

# Wisconsin's Key Middle-Skill Opportunities by Region

Developed by the Center on Wisconsin Strategy for RISE

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This list was compiled from Wisconsin Department of Workforce Development data screened for jobs that have a minimum of 20 projected openings per year (2006-2016), an entry hourly wage of at least \$10, and do not typically require a 4-year college degree or experience in a related occupation (excluding almost all supervisory and managerial positions). The top ten occupational opportunities for each Workforce Development Area (WDA) are sorted by estimated annual openings and entry level wage.

SOC Code	Occupational Title	Avg Annual Openings <sup>1</sup>	Typical Education and Training Path <sup>2</sup>	Average Annual Salary <sup>3</sup>	Entry Level Wage <sup>4</sup>	Exper. Hourly Wage <sup>5</sup>
<b>Bay Area WDA</b> (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)						
29-1111	Registered Nurses	230	Associate or Bachelor's degree	\$57,078	\$21.43	\$30.44
53-3032	Truck Drivers, Heavy and Tractor-Trailer	210	Moderate-term on-the-job training	\$40,774	\$13.93	\$22.44
43-4051	Customer Service Representatives	210	Moderate-term on-the-job training	\$29,097	\$10.75	\$15.61
43-3031	Bookkeeping, Accounting, and Auditing Clerks	110	Moderate-term on-the-job training	\$28,989	\$10.26	\$15.78
47-2031	Carpenters	70	Long-term on-the-job training, apprenticeship	\$36,473	\$12.35	\$20.13
47-2111	Electricians	50	Long-term on-the-job training, apprenticeship	\$44,321	\$15.62	\$24.15
33-3051	Police and Sheriff's Patrol Officers	50	Long-term on-the-job training	\$43,436	\$14.61	\$24.02
51-9196	Paper Goods Machine Setters, Operators, and Tenders	50	Moderate-term on-the-job training	\$37,980	\$13.50	\$20.64
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	50	Moderate-term on-the-job training	\$30,569	\$10.97	\$16.56
53-7051	Industrial Truck and Tractor Operators	50	Short-term on-the-job training	\$29,538	\$10.70	\$15.95
<b>Fox Valley WDA</b> (Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Shawano, and Sheboygan Counties)						
43-4051	Customer Service Representatives	200	Moderate-term on-the-job training	\$30,485	\$10.26	\$16.85
29-1111	Registered Nurses	170	Associate or Bachelor's degree	\$56,359	\$21.34	\$29.97
53-3032	Truck Drivers, Heavy and Tractor-Trailer	130	Moderate-term on-the-job training	\$38,158	\$13.35	\$20.84
33-3051	Police and Sheriff's Patrol Officers	80	Long-term on-the-job training	\$46,043	\$16.11	\$25.15
47-2111	Electricians	60	Long-term on-the-job training, apprenticeship	\$45,396	\$15.53	\$24.97
47-2031	Carpenters	60	Long-term on-the-job training, apprenticeship	\$38,105	\$12.79	\$21.09
51-9196	Paper Goods Machine Setters, Operators, and Tenders	60	Moderate-term on-the-job training	\$34,641	\$11.32	\$19.32
43-6014	Secretaries, Except Legal, Medical, and Executive	60	Postsecondary vocational training	\$28,070	\$10.30	\$15.09
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	50	Moderate-term on-the-job training	\$29,861	\$10.48	\$16.29
47-2152	Plumbers, Pipefitters, and Steamfitters	40	Long-term on-the-job training, apprenticeship	\$52,127	\$17.30	\$28.94

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<b>Milwaukee WDA (Milwaukee County)</b>						
15-1041	Registered Nurses	500	Associate or Bachelor's degree	\$59,481	\$23.18	\$31.31
21-1093	Customer Service Representatives	440	Moderate-term on-the-job training	\$33,224	\$10.85	\$18.54
29-1111	Bookkeeping, Accounting, and Auditing Clerks	230	Moderate-term on-the-job training	\$32,031	\$11.39	\$17.40
29-2061	Truck Drivers, Heavy and Tractor-Trailer	180	Moderate-term on-the-job training	\$37,782	\$13.44	\$20.53
31-9091	Secretaries, Except Legal, Medical, and Executive	120	Moderate-term on-the-job training	\$30,132	\$11.09	\$16.18
31-9092	Licensed Practical and Licensed Vocational Nurses	90	Postsecondary vocational training	\$42,485	\$16.85	\$22.21
33-2011	Computer Support Specialists	80	Associate degree	\$42,165	\$14.67	\$23.07
43-3031	Medical Assistants	80	Moderate-term on-the-job training	\$29,031	\$11.01	\$15.43
43-4051	Social and Human Service Assistants	80	Moderate-term on-the-job training	\$29,557	\$10.66	\$15.98
43-5052	Postal Service Mail Carriers	60	Short-term on-the-job training	\$44,283	\$20.48	\$21.69
<b>North Central WDA (Adams, Forest, Langlade, Lincoln, Marathon, Oneida, Portage, Vilas, and Wood Counties)</b>						
29-1111	Registered Nurses	220	Associate or Bachelor's degree	\$55,149	\$20.77	\$29.39
53-3032	Truck Drivers, Heavy and Tractor-Trailer	160	Moderate-term on-the-job training	\$42,518	\$12.79	\$24.27
47-2111	Electricians	40	<i>Long-term on-the-job training, apprenticeship</i>	\$43,703	\$14.74	\$24.15
29-2061	Licensed Practical and Licensed Vocational Nurses	40	Postsecondary vocational training	\$35,950	\$14.67	\$18.59
33-3051	Police and Sheriff's Patrol Officers	40	Long-term on-the-job training	\$40,770	\$14.42	\$22.19
51-9196	Paper Goods Machine Setters, Operators, and Tenders	40	Moderate-term on-the-job training	\$37,615	\$12.59	\$20.83
47-2031	Carpenters	40	<i>Long-term on-the-job training, apprenticeship</i>	\$35,823	\$12.05	\$19.81
53-7051	Industrial Truck and Tractor Operators	40	Short-term on-the-job training	\$30,166	\$11.14	\$16.18
31-9092	Medical Assistants	40	Moderate-term on-the-job training	\$27,088	\$10.84	\$14.11
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	40	Moderate-term on-the-job training	\$26,275	\$10.05	\$13.92
<b>Northwest WDA<sup>6</sup> (Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, and Washburn Counties)</b>						
29-1111	Registered Nurses	50	Associate or Bachelor's degree	\$53,075	\$19.94	\$28.31
33-3051	Police and Sheriff's Patrol Officers	20	Long-term on-the-job training	\$37,406	\$13.80	\$20.08
47-2031	Carpenters	20	<i>Long-term on-the-job training, apprenticeship</i>	\$32,460	\$11.84	\$17.49

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<b>South Central WDA</b> (Columbia, Dane, Dodge, Jefferson, Marquette, and Sauk Counties)						
43-4051	Customer Service Representatives	350	Moderate-term on-the-job training	\$31,922	\$10.63	\$17.71
29-1111	Registered Nurses	320	Associate or Bachelor's degree	\$59,227	\$23.11	\$31.16
43-3031	Bookkeeping, Accounting, and Auditing Clerks	200	Moderate-term on-the-job training	\$31,188	\$10.70	\$17.14
53-3032	Truck Drivers, Heavy and Tractor-Trailer	140	Moderate-term on-the-job training	\$37,558	\$12.65	\$20.76
43-6014	Secretaries, Except Legal, Medical, and Executive	140	<i>Moderate-term on-the-job training</i>	\$29,032	\$10.78	\$15.55
31-1012	Nursing Aides, Orderlies, and Attendants	110	Postsecondary vocational training	\$25,909	\$10.25	\$13.56
47-2031	Carpenters	90	<i>Long-term on-the-job training, apprenticeship</i>	\$39,713	\$13.20	\$22.04
15-1041	Computer Support Specialists	80	Associate degree	\$40,574	\$13.89	\$22.32
47-2111	Electricians	70	<i>Long-term on-the-job training, apprenticeship</i>	\$48,607	\$16.06	\$27.03
43-5071	Shipping, Receiving, and Traffic Clerks	70	Short-term on-the-job training	\$28,001	\$10.51	\$14.94
<b>Southeast WDA</b> (Racine, Kenosha, and Walworth Counties)						
29-1111	Registered Nurses	120	Associate or Bachelor's degree	\$57,460	\$23.19	\$29.84
43-4051	Customer Service Representatives	90	Moderate-term on-the-job training	\$31,128	\$10.13	\$17.38
53-3032	Truck Drivers, Heavy and Tractor-Trailer	70	Moderate-term on-the-job training	\$40,344	\$14.63	\$21.78
43-3031	Bookkeeping, Accounting, and Auditing Clerks	60	Moderate-term on-the-job training	\$30,011	\$10.24	\$16.52
47-2031	Carpenters	40	<i>Long-term on-the-job training, apprenticeship</i>	\$36,391	\$11.54	\$20.47
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	40	Moderate-term on-the-job training	\$32,336	\$10.03	\$18.30
43-6014	Secretaries, Except Legal, Medical, and Executive	40	Moderate-term on-the-job training	\$27,566	\$10.02	\$14.87
47-2111	Electricians	30	<i>Long-term on-the-job training, apprenticeship</i>	\$54,496	\$16.63	\$30.99
29-2061	Licensed Practical and Licensed Vocational Nurses	30	Postsecondary vocational training	\$37,487	\$15.71	\$19.18
51-4121	Welders, Cutters, Solderers, and Brazers	30	Postsecondary vocational training	\$33,445	\$11.75	\$18.24
<b>Southwest WDA<sup>7</sup></b> (Grant, Green, Iowa, Lafayette, Richland, and Rock Counties)						
29-1111	Registered Nurses	100	Associate or Bachelor's degree	\$55,424	\$21.61	\$29.16
43-4051	Customer Service Representatives	80	Moderate-term on-the-job training	\$30,825	\$11.41	\$16.53
53-3032	Truck Drivers, Heavy and Tractor-Trailer	80	Moderate-term on-the-job training	\$34,608	\$11.16	\$19.38
47-2111	Electricians	20	<i>Long-term on-the-job training, apprenticeship</i>	\$50,875	\$16.36	\$28.51
29-2061	Licensed Practical and Licensed Vocational Nurses	20	Postsecondary vocational training	\$35,172	\$14.65	\$18.04
33-3051	Police and Sheriff's Patrol Officers	20	Long-term on-the-job training	\$36,575	\$12.42	\$20.17
49-3023	Automotive Service Technicians and Mechanics	20	Postsecondary vocational training	\$34,010	\$10.91	\$19.07
47-2031	Carpenters	20	<i>Long-term on-the-job training, apprenticeship</i>	\$35,470	\$10.81	\$20.17
53-7051	Industrial Truck and Tractor Operators	20	Short-term on-the-job training	\$30,564	\$10.72	\$16.68

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<b>West Central WDA</b> (Barron, Chippewa, Clark, Dunn, Eau Claire, Pepin, Pierce, Polk, and St. Croix Counties)						
29-1111	Registered Nurses	150	Associate or Bachelor's degree	\$55,914	\$21.64	\$29.50
53-3032	Truck Drivers, Heavy and Tractor-Trailer	100	Moderate-term on-the-job training	\$32,631	\$11.78	\$17.64
47-2031	Carpenters	40	<i>Long-term on-the-job training, apprenticeship</i>	\$36,684	\$12.04	\$20.43
53-7051	Industrial Truck and Tractor Operators	40	Short-term on-the-job training	\$28,019	\$10.61	\$14.90
47-2111	Electricians	30	<i>Long-term on-the-job training, apprenticeship</i>	\$48,149	\$16.96	\$26.24
29-2061	Licensed Practical and Licensed Vocational Nurses	30	Postsecondary vocational training	\$34,269	\$14.01	\$17.71
51-4121	Welders, Cutters, Solderers, and Brazers	30	Postsecondary vocational training	\$33,801	\$12.89	\$17.93
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	30	Moderate-term on-the-job training	\$29,304	\$10.16	\$16.05
29-2021	Dental Hygienists	20	Associate degree	\$53,551	\$20.54	\$28.35
47-2152	Plumbers, Pipefitters, and Steamfitters	20	<i>Long-term on-the-job training, apprenticeship</i>	\$49,913	\$16.57	\$27.71
<b>Western WDA</b> (Buffalo, Crawford, Jackson, Juneau, LaCrosse, Monroe, Trempealeau, and Vernon Counties)						
29-1111	Registered Nurses	150	Associate or Bachelor's degree	\$53,572	\$21.02	\$28.12
53-3032	Truck Drivers, Heavy and Tractor-Trailer	150	Moderate-term on-the-job training	\$35,538	\$11.74	\$19.76
29-2061	Licensed Practical and Licensed Vocational Nurses	30	Postsecondary vocational training	\$34,706	\$14.34	\$17.86
31-9092	Medical Assistants	30	Moderate-term on-the-job training	\$27,512	\$11.75	\$13.97
29-2034	Radiologic Technologists and Technicians	20	Associate degree	\$46,703	\$18.56	\$24.40
29-2055	Surgical Technologists	20	Postsecondary vocational training	\$39,824	\$15.26	\$21.09
33-3012	Correctional Officers and Jailers	20	Moderate-term on-the-job training	\$36,315	\$14.67	\$18.85
49-9041	Industrial Machinery Mechanics	20	<i>Long-term on-the-job training, apprenticeship</i>	\$48,267	\$14.01	\$27.80
33-3051	Police and Sheriff's Patrol Officers	20	Long-term on-the-job training	\$36,638	\$13.10	\$19.87
51-4121	Welders, Cutters, Solderers, and Brazers	20	Postsecondary vocational training	\$32,225	\$12.64	\$16.92
<b>WOW WDA</b> (Washington, Ozaukee, and Waukesha Counties)						
43-4051	Customer Service Representatives	280	Moderate-term on-the-job training	\$32,580	\$11.28	\$17.85
29-1111	Registered Nurses	180	Associate or Bachelor's degree	\$57,993	\$23.13	\$30.26
43-3031	Bookkeeping, Accounting, and Auditing Clerks	150	Moderate-term on-the-job training	\$32,170	\$10.79	\$17.80
53-3032	Truck Drivers, Heavy and Tractor-Trailer	130	Moderate-term on-the-job training	\$38,143	\$13.88	\$20.57
47-2031	Carpenters	80	<i>Long-term on-the-job training, apprenticeship</i>	\$45,529	\$15.03	\$25.32
47-2111	Electricians	70	<i>Long-term on-the-job training, apprenticeship</i>	\$49,470	\$17.74	\$26.80
43-6014	Secretaries, Except Legal, Medical, and Executive	70	Moderate-term on-the-job training	\$28,921	\$10.79	\$15.46
43-5071	Shipping, Receiving, and Traffic Clerks	70	Short-term on-the-job training	\$29,086	\$10.62	\$15.67
51-5023	Printing Machine Operators	60	Moderate-term on-the-job training	\$34,380	\$10.13	\$19.73
47-2152	Plumbers, Pipefitters, and Steamfitters	50	<i>Long-term on-the-job training, apprenticeship</i>	\$61,010	\$21.08	\$33.46

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**Notes**

- (1) **Total openings** are the sum of new jobs and replacements, and indicate how many new people are needed to enter a given occupation. Replacements are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Openings resulting from people changing employers, but staying in the same occupation are not included. Permanent exits also include openings
- (2) **Typical Education and Training Path** gives a general indication of the education or training typically needed in a given occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements. In those set off by *italics*, the Wisconsin case differs from the standard BLS description by including post-secondary vocational training and/or specifying apprenticeship.
- Short-Term On-the-Job Training:** These occupations require no more than one month of on-the-job training and the training usually happens at the workplace.
  - Moderate-Term On-the-Job Training:** Training for these occupations usually occurs at the workplace and lasts from one to twelve months.
  - Long-Term On-the-Job Training:** These occupations require more than one year of on-the-job training, or combined work experience and classroom instruction.
  - Postsecondary Vocational Training:** These formal training programs last from a few weeks to more than a year, and are offered at vocational or technical schools.
  - Associate Degree:** This degree requires two years of full-time academic work beyond high school.
- (3) **Average Annual Salary:** An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.
- (4) **Entry Level Hourly Wage** is the average of the lower third of wages that are paid in a given occupation.
- (5) **Experienced Hourly Wage** is the average of the upper two-thirds of wages that are paid in a given occupation.
- (6) **Northwest Wisconsin WDA** registers only 3 occupations meeting criteria for annual openings, training and wages.
- (7) **Southwest Wisconsin WDA** registers only 9 occupations meeting criteria for annual openings, training and wages.