



# Tacoma-Pierce County

# Occupational Outlook 2018



## We've got your numbers!

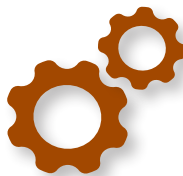
This brochure shows the top 25 occupations and skills based on combined growth and job openings for the Tacoma-Pierce County WDA. Also available online are brochures for each of the **12 workforce development areas (WDAs)**.



## 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



## 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](http://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<sup>®</sup>, 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>

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!

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)

Data + analysis = informed decisions



## 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:

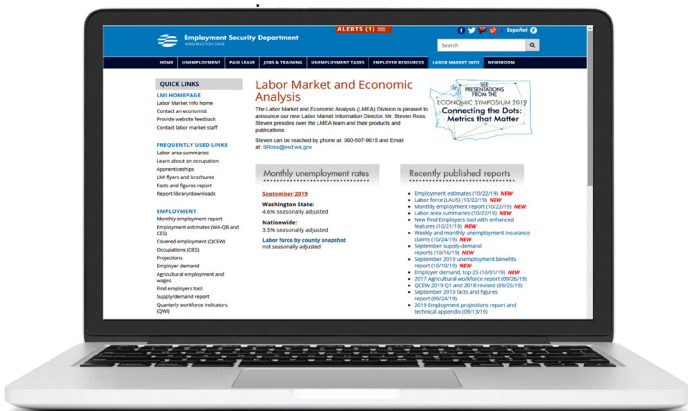
**Career Bridge** is a one-stop, searchable database of education and training programs throughout Washington state. It's also home to the state's Eligible Training Provider (ETP) list. Students, career counselors, job seekers and others use Career Bridge to discover:

- 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



## 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.

## CONTACT US

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Employment Security Department is an equal opportunity employer/program. Auxiliary aid and services are available upon request to individuals with disabilities. Language assistance services for limited English proficient individuals are available free of charge. Washington Relay Services 711.