



2025-2026 Regional Demand Occupations List CareerSource Capital Region Sorted by Occupational Title

Workforce Development Area 5 - Gadsden, Jefferson, Leon, and Wakulla counties

Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$17.34/hour and Entry Wage of \$14.09/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$27.16/hour and Entry Wage of \$17.34/hour

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC Training Code	In Industry?	Qualifying Level***
			Annual % Growth	Annual Openings	2024 Hourly Wage		Annual % Growth	Annual Openings	2024 Hourly Wage				
					Mean	Entry			Mean	Entry			
132011	HSHW	Accountants and Auditors	0.07	220	33.32	20.62	0.70	9,113	42.00	25.92	6	Yes	R
272011		Actors	N/A	N/A	N/A	N/A	0.79	1,702	25.03	16.16	3	No	S
113012	HSHW	Administrative Services Managers	0.24	29	42.64	27.18	0.66	1,021	49.49	25.68	6	Yes	N
173011	HSHW	Architectural and Civil Drafters	0.87	15	26.39	18.87	1.15	904	30.12	20.33	5	Yes	S
271011	HSHW	Art Directors	0.18	13	35.33	20.33	0.53	507	47.65	26.29	6	Yes	N
493023		Automotive Service Technicians and Mechanics	0.52	102	23.45	14.93	0.63	5,620	25.53	16.25	4	No	R
433031		Bookkeeping, Accounting, and Auditing Clerks	0.63	259	22.38	15.82	0.73	15,667	24.42	17.26	3	Yes	R
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	-0.12	18	25.63	17.60	0.59	1,272	30.01	21.21	4	Yes	S
131199	HSHW	Business Operations Specialists, All Other	0.58	213	36.40	19.11	0.80	6,273	44.42	23.16	6	Yes	R
131020	HSHW	Buyers and Purchasing Agents	0.19	49	29.25	19.90	0.55	3,074	37.40	22.92	6	Yes	R
472031		Carpenters	0.77	87	22.36	17.07	0.76	6,387	24.13	18.09	4	No	R
351011		Chefs and Head Cooks	-0.04	36	28.52	16.67	0.73	2,101	30.07	16.58	5	No	S
211021		Child, Family, and School Social Workers	0.50	25	23.18	16.88	0.89	1,350	27.28	19.68	6	No	S
172051	HSHW	Civil Engineers	0.74	23	46.03	28.24	0.94	1,234	50.88	30.17	6	Yes	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.63	58	30.84	20.19	0.90	2,512	35.67	23.51	3	Yes	R
292010		Clinical Laboratory Technologists and Technicians	0.39	24	27.38	16.27	0.38	1,978	29.29	18.07	5	No	S
272022		Coaches and Scouts	0.74	53	21.74	14.80	0.75	2,025	27.93	14.67	6	No	R
211094		Community Health Workers	N/A	N/A	N/A	N/A	1.08	265	24.20	17.28	6	No	N
211099		Community and Social Service Specialists, All Other	0.91	40	24.61	17.60	0.69	775	28.09	19.25	6	No	R

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			Annual	Annual	2024 Hourly Wage		Annual	Annual	2024 Hourly Wage				
			% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry			
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	-0.19	31	23.32	16.90	0.94	607	34.18	21.50	6	Yes	S
131041	HSHW	Compliance Officers	-0.25	128	30.26	17.02	0.63	2,882	38.27	22.20	6	Yes	S
151241	HSHW	Computer Network Architects	1.67	12	58.31	38.42	1.34	554	63.74	42.43	6	Yes	S
151231	HSHW	Computer Network Support Specialists	0.90	31	29.61	21.13	1.11	1,037	36.99	24.37	5	Yes	R
151299	HSHW	Computer Occupations, All Other	1.10	24	41.87	20.12	1.23	1,497	49.66	24.79	6	Yes	S
151251	HSHW	Computer Programmers	0.36	57	33.17	24.25	1.41	552	49.30	29.19	6	Yes	R
151211	HSHW	Computer Systems Analysts	0.22	84	37.59	24.58	1.31	2,544	51.27	32.30	6	Yes	R
151232		Computer User Support Specialists	0.70	98	25.47	17.24	1.28	4,078	30.00	19.66	4	Yes	R
113021	HSHW	Computer and Information Systems Managers	0.77	40	68.11	42.69	1.23	1,978	82.23	52.56	6	Yes	R
492011		Computer, Automated Teller, and Office Machine Repairers	1.07	12	21.94	17.67	0.83	654	22.69	17.38	4	Yes	S
119021	HSHW	Construction Managers	0.50	63	49.77	29.00	0.55	3,437	55.55	31.16	6	No	R
474011	HSHW	Construction and Building Inspectors	0.73	26	30.98	22.53	0.89	1,931	33.80	23.00	4	Yes	S
131051	HSHW	Cost Estimators	1.09	37	32.13	18.79	0.75	1,477	36.97	22.06	6	Yes	R
434031		Court, Municipal, and License Clerks	0.10	12	22.05	16.55	0.28	1,227	23.55	17.87	3	No	S
152051	HSHW	Data Scientists	1.12	12	43.74	24.41	1.46	694	56.57	32.51	6	Yes	S
319091		Dental Assistants	0.21	51	19.86	15.57	1.00	3,747	22.44	18.18	4	No	R
291292	HSHW	Dental Hygienists	0.29	12	37.33	30.11	1.00	1,101	40.03	34.09	5	No	S
472111		Electricians	0.95	73	25.15	18.88	0.57	4,701	26.68	20.02	4	No	R
252021		Elementary School Teachers, Except Special Education	-0.18	75	N/A	N/A	0.73	5,262	28.30	22.05	6	No	S
292042		Emergency Medical Technicians	N/A	N/A	N/A	N/A	0.95	540	20.86	16.43	4	No	S
172199	HSHW	Engineers, All Other	0.26	32	37.34	25.73	0.58	663	52.02	31.50	6	Yes	R
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	0.21	92	28.18	21.15	0.63	2,969	33.54	21.47	3	Yes	R
113031	HSHW	Financial Managers	0.16	75	58.82	33.38	0.64	2,964	80.69	42.15	6	Yes	R
132099	HSHW	Financial Specialists, All Other	-0.08	11	28.03	18.82	0.55	680	35.25	21.82	6	Yes	N
132051	HSHW	Financial and Investment Analysts	0.04	20	39.25	26.82	0.57	1,196	48.38	29.39	6	Yes	N
332011	HSHW	Firefighters	0.20	24	24.82	19.08	0.32	1,810	30.58	19.77	4	No	S
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	0.84	89	33.64	22.73	0.62	5,875	36.62	24.26	3	No	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	N/A	N/A	N/A	N/A	0.60	1,090	26.16	17.47	3	No	N
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.70	46	23.81	16.76	0.83	2,445	26.59	18.59	3	No	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.53	68	32.39	21.00	0.62	3,429	36.60	24.05	3	No	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.53	50	44.03	25.33	0.69	3,210	46.21	26.05	3	Yes	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	N/A	N/A	N/A	N/A	0.74	11,148	32.90	21.48	3	Yes	S
391022		First-Line Supervisors of Personal Service Workers	0.33	16	23.73	14.25	0.55	1,162	23.82	15.81	3	No	N

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			% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry			
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.17	28	31.21	20.58	0.36	2,480	33.02	21.21	3	Yes	S
411011		First-Line Supervisors of Retail Sales Workers	0.12	155	22.70	15.16	0.47	9,789	24.83	16.46	3	No	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.22	46	28.26	19.41	0.83	4,052	30.63	20.55	3	Yes	R
119051	HSHW	Food Service Managers	-0.16	60	29.60	16.82	0.71	3,453	34.25	20.67	3	No	S
111021	HSHW	General and Operations Managers	0.40	365	53.68	25.39	0.80	17,467	61.83	25.80	6	Yes	R
271024	HSHW	Graphic Designers	0.04	25	26.98	17.80	0.59	1,601	30.17	19.77	6	Yes	S
251071	HSHW	Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A	0.12	714	66.17	29.42	6	No	N
292099		Health Technologists and Technicians, All Other	0.73	14	23.46	16.78	0.87	1,117	23.82	17.82	4	No	S
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.86	64	23.87	18.17	0.50	3,559	26.49	19.64	4	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	0.73	137	23.65	17.42	1.06	13,527	26.13	19.15	4	Yes	R
434161		Human Resources Assistants, Except Payroll and Timekeeping	0.64	14	21.37	16.64	0.83	683	23.38	17.88	5	Yes	S
113121	HSHW	Human Resources Managers	0.67	30	51.14	34.02	0.76	816	66.85	39.61	6	Yes	R
131071	HSHW	Human Resources Specialists	0.71	116	29.58	19.95	0.95	5,414	35.25	21.62	6	Yes	R
172112	HSHW	Industrial Engineers	0.76	15	50.38	33.62	0.72	853	54.82	34.84	6	Yes	S
499041	HSHW	Industrial Machinery Mechanics	0.55	10	31.96	22.00	0.27	1,380	30.19	21.69	4	Yes	S
151212	HSHW	Information Security Analysts	1.35	20	43.45	31.59	1.41	888	56.49	36.39	6	Yes	S
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	0.15	19	24.10	16.02	0.55	2,410	24.00	16.65	4	Yes	S
413021	HSHW	Insurance Sales Agents	-0.18	86	36.72	18.64	0.83	5,254	38.60	19.70	4	Yes	S
132053	HSHW	Insurance Underwriters	-0.35	11	32.87	21.57	0.85	557	43.13	27.16	6	Yes	S
271025		Interior Designers	-0.37	6	28.22	15.98	0.89	813	31.36	18.27	6	Yes	S
436012		Legal Secretaries and Administrative Assistants	0.79	30	26.39	18.12	0.78	1,582	27.93	17.55	3	Yes	R
254031		Library Technicians	0.65	52	19.58	16.39	0.41	610	20.66	15.94	5	No	R
292061		Licensed Practical and Licensed Vocational Nurses	0.24	77	26.62	22.47	0.68	3,440	29.00	24.00	4	No	R
132072	HSHW	Loan Officers	0.03	28	34.98	17.70	0.23	1,889	39.54	19.63	6	Yes	S
131081	HSHW	Logisticians	-0.57	11	31.17	18.03	0.84	1,210	36.54	22.98	6	Yes	S
514041		Machinists	-0.42	9	23.27	16.18	0.59	878	25.63	18.77	4	Yes	N
131111	HSHW	Management Analysts	-0.27	514	31.06	21.83	0.91	7,131	47.42	26.12	6	Yes	S
119199	HSHW	Managers, All Other	0.22	159	47.46	25.27	0.57	4,150	56.32	26.57	6	No	R
131161	HSHW	Market Research Analysts and Marketing Specialists	0.64	100	32.77	18.46	0.95	6,289	39.74	22.69	6	Yes	R
112021	HSHW	Marketing Managers	0.64	27	58.03	28.21	0.89	1,539	71.21	37.40	6	Yes	S
319011		Massage Therapists	N/A	N/A	N/A	N/A	1.02	1,938	24.33	15.64	4	No	S
172141	HSHW	Mechanical Engineers	0.71	7	48.98	28.88	0.68	547	48.98	32.38	6	Yes	N
319092		Medical Assistants	0.72	197	21.98	16.02	1.14	9,234	20.66	17.01	4	No	R
499062	HSHW	Medical Equipment Repairers	1.07	8	26.85	20.40	0.49	556	28.82	18.33	5	Yes	N

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			% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry			
292072		Medical Records Specialists	0.61	31	21.39	15.15	0.77	1,261	24.19	16.71	4	Yes	R
191042	HSHW	Medical Scientists, Except Epidemiologists	N/A	N/A	N/A	N/A	0.70	227	60.94	33.11	6	Yes	N
436013		Medical Secretaries and Administrative Assistants	0.51	211	18.04	14.71	0.92	8,918	20.37	16.60	3	No	R
119111	HSHW	Medical and Health Services Managers	0.14	65	57.53	34.35	0.58	2,902	61.82	33.95	6	No	R
131121		Meeting, Convention, and Event Planners	0.58	29	27.17	18.97	0.66	977	30.12	17.99	6	No	N
211023	HSHW	Mental Health and Substance Abuse Social Workers	0.67	12	25.66	19.49	0.99	477	26.98	19.37	6	No	N
252022		Middle School Teachers, Except Special and Career/Technical Education	-0.14	29	N/A	N/A	0.74	2,699	27.99	22.74	6	No	S
493051		Motorboat Mechanics and Service Technicians	0.00	2	25.04	18.29	0.96	567	27.05	19.09	4	Yes	S
272042	HSHW	Musicians and Singers	N/A	N/A	N/A	N/A	0.16	1,226	69.32	25.01	3	No	S
151244	HSHW	Network and Computer Systems Administrators	0.54	43	38.15	24.72	1.19	1,592	46.19	30.48	6	Yes	R
195011	HSHW	Occupational Health and Safety Specialists	N/A	N/A	N/A	N/A	0.73	700	40.11	24.72	6	Yes	S
312011	HSHW	Occupational Therapy Assistants	0.46	8	31.80	26.40	1.42	614	34.07	28.48	5	No	S
439199		Office and Administrative Support Workers, All Other	0.70	411	20.59	15.18	0.69	3,034	23.25	16.61	3	No	R
152031	HSHW	Operations Research Analysts	-0.22	22	25.24	18.21	0.81	585	40.59	24.08	6	Yes	S
292057		Ophthalmic Medical Technicians	1.23	20	18.51	14.66	1.43	644	21.49	17.09	4	No	S
232011		Paralegals and Legal Assistants	0.50	119	26.05	18.62	0.73	4,242	29.40	19.73	5	Yes	R
433051		Payroll and Timekeeping Clerks	0.53	18	23.14	17.47	0.86	1,210	24.33	16.36	3	Yes	S
132052	HSHW	Personal Financial Advisors	1.02	24	57.51	22.61	0.17	2,004	75.80	25.49	6	No	S
292052		Pharmacy Technicians	0.48	58	18.07	15.57	0.38	3,890	20.58	16.95	4	No	R
319097		Phlebotomists	0.44	22	18.46	16.11	1.11	1,341	19.50	16.80	4	No	S
312021	HSHW	Physical Therapist Assistants	1.43	18	31.19	25.42	1.45	1,293	32.92	26.38	5	No	S
472152		Plumbers, Pipefitters, and Steamfitters	1.04	45	23.98	18.62	0.55	3,007	25.79	19.31	4	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	-0.05	58	32.64	24.63	0.28	4,001	40.31	26.70	5	No	S
272012	HSHW	Producers and Directors	0.00	9	37.67	19.38	0.47	737	46.84	24.08	6	Yes	N
435061		Production, Planning, and Expediting Clerks	0.45	36	23.12	17.33	0.64	2,177	26.25	18.20	3	Yes	R
131082	HSHW	Project Management Specialists	0.78	104	43.86	27.11	0.89	5,501	49.64	30.39	6	Yes	R
132020	HSHW	Property Appraisers and Assessors	0.23	10	33.33	22.58	0.73	558	40.25	22.87	6	No	S
119141	HSHW	Property, Real Estate, and Community Association Managers	0.57	58	34.05	19.55	0.85	3,777	38.25	21.42	6	No	R
292053		Psychiatric Technicians	0.96	30	18.58	14.69	1.22	1,151	21.08	16.65	4	No	R
273031	HSHW	Public Relations Specialists	0.69	78	31.96	19.18	0.76	1,999	33.11	19.59	6	Yes	R
419021		Real Estate Brokers	0.26	8	N/A	N/A	0.76	708	41.45	17.45	4	No	S
419022		Real Estate Sales Agents	0.38	41	26.39	15.48	0.76	7,129	35.25	16.84	4	No	R
291141	HSHW	Registered Nurses	0.07	197	38.00	29.30	0.20	12,683	42.40	33.19	6	No	R
291126	HSHW	Respiratory Therapists	-0.19	6	35.49	28.81	0.10	499	39.09	30.83	5	No	N

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			Annual % Growth	Annual Openings	2024 Hourly Wage		Annual % Growth	Annual Openings	2024 Hourly Wage				
					Mean	Entry			Mean	Entry			
112022	HSHW	Sales Managers	-0.06	32	60.58	32.02	0.72	2,491	70.26	33.97	6	Yes	S
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	0.97	145	33.11	17.12	1.11	10,671	34.78	18.33	6	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	-0.04	105	34.16	17.27	0.54	8,691	35.57	18.25	3	Yes	S
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	0.18	26	51.93	24.40	0.81	2,533	61.13	28.44	6	Yes	S
252031		Secondary School Teachers, Except Special and Career/Technical Education	-0.15	57	27.60	20.47	0.73	3,621	29.75	22.68	6	No	S
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.74	41	29.34	19.45	0.43	3,376	43.12	22.09	6	No	R
492098		Security and Fire Alarm Systems Installers	1.52	19	25.27	18.31	0.79	926	27.49	20.81	4	No	S
253021		Self-Enrichment Teachers	0.26	59	23.03	14.52	0.72	2,268	22.64	14.50	3	No	R
119151	HSHW	Social and Community Service Managers	0.27	26	37.13	23.25	0.63	732	37.76	22.93	6	No	N
211093		Social and Human Service Assistants	0.47	69	20.41	15.77	0.64	2,332	21.36	16.14	3	No	R
151252	HSHW	Software Developers	1.17	101	49.93	26.97	1.67	5,834	61.68	38.59	6	Yes	R
151253	HSHW	Software Quality Assurance Analysts and Testers	1.23	18	41.87	25.04	1.88	1,025	47.69	31.59	6	Yes	S
252052		Special Education Teachers, Kindergarten and Elementary School	N/A	N/A	N/A	N/A	0.71	549	28.36	23.57	6	No	S
252058	HSHW	Special Education Teachers, Secondary School	N/A	N/A	N/A	N/A	0.71	678	30.39	23.07	6	No	S
271014	HSHW	Special Effects Artists and Animators	N/A	N/A	N/A	N/A	0.92	406	39.49	27.25	6	No	N
211018	HSHW	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	0.89	49	30.75	19.18	1.35	1,877	29.08	20.09	6	No	R
173031		Surveying and Mapping Technicians	0.29	16	23.57	17.70	0.94	740	24.53	18.00	5	Yes	S
253099		Teachers and Instructors, All Other	-1.02	17	33.18	16.67	N/A	N/A	29.31	16.44	6	No	N
492022	HSHW	Telecommunications Equipment Installers and Repairers, Except Line Installers	1.68	25	27.68	20.41	1.13	1,612	31.50	22.84	4	No	S
499052		Telecommunications Line Installers and Repairers	1.01	24	24.37	18.14	1.03	822	27.48	18.96	4	No	S
131151	HSHW	Training and Development Specialists	0.26	55	29.32	17.66	0.83	2,547	34.92	18.93	6	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	0.10	10	46.13	23.70	0.59	857	50.12	27.10	6	Yes	N
413041		Travel Agents	1.85	4	N/A	N/A	0.85	1,703	23.90	16.73	3	No	S
292056		Veterinary Technologists and Technicians	1.14	34	19.30	15.50	2.05	1,285	20.79	16.58	5	Yes	R
151254	HSHW	Web Developers	0.49	5	34.37	23.62	1.49	452	43.39	24.13	5	Yes	N
151255	HSHW	Web and Digital Interface Designers	1.24	15	34.00	20.26	1.19	498	41.22	22.39	5	Yes	N
514121		Welders, Cutters, Solderers, and Brazers	0.10	13	23.24	18.08	0.47	1,655	25.27	19.55	4	Yes	S

*SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

**HSHW = High Skill/High Wage.

***Qualifying Level:

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC Training Code	In Targeted Industry?	Qualifying Level***
			Annual % Growth	Annual Openings	2024 Hourly Wage		Annual % Growth	Annual Openings	2024 Hourly Wage				
					Mean	Entry			Mean	Entry			

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data.

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference