

Key Middle-Skill Opportunities in Wisconsin

Selected Workforce Development Areas

Developed by the Center on Wisconsin Strategy for RISE

November 1, 2011

This list was compiled from Wisconsin Department of Workforce Development (DWD) data screened for jobs that are projected to have a minimum of 50 projected openings per year (2008-2018), a 25th percentile wage of at least \$11,¹ and do not typically require a 4-year college degree or experience in a related occupation (excluding almost all supervisory and managerial positions). Bay Area, Fox Valley, Milwaukee, South Central, and WOW are the only Workforce Development Areas (WDAs) that have 10 or more target occupations meeting these statewide criteria.

SUMMARY

Workforce Development Area	Number of Occupations	Est. Avg. Annual Openings ²
Milwaukee	40	4,900
WOW	40	4,900
South Central	16	1,770
Bay Area	12	1,130
Fox Valley	11	840
Total	119	13,540

DETAIL

SOC Code	Occupational Title	Est. Avg. Annual Openings	Typical Education and Training Path ³	Est. 25th Percentile Wage ⁴	Est. 50th Percentile Wage ⁵	Est. 75th Percentile Wage ⁶
Milwaukee WDA (Milwaukee County)						
43-4051	Customer Service Representatives	690	Moderate-term on-the-job training	\$ 13.12	\$ 15.94	\$ 20.32
29-1111	Registered Nurses	600	Associate or Bachelor's	\$ 25.59	\$ 29.86	\$ 34.94
53-3032	Truck Drivers, Heavy and Tractor-Trailer	250	Short-term on-the-job training	\$ 16.51	\$ 19.53	\$ 23.12
51-2092	Team Assemblers	230	Moderate-term on-the-job training	\$ 11.21	\$ 13.81	\$ 17.81
33-3012	Correctional Officers and Jailers	180	Moderate-term on-the-job training	\$ 19.20	\$ 22.23	\$ 26.43
49-9042	Maintenance and Repair Workers, General	180	Long-term on-the-job training	\$ 14.06	\$ 18.89	\$ 23.02
43-3031	Bookkeeping, Accounting, and Auditing Clerks	170	Moderate-term on-the-job training	\$ 13.33	\$ 16.04	\$ 19.06
29-2061	Licensed Practical and Licensed Vocational Nurses	160	Postsecondary vocational training	\$ 18.72	\$ 21.75	\$ 25.15
51-4121	Welders, Cutters, Solderers, and Brazers	130	Postsecondary vocational training	\$ 15.03	\$ 17.31	\$ 19.75
43-5071	Shipping, Receiving, and Traffic Clerks	130	Short-term on-the-job training	\$ 12.09	\$ 14.55	\$ 17.70
53-7051	Industrial Truck and Tractor Operators	120	Short-term on-the-job training	\$ 12.76	\$ 15.39	\$ 18.40
43-5052	Postal Service Mail Carriers	110	Short-term on-the-job training	\$ 23.04	\$ 24.96	\$ 26.88
43-6014	Secretaries, Except Legal, Medical, and Executive	110	Postsecondary vocational training	\$ 13.11	\$ 15.54	\$ 18.18
31-9092	Medical Assistants	110	Moderate-term on-the-job training	\$ 13.00	\$ 14.57	\$ 16.51

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33-2011	Fire Fighters	100	Long-term on-the-job training	\$ 11.57	\$ 17.75	\$ 23.73
29-2052	Pharmacy Technicians	100	Moderate-term on-the-job training	\$ 11.40	\$ 13.56	\$ 15.77
15-1041	Computer Support Specialists	90	Associate degree	\$ 17.06	\$ 20.98	\$ 25.47
43-6013	Medical Secretaries	90	Moderate-term on-the-job training	\$ 11.29	\$ 13.96	\$ 17.86
33-3051	Police and Sheriff's Patrol Officers	80	Long-term on-the-job training	\$ 25.01	\$ 28.26	\$ 31.59
31-9091	Dental Assistants	80	Moderate-term on-the-job training	\$ 13.75	\$ 16.30	\$ 18.54
47-2061	Construction Laborers	70	Moderate-term on-the-job training	\$ 17.92	\$ 22.70	\$ 26.23
51-4041	Machinists	70	<i>Postsecondary vocational training, apprenticeship</i>	\$ 15.25	\$ 19.94	\$ 26.15
49-3023	Automotive Service Technicians and Mechanics	70	Postsecondary vocational training	\$ 14.63	\$ 19.88	\$ 23.90
43-3021	Billing and Posting Clerks and Machine Operators	70	Short-term on-the-job training	\$ 13.27	\$ 15.64	\$ 18.23
29-2021	Dental Hygienists	60	Associate degree	\$ 26.83	\$ 28.97	\$ 31.37
47-2152	Plumbers, Pipefitters, and Steamfitters	60	<i>Long-term on-the-job training, apprenticeship</i>	\$ 25.56	\$ 32.13	\$ 36.80
47-2073	Operating Engineers and Other Construction Equipment Operators	60	Moderate-term on-the-job training	\$ 25.40	\$ 28.76	\$ 31.76
13-1031	Claims Adjusters, Examiners, and Investigators	60	Long-term on-the-job training	\$ 20.60	\$ 26.56	\$ 32.89
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	60	<i>Long-term on-the-job training, apprenticeship</i>	\$ 17.30	\$ 21.29	\$ 28.38
43-5061	Production, Planning, and Expediting Clerks	60	Moderate-term on-the-job training	\$ 16.78	\$ 20.63	\$ 25.40
51-2099	Assemblers and Fabricators, All Other	60	Moderate-term on-the-job training	\$ 13.30	\$ 20.46	\$ 28.30
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	60	Moderate-term on-the-job training	\$ 12.92	\$ 16.04	\$ 18.91
43-3011	Bill and Account Collectors	60	Short-term on-the-job training	\$ 12.18	\$ 14.67	\$ 17.60
51-9111	Packaging and Filling Machine Operators and Tenders	60	Short-term on-the-job training	\$ 11.50	\$ 14.01	\$ 16.41
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	60	Moderate-term on-the-job training	\$ 11.06	\$ 14.00	\$ 17.82
51-5023	Printing Machine Operators	50	Moderate-term on-the-job training	\$ 15.22	\$ 18.83	\$ 24.05
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	50	<i>Postsecondary vocational training</i>	\$ 13.96	\$ 17.26	\$ 20.40
51-2022	Electrical and Electronic Equipment Assemblers	50	Short-term on-the-job training	\$ 12.59	\$ 16.01	\$ 18.94
43-4151	Order Clerks	50	Short-term on-the-job training	\$ 12.20	\$ 15.02	\$ 18.00
41-2022	Parts Salespersons	50	Moderate-term on-the-job training	\$ 11.82	\$ 15.67	\$ 18.34
WOW WDA (Washington, Ozaukee, and Waukesha Counties)						
43-4051	Customer Service Representatives	690	Moderate-term on-the-job training	\$ 13.12	\$ 15.94	\$ 20.32
29-1111	Registered Nurses	600	Associate or Bachelor's	\$ 25.59	\$ 29.86	\$ 34.94
53-3032	Truck Drivers, Heavy and Tractor-Trailer	250	Short-term on-the-job training	\$ 16.51	\$ 19.53	\$ 23.12
51-2092	Team Assemblers	230	Moderate-term on-the-job training	\$ 11.21	\$ 13.81	\$ 17.81
33-3012	Correctional Officers and Jailers	180	Moderate-term on-the-job training	\$ 19.20	\$ 22.23	\$ 26.43
49-9042	Maintenance and Repair Workers, General	180	Long-term on-the-job training	\$ 14.06	\$ 18.89	\$ 23.02
43-3031	Bookkeeping, Accounting, and Auditing Clerks	170	Moderate-term on-the-job training	\$ 13.33	\$ 16.04	\$ 19.06

SOC Code	Occupational Title	Est. Avg. Annual Openings	Typical Education and Training Path ³	Est. 25th Percentile Wage ⁴	Est. 50th Percentile Wage ⁵	Est. 75th Percentile Wage ⁶
29-2061	Licensed Practical and Licensed Vocational Nurses	160	Postsecondary vocational training	\$ 18.72	\$ 21.75	\$ 25.15
51-4121	Welders, Cutters, Solderers, and Brazers	130	Postsecondary vocational training	\$ 15.03	\$ 17.31	\$ 19.75
43-5071	Shipping, Receiving, and Traffic Clerks	130	Short-term on-the-job training	\$ 12.09	\$ 14.55	\$ 17.70
53-7051	Industrial Truck and Tractor Operators	120	Short-term on-the-job training	\$ 12.76	\$ 15.39	\$ 18.40
43-5052	Postal Service Mail Carriers	110	Short-term on-the-job training	\$ 23.04	\$ 24.96	\$ 26.88
43-6014	Secretaries, Except Legal, Medical, and Executive	110	<i>Postsecondary vocational training</i>	\$ 13.11	\$ 15.54	\$ 18.18
31-9092	Medical Assistants	110	Moderate-term on-the-job training	\$ 13.00	\$ 14.57	\$ 16.51
33-2011	Fire Fighters	100	Long-term on-the-job training	\$ 11.57	\$ 17.75	\$ 23.73
29-2052	Pharmacy Technicians	100	Moderate-term on-the-job training	\$ 11.40	\$ 13.56	\$ 15.77
15-1041	Computer Support Specialists	90	Associate degree	\$ 17.06	\$ 20.98	\$ 25.47
43-6013	Medical Secretaries	90	Moderate-term on-the-job training	\$ 11.29	\$ 13.96	\$ 17.86
33-3051	Police and Sheriff's Patrol Officers	80	Long-term on-the-job training	\$ 25.01	\$ 28.26	\$ 31.59
31-9091	Dental Assistants	80	Moderate-term on-the-job training	\$ 13.75	\$ 16.30	\$ 18.54
47-2061	Construction Laborers	70	Moderate-term on-the-job training	\$ 17.92	\$ 22.70	\$ 26.23
51-4041	Machinists	70	<i>Postsecondary vocational training, apprenticeship</i>	\$ 15.25	\$ 19.94	\$ 26.15
49-3023	Automotive Service Technicians and Mechanics	70	Postsecondary vocational training	\$ 14.63	\$ 19.88	\$ 23.90
43-3021	Billing and Posting Clerks and Machine Operators	70	Short-term on-the-job training	\$ 13.27	\$ 15.64	\$ 18.23
29-2021	Dental Hygienists	60	Associate degree	\$ 26.83	\$ 28.97	\$ 31.37
47-2152	Plumbers, Pipefitters, and Steamfitters	60	<i>Long-term on-the-job training, apprenticeship</i>	\$ 25.56	\$ 32.13	\$ 36.80
47-2073	Operating Engineers and Other Construction Equipment Operators	60	Moderate-term on-the-job training	\$ 25.40	\$ 28.76	\$ 31.76
13-1031	Claims Adjusters, Examiners, and Investigators	60	Long-term on-the-job training	\$ 20.60	\$ 26.56	\$ 32.89
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	60	<i>Long-term on-the-job training, apprenticeship</i>	\$ 17.30	\$ 21.29	\$ 28.38
43-5061	Production, Planning, and Expediting Clerks	60	Moderate-term on-the-job training	\$ 16.78	\$ 20.63	\$ 25.40
51-2099	Assemblers and Fabricators, All Other	60	Moderate-term on-the-job training	\$ 13.30	\$ 20.46	\$ 28.30
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	60	Moderate-term on-the-job training	\$ 12.92	\$ 16.04	\$ 18.91
43-3011	Bill and Account Collectors	60	Short-term on-the-job training	\$ 12.18	\$ 14.67	\$ 17.60
51-9111	Packaging and Filling Machine Operators and Tenders	60	Short-term on-the-job training	\$ 11.50	\$ 14.01	\$ 16.41
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	60	Moderate-term on-the-job training	\$ 11.06	\$ 14.00	\$ 17.82
51-5023	Printing Machine Operators	50	Moderate-term on-the-job training	\$ 15.22	\$ 18.83	\$ 24.05
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	50	<i>Postsecondary vocational training</i>	\$ 13.96	\$ 17.26	\$ 20.40
51-2022	Electrical and Electronic Equipment Assemblers	50	Short-term on-the-job training	\$ 12.59	\$ 16.01	\$ 18.94
43-4151	Order Clerks	50	Short-term on-the-job training	\$ 12.20	\$ 15.02	\$ 18.00
41-2022	Parts Salespersons	50	Moderate-term on-the-job training	\$ 11.82	\$ 15.67	\$ 18.34

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South Central WDA (Columbia, Dane, Dodge, Jefferson, Marquette, and Sauk Counties)						
43-4051	Customer Service Representatives	360	Moderate-term on-the-job training	\$ 12.54	\$ 15.07	\$ 18.59
29-1111	Registered Nurses	290	Associate or Bachelor's	\$ 27.91	\$ 31.97	\$ 37.50
43-9061	Office Clerks, General	170	Short-term on-the-job training	\$ 11.02	\$ 13.66	\$ 16.58
33-3012	Correctional Officers and Jailers	130	Moderate-term on-the-job training	\$ 20.64	\$ 23.41	\$ 25.60
53-3032	Truck Drivers, Heavy and Tractor-Trailer	120	Short-term on-the-job training	\$ 14.69	\$ 17.57	\$ 21.48
49-9042	Maintenance and Repair Workers, General	90	<i>Postsecondary vocational training, apprenticeship</i>	\$ 14.42	\$ 17.78	\$ 21.12
43-3031	Bookkeeping, Accounting, and Auditing Clerks	80	Moderate-term on-the-job training	\$ 13.16	\$ 15.70	\$ 18.89
29-2061	Licensed Practical and Licensed Vocational Nurses	70	Postsecondary vocational training	\$ 17.38	\$ 19.71	\$ 22.24
43-6014	Secretaries, Except Legal, Medical, and Executive	70	<i>Postsecondary vocational training</i>	\$ 13.43	\$ 15.41	\$ 18.13
53-7051	Industrial Truck and Tractor Operators	70	Short-term on-the-job training	\$ 12.80	\$ 15.19	\$ 17.75
33-3051	Police and Sheriff's Patrol Officers	60	Long-term on-the-job training	\$ 21.56	\$ 25.72	\$ 30.93
43-5071	Shipping, Receiving, and Traffic Clerks	60	Short-term on-the-job training	\$ 11.87	\$ 14.27	\$ 16.65
47-2111	Electricians	50	<i>Long-term on-the-job training, apprenticeship</i>	\$ 18.59	\$ 23.16	\$ 29.98
51-4121	Welders, Cutters, Solderers, and Brazers	50	Postsecondary vocational training	\$ 15.43	\$ 17.91	\$ 20.27
31-9092	Medical Assistants	50	Moderate-term on-the-job training	\$ 13.27	\$ 15.01	\$ 17.26
29-2052	Pharmacy Technicians	50	Moderate-term on-the-job training	\$ 11.65	\$ 13.70	\$ 16.15
Bay Area WDA (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)						
43-4051	Customer Service Representatives	220	Moderate-term on-the-job training	\$ 12.92	\$ 14.92	\$ 17.53
29-1111	Registered Nurses	200	Associate or Bachelor's	\$ 24.44	\$ 28.18	\$ 32.86
53-3032	Truck Drivers, Heavy and Tractor-Trailer	190	Short-term on-the-job training	\$ 13.84	\$ 16.16	\$ 20.32
51-4121	Welders, Cutters, Solderers, and Brazers	70	Postsecondary vocational training	\$ 14.50	\$ 17.19	\$ 20.10
53-7051	Industrial Truck and Tractor Operators	70	Short-term on-the-job training	\$ 12.53	\$ 15.07	\$ 17.94
29-2061	Licensed Practical and Licensed Vocational Nurses	60	Postsecondary vocational training	\$ 16.05	\$ 18.17	\$ 20.64
51-9196	Paper Goods Machine Setters, Operators, and Tenders	60	Moderate-term on-the-job training	\$ 15.83	\$ 19.33	\$ 22.47
49-9042	Maintenance and Repair Workers, General	60	Long-term on-the-job training	\$ 14.68	\$ 18.03	\$ 21.85
33-3051	Police and Sheriff's Patrol Officers	50	Long-term on-the-job training	\$ 19.89	\$ 24.36	\$ 29.00
33-3012	Correctional Officers and Jailers	50	Moderate-term on-the-job training	\$ 17.83	\$ 20.63	\$ 23.84
43-3031	Bookkeeping, Accounting, and Auditing Clerks	50	Moderate-term on-the-job training	\$ 12.57	\$ 14.90	\$ 17.77
43-5071	Shipping, Receiving, and Traffic Clerks	50	Short-term on-the-job training	\$ 11.74	\$ 14.21	\$ 17.05

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Fox Valley WDA (Calumet, Outagamie, Waupaca, Winnebago, Fond du Lac, Green Lake, and Waushara Counties)						
29-1111	Registered Nurses	170	Associate or Bachelor's	\$ 25.02	\$ 28.27	\$ 32.04
53-3032	Truck Drivers, Heavy and Tractor-Trailer	120	Short-term on-the-job training	\$ 14.67	\$ 17.88	\$ 21.52
51-2092	Team Assemblers	90	Moderate-term on-the-job training	\$ 11.74	\$ 16.03	\$ 21.81
51-9196	Paper Goods Machine Setters, Operators, and Tenders	70	Moderate-term on-the-job training	\$ 17.82	\$ 21.10	\$ 23.72
33-3012	Correctional Officers and Jailers	60	Moderate-term on-the-job training	\$ 18.25	\$ 20.75	\$ 23.13
49-9042	Maintenance and Repair Workers, General	60	Long-term on-the-job training	\$ 15.07	\$ 18.25	\$ 22.37
53-7051	Industrial Truck and Tractor Operators	60	Short-term on-the-job training	\$ 12.90	\$ 15.55	\$ 19.04
43-3031	Bookkeeping, Accounting, and Auditing Clerks	60	Moderate-term on-the-job training	\$ 11.37	\$ 14.92	\$ 18.27
47-2111	Electricians	50	<i>Long-term on-the-job training, apprenticeship</i>	\$ 19.62	\$ 23.08	\$ 26.58
51-4121	Welders, Cutters, Solderers, and Brazers	50	Postsecondary vocational training	\$ 16.93	\$ 20.25	\$ 24.29
29-2061	Licensed Practical and Licensed Vocational Nurses	50	Postsecondary vocational training	\$ 16.78	\$ 18.78	\$ 20.88

Notes

(1) The \$11/hour screen eliminates occupations in which a quarter or more of workers are earning poverty-level wages. According to the U.S. Census Bureau, a family of four lives in poverty if their annual income is less than \$22,113 (2010). To live in "poverty," then, means to survive on wages that scarcely support even the most minimal standard of living -- anything less than \$10.63/hour for year-round, full-time work.

(2) **Total Openings** are the sum of new jobs and replacements, and indicate how many new people are needed to enter a given occupation. Replacements are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Openings resulting from people changing employers, but staying in the same occupation are not included. Permanent exits also include openings resulting from someone permanently changing occupations. For example, a person leaves their job as a cashier and becomes a truck driver.

(3) **Typical Education and Training Path** gives a general indication of the education or training typically needed in a given occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. In those set off by *italics*, the Wisconsin case differs from the standard BLS description by including post-secondary vocational training and/or specifying apprenticeship.

Short-Term On-the-Job Training: These occupations require no more than one month of on-the-job training and the training usually happens at the workplace.

Moderate-Term On-the-Job Training: Training for these occupations usually occurs at the workplace and lasts from one to twelve months.

Long-Term On-the-Job Training: These occupations require more than one year of on-the-job training, or combined work experience and classroom instruction.

Postsecondary Vocational Training: These formal training programs last from a few weeks to more than a year, and are offered at vocational or technical schools.

Associate Degree: This degree requires two years of full-time academic work beyond high school.

(4) **25th Percentile Wage:** 25 percent of workers earn less than the this wage.

(5) **50th Percentile Wage (median):** 50 percent of workers earn less than this; 50% earn more.

(6) **75th Percentile Wage:** 75 percent of workers earn less than this wage.