

## Erie County Technical School New Program Discussion

As part of the 2014-2015 Administrative Retreat, administrators spent time discussing the addition of a new program to the Erie County Technical School list of programs. A new program has been 'on the radar' of the Joint Operating Committee (JOC) and administration for the past couple of years. There was some expectation that a program be chosen for planning during the 2014-2015 school year and then opening with its first class in the 2015-2016 school year. Hence, the administrators ensured the topic was part of the retreat.

### Analysis

The administrators looked at several factors, including current programming, current enrollments, career interest data for Erie County students, regional and state high priority occupations, and space availability at the technical school. A similar analysis presented to the JOC in January 2013. A prioritization matrix plotted student interest with high-priority occupations. The conclusion from the January 2013 analysis (see attached) was that a new program in Health Science was the most promising program to add, in terms of meeting local and state employment needs and aligning with high student interest.

The administration came to the same conclusion during this year's retreat—that a new program in Health Science showed the most promise for success. Points that influenced the administration's decision included:

1. Our **current Health Assistant program has more applications than seats available**. For the 2014-2015 school year, the program had 41 applications for 20 open seats (see attached, February 2014 Enrollment). The 'customers' are already in place and we would serve students that already have an interest in a technical education.
2. Health sciences offers **a wide variety of 'pathways,'** more so than most occupational areas. Pathways like diagnostic services, health informatics, support services, and therapeutic services (see attached Health Sciences Career Pathways—O\*net Online) contain dozens of occupations.
3. The Health Sciences also offer **employment in a wide variety of settings**, from hospitals, to long-term care facilities, to doctor's offices, to schools, to home health care, and more.
4. Another program in **health sciences would appeal to more females**, which are under-represented in terms of current ECTS enrollment. Male-to-female enrollment in October 2013 was 492 to 258. Almost 2:1.
5. Another program in health sciences **would also improve our non-traditional enrollments**, a measure monitored by PDE. Our current health program attracts a fair number of males and we would expect a new program to do the same.
6. Health programs tend to have **a lower 'start-up' cost** than other programs, primarily because of no large equipment.
7. The **ability to attract qualified faculty candidates** was also seen as a positive aspect, due largely to the number of people currently employed in health sciences.

### **Space—The Hindrance**

The main hindrance to starting a new program at the technical school is the **availability of classroom and laboratory space**. There are programs like Computer Networking Technologies and Tourism and Hospitality Management that are currently under-spaced. Two locations in the building have either space available or under-utilized space. The Precision Machining lab has about 1,000 square feet of unused space. However, it doesn't lend itself to easy access—no separate entry. It is space that would need renovated or retrofitted for a program like Health Sciences. The Construction Trades lab is larger than what is needed for current enrollments. It faces similar issues as the Precision Machining space—access and retrofitting.

The administration did discuss relocating the Business Office to a temporary location (e.g. trailer) and renovating that space for a new program. Although not entirely ideal as a health sciences laboratory, it would be very similar in size to the current Health Assistant laboratory. A retrofit of the space would be minimal and would locate it next to the current Health Assistant program. The administration did not go to the extent of obtaining an estimate of the cost to renovate that space.

The administration did discuss an **off-site location for the new program**. Just based on our experience in working with programs located in the Skill Center building, it was deemed as **probably not a very viable option**. The 'connection' with ECTS is significant in the eyes of the students. An off-site location would virtually sever that connection. Transportation, communication, faculty and student management, and comradery were the biggest drawbacks to an off-site location.

### **Recommendation**

In light of the enhanced interest and emphasis on a four-year plan to renovate the technical school, the administration is of the opinion that postponing the start-up of a new program until after the renovation is probably the most reasonable decision. It doesn't make sense to spend hundreds of thousands of dollars to renovate one small space for one program, when it could be incorporated into a larger renovation project. If the larger renovation project does not go through, then the smaller project would be more feasible and stand the likelihood of being funded directly from district capital contributions.

Hence, the recommendation of the administration is two-fold:

- 1) Select Health Sciences as the occupational area of the new program.
- 2) Postpone the start-up of a new program until a decision is reached on the larger renovation project.

## PA High Priority Occupations Plotted with Student Industry Interest

The table below plots the 16 National Career Clusters, ranked by the number of High Priority Occupations within each cluster, next to student-industry-interest data. The Standard Occupational Classifications (SOC) were identified and counted for each of the national career clusters. SOCs rated as High Priority by the PA Department of Labor and Industry were counted for each of the career clusters. The clusters were ranked by the number of HPOs assigned to each cluster.

A survey was conducted of 9<sup>th</sup> graders visiting the Erie County Technical School. At the end of their visit, they were asked to select the national career cluster they were planning to pursue. Most students selected just one career cluster. Some students selected multiple clusters. All career cluster responses were recorded and used in the analysis.

|                                     |        |                                                                                                              |                                                                                                                                                                                   |                                                                                                                        |
|-------------------------------------|--------|--------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| Number of High Priority Occupations | High   |                                                                                                              | <ul style="list-style-type: none"> <li>Manufacturing</li> <li>Architecture &amp; Construction</li> <li>Business Management &amp; Administration</li> </ul>                        | <ul style="list-style-type: none"> <li>Health Science</li> </ul>                                                       |
|                                     | Medium | <ul style="list-style-type: none"> <li>Information Technology</li> <li>Marketing</li> <li>Finance</li> </ul> | <ul style="list-style-type: none"> <li>Education &amp; Training</li> <li>Science, Technology, Engineering &amp; Math</li> <li>Agriculture, Food &amp; Natural Resource</li> </ul> | <ul style="list-style-type: none"> <li>Transportation, Distribution &amp; Logistics</li> <li>Human Services</li> </ul> |
|                                     | Low    | <ul style="list-style-type: none"> <li>Government &amp; Public Administration</li> </ul>                     | <ul style="list-style-type: none"> <li>Law, Public Safety, Corrections &amp; Security</li> <li>Hospitality &amp; Tourism</li> </ul>                                               | <ul style="list-style-type: none"> <li>Arts, A/V Tech &amp; Communications</li> </ul>                                  |
|                                     |        | Low                                                                                                          | Medium                                                                                                                                                                            | High                                                                                                                   |
| Student Interest                    |        |                                                                                                              |                                                                                                                                                                                   |                                                                                                                        |

|                                          |
|------------------------------------------|
| High Opportunity Career Clusters         |
| Somewhat High Opportunity Career Cluster |
| Medium Opportunity Career Clusters       |
| Somewhat Low Opportunity Career Cluster  |
| Low Opportunity Career Clusters          |

**Erie County Technical School  
Monthly Enrollment Report  
2013-2014**

| Program                          |     | Capacity | January 2014       |     |     |       |               |              |                   | February 2014      |     |     |       |               |              |                   | Review    |
|----------------------------------|-----|----------|--------------------|-----|-----|-------|---------------|--------------|-------------------|--------------------|-----|-----|-------|---------------|--------------|-------------------|-----------|
|                                  |     |          | Program/Year Level |     |     | Total | Chg/<br>Month | Chg/<br>Sept | Chg/<br>Prior Yr. | Program/Year Level |     |     | Total | Chg/<br>Month | Chg/<br>Sept | Chg/<br>Prior Yr. | Retention |
|                                  |     |          | 1st                | 2nd | 3rd |       |               |              |                   | 1st                | 2nd | 3rd |       |               |              |                   | Rate      |
| Art & Design                     | 48  | 17       | 13                 | 11  | 41  | 0     | (3)           | 0            | 17                | 13                 | 11  | 41  | 0     | (3)           | 2            | 100%              |           |
| Auto Body                        | 48  | 16       | 9                  | 11  | 36  | 0     | (3)           | 1            | 16                | 9                  | 11  | 36  | 0     | (3)           | 4            | 92%               |           |
| Automotive Technologies          | 96  | 35       | 18                 | 23  | 76  | (6)   | (8)           | (6)          | 35                | 18                 | 23  | 76  | 0     | (8)           | 3            | 90%               |           |
| Computer Networking              | 48  | 15       | 7                  | 0   | 22  | 0     | (3)           | 0            | 15                | 7                  | 0   | 22  | 0     | (3)           | 0            | 88%               |           |
| Computer Info. Systems           | 48  | 17       | 14                 | 12  | 43  | 0     | (2)           | 0            | 17                | 14                 | 12  | 43  | 0     | (2)           | (2)          | 96%               |           |
| Construction Trades <sup>1</sup> | 48  | 10       | 12                 | 16  | 38  | (4)   | (4)           | (4)          | 11                | 12                 | 16  | 39  | 1     | (3)           | 3            | 93%               |           |
| Cosmetology                      | 48  | 19       | 15                 | 12  | 46  | (1)   | (1)           | (2)          | 19                | 15                 | 12  | 46  | 0     | (1)           | 1            | 98%               |           |
| Culinary Arts                    | 96  | 28       | 21                 | 21  | 70  | (5)   | (8)           | (5)          | 28                | 21                 | 21  | 70  | 0     | (8)           | 1            | 90%               |           |
| Diversified Ocupations           |     | 2        | 1                  | 0   | 3   | 0     | 1             | 0            | 4                 | 1                  | 0   | 5   |       | 3             | 0            |                   |           |
| Drafting & Design                | 48  | 14       | 8                  | 12  | 34  | 1     | 1             | 1            | 13                | 8                  | 12  | 33  | (1)   | 0             | (1)          | 100%              |           |
| Early Childhood Education        | 48  | 13       | 12                 | 9   | 34  | (2)   | (2)           | (2)          | 13                | 12                 | 9   | 34  | 0     | (2)           | 1            | 94%               |           |
| Electrical Engineering           | 48  | 17       | 7                  | 7   | 31  | 1     | (7)           | 1            | 16                | 7                  | 7   | 30  | (1)   | (8)           | 0            | 79%               |           |
| Electronics                      | 48  | 7        | 11                 | 10  | 28  | 0     | (1)           | 1            | 7                 | 11                 | 10  | 28  | 0     | (1)           | 1            | 97%               |           |
| Facilities Maintenance           | 48  | 15       | 20                 | 8   | 43  | 0     | (1)           | 0            | 15                | 20                 | 8   | 43  | 0     | (1)           | (4)          | 98%               |           |
| Graphic Communications           | 48  | 15       | 16                 | 11  | 42  | 1     | (1)           | 1            | 15                | 16                 | 11  | 42  | 0     | (1)           | (2)          | 98%               |           |
| Health Assistant                 | 48  | 10       | 18                 | 11  | 39  | (1)   | (2)           | (1)          | 10                | 18                 | 11  | 39  | 0     | (2)           | 1            | 95%               |           |
| Metal Fabrication                | 48  | 14       | 18                 | 9   | 41  | (1)   | (2)           | 0            | 14                | 18                 | 9   | 41  | 0     | (2)           | 0            | 95%               |           |
| Precision Machining              | 48  | 21       | 17                 | 8   | 46  | (1)   | (1)           | (1)          | 21                | 17                 | 8   | 46  | 0     | (1)           | 4            | 98%               |           |
| Tourism & Hospitality            | 48  | 23       | 10                 | 0   | 33  | (1)   | (2)           | 0            | 22                | 10                 | 0   | 32  | (1)   | (3)           | 1            | 91%               |           |
| TOTALS                           | 960 | 308      | 247                | 191 | 746 | (19)  | (85)          | (16)         | 308               | 247                | 191 | 746 | 0     | (85)          | 5            | 94%               |           |

| Date of Report  |       | Wednesday, January 22, 2014 |     |     |       |               |              |              | Monday, February 17, 2014 |     |     |       |               |              |              | Review    |
|-----------------|-------|-----------------------------|-----|-----|-------|---------------|--------------|--------------|---------------------------|-----|-----|-------|---------------|--------------|--------------|-----------|
| School District | Quota | Program/Year Level          |     |     | Total | Chg/<br>Month | Chg/<br>Sept | Chg/<br>Year | Program/Year Level        |     |     | Total | Chg/<br>Month | Chg/<br>Sept | Chg/<br>Year | Retention |
|                 |       | 1st                         | 2nd | 3rd |       |               |              |              | 1st                       | 2nd | 3rd |       |               |              |              | Rate      |
| Fairview        | 87    | 6                           | 9   | 7   | 22    | 0             | (2)          | 0            | 6                         | 9   | 7   | 22    | 0             | (2)          | 2            | 92%       |
| Fort LeBoeuf    | 87    | 33                          | 22  | 24  | 79    | (1)           | (2)          | 0            | 33                        | 22  | 24  | 79    | 0             | (2)          | 4            | 98%       |
| General McLane  | 87    | 31                          | 24  | 14  | 69    | (7)           | (4)          | (7)          | 30                        | 24  | 14  | 68    | (1)           | (5)          | 0            | 93%       |
| Girard          | 87    | 25                          | 28  | 26  | 79    | (4)           | (6)          | (4)          | 25                        | 28  | 26  | 79    | 0             | (6)          | (2)          | 93%       |
| Harbor Creek    | 87    | 29                          | 26  | 12  | 67    | 13            | (2)          | 13           | 30                        | 26  | 12  | 68    | 1             | (1)          | 0            | 99%       |
| Iroquois        | 87    | 16                          | 13  | 8   | 37    | 1             | 0            | 1            | 15                        | 13  | 8   | 36    | (1)           | (1)          | (2)          | 97%       |
| Millcreek       | 87    | 59                          | 59  | 42  | 160   | (5)           | (12)         | (5)          | 59                        | 59  | 42  | 160   | 0             | (12)         | 6            | 93%       |
| North East      | 87    | 33                          | 17  | 15  | 65    | (2)           | (6)          | 0            | 33                        | 17  | 15  | 65    | 0             | (6)          | 3            | 92%       |
| Northwestern    | 87    | 31                          | 20  | 20  | 71    | (2)           | (5)          | (2)          | 31                        | 20  | 20  | 71    | 0             | (5)          | 0            | 93%       |
| Union City      | 87    | 23                          | 12  | 8   | 43    | (5)           | (5)          | (5)          | 23                        | 12  | 8   | 43    | 0             | (5)          | 1            | 90%       |
| Wattsburg       | 87    | 22                          | 17  | 15  | 54    | 0             | (2)          | 0            | 23                        | 17  | 15  | 55    | 1             | (1)          | (7)          | 98%       |
| Totals          | 960   | 308                         | 247 | 191 | 746   | (12)          | (85)         | (9)          | 308                       | 247 | 191 | 746   | 0             | (85)         | 5            | 94%       |

<sup>1</sup>Capacity in this program changed from 96 to 48 in 2013-2014


**O\*NET OnLine**

## Browse by Career Cluster

Career Clusters contain occupations in the same field of work that require similar skills. Students, parents, and educators can use Career Clusters to help focus education plans towards obtaining the necessary knowledge, competencies, and training for success in a particular career pathway.




### Health Science [Save Table \(XLS/CSV\)](#)

Planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.

| Sort by: <a href="#">Career Pathway</a> ▲ | Code       | Occupation                                                                               |
|-------------------------------------------|------------|------------------------------------------------------------------------------------------|
| Biotechnology Research and Development    | 19-1029.00 | <a href="#">Biological Scientists, All Other</a>                                         |
| Biotechnology Research and Development    | 19-1020.01 | <a href="#">Biologists</a>                                                               |
| Biotechnology Research and Development    | 17-2031.00 | <a href="#">Biomedical Engineers</a> ☀ <b>Bright Outlook</b>                             |
| Biotechnology Research and Development    | 15-2041.02 | <a href="#">Clinical Data Managers</a> ☀                                                 |
| Biotechnology Research and Development    | 11-9121.01 | <a href="#">Clinical Research Coordinators</a> ☀                                         |
| Biotechnology Research and Development    | 15-1199.00 | <a href="#">Computer Occupations, All Other</a>                                          |
| Biotechnology Research and Development    | 25-1071.00 | <a href="#">Health Specialties Teachers, Postsecondary</a> ☀                             |
| Biotechnology Research and Development    | 15-2091.00 | <a href="#">Mathematical Technicians</a>                                                 |
| Biotechnology Research and Development    | 31-9093.00 | <a href="#">Medical Equipment Preparers</a>                                              |
| Biotechnology Research and Development    | 19-1042.00 | <a href="#">Medical Scientists, Except Epidemiologists</a>                               |
| Biotechnology Research and Development    | 11-9121.00 | <a href="#">Natural Sciences Managers</a> 🌱 <b>Green</b>                                 |
| Biotechnology Research and Development    | 29-1051.00 | <a href="#">Pharmacists</a> ☀                                                            |
| Diagnostic Services                       | 53-3011.00 | <a href="#">Ambulance Drivers and Attendants, Except Emergency Medical Technicians</a> ☀ |
| Diagnostic Services                       | 29-9091.00 | <a href="#">Athletic Trainers</a>                                                        |

|                     |                |                                                                           |
|---------------------|----------------|---------------------------------------------------------------------------|
| Diagnostic Services | 29-<br>2031.00 | <a href="#">Cardiovascular Technologists and Technicians</a> 🌟            |
| Diagnostic Services | 29-<br>2011.01 | <a href="#">Cytogenetic Technologists</a> 🌟                               |
| Diagnostic Services | 29-<br>2011.02 | <a href="#">Cytotechnologists</a> 🌟                                       |
| Diagnostic Services | 29-<br>2032.00 | <a href="#">Diagnostic Medical Sonographers</a> 🌟                         |
| Diagnostic Services | 29-<br>2041.00 | <a href="#">Emergency Medical Technicians and Paramedics</a> 🌟            |
| Diagnostic Services | 29-<br>1199.00 | <a href="#">Health Diagnosing and Treating Practitioners, All Other</a>   |
| Diagnostic Services | 25-<br>1071.00 | <a href="#">Health Specialties Teachers, Postsecondary</a> 🌟              |
| Diagnostic Services | 29-<br>2099.00 | <a href="#">Health Technologists and Technicians, All Other</a> 🌟         |
| Diagnostic Services | 29-<br>9099.00 | <a href="#">Healthcare Practitioners and Technical Workers, All Other</a> |
| Diagnostic Services | 31-<br>9099.00 | <a href="#">Healthcare Support Workers, All Other</a>                     |
| Diagnostic Services | 29-<br>2011.03 | <a href="#">Histotechnologists and Histologic Technicians</a> 🌟           |
| Diagnostic Services | 29-<br>2012.00 | <a href="#">Medical and Clinical Laboratory Technicians</a> 🌟             |
| Diagnostic Services | 29-<br>2011.00 | <a href="#">Medical and Clinical Laboratory Technologists</a>             |
| Diagnostic Services | 11-<br>9111.00 | <a href="#">Medical and Health Services Managers</a> 🌟                    |
| Diagnostic Services | 31-<br>9092.00 | <a href="#">Medical Assistants</a> 🌟                                      |
| Diagnostic Services | 31-<br>9093.00 | <a href="#">Medical Equipment Preparers</a>                               |
| Diagnostic Services | 29-<br>2099.01 | <a href="#">Neurodiagnostic Technologists</a> 🌟                           |
| Diagnostic Services | 19-<br>4051.01 | <a href="#">Nuclear Equipment Operation Technicians</a> 🌿                 |
| Diagnostic Services | 29-<br>2033.00 | <a href="#">Nuclear Medicine Technologists</a>                            |
| Diagnostic Services | 19-<br>4051.00 | <a href="#">Nuclear Technicians</a>                                       |
| Diagnostic Services | 51-<br>9083.00 | <a href="#">Ophthalmic Laboratory Technicians</a>                         |
| Diagnostic Services | 29-<br>2057.00 | <a href="#">Ophthalmic Medical Technicians</a> 🌟                          |
| Diagnostic Services |                | <a href="#">Ophthalmic Medical Technologists</a> 🌟                        |

|                     |                |                                                                        |
|---------------------|----------------|------------------------------------------------------------------------|
|                     | 29-<br>2099.05 |                                                                        |
| Diagnostic Services | 19-<br>2099.00 | <a href="#">Physical Scientists, All Other</a>                         |
| Diagnostic Services | 29-<br>1071.00 | <a href="#">Physician Assistants</a> ☀                                 |
| Diagnostic Services | 29-<br>1124.00 | <a href="#">Radiation Therapists</a> ☀                                 |
| Diagnostic Services | 29-<br>2099.06 | <a href="#">Radiologic Technicians</a> ☀                               |
| Diagnostic Services | 29-<br>2034.00 | <a href="#">Radiologic Technologists</a>                               |
| Diagnostic Services | 29-<br>1069.10 | <a href="#">Radiologists</a> ☀                                         |
| Diagnostic Services | 29-<br>2054.00 | <a href="#">Respiratory Therapy Technicians</a>                        |
| Diagnostic Services | 29-<br>2055.00 | <a href="#">Surgical Technologists</a> ☀                               |
| Diagnostic Services | 31-<br>9096.00 | <a href="#">Veterinary Assistants and Laboratory Animal Caretakers</a> |
| Health Informatics  | 11-<br>3011.00 | <a href="#">Administrative Services Managers</a>                       |
| Health Informatics  | 43-<br>3021.00 | <a href="#">Billing and Posting Clerks</a> ☀                           |
| Health Informatics  | 13-<br>1031.00 | <a href="#">Claims Adjusters, Examiners, and Investigators</a>         |
| Health Informatics  | 13-<br>1031.01 | <a href="#">Claims Examiners, Property and Casualty Insurance</a>      |
| Health Informatics  | 19-<br>3031.02 | <a href="#">Clinical Psychologists</a>                                 |
| Health Informatics  | 25-<br>1122.00 | <a href="#">Communications Teachers, Postsecondary</a>                 |
| Health Informatics  | 15-<br>1111.00 | <a href="#">Computer and Information Research Scientists</a>           |
| Health Informatics  | 15-<br>1131.00 | <a href="#">Computer Programmers</a> ☀                                 |
| Health Informatics  | 15-<br>1151.00 | <a href="#">Computer User Support Specialists</a> ☀                    |
| Health Informatics  | 51-<br>9081.00 | <a href="#">Dental Laboratory Technicians</a>                          |
| Health Informatics  | 27-<br>3041.00 | <a href="#">Editors</a>                                                |
| Health Informatics  | 17-<br>2199.00 | <a href="#">Engineers, All Other</a>                                   |
| Health Informatics  |                | <a href="#">Epidemiologists</a>                                        |

|                    |                |                                                                                       |
|--------------------|----------------|---------------------------------------------------------------------------------------|
|                    | 19-<br>1041.00 |                                                                                       |
| Health Informatics | 43-<br>6011.00 | <a href="#">Executive Secretaries and Executive Administrative Assistants</a> 🌟       |
| Health Informatics | 27-<br>1013.00 | <a href="#">Fine Artists, Including Painters, Sculptors, and Illustrators</a>         |
| Health Informatics | 43-<br>1011.00 | <a href="#">First-Line Supervisors of Office and Administrative Support Workers</a> 🌟 |
| Health Informatics | 21-<br>1091.00 | <a href="#">Health Educators</a>                                                      |
| Health Informatics | 25-<br>1071.00 | <a href="#">Health Specialties Teachers, Postsecondary</a> 🌟                          |
| Health Informatics | 15-<br>1121.01 | <a href="#">Informatics Nurse Specialists</a> 🌟                                       |
| Health Informatics | 11-<br>9111.00 | <a href="#">Medical and Health Services Managers</a> 🌟                                |
| Health Informatics | 51-<br>9082.00 | <a href="#">Medical Appliance Technicians</a>                                         |
| Health Informatics | 31-<br>9092.00 | <a href="#">Medical Assistants</a> 🌟                                                  |
| Health Informatics | 29-<br>2071.00 | <a href="#">Medical Records and Health Information Technicians</a> 🌟                  |
| Health Informatics | 43-<br>6013.00 | <a href="#">Medical Secretaries</a> 🌟                                                 |
| Health Informatics | 31-<br>9094.00 | <a href="#">Medical Transcriptionists</a>                                             |
| Health Informatics | 21-<br>1014.00 | <a href="#">Mental Health Counselors</a> 🌟                                            |
| Health Informatics | 29-<br>9011.00 | <a href="#">Occupational Health and Safety Specialists</a> 🌿                          |
| Health Informatics | 29-<br>9012.00 | <a href="#">Occupational Health and Safety Technicians</a> 🌿                          |
| Health Informatics | 29-<br>1122.00 | <a href="#">Occupational Therapists</a> 🌟                                             |
| Health Informatics | 29-<br>2091.00 | <a href="#">Orthotists and Prosthetists</a> 🌟                                         |
| Health Informatics | 29-<br>1123.00 | <a href="#">Physical Therapists</a> 🌟                                                 |
| Health Informatics | 19-<br>2012.00 | <a href="#">Physicists</a>                                                            |
| Health Informatics | 31-<br>1013.00 | <a href="#">Psychiatric Aides</a>                                                     |
| Health Informatics | 29-<br>2053.00 | <a href="#">Psychiatric Technicians</a>                                               |
| Health Informatics |                | <a href="#">Public Relations Specialists</a> 🌿                                        |

|                      |                |                                                                                  |
|----------------------|----------------|----------------------------------------------------------------------------------|
|                      | 27-<br>3031.00 |                                                                                  |
| Health Informatics   | 43-<br>4171.00 | <a href="#">Receptionists and Information Clerks</a> 🌟                           |
| Health Informatics   | 29-<br>1125.00 | <a href="#">Recreational Therapists</a>                                          |
| Health Informatics   | 21-<br>1015.00 | <a href="#">Rehabilitation Counselors</a>                                        |
| Health Informatics   | 15-<br>1132.00 | <a href="#">Software Developers, Applications</a> 🌟                              |
| Health Informatics   | 21-<br>1011.00 | <a href="#">Substance Abuse and Behavioral Disorder Counselors</a> 🌟             |
| Health Informatics   | 29-<br>1129.00 | <a href="#">Therapists, All Other</a> 🌟                                          |
| Support Services     | 35-<br>2012.00 | <a href="#">Cooks, Institution and Cafeteria</a> 🌟                               |
| Support Services     | 29-<br>2051.00 | <a href="#">Dietetic Technicians</a>                                             |
| Support Services     | 29-<br>1031.00 | <a href="#">Dietitians and Nutritionists</a>                                     |
| Support Services     | 25-<br>9021.00 | <a href="#">Farm and Home Management Advisors</a> 🌱                              |
| Support Services     | 35-<br>1012.00 | <a href="#">First-Line Supervisors of Food Preparation and Serving Workers</a> 🌟 |
| Support Services     | 51-<br>3092.00 | <a href="#">Food Batchmakers</a>                                                 |
| Support Services     | 25-<br>1192.00 | <a href="#">Home Economics Teachers, Postsecondary</a>                           |
| Support Services     | 21-<br>1023.00 | <a href="#">Mental Health and Substance Abuse Social Workers</a> 🌟               |
| Support Services     | 43-<br>4051.03 | <a href="#">Patient Representatives</a> 🌟                                        |
| Therapeutic Services | 29-<br>1199.01 | <a href="#">Acupuncturists</a> 🌟                                                 |
| Therapeutic Services | 29-<br>1141.01 | <a href="#">Acute Care Nurses</a> 🌟                                              |
| Therapeutic Services | 29-<br>1141.02 | <a href="#">Advanced Practice Psychiatric Nurses</a> 🌟                           |
| Therapeutic Services | 29-<br>1069.01 | <a href="#">Allergists and Immunologists</a> 🌟                                   |
| Therapeutic Services | 29-<br>1071.01 | <a href="#">Anesthesiologist Assistants</a> 🌟                                    |
| Therapeutic Services | 29-<br>1061.00 | <a href="#">Anesthesiologists</a> 🌟                                              |
| Therapeutic Services |                | <a href="#">Art, Drama, and Music Teachers, Postsecondary</a>                    |

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|                      | 25-<br>1121.00 |                                                                     |
| Therapeutic Services | 29-<br>9091.00 | <a href="#">Athletic Trainers</a>                                   |
| Therapeutic Services | 29-<br>1181.00 | <a href="#">Audiologists</a> 🌟                                      |
| Therapeutic Services | 29-<br>1011.00 | <a href="#">Chiropractors</a>                                       |
| Therapeutic Services | 29-<br>1141.04 | <a href="#">Clinical Nurse Specialists</a> 🌟                        |
| Therapeutic Services | 19-<br>3031.02 | <a href="#">Clinical Psychologists</a>                              |
| Therapeutic Services | 19-<br>3031.00 | <a href="#">Clinical, Counseling, and School Psychologists</a>      |
| Therapeutic Services | 21-<br>1099.00 | <a href="#">Community and Social Service Specialists, All Other</a> |
| Therapeutic Services | 19-<br>3031.03 | <a href="#">Counseling Psychologists</a>                            |
| Therapeutic Services | 21-<br>1019.00 | <a href="#">Counselors, All Other</a>                               |
| Therapeutic Services | 29-<br>1141.03 | <a href="#">Critical Care Nurses</a> 🌟                              |
| Therapeutic Services | 31-<br>9091.00 | <a href="#">Dental Assistants</a> 🌟                                 |
| Therapeutic Services | 29-<br>2021.00 | <a href="#">Dental Hygienists</a> 🌟                                 |
| Therapeutic Services | 51-<br>9081.00 | <a href="#">Dental Laboratory Technicians</a>                       |
| Therapeutic Services | 29-<br>1029.00 | <a href="#">Dentists, All Other Specialists</a>                     |
| Therapeutic Services | 29-<br>1021.00 | <a href="#">Dentists, General</a>                                   |
| Therapeutic Services | 29-<br>1069.02 | <a href="#">Dermatologists</a> 🌟                                    |
| Therapeutic Services | 29-<br>2032.00 | <a href="#">Diagnostic Medical Sonographers</a> 🌟                   |
| Therapeutic Services | 29-<br>2051.00 | <a href="#">Dietetic Technicians</a>                                |
| Therapeutic Services | 29-<br>1031.00 | <a href="#">Dietitians and Nutritionists</a>                        |
| Therapeutic Services | 31-<br>9099.02 | <a href="#">Endoscopy Technicians</a> 🌟                             |
| Therapeutic Services | 29-<br>1062.00 | <a href="#">Family and General Practitioners</a>                    |
| Therapeutic Services |                | <a href="#">Genetic Counselors</a> 🌟                                |

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|                      | 29-<br>9092.00 |                                                                                                                     |
| Therapeutic Services | 29-<br>1199.00 | <a href="#">Health Diagnosing and Treating Practitioners, All Other</a>                                             |
| Therapeutic Services | 25-<br>1071.00 | <a href="#">Health Specialties Teachers, Postsecondary</a> ⭐                                                        |
| Therapeutic Services | 29-<br>2099.00 | <a href="#">Health Technologists and Technicians, All Other</a> ⭐                                                   |
| Therapeutic Services | 29-<br>9099.00 | <a href="#">Healthcare Practitioners and Technical Workers, All Other</a>                                           |
| Therapeutic Services | 31-<br>9099.00 | <a href="#">Healthcare Support Workers, All Other</a>                                                               |
| Therapeutic Services | 29-<br>2092.00 | <a href="#">Hearing Aid Specialists</a> ⭐                                                                           |
| Therapeutic Services | 31-<br>1011.00 | <a href="#">Home Health Aides</a> ⭐                                                                                 |
| Therapeutic Services | 29-<br>1069.03 | <a href="#">Hospitalists</a> ⭐                                                                                      |
| Therapeutic Services | 19-<br>3032.00 | <a href="#">Industrial-Organizational Psychologists</a> ⭐                                                           |
| Therapeutic Services | 29-<br>1063.00 | <a href="#">Internists, General</a>                                                                                 |
| Therapeutic Services | 29-<br>2061.00 | <a href="#">Licensed Practical and Licensed Vocational Nurses</a> ⭐                                                 |
| Therapeutic Services | 19-<br>4099.00 | <a href="#">Life, Physical, and Social Science Technicians, All Other</a>                                           |
| Therapeutic Services | 29-<br>1122.01 | <a href="#">Low Vision Therapists, Orientation and Mobility Specialists, and Vision Rehabilitation Therapists</a> ⭐ |
| Therapeutic Services | 31-<br>9011.00 | <a href="#">Massage Therapists</a> ⭐                                                                                |
| Therapeutic Services | 29-<br>2012.00 | <a href="#">Medical and Clinical Laboratory Technicians</a> ⭐                                                       |
| Therapeutic Services | 11-<br>9111.00 | <a href="#">Medical and Health Services Managers</a> ⭐                                                              |
| Therapeutic Services | 31-<br>9092.00 | <a href="#">Medical Assistants</a> ⭐                                                                                |
| Therapeutic Services | 31-<br>9093.00 | <a href="#">Medical Equipment Preparers</a>                                                                         |
| Therapeutic Services | 19-<br>1042.00 | <a href="#">Medical Scientists, Except Epidemiologists</a>                                                          |
| Therapeutic Services | 43-<br>6013.00 | <a href="#">Medical Secretaries</a> ⭐                                                                               |
| Therapeutic Services | 29-<br>9099.01 | <a href="#">Midwives</a> ⭐                                                                                          |
| Therapeutic Services |                | <a href="#">Musicians, Instrumental</a>                                                                             |

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|                      | 27-<br>2042.02 |                                                                      |
| Therapeutic Services | 29-<br>1199.04 | <a href="#">Naturopathic Physicians</a> 🌟                            |
| Therapeutic Services | 29-<br>1069.04 | <a href="#">Neurologists</a> 🌟                                       |
| Therapeutic Services | 19-<br>3039.01 | <a href="#">Neuropsychologists and Clinical Neuropsychologists</a> 🌟 |
| Therapeutic Services | 29-<br>1069.05 | <a href="#">Nuclear Medicine Physicians</a> 🌟                        |
| Therapeutic Services | 29-<br>2033.00 | <a href="#">Nuclear Medicine Technologists</a>                       |
| Therapeutic Services | 19-<br>4051.02 | <a href="#">Nuclear Monitoring Technicians</a>                       |
| Therapeutic Services | 29-<br>1151.00 | <a href="#">Nurse Anesthetists</a> 🌟                                 |
| Therapeutic Services | 29-<br>1161.00 | <a href="#">Nurse Midwives</a> 🌟                                     |
| Therapeutic Services | 29-<br>1171.00 | <a href="#">Nurse Practitioners</a> 🌟                                |
| Therapeutic Services | 31-<br>1014.00 | <a href="#">Nursing Assistants</a> 🌟                                 |
| Therapeutic Services | 25-<br>1072.00 | <a href="#">Nursing Instructors and Teachers, Postsecondary</a> 🌟    |
| Therapeutic Services | 29-<br>1064.00 | <a href="#">Obstetricians and Gynecologists</a>                      |
| Therapeutic Services | 29-<br>9012.00 | <a href="#">Occupational Health and Safety Technicians</a> 🌿         |
| Therapeutic Services | 29-<br>1122.00 | <a href="#">Occupational Therapists</a> 🌟                            |
| Therapeutic Services | 31-<br>2012.00 | <a href="#">Occupational Therapy Aides</a> 🌟                         |
| Therapeutic Services | 31-<br>2011.00 | <a href="#">Occupational Therapy Assistants</a> 🌟                    |
| Therapeutic Services | 51-<br>9083.00 | <a href="#">Ophthalmic Laboratory Technicians</a>                    |
| Therapeutic Services | 29-<br>1069.06 | <a href="#">Ophthalmologists</a> 🌟                                   |
| Therapeutic Services | 29-<br>2081.00 | <a href="#">Opticians, Dispensing</a> 🌟                              |
| Therapeutic Services | 29-<br>1041.00 | <a href="#">Optometrists</a> 🌟                                       |
| Therapeutic Services | 29-<br>1022.00 | <a href="#">Oral and Maxillofacial Surgeons</a>                      |
| Therapeutic Services |                | <a href="#">Orderlies</a>                                            |

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|                      | 31-<br>1015.00 |                                                                   |
| Therapeutic Services | 29-<br>1023.00 | <a href="#">Orthodontists</a>                                     |
| Therapeutic Services | 29-<br>1199.05 | <a href="#">Orthoptists</a> ☀                                     |
| Therapeutic Services | 29-<br>2091.00 | <a href="#">Orthotists and Prosthetists</a> ☀                     |
| Therapeutic Services | 29-<br>1069.07 | <a href="#">Pathologists</a> ☀                                    |
| Therapeutic Services | 29-<br>1065.00 | <a href="#">Pediatricians, General</a>                            |
| Therapeutic Services | 29-<br>1051.00 | <a href="#">Pharmacists</a> ☀                                     |
| Therapeutic Services | 31-<br>9095.00 | <a href="#">Pharmacy Aides</a>                                    |
| Therapeutic Services | 29-<br>2052.00 | <a href="#">Pharmacy Technicians</a> ☀                            |
| Therapeutic Services | 29-<br>1069.08 | <a href="#">Physical Medicine and Rehabilitation Physicians</a> ☀ |
| Therapeutic Services | 31-<br>2022.00 | <a href="#">Physical Therapist Aides</a> ☀                        |
| Therapeutic Services | 31-<br>2021.00 | <a href="#">Physical Therapist Assistants</a> ☀                   |
| Therapeutic Services | 29-<br>1123.00 | <a href="#">Physical Therapists</a> ☀                             |
| Therapeutic Services | 29-<br>1071.00 | <a href="#">Physician Assistants</a> ☀                            |
| Therapeutic Services | 29-<br>1069.00 | <a href="#">Physicians and Surgeons, All Other</a> ☀              |
| Therapeutic Services | 29-<br>1081.00 | <a href="#">Podiatrists</a> ☀                                     |
| Therapeutic Services | 29-<br>1069.09 | <a href="#">Preventive Medicine Physicians</a> ☀                  |
| Therapeutic Services | 29-<br>1024.00 | <a href="#">Prosthodontists</a>                                   |
| Therapeutic Services | 31-<br>1013.00 | <a href="#">Psychiatric Aides</a>                                 |
| Therapeutic Services | 29-<br>2053.00 | <a href="#">Psychiatric Technicians</a>                           |
| Therapeutic Services | 29-<br>1066.00 | <a href="#">Psychiatrists</a>                                     |
| Therapeutic Services | 19-<br>3039.00 | <a href="#">Psychologists, All Other</a>                          |
| Therapeutic Services |                | <a href="#">Psychology Teachers, Postsecondary</a>                |

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|                      | 25-<br>1066.00 |                                                                      |
| Therapeutic Services | 29-<br>1124.00 | <a href="#">Radiation Therapists</a> 🌟                               |
| Therapeutic Services | 29-<br>2099.06 | <a href="#">Radiologic Technicians</a> 🌟                             |
| Therapeutic Services | 29-<br>2034.00 | <a href="#">Radiologic Technologists</a>                             |
| Therapeutic Services | 29-<br>1125.00 | <a href="#">Recreational Therapists</a>                              |
| Therapeutic Services | 29-<br>1141.00 | <a href="#">Registered Nurses</a> 🌟                                  |
| Therapeutic Services | 29-<br>1126.00 | <a href="#">Respiratory Therapists</a>                               |
| Therapeutic Services | 29-<br>2054.00 | <a href="#">Respiratory Therapy Technicians</a>                      |
| Therapeutic Services | 19-<br>3031.01 | <a href="#">School Psychologists</a>                                 |
| Therapeutic Services | 27-<br>2042.01 | <a href="#">Singers</a>                                              |
| Therapeutic Services | 21-<br>1093.00 | <a href="#">Social and Human Service Assistants</a> 🌟                |
| Therapeutic Services | 29-<br>1127.00 | <a href="#">Speech-Language Pathologists</a>                         |
| Therapeutic Services | 31-<br>9099.01 | <a href="#">Speech-Language Pathology Assistants</a> 🌟               |
| Therapeutic Services | 29-<br>1069.11 | <a href="#">Sports Medicine Physicians</a> 🌟                         |
| Therapeutic Services | 21-<br>1011.00 | <a href="#">Substance Abuse and Behavioral Disorder Counselors</a> 🌟 |
| Therapeutic Services | 29-<br>1067.00 | <a href="#">Surgeons</a> 🌟                                           |
| Therapeutic Services | 29-<br>2055.00 | <a href="#">Surgical Technologists</a> 🌟                             |
| Therapeutic Services | 29-<br>1129.00 | <a href="#">Therapists, All Other</a> 🌟                              |
| Therapeutic Services | 29-<br>1069.12 | <a href="#">Urologists</a> 🌟                                         |
| Therapeutic Services | 29-<br>1131.00 | <a href="#">Veterinarians</a>                                        |
| Therapeutic Services | 29-<br>2056.00 | <a href="#">Veterinary Technologists and Technicians</a> 🌟           |