

# Regional Labor Market Analysis

## Importance of Aligning Programs to Regional Labor Market Conditions

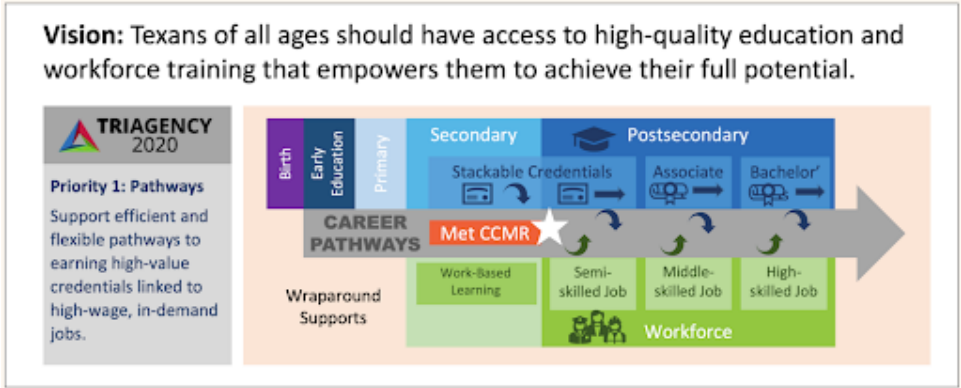


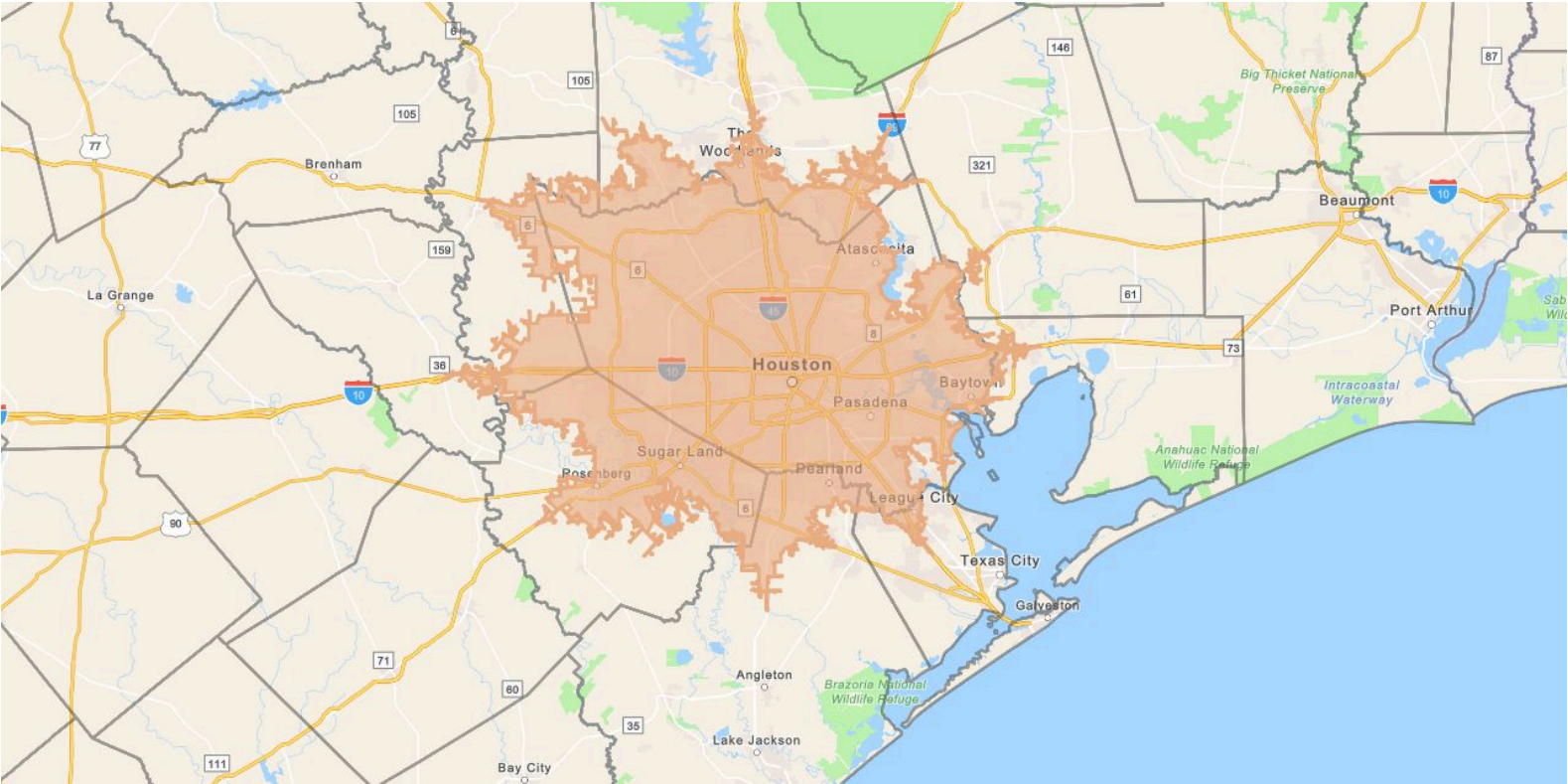
Image Credit: Brunner, J., 2021. Finding the Plough to Polaris: Predictive Validity for College, Career, and Military Readiness Indicators.

The Texas Tri-Agency Initiative consists of representatives from the Texas Education Agency (TEA), the Texas Higher Education Coordinating Board (THECB), and the Texas Workforce Commission (TWC). Tri-Agency members have established a specific priority regarding establishing pathways for Texans to earn credentials and ultimately become employed in a high-skill, high-demand industry or occupation. Aligning school districts’ Career and Technical Education Programs of Study to regional workforce conditions is an important aspect of this work.

A recent study from researchers at the U.S. Census Bureau and Harvard University says nearly 60% of young adults – the study measured people at age 26 – live within 10 miles of where they grew up. Eighty percent live within 100 miles. With this in mind, it is imperative that schools develop and offer programs aligned to local labor market conditions. Preparing students for the jobs that exist in their communities is important to the local and regional economy.

### Overview

Using software from Chmura Economics (JobsEQ), CareerCraft reviewed several labor market information reports to surface key industry sectors and occupations in the defined regional labor shed. The region was defined as a 45-minute drive time from the Houston ISD central office location. Data from ZIP codes within this defined region were utilized for all reports as part of this project.



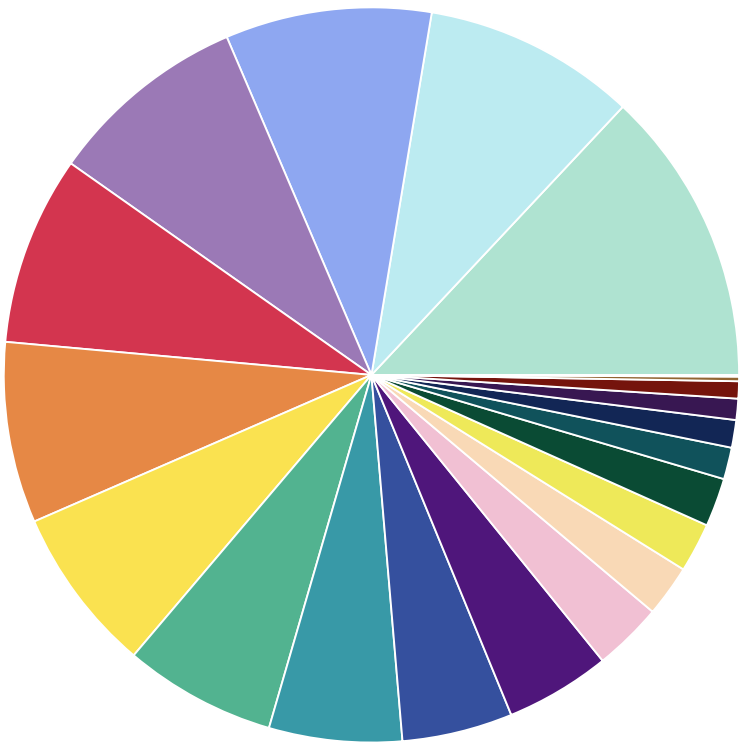
Key findings and highlights are stated below. Original reports are hyperlinked at the end of this section for reference.

### Industry Sector Overview

The largest sector in the Houston ISD Labor Shed (45-Minute Drive Time) is Health Care and Social Assistance, employing 436,557 workers. The next-largest sectors in the region are Retail Trade (313,959 workers) and Accommodation and Food Services (304,000 workers). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Mining, Quarrying, and Oil and Gas Extraction (LQ = 5.86), Utilities (1.46), and Construction (1.33).

Sectors in the Houston ISD Labor Shed (45-Minute Drive Time) with the highest average wages per worker are Mining, Quarrying, and Oil and Gas Extraction (\$226,328), Management of Companies and Enterprises (\$210,212), and Utilities (\$168,532). Regional sectors with the best job growth (or most moderate job losses) over the last 10 years are Health Care and Social Assistance (+106,474 jobs), Accommodation and Food Services (+63,369), and Transportation and Warehousing (+60,790).

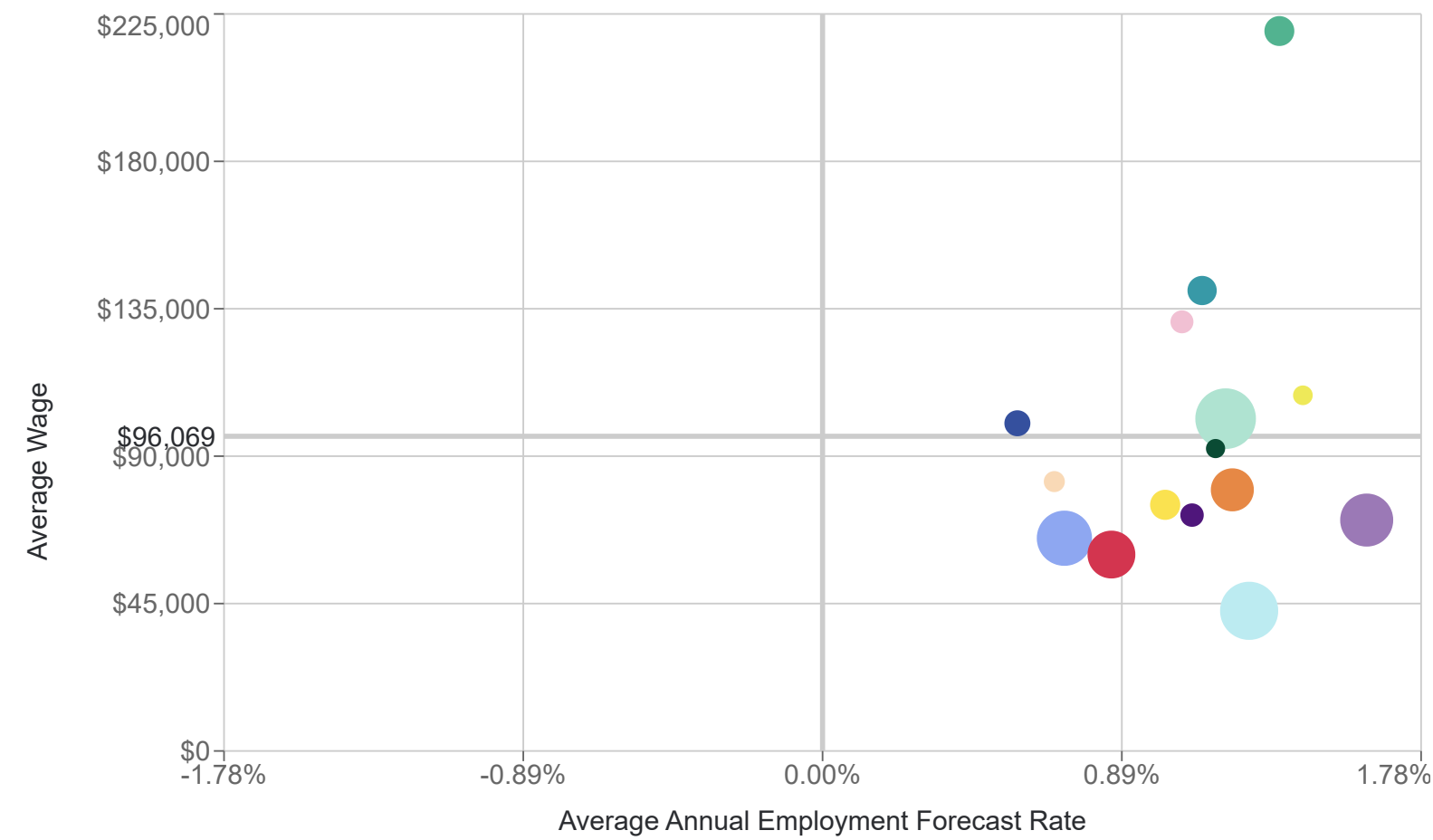
Over the next 10 years, employment in the Houston ISD Labor Shed (45-Minute Drive Time) is projected to expand by 400,597 jobs. The fastest growing sector in the region is expected to be Utilities with a 3.4% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+75,896 jobs), Professional, Scientific, and Technical Services (+41,951), and Accommodation and Food Services (+37,654).



Sector	Current Employment	Percent %
 Agriculture, Forestry, Fishing and Hunting	6,736	0.2%
 Mining, Quarrying, and Oil and Gas Extraction	71,603	2.1%
 Utilities	25,350	0.8%
 Construction	267,111	8.0%
 Manufacturing	224,604	6.7%
 Wholesale Trade	163,110	4.9%
 Retail Trade	313,959	9.4%
 Transportation and Warehousing	196,015	5.8%
 Information	31,260	0.9%
 Finance and Insurance	101,790	3.0%
 Real Estate Rental and Leasing	72,643	2.2%
 Professional, Scientific, and Technical Services	279,211	8.3%
 Management of Companies and Enterprises	40,705	1.2%
 Administrative and Support and Waste Management and Remediation Services	244,236	7.3%
 Educational Services	295,286	8.8%
 Health Care and Social Assistance	436,557	13.0%
 Arts, Entertainment, and Recreation	46,911	1.4%
 Accommodation and Food Services	304,000	9.1%
 Other Services (except Public Administration)	154,824	4.6%
 Public Administration	76,059	2.3%
 Unclassified	2,408	0.1%

Source: JobsEQ® as of 2024Q3

Average Annual Employment Forecast Rate vs Average Wage



Industry Group	Average Annual Employment		
	Forecast Rate	Average Wages	Employment
Professional Svc.	1.2%	\$101,449	583,917
Consumer Svc.	1.27%	\$42,784	533,854
Retail	0.72%	\$64,944	477,069
Health	1.62%	\$70,489	436,556
Education	0.86%	\$59,960	347,059
Construction	1.22%	\$79,718	272,483
Freight Tran.	1.02%	\$75,146	111,187
Coal/Oil/Power	1.36%	\$219,786	109,024
Financial Svc.	1.13%	\$140,569	102,387
Machinery Mfg.	0.58%	\$100,041	71,490
Auto/Auto-related	1.1%	\$72,006	49,706
Chemical	1.07%	\$131,010	45,859
Metal & Product Mfg.	0.69%	\$82,235	31,614
Electric/Electronics Mfg.	1.43%	\$108,581	22,052
Utilities	1.17%	\$92,320	18,859

Source: JobsEQ® as of 2024Q3

### Occupational Snapshot

The largest major occupation group in the Houston ISD Labor Shed (45-Minute Drive Time) is Office and Administrative Support Occupations, employing 398,087 workers. The next-largest occupation groups in the region are Transportation and Material Moving Occupations (308,705 workers) and Management Occupations (292,880). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Construction and Extraction Occupations (LQ = 1.34), Architecture and Engineering Occupations (1.32), and Installation, Maintenance, and Repair Occupations (1.19).

Occupation groups in the Houston ISD Labor Shed (45-Minute Drive Time) with the highest average wages per worker are Legal Occupations (\$148,000), Management Occupations (\$138,300), and Computer and Mathematical Occupations (\$111,900). The unemployment rate in the region varied among the major groups from 1.6% among Legal Occupations to 8% among Farming, Fishing, and Forestry Occupations.

Over the next 10 years, the fastest growing occupation group in the Houston ISD Labor Shed (45-Minute Drive Time) is expected to be Healthcare Support Occupations with a 2.1% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Management Occupations (+45,254 jobs) and Transportation and

Material Moving Occupations (+39,164). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (570,354 jobs) and Office and Administrative Support Occupations (450,433).

There are over 800 defined occupations at the SOC detailed level. Among those occupations that support a living wage, the following occupations are expected to add the most jobs over the next 10 years in the defined region.

SOC	Occupation	Employment	Median Annual Wages	Projected 10 Year Growth	Annual Percentage Growth
11-1021.00	General and Operations Managers	106,767	\$108,800	14,805	1.3%
53-7065.00	Stockers and Order Fillers	63,877	\$38,400	10,581	1.5%
29-1141.00	Registered Nurses	64,932	\$98,300	8,877	1.3%
47-2061.00	Construction Laborers	46,607	\$39,300	8,019	1.6%
53-7062.00	Laborers and Freight, Stock, and Material Movers, Hand	57,758	\$39,000	7,211	1.2%
53-3032.00	Heavy and Tractor-Trailer Truck Drivers	54,237	\$54,700	6,825	1.2%
15-1252.00	Software Developers	25,047	\$132,400	5,986	2.2%
11-9111.00	Medical and Health Services Managers	12,923	\$115,600	4,920	3.3%
11-9199.00	Managers, All Other	29,539	\$144,300	4,624	1.5%
49-9071.00	Maintenance and Repair Workers, General	34,199	\$43,800	4,584	1.3%

Source: JobsEQ® as of 2024Q3

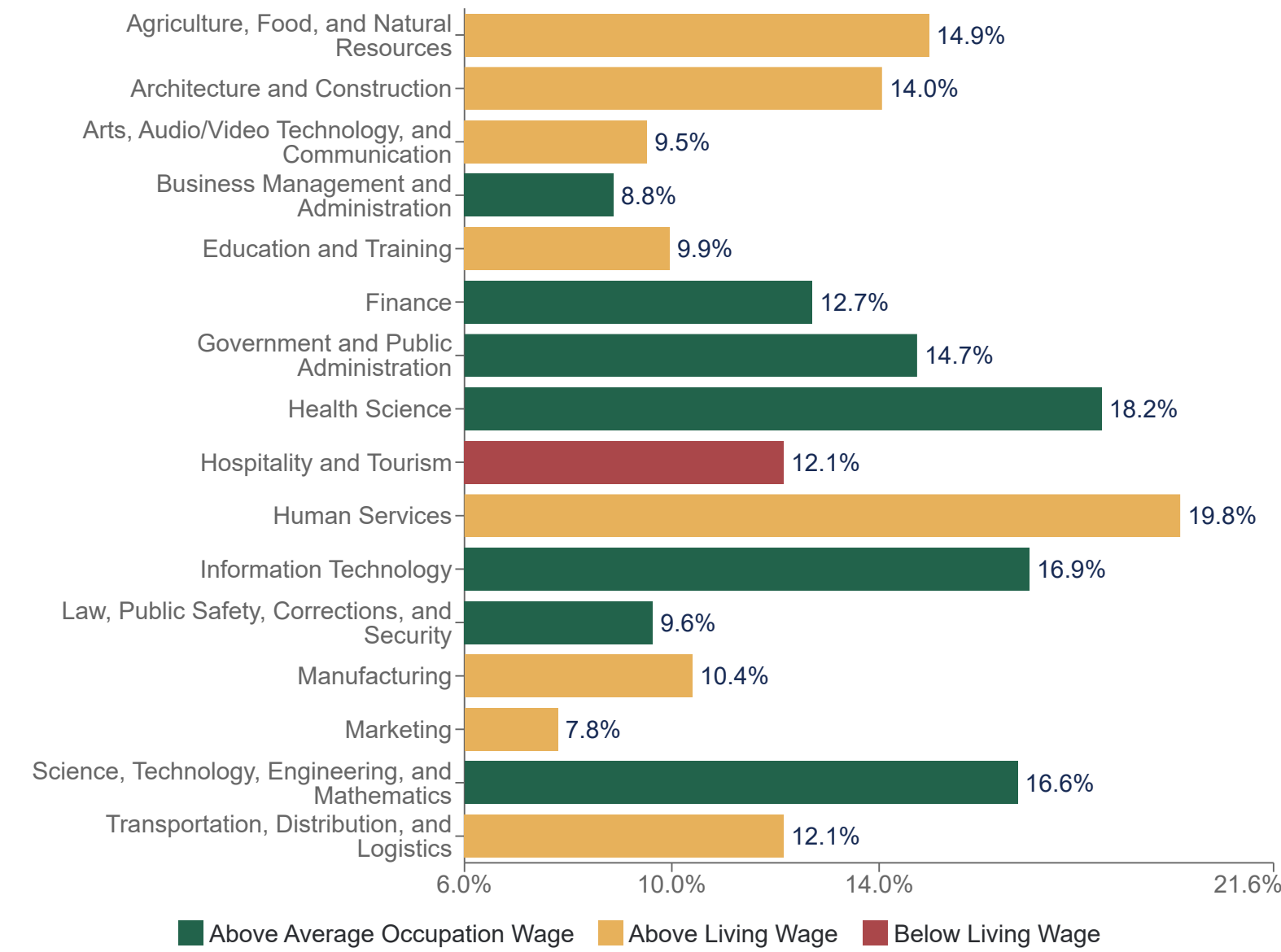
Of occupations supporting a living wage, the following occupations are projected to have the largest decline in employment over the next 10 years.

SOC	Occupation	Employment	Median Annual Wages	Projected 10 Year Decline	Annual Percentage Growth
43-9021.00	Data Entry Keyers	4,692	\$37,100	-863	-2.0%
43-3071.00	Tellers	4,475	\$39,200	-359	-0.8%
43-3051.00	Payroll and Timekeeping Clerks	3,493	\$53,800	-281	-0.8%
41-9041.00	Telemarketers	1,729	\$37,600	-246	-1.5%
43-4151.00	Order Clerks	1,867	\$48,100	-199	-1.1%
51-2041.00	Structural Metal Fabricators and Fitters	2,116	\$53,200	-166	-0.8%
43-4111.00	Interviewers, Except Eligibility and Loan	3,274	\$41,000	-139	-0.4%
51-4193.00	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	1,017	\$37,000	-81	-0.8%
41-9091.00	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	970	\$38,600	-74	-0.8%
43-3011.00	Bill and Account Collectors	4,081	\$41,800	-69	-0.2%








Source: JobsEQ® as of 2024Q3

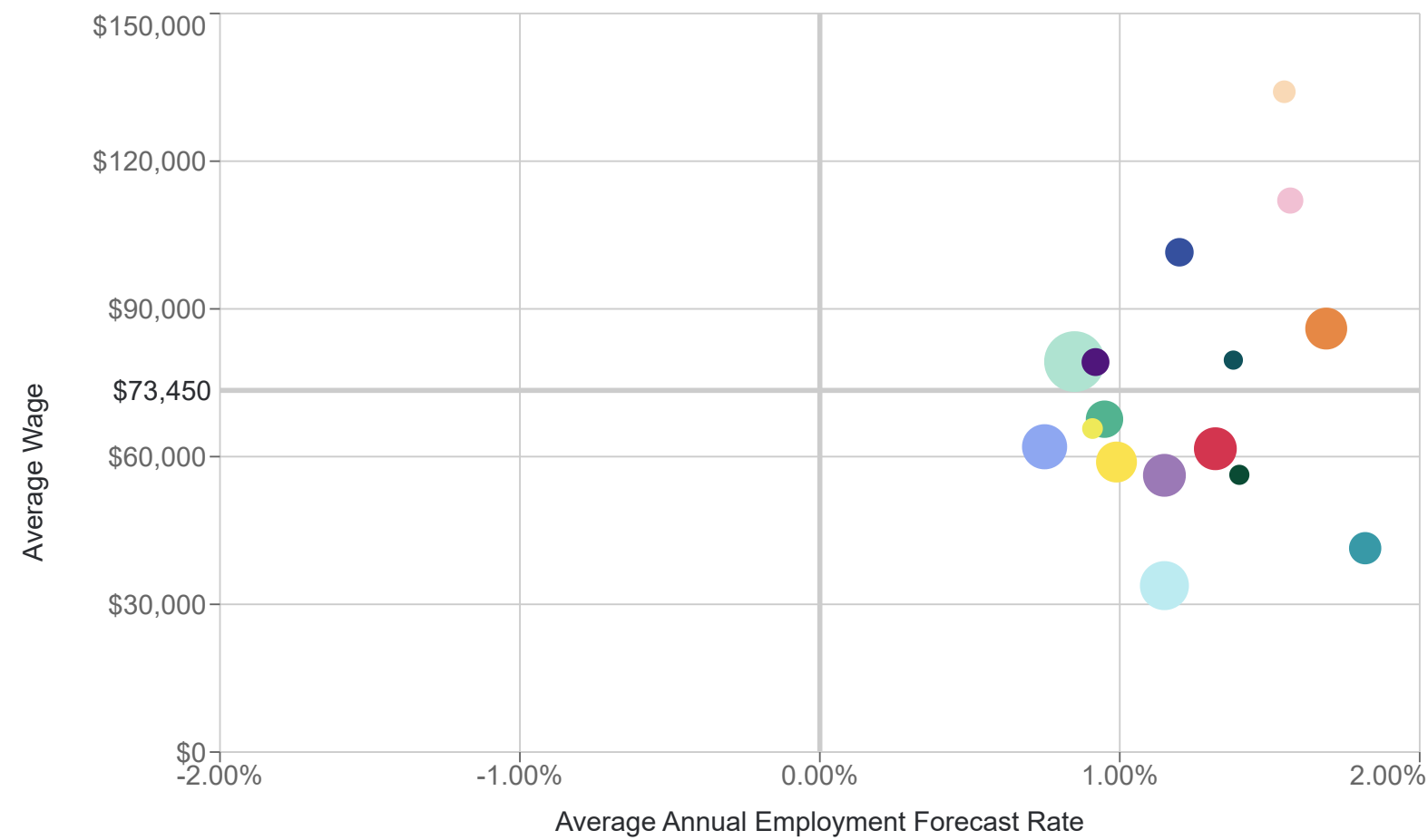


Career Cluster Growth Forecast



Of those career clusters, the following pay more than the average occupation wage in the region (\$73,450).

Cluster	Average Wage
 Science, Technology, Engineering, and Mathematics	\$134,100
 Information Technology	\$112,000
 Finance	\$101,500
 Health Science	\$86,000
 Government and Public Administration	\$79,600
 Business Management and Administration	\$79,300
 Law, Public Safety, Corrections, and Security	\$79,200



CTE Cluster	Average Annual Employment Forecast Rate	Average Wages	Employment
<div></div> Business Management and Administration	0.85%	\$79,300	646,710
<div></div> Hospitality and Tourism	1.15%	\$33,800	405,718
<div></div> Marketing	0.75%	\$62,000	337,534
<div></div> Transportation, Distribution, and Logistics	1.15%	\$56,200	300,134
<div></div> Architecture and Construction	1.32%	\$61,600	299,817
<div></div> Health Science	1.69%	\$86,000	285,174
<div></div> Manufacturing	0.99%	\$58,900	269,819
<div></div> Education and Training	0.95%	\$67,600	218,057
<div></div> Human Services	1.82%	\$41,400	151,406
<div></div> Finance	1.2%	\$101,500	108,339
<div></div> Law, Public Safety, Corrections, and Security	0.92%	\$79,200	101,593
<div></div> Information Technology	1.57%	\$112,000	84,240
<div></div> Science, Technology, Engineering, and Mathematics	1.55%	\$134,100	52,247
<div></div> Arts, Audio/Video Technology, and Communication	0.91%	\$65,700	36,365
<div></div> Agriculture, Food, and Natural Resources	1.4%	\$56,300	32,079
<div></div> Government and Public Administration	1.38%	\$79,600	25,137

### Real-Time Intelligence Findings

On February 24, 2025, real-time intelligence (job postings active during the last 12 months) reports were analyzed for the defined region. 626,136 job postings were active from 65,413 employers. Analysis of the job postings surfaced lists of the top 20 hard skills/technical skills, the top 20 soft skills/employability skills, and the top 20 certifications sought in the active postings.

### "Hard Skills" (Technical Skills) Sought by Regional Employers

Skill Name	Median Wage	Median Wage "n"	Active Job Ads
Microsoft Office	\$46,300	21,036	75,971
Microsoft Excel	\$48,700	19,678	74,001
Microsoft Outlook	\$46,000	8,643	30,111
Spanish	\$37,700	11,397	27,998
Microsoft PowerPoint	\$55,100	6,055	27,288
Microsoft Word	\$45,300	6,222	23,151
Sales	\$45,000	6,192	22,653
Customer Relationship Management (CRM)	\$60,900	3,837	16,471
English	\$39,300	4,692	15,637
Bilingual	\$36,700	5,719	15,278
Presentation	\$71,200	2,647	14,558
SAP	\$64,800	2,599	14,508
Personal Computers (PC)	\$44,100	3,403	14,173
Manufacturing	\$48,000	3,676	13,391
Mathematics	\$43,600	3,237	13,243
Finance	\$64,300	2,365	12,454
Structured Query Language (SQL)	\$94,200	1,708	11,922
Python	\$105,000	1,302	10,146
Teaching/Training, Job	\$50,300	2,814	9,474
Computer Programming/Coding	\$94,900	1,427	9,445

"Soft Skills" (Employability Skills) Sought by Regional Employers

Skill Name	Median Wage		Active Job Ads
	Median Wage	"n"	
Communication (Verbal and written skills)	\$42,400	97,167	360,243
Cooperative/Team Player	\$45,400	52,628	212,779
Organization	\$40,000	36,216	117,059
Detail Oriented/Meticulous	\$39,700	33,510	98,064
Interpersonal Relationships/Maintain Relationships	\$44,200	24,373	92,756
Problem Solving	\$50,300	22,210	91,068
Self-Motivated/Ability to Work Independently/Self Leadership	\$44,000	22,812	85,229
Adaptability/Flexibility/Tolerance of Change and Uncertainty	\$38,200	22,432	80,718
Supervision/Management	\$54,200	17,238	67,583
Analytical	\$65,400	10,986	58,485
Prioritize	\$44,700	14,123	58,013
Time Management/Time Utilization	\$42,700	13,958	49,611
Project Management	\$80,300	7,814	45,765
Leadership	\$57,400	9,262	40,637
Multi-Task	\$38,000	13,521	40,116
Work Ethic/Hard Working	\$37,700	11,686	34,718
Punctual	\$37,400	10,197	33,995
Initiative	\$36,600	9,745	32,317
Negotiation	\$68,800	6,154	30,598
Good Judgment	\$46,800	6,895	29,323

Certifications Sought by Regional Employers

Certificate / Certification name	Median Wage		Active Job Ads
	Median Wage	"n"	
Driver's License	\$37,200	11,123	22,904
Basic Life Support (BLS)	\$60,900	2,292	11,836
Certification in Cardiopulmonary Resuscitation (CPR)	\$36,700	3,532	10,520
Registered Nurse (RN)	\$74,900	1,711	8,075
Certified Public Accountant (CPA)	\$92,800	744	4,947
Advanced Cardiac Life Support Certification (ACLS)	\$75,700	467	3,539
Commercial Driver's License (CDL)	\$47,600	919	2,979
Project Management Professional (PMP)	\$110,200	421	2,354
Transportation Worker Identification Credential (TWIC)	\$45,800	596	2,086
The American Registry of Radiologic Technologists (ARRT) Certification	\$69,900	328	1,895
Licensed Practical Nurse (LPN)	\$58,200	400	1,342
Licensed Professional Engineer	\$104,300	182	1,311
Pediatric Advanced Life Support (PALS)	\$83,200	162	1,207
Class A Commercial Driver's License (CDL-A)	\$57,700	293	1,181
Certified Information Systems Security Professional (CISSP)	\$119,600	132	1,106
Licensed Clinical Social Worker (LCSW)	\$72,100	346	1,055

Certificate / Certification name	Median Wage	Median Wage	Active Job Ads
		"n"	
Licensed Professional Counselor (LPC)	\$66,000	331	962
Secret Clearance	\$89,000	270	940
Forklift Certified	\$37,400	445	899
HAZMAT	\$36,400	363	823

Resource Files

- [Economic Overview Report](#)
- [Perkins V Report](#)
- [Occupational Snapshot Report](#)
- [Real Time Intelligence \(Active Job Postings Report\)](#)

Career and Technical Education Program Audit

CareerCraft staff reviewed Houston ISD’s Career and Technical Education (CTE) programs and compared the current course sequencing for each program of study to TEA’s program of study reference guides. Outlined below are findings and considerations for each program of study offered to students in Houston ISD.



Considerations for Future Programs of Study, Endorsements, and Industry-Based Certifications

Entrepreneurship

Endorsement(s) Earned (if following §74.13 and TEA Program of Study guidance)

Successful completion of the Entrepreneurship program of study will fulfill the requirements of the Business and Industry endorsement.

Career Cluster (as defined by TEA)

Business, Marketing, and Finance

Alignment to Regional Career Cluster Growth Forecast

According to the Perkins V Career Cluster Growth Forecast Report, jobs in Business Management and Administration are expected to grow (8.8%) over the next decade. Currently, this cluster employs 646,710 workers and offers living wages (\$79,300).

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual	Projected
		Median Wages	Regional Growth Rate
Managers, All Other	29,539	\$144,300	1.5%
General and Operations Managers	106,767	\$108,800	1.3%
Management Analysts	15,392	\$93,400	1.6%

Aligned Industry-Based Certification(s)

Business of Retail: Certified Specialist PEIMS Code: 1052	Facebook Digital Marketing Associate Certification PEIMS Code: 991
Customer Service and Sales: Certified Specialist PEIMS Code: 1069	Stukent Social Media Marketing Certification PEIMS Code: 1042
Entrepreneurship and Small Business PEIMS Code: 512	

Business Management

Endorsement(s) Earned (if following §74.13 and TEA Program of Study guidance)

Successful completion of the Business Management program of study will fulfill the requirements of the Business and Industry endorsement.



Career Cluster (as defined by TEA)

Business, Marketing, and Finance

Alignment to Regional Career Cluster Growth Forecast

According to the Perkins V Career Cluster Growth Forecast Report, jobs in Business Management and Administration are expected to grow (8.8%) over the next decade. Currently, this cluster employs 646,710 workers and offers living wages (\$79,300).

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual Median Wages	Projected Regional Growth Rate
Administrative Services Managers	5,064	\$114,200	1.3%
General and Operations Managers	106,767	\$108,800	1.3%
Management Analysts	15,392	\$93,400	1.6%
Business Operations Specialists, All Other	18,402	\$83,600	1.3%

Aligned Industry-Based Certification(s)

Administrative Assisting

PEIMS Code: 934

Microsoft Office Specialist 2016 Master

PEIMS Code: 580

Business of Retail: Certified Specialist

PEIMS Code: 1052

Microsoft Office Specialist: Microsoft Access Expert (Access 2019)

PEIMS Code: 1020

Certified Associate in Project Management (CAPM)

PEIMS Code: 367

Microsoft Office Specialist: Microsoft Excel Expert (Excel 2019)

Customer Service and Sales: Certified Specialist

PEIMS Code: 1069

PEIMS Code: 560

Entrepreneurship and Small Business

PEIMS Code: 512

Microsoft Office Specialist: Microsoft Word Expert (Word 2019)

PEIMS Code: 570

General Management

PEIMS Code: 995

Project Management Institute (PMI) Project Management Ready

MB-920: Microsoft Dynamics 365 Fundamentals Finance and Operations Apps

PEIMS Code: 1018

PEIMS Code: 1037

Stukent Social Media Marketing Certification

PEIMS Code: 1042

Engineering Foundations

Endorsement(s) Earned (if following §74.13 and TEA Program of Study guidance)

Successful completion of the Engineering Foundations program of study will fulfill the requirements of the Business and Industry endorsement or STEM endorsement if the math and science requirements are met.

Career Cluster (as defined by TEA)

Engineering

Alignment to Regional Career Cluster Growth Forecast

According to the Perkins V Career Cluster Growth Forecast Report, jobs in Science, Technology, Engineering, and Mathematics are expected to grow (16.6%) over the next decade. Currently, this cluster employs 52,247 workers and offers living wages (\$134,100).

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual Median Wages	Projected Regional Growth Rate
Chemical Engineers	1,185	\$175,300	2%
Aerospace Engineers	1,737	\$147,400	1.1%
Mechanical Engineers	7,063	\$126,400	1.7%
Industrial Engineers	6,924	\$115,300	1.9%
Electrical Engineers	4,635	\$113,800	1.9%

Aligned Industry-Based Certification(s)

Autodesk Associate (Certified User) AutoCAD

PEIMS Code: 939

Autodesk Associate (Certified User) Inventor for Mechanical Design

Autodesk Associate (Certified User) Fusion 360

PEIMS Code: 940

PEIMS Code: 941

Autodesk Associate (Certified User) Revit Architecture  
PEIMS Code: 942

Autodesk Associate (Certified User) Revit for Electrical  
PEIMS Code: 943

Autodesk Associate (Certified User) Revit for Structural Design  
PEIMS Code: 944

Autodesk Certified Professional Fusion 360  
PEIMS Code: 945

Autodesk Certified Professional in AutoCAD for Design and Drafting  
PEIMS Code: 946

Autodesk Certified Professional in Civil 3D for Infrastructure Design  
PEIMS Code: 1051

Autodesk Certified Professional in Inventor for Mechanical Design  
PEIMS Code: 947

Autodesk Certified Professional in Revit for Architectural Design  
PEIMS Code: 948

Autodesk Certified Professional in Revit for Electrical Design  
PEIMS Code: 949

Autodesk Certified Professional in Revit for Structural Design  
PEIMS Code: 950

C-103 Certified Industry 4.0 Associate - Robot System Operations  
PEIMS Code: 956

Certified Logistics Technician (CLT)  
PEIMS Code: 841

Certified Production Technician (CPT) 4.0  
PEIMS Code: 842

Web Development

Endorsement(s) Earned (if following §74.13 and TEA Program of Study guidance)

Successful completion of the Web Development program of study will fulfill the requirements of the Business and Industry endorsement or STEM endorsement if the math and science requirements are met.

Career Cluster (as defined by TEA)

Information Technology

Alignment to Regional Career Cluster Growth Forecast

According to the Perkins V Career Cluster Growth Forecast Report, jobs in Information Technology are expected to grow (16.9%) over the next decade. Currently, this cluster employs 84,240 workers and offers living wages (\$112,000).

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual Median Wages	Projected Regional Growth Rate
Software Developers	25,047	\$132,400	2.2%
Web Developers	1,426	\$98,700	1.5%

Aligned Industry-Based Certification(s)

Certified User: Programmer  
PEIMS Code: 1065

Certified Web and Mobile App Developer Apprentice  
PEIMS Code: 966

Certified Web Animator Associate  
PEIMS Code: 967

Certified SOLIDWORKS Associate (CSWA) - Academic  
PEIMS Code: 1053

Certified SOLIDWORKS Associate (CSWA) - Electrical  
PEIMS Code: 1054

Certified SOLIDWORKS Associate (CSWA) - Mechanical Design  
PEIMS Code: 1055

Certified SOLIDWORKS Associate (CSWA) - Simulation  
PEIMS Code: 1056

Certified SOLIDWORKS Associate (CSWA) - Sustainability  
PEIMS Code: 1057

Certified SOLIDWORKS Professional (CSWP) - Academic  
PEIMS Code: 1058

Certified SOLIDWORKS Professional (CSWPA) - Drawing Tools  
PEIMS Code: 1064

Certified SOLIDWORKS Professional (CSWP) - Mechanical Design  
PEIMS Code: 1061

Certified SOLIDWORKS Professional (CSWP) - Model Based Definition  
PEIMS Code: 1062

Certified SOLIDWORKS Professional (CSWP) - Simulation  
PEIMS Code: 1063

Engineering Technology Foundations  
PEIMS Code: 989

FANUC Robot Operator 1  
PEIMS Code: 535

Lean Six Sigma Green Belt Certification  
PEIMS Code: 1010

Pre-Engineering/Engineering Technology - Job Ready  
PEIMS Code: 1028

CodeHS Python Level 1 Certification  
PEIMS Code: 1067

CodeHS Web Design Level 1 Certification  
PEIMS Code: 1068

Information Technology Specialist: HTML5 Application Development  
PEIMS Code: 1078

Information Technology Specialist: HTML and CSS  
PEIMS Code: 1077

Information Technology Specialist: JavaScript  
PEIMS Code: 1080

Microsoft Azure Data Fundamentals  
PEIMS Code: 1084

Oracle Certified Associate Java SE 8 Programmer  
PEIMS Code: 770

Web Design - Job Ready  
PEIMS Code: 1049

Nursing Science

Endorsement(s) Earned (if following §74.13 and TEA Program of Study guidance)

Successful completion of the Nursing Science program of study will fulfill the requirements of the Public Service endorsement or STEM endorsement if the math and science requirements are met.

Career Cluster (as defined by TEA)  
Health Science

Alignment to Regional Career Cluster Growth Forecast

According to the Perkins V Career Cluster Growth Forecast Report, jobs in Health Science are expected to grow (18.2%) over the next decade. Currently, this cluster employs 285,174 workers and offers living wages (\$86,000).

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual Median Wages	Projected
			Regional Growth Rate
Nurse Anesthetists	1,279	\$206,100	1.6%
Nurse Practitioners	5,508	\$137,200	4.7%
Registered Nurses	64,932	\$98,300	1.3%
Licensed Practical and Licensed Vocational Nurses	12,417	\$62,200	1.1%

Aligned Industry-Based Certification(s)

Certified Clinical Medical Assistant  
PEIMS Code: 470

Certified Nurse Aide (CNA)  
PEIMS Code: 390

Licensed Vocational Nurse  
PEIMS Code: 545

Medical Assistant  
PEIMS Code: 1019

Patient Care Technician  
PEIMS Code: 786

Phlebotomy Technician  
PEIMS Code: 800

Registered Nurse  
PEIMS Code: 900