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# GREAT RIVER CAREER PATHWAYS LANDSCAPE 2024 REPORT



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# Scope of Work

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The objective of this study is to create measurable workforce objectives for the tri-state community. Through discussions with stakeholders across the region, the Great River Economic Development Foundation identified that while the area's workforce development initiatives were robust, they required a more targeted strategy.

This report was based on the "Real World Learning Initiative" introduced by the Kauffman Foundation in Kansas City. Its primary aim is to ensure that every student in the Kansas City area graduates with one or more valuable experiences, referred to as Market Value Assets (MVAs). These MVAs encompass:

1. Work experiences like internships and projects
2. Entrepreneurial experiences, such as our CEO program
3. College credit
4. Industry-recognized credentials.

The Kauffman Foundation recognizes that students are not adequately prepared for life after high school, which hinders their ability to meet the talent demands of the economy. Through the Real World Learning Initiative, the Foundation is committed to providing students with career pathways and skills that lead to meaningful employment.

Recognizing that Quincy's needs mirror those of Kansas City, the Great River Economic Development Foundation's team started engaging with stakeholders from the surrounding area. These stakeholders encompassed K-12 and post-secondary educational institutions, local non-profits, and funding organizations such as the Tracy Family Foundation and the Community Foundation. All agreed that a similar effort would be beneficial for the Adams County and Brown County communities.

The first step that was taken in Kansas City was to do a landscape study of career and technical education offerings throughout Kansas City's high schools and compare them with the needs of the business community. This study seeks to do the same in Adams and Brown County in Illinois.

This study examines the demand for Industry Recognized Credentials within the Health Sciences and Manufacturing sectors. Information on approved credentials from the Illinois State Board of Education was collected to survey local employers to identify which credentials would be most beneficial for a student to obtain. The area of focus on Health Science and Manufacturing was determined by two key factors. First, the demand for talent in these fields significantly exceeds the national average. In addition to being the largest sectors in terms of job numbers, they also rank among the fastest-growing industries based on job growth. Second, local educational institutions offer programs tailored to these industries, enabling a smoother transition in course offerings to meet demand rather than creating new programs without industry backing or existing frameworks.

In-person interviews were held with various school districts to gain insights into the current career and technical education (CTE) offerings. The interviews included 19 specific questions, which were designed by the Kauffman Foundation to explore which CTE offerings have the most potential for growth, what barriers currently exist to expand program offerings, and what opportunities exist to enroll more students into programs that are in demand.

The study incorporates data sourced from Lightcast, which gathers information from various job postings. This data analyzes the qualifications that have appeared most frequently in recent job ads within Adams and Brown Counties. Additionally, it explores the most in-demand jobs that require either a high school diploma or a non-degree credential, based on the average annual openings projected for 2023 and 2024.

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# Study Process

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The Great River Career Pathways Landscape study offers statistical insights and highlighted narratives to enhance understanding of workforce needs in the region, while also supporting potential growth in workforce development. This study involved gathering workforce data for Adams and Brown counties through Lightcast IO and conducting in-person interviews with local school districts.

The participating school districts included:

- Brown County CUSD #1
- Central CUSD #3
- Liberty CUSD #2
- Mendon CUSD #4
- Payson CUSD #1
- Quincy CUSD #172

Interviews were held with representatives from Central, Liberty, Mendon, and Quincy. Please refer to the following pages for the Career and Technical Education Program questions.

Additionally, local employers were invited to review industry-recognized credentials approved by the Illinois State Board of Education. Employers were encouraged to review each credential and send feedback on the specific credentials that would be most valuable to the employer. The participating employers were from Adams, Brown, Hancock, and Pike counties in Illinois, as well as Marion County in Missouri.

Industry professionals from the Health Sciences Technology and Manufacturing sectors were also asked for their insights regarding the current Illinois-approved industry-recognized credentials (IRCs). All IRC surveys are available in the attachment section at the end of the report, as well as throughout the document.

- See IRC Health Sciences Survey – Attachment E
- See IRC Manufacturing, Engineering and Technology Survey – Attachment F



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# Study Process (Continued)

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## Career and Technical Education Program Questions

1. What is the brief history of each program, including when they began?
2. What percent of the student body is typically enrolled in each program?
3. Do you have demographics of students who were enrolled in the programs before?
4. Does the district have a plan to grow the program?
5. How do you measure the success of the program?
6. What type of process do you use to accept students into the program?
7. Do you ever have to deny entry into the program?
8. Are students ever dismissed from the program, if so is there a process?
9. Are instructors required to have certifications to teach?
10. What type of professional development is provided for the instructors?
11. Do you provide any type of training and/or informational sessions for parents in the area of CTE?
12. How is the curriculum developed?
13. How quickly can curriculum and programming be changed, eliminated, and/or created based on changing workforce landscape, emerging technologies, and emerging demand?
14. Describe how you utilize business and industry partners to support your students, teachers, curriculum and programs?
15. Do you have any formal professional skills/employability skill training and expectations for students?
16. Do students perform project work for clients or business partners?
17. Describe how these programs are funded?
18. Do the high school diploma and/or transcript look any different due to the student's participation in the programming?
19. List any barriers that limit the number of students that have access to these programs

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# Executive Summary

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Over ten years ago, Quincy, Illinois, hosted a workforce development summit. The summit brought together stakeholders from economic development, area employers, institutions of learning, and community leaders to address regional employment challenges and barriers to finding skilled workers. The findings from the summit highlighted the importance of fostering soft skills across all age groups, linking youth to career opportunities, and minimizing employment barriers for at-risk individuals. In response to the pressing need for focused workforce development efforts, the Great River Economic Development Foundation hired its first Director of Workforce Development.

Since then, GREDF helped to implement a number of initiatives to address workforce challenges. Those include Adams County Works, Career Launch Signing Day, Tri-State MakerFest, Inspire Works, and Jobs in the Gym. Those programs offered impactful solutions to address concerns that came out of the summit. Unfortunately, during that time, the Adams County region began facing a talent shortage. The pandemic exacerbated the shortage, resulting in a noticeable drop in workers participating in workforce development programs.

As the needs of the area employees evolved, so did the needs of our employers. Since 2021, GREDF consistently listened to local employers calling for skilled workers. Those same employers expressed a desire to evolve the current approach to workforce development. That approach should include training that provides opportunities for workers to have the skills and abilities to obtain an in-demand career, as well as the ability to maintain consistent employment.

By working with community partners, GREDF developed measurable workforce programs such as Adams County Empowered and Great River FAME. Each of the programs provided opportunities for advancement through skill-based training and removing barriers to employment. Before developing further programs, GREDF and community partners wanted to develop a data-driven approach to build sustainable workforce solutions that will meet the needs of area employers. The first step in that is the “Great River Career Pathways Study.” This study evaluates the career and technical education offerings in local high schools and compares them with the needs of the business community.

Throughout 2024, GREDF has met with local school districts to compile a comprehensive list of career and technical education programs offered at each school. Through one-on-one interviews, GREDF examined the factors for programs to succeed or fail. Additionally, the team explored opportunities for expansion and the root cause of enrollment decline in previously successful programs. Furthermore, they began the tracking of the credentials most desired by local industries, comparing these with the credentials provided to students in the area.

The overall recommendation of GREDF is to focus on the development of the following:

- Convene a regular meeting of stakeholders to examine relevant job market trends, including which skills and qualifications are most requested by employers. Stakeholders should include institutions of learning, local employers, and economic developers. There are noticeable opportunities where curriculum could align with current job openings.
- Integrate Industry-Recognized Credentials into course curriculum and outcomes. The region has established relevant Career and Technical Education (CTE) programs tailored to local demands. Although these programs have been beneficial in the past, many students do not obtain a portable credential that holds recognition beyond the local area. Additionally, curriculum can vary depending on the instructor’s preferences.

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# Executive Summary (Continued)

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- Establish partnerships between public and private stakeholders to develop professional development opportunities for teachers that are local and in line with skill-based learning opportunities. There are many programs that have well-utilized development opportunities for educators. However, there are many that do not have established programs or developed opportunities. This could be attributed to factors such as not having an industry partner to conduct the training courses and instructors not wanting to spend time out of the classroom.
- Develop a sign-on bonus program to help recruit qualified teachers to instruct CTE offerings. The lack of qualified teachers has inhibited the growth of successful programs and led to many programs ending over the years. It can be difficult to recruit qualified teachers due to the compensation that can be offered in the private sector. We believe there are opportunities to partner with the private sector to close that compensation gap.
- Expand the Quincy Area Vocation and Technology Center facility, which has outgrown its current space. Many programs that are offered at QAVTC have a high student participation rate and have shown the ability to expand, but there are space limitations at the current QAVTC location. By adding additional space or partnering with JWCC to share space will allow in-demand programs to expand in size and in offerings.
- Work with area non-profit organizations to provide transportation reimbursements to area students who cannot afford to attend classes due to transportation costs. Many rural students rely on their personal vehicles to get to and from home, school, and work. QAVTC does a good job of partnering with neighboring school districts to provide relevant courses, but there have been times when a student could not financially afford to pay for their transportation to get to QAVTC. By developing a partnership with non-profit organizations it could ensure every student that wants to attend programs at QAVTC is able to do so.

Overall, there are strong systems in place to address the long-term career and technical education needs of the area. QAVTC offers curricula that are designed with employer feedback and have shown the ability to grow. We believe making a concerted effort to develop credentials based on industry standards, as well as addressing barriers to growth, will grow enrollment and increase the skilled workforce in Adams and Brown Counties.

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# Community Overview

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## Adams County

Adams County, located in west-central Illinois along the banks of the Mississippi River, is a dynamic community blending rich history, economic vitality, and Midwestern hospitality. With Quincy as its county seat and largest city, Adams County serves as a regional hub for commerce, culture, and recreation, offering something for everyone.

Adams County boasts a diverse and resilient economy. Key sectors include: manufacturing, health care, agriculture, and retail. Major employers include Blessing Health Systems, Knapheide Manufacturing, Quincy Medical Group, Blue Cross/Blue Shield, Titan International, and Niemann Foods, Inc. The county's strategic location along major transportation routes and the Mississippi River bolsters its economic growth and connectivity.

The county's location is a major advantage, with easy access to U.S. highways, rail lines, and the Quincy Regional Airport. The Mississippi River serves as a key asset for commerce and tourism.

Adams County places a strong emphasis on education, offering quality public and private school options. Quincy Public Schools is the largest district, complemented by several parochial schools. Higher education opportunities are available at institutions such as Blessing-Rieman College of Nursing & Health Sciences, Quincy University and John Wood Community College, providing academic programs and workforce training.

Adams County is rich in cultural and recreational opportunities. Quincy's historic districts feature stunning examples of 19th-century architecture. The county also has ties to Abraham Lincoln's legal career. Parks, trails, and the Mississippi River provide venues for hiking, fishing, boating, and more. The Quincy Park District offers facilities and programs for all ages. The county has a thriving arts scene with theaters, galleries, and events such as the Quincy Symphony Orchestra and the Midsummer Arts Faire.

Adams County is known for its friendly residents and strong sense of community. Annual events such as the Dogwood Festival, Oktoberfest, and the Adams County Fair bring people together to celebrate local traditions. Volunteerism and civic engagement are hallmarks of life in the county.

Adams County offers the perfect blend of urban amenities and rural charm. Whether you're drawn by Quincy's vibrant city life, the county's scenic beauty, or its strong sense of community, Adams County is a place where tradition and opportunity thrive.

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# Community Overview (Continued)

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## Brown County

Brown County is a small, tight-knit rural community located in west-central Illinois. Known for its scenic countryside, rolling hills, and agricultural heritage, the county embodies the charm and simplicity of Midwestern living. With its county seat in Mount Sterling, Brown County offers a welcoming atmosphere that blends history, natural beauty, and a strong sense of community.

Established in 1839, Brown County has a rich history, with its name honoring U.S. Army General Jacob Brown. Many historical sites and markers throughout the county commemorate its heritage, offering a glimpse into its past.

Brown County has a modest population, with approximately 6,500 residents. The community is predominantly rural, with a mix of family-owned farms and small-town residential neighborhoods. The population is known for its friendly and neighborly spirit, making it a great place to raise a family or enjoy a quiet, slower-paced lifestyle.

Agriculture is a cornerstone of the local economy, with corn and soybeans being the primary crops. Additionally, the county is home to manufacturing and small businesses that support the local economy. Dot Foods, a major food distribution company headquartered in Mount Sterling, is one of the largest employers in the area, providing job opportunities and economic stability.

Brown County is served by the Brown County School District, which includes elementary, middle, and high schools. The district emphasizes a strong academic foundation, community involvement, and extracurricular activities. Education is highly valued, and the schools enjoy support from the community.

Outdoor enthusiasts will find much to enjoy in Brown County. The area's parks, trails, and hunting grounds attract visitors and locals alike. Recreational opportunities include fishing, hiking, and camping in the region's many wooded areas. The nearby Illinois River also provides options for boating and water activities. The natural beauty of Brown County is a highlight for those who appreciate a connection to the outdoors.

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# Economic and Demographic Information

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## Adams County

In 2023, Adams County, Illinois had a population of 64,441 people with a median age of 41.4 and a median household income of \$63,800. As of 2023 the region's population declined by 1.8% since 2018, falling by 1,162. Population is expected to decrease by 1.5% between 2023 and 2028, losing 992. In addition, its median household income grew from \$52,993 to \$55,052, a 3.89% increase.

The economy of Adams County, Illinois employs 32,800 people. The largest industries in Adams County, Illinois are Health Care and Social Assistance (5,307 people), Retail Trade (4,839 people), and Manufacturing (4,410 people), and the highest paying industries are Public Administration (\$56,382), Professional, Scientific, and Technical Services (\$47,692), and Transportation and Warehousing (\$47,536). From 2019 to 2020, employment in Adams County, Illinois grew at a rate of 0.376%, from 32,700 employees to 32,800 employees. The most common job groups, by number of people living in Adams County, Illinois are Office and Administrative Support Occupations (4,086 people), Sales and Related Occupations (3,474 people), and Management Occupations (3,075 people).

Concerning education attainment, 18.5% of Adams County, Illinois residents possess a Bachelor's Degree, 2.6% below the national average. In addition, 10.1% hold an Associates Degree, 1.3% above the national average.

The top three industries in 2023 are General Medical and Surgical Hospitals, Restaurants and other eating places, and education and hospitals.

Source: Lightcast IO, 2024 Economic Overview of Adams and Brown Counties



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# Economic and Demographic Information (Continued)

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## Brown County

In 2023, Brown County, Illinois had a population of 6,294 people with a median age of 38.5 and a median household income of \$64,760. As of 2023 the region's population declined by 4.3% since 2018, falling by 286. Population is expected to decrease by 1.0% between 2023 and 2028, losing 63.

The economy of Brown County, Illinois is growing. From 2018 to 2023, jobs increase by 9.4% in Brown County, Illinois from 4,312 to 4,718. This change outpaced the national growth rate of 4.5% by 4.9%. As the number of jobs increase, the labor force participation rate increased from 75.6% to 85.4% between 2018 and 2023.

Concerning education attainment, 11.4% of Brown County, Illinois residents possess a Bachelor's Degree, 9.8% below the national average. In addition, 7.7% hold an associates degree, 1.1% below the national average.

The top three industries in 2023 were Grocery and Related Product Merchant Wholesalers, General Freight Trucking and Education and Hospitals.

Source: Lightcast IO, 2024 Economic Overview of Adams and Brown Counties

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# Economic and Demographic Information (Continued)

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## Education Offerings | Adams County School Districts

### Quincy Public School District #172

- **Academic Performance:**
  - Average SAT score: ~960-1000 (state average ~1000).
  - Graduation rate: ~86% (close to the state average).
- **Funding:**
  - Mix of state, federal, and local property taxes.
  - Per-pupil expenditure: ~\$12,000-\$14,000.
  - Active support from local businesses and community organizations.

### Liberty Community Unit School District #2

- **Academic Performance:**
  - Graduation rate: ~90%.
- **Funding:**
  - Primarily local property taxes and state funding.
  - Per-pupil expenditure: ~\$10,000.

### Central Community Unit School District #3

- **Academic Performance:**
  - Graduation rate: ~88%..
- **Funding:**
  - Local and state funding, with active fundraising from community events.
  - Per-pupil expenditure: ~\$11,000.

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# Economic and Demographic Information (Continued)

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## Education Offerings | Adams County School Districts

### Community Unit School District #4 (Loraine/Mendon Areas)

- **Academic Performance:**
  - Graduation rate: ~91%.
  - Focused improvement programs in reading and STEM fields.
- **Funding:**
  - Per-pupil expenditure: \$10,000 -\$11,000.

### Payson Community Unit School District #1

- **Academic Performance:**
  - Graduation rate: ~92%.
  - Strong proficiency in math and science compared to state averages.
- **Extracurricular Programs:**
  - Athletics and performing arts.
  - Focus on community service and leadership development.
- **Funding:**
  - Per-pupil expenditure: - \$11,000 - \$12,000 annually

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# Economic and Demographic Information (Continued)

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## Education Offerings | Brown County School District

### Brown County Community Unit School District #1

Brown County is served primarily by one school district

- **Location:** Mount Sterling and surrounding rural areas.
- **Enrollment:** ~850 students across all grades.
- **Schools:**
  - Brown County High School
  - Brown County Middle School
  - Brown County Elementary School
- **Demographics:**
  - ~95% White, with very small Hispanic and other ethnic minority populations.
  - Around 45-50% of students qualify for free or reduced lunch.
- **Academic Performance:**
  - Graduation rate: ~95%.
- **Funding:**
  - Primarily state funding and local property taxes.
  - Per-pupil expenditure: ~\$10,000.

# Economic and Demographic Information (Continued)

## Top 10 In-Demand Occupations

SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers (Logistics)	1,796	1,838	229	\$47,244.29	Postsecondary nondegree award	Short-term on-the-job training
53-7065	Stockers and Order Fillers (Logistics)	1,197	1,206	205	\$36,134.06	High school diploma or equivalent	Short-term on-the-job training
41-2011	Cashiers (Sales)	928	911	182	\$29,381.46	No formal educational credential	Short-term on-the-job training
41-2031	Retail Salespersons (Sales)	845	850	128	\$31,875.28	No formal educational credential	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand (Logistics)	796	819	126	\$38,421.68	No formal educational credential	Short-term on-the-job training
31-1131	Nursing Assistants (Healthcare Support)	761	765	112	\$38,159.93	Postsecondary nondegree award	None
43-9061	Office Clerks, General (Office Support)	872	869	107	\$38,073.57	High school diploma or equivalent	Short-term on-the-job training
31-1128	Home Health and Personal Care Aides (Healthcare Support)	456	481	92	\$33,074.90	High school diploma or equivalent	Short-term on-the-job training
51-2098	Miscellaneous Assemblers and Fabricators (Production)	715	728	89	\$41,989.50	High school diploma or equivalent	Moderate-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (Sales)	753	775	88	\$59,645.55	High school diploma or equivalent	Moderate-term on-the-job training

The chart above illustrates the top ten in-demand occupations that require a high school diploma or its equivalent, based on the average annual openings in Adams and Brown Counties. For a complete list of in-demand occupations, please refer to the attachments.



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# HEALTH SCIENCES





# Employment Overview











The healthcare sector in Adams County, Illinois, is a significant part of the local economy. It includes a range of facilities and providers, from hospitals to outpatient services and specialized care. Major employers in the healthcare field include Blessing Hospital, which employs nearly 3,000 people, and Quincy Medical Group, with over 1,000 employees. Other notable facilities include the Illinois Veterans Home and various assisted living and rehabilitation centers like the Good Samaritan Home of Quincy and Sunset Home. Companies such as Preferred Family Health and Addus Health Care continue to see a strong demand for skilled talent. In Brown County, the Mt. Sterling Medical Clinic offers primary care and basic health services to residents.

Adams County's healthcare and social assistance sector accounts for about 11% of its gross regional product, reflecting its importance to the community's economy. The ratio of healthcare professionals, including primary care physicians and mental health providers, aligns with state averages, though access to healthcare remains a critical area of focus.

Healthcare provides close to 7,000 jobs for the region, with an average earning per job of \$84,186. The sector is projected to grow 9% over the next 5 years, outperforming the national average. With 1,735 individuals close to retirement, the need to establish a consistent pipeline of talent is necessary.

For more information, please check out the Industry Snapshot - Health Sciences - Attachment C

## Top Posted Job Titles

Job Title	Total/Unique (Nov 2023 - Oct 2024)	Posting Intensity	Median Posting Duration
Licensed Practical Nurses	265 / 29	9 : 1 	35 days
Registered Nurses	257 / 29	9 : 1 	21 days
Physical Therapists	37 / 20	2 : 1 	27 days
Certified Occupational Therapy Assistants	35 / 20	2 : 1 	16 days
In-Home Caregivers	21 / 20	1 : 1 	24 days
Registered Nurses/Licensed Practical Nurses	26 / 19	1 : 1 	35 days
Home Care Aides	18 / 17	1 : 1 	11 days
Speech Language Pathologists	39 / 16	2 : 1 	32 days
Patient Access Representatives	28 / 16	2 : 1 	26 days
Certified Nursing Assistants	169 / 15	11 : 1 	39 days

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# Employment Overview (Continued)

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## Top Qualifications Requested Based on Jobs Postings

Qualification	Postings with Qualification
Registered Nurse (RN)	221
Licensed Practical Nurse (LPN)	89
Cardiopulmonary Resuscitation (CPR) Certification	76
Valid Driver's License	65
Basic Life Support (BLS) Certification	65
Advanced Cardiovascular Life Support (ACLS) Certification	63
Certified Nursing Assistant (CNA)	47
Certified Medical Assistant (CMA)	30
Bachelor Of Science in Nursing (BSN)	21
American Red Cross (ARC) Certification	15

## Employer Requested Industry-Recognized Credentials

Certification	Percentage
AACSB Accredited	71.00%
AACSB Accredited and Coding	71.00%
AACSB Accredited Billing and Coding	42.00%
AACSB Accredited Medical Assistant - (CCMA)	57.00%
AACSB Accredited Medical Assistant (CCS)	86.00%
AACSB Accredited Medical Assistant Certification	71.00%
AACSB Accredited Medical Assistant CMLT	86.00%
AACSB Accredited Medical Assistant CMLA	57.00%
AACSB Accredited Medical Assistant CMLA	57.00%
AACSB Accredited Medical Assistant ARRT	42.00%
AACSB Accredited Medical Assistant Specialist	71.00%
AACSB Accredited Medical Assistant Certification	86.00%
AACSB Accredited Medical Assistant Certification	57.00%
AACSB Accredited Medical Assistant Certification	42.00%
AACSB Accredited Medical Assistant Certification	100.00%
AACSB Accredited Medical Assistant Certification	42.00%
AACSB Accredited Medical Assistant Certification	42.00%
AACSB Accredited Medical Assistant Certification	42.00%
AACSB Accredited Medical Assistant Certification	13.00%
AACSB Accredited Medical Assistant Certification	42.00%
AACSB Accredited Medical Assistant Certification	42.00%
AACSB Accredited Medical Assistant Certification	42.00%
AACSB Accredited Medical Assistant Certification	57.00%
AACSB Accredited Medical Assistant Certification	71.00%
AACSB Accredited Medical Assistant Certification	71.00%
AACSB Accredited Medical Assistant Certification	57.00%
AACSB Accredited Medical Assistant Certification	42.00%
AACSB Accredited Medical Assistant Certification	57.00%
AACSB Accredited Medical Assistant Certification	42.00%
AACSB Accredited Medical Assistant Certification	71.00%

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# Employment Overview (Continued)

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## In Demand Health Science ISBE Approved Industry-Recognized Credentials Description

**AAPC Professional Medical Coding CPC and COC:** The Certified Professional Coder (CPC) is the gold standard for medical coding in a physician office setting. The CPC certification exam tests the competencies required to perform the job of a professional coder who specializes in coding for services performed by physicians and non-physician providers (eg, nurse practitioners and physician assistants). Individuals who earn the CPC credential have proven expertise in physician/non-physician provider documentation review, abstract professional provider encounters, coding proficiency with CPT®, HCPCS Level II, ICD-10-CM, and compliance and regulatory requirements for physician services.

**Billing Coding Specialist Certification:** The skills acquired through medical coding certification are vital for a variety of settings, including hospitals, physician offices, surgery centers, nursing homes, dental practices, home healthcare agencies, mental health facilities, as well as insurance companies and consulting firms. This fulfilling field demands a high degree of professionalism and reliability.

**CBCS Medical Billing and Coding:** The skills acquired through medical coding certification are vital for various settings, including hospitals, physician offices, surgery centers, nursing homes, dental practices, home healthcare agencies, mental health facilities, and even insurance companies and consulting firms. This fulfilling profession demands a strong sense of professionalism and reliability.

**CCA Medical Billing & Coding:** The Certified Coding Associate (CCA) certification is perfect for those who interpret healthcare data for medical coding and evaluate medical claims. As a CCA, you'll gain knowledge of clinical classification systems, reimbursement methodologies, patient health information, compliance, and more.

**Certified Clinical Medical Assistant - (CCMA):** Clinical medical assistants are skilled multitaskers who improve healthcare team productivity, leading to increased revenue and enhanced patient experiences. They help manage the complexities of practice management and patient care. The U.S. Bureau of Labor Statistics predicts a 16% job growth for medical assistants by 2031. Training includes learning medical terminology, understanding the human body, and defining the functions of body systems, which prepares individuals for further medical careers or education.

**Certified Coding Specialist CCS:** The Certified Coding Specialist certification is designed for individuals skilled in classifying medical data from medical records. CCS professionals demonstrate a practitioner's tested skills in data quality and accuracy as well as mastery of coding proficiency. The CCS certification is a natural progression for professionals experienced in coding inpatient and outpatient records, or those with a CCA. Coding specialists create coded data used by hospitals and medical providers to obtain reimbursement from insurance companies or government programs such as Medicare and Medicaid. Researchers and public health officials also use this data to monitor patterns and explore new interventions.

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# Employment Overview (Continued)

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## In Demand Health Science ISBE Approved Industry-Recognized Credentials Description

**Certified Medical Assistant Certification:** Medical assistants play a crucial role in patient care and administration. Clinically, they record vital signs, assist with exams, perform basic lab tests, prepare patients for procedures, explain treatment plans, and document medical histories. Administratively, they manage patient records, schedule appointments, process billing and insurance claims, and maintain an organized front office. This dual responsibility requires a broad knowledge of healthcare practices and administrative procedures.

**Certified Medical Laboratory Technician CMLT:** This program is a concise, intensive training course designed to impart foundational knowledge and skills in medical laboratory technology. Aimed at those looking to quickly step into the medical field, this certification equips you with the necessary competencies to assist in various lab-based diagnostics and research, preparing you for entry-level positions in the allied healthcare sector.

**Certified Nurse Assistant:** CNA, which stands for “certified nursing assistant,” is an essential entry-level position that offers crucial support to patients and nurses alike. Responsibilities range from transporting, bathing, and feeding hospital patients to restocking medical supplies and recording patient information. CNAs play a key role in improving patient outcomes through their hands-on work. Although CNAs are not considered nurses, this role serves as an excellent stepping stone into various nursing careers, as it involves providing fundamental care to patients.

**Clinical Laboratory Assistant/Phlebotomist (CMLA):** The Certified Medical Laboratory Assistant (CMLA) designation is designed for medical professionals who carry out or assist with clinical laboratory and administrative duties. CMLAs operate in various healthcare environments, including hospitals, independent reference labs, and physicians’ offices. They perform and aid in routine medical laboratory tests crucial for diagnosing, treating, and preventing diseases.

**Computed Tomography Certification ARRT:** CT can be an exciting and fulfilling career. As a CT technologist, you’ll likely work in a hospital or an imaging center. You’ll perform scans on all parts of the body for a variety of reasons. Some patients need imaging to diagnose a disease or an acute condition. Others need CT scans in emergencies, so physicians can understand the extent of injuries. While you perform the procedures, your skills and confidence will be critical as you balance image quality with radiation dose. You’ll also help inform and calm nervous patients.

**CPC Medical Billing and Coding Specialist:** The Certified Professional Coder (CPC) credential represents the pinnacle of medical coding in a physician office environment. The CPC certification exam evaluates the essential skills needed to excel as a professional coder, specifically focusing on coding for services delivered by both physicians and non-physician providers, such as nurse practitioners and physician assistants.

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# Employment Overview (Continued)

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## In Demand Health Science ISBE Approved Industry Recognized Credentials Description

**Electroneurodiagnostic (END) EEG Technologist Certification:** Electroneurodiagnostic technologists record the electrical activity of the brain, spinal cord, and peripheral nerves, prepare patients, and gather medical histories. They work with trained physicians who analyze the data. Specialization in neurodiagnostic procedures allows for diverse career opportunities in fields like neurology and surgery. The program provides students with practical skills in studying electrical brain activity and conducting EEG tests in healthcare. After three semesters, including clinical rotation, graduates are ready for careers as EEG Technicians.

**EKG Technician Certification:** By administering EKGs — testing the electronic activity of the heart through small electrode patches attached to the body — you'll be making a life-changing difference, helping people of all ages prevent and treat heart disease. As an EKG tech, you may perform some or all of the following tasks: 1) Set up and administer EKGs (electrocardiograms) and stress tests 2) Prepare patients for Holter or ambulatory monitoring 3) Edit and deliver final test results to physicians for analysis 4) Schedule appointments 5) Transcribe physicians' interpretations.

**Licensed Practical Nursing:** A licensed practical nurse (LPN) is a nurse that provides basic patient care. LPNs work under the supervision of registered nurses (RNs), doctors and other providers. LPNs work with patients to give basic medical care. But they're also a direct link between a patient, their family and their doctor and other providers. They must maintain clear communication among the healthcare team. They also help a patient's family understand standard procedures. They educate them on how best to take care of their loved ones.

**Magnetic Resonance Imaging (MRI) Technologist:** MRI technologists are employed in radiology departments, where they oversee the operation of magnetic resonance imaging scanners (MRIs). These machines utilize radio waves and a magnetic field to generate images of a patient's organs and tissues. To pursue a career as an MRI technologist, students should start by obtaining either an associate's or bachelor's degree in radiography or radiologic sciences, accredited by the Joint Review Committee on Education in Radiologic Technology (JRCERT).

**MRI Technology Certification:** The MRI certificate prepares radiographers to work in medical facilities as MRI technologists. As an MRI technologist, you'll perform a variety of imaging procedures using a magnetic field and computer-generated radio waves to create detailed images of the organs and tissues in the patient's body. The MRI technologist's goals are to get high-quality diagnostic images, maintain patient safety and provide optimal patient care.

**National Certified Insurance and Coding Specialist NCICS:** The Insurance and Coding Specialist can find a rewarding position as a health insurance claims processor or coder in a medical office practice. The Examination content areas include medical billing procedures, insurance claims processing, medical terminology, CPT coding, ICD-9-CM Coding, and HCPCS Level II coding.



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# Employment Overview (Continued)

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## In Demand Health Science ISBE Approved Industry Recognized Credentials Description

**National Certified Medical Assistant NCMA:** Medical assistants are allied healthcare professionals who are responsible for various clinical and/or administrative duties. They perform clinical functions including but not limited to direct patient care and preparation, ECG, phlebotomy, and pharmacology while maintaining patient safety and confidentiality. They may also perform administrative duties such as scheduling appointments, maintaining patient records, bookkeeping, and billing and insurance processing.

**Nursing - ASN to Registered Nurse:** An Associate of Science in Nursing (ASN) is one of three associate degrees for aspiring nurses, distinct from ADN and AAS degrees. The ASN allows graduates to take the NCLEX exam for RN licensure. This program combines theoretical coursework and practical training, providing a foundation for starting a nursing career or advancing to a BSN program.

**Phlebotomy Technician Certification:** Phlebotomy technicians are healthcare professionals responsible for obtaining patient specimens. They can perform various functions such as venipuncture, micro-collection, and specimen processing and handling while maintaining patient safety and confidentiality.

**Physical Therapy Assistant Certification:** Physical therapist assistants are educated and licensed clinicians who provide care under the direction and supervision of a licensed physical therapist. Physical therapist assistants implement components of patient care, obtain data related to the treatment provided, and collaborate with the physical therapist to modify care as necessary. As a team physical therapists and physical therapist assistants work to help people improve movement function.

**Practicing Nursing:** A practicing certificate is essential for nurses who interact directly with clients or whose responsibilities impact public safety. This certificate serves to guarantee that nurses uphold the required level of competence to safeguard public well-being. Additionally, nurses are required to complete continuing education hours annually to keep their license active. Typically, their employer sponsors this training, and upon completion, nurses receive a certificate or proof of completion card.

**Radiologic Technology ARRT Certification:** The American Registry of Radiologic Technologists (ARRT) certification is a credential that recognizes individuals who are qualified to perform a specific role in medical imaging, radiation therapy, or intervention procedures. It's a way to demonstrate that you've met rigorous professional standards and are committed to providing high-quality patient care.

**Registered Cardiovascular Technician RCVT:** As a registered cardiovascular technologist, you will work with doctors to identify and cure various disorders of the heart and blood vessels. You'll be responsible for operating and maintaining sensitive medical equipment, such as electrocardiogram (EKG) machines, and you'll examine images to make sure they're good enough to make a diagnosis. Your job also involves working closely with cardiovascular patients, preparing them for medical procedures, taking medical histories, ensuring their comfort and monitoring their heart rates.

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# Employment Overview (Continued)

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## In Demand Health Science ISBE Approved Industry Recognized Credentials Description

**Registered Medical Assistant:** RMAs usually work in doctor's offices and clinics working alongside physicians to care for patients and handle administrative tasks. They help prepare patients for examinations, give injections, answer phones, schedule appointments, and deal with billing.

**Registered Phlebotomy Technician RPT:** A healthcare professional who has finished a phlebotomy training program and is registered with their state's regulatory authority. The applicant must have completed 40 hours of in-classroom instruction (didactic) along with 160 hours of acceptable guided work experience as a phlebotomy technician, which is equivalent to four weeks of full-time employment, within the past three years. Additionally, the applicant must have successfully performed at least 50 venipunctures and 10 skin punctures on human subjects.

**Respiratory Care Technician:** Typically employed in a hospital or other medical setting, a respiratory technician conducts diagnostic testing for patients who are experience respiratory diseases or disorders, such as asthma, chronic bronchitis, and pneumonia. Following the treatment plans created by a respiratory therapist or a physician, respiratory techs make sure that treatments are performed correctly. A respiratory tech also assists with the evaluation of the patient's treatment, and they maintain patient records. In addition, respiratory technicians may utilize relevant medical equipment when performing some tasks, including setting up the equipment, collecting samples, and conducting various tests. They may also be in charge of ordering supplies, calibrating equipment, and sterilizing instruments.

**Sonography Certification ARDMS:** The Sonographer specialist uses a transducer that produces sound waves into the body in order to visualize anatomy, physiology and pathology. They create a video and a report for the physician. Diagnostic medical sonographers specialize in different parts of the body.

**Surgical Technologist Certification:** A certified surgical technician, also commonly referred to as a certified surgical technologist, is a health care professional who provides surgeons and patients with support before, during and after surgery.

Sources: American Medical Technologist, Stepful, Shawnee University, American Registry for Diagnostic Medical Sonography, Indeed

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# Education Overview

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## Current Health Sciences Credential Offerings by Schools

Quincy CUSD #172   QAVTC		
Industry	Certification	Number of Students Enrolled
Health Occupation	Basic Life Support	Not Provided
Health Occupation	Certified Nursing Assistant	Not Provided
Liberty CUSD #2		
Industry	Certification	Number of Students Enrolled
Health Occupations	CPR Certification	45-50 Annually



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# MANUFACTURING





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# Employment Overview

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Adams and Brown Counties in Illinois have economies where the manufacturing sector holds significant importance, mirroring the state's overall dependence on manufacturing.

Adams County, which includes Quincy, has a well-established manufacturing sector. Key industries consist of food processing, machinery, transportation equipment, and metal fabrication. Prominent companies such as Titan International, recognized for its agricultural and industrial tires, and Knapheide Manufacturing Company, which specializes in truck bodies, play significant roles in the market. Adams County is home to other notable companies such as Manchester Tank, GatesAir, and Phibro Animal Health.

Manufacturing stands as one of the largest employers in Adams County, benefiting from a skilled workforce cultivated through technical programs provided by local institutions, including John Wood Community College.

Brown County has a smaller population and a more limited manufacturing footprint compared to Adams County. The primary employer in the county is Dot Foods, headquartered in Mount Sterling. While not purely manufacturing, Dot Foods engages in large-scale food redistribution, involving some manufacturing-like processes. Dot Foods is the county's largest employer, providing significant employment opportunities in packaging and logistics. There is less diversity in manufacturing industries compared to Adams County.

While manufacturing is not as prominent in Brown County as it is in Adams County, it still plays an essential role in supporting the local economy and providing stable employment. The limited diversification within Brown County's manufacturing sector makes it more reliant on the success of its main employer.

Both counties encounter challenges such as access to raw materials, transportation logistics, and the availability of a skilled workforce. To stay competitive, investing in technology and automation is becoming increasingly important.











In summary, Adams County boasts a more robust and diverse manufacturing sector, whereas Brown County's smaller economy is heavily dependent on its primary employer. Together, both counties are vital to Illinois' manufacturing landscape, balancing traditional industries with opportunities for modernization and growth.

Manufacturing provides close to 5,000 jobs for the region, with an average earning of \$80,764 per job. The sector is projected to grow at a 5% rate, outpacing the national average. With 1,357 workers projected to retire soon, the need to establish a consistent pipeline is evident.

For more information, please check out the Industry Snapshot - Manufacturing - Attachment D

# Employment Overview (Continued)

## Top Posted Job Titles

Job Title	Total/Unique (Nov 2023 - Oct 2024)	Posting Intensity	Median Posting Duration
Manufacturing Engineers	17 / 11	2 : 1 	26 days
MIG Welders	26 / 10	3 : 1 	19 days
Production Supervisors	14 / 9	2 : 1 	14 days
Material Handlers	8 / 8	1 : 1 	12 days
Machine Operators	10 / 7	1 : 1 	38 days
Mill Operators	6 / 6	1 : 1 	25 days
Welders	7 / 6	1 : 1 	13 days
Forklift Drivers	8 / 6	1 : 1 	14 days
Engineering Interns	8 / 5	2 : 1 	14 days
Fleet Sales Representatives	8 / 4	2 : 1 	46 days



# Employment Overview (Continued)

## Top Qualifications Requested Based on Jobs Postings

Qualification	Postings with Qualification
Valid Driver's License	39
Commercial Driver's License (CDL)	22
CDL Class A License	14
Solidworks Certification	5
Blasters License	3
SHRM-SCP (Society for Human Resource Management Senior Certified Professional)	2
SHRM-CP (Society for Human Resource Management Certified Professional)	2
Tanker Endorsement	2
Certified Information Systems Security Professional	2
Certified Professional Contracts Manager	2

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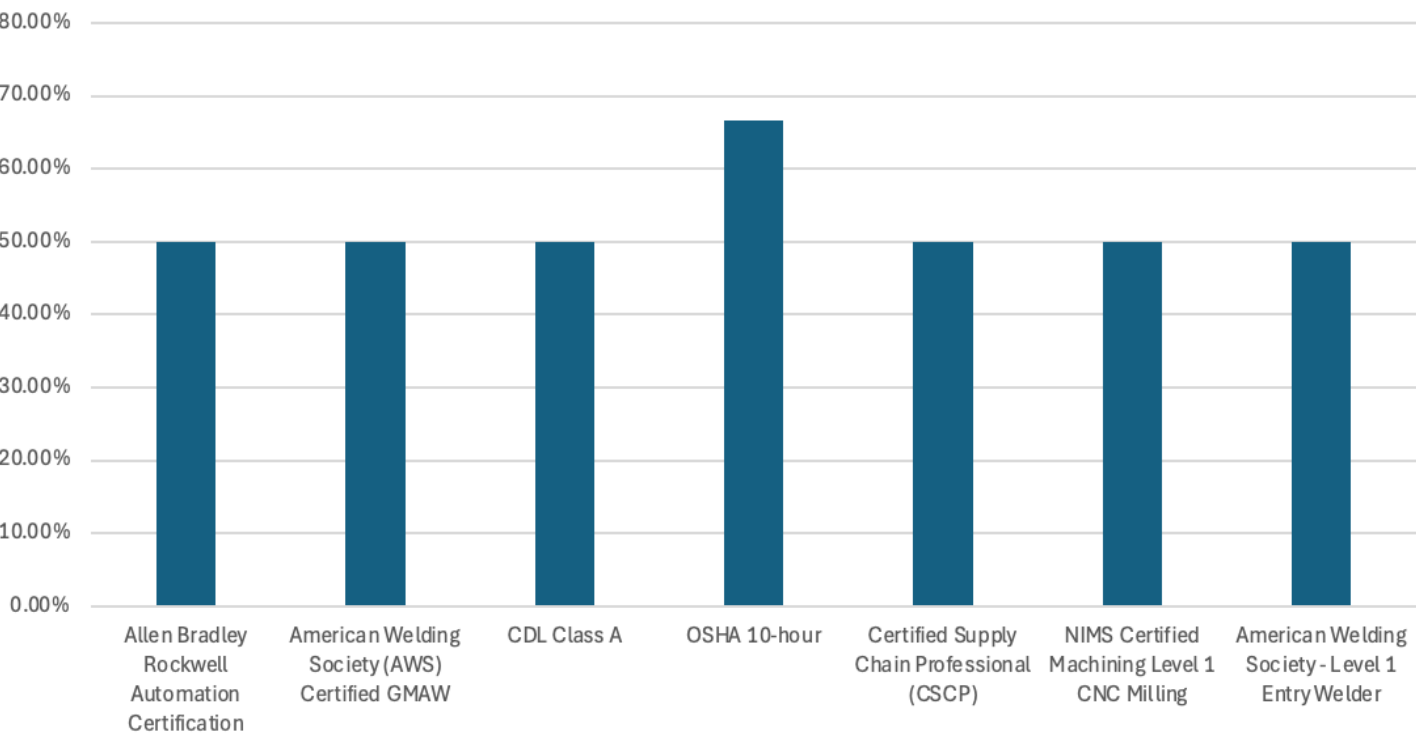
# Employment Overview (Continued)

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## Employer Requested Industry-Recognized Credentials

As a part of this study, local manufacturing employers were invited to review industry-recognized credentials that are approved by the Illinois State Board of Education. They were encouraged to evaluate each credential and provide feedback on which ones would be most beneficial for their needs. The employers who participated were from Adams, Brown, Hancock, and Pike counties in Illinois, along with Marion County in Missouri. Below, you will find a graph illustrating the credentials required by these employers. Additionally, a brief description of the top Industry Recognized Credentials (IRCs) follows.



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# Employment Overview (Continued)

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## In Demand Manufacturing ISBE Approved Industry Recognized Credentials Description

**American Welding Society (AWS) Level 1 Entry Welder:** is a nationally recognized credential that demonstrates a welder's fundamental skills and knowledge in welding. This certification is designed for individuals who are new to the welding profession, providing them with the qualifications needed for entry-level positions. The Level 1 certification covers essential welding processes such as Shielded Metal Arc Welding (SMAW), Gas Metal Arc Welding (GMAW), Flux-Cored Arc Welding (FCAW), and Gas Tungsten Arc Welding (GTAW). In addition to hands-on welding skills, the certification also assesses basic safety practices, blueprint reading, and welding equipment maintenance. Obtaining this certification shows that the welder can perform basic welding tasks and meet industry standards, making them more competitive in the job market.

**Allen Bradley Rockwell Automation Certification:** is a specialized credential that validates an individual's expertise in programming, maintaining, and troubleshooting industrial automation systems using Rockwell's suite of PLCs, such as CompactLogix and ControlLogix. This certification demonstrates proficiency in configuring and programming Programmable Logic Controllers (PLCs), integrating control systems, and using Rockwell's software tools like RSLogix and Studio 5000. The certification is ideal for professionals in industrial automation, manufacturing, and control systems engineering, helping them enhance their skills in optimizing automated processes, ensuring system reliability, and improving productivity in industrial environments. It provides hands-on experience and comprehensive knowledge, making certified individuals highly valuable in the automation industry,

**American Welding Society (AWS) Certificate GMAW:** This certificate program aims to equip students with training in Gas Metal Arc Welding (GMAW), focusing on metals such as steel and aluminum. Emphasis will be placed on obtaining industry certifications for both plate and pipe welding. While GMAW is considered a straightforward process to perform, the various components involved are crucial for the welder's success and the overall quality of the completed weld.

**CDL Class A:** A Class A CDL represents the highest tier of commercial driver's licenses, permitting holders to operate vehicles that weigh over 26,000 pounds, along with trailers exceeding 10,000 pounds. With a Class A CDL, you can drive large semi-trucks, tow trucks, buses, and even tankers, provided you have the necessary endorsements. To acquire a Class A CDL, you must fulfill specific requirements and successfully complete a series of tests. While qualifications may vary slightly by state, generally, you need to be at least 21 years old, depending on the vehicle type and location. Additionally, a satisfactory background and driving record are required.

**Certified Supply Chain Professional (CSCP):** The Certified Supply Chain Professional (CSCP) certification is a credential in supply chain management that encompasses the entire supply chain process, from suppliers to final consumers. This certification is provided by the Association for Supply Chain Management (ASCM). The CSCP aims to equip professionals with the skills needed to effectively manage today's complex supply chains.

Source: American Welding Society, Rockwell Automation, Roadmaster, Penn State University

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# Employment Overview (Continued)

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## In Demand Manufacturing ISBE Approved Industry Recognized Credentials Description

**NIMS Certified Machining Level 1 CNC Milling:** The National Institute for Metalworking Skills (NIMS) offers Machining Level 1 certifications that assess an individual's skills in accordance with NIMS Standards. There are eleven distinct certifications available at this level, with Measurement, Materials, and Safety being the foundational one. To obtain a NIMS certification, individuals typically need to pass both a performance test and a theory test; however, the Measurements, Materials, and Safety certification only requires the theory exam. Both performance and theory assessments are developed directly from NIMS standards and are created in collaboration with industry professionals. The Machining Level 1 certification tests are specifically designed to fulfill entry-level skill requirements for the workplace.

**Occupational Safety Health Administration 10 Hour - OSHA 10:** The 10-hour class is designed to educate workers about common safety and health hazards related to their jobs, while the 30-hour class is better suited for supervisors or those with specific safety responsibilities.

Source: OSHA, Tennessee's Department of Education

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# Education Overview

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## Current Manufacturing Credential Offerings by Schools

Quincy CUSD #172   QAVTC		
Industry	Certification	Number of Students Enrolled
Automotive and Diesel Technology	QAVTC Employer Endorsed Diesel Certification & JWCC 4 Credit Hour towards CDL	89
Metalwork and Fabrication	AWS Level 1 Welding	47

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# Conclusion and Recommendations

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**Based on the study, the Great River Economic Development Foundation Recommends:**

- Convening a regular meeting of stakeholders to examine relevant job market trends, including which skills and qualifications are most requested by employers. Stakeholders should include institutions of learning, local employers and economic developers. There are noticeable opportunities where curriculum could align with current job openings.
- Implementing industry-recognized credentials as part of course curriculum and outcomes. The area has developed relevant CTE programs based on local needs. While those have served the area well in the past, many students do not get a portable credential that is recognized outside of the area. Curriculum can also change based on the preferences of the instructor, implementing industry standards will give employers the security that the skills being taught in the classroom will translate to the workplace.
- Establish partnerships between public and private stakeholders to develop professional development opportunities for teachers that are local and in-line with skill-based learning opportunities. There are many programs that have well-utilized development opportunities for educators. However, there are many that do not have established programs or developed opportunities. This could be attributed to factors such as not having an industry partner to conduct the training courses and for instructors not wanting to spend time out of the classroom.
- Develop a sign-on bonus program to help recruit qualified teachers to instruct CTE offerings. The lack of qualified teachers has inhibited the growth of successful programs and led to many programs ending over the years. It can be difficult to recruit qualified teachers due to the compensation that can be offered in the private sector. We believe there are opportunities to partner with the private sector to close that compensation gap.
- Expand the QAVTC facility, which has outgrown its current space. Many programs that are offered at QAVTC have a high student participation rate and have shown the ability to expand, but there are space limitations at the current Quincy Area Vocation and Technology Center. We believe adding additional space or partnering with JWCC to share space will allow in-demand programs to expand in size and in offerings.
- Work with area non-profit organizations to provide transportation reimbursements to area students who cannot afford to attend classes due to transportation costs. Many rural students rely on their personal vehicles to get to and from home, school and work. QAVTC does a good job of partnering with neighboring school districts to provide relevant courses, but there have been times when a student could not financially afford to pay for their transportation to get to QAVTC. We believe a partnership with non-profit organizations could ensure every student that wants to attend programs at QAVTC is able to do so.

Implementing these six recommendations will take a concentrated effort among multiple stakeholders. It is our recommendation to use the stakeholder group as a vehicle to implement these recommendations.

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# Conclusion and Recommendations

## (Continued)

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Creating a consistent pipeline of skilled talent, will be vital to fulfilling the workforce needs of our employers. By creating dynamic programs that recognize innovations in each industry, students will receive credentials that are not only worthwhile and relevant in West-Central Illinois, but also in an ever-changing portable environment. Furthermore, both manufacturing and healthcare (our two largest sectors) have more than 18% of their workforce who will reach retirement age in the near future. This will exacerbate the shortage of skilled workers and our area will not be able to keep pace with the demands of our top employers.

Each school has shown the ability to develop relevant programing if given proper funding and community support. However, they face hurdles that are not new to education. First, they face their own talent shortage and often have a difficult time finding instructors that have sufficient industry knowledge to instruct students. This difficulty is not only attributed to population stagnation, but also the inability to pay competitive wages based on private sector compensation.

Transportation continues to hinder the ability for rural students and school districts to participate in offerings at the Quincy Area Vocation and Technical Center. Students often cannot meet the cost for gas, but are faced with a lack of reliable transportation, directly affecting enrollment. School districts would like to provide transportation to fill that gap, but have a difficult time finding bus drivers and often face constraints paying for gas and vehicle maintenance.

While there are significant challenges that inhibit growth in viable programs, there are opportunities to grow training programs that will be relevant, not only for students, but industry alike. The first, is an expansion of the facility at QAVTC. There are multiple examples of programs that would benefit from new equipment, but there is currently no space available. They also would like to expand programs, but that would take additional shop space, which they do not have.

The Illinois State Board of Education has a wide range of approved credentials, and the feedback from our employers shows they would applaud a credential-based approach to course offerings. We believe these credentials also offer more opportunities for professional development, which instructors have shown to take advantage of, if they are offered and accessible.

It should be noted that all of these solutions require funding, which is scarce and hard to come by. This makes it important to engage private sector partners and local funding agencies to address these challenges. We believe it is time for our area to come back together to address these challenges. Without a unified approach, we risk falling behind other regions who have a recognized group championing workforce development to develop a consistent pipeline of talent.



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# Comprehensive Great River Career Pathways Landscape Attachments

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Attachment - A  
Top Qualification Report

Attachment B -  
In-Demand Occupations - Full Report

Attachment C -  
Industry Snapshot - Health Sciences

Attachment D -  
Industry Snapshot - Manufacturing

Attachment E -  
IRC Health Sciences Survey

Attachment F -  
IRC Manufacturing, Engineering and Technology Survey

# Top Qualifications Report

Lightcast Q4 2024 Data Set

November 2024

300 Civic Center Plaza  
Quincy, Illinois 62301

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# Top Qualifications

	Postings with Qualification
Valid Driver's License	933
Registered Nurse (RN)	803
Commercial Driver's License (CDL)	330
Licensed Practical Nurse (LPN)	232
Basic Life Support (BLS) Certification	218
Cardiopulmonary Resuscitation (CPR) Certification	209
Advanced Cardiovascular Life Support (ACLS) Certification	189
CDL Class A License	185
Board Certified/Board Eligible	163
Certified Nursing Assistant (CNA)	119
Registered Pharmacist (RPh)	70
Nurse Practitioner (APRN-CNP)	63
Certified Pharmacy Technician	60
Certified Medical Assistant (CMA)	51
CDL Class B License	49
Licensed Clinical Social Worker (LCSW)	40
Drug Enforcement Agency (DEA) License	34
Pediatric Advanced Life Support (PALS)	34
Master Of Business Administration (MBA)	34
Basic Cardiac Life Support	33
Emergency Medical Technician (EMT)	31
Certified Occupational Therapy Assistant	31
Barber License	30
Licensed Vocational Nurse (LVN)	29
First Aid Certification	28
American Red Cross (ARC) Certification	28
Bachelor Of Science in Nursing (BSN)	27
NIH Stroke Scale (NIHSS)	27

Automotive Service Excellence (ASE) Certification	26
Hazmat Endorsement	26
Licensed Professional Counselor (LPC)	25
American Registry Of Radiologic Technologists (ARRT) Certified	24
Licensed Clinical Professional Counselor	24
Certified Patient Care Technician (CPCT)	22
ServSafe Certification	18
Board Certified In Family Medicine	18
Food Handler's Card	18
Licensed Marriage And Family Therapist (LMFT)	18
American Society For Clinical Pathology (ASCP) Certification	17
Food Protection Manager Certification	17
Medical License	17
Project Management Professional Certification	17
Certified Alcohol And Drug Counselor (CADC)	17
Clinical Psychology License	16
FAA Instrument Rating	16
Licensed Social Worker	15
Doubles Endorsement	14
Registered Medical Assistant (RMA)	14
Chemotherapy Certification	14
Bachelor Of Science In Business	14

# In-Demand Occupations

		Management (11)			Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings			
11-1021	General and Operations Managers	1,148	1,156	99	\$80,681.50	Bachelor's degree	None
11-9111	Medical and Health Services Managers	194	202	22	\$104,040.23	Bachelor's degree	None
11-3031	Financial Managers	186	190	16	\$109,815.22	Bachelor's degree	None
11-2022	Sales Managers	136	139	13	\$115,853.00	Bachelor's degree	None
11-9013	Farmers, Ranchers, and Other Agricultural Managers	91	93	11	\$35,916.37	High school diploma or equivalent	None
11-3071	Transportation, Storage, and Distribution Managers	110	112	11	\$83,824.37	High school diploma or equivalent	None
11-9051	Food Service Managers	59	60	7	\$58,884.72	High school diploma or equivalent	None
11-3051	Industrial Production Managers	74	76	7	\$101,114.58	Bachelor's degree	None
11-2021	Marketing Managers	69	70	7	\$119,804.92	Bachelor's degree	None
11-9032	Education Administrators, Kindergarten through Secondary	87	87	6	\$92,530.83	Master's degree	None
		2154	2185	199			
		Computer and Mathematical (15)			Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings			
15-1252	Software Developers	53	55	6	\$95,999.19	Bachelor's degree	None
15-1232	Computer User Support Specialists	76	76	5	\$51,203.04	Some college, no degree	None
15-1211	Computer Systems Analysts	39	40	3	\$83,350.41	Bachelor's degree	None
15-1244	Network and Computer Systems Administrators	35	36	3	\$80,859.84	Bachelor's degree	None
15-1231	Computer Network Support Specialists	35	35	2	\$63,233.79	Associate's degree	None
15-2051	Data Scientists	<10	10	2	Insf. Data	Bachelor's degree	None
15-1299	Computer Occupations, All Other	15	16	2	\$89,310.74	Bachelor's degree	None
15-2011	Actuaries	16	17	2	\$91,798.41	Bachelor's degree	Long-term on-the-job training
		269	285	25			
		Architecture and Engineering (17)			Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings			
17-2141	Mechanical Engineers	60	62	5	\$79,583.19	Bachelor's degree	None
17-2112	Industrial Engineers	55	57	5	\$82,712.79	Bachelor's degree	None
17-2051	Civil Engineers	26	26	2	\$101,237.72	Bachelor's degree	None
17-3011	Architectural and Civil Drafters	18	19	2	\$77,595.50	Associate's degree	None
17-3026	Industrial Engineering Technologists and Technicians	13	14	2	\$67,289.57	Associate's degree	None
17-3022	Civil Engineering Technologists and Technicians	13	13	1	\$67,780.70	Associate's degree	None
17-2199	Engineers, All Other	13	13	1	\$96,744.96	Bachelor's degree	None
		198	204	18			
		Educational Instruction and Library (25)			Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings			
25-9045	Teaching Assistants, Except Postsecondary	358	359	43	\$29,619.06	Some college, no degree	None
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	424	424	27	\$59,027.05	Bachelor's degree	None
25-2021	Elementary School Teachers, Except Special Education	311	312	21	\$48,647.02	Bachelor's degree	None
25-3031	Substitute Teachers, Short-Term	156	156	19	\$33,340.16	Bachelor's degree	None
25-2011	Preschool Teachers, Except Special Education	134	137	17	\$36,069.78	Associate's degree	None
25-3021	Self-Enrichment Teachers	70	71	9	\$31,391.79	High school diploma or equivalent	None
25-2022	Middle School Teachers, Except Special and Career/Technical Education	129	129	9	\$52,016.95	Bachelor's degree	None
25-1099	Postsecondary Teachers	96	95	8	\$67,549.51	Doctoral or professional degree	None
25-2052	Special Education Teachers, Kindergarten and Elementary School	58	58	4	\$57,315.49	Bachelor's degree	None
25-3099	Teachers and Instructors, All Other	31	31	4	\$49,358.22	Bachelor's degree	None
		1736	1772	161			
		Healthcare (29)			Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings			
29-1141	Registered Nurses	1,495	1,545	132	\$81,934.98	Bachelor's degree	None
29-2061	Licensed Practical and Licensed Vocational Nurses	292	293	23	\$61,252.22	Postsecondary nondegree award	None
29-1171	Nurse Practitioners	125	133	14	\$126,749.32	Master's degree	None
29-2052	Pharmacy Technicians	125	124	11	\$38,365.57	High school diploma or equivalent	Moderate-term on-the-job training
29-2018	Clinical Laboratory Technologists and Technicians	77	79	8	\$67,102.58	Bachelor's degree	None
29-2034	Radiologic Technologists and Technicians	81	84	7	\$67,294.38	Associate's degree	None
29-1229	Physicians, All Other	127	130	7	\$272,896.54	Doctoral or professional degree	Internship/residency
29-2042	Emergency Medical Technicians	74	75	6	\$38,484.98	Postsecondary nondegree award	None
29-1126	Respiratory Therapists	56	59	6	\$68,899.90	Associate's degree	None
29-1051	Pharmacists	61	62	4	\$141,114.34	Doctoral or professional degree	None
		2452	2584	218			

Healthcare Support (31)							
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
31-1131	Nursing Assistants	761	765	112	\$38,159.93	Postsecondary nondegree award	None
31-1128	Home Health and Personal Care Aides	456	481	92	\$33,074.90	High school diploma or equivalent	Short-term on-the-job training
31-9092	Medical Assistants	209	215	33	\$39,639.38	Postsecondary nondegree award	None
31-9091	Dental Assistants	69	69	10	\$49,642.66	Postsecondary nondegree award	None
31-2021	Physical Therapist Assistants	38	39	6	\$68,074.86	Associate's degree	None
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	22	22	4	\$39,378.93	High school diploma or equivalent	Short-term on-the-job training
31-9097	Phlebotomists	23	24	4	\$40,746.77	Postsecondary nondegree award	None
31-9093	Medical Equipment Preparers	21	22	4	\$40,234.39	High school diploma or equivalent	Moderate-term on-the-job training
31-2011	Occupational Therapy Assistants	16	16	2	\$66,585.94	Associate's degree	None
31-9094	Medical Transcriptionists	13	13	2	\$39,341.73	Postsecondary nondegree award	None
		1615	1666	269			

Protective Service (33)							
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
33-9032	Security Guards	123	127	20	\$36,526.01	High school diploma or equivalent	Short-term on-the-job training
33-3012	Correctional Officers and Jailers	218	214	19	\$54,628.77	High school diploma or equivalent	Moderate-term on-the-job training
33-3051	Police and Sheriff's Patrol Officers	156	156	12	\$64,618.60	High school diploma or equivalent	Moderate-term on-the-job training
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	24	24	7	\$30,123.81	No formal educational credential	Short-term on-the-job training
33-2011	Firefighters	74	74	6	\$48,671.17	Postsecondary nondegree award	Long-term on-the-job training
33-1011	First-Line Supervisors of Correctional Officers	63	62	5	\$109,754.40	High school diploma or equivalent	None
33-9099	Protective Service Workers, All Other	13	14	4	\$42,120.00	High school diploma or equivalent	Short-term on-the-job training
33-9094	School Bus Monitors	20	20	4	\$27,362.73	High school diploma or equivalent	Short-term on-the-job training
33-9091	Crossing Guards and Flaggers	11	11	3	\$31,324.80	No formal educational credential	Short-term on-the-job training
33-1012	First-Line Supervisors of Police and Detectives	29	29	2	\$95,343.47	High school diploma or equivalent	Moderate-term on-the-job training
		702	731	82			

Personal Care and Service (39)							
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
39-9011	Childcare Workers	149	151	27	\$29,254.56	High school diploma or equivalent	Short-term on-the-job training
39-3091	Amusement and Recreation Attendants	68	70	21	\$31,292.06	No formal educational credential	Short-term on-the-job training
39-9032	Recreation Workers	98	98	20	\$31,856.05	High school diploma or equivalent	Short-term on-the-job training
39-9031	Exercise Trainers and Group Fitness Instructors	64	64	12	\$34,075.71	High school diploma or equivalent	Short-term on-the-job training
39-9041	Residential Advisors	54	56	11	\$37,909.52	High school diploma or equivalent	Short-term on-the-job training
39-5012	Hairdressers, Hairstylists, and Cosmetologists	47	48	7	\$27,587.96	Postsecondary nondegree award	None
39-2021	Animal Caretakers	35	35	7	\$31,897.65	High school diploma or equivalent	Short-term on-the-job training
39-3011	Gambling Dealers	17	19	5	\$28,918.31	High school diploma or equivalent	Short-term on-the-job training
39-3031	Ushers, Lobby Attendants, and Ticket Takers	10	11	3	\$27,046.42	No formal educational credential	Short-term on-the-job training
39-4021	Funeral Attendants	19	19	3	\$31,993.70	High school diploma or equivalent	Short-term on-the-job training
		542	571	116			

Sales (41)							
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
41-2011	Cashiers	928	911	182	\$29,381.46	No formal educational credential	Short-term on-the-job training
41-2031	Retail Salespersons	845	850	128	\$31,875.28	No formal educational credential	Short-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	753	775	88	\$59,645.55	High school diploma or equivalent	Moderate-term on-the-job training
41-1011	First-Line Supervisors of Retail Sales Workers	256	256	26	\$44,282.40	High school diploma or equivalent	None
41-2022	Parts Salespersons	111	112	15	\$36,977.86	No formal educational credential	Moderate-term on-the-job training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	145	144	14	\$61,035.40	High school diploma or equivalent	Moderate-term on-the-job training
41-2021	Counter and Rental Clerks	117	115	14	\$38,174.96	No formal educational credential	Short-term on-the-job training
41-3021	Insurance Sales Agents	77	79	8	\$61,327.85	High school diploma or equivalent	Moderate-term on-the-job training
41-3031	Securities, Commodities, and Financial Services Sales Agents	73	74	7	\$67,653.76	Bachelor's degree	Moderate-term on-the-job training
41-9099	Sales and Related Workers, All Other	34	34	5	\$32,452.07	High school diploma or equivalent	None
		3305	3350	487			

Office and Administration Support (43)							
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
43-9061	Office Clerks, General	872	869	107	\$38,073.57	High school diploma or equivalent	Short-term on-the-job training
43-4051	Customer Service Representatives	598	594	82	\$39,188.55	High school diploma or equivalent	Short-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	585	580	71	\$45,420.02	Some college, no degree	Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	620	613	70	\$38,718.76	High school diploma or equivalent	Short-term on-the-job training
43-4171	Receptionists and Information Clerks	306	306	41	\$33,862.89	High school diploma or equivalent	Short-term on-the-job training
43-6013	Medical Secretaries and Administrative Assistants	216	220	27	\$39,533.03	High school diploma or equivalent	Moderate-term on-the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	267	268	27	\$59,690.92	High school diploma or equivalent	None
43-3071	Tellers	218	212	22	\$36,224.14	High school diploma or equivalent	Short-term on-the-job training
43-5071	Shipping, Receiving, and Inventory Clerks	184	187	22	\$41,434.67	High school diploma or equivalent	Short-term on-the-job training
43-4081	Hotel, Motel, and Resort Desk Clerks	93	95	17	\$28,957.08	High school diploma or equivalent	Short-term on-the-job training
43-3021	Billing and Posting Clerks	130	129	14	\$44,316.41	High school diploma or equivalent	Moderate-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	78	81	11	\$51,664.41	High school diploma or equivalent	Moderate-term on-the-job training
43-5032	Dispatchers, Except Police, Fire, and Ambulance	68	71	9	\$40,347.17	High school diploma or equivalent	Moderate-term on-the-job training
43-6011	Executive Secretaries and Executive Administrative Assistants	82	80	8	\$59,765.53	High school diploma or equivalent	None
		4317	4305	528			

Construction and Extraction (47)							
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
47-2061	Construction Laborers	238	240	22	\$48,178.15	No formal educational credential	Short-term on-the-job training
47-4051	Highway Maintenance Workers	157	157	14	\$51,307.72	High school diploma or equivalent	Moderate-term on-the-job training
47-2111	Electricians	129	131	14	\$67,963.98	High school diploma or equivalent	Apprenticeship
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	133	134	12	\$66,857.62	High school diploma or equivalent	None
47-2031	Carpenters	128	130	12	\$47,013.75	High school diploma or equivalent	Apprenticeship
47-2073	Operating Engineers and Other Construction Equipment Operators	110	111	11	\$68,880.72	High school diploma or equivalent	Moderate-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	105	107	11	\$68,997.29	High school diploma or equivalent	Apprenticeship
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	47	48	6	\$55,032.08	High school diploma or equivalent	Moderate-term on-the-job training
47-2141	Painters, Construction and Maintenance	61	61	5	\$60,563.36	No formal educational credential	Moderate-term on-the-job training
47-2211	Sheet Metal Workers	30	32	4	\$78,751.24	High school diploma or equivalent	Apprenticeship
		1108	1151	111			
Installation, Maintenance, and Repair (49)							
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
49-9071	Maintenance and Repair Workers, General	545	548	53	\$49,330.40	High school diploma or equivalent	Moderate-term on-the-job training
49-3023	Automotive Service Technicians and Mechanics	322	322	28	\$46,703.03	Postsecondary nondegree award	Short-term on-the-job training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	149	151	15	\$54,317.00	High school diploma or equivalent	Long-term on-the-job training
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	123	125	13	\$71,050.99	High school diploma or equivalent	None
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	96	98	10	\$59,869.96	Postsecondary nondegree award	Long-term on-the-job training
49-3021	Automotive Body and Related Repairers	79	82	10	\$48,752.24	High school diploma or equivalent	Long-term on-the-job training
49-9041	Industrial Machinery Mechanics	47	49	6	\$59,075.16	High school diploma or equivalent	Long-term on-the-job training
49-9099	Installation, Maintenance, and Repair Workers, All Other	55	56	6	\$45,685.52	High school diploma or equivalent	Moderate-term on-the-job training
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	47	47	5	\$52,475.00	Postsecondary nondegree award	Moderate-term on-the-job training
49-3041	Farm Equipment Mechanics and Service Technicians	37	37	4	\$44,024.06	High school diploma or equivalent	Long-term on-the-job training
		1463	1515	150			
Production (51)							
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
51-2098	Miscellaneous Assemblers and Fabricators	715	728	89	\$41,989.50	High school diploma or equivalent	Moderate-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	490	503	60	\$46,023.58	High school diploma or equivalent	Moderate-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	326	327	40	\$42,169.56	High school diploma or equivalent	Moderate-term on-the-job training
51-1011	First-Line Supervisors of Production and Operating Workers	269	276	31	\$61,368.23	High school diploma or equivalent	None
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	185	188	24	\$45,888.51	High school diploma or equivalent	Moderate-term on-the-job training
51-6011	Laundry and Dry-Cleaning Workers	111	114	17	\$29,035.33	No formal educational credential	Short-term on-the-job training
51-3021	Butchers and Meat Cutters	128	126	16	\$52,389.54	No formal educational credential	Long-term on-the-job training
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	102	106	13	\$44,394.21	High school diploma or equivalent	Moderate-term on-the-job training
51-9198	Helpers--Production Workers	74	75	13	\$37,784.60	High school diploma or equivalent	Short-term on-the-job training
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	107	108	12	\$45,715.46	High school diploma or equivalent	Moderate-term on-the-job training
51-4041	Machinists	100	102	12	\$45,492.56	High school diploma or equivalent	Long-term on-the-job training
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	103	102	11	\$40,043.71	High school diploma or equivalent	Moderate-term on-the-job training
51-9199	Production Workers, All Other	76	78	10	\$40,156.36	High school diploma or equivalent	Moderate-term on-the-job training
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	82	84	10	\$43,110.33	High school diploma or equivalent	Moderate-term on-the-job training
		2868	2917	358			
Transportation and Material Moving (53)							
SOC	Description	2023 Jobs	2024 Jobs	Avg. Annual Openings	Median Annual Earnings	Typical Entry Level Education	Typical On-The-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,796	1,838	229	\$47,244.29	Postsecondary nondegree award	Short-term on-the-job training
53-7065	Stockers and Order Fillers	1,197	1,206	205	\$36,134.06	High school diploma or equivalent	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	796	819	126	\$38,421.68	No formal educational credential	Short-term on-the-job training
53-3033	Light Truck Drivers	461	473	60	\$40,893.77	High school diploma or equivalent	Short-term on-the-job training
53-3031	Driver/Sales Workers	287	298	41	\$36,084.25	High school diploma or equivalent	Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	248	255	31	\$43,828.73	No formal educational credential	Short-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	223	229	28	\$56,260.26	High school diploma or equivalent	None
53-3051	Bus Drivers, School	141	142	22	\$37,472.67	No formal educational credential	Short-term on-the-job training
53-7064	Packers and Packagers, Hand	125	127	20	\$37,993.64	No formal educational credential	Short-term on-the-job training
53-7061	Cleaners of Vehicles and Equipment	146	145	20	\$32,941.84	No formal educational credential	Short-term on-the-job training
53-3052	Bus Drivers, Transit and Intercity	51	58	13	\$47,685.69	High school diploma or equivalent	Moderate-term on-the-job training
		5471	5590	795			



# Health Care and Social Assistance in 2 Illinois Counties

300 Civic Center Plaza  
Suite 256  
Quincy, Illinois 62301

## Report Parameters

### 1 Industry

62 Health Care and Social Assistance

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### 2 Counties

17001 Adams County, IL

17009 Brown County, IL

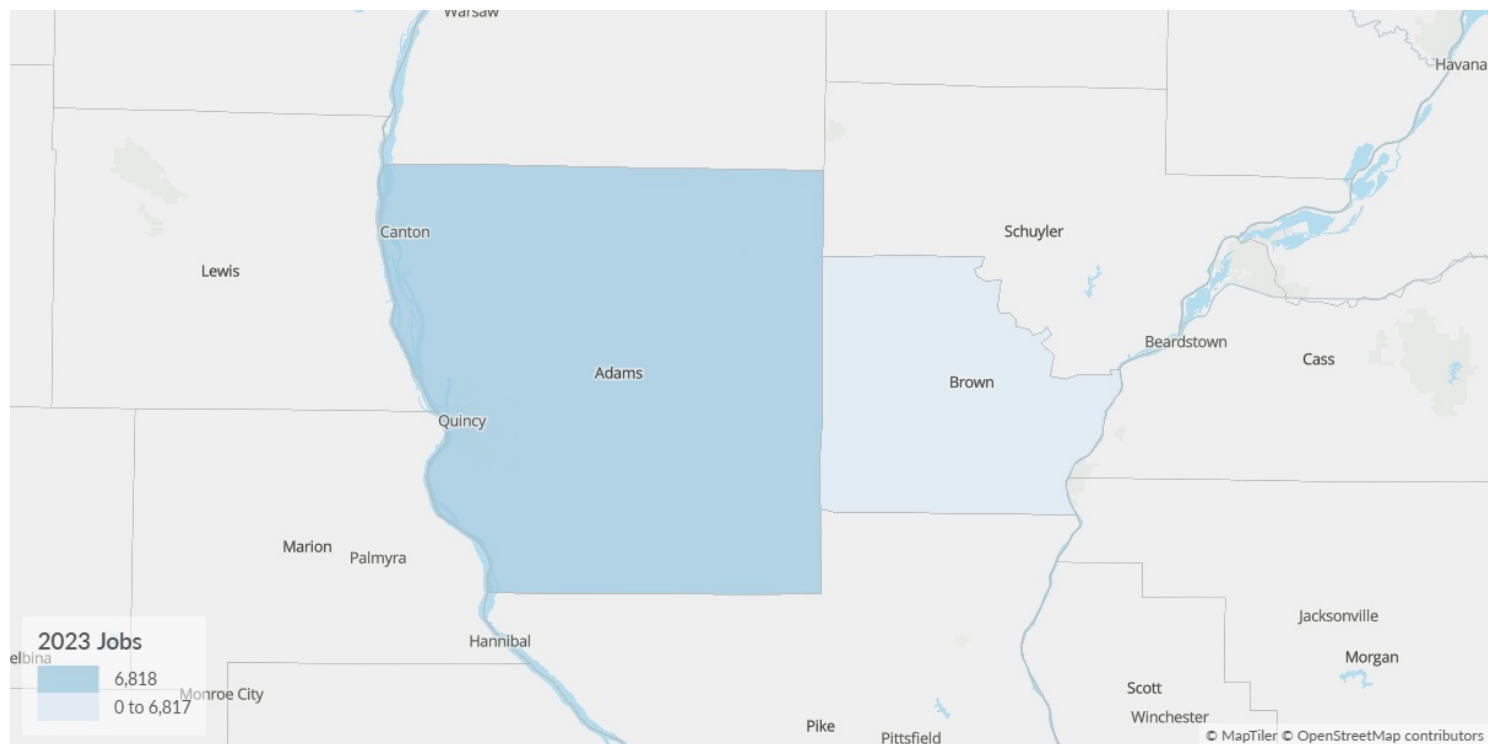
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### Class of Worker

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

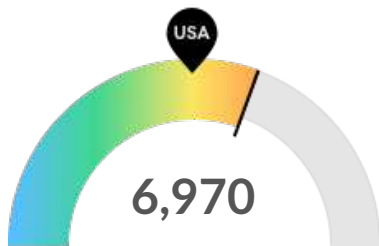
The information in this report pertains to the chosen industry and geographical areas.

## Workforce Map



## Executive Summary

### Light Hiring Competition Over a Deep Supply of Regional Talent



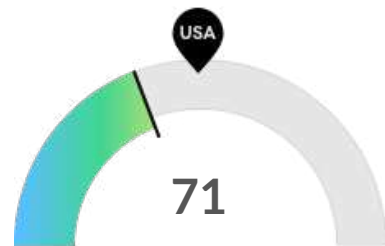
**Supply (Jobs)**

Your area is a hotspot for this kind of talent. The national average for an area this size is 5,101\* employees, while there are 6,970 here.



**Earnings Per Job**

Earnings per job are above the national average. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



**Demand (Job Postings)**

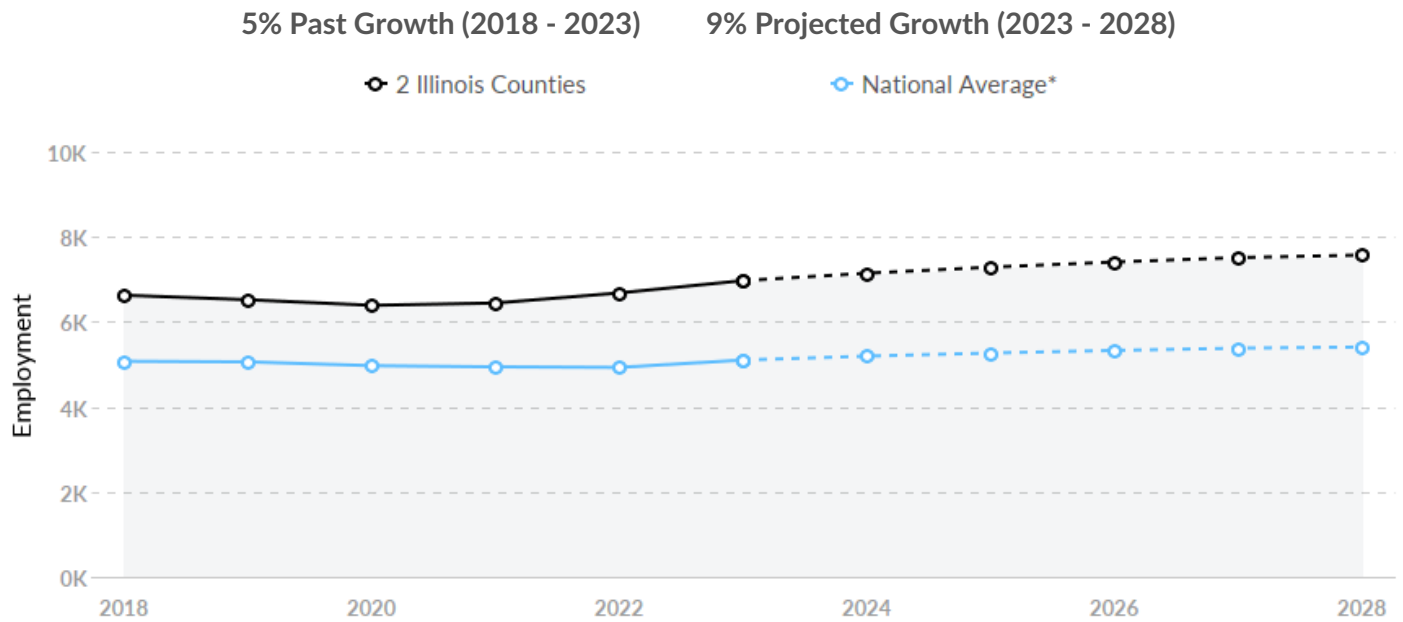
Competition from online job postings is low in your area. The national average for an area this size is 102\* job postings/mo, while there are 71 here.

\*National average values are derived by taking the national value for Health Care and Social Assistance and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

# Supply (Jobs)

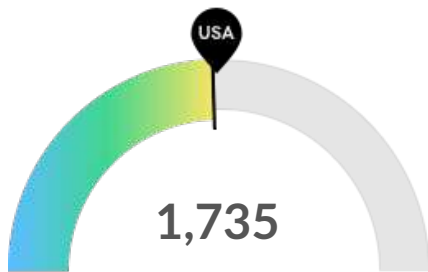
## Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Health Care and Social Assistance is a strength or weakness for your area, and how it is changing relative to the nation. An average area of this size would have 5,101\* employees, while there are 6,970 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.



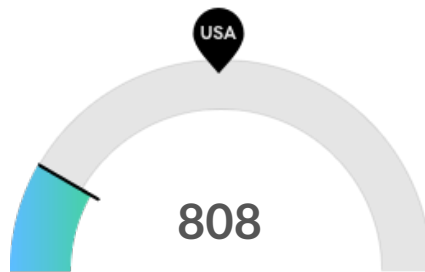
\*National average values are derived by taking the national value for Health Care and Social Assistance and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

## Retirement Risk Is About Average, While Overall Diversity Is Low



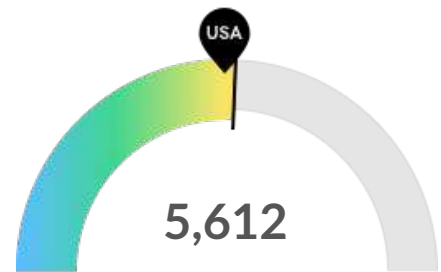
**Retiring Soon**

Retirement risk is about average in your area. The national average for an area this size is 1,782\* employees 55 or older, while there are 1,735 here.



**Racial Diversity**

Racial diversity is low in your area. The national average for an area this size is 3,068\* racially diverse employees, while there are 808 here.



**Gender Diversity**

Gender diversity is about average in your area. The national average for an area this size is 5,393\* female employees, while there are 5,612 here.

\*National average values are derived by taking the national value for Health Care and Social Assistance and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

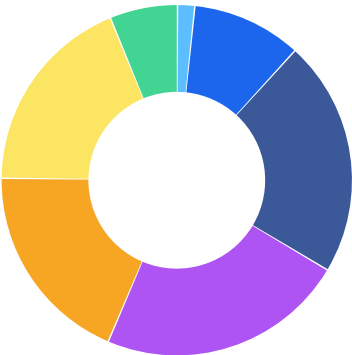
## Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.



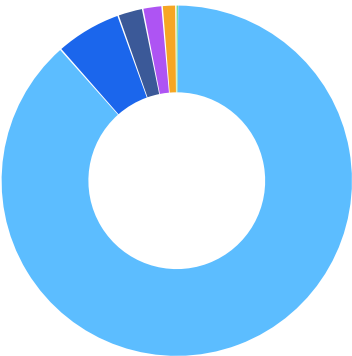
# Demographic Details

## Industry Age Breakdown



	% of Jobs	Jobs
14-18	1.6%	110
19-24	10.1%	705
25-34	21.8%	1,518
35-44	22.8%	1,592
45-54	18.8%	1,310
55-64	18.6%	1,299
65+	6.2%	435

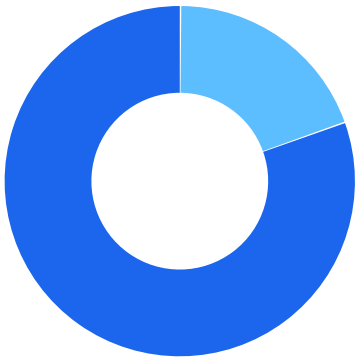
## Industry Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	88.4%	6,162
Black or African American	6.1%	424
Hispanic or Latino	2.3%	161
Asian	1.8%	124
Two or More Races	1.3%	88
American Indian or Alaska Native	0.1%	7
Native Hawaiian or Other Pacific Islander	0.0%	3

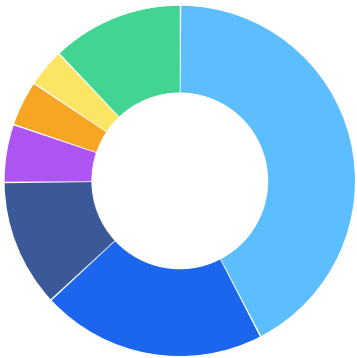


## Industry Gender Breakdown



	% of Jobs	Jobs
Males	19.5%	1,358
Females	80.5%	5,612

## Most Jobs are Found in the Healthcare Practitioners and Technical Occupations Industry Sector



Occupation	% of Industry in Occupation (2023)
Healthcare Practitioners and Technical Occupations	42.3%
Healthcare Support Occupations	20.8%
Office and Administrative Support Occupations	11.7%
Community and Social Service Occupations	5.3%
Management Occupations	4.2%
Personal Care and Service Occupations	3.5%
Other	12.2%

# Demand



## 59 Employers Competing

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



## 853 Unique Job Postings

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



## 22 Day Median Duration

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

Top Companies	Unique Postings
Blessing Hospital	376 <div></div>
Quincy Medical Group	88 <div></div>
Addus HomeCare	41 <div></div>
Enhance Rehabilitation	40 <div></div>
Wexford Health	32 <div></div>

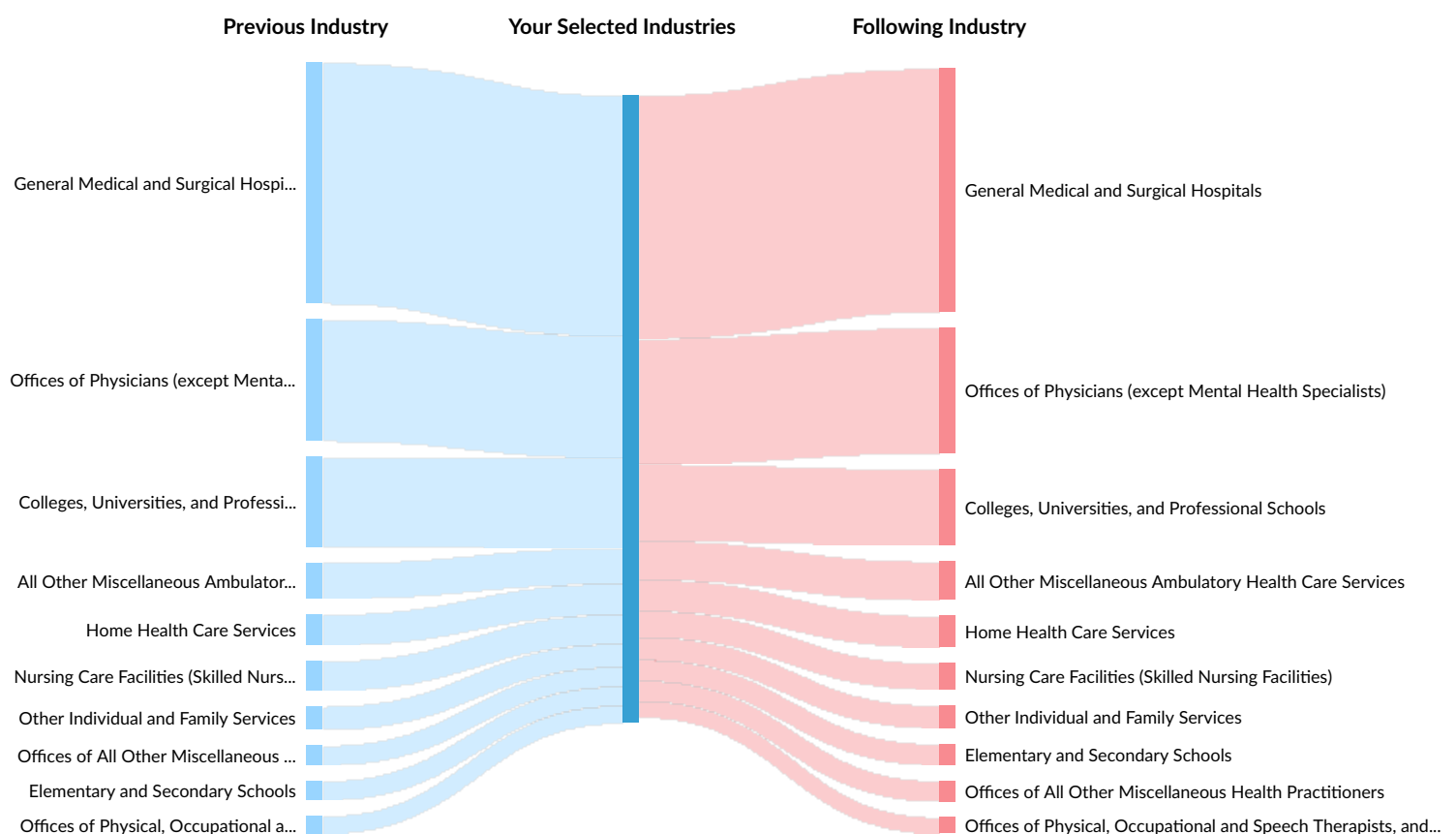
Top Job Titles	Unique Postings
Licensed Practical Nurses	29 <div></div>
Registered Nurses	28 <div></div>
Certified Occupational Therapy ...	20 <div></div>
In-Home Caregivers	20 <div></div>
Physical Therapists	20 <div></div>

## Industry Gain and Drain

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

Please note, results are only available at the national level and the 6-digit NAICS level. Also your selection has been limited to 100 industries.

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



Previous Industries	Transitions
General Medical and Surgical Hospitals	1,032,453
Offices of Physicians (except Mental Health Specialists)	521,302
Colleges, Universities, and Professional Schools	387,570
All Other Miscellaneous Ambulatory Health Care Services	152,395

Previous Industries	Transitions
Home Health Care Services	131,864
Nursing Care Facilities (Skilled Nursing Facilities)	126,309
Other Individual and Family Services	99,227
Offices of All Other Miscellaneous Health Practitioners	83,426
Elementary and Secondary Schools	82,167
Offices of Physical, Occupational and Speech Therapists, and Audiologists	75,415
Child and Youth Services	72,315
Child Care Services	72,008
Medical Laboratories	61,153
Assisted Living Facilities for the Elderly	53,574
All Other Outpatient Care Centers	53,544
Offices of Dentists	49,668
Freestanding Ambulatory Surgical and Emergency Centers	46,045
Outpatient Mental Health and Substance Abuse Centers	45,276
Full-Service Restaurants	42,008
Specialty (except Psychiatric and Substance Abuse) Hospitals	40,079
All Other Professional, Scientific, and Technical Services	39,922
Employment Placement Agencies	38,961
Direct Health and Medical Insurance Carriers	37,788
Psychiatric and Substance Abuse Hospitals	36,457
Offices of Physicians, Mental Health Specialists	35,914
Offices of Mental Health Practitioners (except Physicians)	35,393
Limited-Service Restaurants	35,343
Pharmacies and Drug Retailers	34,808
Vocational Rehabilitation Services	34,772

Previous Industries	Transitions
Clothing and Clothing Accessories Retailers	31,353
Department Stores	30,541
Kidney Dialysis Centers	30,329
Temporary Help Services	29,931
Continuing Care Retirement Communities	29,878
National Security	29,531
Services for the Elderly and Persons with Disabilities	28,825
Junior Colleges	28,713
Other Residential Care Facilities	27,745
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	24,834
Ambulance Services	24,437
Administrative Management and General Management Consulting Services	23,729
Custom Computer Programming Services	23,698
Commercial Banking	22,687
Residential Mental Health and Substance Abuse Facilities	22,681
Other General Government Support	21,492
Hotels (except Casino Hotels) and Motels	19,820
Software Publishers	19,293
Insurance Agencies and Brokerages	19,131
Religious Organizations	18,645
Fitness and Recreational Sports Centers	18,306
All Other Miscellaneous Retailers	18,078
Computer Systems Design Services	17,872
Blood and Organ Banks	16,629
Offices of Lawyers	16,354

Previous Industries	Transitions
Offices of Optometrists	16,324
Educational Support Services	16,128
Residential Intellectual and Developmental Disability Facilities	15,535
Pharmaceutical Preparation Manufacturing	15,337
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	14,544
All Other Personal Services	13,787
Office Administrative Services	13,749
Offices of Real Estate Agents and Brokers	13,703
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	13,209
Civic and Social Organizations	12,844
Diagnostic Imaging Centers	12,790
Warehouse Clubs and Supercenters	12,258
Offices of Chiropractors	11,594
HMO Medical Centers	11,533
Other Management Consulting Services	11,390
Other Social Advocacy Organizations	11,045
Emergency and Other Relief Services	10,910
Other Computer Related Services	10,801
All Other Miscellaneous Schools and Instruction	10,247
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	10,207
Other Grantmaking and Giving Services	10,107
Engineering Services	10,028
Temporary Shelters	10,025
Administration of Veterans' Affairs	9,535



Previous Industries	Transitions
Family Planning Centers	9,059
Administration of Public Health Programs	8,963
Offices of Certified Public Accountants	8,490
Community Food Services	8,168
Other Community Housing Services	8,125
Research and Development in Biotechnology (except Nanobiotechnology)	8,047
Surgical and Medical Instrument Manufacturing	7,838
Marketing Consulting Services	7,589
Electronics and Appliance Retailers	7,464
Cosmetics, Beauty Supplies, and Perfume Retailers	7,236
Food Service Contractors	7,234
Wireless Telecommunications Carriers (except Satellite)	7,136
Beauty Salons	7,012
Lessors of Residential Buildings and Dwellings	6,904
Drugs and Druggists' Sundries Merchant Wholesalers	6,824
Couriers and Express Delivery Services	6,623
Other Scientific and Technical Consulting Services	6,618
Portfolio Management and Investment Advice	6,595
Commercial and Institutional Building Construction	6,249
Executive Offices	6,106
Professional Organizations	5,996
Security Guards and Patrol Services	5,990
Following Industries	Transitions
General Medical and Surgical Hospitals	1,043,858
Offices of Physicians (except Mental Health Specialists)	537,802

Following Industries	Transitions
Colleges, Universities, and Professional Schools	328,013
All Other Miscellaneous Ambulatory Health Care Services	166,193
Home Health Care Services	133,933
Nursing Care Facilities (Skilled Nursing Facilities)	112,659
Other Individual and Family Services	97,472
Elementary and Secondary Schools	89,801
Offices of All Other Miscellaneous Health Practitioners	87,372
Offices of Physical, Occupational and Speech Therapists, and Audiologists	70,140
Child and Youth Services	65,512
Child Care Services	64,633
Medical Laboratories	61,961
All Other Outpatient Care Centers	55,409
Direct Health and Medical Insurance Carriers	53,105
Freestanding Ambulatory Surgical and Emergency Centers	49,235
Offices of Dentists	49,098
Employment Placement Agencies	45,717
Assisted Living Facilities for the Elderly	45,289
Outpatient Mental Health and Substance Abuse Centers	44,667
All Other Professional, Scientific, and Technical Services	40,916
Offices of Physicians, Mental Health Specialists	39,688
Specialty (except Psychiatric and Substance Abuse) Hospitals	39,560
Offices of Mental Health Practitioners (except Physicians)	39,472
Psychiatric and Substance Abuse Hospitals	36,208
Vocational Rehabilitation Services	34,060
Temporary Help Services	33,457

Following Industries	Transitions
Kidney Dialysis Centers	30,675
Administrative Management and General Management Consulting Services	29,023
Services for the Elderly and Persons with Disabilities	28,661
Continuing Care Retirement Communities	27,642
Junior Colleges	27,204
Custom Computer Programming Services	25,111
Other Residential Care Facilities	24,692
Insurance Agencies and Brokerages	24,368
Other General Government Support	24,096
Software Publishers	23,611
Pharmaceutical Preparation Manufacturing	21,832
Full-Service Restaurants	21,320
Residential Mental Health and Substance Abuse Facilities	21,160
Pharmacies and Drug Retailers	20,728
Ambulance Services	20,195
Commercial Banking	19,619
All Other Miscellaneous Retailers	19,307
Administration of Veterans' Affairs	18,572
Offices of Real Estate Agents and Brokers	18,197
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	17,957
Computer Systems Design Services	17,166
Offices of Lawyers	17,115
Office Administrative Services	16,944
Blood and Organ Banks	16,325

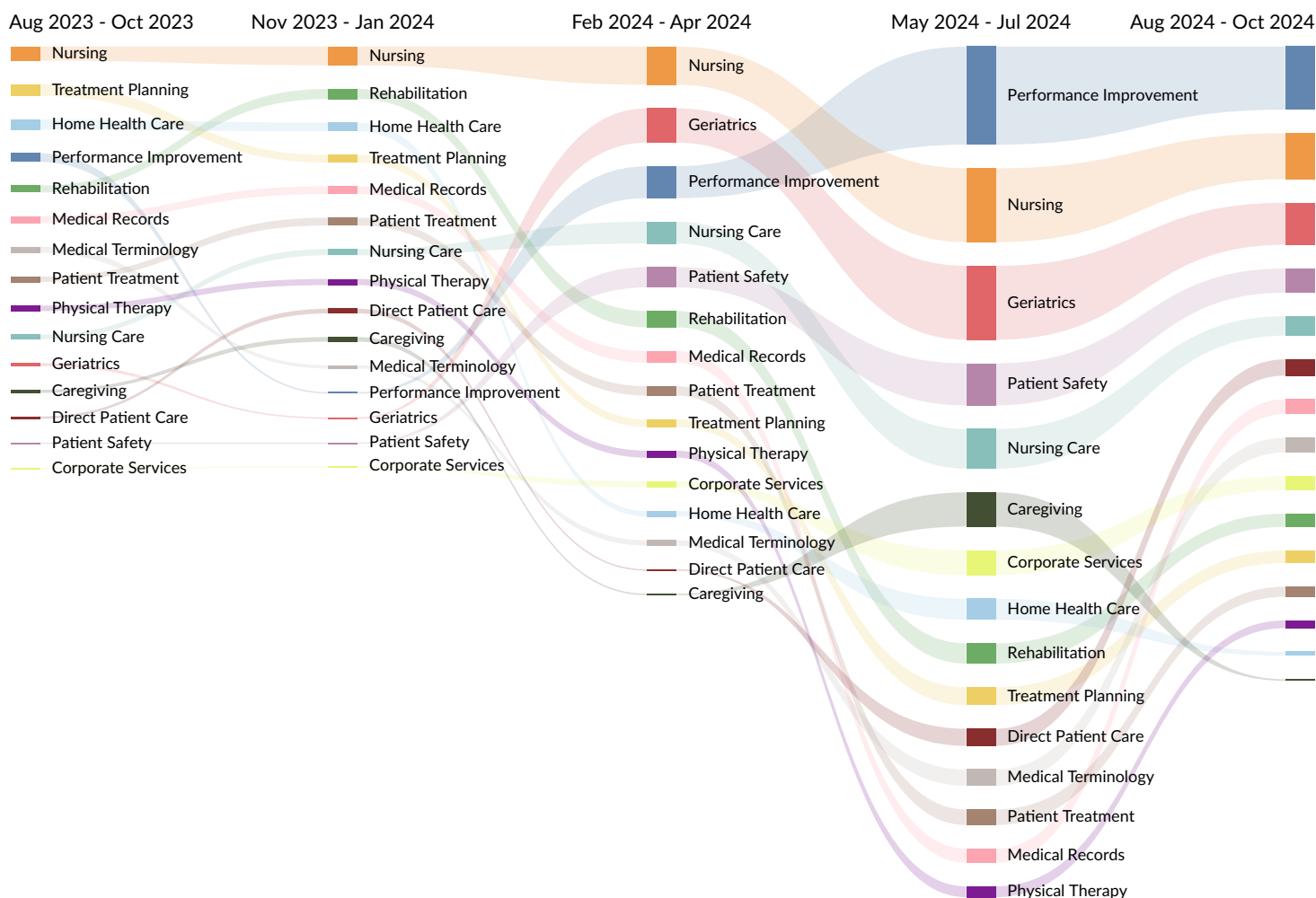
Following Industries	Transitions
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	16,122
Limited-Service Restaurants	15,322
National Security	15,227
Clothing and Clothing Accessories Retailers	15,145
Offices of Optometrists	14,943
Religious Organizations	14,733
Educational Support Services	14,732
Residential Intellectual and Developmental Disability Facilities	13,709
Research and Development in Biotechnology (except Nanobiotechnology)	13,665
Other Management Consulting Services	13,567
Other Computer Related Services	13,091
Fitness and Recreational Sports Centers	12,949
Diagnostic Imaging Centers	12,942
All Other Personal Services	12,745
Hotels (except Casino Hotels) and Motels	12,703
Engineering Services	12,624
Surgical and Medical Instrument Manufacturing	12,179
Department Stores	12,054
HMO Medical Centers	11,987
Administration of Public Health Programs	11,358
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	11,296
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	11,271
Emergency and Other Relief Services	11,150
Civic and Social Organizations	11,135

Following Industries	Transitions
Other Social Advocacy Organizations	10,670
Offices of Chiropractors	9,958
Other Grantmaking and Giving Services	9,552
Family Planning Centers	9,296
Temporary Shelters	9,261
All Other Miscellaneous Schools and Instruction	9,238
Offices of Certified Public Accountants	9,151
Community Food Services	8,285
Portfolio Management and Investment Advice	8,167
Other Community Housing Services	8,055
Marketing Consulting Services	7,834
Other Scientific and Technical Consulting Services	7,633
Executive Offices	7,443
Drugs and Druggists' Sundries Merchant Wholesalers	7,302
Warehouse Clubs and Supercenters	6,425
Other Accounting Services	6,421
Lessors of Residential Buildings and Dwellings	6,381
Professional Organizations	6,342
All Other Support Services	6,252
Commercial and Institutional Building Construction	6,078
Police Protection	5,691
Wholesale Trade Agents and Brokers	5,591
Offices of Other Holding Companies	5,517
Beauty Salons	5,505
Food Service Contractors	5,385

# What skills are they posting for?

## Top 15 Skills for All Job Types Sought by Your Selected Companies by Quarter

Skills help us understand the direction an industry is headed.



## Gross Regional Product (GRP)

**\$603.2M**

Earnings (2023)

**\$70.3M**

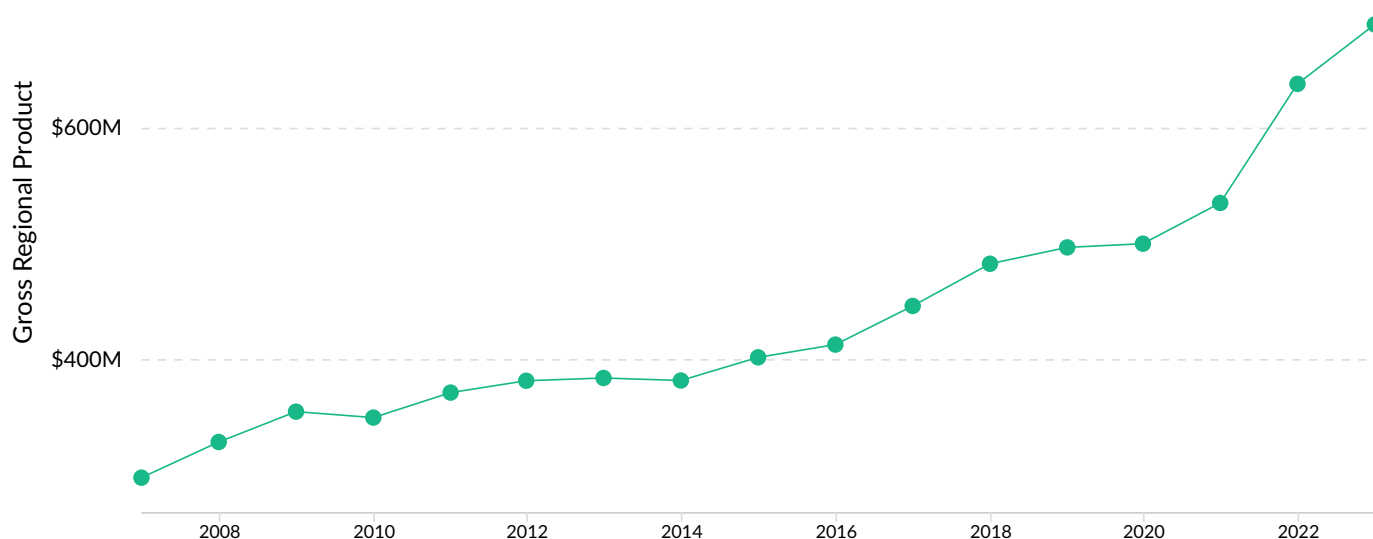
Property Income  
(2023)

**\$15.8M**

Taxes (2023)

**\$689.3M**

Total GRP (2023)



## Industry Requirements

Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Corporate, Subsidiary, and Regional Managing Offices	\$1,660,999	\$21,333,805	\$22,994,804
Lessors of Residential Buildings and Dwellings	\$14,301,633	\$5,586,008	\$19,887,641
Offices of Real Estate Agents and Brokers	\$4,337,744	\$14,372,524	\$18,710,268
Temporary Help Services	\$1,026,665	\$16,651,833	\$17,678,497
Portfolio Management and Investment Advice	\$7,545,745	\$8,003,727	\$15,549,472

# Manufacturing in 2 Illinois Counties

300 Civic Center Plaza  
Suite 256  
Quincy, Illinois 62301



# Report Parameters

## 1 Industry

31	Manufacturing
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## 2 Counties

17001	Adams County, IL	17009	Brown County, IL
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## Class of Worker

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

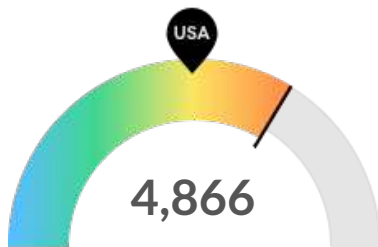
The information in this report pertains to the chosen industry and geographical areas.

## Workforce Map



## Executive Summary

### Light Hiring Competition Over a Deep Supply of Regional Talent



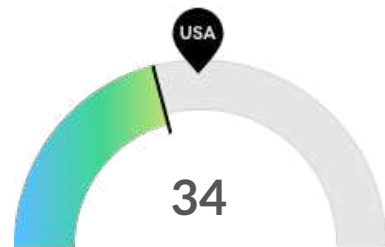
**Supply (Jobs)**

Your area is a hotspot for this kind of talent. The national average for an area this size is 3,008\* employees, while there are 4,866 here.



**Earnings Per Job**

Earnings per job are below the national average. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



**Demand (Job Postings)**

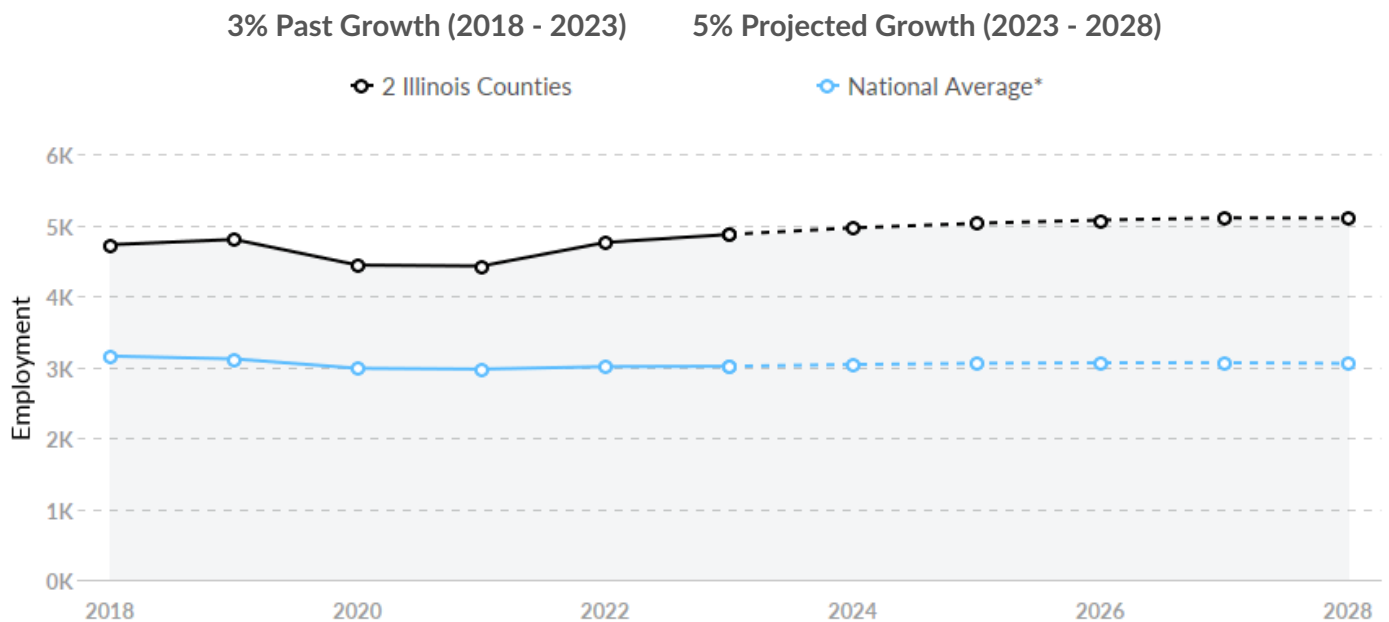
Competition from online job postings is low in your area. The national average for an area this size is 44\* job postings/mo, while there are 34 here.

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

## Supply (Jobs)

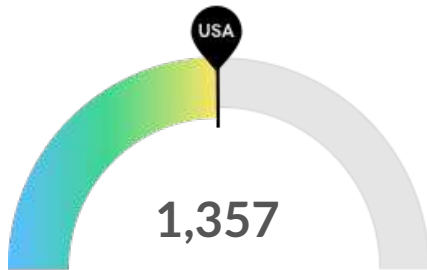
### Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Manufacturing is a strength or weakness for your area, and how it is changing relative to the nation. An average area of this size would have 3,008\* employees, while there are 4,866 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.



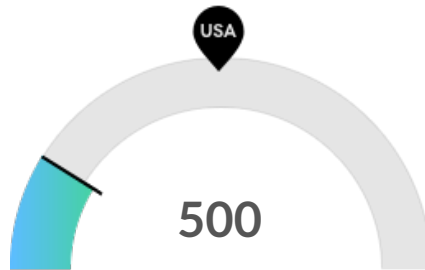
\*National average values are derived by taking the national value for Manufacturing and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

## Retirement Risk Is About Average, While Overall Diversity Is Low



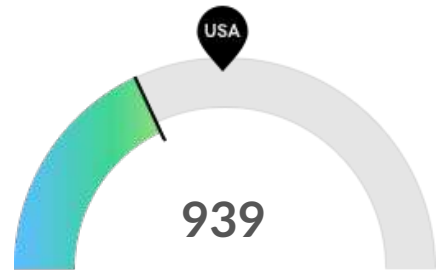
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 1,364\* employees 55 or older, while there are 1,357 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 1,774\* racially diverse employees, while there are 500 here.



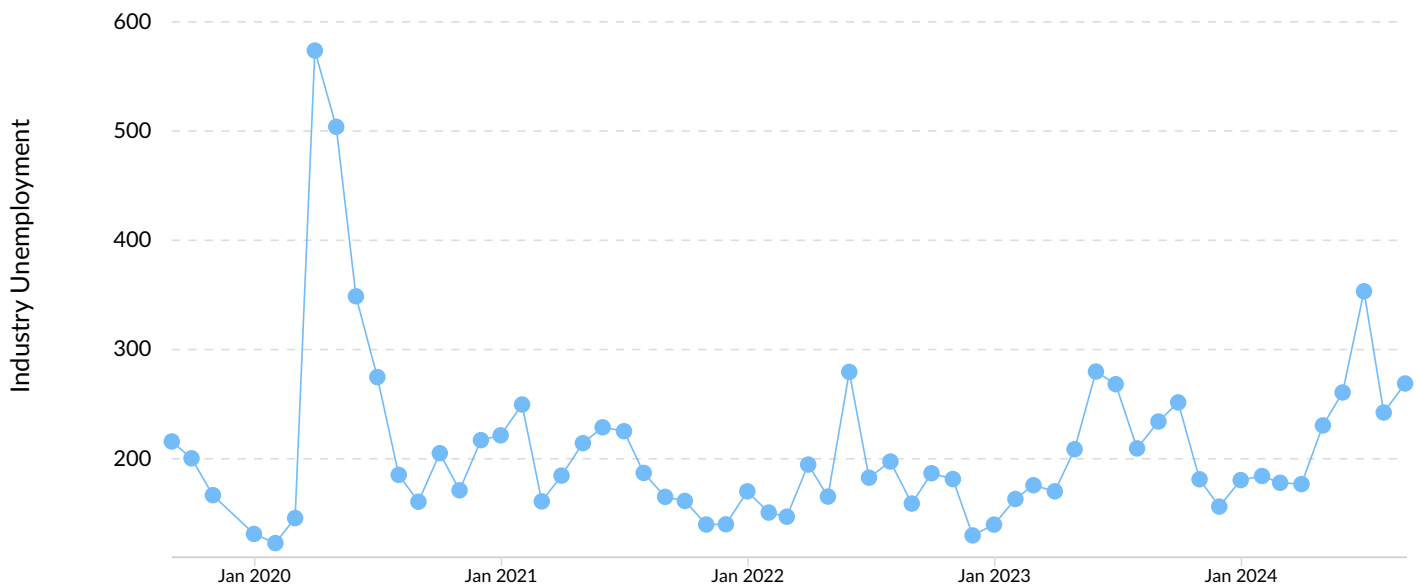
Gender Diversity

Gender diversity is low in your area. The national average for an area this size is 1,458\* female employees, while there are 939 here.

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

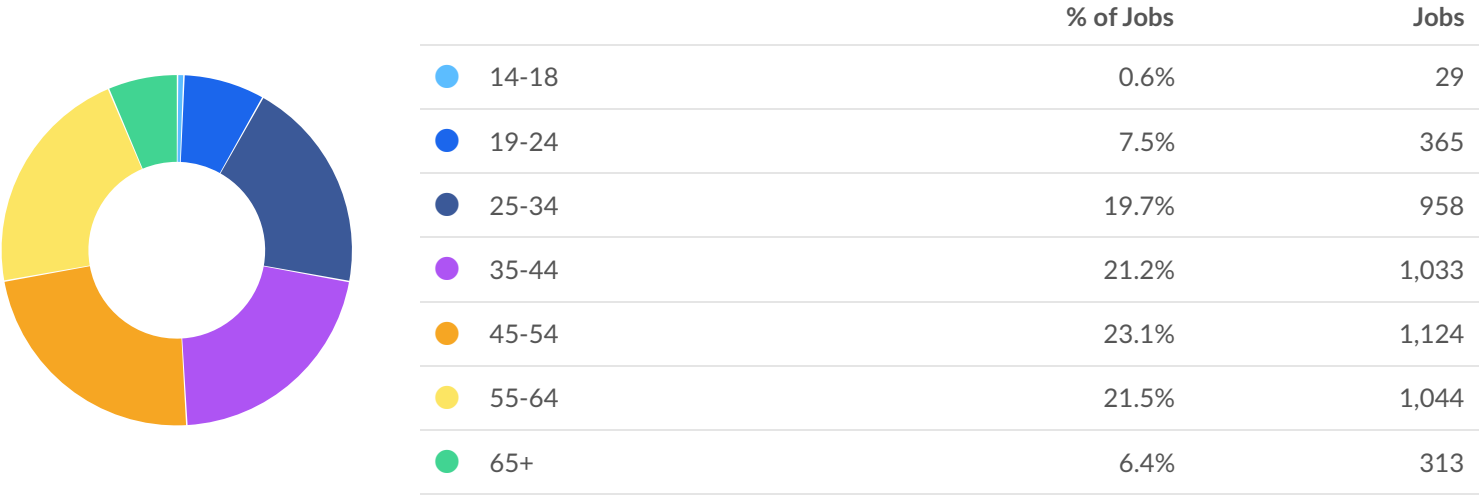
## Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.

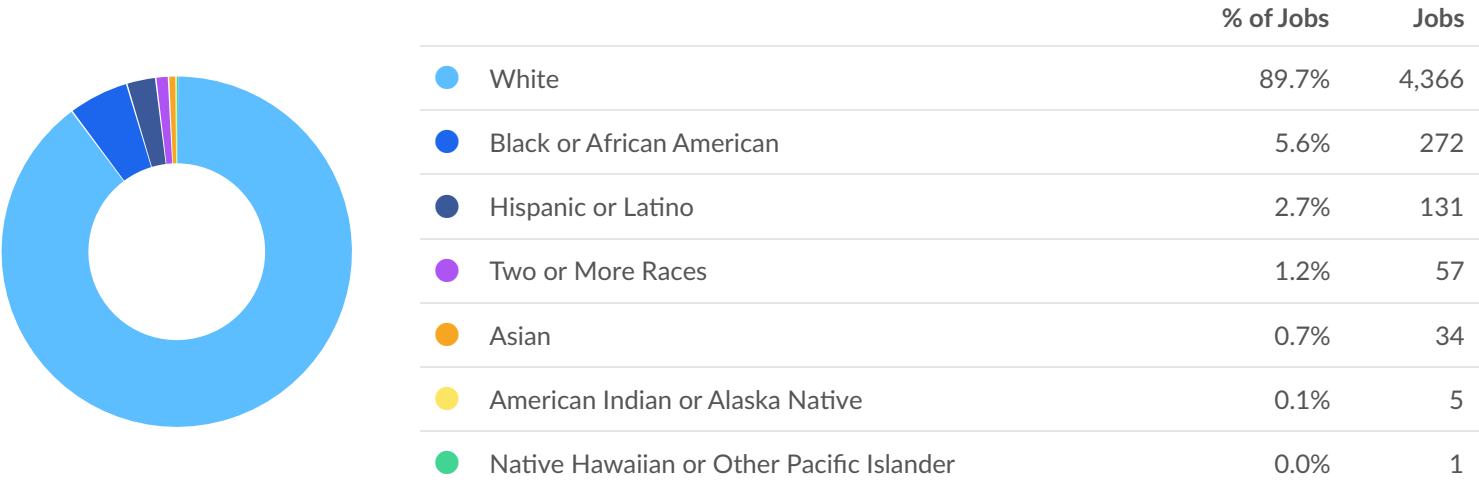


# Demographic Details

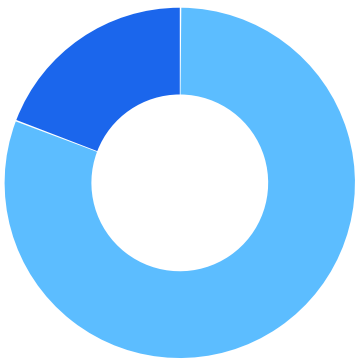
## Industry Age Breakdown



## Industry Race/Ethnicity Breakdown

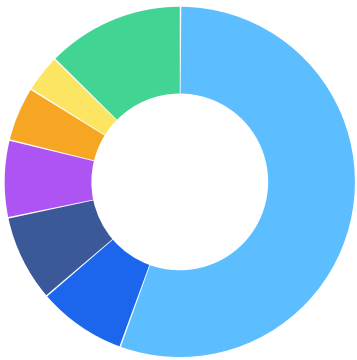


## Industry Gender Breakdown



	% of Jobs	Jobs
Males	80.7%	3,927
Females	19.3%	939

## Most Jobs are Found in the Production Occupations Industry Sector



Occupation	% of Industry in Occupation (2023)
Production Occupations	55.5%
Office and Administrative Support Occupations	8.2%
Transportation and Material Moving Occupations	8.0%
Management Occupations	7.1%
Installation, Maintenance, and Repair Occupations	5.0%
Business and Financial Operations Occupations	3.5%
Other	12.7%

# Demand



## 42 Employers Competing

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



## 412 Unique Job Postings

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



## 25 Day Median Duration

Posting duration is 2 days longer than what's typical in the region.

Top Companies	Unique Postings
Knapheide Manufacturing	111 <div></div>
Manchester Tank	41 <div></div>
CP Kelco	38 <div></div>
HNI	38 <div></div>
Stratas Foods	26 <div></div>

Top Job Titles	Unique Postings
Manufacturing Engineers	11 <div></div>
MIG Welders	10 <div></div>
Production Supervisors	9 <div></div>
Material Handlers	8 <div></div>
Machine Operators	7 <div></div>

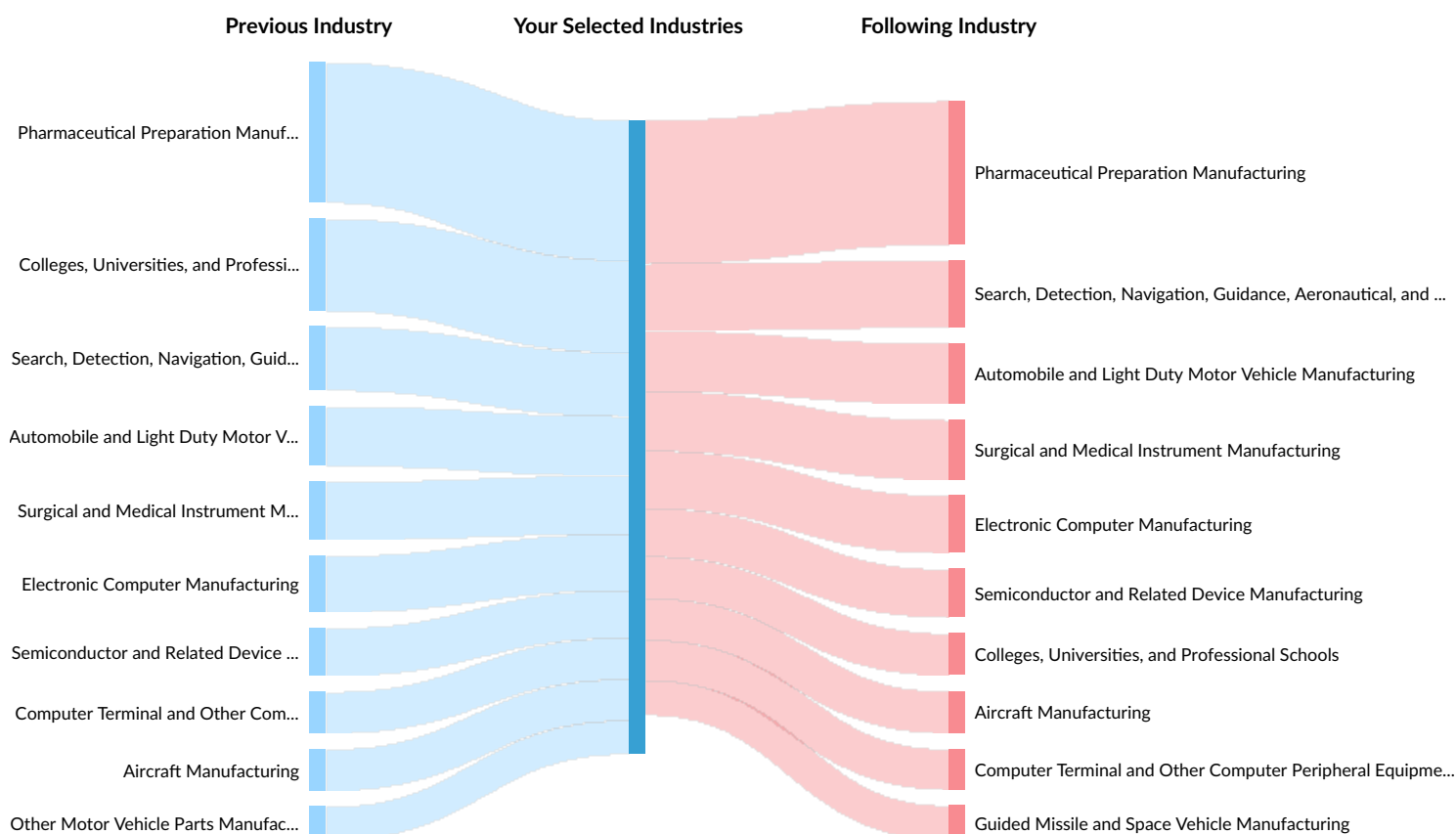


## Industry Gain and Drain

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

Please note, results are only available at the national level and the 6-digit NAICS level. Also your selection has been limited to 100 industries.

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



Previous Industries	Transitions
Pharmaceutical Preparation Manufacturing	341,573
Colleges, Universities, and Professional Schools	223,955
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	154,756

Previous Industries	Transitions
Automobile and Light Duty Motor Vehicle Manufacturing	144,585
Surgical and Medical Instrument Manufacturing	141,742
Electronic Computer Manufacturing	137,005
Semiconductor and Related Device Manufacturing	115,936
Computer Terminal and Other Computer Peripheral Equipment Manufacturing	100,659
Aircraft Manufacturing	100,592
Other Motor Vehicle Parts Manufacturing	81,446
Guided Missile and Space Vehicle Manufacturing	76,257
Soft Drink Manufacturing	70,895
Analytical Laboratory Instrument Manufacturing	66,698
Petroleum Refineries	61,885
Surgical Appliance and Supplies Manufacturing	61,633
Engineering Services	60,409
Medicinal and Botanical Manufacturing	60,323
National Security	56,214
Aircraft Engine and Engine Parts Manufacturing	55,973
Custom Computer Programming Services	55,758
Biological Product (except Diagnostic) Manufacturing	54,983
All Other Miscellaneous Food Manufacturing	51,558
Software Publishers	50,088
Footwear Manufacturing	43,231
All Other Professional, Scientific, and Technical Services	42,202
All Other Industrial Machinery Manufacturing	41,690
Commercial Printing (except Screen and Books)	40,796
Computer Systems Design Services	40,043

Previous Industries	Transitions
Plastics Material and Resin Manufacturing	39,686
All Other Miscellaneous Electrical Equipment and Component Manufacturing	38,321
All Other Miscellaneous Manufacturing	37,620
Commercial and Service Industry Machinery Manufacturing	36,803
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	36,694
Full-Service Restaurants	35,648
General Medical and Surgical Hospitals	34,458
Administrative Management and General Management Consulting Services	34,366
Paint and Coating Manufacturing	34,299
Clothing and Clothing Accessories Retailers	34,252
All Other Plastics Product Manufacturing	34,025
All Other Miscellaneous Retailers	32,489
Commercial Banking	32,312
Cut and Sew Apparel Manufacturing (except Contractors)	31,994
Limited-Service Restaurants	30,982
Employment Placement Agencies	30,743
Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	28,002
Other Communications Equipment Manufacturing	27,471
Other Computer Related Services	27,343
Other Electronic Component Manufacturing	27,072
Research and Development in Biotechnology (except Nanobiotechnology)	26,869
Soap and Other Detergent Manufacturing	26,821
Other Aircraft Parts and Auxiliary Equipment Manufacturing	26,491

Previous Industries	Transitions
Wholesale Trade Agents and Brokers	24,621
All Other Miscellaneous Chemical Product and Preparation Manufacturing	24,385
Relay and Industrial Control Manufacturing	24,057
Department Stores	23,886
Offices of Physicians (except Mental Health Specialists)	23,827
Farm Machinery and Equipment Manufacturing	23,003
All Other Basic Organic Chemical Manufacturing	22,906
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	22,566
Construction Machinery Manufacturing	22,266
Elementary and Secondary Schools	22,063
Corrugated and Solid Fiber Box Manufacturing	21,947
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	21,624
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	20,365
Offices of Certified Public Accountants	20,137
Apparel Accessories and Other Apparel Manufacturing	19,328
Drugs and Druggists' Sundries Merchant Wholesalers	18,920
Breweries	18,384
Wireless Telecommunications Carriers (except Satellite)	18,322
Insurance Agencies and Brokerages	18,321
Other Measuring and Controlling Device Manufacturing	17,758
Abrasive Product Manufacturing	17,640
Other Engine Equipment Manufacturing	17,510
Major Household Appliance Manufacturing	17,489
Offices of Real Estate Agents and Brokers	17,283

Previous Industries	Transitions
Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	16,959
Motor Vehicle Electrical and Electronic Equipment Manufacturing	16,751
Electronics and Appliance Retailers	16,334
Office Administrative Services	16,002
Offices of Lawyers	15,741
Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	15,603
Rubber and Plastics Hoses and Belting Manufacturing	15,507
Plumbing, Heating, and Air-Conditioning Contractors	15,441
Hotels (except Casino Hotels) and Motels	15,192
Marketing Consulting Services	15,177
Electromedical and Electrotherapeutic Apparatus Manufacturing	14,987
Toilet Preparation Manufacturing	14,950
Other Miscellaneous Durable Goods Merchant Wholesalers	14,892
Temporary Help Services	14,889
Other Management Consulting Services	14,593
Commercial and Institutional Building Construction	14,536
Oil and Gas Field Machinery and Equipment Manufacturing	14,428
Electrical Contractors and Other Wiring Installation Contractors	14,420
Fruit and Vegetable Canning	14,268
Power-Driven Handtool Manufacturing	14,205
Machine Shops	14,122
Computer Storage Device Manufacturing	13,833

Previous Industries	Transitions
Fabricated Structural Metal Manufacturing	13,799
Couriers and Express Delivery Services	13,674
Offices of Other Holding Companies	13,581
Following Industries	Transitions
Pharmaceutical Preparation Manufacturing	348,612
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	163,585
Automobile and Light Duty Motor Vehicle Manufacturing	146,702
Surgical and Medical Instrument Manufacturing	145,322
Electronic Computer Manufacturing	139,954
Semiconductor and Related Device Manufacturing	117,289
Colleges, Universities, and Professional Schools	102,073
Aircraft Manufacturing	101,449
Computer Terminal and Other Computer Peripheral Equipment Manufacturing	98,246
Guided Missile and Space Vehicle Manufacturing	84,349
Other Motor Vehicle Parts Manufacturing	80,404
Soft Drink Manufacturing	68,609
Analytical Laboratory Instrument Manufacturing	68,482
Software Publishers	63,345
Engineering Services	63,086
Custom Computer Programming Services	61,352
Medicinal and Botanical Manufacturing	61,132
Petroleum Refineries	61,072
Surgical Appliance and Supplies Manufacturing	60,992
Biological Product (except Diagnostic) Manufacturing	53,694

Following Industries	Transitions
All Other Miscellaneous Food Manufacturing	50,178
Aircraft Engine and Engine Parts Manufacturing	48,823
All Other Miscellaneous Retailers	45,753
All Other Professional, Scientific, and Technical Services	44,620
Computer Systems Design Services	43,567
Footwear Manufacturing	42,641
All Other Industrial Machinery Manufacturing	42,520
Commercial Printing (except Screen and Books)	39,791
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	38,537
Administrative Management and General Management Consulting Services	38,451
All Other Miscellaneous Electrical Equipment and Component Manufacturing	38,351
All Other Miscellaneous Manufacturing	37,303
Plastics Material and Resin Manufacturing	37,116
Commercial and Service Industry Machinery Manufacturing	35,855
All Other Plastics Product Manufacturing	33,477
Paint and Coating Manufacturing	33,283
Research and Development in Biotechnology (except Nanobiotechnology)	33,274
Commercial Banking	33,107
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	31,674
Other Computer Related Services	31,537
Cut and Sew Apparel Manufacturing (except Contractors)	30,571
Other Communications Equipment Manufacturing	28,289
General Medical and Surgical Hospitals	28,275

Following Industries	Transitions
Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing	27,394
Soap and Other Detergent Manufacturing	26,537
Other Electronic Component Manufacturing	26,105
Wholesale Trade Agents and Brokers	25,965
Other Aircraft Parts and Auxiliary Equipment Manufacturing	24,730
All Other Miscellaneous Chemical Product and Preparation Manufacturing	24,699
Full-Service Restaurants	24,132
Web Search Portals and All Other Information Services	23,772
Relay and Industrial Control Manufacturing	23,619
All Other Basic Organic Chemical Manufacturing	23,580
Office Administrative Services	23,550
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	23,492
Clothing and Clothing Accessories Retailers	23,349
Farm Machinery and Equipment Manufacturing	22,643
Offices of Real Estate Agents and Brokers	22,099
Employment Placement Agencies	21,947
Construction Machinery Manufacturing	21,349
Elementary and Secondary Schools	21,176
Insurance Agencies and Brokerages	20,857
Corrugated and Solid Fiber Box Manufacturing	20,442
Offices of Physicians (except Mental Health Specialists)	20,154
Apparel Accessories and Other Apparel Manufacturing	19,387
National Security	19,296
Limited-Service Restaurants	17,976



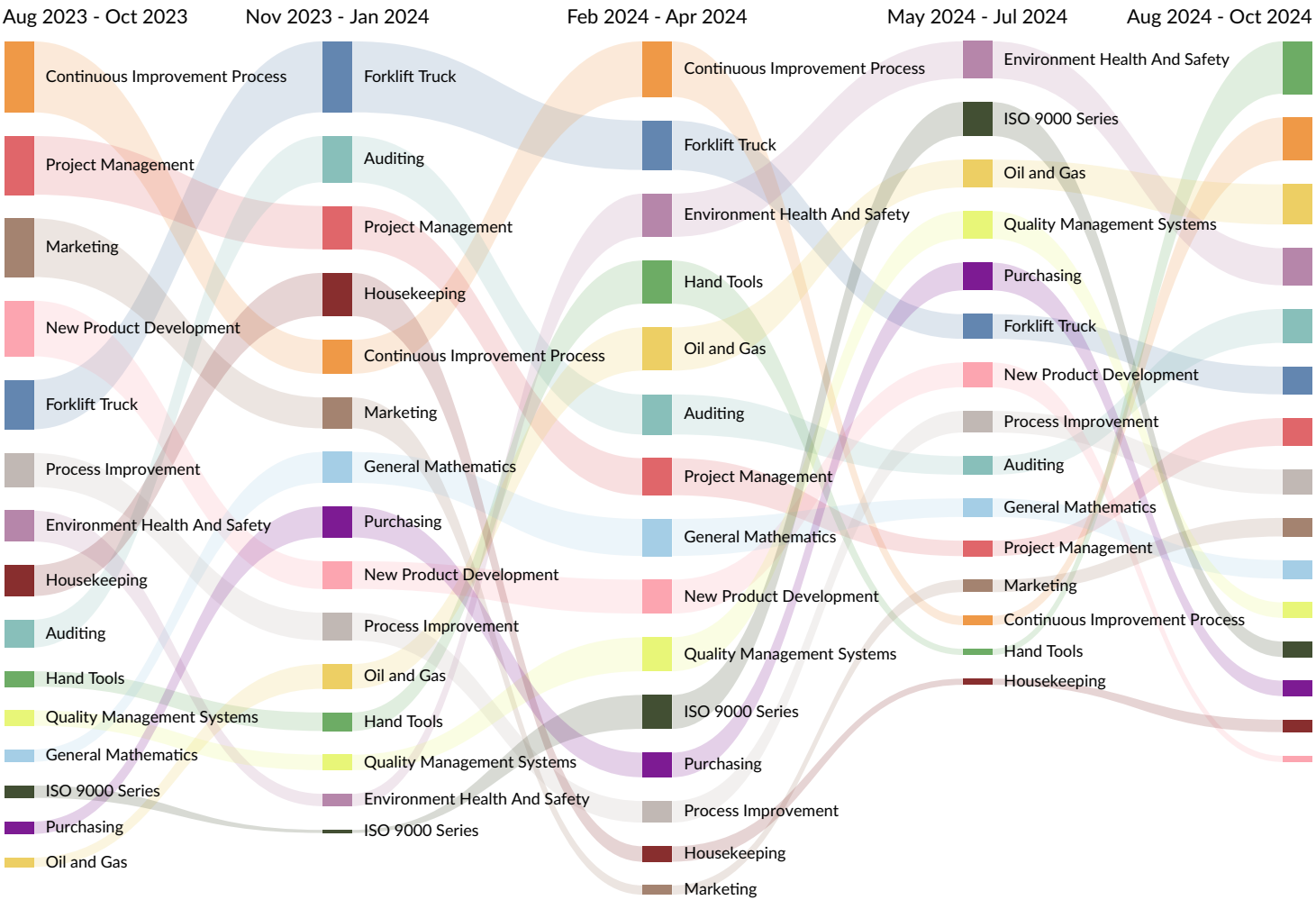
Following Industries	Transitions
Other Measuring and Controlling Device Manufacturing	17,866
Breweries	17,589
Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables	17,323
Abrasive Product Manufacturing	16,959
Other Engine Equipment Manufacturing	16,826
Major Household Appliance Manufacturing	16,583
Motor Vehicle Electrical and Electronic Equipment Manufacturing	16,463
Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing	16,401
Offices of Certified Public Accountants	16,167
Plumbing, Heating, and Air-Conditioning Contractors	15,333
Electromedical and Electrotherapeutic Apparatus Manufacturing	15,333
Other Management Consulting Services	15,089
Drugs and Druggists' Sundries Merchant Wholesalers	15,088
Electrical Contractors and Other Wiring Installation Contractors	15,080
Power-Driven Handtool Manufacturing	15,055
Toilet Preparation Manufacturing	15,019
Rubber and Plastics Hoses and Belting Manufacturing	14,841
Industrial Machinery and Equipment Merchant Wholesalers	14,703
Fabricated Structural Metal Manufacturing	14,252
Commercial and Institutional Building Construction	14,157
Marketing Consulting Services	14,006
Oil and Gas Field Machinery and Equipment Manufacturing	13,772

Following Industries	Transitions
Offices of Other Holding Companies	13,685
Fruit and Vegetable Canning	13,530
All Other Miscellaneous Fabricated Metal Product Manufacturing	13,378
Chocolate and Confectionery Manufacturing from Cacao Beans	13,326
Other Miscellaneous Durable Goods Merchant Wholesalers	13,296
Other Basic Inorganic Chemical Manufacturing	13,226
Machine Shops	13,121
Offices of Lawyers	12,796
Audio and Video Equipment Manufacturing	12,786
Computer Storage Device Manufacturing	12,760
Other Scientific and Technical Consulting Services	12,730

# What skills are they posting for?

## Top 15 Skills for All Job Types Sought by Your Selected Companies by Quarter

Skills help us understand the direction an industry is headed.



## Gross Regional Product (GRP)

\$403.5M

Earnings (2023)

\$218.0M

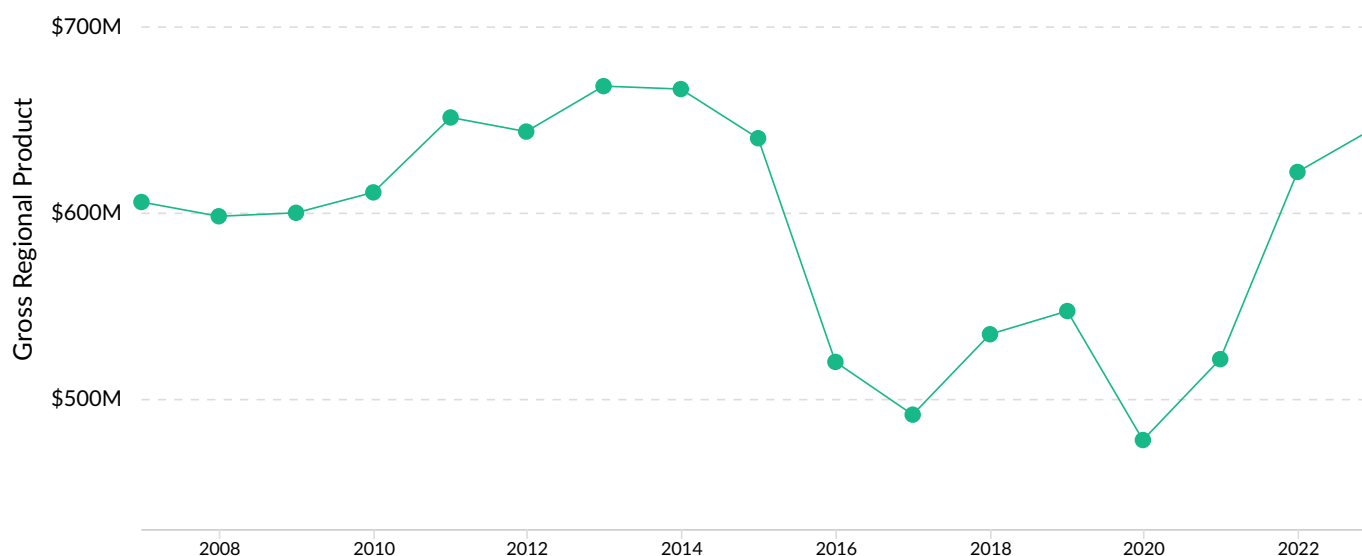
Property Income  
(2023)

\$24.0M

Taxes (2023)

\$645.6M

Total GRP (2023)



## Industry Requirements

Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Crop Production	\$35,642,039	\$50,409,079	\$86,051,117
Iron and Steel Mills and Ferroalloy Manufacturing	\$13,644,659	\$71,607,101	\$85,251,761
Soybean and Other Oilseed Processing	\$0	\$37,794,841	\$37,794,841
Corporate, Subsidiary, and Regional Managing Offices	\$2,199,502	\$27,650,266	\$29,849,768
Animal Production	\$6,536,048	\$21,367,133	\$27,903,182

# Industry Recognized Credentials (IRCs)

An industry-recognized credential is a work-related credential, certification, or license that: 1. Verifies, through a valid assessment, an individual's qualifications or competence in a specific skill-set related to a particular industry or occupation; 2. Is issued by an industry-related organization or state licensing body with the relevant authority to issue such credentials; and 3. Is broadly sought or accepted by employers as a recognized, preferred, or required credential for recruitment, screening, hiring, retention, or advancement purposes.

[Learn More](#)

If you are industry professional, in the Health Sciences Technology industry. We invite you to provide feedback on our current state approved IRCs listing. We thank you in advance for taking the time to help us.

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\* Indicates required question

1. Please select ALL industry-recognized credentials (IRCs) certifications that you, the employers, recognize as favorable or preferential when recruiting, hiring, promoting, and retaining your workforce. \*

*Check all that apply.*

- ☐ AAPC Professional Medical Coding CPC and COC
- ☐ Administrative Dental Assistant
- ☐ Basic Nurse Assistant
- ☐ Basic Nurse Assistant Training Program
- ☐ Basic Nurse Assistant with Phlebotomy
- ☐ Billing Coding Specialist Certification
- ☐ CBCS Cert Medical Admin Asst w/Medical Billing&Coding
- ☐ CBCS Medical Billing and Coding
- ☐ CCA Medical Billing & Coding
- ☐ Certified Administrative Medical Assistant
- ☐ Certified Clinical Medical Assistant - (CCMA)
- ☐ Certified Coding Specialist CCS
- ☐ Clinical Dental Assistant CDA
- ☐ Certified Electronic Health Records Specialist (CEHRS)
- ☐ Certified Hemodialysis Technician
- ☐ Certified Instrument Specialist CIS
- ☐ Certified Medical Assistant Certification
- ☐ Certified Medical Insurance Specialist
- ☐ Certified Medical Laboratory Technician CMLT
- ☐ Certified Nurse Assistant
- ☐ Certified Paraoptometric Assistant CPO
- ☐ Certified Personal Trainer
- ☐ Certified Registered Central Service Technician
- ☐ Chemical Dependency Addiction Counselor Assistant
- ☐ Clinical Laboratory Assistant/Phlebotomist CMLA
- ☐ Computed Tomography Certification ARRT
- ☐ CPC Medical Billing and Coding Specialist
- ☐ Dental Assisting Certification
- ☐ Dental Assisting/Assistant
- ☐ Dental Hygiene Licensure
- ☐ EKG Technician Certification
- ☐ Electroneurodiagnostic (END) EEG Technologist Certification

- ☐ Electronic Health Records Specialist/MAA with EHR
- ☐ Emergency Medical Technician - Basic (EMT-B) Certificate
- ☐ Emergency Medical Technician - Paramedic
- ☐ Emergency Medical Technician - Advanced
- ☐ Health Unit Coordinator Certification NAHUC
- ☐ Health Information Technology Certification
- ☐ Home Health Aide
- ☐ Lean Six Sigma for Health Care Professionals
- ☐ Licensed Practical Nursing
- ☐ Magnetic Resonance Imaging (MRI) Technologist
- ☐ Medical Administrative Assistant Certification
- ☐ Medical Insurance Specialist/Medical Biller & HIT CMIS
- ☐ Mental Health Technician Certification
- ☐ MRI Technology Certification
- ☐ National Certified Insurance and Coding Specialist NCICS
- ☐ National Certified Medical Assistant NCMA
- ☐ National Certified Medical Office Assistant NCMOA
- ☐ National Certified Patient Care Technician NCPCT
- ☐ Nurse Assistant
- ☐ Nursing - ASN to Registered Nurse
- ☐ Paramedic Certification / registration
- ☐ Patient Care Technician Certification
- ☐ Pharmacy Technician CPhT
- ☐ Phlebotomy Technician Certification
- ☐ Physical Therapy Assistant Certification
- ☐ Practical Nursing
- ☐ Radiologic Technology ARRT Certification
- ☐ Registered Cardiovascular Technician RCVT
- ☐ Registered Medical Assistant
- ☐ Registered Phlebotomy Technician RPT
- ☐ Respiratory Care Technician
- ☐ Retail Pharmacy Technician Licensure
- ☐ Sonography Certification ARDMS
- ☐ Surgical Technologist Certification
- ☐ Veterinary Assistant

# Industry Recognized Credentials (IRCs)

An industry-recognized credential is a work-related credential, certification, or license that: 1. Verifies, through a valid assessment, an individual's qualifications or competence in a specific skill-set related to a particular industry or occupation; 2. Is issued by an industry-related organization or state licensing body with the relevant authority to issue such credentials; and 3. Is broadly sought or accepted by employers as a recognized, preferred, or required credential for recruitment, screening, hiring, retention, or advancement purposes.

[Learn More](#)

If you are industry professional, in the Manufacturing, Engineering, and Tech industry. We invite you to provide feedback on our current state approved IRCs listing. We thank you in advance for taking the time to help us.

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\* Indicates required question



1. Please select ALL industry-recognized credentials (IRCs) certifications that you, the employers, recognize as favorable or preferential when recruiting, hiring, promoting, and retaining your workforce. \*

*Check all that apply.*

- ☐ 21st Century CNC Level 1
- ☐ 21st Century CNC Level 2
- ☐ Accelerated Logix 5000 Maintainer Certificate Level 1
- ☐ Accelerated Logix 5000 Programmer Certificate Level 1
- ☐ ACSM (CPIM)
- ☐ Advanced Alignment Level III Hunter Engineering
- ☐ Aircraft Electronics Technician Certification
- ☐ Allen Bradley Rockwell Automation PLC
- ☐ American Welding Society (AWS) Sense 1 Certificate
- ☐ American Welding Society (AWS) Certificate FCAW
- ☐ American Welding Society (AWS) Certificate GMAW
- ☐ American Welding Society (AWS) Certificate GTAW
- ☐ American Welding Society (AWS) Certificate SMAW
- ☐ American Welding Society (AWS) Certified Welding Inspector
- ☐ APICS CPIM : Production and Inventory Management
- ☐ Architectural Apprentice Drafter
- ☐ Associated Equip Distributors Tech Certification - AED
- ☐ ASCM (CLTD)
- ☐ AutoCAD Professional
- ☐ Autodesk Certified User (Revit, AutoCAD, Inventor)
- ☐ Autodesk Certified Drafter
- ☐ Autodesk Civil 3D Certified Professional
- ☐ Autodesk Inventor Certified Professional
- ☐ Autodesk Maya Certified Professional
- ☐ Autodesk 3DS Max Certified Professional
- ☐ Automotive Battery NCCC
- ☐ Automotive Tire Pressure NCCC
- ☐ ASE Automotive Collision Repair Technician 1
- ☐ ASE Automotive Collision Repair Technician B2
- ☐ ASE Automotive Collision Repair Technician B3
- ☐ ASE Automotive Collision Repair Technician B4
- ☐ ASE Automotive Collision Repair Technician B5

- ☐ ASE Student Certification Collision Painting and Refinishing
- ☐ ASE Student Certification Collision Structural Analysis and Repair
- ☐ ASE Automotive Engine Repair Certification A1
- ☐ ASE Automatic Transmission Transaxle Tech Certificate A2
- ☐ ASE Manual Drive Train axle Tech Certificate A3
- ☐ ASE Suspension & Steering Tech Certificate A4
- ☐ ASE Brakes Tech Certificate A5
- ☐ ASE Electrical Electronic Systems Tech Certificate A6
- ☐ ASE Heating and Air Conditioning Tech Certificate A7
- ☐ ASE Engine Performance Tech Certificate A8
- ☐ ASE Light Vehicle Diesel Engines Tech Certificate A9
- ☐ ASE Medium Heavy Truck Parts Specialist P1
- ☐ ASE Automobile Parts Specialist P2
- ☐ ASE Truck Gasoline Engines T1
- ☐ ASE Truck Diesel Engines T2
- ☐ ASE Truck Drive Train T3
- ☐ ASE Truck Brakes T4
- ☐ ASE Truck Steering and Suspension T5
- ☐ ASE Truck Electrical and Electronics Systems T6
- ☐ ASE Truck Heating and Air Conditioning T7
- ☐ ASE Truck Preventative Maintenance Inspection T8
- ☐ Automotive Service Excellence ASE
- ☐ ASE Maintenance & Light Repair MLR G1
- ☐ AYES Certificate - Automotive Youth Educ Systems
- ☐ Battery Starting and Charging AC Delco
- ☐ Blue Level Industry Certification PPG
- ☐ Boeing 767 Captains Type Rating
- ☐ BSD Industries Robotics Technician Training Program
- ☐ C-101 Cert Industry 4.0 Associate Basic Operations
- ☐ C-101 Cert Industry 4.0 Associate Advanced Operations
- ☐ C-103 Cert Industry 4.0 Associate III-Robot System Operations
- ☐ C-104 Certified Industry 4.0 Associate IV-IIoT, Networking & Data Analytics
- ☐ C-201 Electrical Systems1 Smart Automation
- ☐ C-202 Electric Motor Control Systems 1
- ☐ C-203 Variable Frequency Drive Systems 1
- ☐ C-204 Motor Control Smart Automation
- ☐ C-205 Sensor Logic Systems 1

- ☐ C-206 Electrical System Installation 1 Smart Automation
- ☐ C-207 Programmable Controller Smart Automation
- ☐ C-208 Programmable Controller Troubleshooting 1
- ☐ C-209 Pneumatic Systems 1 Smart Automation Alliance
- ☐ C-210 Mechanical Power Systems 1
- ☐ C-215 Robotic Operations 1
- ☐ CAIS Cert Artificial Intell Scientist ALLDATA
- ☐ C-Tech Energy Managment Systems
- ☐ C-Tech Home Enter Residential A/V System
- ☐ C-Tech Grounding and Bonding Copper Systems
- ☐ C-Tech Network Cabling Copper or Fiber Optics based
- ☐ C-Tech Telecomm Technologies
- ☐ C-Tech Wireless Systems coverage and capacity
- ☐ Carpenter Basic Nat'l Assn of Home builders
- ☐ Carpentry Level 1 NCCER
- ☐ Carpentry Level 2
- ☐ Carpentry apprentice cert MACRC
- ☐ CDL Class A
- ☐ CDL Class-B
- ☐ Certificate in Work Performance Improvement Coordination
- ☐ Certified Welder - Amer Welding Society
- ☐ Certified Drafter
- ☐ Certified Electronics Technician ISCET
- ☐ Certified Logistics Associate - Manuf Skill Stds Council
- ☐ Certified Logistics Technician - Manuf Skill Stds Council
- ☐ Certified Logistics Transportation and Distribution CLTD
- ☐ Certified Quality Inspector Amer Soc for Quality ASQ
- ☐ Certified Solidworks Associate CSWA
- ☐ Certified Solidworks Professional CSWP
- ☐ Certified Supply Chain Professional (CSCP)
- ☐ CITF Career Connections Certification
- ☐ Coal Mining Maintenance Safety I MSHA
- ☐ Coal Mining Technology Cert MSHA
- ☐ Commercial Driver License A
- ☐ Commercial Driver License B
- ☐ CompTIA Network+
- ☐ Concrete Finisher NCCER Level 1

- ☐ Construction Craft Laborer Learn Program
- ☐ CORE/Carpentry Level 1
- ☐ CORE/Electrical Level 1
- ☐ CORE/Heavy Equipment Operator Level 1
- ☐ CORE/HVAC Level 1
- ☐ CORE/Laborer Level 1
- ☐ CORE/Plumbing
- ☐ Diesel Diagnostic Scanner
- ☐ Drywall Install Finishing NCCER Level 1
- ☐ Electrical Wiring Basic Natl Assn of Home builders
- ☐ Electrical State 1 and 2 AC Delco
- ☐ Electrical Training Alliance Interim Credential
- ☐ Electronics Tech Assn Cert Elec Tech Assoc CETa
- ☐ Electronics Tech Assn Student Electronics Tech SET
- ☐ Electronics Tech Assn Customer Service Specialist
- ☐ Electronics Tech Assn EM1-DC Basics
- ☐ Electronics Tech Assn EM2-AC Basics
- ☐ Electronics Tech Assn EM3- Analog
- ☐ Electronics Tech Assn EM4-Digital Basics
- ☐ Electronics Tech Assn EM5- Comprehensive
- ☐ Electronics Tech Assn Certified Alarm Security Technician
- ☐ Electronics Tech Assn Residential Electronics Sys Integrator
- ☐ Electronics Tech Assn Certified Satellite Installer
- ☐ Engineering Design - SolidWorks Certificate
- ☐ Environmental Prot Agency EPA Painters, Repair, Renovation Cert
- ☐ Environmental Prot Agency EPA 608 Certification
- ☐ Environmental Prot Agency EPA 608 Refrigerant Recovery - 1 Appliances
- ☐ Environmental Prot Agency EPA 608 Refrigerant Recovery - 2 High Pressure
- ☐ Environmental Prot Agency EPA 608 Refrigerant Recovery - 3 Low Pressure
- ☐ Environmental Prot Agency EPA 608 Refrigerant Recovery - Universal
- ☐ FANUC Dual Check Safety V7.50 & Newer
- ☐ FANUC Electrical Maintenance w R-30iB Controller
- ☐ FANUC FCR-01 Cert Robot Operator 1
- ☐ FANUC FCR-02 Cert Robot Operator 2
- ☐ FANUC Handling Tool Operation & Programming J2P-31-IACT approved
- ☐ FANUC iRVision 2D Operation and Programming
- ☐ FANUC Certified CNC Machining Center Programming Setup Operation

- ☐ FANUC Certified CNC Turning Center Programming Setup Operation
- ☐ FANUC R-2000i Mechanical Disassembly / Reassembly
- ☐ Fed Aviation Admin FAA Airframe Mechanic
- ☐ Fed Aviation Admin FAA Power Plant Mechanic
- ☐ Ford MLR Certificate
- ☐ Fork Lift Operation - Natl Safety Council
- ☐ Forklift-Operator USFC
- ☐ Freight Broker Agent Certification
- ☐ Get Ahead Daimler Heavy Trucks NA
- ☐ Haas CNC Lathe Operator
- ☐ Haas CNC Mill Operator
- ☐ Hazardous Materials CDL Endorsement
- ☐ HAZWOPER Technician Level
- ☐ HBI Pre-Apprentice Certification PACT
- ☐ Heavy Equipment Operator Level 1
- ☐ Heavy Equipment Operator Level 2
- ☐ Highway Construction Careers Training Program certification
- ☐ Honda Engines Cert - Honda MC
- ☐ HVAC Level 1 NCCER
- ☐ HVAC Level 2 NCCER
- ☐ HVAC Homebuilders Inst/NAHB Installer HVAC Basic
- ☐ HVAC Universal ACCA
- ☐ HVAC Certification Installation NATE
- ☐ HVAC Certification Service NATE
- ☐ HVAC Certification Senior NATE
- ☐ HVAC Certification Support Technician NATE
- ☐ HVAC/R Installation Cert Nat'l Assn of Home builders
- ☐ I-CAR Vehicle Construction Materials
- ☐ I-CAR Intro to Tools, Equip and Attachment Methods 1
- ☐ I-CAR Intro to Tools, Equip and Attachment Methods 2
- ☐ I-CAR Intro Vehicle Parts Terminology 1
- ☐ I-CAR Intro Vehicle Parts Terminology 2
- ☐ I-CAR Bolted on Exterior Panels 1
- ☐ I-CAR Bolted on Exterior Panels 2
- ☐ I-CAR Collision Repair
- ☐ I-CAR Hazardous Material Storage and Disposal
- ☐ I-CAR Intro to Safety Systems

- ☐ I-CAR Intro Mechanical Repair Terms / Vehicle Protection
- ☐ I-CAR Intro Mechanical Systems Terminology 2
- ☐ I-CAR Pro level Refinishing Technician certification 1
- ☐ I-CAR Pro level Non-Structural Technician
- ☐ I-CAR Surface Preparation and Masking
- ☐ I-CAR Removing Installing Hardware Interior Trim
- ☐ I-CAR Intro Refinishing Corrosion Protection 1
- ☐ I-CAR Intro Refinishing Corrosion Protection 2
- ☐ I-CAR Hazardous Airborne Pollutant Reduction
- ☐ I-CAR Removing Installing Exterior Trim Strips Decals
- ☐ I-CAR Refinishing Equipment
- ☐ I-CAR Automotive Lighting
- ☐ I-CAR Intro Collision Repair Process Overview
- ☐ IPC A 610 Certification Electronics
- ☐ IPC J STD-001 Certification Electronics
- ☐ Indoor Air Quality Certificate
- ☐ Industry Competency Exams ICE Commercial Refrigeration
- ☐ Industry Competency Exams ICE Light Commer AC Heat
- ☐ Industry Competency Exams ICE Residential Heat and Air
- ☐ Industrial Tech Maintenance ITEM Level 1 Basic Mechanical
- ☐ Industrial Tech Maintenance ITEM Level 1 Electrical Sys
- ☐ Intermediate Swiss CNC
- ☐ International Residential Code Certificate
- ☐ Introductory to Swiss CNC
- ☐ Journeyman Certification (applies to multiple trades)
- ☐ KUKA KORE Robot Programming and Operation Certification
- ☐ Ladder - Articulated, Mobile, Single Extension, Step
- ☐ Lead Safety for Renovation, Repair and Painting Cert EPA
- ☐ Lead Abatement Certification EPA
- ☐ Masonry Level 1 NCCER
- ☐ Masonry Level 2 NCCER
- ☐ Master Auto Service Tech Certificate Briggs Stratton
- ☐ Mechatronics Certification - Fluid Power 1
- ☐ Mechatronics Certification - Industrial Electricity 1
- ☐ Mechatronics Certification - Industrial Electricity 2
- ☐ Mechatronics Certification - Mechanical Components 1
- ☐ Mechatronics Certification - Mechanical Components 2

- ☐ Mechatronics Certification - Motor and Motor Controls
- ☐ Mechatronics Certification - Program Logic Cont PLC 1
- ☐ Mechatronics Certification - Program Logic Cont PLC 2
- ☐ Motoman DX100 Basic Programming & Material Handling IACET Approved
- ☐ Motor Oil Certification Valvoline
- ☐ MSSC Certified Logistics Technician (CLT)
- ☐ MSSC Certified Production Technicin (CPT)
- ☐ MSSC Certified Production Technicin (CPT) Plus Skill Boss
- ☐ Mining, Asphalt, Concrete & Construction Tech (MACC Tech)
- ☐ Multi Craft Core Curriculum MC3
- ☐ Multi Process 1G Plate P1IX BPV Code ASME
- ☐ Multi Process 2G Plate P1IX BPV Code ASME
- ☐ Multi Process 3G Plate P1IX BPV Code ASME
- ☐ Multi Process 4G Plate P1IX BPV Code ASME
- ☐ Multi Process 6G Pipe P1IX BPV Code ASME
- ☐ Multimeter Certification Snap On
- ☐ Nat'l Assn Stationary Oper Eng 3C Power Engineer License
- ☐ NCC Wheel Service Alignment
- ☐ NCC Wheel Service Balancer
- ☐ NCC Wheel Service Tire Changer
- ☐ NC3 Festo Applied Fluid Power
- ☐ NC3 Festo Applied Industry 4.0
- ☐ NC3 Festo Applied Mechanical Systems
- ☐ NC3 Festo Applied PLC Technology II: Allen Bradley
- ☐ NC3 Festo Applied Product ID Fundamentals
- ☐ NC3 Festo Applied Robotics
- ☐ NC3 Festo Certified Industry 4.0 Associate -Fundamentals (Level I Capstone)
- ☐ NC3 Festo Fundamentals of Electricity - AC
- ☐ NC3 Festo Fundamentals of Electricity - DC
- ☐ NC3 Festo Fundamentals of Fluid Power - Hydraulics
- ☐ NC3 Festo Fundamentals of Fluid power - Pneumatics
- ☐ NC3 Festo Fundamentals of Industry 4.0
- ☐ NC3 Festo Fundamentals of Mechanical Systems
- ☐ NC3 Festo Fundamentals of PLCs - Allen Bradley
- ☐ NC3 Festo Fundmaentals of PLCs - Siemens
- ☐ NC3 Festo Fundamentals of Robotics
- ☐ NC3 Festo Fundamentals of Sensor Technology

- ☐ NC3 Festo Fundamentals of Mechatronics
- ☐ NC3/Lincoln Electric: Introduction Gas Metal Arc Welding (GMAW)
- ☐ NC3/Lincoln Electric: Introduction Gas Tungsten Arc Welding (GTAW)
- ☐ NC3/Lincoln Electric: Introduction Shielded Metal Arc Welding (SMAW)
- ☐ NC3/Lincoln Electric: Introduction to Flux Core Arc Welding (FCAW)
- ☐ NC3/Lincoln Electric: Principles of Welding (POW)
- ☐ NC3/Lincoln Electric: Thermal Cutting: Oxyfuel Cutting (OFC)
- ☐ NC3/Lincoln Electric: Thermal Cutting: Air Carbon Arc Cutting (CAC-A)
- ☐ NC3/Lincoln Electric: Thermal Cutting: Plasma Arc Cutting (PAC)
- ☐ NC3/Lincoln Electric: Welding Safety
- ☐ NC3 Electronics Cert NCCC
- ☐ NCCER Core Introductory Craft Skills
- ☐ NCCER Level 2
- ☐ NCCER Carpentry Level 1
- ☐ NCCER Drywall Level 1
- ☐ NCCER Electrical Level 1
- ☐ NCCER Heavy Equip Operation Level 1
- ☐ NCCER HVAC Level 1
- ☐ NCCER Industrial Maintenance Mechanic Level 1
- ☐ NCCER Masonry Level 1
- ☐ NCCER Plumbing Level 1
- ☐ NCCER Pipefitting Level 1
- ☐ NCCER Power Generation Maintenance Mechanic Level 1
- ☐ NICET Engineering Level 2 Certification
- ☐ NIMS Basic Hydraulic Systems
- ☐ NIMS Electrical Systems
- ☐ NIMS Maintenance Operations
- ☐ NIMS Cert CNC Milling Prog Setup and Operations
- ☐ NIMS Cert CNC Turning Prog Setup and Operations
- ☐ NIMS Cert Machining Level 1
- ☐ NIMS Cert Machining Level 1 CNC Turning
- ☐ NIMS Cert Machining Level 1 CNC Milling
- ☐ NIMS Cert Machining Level 1 Manual Milling
- ☐ NIMS Cert Machining Level 1 Manual Surface Grinding
- ☐ NIMS Cert Machining Level 1 Manual Turning bw Centers
- ☐ NIMS Cert Machining Level 1 Manual Turning w Chucking
- ☐ NIMS Cert Machining Level 1 Manual Drill Press Operations



- ☐ NIMS Cert Machining Level 1 Measurement, Materials, Safety
- ☐ NIMS Machining Level 1 Planning, Benchwork, Layout
- ☐ NIMS Machining Level 2
- ☐ Nondestructive Testing (NDT) Inspector
- ☐ North Amer Technician Excellence NATE Certification
- ☐ Occup Safety Health Admin 10 hour - OSHA 10
- ☐ Occup Safety Health Admin 30 hour - OSHA 30
- ☐ Occup Safety Health Admin 30 hour - OSHA Construction
- ☐ Online Flagger certification (Hwy construc)
- ☐ Outdoor Power Equip Tech Cert Equip & Engine Training
- ☐ Parker Industrial Hydraulics Certification
- ☐ Photovoltaic Installer Level 1
- ☐ Pipefitting Level 1 NCCER
- ☐ Plumbing Level 1 NCCER
- ☐ Plumbing Level 2 NCCER
- ☐ Plumbing Level 3 NCCER
- ☐ Plumbing Level 4 NCCER
- ☐ Precision Electrical Termination NC3
- ☐ Precision Measuring Instruments NCCC
- ☐ ProFM (TM) Credential Program
- ☐ Project Hire Ed Apprenticeship
- ☐ Refrigeration Service Engineers RSES Student Technician
- ☐ Residential Construction Academy RCA Registry
- ☐ SCPro Certification Test Prep: Level 1
- ☐ S/P2 Construction - Safety Pollution Prevention
- ☐ S/P2 Collision Repair
- ☐ S/P2 Automotive
- ☐ S/P2 Welding
- ☐ S/P2 Heavy Duty Diesel
- ☐ Section 609 Cert Refrigerant Recycling and Recovery
- ☐ Sheet Metal NCCER Level 1
- ☐ Siemens PLC
- ☐ Single Process 1G Plate P1 Section IX BPV Code ASME
- ☐ Single Process 2G Plate P1 Section IX BPV Code ASME
- ☐ Single Process 3G Plate P1 Section IX BPV Code ASME
- ☐ Single Process 4G Plate P1 Section IX BPV Code ASME
- ☐ Single Process 6G Pipe P1 Sec IX BPV Code ASME

- ☐ Smart Automation Cert Alliance C-101 Cert 4.0 Basic Oper
- ☐ Smart Automation Cert Alliance C-102 Cert 4.0 Advanc Oper
- ☐ Smart Automation Cert Alliance C-103 Cert 4.0 Robot sys Operations 1
- ☐ Smart Automation Cert Alliance 4.0 Automation Systems Specialist electric Motor

Controls

- ☐ Smart Automation Cert Alliance 4.0 Automation Systems Specialist electrical Systems 1
- ☐ Smart Automation Cert Alliance 4.0 Automation Systems Specialist Variable Frequency

Drive Systems 1

- ☐ Smart Automation Cert Alliance SACA Electrical System Installation 1
- ☐ Smart Automation Cert Alliance SACA Ethernet Communications 1
- ☐ Smart Automation Cert Alliance SACA Total Production Maintenance Management
- ☐ Smart Automation Cert Alliance SACA Mechanical Power Systems 1
- ☐ Smart Automation Cert Alliance SACA Motor Control Troubleshooting 1
- ☐ Smart Automation Cert Alliance SACA Pneumatic Systems 1
- ☐ Smart Automation Cert Alliance SACA Programmable Controller Systems
- ☐ Smart Automation Cert Alliance SACA Programmable Controller Troubleshooting 1
- ☐ Smart Automation Cert Alliance SACA Programmable Robotic Systems Integration 1
- ☐ Smart Automation Cert Alliance SACA Sensor Logic Systems
- ☐ Smart Automation Cert Alliance SACA Smart Factory Systems 1
- ☐ Smart Automation Cert Alliance SACA Smart Sensor Identification Systems 1

- ☐ Stihl MasterWrench Serv Technician Cert
- ☐ Structural Sheetmetal Assembly
- ☐ Student Outcome Assessment HVAC Excellence
- ☐ Telecommunications Technology C-TECH
- ☐ TECHWORKS - AssemblyWorks
- ☐ Tools at Height/Drop Prevention NC3 Safety
- ☐ Toyota Maintenance Level Tech Cert
- ☐ Universal Robotics Core Training
- ☐ Weatherization NCCER Level 1
- ☐ Welding Amer Welding Society - Level 1 Entry Welder
- ☐ Welding Amer Welding Society - Level 2 Advanced Welder
- ☐ Welding AWS SMAW 1G 7018 D1.1 Code Cert
- ☐ Welding AWS SMAW 2G 7018 D1.1 Code Cert
- ☐ Welding AWS SMAW 3G 7018 D1.1 Code Cert
- ☐ Welding AWS SMAW 4G 7018 D1.1 Code Cert
- ☐ Welding AWS FCAW 1G D1.1 Code Cert
- ☐ Welding AWS FCAW 2G D1.1 Code Cert
- ☐ Welding AWS FCAW 3G D1.1 Code Cert

- ☐ Welding AWS FCAW 4G D1.1 Code Cert
  - ☐ Welding AWS GMAW Globular T 1G D1.1 Code Cert
  - ☐ Welding AWS GMAW Globular T 2G D1.1 Code Cert
  - ☐ Welding AWS GMAW Globular T 3G D1.1 Code Cert
  - ☐ Welding AWS GMAW Globular T 4G D1.1 Code Cert
  - ☐ Welding AWS GMAW Spray Transfer 1G D1.1 Code
  - ☐ Yamaha Level 1 Intro to Outboard Sys certification
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