

Key Middle-Skill Opportunities in Wisconsin

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 50 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).

SUMMARY

Industry	Number of Occupations	Est. Avg. Annual Openings ²
Clerical and Sales	20	5,400
Health Care	19	4,930
Manufacturing	29	4,040
Logistics	9	2,630
Construction and Utilities	15	2,190
Other	13	1,990
Total	105	21,180

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
Clerical and Sales						
43-4051	Customer Service Representatives	2,140	Moderate-term on-the-job training	\$12.28	\$14.96	\$18.59
43-3031	Bookkeeping, Accounting, and Auditing Clerks	570	Moderate-term on-the-job training	\$12.64	\$15.34	\$18.41
43-5071	Shipping, Receiving, and Traffic Clerks	410	Short-term on-the-job training	\$11.81	\$14.39	\$17.38
43-6014	Secretaries, Except Legal, Medical, and Executive	380	<i>Postsecondary vocational training</i>	\$12.69	\$14.94	\$17.62
15-1041	Computer Support Specialists	250	Associate degree	\$16.43	\$20.23	\$24.65
43-3021	Billing and Posting Clerks and Machine Operators	210	Moderate-term on-the-job training	\$13.16	\$15.29	\$17.90
13-1031	Claims Adjusters, Examiners, and Investigators	190	Long-term on-the-job training	\$20.03	\$25.56	\$32.28
43-5061	Production, Planning, and Expediting Clerks	180	Moderate-term on-the-job training	\$15.82	\$19.51	\$24.41
43-3011	Bill and Account Collectors	170	Short-term on-the-job training	\$12.53	\$14.72	\$17.39
43-9041	Insurance Claims and Policy Processing Clerks	110	Moderate-term on-the-job training	\$13.34	\$15.46	\$18.80
43-4131	Loan Interviewers and Clerks	110	Short-term on-the-job training	\$13.05	\$15.46	\$18.53
43-4199	Information and Record Clerks, All Other	110	Short-term on-the-job training	\$11.59	\$15.33	\$18.92
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	100	<i>Short-term on-the-job training</i>	\$14.75	\$17.36	\$20.33
43-3051	Payroll and Timekeeping Clerks	100	Moderate-term on-the-job training	\$13.93	\$16.72	\$19.59
23-2011	Paralegals and Legal Assistants	80	Associate degree	\$16.49	\$20.06	\$24.77

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41-9022	Real Estate Sales Agents	80	Postsecondary vocational training	\$13.63	\$18.44	\$31.34
41-3011	Advertising Sales Agents	60	Moderate-term on-the-job training	\$13.46	\$18.23	\$25.09
43-6012	Legal Secretaries	50	Postsecondary vocational training	\$14.80	\$17.44	\$21.27
43-3061	Procurement Clerks	50	Moderate-term on-the-job training	\$14.13	\$16.92	\$19.64
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	50	Short-term on-the-job training	\$12.06	\$14.71	\$17.32
Health Care (+)						
29-1111	Registered Nurses	2,010	Associate or Bachelor's degree	\$25.73	\$29.73	\$34.74
29-2061	Licensed Practical and Licensed Vocational Nurses	490	Postsecondary vocational training	\$17.01	\$19.29	\$22.25
31-9092	Medical Assistants	320	Moderate-term on-the-job training	\$12.77	\$14.44	\$16.39
29-2052	Pharmacy Technicians	300	Moderate-term on-the-job training	\$11.12	\$13.22	\$15.33
43-6013	Medical Secretaries	260	Postsecondary vocational training	\$11.78	\$14.11	\$17.34
31-9091	Dental Assistants	240	Moderate-term on-the-job training	\$13.72	\$15.97	\$18.38
29-2021	Dental Hygienists	200	Associate degree	\$26.64	\$29.37	\$32.25
31-9099	Healthcare Support Workers, All Other	150	Short-term on-the-job training	\$11.79	\$13.75	\$15.86
29-2034	Radiologic Technologists and Technicians	140	Associate degree	\$21.71	\$24.97	\$29.01
29-2055	Surgical Technologists	130	Postsecondary vocational training	\$18.47	\$21.23	\$24.44
29-2071	Medical Records and Health Information Technicians	130	Associate degree	\$13.09	\$16.50	\$20.44
29-1126	Respiratory Therapists	90	Associate degree	\$22.46	\$25.72	\$29.24
29-2099	Health Technologists and Technicians, All Other	90	Postsecondary vocational training	\$16.30	\$20.89	\$27.18
29-2012	Medical and Clinical Laboratory Technicians	90	Associate degree	\$16.19	\$19.15	\$22.58
49-9062	Medical Equipment Repairers	70	Associate degree	\$17.73	\$23.71	\$30.16
31-9094	Medical Transcriptionists	70	Postsecondary vocational training	\$14.01	\$16.00	\$18.17
31-2021	Physical Therapist Assistants	50	Associate degree	\$19.22	\$21.80	\$24.53
19-4099	Life, Physical, and Social Science Technicians, All Other	50	Associate degree	\$15.86	\$19.99	\$24.28
29-2056	Veterinary Technologists and Technicians	50	Associate degree	\$12.71	\$14.83	\$17.78
Manufacturing						
51-4121	Welders, Cutters, Solderers, and Brazers	460	Postsecondary vocational training	\$15.22	\$17.75	\$20.48
49-9042	Maintenance and Repair Workers, General	460	Postsecondary vocational training, apprenticeship	\$14.18	\$17.97	\$21.99
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	290	Moderate-term on-the-job training	\$11.78	\$15.05	\$18.82
51-9196	Paper Goods Machine Setters, Operators, and Tenders	240	Moderate-term on-the-job training	\$16.02	\$19.39	\$22.81
51-4041	Machinists	240	Postsecondary vocational training, apprenticeship	\$14.89	\$18.71	\$23.31
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	210	Moderate-term on-the-job training	\$11.15	\$13.64	\$16.96
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	190	Moderate-term on-the-job training	\$12.77	\$15.57	\$18.22
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	180	Postsecondary vocational training	\$13.72	\$16.70	\$19.71

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49-9041	Industrial Machinery Mechanics	170	Postsecondary vocational training, apprenticeship	\$18.36	\$21.82	\$25.57
51-5023	Printing Machine Operators	140	Moderate-term on-the-job training	\$14.33	\$17.70	\$21.99
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	130	Moderate-term on-the-job training	\$13.12	\$16.03	\$19.01
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	110	Moderate-term on-the-job training	\$13.39	\$16.40	\$20.69
51-2022	Electrical and Electronic Equipment Assemblers	110	Short-term on-the-job training	\$11.23	\$13.99	\$17.27
47-2211	Sheet Metal Workers	100	Long-term on-the-job training, apprenticeship	\$17.27	\$23.94	\$31.79
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	100	Moderate-term on-the-job training	\$12.65	\$15.24	\$18.25
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	90	Postsecondary vocational training	\$13.01	\$16.09	\$18.90
17-3013	Mechanical Drafters	80	Postsecondary vocational training	\$18.04	\$22.17	\$26.92
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	80	Postsecondary vocational training	\$14.39	\$17.01	\$19.59
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	80	Moderate-term on-the-job training	\$12.06	\$14.72	\$17.92
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	70	Long-term on-the-job training	\$17.64	\$20.94	\$24.66
51-2041	Structural Metal Fabricators and Fitters	70	Moderate-term on-the-job training	\$15.71	\$18.22	\$20.84
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	70	Moderate-term on-the-job training	\$11.66	\$15.14	\$18.32
53-7063	Machine Feeders and Offbearers	70	Short-term on-the-job training	\$11.05	\$13.53	\$16.25
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	50	Moderate-term on-the-job training	\$15.01	\$18.62	\$22.63
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	50	Moderate-term on-the-job training	\$14.46	\$17.58	\$20.74
51-4194	Tool Grinders, Filers, and Sharpeners	50	Moderate-term on-the-job training	\$14.64	\$18.24	\$21.75
49-9099	Installation, Maintenance, and Repair Workers, All Other	50	Moderate-term on-the-job training	\$13.12	\$17.90	\$23.66
51-2023	Electromechanical Equipment Assemblers	50	Short-term on-the-job training	\$12.27	\$15.54	\$19.62
51-5011	Bindery Workers	50	Short-term on-the-job training	\$11.03	\$13.86	\$17.62
Logistics						
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,240	Moderate-term on-the-job training	\$14.94	\$18.22	\$22.81
53-7051	Industrial Truck and Tractor Operators	510	Short-term on-the-job training	\$12.61	\$15.03	\$17.94
49-3023	Automotive Service Technicians and Mechanics	290	Postsecondary vocational training	\$13.14	\$17.33	\$22.23
47-4051	Highway Maintenance Workers	170	Moderate-term on-the-job training	\$16.32	\$19.07	\$21.67
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	140	Postsecondary vocational training	\$15.68	\$19.06	\$23.04
49-3021	Automotive Body and Related Repairers	100	Long-term on-the-job training	\$14.38	\$17.60	\$20.87
43-5032	Dispatchers, Except Police, Fire, and Ambulance	70	Moderate-term on-the-job training	\$13.52	\$16.47	\$20.32
53-3021	Bus Drivers, Transit and Intercity	60	Moderate-term on-the-job training	\$13.45	\$19.92	\$22.67
43-5031	Police, Fire, and Ambulance Dispatchers	50	Moderate-term on-the-job training	\$16.76	\$19.01	\$21.61

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Construction and Utilities						
47-2031	Carpenters	380	Long-term on-the-job training, apprenticeship	\$15.33	\$18.84	\$25.27
47-2111	Electricians	340	Long-term on-the-job training, apprenticeship	\$19.89	\$24.91	\$30.02
47-2061	Construction Laborers	220	Moderate-term on-the-job training	\$14.44	\$19.18	\$23.86
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	210	Long-term on-the-job training, apprenticeship	\$16.54	\$19.65	\$25.02
47-2152	Plumbers, Pipefitters, and Steamfitters	200	Long-term on-the-job training, apprenticeship	\$21.76	\$29.94	\$36.02
47-2073	Operating Engineers and Other Construction Equipment Operators	170	Moderate-term on-the-job training	\$19.49	\$24.80	\$29.76
47-2141	Painters, Construction and Maintenance	120	Moderate-term on-the-job training	\$13.55	\$17.10	\$23.07
49-9051	Electrical Power-Line Installers and Repairers	100	Long-term on-the-job training, apprenticeship	\$23.79	\$28.66	\$32.56
47-2051	Cement Masons and Concrete Finishers	90	Moderate-term on-the-job training	\$16.90	\$21.72	\$28.26
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	70	Postsecondary vocational training	\$17.46	\$24.44	\$28.32
51-7011	Cabinetmakers and Bench Carpenters	70	Long-term on-the-job training	\$12.33	\$14.77	\$17.61
47-2021	Brickmasons and Blockmasons	60	Long-term on-the-job training, apprenticeship	\$20.39	\$27.98	\$31.93
17-3023	Electrical and Electronic Engineering Technicians	60	Associate degree	\$19.69	\$24.20	\$29.49
17-3026	Industrial Engineering Technicians	50	Associate degree	\$17.85	\$20.72	\$25.27
47-2181	Roofers	50	Moderate-term on-the-job training	\$13.94	\$18.11	\$24.00
Other						
33-3051	Police and Sheriff's Patrol Officers	360	Long-term on-the-job training	\$21.01	\$25.50	\$29.80
43-5052	Postal Service Mail Carriers	310	Short-term on-the-job training	\$18.05	\$24.00	\$26.42
21-1093	Social and Human Service Assistants	280	Moderate-term on-the-job training	\$11.44	\$14.65	\$17.97
33-3012	Correctional Officers and Jailers	180	Moderate-term on-the-job training	\$17.97	\$20.79	\$23.81
51-3092	Food Batchmakers	160	Short-term on-the-job training	\$11.28	\$14.49	\$18.01
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	130	Long-term on-the-job training	\$17.88	\$22.66	\$29.71
43-4111	Interviewers, Except Eligibility and Loan	130	Short-term on-the-job training	\$11.37	\$13.26	\$15.14
51-3021	Butchers and Meat Cutters	100	Long-term on-the-job training	\$11.59	\$15.29	\$18.84
51-8031	Water and Liquid Waste Treatment Plant and System Operators	90	Long-term on-the-job training	\$16.44	\$19.85	\$23.39
53-7081	Refuse and recyclable material collectors	90	Short-term on-the-job training	\$11.37	\$16.27	\$19.86
27-4021	Photographers	60	Long-term on-the-job training	\$11.42	\$14.06	\$23.27
27-3091	Interpreters and Translators	50	Long-term on-the-job training	\$14.33	\$19.06	\$24.23
31-9011	Massage Therapists	50	Postsecondary vocational training	\$11.50	\$16.76	\$22.32

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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 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.