

2025-2026 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 17 - Polk County

Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$18.31/hour and Entry Wage of \$14.88/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$28.67/hour and Entry Wage of \$18.31/hour

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC Training Code	In Targeted Industry?	Qualifying Level***
			Annual	Annual	2024 Hourly Wage		Annual	Annual	2024 Hourly Wage				
			% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry			
132011	HSHW	Accountants and Auditors	0.96	211	38.41	25.65	0.70	9,113	42.00	25.92	6	Yes	R
272011		Actors	N/A	N/A	N/A	N/A	0.79	1,702	25.03	16.16	3	No	S
113012	HSHW	Administrative Services Managers	0.68	28	49.99	27.93	0.66	1,021	49.49	25.68	6	Yes	N
173011	HSHW	Architectural and Civil Drafters	1.66	26	29.02	19.39	1.15	904	30.12	20.33	5	Yes	S
271011	HSHW	Art Directors	1.19	9	45.36	27.13	0.53	507	47.65	26.29	6	Yes	N
493023		Automotive Service Technicians and Mechanics	0.76	196	24.89	15.63	0.63	5,620	25.53	16.25	4	No	R
433031		Bookkeeping, Accounting, and Auditing Clerks	-0.15	363	23.53	16.57	0.73	15,667	24.42	17.26	3	Yes	S
493031		Bus and Truck Mechanics and Diesel Engine Specialists	0.71	73	28.21	21.04	0.59	1,272	30.01	21.21	4	Yes	R
131199	HSHW	Business Operations Specialists, All Other	1.00	126	38.05	20.17	0.80	6,273	44.42	23.16	6	Yes	R
131020	HSHW	Buyers and Purchasing Agents	-0.49	70	34.01	21.42	0.55	3,074	37.40	22.92	6	Yes	S
472031		Carpenters	1.44	183	22.46	16.88	0.76	6,387	24.13	18.09	4	No	R
351011		Chefs and Head Cooks	0.71	33	26.42	15.77	0.73	2,101	30.07	16.58	5	No	R
211021		Child, Family, and School Social Workers	0.33	24	24.38	17.71	0.89	1,350	27.28	19.68	6	No	S
172051	HSHW	Civil Engineers	1.28	27	48.89	31.65	0.94	1,234	50.88	30.17	6	Yes	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	N/A	N/A	N/A	N/A	0.90	2,512	35.67	23.51	3	Yes	S
292010		Clinical Laboratory Technologists and Technicians	0.68	31	26.74	17.14	0.38	1,978	29.29	18.07	5	No	R
211094		Community Health Workers	0.81	3	22.69	17.37	1.08	265	24.20	17.28	6	No	N
211099		Community and Social Service Specialists, All Other	1.00	14	25.79	18.70	0.69	775	28.09	19.25	6	No	N
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.15	19	31.28	21.14	0.94	607	34.18	21.50	6	Yes	S
131041	HSHW	Compliance Officers	1.13	50	34.93	21.30	0.63	2,882	38.27	22.20	6	Yes	R
151241	HSHW	Computer Network Architects	N/A	N/A	N/A	N/A	1.34	554	63.74	42.43	6	Yes	S
151231	HSHW	Computer Network Support Specialists	1.28	19	32.98	21.93	1.11	1,037	36.99	24.37	5	Yes	S
151299	HSHW	Computer Occupations, All Other	1.69	29	39.51	19.75	1.23	1,497	49.66	24.79	6	Yes	S
151251	HSHW	Computer Programmers	N/A	N/A	N/A	N/A	1.41	552	49.30	29.19	6	Yes	S
151211	HSHW	Computer Systems Analysts	1.15	66	46.34	31.61	1.31	2,544	51.27	32.30	6	Yes	R
151232	HSHW	Computer User Support Specialists	0.70	96	29.26	19.79	1.28	4,078	30.00	19.66	4	Yes	R
113021	HSHW	Computer and Information Systems Managers	1.90	43	77.33	50.19	1.23	1,978	82.23	52.56	6	Yes	R
492011		Computer, Automated Teller, and Office Machine Repairers	0.50	13	20.94	16.93	0.83	654	22.69	17.38	4	Yes	S
119021	HSHW	Construction Managers	0.99	106	54.43	30.76	0.55	3,437	55.55	31.16	6	No	R
474011	HSHW	Construction and Building Inspectors	0.36	44	29.64	19.23	0.89	1,931	33.80	23.00	4	Yes	R
131051	HSHW	Cost Estimators	0.49	48	37.73	22.39	0.75	1,477	36.97	22.06	6	Yes	R
434031		Court, Municipal, and License Clerks	0.04	31	21.39	15.92	0.28	1,227	23.55	17.87	3	No	R
152051	HSHW	Data Scientists	3.40	15	53.78	31.63	1.46	694	56.57	32.51	6	Yes	S
319091		Dental Assistants	0.93	87	21.94	17.76	1.00	3,747	22.44	18.18	4	No	R
291292	HSHW	Dental Hygienists	0.94	24	37.80	28.92	1.00	1,101	40.03	34.09	5	No	S
472111		Electricians	1.09	129	25.40	18.81	0.57	4,701	26.68	20.02	4	No	R

252021	HSHW	Elementary School Teachers, Except Special Education	0.55	251	30.73	22.25	0.73	5,262	28.30	22.05	6	No	R
292042		Emergency Medical Technicians	1.37	15	22.77	17.62	0.95	540	20.86	16.43	4	No	S
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	-1.50	33	29.99	19.55	0.63	2,969	33.54	21.47	3	Yes	S
113031	HSHW	Financial Managers	2.14	89	73.41	36.75	0.64	2,964	80.69	42.15	6	Yes	R
132099	HSHW	Financial Specialists, All Other	0.88	13	31.48	20.73	0.55	680	35.25	21.82	6	Yes	N
132051	HSHW	Financial and Investment Analysts	0.88	23	47.38	31.04	0.57	1,196	48.38	29.39	6	Yes	N
332011		Firefighters	0.41	68	25.10	18.85	0.32	1,810	30.58	19.77	4	No	R
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	0.77	150	35.32	23.58	0.62	5,875	36.62	24.26	3	No	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	N/A	N/A	N/A	N/A	0.60	1,090	26.16	17.47	3	No	N
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.03	58	25.46	17.95	0.83	2,445	26.59	18.59	3	No	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.71	103	37.48	23.67	0.62	3,429	36.60	24.05	3	No	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.59	77	40.18	23.96	0.69	3,210	46.21	26.05	3	Yes	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	-0.03	290	31.60	21.29	0.74	11,148	32.90	21.48	3	Yes	S
391022		First-Line Supervisors of Personal Service Workers	0.67	28	21.96	14.62	0.55	1,162	23.82	15.81	3	No	N
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.67	132	33.03	21.75	0.36	2,480	33.02	21.21	3	Yes	R
411011		First-Line Supervisors of Retail Sales Workers	0.10	282	24.76	15.82	0.47	9,789	24.83	16.46	3	No	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Super	N/A	N/A	N/A	N/A	0.83	4,052	30.63	20.55	3	Yes	S
119051		Food Service Managers	0.33	69	28.43	16.66	0.71	3,453	34.25	20.67	3	No	R
111021	HSHW	General and Operations Managers	0.83	421	55.26	24.46	0.80	17,467	61.83	25.80	6	Yes	R
271024		Graphic Designers	1.07	42	26.28	17.66	0.59	1,601	30.17	19.77	6	Yes	R
251071	HSHW	Health Specialties Teachers, Postsecondary	1.95	11	42.44	26.93	0.12	714	66.17	29.42	6	No	N
292099		Health Technologists and Technicians, All Other	0.73	14	21.98	17.54	0.87	1,117	23.82	17.82	4	No	S
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.77	91	26.06	19.41	0.50	3,559	26.49	19.64	4	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	1.53	1,000	27.53	20.10	1.06	13,527	26.13	19.15	4	Yes	R
434161		Human Resources Assistants, Except Payroll and Timekeeping	0.55	29	23.06	17.83	0.83	683	23.38	17.88	5	Yes	S
113121	HSHW	Human Resources Managers	0.79	17	63.41	38.84	0.76	816	66.85	39.61	6	Yes	S
131071	HSHW	Human Resources Specialists	1.32	123	33.10	21.02	0.95	5,414	35.25	21.62	6	Yes	R
172112	HSHW	Industrial Engineers	1.76	23	57.63	36.24	0.72	853	54.82	34.84	6	Yes	S
499041	HSHW	Industrial Machinery Mechanics	1.80	134	31.12	22.26	0.27	1,380	30.19	21.69	4	Yes	R
151212	HSHW	Information Security Analysts	3.41	21	52.33	31.95	1.41	888	56.49	36.39	6	Yes	S
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	-0.20	82	22.57	16.54	0.55	2,410	24.00	16.65	4	Yes	S
413021		Insurance Sales Agents	1.48	293	45.93	18.15	0.83	5,254	38.60	19.70	4	Yes	R
132053	HSHW	Insurance Underwriters	0.74	33	39.42	26.32	0.85	557	43.13	27.16	6	Yes	R
271025		Interior Designers	1.48	15	29.67	17.04	0.89	813	31.36	18.27	6	Yes	S
252012		Kindergarten Teachers, Except Special Education	0.43	48	24.47	23.27	0.69	1,118	28.89	22.82	6	No	R
436012		Legal Secretaries and Administrative Assistants	-1.63	10	23.43	14.26	0.78	1,582	27.93	17.55	3	Yes	S
292061		Licensed Practical and Licensed Vocational Nurses	0.53	124	27.56	23.06	0.68	3,440	29.00	24.00	4	No	R
132072	HSHW	Loan Officers	-0.57	35	45.88	21.16	0.23	1,889	39.54	19.63	6	Yes	S
131081	HSHW	Logisticians	2.14	35	33.68	22.64	0.84	1,210	36.54	22.98	6	Yes	R
514041		Machinists	1.05	43	24.65	18.59	0.59	878	25.63	18.77	4	Yes	R
131111	HSHW	Management Analysts	1.45	135	43.56	26.52	0.91	7,131	47.42	26.12	6	Yes	R
119199	HSHW	Managers, All Other	0.83	81	51.68	26.42	0.57	4,150	56.32	26.57	6	No	R
131161	HSHW	Market Research Analysts and Marketing Specialists	1.73	138	36.82	22.10	0.95	6,289	39.74	22.69	6	Yes	R
112021	HSHW	Marketing Managers	1.06	34	65.12	29.67	0.89	1,539	71.21	37.40	6	Yes	R
319011		Massage Therapists	2.42	21	25.41	16.04	1.02	1,938	24.33	15.64	4	No	S
172141	HSHW	Mechanical Engineers	1.23	10	44.28	29.70	0.68	547	48.98	32.38	6	Yes	N
319092		Medical Assistants	1.58	287	19.50	16.50	1.14	9,234	20.66	17.01	4	No	R
499062	HSHW	Medical Equipment Repairers	1.39	12	27.37	18.42	0.49	556	28.82	18.33	5	Yes	N
292072		Medical Records Specialists	0.92	32	23.50	16.77	0.77	1,261	24.19	16.71	4	Yes	R
191042	HSHW	Medical Scientists, Except Epidemiologists	0.71	10	47.31	36.54	0.70	227	60.94	33.11	6	Yes	N
436013		Medical Secretaries and Administrative Assistants	0.84	201	19.60	16.70	0.92	8,918	20.37	16.60	3	No	R
119111	HSHW	Medical and Health Services Managers	2.78	94	59.79	33.06	0.58	2,902	61.82	33.95	6	No	R
131121		Meeting, Convention, and Event Planners	0.72	24	28.96	18.19	0.66	977	30.12	17.99	6	No	N

211023	HSHW	Mental Health and Substance Abuse Social Workers	0.65	10	29.01	19.99	0.99	477	26.98	19.37	6	No	N
252022		Middle School Teachers, Except Special and Career/Technical Education	0.54	119	25.15	23.30	0.74	2,699	27.99	22.74	6	No	R
493042	HSHW	Mobile Heavy Equipment Mechanics, Except Engines	0.73	35	29.91	23.75	0.34	713	30.87	22.74	4	Yes	R
493051		Motorboat Mechanics and Service Technicians	N/A	N/A	N/A	N/A	0.96	567	27.05	19.09	4	Yes	S
272042	HSHW	Musicians and Singers	N/A	N/A	N/A	N/A	0.16	1,226	69.32	25.01	3	No	S
151244	HSHW	Network and Computer Systems Administrators	0.32	23	44.21	29.63	1.19	1,592	46.19	30.48	6	Yes	S
195011	HSHW	Occupational Health and Safety Specialists	2.23	32	36.04	25.56	0.73	700	40.11	24.72	6	Yes	R
312011	HSHW	Occupational Therapy Assistants	1.77	18	32.30	28.66	1.42	614	34.07	28.48	5	No	S
439199		Office and Administrative Support Workers, All Other	-0.12	42	22.33	16.17	0.69	3,034	23.25	16.61	3	No	S
152031	HSHW	Operations Research Analysts	2.58	20	40.30	21.51	0.81	585	40.59	24.08	6	Yes	S
292057		Ophthalmic Medical Technicians	1.90	24	21.02	16.87	1.43	644	21.49	17.09	4	No	S
232011		Paralegals and Legal Assistants	0.85	69	27.29	19.68	0.73	4,242	29.40	19.73	5	Yes	R
433051		Payroll and Timekeeping Clerks	-0.15	33	23.12	16.42	0.86	1,210	24.33	16.36	3	Yes	S
132052	HSHW	Personal Financial Advisors	0.52	29	55.72	22.55	0.17	2,004	75.80	25.49	6	No	S
292052		Pharmacy Technicians	1.13	153	18.89	16.35	0.38	3,890	20.58	16.95	4	No	R
319097		Phlebotomists	2.35	48	19.54	16.69	1.11	1,341	19.50	16.80	4	No	R
312021	HSHW	Physical Therapist Assistants	2.59	34	31.53	25.68	1.45	1,293	32.92	26.38	5	No	R
472152		Plumbers, Pipefitters, and Steamfitters	0.31	67	25.04	18.40	0.55	3,007	25.79	19.31	4	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	0.27	44	32.35	25.72	0.28	4,001	40.31	26.70	5	No	R
272012	HSHW	Producers and Directors	0.95	10	41.94	23.68	0.47	737	46.84	24.08	6	Yes	N
435061		Production, Planning, and Expediting Clerks	0.96	66	27.14	18.27	0.64	2,177	26.25	18.20	3	Yes	R
131082	HSHW	Project Management Specialists	0.97	102	46.03	27.94	0.89	5,501	49.64	30.39	6	Yes	R
132020	HSHW	Property Appraisers and Assessors	0.88	14	30.81	22.02	0.73	558	40.25	22.87	6	No	S
119141	HSHW	Property, Real Estate, and Community Association Managers	1.24	86	34.29	19.52	0.85	3,777	38.25	21.42	6	No	R
292053		Psychiatric Technicians	0.94	19	19.88	16.87	1.22	1,151	21.08	16.65	4	No	S
273031		Public Relations Specialists	0.87	37	31.10	18.24	0.76	1,999	33.11	19.59	6	Yes	R
419021		Real Estate Brokers	N/A	N/A	N/A	N/A	0.76	708	41.45	17.45	4	No	S
419022		Real Estate Sales Agents	1.01	119	28.85	16.84	0.76	7,129	35.25	16.84	4	No	R
291141	HSHW	Registered Nurses	0.25	290	39.38	31.88	0.20	12,683	42.40	33.19	6	No	R
291126	HSHW	Respiratory Therapists	0.68	13	39.39	31.60	0.10	499	39.09	30.83	5	No	N
112022	HSHW	Sales Managers	0.67	56	63.99	30.01	0.72	2,491	70.26	33.97	6	Yes	R
413091	HSHW	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.22	279	29.49	18.67	1.11	10,671	34.78	18.33	6	Yes	R
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.67	232	36.83	18.79	0.54	8,691	35.57	18.25	3	Yes	R
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	0.51	53	58.15	26.27	0.81	2,533	61.13	28.44	6	Yes	R
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	0.55	138	31.88	22.58	0.73	3,621	29.75	22.68	6	No	R
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	1.16	70	36.82	20.77	0.43	3,376	43.12	22.09	6	No	R
492098		Security and Fire Alarm Systems Installers	0.88	12	28.60	21.72	0.79	926	27.49	20.81	4	No	S
119151	HSHW	Social and Community Service Managers	0.20	14	32.91	20.25	0.63	732	37.76	22.93	6	No	N
211093		Social and Human Service Assistants	0.23	46	20.44	15.32	0.64	2,332	21.36	16.14	3	No	R
151252	HSHW	Software Developers	2.89	109	57.69	37.74	1.67	5,834	61.68	38.59	6	Yes	R
151253	HSHW	Software Quality Assurance Analysts and Testers	3.23	25	43.93	24.84	1.88	1,025	47.69	31.59	6	Yes	S
252052		Special Education Teachers, Kindergarten and Elementary School	N/A	N/A	N/A	N/A	0.71	549	28.36	23.57	6	No	S
252058	HSHW	Special Education Teachers, Secondary School	0.57	6	25.43	22.86	0.71	678	30.39	23.07	6	No	S
271014	HSHW	Special Effects Artists and Animators	N/A	N/A	N/A	N/A	0.92	406	39.49	27.25	6	No	N
211018	HSHW	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.48	61	31.32	21.45	1.35	1,877	29.08	20.09	6	No	R
173031		Surveying and Mapping Technicians	0.84	24	24.07	17.44	0.94	740	24.53	18.00	5	Yes	S
253099		Teachers and Instructors, All Other	0.71	18	27.51	17.12	N/A	N/A	29.31	16.44	6	No	N
492022	HSHW	Telecommunications Equipment Installers and Repairers, Except Line Installers	2.15	25	29.02	20.69	1.13	1,612	31.50	22.84	4	No	S
499052		Telecommunications Line Installers and Repairers	2.30	26	27.25	20.25	1.03	822	27.48	18.96	4	No	S
131151		Training and Development Specialists	1.20	75	31.49	18.16	0.83	2,547	34.92	18.93	6	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	1.42	39	50.84	29.27	0.59	857	50.12	27.10	6	Yes	R
413041		Travel Agents	1.24	13	N/A	N/A	0.85	1,703	23.90	16.73	3	No	S
292056		Veterinary Technologists and Technicians	2.23	30	19.90	16.30	2.05	1,285	20.79	16.58	5	Yes	R

151254	HSHW	Web Developers	1.27	5	35.13	22.60	1.49	452	43.39	24.13	5	Yes	N
151255	HSHW	Web and Digital Interface Designers	1.65	6	33.59	19.84	1.19	498	41.22	22.39	5	Yes	N
514121		Welders, Cutters, Solderers, and Brazers	0.52	83	24.54	19.18	0.47	1,655	25.27	19.55	4	Yes	R

*SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

**HSHW = High Skill/High Wage.

***Qualifying Level:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data.

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference