

Map Your Career



County of Summit, Ohio
Ilene Shapiro, Executive

2020 - 2021

Understanding career pathway options - whether you are in a particular industry already or exploring which one to enter - can be very helpful for career planning. Career pathway diagrams illustrate the occupations and industry-wide pathways available within a particular sector. This can be an invaluable help for both job seekers and workers as they consider how to advance in or choose a career. This guide will provide career pathways in five industries key to Summit County's local economy: **Health Care; Biotechnology, Life, and Polymer Sciences; Information Technology; Finance, Insurance and Real Estate; Advanced Manufacturing** and **Skilled Trades**. For each industry, you'll learn about current trends, average wages, and typical career pathways.

For more information on additional career services, please contact: OhioMeansJobsSummitCounty, 1040 East Tallmadge Avenue, Akron, Ohio 44310, 330-633-1050, OhioMeansJobs.com/Summit.



Factoids

- In the coming years, **85%** of new jobs will require more than a high school diploma or GED.
- In the coming years, positions requiring non-skilled labor will only make up between **2% and 12%** of all available jobs.
- **98%** of all jobs will require at least a high school diploma or GED.

Resources for Education and Career Planning

- 1. OhioMeansJobsSummitCounty:** OhioMeansJobs.com/Summit -- OhioMeansJobsSummitCounty is Summit County's one-stop job service center. Visitors have free access to internet accessible computers, copiers, and fax machines in the Resource Room, attend basic computer training and other skills training courses, and register for the state-wide job matching system to be notified of job openings in their interest areas.
- 2. Akron-Summit County Public Library:** <https://www.akronlibrary.org/locations/main-library/business-government-division/job-resources> --The Business & Government Division can help you with your career planning or job search. We offer links to job and career websites, employment resources, resume writing and interview resources, business databases to research potential employers, free online vocational practice tests, and skill-building tutorials that cover many areas of interest.
- 3. Summit 2020 Map Your Career Guide Interactive Dashboard:** [Summit 2020 Map Your Career Guide Interactive Dashboard](#) --This interactive dashboard allows visitors to explore hundreds of career paths, and includes salary information, required education or certification, and experience necessary. The dashboard also allows visitors to compare salary levels to cost of living by family size.
- 4. ConexusNEO:** [Labor Market Information](#) --The ConexusNEO website provides career pathway infographics for jobseekers and students in the areas of health care, advanced manufacturing, and information technology that can help them begin careers in high-demand fields.
- 5. Ohio Labor Market Information:** <http://ohiolmi.com/> -- The state's site which combines wage data with other resources, including career exploration, job trends reports, and a wealth of other data.
- 6. OhioMeansJobs:** <https://jobseeker.ohiomeansjobs.monster.com/> -- OhioMeansJobs is the State of Ohio's website created by the Ohio Department of Job and Family Services that allows you to search all electronic job opportunities posted online which include Ohio employers, national commercial job boards and specialty industries. Let all Ohio employers find you today by taking the opportunity to post your resume for **FREE**.
- 7. Bureau of Labor Statistics, Wage Data:** <https://www.bls.gov/home.htm> -- A resource which includes recent salary survey data and short descriptions for hundreds of occupational categories. Users can view wages on a national, state, or local level. To visit the Akron Metropolitan Statistical Area (MSA) wage data page, please see: https://www.bls.gov/regions/midwest/oh_akron_msa.htm.
- 8. Career One-Stop:** <http://www.careeronestop.org> -- Sponsored by the U.S. Department of Labor, this site contains tools to help job seekers, students, businesses, and career professionals.
- 9. O*Net Online:** <http://www.onetcenter.org/> -- A nation-wide career exploration resource, the O*Net database contains information about hundreds of occupations, including job tasks, education requirements, and wages.

Wages in different industries and companies change at different times throughout the year. There is always a lag between published wages and actual wages. In addition, in some of the emerging professions described in this booklet, published wage information is not yet available. Please consider the wage information as a guide. More current wage information is always part of the employment interview and selection process.

A wide range of certificates and degrees are offered by the many community and technical colleges located throughout Northeast Ohio. To locate a college near you and learn more about the programs available, visit the National Center on Education Statistics' *College Navigator* webpage, or [50States.com](http://www.50states.com/college/) at <http://www.50states.com/college/>. Nationally recognized industry certifications can increase your wage potential and in some cases equal college credit. Choose a training program that includes at least one industry credential.

Also, the public workforce system, comprised of organizations located at the OhioMeans Jobs Summit County is ready and willing to help job seekers determine if training would be a beneficial pathway to employment.

For a list of over 900 registered apprenticeship programs in Ohio, go to: <http://jfs.ohio.gov/apprenticeship>, or visit the Apprenticeship Sponsors Database at <http://oa.doleta.gov/> to locate an apprenticeship program near you.

Build a Backpack and a Plan!

<https://jobseeker.ohiomeansjobs.monster.com/PlanIt/Index.aspx>

Explore Career Options!

Review career paths on the pages below or explore at:

<https://omj.ohio.gov/careerpathways/index.stm>

Know Yourself!

Follow the link below to see how do your interests line up with Career Options

<https://jobseeker.ohiomeansjobs.monster.com/ExploreIt/Default.aspx#/po>

Start here

Source: Modified from Utah's Job Connection, "Dept. of Workforce Services, Sample Career Ladders

Map Your Career

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Add the industry you are planning a career in here



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Research occupations that interest you



Build a career plan



Locate your local OhioMeansJobs Center



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Health Care

Expected Employability and/or Soft Skills

Integrity, Work Ethic, Communicator, Adaptor, Critical Thinker, Dependable

Trends

Health care has become one of the most important employment sectors in Summit County. Healthcare practitioners, technical, and healthcare support occupations employed 34,000 people in Summit County in 2016, accounting for 10.3% of all employed workers in the Akron Metropolitan Statistical Area (Akron MSA, which includes both Summit and Portage Counties).

Job growth in health care occupations continues to rise despite the recent economic recession. Estimates show that combined healthcare practitioner, technical, and healthcare support occupations in Summit County are projected to increase by about 1.5% annually until 2026. Average annual wages in 2018 ranged from \$21,486 for Home Health Aides to \$208,000 for Physicians and Surgeons.

Some health care jobs will be in long-term care and care for seniors and others with special needs. Summit County has more than 250 facilities or agencies that provide some type of long-term care and across Ohio there are over 20,000 long-term care employees.

Wages

For detailed information about health care occupations including earnings opportunities, employment projections, detailed job descriptions, training schools, and other pertinent information, see the Akron Regional Hospital Association's Career Guide at:

<http://www.arha.org/Resources.aspx>

Source: Ohio Labor Market Information

Top Health Care Jobs in the Akron MSA (ranked by total employment)

Occupation	Total Employment	Average Annual Wage
Registered Nurses	7,305	\$70,221
Home Health Aides	3,787	\$21,486
Nursing Assistants	3,671	\$25,750
Licensed Practical and Licensed Vocational Nurses	2,383	\$41,309
Physicians and Surgeons, All Other	1,665	\$208,000
Medical Assistants	1,257	\$30,077
Pharmacy Technicians	1,072	\$29,682
Pharmacists	1,063	\$125,091
Emergency Medical Technicians and Paramedics	674	\$33,509
Dental Assistants	637	\$36,982
Radiologic Technologists	557	\$54,995
Dental Hygienists	522	\$70,595
Physical Therapists	516	\$90,314
Medical Records and Health Information Technicians	488	\$35,131
Respiratory Therapists	413	\$56,160
Nurse Practitioners	396	\$99,944
Medical and Clinical Laboratory Technologists	352	\$0
Surgeons	328	\$208,000
Veterinary Technologists and Technicians	301	\$31,928
Family and General Practitioners	291	\$189,530
Dentists, General	285	\$186,451
Occupational Therapists	280	\$87,776
Speech-Language Pathologists	274	\$74,339
Medical and Clinical Laboratory Technicians	272	\$0
Health Technologists and Technicians, All Other	259	\$39,083
Phlebotomists	248	\$35,797
Massage Therapists	233	\$45,614
Psychiatric Aides	220	\$34,819
Occupational Health and Safety Specialists	216	\$74,942
Physical Therapist Assistants	214	\$59,550

Health Care Career Paths

<i>Education Requirement (annual earnings potential)</i>	<i>Administrative</i>	<i>Allied Health</i>	<i>Information Technology</i>	<i>Medicine & Medical Support</i>	<i>Nursing</i>	<i>Rehabilitation</i>	<i>Service & Skilled Maintenance</i>
Doctorate (\$70k-\$250k)	Medical Director	Pharmacist		Physician Dentist Psychologist	Director of Nursing	Physical Therapist	
Advanced Degree (\$40k-\$120k)	Administrator Chief Financial Officer Chief Compliance Officer	Social Worker Genetic Counselor	Chief Information Officer	Researcher Physicians Assistant Optician	Clinical Nurse Specialist Nurse Practitioner	Counselor Occupational Therapist Speech Pathologist	Supervisor
Bachelor's Degree (\$30k-\$100k)	Accountant Financial Analyst Nursing Home Administrator	Dietitian Medical Technologist Perfusionist Respiratory Therapist Athletic Trainer Surgeon's Assistant Microbiologist	Data Base Manager Medical Records Administrator Network Administrator Programmer Analyst Systems Administrator Web Designer		Registered Nurse	Art Therapist Music Therapist Activities Director	Engineer Safety Officer Biomedical Engineer
Associate's Degree (\$25k-\$75k)	Administrative Assistant Paralegal Coding Technician	Medical Technician Paramedic Radiation Therapist Diet Technician Cardiovascular Technologist Pharmacy Technician Paramedic Imaging Technologist -Nuclear Medicine -Radiology -Ultrasound	Coding Specialist Computer Operator Health Info Technician Picture Archiving Administrator	Office Manager Dental Hygienist Medical Secretary Ophthalmic Technician	Registered Nurse	Occupational Therapy Physical Therapy Assistant	Carpenter Electrician Plumber Security Officer Biomedical Technician
Some Post Secondary Training (\$25k-\$45k)	Clerk Secretary	EEG Technician EMT EKG Technician Neuro Technician Sterile Supply Technician Technician	Help Desk Administrator	Dental Tech Medical Assistant	Licensed Practical Nurse		Painter
HS Diploma (\$15k-\$36k)	Billing Clerk Financial Assistant Receptionist	EKG Technician Imaging Assistant			Nursing Assistant Transportation Aide Unit Clerk	Physical Therapy Aide	Dietary Aide Housekeeping Assistant Delivery Technician

Notes:

1. Job titles are shown with minimal educational requirement; many in these fields hold advanced degrees.
2. Several titles have more than one point of entry. For example, an individual licensed to sit for the Registered Nurse boards can be qualified by virtue of graduation from an associate degree program, diploma school (less common) or a bachelor's program.
3. Several of the post secondary education titles receive their training on the job.
4. In addition to titles shown, most health care facilities require (depending on size of organization) all of the usual support functions: public relations, marketing, accounts payable, receivable, payroll, compliance, legal, human resources, etc.

Biotechnology, Life, and Polymer Sciences

Expected Employability and/or Soft Skills

Integrity, Work Ethic, Communicator, Adaptor, Critical Thinker, Dependable

Trends

Biotechnology, Life, and Polymer Sciences encompass a broad range of occupations in medical devices, materials science, chemistry, product engineering, and even genome sciences. This emerging field employed about 1,700 people in the Akron MSA in 2016, and is expected to grow by about 0.6% per year.

Job growth in biotechnology and life sciences is fueled by help from technology assistance programs like the Austen BioInnovation Institute (ABIA) in Akron and investments from the State of Ohio's Third Frontier program. Both entities are keenly aware of the region's potential as a hub for sustained and increased economic growth within the industry. ABIA is an Ohio Center of Excellence for Biomedicine and Health Care, future home of the Ohio Hub of Innovation and Opportunity for Biomaterials Commercialization and, along with its founding member, The University of Akron, winner of the prestigious U.S. Department of Commerce's 16 National Innovation Awards.

Wages

Wages in 2018 range from \$37,523 for Biological Technicians to \$73,757 for Chemists.

[Note: Wages are averages of all occupations within the sector – including entry level and high level positions.]

For detailed information about occupations within this sector (e.g. current wage ranges per occupation, training schools, employment projections, and a link to jobs listed on the Labor Market Information website):

Top Life, Physical, and Social Science Occupations Jobs in the Akron MSA (ranked by employment)

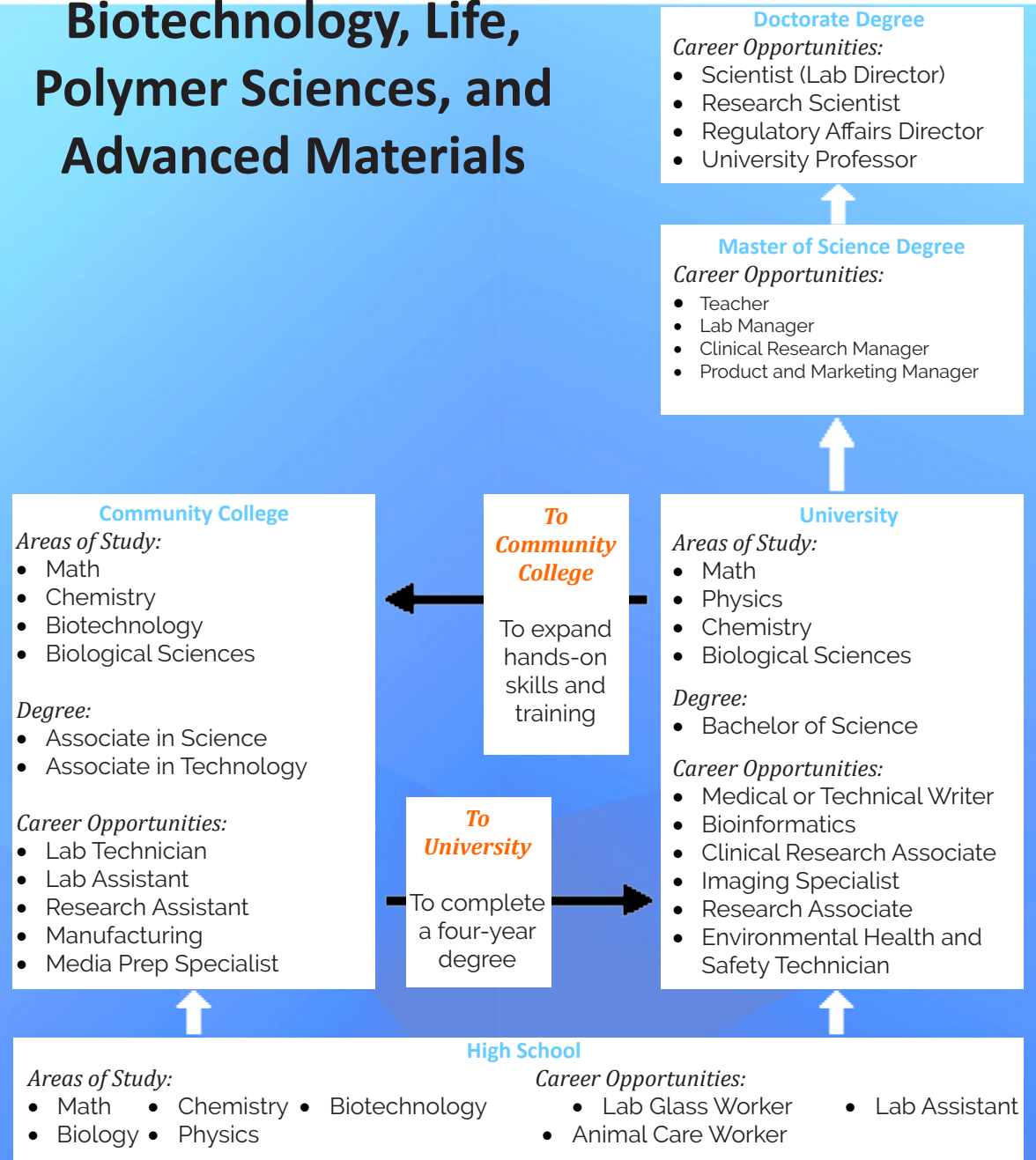
Occupation	Total Employment	Average Annual Wage
Chemical Technicians	256	\$39,998
Chemists	249	\$73,757
Clinical, Counseling, and School Psychologists	240	\$72,966
Environmental Scientists/Specialists, inc. Health	220	\$70,512
Life, Physical, and Social Science Tech., All Other	124	\$49,941
Life, Physical, and Social Science Technicians, All Other ¹	120	\$55,260
Biological Technicians	100	\$37,523
Materials Scientists ¹	70	\$72,570
Forensic Science Technicians ¹	70	\$69,790
Urban and Regional Planners ¹	50	\$71,340
Conservation Scientists ¹	40	\$48,250
Foresters ¹	40	\$53,820
Medical Scientists, Except Epidemiologists ¹	40	\$48,650
Environmental Science and Protection Technicians, Including Health ¹	40	\$52,600
Biological Scientists, All Other ¹	NA	\$59,190

¹ Data for these occupations are from the U.S. Bureau of Labor Statistics

Source: Ohio Labor Market Information

1. Go to <https://ohiolmi.com/DataSearch>
2. Follow the instructions to start your search.

Career Paths in Biotechnology, Life, Polymer Sciences, and Advanced Materials



Information Technology

Expected Employability and/or Soft Skills

Integrity, Work Ethic, Communicator, Adaptor, Critical Thinker, Dependable

Trends

Core technology skills are an increasingly critical skill set for a broad spectrum of occupations and industry sectors, not just those traditionally associated with computers and high technology. Examples of some current in-demand jobs in the Akron MSA include database administrators, network administrators, software engineers, and computer programmers.

About 7,700 people were employed in information technology jobs in the Akron MSA as of 2016; a number that is expected to grow an average of 1.1% per year through 2026. These jobs will be based in a wide variety of companies: small technology consultancies, large employers, educational institutions, and even transportation companies.

Wages

The average annual wage for the broad job-related category, Computer and Mathematical operations, was \$72,400 in 2018. Wages range from \$42,370 for Computer User Support Specialists to \$84,968 (for Software Developers) and \$84,906 (for Computer Systems Analysts).

[Note: Wages are averages of all occupations within the sector – including entry level and high level positions.]

Top Information Technology Jobs in the Akron MSA (ranked by total employment)

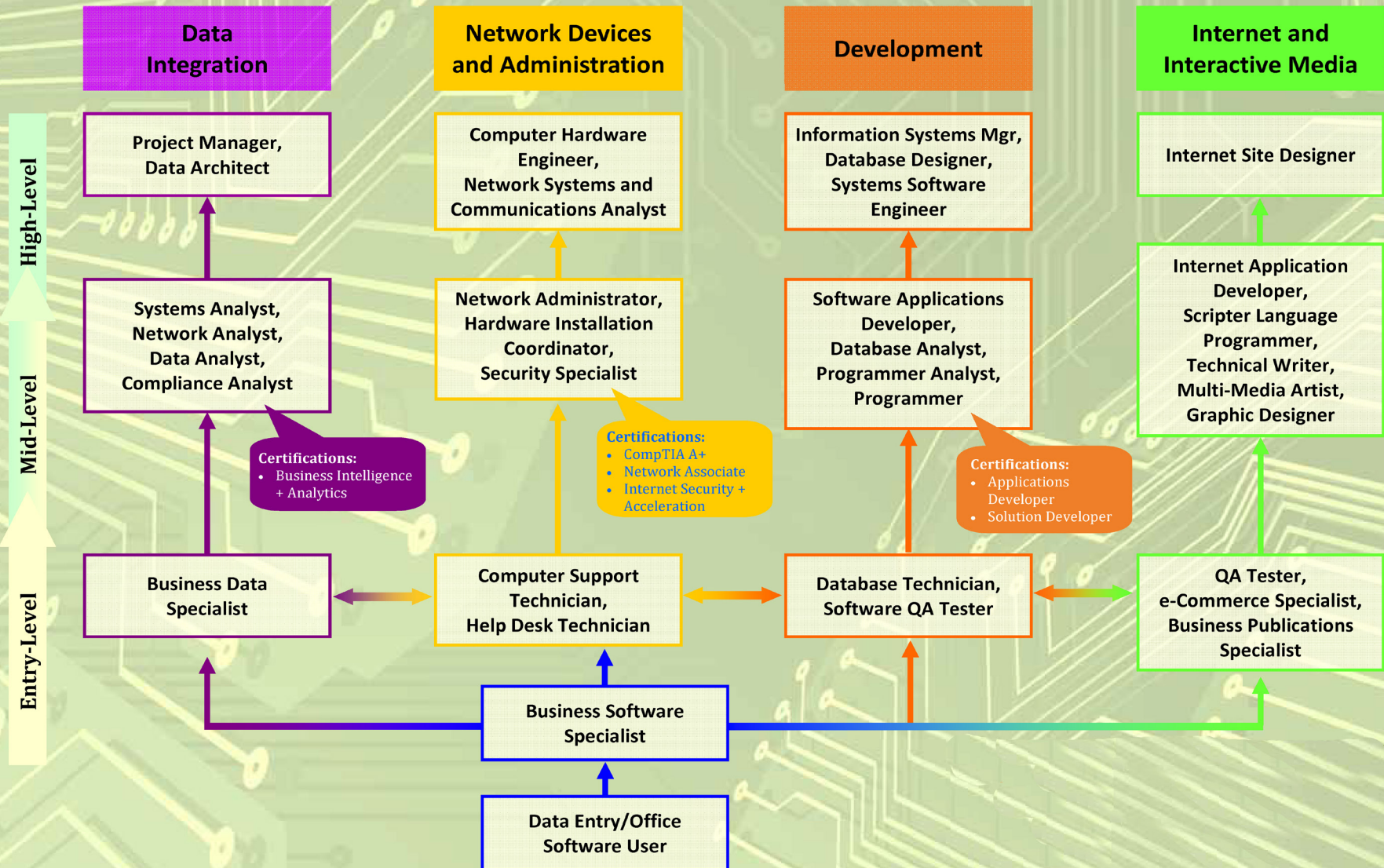
Occupation	Total Employment	Average Annual Wage
Software Developers, Applications	1,841	\$84,968
Computer Systems Analysts	1,296	\$84,906
Computer User Support Specialists	1,191	\$42,370
Network and Computer Systems Administrators	930	\$74,714
Computer Network Support Specialists	581	\$58,074
Computer Occupations, All Other	375	\$66,394
Computer Programmers	364	\$70,512
Web Developers	239	\$66,040
Database Administrators	230	\$88,171
Computer Network Architects	218	\$92,830
Information Security Analysts	108	\$89,752

Source: Ohio Labor Market Information

For detailed information about occupations within this sector (e.g. current wage ranges per occupation, training schools, employment projections, and a link to jobs listed on the Labor Market Information website):

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2. Follow the instructions to start your search.

Career Paths in Information Technology



Finance, Insurance and Real Estate (FIRE)

Expected Employability and/or Soft Skills

Integrity, Work Ethic, Communicator, Adaptor, Critical Thinker, Dependable, Detail-Oriented

Trends

Over 17,000 people were employed in Finance, Insurance, and Real Estate jobs in the Akron MSA in 2016. That figure is expected to grow by about 0.8% per year through 2024.

Wages

Wages in 2018 ranged from Meeting and Convention Planners at \$37,419 to \$97,406 for Financial Examiners.

[Note: Wages are averages of all occupations within the sector – including entry level and high level positions.]

For detailed information about occupations within this sector (e.g. current wage ranges per occupation, training schools, employment projections, and a link to jobs listed on the Labor Market Information website):

1. Go to <https://ohiolmi.com/DataSearch>.
2. Follow the instructions to start your search.

Top Finance, Insurance, and Real Estate in Jobs in the Akron MSA (ranked by total employment)

Occupation	Total Employment	Average Annual Wage
Accountants and Auditors	3,194	\$67,038
Human Resource Specialists	1,532	\$54,413
Market Research Analysts and Marketing Specialists	1,219	\$60,278
Cost Estimators	850	\$62,005
Purchasing Agents, ex. Wholesale, Retail, and Farm	747	NA
Training and Development Specialists	534	\$60,445
Wholesale and Retail Buyers, Except Farm Products	425	NA
Personal Financial Advisors	381	\$92,498
Labor Relations Specialists	372	\$20,051
Financial Analysts	327	\$66,165
Compliance Officers	324	\$59,093
Loan Officers	321	\$67,122
Logisticians	249	\$69,763
Financial Specialists, All Other	233	\$58,032
Compensation, Benefits, and Job Analysis Specialists	231	\$52,853
Insurance Underwriters	188	\$64,272
Tax Preparers	179	\$61,006
Fundraisers	165	\$47,466
Financial Examiners	161	\$97,406
Credit Analysts	129	\$70,054
Meeting and Convention Planners	123	\$37,419
Appraisers and Assessors of Real Estate	102	\$71,344

Source: Ohio Labor Market Information

Career Paths in Finance, Insurance and Real Estate (FIRE)

Entry level (HS Diploma or Some Post-Secondary Education)

- Bank Teller
- Customer Service Representative
- Receptionist
- Secretary
- Administrative Assistant
- Office Manager

Associate's Degree

- Bookkeeper
- Accounts Receivable Clerk
- Accounts Payable Clerk
- Appraisers and Assessors of Real Estate

Bachelor's Degree

- Accountant
- Employment, Recruitment, Placement Specialist
- Financial Analyst
- Insurance Sales Agent
- Property and Real Estate Manager
- Social and Community Service Manager

Advanced Degrees

- Financial Manager
- Investment Manager
- Management Analyst
- Chief Financial Officer
- Audit Manager
- Tax Preparer

Advanced Manufacturing, Transportation, and Logistics

Expected Employability and/or Soft Skills

Integrity, Work Ethic, Communicator, Adaptor, Critical Thinker, Dependable

Trends

Manufacturing-related occupations accounted for about 50,000 employees in 2016; 14.7% of Summit County's total employment.

Wages

The highest annual wage for Manufacturing, Transportation, and Logistics in Summit County was \$88,837 for Power Distributors and Dispatchers in 2018; the lowest was \$19,614 for Motor Vehicle Operators, All Other.

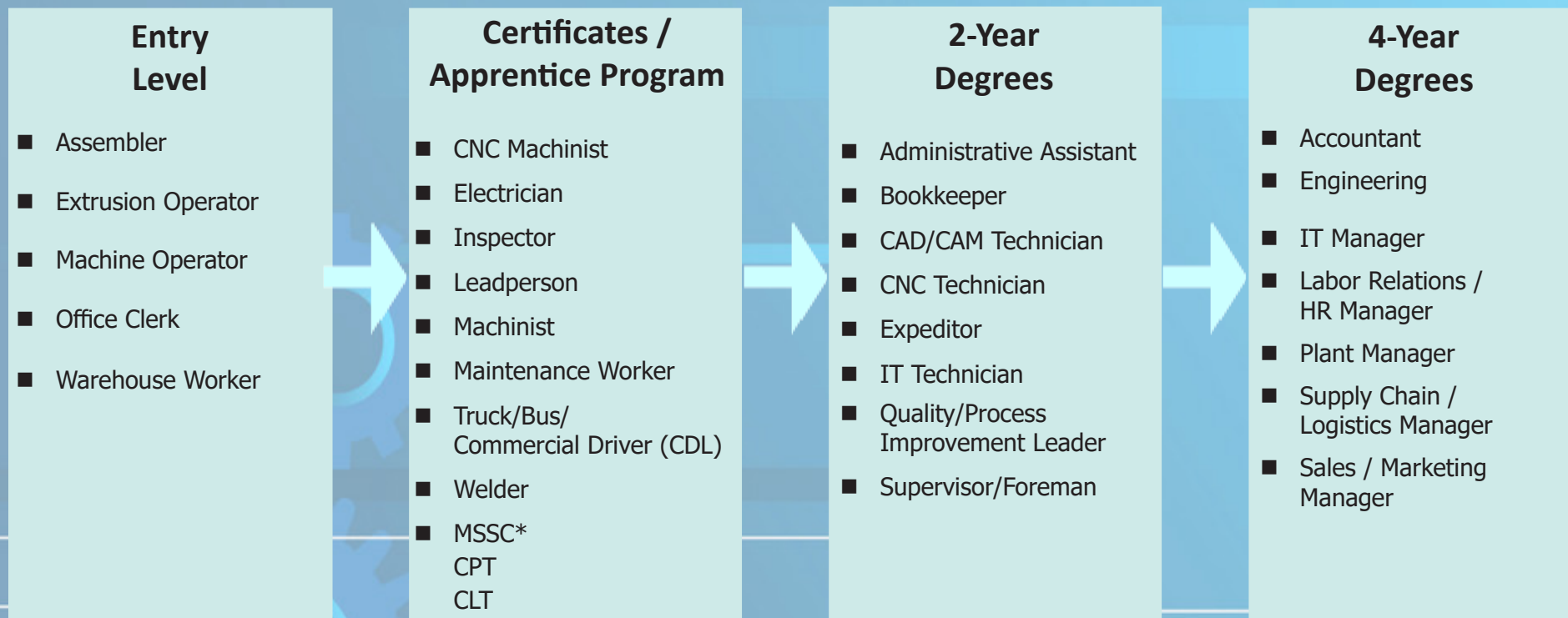
[Note: Wages are averages of all occupations within the sector – including entry level and high level positions.]

Source: Ohio Labor Market Information

Top Manufacturing, Transportation, and Logistics Jobs In the Akron MSA (ranked by total employment)					
Occupation	Total Employment	Average Annual Wage	Occupation	Total Employment	Average Annual Wage
Laborers and Freight/Stock/Material Movers, Hand	6,037	\$26,978	Multiple Machine Tool Setters, O/T, M/P	449	\$31,034
Heavy and Tractor-Trailer Truck Drivers	4,501	\$43,950	Chemical Equipment Operators/Tenders	398	\$38,875
Light Truck or Delivery Services Drivers	2,981	\$32,240	Extruding/Form/Pressing/Compacting Machine S/O/T	376	\$31,034
FL Sup/Mgrs of Production/Operating Workers	1,898	\$58,552	Print Binding and Finishing Workers	348	\$30,867
Packers and Packagers, Hand	1,768	\$24,773	Motor Vehicle Operators, All Other	292	\$19,614
Assemblers and Fabricators, All Other	1,732	NA	Tool and Die Makers	272	\$47,819
Inspectors, Testers, Sorters, Samplers, and Weighers	1,691	\$36,858	Service Station Attendants	252	\$24,211
Machinists	1,566	\$37,856	Parking Lot Attendants	250	\$25,210
Molding/Coremaking/Casting Machine S/O/T, M/P	1,427	\$31,699	Logisticians	249	\$69,763
Team Assemblers	1,256	NA	Cutting and Slicing Machine Setters O/T	246	\$26,749
Welders, Cutters, Solderers, and Brazers	1,249	\$38,917	Paper Goods Machine Setters, Operators, and Tenders	244	\$37,731
Driver/Sales Workers	1,227	\$20,155	Water/Wastewater Treatment Plant/System Operators	225	\$50,211
Industrial Truck and Tractor Operators	1,166	\$31,886	Structural Metal Fabricators and Fitters	223	\$42,411
Mixing and Blending Machine Setters, O/T	1,160	\$35,901	Refuse and Recyclable Material Collectors	210	\$29,328
Computer-Controlled Machine Tool Operators, M/P	1,004	\$43,971	Butchers and Meat Cutters	200	\$37,690
Helpers--Production Workers	930	\$28,142	Welding/Soldering/Brazing Machine Setters, O/T	198	\$40,019
Cutting/Punching/Press Machine S/O/T, M/P	867	\$33,509	Engine and Other Machine Assemblers	179	\$41,808
Production Workers, All Other	826	\$30,326	Food Batchmakers	162	\$30,326
Cleaners of Vehicles and Equipment	713	\$20,550	Lathe and Turning Machine Tool Setters, O/T, M/P	158	\$38,917
Grind/Lapping/Polish/Buff Mach. Tool S/O/T, M/P	705	\$30,742	Power Distributors and Dispatchers	157	\$88,837
Taxi Drivers and Chauffeurs	679	\$24,128	Foundry Mold and Coremakers	153	\$37,149
Packaging and Filling Machine Operators/Tenders	656	\$28,454	Dental Laboratory Technicians	136	\$37,710
Extruding and Drawing Machine Setters, O/T, M/P	644	\$35,547	Numerical Tool and Process Control Programmers	136	\$53,976
Printing Press Operators and Job Printers	634	\$37,918	Milling and Planing Machine Setters, O/T, M/P	119	\$37,107
FL Sup/Mgrs of Trans/Mat. Mov. Machine and Vehicle Op	495	NA	Painters, Transportation Equipment	114	\$37,482
Bakers	476	\$28,350	Sewing Machine Operators	110	\$31,554
Electrical and Electronic Equipment Assemblers	464	NA	Electromechanical Equipment Assemblers	108	NA
FL Sup/Mgrs of Helpers/Labor/Material Movers, Hand	459	NA	Prepress Technicians and Workers	105	\$43,742
Bus Drivers, School	453	\$34,050	Metal-Refining Furnace Operators/Tenders	102	\$37,710
Laundry and Dry-Cleaning Workers	451	\$19,885	Woodworking Machine Setters, O/T, Except Sawing	97	\$26,042

Source: Ohio Labor Market Information

Career Paths in Advanced Manufacturing



* MSSC = Manufacturing Skill Standards Council
CPT = Certified Production Technician
CLT = Certified Logistics Technician

Chart Source: US Department of Labor, Cleveland-Akron-Elyria OH Compensation Survey

Skilled Trades

Expected Employability and/or Soft Skills

Integrity, Work Ethic, Communicator, Adaptor, Critical Thinker, Dependable

Trends

Skilled trades (which include construction, extraction, installation, maintenance, and repair-related occupations), accounted for 23,370 employees or about 7.4% of Summit County's combined total employment in 2016.

Occupations associated with skilled trades are projected to grow faster than the total employment in Summit County. Total employment projected is expected to grow by an average of 0.5% per year by 2026, while jobs related to construction and extraction occupations are projected to grow by 1.0% per year by 2026. Installation, maintenance, and repair occupations are expected to decline by 0.1% per year by 2026.

Wages

The average annual wage in Summit County for construction and extraction jobs through 2018 was \$51,630 while the average annual wage for installation, maintenance, and repair jobs was \$48,000. Earnings range from \$74,693 for Electrical Power-Line Installers and Repairers to \$24,814 for Tire Repairers and Changers.

[Note: Wages are averages of all occupations within the sector – including entry level and high level positions.]

For detailed information about occupations within this sector (e.g. current wage ranges per occupation, training schools, employment projections, and a link to jobs listed on the Labor Market Information website):

1. Go to <https://ohiolmi.com/DataSearch>,
2. Follow the instructions to start your search.

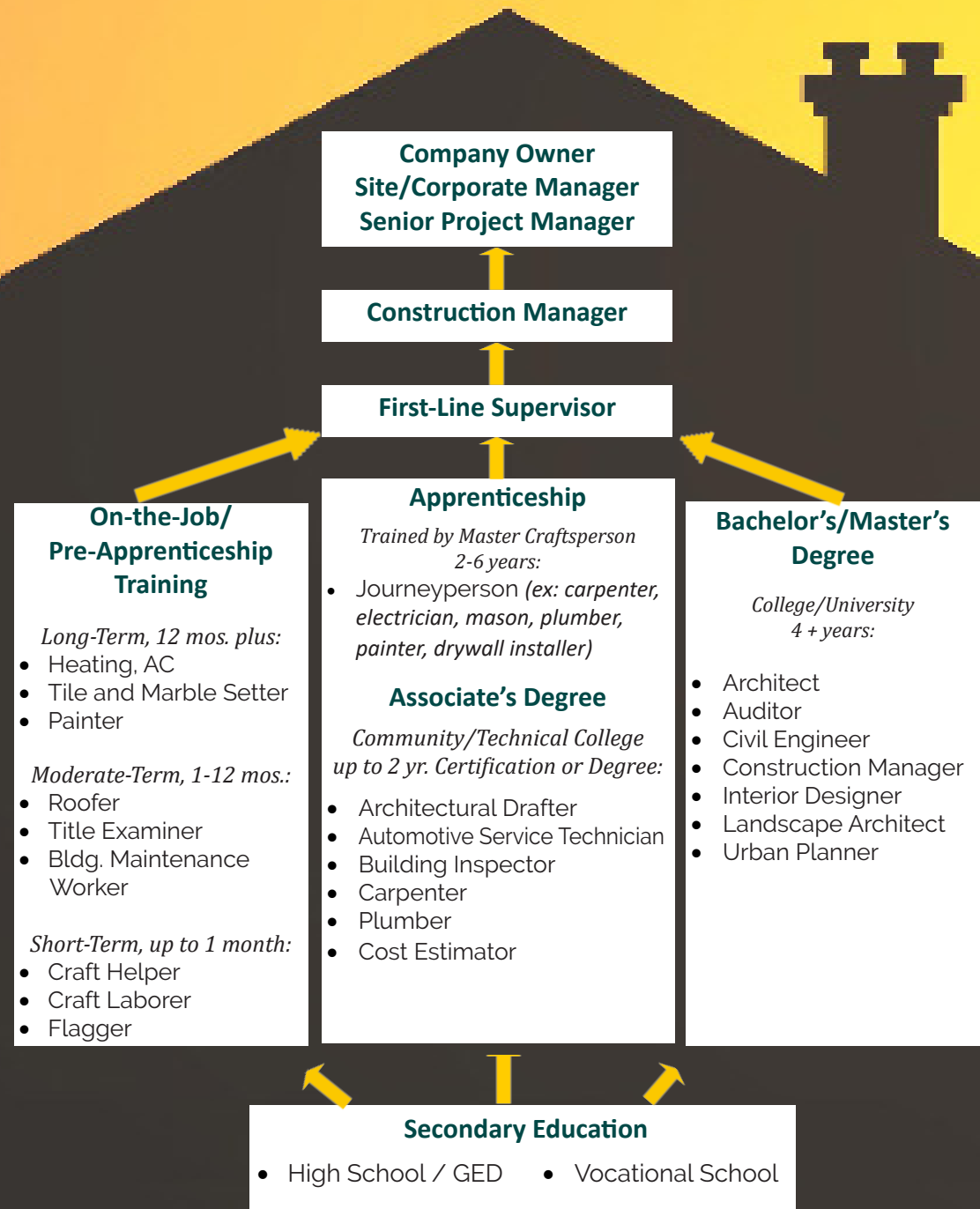
Top Skilled Trade Jobs in the Akron MSA (ranked by total employment)

Occupation	Total Employment	Average Annual Wage
Maintenance and Repair Workers, General	2,951	\$40,914
Construction Laborers	2,654	\$46,592
Automotive Service Technicians and Mechanics	1,820	\$38,147
Electricians	1,720	\$53,123
Carpenters	1,670	\$44,637
FL Sup / Mgrs of Construction Trades / Extraction Work	994	\$66,144
FL Sup / Mgrs of Mechanics / Installers / Repairers	993	\$59,509
Industrial Machinery Mechanics	915	\$44,304
Painters, Construction and Maintenance	889	\$37,648
Bus and Truck Mechanics and Diesel Engine Specialists	851	\$46,488
Heating, AC, and Refrigeration Mechanics / Installers	845	\$41,330
Plumbers, Pipefitters, and Steamfitters	781	\$59,426
Automotive Body and Related Repairers	693	\$35,422
Installation, Maintenance, and Repair Workers, AO	578	\$38,501
Operating Engineers and Other Const. Equip. Op.	554	\$65,458
Tire Repairers and Changers	463	\$24,814
Telecomm. Equip. Install / Repair, ex. Line Installers	443	\$48,547
Highway Maintenance Workers	377	\$42,640
Security and Fire Alarm Systems Installers	316	\$46,405
Brickmasons and Blockmasons	313	\$61,506
Computer, ATM, and Office Machine Repairers	302	\$35,610
Mobile Heavy Equipment Mechanics, Except Engines	258	\$53,747
Roofers	245	\$39,811
Structural Iron and Steel Workers	238	\$70,366
Home Appliance Repairers	202	\$30,222
Aircraft Mechanics and Service Technicians	172	\$52,811
Helpers--Installation, Maintenance, and Repair Workers	168	\$33,758
Electrical Power-Line Installers and Repairers	146	\$74,693
Electrical / Electronics Repair, Commercial / Industry Equip.	130	\$62,691
Cement Masons and Concrete Finishers	129	\$49,109
Construction and Building Inspectors	129	\$54,995
Medical Equipment Repairers	125	\$47,424
Coin / Vending / Amusement Machine Servicers / Repairers	114	\$35,464
Sheet Metal Workers	99	\$53,872
Hazardous Materials Removal Workers	93	\$36,691

Source: Ohio Labor Market Information

* Source: Ohio Labor Market Information

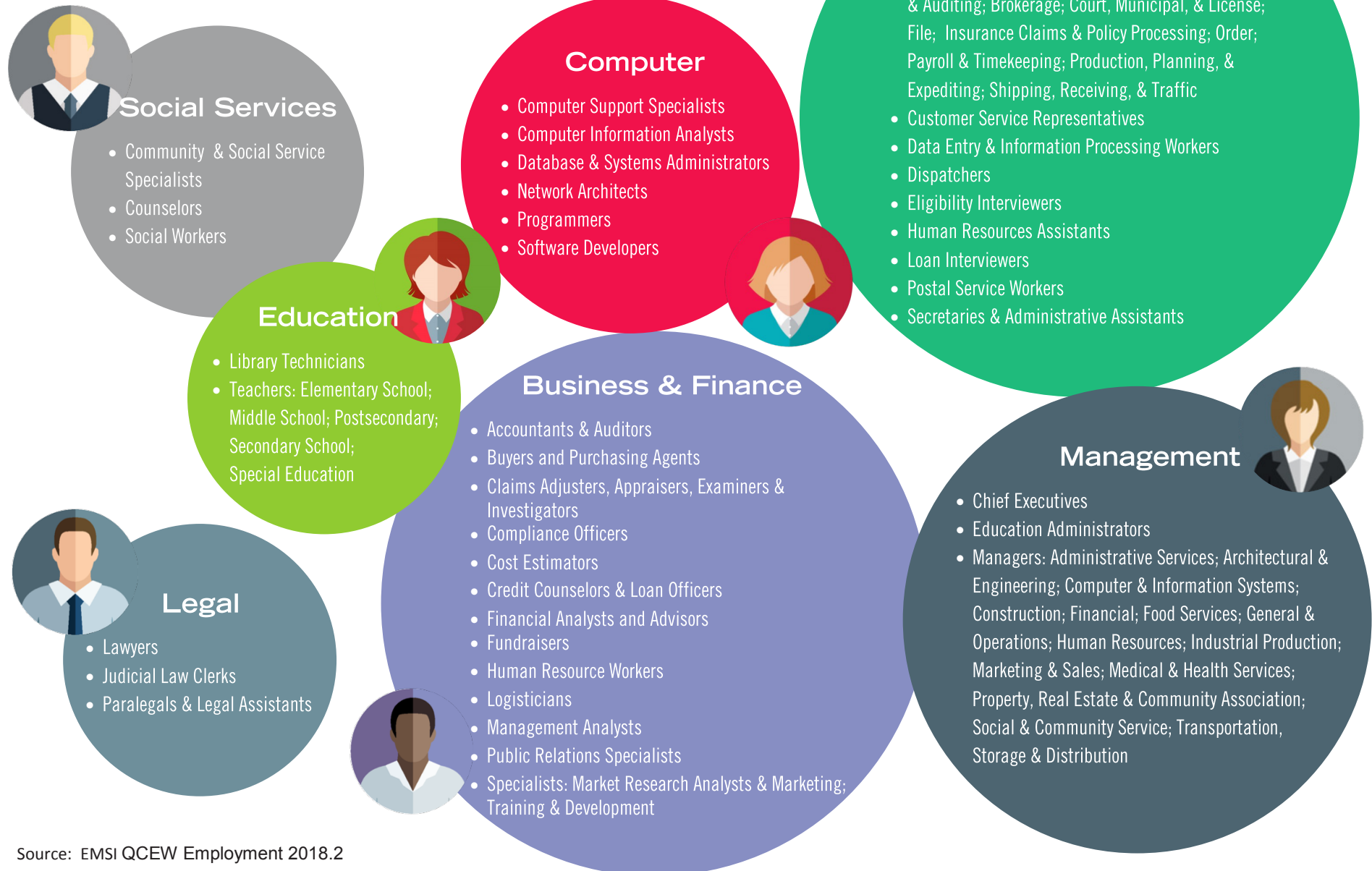
Career Paths in Skilled Trades



Sources: Ohio Labor Market Information, Occupational Wage Survey Estimates, Home Builder's Institute and AGC Education Foundation

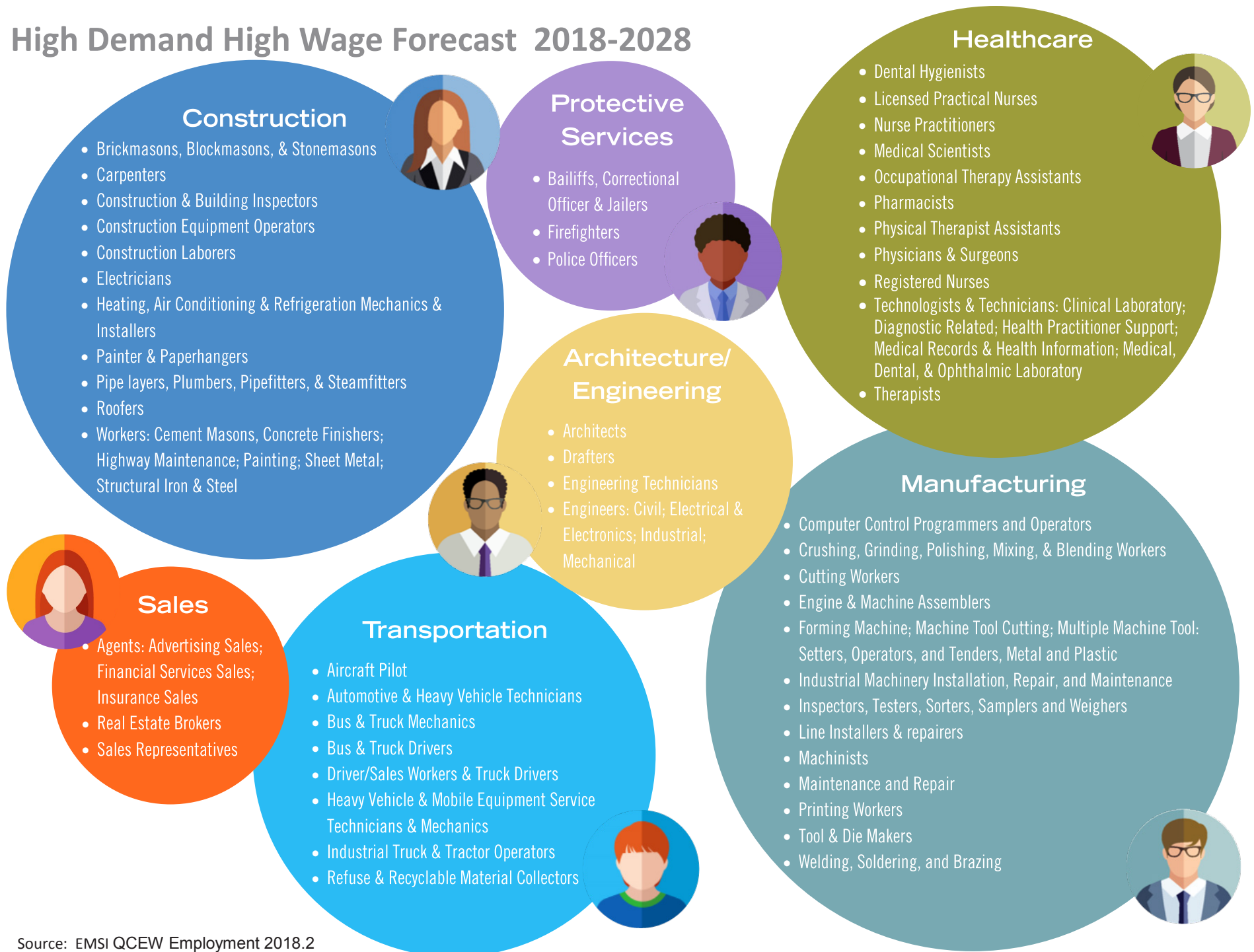
High Demand High Wage Forecast 2018-2028

Utilizing labor market information, these occupations are projected to be in high demand in Northeast Ohio through 2028 and have a median wage of \$15/hour or higher.



Source: EMSI QCEW Employment 2018.2

High Demand High Wage Forecast 2018-2028



Source: EMSI QCEW Employment 2018.2

Top 50 In-Demand Occupations (sorted by Median Annual Wage) Source: Ohio Means Jobs

Occupation Title	Starting Wage	Median Annual Wage	Education Level	On-the-Job Training	Relevant Work Experience	Annual Job Openings*
Family and General Practitioners	\$119,910	\$180,220	Doctoral or professional degree	Internship/residency	NA	181
Dentists, General	\$101,920	\$171,180	Doctoral or professional degree	None	NA	164
Physicians and Surgeons, All Other	\$73,130	\$164,130	Doctoral or professional degree	Internship/residency	NA	710
Internists, General	\$59,110	\$164,130	Doctoral or professional degree	Internship/residency	NA	81
Architectural and Engineering Managers	\$87,930	\$120,520	Bachelor's degree	None	5 years or more	226
Biofuels / Biodiesel Technology and Product Development Managers*	\$87,930	\$120,520	Bachelor's degree	None	5 years or more	226
Psychiatrists	\$119,580	\$119,580	Doctoral or professional degree	Internship/residency	NA	63
Marketing Managers	\$76,010	\$118,730	Bachelor's degree	None	5 years or more	173
Pharmacists	\$89,190	\$118,670	Doctoral or professional degree	None	NA	314
Computer and Information Systems Managers	\$79,600	\$118,320	Bachelor's degree	None	5 years or more	359
Natural Sciences Managers*	\$68,580	\$111,910	Bachelor's degree	None	5 years or more	27
Sales Managers	\$69,960	\$111,860	Bachelor's degree	None	Less than 5 years	396
Aerospace Engineers	\$72,520	\$107,560	Bachelor's degree	None	NA	129
Purchasing Managers	\$73,140	\$107,130	Bachelor's degree	None	5 years or more	68
Financial Managers	\$64,620	\$106,320	Bachelor's degree	None	5 years or more	621
Physician Assistants	\$82,300	\$101,190	Master's degree	None	NA	106
Human Resources Managers	\$71,250	\$100,130	Bachelor's degree	None	5 years or more	163
Computer Network Architects	\$65,830	\$98,738	Bachelor's degree	None	NA	96
Telecommunications Engineering Specialists*	\$65,830	\$98,738	Bachelor's degree	None	NA	96
Computer and Information Research Scientists	\$77,020	\$96,810	Doctoral or professional degree	None	NA	3
Lawyers	\$58,190	\$96,190	Doctoral or professional degree	None	NA	406
Nurse Practitioners	\$81,840	\$94,560	Master's degree	None	NA	230
Loss Prevention Managers*	\$54,810	\$93,330	High school diploma or equivalent	None	1 to 5 years	762
Supply Chain Managers*	\$54,810	\$93,330	High school diploma or equivalent	None	1 to 5 years	762
Managers, All Other	\$54,810	\$93,320	Bachelor's degree	None	Less than 5 years	762
Sales Engineers	\$58,220	\$93,040	Bachelor's degree	Moderate-term on-the- job training	NA	91
Software Developers, Systems Software	\$66,370	\$92,570	Bachelor's degree	None	NA	120
Materials Scientists	\$54,310	\$91,640	Bachelor's degree	None	NA	13
General and Operations Managers	\$49,430	\$89,950	Bachelor's degree	None	5 years or more	1,904
Materials Engineers	\$60,630	\$89,680	Bachelor's degree	None	NA	53
Actuaries	\$59,460	\$89,430	Bachelor's degree	Long-term on-the-job training	NA	45
Electronics Engineers, Except Computer	\$62,430	\$89,260	Bachelor's degree	None	NA	83
Computer Hardware Engineers	\$58,000	\$88,850	Bachelor's degree	None	NA	19
Environmental Engineers	\$63,000	\$88,410	Bachelor's degree	None	NA	40
Medical and Health Services Managers	\$64,740	\$87,430	Bachelor's degree	None	Less than 5 years	698
Chemical Engineers	\$57,250	\$86,110	Bachelor's degree	None	NA	40
Industrial Production Managers	\$58,360	\$85,260	Bachelor's degree	None	5 years or more	346
Construction Managers	\$60,260	\$84,990	Bachelor's degree	Moderate-term on-the-job training	NA	271
Software Developers, Applications	\$57,000	\$84,920	Bachelor's degree	None	NA	836
Validation Engineers*	\$53,310	\$84,560	Bachelor's degree	None	NA	191
Robotics Engineers*	\$53,310	\$84,560	Bachelor's degree	None	NA	191
Manufacturing Engineers*	\$53,310	\$84,552	Bachelor's degree	None	NA	191
Computer Systems Analysts	\$57,240	\$82,510	Bachelor's degree	None	NA	978
Health & Safety Engineers, ex. Mining Safety & Inspectors	\$59,050	\$82,320	Bachelor's degree	None	NA	24
Physical Therapists	\$63,900	\$81,910	Doctoral or professional degree	None	NA	423
Information Security Analysts	\$57,620	\$80,780	Bachelor's degree	None	Less than 5 years	55
Transportation Managers*	\$55,960	\$80,280	High school diploma or equivalent	None	5 years or more	133
Occupational Therapists	\$59,920	\$79,810	Master's degree	None	NA	214
Statisticians	\$49,480	\$79,690	Master's degree	None	NA	44
Personal Financial Advisors	\$44,600	\$79,640	Bachelor's degree	None	NA	0

Note: An asterisk (*) means the annual job figures are projected figures from the Bureau of Labor Market Information

Summit County's 25 Fastest-Growing Occupations, 2016-2026

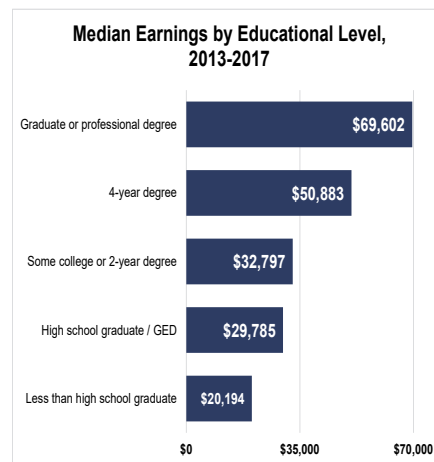
Occupational Title	Projected Empl. Growth	Education Level Required	Annual Wage
Home Health Aides	4.2%	High school diploma or equivalent	\$21,486
Personal and Home Care Aides	4.0%	High school diploma or equivalent	\$22,693
Respiratory Therapists	3.2%	Associate's degree	\$56,160
Physician Assistants	3.2%	Master's degree	\$104,437
Nurse Practitioners	3.0%	Master's degree	\$99,944
Diagnostic Medical Sonographers	2.7%	Associate's degree	\$69,285
Information Security Analysts	2.6%	Bachelor's degree	\$89,752
Occupational Therapist Assistants	2.5%	Associate's degree	\$58,219
Medical and Public Health Social Workers	2.5%	Master's degree	\$54,371
Physical Therapist Assistants	2.5%	Associate's degree	\$59,550
Software Developers, Applications	2.5%	Bachelor's degree	\$84,968
Mental Health Counselors	2.4%	Master's degree	NA
Hazardous Materials Removal Workers	2.4%	High school diploma or equivalent	\$36,691
Registered Nurses	2.2%	Bachelor's degree	\$70,221
Medical and Health Services Managers	2.1%	Bachelor's degree	\$87,776
Health Specialties Teachers, Postsecondary	2.0%	Doctoral or professional degree	\$91,138
Massage Therapists	2.0%	Postsecondary non-degree award	\$45,614
Social Workers, All Other	2.0%	Bachelor's degree	\$38,501
Medical Equipment Preparers	1.9%	High school diploma or equivalent	\$35,360
Market Research Analysts and Marketing Specialists	1.9%	Bachelor's degree	\$60,278
Personal Financial Advisors	1.9%	Bachelor's degree	\$92,498
Medical Assistants	1.9%	Postsecondary non-degree award	\$30,077
Speech-Language Pathologists	1.8%	Master's degree	\$74,339
Cardiovascular Technologists and Technicians	1.8%	Associate's degree	\$55,557
Emergency Medical Technicians and Paramedics	1.8%	Postsecondary non-degree award	\$33,509

Source: Ohio Labor Market Information

Education is the Ticket to Higher Salaries

The chart presented in blue below shows what the median earnings are for each education level. The chart presented in red shows what the unemployment rate is for people with that level of education. Those without even a high school diploma or the equivalent make less than one-third what someone with a graduate or professional degree makes.

At the same time, those without even a high school diploma or the equivalent are nearly 7 times more likely to be unemployed than someone with a 4-year degree or more.



Source: American Community Survey, 2013-2017

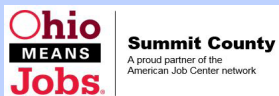
Summit County's 25 Occupations With the Most Annual Job Openings 2016-2026

Occupational Title	Projected Annual Openings	Annual Wage
Combined Food Prep. and Serv. Working, inc. Fast Food	2,110	\$19,594
Retail Salespersons	1,587	\$23,067
Cashiers	1,295	\$20,114
Waiters and Waitresses	1,052	\$20,030
Laborers and Freight/Stock/Material Movers, Hand	862	\$26,978
Stock Clerks and Order Fillers	732	\$24,419
Janitors and Cleaners, ex. Maids/Housekeeping Cleaners	725	\$24,086
Customer Service Representatives	670	\$34,029
Home Health Aides	669	\$21,486
Office Clerks, General	665	\$31,678
Registered Nurses	570	\$70,221
Heavy and Tractor-Trailer Truck Drivers	499	\$43,950
Secretaries, Except Legal, Medical, and Executive	498	\$35,131
Nursing Assistants	479	\$25,750
Bookkeeping, Accounting, and Auditing Clerks	464	\$37,981
First-Line Sup/Mgrs of Retail Sales Workers	396	\$39,666
General and Operations Managers	389	\$93,621
Hairdressers, Hairstylists, and Cosmetologists	387	\$22,443
Landscaping and Groundskeeping Workers	369	\$26,582
Medical Secretaries	355	\$32,573
Sales Rep., Wholesale/Mfg., Except Tech./Sci. Products	346	\$65,416
Light Truck or Delivery Services Drivers	338	\$32,240
Maids and Housekeeping Cleaners	328	\$21,861
Sales Representatives, Services, All Other	322	\$46,904
Child Care Workers	322	\$22,090

Source: Ohio Labor Market Information

Summit County

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