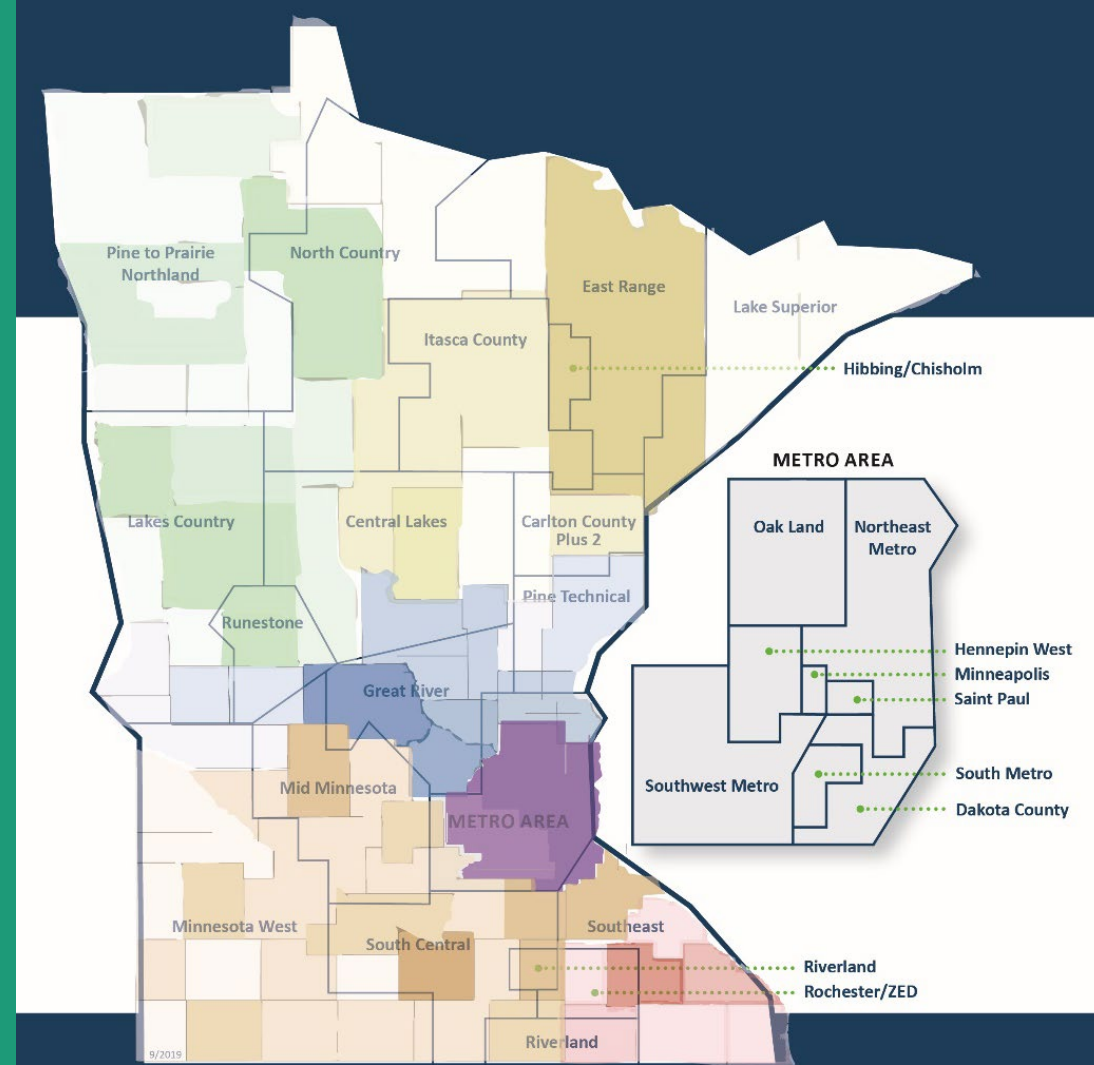


Workforce Trends & Careers of Tomorrow For Career & Technical Education

RealTime Talent

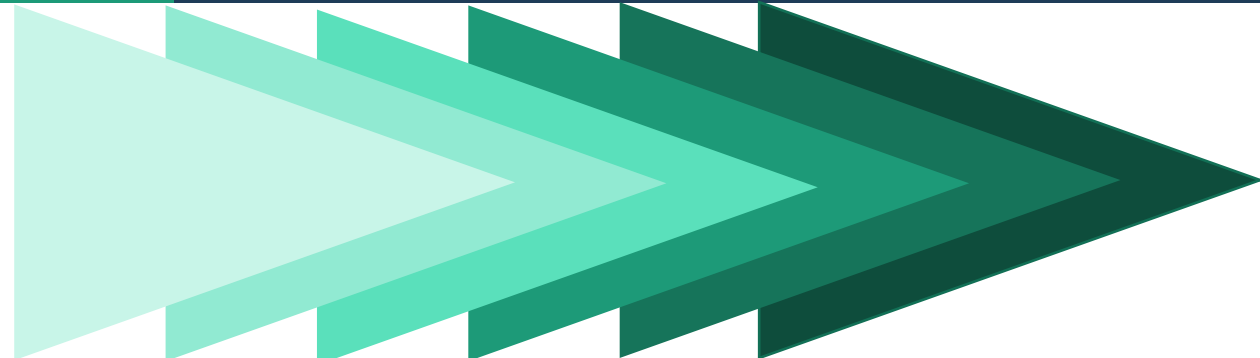
Erin Olson, Director of Strategic Research
December 5th, 7th, and 14th 2022

The contents of this series 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.



RealTime Talent

Using data to build the
world's best workforce



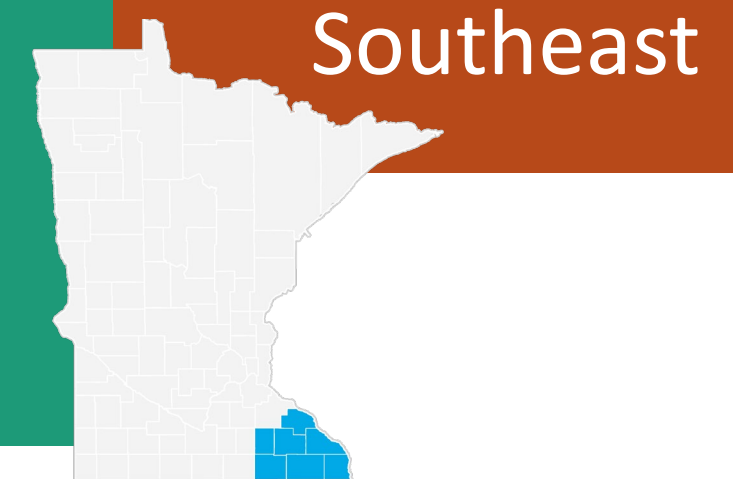
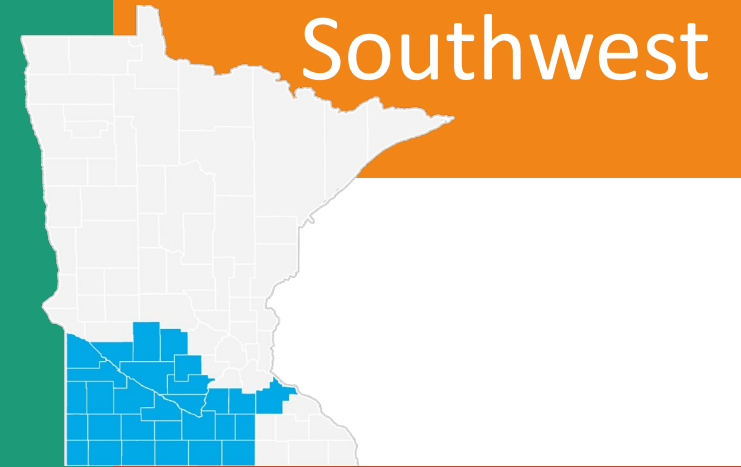
Who's in the Virtual "Room"

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

Workforce Trends & Careers of Tomorrow

For Career & Technical Education

Southern Minnesota



RealTime Talent

Erin Olson, Director of Strategic Research

December 14, 2022



Access the full report here:

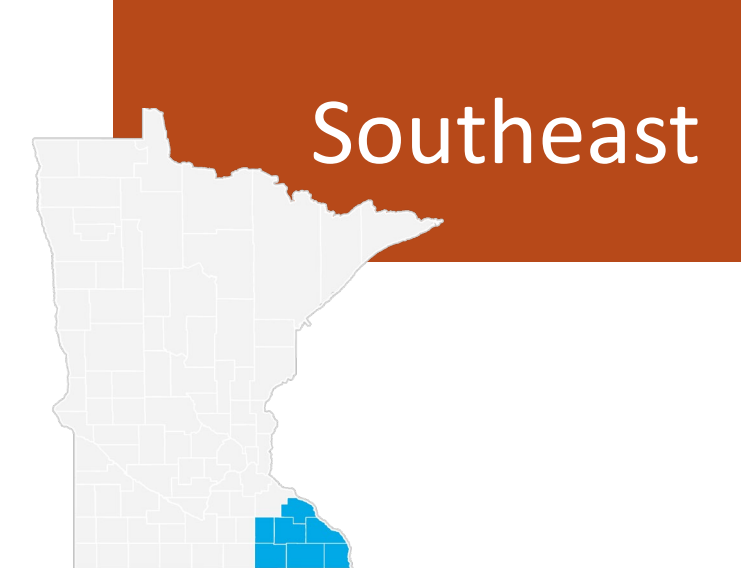
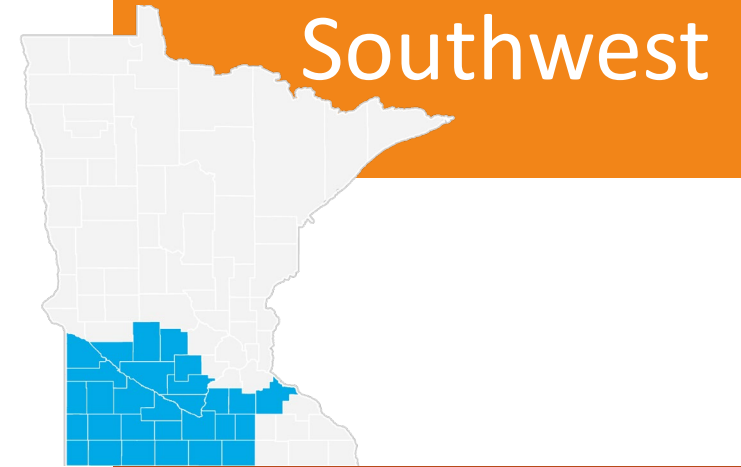
<http://www.realtimetalent.org>

Overview

- Community Profile
- Workforce Forecast
- Talent Shortage
- Emerging Career Paths
- Career Cluster Overview
- Career Field Insights

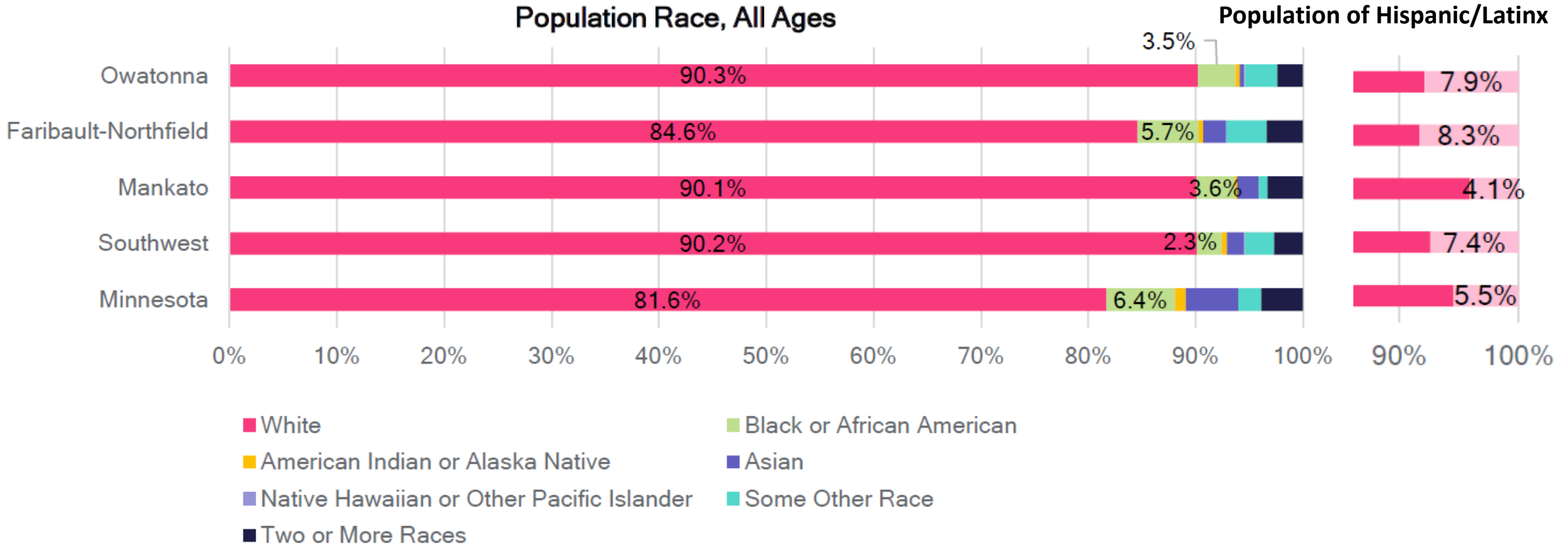
Access the full reports here:

<http://www.realtimetalent.org>



Community Profile

Southwest Minnesota

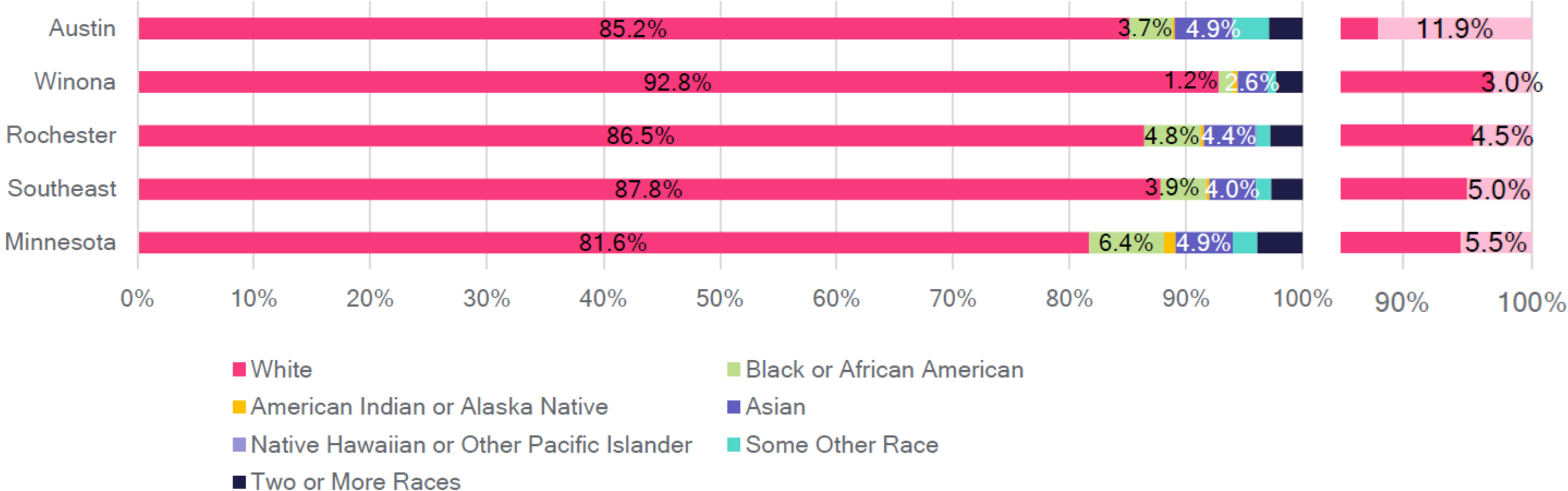


Community Profile

Southeast Minnesota

Population Race, All Ages

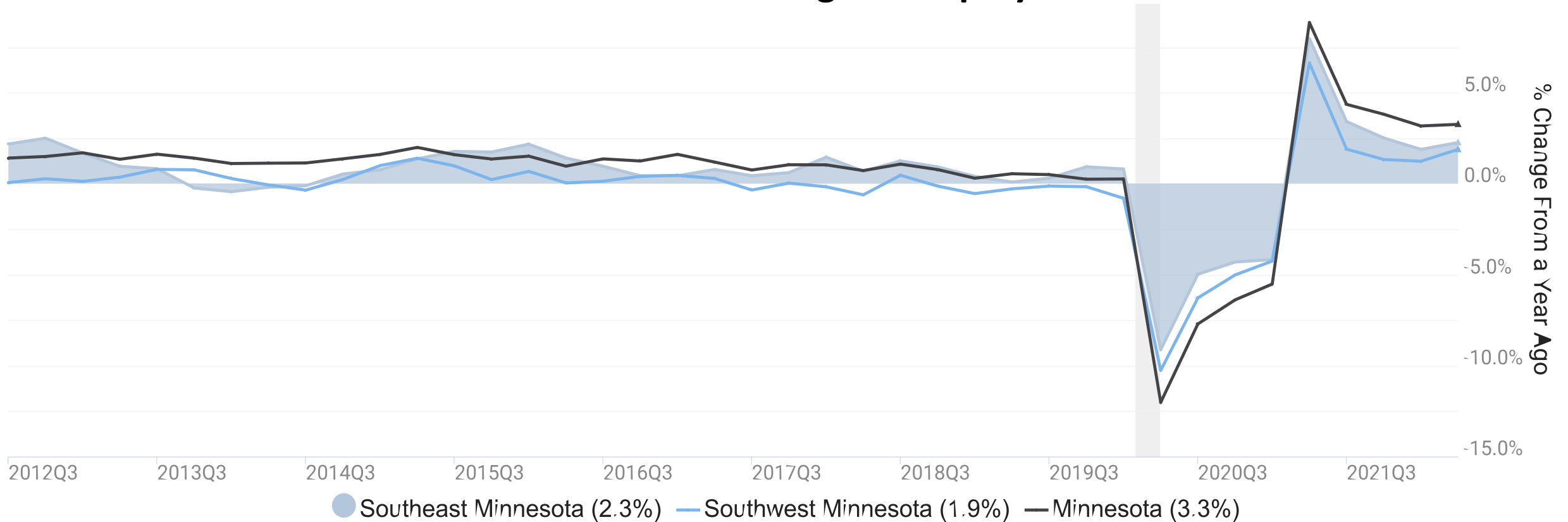
Population of Hispanic/Latinx



Community Profile

Southwest
Southeast

Annual Percent Change in Employment

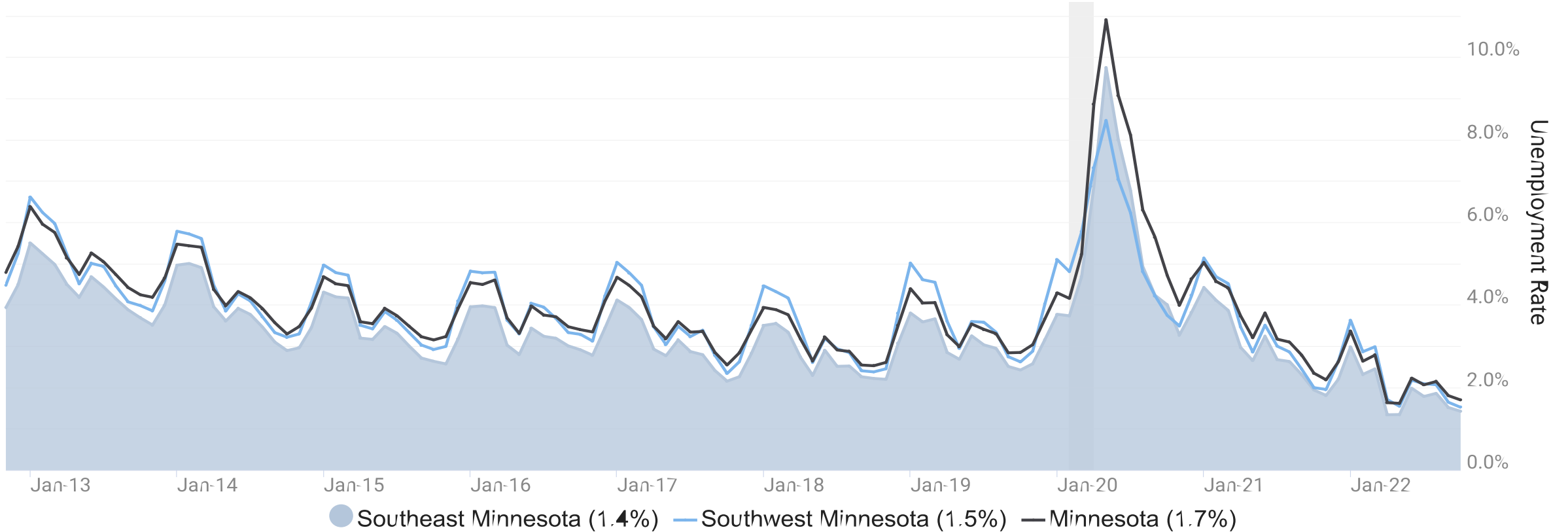


Source: JobsEQ®. Data as of 2022Q2. The shaded areas of the graph represent national recessions.

Community Profile

Southwest
Southeast

Regional Unemployment Rate

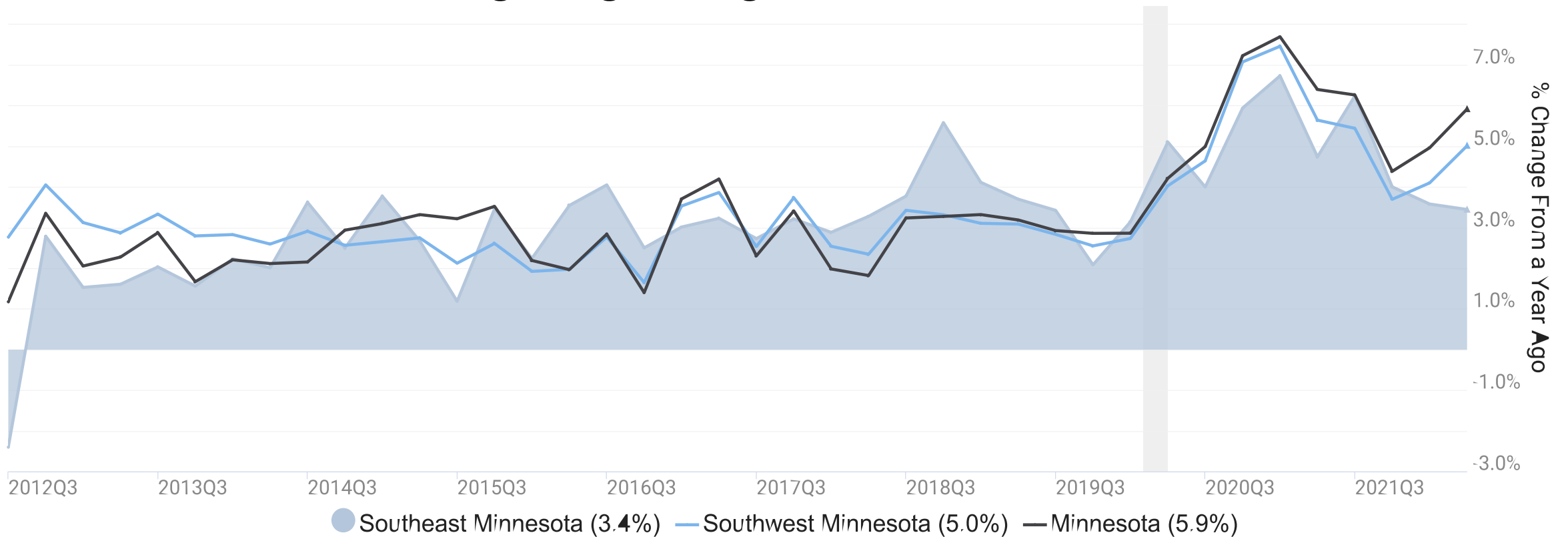


Source: JobsEQ®. Data as of Oct 2022. The shaded areas of the graph represent national recessions.

Community Profile

Southwest
Southeast

Average Wage Changes from Prior Year

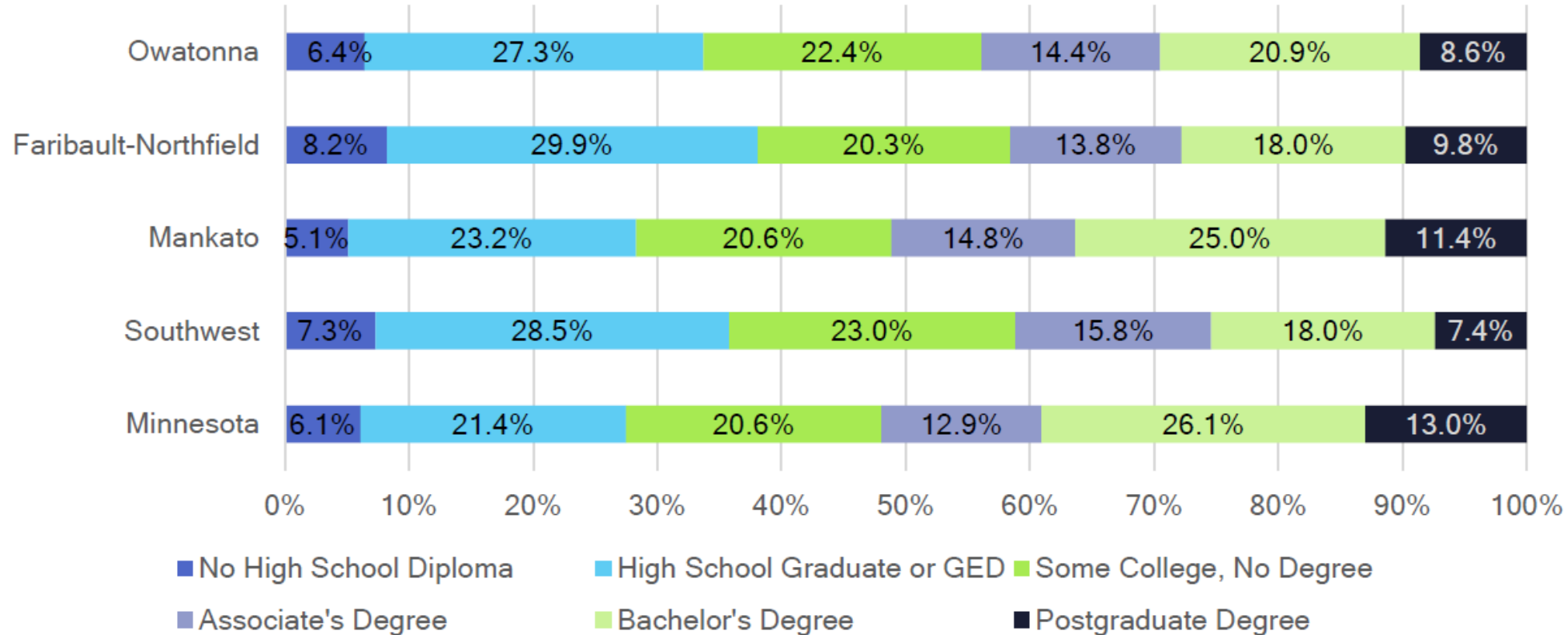


Source: JobsEQ®. Data as of 2022Q2. The shaded areas of the graph represent national recessions.

Community Profile

Southwest Minnesota

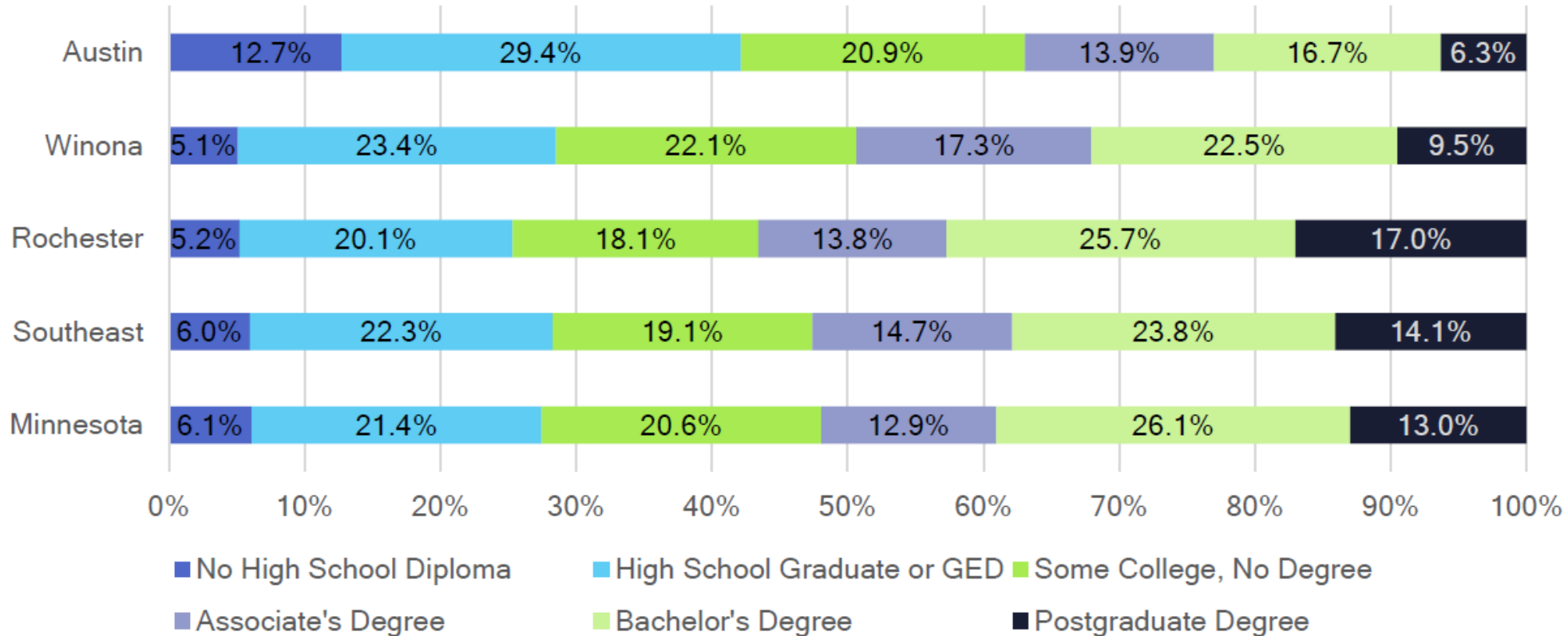
Educational Attainment, Age 25-64



Community Profile

Southeast Minnesota

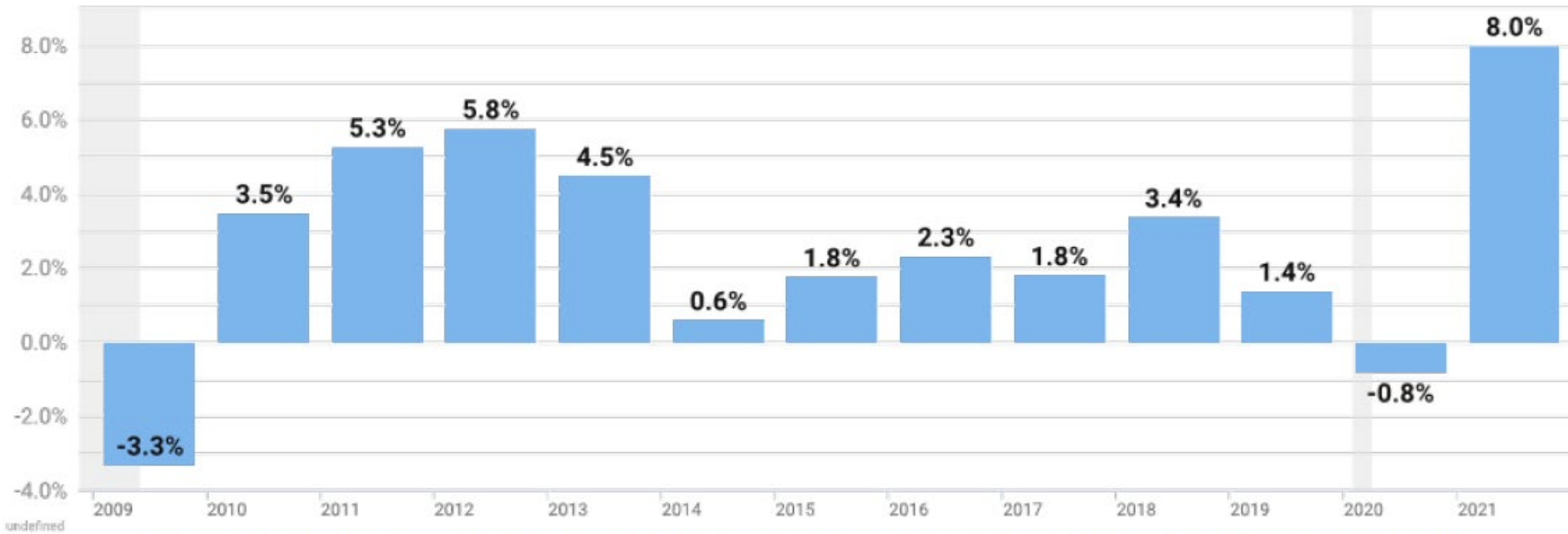
Educational Attainment, Age 25-64



Community Profile

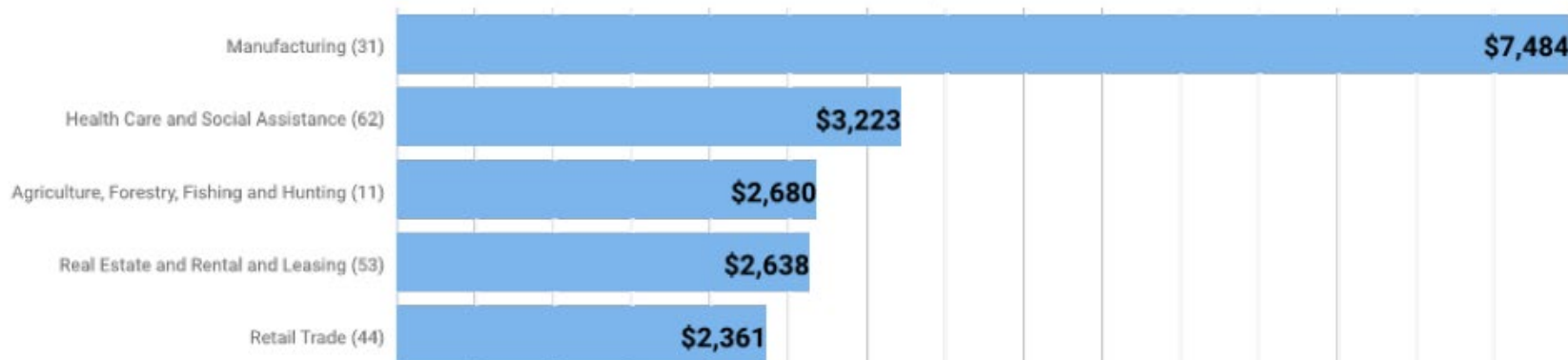
Southwest Minnesota

One-Year % Change in GDP, Southwest Minnesota



Gross Domestic Product data are provided by the Bureau of Economic Analysis, imputed by Chmura where necessary, updated through 2021.⁴

GDP (in \$ millions)
Southwest Minnesota, 2021

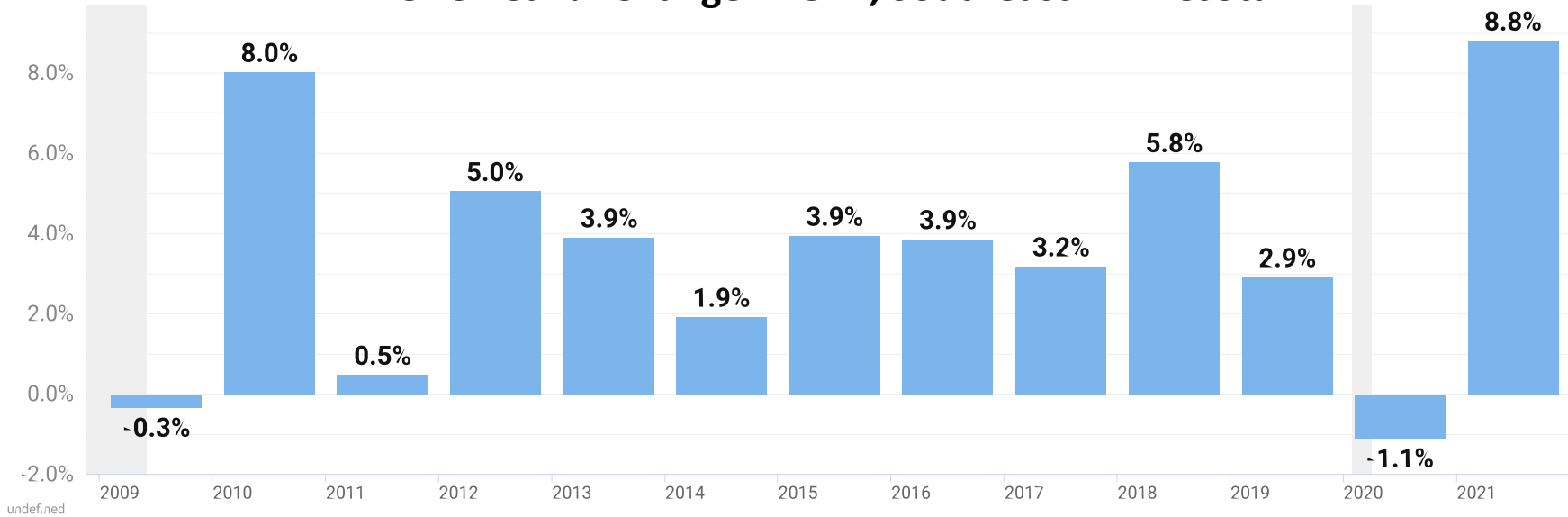


- Gross Regional Product (GRP) rose +8.0%
- Manufacturing contributes most to GRP

Community Profile

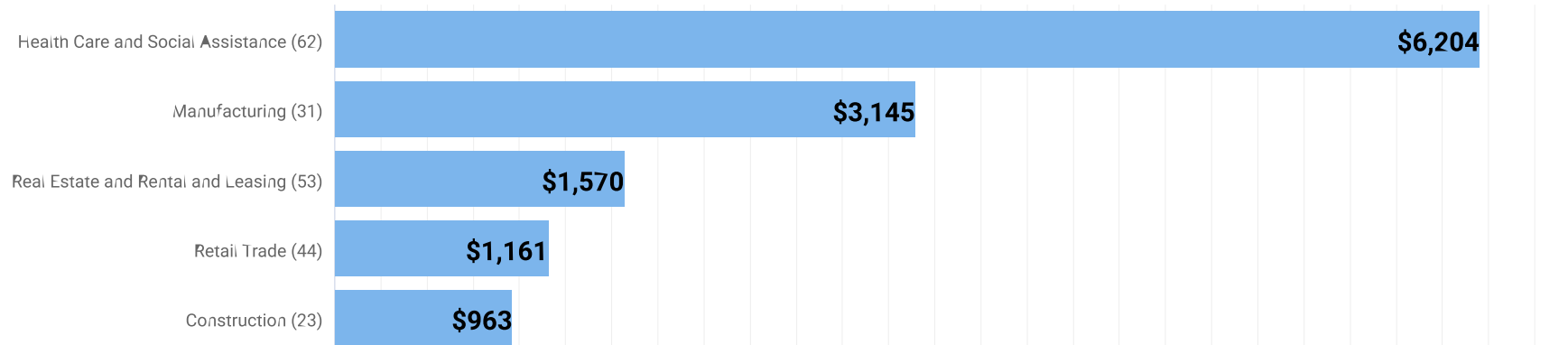
Southeast Minnesota

One-Year % Change in GDP, Southeast Minnesota



- Gross Regional Product (GRP) rose +8.8%
- Healthcare contributes most to GRP

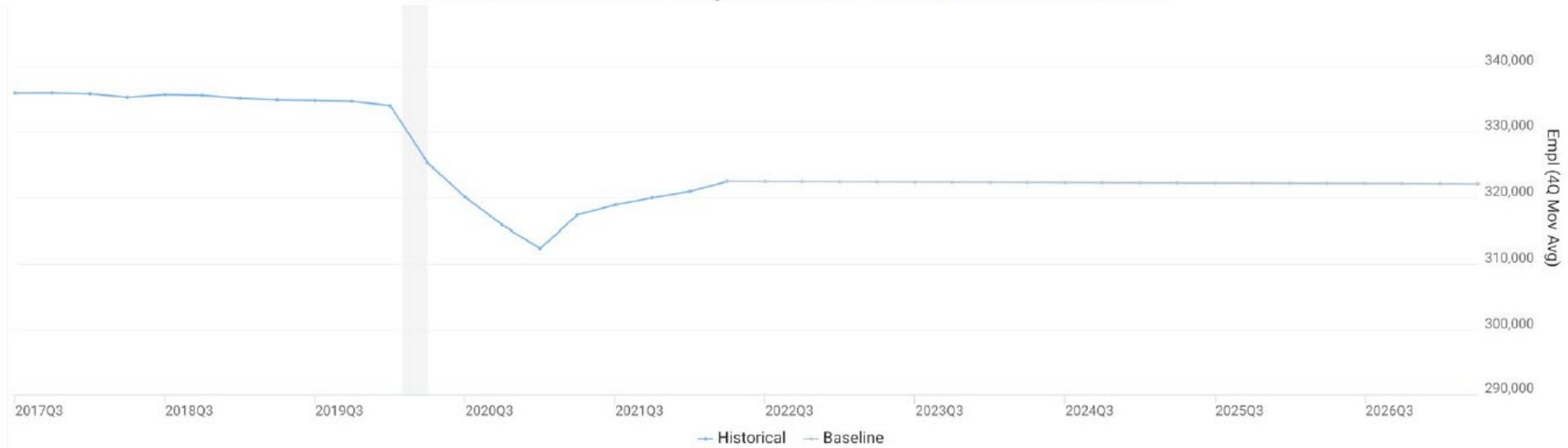
GDP (in \$ millions)
Southeast Minnesota, 2021



Workforce of Today & Tomorrow *Forecast*

Southwest
Minnesota

5-Year Forecast Comparison in Southwest Minnesota

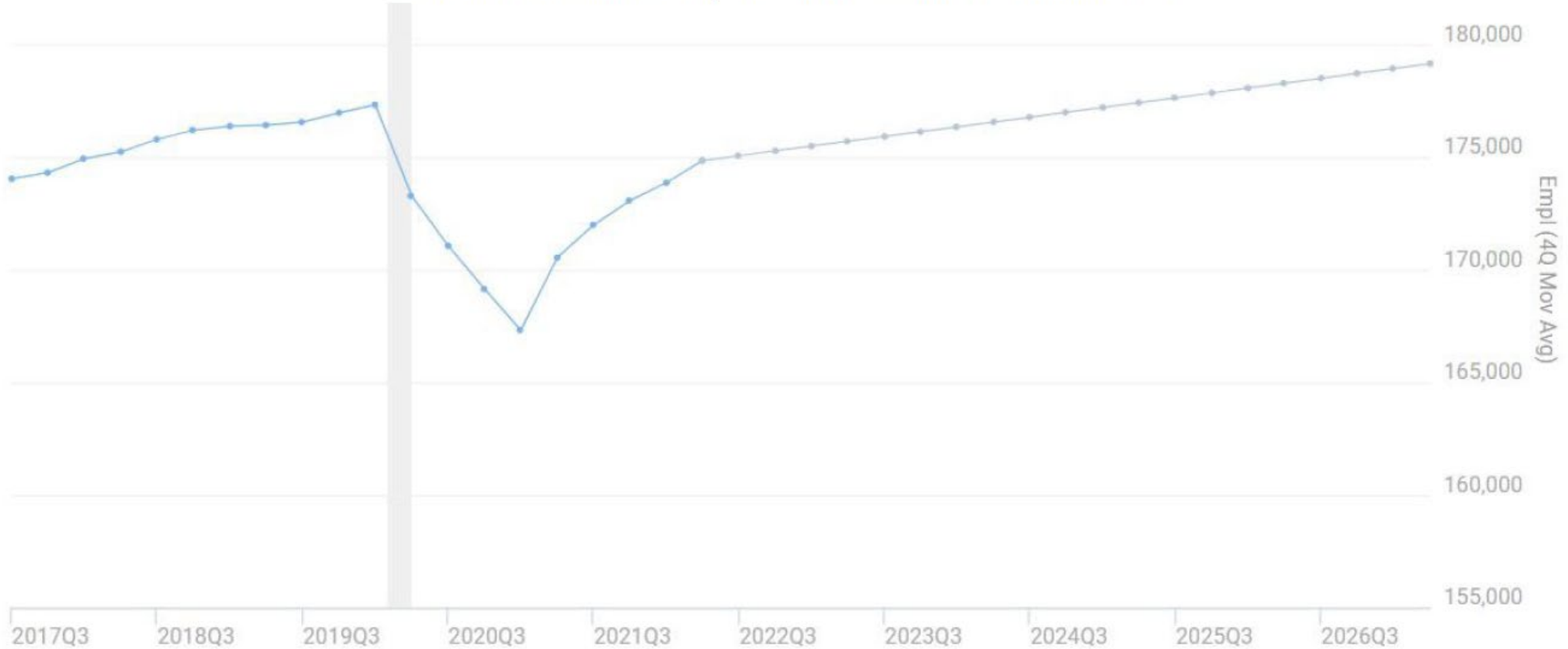


0.0% Average Annual Employment Growth Forecast

Workforce of Today & Tomorrow *Forecast*

Southeast Minnesota

5-Year Forecast Comparison in Southeast Minnesota



0.5% Average Annual Employment Growth Forecast

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

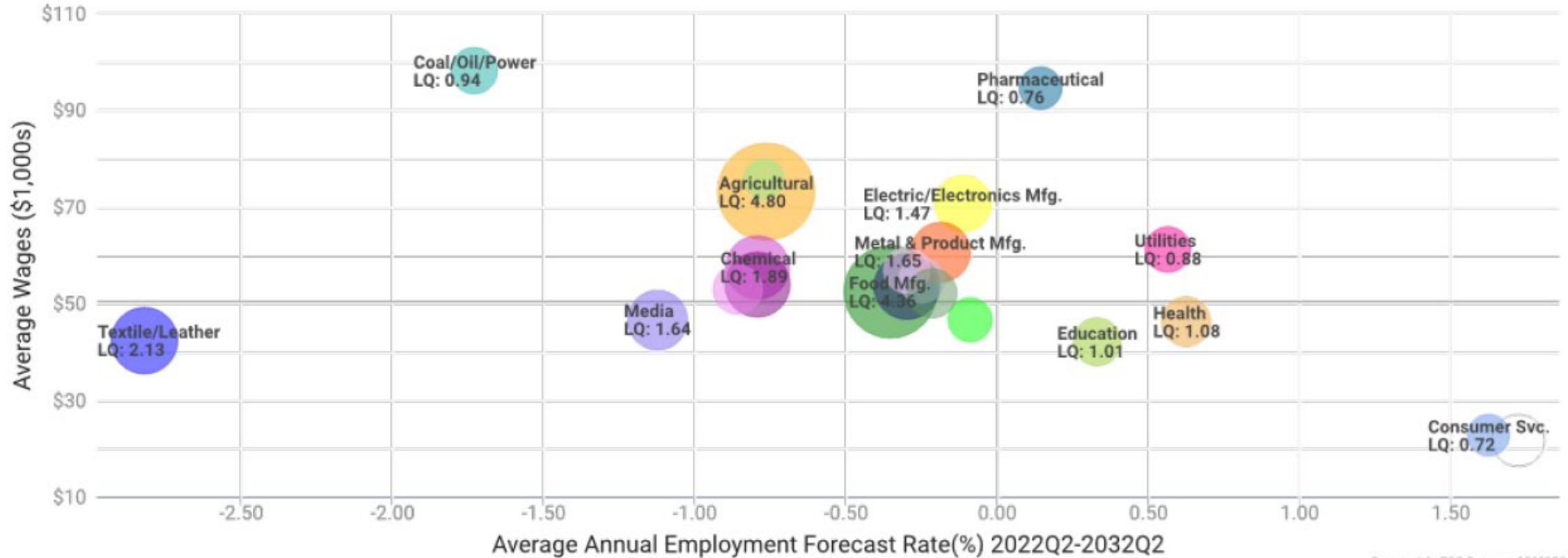
When you think about your local school, district, or consortium's programming, how well do you feel current program offerings address your community's most challenging or pressing workforce needs right now?

1. To a Great Extent
2. Somewhat
3. Very Little
4. Not At All
5. I Do Not Know

Workforce of Today & Tomorrow *Forecast*

Southwest
Minnesota

Industry Clusters for Southwest Minnesota as of 2022Q2

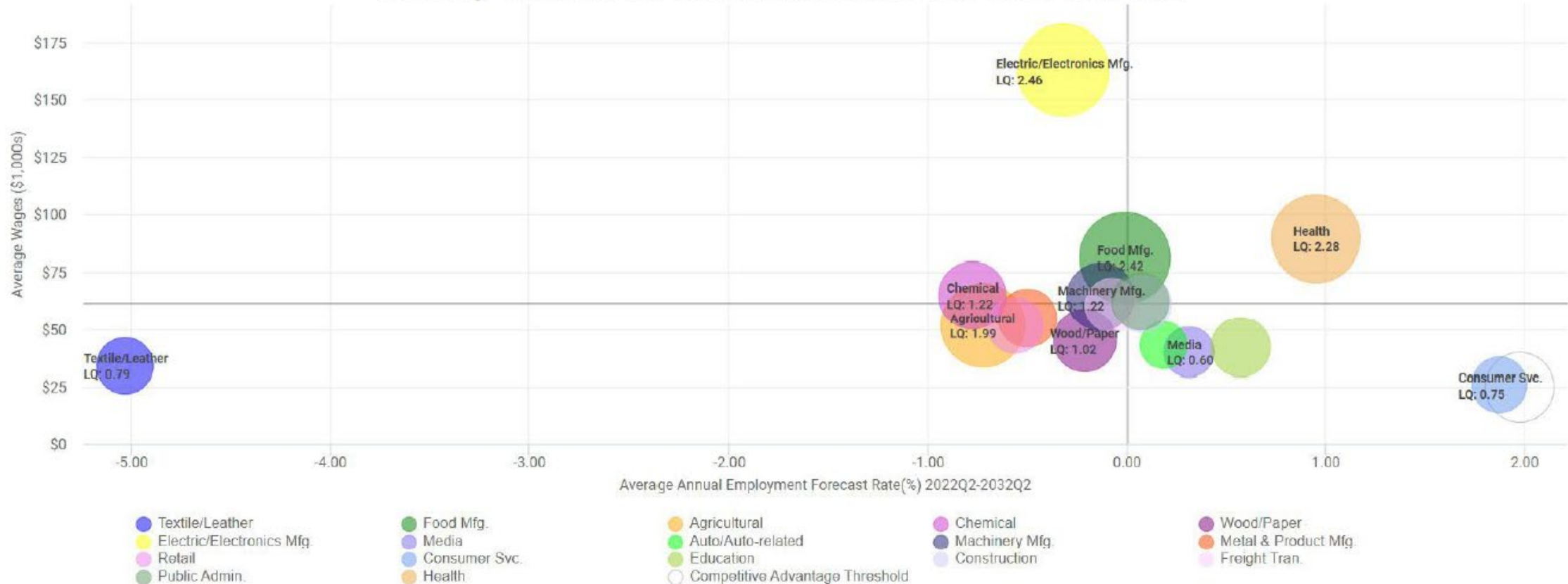


Source: JobsEQ®, Data as of 2022Q2

Workforce of Today & Tomorrow Forecast

Southeast Minnesota

Industry Clusters for Southeast Minnesota as of 2022Q2



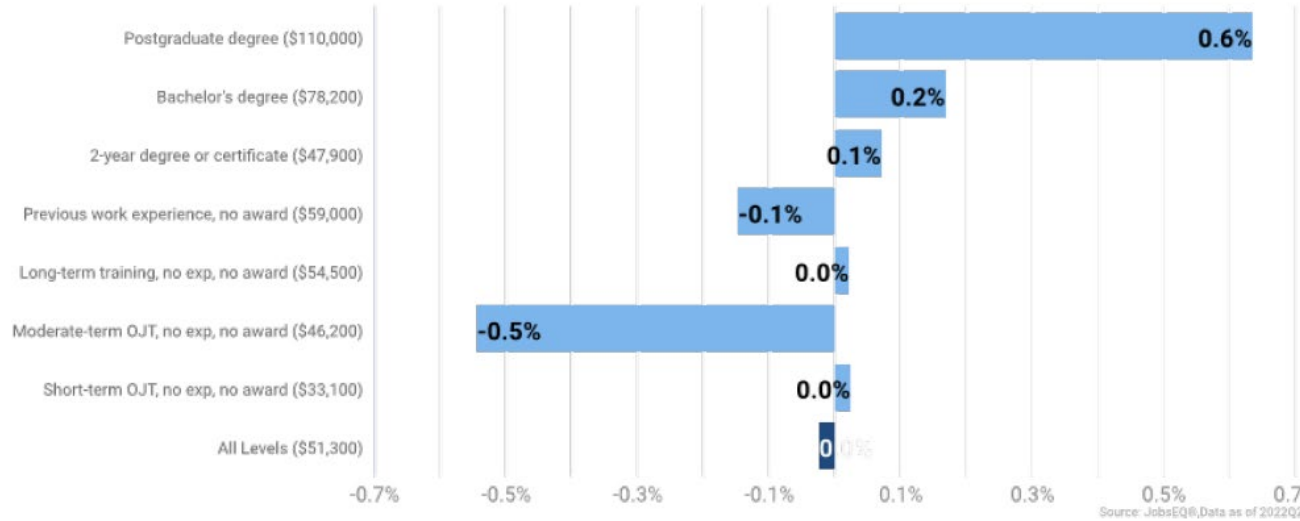
Workforce of Today & Tomorrow

Forecast



Southwest
Southeast

Annual Average Projected Job Growth by Training Required for Southwest Minnesota

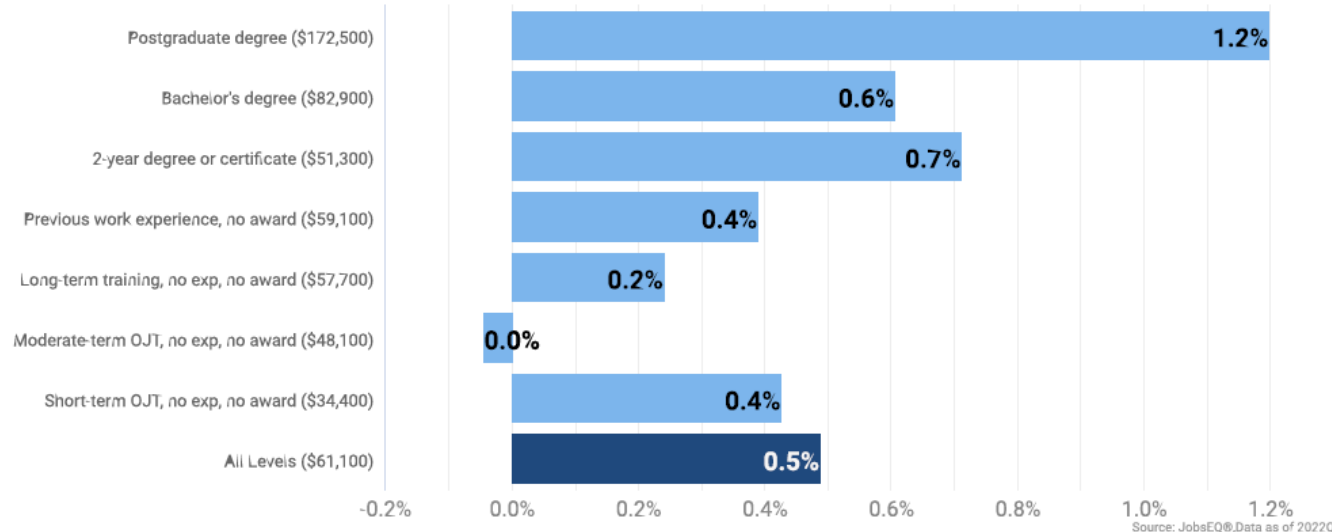


Southwest
unemployment rate:
2.5%

Southeast
unemployment rate:
2.2%

*As of 2022Q2

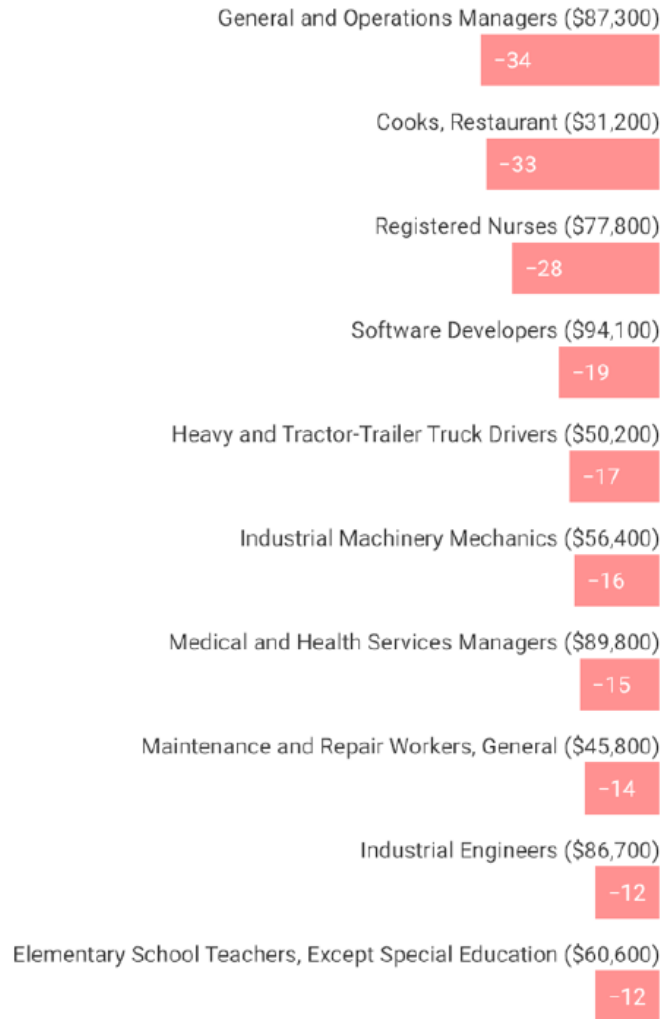
Annual Average Projected Job Growth by Training Required for Southeast Minnesota



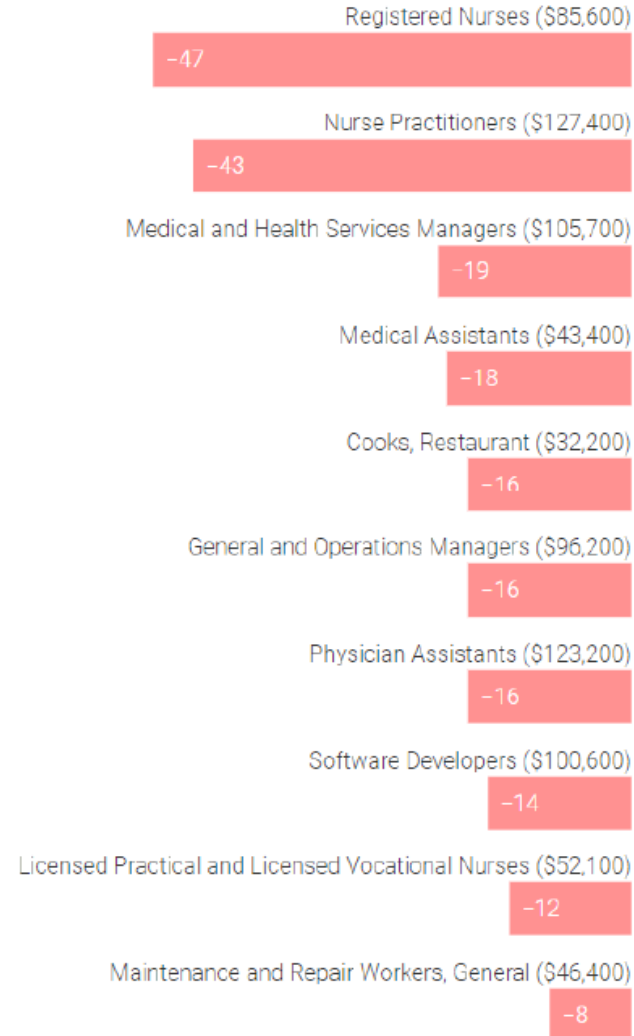
Talent Shortage Occupation Gaps

Southwest
Southeast

Southwest



Southeast



New in 2022

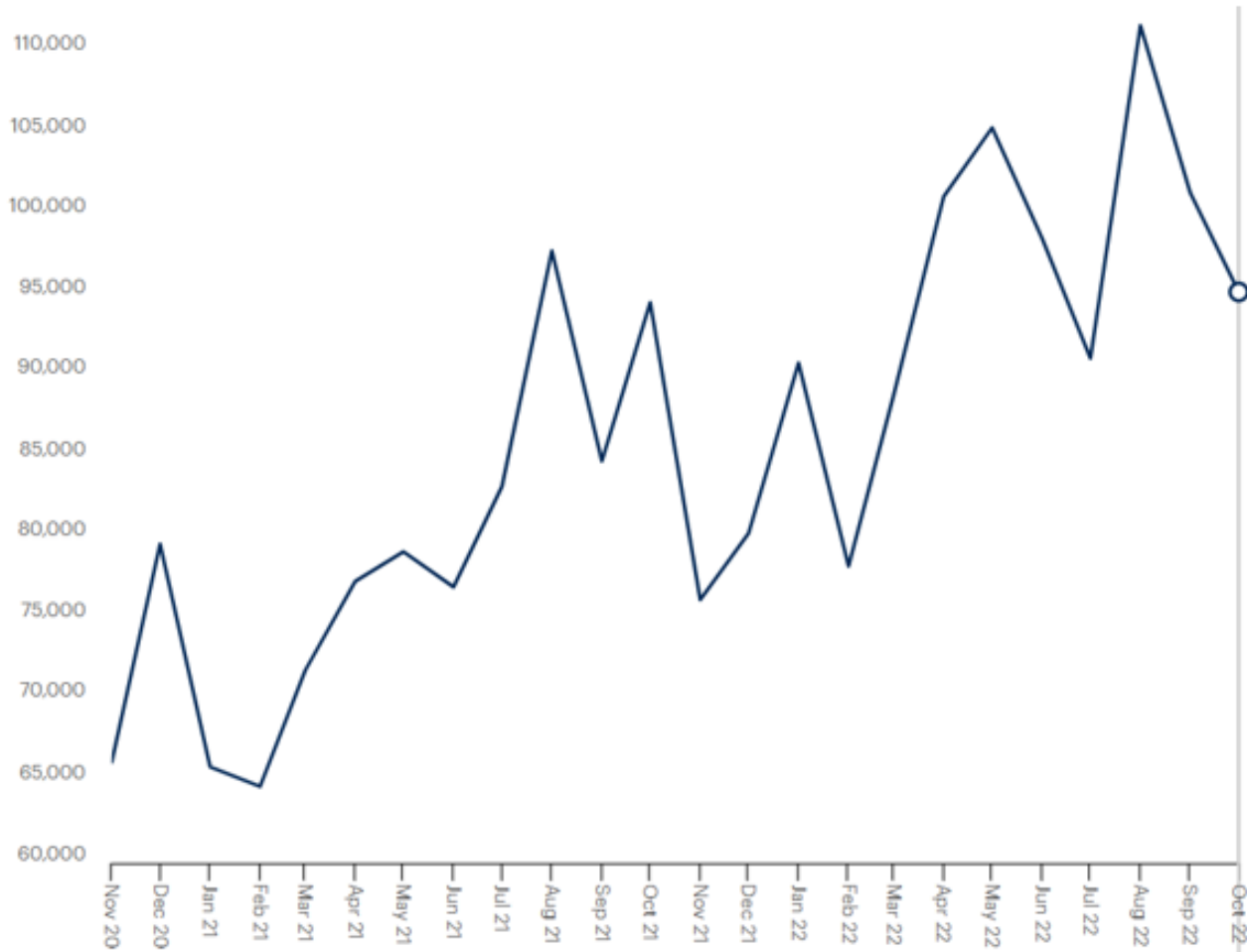
- 1) Software Developers now ranks as top occupation of shortage statewide, but rank 4th in the Southwest and 8th in the Southeast
- 2) Two new occupations of the top 10 roles in highest talent shortage are Origin and Gateway Careers that typically require an industry credential: Restaurant Cooks and Maintenance and Repair Workers



Emerging Career Paths

Southwest
Southeast

Total Jobs Advertised Monthly in Minnesota,
October 2021-2022



SOURCE: Gartner TalentNeuron Plan accessed 11/3/2022

89,639 unique job postings in
the Southwest (+17%)

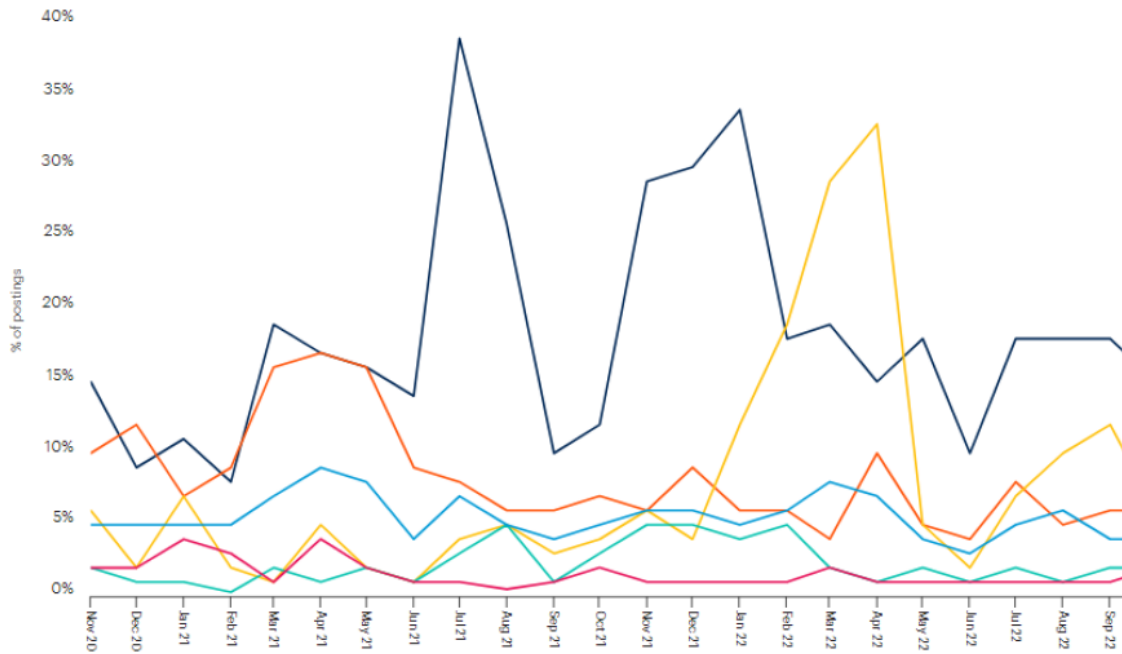
54,664 unique job postings in
the Southeast region (+27%)



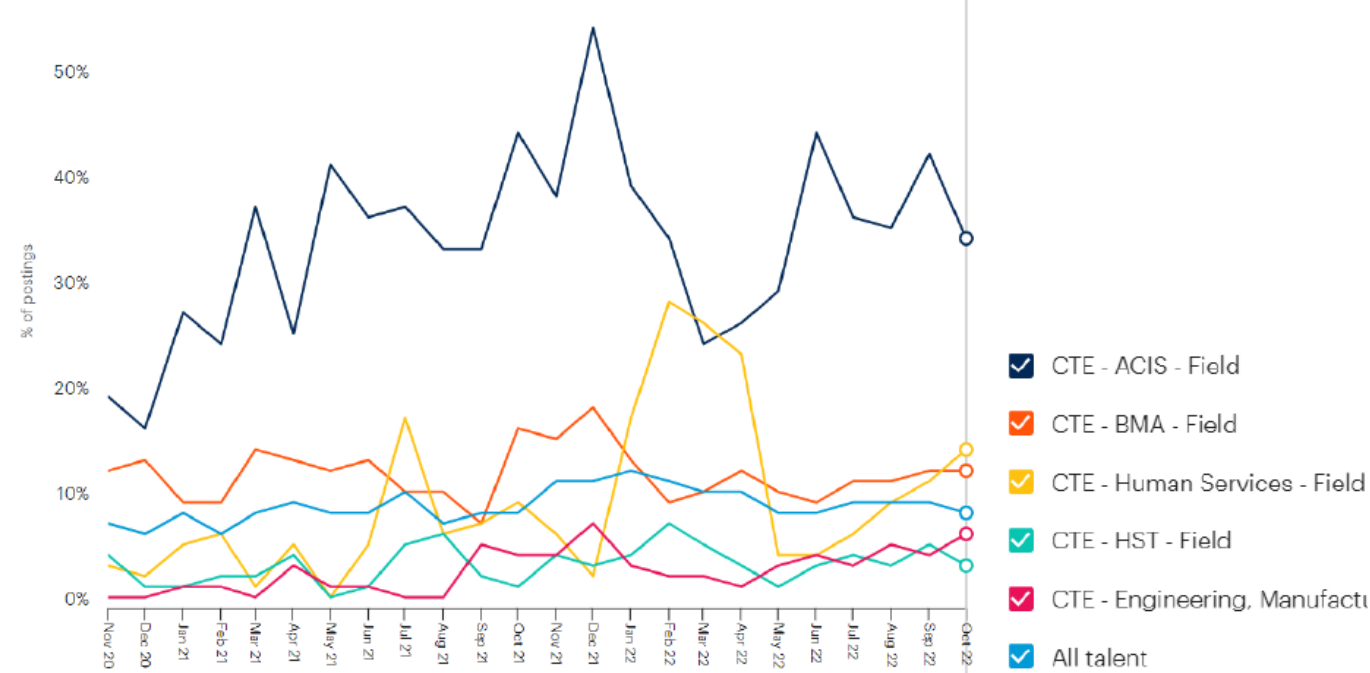
Emerging Career Paths

Southwest Southeast

Total Remote Job Postings Advertised Monthly in Southwest



Total Remote Job Postings Advertised Monthly in Southeast Minnesota, October 2021-2022



SOURCE: Gartner TalentNeuron Plan accessed 11/30/2022

Career Cluster Overview

Southwest
Southeast

Cluster Forecasts by Region

Career Cluster	Minnesota	MSP Metro	Northeast	Northwest	Central	Southwest	Southeast
Science, Technology, Engineering & Mathematics	6.2% (+)	6.5% (+)	-3.3%	3.0% (+)	6.8% (+)	2.1% (+)	2.9% (+)
Information Technology	11.6% (+)	11.0% (+)	0.3%	4.7% (+)	8.4% (+)	1.1% (+)	5.7% (+)
Finance	1.8% (+)	1.4%	-4.8%	-0.5% (+)	2.0%	-4.2%	0.8% (+)
Health Science	10.1% (+)	12.0% (+)	2.0%	6.9% (+)	10.3% (+)	4.3% (+)	10.5% (+)
Law, Public Safety, Corrections & Security	5.4% (+)	6.1% (+)	-1.1%	3.5% (+)	6.4%	0.6% (+)	5.8% (+)
Government & Public Administration	2.8% (+)	2.9% (+)	-3.2%	2.2% (+)	4.9% (+)	-0.4% (+)	2.5% (+)
Business, Management & Administration	-0.3% (+)	0.1% (+)	-7.0%	-3.1% (+)	0.2% (+)	-6.2% (+)	2.5% (+)
Architecture & Construction	3.7% (+)	4.6% (+)	-2.8%	2.0% (+)	6.1% (+)	-0.8% (+)	2.7% (+)
Arts, A/V Technology & Communications	3.9% (+)	4.9% (+)	-2.1% (+)	0.2% (+)	4.0% (+)	-6.3% (+)	0.2% (+)
Education & Training	10.3% (+)	12.9% (+)	3.5% (+)	7.0% (+)	10.0% (+)	3.2% (+)	7.1% (+)
Agriculture, Food & Natural Resources	6.0% (+)	7.0% (+)	-3.0% (+)	-1.0% (+)	2.0% (+)	-5.0% (+)	-1.0% (+)
Marketing, Sales & Service	-0.6% (+)	0.8% (+)	-9.5%	-4.5% (+)	-1.0%	-7.5% (+)	-4.3% (+)
Transportation, Distribution & Logistics	7.1% (+)	8.6% (+)	-1.4% (+)	2.9% (+)	7.7% (+)	0.6% (+)	3.9% (+)
Manufacturing	-0.7% (+)	0.3% (+)	-6.5% (+)	-3.6% (+)	2.2% (+)	-5.1% (+)	-2.9% (+)
Human Services	20.0% (+)	22.6% (+)	11.5% (+)	15.8% (+)	19.2% (+)	13.2% (+)	16.8% (+)
Hospitality & Tourism	17.3% (+)	18.4% (+)	12.5% (+)	16.5% (+)	19.6% (+)	13.2%	16.2% (+)
Total - All Occupations	6.0% (+)	7.0% (+)	0.0% (+)	3.0% (+)	7.0% (+)	0.0% (+)	5.0% (+)



Zero Unemployment

Southwest Minnesota

Occupations with No Unemployed Workforce and Employing over 75 Workers, Southwest Minnesota, 2022Q2

SOC	Occupation	Current						5-Year History		5-Year Forecast				
		Empl	Mean Ann Wages	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
21-2021	Directors, Religious Activities and Education	388	\$57,800	1.16	0	n/a	1	-50	-2.4%	227	79	143	5	0.3%
29-1229	Physicians, All Other	328	\$266,400	0.58	0	n/a	47	134	11.1%	45	26	18	0	0.0%
33-1012	First-Line Supervisors of Police and Detectives	250	\$87,900	1.00	0	n/a	n/a	6	0.4%	80	28	51	1	0.1%
49-9043	Maintenance Workers, Machinery	235	\$50,600	1.92	0	n/a	n/a	-3	-0.3%	109	39	65	4	0.3%
29-1021	Dentists, General	206	\$165,900	0.76	0	n/a	42	0	0.0%	31	19	8	4	0.4%
29-1131	Veterinarians	189	\$104,800	1.02	0	n/a	21	-6	-0.6%	41	16	16	9	0.9%
51-5111	Prepress Technicians and Workers	184	\$44,600	3.34	0	n/a	6	-87	-7.5%	79	30	76	-28	-3.2%
29-1215	Family Medicine Physicians	182	\$287,200	0.79	0	n/a	24	-37	-3.6%	24	15	10	0	0.0%
21-1092	Probation Officers and Correctional Treatment Specialists	180	\$72,200	0.99	0	n/a	0	-5	-0.6%	74	20	54	0	0.0%
33-3021	Detectives and Criminal Investigators	163	\$78,500	0.75	0	n/a	2	1	0.1%	57	20	37	0	0.0%
29-1216	General Internal Medicine Physicians	149	\$299,600	1.10	0	n/a	18	-14	-1.8%	14	12	8	-5	-0.7%
29-1151	Nurse Anesthetists	144	\$217,500	1.55	0	n/a	14	-3	-0.4%	40	15	22	4	0.5%
00-0000	Total - All Occupations	322,488	\$51,300	1.00	8,395	2.5%	16,595	-13,688	-0.8%	177,715	70,858	107,308	-452	0.0%

Zero Unemployment

Southeast Minnesota

Occupations with No Unemployed Workforce and Employing over 75 Workers, Southeast Minnesota 2022Q2

SOC	Occupation	Current						5-Year History		5-Year Forecast				
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	30-Day Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
29-1221	Pediatricians, General	259	\$222,300	6.39	0	0.0%	7	5	0.4%	29	20	14	-5	-0.4%
29-1211	Anesthesiologists	242	\$349,700	6.36	0	0.0%	4	-24	-1.8%	34	19	13	1	0.1%
21-2021	Directors, Religious Activities and Education	172	\$59,500	0.95	0	0.0%	n/a	3	0.3%	104	35	64	4	0.5%
29-1213	Dermatologists	168	\$355,900	14.32	0	0.0%	10	89	16.2%	28	14	9	5	0.6%
29-1242	Orthopedic Surgeons, Except Pediatric	164	\$323,400	8.35	0	0.0%	4	87	16.3%	18	13	9	-3	-0.4%
29-2031	Cardiovascular Technologists and Technicians	163	\$69,100	2.55	0	0.0%	62	11	1.4%	63	23	36	5	0.6%
29-1218	Obstetricians and Gynecologists	161	\$313,000	5.98	0	0.0%	12	-2	-0.2%	18	13	9	-3	-0.4%
29-1021	Dentists, General	151	\$177,300	1.03	0	0.0%	23	4	0.5%	25	14	6	5	0.7%
29-1212	Cardiologists	150	\$373,800	6.69	0	0.0%	7	80	16.3%	25	12	8	5	0.6%
29-1214	Emergency Medicine Physicians	150	\$305,600	3.44	0	0.0%	8	79	16.3%	25	12	8	4	0.6%
29-2035	Magnetic Resonance Imaging Technologists	138	\$83,300	3.03	0	0.0%	8	23	3.8%	55	19	31	5	0.7%
29-1241	Ophthalmologists, Except Pediatric	108	\$227,700	7.65	0	0.0%	5	57	16.3%	18	9	6	3	0.6%
19-3033	Clinical and Counseling Psychologists	106	\$99,700	1.49	0	0.0%	10	53	14.9%	40	14	21	4	0.8%
29-1223	Psychiatrists	103	\$278,800	3.44	0	0.0%	11	1	0.2%	22	9	6	8	1.5%
00-0000	Total - All Occupations	174,848	\$61,100	1.00	3,848	2.2%	10,605	1,003	0.1%	98,086	37,904	55,936	4,246	0.5%

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

Gateway Occupations of Focus

Southwest
Southeast

	Overall Unemployment Rate 2022Q2	Overall Mean Wage	Gateway Occupation Unemployment Rate 2022Q2	Top 4-Digit Sub-Industries of High Local Concentration (LQ) and High Demand (replacement or growth)	Top Gateway Occupations with Occupation Gaps and/or Award Gaps in Order of Total Employment, including Unemployment Rate*
Southwest	2.5%	\$51,300	2.2%	<ul style="list-style-type: none"> Hog & Pig Farming (45.20) Grain & Oilseed Milling (19.73) Animal Slaughtering & Processing (8.88) Residential Intellectual & Developmental Disability, Mental Health, & Substance Abuse Facilities (2.59) 	<ul style="list-style-type: none"> Heavy & Tractor Trailer Truck Drivers (2.1%) Maintenance & Repair Workers, General (1.3%) Supervisors of Retail Sales Workers (1.2%) Bookkeeping, Accounting, & Auditing Clerks (1.7%) Light Truck Drivers (2.0%)
Southeast	2.2%	\$61,100	2.0%	<ul style="list-style-type: none"> Computer & Peripheral Equipment Manufacturing (13.45) Offices of Physicians (8.14) Animal Slaughtering & Processing (5.85) General Medical & Surgical Hospitals (2.01) 	<ul style="list-style-type: none"> Medical Assistants (2.6%) Medical Secretaries & Administrative Assistants (1.1%) Heavy & Tractor Trailer Truck Drivers (1.9%) LPNs (1.0%) Elementary School Teachers (1.2%)
Minnesota Statewide	2.5%	\$60,300	2.3%	<ul style="list-style-type: none"> Hog & Pig Farming (6.05) Metal Ore Mining (5.13) Other Residential Care Facilities (3.28) Farm Product Raw Material Merchant Wholesalers (3.18) 	<ul style="list-style-type: none"> Heavy Tractor Trailer & Truck Drivers (OG, AG; 2.2%) Bookkeeping, Accounting, & Auditing Clerks (AG; 1.8%) Maintenance & Repair Workers (OG; 1.4%) Carpenters (OG; 3.2%) Light Truck Drivers (AG; 2.2%)



Polling Question – Choose A Field!

Which ONE career field would you like to learn more about in further detail today?

The top 3 selections by the group will be highlighted now through the end of today's presentation.

(all fields are detailed in the full report)

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

Health Science Technology

Summary Statistics

Southwest
Southeast

Southwest

- **2022Q2 Employment:** 27,506 (8.5% of SW employment)
- **Average Wage:** \$69,600 (compared to \$51,300 across all occupations)
- **Location Quotient:** 0.94
- **2022Q2 Unemployment:** 380 (1.3% rate)
- **30-Day Job Ads:** 3,624
- **5-Year Ann Avg Employment Change:** -1.2%
- **Forecast 5-Year Ann Employment Change:** 0.4%
- **Total 5-Year Demand:** 11,599

Southeast

- **2022Q2 Employment:** 36,200 (20.7% of SE employment)
- **Average Wage:** \$97,200 (compared to \$61,100 across all occupations)
- **Location Quotient:** 2.28
- **2022Q2 Unemployment:** 389 (1.1% rate)
- **30-Day Job Ads:** 3,083*
- **5-Year Ann Avg Employment Change:** 1.9%
- **Forecast 5-Year Ann Employment Change:** 1.0%
- **Total 5-Year Demand:** 15,521



Health Science Technology

Top Occupation & Award Gaps

Southwest

Southeast

Southwest

Top Occupation Gaps

- Registered Nurses
- Medical & Health Services Managers
- Nurse Practitioners
- Licensed Practical & Licensed Vocational Nurses
- Medical Assistants

Top Award Gaps

- Medical & Health Services Managers
- Licensed Practical & Licensed Vocational Nurses
- Medical Assistants
- Physical Therapists
- Medical Secretaries

Southeast

Top Occupation Gaps

- Registered Nurses
- Nurse Practitioners
- Medical & Health Services Managers
- Medical Assistants
- Physician Assistants

Top Award Gaps

- Medical Assistants
- Nurse Practitioners
- Physician Assistants
- Registered Nurses
- Nursing Assistants

Health Science Technology

Southwest

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

Registered Nurses
Medical & Health Services Managers (AG)
Physical Therapists
Speech-Language Pathologists (AG)
Nurse Practitioners (AG)

Gateway Occupations

Licensed Practical Nurses (HS, HD, OG, AG)
Dental Assistants (HS, HD, OG)
Medical Dosimetrists (HS, OG)
Ophthalmic Medical Technicians (HS, HD, OG, AG)
Occupational Therapy Assistants (HS, HD, AG)

Origin Occupations

Likely

Nursing Assistants (HS, HD, OG)
Home Health Aides (HD, AG)
Medical Secretaries (HD, OG, AG)
Medical Assistants (HS, HD, OG, AG)
Pharmacy Technicians (OG, AG)

Aligned

Personal Care Aides
Childcare Workers
Secretaries
Customer Service Reps
Cooks

Health Science Technology

Southeast

Target Occupations (all HW, HD, HS)

Registered Nurses (OG, AG)

Nurse Practitioners (OG, AG)

Medical & Health Services Managers (OG, AG)

Physicians, All Other (OG, AG)

Physician Assistants (OG, AG)

Gateway Occupations

Medical Assistants (HS, HD, OG, AG)

Medical Secretaries & Administrative Assistants (HD, OG, AG)

Licensed Practical & Licensed Vocational Nurses (HS, OG)

Medical Records Specialists (HS, OG)

Medical & Clinical Laboratory Technologists (HS, OG)

Origin Occupations

Likely

Nursing Assistants (HS, HD, OG, AG)

Home Health Aides (HD)

Pharmacy Technicians (OG)

Healthcare Support Workers, All Other (HD, AG)

Phlebotomists (HS, HD, OG)

Aligned

Personal Care Aides

Childcare Workers

Secretaries

Customer Service Reps

Cooks

Health Science Technology

Southwest
Southeast

High Location Quotient

Southwest
<ul style="list-style-type: none"> • Recreational Therapists • Psychiatric Aides • Dermatologists • Nurse Anesthetists • Chiropractors

	Southwest	Southeast
Avg. Wage	Region: \$51,300 Field: \$69,600	Region: \$61,100 Field: \$97,200
Unempl Rate	Region: 2.5% Field: 1.3%	Region: 2.2% Field: 1.1%
Origin Occupations	<ul style="list-style-type: none"> • Nursing Assistants • Home Health Aides • Medical Secretaries • Medical Assistants • Pharmacy Technicians 	<ul style="list-style-type: none"> • Nursing Assistants • Home Health Aides • Pharmacy Technicians • Phlebotomists • Opticians, Dispensing
Gateway Occupations	<ul style="list-style-type: none"> • LPNs • Dental Assistants • Medical Records Specialists • Ophthalmic Medical Technicians • Occupational Therapy Assistants 	<ul style="list-style-type: none"> • Medical Assistants • Medical Secretaries & Administrative Assistants • LPNs • Medical Dosimetrists • Dental Assistants
Target Occupations	<ul style="list-style-type: none"> • Registered Nurses • Medical & Health Services Managers • Dental Hygienists • Physical Therapists • Nurse Practitioners 	<ul style="list-style-type: none"> • Registered Nurses • Nurse Practitioners • Medical & Health Services Managers • Physician Assistants • Diagnostic Medical Sonographers

High Location Quotient

Southeast
<ul style="list-style-type: none"> • Dermatologists • Nurse Anesthetists • Pediatric Surgeons • Orthopedic Surgeons • Ophthalmologists



Human Services

Summary Statistics

Southwest
Southeast

Southwest

- **2022Q2 Employment:** 48,372 (15.0% of SW employment)
- **Average Wage:** \$51,100 (compared to \$51,300 across all occupations)
- **Location Quotient:** 0.96
- **2022Q2 Unemployment:** 862 (1.8% rate)
- **30-Day Job Ads:** 1,628*
- **5-Year Ann Avg Employment Change:** -0.2%
- **Forecast 5-Year Ann Employment Change:** 0.6%
- **Total 5-Year Demand:** 26,582

Southeast

- **2022Q2 Employment:** 25,829 (14.8% of SE employment)
- **Average Wage:** \$51,000 (compared to \$61,100 across all occupations)
- **Location Quotient:** 0.95
- **2022Q2 Unemployment:** 464 (1.8% rate)
- **30-Day Job Ads:** 1,138*
- **5-Year Ann Avg Employment Change:** 0.6%
- **Forecast 5-Year Ann Employment Change:** 1.0%
- **Total 5-Year Demand:** 14,974



Southwest

Top Occupation Gaps

- Elementary School Teachers
- Substance, Behavioral, Mental Health Counselors
- Secondary School Teachers
- Police & Sheriff's Patrol Officers
- Preschool Teachers

Top Award Gaps

- Childcare Workers
- Lawyers
- Hairdressers, Hairstylists, & Cosmetologists
- Social & Human Service Assistants
- Firefighters

Southeast

Top Occupation Gaps

- Emergency Medical Technicians
- Elementary School Teachers
- Secondary School Teachers
- Preschool Teachers
- Middle School Teachers

Top Award Gaps

- Emergency Medical Technicians
- Childcare Workers
- Paramedics
- Lawyers
- Clergy

Human Services

Southwest

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

Child, Family, & School Social Workers (AG)

Lawyers

Substance Abuse, Behavioral Disorder, & Mental (AG)

Social & Community Service Managers (AG)

Education Administrators

Gateway Occupations (all HD)

Social & Human Service Assistants (AG)

Court, Municipal, and License Clerks (OG)

Clergy (HS, OG)

Substitute Teachers, Short-Term (HS, OG)

Self-Enrichment Teachers (OG)

Origin Occupations

Likely

Personal Care Aides (HD, AG)

Teaching Assistants (HS)

Childcare Workers (AG)

Preschool Teachers (HS, HD, OG)

Cosmetologists (HS, HD, OG, AG)

Aligned

Home Health Aides

Medical Assistants

Waiters and Waitresses

Cashiers

Cooks

Human Services

Southeast

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

Lawyers (AG)

Healthcare Social Workers

Social & Community Service Managers

K-12 Education Administrators

Educational, Guidance, & Career Counselors & Advisors

Gateway Occupations

Elementary School Teachers (HS, OG)

Middle School Teachers (HS, OG)

Social & Human Service Assistants (HD)

Substance, Behavioral, & Mental Health Counselors (HS, HD, OG)

Child, Family, & School Social Workers (HS, HD, OG)

Origin Occupations

Likely

Personal Care Aides (HD, AG)

Teaching Assistants (HS, HD)

Childcare Workers (AG)

Emergency Medical Technicians (HS, HD, OG, AG)

Preschool Teachers (HS, HD, OG)

Aligned

Home Health Aides

Medical Assistants

Waiters and Waitresses

Cashiers

Cooks

Human Services

Southwest Southeast

High Location Quotient

Southwest
<ul style="list-style-type: none"> • Preschool Special Ed Teachers • Court, Municipal, & License Clerks • Rehabilitation Counselors • Morticians, Undertakers, & Funeral Arrangers • Gambling Surveillance Officers & Gambling Investigators

	Southwest	Southeast
Avg. Wage	Region: \$51,300 Field: \$51,100	Region: \$61,100 Field: \$51,000
Unempl Rate	Region: 2.5% Field: 1.8%	Region: 2.2% Field: 1.8%
Origin Occupations	<ul style="list-style-type: none"> • Personal Care Aides • Teaching Assistants • Childcare Workers • Preschool Teachers • Hairdressers, Hairstylists, & Cosmetologists 	<ul style="list-style-type: none"> • Personal Care Aides • Teaching Assistants • Childcare Workers • Emergency Medical Technicians • Preschool Teachers
Gateway Occupations	<ul style="list-style-type: none"> • Social & Human Service Assistants • Court, Municipal, & License Clerks • Clergy • Substitute Teachers • Self-Enrichment Teachers 	<ul style="list-style-type: none"> • Elementary School Teachers • Middle School Teachers • Social & Human Service Assistants • Substance Abuse & Mental Health Counselors • Child, Family, & School Social Workers
Target Occupations	<ul style="list-style-type: none"> • Child, Family, & School Social Workers • Lawyers • Substance Abuse & Mental Health Counselors • Social & Community Service Managers • Education Administrators 	<ul style="list-style-type: none"> • Lawyers • Healthcare Social Workers • Social & Community Service Managers • Education Administrators • Counselors & Advisors

High Location Quotient

Southeast
<ul style="list-style-type: none"> • Emergency Medical Technicians • Preschool Special Education Teachers • Court, Municipal, & License Clerks • Health Education Specialists • Residential Advisors



Arts, Communications, & Information Systems

Summary Statistics

Southwest
Southeast

Southwest

- **2022Q2 Employment:** 10,290 (3.2% of SW employment)
- **Average Wage:** \$66,700 (compared to \$51,300 across all occupations)
- **Location Quotient:** 0.67
- **2022Q2 Unemployment:** 205 (2.1% rate)
- **30-Day Job Ads:** 593*
- **5-Year Ann Avg Employment Change:** -0.6%
- **Forecast 5-Year Ann Employment Change:** -0.3%
- **Total 5-Year Demand:** 4,184

Southeast

- **2022Q2 Employment:** 5,680 (3.2% of SE employment)
- **Average Wage:** \$76,800 (compared to \$61,100 across all occupations)
- **Location Quotient:** 0.68
- **2022Q2 Unemployment:** 92 (1.6% rate)
- **30-Day Job Ads:** 520*
- **5-Year Ann Avg Employment Change:** 1.1%
- **Forecast 5-Year Ann Employment Change:** 0.4%
- **Total 5-Year Demand:** 2,423



Top Occupation & Award Gaps

Southwest

Southeast

Southwest

Top Occupation Gaps

- Software Developers
- Information Security Analysts
- Musicians & Singers
- Photographers
- Audio & Video Technicians

Top Award Gaps

- Graphic Designers
- Computer User Support Specialists
- Art Directors
- Commercial & Industrial Designers
- Printing Press Operators

Southeast

Top Occupation Gaps

- Software Developers
- Producers & Directors
- Computer Occupations, All Other
- Musicians & Singers
- Software Quality Assurance Analysts & Testers

Top Award Gaps

- Computer User Support Specialists
- Musicians & Singers
- Music Directors & Composers
- Sound Engineering Technicians
- Audio & Video Technicians

Arts, Communications, & Information Systems

Southwest

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

Software Developers

Computer Network Support Specialists

Writers & Authors

Software Quality Assurance Analysts

Music Composers

Gateway Occupations

Printing Press Operators (AG)

Graphic Designers (HS, AG)

Photographers (HD, OG)

Prepress Technicians & Workers (HS)

Telecommunications Line Installers & Repairers

Origin Occupations

Likely

Print Binding & Finishing Workers

Floral Designers

Broadcast Announcers & Radio Disc Jockeys (HS)

Reporters & Journalists (HS)

Broadcast Technicians (HS, HD, AG)

Aligned

Library Technicians

Recreation Attendants

Hosts and Hostesses

Customer Service Reps

Photo Process Machine Ops

Arts, Communications, & Information Systems

Southeast

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

Software Developers

Computer Network Support Specialists

Software Quality Assurance Analysts & Testers

Database Administrators

Information Security Analysts

Gateway Occupations

Computer User Support Specialists (HS, AG)

Telecommunications Line Installers & Repairers (HS, HD)

Graphic Designers (HS)

Printing Press Operators (AG)

Writers & Authors (HS, HD, OG)

Origin Occupations

Likely

Floral Designers (HD)

Print Binding & Finishing Workers

Broadcast Announcers & Radio Disc Jockeys (HS, HD)

Broadcast Technicians (HS, HD, AG)

Aligned

Library Technicians

Recreation Attendants

Hosts & Hostesses

Customer Service Reps

Photo Process Machine Ops

Arts, Communications, & Information Systems

Southwest
Southeast

High Location Quotient

Southwest
<ul style="list-style-type: none"> • Print Binding & Finishing Workers • Printing Press Operators • Prepress Technicians • Broadcast Announcers • Commercial & Industrial Designers

	Southwest	Southeast
Avg. Wage	Region: \$51,300 Field: \$66,700	Region: \$61,100 Field: \$76,800
Unempl Rate	Region: 2.5% Field: 2.1%	Region: 2.2% Field: 1.6%
Origin Occupations	<ul style="list-style-type: none"> • Print Binding & Finishing Workers • Floral Designers • Broadcast Announcers • News Analysts, Reporters, & Journalists • Broadcast Technicians 	<ul style="list-style-type: none"> • Floral Designers • Print Binding & Finishing Workers • Broadcast Announcers • Broadcast Technicians • Fashion Designers
Gateway Occupations	<ul style="list-style-type: none"> • Printing Press Operators • Graphic Designers • Photographers • Prepress Technicians • Telecommunications Line Installers & Repairers 	<ul style="list-style-type: none"> • Computer User Support Specialists • Telecommunications Equipment Installers • Graphic Designers • Printing Press Operators • Writers & Authors
Target Occupations	<ul style="list-style-type: none"> • Software Developers • Computer Network Support Specialists • Writers & Authors • Software Quality Assurance Analysts & Testers • Art Directors 	<ul style="list-style-type: none"> • Software Developers • Computer Network Support Specialists • Software Quality Assurance Analysts & Testers • Art Directors • Special Effects Artists & Animators

High Location Quotient

Southeast
<ul style="list-style-type: none"> • Sound Engineering Technicians • Computer Network Support Specialists



Business, Management, & Admin *Summary Statistics*

Southwest
Southeast

Southwest

- **2022Q2 Employment:** 123,762 (38.4% of SW employment)
- **Average Wage:** \$47,600 (compared to \$51,300 across all occupations)
- **Location Quotient:** 0.87
- **2022Q2 Unemployment:** 3,802 (2.9% rate)
- **30-Day Job Ads:** 6,339*
- **5-Year Ann Avg Employment Change:** -1.2%
- **Forecast 5-Year Ann Employment Change:** -0.2%
- **Total 5-Year Demand:** 77,096

Southeast

- **2022Q2 Employment:** 65,844 (37.7% of SW employment)
- **Average Wage:** \$49,300 (compared to \$61,100 across all occupations)
- **Location Quotient:** 0.85
- **2022Q2 Unemployment:** 1,888 (2.8% rate)
- **30-Day Job Ads:** 3,964*
- **5-Year Ann Avg Employment Change:** -0.5%
- **Forecast 5-Year Ann Employment Change:** 0.2%
- **Total 5-Year Demand:** 43,136



Business, Management, & Admin *Top Occupation & Award Gaps*

Southwest
Southeast

Southwest

Top Occupation Gaps

- General & Operations Managers
- Business Operations Specialists, All Other
- Management Analysts
- Managers, All Other
- Human Resources Specialists

Top Award Gaps

- General & Operations Managers
- Human Resources Specialists
- Bookkeeping, Accounting, & Auditing Clerks
- Business Operations Specialists, All Other
- Project Management Specialists

Southeast

Top Occupation Gaps

- Restaurant Cooks
- General & Operations Managers
- Financial Managers
- Market Research Analysts & Specialists
- Accountants & Auditors

Top Award Gaps

- Food Service Managers
- Bookkeeping, Accounting, & Auditing Clerks
- Supervisors of Food Preparation Workers
- Restaurant Cooks
- Operations Research Analysts

Business, Management, & Administration

Southwest

Target Occupations (all HW, HD, HS, OG)
General & Operations Managers (AG)
Business Operations Specialists (AG)
Human Resource Specialists (AG)
Project Management Specialists (AG)
Market Research Analysts

Gateway Occupations

Supervisors of Retail Sales Workers (HD, AG)
Accounting & Auditing Clerks (HS, AG)
Billing & Posting Clerks
Real Estate Agents (OG, AG)
Supervisors of Housekeepers & Janitorial Workers (HD, OG)

Origin Occupations

Likely

Cashiers
Retail Salespersons (HD)
Fast Food & Counter Workers (HD)
Office Clerks, General (AG)
Janitors & Cleaners

Aligned

Personal Care Aides
Eligibility Interviewers
Childcare Workers
Library Technicians

Business, Management, & Administration

Southeast

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

General & Operations Managers

Human Resources Specialists

Market Research Analysts & Marketing Specialists

Project Management Specialists

Financial Managers

Gateway Occupations

Secretaries & Administrative Assistants

First-Line Supervisors of Retail Sales Workers (HD, AG)

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

Billing and Posting Clerks (HD)

Executive Secretaries & Executive Administrative Assistants

Origin Occupations

Likely

Cashiers

Retail Salespersons (HD)

Fast Food & Counter Workers (HD)

Office Clerks, General (HD)

Customer Service Representatives (HD, AG)

Aligned

Personal Care Aides

Eligibility Interviewers

Childcare Workers

Library Technicians

Business, Management, & Admin

Southwest
Southeast

High Location Quotient

Southwest
<ul style="list-style-type: none"> • Gambling Service Workers, All Other • Gambling & Sports Book Writers & Runners • Supervisors of Gambling Service Workers • Gambling Cage Workers • Food Servers, Nonrestaurant • Chief Executives

	Southwest	Southeast
Avg. Wage	Region: \$51,300 Field: \$47,600	Region: \$61,100 Field: \$49,300
Unempl Rate	Region: 2.5% Field: 2.9%	Region: 2.2% Field: 2.8%
Origin Occupations	<ul style="list-style-type: none"> • Cashiers • Retail Salespersons • Fast Food & Counter Workers • Office Clerks, General • Stockers & Order Fillers 	<ul style="list-style-type: none"> • Cashiers • Retail Salespersons • Fast Food & Counter Workers • Office Clerks, General • Customer Service Reps
Gateway Occupations	<ul style="list-style-type: none"> • Supervisors of Retail Workers • Bookkeeping, Accounting, & Auditing Clerks • Billing & Posting Clerks • Real Estate Sales Agents • Supervisors of Housekeeping & Janitorial Workers 	<ul style="list-style-type: none"> • Secretaries & Administrative Assistants • Supervisors of Retail Sales Workers • Bookkeeping, Clerks • Billing & Posting Clerks • Executive Secretaries & Executive Administrative Assistants
Target Occupations	<ul style="list-style-type: none"> • General & Operations Managers • Business Operations Specialists • Human Resources Specialists • Project Mgmt Specialists • Market Research Analysts 	<ul style="list-style-type: none"> • General & Operations Managers • Human Resource Specialists • Market Research Analysts • Project Management Specialists • Financial Managers

High Location Quotient

Southeast
<ul style="list-style-type: none"> • Telephone Operators • Food Servers, Nonrestaurant • Gambling & Sports Book Writers & Runners • Billing & Posting Clerks • Receptionists & Information Clerks



Engineering, Manufacturing, & Technology *Summary Statistics*

Southwest
Southeast

Southwest

- **2022Q2 Employment:** 93,376 (29.0% of SW employment)
- **Average Wage:** \$48,500 (compared to \$51,300 across all occupations)
- **Location Quotient:** 1.18
- **2022Q2 Unemployment:** 2,793 (2.7% rate)
- **30-Day Job Ads:** 4,068*
- **5-Year Ann Avg Employment Change:** -0.5%
- **Forecast 5-Year Ann Employment Change:** -0.2%
- **Total 5-Year Demand:** 47,486

Southeast

- **2022Q2 Employment:** 36,179 (20.7% of SE employment)
- **Average Wage:** \$51,500 (compared to \$61,100 across all occupations)
- **Location Quotient:** 0.84
- **2022Q2 Unemployment:** 932 (2.5% rate)
- **30-Day Job Ads:** 1,724*
- **5-Year Ann Avg Employment Change:** -0.6%
- **Forecast 5-Year Ann Employment Change:** 0.1%
- **Total 5-Year Demand:** 19,009



Engineering, Manufacturing, & Technology *Top Occupation & Award Gaps*

Southwest
Southeast

Southwest

Top Occupation Gaps

- Heavy & Tractor Trailer Truck Drivers
- Industrial Machinery Mechanics
- Maintenance & Repair Workers, General
- Industrial Engineers
- Construction Managers

Top Award Gaps

- Welders, Cutters, Solderers, & Brazers
- Industrial Engineers
- Automotive Service Technicians & Mechanics
- Heavy & Tractor Trailer Truck Drivers
- Supervisors of Production & Operating Workers

Southeast

Top Occupation Gaps

- Maintenance & Repair Workers, General
- Heavy & Tractor Trailer Truck Drivers
- Industrial Machinery Mechanics
- Industrial Engineers
- Construction Managers

Top Award Gaps

- Industrial Engineers
- HVAC Mechanics
- Mechanical Engineers
- Industrial Engineering Technicians
- Electrical Engineers

Engineering, Manufacturing, & Technology

Southwest

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

Industrial Engineers (AG)

Construction Managers

Mechanical Engineers (AG)

Civil Engineers

Logisticians (AG)

Gateway Occupations

Heavy & Tractor-Trailer Truck Drivers (HS, HD, OG, AG)

Maintenance & Repair Workers, General (HD, OG, AG)

Construction Laborers

Carpenters (OG)

Light Truck Drivers (HD, AG)

Origin Occupations

Likely

Laborers & Freight, Stock Movers (HD)

Slaughterers & Meat Packers (HD, AG)

Team Assemblers

Packaging & Filling Machine Operators & Tenders

Landscaping & Groundskeeping Workers (HD, AG)

Aligned

Parking Lot Attendants

Retail Sales Workers

Stockers and Order Fillers

Janitors and Cleaners

Customer Service Reps

Engineering, Manufacturing, & Technology

Southeast

Target Occupations (all HW, HD, HS)

Construction Managers (OG)

Logisticians (OG)

Chemists

Aircraft Mechanics & Service Technicians (AG)

Data Scientists (OG)

Gateway Occupations

Heavy & Tractor-Trailer Truck Drivers (HS, HD, OG)

Maintenance & Repair Workers, General (HD, OG)

Construction Laborers

Carpenters (OG)

Automotive Service Technicians (HS, OG, AG)

Origin Occupations

Likely

Laborers & Freight, Stock Movers

Slaughterers & Meat Packers (HD)

Team Assemblers

Landscaping & Groundskeeping Workers (HD, AG)

School Bus Drivers (HD)

Aligned

Parking Lot Attendants

Retail Sales Workers

Stockers & Order Fillers

Janitors & Cleaners

Customer Service Reps

Engineering, Manufacturing, & Technology

Southwest Southeast

High Location Quotient

Southwest
<ul style="list-style-type: none"> • Shoe Machine Operators • Slaughterers & Meat Packers • Food & Tobacco Machine Operators & Tenders • Cooling & Freezing Equipment Operators • Food Cooking Machine Operators & Tenders • Shoe & Leather Workers & Repairers

	Southwest	Southeast
Avg. Wage	Region: \$51,300 Field: \$48,500	Region: \$61,100 Field: \$51,500
Unempl Rate	Region: 2.5% Field: 2.7%	Region: 2.2% Field: 2.5%
Origin Occupations	<ul style="list-style-type: none"> • Laborers & Stock Movers • Slaughterers & Meat Packers • Team Assemblers • Packaging & Filling Machine Operators • Landscaping & Groundskeeping Workers 	<ul style="list-style-type: none"> • Laborers & Stock Movers • Slaughterers & Meat Packers • Team Assemblers • Landscaping & Groundskeeping Workers • School Bus Drivers
Gateway Occupations	<ul style="list-style-type: none"> • Heavy & Tractor Trailer Drivers • Maintenance & Repair Workers, All Other • Construction Laborers • Carpenters • Light Truck Drivers 	<ul style="list-style-type: none"> • Heavy & Tractor Trailer Drivers • Maintenance & Repair Workers, General • Construction Laborers • Carpenters • Automotive Service Techs
Target Occupations	<ul style="list-style-type: none"> • Industrial Engineers • Construction Managers • Mechanical Engineers • Civil Engineers • Logisticians 	<ul style="list-style-type: none"> • Logisticians • Chemists • Aircraft Mechanics • CNC Programmers • Conservation Scientists

High Location Quotient

Southeast
<ul style="list-style-type: none"> • Slaughterers & Meat Packers • Ambulance Drivers & Attendants • Cooling & Freezing Equipment Operators • Meat, Poultry, & Fish Cutters • Food & Tobacco Machine Operators & Tenders



Agriculture, Food, & Natural Resources

Summary Statistics

Southwest
Southeast

Southwest

- **2022Q2 Employment:** 31,265 (9.7% of SW employment)
- **Average Wage:** \$52,000 (compared to \$51,300 across all occupations)
- **Location Quotient:** 1.83
- **2022Q2 Unemployment:** 659 (2.1% rate)
- **30-Day Job Ads:** 760*
- **5-Year Ann Avg Employment Change:** -0.8%
- **Forecast 5-Year Ann Employment Change:** -0.5%
- **Total 5-Year Demand:** 16,955

Southeast

- **2022Q2 Employment:** 10,240 (5.9% of SE employment)
- **Average Wage:** \$55,600 (compared to \$61,100 across all occupations)
- **Location Quotient:** 1.10
- **2022Q2 Unemployment:** 194 (1.9% rate)
- **30-Day Job Ads:** 367*
- **5-Year Ann Avg Employment Change:** -0.8%
- **Forecast 5-Year Ann Employment Change:** -0.1%
- **Total 5-Year Demand:** 5,744



Top Occupation & Award Gaps

Southwest

Southeast

Southwest

Top Occupation Gaps

- Farmers, Ranchers, & Agricultural Managers
- Plumbers, Pipefitters, & Steamfitters
- Farm Equipment Mechanics
- HVAC Mechanics
- Chefs & Head Cooks

Top Award Gaps

- Farmers, Ranchers, & Agricultural Managers
- HVAC Mechanics
- Food Scientists & Technologists
- Veterinarians
- Landscaping & Groundskeeping Workers

Southeast

Top Occupation Gaps

- Aircraft Mechanics & Service Technicians
- Supervisors of Landscaping & Groundskeepers
- Farmers, Ranchers, & Agricultural Managers
- Veterinarians
- HVAC Mechanics

Top Award Gaps

- Farmers, Ranchers, & Agricultural Managers
- HVAC Mechanics
- Veterinarians
- Food Scientists & Technologists
- Environmental Scientists & Specialists

Agriculture, Food, & Natural Resources

Southwest

Target Occupations (all HW, HD, HS)

Veterinarians (OG, AG)

Food Scientists & Technicians (AG)

Chemists

Postsecondary Biological Science Teachers (OG)

Wind Turbine Service Technicians (OG, AG)

Gateway Occupations

Farm Equipment Mechanics & Service Technicians (HD, OG, AG)

Food & Tobacco Machine Operators (HD)

Chefs & Head Cooks (HD, OG)

Telecommunications Line Installers

Food Science Technicians (HS, HD)

Origin Occupations

Likely

Farmworkers, Farm, Ranch, & Aquacultural Animals

Landscaping & Groundskeeping Workers (HD, AG)

Farmworkers & Laborers, Crop Nursery & Greenhouse

Food Batchmakers (AG)

Meat, Poultry, & Fish Cutters (HD)

Aligned

Compliance Officers

Laborers / Freight Movers

Stockers and Order Fillers

Cooks

Customer Service Reps

Agriculture, Food, & Natural Resources

Southeast

Target Occupations (all HW, HD, HS)

Veterinarians (OG, AG)

Chemists

Aircraft Mechanics & Service Technicians (AG)

Food Scientists & Technologists (AG)

Biological Science Teachers (OG)

Gateway Occupations

HVAC Mechanics & Installers (HS, OG, AG)

Food Batchmakers (HD)

Telecommunications Equipment Installers (HS, HD)

Supervisors of Landscaping Workers (HD, OG)

Chefs & Head Cooks (HD, OG, AG)

Refuse & Recyclable Material Collectors (HD)

Origin Occupations

Likely

Landscaping & Groundskeeping Workers (HD, AG)

Farmworkers, Farm, Ranch, & Aquacultural Animals

Meat, Poultry, & Fish Cutters & Trimmers (HD)

Farmworkers & Laborers, Crop, Nursery & Greenhouse (HD)

Animal Caretakers (HD)

Aligned

Compliance Officers

Stockers & Order Fillers

Laborers / Freight Movers

Agriculture, Food, & Natural Resources

Southwest Southeast

High Location Quotient

Southwest
<ul style="list-style-type: none"> • Animal Breeders • Farmworkers, Farm, Ranch & Aquacultural Animals • Farm Equipment Mechanics • Food & Tobacco Machine Operators & Tenders • Food Science Technicians

	Southwest	Southeast
Avg. Wage	Region: \$51,300 Field: \$52,000	Region: \$61,100 Field: \$55,600
Unempl Rate	Region: 2.5% Field: 2.1%	Region: 2.2% Field: 1.9%
Origin Occupations	<ul style="list-style-type: none"> • Farmworkers, Farm, Ranch, & Aquacultural Animals • Landscaping & Groundskeeping Workers • Farmworkers & Laborers • Food Batchmakers • Meat, Poultry, & Fish Cutters 	<ul style="list-style-type: none"> • Landscaping & Groundskeeping Workers • Farmworkers, Farm, Ranch, & Aquacultural Animals • Meat, Poultry, & Fish Cutters • Farmworkers & Laborers • Animal Caretakers
Gateway Occupations	<ul style="list-style-type: none"> • Farm Equipment Mechanics & Service Technicians • Food & Tobacco Machine Operators & Tenders • Chefs & Head Cooks • Telecommunications Line Installers • Food Science Technicians 	<ul style="list-style-type: none"> • HVAC Mechanics • Food Batchmakers • Telecommunications Equipment Installers • Supervisors of Landscaping Workers • Chefs & Head Cooks
Target Occupations	<ul style="list-style-type: none"> • Veterinarians • Food Scientists & Technicians • Chemists • Biological Science Teachers, Postsecondary • Wind Turbine Service Technicians 	<ul style="list-style-type: none"> • Veterinarians • Chemists • Aircraft Mechanics • Food Scientists & Technologists • Biological Science Teachers, Postsecondary

High Location Quotient

Southeast
<ul style="list-style-type: none"> • Animal Breeders • Farmworkers, Farm, Ranch, & Aquacultural Animals • Meat, Poultry, & Fish Cutters • Farmers & Ranchers • Food & Tobacco Machine Operators & Tenders



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