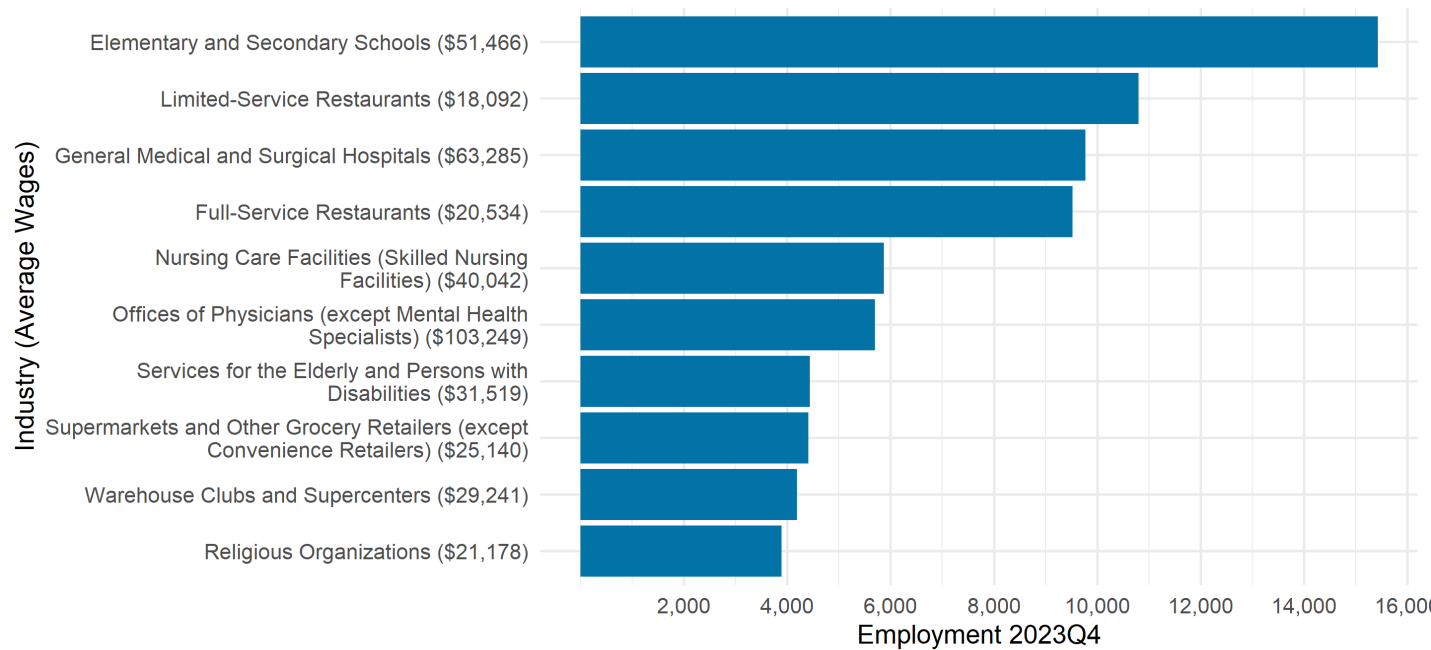


Quarterly Report Youngstown, OH Goodwill Territory

Chmura Economics & Analytics
2024-04-18

20 Largest Industries



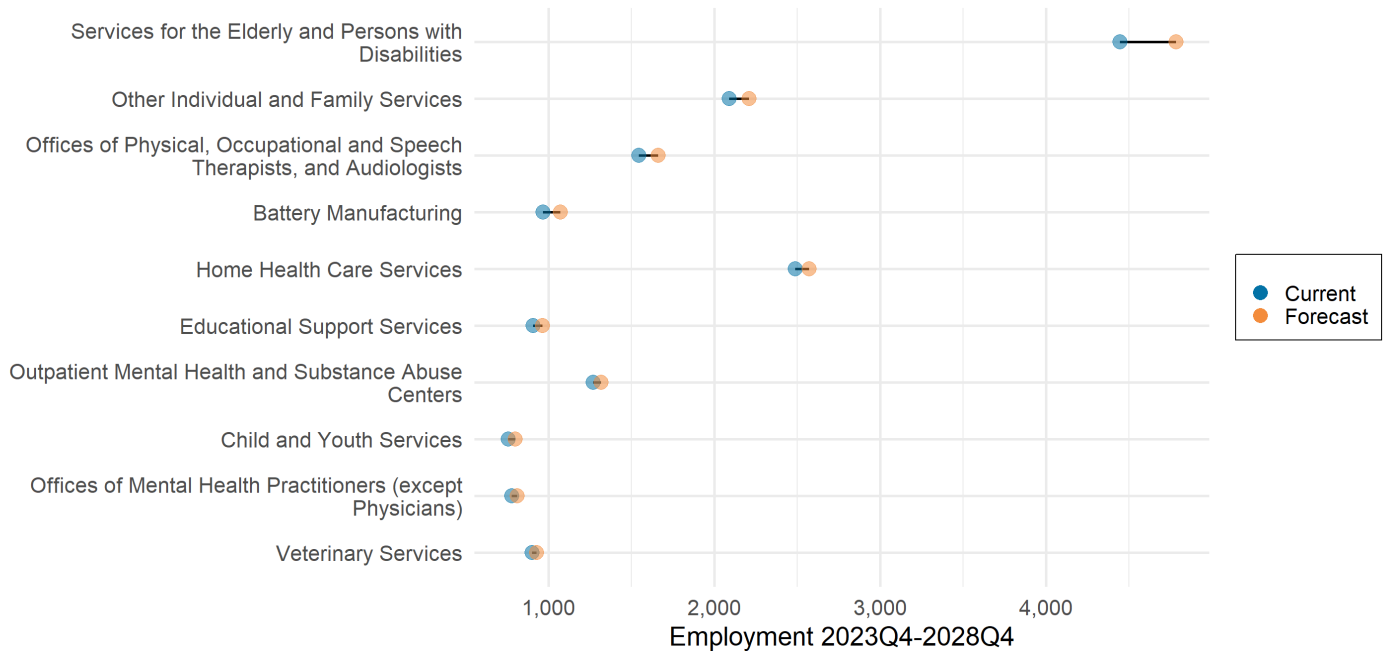
NAICS	Industry Description	Employment		Employment Change		Average Annual Wages
		2023Q4	Forecast 2028Q4	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	
611110	Elementary and Secondary Schools	15,425	15,151	-274	-0.4%	\$51,466
722513	Limited-Service Restaurants	10,798	10,209	-589	-1.1%	\$18,092
622110	General Medical and Surgical Hospitals	9,768	9,379	-389	-0.8%	\$63,285
722511	Full-Service Restaurants	9,520	8,987	-533	-1.1%	\$20,534
623110	Nursing Care Facilities (Skilled Nursing Facilities)	5,873	5,410	-463	-1.6%	\$40,042
621111	Offices of Physicians (except Mental Health Specialists)	5,698	5,544	-154	-0.5%	\$103,249
624120	Services for the Elderly and Persons with Disabilities	4,445	4,784	339	1.5%	\$31,519
445110	Supermarkets and Other Grocery Retailers (except Convenience Retailers)	4,410	4,064	-346	-1.6%	\$25,140
455211	Warehouse Clubs and Supercenters	4,194	3,856	-338	-1.7%	\$29,241

Source: Chmura's JobsEQ

NAICS	Industry Description	Employment		Employment Change		Average Annual Wages
		2023Q4	Forecast 2028Q4	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	
813110	Religious Organizations	3,891	3,633	-258	-1.4%	\$21,178
921140	Executive and Legislative Offices, Combined	3,363	3,155	-208	-1.3%	\$42,932
561320	Temporary Help Services	2,830	2,665	-165	-1.2%	\$29,195
441110	New Car Dealers	2,806	2,637	-169	-1.2%	\$73,451
611310	Colleges, Universities, and Professional Schools	2,779	2,654	-125	-0.9%	\$62,060
551114	Corporate, Subsidiary, and Regional Managing Offices	2,691	2,650	-41	-0.3%	\$81,961
621610	Home Health Care Services	2,489	2,572	83	0.7%	\$35,163
457110	Gasoline Stations with Convenience Stores	2,368	2,132	-236	-2.1%	\$30,509
561720	Janitorial Services	2,274	2,144	-130	-1.2%	\$29,801
623210	Residential Intellectual and Developmental Disability Facilities	2,238	2,111	-127	-1.2%	\$35,021
722515	Snack and Nonalcoholic Beverage Bars	2,219	2,099	-120	-1.1%	\$16,725

Source: Chmura's JobsEQ

20 Fastest Growing Industries



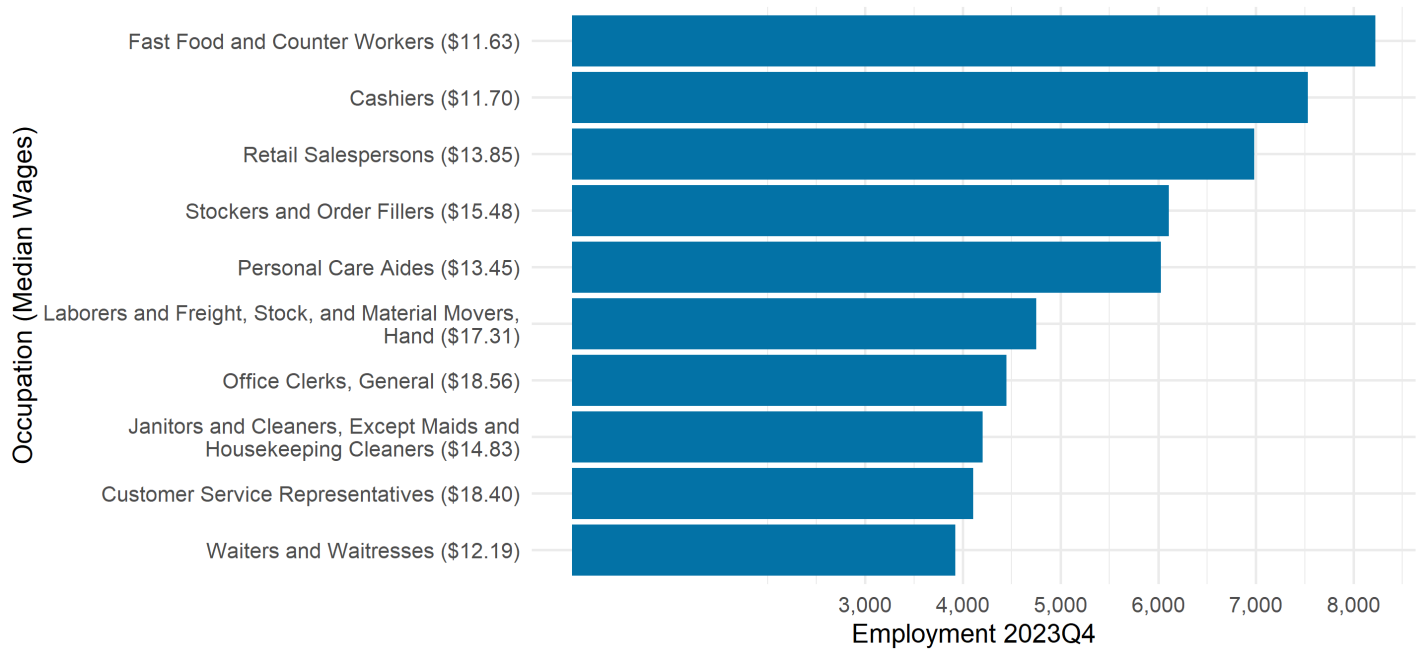
NAICS	Industry Description	Employment		Employment Change		Average Annual Wages
		2023Q4	Forecast 2028Q4	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	
624120	Services for the Elderly and Persons with Disabilities	4,445	4,784	339	1.5%	\$31,519
624190	Other Individual and Family Services	2,088	2,210	122	1.1%	\$42,249
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists	1,545	1,661	116	1.5%	\$47,722
335910	Battery Manufacturing	965	1,071	106	2.1%	\$72,119
621610	Home Health Care Services	2,489	2,572	83	0.7%	\$35,163
611710	Educational Support Services	906	962	56	1.2%	\$45,928
621420	Outpatient Mental Health and Substance Abuse Centers	1,270	1,317	47	0.7%	\$42,215
624110	Child and Youth Services	755	798	43	1.1%	\$46,300
621330	Offices of Mental Health Practitioners (except Physicians)	778	809	31	0.8%	\$40,456
541940	Veterinary Services	899	928	29	0.6%	\$42,542
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing	203	224	21	2.0%	\$80,994
519210	Libraries and Archives	557	577	20	0.7%	\$36,478
492110	Couriers and Express Delivery Services	1,186	1,203	17	0.3%	\$32,976

Source: Chmura's JobsEQ

NAICS	Industry Description	Employment		Employment Change		Average Annual Wages
		2023Q4	Forecast 2028Q4	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	
621498	All Other Outpatient Care Centers	379	396	17	0.9%	\$63,116
561110	Office Administrative Services	860	875	15	0.4%	\$67,635
621493	Freestanding Ambulatory Surgical and Emergency Centers	352	367	15	0.9%	\$58,201
493110	General Warehousing and Storage	2,047	2,059	12	0.1%	\$41,589
621492	Kidney Dialysis Centers	289	301	12	0.8%	\$62,937
492210	Local Messengers and Local Delivery	594	605	11	0.4%	\$24,936
623311	Continuing Care Retirement Communities	1,585	1,594	9	0.1%	\$33,877

Source: Chmura's JobsEQ

20 Largest Occupations Requiring No More Than High School Equivalent



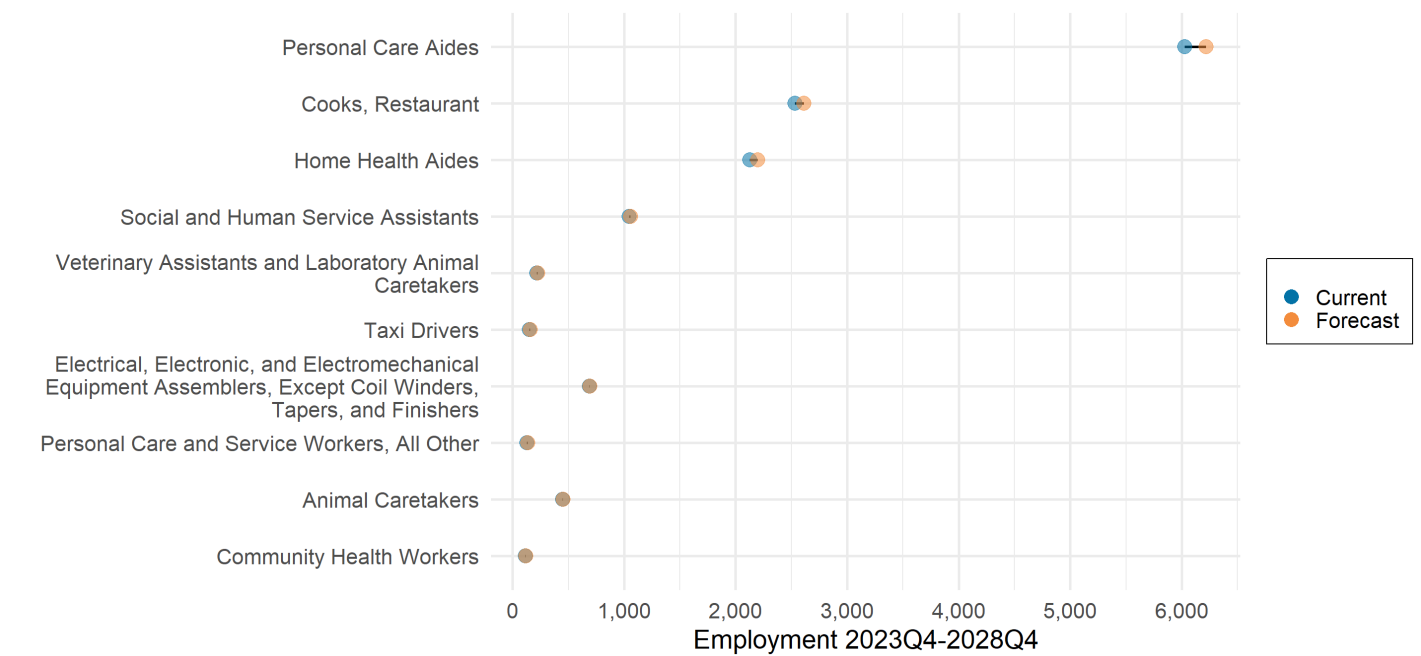
SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
35-3023	Fast Food and Counter Workers	8,224	7,745	1,675	-479	-1.2%	\$10.61	\$11.63
41-2011	Cashiers	7,535	6,671	1,131	-864	-2.4%	\$10.50	\$11.70
41-2031	Retail Salespersons	6,982	6,457	837	-525	-1.6%	\$10.84	\$13.85
53-7065	Stockers and Order Fillers	6,108	5,896	901	-212	-0.7%	\$12.17	\$15.48
31-1122	Personal Care Aides	6,027	6,220	892	193	0.6%	\$11.57	\$13.45
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4,750	4,539	544	-211	-0.9%	\$13.00	\$17.31
43-9061	Office Clerks, General	4,445	4,040	404	-405	-1.9%	\$13.28	\$18.56
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,205	3,994	519	-211	-1.0%	\$11.41	\$14.83
43-4051	Customer Service Representatives	4,107	3,727	428	-380	-1.9%	\$13.54	\$18.40
35-3031	Waiters and Waitresses	3,921	3,612	691	-309	-1.6%	\$10.41	\$12.19
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,193	2,840	249	-353	-2.3%	\$13.85	\$18.64

Source: Chmura's JobsEQ

SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
49-9071	Maintenance and Repair Workers, General	3,171	3,033	246	-138	-0.9%	\$15.19	\$21.36
51-2092	Team Assemblers	3,020	2,730	265	-290	-2.0%	\$14.53	\$18.89
41-1011	First-Line Supervisors of Retail Sales Workers	2,878	2,593	199	-285	-2.1%	\$13.94	\$19.67
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	2,686	2,577	355	-109	-0.8%	\$13.63	\$16.72
47-2061	Construction Laborers	2,647	2,526	191	-121	-0.9%	\$16.11	\$22.58
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,557	2,398	180	-159	-1.3%	\$20.08	\$31.09
35-2014	Cooks, Restaurant	2,530	2,610	404	80	0.6%	\$11.13	\$14.52
43-1011	First-Line Supervisors of Office and Administrative Support Workers	2,185	1,996	155	-189	-1.8%	\$18.61	\$26.21
31-1121	Home Health Aides	2,129	2,198	257	69	0.6%	\$11.57	\$13.45

Source: Chmura's JobsEQ

20 Fastest Growing Occupations Requiring No More Than High School Equivalent



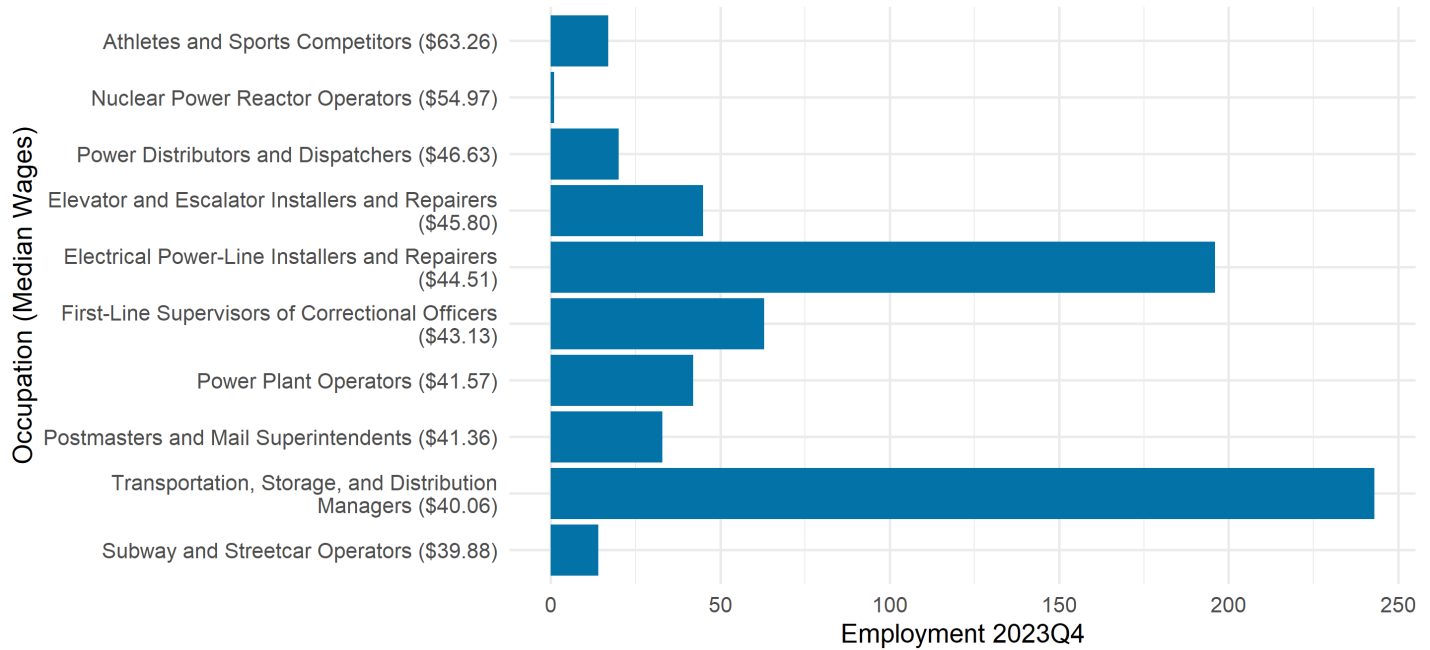
SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	Annual (%)		Entry Level	Median
					2023Q4-2028Q4	2023Q4-2028Q4		
31-1122	Personal Care Aides	6,027	6,220	892	193	0.6%	\$11.57	\$13.45
35-2014	Cooks, Restaurant	2,530	2,610	404	80	0.6%	\$11.13	\$14.52
31-1121	Home Health Aides	2,129	2,198	257	69	0.6%	\$11.57	\$13.45
21-1093	Social and Human Service Assistants	1,046	1,058	109	12	0.2%	\$13.42	\$18.11
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	217	226	45	9	0.8%	\$11.79	\$14.42
39-9099	Personal Care and Service Workers, All Other	130	136	25	6	1.0%	\$10.70	\$14.08
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	687	693	75	6	0.2%	\$14.03	\$17.00
53-3054	Taxi Drivers	152	158	16	6	0.7%	\$11.82	\$14.13
39-2021	Animal Caretakers	447	452	82	5	0.2%	\$10.51	\$12.90
21-1094	Community Health Workers	114	118	12	4	0.7%	\$16.14	\$19.84
39-2011	Animal Trainers	74	76	11	2	0.5%	\$13.04	\$16.02

Source: Chmura's JobsEQ

SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4- 2028Q4	Annual (%) 2023Q4- 2028Q4	Entry Level	Median
39-9031	Exercise Trainers and Group Fitness Instructors	612	614	113	2	0.1%	\$10.86	\$16.23
47-2231	Solar Photovoltaic Installers	43	45	4	2	1.0%	\$17.34	\$21.68
11-9071	Gambling Managers	4	4	0	0	-1.8%	\$23.00	\$32.45
13-1074	Farm Labor Contractors	1	1	0	0	-0.5%	\$13.80	\$20.32
27-2021	Athletes and Sports Competitors	17	17	2	0	0.1%	\$24.83	\$63.26
27-2023	Umpires, Referees, and Other Sports Officials	28	28	6	0	0.1%	\$11.06	\$15.97
27-2031	Dancers	15	15	2	0	-0.6%	\$12.96	\$18.38
27-2032	Choreographers	6	6	1	0	-0.7%	\$13.64	\$21.04
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	26	26	3	0	-0.3%	\$12.83	\$17.51

Source: Chmura's JobsEQ

20 Highest Paying Occupations Requiring No More Than High School Equivalent



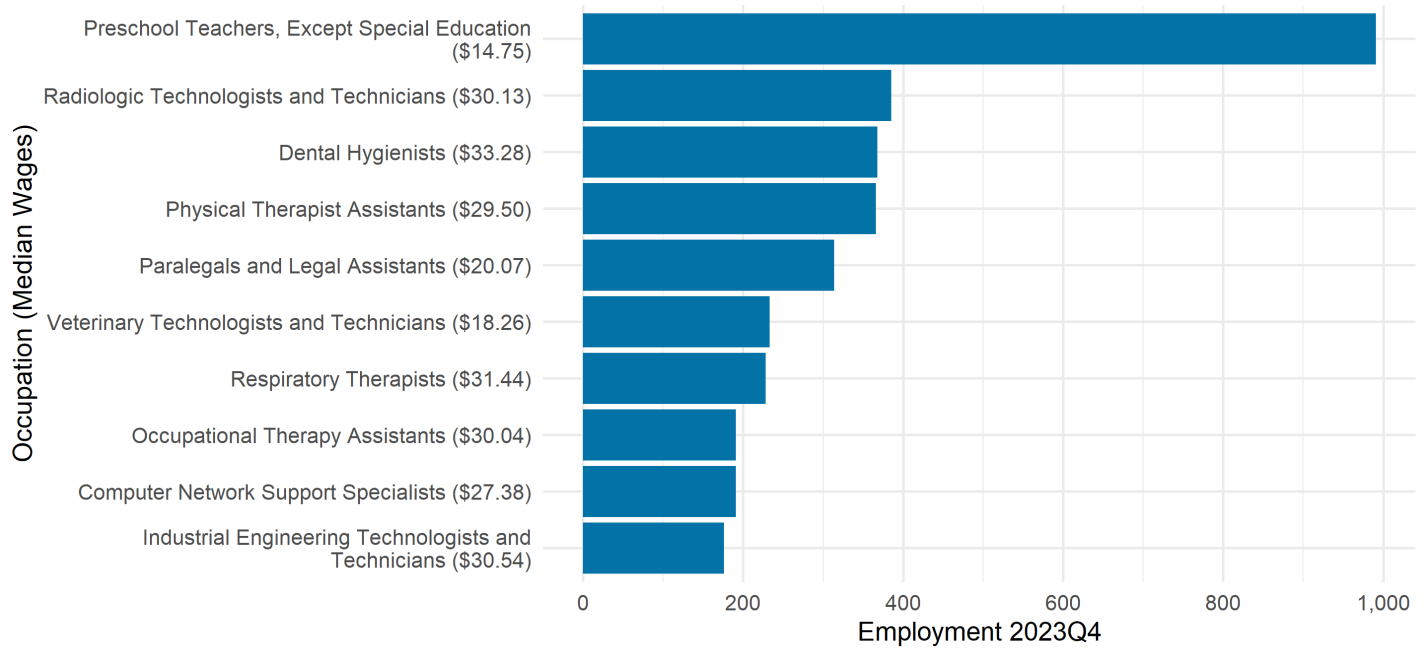
SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
27-2021	Athletes and Sports Competitors	17	17	2	0	0.1%	\$24.83	\$63.26
51-8011	Nuclear Power Reactor Operators	1	1	0	0	-1.7%	\$42.83	\$54.97
51-8012	Power Distributors and Dispatchers	20	18	1	-2	-2.0%	\$34.42	\$46.63
47-4021	Elevator and Escalator Installers and Repairers	45	43	3	-2	-1.1%	\$26.44	\$45.80
49-9051	Electrical Power-Line Installers and Repairers	196	183	11	-13	-1.4%	\$29.52	\$44.51
33-1011	First-Line Supervisors of Correctional Officers	63	59	4	-4	-1.4%	\$33.40	\$43.13
51-8013	Power Plant Operators	42	35	1	-7	-3.7%	\$28.68	\$41.57
11-9131	Postmasters and Mail Superintendents	33	30	2	-3	-2.1%	\$38.44	\$41.36
11-3071	Transportation, Storage, and Distribution Managers	243	236	17	-7	-0.6%	\$27.72	\$40.06
53-4041	Subway and Streetcar Operators	14	13	1	-1	-0.9%	\$24.93	\$39.88

Source: Chmura's JobsEQ

SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	32	29	2	-3	-1.7%	\$27.79	\$39.62
33-1012	First-Line Supervisors of Police and Detectives	189	180	10	-9	-1.0%	\$27.09	\$38.80
51-8091	Chemical Plant and System Operators	7	6	0	-1	-1.6%	\$24.05	\$38.18
41-1012	First-Line Supervisors of Non-Retail Sales Workers	496	454	29	-42	-1.8%	\$23.21	\$38.04
13-1031	Claims Adjusters, Examiners, and Investigators	208	192	10	-16	-1.6%	\$20.17	\$37.60
49-9097	Signal and Track Switch Repairers	12	11	1	-1	-1.2%	\$26.58	\$37.19
33-3021	Detectives and Criminal Investigators	99	94	6	-5	-1.1%	\$29.11	\$36.86
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	61	57	3	-4	-1.4%	\$26.62	\$36.15
53-6051	Transportation Inspectors	25	24	2	-1	-0.9%	\$21.22	\$35.48
53-4011	Locomotive Engineers	83	78	5	-5	-1.3%	\$28.81	\$35.09

Source: Chmura's JobsEQ

20 Largest Occupations Requiring an Associate's Degree



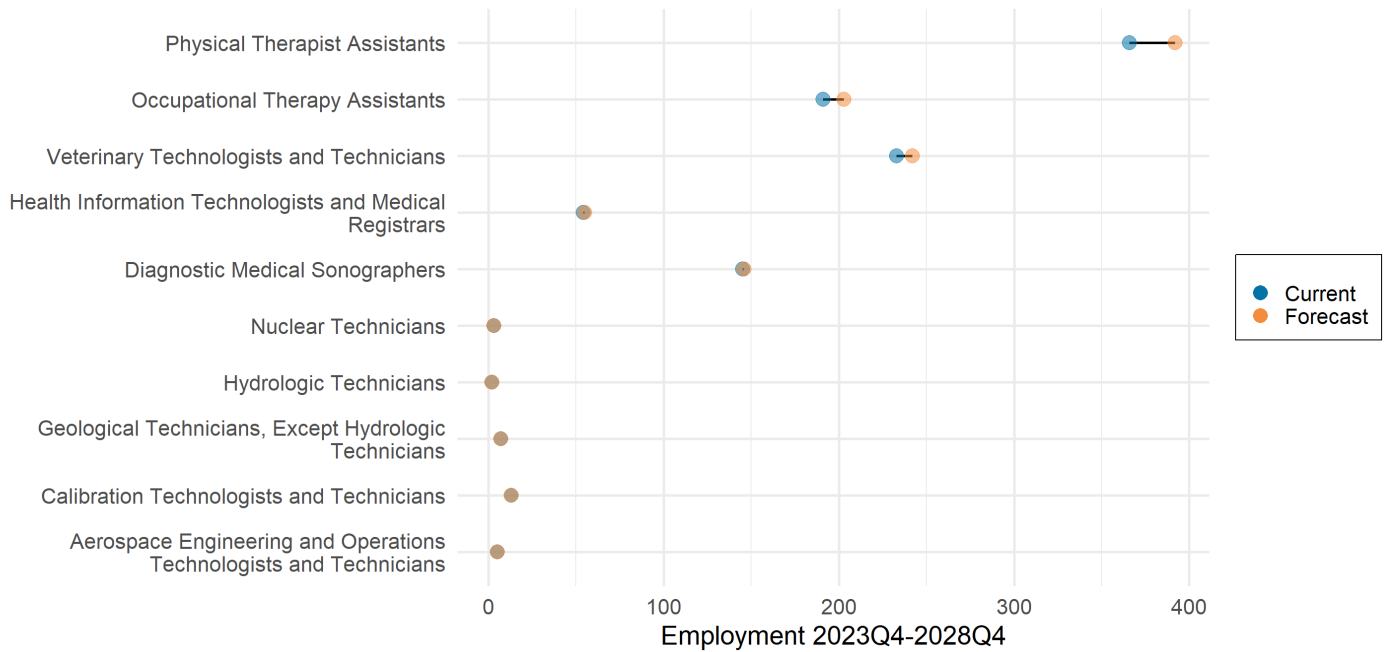
SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%)	Entry Level	Median
25-2011	Preschool Teachers, Except Special Education	991	953	93	-38	-0.8%	\$11.92	\$14.75
29-2034	Radiologic Technologists and Technicians	385	373	17	-12	-0.7%	\$23.67	\$30.13
29-1292	Dental Hygienists	368	359	21	-9	-0.5%	\$31.26	\$33.28
31-2021	Physical Therapist Assistants	366	392	58	26	1.4%	\$23.23	\$29.50
23-2011	Paralegals and Legal Assistants	314	301	28	-13	-0.8%	\$15.03	\$20.07
29-2056	Veterinary Technologists and Technicians	233	242	23	9	0.8%	\$14.44	\$18.26
29-1126	Respiratory Therapists	228	227	11	-1	0.0%	\$26.30	\$31.44
15-1231	Computer Network Support Specialists	191	185	11	-6	-0.6%	\$20.71	\$27.38
31-2011	Occupational Therapy Assistants	191	203	30	12	1.2%	\$23.95	\$30.04
17-3026	Industrial Engineering Technologists and Technicians	176	168	13	-8	-0.9%	\$20.32	\$30.54

Source: Chmura's JobsEQ

SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
29-2032	Diagnostic Medical Sonographers	145	146	7	1	0.1%	\$30.69	\$33.24
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	123	113	11	-10	-1.6%	\$16.02	\$19.88
17-3023	Electrical and Electronic Engineering Technologists and Technicians	117	112	10	-5	-0.9%	\$20.50	\$27.61
39-4031	Morticians, Undertakers, and Funeral Arrangers	115	110	12	-5	-1.0%	\$20.68	\$31.34
17-3011	Architectural and Civil Drafters	111	104	8	-7	-1.2%	\$20.03	\$28.60
17-3013	Mechanical Drafters	111	100	6	-11	-2.1%	\$20.48	\$26.87
29-2031	Cardiovascular Technologists and Technicians	107	103	5	-4	-0.8%	\$16.72	\$26.74
11-9171	Funeral Home Managers	102	96	6	-6	-1.1%	\$23.67	\$33.10
49-9062	Medical Equipment Repairers	85	84	7	-1	-0.3%	\$17.76	\$24.50
17-3027	Mechanical Engineering Technologists and Technicians	83	77	6	-6	-1.5%	\$21.10	\$26.97

Source: Chmura's JobsEQ

20 Fastest Growing Occupations Requiring an Associate's Degree



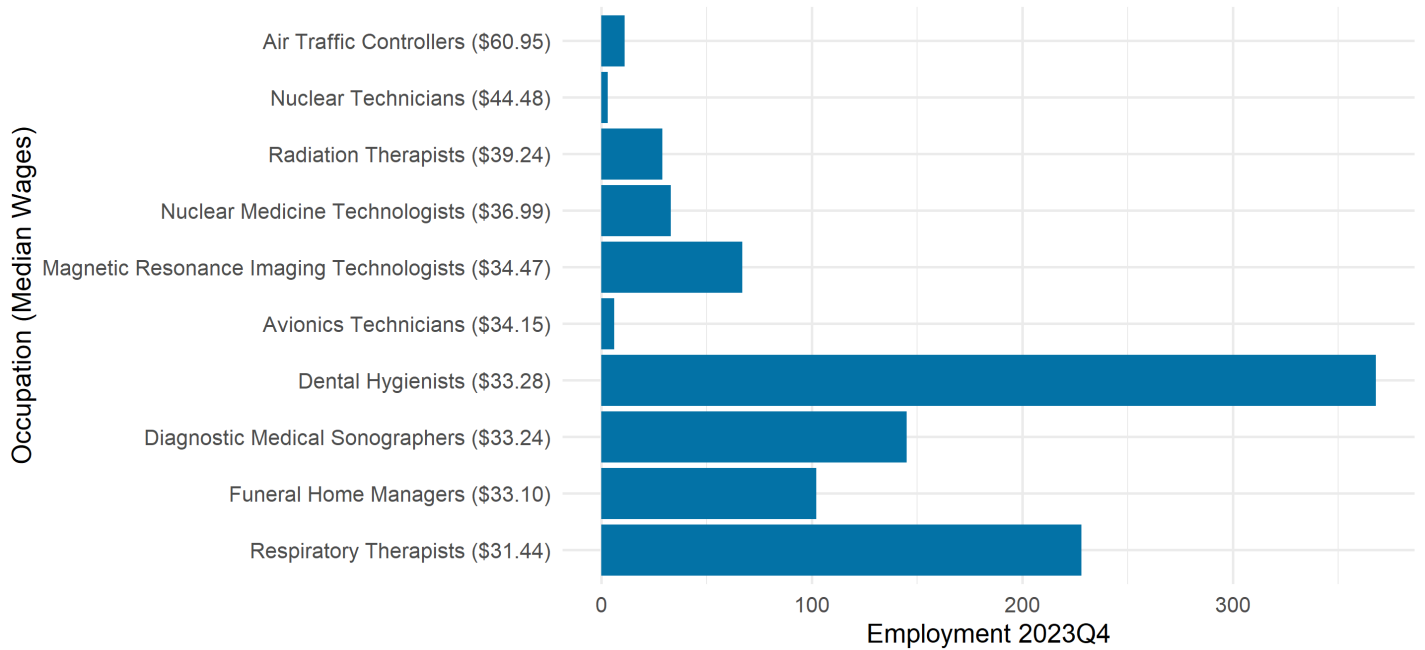
SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%)	Entry Level	Median
31-2021	Physical Therapist Assistants	366	392	58	26	1.4%	\$23.23	\$29.50
31-2011	Occupational Therapy Assistants	191	203	30	12	1.2%	\$23.95	\$30.04
29-2056	Veterinary Technologists and Technicians	233	242	23	9	0.8%	\$14.44	\$18.26
29-2032	Diagnostic Medical Sonographers	145	146	7	1	0.1%	\$30.69	\$33.24
29-9021	Health Information Technologists and Medical Registrars	54	55	3	1	0.3%	\$17.42	\$24.30
17-3021	Aerospace Engineering and Operations Technologists and Technicians	5	5	0	0	-0.3%	\$22.77	\$31.10
17-3028	Calibration Technologists and Technicians	13	13	1	0	-0.6%	\$19.50	\$26.31
19-4043	Geological Technicians, Except Hydrologic Technicians	7	7	1	0	-1.1%	\$18.07	\$23.03
19-4044	Hydrologic Technicians	2	2	0	0	-1.2%	\$19.23	\$26.62
19-4051	Nuclear Technicians	3	3	0	0	-1.0%	\$30.70	\$44.48

Source: Chmura's JobsEQ

SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
49-2091	Avionics Technicians	6	6	0	0	-0.9%	\$22.31	\$34.15
17-3012	Electrical and Electronics Drafters	24	23	2	-1	-1.1%	\$20.59	\$28.01
17-3025	Environmental Engineering Technologists and Technicians	19	18	1	-1	-1.2%	\$16.99	\$21.92
19-4012	Agricultural Technicians	13	12	1	-1	-1.0%	\$14.46	\$19.10
19-4013	Food Science Technicians	23	22	3	-1	-1.1%	\$18.15	\$22.78
19-4042	Environmental Science and Protection Technicians, Including Health	33	32	3	-1	-0.7%	\$16.86	\$23.15
19-4071	Forest and Conservation Technicians	12	11	1	-1	-1.1%	\$15.79	\$19.98
29-1124	Radiation Therapists	29	28	1	-1	-1.0%	\$31.37	\$39.24
29-1126	Respiratory Therapists	228	227	11	-1	0.0%	\$26.30	\$31.44
39-4011	Embalmers	18	17	2	-1	-1.2%	\$16.48	\$22.96

Source: Chmura's JobsEQ

20 Highest Paying Occupations Requiring an Associate's Degree



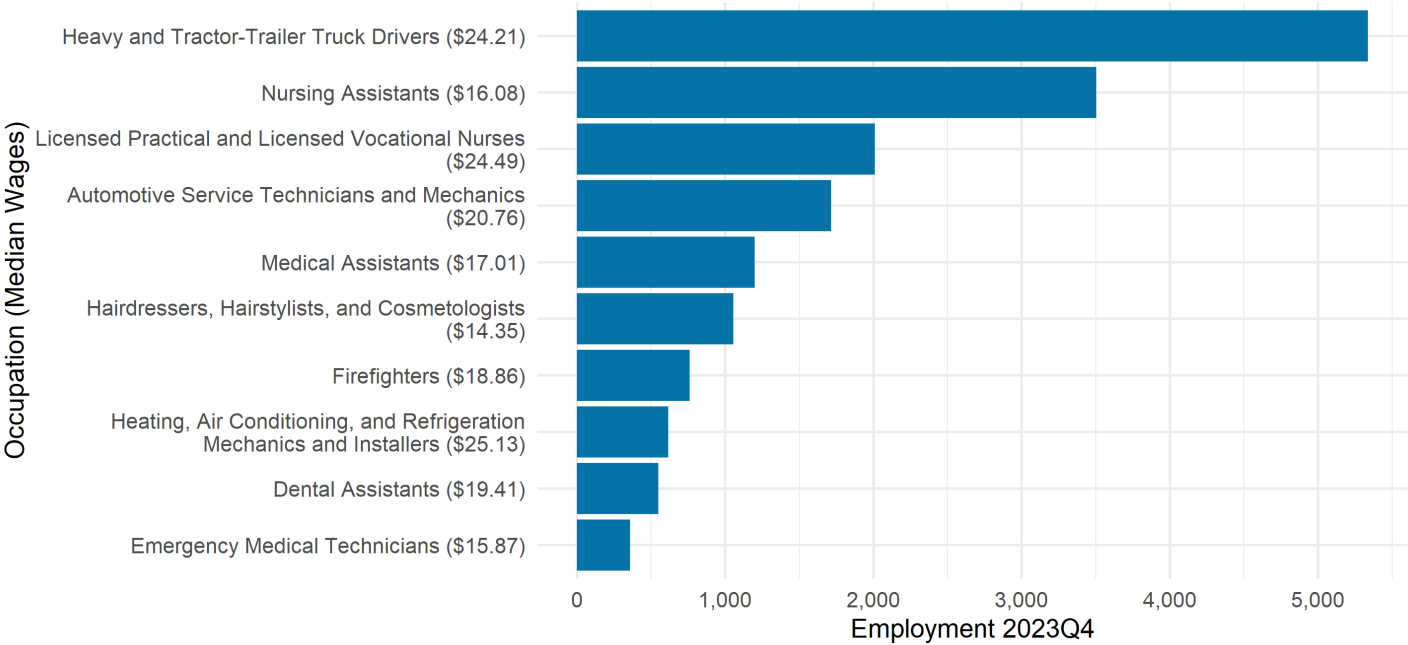
SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%)	Entry Level	Median
53-2021	Air Traffic Controllers	11	10	1	-1	-1.0%	\$37.83	\$60.95
19-4051	Nuclear Technicians	3	3	0	0	-1.0%	\$30.70	\$44.48
29-1124	Radiation Therapists	29	28	1	-1	-1.0%	\$31.37	\$39.24
29-2033	Nuclear Medicine Technologists	33	31	1	-2	-1.2%	\$30.78	\$36.99
29-2035	Magnetic Resonance Imaging Technologists	67	65	3	-2	-0.5%	\$27.90	\$34.47
49-2091	Avionics Technicians	6	6	0	0	-0.9%	\$22.31	\$34.15
29-1292	Dental Hygienists	368	359	21	-9	-0.5%	\$31.26	\$33.28
29-2032	Diagnostic Medical Sonographers	145	146	7	1	0.1%	\$30.69	\$33.24
11-9171	Funeral Home Managers	102	96	6	-6	-1.1%	\$23.67	\$33.10
29-1126	Respiratory Therapists	228	227	11	-1	0.0%	\$26.30	\$31.44
39-4031	Morticians, Undertakers, and Funeral Arrangers	115	110	12	-5	-1.0%	\$20.68	\$31.34

Source: Chmura's JobsEQ

SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
17-3021	Aerospace Engineering and Operations Technologists and Technicians	5	5	0	0	-0.3%	\$22.77	\$31.10
17-3026	Industrial Engineering Technologists and Technicians	176	168	13	-8	-0.9%	\$20.32	\$30.54
29-2034	Radiologic Technologists and Technicians	385	373	17	-12	-0.7%	\$23.67	\$30.13
31-2011	Occupational Therapy Assistants	191	203	30	12	1.2%	\$23.95	\$30.04
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	71	67	5	-4	-1.0%	\$20.00	\$29.72
31-2021	Physical Therapist Assistants	366	392	58	26	1.4%	\$23.23	\$29.50
17-3011	Architectural and Civil Drafters	111	104	8	-7	-1.2%	\$20.03	\$28.60
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	15	14	1	-1	-1.1%	\$20.18	\$28.19
17-3012	Electrical and Electronics Drafters	24	23	2	-1	-1.1%	\$20.59	\$28.01

Source: Chmura's JobsEQ

20 Largest Occupations Requiring Some College, No Degree



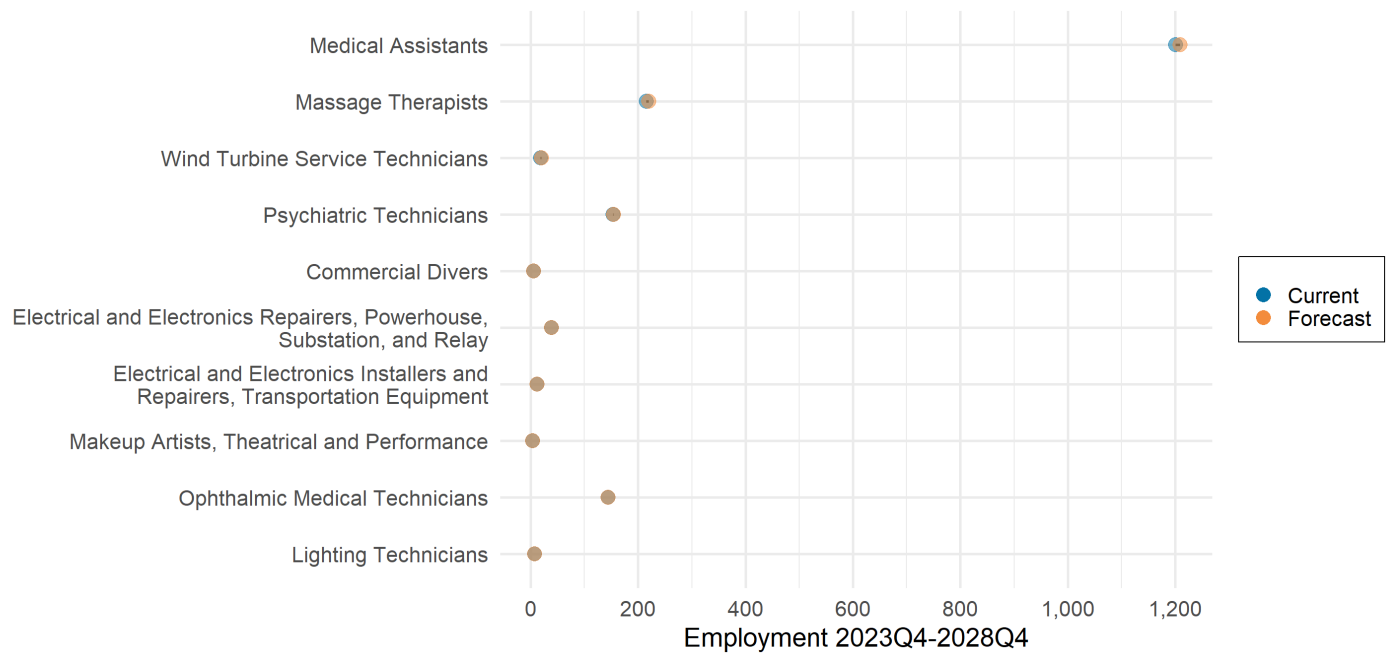
SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%)	Entry Level	Median
53-3032	Heavy and Tractor-Trailer Truck Drivers	5,338	5,084	479	-254	-1.0%	\$19.14	\$24.21
31-1131	Nursing Assistants	3,504	3,328	435	-176	-1.0%	\$14.40	\$16.08
29-2061	Licensed Practical and Licensed Vocational Nurses	2,010	1,925	129	-85	-0.9%	\$20.77	\$24.49
49-3023	Automotive Service Technicians and Mechanics	1,715	1,619	117	-96	-1.1%	\$14.37	\$20.76
31-9092	Medical Assistants	1,201	1,209	154	8	0.1%	\$13.54	\$17.01
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,057	1,030	134	-27	-0.5%	\$10.59	\$14.35
33-2011	Firefighters	761	727	47	-34	-0.9%	\$14.32	\$18.86
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	618	595	45	-23	-0.7%	\$19.20	\$25.13
31-9091	Dental Assistants	551	536	71	-15	-0.5%	\$17.99	\$19.41
29-2042	Emergency Medical Technicians	358	344	21	-14	-0.8%	\$13.48	\$15.87
29-2072	Medical Records Specialists	324	317	19	-7	-0.4%	\$15.60	\$19.02

Source: Chmura's JobsEQ

SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
29-2099	Health Technologists and Technicians, All Other	315	308	19	-7	-0.5%	\$16.64	\$19.31
39-5092	Manicurists and Pedicurists	308	302	33	-6	-0.4%	\$11.14	\$14.22
51-4111	Tool and Die Makers	306	277	23	-29	-2.0%	\$18.52	\$26.08
31-9011	Massage Therapists	215	220	30	5	0.4%	\$13.84	\$21.43
29-2043	Paramedics	192	185	7	-7	-0.8%	\$14.83	\$20.61
31-9097	Phlebotomists	185	181	22	-4	-0.4%	\$14.32	\$17.96
29-2055	Surgical Technologists	164	159	8	-5	-0.7%	\$20.91	\$24.12
29-2053	Psychiatric Technicians	153	154	13	1	0.1%	\$13.85	\$15.51
29-2057	Ophthalmic Medical Technicians	144	144	15	0	0.0%	\$16.77	\$18.42

Source: Chmura's JobsEQ

20 Fastest Growing Occupations Requiring Some College, No Degree



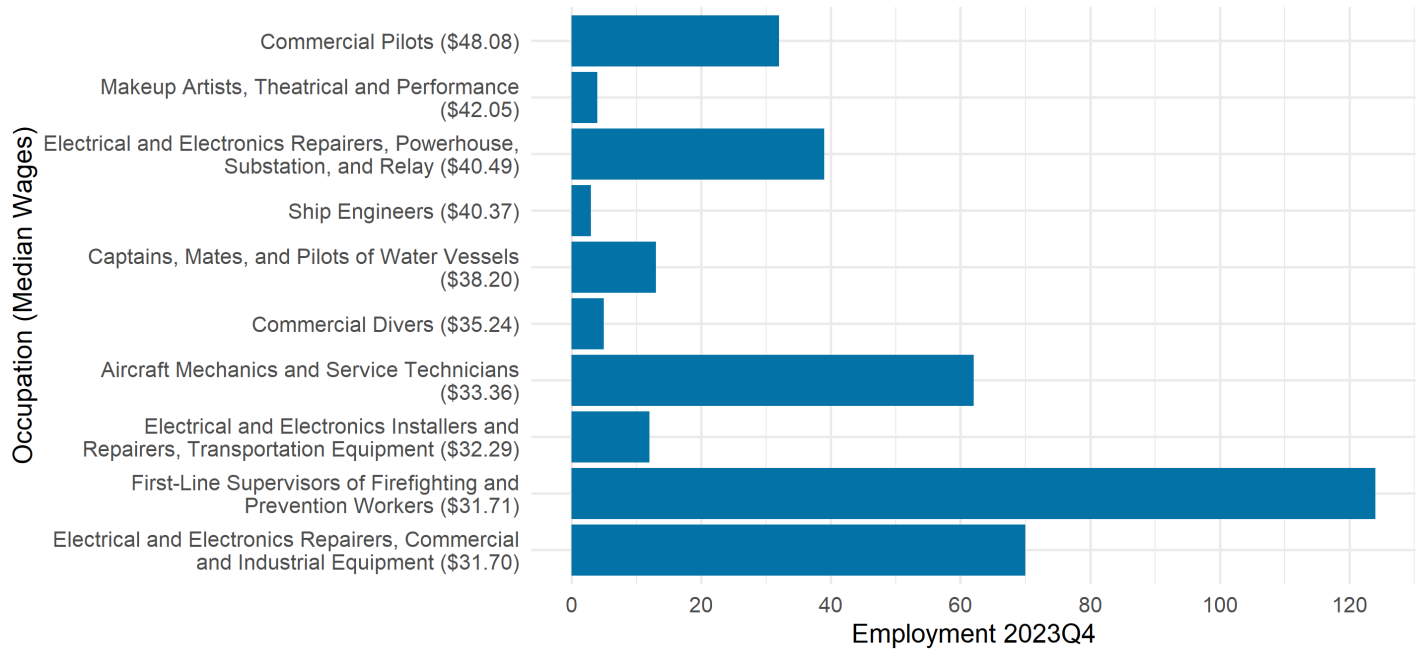
SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%)	Entry Level	Median
31-9092	Medical Assistants	1,201	1,209	96	8	0.1%	\$13.54	\$17.01
31-9011	Massage Therapists	215	220	87	5	0.4%	\$13.84	\$21.43
49-9081	Wind Turbine Service Technicians	18	20	26	2	1.8%	\$22.58	\$28.66
29-2053	Psychiatric Technicians	153	154	23	1	0.1%	\$13.85	\$15.51
27-4015	Lighting Technicians	7	7	31	0	-1.3%	\$16.98	\$25.35
29-2057	Ophthalmic Medical Technicians	144	144	27	0	0.0%	\$16.77	\$18.42
39-5091	Makeup Artists, Theatrical and Performance	4	4	9	0	-0.2%	\$19.87	\$42.05
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	12	12	9	0	-0.9%	\$24.67	\$32.29
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	39	39	14	0	-0.1%	\$34.01	\$40.49
49-9092	Commercial Divers	5	5	4	0	-0.7%	\$22.10	\$35.24
51-9162	Computer Numerically Controlled Tool Programmers	105	105	4	0	0.0%	\$23.13	\$26.60

Source: Chmura's JobsEQ

SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
53-5022	Motorboat Operators	4	4	4	0	-0.7%	\$14.47	\$19.43
53-5031	Ship Engineers	3	3	7	0	-1.1%	\$28.67	\$40.37
13-1032	Insurance Appraisers, Auto Damage	7	6	5	-1	-1.6%	\$24.59	\$30.13
27-4014	Sound Engineering Technicians	12	11	6	-1	-1.2%	\$16.15	\$25.40
29-9093	Surgical Assistants	31	30	1	-1	-0.7%	\$17.17	\$25.08
29-9099	Healthcare Practitioners and Technical Workers, All Other	53	52	4	-1	-0.5%	\$15.98	\$25.69
33-2021	Fire Inspectors and Investigators	20	19	2	-1	-1.0%	\$20.85	\$30.89
53-2012	Commercial Pilots	32	31	3	-1	-0.9%	\$30.56	\$48.08
53-5021	Captains, Mates, and Pilots of Water Vessels	13	12	3	-1	-1.4%	\$20.77	\$38.20

Source: Chmura's JobsEQ

20 Highest Paying Occupations Requiring Some College, No Degree



SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
53-2012	Commercial Pilots	32	31	3	-1	-0.9%	\$30.56	\$48.08
39-5091	Makeup Artists, Theatrical and Performance	4	4	1	0	-0.2%	\$19.87	\$42.05
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	39	39	3	0	-0.1%	\$34.01	\$40.49
53-5031	Ship Engineers	3	3	0	0	-1.1%	\$28.67	\$40.37
53-5021	Captains, Mates, and Pilots of Water Vessels	13	12	1	-1	-1.4%	\$20.77	\$38.20
49-9092	Commercial Divers	5	5	0	0	-0.7%	\$22.10	\$35.24
49-3011	Aircraft Mechanics and Service Technicians	62	60	4	-2	-0.8%	\$22.72	\$33.36
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	12	12	1	0	-0.9%	\$24.67	\$32.29
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	124	118	6	-6	-0.9%	\$24.48	\$31.71

Source: Chmura's JobsEQ

SOC	Occupation Title	Employment			Employment Change		Hourly Wages	
		2023Q4	Forecast 2028Q4	Total Annual Openings	2023Q4-2028Q4	Annual (%) 2023Q4-2028Q4	Entry Level	Median
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	70	65	4	-5	-1.5%	\$24.31	\$31.70
33-2021	Fire Inspectors and Investigators	20	19	1	-1	-1.0%	\$20.85	\$30.89
13-1032	Insurance Appraisers, Auto Damage	7	6	0	-1	-1.6%	\$24.59	\$30.13
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	135	128	12	-7	-1.0%	\$19.39	\$29.88
49-9081	Wind Turbine Service Technicians	18	20	2	2	1.8%	\$22.58	\$28.66
51-9162	Computer Numerically Controlled Tool Programmers	105	105	9	0	0.0%	\$23.13	\$26.60
27-3092	Court Reporters and Simultaneous Captioners	30	28	2	-2	-1.1%	\$17.10	\$26.18
51-4111	Tool and Die Makers	306	277	23	-29	-2.0%	\$18.52	\$26.08
29-9099	Healthcare Practitioners and Technical Workers, All Other	53	52	3	-1	-0.5%	\$15.98	\$25.69
27-4014	Sound Engineering Technicians	12	11	1	-1	-1.2%	\$16.15	\$25.40
27-4015	Lighting Technicians	7	7	1	0	-1.3%	\$16.98	\$25.35

Source: Chmura's JobsEQ

Largest Openings/Completion Gaps

Award Gaps show the difference between the number of awards (which are post-secondary certificates or degrees) conferred in the specified region and the occupation demand in that same region.

Negative values represent a shortage of degrees earned compared to the demand for the occupations.

Positive values represent a surplus of awards compared to the demand for the occupations.

The terms used in the table are defined as follows:

Award Gap - The difference between the number of awards earned and the Target Range.

Awards - The modeled number graduates projected to move into an occupation. Note that this will always be less than or equal to the count of all completions related to an occupation via the program-occupation crosswalk, as graduates from a program may be distributed among several different occupations. Since the information in this table is geared toward specific regions, online schools are excluded from the data set.

Target Range - The range between Annual Demand and the US Awards Benchmark.

Annual Demand - The total 1-year demand for that occupation in the region.

US Awards Benchmark - The average awards output for a region or regions with similar employment levels as the region being queried.

Award Gaps supply is calculated from the specific degrees offered at local schools and the program-occupation crosswalk that translates the award completions data into estimates of new workers in related occupations. Award Gaps demand is the growth and separation demand of occupations in the region due to the mix of industries and the overall regional growth rate.

Award Gaps is designed to measure the “as-is” relationship of supply and demand. If a shortfall exists in an occupation, this implies employers in the region need to hire graduates in that occupation that attended schools outside your region. If a surplus exists in an occupation, this implies there are not enough jobs in the region to employ all these graduates and therefore at least some of these graduates will need to find jobs in their occupations in other regions.

SOC	Occupation Title	Annual Gap	Awards	Target Range
25-2021	Elementary School Teachers, Except Special Education	-64	96	160 – 171
11-9111	Medical and Health Services Managers	-36	42	78 – 107
27-2022	Coaches and Scouts	-29	19	48 – 64
23-1011	Lawyers	-25	0	25 – 42
21-2011	Clergy	-21	9	30 – 40
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	-19	99	119 – 180
29-1122	Occupational Therapists	-19	0	19 – 25
27-1024	Graphic Designers	-17	0	17 – 20
29-1051	Pharmacists	-16	0	16 – 29
29-1171	Nurse Practitioners	-15	21	36 – 60
25-2011	Preschool Teachers, Except Special Education	-14	27	41 – 93
29-1071	Physician Assistants	-14	0	14 – 17
11-1021	General and Operations Managers	-13	238	251 – 379
17-3026	Industrial Engineering Technologists and Technicians	-13	1	14 – 27

Source: Chmura's JobsEQ

SOC	Occupation Title	Annual Gap	Awards	Target Range
25-4022	Librarians and Media Collections Specialists	-13	0	13 – 19
29-1127	Speech-Language Pathologists	-12	15	28 – 40
21-1021	Child, Family, and School Social Workers	-11	54	64 – 91
25-3031	Substitute Teachers, Short-Term	-11	2	13 – 47
17-2112	Industrial Engineers	-9	20	29 – 36
21-2021	Directors, Religious Activities and Education	-9	9	18 – 32

Source: Chmura's JobsEQ

Occupations with Most Online Job Ads (Past 180 Days)

SOC	Occupation Title	Total Ads	% Change Year-Over-Year	% of Postings	Median Wage	Median Duration
29-1141.00	Registered Nurses	1,600	-27.4%	5.5%	\$66,600	48
41-2031.00	Retail Salespersons	1,350	3.1%	4.6%	\$31,200	63
41-1011.00	First-Line Supervisors of Retail Sales Workers	1,269	-19.0%	4.3%	\$33,500	52
53-7065.00	Stockers and Order Fillers	963	0.3%	3.3%	\$31,900	50
35-3023.00	Fast Food and Counter Workers	955	1.1%	3.3%	\$24,800	75
21-1093.00	Social and Human Service Assistants	732	52.8%	2.5%	\$34,200	58
31-1131.00	Nursing Assistants	694	-15.8%	2.4%	\$35,500	50
49-9071.00	Maintenance and Repair Workers, General	606	-5.0%	2.1%	\$42,500	53
35-1012.00	First-Line Supervisors of Food Preparation and Serving Workers	601	-26.3%	2.1%	\$33,300	77
37-2011.00	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	526	5.4%	1.8%	\$27,400	48
53-3032.00	Heavy and Tractor-Trailer Truck Drivers	485	-48.0%	1.7%	\$71,800	48
29-2061.00	Licensed Practical and Licensed Vocational Nurses	476	-29.7%	1.6%	\$52,000	50
31-1122.00	Personal Care Aides	444	-16.2%	1.5%	\$28,400	58
43-4051.00	Customer Service Representatives	421	-1.2%	1.4%	\$33,200	59
35-2021.00	Food Preparation Workers	404	28.7%	1.4%	\$25,800	48
11-9111.00	Medical and Health Services Managers	347	-24.6%	1.2%	\$52,000	51
43-6013.00	Medical Secretaries and Administrative Assistants	343	2.1%	1.2%	\$33,000	48
31-9092.00	Medical Assistants	328	8.3%	1.1%	\$33,300	38
53-3031.00	Driver/Sales Workers	328	-29.3%	1.1%	\$32,600	60
51-9199.00	Production Workers, All Other	315	-11.0%	1.1%	\$33,300	47

Source: Chmura's JobsEQ

Top Companies with Online Job Postings (Past 180 Days)

Employer Name	Total Ads	Median Annual Wage	Median Duration (Days)
Mercy Health	1,087	\$31,900	31
Steward Health Care	760	\$72,800	36
UPMC	690	\$41,000	50
Bob Evans Restaurants	614	\$30,600	NA
Mancan	402	\$31,900	10
Express Employment Professionals	265	\$36,400	14
Mahoning County ESC Consortium	256	\$39,100	78
Dollar General	220	–	53
Panera Bread	205	\$30,200	216
Pilot flying j	204	\$24,900	13
Akron Children's Hospital	192	–	48
PIZZA HUT	187	\$25,500	378
AutoZone	182	–	248
East Liverpool City Hospital	180	\$28,700	41
Taco Bell	161	\$23,600	92
Aultman Health Foundation	158	\$39,700	26
Driveline	154	\$23,900	78
Supercuts	154	\$38,500	53
Bon Secours Mercy Health	151	\$71,200	124
Macys	138	\$36,900	23

Source: *Chmura's JobsEQ*

Appendix A: Region Definition

FIPS	Region	FIPS	Region
39029	Columbiana County, Ohio	39155	Trumbull County, Ohio
39099	Mahoning County, Ohio	42073	Lawrence County, Pennsylvania
		42085	Mercer County, Pennsylvania

Appendix B: FAQ and Data Sources

What is NAICS?

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the detailed 6-digit level, which is the level examined in this report.

What is SOC?

The Standard Occupational Classification system (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 804 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 22 major groups, 95 minor groups, and 452 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

What is the difference between industry wages and occupation wages?

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

What is the source of the industry data?

Employment and wages data by industry are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics. Employment and wage data that are partially or fully nondisclosed are estimated using imputed data. Annual average wages are calculated quarterly using data from the current and preceding three quarters. Data are updated through the latest QCEW release with preliminary estimates by Chmura updated one quarter in advance. Industry forecasts use national projections from the Bureau of Labor Statistics, forecasts for 2021-2031, adapted for regional growth patterns by Chmura.

What is the source of the occupation data?

Employment by occupation data are estimates derived from the Chmura Industry/Occupation Matrix and industry employment data from the Quarterly Census of Employment and Wages provided by the Bureau of Labor Statistics—imputed by Chmura where necessary—and updated through the latest QCEW release with preliminary estimates by Chmura updated one quarter in advance. Wages by occupation utilize Bureau of Labor Statistics Occupational Employment and Wage Statistics (OEWS) data, imputed and brought forward by Chmura. Forecast employment growth uses national projections from the Bureau of Labor Statistics, forecasts for 2021-2031, adapted for regional growth patterns by Chmura. Job ads data are online job posts from the Real-Time Intelligence (RTI) data set, produced wholly by Chmura and gleaned from over 45,000 websites. Data are updated daily and are subject to revision.

What is the source of the postsecondary awards data?

Awards data are based upon degrees conferred for the academic year 2020-2021 and are provided by the National Center for Education Statistics. Occupation employment data are derived from the most recent four quarters of industry employment (from the Bureau of Labor Statistics, updated quarterly) and the industry/occupation matrix available for the region. Occupation training concentrations and shortfalls are calculated by Chmura. The percent college educated are provided by the BLS per the Employment Projections Program.