

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:

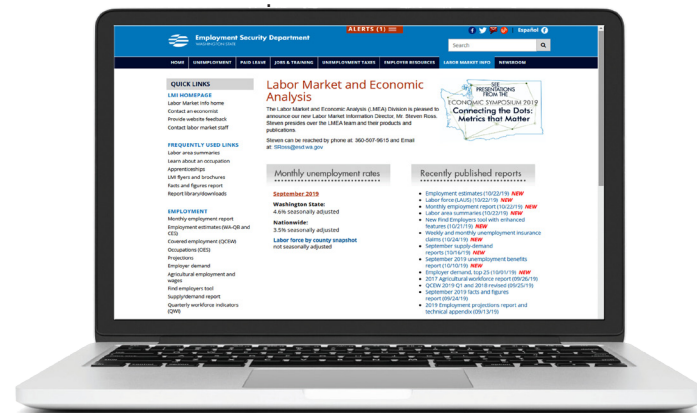
**Career Bridge** is a one-stop, searchable database of education and training programs throughout Washington state. It's also home to the state's Eligible Training Provider (ETP) list. Students, career counselors, job seekers and others use Career Bridge to discover:

- 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.

# Occupational outlook 2018

# Washington

### We've got your numbers!

This brochure shows the top 25 occupations and skills based on combined growth and job openings for Washington. Also available online are brochures for each of the **12 workforce development areas (WDAs)**.

### 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



## Washington's top 25 occupations

**Figure 1.** Top 25 occupations based on combined ranking of growth rates and total openings Washington state, 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	63,029	24,742	\$126,698
2	13-1161	Market Research Analysts and Marketing Specialists	22,071	9,576	\$74,968
3	31-9011	Massage Therapists	9,023	5,252	\$61,839
4	13-1111	Management Analysts	30,058	11,414	\$97,566
5	11-2021	Marketing Managers	13,620	7,580	\$127,541
6	15-1199	Computer Occupations, All Other	18,096	9,106	\$121,752
7	11-3021	Computer and Information Systems Managers	15,140	6,263	\$139,595
8	15-1134	Web Developers	8,099	3,874	\$97,822
9	39-9021	Personal Care Aides	48,774	25,197	\$29,189
10	39-5012	Hairdressers, Hairstylists, and Cosmetologists	21,331	11,026	\$35,518
11	39-2021	Nonfarm Animal Caretakers	6,153	3,404	\$28,165
12	41-3099	Sales Representatives, Services, All Other	17,541	8,122	\$59,951
13	31-9092	Medical Assistants	14,705	5,460	\$38,757
14	15-1151	Computer User Support Specialists	18,772	7,502	\$58,189
15	15-1133	Software Developers, Systems Software	17,003	6,071	\$119,838
16	15-1121	Computer Systems Analysts	19,181	6,952	\$95,551
17	39-5092	Manicurists and Pedicurists	5,985	3,329	\$29,858
18	21-1019	Counselors, All Other	8,865	3,340	\$45,827
19	29-1141	Registered Nurses	57,712	19,122	\$91,573
20	29-1123	Physical Therapists	5,974	2,593	\$91,573
21	25-1071	Health Specialties Teachers, Postsecondary	4,242	1,171	N/A
22	53-2031	Flight Attendants	3,390	948	N/A
23	15-1122	Information Security Analysts	2,892	1,222	\$117,077
24	11-9111	Medical and Health Services Managers	7,181	2,434	\$115,616
25	27-1014	Multimedia Artists and Animators	3,258	1,350	\$95,100

\*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/lmi-flyers-brochures](http://www.esd.wa.gov/labormarketinfo/lmi-flyers-brochures).

For Washington statewide, 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, Washington state is expected to have average annual openings of 1,391,819, 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*.



## Top 25 hard and soft skills

**Figure 2.** Top 25 hard and soft skills from new job announcements Washington state, 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	225,706	27.5%
2	Detail oriented	101,387	12.3%
3	Creativity	83,657	10.2%
4	Marketing	83,504	10.2%
5	Integrity	81,835	10.0%
6	Microsoft Office	80,975	9.9%
7	Problem solving	80,533	9.8%
8	Customer service oriented	64,277	7.8%
9	Team-oriented, teamwork	63,491	7.7%
10	Work independently	57,766	7.0%
11	Self-starting	53,404	6.5%
12	Project management	51,875	6.3%
13	Organizational skills	47,199	5.7%
14	Management skills	46,147	5.6%
15	Coaching	43,724	5.3%
16	Management experience	41,743	5.1%
17	Time management	35,422	4.3%
18	Strong leadership skills	35,234	4.3%
19	Microsoft PowerPoint	34,729	4.2%
20	Software development	33,878	4.1%
21	Troubleshooting	33,068	4.0%
22	Freightplus	32,584	4.0%
23	Analytical thinking	32,337	3.9%
24	High Energy	30,535	3.7%
25	Quality Assurance	30,282	3.7%



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!