

Search our website for more! It's quick, it's easy and it's all right at your fingertips by going to: [www.esd.wa.gov/labormarketinfo](http://www.esd.wa.gov/labormarketinfo)



### Learn about an occupation tool:

Click on the Labor Market Info navigation tab and select the "Learn about an occupation tool." Use this tool to search for or select an occupation title to get:

- Job descriptions
- Educational requirements
- Pay
- Employment trends and resources
- Explore careers



### Career Bridge:

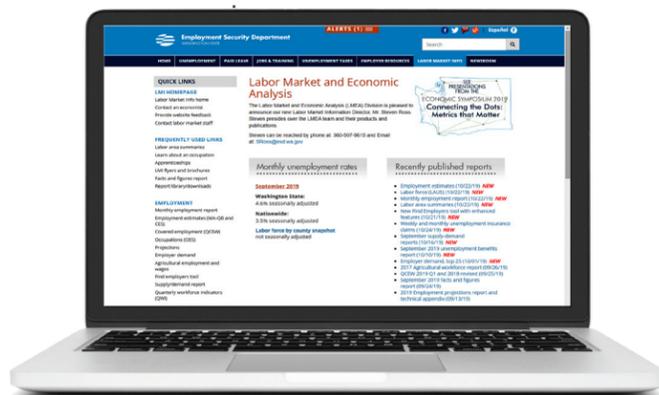
**Career Bridge** is a one-stop, searchable database of education and training programs throughout Washington state. It's also home to the state's Eligible Training Provider (ETP) list. Students, career counselors, job seekers and others use Career Bridge to discover:

- Programs that are ETP eligible
- Career planning tools to decide on career choice
- Hot jobs in demand for the future
- Education and training required



### Find an employer tool:

Use the "Find employers tool" to find contact information for employers in Washington state. Search by area for an industry, occupation or employer name



### CONTACT US

Email: [Impa@esd.wa.gov](mailto:Impa@esd.wa.gov)  
Phone: 360-507-9621

Data + analysis = informed decisions



### CareerOneStop:

**CareerOneStop** is a collection of tools designed to help individuals explore career opportunities to make informed employment and education choices. CareerOneStop is sponsored by the U.S. Department of Labor.



### Veterans military crosswalk:

Washington's **veterans military crosswalk** is an easy-to-use tool for translating military skills to job openings. Service men and women simply enter their military occupation code and the website finds jobs that match their skills and experience.

Go to: <http://workinwashington-veterans.jobs> to explore career opportunities working for Washington state as a civil servant.



### Employer demand reports:

The **employer demand reports** – a collection of four monthly reports by county that include:

- Top 25 occupations
- Top 25 hard skills
- Top 25 certifications
- Top 25 employers



### Labor area summaries and county profiles:

**Labor area summaries** provide labor market information for metropolitan areas and counties in Washington state. The **county profiles** provide overviews, outlooks, labor force and unemployment, industry employment, wages and income, geographic facts, population and demographics along with many other useful links.

# North Central Washington

# Occupational outlook 2018

### We've got your numbers!

This brochure shows the top 25 occupations and skills based on combined growth and job openings for the North Central workforce development area (WDA). **Each of the 12 WDAs are available online.**

### Look into your future:

Researching and planning your education and future career path can lead you to labor market information (LMI) you may not know is available to you such as:

- Preparation for in-demand occupations
- Occupation average annual openings
- Wage estimates
- Hard and soft skills required by employers
- Weblinks for additional resources

### Try our online LMI tools!

The following LMI tools are helpful in researching career paths and planning your future such as:

- County map tool for occupations in demand
- Learn about an occupation tool
- Find an employer tool
- Tableau visualizations for research

[esd.wa.gov/labormarketinfo](http://esd.wa.gov/labormarketinfo)

**Employment Security Department**  
WASHINGTON STATE



**Figure 1.** Top 25 occupations based on combined ranking of growth rates and total openings Washington state, North Central WDA, between 2017 and 2027

Source: Employment Security Department/LMEA, employment projections and alternative wage estimations

Rank*	SOC code	Occupational title	Estimated employment 2017	Average annual total openings 2017-2027	Median annual wages adjusted to 2019 Q1
1	15-1132	Software Developers, Applications	135	78	\$93,556
2	31-9011	Massage Therapists	217	120	\$63,047
3	29-1141	Registered Nurses	2,196	755	\$74,811
4	47-2141	Painters, Construction and Maintenance	474	285	\$32,218
5	31-1011	Home Health Aides	486	282	\$28,381
6	39-9021	Personal Care Aides	1,254	630	\$29,893
7	53-7064	Packers and Packagers, Hand	3,867	1,800	\$26,268
8	39-2021	Nonfarm Animal Caretakers	141	84	\$28,705
9	39-5012	Hairdressers, Hairstylists, and Cosmetologists	309	158	N/A
10	13-1161	Market Research Analysts and Marketing Specialists	150	64	\$54,290
11	47-2031	Carpenters	1,340	756	\$37,629
12	47-2061	Construction Laborers	1,749	920	\$36,909
13	43-6013	Medical Secretaries	324	114	\$36,865
14	29-1123	Physical Therapists	202	88	\$77,970
15	25-2011	Preschool Teachers, Except Special Education	457	212	\$28,693
16	31-1014	Nursing Assistants	1,440	672	\$29,694
17	41-3021	Insurance Sales Agents	459	146	\$37,892
18	53-7051	Industrial Truck and Tractor Operators	1,122	494	\$35,968
19	29-1071	Physician Assistants	159	58	\$117,077
20	11-9111	Medical and Health Services Managers	217	74	\$96,729
21	49-9099	Installation, Maintenance, and Repair Workers, All Other	186	83	\$28,285
22	35-3021	Combined Food Prep. and Serving Workers, Including Fast Food	3,252	1,640	\$26,683
23	29-2041	Emergency Medical Technicians and Paramedics	172	58	\$28,057
23	43-9011	Computer Operators	48	26	\$53,235
25	39-5092	Manicurists and Pedicurists	115	62	N/A

\*The first column in the table is a combined rank. All records with a ranking score of 25 are included. Standard competition ranking is used in which items that tie receive the same ranking number and then a gap is left in the ranking sequence. N/A means that wage data is not available.

The occupational outlook brochures represent the top 25 occupations and skills for Washington statewide and each of the 12 workforce development areas (WDAs). There are 13 brochures in total and can be found at: [www.esd.wa.gov/labormarketinfo/imi-flyers-brochures](http://www.esd.wa.gov/labormarketinfo/imi-flyers-brochures).

For the North Central WDA, the data for these top 25 occupations are extracted from the occupational projections published on our website at <https://esd.wa.gov/labormarketinfo/projections>. The data represents the top 25 detailed (6-digit SOC) occupations. Total occupational openings, with alternative turnover rates, represent estimations of total available jobs, excluding seasonal jobs. Alternative turnover rates are based on wage files and are specific to Washington state. These rates are alternative to the national separation rates produced by the Bureau of Labor Statistics (BLS). The BLS rates only represent net replacement openings.

The wage estimates are alternative wage estimations based on original sample responses. These wage estimations exclude imputations and produce accurate estimations for areas not stratified in the BLS sampling frame. According to BLS methodology, all wage estimations are adjusted to first quarter 2019 using Employment Cost Indexes (ECI). The same wages are used in our Occupations in Demand (OID) list (see <https://esd.wa.gov/labormarketinfo/LAAO>). OID classifies occupations into three categories: "in demand," "not in demand" or "balanced."

Between 2017 and 2027, the North Central WDA is expected to have average annual openings of 55,079, excluding seasonal jobs. The top 25 occupations are based on combined ranks for growth rates and total openings. The occupational outlook brochures are updated annually, however, we do provide monthly updates for the top 25 skill sets. See notes under Figure 2.



**Figure 2.** Top 25 hard and soft skills from new job announcements

Washington state, North Central WDA, between August 2018 and July 2019

Source: The Conference Board Help Wanted OnLine Data Series (HWOL®, CEB TalentNeuron)

Rank	Hard and soft skills	Number	Percent of jobs required the skill
1	Oral and written communication	2,995	18.9%
2	Freightplus	1,782	11.2%
3	Integrity	1,278	8.1%
4	Team-oriented, teamwork	1,097	6.9%
5	Basic computer skills	1,085	6.8%
6	Detail oriented	1,067	6.7%
7	Customer service oriented	1,029	6.5%
8	Work independently	975	6.2%
8	Marketing	872	5.5%
10	Microsoft Office	858	5.4%
11	Problem solving	810	5.1%
12	Self-starting	791	5.0%
13	Owner operator	711	4.5%
14	High Energy	701	4.4%
15	Coaching	660	4.2%
16	Creativity	638	4.0%
17	Clean Driving Record	612	3.9%
18	Tractor-trailers	609	3.8%
19	Management skills	537	3.4%
20	Bilingual	532	3.4%
21	Dependability	525	3.3%
22	Organizational skills	506	3.2%
23	Time management	484	3.1%
24	Forklifts	453	2.9%
25	Troubleshooting	446	2.8%



The top 25 hard and soft skills (combined) are based on new job announcements extracted from WANTED Analytics' website.

We also show the percent of job announcements for which the specific skill was required. The skill numbers represent the total annual numbers (between August 2018 and July 2019) extracted from new online job postings by employers.

Monthly updates of the top 25 occupations' hard skills, certifications and top employers can be found at: <https://esd.wa.gov/labormarketinfo/employer-demand>

Subscribe and get email alerts for labor market information and for when new information gets posted. Just go here: <https://public.govdelivery.com/accounts/WAESD/subscriber/new> and sign up!