

Finding a Career That Fits

Part 1 - Narrowing Down Career Choices Based on Personal Qualities

Objective: This activity will help students complete an initial self-assessment to narrow down their options into 3 career clusters, based on their interests, values and personal style. The Career Cluster Inventory will help them increase their level of career maturity, resulting in being more self-aware and motivated to continue career exploration.

Standards Met:

Time Required: 15 - 20 minutes

Materials Required:

- The Career Clusters Interest Survey
- The Sixteen Career Clusters handout
- Access to Onetonline.com
- Michigan's Top 50 Hot Jobs (for those without internet access)

ENGAGE

Key Questions:

- What activities do I enjoy?
- What personal qualities best describe me?
- What are the school subjects that I like?
- Why is important to match my personal qualities to occupations?
- What are my top 2-3 career clusters?

EXPLORE

In Boxes 1-16, ask students to circle the items in the Career Clusters Interest Survey that best describe them. Be sure to circle in all three columns: Activities that describe what I like to do; Personal qualities that describe me, and School subjects that I like. Students may make as many or as few circles in each box as they choose. Students should then add up the circles in each box and enter the number in the 4th column.

Students will then identify the three boxes that have the highest numbers. They will find those corresponding Career Clusters on the *Sixteen Career Clusters* handout.

EXPLAIN

Many students feel overwhelmed with career choices because they don't know what opportunities exist in the world of work. Often they are unable to articulate their own interests, values and personal style.

When utilizing the Career Clusters Inventory, students are able to clearly identify what they like and don't like. They are able to see that there are many Career Clusters that would *not* be of interest, therefore, helping narrow down the options that they do want to explore. This helps develop Career Maturity.

Key Point:

Self-assessment is the first and the most important step in choosing an occupation or major, planning a career, and starting a job search. Understanding ones interests, skills, achievements, and values is critical in evaluating them against occupational factors, helping to identify short list of careers to explore.

Key vocabulary:

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

Career Maturity: Is the degree to which individuals are prepared to make good educational or vocational decisions. It is usually seen as dependent on their knowledge of themselves and of the world of work, their ability to make decisions, and a positive attitude toward making career decisions.

ELABORATE

To help students make the connection of how their own top career clusters apply to the world of work, break students into groups based on their top career cluster. If there are groups with only one student, have them join a group based on their second interest.

Students may not be aware of how a variety of career clusters could all be housed in the same industry. Through small group discussion, have students brainstorm occupations from their own cluster that may fit in the Health Care Industry or a company like McDonalds. Have a representative from each small group share out to the whole group. Document the list on a white board or flip chart. Make the point that all career clusters are needed to make the world of work happen. Understanding our career cluster helps us narrow down choices, resulting in better decision-making.

EVALUATE

Through brief journaling activity, have students write their answers to the following questions.

- What did I learn about myself? What interests are important to me? What values impact my choice of career cluster?
- What cluster do I want to learn more about?

- How has my understanding of career options broadened?

Upon completion, students will be able to identify 2-3 Career Clusters that match their interests, personal style and skills. Based on these results, students will then utilize this information to further research careers within each cluster, resulting in a short-list of occupational titles that “fit”. Students will be motivated to continue exploration using online research tools.

Go to Part 2 of this lesson titled:

Narrowing Down Career Choices Based on Career Research

Career Clusters Interest Survey

Name _____

School _____ Date _____

Directions: Circle the items in each box that best describe you. You may make as many or as few circles in each box as you choose. Add up the number of circles in each box. Look to see which three boxes have the highest numbers. Find the corresponding Career Clusters on the pages immediately following this survey to see which Career Clusters you may want to explore.

BOX 1	<p>Activities that describe what I like to do:</p> <ol style="list-style-type: none"> 1. Learn how things grow and stay alive. 2. Make the best use of the earth's natural resources. 3. Hunt and/or fish. 4. Protect the environment. 5. Be outdoors in all kinds of weather. 6. Plan, budget, and keep records. 7. Operate machines and keep them in good repair. 	<p>Personal qualities that describe me:</p> <ol style="list-style-type: none"> 1. Self-reliant 2. Nature lover 3. Physically active 4. Planner 5. Creative problem solver 	<p>School subjects that I like:</p> <ol style="list-style-type: none"> 1. Math 2. Life Sciences 3. Earth Sciences 4. Chemistry 5. Agriculture 	<p>Total number circled in Box 1</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>
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BOX 2	<p>Activities that describe what I like to do:</p> <ol style="list-style-type: none"> 1. Read and follow blueprints and/or instructions. 2. Picture in my mind what a finished product looks like. 3. Work with my hands. 4. Perform work that requires precise results. 5. Solve technical problems. 6. Visit and learn from beautiful, historic, or interesting buildings. 7. Follow logical, step-by-step procedures. 	<p>Personal qualities that describe me:</p> <ol style="list-style-type: none"> 1. Curious 2. Good at following directions 3. Pay attention to detail 4. Good at visualizing possibilities 5. Patient and persistent 	<p>School subjects that I like:</p> <ol style="list-style-type: none"> 1. Math 2. Drafting 3. Physical Sciences 4. Construction Trades 5. Electrical Trades/Heat, Air Conditioning and Refrigeration/Technology Education 	<p>Total number circled in Box 2</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>
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BOX 3	<p>Activities that describe what I like to do:</p> <ol style="list-style-type: none"> 1. Use my imagination to communicate new information to others. 2. Perform in front of others. 3. Read and write. 4. Play a musical instrument. 5. Perform creative, artistic activities. 6. Use video and recording technology. 7. Design brochures and posters. 	<p>Personal qualities that describe me:</p> <ol style="list-style-type: none"> 1. Creative and imaginative 2. Good communicator/good vocabulary 3. Curious about new technology 4. Relate well to feelings and thoughts of others 5. Determined/tenacious 	<p>School subjects that I like:</p> <ol style="list-style-type: none"> 1. Art/Graphic design 2. Music 3. Speech and Drama 4. Journalism/Literature 5. Audiovisual Technologies 	<p>Total number circled in Box 3</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div>
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Source: Adapted from the Guidance Division Survey, Oklahoma Department of Career and Technology Education (2005)

Note: This survey does not make any claims of statistical reliability and has not been normed. It is intended for use as a guidance tool to generate discussion regarding careers and is valid for that purpose.

BOX 4	Activities that describe what I like to do: <ol style="list-style-type: none"> 1. Perform routine, organized activities but can be flexible. 2. Work with numbers and detailed information. 3. Be the leader in a group. 4. Make business contact with people. 5. Work with computer programs. 6. Create reports and communicate ideas. 7. Plan my work and follow instructions without close supervision. 	Personal qualities that describe me: <ol style="list-style-type: none"> 1. Organized 2. Practical and logical 3. Patient 4. Tactful 5. Responsible 	School subjects that I like: <ol style="list-style-type: none"> 1. Computer Applications/Business and Information Technology 2. Accounting 3. Math 4. English 5. Economics 	Total number circled in Box 4 <input style="width: 50px; height: 30px; margin-top: 10px;" type="text"/>
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BOX 5	Activities that describe what I like to do: <ol style="list-style-type: none"> 1. Communicate with different types of people. 2. Help others with their homework or to learn new things. 3. Go to school. 4. Direct and plan activities for others. 5. Handle several responsibilities at once. 6. Acquire new information. 7. Help people overcome their challenges. 	Personal qualities that describe me: <ol style="list-style-type: none"> 1. Friendly 2. Decision maker 3. Helpful 4. Innovative/Inquisitive 5. Good listener 	School subjects that I like: <ol style="list-style-type: none"> 1. Language Arts 2. Social Studies 3. Math 4. Science 5. Psychology 	Total number circled in Box 5 <input style="width: 50px; height: 30px; margin-top: 10px;" type="text"/>
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BOX 6	Activities that describe what I like to do: <ol style="list-style-type: none"> 1. Work with numbers. 2. Work to meet a deadline. 3. Make predictions based on existing facts. 4. Have a framework of rules by which to operate. 5. Analyze financial information and interpret it to others. 6. Handle money with accuracy and reliability. 7. Take pride in the way I dress and look. 	Personal qualities that describe me: <ol style="list-style-type: none"> 1. Trustworthy 2. Orderly 3. Self-confident 4. Logical 5. Methodical or efficient 	School subjects that I like: <ol style="list-style-type: none"> 1. Accounting 2. Math 3. Economics 4. Banking/Financial Services 5. Business Law 	Total number circled in Box 6 <input style="width: 50px; height: 30px; margin-top: 10px;" type="text"/>
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BOX 7	Activities that describe what I like to do: <ol style="list-style-type: none"> 1. Be involved in politics. 2. Negotiate, defend, and debate ideas and topics. 3. Plan activities and work cooperatively with others. 4. Work with details. 5. Perform a variety of duties that may change often. 6. Analyze information and interpret it to others. 7. Travel and see things that are new to me. 	Personal qualities that describe me: <ol style="list-style-type: none"> 1. Good communicator 2. Competitive 3. Service-minded 4. Well-organized 5. Problem solver 	School subjects that I like: <ol style="list-style-type: none"> 1. Government 2. Language Arts 3. History 4. Math 5. Foreign Language 	Total number circled in Box 7 <input style="width: 50px; height: 30px; margin-top: 10px;" type="text"/>
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BOX 8	<p>Activities that describe what I like to do:</p> <ol style="list-style-type: none"> 1. Work under pressure. 2. Help sick people and animals. 3. Make decisions based on logic and information. 4. Participate in health and science classes. 5. Respond quickly and calmly in emergencies. 6. Work as a member of a team. 7. Follow guidelines precisely and meet strict standards of accuracy. 	<p>Personal qualities that describe me:</p> <ol style="list-style-type: none"> 1. Compassionate and caring 2. Good at following directions 3. Conscientious and careful 4. Patient 5. Good listener 	<p>School subjects that I like:</p> <ol style="list-style-type: none"> 1. Biological Sciences 2. Chemistry 3. Math 4. Occupational Health classes 5. Language Arts 	<p>Total number circled in Box 8</p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>
BOX 9	<p>Activities that describe what I like to do:</p> <ol style="list-style-type: none"> 1. Investigate new places and activities. 2. Work with all ages and types of people. 3. Organize activities in which other people enjoy themselves. 4. Have a flexible schedule. 5. Help people make up their minds. 6. Communicate easily, tactfully, and courteously. 7. Learn about other cultures. 	<p>Personal qualities that describe me:</p> <ol style="list-style-type: none"> 1. Tactful 2. Self-motivated 3. Works well with others 4. Outgoing 5. Slow to anger 	<p>School subjects that I like:</p> <ol style="list-style-type: none"> 1. Language Arts/Speech 2. Foreign Language 3. Social Sciences 4. Marketing 5. Food Services 	<p>Total number circled in Box 9</p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>
BOX 10	<p>Activities that describe what I like to do:</p> <ol style="list-style-type: none"> 1. Care about people, their needs, and their problems. 2. Participate in community services and/or volunteering. 3. Listen to other people's viewpoints. 4. Help people be at their best. 5. Work with people from preschool age to old age. 6. Think of new ways to do things. 7. Make friends with different kinds of people. 	<p>Personal qualities that describe me:</p> <ol style="list-style-type: none"> 1. Good communicator/good listener 2. Caring 3. Non-materialistic 4. Intuitive and logical 5. Non-judgmental 	<p>School subjects that I like:</p> <ol style="list-style-type: none"> 1. Language Arts 2. Psychology/Sociology 3. Family and Consumer Sciences 4. Finance 5. Foreign Language 	<p>Total number circled in Box 10</p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>
BOX 11	<p>Activities that describe what I like to do:</p> <ol style="list-style-type: none"> 1. Work with computers. 2. Reason clearly and logically to solve complex problems. 3. Use machines, techniques, and processes. 4. Read technical materials and diagrams and solve technical problems. 5. Adapt to change. 6. Play video games and figure out how they work. 7. Concentrate for long periods without being distracted. 	<p>Personal qualities that describe me:</p> <ol style="list-style-type: none"> 1. Logical/analytical thinker 2. See details in the big picture 3. Persistent 4. Good concentration skills 5. Precise and accurate 	<p>School subjects that I like:</p> <ol style="list-style-type: none"> 1. Math 2. Science 3. Computer Tech/Applications 4. Communications 5. Graphic Design 	<p>Total number circled in Box 11</p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>
BOX 12	<p>Activities that describe what I like to do:</p> <ol style="list-style-type: none"> 1. Work under pressure or in the face of danger. 2. Make decisions based on my own observations. 3. Interact with other people. 4. Be in positions of authority. 5. Respect rules and regulations. 6. Debate and win arguments. 7. Observe and analyze people's behavior. 	<p>Personal qualities that describe me:</p> <ol style="list-style-type: none"> 1. Adventurous 2. Dependable 3. Community-minded 4. Decisive 5. Optimistic 	<p>School subjects that I like:</p> <ol style="list-style-type: none"> 1. Language Arts 2. Psychology/Sociology 3. Government/History 4. Law Enforcement 5. First Aid/First Responder 	<p>Total number circled in Box 12</p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>

BOX 13	Activities that describe what I like to do: <ol style="list-style-type: none"> 1. Work with my hands and learn that way. 2. Put things together. 3. Do routine, organized and accurate work. 4. Perform activities that produce tangible results. 5. Apply math to work out solutions. 6. Use hand and power tools and operate equipment/machinery. 7. Visualize objects in three dimensions from flat drawings. 	Personal qualities that describe me: <ol style="list-style-type: none"> 1. Practical 2. Observant 3. Physically active 4. Step-by-step thinker 5. Coordinated 	School subjects that I like: <ol style="list-style-type: none"> 1. Math-Geometry 2. Chemistry 3. Trade and Industry courses 4. Physics 5. Language Arts 	Total number circled in Box 13 <input style="width: 50px; height: 40px; margin-top: 10px;" type="text"/>
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BOX 14	Activities that describe what I like to do: <ol style="list-style-type: none"> 1. Shop and go to the mall. 2. Be in charge. 3. Make displays and promote ideas. 4. Give presentations and enjoy public speaking. 5. Persuade people to buy products or to participate in activities. 6. Communicate my ideas to other people. 7. Take advantage of opportunities to make extra money. 	Personal qualities that describe me: <ol style="list-style-type: none"> 1. Enthusiastic 2. Competitive 3. Creative 4. Self-motivated 5. Persuasive 	School subjects that I like: <ol style="list-style-type: none"> 1. Language Arts 2. Math 3. Business Education/Marketing 4. Economics 5. Computer Applications 	Total number circled in Box 14 <input style="width: 50px; height: 40px; margin-top: 10px;" type="text"/>
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BOX 15	Activities that describe what I like to do: <ol style="list-style-type: none"> 1. Interpret formulas. 2. Find the answers to questions. 3. Work in a laboratory. 4. Figure out how things work and investigate new things. 5. Explore new technology. 6. Experiment to find the best way to do something. 7. Pay attention to details and help things be precise. 	Personal qualities that describe me: <ol style="list-style-type: none"> 1. Detail-oriented 2. Inquisitive 3. Objective 4. Methodical 5. Mechanically inclined 	School subjects that I like: <ol style="list-style-type: none"> 1. Math 2. Science 3. Drafting/Computer-Aided Drafting 4. Electronics/Computer Networking 5. Technical Classes/Technology Education 	Total number circled in Box 15 <input style="width: 50px; height: 40px; margin-top: 10px;" type="text"/>
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BOX 16	Activities that describe what I like to do: <ol style="list-style-type: none"> 1. Travel. 2. See well and have quick reflexes. 3. Solve mechanical problems. 4. Design efficient processes. 5. Anticipate needs and prepare to meet them. 6. Drive or ride. 7. Move things from one place to another. 	Personal qualities that describe me: <ol style="list-style-type: none"> 1. Realistic 2. Mechanical 3. Coordinated 4. Observant 5. Planner 	School subjects that I like: <ol style="list-style-type: none"> 1. Math 2. Trade and Industry courses 3. Physical Sciences 4. Economics 5. Foreign Language 	Total number circled in Box 16 <input style="width: 50px; height: 40px; margin-top: 10px;" type="text"/>
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Disclaimer: Your interests may change over time. These survey results are intended to assist you with informal career exploration. Consider more formal assessments and other resources or services to help you plan your career. This survey does not make any claims of statistical reliability.

The Sixteen Career Clusters

<p>1</p>  <p><i>Agriculture, Food & Natural Resources</i></p>	<p>The production, processing, marketing, distribution, financing, and development of agricultural commodities and resources including food, fiber, wood products, natural resources, horticulture, and other plant and animal products/resources.</p>
<p>2</p>  <p><i>Architecture & Construction</i></p>	<p>Careers in designing, planning, managing, building, and maintaining the built environment.</p>
<p>3</p>  <p><i>Arts, A/V Technology & Communications</i></p>	<p>Designing, producing, exhibiting, performing, writing, and publishing multimedia content including visual and performing arts and design, journalism, and entertainment services.</p>
<p>4</p>  <p><i>Business Management & Administration</i></p>	<p>Business Management and Administration careers encompass planning, organizing, directing and evaluating business functions essential to efficient and productive business operations. Business Management and Administration career opportunities are available in every sector of the economy.</p>
<p>5</p>  <p><i>Education & Training</i></p>	<p>Planning, managing, and providing education and training services, and related learning support services.</p>
<p>6</p>  <p><i>Finance</i></p>	<p>Planning, services for financial and investment planning, banking, insurance, and business financial management.</p>
<p>7</p>  <p><i>Government & Public Administration</i></p>	<p>Executing governmental functions to include governance; national security; foreign service; planning; revenue and taxation; regulation; and management and administration at the local, state, and federal levels.</p>
<p>8</p>  <p><i>Health Science</i></p>	<p>Planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.</p>
<p>9</p>  <p><i>Hospitality & Tourism</i></p>	<p>Hospitality and Tourism encompasses the management, marketing and operations of restaurants and other food services, lodging, attractions and recreation events, and travel-related services.</p>

Career Clusters cont.

<p>10</p>  <p><i>Human Services</i></p>	<p>Preparing individuals for employment in career pathways that relate to families and human needs.</p>
<p>11</p>  <p><i>Information Technology</i></p>	<p>Building linkages in IT occupations framework for entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services.</p>
<p>12</p>  <p><i>Law, Public Safety, Corrections & Security</i></p>	<p>Planning, managing, and providing legal, public safety, protective services and homeland security, including professional and technical support services.</p>
<p>13</p>  <p><i>Manufacturing</i></p>	<p>Planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance, and manufacturing/process engineering.</p>
<p>14</p>  <p><i>Marketing</i></p>	<p>Planning, managing, and performing marketing activities to reach organizational objectives.</p>
<p>15</p>  <p><i>Science, Technology, Engineering & Mathematics</i></p>	<p>Planning, managing, and providing scientific research and professional and technical services (e.g., physical science, social science, engineering), including laboratory and testing services, and research and development services.</p>
<p>16</p>  <p><i>Transportation, Distribution & Logistics</i></p>	<p>Planning, management, and movement of people, materials, and goods by road, pipeline, air, rail and water and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment, and facility maintenance.</p>

My top three Career Clusters of interest are:

1. _____
2. _____
3. _____

For more information, go to onetonline.org. Under "Find Occupations" you can identify occupations by researching your top three clusters. Make a short list of 10-15 occupations to research further. What ones are a good fit to your skills, values and interests?

Source: States' Career Clusters Initiative, 2007. This resource can be found at <https://careertech.org/student-interest-survey>



STATE OF MICHIGAN
Department of Technology,
Management and Budget
Bureau of Labor Market Information
and Strategic Initiatives

HOT 50

MICHIGAN'S HIGH-DEMAND,
HIGH-WAGE CAREERS

MICHIGAN'S HIGH-DEMAND, HIGH-WAGE CAREERS

PROJECTED ANNUAL JOB OPENINGS HOURLY WAGE RANGE JOB GROWTH 2016-2026 TYPICAL EDUCATION AND TRAINING BEYOND HIGH SCHOOL

Accountants and Auditors	3,520	\$25 - \$42	9.4%	Bachelor's degree, license
Administrative Services Managers	630	\$35 - \$55	9.4%	Bachelor's degree, plus work experience
Architectural and Engineering Managers	800	\$51 - \$74	9.0%	Bachelor's degree, plus work experience, license
Carpenters	2,600	\$16 - \$28	7.5%	Apprenticeship, license
Child, Family, and School Social Workers	1,570	\$19 - \$28	13.6%	Bachelor's degree, license
Civil Engineers	860	\$30 - \$45	16.8%	Bachelor's degree, license
Commercial and Industrial Designers	740	\$28 - \$46	7.9%	Bachelor's degree
Computer and Information Systems Managers	830	\$46 - \$73	12.3%	Bachelor's degree, plus work experience
Computer Systems Analysts	1,200	\$31 - \$49	8.5%	Bachelor's degree
Computer User Support Specialists	1,790	\$17 - \$29	11.0%	Some college, no degree
Construction Managers	540	\$33 - \$56	9.9%	Bachelor's degree, plus moderate-term OJT
Dental Hygienists	770	\$27 - \$34	20.0%	Associate's degree, license
Education Administrators, Postsecondary	630	\$34 - \$66	10.6%	Master's degree, plus work experience
Educational, Guidance, School, and Vocational Counselors	880	\$19 - \$33	15.2%	Master's degree, license
Electrical Engineers	780	\$33 - \$50	13.5%	Bachelor's degree, license
Electricians	2,580	\$20 - \$35	6.8%	Apprenticeship, license
Elementary School Teachers Except Special Education	2,840	\$22 - \$30	5.6%	Bachelor's degree, license
Financial Managers	1,460	\$40 - \$72	18.3%	Bachelor's degree, plus work experience
General and Operations Managers	5,760	\$33 - \$74	8.8%	Bachelor's degree, plus work experience
Health Specialties Teachers, Postsecondary	730	\$36 - \$82	25.4%	Doctoral or professional degree
Healthcare Social Workers	800	\$22 - \$31	18.7%	Master's degree, plus internship, license
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,020	\$17 - \$29	13.7%	Postsecondary nondegree award, plus long-term OJT, license
Heavy and Tractor-Trailer Truck Drivers	6,870	\$16 - \$24	9.7%	Postsecondary nondegree award, plus short-term OJT, license
Human Resources Specialists	1,600	\$21 - \$36	7.3%	Bachelor's degree
Industrial Engineers	2,200	\$34 - \$51	18.2%	Bachelor's degree, license
Industrial Machinery Mechanics	1,840	\$19 - \$30	10.0%	Long-term OJT
Insurance Sales Agents	1,410	\$17 - \$38	9.9%	Moderate-term OJT, license
Lawyers	940	\$33 - \$67	7.3%	Doctoral or professional degree, license
Licensed Practical and Licensed Vocational Nurses	1,420	\$20 - \$26	10.4%	Postsecondary nondegree award, license
Market Research Analysts and Marketing Specialists	2,080	\$21 - \$40	24.0%	Bachelor's degree
Marketing Managers	450	\$42 - \$77	11.5%	Bachelor's degree, plus work experience
Mechanical Engineers	3,160	\$34 - \$53	15.2%	Bachelor's degree, license
Medical and Health Services Managers	1,180	\$35 - \$61	18.1%	Bachelor's degree, plus work experience
Nurse Practitioners	350	\$43 - \$55	34.3%	Master's degree, license
Occupational Therapists	380	\$31 - \$45	22.9%	Master's degree, license
Paralegals and Legal Assistants	730	\$19 - \$29	14.5%	Associate's degree
Personal Financial Advisors	530	\$26 - \$72	15.1%	Bachelor's degree, plus long-term OJT, license
Physical Therapist Assistants	630	\$20 - \$30	30.7%	Associate's degree, license
Physical Therapists	630	\$35 - \$48	27.4%	Doctoral or professional degree, license
Physician Assistants	440	\$43 - \$58	37.8%	Master's degree, license
Physicians and Surgeons	540	\$29 - \$100+	9.8%	Doctoral or professional degree, plus residency, license
Plumbers, Pipefitters, and Steamfitters	1,620	\$22 - \$36	12.7%	Apprenticeship, license
Police and Sheriff's Patrol Officers	1,330	\$22 - \$33	6.6%	Moderate-term OJT
Registered Nurses	6,650	\$28 - \$38	13.5%	Bachelor's degree, license
Sales Managers	1,000	\$44 - \$78	7.0%	Bachelor's degree, plus work experience
Sales Representatives, Except Technical and Scientific Products	5,680	\$20 - \$43	2.9%	Moderate-term OJT
Social and Community Service Managers	550	\$26 - \$38	16.3%	Bachelor's degree, plus work experience
Software Developers, Applications	2,160	\$33 - \$53	31.0%	Bachelor's degree
Software Developers, Systems Software	1,000	\$33 - \$52	15.2%	Bachelor's degree
Training and Development Specialists	690	\$20 - \$36	12.4%	Bachelor's degree, plus work experience

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

OJT = On-the-Job Training

LEARN MORE:

[MICHIGAN.GOV/LMI](https://michigan.gov/lmi)

Note: This list includes occupations that show a favorable mix of projected long-term job growth, projected annual job openings, and median wages. It does not necessarily reflect current hiring demand. Hourly wage represents the 25th to 75th percentiles.

LOOKING FOR CAREER INFORMATION? NEED HELP WITH A JOB SEARCH?

MITALENT.ORG

Pure Michigan Talent Connect is your launch pad for new jobs, careers, and talent. It is an online marketplace offered by the Michigan Talent Investment Agency. It connects Michigan's job seekers and employers, and serves as a central hub linking all public and private stakeholders who support Michigan's workforce. Pure Michigan Talent Connect serves as the state's labor exchange system and provides access to thousands of jobs, as well as valuable tools and resources to help with your career exploration and job searching needs.

MICHIGAN.GOV/TED

The Talent and Economic Development Department of Michigan and its subsidiary agencies work to provide the connections, expertise, and innovative solutions to drive continued business growth, build vibrant communities, create affordable housing, generate tourism, and attract and retain key talent to fill Michigan's vast pipeline of opportunities.

MICHIGAN.GOV/TIA

Businesses need a talented workforce. Workers need the right skills to compete for available jobs. The Talent Investment Agency (TIA) was created to bridge the gap between talent and employers. This is accomplished through programs focused on job preparedness, career-based education, worker training, employment assistance and unemployment programs.

PATHFINDER.MITALENT.ORG

Michigan Talent Investment Agency is excited to introduce Pathfinder—a one-of-a-kind career exploration tool that's designed to increase the number of Michigan residents with high-quality, in-demand degrees and credentials. Pathfinder provides current Michigan labor market information to students, their parents, guidance staff, and all job seekers to help them make informed choices about education and career options, as well as guides the creation of educational development plans.

MICHIGAN.GOV/LMI

The Bureau of Labor Market Information and Strategic Initiatives is the official source for high quality demographic and labor market information for the state of Michigan and its regions. We provide partners and customers, including job-seekers, with accurate, objective, reliable, timely, accessible, and transparent information and insights.

MICHIGANWORKS.ORG

The Michigan Works! System is the first unified workforce development system in the U.S. and an integral partner in developing Michigan's economic future. The System is demand-driven, locally-responsive and ready to meet the needs of each community.

HOT 50



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