

2023 HOT JOBS!

Your guide to high-demand careers in West Michigan



INDUSTRY TALENT COUNCILS

Employer-led talent councils are a collaboration of workforce and economic developers, educators (K-12 and postsecondary) and employers in West Michigan's high-demand industries. Regional collaboration and problem-solving address talent, curriculum and advocacy issues on a broader level, resulting in a larger skilled labor pool and increased job placements.

West Michigan is home to several talent councils that provided in-depth expertise on their industries for the 2023 Hot Jobs List:



The Construction Career Council (CCC)

MISSION: The Construction Careers Council creates a bright future for West Michigan's construction industry by building a diverse and qualified workforce.

KEY STRATEGIES | PROJECTS

Campaign: Traveling Roadshow, Women in Construction Week, Careers in Construction Month, Diversity and Inclusion Week
Train: Mentorship program, industry led collaboratives (ICLs)
Sustain: Women in Construction Week, construction-specific hiring events



The West Michigan Health Careers Council

MISSION: To strengthen the West Michigan health care industry by identifying, developing and promoting health care career opportunities.

KEY STRATEGIES | PROJECTS

Outreach and Promotion: MiCareerQuest, parent/school engagement, job seeker workshops, supply/demand review and validation
Education and Training: apprenticeship development, job analysis/career pathway development
Funding and Resources: scholarships, workforce policy and advocacy (federal and state), America's Promise Grant
Retention: employee barrier reduction, training and advancement opportunities for incumbent workers



West Michigan Tech Talent

MISSION: West Michigan Tech Talent looks to engage employers of Information Technology professionals with best practices, resources and a community to grow, develop, recruit and retain a diverse and inclusive world class IT workforce in West Michigan.

KEY STRATEGIES | PROJECTS

Grow (K-12): MiCareerQuest teacher event, parent/school engagement, Hour of Code, TeacherCon reception, support of local initiatives such as BitCamp, Camp Infinity, Girls Who Code, Michigan Association for Computer Users in Learning, STEM Greenhouse
Develop (Training): job analysis/career pathway development, apprenticeship development, industry-led collaboratives (shared cohort training for employees), administering state and federal training funds
Recruit and Retain: Women in Tech videos, support of regional recruitment initiatives



Discover Manufacturing

MISSION: We exist to inspire and expand manufacturing talent in West Michigan.

KEY STRATEGIES | PROJECTS

Promotion & Events: MiCareerQuest, parent/school engagement, Manufacturing Week, Adopt A School
Training: job analysis/career pathway development, industry-led collaboratives (shared cohort training for employees)
Share Best Practices: best practices seminar for manufacturing businesses



Agribusiness Talent Council - West Michigan

MISSION: The Agribusiness Talent Council is an employer-led collaborative that seeks to expand the talent pool by promoting career pathways and opportunities in West Michigan's agribusiness industry.

KEY STRATEGIES | PROJECTS

Promote the Industry: MiCareerQuest, parent/school engagement
Train: curriculum development and alignment, apprenticeship development
Recruit and Retain: job analysis/career pathway development
Resources: Foods That Built West Michigan

METHODOLOGY

DATA COLLECTION

Occupational data was obtained from from the analytical program, Lightcast; Michigan Department of Technology, Management & Budget; and survey results from The Employers' Association (TEA) of West Michigan. Data and employer feedback were used to determine the industry focus for our region: manufacturing, health sciences, information technology, construction and energy, professional services and agribusiness.

CRITERIA FOR INCLUSION

Occupations on the Hot Jobs List must show a growth rate of at least 4 percent (double the regional average) over 10 years; annual openings above industry averages; and wages at or above \$14.30. The list was presented to West Michigan Works! staff and employers within the region's industry talent councils for anecdotal feedback and insight into hiring needs.

SOURCES

Michigan Department of Technology, Management & Budget, <https://www.milmi.org>.

Lightcast, <https://lightcast.io>.

The Employers' Association (TEA) of West Michigan Wage and Salary Survey, https://www.teagr.org/teaimis/Members/Surveys/Survey_Home.aspx.

O*Net O*NET OnLine. National Center for O*NET Development, <http://www.onetonline.org>.

Bureau of Labor Statistics, <http://www.bls.gov/data>

West Michigan Works! serves the counties of Allegan, Barry, Ionia, Kent, Montcalm, Muskegon and Ottawa.
 For service center locations, visit westmiworks.org.

KEY

Title: Standard Occupational Classification (SOC) title as determined by the US Bureau of Labor Statistics. Titles in this report represent one or more detailed occupations, in some cases occupations with similar job duties, skills, education and training are grouped together.

Industries: Agribusiness Construction Health Sciences Information Technology Manufacturing Professional & Administrative

Demand: Demand is determined by a job's projected growth and annual openings. All occupations on the Hot Jobs List are in high demand, but some more than others, as indicated by one , two or three icons.

Wage Range: Report indicates 25th to 90th percentile. Those who are just starting their careers may expect wages at the lower end of the distribution (near 10th or 25th percentile) and those with more experience and education may expect wages near the 75th or 90th.

OJT: On-the-job training: Training or preparation received while employed to attain competency in an occupation (short-term: 1 month or less, moderate-term: between 1-12 months, long-term: more than 12 months).

Occupations that meet the criteria for West Michigan Works! training scholarships.

*Recommended training/education is based on regional employers' current hiring practices.

SOC CODE and JOB TITLE	INDUSTRY(IES)	DEMAND	WAGE RANGE	RECOMMENDED TRAINING / EDUCATION*
51-3091 Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders			\$11.67-\$22.48	High school diploma or equivalent
19-2031 Chemist			\$28.99-\$61.98	Bachelor's degree
47-2021 Brickmasons and Blockmasons			\$25.55-\$33.87	Apprenticeship
51-7011 Cabinetmakers and Bench Carpenters			\$16.52-\$20.96	Apprenticeship
47-2051 Cement Masons and Concrete Finishers			\$18.89-\$28.61	Apprenticeship
11-9021 Construction Managers			\$36.84-\$74.95	Bachelor's degree and 5+ years work experience
49-9012 Control and Valve Installers and Repairers, Except Mechanical Door			\$23.52-\$47.11	High school diploma and 5+ years work experience
47-1011 First-Line Supervisors of Construction Trades and Extraction Workers			\$27.64-\$48.06	High school diploma and 5+ years work experience
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers			\$21.73-\$36.50	Certification & long-term OJT, postsecondary non-degree award
47-2181 Roofers			\$18.49-\$30.27	Short-term OJT
49-9052 Telecommunications Line Installers and Repairers			\$20.78-\$29.86	Short-term OJT
47-2044 Tile and Marble Setters			\$18.30-\$36.80	Short-term OJT
21-1021 Child, Family and School Social Workers			\$19.03-\$30.78	Master's degree and license or limited license
21-1094 Community Health Workers			\$17.86-\$34.52	Certification
51-9081 Dental Laboratory Technicians			\$17.70-\$26.18	License
29-2032 Diagnostic Medical Sonographers			\$29.59-\$39.45	Associate degree and certification
39-1022 First-Line Supervisors of Personal Service Workers			\$14.61-\$23.96	Bachelor's degree
21-1091 Health Educators			\$17.66-\$37.23	Bachelor's degree
21-1022 Healthcare Social Workers			\$23.68-\$36.73	Master's degree and license or limited license
29-2061 Licensed Practical and Licensed Vocational Nurses			\$22.51-\$29.03	License
31-9011 Massage Therapists			\$22.01-\$36.20	License
11-9111 Medical and Health Services Managers			\$36.41-\$77.71	Bachelor's degree, license and 5+ years work experience
31-9092 Medical Assistants			\$14.90-\$20.41	Certification
29-2072 Medical Records Specialists			\$17.35-\$27.28	Certification and license
43-6013 Medical Secretaries			\$14.75-\$21.99	High school diploma or equivalent
21-1023 Mental Health and Substance Abuse Social Workers			\$20.54-\$36.21	Master's degree and license
29-1171 Nurse Practitioners			\$48.47-\$63.75	Master's degree and license
31-1131 Nursing Assistants			\$14.16-\$18.24	Certification and license
29-1122 Occupational Therapists			\$29.50-\$45.81	Master's degree and license
31-2011 Occupational Therapy Assistants			\$22.43-\$29.83	Certification and license
29-2052 Pharmacy Technicians			\$14.28-\$22.14	Certification and license
31-9097 Phlebotomists			\$14.51-\$21.82	License
31-2021 Physical Therapist Assistants			\$22.08-\$30.12	Associate degree and license
29-1123 Physical Therapists			\$35.58-\$48.21	Doctoral degree and license
29-1071 Physician Assistants			\$47.05-\$63.67	Master's degree and license
29-1141 Registered Nurses			\$29.63-\$38.69	Bachelor's degree and license
21-1015 Rehabilitation Counselors			\$13.98-\$29.96	Bachelor's degree and license
29-1126 Respiratory Therapists			\$23.67-\$35.53	Associate degree and license
21-1093 Social and Human Service Assistants			\$13.67-\$22.52	High school diploma or equivalent
29-1127 Speech-Language Pathologists			\$29.72-\$46.09	Master's degree
21-1011 Substance Abuse and Behavioral Disorder Counselors			\$23.12-\$44.35	Master's degree and license
11-9151 Social and Community Service Managers			\$29.02-\$45.99	Bachelor's degree and 5+ years work experience
29-2055 Surgical Technologists			\$18.08-\$29.22	Associate degree and license
11-3021 Computer and Information Systems Managers			\$46.45-\$81.24	Bachelor's degree and 10+ years work experience
15-1299 Computer Occupations, All Other			\$23.41-\$64.82	Bachelor's degree
15-1211 Computer Systems Analysts			\$35.63-\$58.31	Bachelor's degree
15-1232 Computer User Support Specialists			\$17.91-\$29.13	Postsecondary non-degree award or certification
15-1212 Information Security Analysts			\$29.64-\$61.79	Bachelor's degree
15-1252 Software Developers, Analysts and Testers			\$30.72-\$61.77	Bachelor's degree
15-1254 Web Developers and Digital Interface Designers			\$21.30-\$50.18	Bachelor's degree
51-9162 Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic			\$16.68-\$34.90	Certification and moderate-term OJT
51-4041 Machinists			\$17.31-\$28.99	Certification and moderate-term OJT
51-9195 Molders, Shapers, and Casters, Except Metal and Plastic			\$14.66-\$23.13	High school diploma or equivalent
51-6093 Upholsterers			\$17.08-\$23.68	High school diploma or equivalent
43-5011 Cargo and Freight Agents			\$17.55-\$29.11	Moderate-term OJT
11-9033 Education Administrators, Elementary, Secondary, and Post Secondary School			\$29.77-\$80.20	Master's degree and 5+ years experience
21-1012 Educational, Guidance, School, and Vocational Counselors			\$21.76-\$37.72	Master's degree and certification
25-2031 Elementary, Middle and Secondary School Teachers			\$23.10-\$43.23	Bachelor's degree and license
43-4131 Loan Interviewers and Clerks			\$17.70-\$28.83	High school diploma or equivalent
13-2072 Loan Officers			\$27.31-\$64.79	Bachelor's degree and license
23-2011 Paralegals and Legal Assistants			\$21.53-\$43.92	Associate degree, certification
25-1011 Postsecondary Teachers, Art, Business, Health			\$21.83-\$53.19	Master's or Doctorate degree, experience in field
25-2011 Preschool Teachers, Except Special Education			\$12.95-\$23.00	Associate degree or certification
25-9042 Teacher Assistants			\$11.38-\$18.14	Associate degree or certification
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists			\$18.28-\$29.31	Certification and long-term OJT
47-2061 Construction Laborers			\$16.97-\$28.16	Short-term OJT
37-1012 First-Line Supervisors of Landscaping, Lawn Service and Groundskeeping Workers			\$18.38-\$28.25	High school diploma and 5+ years work experience
37-3011 Landscaping and Groundskeeping Workers			\$13.54-\$22.41	Short-term OJT
47-2152 Plumbers, Pipefitters, and Steamfitters			\$18.76-\$38.63	Apprenticeship and license
11-3071 Transportation, Storage, and Distribution Managers			\$30.90-\$74.56	Bachelor's degree and 5+ years work experience
47-2111 Electricians			\$18.85-\$36.78	Apprenticeship or technical school and license
53-3032 Heavy and Tractor-Trailer Truck Drivers			\$19.31-\$29.80	Commercial driver's license, postsecondary non-degree award
49-9098 Helpers--Installation, Maintenance, and Repair Workers			\$14.07-\$20.98	High school diploma or equivalent
49-9071 Maintenance and Repair Workers, General			\$14.34-\$29.12	Certification and moderate-term OJT
47-2073 Operating Engineers and Other Construction Equipment Operators			\$22.98-\$36.68	Certification and moderate-term OJT
17-2141 Mechanical Engineers			\$30.17-\$57.72	Bachelor's degree
51-1011 First-Line Supervisors of Production and Operating Workers			\$23.12-\$44.35	High school diploma and 5+ years experience
51-9198 Helpers--Production Workers			\$14.10-\$21.10	High school diploma or equivalent
17-2112 Industrial Engineers			\$35.67-\$58.17	Bachelor's degree
49-9041 Industrial Machinery Mechanics			\$22.38-\$35.22	Apprenticeship
11-3051 Industrial Production Managers			\$37.77-\$76.64	Bachelor's degree and 5+ years work experience
53-7081 Refuse and Recyclable Material Collectors			\$17.58-\$27.87	High school diploma or equivalent and long-term OJT
35-1011 Chefs and Head Cooks			\$19.15-\$34.82	Associate degree and certification
29-2056 Veterinary Technologists and Technicians			\$16.25-\$23.27	Associate degree
53-1049 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling			\$21.69-\$38.24	High school diploma and 5+ years work experience
11-1021 General and Operations Managers			\$28.67-\$97.78	Bachelor's degree and 5+ years work experience
13-1161 Market Research Analysts and Marketing Specialists			\$22.69-\$48.48	Bachelor's degree
25-9031 Instructional Coordinators			\$27.99-\$47.14	Master's degree and 5+ years work experience
17-1011 Architects, Except Landscape and Naval			\$29.12-\$48.95	Bachelor's degree and 5+ years work experience
13-1051 Cost Estimators			\$23.32-\$46.51	Bachelor's degree
17-2071 Electrical Engineers			\$35.53-\$61.24	Bachelor's degree
49-9044 Millwrights			\$28.66-\$41.58	Apprenticeship
47-2211 Sheet Metal Workers			\$18.00-\$36.13	High school diploma or equivalent and long-term OJT
27-1021 Commercial and Industrial Designers			\$23.78-\$49.45	Certification and 5+ years experience
19-3033 Clinical, Counseling, and School Psychologists			\$28.71-\$58.83	Doctoral degree and license
13-1141 Compensation, Benefits, and Job Analysis Specialists			\$23.89-\$46.78	Bachelor's degree
11-3031 Financial Managers			\$45.21-\$98.50	Bachelor's degree and 5+ years work experience
41-3021 Insurance Sales Agents			\$22.49-\$59.84	Bachelor's degree and license
13-1111 Management Analysts			\$26.18-\$62.50	Bachelor's degree
15-2041 Statisticians			\$24.94-\$50.38	Bachelor's degree
13-1151 Training and Development Specialists			\$18.09-\$43.72	Bachelor's degree
41-4012 Sales Representatives			\$21.92-\$58.22	High school diploma and moderate-term OJT