

Determining the Hot Jobs

A variety of methods is used to determine which occupations might prove to be the most attractive. Assuming that any person seeking work in a particular occupation would want to ensure that there would be at least moderate demand and reasonable wages for workers in that field, a method of indexing these factors was devised. We will use a make believe area 'Pallet Town' as an example to how our methodology works.

The Pallet Town average annual demand for workers among all occupational titles was approximately 50 workers. The Pallet Town average annual wage for all surveyed occupations was found to be approximately \$40,000. For entry-level wages, the Pallet Town average was determined to be \$20,000. As a first step, we eliminated any occupation with either a lower annual wage or lower annual demand than their respective Pallet Town averages. We do not consider these eliminated occupations 'Hot Jobs' because of their slow growth and low salaries.

To arrive at the index factor used for ranking the remaining occupations, the annual demand for each occupation was

divided by 50. The average annual wage for each occupation was divided by the average of \$40,000. The entry-level wage was divided by \$20,000. These three "indexes" derived from these calculations were then added together to compute an overall index.

For example, if a certain occupation had an annual demand of 200 persons, the first "index" would be 200 divided by 50, or **4**. If that same occupation had an average annual wage of \$60,000, the second "index" would be \$60,000 divided by \$40,000, or **1.5**. If the occupation's entry-level wage was \$40,000, we would get the third "index" by dividing \$40,000 by \$20,000, or **2**. Adding the three "indexes" together would produce an overall index of **7.5**.

Generally, any occupation in Pallet Town with average demand greater than or equal to 50 and above average annual wage would be a candidate for inclusion in this list. Higher wages might offset lower demand or vice versa, but the result should still yield a reasonable approximation of the most desirable occupations.

Explanation of Terms

SOC Code- Standard Occupational Classification code, an occupational classification system devised by the U.S. Department of Labor with input from the states. It is the federal standard, and should be used by all state and federal agencies dealing with occupational data.

Occupational Title- The standard title assigned to a specific occupation under SOC.

Annual Demand- The projected number of workers needed on an annual basis for the years 2016 through 2026, as determined by the Occupational Projections data. It includes both new workers and replacements for those who leave or change occupations.

Average Wage- An estimate of average hourly or annual earnings for all workers within a specific occupation

regardless of experience level. This should be viewed as an estimate of potential earnings rather than as an entry-level wage for the inexperienced worker. Certain salaried occupations, such as teachers, are generally paid a monthly or annual salary and may not show an hourly wage estimate.

Entry-Level Wage- An estimate of average hourly or annual earnings for the new or inexperienced worker within a specific occupation. These are wages a person starting in an occupation could reasonably expect to earn. Certain salaried occupations may not show an hourly wage estimate.

Job Zone- These indicate the most common level of education, training, and/or experience required to perform the job and come from the O*Net system developed by the U.S. Department of Labor. The higher the number, the more education, training or other preparation is required.

About Job Zones

Job Zones are utilized by the Occupational Information Network (O*Net) system to ascertain the level of training and/or preparation required for each occupational title. A brief description of requirements for each of the five Job Zones follows:

Job Zone One: Little or No Preparation Needed

No previous work-related skill, knowledge, or experience is needed for these occupations. Employees in these occupations need anywhere from a few days to a few months of training. These occupations involve following instructions and helping others. These occupations may require a high school diploma, GED or a formal training course to obtain a license.

Job Zone Two: Some Preparation Needed

Some previous work-related skill, knowledge, or experience may be helpful in these occupations, but usually is not needed. Employees in these occupations need anywhere from a few months to one year of working with experienced employees. These occupations often involve using your knowledge and skills to help others. These occupations often require a high school diploma and may require some vocational training or job-related courses.

Job Zone Three: Medium Preparation Needed

Previous work-related skill, knowledge, or experience is required for these occupations. Employees in these occupations usually need one or two years of informal training delivered by experienced workers. These occupations often involve using communication and organizational skills to

coordinate, supervise, manage, or train others. Most occupations in this zone require training in vocational schools, related on-the-job experience, or an associate's degree.

Job Zone Four: Considerable Preparation Needed

A minimum of two to four years of work-related skill, knowledge, or experience is needed for these occupations. Employees in these occupations usually need several years of experience, on-the-job training, and/or formal training. Most of these occupations involve coordinating, supervising, managing, or training others. Many of these occupations require a bachelor's degree, but some do not.

Job Zone Five: Extensive Preparation Needed

Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience. Most employees in these occupations will already have the required skills, knowledge, work-related experience, and/or training. These occupations often involve coordinating, training, supervising, or managing the activities of others to accomplish goals. A bachelor's degree is the usual minimum formal education required for these occupations, but a significant number of them require postgraduate studies and/or advanced degrees.

Hot Jobs Gulfport-Biloxi-Pascagoula MSA

Rank	SOC Code	Occupational Title	Annual Demand	Average Wage	Entry Level Wage	Index Factor	Job Zones	Typical Education Needed for Entry	Work Experience in a Related Occupation	Typical on-the-job training needed to attain competency in the occupation
1	11-1021	General and Operations Managers	305	\$88,120	\$40,300	11.76	4	Associate's degree	1 to 5 years	None
2	47-2111	Electricians	280	\$55,040	\$44,450	10.58	3	High school diploma or equivalent	None	Apprenticeship
3	51-4121	Welders, Cutters, Solderers, and Brazers	260	\$52,850	\$42,650	9.94	3	Associate's degree	1 to 5 years	1 to 2 years
4	29-1141	Registered Nurses	230	\$60,090	\$44,990	9.48	4	Associate's degree	None	None
5	29-1051	Pharmacists	45	\$116,940	\$89,140	8.46	5	Doctoral or professional degree	None	None
6	51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	45	\$86,120	\$75,410	7.03	2	High school diploma or equivalent	None	Long-term on-the-job training
7	43-1011	First-Line Supervisors of Office and Administrative Support	155	\$51,320	\$32,300	6.74	3	High school diploma or equivalent	1 to 5 years	None
8	47-2152	Plumbers, Pipefitters, and Steamfitters	140	\$49,790	\$37,200	6.58	3	Associate's degree	1 to 5 years	1 to 2 years
9	47-1011	First-Line Supervisors of Construction Trades and Extraction Work	115	\$57,570	\$41,030	6.34	3	High school diploma or equivalent	More than 5 years	None
10	11-3031	Financial Managers	45	\$100,480	\$51,460	6.13	5	Bachelor's degree	More than 5 years	None

Hot Jobs Hattiesburg MSA

Rank	SOC Code	Occupational Title	Annual Demand	Average Wage	Entry Level Wage	Index Factor	Job Zones	Typical Education Needed for Entry	Work Experience in a Related Occupation	Typical on-the-job training needed to attain competency in the occupation
1	29-1171	Nurse Practitioners	20	\$121,130	\$89,200	8.89	5	Master's degree	More than 5 years	Some on-the-job training
2	11-1021	General and Operations Managers	140	\$64,460	\$27,440	8.81	4	Associate's degree	1 to 5 years	None
3	29-1141	Registered Nurses	125	\$53,210	\$41,910	8.70	4	Associate's degree	None	None
4	53-3032	Heavy and Tractor-Trailer Truck Drivers	100	\$40,810	\$28,690	6.65	2	High school diploma or equivalent	None	1 year
5	43-1011	First-Line Supervisors of Office and Administrative Support	95	\$45,100	\$29,210	6.59	3	High school diploma or equivalent	1 to 5 years	None
6	11-9111	Medical and Health Services Managers	20	\$94,360	\$51,310	6.11	5	Bachelor's degree	None	None
7	43-3031	Bookkeeping, Accounting, and Auditing Clerks	80	\$39,050	\$23,980	5.55	3	Associate's degree	1 to 5 years	1 year
8	25-2021	Elementary School Teachers, Except Special Education	55	\$43,070	\$34,830	5.24	4	Bachelor's degree	None	Internship/residency
9	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	30	\$67,300	\$38,490	5.09	3	High school diploma or equivalent	1 to 5 years	None
10	13-2011	Accountants and Auditors	30	\$58,870	\$33,710	4.60	4	Bachelor's degree	None	None

Hot Jobs Jackson MSA

Rank	SOC Code	Occupational Title	Annual Demand	Average Wage	Entry Level Wage	Index Factor	Job Zones	Typical Education Needed for Entry	Work Experience in a Related Occupation	Typical on-the-job training needed to attain competency in the occupation
1	11-1021	General and Operations Managers	750	\$86,760	\$35,830	16.35	4	Associate's degree	1 to 5 years	None
2	29-1141	Registered Nurses	560	\$62,330	\$44,570	13.06	4	Associate's degree	None	None
3	25-1071	Health Specialties Teachers, Postsecondary	120	\$192,550	\$79,160	10.53	5	Doctoral or professional degree	None	None
4	53-3032	Heavy and Tractor-Trailer Truck Drivers	480	\$43,520	\$28,520	10.47	2	High school diploma or equivalent	None	1 year
5	43-1011	First-Line Supervisors of Office and Administrative Support	285	\$51,040	\$30,590	7.50	3	High school diploma or equivalent	1 to 5 years	None
6	11-3031	Financial Managers	105	\$111,320	\$57,000	7.26	5	Bachelor's degree	More than 5 years	None
7	23-1011	Lawyers	75	\$109,790	\$66,740	7.22	5	Doctoral or professional degree	None	None
8	13-2011	Accountants and Auditors	230	\$56,710	\$37,880	7.09	4	Bachelor's degree	None	None
9	11-9111	Medical and Health Services Managers	70	\$97,460	\$54,460	6.22	5	Bachelor's degree	None	None
10	11-3011	Administrative Services Managers	115	\$80,330	\$43,970	6.03	3	High school diploma or equivalent	1 to 5 years	None