

2026 HOT JOBS!

Your guide to high-demand careers in West Michigan



METHODOLOGY

DATA COLLECTION

Occupational data was obtained from the analytical program, Lightcast and the Michigan Department of Technology, Management & Budget. Data and business feedback were used to determine the industry focus for our region: agribusiness, construction and energy, health sciences, hospitality, information technology, manufacturing and professional services.

CRITERIA FOR INCLUSION

Occupations on the Hot Jobs List have an average growth rate of 8.5 percent (higher than state and region averages); at least 50 annual openings; and wages at or above \$15.34. The list was presented to West Michigan Works! staff and industry businesses within the region 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 Hospitality 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 business' current hiring practices.

SOC CODE and JOB TITLE	INDUSTRY(IES)	DEMAND	WAGE RANGE	RECOMMENDED TRAINING / EDUCATION*
11-2021 Marketing Managers			\$46.78-\$99.95	Bachelor's degree
11-3012 Administrative Services Managers			\$38.05-\$74.40	Bachelor's degree
11-3013 Facilities Managers			\$34.46-\$70.66	Bachelor's degree
11-3021 Computer and Information Systems Managers			\$53.27-\$100.86	Bachelor's degree
11-3031 Financial Managers			\$48.78-\$104.45	Bachelor's degree
11-3071 Transportation, Storage, and Distribution Managers			\$36.15-\$76.49	High school diploma or equivalent
11-3121 Human Resources Managers			\$48.27-\$97.54	Bachelor's degree
11-9021 Construction Managers			\$39.88-\$79.99	Bachelor's degree / Moderate-term OJT
11-9033 Education Administrators, Postsecondary			\$32.95-\$80.99	Master's degree
11-9041 Architectural and Engineering Managers			\$58.92-\$96.07	Bachelor's degree
11-9111 Medical and Health Services Managers			\$39.21-\$99.35	Bachelor's degree
11-9151 Social and Community Service Managers			\$30.76-\$53.79	Bachelor's degree
13-1023 Buyers and Purchasing Agents			\$26.21-\$49.42	Bachelor's degree / Moderate-term OJT
13-1041 Compliance Officers			\$26.68-\$52.76	Bachelor's degree / Moderate-term OJT
13-1071 Human Resources Specialists			\$24.73-\$48.59	Bachelor's degree
13-1081 Logisticians			\$28.74-\$50.14	Bachelor's degree
13-1082 Project Management Specialists			\$32.26-\$63.14	Bachelor's degree
13-1111 Management Analysts			\$31.23-\$68.82	Bachelor's degree
13-1121 Meeting, Convention, and Event Planners			\$19.89-\$37.22	Bachelor's degree
13-1151 Training and Development Specialists			\$20.81-\$46.49	Bachelor's degree
13-1161 Market Research Analysts and Marketing Specialists			\$23.14-\$50.20	Bachelor's degree
13-1199 Business Operations Specialists, All Other			\$25.72-\$54.61	Bachelor's degree
13-2051 Financial and Investment Analysts			\$35.29-\$62.70	Bachelor's degree
13-2052 Personal Financial Advisors			\$30.10-\$115.57	Bachelor's degree / Long-term OJT
13-2072 Loan Officers			\$24.19-\$73.46	Bachelor's degree / Moderate-term OJT
15-1211 Computer Systems Analysts			\$36.41-\$60.82	Bachelor's degree
15-1212 Information Security Analysts			\$33.29-\$71.21	Bachelor's Degree
15-1252 Software Developers			\$39.45-\$74.60	Bachelor's degree
15-1299 Computer Occupations, All Other			\$31.31-\$73.83	Bachelor's degree
15-2051 Data Scientists			\$34.43-\$67.80	Bachelor's degree
17-2051 Civil Engineers			\$33.44-\$63.37	Bachelor's degree
17-2071 Electrical Engineers			\$38.75-\$69.20	Bachelor's degree
17-2072 Electronics Engineers, Except Computer			\$43.35-\$73.55	Bachelor's degree
17-2112 Industrial Engineers			\$37.62-\$63.27	Bachelor's degree
17-2141 Mechanical Engineers			\$36.48-\$62.60	Bachelor's degree
17-3023 Electrical and Electronics Engineering Technologists and Technicians			\$24.75-\$41.10	Associate's degree
19-5011 Occupational Health and Safety Specialists			\$29.81-\$51.19	Bachelor's degree
21-1011 Substance Abuse, Behavioral Disorder, and Mental Health Counselors			\$23.19-\$46.52	Master's degree / Internship/Residency
21-1012 Educational, Guidance, and Career Counselors and Advisors			\$21.92-\$41.52	Master's degree
21-1021 Child, Family, and School Social Workers			\$22.08-\$38.53	Bachelor's degree
21-1022 Healthcare Social Workers			\$28.18-\$39.94	Master's degree / Internship/Residency
21-1093 Social and Human Service Assistants			\$16.26-\$28.52	High school diploma or equivalent / Short-term OJT
25-1071 Health Specialties Teachers, Postsecondary			\$26.05-\$67.75	Doctoral or professional degree
25-1072 Nursing Instructors and Teachers, Postsecondary			\$26.05-\$67.75	Doctoral or professional degree
25-1121 Art, Drama, and Music Teachers, Postsecondary			\$26.05-\$67.75	Master's degree
25-2011 Preschool Teachers, Except Special Education			\$15.34-\$27.05	Associate's degree
25-9099 Educational Instruction and Library Workers, All Other			\$18.97-\$38.47	Bachelor's degree
27-1024 Graphic Designers			\$20.72-\$41.25	Bachelor's degree
27-3031 Public Relations Specialists			\$21.77-\$49.62	Bachelor's degree
29-1071 Physician Assistants			\$57.22-\$74.15	Master's degree
29-1123 Physical Therapists			\$39.07-\$51.47	Doctoral or professional degree
29-1126 Respiratory Therapists			\$32.13-\$40.56	Associate's degree
29-1127 Speech-Language Pathologists			\$33.53-\$51.23	Master's degree / Internship/Residency
29-1141 Registered Nurses			\$38.13-\$48.89	Bachelor's degree
29-1171 Nurse Practitioners			\$52.26-\$67.54	Master's degree
29-1292 Dental Hygienists			\$38.13-\$43.80	Associate's degree
29-2012 Clinical Laboratory Technologists and Technicians			\$18.88-\$39.24	Bachelor's degree
29-2034 Radiologic Technologists and Technicians			\$29.30-\$40.02	Associate's degree
29-2042 Emergency Medical Technicians			\$17.76-\$25.66	Postsecondary nondegree award
29-2052 Pharmacy Technicians			\$18.41-\$25.27	High school diploma or equivalent / Moderate-term OJT
29-2053 Psychiatric Technicians			\$17.12-\$21.45	Postsecondary nondegree award / Short-term OJT
29-2056 Veterinary Technologists and Technicians			\$19.15-\$27.81	Associate's degree
29-2061 Licensed Practical and Licensed Vocational Nurses			\$27.89-\$36.02	Postsecondary nondegree award
29-2099 Health Technologists and Technicians, All Other			\$18.65-\$34.76	Postsecondary nondegree award
31-1131 Nursing Assistants			\$17.88-\$22.06	Postsecondary nondegree award
31-2021 Physical Therapist Assistants			\$26.20-\$35.54	Associate's degree
31-9011 Massage Therapists			\$22.10-\$38.97	Postsecondary nondegree award
31-9091 Dental Assistants			\$21.60-\$27.70	Postsecondary nondegree award
31-9092 Medical Assistant			\$18.19-\$23.55	Postsecondary nondegree award
31-9096 Veterinary Assistants and Laboratory Animal Caretakers			\$15.81-\$22.45	High school diploma or equivalent / Short-term OJT
31-9097 Phlebotomists			\$17.98-\$26.71	Postsecondary nondegree award
31-9099 Healthcare Support Workers, All Other			\$18.22-\$23.63	High school diploma or equivalent
35-1011 Chefs and Head Cooks			\$24.27-\$38.49	High school diploma or equivalent
35-2012 Cooks, Institution and Cafeteria			\$16.16-\$20.97	Short-term OJT
35-2014 Cooks, Restaurant			\$15.39-\$21.34	Moderate-term OJT
37-1011 First-Line Supervisors of Housekeeping and Janitorial Workers			\$18.75-\$30.91	High school diploma or equivalent
39-1014 First-line Supervisors of Entertainment And Recreation Workers, Except Gambling Services			\$15.61-\$31.03	High school diploma or equivalent
39-1022 First-line Supervisors of Personal Service Workers			\$16.75-\$30.46	High school diploma or equivalent
41-3021 Insurance Sales Agents			\$21.00-\$57.77	High school diploma or equivalent / Moderate-term OJT
41-3031 Securities, Commodities, and Financial Services Sales Agents			\$23.87-\$108.12	Bachelor's degree / Moderate-term OJT
43-5021 Couriers and Messengers			\$15.89-\$21.69	High school diploma or equivalent / short-term OJT
43-6013 Medical Secretaries and Administrative Assistants			\$18.28-\$23.78	High school diploma or equivalent / Moderate-term OJT
45-1011 First-Line Supervisors of Farming, Fishing, and Forestry Workers			\$16.86-\$37.45	High school diploma or equivalent
47-1011 First-Line Supervisors of Construction Trades and Extraction Workers			\$30.12-\$51.99	High school diploma or equivalent
47-2031 Carpenters			\$21.18-\$38.13	High school diploma or equivalent / Apprenticeship
47-2061 Construction Laborers			\$19.92-\$30.82	Short-term OJT
47-2111 Electricians			\$22.95-\$47.64	High school diploma or equivalent / Apprenticeship
47-2152 Plumbers, Pipefitters, and Steamfitters			\$23.58-\$46.94	High school diploma or equivalent / Apprenticeship
47-2211 Sheet Metal Workers			\$22.18-\$43.01	High school diploma or equivalent / Apprenticeship
49-3042 Mobile Heavy Equipment Mechanics, Except Engines			\$26.27-\$38.53	High school diploma or equivalent / Long-term OJT
49-3093 Tire Repairers and Changers			\$17.35-\$22.90	High school diploma or equivalent / Short-term OJT
49-9021 Heating, Air Conditioning, and Refrigeration Mechanics and Installers			\$22.52-\$41.73	Postsecondary nondegree award / Long-term OJT
49-9041 Industrial Machinery Mechanics			\$25.06-\$38.84	High school diploma or equivalent / Long-term OJT
49-9071 Maintenance and Repair Workers, General			\$18.55-\$34.10	High school diploma or equivalent / Moderate-term OJT
51-2023 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers			\$18.85-\$24.95	High school diploma or equivalent / Moderate-term OJT
51-3022 Meat, Poultry, and Fish Cutters and Trimmers			\$17.73-\$23.47	Short-term OJT
51-3092 Food Batchmakers			\$17.46-\$30.94	High school diploma or equivalent / Moderate-term OJT
51-4041 Machinists			\$21.41-\$32.54	Postsecondary nondegree award / Moderate-term OJT
51-4121 Welders, Cutters, Solderers, and Brazers			\$21.06-\$30.03	High school diploma or equivalent / Apprenticeship License or certificate
51-8031 Water and Wastewater Treatment Plant and System Operators			\$23.24-\$37.62	High school diploma or equivalent / Long-term OJT
51-9023 Mixing and Blending Machine Setters, Operators, and Tenders			\$20.19-\$29.21	High school diploma or equivalent / Moderate-term OJT
51-9111 Packaging and Filling Machine Operators and Tenders			\$17.93-\$28.18	High school diploma or equivalent / Moderate-term OJT
51-9162 Computer Numerically Controlled Tool Programmers			\$26.55-\$40.95	Postsecondary nondegree award / Moderate-term OJT
53-1043 FirstLine Supervisors of Transportation & Material Moving Workers, Exc Aircraft Cargo Handling Supervisor			\$22.50-\$42.05	High school diploma or equivalent
53-3032 Heavy and Tractor-Trailer Truck Drivers			\$22.96-\$34.64	Postsecondary nondegree award / Short-term OJT
53-3033 Light Truck Drivers			\$15.68-\$37.55	High school diploma or equivalent / short-term OJT
53-3053 Shuttle Drivers and Chauffeurs			\$15.67-\$24.61	Short-term OJT