

2024 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 2024 Hot Jobs List:



The Construction Career Council

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, and the Michigan Department of Technology, Management & Budget. 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 at least 10 percent growth (higher than state and region averages); at least 50 annual openings; 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>.
 O*Net O*NET OnLine. National Center for O*NET Development, <http://www.onetonline.org>.
 Bureau of Labor Statistics, <http://www.bls.gov/data>.

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*
51-7011 Cabinetmakers and Bench Carpenters		🔥🔥🔥	\$17.06-\$27.68	Apprenticeship
47-2152 Plumbers, Pipefitters and Steamfitters		🔥🔥🔥	\$21.87-\$41.26	Apprenticeship and license
51-4121 Welders, Cutters, Solderers and Brazers		🔥🔥🔥	\$17.71-\$27.97	Apprenticeship and license or certificate
49-9052 Telecommunications Line Installers and Repairers		🔥	\$22.83-\$35.39	Apprenticeship long-term OJT
47-2111 Electricians		🔥🔥🔥	\$20.55-\$39.69	Apprenticeship or technical school and license
53-7051 Industrial Truck and Tractor Operators		🔥🔥🔥	\$17.11-\$24.54	Certification and short-term OJT
49-9099 Installation, Maintenance and Repair Workers, All Other		🔥	\$17.60-\$29.41	Moderate-term OJT
37-3011 Landscaping and Groundskeeping Workers		🔥🔥🔥	\$14.21-\$21.65	Short-term OJT
47-1011 First-Line Supervisors of Construction Trades and Extraction Workers		🔥🔥🔥	\$27.68-\$48.86	High school diploma and 5+ years work experience
47-2061 Construction Laborers		🔥🔥🔥	\$17.74-\$28.43	Short-term OJT
11-9021 Construction Managers		🔥🔥🔥	\$35.45-\$74.10	Bachelor's degree and 5+ years work experience
11-9041 Architectural and Engineering Managers		🔥🔥🔥	\$51.67-\$84.27	Bachelor's degree and 5+ years work experience
49-9021 Heating, Air Conditioning and Refrigeration Mechanics and Installers		🔥🔥🔥	\$20.20-\$38.42	Certification, license, and long term OJT
47-2073 Operating Engineers and Other Construction Equipment Operators		🔥🔥	\$23.52-\$36.38	Certification and Moderate-term OJT
49-9071 Maintenance and Repair Workers, General		🔥🔥🔥	\$16.51-\$29.80	Certification and Moderate-term OJT
47-2181 Roofers		🔥🔥	\$19.08-\$31.66	Short-term OJT
31-2022 Physical Therapist Aides		🔥🔥	\$11.54-\$17.95	Associates degree
21-1091 Health Educators		🔥🔥	\$19.61-\$39.12	Bachelor's degree
31-9097 Phlebotomists		🔥🔥🔥	\$15.90-\$22.42	Certification and license
31-9011 Massage Therapists		🔥🔥	\$21.81-\$40.29	Certification and license
11-9111 Medical and Health Services Managers		🔥🔥🔥	\$37.51-\$96.59	Bachelor's degree, license and 5+ years work experience
29-1141 Registered Nurses		🔥🔥🔥	\$32.62-\$44.36	Bachelor's degree and license
21-1094 Community Health Workers		🔥🔥	\$18.31-\$31.94	Certification
31-9092 Medical Assistants		🔥🔥🔥	\$16.58-\$21.64	Certification
29-1126 Respiratory Therapists		🔥🔥🔥	\$26.91-\$37.43	Associates degree and license
29-2056 Veterinary Technologists and Technicians		🔥🔥	\$16.93-\$23.17	Associates degree and license
29-1123 Physical Therapists		🔥🔥🔥	\$37.66-\$49.23	Doctoral degree and license
29-2053 Psychiatric Technicians		🔥	\$15.32-\$19.60	Certification
31-1131 Nursing Assistants		🔥🔥🔥	\$15.67-\$19.00	Certification
21-1093 Social and Human Service Assistants		🔥🔥🔥	\$14.62-\$26.24	High school diploma or equivalent
31-9099 Healthcare Support Workers, All Other		🔥	\$14.69-\$22.12	High school diploma or equivalent
29-1127 Speech-Language Pathologists		🔥🔥🔥	\$33.12-\$47.30	Master's degree
21-1022 Healthcare Social Workers		🔥🔥	\$23.91-\$36.81	Master's degree and license
21-1023 Mental Health and Substance Abuse Social Workers		🔥🔥	\$19.46-\$38.20	Master's degree and license
29-1071 Physician Assistants		🔥🔥🔥	\$50.27-\$68.88	Master's degree and license
29-1122 Occupational Therapists		🔥🔥	\$35.86-\$45.92	Master's degree and license
29-1171 Nurse Practitioners		🔥🔥🔥	\$48.41-\$64.65	Master's degree and license
31-2021 Physical Therapist Assistants		🔥🔥🔥	\$23.78-\$32.85	Associates degree and license
15-1256 Software Developers and Software Quality Assurance Analysts and Testers		🔥🔥🔥	\$34.85-\$63.61	Bachelor's degree
11-3021 Computer and Information Systems Managers		🔥🔥	\$49.14-\$94.01	Bachelor's degree and 10+ years work experience
15-1257 Web Developers and Digital Interface Designers		🔥🔥	\$29.45-\$55.74	Bachelor's degree
11-1021 General and Operations Managers		🔥🔥🔥	\$29.27-\$98.59	Bachelor's degree and 5+ years work experience
51-1011 First-Line Supervisors of Production and Operating Workers		🔥🔥🔥	\$23.49-\$42.62	High school diploma and 5+ years work experience
49-9041 Industrial Machinery Mechanics		🔥🔥	\$22.97-\$35.34	Apprenticeship
17-2112 Industrial Engineers		🔥🔥🔥	\$36.00-\$57.87	Bachelor's degree
11-3051 Industrial Production Managers		🔥🔥🔥	\$39.61-\$76.45	Bachelor's degree and 5+ years work experience
11-3071 Transportation, Storage and Distribution Managers		🔥	\$34.58-\$75.81	Bachelor's degree and 5+ years work experience
17-3026 Industrial Engineering Technicians		🔥	\$22.51-\$39.77	Associate's degree
51-9195 Molders, Shapers and Casters, except Metal and Plastic		🔥🔥	\$15.13-\$25.63	High school diploma or equivalent
27-1021 Commercial and Industrial Designers		🔥🔥🔥	\$26.83-\$54.37	Certification and 5+ years experience
51-2028 Electrical, Electronic and Electromechanical Assemblers		🔥🔥🔥	\$15.38-\$23.89	Moderate-term OJT
51-4041 Machinists		🔥🔥🔥	\$17.26-\$30.02	Certification and Moderate-term OJT
51-9162 Computer Numerically Controlled Tool Programmers		🔥🔥🔥	\$23.52-\$36.94	Certification and moderate-term OJT
51-4072 Molding, Coremaking, Casting Machine Setters, Operators, Tenders: Metal and Plastic		🔥🔥🔥	\$15.48-\$23.26	Moderate-term OJT
51-4081 Multiple Machine Tool Setters, Operators and Tenders, Metal and Plastic		🔥🔥🔥	\$14.95-\$22.76	Moderate-term OJT
51-7041 Sawing Machine Setters, Operators and Tenders, Wood		🔥🔥	\$15.55-\$24.01	Moderate-term OJT
51-7042 Woodworking Machine Setters, Operators and Tenders, Except Sawing		🔥🔥🔥	\$16.33-\$24.38	Moderate-term OJT
51-9032 Cutting and Slicing Machine Setters, Operators and Tenders		🔥🔥	\$17.32-\$23.40	Moderate-term OJT
51-9041 Extruding, Forming, Pressing and Compacting Machine Setters, Operators and Tenders		🔥🔥🔥	\$18.74-\$28.41	Moderate-term OJT
51-9111 Packaging and Filling Machine Operators and Tenders		🔥🔥🔥	\$16.73-\$24.18	Moderate-term OJT
51-9124 Coating, Painting and Spraying Machine Setters, Operators and Tenders		🔥🔥🔥	\$16.81-\$24.23	Moderate-term OJT
53-7065 Stockers and Order Fillers		🔥🔥🔥	\$13.86-\$21.18	Short-term OJT
51-9199 Production Workers, All Other		🔥🔥🔥	\$14.69-\$19.40	Moderate-term OJT
53-7062 Laborers and Freight, Stock and Material Movers, Hand		🔥🔥🔥	\$12.84-\$22.52	Short-term OJT
53-7064 Packers and Packagers, Hand		🔥🔥🔥	\$13.90-\$18.13	Short-term OJT
35-1011 Chefs and Head Cooks		🔥🔥🔥	\$21.67-\$31.74	Associates degree
23-2011 Paralegals and Legal Assistants		🔥🔥🔥	\$21.13-\$37.73	Associates degree
49-3042 Mobile Heavy Equipment Mechanics, except Engines		🔥🔥🔥	\$22.91-\$35.57	Apprenticeship, certificate, and long-term OJT
11-3121 Human Resources Managers		🔥🔥🔥	\$40.25-\$82.34	Bachelor's degree
13-1071 Human Resources Specialists		🔥🔥🔥	\$22.88-\$45.51	Bachelor's degree
13-1081 Logisticians		🔥🔥🔥	\$25.27-\$51.24	Bachelor's degree
13-1111 Management Analysts		🔥🔥🔥	\$29.79-\$63.21	Bachelor's degree
13-1121 Meeting, Convention and Event Planners		🔥🔥🔥	\$16.12-\$34.92	Bachelor's degree
13-1131 Fundraisers		🔥🔥🔥	\$21.80-\$40.65	Bachelor's degree
13-1151 Training and Development Specialists		🔥🔥🔥	\$21.96-\$45.21	Bachelor's degree
13-1161 Market Research Analysts and Marketing Specialists		🔥🔥🔥	\$22.12-\$48.75	Bachelor's degree
13-1198 Project Management Specialists and Business Operations Specialists, All Other		🔥🔥🔥	\$31.03-\$62.05	Bachelor's degree
13-2011 Accountants and Auditors		🔥🔥🔥	\$27.47-\$49.27	Bachelor's degree
13-2098 Financial/Investment Analysts, Financial Risk Specialists, Financial Specialists, All Other		🔥🔥🔥	\$26.63-\$56.32	Bachelor's degree
17-2071 Electrical Engineers		🔥🔥🔥	\$34.67-\$61.57	Bachelor's degree
17-2141 Mechanical Engineers		🔥🔥🔥	\$35.66-\$58.92	Bachelor's degree
21-1018 Substance Abuse, Behavioral Disorder and Mental Health Counselors		🔥🔥🔥	\$18.46-\$34.60	Bachelor's degree
27-1011 Art Directors		🔥🔥🔥	\$31.34-\$61.61	Bachelor's degree
27-3043 Writers and Authors		🔥	\$19.51-\$43.38	Bachelor's degree
11-2021 Marketing Managers		🔥🔥🔥	\$42.83-\$100.60	Bachelor's degree and 5+ years work experience
11-2022 Sales Managers		🔥🔥🔥	\$40.87-\$98.85	Bachelor's degree and 5+ years work experience
11-3010 Administrative Services and Facilities Managers		🔥🔥🔥	\$36.91-\$75.20	Bachelor's degree and 5+ years work experience
11-3031 Financial Managers		🔥🔥🔥	\$46.16-\$101.50	Bachelor's degree and 5+ years work experience
11-9151 Social and Community Service Managers		🔥🔥🔥	\$29.74-\$46.56	Bachelor's degree and 5+ years work experience
25-3097 Teachers and Instructors, All Other, except Substitute Teachers		🔥🔥🔥	\$18.40-\$37.92	Bachelor's degree and license
41-3021 Insurance Sales Agents		🔥🔥🔥	\$21.90-\$64.35	Bachelor's degree and license
49-3031 Bus and Truck Mechanics and Diesel Engine Specialists		🔥🔥🔥	\$20.85-\$30.06	Certification and Long-term OJT
53-3032 Heavy and Tractor-Trailer Truck Drivers		🔥🔥🔥	\$21.68-\$30.92	Certification and license
23-1011 Lawyers		🔥🔥🔥	\$40.76-\$100.74	Doctoral degree and license
11-9051 Food Service Managers		🔥🔥🔥	\$22.52-\$38.90	High school diploma and 5+ years work experience
35-1012 First-Line Supervisors of Food Preparation and Serving Workers		🔥🔥🔥	\$14.96-\$27.76	High school diploma and 5+ years work experience
43-9199 Office and Administrative Support Workers, All Other		🔥🔥	\$15.75-\$28.94	High school diploma or equivalent and short-term OJT
43-9041 Insurance Claims and Policy Processing Clerks		🔥🔥🔥	\$17.72-\$28.05	High school diploma or equivalent and moderate-term OJT
51-3021 Butchers and Meat Cutters		🔥🔥🔥	\$14.97-\$23.14	Long-term OJT
25-1121 Art, Drama, Music and English language Teachers, Post Secondary		🔥	\$21.39-\$63.00	Master's degree
11-9033 Education Administrators, Postsecondary		🔥🔥🔥	\$31.83-\$81.61	Master's degree and 5+ years work experience
21-1021 Child, Family and School Social Workers		🔥🔥🔥	\$20.14-\$33.40	Master's degree and license
27-4021 Photographers		🔥	\$15.89-\$29.33	Moderate-term OJT
35-2014 Cooks, Restaurant		🔥🔥🔥	\$13.98-\$18.96	Moderate-term OJT
41-9099 Sales Representative, Wholesale, Manufacturing and Services.		🔥🔥🔥	\$21.50-\$56.92	Moderate-term OJT
43-4061 Eligibility Interviewers, Government Programs		🔥	\$25.43-\$29.05	Moderate-term OJT
53-3031 Driver/Sales Workers		🔥🔥🔥	\$11.66-\$30.33	Short-term OJT
43-5061 Production, Planning and Expediting Clerks		🔥🔥🔥	\$18.29-\$35.73	Moderate-term OJT
15-1212 Information Security Analysts		🔥🔥🔥	\$36.41-\$76.59	Bachelor's degree