

Top 25 hard skills from online ads

Washington state and counties, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Geographic areas

[Washington state](#)

[Adams](#)

[Asotin](#)

[Benton](#)

[Chelan](#)

[Clallam](#)

[Clark](#)

[Columbia](#)

[Cowlitz](#)

[Douglas](#)

[Ferry](#)

[Franklin](#)

[Garfield](#)

[Grant](#)

[Grays Harbor](#)

[Island](#)

[Jefferson](#)

[King](#)

[Kitsap](#)

[Kittitas](#)

[Klickitat](#)

[Lewis](#)

[Lincoln](#)

[Mason](#)

[Okanogan](#)

[Pacific](#)

[Pend Oreille](#)

[Pierce](#)

[San Juan](#)

[Skagit](#)

[Skamania](#)

[Snohomish](#)

[Spokane](#)

[Stevens](#)

[Thurston](#)

[Wahkiakum](#)

[Walla Walla](#)

[Whatcom](#)

[Whitman](#)

[Yakima](#)

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) individuals with disabilities.

Top 25 hard skills from online ads[Return to content](#)

Washington state, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	30,569
2	Microsoft PowerPoint	12,760
3	Freight+	10,856
4	Software development	9,512
5	Structured query language	7,714
6	Java	7,472
7	Python	7,369
8	Quality Assurance	7,255
9	Pediatrics	6,879
10	Bilingual	6,177
11	Forklifts	6,053
12	Preventive maintenance	5,783
13	Behavioral health	5,709
14	Amazon Web Services	5,673
15	Technical support	5,624
16	Customer relationship management	5,161
17	Quality control	5,024
18	X++	4,807
19	C#	4,658
20	C/C++	4,407
21	JavaScript	4,405
22	Salesforce CRM SFDC	4,323
23	Pallet jacks	4,291
24	Linux	4,242
25	Microsoft SharePoint	4,061

Top 25 hard skills from online ads[Return to content](#)

Adams County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	29
2	Forklifts	28
3	Good Manufacturing Practice	18
4	Bilingual	18
5	Microsoft Office	18
6	Quality process	17
7	Bilingual Spanish	16
8	Tractor-trailers	14
9	Preventive maintenance	13
10	Statistical process control	11
11	Microsoft PowerPoint	11
12	Lift trucks	11
13	Medicaid	10
14	Typewriters	10
15	Quality Assurance	9
16	Work order	9
17	Hazard analysis and critical control points	8
18	Quality control	8
19	Fall arrest systems	6
20	Computer monitors	6
21	Microsoft Internet Explorer	6
22	Mozilla Firefox	6
23	Apple Safari	6
24	Instrumentation	5
25	Six Sigma	5

Top 25 hard skills from online ads[Return to content](#)

Asotin County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Geriatrics	33
2	Freight+	17
3	Hearing aids	15
4	Medicaid	14
5	Tractor-trailers	10
6	Microsoft Office	9
7	Quality Assurance	8
8	Apple Safari	8
9	Mozilla Firefox	8
10	Administers Medications	8
11	Quality control	7
12	Microsoft Internet Explorer	7
13	X++	7
14	Infection Control	7
15	Forklifts	6
16	Consumer Packaged Goods	6
17	Blueprints	6
18	Care Plan	6
19	10-key calculators	5
20	Food preparation	5
21	Preventive maintenance	5
22	Pallet jacks	4
23	Event marketing	4
24	Behavioral health	4
25	Trash compactors	3

Top 25 hard skills from online ads[Return to content](#)

Benton County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	781
2	Bilingual	419
3	Microsoft PowerPoint	291
4	Freight+	257
5	Multilingual	238
6	X++	218
7	Preventive maintenance	196
8	Technical support	190
9	Instrumentation	181
10	Bechtel Software SETROUTE	167
11	Mathematics	155
12	Forklifts	147
13	Pallet jacks	138
14	Quality control	134
15	Hand trucks	113
16	Cyber security	112
17	Asset protection	110
18	Shopper marketing	109
19	Quality Assurance	109
20	Python	107
21	Software development	96
22	Electrical systems	92
23	Machine learning techniques	87
24	Information Management	85
25	Medicaid	83

Top 25 hard skills from online ads[Return to content](#)

Chelan County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	159
2	Password management	100
3	Freight+	96
4	Patient Electronic Medical Record	92
5	Bilingual	84
6	X++	72
7	Medicaid	51
8	Infection Control	49
9	Android	44
10	Quality Assurance	38
11	Microsoft PowerPoint	38
12	Food preparation	35
13	Rural Utility Service	35
14	Bilingual Spanish	34
15	Behavioral health	34
16	Pediatrics	33
17	Preventive maintenance	31
18	Shopper marketing	29
19	Microsoft Windows Azure	29
20	Forklifts	29
21	Tractor-trailers	29
22	Customer relationship management	28
23	Structured query language	26
24	Quality control	25
25	Technical support	24

Top 25 hard skills from online ads[Return to content](#)

Clallam County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	85
2	Microsoft Office	83
3	Tractor-trailers	34
4	Pepper spray	25
5	Mathematics	22
6	Microsoft PowerPoint	19
7	Bilingual	18
8	Forklifts	18
9	Preventive maintenance	18
10	Microsoft Internet Explorer	18
11	Blueprints	17
12	Android	17
13	Mozilla Firefox	16
14	Apple Safari	16
15	Medicaid	15
16	Accounts payable	15
17	Behavioral health	14
18	Food preparation	14
19	Security administration	14
20	Drug testing	14
21	Quality control	14
22	O*NET OnLine	13
23	X++	13
24	Bilingual Spanish	13
25	10-key calculators	12

Top 25 hard skills from online ads[Return to content](#)

Clark County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	1,193
2	Freight+	443
3	Microsoft PowerPoint	380
4	Pallet jacks	301
5	Behavioral health	294
6	Bilingual	271
7	Preventive maintenance	214
8	Quality Assurance	209
9	Technical support	204
10	Forklifts	199
11	Cyber security	198
12	Pediatrics	192
13	Microsoft SharePoint	186
14	Customer relationship management	173
15	Software development	172
16	Face masks	166
17	Hand trucks	157
18	X++	154
19	Quality control	150
20	Patient Electronic Medical Record	149
21	Mathematics	149
22	Structured query language	145
23	Blueprints	144
24	Agile Software Development	143
25	Medicaid	143

Top 25 hard skills from online ads[Return to content](#)

Columbia County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	X++	26
2	Microsoft PowerPoint	21
3	Microsoft Office	19
4	Cyber security	17
5	Freight+	14
6	Scrum agile methodology	12
7	UNIX	10
8	Linux	9
9	Microsoft Active Directory	9
10	Software development	9
11	Technical support	9
12	Amazon Web Services	8
13	VMware	8
14	Windows servers	8
15	ServiceNow	8
16	Disaster recovery	8
17	JavaScript	7
18	Quality Assurance	7
19	Agile Software Development	7
20	Power system modeling	7
21	Microsoft Windows Azure	6
22	Tractor-trailers	6
23	Blueprints	6
24	Customer relationship management	6
25	Java	6

Top 25 hard skills from online ads[Return to content](#)

Cowlitz County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	202
2	Freight+	191
3	Bilingual	57
4	Behavioral health	56
5	Pallet jacks	56
6	Forklifts	52
7	Tractor-trailers	49
8	Preventive maintenance	47
9	Hand trucks	41
10	Tanker trucks	40
11	Critical care	39
12	Microsoft PowerPoint	39
13	Pediatrics	35
14	Mathematics	34
15	Quality control	28
16	Infection Control	28
17	Retail merchandising	26
18	Crisis intervention techniques	26
19	Patient Electronic Medical Record	25
20	Flatbed trucks	24
21	Electrical systems	23
22	Technical support	22
23	Quality Assurance	22
24	Geriatrics	21
25	Scalpels	20

Top 25 hard skills from online ads[Return to content](#)

Douglas County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	68
2	Asset protection	49
3	Microsoft Office	41
4	Tractor-trailers	25
5	Microsoft PowerPoint	23
6	Instrumentation	20
7	Pressure transmitters	20
8	Temperature probes	20
9	Bilingual	17
10	Medical devices	16
11	Bilingual Spanish	14
12	Rural Utility Service	14
13	Preventive maintenance	13
14	X++	11
15	Mathematics	11
16	Quality Systems	9
17	Quality Assurance	9
18	Reverse logistics	8
19	Retail merchandising	8
20	Android	8
21	Infection Control	8
22	Animal health	7
23	Geriatrics	7
24	Business insights	7
25	Fire extinguishers	7

Top 25 hard skills from online ads[Return to content](#)

Ferry County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	63
2	Tractor-trailers	36
3	Rural Utility Service	13
4	Chainsaws	11
5	Portable pumps	10
6	Drip torches	10
7	Unity	10
8	Wildland fire engines	7
9	Microsoft Office	7
10	Flatbed trucks	5
11	Light-emitting diode	4
12	Impact wrenches	4
13	Microsoft PowerPoint	4
14	Quality control	4
15	Linux	4
16	UNIX	4
17	Traffic control	4
18	Fire engines	4
19	Truck trailers	3
20	Behavioral health	3
21	Data warehousing	3
22	Informatica PowerCenter	3
23	Systems Development Life Cycle	3
24	System development	3
25	Accounting software	3

Top 25 hard skills from online ads[Return to content](#)

Franklin County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	146
2	Forklifts	107
3	Bilingual	93
4	Freight+	92
5	Preventive maintenance	78
6	Pepper spray	54
7	Tractor-trailers	50
8	Microsoft PowerPoint	49
9	Mathematics	45
10	Hand trucks	42
11	Quality control	36
12	Pallet jacks	36
13	Bilingual Spanish	29
14	Shopper marketing	27
15	Electrical systems	25
16	Behavioral health	25
17	X++	24
18	Customer relationship management	22
19	Work order	21
20	English speaker	20
21	Two way radios	19
22	Instrumentation	18
23	Lift trucks	16
24	Blueprints	16
25	Geriatrics	16

Top 25 hard skills from online ads[Return to content](#)

Garfield County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Chainsaws	6
2	Drip torches	6
3	Portable pumps	6
4	Freight+	5
5	Unity	5
6	Wildland fire engines	5
7	Rural Utility Service	5
8	Tractor-trailers	3
9	Fire engines	3
10	Preventive maintenance	3
11	Traffic control	3
12	Bilingual	2
13	Multilingual	2
14	Healthcare Effectiveness Data and Information Set	2
15	Geriatrics	2
16	Medicaid	2
17	Spring	2
18	Snorkels	2
19	Backhoes	1
20	Forklifts	1
21	Material Handling	1
22	Blueprints	1
23	Combustion engines	1
24	Irrigation systems	1
25	Food preparation	1

Top 25 hard skills from online ads[Return to content](#)

Grant County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	211
2	Microsoft Office	111
3	Bilingual Spanish	95
4	Bilingual	83
5	Pallet jacks	80
6	Forklifts	69
7	Preventive maintenance	64
8	Tractor-trailers	61
9	Hand trucks	44
10	Microsoft PowerPoint	34
11	Electrical systems	33
12	Mathematics	30
13	Quality Assurance	29
14	Patient Electronic Medical Record	27
15	X++	26
16	Flatbed trucks	25
17	Bailers	23
18	Android	22
19	Instrumentation	20
20	Handtrucks	19
21	Trash compactors	19
22	Blueprints	19
23	Technical support	19
24	Good Manufacturing Practice	18
25	Switches	18

Top 25 hard skills from online ads[Return to content](#)

Grays Harbor County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	245
2	Microsoft Office	80
3	Pepper spray	77
4	Tractor-trailers	74
5	Behavioral health	50
6	Bilingual	26
7	Medicaid	23
8	Microsoft PowerPoint	21
9	Scooters	21
10	Preventive maintenance	20
11	Mathematics	19
12	Hemodialysis	18
13	Crisis intervention techniques	18
14	Tanker trucks	18
15	Balers	18
16	Drug testing	16
17	Impact wrenches	15
18	Light-emitting diode	15
19	Forklifts	15
20	Electronic cash registers	14
21	Patient Electronic Medical Record	14
22	Food preparation	14
23	Equipment Maintenance	13
24	Multi-line telephone systems	13
25	Bilingual Spanish	13

Top 25 hard skills from online ads[Return to content](#)

Island County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	85
2	Delivery vans	67
3	Microsoft Office	66
4	Hand trucks	44
5	Tractor-trailers	33
6	Technical support	33
7	Behavioral health	24
8	Preventive maintenance	21
9	Bilingual	19
10	X++	18
11	Food preparation	17
12	Geriatrics	16
13	Quality Assurance	16
14	Blueprints	15
15	Appliance repair	15
16	Medicaid	14
17	Quality control	14
18	Avionics	13
19	Tanker trucks	12
20	Pediatrics	11
21	Microsoft PowerPoint	11
22	Geometric Dimensioning & Tolerancing (GD&T)	10
23	Mathematics	10
24	Patient Electronic Medical Record	9
25	Switches	9

Top 25 hard skills from online ads[Return to content](#)

Jefferson County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	78
2	Behavioral health	31
3	Tractor-trailers	29
4	Microsoft Office	26
5	Preventive maintenance	24
6	Security administration	16
7	Tanker trucks	16
8	Android	16
9	Food preparation	11
10	Forklifts	10
11	Pallet jacks	10
12	Balers	9
13	Epic software	7
14	Scooters	7
15	Pediatrics	7
16	Impact wrenches	6
17	Quality Assurance	6
18	Digital cameras	6
19	Administers Medications	6
20	Geriatrics	5
21	Clinical informatics	5
22	Quality control	5
23	Crisis intervention techniques	5
24	Vacuum cleaners	5
25	Blenders	5

Top 25 hard skills from online ads[Return to content](#)

King County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	16,793
2	Microsoft PowerPoint	7,815
3	Software development	7,368
4	Structured query language	6,089
5	Python	6,043
6	Java	6,013
7	Amazon Web Services	4,695
8	Pediatrics	4,662
9	Quality Assurance	4,417
10	JavaScript	3,467
11	C#	3,455
12	Customer relationship management	3,435
13	C/C++	3,418
14	Machine learning techniques	3,286
15	Linux	3,276
16	Salesforce CRM SFDC	3,187
17	Microsoft Windows Azure	3,164
18	Cloud Computing	3,123
19	Web services	3,078
20	Agile Software Development	2,859
21	Technical support	2,829
22	Freight+	2,707
23	Systems Development Life Cycle	2,646
24	Software as a Service	2,626
25	Preventive maintenance	2,616

Top 25 hard skills from online ads[Return to content](#)

Kitsap County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	549
2	Freight+	393
3	Technical support	290
4	Goggles	278
5	Blueprints	253
6	Medical surveillance	217
7	Forklifts	211
8	Bilingual	183
9	Quality Assurance	175
10	Delivery vans	156
11	Preventive maintenance	137
12	Retail merchandising	134
13	Microsoft PowerPoint	128
14	Quality control	128
15	Tractor-trailers	126
16	Pallet jacks	105
17	Pediatrics	104
18	Food preparation	95
19	Cyber security	94
20	X++	94
21	Geriatrics	78
22	Electrical systems	76
23	Mathematics	76
24	Hand trucks	72
25	Medicaid	69

Top 25 hard skills from online ads[Return to content](#)

Kittitas County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	129
2	Microsoft Office	70
3	Tractor-trailers	50
4	Food preparation	40
5	Geriatrics	38
6	Hearing aids	30
7	Preventive maintenance	30
8	Microsoft PowerPoint	28
9	Oracle PeopleSoft	27
10	Bilingual	25
11	Tillers	18
12	Administers Medications	18
13	Quality control	16
14	Pallet jacks	14
15	Chainsaws	14
16	Care Plan	14
17	Quality Assurance	13
18	Tanker trucks	13
19	Infection Control	13
20	Flatbed trucks	13
21	Behavioral health	13
22	Equipment Maintenance	12
23	Switches	11
24	X++	11
25	Work order	10

Top 25 hard skills from online ads[Return to content](#)

Klickitat County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	121
2	Tractor-trailers	42
3	Microsoft Office	16
4	Bilingual	14
5	10-key calculators	13
6	Preventive maintenance	12
7	Pediatrics	12
8	Behavioral health	11
9	Light-emitting diode	10
10	Forklifts	10
11	Tanker trucks	9
12	Appliance repair	9
13	Computerized diagnostic	8
14	Lawn mowers	7
15	Pepper spray	7
16	Pallet jacks	7
17	Transport trucks	7
18	Digital cameras	7
19	Impact wrenches	6
20	Health, Safety, and Environmental	6
21	Oscilloscopes	6
22	Voltage testers	6
23	Megohmmeters	6
24	Heavy trucks	6
25	Water trucks	6

Top 25 hard skills from online ads[Return to content](#)

Lewis County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	231
2	Microsoft Office	86
3	Forklifts	75
4	Geriatrics	69
5	Tractor-trailers	66
6	Preventive maintenance	55
7	Mathematics	54
8	Behavioral health	48
9	Pallet jacks	47
10	Hearing aids	25
11	Bilingual	24
12	Crisis intervention techniques	21
13	Microsoft PowerPoint	21
14	Food preparation	20
15	Administers Medications	20
16	Equipment Maintenance	19
17	Medicaid	19
18	Quality Assurance	19
19	Emergency room	18
20	Scooters	18
21	Bilingual Spanish	18
22	Sprayers	18
23	Hand trucks	17
24	Tanker trucks	17
25	Infection Control	17

Top 25 hard skills from online ads[Return to content](#)

Lincoln County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	82
2	Tractor-trailers	28
3	Microsoft Office	12
4	Flatbed trucks	10
5	Passenger vehicles	8
6	Tanker trucks	8
7	Food preparation	6
8	Speech recognition	6
9	Forklifts	6
10	Steam tables	5
11	Impact wrenches	5
12	Light-emitting diode	5
13	Microsoft PowerPoint	5
14	Bilingual	5
15	Transport trucks	5
16	Preventive maintenance	5
17	Workforce Restructuring	4
18	Water levels	4
19	Medicaid	3
20	Geriatrics	3
21	Healthcare Effectiveness Data and Information Set	3
22	Multilingual	3
23	Mathematics	3
24	Blueprints	3
25	Investment banking	2

Top 25 hard skills from online ads[Return to content](#)

Mason County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	108
2	Microsoft Office	64
3	Pepper spray	59
4	Behavioral health	48
5	Tractor-trailers	38
6	Forklifts	37
7	Pallet jacks	26
8	Preventive maintenance	21
9	X++	20
10	Tanker trucks	19
11	Security administration	17
12	Quality control	17
13	Microsoft PowerPoint	14
14	Technical support	13
15	Microsoft SharePoint	13
16	Bilingual	12
17	Patient Electronic Medical Record	11
18	Mathematics	11
19	Drug testing	11
20	Balers	11
21	Transport trucks	10
22	Equipment Maintenance	9
23	Chainsaws	9
24	Geriatrics	9
25	Quality Assurance	9

Top 25 hard skills from online ads[Return to content](#)

Okanogan County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	125
2	Tractor-trailers	46
3	Chainsaws	32
4	Rural Utility Service	24
5	Microsoft Office	22
6	Bilingual	20
7	Portable pumps	17
8	Preventive maintenance	16
9	Bilingual Spanish	15
10	Stretchers	15
11	X++	15
12	Drip torches	15
13	Patient Electronic Medical Record	13
14	Equipment Maintenance	13
15	Medicaid	12
16	Digital cameras	12
17	Mathematics	11
18	Desktop computers	11
19	Fire engines	11
20	Hand trucks	10
21	Quality Assurance	10
22	Wildland fire engines	10
23	Unity	10
24	Flatbed trucks	10
25	Pallet jacks	10

Top 25 hard skills from online ads[Return to content](#)

Pacific County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	112
2	Tractor-trailers	28
3	Microsoft Office	20
4	Forklifts	10
5	Flatbed trucks	10
6	Food preparation	9
7	Scooters	9
8	Mathematics	9
9	Bilingual	9
10	Dissolved oxygen meters	9
11	Tanker trucks	8
12	Equipment Maintenance	8
13	Internal audit	7
14	Accounts payable	7
15	Rockwell Software	7
16	Light-emitting diode	6
17	Impact wrenches	6
18	Intuit QuickBooks	6
19	General Ledger Software	6
20	Process controls	5
21	Medical-Surgical Nursing	5
22	Accounts Receivable	5
23	Trash compactors	5
24	Planers	5
25	Preventive maintenance	5

Top 25 hard skills from online ads[Return to content](#)

Pend Oreille County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	39
2	Tractor-trailers	17
3	Mathematics	9
4	Microsoft Office	7
5	Unity	7
6	Rural Utility Service	7
7	Office of Foreign Assets Control	6
8	Fire engines	6
9	Retail merchandising	5
10	Preventive maintenance	5
11	Transport trucks	5
12	Tanker trucks	4
13	Wildland fire engines	4
14	Chainsaws	4
15	Portable pumps	4
16	Drip torches	4
17	Equipment Maintenance	3
18	Flatbed trucks	3
19	Overhead cranes	3
20	Electrical systems	3
21	Diesel motors	3
22	Android	3
23	Truck trailers	2
24	Light-emitting diode	2
25	Impact wrenches	2

Top 25 hard skills from online ads[Return to content](#)

Pierce County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	1,852
2	Freight+	1,308
3	Drug testing	1,080
4	Forklifts	707
5	Microsoft PowerPoint	620
6	Pediatrics	553
7	Critical care	538
8	Preventive maintenance	527
9	Pallet jacks	484
10	Bilingual	462
11	Quality control	449
12	Quality Assurance	438
13	Behavioral health	435
14	Hand trucks	434
15	Medical-Surgical Nursing	434
16	Tractor-trailers	416
17	Mathematics	358
18	Security administration	358
19	Food preparation	267
20	X++	262
21	Blueprints	258
22	Geriatrics	252
23	Technical support	251
24	Customer relationship management	242
25	Epic software	240

Top 25 hard skills from online ads[Return to content](#)

San Juan County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	25
2	Freight+	14
3	Tractor-trailers	6
4	X++	6
5	Ambulances	5
6	Crisis intervention techniques	5
7	Geriatrics	4
8	Investment Management	4
9	Human Resources Management System	3
10	Investment banking	3
11	Multilingual	3
12	Accounts Receivable	3
13	Communications computers	3
14	Scooters	2
15	Bilingual	2
16	Healthcare Effectiveness Data and Information Set	2
17	Medicaid	2
18	Internal audit	2
19	IBM Maximo	2
20	Marketing and Sales	2
21	Spring	2
22	LawFirm Software Loan Origination Software	2
23	Face masks	2
24	English speaker	2
25	Triage	2

Top 25 hard skills from online ads[Return to content](#)

Skagit County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	371
2	Freight+	195
3	Shopper marketing	184
4	Behavioral health	106
5	Bilingual	77
6	Forklifts	74
7	Tractor-trailers	73
8	Software development	67
9	Preventive maintenance	66
10	Geriatrics	62
11	Pharmacy Benefit Management	58
12	Bilingual Spanish	57
13	Microsoft PowerPoint	55
14	Patient Electronic Medical Record	55
15	Quality Assurance	52
16	Food preparation	47
17	Asset protection	44
18	Quality control	37
19	Medicaid	37
20	Technical support	37
21	Pediatrics	34
22	X++	33
23	Mathematics	33
24	Electrical systems	32
25	Epic software	31

Top 25 hard skills from online ads[Return to content](#)

Skamania County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	41
2	Pallet jacks	13
3	Tractor-trailers	13
4	Food preparation	8
5	Preventive maintenance	7
6	Tanker trucks	6
7	Maintenance repairs	4
8	Electrical repairs	4
9	Electrical systems	4
10	Dollies	4
11	Hydraulic lifts	4
12	Bilingual	4
13	Transport trucks	3
14	Tax preparation	3
15	Bunker rakes	2
16	Trusted Execution Environments	2
17	General Ledger Software	2
18	Lift trucks	2
19	Spreaders	2
20	Irrigation systems	2
21	Chainsaws	2
22	Sprayers	2
23	Pruning saws	2
24	Rakes	2
25	Snow blowers	2

Top 25 hard skills from online ads[Return to content](#)

Snohomish County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	1,647
2	Freight+	677
3	X++	617
4	Microsoft PowerPoint	575
5	Forklifts	559
6	Electronic Medical Record (EMR) systems	544
7	Business Systems	495
8	Mathematics	453
9	Pallet jacks	426
10	Preventive maintenance	423
11	Bilingual	413
12	Patient Electronic Medical Record	381
13	Epic software	365
14	Hand trucks	340
15	Behavioral health	320
16	Delivery vans	318
17	Pediatrics	297
18	Quality control	288
19	Blueprints	283
20	Quality Assurance	276
21	Rockwell Software	266
22	Export controls	242
23	Instrumentation	236
24	Tractor-trailers	228
25	Geriatrics	227

Top 25 hard skills from online ads[Return to content](#)

Spokane County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	1,539
2	Freight+	613
3	Microsoft PowerPoint	526
4	Forklifts	522
5	Drug testing	508
6	Preventive maintenance	348
7	Behavioral health	306
8	Customer relationship management	286
9	Hand trucks	271
10	Mathematics	269
11	Technical support	268
12	Pediatrics	253
13	Pallet jacks	251
14	Quality control	248
15	10-key calculators	203
16	Critical care	200
17	Quality Assurance	194
18	Blueprints	189
19	Bilingual	189
20	Medicaid	189
21	Accounts payable	177
22	Accounts Receivable	174
23	Food preparation	173
24	Asset protection	170
25	Tractor-trailers	152

Top 25 hard skills from online ads[Return to content](#)

Stevens County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	92
2	Mountain bikes	78
3	Microsoft Office	50
4	Tractor-trailers	29
5	Food preparation	24
6	Care Plan	23
7	Geriatrics	21
8	Hearing aids	20
9	Quality control	19
10	Preventive maintenance	17
11	Mathematics	15
12	Chainsaws	14
13	Rural Utility Service	14
14	Digital cameras	13
15	Rakes	12
16	Microsoft PowerPoint	11
17	Patient Electronic Medical Record	11
18	Tanker trucks	10
19	Accounts payable	10
20	Two way radios	10
21	Infection Control	10
22	Medical-Surgical Nursing	9
23	Light-emitting diode	8
24	Impact wrenches	8
25	Work order	8

Top 25 hard skills from online ads[Return to content](#)

Thurston County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	1,517
2	Behavioral health	960
3	Microsoft PowerPoint	713
4	Quality Assurance	595
5	Medicaid	584
6	Technical support	454
7	Structured query language	396
8	Freight+	373
9	Microsoft SharePoint	318
10	Pediatrics	255
11	Application development	230
12	Bilingual	228
13	Geriatrics	218
14	Microsoft SQL Server	216
15	Software development	209
16	Quality control	206
17	Forklifts	201
18	Graphical User Interface design	199
19	GE Energy Positive Sequence Load Flow	197
20	Customer relationship management	179
21	JavaScript	178
22	Microsoft Office Visio	178
23	Enterprise Services	173
24	Infection Control	169
25	Deltek Costpoint	167

Top 25 hard skills from online ads[Return to content](#)

Wahkiakum County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	33
2	Tractor-trailers	10
3	Tanker trucks	4
4	ESRI ArcMap	3
5	10-key calculators	3
6	Microsoft Office	3
7	Behavioral health	3
8	Impact wrenches	2
9	Light-emitting diode	2
10	Scooters	2
11	Investment Management	2
12	Crisis intervention techniques	2
13	Care Plan	2
14	Process Control System Software	1
15	Fluid Catalytic Cracking	1
16	Retail merchandising	1
17	Microsoft SharePoint	1
18	Work order	1
19	Project engineering	1
20	Technical support	1
21	Front End Development	1
22	Transport trucks	1
23	Group counseling	1
24	Electronic Health Record	1
25	Legal compliance	1

Top 25 hard skills from online ads[Return to content](#)

Walla Walla County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	110
2	Microsoft Office	107
3	Face masks	92
4	Preventive maintenance	75
5	Bilingual	62
6	Forklifts	62
7	Pepper spray	54
8	Critical care	47
9	Microsoft PowerPoint	47
10	X++	46
11	Tractor-trailers	44
12	Medicaid	38
13	Bilingual Spanish	37
14	Drug testing	35
15	Cardiology	33
16	Patient Electronic Medical Record	29
17	Quality control	28
18	Technical support	27
19	Hand trucks	24
20	Mathematics	24
21	Care Plan	22
22	Asset protection	22
23	Blueprints	22
24	Retail merchandising	19
25	Behavioral health	16

Top 25 hard skills from online ads[Return to content](#)

Whatcom County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Microsoft Office	696
2	Freight+	334
3	Forklifts	210
4	Pallet jacks	155
5	Behavioral health	118
6	Bilingual	113
7	Microsoft PowerPoint	112
8	Patient Electronic Medical Record	112
9	Shopper marketing	97
10	Mathematics	95
11	Preventive maintenance	87
12	Quality Assurance	81
13	Quality control	80
14	Tractor-trailers	79
15	Food preparation	78
16	Hand trucks	75
17	X++	73
18	Sterilization	70
19	Technical support	62
20	Pediatrics	56
21	comPOUND	52
22	Balers	50
23	Retail merchandising	48
24	Multi-line telephone systems	47
25	Telephone triage	46

Top 25 hard skills from online ads[Return to content](#)

Whitman County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	155
2	Microsoft Office	110
3	Power system modeling	79
4	Microsoft PowerPoint	56
5	Tractor-trailers	55
6	Quality control	53
7	R Programming Language	44
8	Bilingual	29
9	Android	24
10	Forklifts	22
11	Preventive maintenance	21
12	Tanker trucks	21
13	Technical support	20
14	Python	19
15	Quality Assurance	18
16	Pediatrics	18
17	Animal health	18
18	Flatbed trucks	17
19	Bilingual Spanish	16
20	Food preparation	14
21	Accounts Receivable	13
22	Pallet jacks	13
23	Academic affairs	12
24	Customer relationship management	12
25	Behavioral health	11

Top 25 hard skills from online ads[Return to content](#)

Yakima County, May 2019 through August 2019

Source: Employment Security Department/LMEA; Gartner Talent Neuron

Rank	Hard skills	Number
1	Freight+	348
2	Bilingual	296
3	Microsoft Office	254
4	Behavioral health	211
5	Forklifts	140
6	Preventive maintenance	135
7	Tractor-trailers	127
8	Bilingual Spanish	111
9	Geriatrics	84
10	Pallet jacks	84
11	Quality control	81
12	Android	70
13	X++	69
14	Microsoft PowerPoint	67
15	Mathematics	66
16	Blueprints	65
17	Hand trucks	57
18	Technical support	54
19	Electrical systems	53
20	Asset protection	49
21	Fire extinguishers	49
22	Traffic control	45
23	Balers	43
24	Center TRACON automation systems	42
25	Quality Assurance	40