



Tacoma-Pierce County's top 25 occupations

Figure 1. Top 25 occupations based on combined ranking of growth rates and total openings Washington state, Tacoma-Pierce County 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	53-7051	Industrial Truck and Tractor Operators	1,561	850	\$45,722
2	31-9011	Massage Therapists	988	594	\$58,966
3	13-1111	Management Analysts	1,726	660	\$76,087
4	39-9021	Personal Care Aides	4,138	2,191	\$29,189
5	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	629	448	\$29,082
6	31-9092	Medical Assistants	1,280	493	\$38,014
7	29-2053	Psychiatric Technicians	558	220	N/A
8	43-5061	Production, Planning, and Expediting Clerks	754	278	\$47,418
9	39-5092	Manicurists and Pedicurists	1,084	601	\$23,731
10	29-1141	Registered Nurses	7,854	2,653	\$91,573
11	39-5012	Hairdressers, Hairstylists, and Cosmetologists	2,833	1,438	\$30,145
12	39-2021	Nonfarm Animal Caretakers	721	395	\$28,691
13	37-2011	Janitors and Cleaners, exc. Maids and Housekeeping Cleaners	8,160	3,560	\$37,446
14	53-1049	First-Line Supervisors of Transportation Workers, All Other	1,391	642	\$62,186
15	21-1019	Counselors, All Other	1,176	440	\$45,657
16	29-1123	Physical Therapists	542	242	\$75,165
17	37-3011	Landscaping and Groundskeeping Workers	2,427	1,182	\$36,853
17	39-5011	Barbers	649	360	N/A
19	29-1126	Respiratory Therapists	359	118	\$59,430
20	35-3021	Combined Food Prep. and Serving Workers, Including Fast Food	6,744	3,504	\$24,562
21	11-9199	Managers, All Other	1,839	710	\$101,982
22	53-7064	Packers and Packagers, Hand	1,057	510	\$29,784
23	11-9111	Medical and Health Services Managers	794	270	\$95,300
24	33-9099	Protective Service Workers, All Other	554	181	\$37,446
25	43-6013	Medical Secretaries	784	274	\$46,705

*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.

For the Tacoma-Pierce County 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 Tacoma-Pierce County WDA is expected to have average annual openings of 128,630 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, Tacoma-Pierce County 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	13,410	20.3%
2	Integrity	8,344	12.6%
3	Detail oriented	6,478	9.8%
4	Customer service oriented	6,189	9.3%
5	Microsoft Office	4,869	7.4%
6	Work independently	4,842	7.3%
7	Team-oriented, teamwork	4,600	6.9%
8	Marketing	4,512	6.8%
9	Problem solving	4,496	6.8%
10	Creativity	4,371	6.6%
11	Freightplus	3,415	5.2%
12	Self-starting	3,272	4.9%
13	Coaching	3,245	4.9%
14	Organizational skills	2,954	4.5%
15	Time management	2,628	4.0%
16	Critical thinking	2,457	3.7%
17	Strong leadership skills	2,380	3.6%
18	Management skills	2,379	3.6%
19	Drug testing	2,372	3.6%
20	High Energy	2,263	3.4%
21	Work ethics	2,146	3.2%
22	Data entry	2,127	3.2%
23	High degree of autonomy	2,014	3.0%
24	Troubleshooting	1,968	3.0%
25	Management experience	1,957	3.0%



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>

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