



Mississippi Valley Workforce Development Board

In-Demand Occupations Determination and Usage Policy

Approved Date: August 21, 2023

Effective Date: August 21, 2023

PURPOSE

The purpose of this policy is to disseminate guidelines concerning the identification and utilization of in-demand occupations by the Mississippi Valley Workforce Development Board (MVWDB) as mandated under the Workforce Innovation and Opportunity Act (WIOA) Section 3(23)(B).

BACKGROUND

According to WIOA regulations, local workforce boards are required to identify occupations that are in demand within their Local Areas. This policy outlines the process to be followed by MVWDB in developing and maintaining a local list of increasing and decreasing occupations in the area.

Definition: “In-demand refers to occupations, industry sectors, or career pathways that have been identified as emerging, growing, and a priority for local workforce partners, or that offer the best job prospects due to workforce needs and employer hiring demands. Utilization of WIOA Title I training funds is limited to customers enrolled in state-approved eligible training programs that lead to entry into an occupation on the approved in-demand list.

REFERENCES

This policy is based on the following references:

- Workforce Innovation and Opportunity Act (WIOA) Section 3(23)(B)
- WIOA Sec. 134(c)(3)(F)(v)
- WIOA Sec. 134(c)(3)(G)(ii)(V)(aa)
- WIOA Sec. 134(c)(3)(G)(iii)
- Subsequent guidance

DETERMINATION OF TARGETED INDUSTRIES

The Mississippi Valley Workforce Area (MVWA) has identified target sectors based on anecdotal evidence from employers, studies, and analyses conducted by workforce partners, such as the Iowa Workforce Development in-demand lists, the Future Ready Iowa Last Dollar Scholarship, and Lightcast’s economic overview.

The power sectors identified are as follows:

- Advanced Manufacturing
- Healthcare

- Information Technology
- Transportation, Distribution, & Logistics
- Construction

IN-DEMAND OCCUPATIONS

The MVWDB must establish, maintain and review, and annually update a list of existing or emerging occupations that fulfill the following criteria:

- Belong to sectors with a high potential for sustained demand or growth in the local area
- Align with target industry clusters within the local area
- Support economic growth priorities
- Address industry-specific shortages

“In-demand occupation standard” used to determine eligible occupations for training activities considers various factors, such as:

- 3-digit Standard Occupational Classification (SOC) code from Labor Market Data available through Lightcast
- Projected 2% job growth based on 3-year projections
- Earns a self-sufficiency wage as defined by the MVWDB
- Other factors that can be taken into consideration include:
 - turnover rates
 - minimum skills required
 - average entry-level wages for the occupation.

This policy enables MVWDB to:

- Extend services to low-income workers and facilitate their career path to self-sufficiency
- Prioritize high-wage industry sectors and occupations for training
- Make job-training programs leading to self-sufficiency a priority

USAGE OF THE IN-DEMAND OCCUPATION POLICY

The Title I Service Provider will use the MVWDB In-Demand Occupation Policy to determine the appropriate training program for participants seeking employment in a demand occupation. Training for a demand occupation may be targeted to employment status within or outside Local Area boundaries. Participants may request training for an occupation in demand in another area, provided an adult or dislocated worker is willing to relocate or commute for the approved training.

To establish a relationship between an occupation and an industry sector deemed “related to” an in-demand industry sector, the MVWDB will refer to the O*Net online website as a resource.

EXCEPTIONS

In specific circumstances, exceptions to the attached occupations list may be considered. The request for an exception must be submitted in writing to the MVWDB Executive Director. The request must include the occupation for which training is requested, the basis for the exception request with supporting documented evidence, and whether the request is temporary or permanent. The request should be submitted before any training expenditure related to it. The

MVWDB Executive Director will review the request with the Board Chair and respond in writing within ten (10) days.

AVAILABILITY OF THE IN-DEMAND OCCUPATION LIST

The MVWDB's In-Demand Occupation List will be made accessible at the American Job Centers in the MVWA and on the MVWDB website.

ANNUAL REPORTING

An updated report on the In-Demand Occupation List will be presented to the MVWDB during the last meeting of each program year, or more frequently if necessary. During this time the board may make exceptions for any occupation they feel should be included on the in-demand list but may not reach every criterion listed above. The vote on the report will be documented in the official minutes and exceptions noted.

*Equal Opportunity Programs/Employer
Auxiliary aids and services are available upon request for individuals with disabilities.*



Mississippi Valley Workforce Development Board

In-Demand Industries PY2023

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SOC	Description	Median Annual Earnings
53-5000	Water Transportation Workers	\$57,399.85
51-5100	Printing Workers	\$37,795.27
15-2000	Mathematical Science Occupations	\$78,841.99
39-1000	Supervisors of Personal Care and Service Workers	\$36,895.20
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	\$122,639.07
11-3000	Operations Specialties Managers	\$100,659.29
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	\$53,878.00
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	\$60,898.69
19-2000	Physical Scientists	\$78,390.73
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	\$42,815.20
17-2000	Engineers	\$91,168.34
13-1000	Business Operations Specialists	\$64,249.45
19-3000	Social Scientists and Related Workers	\$74,884.78
51-1000	Supervisors of Production Workers	\$64,261.25
17-1000	Architects, Surveyors, and Cartographers	\$70,364.90
15-1200	Computer Occupations	\$75,512.78
49-9000	Other Installation, Maintenance, and Repair Occupations	\$52,630.22
37-1000	Supervisors of Building and Grounds Cleaning and Maintenance Workers	\$38,695.56
41-4000	Sales Representatives, Wholesale and Manufacturing	\$59,901.50
19-5000	Occupational Health and Safety Specialists and Technicians	\$70,893.02
11-9000	Other Management Occupations	\$80,717.57
27-3000	Media and Communication Workers	\$53,689.46
51-2000	Assemblers and Fabricators	\$44,013.61
11-1000	Top Executives	\$73,379.79
13-2000	Financial Specialists	\$62,650.38
45-4000	Forest, Conservation, and Logging Workers	\$35,518.95
51-9000	Other Production Occupations	\$42,270.88
53-2000	Air Transportation Workers	\$93,457.85
41-3000	Sales Representatives, Services	\$51,727.75

51-4000	Metal Workers and Plastic Workers	\$43,486.30
25-3000	Other Teachers and Instructors	\$36,543.77
25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	\$55,672.54
25-1000	Postsecondary Teachers	\$69,928.86
23-1000	Lawyers, Judges, and Related Workers	\$97,924.56
53-7000	Material Moving Workers	\$35,826.75
33-2000	Firefighting and Prevention Workers	\$43,639.75
53-1000	Supervisors of Transportation and Material Moving Workers	\$56,491.80
29-9000	Other Healthcare Practitioners and Technical Occupations	\$55,616.09
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	\$73,178.08
19-4000	Life, Physical, and Social Science Technicians	\$44,946.38
41-1000	Supervisors of Sales Workers	\$42,217.81
53-3000	Motor Vehicle Operators	\$43,214.76
47-3000	Helpers, Construction Trades	\$36,707.34
43-1000	Supervisors of Office and Administrative Support Workers	\$49,892.96
19-1000	Life Scientists	\$72,383.73
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	\$46,375.06
47-4000	Other Construction and Related Workers	\$50,963.24
29-1000	Healthcare Diagnosing or Treating Practitioners	\$72,289.02
47-5000	Extraction Workers	\$47,069.02
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	\$61,917.14
33-3000	Law Enforcement Workers	\$59,434.73
23-2000	Legal Support Workers	\$46,069.44
25-4000	Librarians, Curators, and Archivists	\$39,289.42
47-2000	Construction Trades Workers	\$50,534.25
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	\$46,030.71
29-2000	Health Technologists and Technicians	\$46,559.11
47-1000	Supervisors of Construction and Extraction Workers	\$68,040.16
51-3000	Food Processing Workers	\$39,730.12
51-8000	Plant and System Operators	\$61,739.68
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	\$52,322.95
39-4000	Funeral Service Workers	\$37,325.25
53-4000	Rail Transportation Workers	\$69,642.55
27-4000	Media and Communication Equipment Workers	\$45,779.60
51-7000	Woodworkers	\$47,407.59
31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	\$33,198.35