

Median Wage / Job Projections by Occupation  
with an Educational Attainment of a Bachelor Degree or less  
All Occupations in EMCC Service Area by ZIP

Emsi Q3 2021 Data Set

October 2021

**Estrella Mountain Community College**

3000 North Dysart Road  
Avondale, Arizona 85392

# Parameters

## Regions

25 items selected. See Appendix A for details.

## Institution

Code	Description
384333	Estrella Mountain Community College

## Timeframe

2021 - 2026

## Datarun

2021.3 – QCEW Employees, Non-QCEW Employees, and Self-Employed

SOC	Description	2021 Jobs	2026 Jobs	2021 - 2026 Change	2021 - 2026 % Change	Avg. Annual Openings	Median Hourly Earnings	Median Annual Earnings	Typical Entry Level Education
11-1011	Chief Executives	241	254	13	5%	18	\$81.46	\$169,447.15	Bachelor's degree
11-9041	Architectural and Engineering Managers	190	196	5	3%	13	\$73.64	\$153,175.76	Bachelor's degree
11-3021	Computer and Information Systems Managers	443	478	34	8%	37	\$68.65	\$142,788.78	Bachelor's degree
53-2021	Air Traffic Controllers	81	88	7	9%	8	\$66.75	\$138,847.74	Associate's degree
53-2011	Airline Pilots, Copilots, and Flight Engineers	249	273	25	10%	29	\$63.32	\$131,700.01	Bachelor's degree
17-2011	Aerospace Engineers	119	122	4	3%	7	\$59.61	\$123,987.36	Bachelor's degree
11-3061	Purchasing Managers	133	144	11	8%	12	\$58.46	\$121,586.83	Bachelor's degree
11-3031	Financial Managers	606	692	86	14%	59	\$58.09	\$120,833.69	Bachelor's degree
11-2021	Marketing Managers	249	272	23	9%	25	\$55.42	\$115,272.58	Bachelor's degree
17-2072	Electronics Engineers, Except Computer	81	85	4	5%	6	\$54.99	\$114,370.25	Bachelor's degree
11-2022	Sales Managers	735	770	36	5%	65	\$54.81	\$114,006.03	Bachelor's degree
15-2098	Data Scientists and Mathematical Science Occupations, All Other	68	79	11	16%	8	\$54.03	\$112,372.66	Bachelor's degree
15-1241	Computer Network Architects	150	156	7	4%	10	\$53.11	\$110,476.59	Bachelor's degree
11-3051	Industrial Production Managers	262	274	12	5%	19	\$52.90	\$110,021.64	Bachelor's degree
33-1012	First-Line Supervisors of Police and Detectives	350	377	27	8%	27	\$52.64	\$109,481.50	High school diploma or equivalent
11-3121	Human Resources Managers	277	301	24	9%	26	\$52.23	\$108,632.98	Bachelor's degree
11-9111	Medical and Health Services Managers	576	699	122	21%	68	\$51.80	\$107,743.30	Bachelor's degree
17-2199	Engineers, All Other	112	123	11	10%	9	\$51.35	\$106,809.03	Bachelor's degree
15-1245	Database Administrators and Architects	110	121	11	10%	9	\$49.47	\$102,890.82	Bachelor's degree
11-2031	Public Relations and Fundraising Managers	65	72	8	12%	7	\$49.33	\$102,610.08	Bachelor's degree
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	937	1,051	113	12%	84	\$49.06	\$102,041.18	Bachelor's degree
15-1212	Information Security Analysts	164	187	22	14%	16	\$48.29	\$100,434.55	Bachelor's degree
11-1021	General and Operations Managers	3,518	3,785	267	8%	323	\$48.06	\$99,958.72	Bachelor's degree
17-2141	Mechanical Engineers	220	229	9	4%	15	\$47.81	\$99,443.29	Bachelor's degree
17-2112	Industrial Engineers	339	364	26	8%	26	\$46.99	\$97,745.56	Bachelor's degree
11-3131	Training and Development Managers	110	118	8	8%	11	\$46.70	\$97,134.87	Bachelor's degree
17-2071	Electrical Engineers	150	153	3	2%	11	\$45.30	\$94,231.74	Bachelor's degree
53-5021	Captains, Mates, and Pilots of Water Vessels	60	66	5	9%	6	\$44.76	\$93,094.13	Postsecondary nondegree award

11-3011	Administrative Services and Facilities Managers	554	596	41	7%	51	\$44.68	\$92,943.58	Bachelor's degree
11-3071	Transportation, Storage, and Distribution Managers	588	666	78	13%	58	\$44.26	\$92,055.21	High school diploma or equivalent
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	1,064	1,152	88	8%	90	\$44.05	\$91,633.14	Bachelor's degree
33-3021	Detectives and Criminal Investigators	286	300	14	5%	21	\$43.80	\$91,106.66	High school diploma or equivalent
15-1211	Computer Systems Analysts	532	563	31	6%	41	\$43.50	\$90,486.53	Bachelor's degree
15-1251	Computer Programmers	80	80	0	0%	5	\$42.90	\$89,234.51	Bachelor's degree
17-2081	Environmental Engineers	73	75	2	3%	5	\$42.82	\$89,073.66	Bachelor's degree
29-2032	Diagnostic Medical Sonographers	144	167	23	16%	12	\$42.50	\$88,410.36	Associate's degree
11-9021	Construction Managers	417	473	56	13%	39	\$41.96	\$87,268.76	Bachelor's degree
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	375	386	12	3%	37	\$41.00	\$85,284.32	Bachelor's degree
29-1292	Dental Hygienists	292	327	35	12%	25	\$41.00	\$85,278.66	Associate's degree
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	200	216	16	8%	15	\$39.84	\$82,860.66	Postsecondary nondegree award
13-2052	Personal Financial Advisors	100	111	11	11%	9	\$39.75	\$82,682.92	Bachelor's degree
15-1244	Network and Computer Systems Administrators	366	388	22	6%	26	\$39.57	\$82,308.96	Bachelor's degree
13-2081	Tax Examiners and Collectors, and Revenue Agents	60	62	2	4%	5	\$38.94	\$80,991.86	Bachelor's degree
29-1141	Registered Nurses	4,374	4,838	464	11%	313	\$38.81	\$80,735.06	Bachelor's degree
15-1299	Computer Occupations, All Other	348	380	33	9%	31	\$38.44	\$79,945.70	Bachelor's degree
17-2051	Civil Engineers	310	328	18	6%	25	\$38.16	\$79,368.99	Bachelor's degree
53-2012	Commercial Pilots	131	144	13	10%	15	\$38.15	\$79,355.07	High school diploma or equivalent
29-2035	Magnetic Resonance Imaging Technologists	81	91	10	12%	6	\$37.96	\$78,964.68	Associate's degree
13-1111	Management Analysts	852	935	82	10%	91	\$37.67	\$78,363.33	Bachelor's degree
13-1198	Project Management Specialists and Business Operations Specialists, All Other	1,825	1,978	153	8%	194	\$37.57	\$78,150.47	Bachelor's degree
15-2031	Operations Research Analysts	75	87	12	16%	7	\$37.11	\$77,179.96	Bachelor's degree
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	316	351	35	11%	31	\$36.89	\$76,723.12	Bachelor's degree

33-3051	Police and Sheriffs Patrol Officers	1,480	1,610	130	9%	129	\$36.18	\$75,255.39	High school diploma or equivalent
49-3011	Aircraft Mechanics and Service Technicians	597	647	50	8%	56	\$34.80	\$72,392.51	Postsecondary nondegree award
27-2042	Musicians and Singers	125	134	9	7%	16	\$34.79	\$72,353.11	No formal educational credential
19-5011	Occupational Health and Safety Specialists	178	192	14	8%	12	\$34.37	\$71,480.79	Bachelor's degree
13-2053	Insurance Underwriters	62	71	9	15%	7	\$34.09	\$70,911.16	Bachelor's degree
13-1051	Cost Estimators	271	288	16	6%	27	\$33.99	\$70,696.95	Bachelor's degree
13-2011	Accountants and Auditors	1,245	1,338	93	7%	123	\$33.72	\$70,138.46	Bachelor's degree
31-2011	Occupational Therapy Assistants	76	92	15	20%	11	\$33.56	\$69,797.10	Associate's degree
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	988	1,065	77	8%	108	\$33.40	\$69,468.64	High school diploma or equivalent
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	56	59	3	5%	5	\$33.32	\$69,299.95	High school diploma or equivalent
11-9151	Social and Community Service Managers	155	174	19	12%	16	\$33.28	\$69,232.12	Bachelor's degree
13-1081	Logisticians	466	512	46	10%	50	\$33.00	\$68,647.53	Bachelor's degree
11-9013	Farmers, Ranchers, and Other Agricultural Managers	235	216	(19)	(8%)	21	\$32.85	\$68,321.05	High school diploma or equivalent
13-2031	Budget Analysts	78	83	5	6%	7	\$32.31	\$67,205.52	Bachelor's degree
41-9021	Real Estate Brokers	185	198	13	7%	18	\$32.20	\$66,985.40	High school diploma or equivalent
49-9051	Electrical Power-Line Installers and Repairers	50	57	7	14%	6	\$32.04	\$66,641.35	High school diploma or equivalent
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	955	1,019	64	7%	93	\$31.93	\$66,410.81	High school diploma or equivalent
17-3023	Electrical and Electronic Engineering Technologists and Technicians	123	127	4	3%	11	\$31.63	\$65,783.24	Associate's degree
13-1028	Buyers and Purchasing Agents	758	771	12	2%	72	\$31.26	\$65,027.18	Bachelor's degree
15-1257	Web Developers and Digital Interface Designers	139	152	13	10%	12	\$31.22	\$64,935.59	Associate's degree
13-1041	Compliance Officers	561	596	36	6%	51	\$31.22	\$64,927.62	Bachelor's degree
53-6051	Transportation Inspectors	67	70	4	6%	7	\$31.07	\$64,625.84	High school diploma or equivalent

29-2034	Radiologic Technologists and Technicians	390	433	42	11%	28	\$30.72	\$63,903.84	Associate's degree
43-5051	Postal Service Clerks	82	78	(3)	(4%)	6	\$30.41	\$63,246.27	High school diploma or equivalent
51-1011	First-Line Supervisors of Production and Operating Workers	787	831	44	6%	81	\$30.31	\$63,043.65	High school diploma or equivalent
47-4011	Construction and Building Inspectors	206	221	14	7%	26	\$30.24	\$62,909.16	High school diploma or equivalent
17-3027	Mechanical Engineering Technologists and Technicians	50	50	1	1%	4	\$30.10	\$62,598.80	Associate's degree
19-4092	Forensic Science Technicians	77	84	7	9%	10	\$29.90	\$62,188.53	Bachelor's degree
13-1141	Compensation, Benefits, and Job Analysis Specialists	132	141	9	7%	13	\$29.72	\$61,822.54	Bachelor's degree
43-6011	Executive Secretaries and Executive Administrative Assistants	404	392	(12)	(3%)	41	\$29.51	\$61,371.40	High school diploma or equivalent
17-3026	Industrial Engineering Technologists and Technicians	65	70	5	7%	7	\$29.39	\$61,139.89	Associate's degree
49-2091	Avionics Technicians	134	146	12	9%	12	\$29.39	\$61,127.52	Associate's degree
29-1126	Respiratory Therapists	283	325	42	15%	22	\$29.25	\$60,835.17	Associate's degree
17-3011	Architectural and Civil Drafters	81	84	3	4%	8	\$28.95	\$60,218.94	Associate's degree
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,640	2,691	51	2%	254	\$28.92	\$60,154.12	High school diploma or equivalent
27-3031	Public Relations Specialists	200	218	18	9%	22	\$28.92	\$60,149.80	Bachelor's degree
13-2041	Credit Analysts	54	58	4	8%	5	\$28.90	\$60,108.94	Bachelor's degree
29-1031	Dietitians and Nutritionists	115	127	11	10%	10	\$28.67	\$59,643.95	Bachelor's degree
41-1012	First-Line Supervisors of Non-Retail Sales Workers	395	408	13	3%	36	\$28.54	\$59,360.17	High school diploma or equivalent
49-9043	Maintenance Workers, Machinery	135	147	11	8%	13	\$28.50	\$59,282.36	High school diploma or equivalent
19-2041	Environmental Scientists and Specialists, Including Health	76	81	5	7%	8	\$28.35	\$58,962.75	Bachelor's degree
25-2032	Career/Technical Education Teachers, Secondary School	95	99	4	4%	7	\$28.29	\$58,837.03	Bachelor's degree
21-1092	Probation Officers and Correctional Treatment Specialists	276	282	6	2%	22	\$28.28	\$58,821.46	Bachelor's degree
13-1161	Market Research Analysts and Marketing Specialists	793	890	98	12%	94	\$28.23	\$58,724.70	Bachelor's degree

47-5097	Earth Drillers, Except Oil and Gas; and Explosives Workers, Ordnance Handling Experts, and Blasters	91	96	5	6%	11	\$28.19	\$58,639.02	High school diploma or equivalent
13-1071	Human Resources Specialists	1,180	1,270	90	8%	125	\$28.11	\$58,476.94	Bachelor's degree
43-1011	First-Line Supervisors of Office and Administrative Support Workers	2,227	2,372	145	7%	243	\$27.91	\$58,059.29	High school diploma or equivalent
13-2061	Financial Examiners	141	151	10	7%	11	\$27.79	\$57,808.78	Bachelor's degree
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,509	1,572	64	4%	178	\$27.77	\$57,762.79	High school diploma or equivalent
27-1025	Interior Designers	60	63	3	4%	6	\$27.59	\$57,397.11	Bachelor's degree
21-1029	Social Workers, All Other	121	129	8	7%	12	\$27.52	\$57,245.27	Bachelor's degree
29-2061	Licensed Practical and Licensed Vocational Nurses	465	545	80	17%	51	\$27.41	\$57,002.56	Postsecondary nondegree award
25-4022	Librarians and Media Collections Specialists	115	126	10	9%	13	\$27.29	\$56,768.80	Bachelor's degree
13-1131	Fundraisers	55	63	7	13%	7	\$27.24	\$56,652.10	Bachelor's degree
21-2011	Clergy	177	196	19	11%	21	\$27.05	\$56,256.53	Bachelor's degree
29-2031	Cardiovascular Technologists and Technicians	50	58	8	15%	4	\$26.98	\$56,121.53	Associate's degree
13-1151	Training and Development Specialists	768	832	63	8%	86	\$26.98	\$56,115.49	Bachelor's degree
33-2011	Firefighters	653	713	60	9%	55	\$26.96	\$56,083.03	Postsecondary nondegree award
51-8031	Water and Wastewater Treatment Plant and System Operators	204	213	9	5%	18	\$26.92	\$55,990.48	High school diploma or equivalent
17-3022	Civil Engineering Technologists and Technicians	133	137	4	3%	12	\$26.86	\$55,869.31	Associate's degree
33-1011	First-Line Supervisors of Correctional Officers	169	162	(7)	(4%)	11	\$26.80	\$55,745.71	High school diploma or equivalent
49-2098	Security and Fire Alarm Systems Installers	107	117	10	10%	13	\$26.45	\$55,013.09	High school diploma or equivalent
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	2,120	2,390	270	13%	261	\$26.43	\$54,982.39	High school diploma or equivalent
15-1231	Computer Network Support Specialists	202	215	13	6%	17	\$26.38	\$54,865.89	Associate's degree
43-5041	Meter Readers, Utilities	57	56	(0)	(1%)	5	\$26.28	\$54,656.13	High school diploma or equivalent

41-3021	Insurance Sales Agents	518	641	123	24%	73	\$26.25	\$54,594.98	High school diploma or equivalent
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	335	352	17	5%	34	\$26.22	\$54,547.77	High school diploma or equivalent
29-2055	Surgical Technologists	188	209	20	11%	19	\$26.17	\$54,441.97	Postsecondary nondegree award
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,501	1,595	94	6%	116	\$26.16	\$54,410.61	Bachelor's degree
33-1099	Miscellaneous First-Line Supervisors, Protective Service Workers	105	112	7	7%	11	\$26.09	\$54,259.06	High school diploma or equivalent
49-9041	Industrial Machinery Mechanics	450	512	62	14%	51	\$26.08	\$54,247.30	High school diploma or equivalent
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	99	130	30	31%	17	\$26.05	\$54,185.64	High school diploma or equivalent
25-2058	Special Education Teachers, Secondary School	176	186	10	6%	14	\$26.00	\$54,076.07	Bachelor's degree
23-2011	Paralegals and Legal Assistants	326	356	30	9%	39	\$26.00	\$54,071.76	Associate's degree
13-1031	Claims Adjusters, Examiners, and Investigators	795	803	8	1%	61	\$25.97	\$54,013.97	High school diploma or equivalent
11-9141	Property, Real Estate, and Community Association Managers	371	393	22	6%	31	\$25.55	\$53,142.53	High school diploma or equivalent
27-1024	Graphic Designers	167	176	9	6%	17	\$25.50	\$53,032.87	Bachelor's degree
11-9051	Food Service Managers	453	494	41	9%	54	\$25.49	\$53,013.36	High school diploma or equivalent
43-5052	Postal Service Mail Carriers	541	515	(26)	(5%)	37	\$25.44	\$52,916.17	High school diploma or equivalent
13-2072	Loan Officers	274	307	33	12%	27	\$25.21	\$52,427.11	Bachelor's degree
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	184	169	(16)	(9%)	14	\$25.18	\$52,364.05	High school diploma or equivalent
27-1029	Designers, All Other	50	51	1	3%	5	\$25.05	\$52,108.97	Bachelor's degree
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	105	116	11	10%	10	\$24.94	\$51,879.93	Postsecondary nondegree award



47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	83	90	7	8%	11	\$24.74	\$51,454.28	High school diploma or equivalent
35-1011	Chefs and Head Cooks	175	192	17	10%	24	\$24.68	\$51,333.90	High school diploma or equivalent
13-1121	Meeting, Convention, and Event Planners	116	125	9	8%	14	\$24.48	\$50,913.73	Bachelor's degree
49-3041	Farm Equipment Mechanics and Service Technicians	66	66	0	0%	6	\$24.41	\$50,777.98	High school diploma or equivalent
49-9099	Installation, Maintenance, and Repair Workers, All Other	245	264	19	8%	28	\$24.39	\$50,737.27	High school diploma or equivalent
49-2097	Audiovisual Equipment Installers and Repairers	106	103	(3)	(2%)	10	\$24.30	\$50,542.74	Postsecondary nondegree award
13-2021	Property Appraisers and Assessors	88	93	5	6%	8	\$24.16	\$50,261.89	Bachelor's degree
47-2152	Plumbers, Pipefitters, and Steamfitters	687	773	86	12%	86	\$24.00	\$49,919.30	High school diploma or equivalent
41-3031	Securities, Commodities, and Financial Services Sales Agents	255	288	32	13%	29	\$23.99	\$49,899.54	Bachelor's degree
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	203	215	12	6%	24	\$23.73	\$49,351.97	Postsecondary nondegree award
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers,	110	122	12	11%	8	\$23.63	\$49,159.88	Postsecondary nondegree award
51-4041	Machinists	209	224	15	7%	23	\$23.57	\$49,025.53	High school diploma or equivalent
25-2052	Special Education Teachers, Kindergarten and Elementary School	341	356	15	4%	27	\$23.53	\$48,944.65	Bachelor's degree
47-2073	Operating Engineers and Other Construction Equipment Operators	667	714	47	7%	79	\$23.53	\$48,943.40	High school diploma or equivalent
47-2111	Electricians	832	967	135	16%	116	\$23.42	\$48,719.54	High school diploma or equivalent
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	587	627	39	7%	57	\$23.38	\$48,639.62	High school diploma or equivalent
47-2211	Sheet Metal Workers	215	235	20	9%	24	\$23.37	\$48,615.92	High school diploma or equivalent

45-2099	Agricultural Workers, All Other	54	53	(2)	(3%)	8	\$23.21	\$48,275.66	No formal educational credential
15-1232	Computer User Support Specialists	854	897	42	5%	68	\$23.15	\$48,150.43	Some college, no degree
43-6012	Legal Secretaries and Administrative Assistants	139	132	(7)	(5%)	14	\$23.13	\$48,119.51	High school diploma or equivalent
47-2221	Structural Iron and Steel Workers	141	150	9	6%	17	\$23.11	\$48,072.54	High school diploma or equivalent
25-2021	Elementary School Teachers, Except Special Education	2,160	2,279	119	6%	170	\$23.09	\$48,035.33	Bachelor's degree
27-3091	Interpreters and Translators	133	144	11	8%	14	\$22.90	\$47,640.50	Bachelor's degree
53-3032	Heavy and Tractor-Trailer Truck Drivers	7,684	8,267	583	8%	925	\$22.90	\$47,624.80	Postsecondary nondegree award
29-9091	Athletic Trainers	51	57	6	11%	4	\$22.87	\$47,574.28	Bachelor's degree
25-2057	Special Education Teachers, Middle School	154	160	5	3%	12	\$22.76	\$47,332.32	Bachelor's degree
49-2092	Electric Motor, Power Tool, and Related Repairers	116	127	11	9%	14	\$22.73	\$47,274.60	High school diploma or equivalent
49-9052	Telecommunications Line Installers and Repairers	60	68	9	14%	8	\$22.71	\$47,240.93	High school diploma or equivalent
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	109	115	6	6%	10	\$22.70	\$47,218.04	Associate's degree
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	742	823	82	11%	83	\$22.61	\$47,020.69	Postsecondary nondegree award
25-3021	Self-Enrichment Teachers	238	269	31	13%	33	\$22.60	\$47,001.26	High school diploma or equivalent
25-2022	Middle School Teachers, Except Special and Career/Technical Education	1,016	1,069	54	5%	79	\$22.58	\$46,963.20	Bachelor's degree
25-2012	Kindergarten Teachers, Except Special Education	318	332	15	5%	32	\$22.53	\$46,864.25	Bachelor's degree
47-2151	Pipelayers	113	115	2	2%	12	\$22.50	\$46,790.30	No formal educational credential
43-5061	Production, Planning, and Expediting Clerks	843	928	85	10%	99	\$22.47	\$46,747.14	High school diploma or equivalent

21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	299	356	57	19%	40	\$22.47	\$46,739.47	Bachelor's degree
43-3061	Procurement Clerks	179	182	3	2%	17	\$22.35	\$46,479.04	High school diploma or equivalent
43-3051	Payroll and Timekeeping Clerks	225	231	7	3%	24	\$22.29	\$46,372.84	High school diploma or equivalent
33-3012	Correctional Officers and Jailers	1,301	1,266	(35)	(3%)	109	\$22.26	\$46,298.20	High school diploma or equivalent
53-3052	Bus Drivers, Transit and Intercity	188	188	0	0%	24	\$22.22	\$46,213.94	High school diploma or equivalent
47-2051	Cement Masons and Concrete Finishers	643	691	47	7%	68	\$22.16	\$46,101.12	No formal educational credential
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	54	56	2	3%	6	\$22.11	\$45,984.76	High school diploma or equivalent
47-2161	Plasterers and Stucco Masons	88	91	3	3%	7	\$22.08	\$45,934.21	No formal educational credential
47-4051	Highway Maintenance Workers	120	135	15	13%	15	\$22.06	\$45,894.23	High school diploma or equivalent
21-1091	Health Education Specialists	100	109	9	9%	12	\$21.98	\$45,720.10	Bachelor's degree
21-1094	Community Health Workers	49	57	7	15%	6	\$21.90	\$45,541.89	High school diploma or equivalent
53-3099	Motor Vehicle Operators, All Other	88	96	8	9%	16	\$21.84	\$45,417.24	No formal educational credential
29-2018	Clinical Laboratory Technologists and Technicians	598	669	71	12%	50	\$21.72	\$45,173.36	Bachelor's degree
47-2031	Carpenters	1,055	1,126	71	7%	110	\$21.67	\$45,068.96	High school diploma or equivalent
43-5031	Public Safety Telecommunicators	224	241	18	8%	23	\$21.62	\$44,969.55	High school diploma or equivalent
47-2121	Glaziers	238	249	10	4%	27	\$21.54	\$44,806.70	High school diploma or equivalent

39-1013	First-Line Supervisors of Gambling Services Workers	70	74	4	6%	12	\$21.49	\$44,691.94	High school diploma or equivalent
51-4121	Welders, Cutters, Solderers, and Brazers	472	507	35	7%	53	\$21.45	\$44,616.30	High school diploma or equivalent
27-3043	Writers and Authors	70	73	3	4%	7	\$21.45	\$44,610.17	Bachelor's degree
49-3021	Automotive Body and Related Repairers	197	214	17	8%	20	\$21.40	\$44,515.91	High school diploma or equivalent
51-9011	Chemical Equipment Operators and Tenders	63	68	5	8%	8	\$21.37	\$44,459.22	High school diploma or equivalent
51-4192	Layout Workers, Metal and Plastic	74	75	1	1%	7	\$21.35	\$44,401.89	High school diploma or equivalent
43-4131	Loan Interviewers and Clerks	180	206	26	14%	22	\$21.20	\$44,100.92	High school diploma or equivalent
47-2044	Tile and Stone Setters	81	88	7	8%	8	\$21.14	\$43,963.50	No formal educational credential
31-9091	Dental Assistants	559	621	61	11%	71	\$21.07	\$43,823.89	Postsecondary nondegree award
21-2021	Directors, Religious Activities and Education	87	95	8	9%	11	\$20.90	\$43,467.35	Bachelor's degree
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,793	1,851	58	3%	205	\$20.89	\$43,441.81	Some college, no degree
47-2081	Drywall and Ceiling Tile Installers	139	144	5	4%	12	\$20.81	\$43,289.59	No formal educational credential
53-5011	Sailors and Marine Oilers	63	68	6	9%	9	\$20.80	\$43,264.24	No formal educational credential
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	237	248	11	4%	27	\$20.70	\$43,062.41	Associate's degree
41-9022	Real Estate Sales Agents	509	548	38	8%	52	\$20.68	\$43,016.69	High school diploma or equivalent
21-1021	Child, Family, and School Social Workers	536	570	35	6%	54	\$20.55	\$42,747.29	Bachelor's degree
43-9199	Office and Administrative Support Workers, All Other	163	180	17	10%	21	\$20.51	\$42,654.76	High school diploma or equivalent

37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	196	204	8	4%	20	\$20.37	\$42,364.12	High school diploma or equivalent
55-9999	Military-only occupations	4,914	5,373	459	9%	613	\$20.07	\$41,753.49	N/A
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	453	505	52	12%	44	\$20.05	\$41,706.62	Postsecondary nondegree award
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	97	108	12	12%	12	\$19.99	\$41,581.29	High school diploma or equivalent
33-9093	Transportation Security Screeners	232	243	11	5%	23	\$19.96	\$41,518.88	High school diploma or equivalent
29-2081	Opticians, Dispensing	80	85	4	6%	7	\$19.85	\$41,291.06	High school diploma or equivalent
43-5011	Cargo and Freight Agents	303	334	31	10%	34	\$19.85	\$41,285.86	High school diploma or equivalent
31-9011	Massage Therapists	373	437	65	17%	53	\$19.81	\$41,204.00	Postsecondary nondegree award
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	740	736	(4)	(1%)	82	\$19.57	\$40,705.10	High school diploma or equivalent
43-9041	Insurance Claims and Policy Processing Clerks	221	249	28	13%	27	\$19.46	\$40,481.25	High school diploma or equivalent
43-4031	Court, Municipal, and License Clerks	240	258	18	8%	25	\$19.44	\$40,435.57	High school diploma or equivalent
13-2071	Credit Counselors	69	74	5	7%	6	\$19.40	\$40,347.39	Bachelor's degree
51-7011	Cabinetmakers and Bench Carpenters	136	138	2	2%	13	\$19.36	\$40,265.56	High school diploma or equivalent
49-3023	Automotive Service Technicians and Mechanics	1,437	1,527	89	6%	147	\$19.31	\$40,165.99	Postsecondary nondegree award
31-9099	Healthcare Support Workers, All Other	160	176	16	10%	21	\$19.29	\$40,126.75	High school diploma or equivalent
51-9161	Computer Numerically Controlled Tool Operators	81	82	1	1%	7	\$19.29	\$40,117.96	High school diploma or equivalent
49-2011	Computer, Automated Teller, and Office Machine Repairers	96	95	(1)	(2%)	10	\$19.28	\$40,104.62	Some college, no degree

43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	115	118	3	3%	13	\$19.24	\$40,018.91	High school diploma or equivalent
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	73	79	6	8%	10	\$19.15	\$39,827.20	No formal educational credential
49-9071	Maintenance and Repair Workers, General	2,435	2,667	233	10%	265	\$19.11	\$39,746.92	High school diploma or equivalent
47-2071	Paving, Surfacing, and Tamping Equipment Operators	85	94	9	11%	11	\$19.06	\$39,635.74	High school diploma or equivalent
53-7081	Refuse and Recyclable Material Collectors	335	374	39	12%	51	\$18.93	\$39,370.47	No formal educational credential
11-9031	Education and Childcare Administrators, Preschool and Daycare	78	82	4	5%	6	\$18.88	\$39,260.79	Bachelor's degree
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	268	289	21	8%	28	\$18.81	\$39,128.18	High school diploma or equivalent
41-1011	First-Line Supervisors of Retail Sales Workers	2,076	2,151	76	4%	222	\$18.79	\$39,086.33	High school diploma or equivalent
43-3021	Billing and Posting Clerks	679	726	46	7%	77	\$18.74	\$38,978.27	High school diploma or equivalent
31-9093	Medical Equipment Preparers	98	108	10	10%	13	\$18.67	\$38,829.01	High school diploma or equivalent
43-4199	Information and Record Clerks, All Other	370	396	26	7%	44	\$18.61	\$38,705.51	High school diploma or equivalent
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	151	163	12	8%	19	\$18.59	\$38,674.78	High school diploma or equivalent
43-9061	Office Clerks, General	3,146	3,300	154	5%	383	\$18.57	\$38,620.26	High school diploma or equivalent
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	157	201	43	27%	26	\$18.28	\$38,018.23	High school diploma or equivalent
27-4011	Audio and Video Technicians	62	66	3	6%	7	\$18.23	\$37,916.69	Postsecondary nondegree award

43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,538	2,554	16	1%	267	\$18.21	\$37,869.42	High school diploma or equivalent
27-2099	Miscellaneous Entertainers and Performers, Sports and Related Workers	47	50	3	6%	6	\$18.18	\$37,814.91	No formal educational credential
51-3021	Butchers and Meat Cutters	170	182	12	7%	21	\$18.16	\$37,773.51	No formal educational credential
43-6013	Medical Secretaries and Administrative Assistants	1,080	1,198	119	11%	139	\$18.10	\$37,647.48	High school diploma or equivalent
43-3011	Bill and Account Collectors	304	309	5	2%	34	\$18.09	\$37,625.11	High school diploma or equivalent
27-2022	Coaches and Scouts	264	285	21	8%	41	\$18.08	\$37,602.09	Bachelor's degree
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	78	79	0	1%	8	\$18.04	\$37,513.80	High school diploma or equivalent
47-2141	Painters, Construction and Maintenance	310	325	15	5%	30	\$18.02	\$37,473.84	No formal educational credential
35-3011	Bartenders	710	763	53	8%	125	\$18.02	\$37,472.16	No formal educational credential
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	81	82	0	1%	9	\$17.94	\$37,320.97	High school diploma or equivalent
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	196	206	10	5%	21	\$17.92	\$37,278.42	High school diploma or equivalent
53-7051	Industrial Truck and Tractor Operators	4,405	5,117	711	16%	605	\$17.92	\$37,277.11	No formal educational credential
47-2181	Roofers	69	74	5	7%	7	\$17.90	\$37,232.93	No formal educational credential
31-9095	Pharmacy Aides	77	81	4	6%	10	\$17.89	\$37,215.55	High school diploma or equivalent
47-2061	Construction Laborers	1,636	1,793	157	10%	192	\$17.88	\$37,189.39	No formal educational credential
31-2021	Physical Therapist Assistants	205	241	36	18%	30	\$17.85	\$37,137.51	Associate's degree

47-4098	Miscellaneous Construction and Related Workers	63	67	5	7%	8	\$17.79	\$36,999.37	High school diploma or equivalent
29-2056	Veterinary Technologists and Technicians	164	189	25	15%	18	\$17.70	\$36,807.67	Associate's degree
43-4111	Interviewers, Except Eligibility and Loan	112	126	15	13%	17	\$17.56	\$36,534.55	High school diploma or equivalent
53-3033	Light Truck Drivers	2,973	3,369	396	13%	398	\$17.56	\$36,531.15	High school diploma or equivalent
29-2052	Pharmacy Technicians	883	993	111	13%	91	\$17.53	\$36,470.89	High school diploma or equivalent
51-2041	Structural Metal Fabricators and Fitters	131	130	(2)	(1%)	13	\$17.51	\$36,414.01	High school diploma or equivalent
51-5112	Printing Press Operators	122	123	2	1%	12	\$17.50	\$36,403.45	High school diploma or equivalent
31-9092	Medical Assistants	1,211	1,401	190	16%	166	\$17.48	\$36,357.50	Postsecondary nondegree award
43-5032	Dispatchers, Except Police, Fire, and Ambulance	522	550	28	5%	51	\$17.47	\$36,328.93	High school diploma or equivalent
43-4051	Customer Service Representatives	6,012	6,197	185	3%	765	\$17.37	\$36,122.26	High school diploma or equivalent
49-9098	Helpers--Installation, Maintenance, and Repair Workers	153	167	14	9%	22	\$17.28	\$35,934.90	High school diploma or equivalent
43-3071	Tellers	170	187	17	10%	22	\$17.23	\$35,848.43	High school diploma or equivalent
45-2091	Agricultural Equipment Operators	52	53	1	2%	8	\$17.17	\$35,707.93	No formal educational credential
21-1093	Social and Human Service Assistants	323	366	43	13%	45	\$17.14	\$35,646.66	High school diploma or equivalent
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	71	72	1	1%	8	\$17.13	\$35,632.17	High school diploma or equivalent



51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51	51	0	0%	5	\$17.11	\$35,587.10	High school diploma or equivalent
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	93	98	5	5%	10	\$17.05	\$35,464.35	High school diploma or equivalent
27-4021	Photographers	64	65	1	2%	6	\$17.01	\$35,373.89	High school diploma or equivalent
43-5071	Shipping, Receiving, and Inventory Clerks	1,905	2,055	150	8%	208	\$16.93	\$35,223.78	High school diploma or equivalent
39-9041	Residential Advisors	55	66	11	19%	10	\$16.93	\$35,213.08	High school diploma or equivalent
31-9097	Phlebotomists	65	86	21	32%	11	\$16.91	\$35,171.07	Postsecondary nondegree award
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	89	92	3	3%	9	\$16.88	\$35,117.04	High school diploma or equivalent
35-3031	Waiters and Waitresses	2,888	3,060	172	6%	549	\$16.86	\$35,067.38	No formal educational credential
43-4071	File Clerks	143	144	1	1%	17	\$16.85	\$35,050.73	High school diploma or equivalent
31-1131	Nursing Assistants	1,018	1,177	159	16%	143	\$16.66	\$34,655.19	Postsecondary nondegree award
43-9021	Data Entry Keyers	283	267	(16)	(5%)	28	\$16.63	\$34,600.42	High school diploma or equivalent
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	211	221	11	5%	25	\$16.59	\$34,517.10	High school diploma or equivalent
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	66	76	10	16%	10	\$16.57	\$34,475.06	High school diploma or equivalent
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,655	1,825	170	10%	271	\$16.57	\$34,468.01	High school diploma or equivalent
27-2023	Umpires, Referees, and Other Sports Officials	96	101	5	5%	14	\$16.57	\$34,460.45	High school diploma or equivalent

43-4061	Eligibility Interviewers, Government Programs	353	366	12	4%	34	\$16.55	\$34,423.48	High school diploma or equivalent
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	180	179	(2)	(1%)	16	\$16.50	\$34,324.96	High school diploma or equivalent
29-2053	Psychiatric Technicians	199	212	14	7%	18	\$16.47	\$34,266.67	Postsecondary nondegree award
25-3097	Tutors and Teachers and Instructors, All Other	424	469	45	11%	56	\$16.40	\$34,120.39	Bachelor's degree
51-3092	Food Batchmakers	275	299	25	9%	40	\$16.37	\$34,048.21	High school diploma or equivalent
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	109	111	2	2%	12	\$16.21	\$33,726.83	High school diploma or equivalent
39-9031	Exercise Trainers and Group Fitness Instructors	330	383	53	16%	64	\$16.21	\$33,708.24	High school diploma or equivalent
29-2041	Emergency Medical Technicians and Paramedics	336	374	38	11%	29	\$16.07	\$33,434.32	Postsecondary nondegree award
51-9199	Production Workers, All Other	194	219	25	13%	25	\$15.96	\$33,189.57	High school diploma or equivalent
25-4031	Library Technicians	79	83	4	5%	12	\$15.93	\$33,134.45	Postsecondary nondegree award
39-5094	Skincare Specialists	178	203	26	14%	24	\$15.87	\$33,018.95	Postsecondary nondegree award
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	78	81	2	3%	8	\$15.85	\$32,977.52	High school diploma or equivalent
11-1031	Legislators	90	99	10	11%	8	\$15.79	\$32,835.75	Bachelor's degree
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	157	180	23	14%	28	\$15.74	\$32,735.11	High school diploma or equivalent
43-4151	Order Clerks	271	297	26	10%	36	\$15.73	\$32,722.28	Some college, no degree
29-2057	Ophthalmic Medical Technicians	103	115	12	12%	10	\$15.66	\$32,583.17	Postsecondary nondegree award
43-4171	Receptionists and Information Clerks	1,144	1,265	121	11%	168	\$15.38	\$31,993.36	High school diploma or equivalent
41-9011	Demonstrators and Product Promoters	205	214	9	4%	37	\$15.36	\$31,956.52	No formal educational credential

41-2021	Counter and Rental Clerks	417	428	11	3%	49	\$15.36	\$31,945.65	No formal educational credential
53-7063	Machine Feeders and Offbearers	160	205	45	28%	29	\$15.34	\$31,904.06	No formal educational credential
51-3023	Slaughterers and Meat Packers	248	264	16	6%	30	\$15.17	\$31,544.66	No formal educational credential
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	107	104	(3)	(3%)	15	\$15.09	\$31,381.35	No formal educational credential
51-2098	Miscellaneous Assemblers and Fabricators	1,659	1,607	(52)	(3%)	159	\$15.03	\$31,258.43	High school diploma or equivalent
43-3041	Gambling Cage Workers	89	94	5	6%	11	\$14.98	\$31,157.12	High school diploma or equivalent
51-9111	Packaging and Filling Machine Operators and Tenders	843	912	69	8%	103	\$14.97	\$31,134.52	High school diploma or equivalent
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	11,637	13,428	1,791	15%	1,872	\$14.87	\$30,936.14	No formal educational credential
43-4121	Library Assistants, Clerical	112	117	5	5%	17	\$14.83	\$30,849.62	High school diploma or equivalent
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	261	253	(8)	(3%)	32	\$14.76	\$30,706.60	High school diploma or equivalent
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	776	837	61	8%	97	\$14.73	\$30,647.11	High school diploma or equivalent
51-9198	Helpers--Production Workers	217	240	23	11%	35	\$14.72	\$30,625.93	High school diploma or equivalent
43-5021	Couriers and Messengers	284	331	47	17%	36	\$14.61	\$30,396.85	High school diploma or equivalent
35-2012	Cooks, Institution and Cafeteria	604	637	33	5%	86	\$14.59	\$30,349.21	No formal educational credential
27-1026	Merchandise Displayers and Window Trimmers	384	399	15	4%	37	\$14.59	\$30,343.80	High school diploma or equivalent

41-2022	Parts Salespersons	482	519	38	8%	62	\$14.57	\$30,304.48	No formal educational credential
41-9099	Sales and Related Workers, All Other	213	227	15	7%	28	\$14.56	\$30,291.33	High school diploma or equivalent
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	343	366	24	7%	42	\$14.54	\$30,252.24	No formal educational credential
53-7065	Stockers and Order Fillers	9,740	10,799	1,060	11%	1,426	\$14.53	\$30,230.08	High school diploma or equivalent
31-9094	Medical Transcriptionists	58	58	(0)	(0%)	7	\$14.44	\$30,034.43	Postsecondary nondegree award
51-6031	Sewing Machine Operators	184	194	9	5%	22	\$14.41	\$29,982.80	No formal educational credential
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	54	56	3	5%	6	\$14.27	\$29,671.35	High school diploma or equivalent
41-9041	Telemarketers	104	101	(3)	(3%)	14	\$14.25	\$29,643.89	No formal educational credential
25-2011	Preschool Teachers, Except Special Education	649	688	39	6%	68	\$14.23	\$29,600.81	Associate's degree
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	603	580	(24)	(4%)	87	\$14.23	\$29,595.90	No formal educational credential
33-9032	Security Guards	1,588	1,665	77	5%	213	\$14.23	\$29,594.40	High school diploma or equivalent
53-6031	Automotive and Watercraft Service Attendants	162	172	10	6%	24	\$14.20	\$29,536.87	No formal educational credential
33-9098	School Bus Monitors and Protective Service Workers, All Other	296	325	29	10%	81	\$14.15	\$29,438.96	High school diploma or equivalent
37-3011	Landscaping and Groundskeeping Workers	1,458	1,536	77	5%	191	\$14.12	\$29,376.99	No formal educational credential
51-3011	Bakers	457	480	23	5%	62	\$14.10	\$29,323.46	No formal educational credential
25-3031	Substitute Teachers, Short-Term	777	815	38	5%	91	\$14.08	\$29,288.06	Bachelor's degree

31-2022	Physical Therapist Aides	53	64	11	20%	8	\$14.04	\$29,200.28	High school diploma or equivalent
35-2014	Cooks, Restaurant	2,207	2,562	356	16%	373	\$14.04	\$29,196.81	No formal educational credential
29-2051	Dietetic Technicians	66	71	5	7%	6	\$13.98	\$29,082.44	Associate's degree
49-3091	Bicycle Repairers	69	72	3	4%	8	\$13.94	\$28,994.45	High school diploma or equivalent
49-3093	Tire Repairers and Changers	129	142	13	10%	16	\$13.87	\$28,842.73	High school diploma or equivalent
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,246	2,414	168	7%	317	\$13.65	\$28,393.74	No formal educational credential
41-2012	Gambling Change Persons and Booth Cashiers	48	51	3	6%	9	\$13.62	\$28,328.58	No formal educational credential
51-3099	Food Processing Workers, All Other	106	113	7	6%	11	\$13.51	\$28,110.39	No formal educational credential
31-1132	Orderlies	50	56	6	12%	7	\$13.45	\$27,972.21	High school diploma or equivalent
53-6021	Parking Attendants	327	349	22	7%	52	\$13.39	\$27,847.43	No formal educational credential
39-2021	Animal Caretakers	296	343	47	16%	55	\$13.39	\$27,841.43	High school diploma or equivalent
35-3041	Food Servers, Nonrestaurant	353	390	37	11%	62	\$13.38	\$27,833.15	No formal educational credential
39-9032	Recreation Workers	717	774	57	8%	123	\$13.35	\$27,769.65	High school diploma or equivalent
25-9045	Teaching Assistants, Except Postsecondary	2,115	2,220	105	5%	226	\$13.20	\$27,462.77	Some college, no degree
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,297	1,377	80	6%	167	\$13.16	\$27,380.04	Postsecondary nondegree award
51-6011	Laundry and Dry-Cleaning Workers	267	283	17	6%	36	\$13.09	\$27,236.50	No formal educational credential

35-2015	Cooks, Short Order	375	382	7	2%	50	\$12.95	\$26,939.17	No formal educational credential
41-2031	Retail Salespersons	7,031	7,342	312	4%	1,003	\$12.94	\$26,905.32	No formal educational credential
53-7064	Packers and Packers, Hand	2,275	2,455	180	8%	337	\$12.87	\$26,767.56	No formal educational credential
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	238	256	18	7%	63	\$12.84	\$26,711.06	No formal educational credential
35-2021	Food Preparation Workers	1,238	1,323	85	7%	220	\$12.80	\$26,628.75	No formal educational credential
43-4081	Hotel, Motel, and Resort Desk Clerks	95	86	(9)	(9%)	14	\$12.76	\$26,550.34	High school diploma or equivalent
31-1128	Home Health and Personal Care Aides	4,264	4,999	735	17%	751	\$12.76	\$26,536.58	High school diploma or equivalent
39-9098	Crematory Operators and Personal Care and Service Workers, All Other	130	145	15	12%	21	\$12.71	\$26,437.35	High school diploma or equivalent
53-7061	Cleaners of Vehicles and Equipment	811	868	57	7%	117	\$12.70	\$26,417.69	No formal educational credential
41-2011	Cashiers	5,400	5,450	51	1%	937	\$12.68	\$26,377.02	No formal educational credential
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	66	56	(10)	(15%)	7	\$12.63	\$26,267.08	No formal educational credential
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	633	672	39	6%	110	\$12.61	\$26,236.38	No formal educational credential
33-9091	Crossing Guards and Flaggers	197	209	12	6%	36	\$12.60	\$26,202.07	No formal educational credential
35-9021	Dishwashers	660	693	33	5%	106	\$12.59	\$26,185.97	No formal educational credential
37-2012	Maids and Housekeeping Cleaners	1,249	1,328	79	6%	176	\$12.59	\$26,185.91	No formal educational credential

39-9011	Childcare Workers	1,550	1,614	63	4%	231	\$12.59	\$26,181.15	High school diploma or equivalent
53-3031	Driver/Sales Workers	1,066	1,168	102	10%	133	\$12.55	\$26,109.78	High school diploma or equivalent
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	659	702	43	6%	150	\$12.50	\$26,002.63	No formal educational credential
35-3023	Fast Food and Counter Workers	4,501	5,282	780	17%	1,037	\$12.46	\$25,924.75	No formal educational credential
39-3031	Ushers, Lobby Attendants, and Ticket Takers	65	62	(3)	(4%)	15	\$12.37	\$25,731.27	No formal educational credential
39-3091	Amusement and Recreation Attendants	328	345	16	5%	74	\$12.37	\$25,729.98	No formal educational credential
39-5092	Manicurists and Pedicurists	273	327	54	20%	41	\$12.30	\$25,594.25	Postsecondary nondegree award
51-6021	Pressers, Textile, Garment, and Related Materials	113	110	(3)	(3%)	12	\$12.22	\$25,423.76	No formal educational credential
39-3011	Gambling Dealers	256	271	15	6%	41	\$12.21	\$25,386.49	High school diploma or equivalent
35-2011	Cooks, Fast Food	2,297	2,290	(7)	(0%)	299	\$12.20	\$25,376.99	No formal educational credential
27-2021	Athletes and Sports Competitors	163	169	7	4%	25	\$12.03	\$25,020.39	No formal educational credential
39-5011	Barbers	63	69	6	9%	8	\$10.32	\$21,459.52	Postsecondary nondegree award

# Appendix A - Regions

Code	Description
85033	Phoenix, AZ (in Maricopa county)
85035	Phoenix, AZ (in Maricopa county)
85037	Phoenix, AZ (in Maricopa county)
85043	Phoenix, AZ (in Maricopa county)
85305	Glendale, AZ (in Maricopa county)
85307	Glendale, AZ (in Maricopa county)
85309	Luke Air Force Base, AZ (in Maricopa county)
85322	Arlington, AZ (in Maricopa county)
85323	Avondale, AZ (in Maricopa county)
85326	Buckeye, AZ (in Maricopa county)
85335	El Mirage, AZ (in Maricopa county)
85337	Gila Bend, AZ (in Maricopa county)
85338	Goodyear, AZ (in Maricopa county)
85340	Litchfield Park, AZ (in Maricopa county)
85353	Tolleson, AZ (in Maricopa county)
85354	Tonopah, AZ (in Maricopa county)
85355	Waddell, AZ (in Maricopa county)
85361	Wittmann, AZ (in Maricopa county)
85374	Surprise, AZ (in Maricopa county)
85375	Sun City West, AZ (in Maricopa county)
85379	Surprise, AZ (in Maricopa county)
85388	Surprise, AZ (in Maricopa county)
85392	Avondale, AZ (in Maricopa county)
85395	Goodyear, AZ (in Maricopa county)
85396	Buckeye, AZ (in Maricopa county)



# Appendix B - Data Sources and Calculations

## Occupation Data

Emsi occupation employment data are based on final Emsi industry data and final Emsi staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates are also affected by county-level Emsi earnings by industry.

## State Data Sources

This report uses state data from the following agencies: Arizona Commerce Authority