bookkeeping, Accounting, and Auditing Clerks (HS, HD, AG)

Supervisors of Retail Workers (HD)

Shipping, Receiving, and Inventory Clerks (AG)

Origin Occupations

Likely

Retail Salespersons (HD)

Fast Food and Counter Workers (HD)

Cashiers (HD)

Janitors and Cleaners (HD)

Stockers and Order Fillers (HD)

Aligned

Library Technicians

Eligibility Interviewers

Childcare Workers

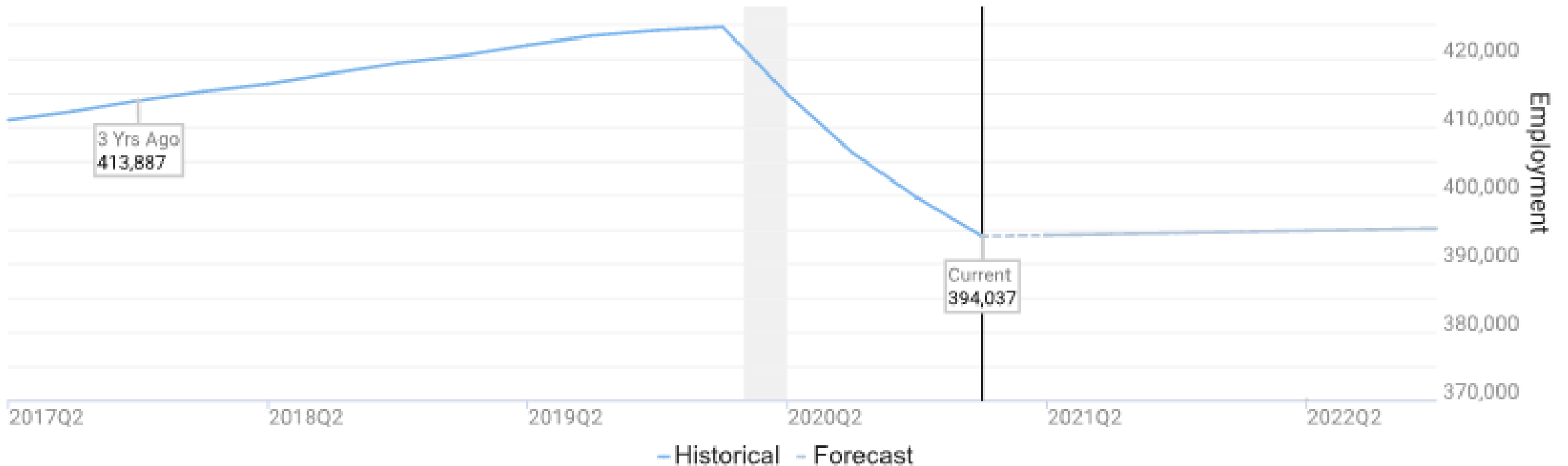
Business, Management, & Administration

Top Ten Target Occupations in Business, Management, and Administration, MSP 2021Q1

SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
13-1198	Project Management Specialists and Business Operations Specialists, All Other	21,004	\$80,600	HW	HS	HD	OG	
13-2011	Accountants and Auditors	17,873	\$78,500	HW	HS	HD	OG	AG
13-1111	Management Analysts	13,861	\$101,800	HW	HS	HD	OG	AG
13-1161	Market Research Analysts and Marketing Specialists	12,042	\$81,400	HW	HS	HD	OG	AG
11-3031	Financial Managers	11,042	\$150,500	HW	HS	HD	OG	AG
13-1071	Human Resources Specialists	8,950	\$73,300	HW	HS	HD	OG	
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	7,815	\$95,400	HW	HS	HD	OG	AG
11-2022	Sales Managers	6,727	\$142,900	HW	HS	HD	OG	AG
11-2021	Marketing Managers	5,728	\$154,900	HW	HS	HD	OG	AG
27-3031	Public Relations Specialists	3,909	\$70,600	HW	HS	HD	OG	AG

Engineering, Manufacturing, & Technology

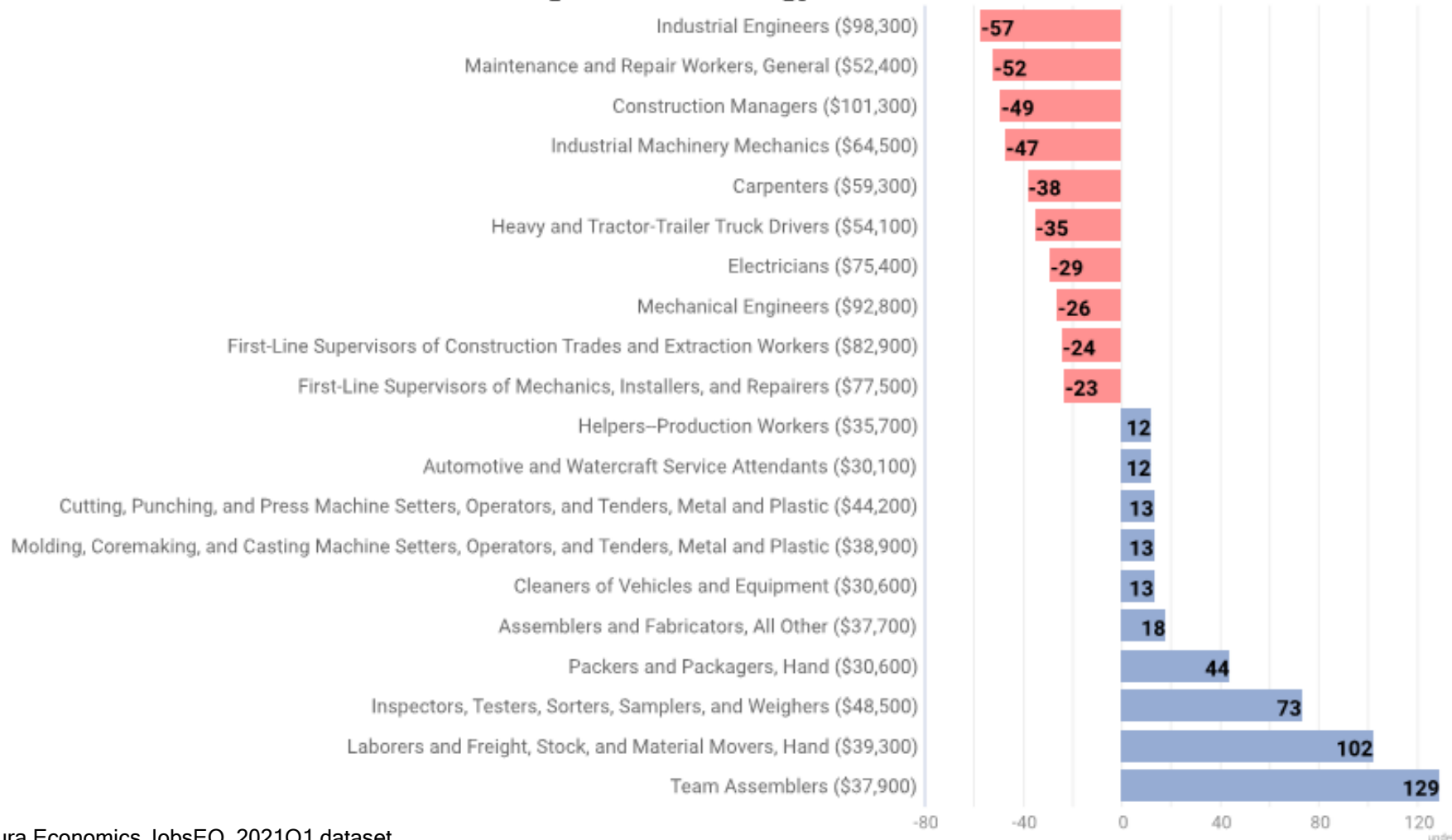
Baseline Worst-Case Scenario 3-Year Forecast for Engineering, Manufacturing, and Technology Careers, MSP Metro 2021Q1



Engineering, Manufacturing, & Technology

MSP Metro Minnesota

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Engineering, Manufacturing, and Technology, MSP Metro 2021Q1



Certification Gaps

- Class A Commercial Driver's License (CDL-A)
- Commercial Driver's License (CDL)
- 40 hour HAZWOPER
- OSHA 10
- Six Sigma Green Belt Certification (SSGB)
- NCIDQ Certification
- AED Essentials
- Commercial Mechanical Inspector (CMI)
- Certified Welder
- Transportation Worker Identification Credential (TWIC)



RealTime Talent
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Engineering, Manufacturing, & Technology

MSP Metro, 2021Q1



Target Occupations (all HW, HD, HS)
Industrial Engineers (OG, AG)
Architectural and Engineering Managers (OG)
Logisticians (OG)
Cost Estimators (OG, AG)
Aircraft Mechanics and Service Technicians (OG, AG)
Environmental Scientists and Specialists (OG, AG)

Gateway Occupations

Heavy and Tractor Trailer Drivers (HS, HD, OG, AG)
Maintenance and Repair Workers, General (HD, OG)
Carpenters (OG, AG)
Construction Laborers
Automotive Service Technicians and Mechanics (HS, AG)
Supervisors of Production and Operating Workers (HW, HD, OG)

Origin Occupations

Likely

Laborers and Freight, Stock Movers (HD)
Team Assemblers
Landscaping and Groundskeeping Workers (HD)
Light Truck Drivers (HD, AG)
Passenger Vehicle Drivers (HD, AG)

Aligned

Parking Lot Attendants
Retail Sales Workers
Stockers and Order Fillers
Janitors and Cleaners
Personal Services Managers

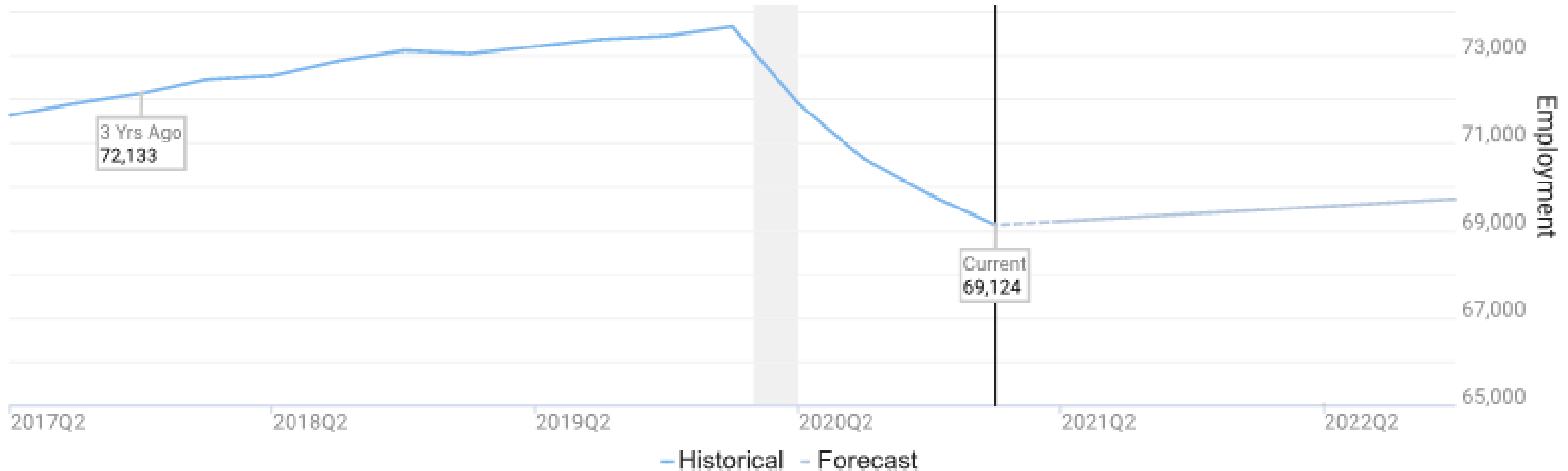
Engineering, Manufacturing, & Technology

Top Ten Target Occupations in Engineering, Manufacturing, and Technology, MSP 2021Q1

SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
17-2112	Industrial Engineers	6,190	\$98,300	HW	HS	HD	OG	AG
11-9041	Architectural and Engineering Managers	2,847	\$158,900	HW	HS	HD	OG	
13-1081	Logisticians	2,355	\$80,400	HW	HS	HD	OG	
13-1051	Cost Estimators	2,265	\$73,900	HW	HS	HD	OG	AG
49-3011	Aircraft Mechanics and Service Technicians	1,455	\$82,900	HW	HS	HD	OG	AG
19-2041	Environmental Scientists and Specialists, Including Health	1,199	\$82,000	HW	HS	HD	OG	AG
15-2098	Data Scientists and Mathematical Science Occupations, All Other	865	\$98,800	HW	HS	HD	OG	
15-2041	Statisticians	598	\$90,200	HW	HS	HD	OG	
51-9162	Computer Numerically Controlled Tool Programmers	566	\$69,200	HW	HS	HD	OG	

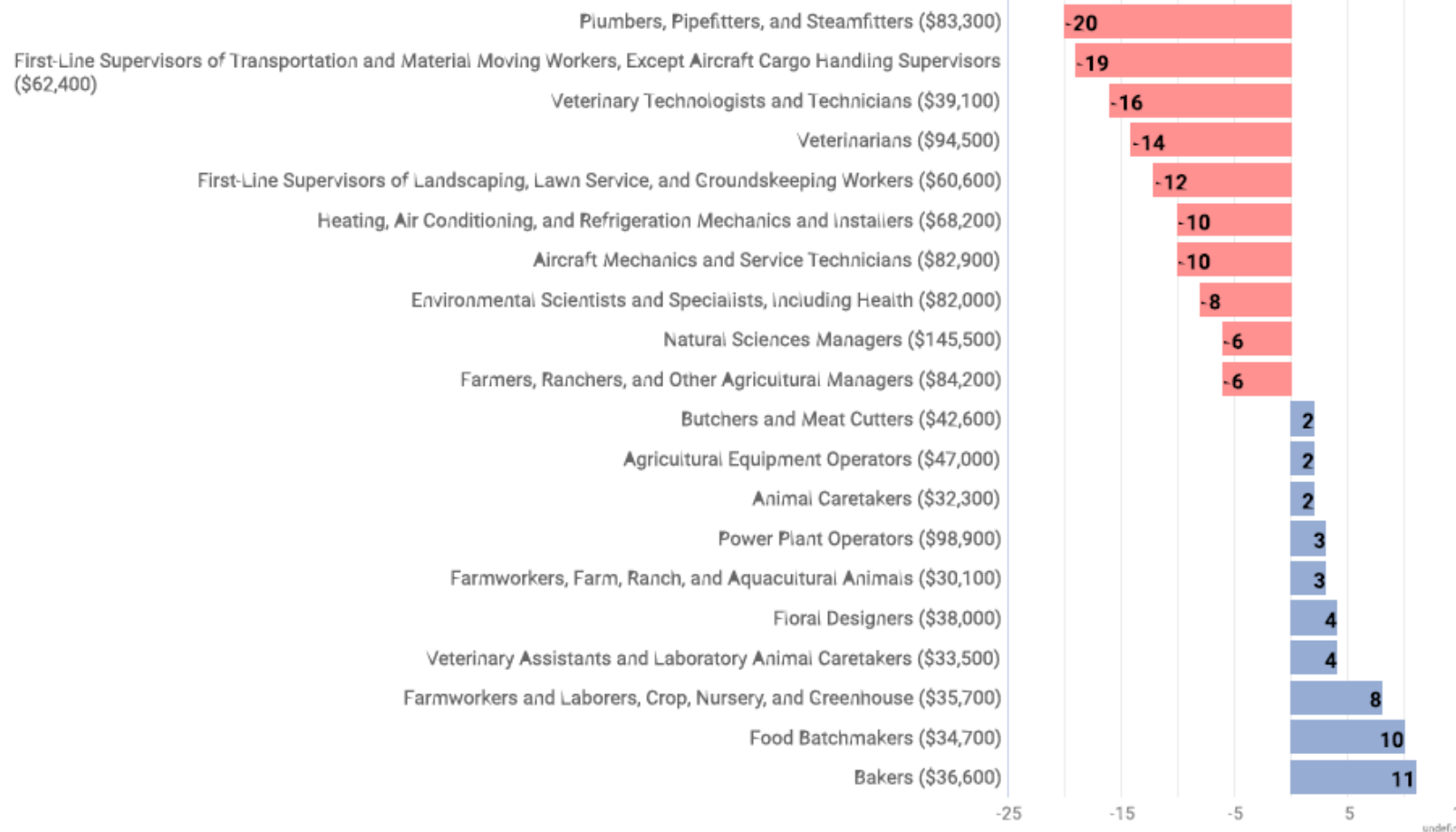
Agriculture, Food, & Natural Resources

Baseline Worst-Case Scenario 3-Year Forecast for Agriculture, Food, and Natural Resources Careers, MSP Metro 2021Q1



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Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Agriculture, Food, and Natural Resources, MSP Metro 2021Q1



Certification Gaps

- Registered Veterinary Technician (RVT)
- Six Sigma Green Belt Certification (SSGB)
- Laboratory Animal Technician (LAT)
- Certified Professional Dog Trainer (CPDT)
- 40 hour HAZWOPER
- Class B Commercial Driver's License (CDL-B)
- HAZMAT
- Certified Clinical Research Coordinator (CCRC)
- Emergency Medical Technician - Basic (EMT-B)
- OSHA 10



RealTime Talent
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MSP Metro, 2021Q1



Target Occupations (all HW, HD, HS)
Aircraft Mechanics and Service Technicians (OG, AG)
Environmental Scientists and Specialists (OG, AG)
Veterinarians (OG)
Environmental Engineers (OG, AG)
Surveyors (OG, AG)
Urban and Regional Planners (OG)

Gateway Occupations

Telecommunications Equipment Installers and Repairers (HS, AG)
Farmers, Ranchers, and Other Agricultural Managers (HW, HD, OG)
Supervisors of Groundskeeping Workers (HD, OG, AG)
Butchers and Meat Cutters
Refuse and Recyclable Material Collectors- (AG)
Waste/water Treatment Plant and System Operators (HW, HD, AG)

Origin Occupations

Likely

Landscaping and Groundskeeping Workers (HD)
Animal Caretakers (HD, AG)
Bakers (HD, AG)
Veterinary Techs HS, HD, OG, AG)
Farmworkers and Laborers (AG)

Aligned

Compliance Officers
Laborers and Freight Movers
Stockers and Order Fillers
Cooks
Customer Service Reps

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Top Ten Target Occupations in Engineering, Manufacturing, and Technology, MSP 2021Q1

SOC	Occupation	2021Q1 Empl	Mean Ann Wages ²	High-Wage	High-Skill	High-Demand	OG	AG
17-2112	Industrial Engineers	6,190	\$98,300	HW	HS	HD	OG	AG
11-9041	Architectural and Engineering Managers	2,847	\$158,900	HW	HS	HD	OG	
13-1081	Logisticians	2,355	\$80,400	HW	HS	HD	OG	
13-1051	Cost Estimators	2,265	\$73,900	HW	HS	HD	OG	AG
49-3011	Aircraft Mechanics and Service Technicians	1,455	\$82,900	HW	HS	HD	OG	AG
19-2041	Environmental Scientists and Specialists, Including Health	1,199	\$82,000	HW	HS	HD	OG	AG
15-2098	Data Scientists and Mathematical Science Occupations, All Other	865	\$98,800	HW	HS	HD	OG	
15-2041	Statisticians	598	\$90,200	HW	HS	HD	OG	
51-9162	Computer Numerically Controlled Tool Programmers	566	\$69,200	HW	HS	HD	OG	

Summary and Discussion

Discussion Question 1

What piece of the data surprised, inspired, validated, or challenged you?

Discussion Question 2

From your perspective, what are the most important considerations in these data for Career and Technical Education programs?

Discussion Question 3

What is one barrier that you can help remove for BIPOC students?

Discussion Question 4

What additional information
will you seek out next?

Discussion Question 5

What changes or evaluations to your program will you prioritize next as a result of this data?

Thank you!

If you have questions about this report, please contact:
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Appendix