



Gateway Occupations for an Inclusive Economy



RealTime Talent

Authored by: Erin Olson, Director of Strategic Research

2022



From Ramsey County Workforce Solutions

Across the United States, millions of workers of all ages suffered job losses in the coronavirus-driven recession, but the economic impact on young workers ages 18-30 has been even more intense. Historically, young people are disproportionately disadvantaged in many ways during economic downturns, but this recession has been particularly acute given the sectors of the economy that were hit the hardest.

Research on prior recessions finds substantial evidence that workers who enter the labor market during an economic downturn are scarred for many years. These younger workers are more likely to experience lower earnings, greater earnings instability, and more spells of unemployment in the long term compared with similar individuals who entered the labor market in better times. These effects are magnified for young Black and Hispanic workers, who have higher unemployment and underemployment rates relative to their white peers. As the economy shifts toward a recovery, it is clear that any bounce back has been uneven and continues to disproportionately impact communities of color.

Ramsey County Workforce Solutions has a unique partnership with [Real Time Talent](#) that has pivoted throughout the pandemic in order to better understand the impacts to different communities and industries. Leveraging labor market information has propelled the county in its data driven Coronavirus Aid, Relief and Economic Security Act (CARES) and American Rescue Plan Act (ARPA) investments which has wide ranging efforts from supporting the childcare workforce, removing barriers for young adults to obtain driver's licenses, and earn and learn programs in new industry sectors. Ramsey County aims to, not only recover from the pandemic, but emerge more economically competitive as a result of strategic workforce inclusion investments.

Now, more than ever, Ramsey County is prioritizing timely opportunities in occupations that are experiencing immediate employer demand, show promise for future growth, pay livable wages, and are accessible to workers with diverse employment and educational backgrounds. To activate this work, Ramsey County has identified Gateway Occupations as an area of focus through analysis of labor market and employment data, job posting data, and local employer feedback on the skills and credentials that workers need to become competitive candidates.

Gateway Occupations

Gateway occupations are middle-skill, middle-wage roles that are most likely to be the connection between an entry-level job and a well-paid career.

Gateway occupations typically offer between \$42,000 per year up to Ramsey County's local average salary of \$62,100 per year and are high-demand. As such, Gateway occupations offer a wage uplift to those previously employed in Origin occupations (entry-level positions) and offer longer-term economy mobility and career advancement opportunities. These are often the best-suited jobs for adult workforce programming and career pathway interventions. In addition to these wage requirements, all Gateway occupations identified have experienced minimal negative impact to employment during the pandemic, show strong current demand, show strong forecasted demand, and typically require an Associate degree or less.

For more information on Gateway occupations, read [this article](#) published by RealTime Talent in July 2022.

How Ramsey County Workforce Solutions Identifies Gateway Occupations

- ✓ **\$42,000+** Average Annual Wage
- ✓ Minimal negative impact to employment during the COVID-19 Pandemic
- ✓ Strong **current demand** (unemployment below 3% and/or higher than average job posting volumes in the past 12 months)
- ✓ Strong **forecasted demand** (higher than average forecasted growth through 2026 and/or will likely replace 50% or more of the existing workforce in the next five years)
- ✓ Focus on **middle-skill jobs** with opportunity for advancement into high-wage, high-demand Target occupations through additional experience or educational advancement
- ✓ Focus on roles typically requiring an **Associate's Degree or less** that offer opportunity for immediate employment or early Earn and Learn activities

“Focusing on Gateway Occupations allows us to highlight the opportunities to move along an increasingly higher skilled and better wage pathway while still allowing for matching of skills, interests, and options. It is an innovative approach to Ramsey County’s intentional focus on building and supporting more Learn and Earn models.” – Ling Becker, Director of Ramsey County Workforce Solutions

Gateway Occupational Categories

Construction & Green Energy

Healthcare

Information Technology

Transportation & Logistics

Manufacturing

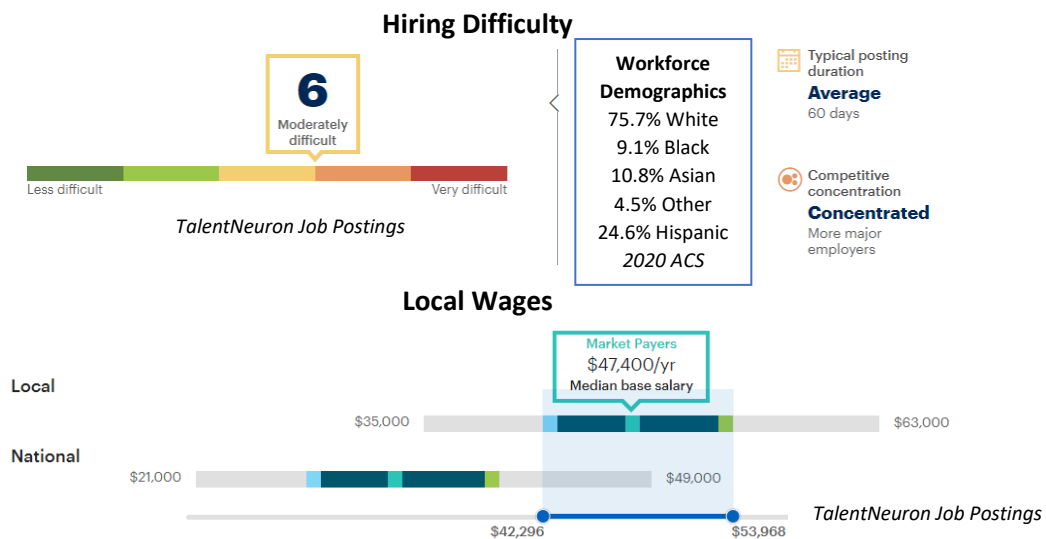
Human Services

Business & Finance

Construction Laborers (Green-Enhanced)

Other Job Titles: Construction Worker, Laborer, Civil Craft Laborer, Grit Blaster, Installation Crew Member, Roving Crew Member, Utility Division Laborer, Concrete Laborer, Asphalt Laborer, Wall Setter, Laborer/Flagger, Construction Laborer-Installer, Seasonal Laborer – Public Utilities *TalentNeuron Job Postings*

Description: Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers. *Onet Online*



Specialized Skills and Knowledge Areas

- Installing
- Forklifts
- Hand Tools
- Scaffolding
- Power Tools

TalentNeuron Job Postings

Digital Skills

- Computer Aided Design Software (CAD)
- Office Suite Software (Microsoft)
- Completing Work Orders

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (100%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Class D Driver’s License
- Motor Vehicle Record Check
- Background Check
- Drug Screening

TalentNeuron Job Postings

Frequently Required or Preferred

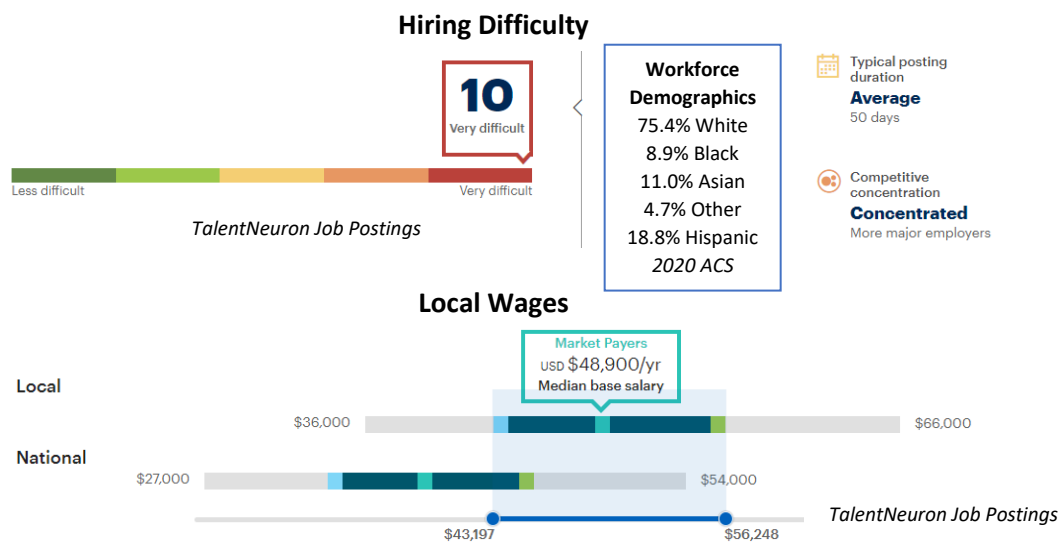
- Commercial Driver’s License

Solar Photovoltaic Installers (Licensed Trade)

Other Job Titles: Solar Installer Solar Commissioning Technician, Solar Service Technician, Lead Solar Project Installer, Roofer Solar Installer, Project Coordinator Solar, Lead Installer, Solar Site Survey ESV Technician, Lead Package Installer, PV Design Technician, Solar Technician *TalentNeuron Job Postings*

Description: Assemble, install, or maintain solar photovoltaic (PV) systems on roofs or other structures in compliance with site assessment and schematics. May include measuring, cutting, assembling, and bolting structural framing and solar modules. May perform minor electrical work such as current checks.

Onet Online



Specialized Skills and Knowledge Areas

- Electrical Wiring/Equipment
- Solar Energy Systems Installation
- Power Tools
- Roofing
- Solar Systems

TalentNeuron Job Postings, Lightcast

Digital Skills

- CRM Software
- Electronic Mail Software (Outlook)
- Office Suite Software (Microsoft)
- Enterprise Application Integration Software

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- **High School Diploma with 2+ Years of Experience in Roofing and/or Solar (90%)**
- Intermediate Apprenticeship in Electrical Installation (10%)

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

- Commercial Driver's License
- Class D Driver's License
- NABCEP Certified Energy Practitioner
- Licensed Electrical Contractor

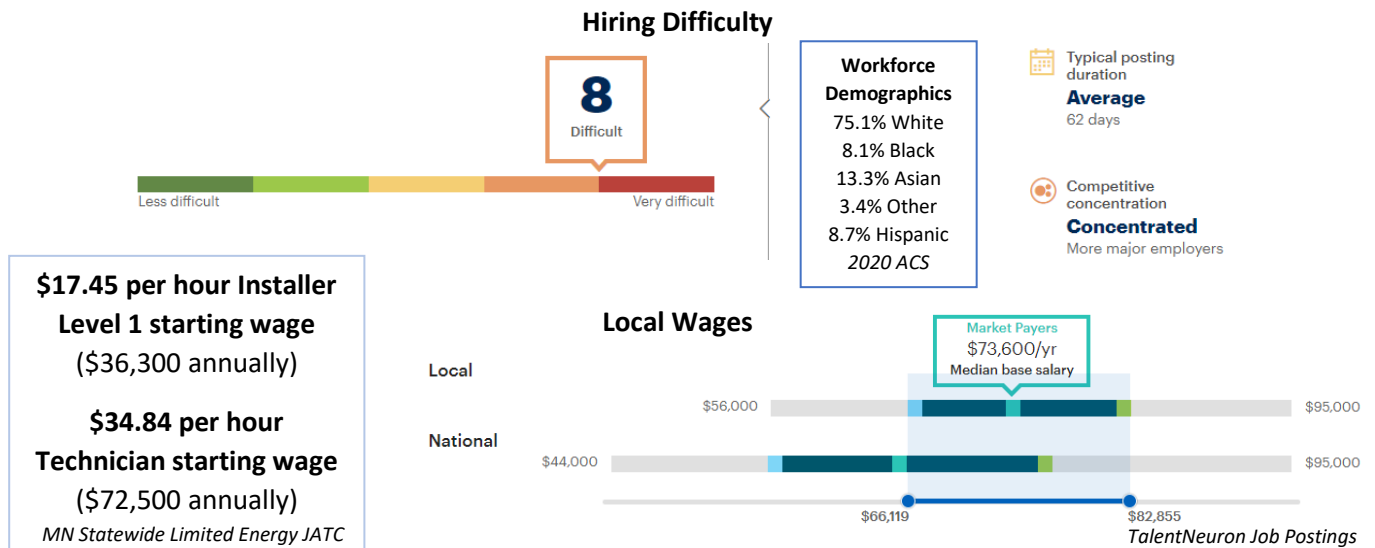
TalentNeuron Job Postings

Construction and Green Energy Occupations

Electrical and Electronics Repairers, Commercial and Industrial Equipment (i.e. Low Voltage/Limited Energy Technician or Installer)

Other Job Titles: Instrumentation Control Technician, Controls Technician, Journeyman Instrument Control Specialist, Radar Repairer, Instrument Control Specialist, Electronics Technician, Field Service Technician (Automation Controls), Scale Technician, E and I Technician *TalentNeuron Job Postings*

Description: Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, antennas, or electric vehicle charging stations. *Onet Online*



Specialized Skills and Knowledge Areas

- Troubleshooting
- Low Voltage Systems
- Control Systems
- Project Management
- Power Supplies

TalentNeuron Job Postings

Digital Skills

- Computer Aided Design Software (AutoCAD)
- Engineering Software (Solid Works)
- Facilities Management Software (CMMS)
- Industrial Control Software
- Office Suite Software (Microsoft)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (62%)
- Certificate or Associate Degree (38%)

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

- OSHA Certification
- Driver's License
- NICET Certification

TalentNeuron Job Postings

Construction and Green Energy Occupations

Support Craft Workers/Helpers for Heating, Air Conditioning, and Refrigeration Mechanics and Installers (Non-Registered or Registered Apprentice, entry to Licensed Trade)

Other Job Titles: HVAC Support Craft Worker, HVAC Installer Support Worker, HVAC Journeyman Support Worker, Craft Support for HVAC *TalentNeuron Job Postings*

Description: Support the installation or repair of heating, central air conditioning, HVAC, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves under the guidance of journeyman of HVAC. Support may be for commercial or residential servicing. *Onet Online*

Hiring Difficulty (HVAC Mechanics)



Workforce Demographics

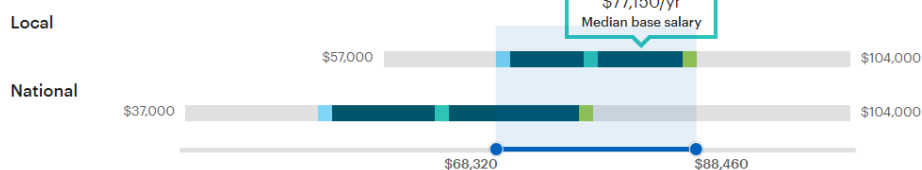
- 81.4% White
 - 8.7% Black
 - 6.2% Asian
 - 3.8% Other
 - 11.5% Hispanic
- 2020 ACS

Typical posting duration
Average
74 days

Competitive concentration
Concentrated
More major employers

\$31.85 per hour starting wage
(\$66,250 annually)

Local Wages



Prevailing Wage Scale at the MN Department of Labor and Industry, LIUNA Local 563, TalentNeuron Job Postings (all HVAC)

Specialized Skills and Knowledge Areas

- Installing
- Troubleshooting
- Building Automation
- Sales Experience/Ability
- Power Tools

TalentNeuron Job Postings, Lightcast

Digital Skills

- Electronic Mail Software (IBM Notes, Exchange, Outlook)
- Facilities Management Software (CMMS)
- Industrial Control Software
- Office Suite Software (Microsoft)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (100%)

Career Next Step Requirements (Journey-Level)

- AA/AS Degree - Tech College or Trade School
- Apprenticeship - union or sponsoring employer

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

- Class D Driver's License

TalentNeuron Job Postings

Construction and Green Energy Occupations

Construction and Building Inspectors

Other Job Titles: Building Inspector, Construction Code Representative, Construction Inspector, Building Official, Construction Analyst, Transportation Generalist Permit Technician *TalentNeuron Job Postings*

Description: Inspect structures using engineering skills to determine structural soundness and compliance with specifications, building codes, and other regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing. *Onet Online*



Specialized Skills and Knowledge Areas

- Materials Testing
- Analysis
- Masonry
- Calibration
- Radiation

TalentNeuron Job Postings

Digital Skills

- Office Suite Software (Microsoft)
- Data Analysis

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (69%)
- Certificate or Associate Degree (31%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Driver's License

Frequently Required or Preferred

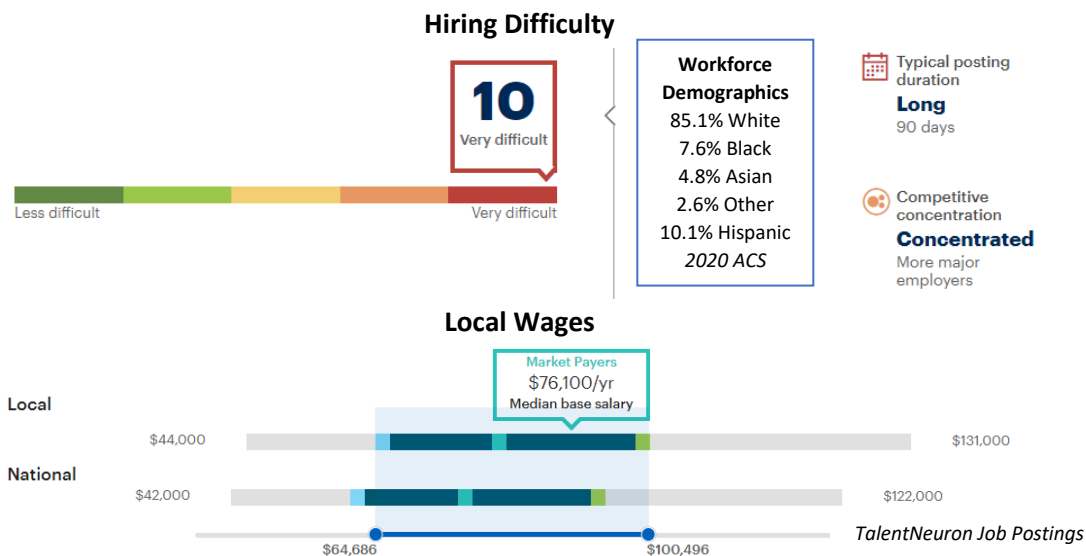
- American Concrete Institute
- NICET Certification
- Class A Commercial Driver's License
- Class D Driver's License

TalentNeuron Job Postings

Supervisors of Construction Trades and Extraction Workers

Other Job Titles: Installation Project Manager, Project Manager, Construction Foreman, Construction Supervisor, Construction Project Coordinator, Estimator Project Manager, Flooring Project Manager, Electrical Supervisor, Field Operations Supervisor, Field Supervisor, Site Superintendent, Solar Energy Installation Manager *TalentNeuron Job Postings*

Description: Directly supervise and coordinate activities of construction or extraction workers. Direct work crews installing residential or commercial solar photovoltaic or thermal systems. *Onet Online*



Specialized Skills and Knowledge Areas

- Project Management
- Scheduling
- Supervision
- Construction Management / Quality Control
- Hazard Assessment

TalentNeuron Job Postings

Digital Skills

- Computer Aided Design Software (AutoCAD)
- Electronic Mail Software (Outlook)
- Office Suite Software (Microsoft)
- Project Management Software (Microsoft, Oracle, QuickBase, Sage 300)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (74%)
- Certificate or Associate Degree (2%)
- Bachelor's Degree (24%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Commercial Driver's License
- Class D Driver's License
- OSHA Certification

Frequently Required or Preferred

- Hazardous Waste Operations and Emergency Response Certification

TalentNeuron Job Postings

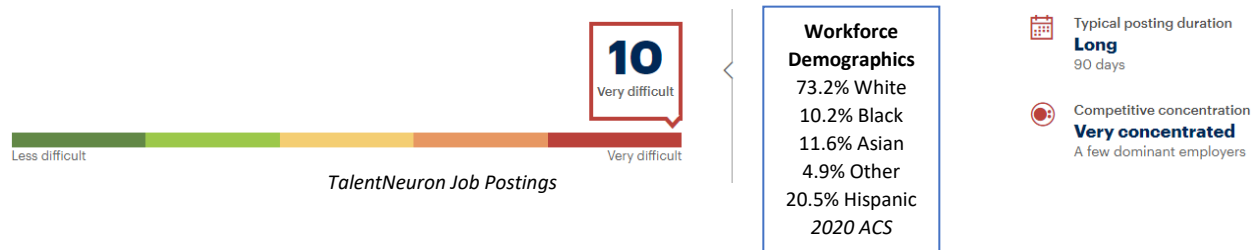
Construction and Green Energy Occupations

Insulation Workers, Floor, Ceiling, and Wall (Non-Registered or Registered Apprentice, entry to Licensed Trade)

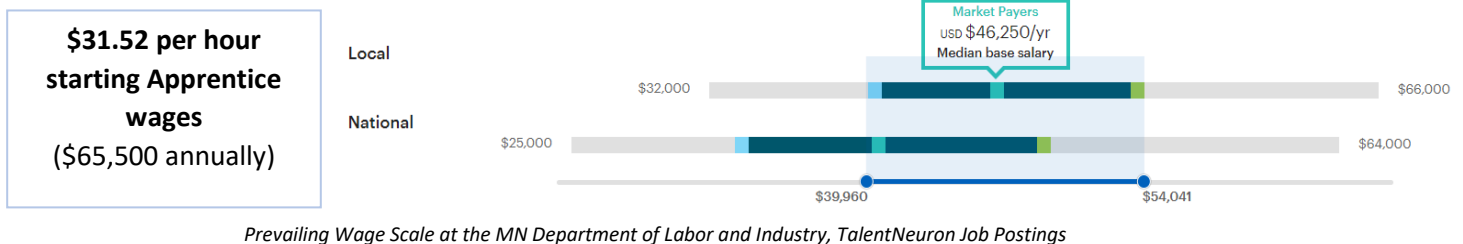
Other Job Titles: Insulation Installer, Retro Insulation Installer, Spray Foam Installer, Insulation Applicator Installer, Insulation Installer Batter *TalentNeuron Job Postings*

Description: Line and cover structures with insulating materials. May work with batt, roll, or blown insulation materials. *Onet Online*

Hiring Difficulty (HVAC Mechanics)



Local Wages



Specialized Skills and Knowledge Areas

- Insulation
- Scaffolding
- Construction Industry
- Drywall
- Hand Tools

TalentNeuron Job Postings, Lightcast

Digital Skills

- Project Management Software (Turtle Creek)
- Data Base User Interface and Query Software (CMSN FieldPAK)
- Office Suite Software (Microsoft)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (100%)

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

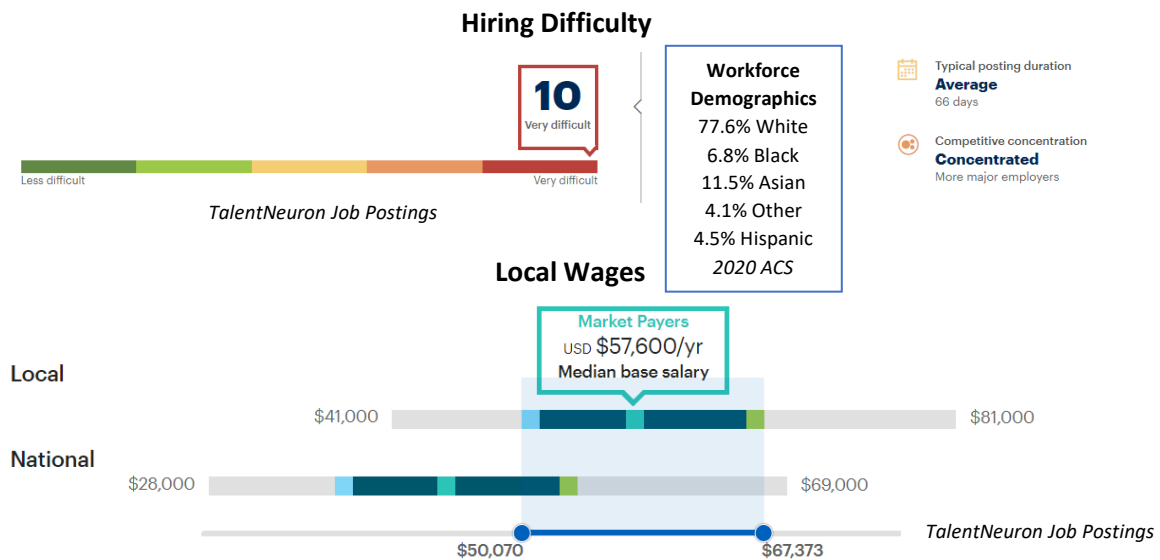
- Driver's License

TalentNeuron Job Postings

Emergency Medical Technicians and Paramedics

Other Job Titles: Paramedic, Emergency Medical Technician Emergency Department, Emergency Department Technician, EMS Inventory Technician, Driver Transportation Specialist, Medcab Driver, EMT Medical Transportation *TalentNeuron Job Postings*

Description: Assess injuries and illnesses and administer basic emergency medical care. May transport injured or sick persons to medical facilities. Administer basic or advanced emergency medical care and assess injuries and illnesses. May administer medication intravenously, use equipment such as EKGs, or administer advanced life support to sick or injured individuals. *Onet Online*



Specialized Skills and Knowledge Areas

- Life Support
- Cardiopulmonary Resuscitation / ALS
- Pediatrics
- Counseling
- Care Plans

TalentNeuron Job Postings

Digital Skills

- Medical Software (MEDITECH)
- Information Retrieval or Search Software
- Office Suite Software (Microsoft)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (37%)
- **Certificate or Associate Degree (60%)**
- Advanced Degree (3%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Basic Life Support
- Advanced Cardiac Life Support
- Cardiopulmonary Resuscitation (CPR)

Frequently Required or Preferred

- Driver's License
- Registered with the National Registry of EMTs
- Licensed Paramedic *TalentNeuron Job Postings*

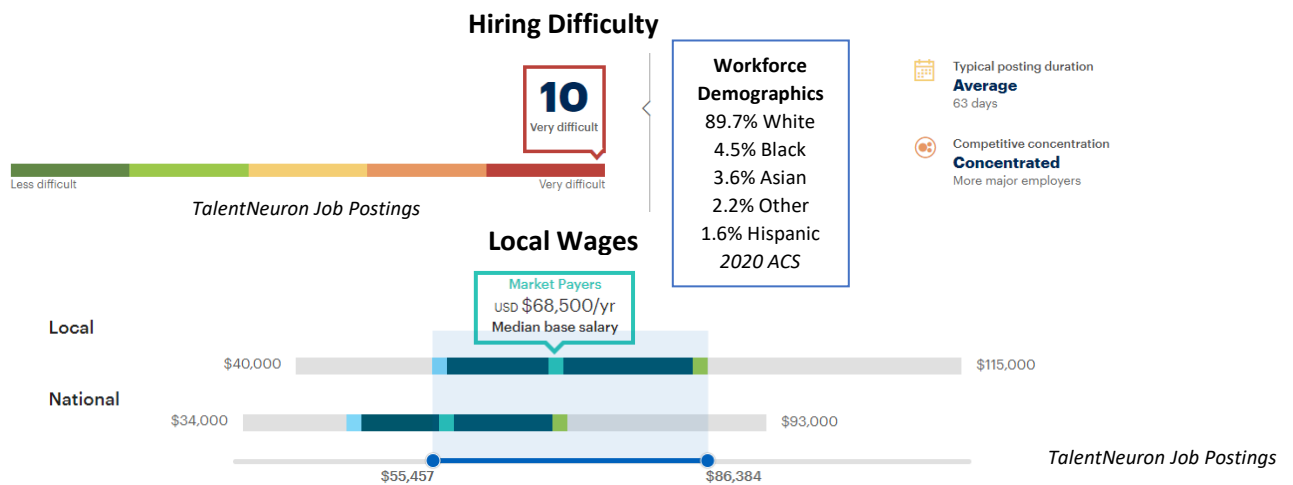
Health Information Technologists

Other Job Titles: Health Information Specialist, Health Technician, Telehealth Clinical Technician, HIM Coding Manager, Medical Records Specialist, Coding Specialist Educator, Release Information Specialist

TalentNeuron Job Postings

Description: Apply knowledge of healthcare and information systems to assist in the design, development, and continued modification and analysis of computerized healthcare systems. Abstract, collect, and analyze treatment and follow-up information of patients. May educate staff and assist in problem solving to promote the implementation of the healthcare information system. May design, develop, test, and implement databases with complete history, diagnosis, treatment, and health status to help monitor diseases.

Onet Online



Specialized Skills and Knowledge Areas

- Coding
- International Classification of Diseases
- Billing
- Clinical Documentation
- Physiology

TalentNeuron Job Postings

Digital Skills

- Categorization Software
- Query Software
- Medical Software

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (17%)
- **Certificate or Associate Degree (52%)**
- Bachelor's Degree (30%)
- Advanced Degree (1%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

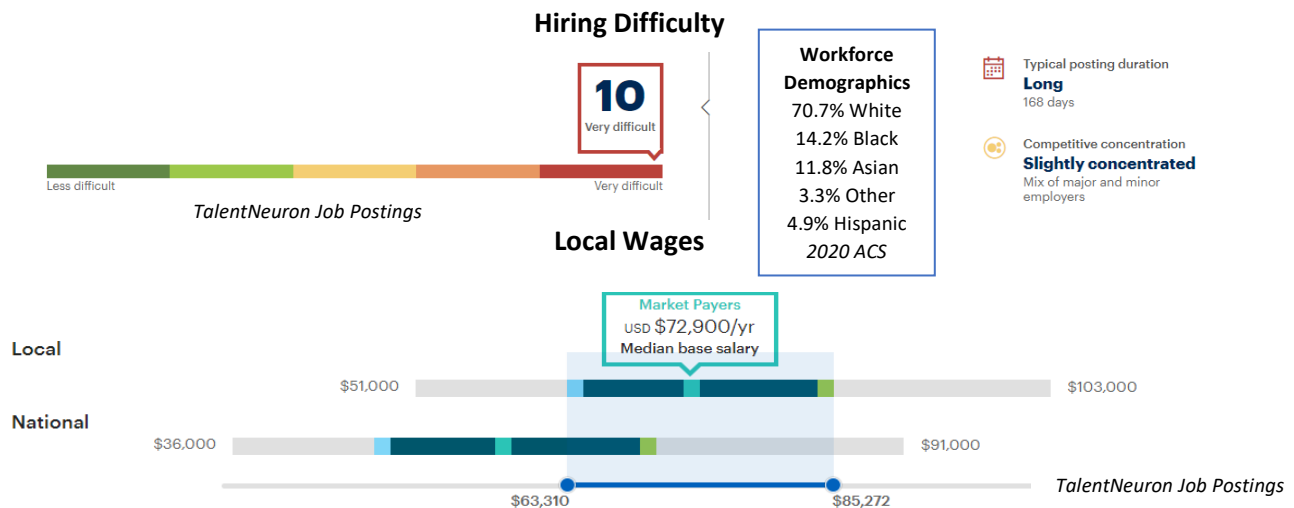
- ICD-10/ICD-9
- Certified Coding Specialist
- Registered Health Information Technician

TalentNeuron Job Postings

Health Technologists and Technicians

Other Job Titles: Patient Care Technician, Preceptor PCT, EEG Technician, EEG Technologist, EMG Technologist, Dialysis Technician *TalentNeuron Job Postings*

Description: Provide basic health care and support to patients while at a medical facility. Sanitize and clean patients’ rooms and equipment, monitor patients’ health and vital signs and assist patients with basic needs like feeding and grooming. Obtain prescribed laboratory testing and prepare specimens for collection. Evaluate patient status and document and report any unusual findings to a nurse supervisor. *TalentNeuron Job Postings*



Specialized Skills and Knowledge Areas

- Patient Monitoring
- Medical Administration
- Testing
- Hemodialysis
- Medicaid

TalentNeuron Job Postings

Digital Skills

- Electronic Medical Record
- Data Entry
- Solution Delivery System (SDS)
- Dialysis Machine Alarm Testing (PHT)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- **High School Diploma (75%)**
- Certificate or Associate Degree (6%)
- Bachelor’s Degree (19%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Cardiopulmonary Resuscitation (CPR)

Frequently Required or Preferred

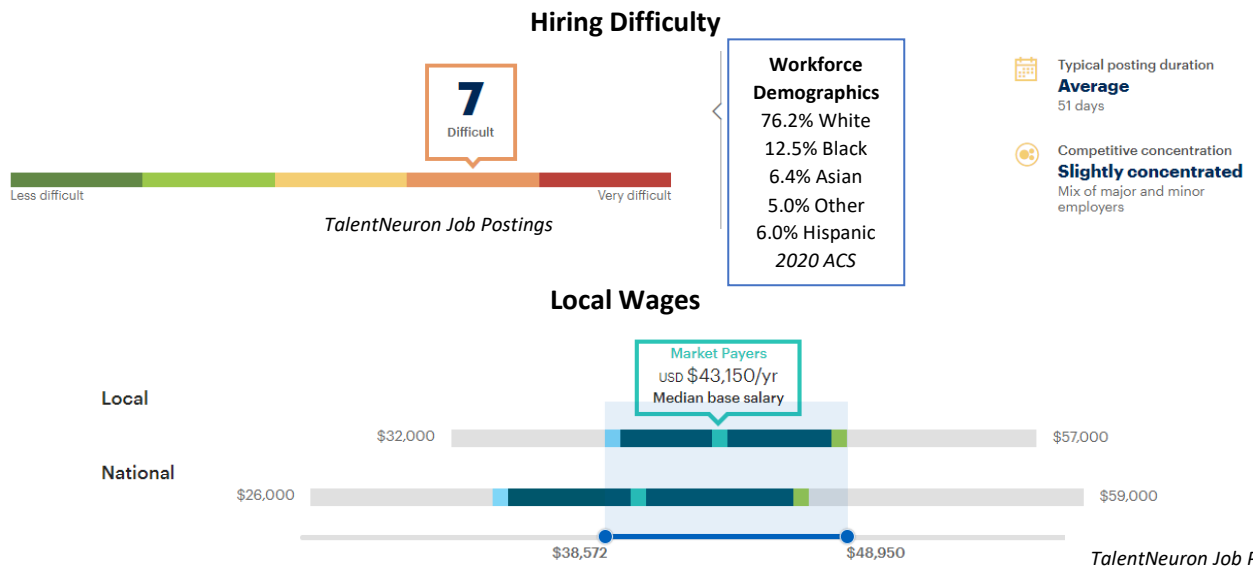
- Vascular Access Board Certified
- Certified Hemodialysis Technician
- Basic Life Support

TalentNeuron Job Postings

Medical Secretaries and Administrative Assistants

Other Job Titles: Clinic Assistant, Centralized Scheduler, Scheduling Coordinator, Imaging System Scheduling Coordinator, Clinic Business Specialist, Patient Service Coordinator *TalentNeuron Job Postings*

Description: Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence. *Onet Online*



Specialized Skills and Knowledge Areas

- Scheduling
- Medical Records
- Medical Terminology
- Data Entry
- Billing

TalentNeuron Job Postings, Lightcast

Digital Skills

- Office Suite Software (Microsoft)
- Accounting Software
- Medical Software

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (80%)
- Certificate or Associate Degree (18%)
- Bachelor’s Degree (2%)

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

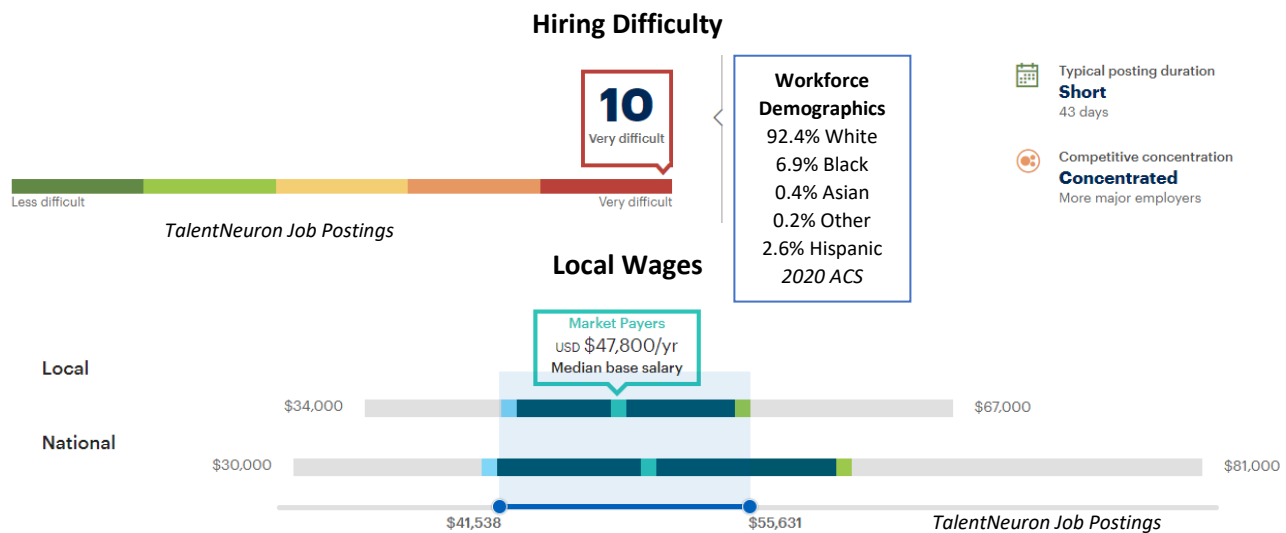
- OSHA Certification
- Driver’s License

TalentNeuron Job Postings

Audio and Video Equipment Technicians

Other Job Titles: Audio Visual Technician, Multimedia Intern, Audio Video Worker Restricted Space, Stage Technician, Videographer, Video Production Intern *TalentNeuron Job Postings*

Description: Set up, maintain, and dismantle audio and video equipment, such as microphones, sound speakers, connecting wires and cables, sound and mixing boards, video cameras, video monitors and servers, and related electronic equipment for live or recorded events, such as concerts, meetings, conventions, presentations, podcasts, news conferences, and sporting events. *Onet Online*



Specialized Skills and Knowledge Areas

- Electrical Components
- Lighting
- Rigging
- Safety Management
- Technical Support

TalentNeuron Job Postings

Digital Skills

- Graphic Design Software (Adobe)
- Video Production Technology
- Sound Board and Microphone Technology
- Website Maintenance Software (WordPress)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (15%)
- **Certificate or Associate Degree (65%)**
- Bachelor's Degree (20%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

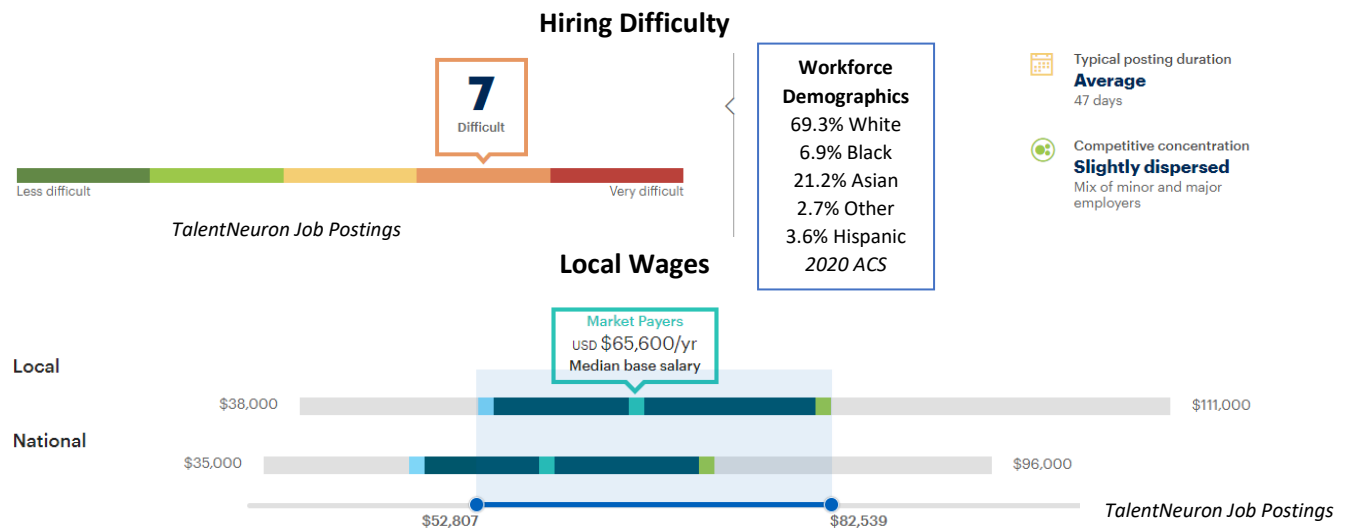
- Driver's License

TalentNeuron Job Postings

Computer User Support Specialists

Other Job Titles: Helpdesk Technician, Information Technology Specialist, Desktop Support Analyst, Field Service Technician, Desktop Support Technician, PC Technician, Information Technology Support Specialist *TalentNeuron Job Postings*

Description: Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. *Onet Online*



Specialized Skills and Knowledge Areas

- Troubleshooting
- Technical Support
- Hardware
- Operating Systems
- Installing

TalentNeuron Job Postings

Digital Skills

- Office Suite Software (Microsoft)
- Database Management Software (SQL)
- Database User Interface Software (SQL)
- Operating System Software
- Web Platform Development Software

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (11%)
- Certificate or Associate Degree (39%)
- **Bachelor's Degree (50%)**

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Driver's License

Frequently Required or Preferred

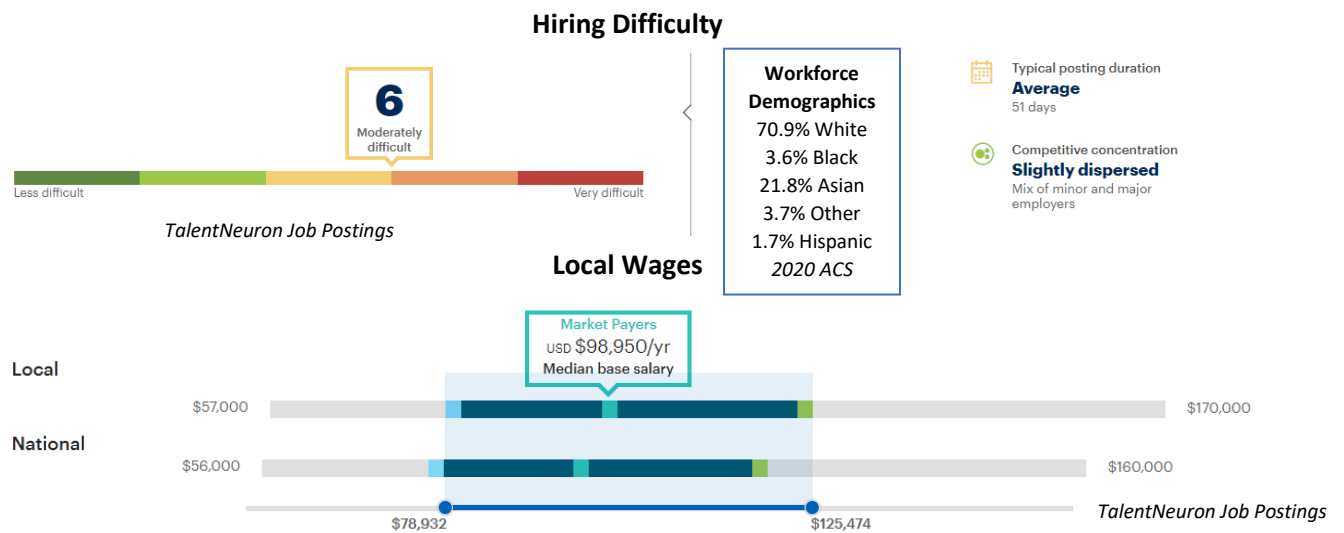
- American National Standards
- Apple Certified Macintosh Technician
- Project Management Certification (PMI)

TalentNeuron Job Postings

Computer Programmers

Other Job Titles: Programmer, Senior Statistical Programmer, .netDeveloper, Mainframe Developer, Principal Statistical Programmer, Software Developer, Computer Programming Tutor, Mainframe Systems Programmer, Associate Application Developer, RPA Developer, Junior Software Developer
TalentNeuron Job Postings

Description: Create, modify, and test the code and scripts that allow computer applications to run. Work from specifications drawn up by software and web developers or other individuals. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information. *Onet Online*



Specialized Skills and Knowledge Areas

- Programming
- Databases
- Analysis
- Software Development
- Coding

TalentNeuron Job Postings

Digital Skills

- SQL
- Office Suite Software (Microsoft)
- Apache ANT, Spark, and Kafka

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (8%)
- Certificate or Associate Degree (3%)
- **Advanced Degree (89%)**

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Driver's License
- Linux Administration Associate
- ICD-10/ICD-9

Frequently Required or Preferred

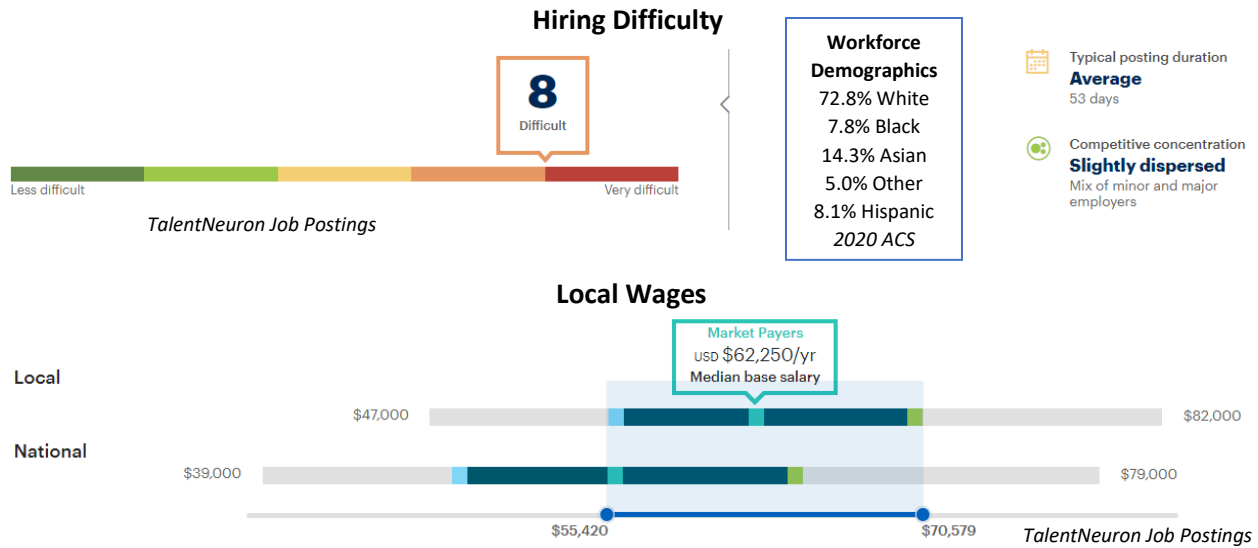
- Certified Information Systems Auditor
- Certified Information Systems Security Professional
- Society of Cost Estimating and Analysis
- Certified Scrum Master

TalentNeuron Job Postings

Bus and Truck Mechanics and Diesel Engine Specialists

Other Job Titles: Diesel Mechanic, Diesel Technician, Trailer Mechanic, Mechanic, Entry Level Diesel Technician and Mechanic III, Diesel Mechanic Technician, Fleet Mechanic *TalentNeuron Job Postings*

Description: Diagnose, adjust, repair, or overhaul buses and trucks, or maintain and repair any type of diesel engines. Includes mechanics working primarily with automobile or marine diesel engines. *Onet Online*



Specialized Skills and Knowledge Areas

- Preventive Maintenance
- Diagnosing
- Hand Tools
- Suspensions
- Repairing

TalentNeuron Job Postings

Digital Skills

- Maintenance Applications
- Engine Diagnostic Software
- Facilities Management Software
- Office Suite Software (Microsoft)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (79%)
- Certificate or Associate Degree (16%)
- Advanced Degree (5%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Driver's License (Class D)
- Commercial Driver's License (Any)
- OSHA Certification

Frequently Required or Preferred

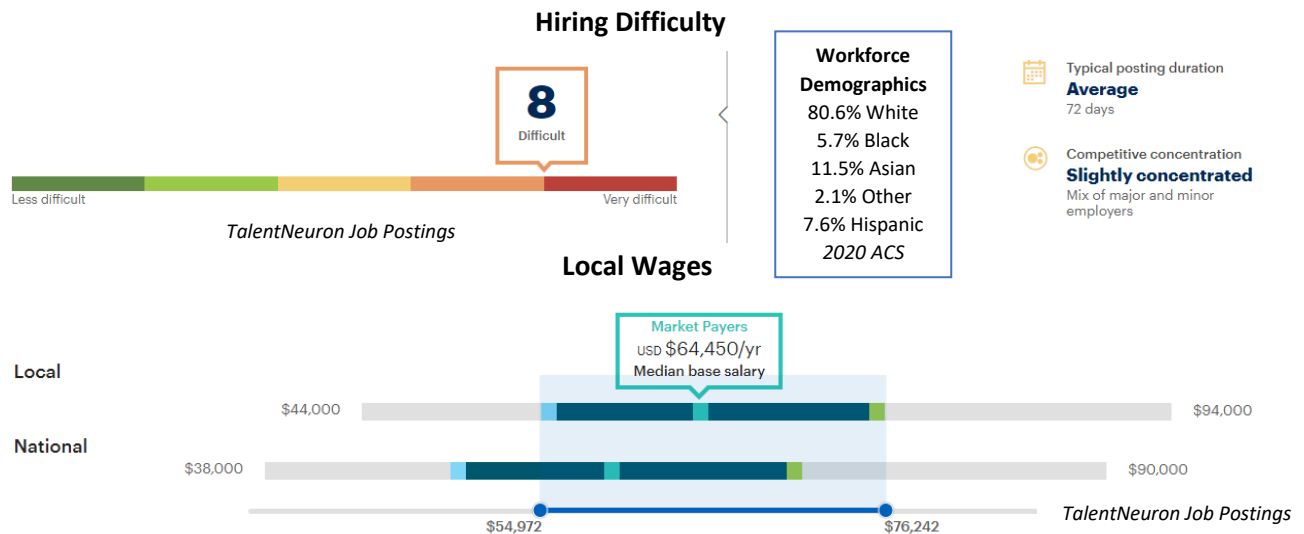
- Automotive Service Excellence
- Class A Commercial Driver's License
- EPA Certification

TalentNeuron Job Postings

Industrial Machinery Mechanics

Other Job Titles: Maintenance Mechanic, Field Service Technician, Production Maintenance Technician, Mechanic, Industrial Maintenance Mechanic, Automation Maintenance Technician *TalentNeuron Job Postings*

Description: Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. May also install, dismantle, or move machinery and heavy equipment according to plans. *Onet Online*



Specialized Skills and Knowledge Areas

- Pneumatics
- Installing
- Preventative Maintenance
- Field Service
- Welding

TalentNeuron Job Postings

Digital Skills

- Office Suite Software (Microsoft)
- Electronic Mail Software (Outlook)
- Enterprise Resource Planning Software (SAP)
- Industrial Control Software

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (67%)
- Certificate or Associate Degree (24%)
- Bachelor's Degree (9%)

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

- OSHA Certification
- EPA Certification
- HAZMAT

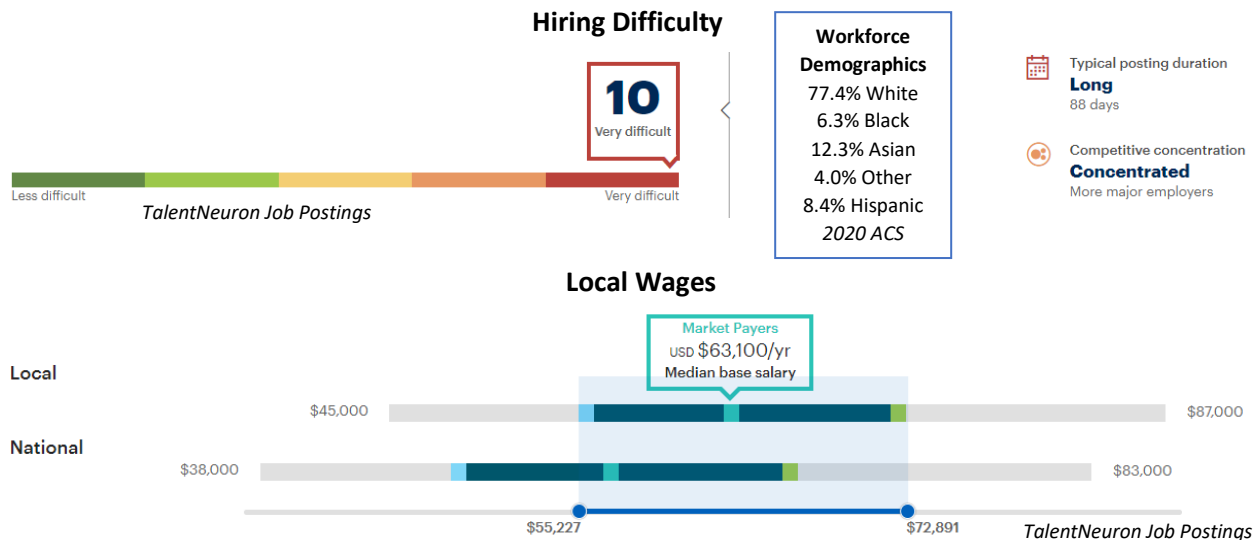
TalentNeuron Job Postings

Mobile Heavy Equipment Mechanics, Except Engines

Other Job Titles: Heavy Equipment Mechanic, Heavy Mobile Equipment Repairer, Heavy Equipment Service Attendant, Mechanic II, I Mechanic, Hydraulic Technician, Heavy Equipment Technician

TalentNeuron Job Postings

Description: Diagnose, adjust, repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders, and conveyors, used in construction, logging, and mining. *Onet Online*



Specialized Skills and Knowledge Areas

- Electrical Systems
- Bilingual (Spanish)
- Hydraulic Systems
- Hand Tools
- Heavy Trucks

TalentNeuron Job Postings

Digital Skills

- Database User Interface Software
- Office Suite Software (Microsoft)
- Electronic Mail Software (Outlook)
- Facilities Management Software

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (42%)
- **Certificate or Associate Degree (58%)**

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Heavy Truck Mechanics Certification (ASE)
- Background Check

Frequently Required or Preferred

- National Electrical Code
- Driver's License
- Commercial Driver's License (Class A, Class B)

TalentNeuron Job Postings

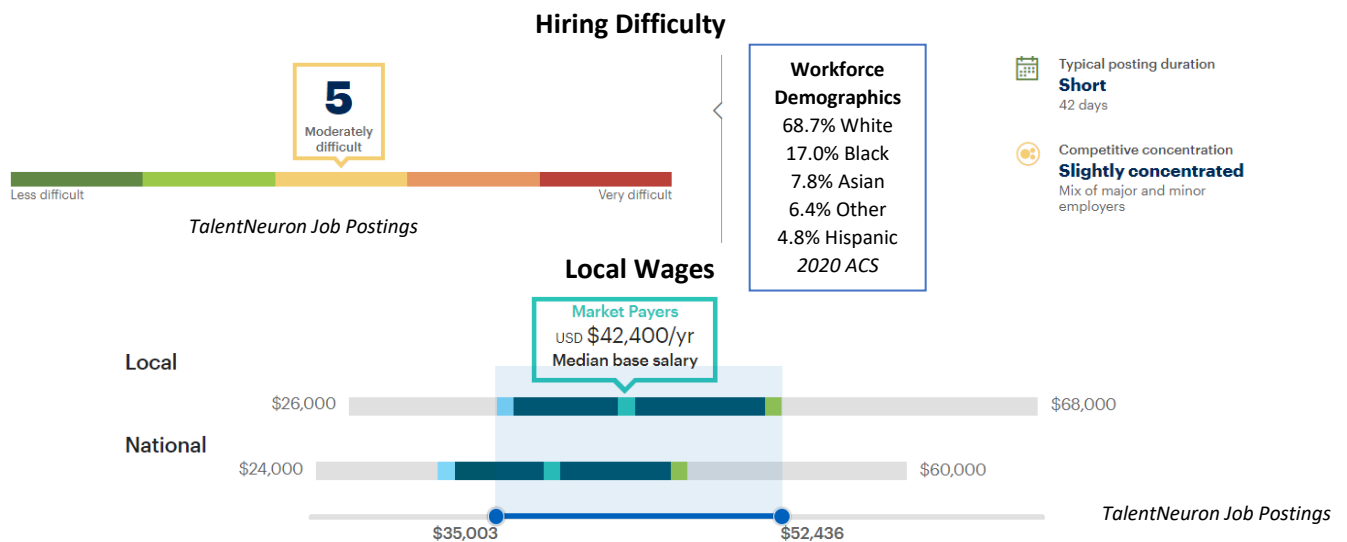
Community and Social Services Specialists

Other Job Titles: Organizer, Community Organizer, Veterans Service Representative, School Specialist, Volunteer Coordinator, Community Relations Representative, Project Campaign Organizer

TalentNeuron Job Postings

Description: Support, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve supporting social workers, counselors, or probation officers.

Onet Online



Specialized Skills and Knowledge Areas

- Community Outreach
- Databases
- Data Entry
- Facilitation
- Fundraising

TalentNeuron Job Postings

Digital Skills

- Database
- Medical Software
- Microsoft Office Suite

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (24%)
- Bachelor's Degree (29%)
- **Master's Degree (47%)**

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

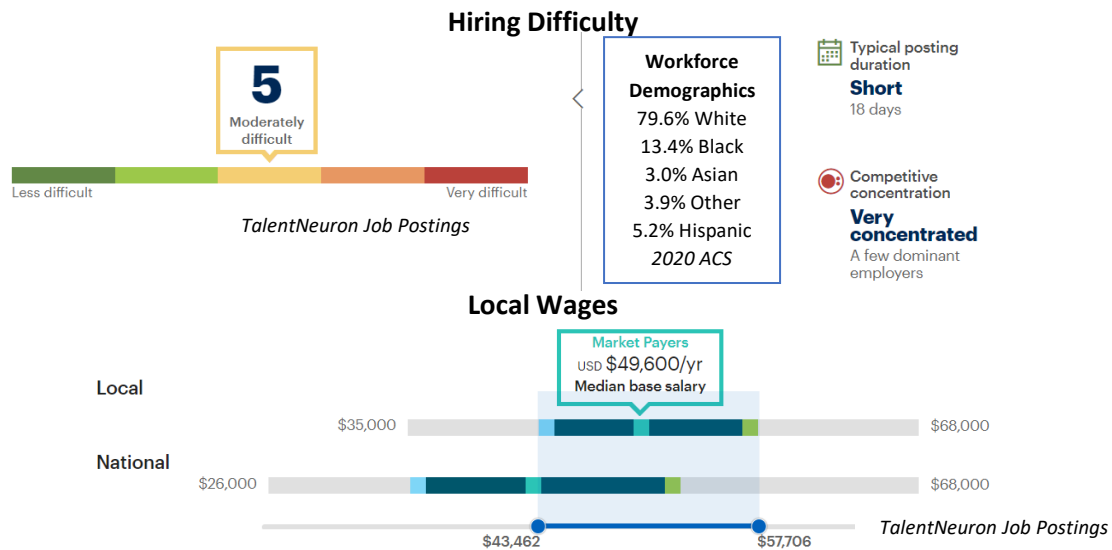
- Driver's License

TalentNeuron Job Postings

Court, Municipal, and License Clerks

Other Job Titles: Licensing Specialist, District Court Clerk, Appellate Court Attorney, County Program Technician, Intellectual Property Docketing Specialist, City Clerk, County Clerk *Lightcast*

Description: Perform clerical duties for courts of law, municipalities, or governmental licensing agencies and bureaus. May prepare docket of cases to be called; secure information for judges and court; prepare draft agendas or bylaws for town or city council; answer official correspondence; keep fiscal records and accounts; issue licenses or permits; and record data, administer tests, or collect fees. *Onet Online*



Specialized Skills and Knowledge Areas

- Docketing (Court)
- Data Entry
- File Management
- Court Systems
- Legal Hearings

Lightcast

Digital Skills

- Office Suite Software (Microsoft)
- IBM Judicial Enforcement Management System

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (20%)
- Certificate or Associate Degree (10%)
- **Bachelor's Degree (60%)**
- Advanced Degree (10%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Background Check

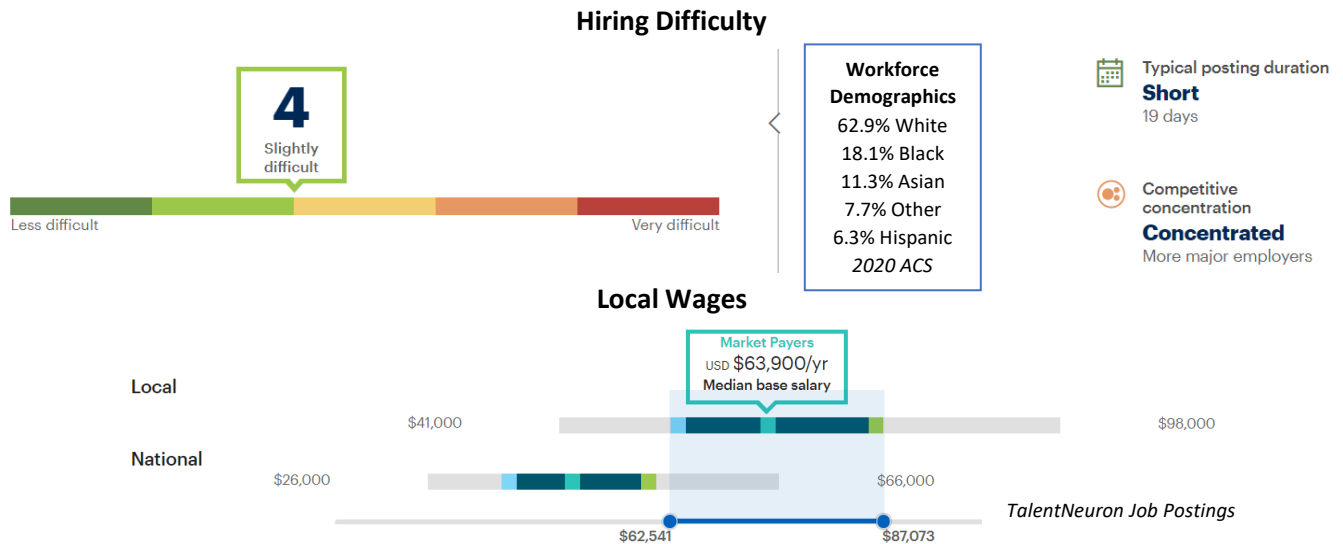
TalentNeuron Job Postings

Eligibility Interviewers for Government Programs

Other Job Titles: Veterans Claims Representative, Financial Worker, Housing Choice Voucher Specialist, Financial Worker Eligibility

TalentNeuron Job Postings

Description: Determine eligibility of persons applying to receive assistance from government programs and agency resources, such as welfare, unemployment benefits, social security, and public housing. *Onet Online*



Specialized Skills and Knowledge Areas

- Data Entry
- Research
- Claims Processing
- Technical Support
- Counseling

TalentNeuron Job Postings, Lightcast

Digital Skills

- Data Entry
- Medical Software
- Office Suite Software (Microsoft)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (40%)
- Certificate or Associate Degree (20%)
- Bachelor’s Degree (40%)

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

- Driver’s License

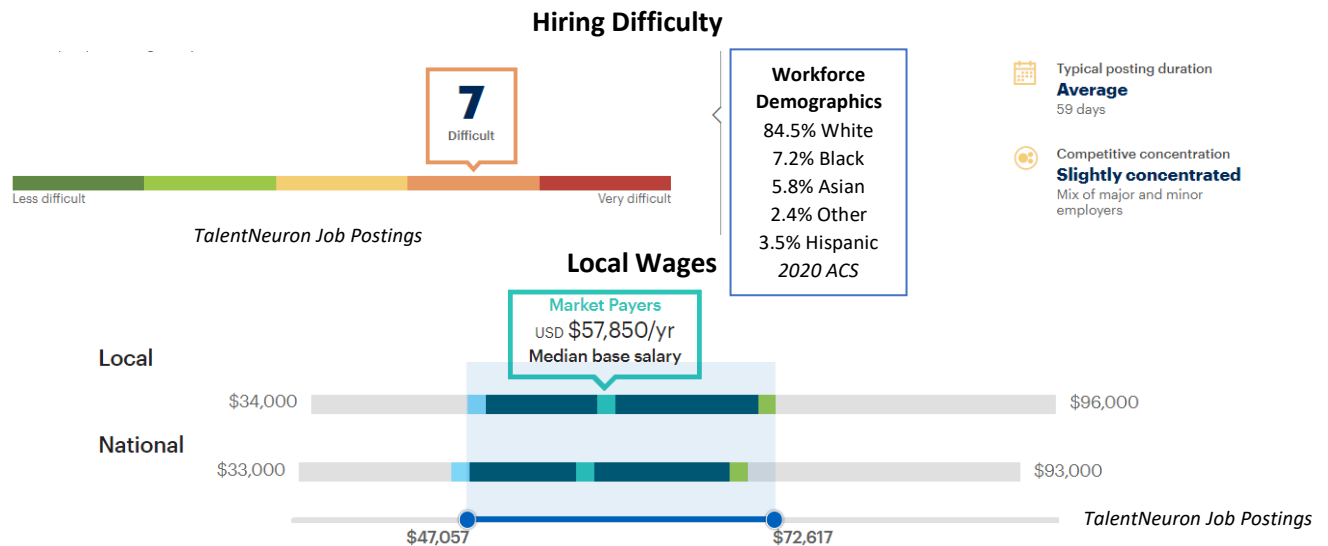
TalentNeuron Job Postings

Property, Real Estate, and Community Association Managers

Other Job Titles: Property Manager, Community Manager, Assistant Property Manager, Leasing Consultant, Leasing Specialist, Assistant Community Manager

TalentNeuron Job Postings

Description: Plan, direct, or coordinate the selling, buying, leasing, or governance activities of commercial, industrial, or residential real estate properties. Includes managers of homeowner and condominium associations, rented or leased housing units, buildings, or land (including rights-of-way). *Onet Online*



Specialized Skills and Knowledge Areas

- Property Management
- Marketing
- Accounting
- Invoicing
- Financial Analysis

TalentNeuron Job Postings, Lightcast

Digital Skills

- Property Management Software (Yardi)
- Office Suite Software (Microsoft)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (56%)
- Certificate or Associate Degree (7%)
- Bachelor's Degree (38%)

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

- Driver's License
- National Apartment Leasing Professional
- OSHA Certification
- Property Manager Professional
- Project-Based Section 8 Management

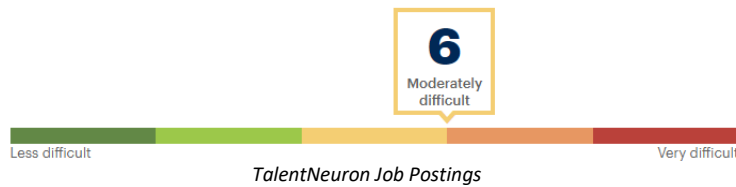
TalentNeuron Job Postings

Advertising Sales Agents

Other Job Titles: Advertising Sales Executive, Sales Account Executive, Sales Representative, Outside Sales Representative, Advertising Sales Representative, Digital Sales Account Executive, Account Executive, Marketing Advertising Sales Worker, Ad Sales Representative *TalentNeuron Job Postings*

Description: Sell or solicit advertising space, time, or media in publications, signage, TV, radio, or Internet establishments or public spaces. *Onet Online*

Hiring Difficulty

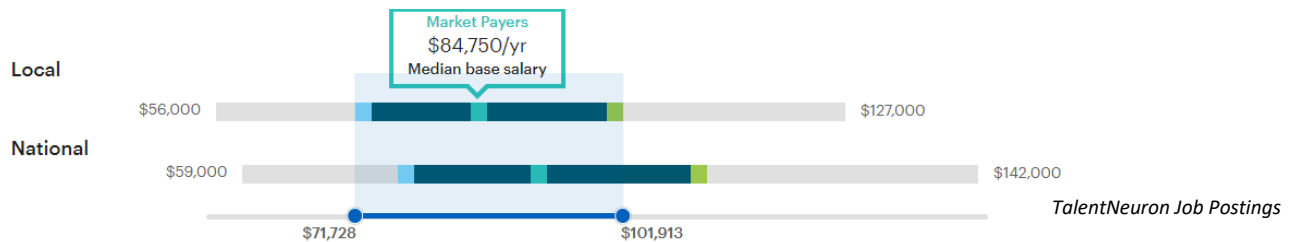


Workforce Demographics
 88.5% White
 6.6% Black
 4.4% Asian
 .5% Other
 4.5% Hispanic
 2020 ACS

Typical posting duration
Short
 25 days

Competitive concentration
Very concentrated
 A few dominant employers

Local Wages



Specialized Skills and Knowledge Areas

- Advertising Sales
- Selling Techniques
- Marketing
- Business Development
- Lead Generation

TalentNeuron Job Postings

Digital Skills

- Webcasting and Digital Advertising
- Database UI Software (FileMaker Pro)
- Desktop Publishing Software (Adobe, MS)
- Graphics or Photo Imaging Software (Adobe)
- Electronic Mail Software (Outlook)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (73%)
- Bachelor's Degree (27%)

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

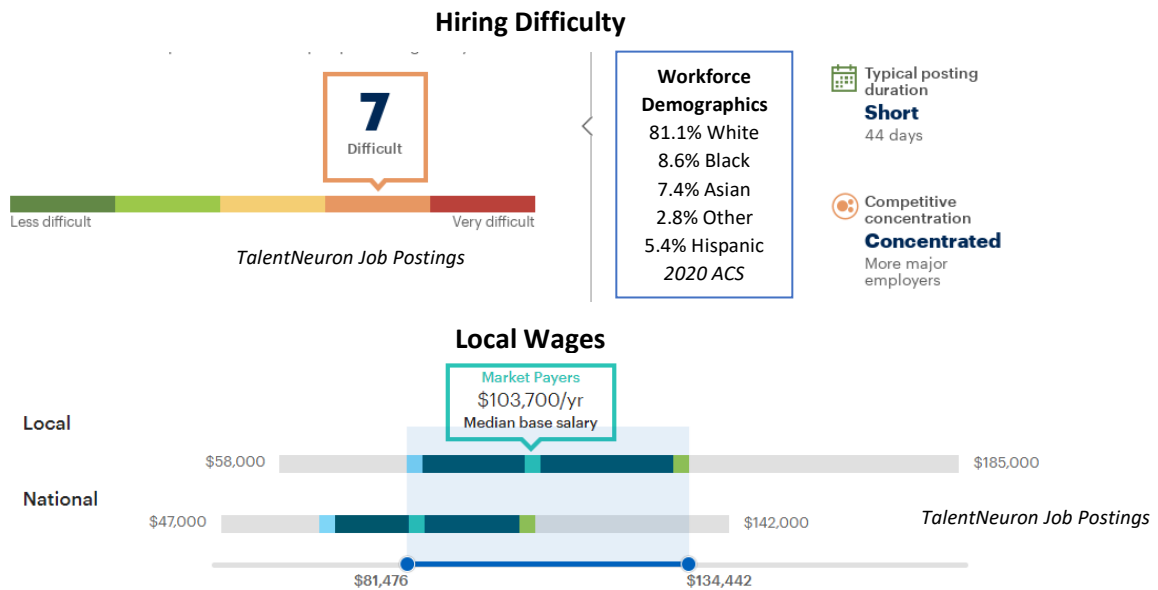
- Driver's License
- Google Analytics Certification

TalentNeuron Job Postings

Insurance Sales Agents

Other Job Titles: Sales Representative, Insurance Agent, Insurance Sales Representative Entry Level, Insurance Sales Representative, Insurances Sales Agent, Insurance Advisor *TalentNeuron Job Postings*

Description: Sell life, property, casualty, health, automotive, or other types of insurance. May refer clients to independent brokers, work as an independent broker, or be employed by an insurance company. *Onet Online*



Specialized Skills and Knowledge Areas

- Marketing
- Insurance Sales
- Selling Techniques
- Underwriting
- Insurance Policies

TalentNeuron Job Postings

Digital Skills

- Office Suite Software (Microsoft)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- **High School Diploma (66%)**
- Certificate or Associate Degree (24%)
- Bachelor's Degree (10%)

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- State Insurance License
- Driver's License

Frequently Required or Preferred

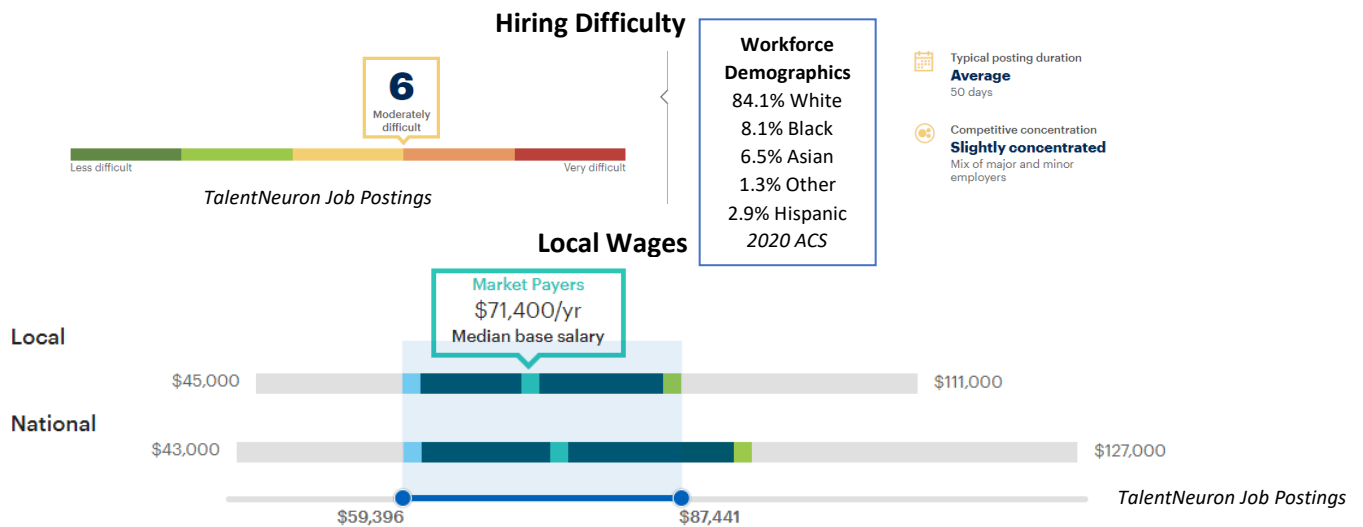
- Chartered Life Underwriter

TalentNeuron Job Postings

Logisticians and Project Management Specialists

Other Job Titles: Supply Chain Analyst Entry Level, Logistics Coordinator, Senior Supply Chain Planner, Logistics Specialist, Inventory Logistics Analyst, Inventory Specialist, R Supply Chain Intern, Supply Planner, Client Services Administrator, Production Planner, Supply Manager *TalentNeuron Job Postings*

Description: Analyze and coordinate the ongoing logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources. *Onet Online*



Specialized Skills and Knowledge Areas

- Supply Chain Management
- Logistics
- Purchasing
- Inventory Management
- Finance

TalentNeuron Job Postings

Digital Skills

- SAP Applications
- Office Suite Software (Microsoft)
- Enterprise Resource Planning ERP Software
- Logistics and Supply Chain Software (WMS)
- Database UI Software (Access, SQL Server)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (30%)
- **Bachelor's Degree (70%)**

TalentNeuron Job Postings

Certifications and License Requirements

Frequently Required or Preferred

- HAZMAT
- Six Sigma Certification
- OSHA Certification
- Driver's License

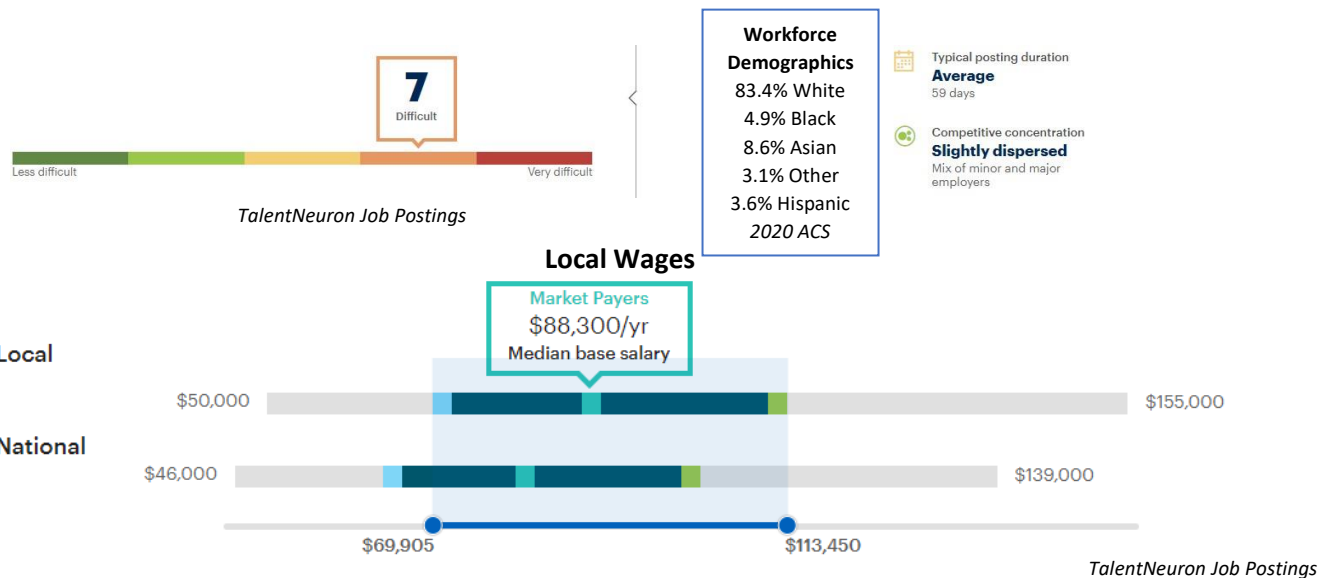
TalentNeuron Job Postings

Sales Representatives of Services

Other Job Titles: Sales Representative, Account Executive, Outside Sales Representative, Sales Representative Inside, Account Manager, Business Development Representative, Sales Executive, Business Account Manager *TalentNeuron Job Postings*

Description: Sell services to individuals or businesses. May describe options or resolve client billing or sales problems. *Onet Online*

Hiring Difficulty



Specialized Skills and Knowledge Areas

- Selling Techniques
- Marketing
- Financial Services
- Consumer Lending
- Truth in Lending Act

TalentNeuron Job Postings

Digital Skills

- CRM Software
- ERP Software
- Graphics or Photo Imaging Software

TalentNeuron Job Postings, Onet

Education and Experience Requirements

- High School Diploma (35%)
- **Bachelor's Degree (64%)**

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Driver's License

Frequently Required or Preferred

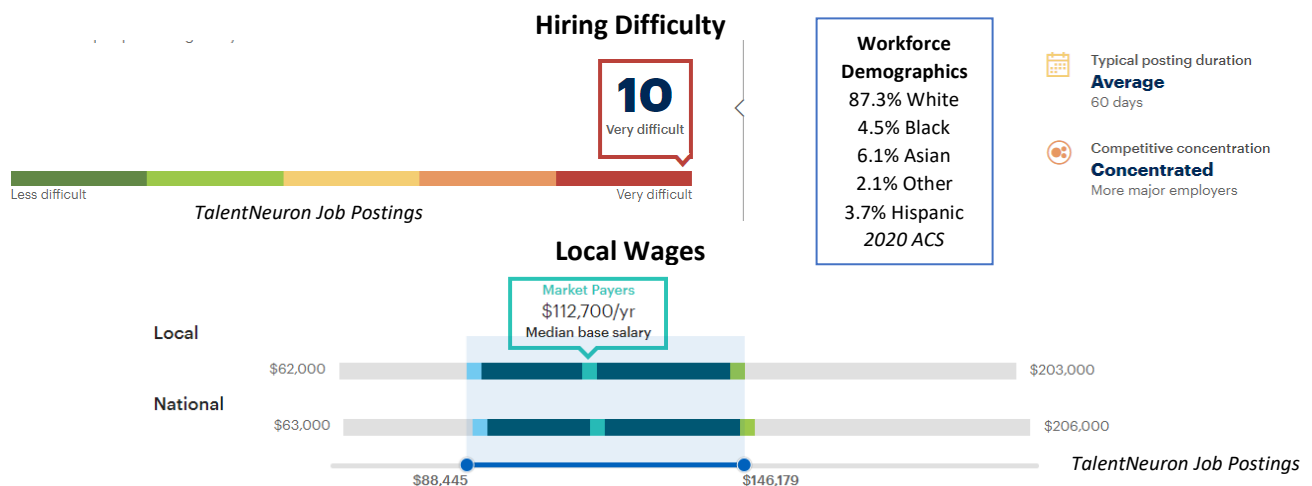
- Associate in Risk Management
- Certified Sales Professional
- NICET Certification

TalentNeuron Job Postings

Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products

Other Job Titles: Account Executive, Application Sales Representative, Sales Representative Inside, Sales Representative, Account Executive NetSuite, Applications Sales Representative, Account Manager, Sales Application Representative, Technology Sales Representative, Solar Sales Consultant, Solar Consultant, Solar Energy Sales Representative, Commercial Solar Sales Consultant *TalentNeuron Job Postings*

Description: Sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics, normally obtained from at least 2 years of postsecondary education. Contact new or existing customers to determine their solar equipment needs, suggest systems or equipment, or estimate costs. *Onet Online*



Specialized Skills and Knowledge Areas

- Selling Techniques
- Marketing
- Salesforce
- Medical Devices
- Sales Management

TalentNeuron Job Postings

Digital Skills

- Computer Aided Design Software (CAD)
- CRM Software
- Office Suite Software (Microsoft)

TalentNeuron Job Postings, Lightcast

Education and Experience Requirements

- High School Diploma (2%)
- Certificate or Associate Degree (3%)
- **Bachelor's Degree (95%)**

TalentNeuron Job Postings

Certifications and License Requirements

Almost Always Required

- Driver's License
- Enterprise Project Management

Frequently Required or Preferred

- Salesforce Certified Administrator
- Avaya Certified Specialist
- Certified Customer Service Specialist

TalentNeuron Job Postings