

In-Demand Occupations vs Training Programs by Race and Sex

The information provided below is based on an examination of national labor market information (LMI) from the Bureau of Labor Statistics. States and local areas should use local LMI to complete a similar analysis to determine where increased investment in training will benefit industry and workers.

Table 1: Top 10 Growth Occupations Requiring a Postsecondary Non-Degree Award; Associates Degree Award; or Some College, No Degree⁴¹

Occupation	Employment change, 2021-31 (In Thousands)	Typical education needed for entry	Typical on-the-job training needed to attain competency in the occupation
Medical Assistants	117.8	Postsecondary nondegree award	None
Heavy and Tractor-Trailer Truck Drivers	90.9	Postsecondary nondegree award	Short-term on-the-job training
Preschool Teachers, Except Special Education	72.9	Associate's degree	None
Nursing Assistants	62.7	Postsecondary nondegree award	None
Hairdressers, Hairstylists, and Cosmetologists	60.8	Postsecondary nondegree award	None
Paralegals and Legal Assistants	49.9	Associate's degree	None
Computer User Support Specialists	42.7	Some college, no degree	Moderate-term on-the-job training
Licensed Practical and Licensed Vocational Nurses	41.3	Postsecondary nondegree award	None
Manicurists and Pedicurists	36.6	Postsecondary nondegree award	None
Dental Assistants	30.1	Postsecondary nondegree award	None

⁴¹ *Employment by detailed occupation, 2021 and projected 2031*, U.S. Bureau of Labor Statistics, (8 September 2022), <https://www.bls.gov/emp/tables/emp-by-detailed-occupation.htm>.

Table 2: Top 10 Occupation Training Programs for WIOA Dislocated Worker Program Participants by Race and Sex⁴²

Black Female DW	Hispanic Female DW	White Female DW	Black Male DW	Hispanic Male DW	White Male DW
Heavy and Tractor-Trailer Truck Drivers	Medical Assistants	Medical Assistants	Heavy and Tractor-Trailer Truck Drivers	Heavy and Tractor-Trailer Truck Drivers	Heavy and Tractor-Trailer Truck Drivers
Nursing Assistants	Educational Instruction and Library Workers, All Other	Medical Records Specialists	Computer and Information Systems Managers	Welders, Cutters, Solderers, and Brazers	Computer and Information Systems Managers
Medical Assistants	Medical Records Specialists	Nursing Assistants	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Welders, Cutters, Solderers, and Brazers
Medical Records Specialists	Nursing Assistants	Bookkeeping, Accounting, and Auditing Clerks	Network and Computer Systems Administrators	Security Guards	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Licensed Practical and Licensed Vocational Nurses	Office Clerks, General	Registered Nurses	Computer User Support Specialists	Network and Computer Systems Administrators	Project Management Specialists
Computer and Information Systems Managers	Bookkeeping, Accounting, and Auditing Clerks	Heavy and Tractor-Trailer Truck Drivers	Project Management Specialists	Computer and Information Systems Managers	Network and Computer Systems Administrators
Project Management Specialists	Heavy and Tractor-Trailer Truck Drivers	Medical Secretaries and Administrative Assistants	Managers, All Other	Electricians	Managers, All Other
Managers, All Other	Medical Secretaries and Administrative Assistants	Licensed Practical and Licensed Vocational Nurses	Welders, Cutters, Solderers, and Brazers	Project Management Specialists	Computer User Support Specialists
Registered Nurses	Customer Service Representatives	Office Clerks, General	Information Security Analysts	Managers, All Other	Animal Scientists
Medical Secretaries and Administrative Assistants	Licensed Practical and Licensed Vocational Nurses	Executive Secretaries and Executive Administrative Assistants	Security Guards	Computer User Support Specialists	Procurement Clerks

Highlighted fields indicate a growth occupation, as defined in Table 1

⁴² Training Data (2022). U.S. Department of Labor.

Table 3: Top 10 Occupation Training Programs for WIOA Adult Program Participants by Race and Sex⁴³

Black Female Adult	Hispanic Female Adult	White Female Adult	Black Male Adult	Hispanic Male Adult	White Male Adult
Nursing Assistants	Nursing Assistants	Heavy and Tractor-Trailer Truck Drivers	Bookkeeping, Accounting, and Auditing Clerks	Bookkeeping, Accounting, and Auditing Clerks	Bookkeeping, Accounting, and Auditing Clerks
Medical Assistants	Medical Records Specialists	Medical Assistants	Database Administrators	Computer Network Support Specialists	Database Administrators
Medical Records Specialists	Heavy and Tractor-Trailer Truck Drivers	Nursing Assistants	Computer Network Support Specialists	Database Administrators	Skincare Specialists
Heavy and Tractor-Trailer Truck Drivers	Medical Assistants	Medical Records Specialists	Industrial Production Managers	Industrial Production Managers	Industrial Production Managers
Bookkeeping, Accounting, and Auditing Clerks	Bookkeeping, Accounting, and Auditing Clerks	Bookkeeping, Accounting, and Auditing Clerks	Property, Real Estate, and Community Association Managers	Skincare Specialists	Heavy and Tractor-Trailer Truck Drivers
Human Resources Specialists	Medical Secretaries and Administrative Assistants	Medical Secretaries and Administrative Assistants	Education Administrators, All Other	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	Network and Computer Systems Administrators
Licensed Practical and Licensed Vocational Nurses	Clinical and Counseling Psychologists	Licensed Practical and Licensed Vocational Nurses	Network and Computer Systems Administrators	Heavy and Tractor-Trailer Truck Drivers	Assemblers and Fabricators, All Other
Medical Secretaries and Administrative Assistants	Human Resources Specialists	Human Resources Specialists	Human Resources Managers	Physical Therapist Assistants	Manicurists and Pedicurists
Computer and Information Systems Managers	Licensed Practical and Licensed Vocational Nurses	Computer User Support Specialists	Registered Nurses	Nursing Assistants	Training and Development Specialists
Computer Network Support Specialists	Project Management Specialists	Project Management Specialists	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Property, Real Estate, and Community Association Managers	Loan Interviewers and Clerks

Highlighted fields indicate a growth occupation, as defined in Table 1

⁴³ Training Data (2022), U.S. Department of Labor.