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What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



Forbes

Harvard Business Review Ehe New Hork Eimes WSJ





Report Parameters

140 Occupations

11-1011	Chief Executives
11-1021	General and Operations Managers
11-2021	Marketing Managers
11-2022	Sales Managers
11-3012	Administrative Services Managers

11-3013	Facilities Managers	
11-3021	Computer and Information Systems	
Managers		
11-3031	Financial Managers	
11-3051	Industrial Production Managers	
See Appendix A for all 140 Occupations		

1 State

55 Wisconsin

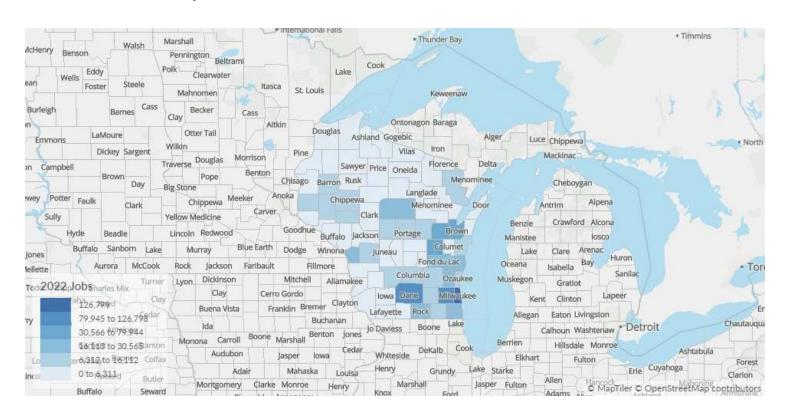
Class of Worker

QCEW Employees, Non-QCEW Employees, and Self-Employed

The information in this report pertains to the chosen occupations and geographical area.



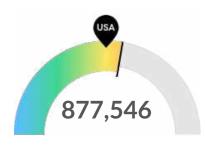
Workforce Map





Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



Supply (Jobs)

Wisconsin is a hotspot for this kind of talent. The national average for an area this size is 753,994* employees, while there are 877,546 here.



Compensation

The cost for talent is low in Wisconsin. The national median salary for your occupations is \$51,694, while you'll pay \$48,161 here.



Demand (Job Postings)

Competition from online job postings is high in Wisconsin. The national average for an area this size is 16,891* job postings/mo, while there are 21,112 here.

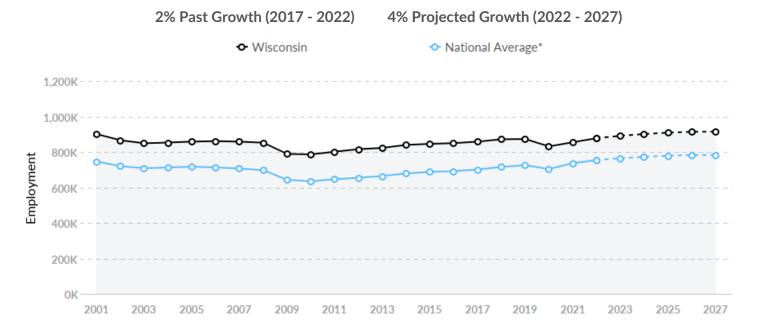
^{*}National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Wisconsin. In other words, the values represent the national average adjusted for region size.



Supply (Jobs)

Supply Is Higher Than the National Average

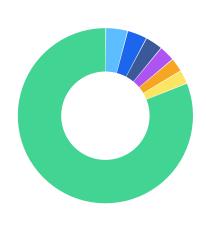
The regional vs. national average employment helps you understand if the supply of your occupations is a strength or weakness for Wisconsin, and how it is changing relative to the nation. An average area of this size would have 753,994* employees, while there are 877,546 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.



^{*}National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Wisconsin. In other words, the values represent the national average adjusted for region size.



Most Jobs are Found in the General Freight Trucking Industry Sector

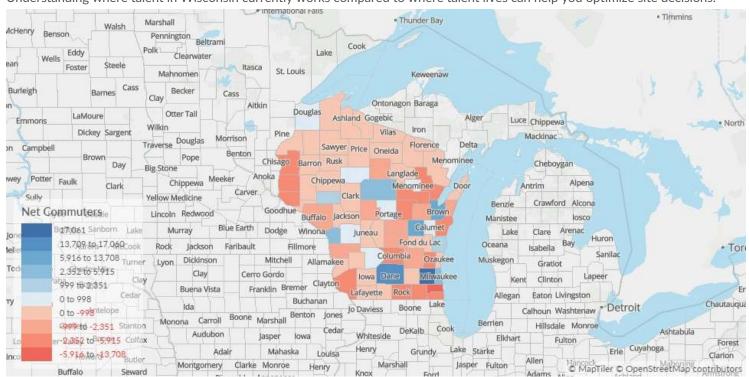


In	dustry	% of Occupation in Industry (2022)
• Ge	eneral Freight Trucking	4.0%
En	mployment Services	3.7%
Plant	astics Product Manufacturing	3.2%
• Bu	uilding Equipment Contractors	2.9%
• W	arehousing and Storage	2.6%
• M	anagement of Companies and Enterprises	2.5%
• Ot	ther	81.1%



Place of Work vs Place of Residence

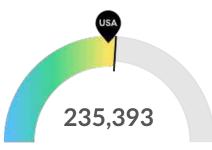
Understanding where talent in Wisconsin currently works compared to where talent lives can help you optimize site decisions.



Where Talent Works			Where Talent Lives		
County	Name	2022 Employment	County	Name	2022 Workers
55079	Milwaukee County, WI	126,799	55079	Milwaukee County, WI	123,860
55025	Dane County, WI	85,737	55025	Dane County, WI	72,028
55133	Waukesha County, WI	79,945	55133	Waukesha County, WI	62,883
55009	Brown County, WI	48,056	55009	Brown County, WI	40,950
55087	Outagamie County, WI	34,202	55087	Outagamie County, WI	35,260



Retirement Risk Is About Average, While Overall Diversity Is Low



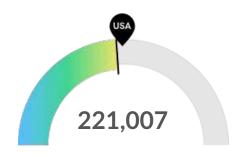


Retirement risk is about average in Wisconsin. The national average for an area this size is 222,091* employees 55 or older, while there are 235,393 here.



Racial Diversity

Racial diversity is low in Wisconsin. The national average for an area this size is 321,701* racially diverse employees, while there are 154,135 here.



Gender Diversity

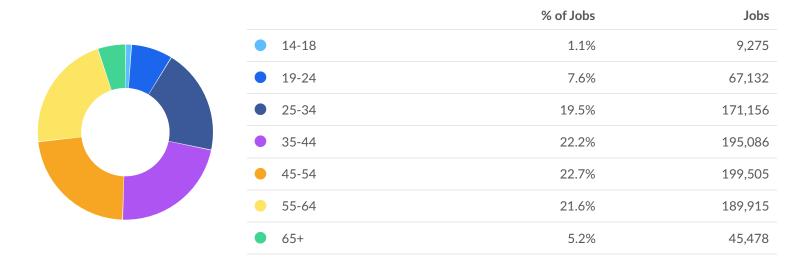
Gender diversity is about average in Wisconsin. The national average for an area this size is 235,497* female employees, while there are 221,007 here.

^{*}National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Wisconsin. In other words, the values represent the national average adjusted for region size.



Demographic Details

Occupation Age Breakdown



Occupation Race/Ethnicity Breakdown





Occupation Gender Breakdown

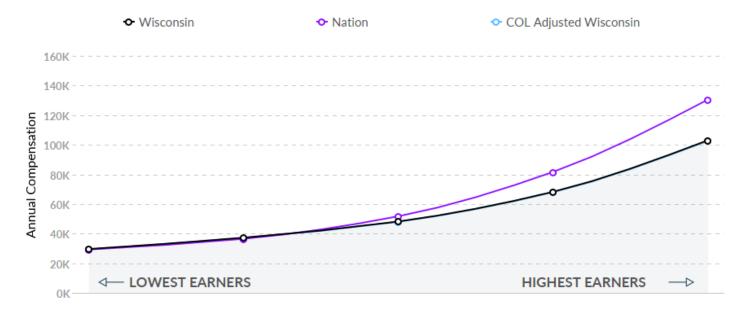




Compensation

Talent Is 7% Cheaper, While the Cost of Living May Make Attraction Difficult

In 2021, the median compensation for your occupations in Wisconsin is \$48,161. Based on the national median wage of \$51,694 for this position, this means you will spend about 7% less to employ your occupations here. However, their actual purchasing power will be 7% less than the national median when we adjust for regional cost of living (which is 0% higher than average). This may make it harder to attract talent to the region at this price.





Demand



16,050 Employers Competing

All employers in the region who posted for this job over the last 12 months.



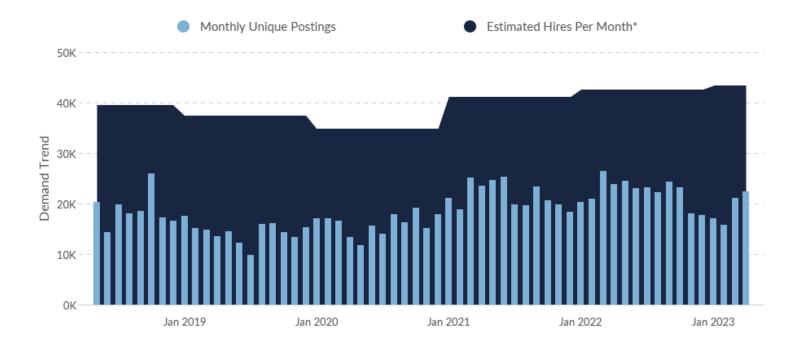
253,340 Unique Job Postings

The number of unique postings for this job over the last 12 months.



29 Day Median Duration

Posting duration is 1 day shorter than what's typical in the region.



Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Heavy and Tractor-Trailer Truck Drivers	1,143	2,666
Laborers and Freight, Stock, and Material Movers, Hand	1,637	7,117
Production Workers, All Other	961	520
Maintenance and Repair Workers, General	1,163	1,697

^{*}A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.



Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Managers, All Other	1,065	300
General and Operations Managers	708	1,510
Industrial Engineering Technologists and Technicians	697	56
Sales Managers	549	198
Computer User Support Specialists	575	455
Marketing Managers	459	106
Light Truck Drivers	400	1,564
Financial Managers	469	255
First-Line Supervisors of Production and Operating Workers	450	885
Miscellaneous Assemblers and Fabricators	332	2,443
Computer Systems Analysts	348	309
First-Line Supervisors of Office and Administrative Support Workers	392	1,107
Industrial Engineers	435	284
Inspectors, Testers, Sorters, Samplers, and Weighers	321	998
Shipping, Receiving, and Inventory Clerks	287	823
Welders, Cutters, Solderers, and Brazers	321	690
Mechanical Engineers	354	219
Production, Planning, and Expediting Clerks	327	425
First-Line Supervisors of Mechanics, Installers, and Repairers	290	428
Electrical Engineers	393	103
Industrial Truck and Tractor Operators	255	1,237
Industrial Production Managers	255	168
Buyers and Purchasing Agents	268	328
Bus and Truck Mechanics and Diesel Engine Specialists	216	228
ightcast Q2 2023 Data Set lightcast.io		13



Civil Engineers 300 158 HelpersProduction Workers 204 443 Computer Numerically Controlled Tool Operators 184 512 Architectural and Engineering Managers 306 88 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic 172 393 Human Resources Managers 224 103 Network and Computer Systems Administrators 140 255 Packers and Packagers, Hand 148 1,542 Machinists 157 407 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers 144 43 First-Line Supervisors of Non-Retail Sales Workers 131 296 Painters, Construction and Maintenance 132 177 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors 142 615 Computer Programmers 95 88 Business Operations Specialists, All Other <th>Occupation</th> <th>Avg Monthly Postings (May 2022 - Apr 2023)</th> <th>Avg Monthly Hires (May 2022 - Apr 2023)</th>	Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
HelpersProduction Workers 204 443 Computer Numerically Controlled Tool Operators 184 512 Architectural and Engineering Managers 306 885 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic 172 395 Human Resources Managers 224 100 Network and Computer Systems Administrators 140 255 Packers and Packagers, Hand 148 1,548 Machinists 157 400 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electricians 161 518 Electrician, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers 131 296 First-Line Supervisors of Non-Retail Sales Workers 131 296 First-Line Supervisors of Transportation and Material Moving Workers, Except Alteraft Cargo Handling Supervisors 124 483 Engineering Technologists and Tenders 179 975 Purchasing Managers 114 35 Engineering Technologists and Technicians 179 975 Engineering Technologists and Technicians 179 975 Engineering Technologists and Technicians 179 975 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 55	Transportation, Storage, and Distribution Managers	258	85
Computer Numerically Controlled Tool Operators Architectural and Engineering Managers 306 88 Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic Human Resources Managers 172 995 Human Resources Managers 140 255 Packers and Packagers, Hand 148 1,543 Machinists 157 400 Logisticians 157 400 Electrical and Electronic Engineering Technologists and Technicians 161 518 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers 131 296 Painters, Construction and Maintenance 132 173 Elictric Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 88 Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 55 Engineering Technologists and Technicians, Except Drafters, All Other 101 56 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 101 57 Engineering Technologists and Technicians, Except Drafters, All Other 103 57 57 57 57 57 57 57 57 57 57 57 57 57	Civil Engineers	300	158
Architectural and Engineering Managers Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic Human Resources Managers Letwork and Computer Systems Administrators 140 252 Packers and Packagers, Hand 148 1,543 Machinists 157 400 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 161 516 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers Business Operations Specialists, All Other Industrial Machinery Mechanics Parchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 53 56 67 68 68 69 69 60 60 60 60 60 60 60 60	HelpersProduction Workers	204	443
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic Human Resources Managers 224 105 Network and Computer Systems Administrators 140 255 Packers and Packagers, Hand 148 1,545 Machinists 157 400 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers 131 296 Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 88 Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 57	Computer Numerically Controlled Tool Operators	184	512
Tenders, Metal and Plastic Human Resources Managers 224 105 Network and Computer Systems Administrators 140 255 Packers and Packagers, Hand 148 1,549 Machinists 157 407 Logisticians 159 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers 131 296 Painters, Construction and Maintenance 132 173 Engineering Technologists, All Other 111 594 Packaging and Filling Machine Operators and Tenders Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 575	Architectural and Engineering Managers	306	89
Network and Computer Systems Administrators 140 253 Packers and Packagers, Hand 148 1,543 Machinists 157 400 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electrical and Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers 131 296 Painters, Construction and Maintenance 132 177 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Engineering Technologists and Technicians, Except Drafters, All Other 101 575		172	391
Packers and Packagers, Hand 148 1,545 Machinists 157 407 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electricians 161 518 Electricial, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers 131 290 Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 89 Business Operations Specialists, All Other Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 55	Human Resources Managers	224	105
Machinists 157 407 Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electricals. 161 518 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers 131 296 First-Line Supervisors of Non-Retail Sales Workers 131 297 Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors 142 618 Business Operations Specialists, All Other 111 596 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 55	Network and Computer Systems Administrators	140	251
Logisticians 193 200 Electrical and Electronic Engineering Technologists and Technicians 178 66 Electricians 161 518 Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers 131 296 First-Line Supervisors of Non-Retail Sales Workers 131 296 Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors 795 88 Business Operations Specialists, All Other 111 596 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 55	Packers and Packagers, Hand	148	1,545
Electrical and Electronic Engineering Technologists and Technicians Electricians Electricians Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 88 Business Operations Specialists, All Other 111 594 Packaging and Filling Machine Operators and Tenders Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 51	Machinists	157	407
Electricians Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 88 Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 518	Logisticians	193	200
Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 88 Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other	Electrical and Electronic Engineering Technologists and Technicians	178	66
Winders, Tapers, and Finishers First-Line Supervisors of Non-Retail Sales Workers Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other	Electricians	161	518
Painters, Construction and Maintenance 132 173 First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors 142 615 Computer Programmers 95 85 Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 485 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 57		144	436
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 Business Operations Specialists, All Other Industrial Machinery Mechanics 124 Packaging and Filling Machine Operators and Tenders 79 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other	First-Line Supervisors of Non-Retail Sales Workers	131	296
Workers, Except Aircraft Cargo Handling Supervisors Computer Programmers 95 89 Business Operations Specialists, All Other Industrial Machinery Mechanics 124 Packaging and Filling Machine Operators and Tenders Purchasing Managers 114 Engineering Technologists and Technicians, Except Drafters, All Other 101 51 61 61 61 61 61 61 61 61 6	Painters, Construction and Maintenance	132	173
Business Operations Specialists, All Other 111 594 Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 57	·	142	615
Industrial Machinery Mechanics 124 483 Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 57	Computer Programmers	95	89
Packaging and Filling Machine Operators and Tenders 79 975 Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 57	Business Operations Specialists, All Other	111	594
Purchasing Managers 114 33 Engineering Technologists and Technicians, Except Drafters, All Other 101 57	Industrial Machinery Mechanics	124	481
Engineering Technologists and Technicians, Except Drafters, All Other 101 57	Packaging and Filling Machine Operators and Tenders	79	975
	Purchasing Managers	114	33
Engineers, All Other 126 48	Engineering Technologists and Technicians, Except Drafters, All Other	101	57
	Engineers, All Other	126	48



Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Cleaners of Vehicles and Equipment	105	397
Administrative Services Managers	101	135
Facilities Managers	128	56
Occupational Health and Safety Specialists	101	53
Printing Press Operators	69	258
Chemical Engineers	111	10
Telecommunications Equipment Installers and Repairers, Except Line Installers	74	117
Electro-Mechanical and Mechatronics Technologists and Technicians	75	7
Installation, Maintenance, and Repair Workers, All Other	53	88
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	50	157
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	48	235
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	45	81
Dispatchers, Except Police, Fire, and Ambulance	51	200
Cutting and Slicing Machine Setters, Operators, and Tenders	48	116
Computer and Information Systems Managers	58	182
Sheet Metal Workers	43	88
Mail Clerks and Mail Machine Operators, Except Postal Service	38	80
Print Binding and Finishing Workers	39	123
Plumbers, Pipefitters, and Steamfitters	33	369
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	50	14
Computer Network Support Specialists	45	95
Chief Executives	50	104
Tool and Die Makers	38	99
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Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Operating Engineers and Other Construction Equipment Operators	32	526
Mixing and Blending Machine Setters, Operators, and Tenders	26	218
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	33	120
Computer Numerically Controlled Tool Programmers	33	45
Sewing Machine Operators	22	142
Mechanical Engineering Technologists and Technicians	34	68
Occupational Health and Safety Technicians	31	30
Material Moving Workers, All Other	21	74
Environmental Engineers	38	22
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	20	360
Security and Fire Alarm Systems Installers	24	40
Water and Wastewater Treatment Plant and System Operators	27	75
Power Plant Operators	25	13
Environmental Scientists and Specialists, Including Health	30	42
Chemical Equipment Operators and Tenders	21	92
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	11	15
Millwrights	17	33
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	11	62
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	13	16
Crane and Tower Operators	12	41
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	9	60
Materials Engineers	15	12



Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	8	151
Metal Workers and Plastic Workers, All Other	8	45
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	10	27
Food Cooking Machine Operators and Tenders	10	114
Maintenance Workers, Machinery	11	61
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	7	212
Metal-Refining Furnace Operators and Tenders	8	33
Conveyor Operators and Tenders	4	45
Machine Feeders and Offbearers	4	100
Painting, Coating, and Decorating Workers	6	14
Plating Machine Setters, Operators, and Tenders, Metal and Plastic	7	73
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	7	29
Stationary Engineers and Boiler Operators	7	23
Engine and Other Machine Assemblers	4	107
Sawing Machine Setters, Operators, and Tenders, Wood	5	96
Foundry Mold and Coremakers	2	41
Bioengineers and Biomedical Engineers	5	10
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	4	14
Medical Appliance Technicians	2	14
Woodworkers, All Other	4	8
Etchers and Engravers	3	15
Labor Relations Specialists	3	163
Layout Workers, Metal and Plastic	3	3



Occupation	Avg Monthly Postings (May 2022 - Apr 2023)	Avg Monthly Hires (May 2022 - Apr 2023)
Grinding and Polishing Workers, Hand	2	57
Nuclear Engineers	5	3
Traffic Technicians	3	6
Paper Goods Machine Setters, Operators, and Tenders	4	260
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	2	36
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	2	30
Plant and System Operators, All Other	3	7
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	4	28
Nuclear Power Reactor Operators	2	2
Cooling and Freezing Equipment Operators and Tenders	2	10
Communications Equipment Operators, All Other	0	2
Patternmakers, Metal and Plastic	1	6
Adhesive Bonding Machine Operators and Tenders	2	31
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	1	20
Logging Equipment Operators	2	24
Boilermakers	1	10
Electrical and Electronics Repairers, Commercial and Industrial Equipment	1	21
Environmental Engineering Technologists and Technicians	1	9
Precision Instrument and Equipment Repairers, All Other	0	6
Calibration Technologists and Technicians	0	3



Top Companies	Unique Postings	Top Job Titles	Unique Postings
Aerotek	4,954	Maintenance Technicians	5,786
Actalent	2,242	Machine Operators	4,133
UPS	2,063	CDL-A Truck Drivers	3,020
Uline	2,008	Material Handlers	2,895
Randstad	1,953	Forklift Operators	2,596

Top Distinguishing Skills by Demand

Not enough data to display Distinguishing Skills for this occupation.

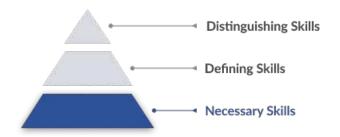
Top Defining Skills by Demand

Not enough data to display Defining Skills for this occupation.



Top Necessary Skills by Demand

An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



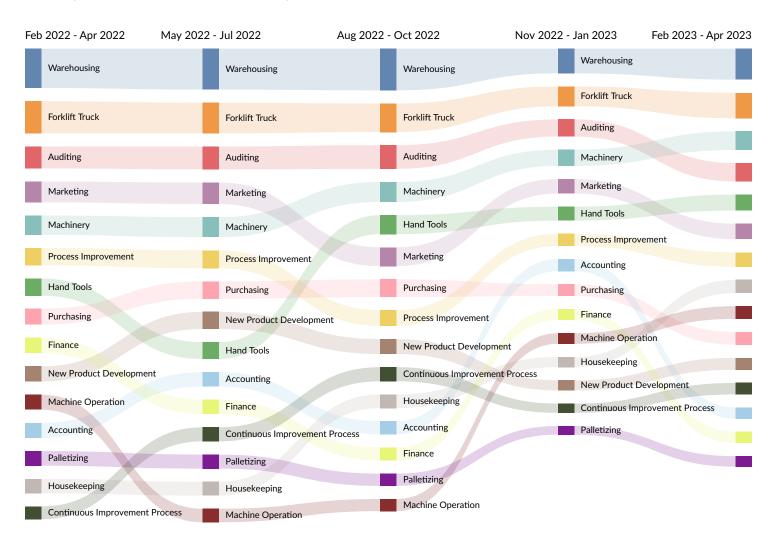
Skill	Salary Boosting	Job Postings Requesting
Valid Driver's License	8	190,897
Warehousing		179,627
Forklift Truck	8	144,021
Marketing	8	117,356
Auditing	8	115,491
Machinery	•	98,698
Hand Tools		94,789
Process Improvement	8	89,751
New Product Development	8	88,534
CDL Class A License	8	87,196



What skills are they posting for?

Top 15 Skills for Your Selected Job Types by Quarter

Skills help us understand the direction an occupation is headed.





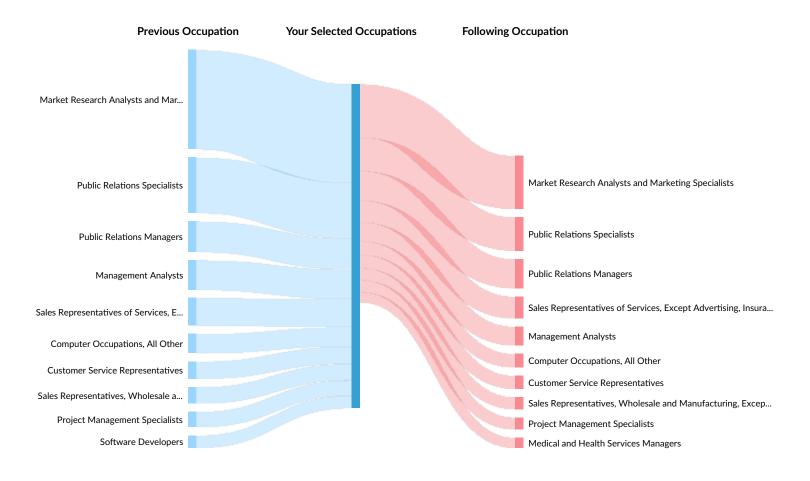
Occupation Gain and Drain

Occupation Gain and Drain

The table below analyzes the profiles of current and past people in your selected occupations. The left column shows job transitions from other occupations to your selected occupations. The right column shows job transitions from your selected occupations to other occupations.

Please note, results are only available at the national level and the 2 and 5 digit SOC level. Other SOC levels will be converted to 5-digit SOC. Also your selection has been limited to 100 occupations.

The following represents the job transitions of employees in your selected occupations in the United States:



Previous Occupations	Transitions
Market Research Analysts and Marketing Specialists	136,439
Public Relations Specialists	76,648
Public Relations Managers	42,351



Previous Occupations	Transitions
Management Analysts	40,916
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	38,211
Computer Occupations, All Other	26,607
Customer Service Representatives	24,005
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	22,716
Project Management Specialists	21,189
Software Developers	17,213
Advertising and Promotions Managers	17,118
Graphic Designers	15,280
Medical and Health Services Managers	13,638
Web Developers	13,145
Human Resources Specialists	13,056
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	12,211
Postsecondary Teachers	11,625
Executive Secretaries and Executive Administrative Assistants	10,516
Retail Salespersons	10,294
Training and Development Specialists	8,594
First-Line Supervisors of Retail Sales Workers	8,362
Social and Community Service Managers	8,251
Producers and Directors	8,094
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	7,538
Social and Human Service Assistants	7,149
Sales Engineers	6,659
Financial and Investment Analysts	6,451



Previous Occupations	Transitions
Meeting, Convention, and Event Planners	6,225
Securities, Commodities, and Financial Services Sales Agents	6,080
Real Estate Sales Agents	5,255
Accountants and Auditors	5,237
Demonstrators and Product Promoters	5,151
Property, Real Estate, and Community Association Managers	4,814
Natural Sciences Managers	4,731
Personal Financial Advisors	4,366
Education Administrators, Kindergarten through Secondary	4,270
Training and Development Managers	4,023
Education Administrators, Postsecondary	3,956
Operations Research Analysts	3,810
Coaches and Scouts	3,699
Registered Nurses	3,581
Sales and Related Workers, All Other	3,479
Insurance Sales Agents	3,334
Teaching Assistants, Postsecondary	3,246
Educational, Guidance, and Career Counselors and Advisors	2,921
Compliance Officers	2,680
Food Service Managers	2,537
Construction Managers	2,471
Lawyers	2,465
Waiters and Waitresses	2,383
Loan Officers	2,343
Information Security Analysts	2,313
Software Quality Assurance Analysts and Testers	2,224
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Previous Occupations	Transitions
Life, Physical, and Social Science Technicians, All Other	1,951
Teachers and Instructors, All Other	1,930
First-Line Supervisors of Food Preparation and Serving Workers	1,905
Teaching Assistants, Except Postsecondary	1,840
Bookkeeping, Accounting, and Auditing Clerks	1,555
Fast Food and Counter Workers	1,358
Stockers and Order Fillers	1,326
First-Line Supervisors of Construction Trades and Extraction Workers	1,137
Cashiers	888
Security Guards	734
Human Resources Assistants, Except Payroll and Timekeeping	588
Following Occupations	Transitions
Market Research Analysts and Marketing Specialists	73,381
Public Relations Specialists	
Tubile relations operations	46,265
Public Relations Managers	46,265 40,510
Public Relations Managers Sales Representatives of Services, Except Advertising,	40,510
Public Relations Managers Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	40,510 30,075
Public Relations Managers Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel Management Analysts	40,510 30,075 26,072
Public Relations Managers Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel Management Analysts Computer Occupations, All Other	40,510 30,075 26,072 18,908
Public Relations Managers Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel Management Analysts Computer Occupations, All Other Customer Service Representatives Sales Representatives, Wholesale and Manufacturing, Except	40,510 30,075 26,072 18,908 18,186
Public Relations Managers Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel Management Analysts Computer Occupations, All Other Customer Service Representatives Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	40,510 30,075 26,072 18,908 18,186 16,592



Following Occupations	Transitions
Human Resources Specialists	12,730
Postsecondary Teachers	11,172
Software Developers	10,796
Web Developers	9,984
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	9,801
Graphic Designers	9,622
Producers and Directors	8,586
Social and Community Service Managers	8,282
Executive Secretaries and Executive Administrative Assistants	7,993
Real Estate Sales Agents	7,992
Retail Salespersons	7,586
Social and Human Service Assistants	6,287
Training and Development Specialists	6,067
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	5,602
First-Line Supervisors of Retail Sales Workers	5,588
Education Administrators, Kindergarten through Secondary	5,085
Personal Financial Advisors	4,961
Securities, Commodities, and Financial Services Sales Agents	4,938
Property, Real Estate, and Community Association Managers	4,524
Natural Sciences Managers	4,281
Meeting, Convention, and Event Planners	4,115
Demonstrators and Product Promoters	4,010
Education Administrators, Postsecondary	3,989
Training and Development Managers	3,838
Sales Engineers	3,738
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Following Occupations	Transitions
Accountants and Auditors	3,398
Financial and Investment Analysts	3,370
Insurance Sales Agents	3,269
Teaching Assistants, Postsecondary	3,247
Registered Nurses	3,222
Coaches and Scouts	3,167
Loan Officers	2,579
Sales and Related Workers, All Other	2,522
Compliance Officers	2,509
Educational, Guidance, and Career Counselors and Advisors	2,453
Lawyers	2,430
Operations Research Analysts	2,175
Food Service Managers	2,097
Construction Managers	1,953
Information Security Analysts	1,864
Life, Physical, and Social Science Technicians, All Other	1,788
Teaching Assistants, Except Postsecondary	1,696
Waiters and Waitresses	1,493
Bookkeeping, Accounting, and Auditing Clerks	1,310
Software Quality Assurance Analysts and Testers	1,072
Stockers and Order Fillers	1,009
First-Line Supervisors of Construction Trades and Extraction Workers	864
Security Guards	673
Human Resources Assistants, Except Payroll and Timekeeping	658
Electronics Engineers, Except Computer	431



Graduate Pipeline



380 Programs

551 programs can train for this job, while only 380 programs have produced completers in this region.



46,175 Completions (2021)

The completions from all regional institutions for all degree types.



125,348 Openings (2021)

The average number of openings for an occupation in the region is 585.

Top Programs	Completions (2021)	Top Schools	Completions (2021)
Business Administration and Ma	4,121	University of Wisconsin-Madison	9,740
Psychology, General	2,258	University of Wisconsin-Milwau	3,999
Accounting	1,632	University of Wisconsin-Whitew	2,089
Liberal Arts and Sciences, Gener	1,572	Marquette University	1,946
Marketing/Marketing Managem	1,550	University of Wisconsin-Eau Cla	1,614



Appendix A (Occupations)

Code	Description
11-1011	Chief Executives
11-1021	General and Operations Managers
11-2021	Marketing Managers
11-2022	Sales Managers
11-3012	Administrative Services Managers
11-3013	Facilities Managers
11-3021	Computer and Information Systems Managers
11-3031	Financial Managers
11-3051	Industrial Production Managers
11-3061	Purchasing Managers
11-3071	Transportation, Storage, and Distribution Managers
11-3121	Human Resources Managers

Code	Description
11-9041	Architectural and Engineering Managers
11-9199	Managers, All Other
13-1028	Buyers and Purchasing Agents
13-1075	Labor Relations Specialists
13-1081	Logisticians
13-1199	Business Operations Specialists, All Other
15-1211	Computer Systems Analysts
15-1231	Computer Network Support Specialists
15-1232	Computer User Support Specialists
15-1244	Network and Computer Systems Administrators
15-1251	Computer Programmers
17-2031	Bioengineers and Biomedical Engineers



Code	Description
17-2041	Chemical Engineers
17-2051	Civil Engineers
17-2071	Electrical Engineers
17-2081	Environmental Engineers
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
17-2112	Industrial Engineers
17-2131	Materials Engineers
17-2141	Mechanical Engineers
17-2161	Nuclear Engineers
17-2199	Engineers, All Other
17-3023	Electrical and Electronic Engineering Technologists and Technicians
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians

Code	Description
17-3025	Environmental Engineering Technologists and Technicians
17-3026	Industrial Engineering Technologists and Technicians
17-3027	Mechanical Engineering Technologists and Technicians
17-3028	Calibration Technologists and Technicians
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other
19-2041	Environmental Scientists and Specialists, Including Health
19-5011	Occupational Health and Safety Specialists
19-5012	Occupational Health and Safety Technicians
41-1012	First-Line Supervisors of Non-Retail Sales Workers
43-1011	First-Line Supervisors of Office and Administrative Support Workers
43-2099	Communications Equipment Operators, All Other
43-5032	Dispatchers, Except Police, Fire, and Ambulance



Code	Description
43-5061	Production, Planning, and Expediting Clerks
43-5071	Shipping, Receiving, and Inventory Clerks
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service
45-4022	Logging Equipment Operators
47-2011	Boilermakers
47-2073	Operating Engineers and Other Construction Equipment Operators
47-2111	Electricians
47-2141	Painters, Construction and Maintenance
47-2152	Plumbers, Pipefitters, and Steamfitters
47-2211	Sheet Metal Workers
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers

Code	Description
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
49-2098	Security and Fire Alarm Systems Installers
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
49-9041	Industrial Machinery Mechanics
49-9043	Maintenance Workers, Machinery
49-9044	Millwrights
49-9069	Precision Instrument and Equipment Repairers, All Other
49-9071	Maintenance and Repair Workers, General
49-9099	Installation, Maintenance, and Repair Workers, All Other
51-1011	First-Line Supervisors of Production and Operating Workers
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers
51-2031	Engine and Other Machine Assemblers

Code	Description
51-2098	Miscellaneous Assemblers and Fabricators
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
51-3093	Food Cooking Machine Operators and Tenders
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
51-4041	Machinists
51-4051	Metal-Refining Furnace Operators and Tenders
51-4062	Patternmakers, Metal and Plastic

Code	Description
51-4071	Foundry Mold and Coremakers
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
51-4111	Tool and Die Makers
51-4121	Welders, Cutters, Solderers, and Brazers
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic
51-4192	Layout Workers, Metal and Plastic
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic
51-4199	Metal Workers and Plastic Workers, All Other
51-5112	Printing Press Operators
51-5113	Print Binding and Finishing Workers



Code	Description
51-6031	Sewing Machine Operators
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
51-7099	Woodworkers, All Other
51-8011	Nuclear Power Reactor Operators
51-8013	Power Plant Operators
51-8021	Stationary Engineers and Boiler Operators
51-8031	Water and Wastewater Treatment Plant and System Operators
51-8099	Plant and System Operators, All Other
51-9011	Chemical Equipment Operators and Tenders
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders

Code	Description
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-9022	Grinding and Polishing Workers, Hand
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
51-9082	Medical Appliance Technicians
51-9111	Packaging and Filling Machine Operators and Tenders
51-9123	Painting, Coating, and Decorating Workers
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
51-9161	Computer Numerically Controlled Tool Operators



Code	Description
51-9162	Computer Numerically Controlled Tool Programmers
51-9191	Adhesive Bonding Machine Operators and Tenders
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
51-9193	Cooling and Freezing Equipment Operators and Tenders
51-9194	Etchers and Engravers
51-9196	Paper Goods Machine Setters, Operators, and Tenders
51-9198	HelpersProduction Workers
51-9199	Production Workers, All Other
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors
53-3032	Heavy and Tractor-Trailer Truck Drivers

Code	Description
53-3033	Light Truck Drivers
53-6041	Traffic Technicians
53-7011	Conveyor Operators and Tenders
53-7021	Crane and Tower Operators
53-7051	Industrial Truck and Tractor Operators
53-7061	Cleaners of Vehicles and Equipment
53-7062	Laborers and Freight, Stock, and Material Movers, Hand
53-7063	Machine Feeders and Offbearers
53-7064	Packers and Packagers, Hand
53-7199	Material Moving Workers, All Other