

Wisconsin's Key Middle-Skill Opportunities

By Workforce Development Area

Developed by the Center on Wisconsin Strategy for RISE

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This list was compiled from Wisconsin Department of Workforce Development (DWD) data screened for jobs that are projected to have a minimum of 20 openings per year (2008-2018), a 25th percentile hourly 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). The top ten occupational opportunities for each Workforce Development Area (WDA) are sorted by estimated annual openings and 25th percentile wage.

SUMMARY	
Workforce Development Area	Est. Avg. Annual Openings ²
Milwaukee	2,720
WOW	2,720
South Central	1,450
Bay Area	1,030
Fox Valley	790
North Central	730
Western	610
West Central	580
Southeast	470
Southwest	310
Northwest	160
Total	11,570

DETAIL						
SOC Code	Occupational Title	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	Postsecondary vocational training, apprenticeship	\$ 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

SOC Code	Occupational Title	Avg Annual Openings	Typical Education and Training Path ³	Est. 25th Percentile Wage ⁴	Est. 50th Percentile Wage ⁵	Est. 75th Percentile Wage ⁶
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	<i>Postsecondary vocational training, apprenticeship</i>	\$ 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
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
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
49-9042	Maintenance and Repair Workers, General	60	<i>Postsecondary vocational training, apprenticeship</i>	\$ 14.68	\$ 18.03	\$ 21.85
51-9196	Paper Goods Machine Setters, Operators, and Tenders	60	Moderate-term on-the-job training	\$ 15.83	\$ 19.33	\$ 22.47
33-3012	Correctional Officers and Jailers	50	Moderate-term on-the-job training	\$ 17.83	\$ 20.63	\$ 23.84
33-3051	Police and Sheriff's Patrol Officers	50	Long-term on-the-job training	\$ 19.89	\$ 24.36	\$ 29.00

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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	<i>Postsecondary vocational training, apprenticeship</i>	\$ 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
North Central WDA (Adams, Forest, Langlade, Lincoln, Marathon, Oneida, Portage, Vilas, and Wood Counties)						
29-1111	Registered Nurses	170	Associate or Bachelor's	\$ 25.27	\$ 28.93	\$ 32.52
43-4051	Customer Service Representatives	160	Moderate-term on-the-job training	\$ 11.88	\$ 14.12	\$ 16.99
53-3032	Truck Drivers, Heavy and Tractor-Trailer	140	Short-term on-the-job training	\$ 14.46	\$ 20.19	\$ 25.31
53-7051	Industrial Truck and Tractor Operators	50	Short-term on-the-job training	\$ 12.50	\$ 14.42	\$ 17.35
51-9196	Paper Goods Machine Setters, Operators, and Tenders	40	Moderate-term on-the-job training	\$ 17.57	\$ 21.10	\$ 24.08
29-2061	Licensed Practical and Licensed Vocational Nurses	40	Postsecondary vocational training	\$ 16.10	\$ 17.83	\$ 19.53
31-9092	Medical Assistants	40	Moderate-term on-the-job training	\$ 13.22	\$ 14.94	\$ 17.06
33-3051	Police and Sheriff's Patrol Officers	30	Long-term on-the-job training	\$ 20.19	\$ 23.35	\$ 26.07
33-3012	Correctional Officers and Jailers	30	Moderate-term on-the-job training	\$ 17.55	\$ 19.94	\$ 24.30
43-5052	Postal Service Mail Carriers	30	Short-term on-the-job training	\$ 17.06	\$ 23.64	\$ 26.31
Western WDA (Buffalo, Crawford, Jackson, Juneau, LaCrosse, Monroe, Trempealeau, and Vernon Counties)						
29-1111	Registered Nurses	150	Associate or Bachelor's	\$ 26.68	\$ 30.64	\$ 35.71
53-3032	Truck Drivers, Heavy and Tractor-Trailer	120	Short-term on-the-job training	\$ 16.26	\$ 18.14	\$ 20.17
43-4051	Customer Service Representatives	90	Moderate-term on-the-job training	\$ 11.72	\$ 13.93	\$ 16.32
31-1012	Nursing Aides, Orderlies, and Attendants	50	Postsecondary vocational training	\$ 11.15	\$ 12.54	\$ 14.25
51-2092	Team Assemblers	50	Moderate-term on-the-job training	\$ 11.00	\$ 13.14	\$ 15.60
33-3012	Correctional Officers and Jailers	30	Moderate-term on-the-job training	\$ 18.64	\$ 21.62	\$ 24.75
29-2061	Licensed Practical and Licensed Vocational Nurses	30	Postsecondary vocational training	\$ 16.73	\$ 18.58	\$ 20.57
53-7051	Industrial Truck and Tractor Operators	30	Short-term on-the-job training	\$ 12.65	\$ 14.80	\$ 17.02
49-9042	Maintenance and Repair Workers, General	30	<i>Postsecondary vocational training, apprenticeship</i>	\$ 12.63	\$ 16.01	\$ 18.97
33-2011	Fire Fighters	30	Long-term on-the-job training	\$ 11.34	\$ 13.20	\$ 16.39

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West Central WDA (Barron, Chippewa, Clark, Dunn, Eau Claire, Pepin, Pierce, Polk, and St. Croix Counties)						
29-1111	Registered Nurses	130	Associate or Bachelor's	\$ 25.81	\$ 30.13	\$ 35.51
43-4051	Customer Service Representatives	110	Moderate-term on-the-job training	\$ 11.29	\$ 14.55	\$ 17.30
53-3032	Truck Drivers, Heavy and Tractor-Trailer	70	Short-term on-the-job training	\$ 14.94	\$ 17.49	\$ 21.56
51-2092	Team Assemblers	60	Moderate-term on-the-job training	\$ 11.18	\$ 13.26	\$ 15.45
29-2061	Licensed Practical and Licensed Vocational Nurses	40	Postsecondary vocational training	\$ 16.54	\$ 18.12	\$ 19.91
49-9042	Maintenance and Repair Workers, General	40	<i>Postsecondary vocational training, apprenticeship</i>	\$ 14.18	\$ 17.60	\$ 21.28
53-7051	Industrial Truck and Tractor Operators	40	Short-term on-the-job training	\$ 12.27	\$ 14.21	\$ 16.53
33-3012	Correctional Officers and Jailers	30	Moderate-term on-the-job training	\$ 17.26	\$ 20.03	\$ 22.54
33-3051	Police and Sheriff's Patrol Officers	30	Long-term on-the-job training	\$ 17.00	\$ 21.35	\$ 24.54
43-5052	Postal Service Mail Carriers	30	Short-term on-the-job training	\$ 16.70	\$ 22.27	\$ 25.76
Southeast WDA (Racine, Kenosha, and Walworth Counties)						
29-1111	Registered Nurses	110	Associate or Bachelor's	\$ 25.57	\$ 28.99	\$ 32.83
43-4051	Customer Service Representatives	90	Moderate-term on-the-job training	\$ 12.74	\$ 15.44	\$ 19.48
53-3032	Truck Drivers, Heavy and Tractor-Trailer	60	Short-term on-the-job training	\$ 16.70	\$ 20.96	\$ 26.27
49-9042	Maintenance and Repair Workers, General	40	<i>Postsecondary vocational training, apprenticeship</i>	\$ 14.36	\$ 18.47	\$ 22.58
29-2061	Licensed Practical and Licensed Vocational Nurses	30	Postsecondary vocational training	\$ 16.68	\$ 18.93	\$ 21.72
51-4121	Welders, Cutters, Solderers, and Brazers	30	Postsecondary vocational training	\$ 14.08	\$ 17.32	\$ 20.91
43-3031	Bookkeeping, Accounting, and Auditing Clerks	30	Moderate-term on-the-job training	\$ 12.75	\$ 15.59	\$ 18.43
43-5071	Shipping, Receiving, and Traffic Clerks	30	Short-term on-the-job training	\$ 12.21	\$ 14.61	\$ 17.95
53-7051	Industrial Truck and Tractor Operators	30	Short-term on-the-job training	\$ 11.90	\$ 14.30	\$ 17.62
29-2021	Dental Hygienists	20	Associate degree	\$ 27.19	\$ 30.43	\$ 33.97
Southwest WDA (Grant, Green, Iowa, Lafayette, Richland, and Rock Counties)						
29-1111	Registered Nurses	90	Associate or Bachelor's	\$ 25.71	\$ 30.01	\$ 34.93
53-3032	Truck Drivers, Heavy and Tractor-Trailer	60	Short-term on-the-job training	\$ 13.77	\$ 17.75	\$ 23.45
33-3051	Police and Sheriff's Patrol Officers	20	Long-term on-the-job training	\$ 19.54	\$ 23.67	\$ 28.14
33-3012	Correctional Officers and Jailers	20	Moderate-term on-the-job training	\$ 16.94	\$ 19.63	\$ 23.57
29-2061	Licensed Practical and Licensed Vocational Nurses	20	Postsecondary vocational training	\$ 16.57	\$ 18.75	\$ 21.37
51-4121	Welders, Cutters, Solderers, and Brazers	20	Postsecondary vocational training	\$ 15.08	\$ 17.23	\$ 19.13
49-9042	Maintenance and Repair Workers, General	20	<i>Postsecondary vocational training, apprenticeship</i>	\$ 14.80	\$ 17.97	\$ 21.28
43-6013	Medical Secretaries	20	Moderate-term on-the-job training	\$ 13.03	\$ 14.58	\$ 16.21
53-7051	Industrial Truck and Tractor Operators	20	Short-term on-the-job training	\$ 13.01	\$ 15.62	\$ 18.00
43-3031	Bookkeeping, Accounting, and Auditing Clerks	20	Moderate-term on-the-job training	\$ 12.17	\$ 15.36	\$ 18.41

SOC Code	Occupational Title	Avg Annual Openings	Typical Education and Training Path ³	Est. 25th Percentile Wage ⁴	Est. 50th Percentile Wage ⁵	Est. 75th Percentile Wage ⁶
Northwest WDA⁷ (Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)						
29-1111	Registered Nurses	40	Associate or Bachelor's	\$ 23.43	\$ 27.59	\$ 33.36
53-3032	Truck Drivers, Heavy and Tractor-Trailer	40	Short-term on-the-job training	\$ 14.57	\$ 17.73	\$ 21.88
43-4051	Customer Service Representatives	40	Moderate-term on-the-job training	\$ 12.33	\$ 15.22	\$ 18.54
33-3051	Police and Sheriff's Patrol Officers	20	Long-term on-the-job training	\$ 17.78	\$ 21.31	\$ 23.49
53-7051	Industrial Truck and Tractor Operators	20	Short-term on-the-job training	\$ 13.26	\$ 15.18	\$ 18.29

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.

(7) **Northwest** Wisconsin registers only 5 occupations meeting criteria for annual openings, training, and wages.