

State of the Workforce - 2009

It is the intent of the State of the Workforce Publication to provide a snapshot of workforce issues influencing the South Central Region of Michigan. This region is inclusive of the counties of Hillsdale, Jackson and Lenawee counties. The counties represent areas ranging from urban to rural. The region has been greatly impacted by the downturn in automotive production as a majority of the manufacturing base has had ties to first and second tier of automotive component production. The region consists of a regional presence of a community college and a number of Liberal Arts based post secondary state and private institutions as well as a wide variety of training and proprietary schools. One of the identified strengths of the region is the high quality of life environment enjoyed by regional residents supported by the majority of a semi rural area as well as numerous lakes lending the area ideal for outdoor sports and recreational enthusiasts.

The information contained within the State of the Workforce publication is intended to represent the region as a whole and the workforce that comprises the tri-county area. This information will be updated periodically in order to provide the most contemporary information as is possible. The data used to compile this report is primarily ascertained from State Labor Market Information and data sources with which South Central Michigan Works! subscribes.

The 2009 release of the State of the Workforce is being created in a “green conscious-user friendly” format for its audience. It is the intent of South Central Michigan Works! to supply as current information as is possible. Additionally, we will be incorporating additional source data into the quarterly reporting of the State of the Workforce to include projections for the region. With the revision of the delivery method, we are moving cautiously to assure that the product remains a valuable and assistive tool, thus at the moment it is a work in progress. We respectfully request that you check back often to review the progress that we make and please relate your suggestions and recommendations as to the type and form of data that you would find helpful. We look forward to your continued association.

Data Sources & Calculations

Occupational Data: Organizing regional employment information by occupation provides a workforce-oriented view of the regional economy. EMSI's occupation data are based on EMSI's industry data and regional staffing patterns taken from the Occupational Employment Statistics program (U.S. Bureau of Labor Statistics). Wage information is partially derived from the American Community Survey. The occupation-to-program (SOC-to-CIP) crosswalk is based on one from the U.S. Department of Education, with customizations by EMSI.

Industry Data: In order to capture a complete picture of industry employment, EMSI basically combines covered employment data from Quarterly Census of Employment and Wages (QCEW) produced by the Department of Labor with total employment data in Regional Economic Information System (REIS) published by the Bureau of Economic Analysis (BEA), augmented with County Business Patterns (CBP) and Nonemployer Statistics (NES) published by the U.S. Census Bureau. Projections are based on the latest available EMSI industry data. 15-year past local trends in each industry, growth rates in statewide and (where available) sub-state area industry projections published by individual state agencies, and (in part) growth rates in national projections from the Bureau of Labor Statistics.

State Data Sources: This report uses state data from the following agencies: Michigan Department of Labor and Economic Growth, Bureau of Labor Market Information and Strategic Initiatives.

Largest Occupations

Description	2008 Jobs	2009 Jobs	Change	% Change	2009 Median Hourly Earnings
Sales and related occupations	17,344	16,582	-762	-4%	\$11.04
Office and administrative support occupations	17,322	16,730	-592	-3%	\$12.90
Production occupations	14,039	12,163	-1,876	-13%	\$14.51
Management occupations	12,422	12,423	1	0%	\$16.41
Food preparation and serving related occupations	9,143	8,855	-288	-3%	\$8.71
Education, training, and library occupations	8,758	8,559	-199	-2%	\$26.13
Transportation and material moving occupations	7,515	7,002	-513	-7%	\$12.37
Construction and extraction occupations	5,843	5,377	-466	-8%	\$14.23
Healthcare practitioners and technical occupations	5,689	5,639	-50	-1%	\$27.24
Building and grounds cleaning and maintenance occupations	5,425	5,261	-164	-3%	\$9.43
Personal care and service occupations	5,036	4,944	-92	-2%	\$8.26
Business and financial operations occupations	4,778	4,594	-184	-4%	\$18.46
Installation, maintenance, and repair occupations	4,675	4,317	-358	-8%	\$16.94
Healthcare support occupations	3,786	3,803	17	0%	\$11.79
Protective service occupations	2,878	2,920	42	1%	\$21.25
Arts, design, entertainment, sports, and media occupations	2,676	2,545	-131	-5%	\$11.31
Community and social services occupations	2,515	2,499	-16	-1%	\$16.20
Architecture and engineering occupations	2,252	2,042	-210	-9%	\$25.44
Computer and mathematical science occupations	1,339	1,281	-58	-4%	\$21.85
Life, physical, and social science occupations	1,049	1,015	-34	-3%	\$20.77

Fastest Growing Occupations

Description	2008 Jobs	2009 Jobs	Growth	Growth %	2009 Median Hourly Earnings
Protective service occupations	2,878	2,920	42	1%	\$21.25
Healthcare support occupations	3,786	3,803	17	0%	\$11.79
Military Occupations	553	568	15	3%	\$8.28
Management occupations	12,422	12,423	1	0%	\$16.41
Farming, fishing, and forestry occupations	805	792	-13	-2%	\$9.75
Community and social services occupations	2,515	2,499	-16	-1%	\$16.20
Life, physical, and social science occupations	1,049	1,015	-34	-3%	\$20.77
Legal occupations	583	547	-36	-6%	\$21.26
Healthcare practitioners and technical occupations	5,689	5,639	-50	-1%	\$27.24
Computer and mathematical science occupations	1,339	1,281	-58	-4%	\$21.85
Personal care and service occupations	5,036	4,944	-92	-2%	\$8.26
Arts, design, entertainment, sports, and media occupations	2,676	2,545	-131	-5%	\$11.31
Building and grounds cleaning and maintenance occupations	5,425	5,261	-164	-3%	\$9.43
Business and financial operations occupations	4,778	4,594	-184	-4%	\$18.46
Education, training, and library occupations	8,758	8,559	-199	-2%	\$26.13
Architecture and engineering occupations	2,252	2,042	-210	-9%	\$25.44
Food preparation and serving related occupations	9,143	8,855	-288	-3%	\$8.71
Installation, maintenance, and repair occupations	4,675	4,317	-358	-8%	\$16.94
Construction and extraction occupations	5,843	5,377	-466	-8%	\$14.23
Transportation and material moving occupations	7,515	7,002	-513	-7%	\$12.37

Most Competitive Occupations

Description	Job Change	Occ Mix Effect	Nat Growth Effect	Expected Change	Competitive Effect	2009 Median Hourly Earnings
Management occupations	1	219	-282	-63	64	\$16.41
Protective service occupations	42	57	-65	-8	50	\$21.25
Military Occupations	15	17	-13	5	10	\$8.28
Building and grounds cleaning and maintenance occupations	-164	-43	-123	-166	1	\$9.43
Farming, fishing, and forestry occupations	-13	12	-18	-6	-6	\$9.75
Construction and extraction occupations	-466	-309	-133	-442	-24	\$14.23
Healthcare support occupations	17	127	-86	41	-25	\$11.79
Legal occupations	-36	4	-13	-9	-27	\$21.26
Community and social services occupations	-16	76	-57	19	-35	\$16.20
Life, physical, and social science occupations	-34	26	-24	3	-36	\$20.77
Computer and mathematical science occupations	-58	18	-30	-12	-45	\$21.85
Arts, design, entertainment, sports, and media occupations	-131	18	-61	-42	-88	\$11.31
Business and financial operations occupations	-184	17	-109	-91	-93	\$18.46
Healthcare practitioners and technical occupations	-50	185	-129	56	-107	\$27.24
Personal care and service occupations	-92	136	-114	22	-113	\$8.26
Architecture and engineering occupations	-210	-31	-51	-82	-127	\$25.44
Office and administrative support occupations	-592	-61	-393	-454	-137	\$12.90
Transportation and material moving occupations	-513	-181	-171	-352	-161	\$12.37
Installation, maintenance, and repair occupations	-358	-79	-106	-185	-173	\$16.94
Food preparation and serving related occupations	-288	124	-208	-84	-205	\$8.71

Top Occupations Location Quotients

Description	2008 Jobs	2009 Jobs	% Change	2008 LQ	2009 LQ	% Change LQ	2009 Median Hourly Earnings
Production occupations	14,039	12,163	-13%	1.73	1.65	-5%	\$14.51
Community and social services occupations	2,515	2,499	-1%	1.28	1.29	1%	\$16.20
Management occupations	12,422	12,423	0%	1.22	1.25	3%	\$16.41
Healthcare support occupations	3,786	3,803	0%	1.18	1.20	2%	\$11.79
Education, training, and library occupations	8,758	8,559	-2%	1.16	1.16	-1%	\$26.13
Protective service occupations	2,878	2,920	1%	1.16	1.20	4%	\$21.25
Personal care and service occupations	5,036	4,944	-2%	1.08	1.07	-0%	\$8.26
Architecture and engineering occupations	2,252	2,042	-9%	1.05	1.01	-4%	\$25.44
Food preparation and serving related occupations	9,143	8,855	-3%	1.01	1.01	-0%	\$8.71
Building and grounds cleaning and maintenance occupations	5,425	5,261	-3%	1.00	1.02	2%	\$9.43
Sales and related occupations	17,344	16,582	-4%	0.99	0.99	0%	\$11.04
Installation, maintenance, and repair occupations	4,675	4,317	-8%	0.96	0.94	-2%	\$16.94
Healthcare practitioners and technical occupations	5,689	5,639	-1%	0.95	0.95	0%	\$27.24
Transportation and material moving occupations	7,515	7,002	-7%	0.91	0.91	-0%	\$12.37
Office and administrative support occupations	17,322	16,730	-3%	0.88	0.89	1%	\$12.90
Farming, fishing, and forestry occupations	805	792	-2%	0.85	0.87	1%	\$9.75
Construction and extraction occupations	5,843	5,377	-8%	0.81	0.83	2%	\$14.23
Life, physical, and social science occupations	1,049	1,015	-3%	0.78	0.77	-1%	\$20.77
Arts, design, entertainment, sports, and media occupations	2,676	2,545	-5%	0.74	0.73	-1%	\$11.31
Business and financial operations occupations	4,778	4,594	-4%	0.72	0.72	0%	\$18.46

2009 Jobs, Earnings, Sales

Manufacturing remains as the major earning industry to the region and also holds as the dominant employment provider to the region.

Description	Jobs	Earnings(K)	Sales(K)	EPW(K)
Agriculture, forestry, fishing and hunting	6,081	\$133,626	\$737,919	\$22
Mining	182	\$6,546	\$24,581	\$36
Utilities	1,408	\$287,345	\$1,602,993	\$204
Construction	6,658	\$221,548	\$491,703	\$33
Manufacturing	16,476	\$1,099,932	\$5,406,235	\$67
Wholesale trade	2,716	\$151,135	\$383,807	\$56
Retail trade	15,935	\$377,277	\$942,873	\$24
Transportation and warehousing	3,882	\$253,262	\$533,923	\$65
Information	1,258	\$40,823	\$210,546	\$32
Finance and insurance	3,897	\$182,372	\$585,443	\$47
Real estate and rental and leasing	4,642	\$125,355	\$664,813	\$27
Professional and technical services	4,464	\$165,869	\$319,963	\$37
Management of companies and enterprises	495	\$36,342	\$76,115	\$73
Administrative and waste services	8,244	\$211,799	\$461,302	\$26
Educational services	4,767	\$119,644	\$197,182	\$25
Health care and social assistance	14,913	\$600,947	\$1,133,812	\$40
Arts, entertainment, and recreation	2,077	\$26,679	\$64,481	\$13
Accommodation and food services	8,262	\$115,216	\$340,347	\$14
Other services, except public administration	7,881	\$148,150	\$387,555	\$19
Government	16,220	\$781,848	\$1,630,319	\$48
	130,457	\$5,085,716	\$16,195,911	\$39

Non-Standard Industries	Sales(K)
Consumption	\$6,833,982
Investment	\$1,436,575

2009 Median Hourly Earnings

Area	Median Hourly Earnings
Region	\$14.92
State	\$17.83
Nation	\$17.38

2009 Regional Unemployment

Period	% Unemployed
January	13.85%
February	14.12%
Average Unemployment	13.98%

2009 Population with Some College Education

Area	Population	% of 25+ Cohort
Region	113,284	53.03%
State	3,916,171	57.96%
Nation	116,217,105	57.21%

2009 Population with Postgraduate Education

Area	Population	% of 25+ Cohort
Region	12,898	6.04%
State	641,887	9.5%
Nation	21,176,353	10.42%

As can be noted from the tables provided, the South Central region lags slightly behind the state and nation in population identified as having some college educational experience. More notable, is the far greater gap of individuals within the region having completed a postgraduate education. This lack of educational attainment impacts the region in its ability to attract and maintain emerging business opportunities. Further, it denotes that skill set requirements are being satisfied from outside of the area which indicates a gap in the supply and demand for workforce needs. A consideration may be made as to the ability of the regional postsecondary educational institutions to supply the programmatic options that would support the continuation of education to meet the area skill gaps when reviewing this educational level evaluation in conjunction with growth industry

Best Industries to Meet Regional Requirements

Description	\$ Required(K)	\$ Satisfied in Region(K)	Difference(K)	In Region
Petroleum refineries	\$392,148	\$47,360	\$344,788	Yes
Managing offices	\$263,415	\$41,777	\$221,638	Yes
Commercial banking	\$222,207	\$47,457	\$174,750	Yes
Offices of lawyers	\$138,349	\$22,381	\$115,968	Yes
Crude petroleum and natural gas extraction	\$118,571	\$9,125	\$109,446	Yes
Offices of physicians, except mental health	\$288,673	\$180,170	\$108,504	Yes
All other basic organic chemical mfg.	\$111,382	\$6,353	\$105,029	Yes
Full-service restaurants	\$198,298	\$99,377	\$98,921	Yes
Direct property and casualty insurers	\$116,802	\$20,159	\$96,643	Yes
Hotels and motels, except casino hotels	\$109,735	\$17,910	\$91,825	Yes

Fastest Growing Industries

Description	2008 Jobs	2009 Jobs	Growth	Growth %
Agriculture	5,103	5,599	496	10%
Warehouse Clubs and Supercenters	1,862	2,076	214	11%
All Other Support Services	717	928	211	29%
Security Guards and Patrol Services	389	467	78	20%
Private Households	1,445	1,520	75	5%
Document Preparation Services	465	530	65	14%
Showcase, Partition, Shelving, and Locker Manufacturing	368	423	55	15%
Food Service Contractors	624	678	54	9%
Home Health Care Services	1,000	1,050	50	5%
Colleges, Universities, and Professional Schools	3,811	3,858	47	1%

Industries with Top Regional Competitiveness

Description	Job Change	Ind Mix Effect	Nat Growth Effect	Expected Change	Competitive Effect
Temporary Help Services	-168	-410	-52	-462	294
All Other Support Services	211	8	-16	-9	219
Warehouse Clubs and Supercenters	214	96	-42	53	160
Showcase, Partition, Shelving, and Locker Manufacturing	55	-52	-8	-60	115
Document Preparation Services	65	-13	-11	-23	88
Security Guards and Patrol Services	78	5	-9	-4	82
Fluid Power Valve and Hose Fitting Manufacturing	28	-39	-12	-50	78

Top Multiplier Effects

The identified chart denotes industries with advantages to the region, however, those identified as not residing in region indicates final production is completed outside this not maximizing full multiplier impact.

Description	Sales Multiplier	In Region
Animal, except poultry, slaughtering	1.97	Yes
Meat processed from carcasses	1.97	Yes
Soybean processing	1.96	No
Other oilseed processing	1.96	No
Cheese manufacturing	1.92	Yes
Rendering and meat byproduct processing	1.91	No
Beet sugar manufacturing	1.80	No
Fluid milk manufacturing	1.75	No
Creamery butter manufacturing	1.75	No
Wet corn milling	1.74	No

Fastest Growing Location Quotients

Description	Size (Jobs)	1 Yr % Change LQ	Current LQ
Fluid Power Valve and Hose Fitting Manufacturing	540	333%	20.46
Abrasive Product Manufacturing	190	319%	26.97
Showcase, Partition, Shelving, and Locker Manufacturing	423	312%	10.80
Ethyl Alcohol Manufacturing	15	206%	2.13
Adhesive Manufacturing	73	187%	4.49
Broom, Brush, and Mop Manufacturing	48	181%	5.45
Aluminum Extruded Product Manufacturing	419	165%	24.37
Rolled Steel Shape Manufacturing	30	152%	1.88
Metal Heat Treating	90	137%	6.55
Machine Tool (Metal Forming Types) Manufacturing	159	122%	15.67

Industry Size and Growth

Description	2008 Jobs	2009 Jobs	Growth	% Growth	2009 EPW
Agriculture, natural resources, and mining	5,780	6,263	483	8%	\$22,380
Construction	7,247	6,658	-589	-8%	\$33,277
Manufacturing	19,216	16,476	-2,740	-14%	\$66,760
Trade, transportation, and utilities	25,212	23,942	-1,270	-5%	\$44,651
Information	1,271	1,258	-13	-1%	\$32,456
Financial activities	9,064	8,538	-526	-6%	\$36,042
Professional and business services	13,417	13,202	-215	-2%	\$31,359
Education and health services	19,678	19,680	2	0%	\$36,616
Leisure and hospitality	10,790	10,339	-451	-4%	\$13,724
Other services	8,029	7,881	-148	-2%	\$18,799
Government	16,720	16,220	-500	-3%	\$48,202
	136,424	130,457	-5,966	-4%	

2008 Industrial Makeup

Description	2008 Regional Jobs	% Regional Jobs	2008 State Jobs	% State Jobs
Agriculture, natural resources, and mining	5,780	4.2%	103,852	2%
Construction	7,247	5.3%	271,270	5.1%
Manufacturing	19,216	14.1%	601,915	11.4%
Trade, transportation, and utilities	25,212	18.5%	952,565	18%
Information	1,271	0.9%	73,996	1.4%
Financial activities	9,064	6.6%	418,942	7.9%
Professional and business services	13,417	9.8%	766,901	14.5%
Education and health services	19,678	14.4%	736,518	13.9%
Leisure and hospitality	10,790	7.9%	459,793	8.7%
Other services	8,029	5.9%	262,448	5%
Government	16,720	12.3%	632,455	12%

Fastest Changing Occupations

Description	Change
Farmers and ranchers	404
Team assemblers	-310
Retail salespersons	-158
Truck drivers, heavy and tractor-trailer	-125
Assemblers and fabricators, all other	-122
Office clerks, general	-115
Sales representatives, wholesale and manufacturing, except technical and scientific products	-114
Laborers and freight, stock, and material movers, hand	-108
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	-105
First-line supervisors/managers of production and operating workers	-105

Description	% Change
Petroleum pump system operators, refinery operators, and gaugers	-31%
Paper goods machine setters, operators, and tenders	-28%
Semiconductor processors	28%
Camera operators, television, video, and motion picture	28%
Engine and other machine assemblers	-26%
Forging machine setters, operators, and tenders, metal and plastic	-25%
Electromechanical equipment assemblers	-24%
Locksmiths and safe repairers	23%
Textile winding, twisting, and drawing out machine setters, operators, and tenders	-23%
Coil winders, tapers, and finishers	-23%

Occupational Makeup

Description	2008 Jobs	2009 Jobs	Change	% Change	% of Industry
Retail salespersons	4,548	4,390	-158	-3%	3%
Farmers and ranchers	3,538	3,942	404	11%	3%
Office clerks, general	2,896	2,781	-115	-4%	2%
Cashiers, except gaming	2,628	2,572	-56	-2%	2%
Combined food preparation and serving workers, including fast food	2,258	2,162	-96	-4%	2%
Child care workers	2,108	2,088	-20	-1%	2%
First-line supervisors/managers of retail sales workers	2,078	2,002	-76	-4%	2%
Postsecondary teachers	1,923	1,927	4	0%	1%
Secretaries, except legal, medical, and executive	1,843	1,767	-76	-4%	1%
Team assemblers	1,807	1,497	-310	-17%	1%
Maids and housekeeping cleaners	1,641	1,649	8	1%	1%
Janitors and cleaners, except maids and housekeeping cleaners	1,636	1,560	-76	-5%	1%
Nursing aides, orderlies, and attendants	1,596	1,575	-21	-1%	1%
Waiters and waitresses	1,539	1,497	-42	-3%	1%
Truck drivers, heavy and tractor-trailer	1,497	1,372	-125	-8%	1%
Stock clerks and order fillers	1,473	1,416	-57	-4%	1%
Bookkeeping, accounting, and auditing clerks	1,451	1,389	-62	-4%	1%
Laborers and freight, stock, and material movers, hand	1,438	1,330	-108	-8%	1%
Elementary school teachers, except special education	1,399	1,355	-44	-3%	1%
Registered nurses	1,398	1,377	-21	-2%	1%

Selected Occupations with Programs

Name	2008 Jobs	2009 Jobs	Change	Education Level	Hourly Earnings
Supervisors, farming, fishing, and forestry workers	49	47	-2	Work experience in a related field	\$16.66
Agricultural inspectors	17	17	0	Work experience in a related field	\$11.31
Animal breeders	16	17	1	Short-term on-the-job training	\$8.41
Graders and sorters, agricultural products	44	43	-1	Work experience in a related field	\$8.52
Agricultural equipment operators	53	53	0	Moderate-term on-the-job training	\$8.33
Farmworkers and laborers, crop, nursery, and greenhouse	437	431	-6	Short-term on-the-job training	\$9.20
Farmworkers, farm and ranch animals	62	62	0	Short-term on-the-job training	\$9.11
Agricultural workers, all other	27	28	1	Short-term on-the-job training	\$9.94
Fishers and related fishing workers	32	32	0	Moderate-term on-the-job training	\$7.40
Forest and conservation workers	17	17	0	Moderate-term on-the-job training	\$10.77
Fallers	15	14	-1	Moderate-term on-the-job training	\$11.61
Logging equipment operators	12	11	-1	Moderate-term on-the-job training	\$12.96
Log graders and scalers	12	11	-1	Moderate-term on-the-job training	\$12.98
Logging workers, all other	11	10	-1	Moderate-term on-the-job training	\$13.36
First-line supervisors/managers of construction trades and extraction workers	756	696	-60	Work experience in a related field	\$15.06
Boilermakers	5	5	0	Long-term on-the-job training	\$20.07
Brickmasons and blockmasons	61	56	-5	Long-term on-the-job training	\$13.99
Stonemasons	41	37	-4	Long-term on-the-job training	\$10.41
Carpenters	1,128	1,047	-81	Long-term on-the-job training	\$11.74
Carpet installers	50	46	-4	Moderate-term on-the-job training	\$13.42
Floor layers, except carpet, wood, and hard tiles	37	34	-3	Moderate-term on-the-job training	\$10.94
Floor sanders and finishers	35	33	-2	Moderate-term on-the-job training	\$10.87
Tile and marble setters	91	84	-7	Long-term on-the-job training	\$14.01
Cement masons and concrete finishers	72	64	-8	Moderate-term on-the-job training	\$14.50
Terrazzo workers and finishers	13	12	-1	Long-term on-the-job training	\$12.51
Construction laborers	1,076	982	-94	Moderate-term on-the-job training	\$12.82
Paving, surfacing, and tamping equipment operators	41	35	-6	Moderate-term on-the-job training	\$15.53

Pile-driver operators	34	30	-4	Moderate-term on-the-job training	\$10.85
Operating engineers and other construction equipment operators	216	193	-23	Moderate-term on-the-job training	\$17.06
Drywall and ceiling tile installers	59	56	-3	Moderate-term on-the-job training	\$11.12
Tapers	47	44	-3	Moderate-term on-the-job training	\$11.52
Electricians	521	470	-51	Long-term on-the-job training	\$20.44
Glaziers	28	25	-3	Long-term on-the-job training	\$15.01
Insulation workers, floor, ceiling, and wall	15	14	-1	Moderate-term on-the-job training	\$11.80
Insulation workers, mechanical	12	12	0	Moderate-term on-the-job training	\$14.39
Painters, construction and maintenance	403	372	-31	Moderate-term on-the-job training	\$10.69
Paperhangers	14	12	-2	Moderate-term on-the-job training	\$10.47
Pipelayers	70	64	-6	Moderate-term on-the-job training	\$10.25
Plumbers, pipefitters, and steamfitters	315	294	-21	Long-term on-the-job training	\$21.42
Plasterers and stucco masons	16	15	-1	Long-term on-the-job training	\$11.42
Reinforcing iron and rebar workers	7	6	-1	Long-term on-the-job training	\$19.19
Roofers	103	98	-5	Moderate-term on-the-job training	\$11.21
Sheet metal workers	61	56	-5	Long-term on-the-job training	\$18.18
Structural iron and steel workers	27	25	-2	Long-term on-the-job training	\$18.95
Helpers, brickmasons, blockmasons, stonemasons, and tile and marble setters	17	15	-2	Short-term on-the-job training	\$12.70
Helpers, carpenters	38	36	-2	Short-term on-the-job training	\$11.30
Helpers, electricians	26	24	-2	Short-term on-the-job training	\$10.79
Helpers, painters, paperhangers, plasterers, and stucco masons	8	7	-1	Short-term on-the-job training	\$9.82
Helpers, pipelayers, plumbers, pipefitters, and steamfitters	17	17	0	Short-term on-the-job training	\$10.90
Helpers, roofers	9	10	1	Short-term on-the-job training	\$10.52
Helpers, construction trades, all other	22	20	-2	Short-term on-the-job training	\$10.92
Construction and building inspectors	86	80	-6	Work experience in a related field	\$16.19
Elevator installers and repairers	7	7	0	Long-term on-the-job training	\$22.97
Fence erectors	14	13	-1	Moderate-term on-the-job training	\$9.95
Hazardous materials removal workers	21	22	1	Moderate-term on-the-job training	\$15.27
Highway maintenance workers	77	74	-3	Moderate-term on-the-job training	\$18.27

Rail-track laying and maintenance equipment operators	1	1	0	Moderate-term on-the-job training	\$15.49
Septic tank servicers and sewer pipe cleaners	29	28	-1	Moderate-term on-the-job training	\$14.18
Segmental pavers	5	4	-1	Moderate-term on-the-job training	\$10.40
Construction and related workers, all other	59	55	-4	Moderate-term on-the-job training	\$15.72
Derrick operators, oil and gas	3	3	0	Moderate-term on-the-job training	\$13.80
Rotary drill operators, oil and gas	5	5	0	Moderate-term on-the-job training	\$15.38
Service unit operators, oil, gas, and mining	4	3	-1	Moderate-term on-the-job training	\$13.30
Earth drillers, except oil and gas	16	14	-2	Moderate-term on-the-job training	\$15.75
Explosives workers, ordnance handling experts, and blasters	1	1	0	Moderate-term on-the-job training	\$19.39
Continuous mining machine operators	3	3	0	Moderate-term on-the-job training	\$18.69
Mine cutting and channeling machine operators	2	2	0	Moderate-term on-the-job training	\$19.13
Mining machine operators, all other	2	2	0	Moderate-term on-the-job training	\$19.56
Rock splitters, quarry	3	3	0	Moderate-term on-the-job training	\$11.97
Roof bolters, mining	3	2	-1	Moderate-term on-the-job training	\$12.60
Roustabouts, oil and gas	3	3	0	Moderate-term on-the-job training	\$13.09
Helpers, extraction workers	5	5	0	Short-term on-the-job training	\$12.91
Extraction workers, all other	4	4	0	Moderate-term on-the-job training	\$12.40

Top Programs for Selected Occupations

Program Name	Number of Occurrences
Construction Trades, Other	14
Construction/Heavy Equipment/Earthmoving Equipment Operation	11
Forest Resources Production and Management	5
Mason/Masonry	5
Plumbing Technology/Plumber	5
Painting/Painter and Wall Coverer	4
Well Drilling/Driller	4
Concrete Finishing/Concrete Finisher	4
Glazier	3
Electrician	3