



# Spokane Area WORKFORCE DEVELOPMENT COUNCIL

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Mark Mattke  
Workforce Strategy & Planning Director

## SAWDC MEETING SEPTEMBER 10, 2008 SPOKANE SKILLS CENTER 4141 N REGAL

Estimated Time	Tab		
7:30 am		Call to Order/Introduction of Guests	<i>Julie Meyer</i>
7:35	1	Review of July 9, 2008 Meeting Minutes <b>Action Item - Vote on approval</b>	<i>Julie Meyer</i>
	2	Workforce Development Council - Structure & Committee Development	<i>Mark Mattke</i>
8:05	3	Analysis of Clusters and Economic Outlook Doug Tweedy - <i>Regional Labor Economist</i>	<i>Mark Mattke</i>
		Rapid Response Activities Mollie Patshkowski – <i>Business Solutions Team Manager</i>	<i>Mark Mattke</i>
		Year End Program Report	<i>Peg Waldron</i>
8:40	4	Demand/Decline List <i>Action Item – vote on approval</i>	<i>Mark Mattke</i>
8:50		Presentation: <i>The Power of Clusters – How Clusters Drive Workforce &amp; Economic Development</i>	<i>Julie Meyer</i>
9:15		WDC Tactical and Strategic Planning	
		Standing Committee Reports:	<i>Julie Meyer</i>
		• Executive Committee	<i>Julie Meyer</i>
		• Membership Committee	<i>Rich Hadley</i>
		• Youth Council	<i>John Serben</i>
9:25		Other Business	<i>Julie Meyer</i>
9:30 a.m.		Adjourn	
Encl.		Minutes Selected Background Materials	

**SUBJECT**

Minutes from the July 9, 2008, meeting.

**BACKGROUND**

See Attached minutes.

**DISCUSSION**

Changes or corrections.

**EXECUTIVE COMMITTEE ACTION**

None.

**FINANCIAL IMPACT**

None.

**REQUESTED COUNCIL ACTION**

Vote to approve.



## Spokane Area WORKFORCE DEVELOPMENT COUNCIL

MINUTES  
SPOKANE AREA WORKFORCE DEVELOPMENT COUNCIL  
Wednesday, July 9, 2008, 7:30 a.m.  
WorkSource Spokane

### **MEMBERS PRESENT:**

Frankie Arteaga	Ben Cabildo	Polly Crowley	Robert Duron	Rich Hadley
Kevin Managhan	Julie Meyer	Mike Senske	John Serben	Hugh Severs
Dixie Simmons	Lisa White	Diana Wilhite		

### **MEMBERS ABSENT:**

Jeff Benesch	Peter Casimir	Steve Dahlstrom	Ron Dalla	Donna Dalzell
Craig Dias	Robert Duron	Tom Fritz	Steve Jurich	Bill Kalivas
Craig Lee	Paul Milliken	Nancy Nelson	Beth Thew	

### **OTHERS PRESENT:**

Janet Bloom-WS	Cami Hanson-WS	George Iranon-CPS	Eric Loewe-SNEDA	Trina Miller- CCS
Mollie Patshkowski-WS	Judy Cash-WS	Joe Tortorelli-WEDA	Doug Tweedy-ESD	

### **STAFF PRESENT:**

Mark Mattke- Workforce Strategy & Planning Director	Peg Waldron- Assistant Director Workforce Operations	Gordon Gutterud- Accountant	Dawn Karber- Youth Program & Development Manager	Anne Lockwood- Secretary	Lori Meakin- Workforce Development Program Specialist
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### **CALL TO ORDER/WELCOME:**

The meeting was called to order at 7:40 am. Introductions were made.

### **TAB #1 – REVIEW MAY 14, 2008 MEETING MINUTES:**

Due to lack of a quorum the June 11, 2008 WDC Meeting Minutes will be approved at the next WDC meeting.

# TAB 1

## “PARTNERSHIPS WILL CREATE PROGRESS”

Joe Tortorelli, Chair of the Washington Economic Development Association (WEDA) presented to the Council. WEDA is an organization that advocates on behalf of economic development issues for its stakeholders and much of its work is focused on effecting legislative and policy changes in the state. The association has 250 members that include EDCs, Associate Development Organizations (ADOs), cities, counties, ports, and consultants, and is funded by private sector capital.

WEDA has three areas upon which it is focusing its activities at this time:

1. Rejuvenating the very successful TEAM Washington concept, where ADOs in each county help with business location.
  - a. Goal is to increase appropriation to \$5M per biennium, with more share going to urban areas.
2. Incentives – building capacity of available infrastructure funding – both the base and that which fosters creation of jobs.
  - a. Community Economic Revitalization Board (CERB) – currently dollars come out of Public Works Trust Fund
    - i. Goal is to secure permanent funding of \$50M per biennium or more.
3. Workforce Development Funding – strong advocates for customer workforce training and the “Shinn Bill” that created the Customized Training Program (CTP)
  - a. Would like for WDC to take lead on this issue and utilize WEDA input as to what works for business and needs to move forward as component of legislative package.
    - i. Goal is to increase funding that supports incumbent worker training – JSP, CTP, WIA 10% - and increase flexibility of use.

The WDC and WEDA will work together to determine where linkages between our strategic plans exist and how we can work more effectively together in support of common goals.

## **ITEM #2 – DEMAND/DECLINE LIST**

The Demand/Decline list is up for annual review and amendment. The Demand/Decline list is used by staff and customers in the workforce development system to guide decisions as to appropriate training and career paths in our area. The WDC has local control of the Demand/Decline list and Council members are asked to provide input based upon their areas of expertise and submit via email by the end of August. When looking over the list we also need to be cognizant of the higher paying jobs in this area and make sure our list supports training for these occupations. We also seek to provide guidance to individuals that supports new industries we are trying to grow as a region. The clusters we are targeting at this time are Business & Professional Services, Healthcare, Construction, Wholesale Trade (including Transportation & Logistics), and Manufacturing.

# TAB 1

One of the challenges to developing the list is that of predicting the future trends within an occupation and an industry. As an example, although current shortages do not exist for a given occupation, those close to the industry may know that many individuals are slated for retirement within the next few years. If we wait until the shortage presents itself, we are already behind the curve for training a replacement workforce. This demonstrates why the anecdotal information from Council members can play a critical role in delivering workforce education at the right times to benefit our business community.

The WDC will continue to provide economic analyses that aid in policy and investment strategy development. Doug Tweedy, Regional Labor Economist, is actively engaged in number of groups that examine data and project where our economy is heading. The Mayor's Council on Economic Policy and Forecasting and GSI's analyses also help to provide information used in our models.

### **ITEM #3 – ANALYSIS OF CONSTRUCTION CLUSTERS**

Doug Tweedy reported on the state of the Construction cluster in our regional economy. Construction was the driver out of the recession earlier in the decade, but has taken a slight dip recently (more of a plateau) which is not as severe as in other areas of the U.S. because Spokane has not experienced the level of mortgage problems. Two of the three sub sectors that make up this cluster, Heavy Engineering and Specialty Trades, have actually added jobs over the last five months. The third, Building, Developing, and General, has lost jobs. Current projections point to growth of over 20% over the next 10 years in this cluster, with a strong demand for workers in the skilled trades.

### WDC TACTICAL AND STRATEGIC PLANNING

#### STANDING COMMITTEE REPORTS

EXECUTIVE COMMITTEE – Deferred in the interest of time.

MEMBERSHIP COMMITTEE – Rich reports that the Council now has four openings for business members. He asks that referrals be made to him so that the committee can follow up and complete the recruiting process.

YOUTH COUNCIL – no meetings over the summer, no report.

#### BUSINESS SOLUTIONS TEAM

Deferred in the interest of time.

### **TAB #4 – OTHER BUSINESS:**

Peg Waldron reported on the performance of the WIA Adult, Dislocated Worker, and Youth programs for PY07.

### **ADJOURN:**

The meeting was adjourned at 9:00 am.

### **NEXT MEETING:**

The next WDC Meeting will be Wednesday, July 9, 2008 at the WorkSource Spokane, 130 S Arthur Street.

**SUBJECT**

Workforce Development Council – Structure & Committee Development.

**BACKGROUND**

See attached.

**DISCUSSION**

Review of federal and state workforce development structures and draft charters for proposed new committees.

**EXECUTIVE COMMITTEE ACTION**

None.

**FINANCIAL IMPACT**

None.

**REQUESTED COUNCIL ACTION**

No action required at this time.

## CHECKLIST for CHARTER

### A Charter . . .

- ⇒ Comes from the Council
- ⇒ Sets parameters for the work of the Committee
- ⇒ Needs specificity
- ⇒ Should be easy to read by anyone

### Completing the form:

#### Contact Information:

- Name and contact information of the SAWDC Committee staff support person

#### Purpose:

- A specific, clear reason for the Committee to exist
- Describe scope in sufficient detail for the Committee to be successful

#### Composition:

- Members suggested or assigned by the SAWDC to the Committee who would be beneficial to carrying out its responsibilities
- A Committee may require and select additional members or ad hoc members who have knowledge, skills or abilities needed for Committee tasks
- Members should have skills/experience to work effectively in a team environment, including ability to: be responsible for tasks, to modify one's ideas, to work in consensus model, and to understand other members' perspectives

#### Proposed or Desired Outcomes:

- Describe any known or desired specific outcomes expected from this Charter
- Document timelines and expected major milestones, if required and/or known

#### Recommendations on the Approach:

- Should not be limiting
- Could define authority and accountability, and decision making options
- Might prescribe reporting expectations and an issue resolution process, if unique
- Should identify resources available to the Committee, if appropriate

## Spokane Area Workforce Development Council Public Policy Committee Charter

### DRAFT

#### I. Purpose

The purpose of the Spokane Area Workforce Development Council (SAWDC) Policy Committee is:

- Formulating and validating Council positions on key local, state, and national level workforce development issues
- Developing and recommending advocacy strategies to support workforce development issues

#### II. Composition

The SAWDC Policy Committee is comprised of a Chair and 4-7 members as appointed by the Chairperson of the SAWDC and subject to the approval of the Council. The Committee may choose to organize itself into subcommittees to facilitate the accomplishment of its work. Ad Hoc Subject Matter Experts may participate in the Committee as appropriate.

#### III. Meetings

The SAWDC Policy Committee shall meet at least quarterly and at other such times at the discretion of the Chair as deemed necessary to carry out its responsibilities. The Committee's meetings may be held via telephone. The Chair of the Committee and/or the Chairperson of the Council may call such meetings.

#### IV. Scope of Responsibilities

- A. Identify state, local, and federal legislation regarding key workforce development issues, particularly where legislation affects funding and the regulatory environment
- B. Determine and validate legislative priorities for the Council
- C. Develop and recommend Council positions on legislation
- D. Develop and recommend advocacy strategies to support WDC legislative priorities
- E. The Committee functions in an advisory capacity and reports to the SAWDC
- F. The Committee will work closely with the Executive Committee

## V. Recommendations on the Approach

Use the following resources for guidance:

- The WDC vision and mission statements, the WDC Strategic Plan, the WDC WIA Title I Wagner-Peyser Local Operations Plan and the WTECB High Skills, High Wages, 2006
- Develop ground rules and meeting mechanics in keeping with conducting efficient, effective meetings
- An open communication process with regular meetings
- Consensus decision making when possible
- Open input for decision making
- Seek input from community stakeholders, including labor, Greater Spokane Incorporated, Community Colleges of Spokane, and Spokane Public Schools. The Committee Chair will be the communication link between the WDC Policy Committee and the WDC
- The WDC Strategy and Workforce Planning Director will be the communication link between the Committee and the WDC
- Use the tools and concepts of lean management and continuous quality improvement
- Involve staff who have specific technical program knowledge as ad hoc members of the Committee as appropriate
- A structured process for conflict resolutions for Committee disputes
- Bring unresolved operational issues forward to the WDC Executive Committee
- Annually review committee deliverables to guide following year's work plan
- Use a sunset review to determine continuation of committee

## VI. Proposed or Desired Outcomes

- Clearly articulated and validated Council position on significant local, state, and national workforce development issues
- Strategy for advocating Council support of local, state, and national workforce development issues
- Support of Spokane's shared workforce and economic development goals

## **Spokane Area Workforce Development Council Program Oversight and Service Delivery Committee Charter**

**DRAFT**

### **I. Purpose**

The purpose of the Spokane Area Workforce Development Council (SAWDC) Program Oversight and Service Delivery Committee is:

- Connecting the SAWDC strategic planning and the WIA Title I Wagner-Peyser Local Operations Plan to the operations of the One-Stop Center and the workforce development system
- Ensuring the best possible return on the WDC's investment
- Supporting integration of the WorkSource Center and community partners
- Increasing the WDC's understanding of One-Stop Center and system operations

### **II. Composition**

The SAWDC Program Oversight and Service Delivery Committee are comprised of a Chair and 4-7 members as appointed by the Chairperson of the SAWDC and subject to the approval of the Council. The Committee may choose to organize itself into subcommittees to facilitate the accomplishment of its work. Ad Hoc Subject Matter Experts may participate in the Committee as appropriate.

### **III. Meetings**

The SAWDC Program Oversight and Service Delivery Committee shall meet at least quarterly and at other such times at the discretion of the Chair as deemed necessary to carry out its responsibilities. The Committee's meetings may be held via telephone. The Chair of the Committee and/or the Chairperson of the Council may call such meetings.

### **IV. Scope of Responsibilities**

- A. The Committee will review One-Stop Center system performance by evaluating program operations, services, partner integration, and customer satisfaction for alignment to the SAWDC Strategic Plan and the WIA Title I Wagner-Peyser Local Operations Plan
- B. The Committee may make recommendation to increase, decrease or terminate contracts with service providers based on performance

# TAB 2

- C. The Committee may assist WDC staff with developing recommendations for program services and RFPs
- D. The Committee will provide guidance and assistance in orienting new Council members to understand the operations of the One-Stop Center
- E. The Committee will work closely with the Executive Committee
- F. The Committee will function in an advisory capacity and report to the SAWDC

## **V. Recommendations on the Approach**

Use the following resources for guidance:

- The WDC vision and mission statements, the WDC Strategic Plan, the WDC WIA Title I Wagner-Peyser Local Operations Plan and the WTECB High Skills, High Wages, 2006
- Develop ground rules and meeting mechanics in keeping with conducting efficient, effective meetings
- An open communication process with regular meetings
- Consensus decision making when possible
- Open input for decision making
- Seek input from community stakeholders, including labor, Greater Spokane Incorporated, Community Colleges of Spokane, and Spokane Public Schools.
- The Committee Chair will be the communication link between the WDC One Stop Operations Committee and the WDC
- WDC Assistant Director of Workforce Operations will be the communication link between the WDC and the WDC Operations Committee
- Use the tools and concepts of lean management and continuous quality improvement
- Involve staff who have specific technical program knowledge as ad hoc members of the Committee as appropriate
- A structured process for conflict resolutions for Committee disputes
- Bring unresolved operational issues forward to the WDC Executive Committee
- Annually review committee deliverables to guide following year's work plan
- Use a sunset review to determine continuation of committee

## **VI. Proposed or Desired Outcomes**

- Operational connectivity between the WDC strategic planning and the WIA Title I Wagner-Peyser Local Operations Plan to the One-Stop Center and the workforce development system
- Positioning the Center to meet the goals and objectives of the local WDC Strategic Plan and WDC WIA Title I Wagner-Peyser Local Operations Plan
- Positioning the Center to meet or exceed various partner(s) program performance measures and goals
- Positioning the Center to be in compliance with WDC, State, and Federal program review/audits
- Continuous quality improvement of the system
- Certified One-stop Center, Affiliate and Connection sites
- Support of Spokane's shared workforce and economic development goals

# TAB 3

## **SUBJECT**

Analysis of Business and Professional Services and Transportation and Wholesale Trade Clusters and economic outlook from Doug Tweedy - *Regional Labor Economist*.

## **BACKGROUND**

See Attached.

## **DISCUSSION**

Questions on the cluster analysis and economic outlook.

## **EXECUTIVE COMMITTEE ACTION**

None.

## **FINANCIAL IMPACT**

None.

## **REQUESTED COUNCIL ACTION**

None.

# TAB 3

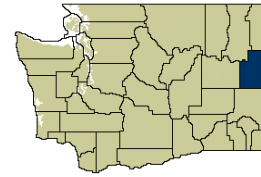
Washington State  
Employment Security  
Department



## Spokane MSA

### Business Services

(Business, Finance, Insurance &  
Information Technology)



August 2008

NAICS Code	Description	2007 Jobs	2017 Jobs	EPW	2007 Establishments
52	Finance and insurance	14,085	16,942	\$55,105	798
51	Information	4,063	4,949	\$47,569	194
55	Management of companies and enterprises	2,814	3,184	\$77,933	48
	Total	20,962	25,076	\$56,708	1,040

Vacancy Report	04-08 vacancies	Full time	Permanent	License or certificate
Finance and insurance	153	93%	98%	28%
Information	108	63%	97%	29%
Business	310	85%	93%	19%

Employment Demographics	Male	Female	45 to 54	55-64	65 +
Finance and insurance	33.5%	66.5%	21.8%	12.7%	1.7%
Information	60.4%	39.6%	21.2%	11.8%	1.6%
Business	49.7%	50.3%	28.7%	13.1%	1.4%

SOC Code	Business	2007 Jobs	2017 Jobs	Change	Hourly Earnings	Education
41-2031	Retail salespersons	8,677	10,541	1,864	\$11.56	Short-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	4,201	5,080	879	\$15.08	Moderate-term on-the-job training
43-4051	Customer service representatives	3,980	5,683	1,703	\$12.71	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, technical and scientific products	2,826	3,431	605	\$22.74	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	2,585	2,895	310	\$22.09	Work experience in a related field
13-2011	Accountants and auditors	1,893	2,314	421	\$21.88	Bachelor's degree
43-4171	Receptionists and information clerks	1,890	2,258	368	\$10.47	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	1,687	1,854	167	\$12.93	Moderate-term on-the-job training
41-3021	Insurance sales agents	1,377	1,762	385	\$18.34	Bachelor's degree
11-3031	Financial managers	757	937	180	\$33.46	Degree plus work experience
13-1031	Claims adjusters, examiners, and investigators	486	567	81	\$25.80	Long-term on-the-job training
13-1079	Human resources, training, and labor relations specialists, all other	367	446	79	\$23.19	Bachelor's degree

13-1041	Compliance officers, except agriculture, construction, health and safety, and transportation	341	365	24	\$19.87	Long-term on-the-job training
13-1073	Training and development specialists	227	275	48	\$22.15	Bachelor's degree

## TAB 3

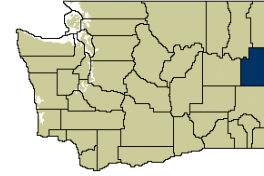
SOC Code	Finance & Insurance	2007 Jobs	2017 Jobs	Change	Hourly Earnings	Education
-9041	Insurance claims and policy processing clerks	1,003	1,133	130	\$15.24	Moderate-term on-the-job training
15-1041	Computer support specialists	826	984	158	\$18.40	Associate's degree
11-3031	Financial managers	757	937	180	\$33.46	Degree plus work experience
15-1051	Computer systems analysts	680	881	201	\$28.85	Bachelor's degree
43-3011	Bill and account collectors	597	794	197	\$14.88	Short-term on-the-job training
23-2093	Title examiners, abstractors, and searchers	97	106	9	\$22.24	Moderate-term on-the-job training
15-1061	Database administrators	91	114	23	\$25.38	Bachelor's degree
43-4011	Brokerage clerks	84	99	15	\$17.71	Moderate-term on-the-job training
13-1032	Insurance appraisers, auto damage	40	49	9	\$21.45	Long-term on-the-job training

SOC Code	Information Technology	2007 Jobs	2017 Jobs	Change	Hourly Earnings	Education
15-1041	Computer support specialists	826	984	158	\$18.40	Associate's degree
15-1051	Computer systems analysts	680	881	201	\$28.85	Bachelor's degree
15-1081	Network systems and data communications analysts	351	499	148	\$24.62	Bachelor's degree
15-1099	Computer specialists, all other	283	329	46	\$25.70	Associate's degree
15-1032	Computer software engineers, systems software	279	383	104	\$28.89	Bachelor's degree
27-1014	Multi-media artists and animators	216	258	42	\$11.21	Bachelor's degree
27-3041	Editors	168	183	15	\$20.18	Bachelor's degree
7-4011	Audio and video equipment technicians	106	144	38	\$11.90	Long-term on-the-job training
15-1061	Database administrators	91	114	23	\$25.38	Bachelor's degree
27-3042	Technical writers	59	72	13	\$19.04	Bachelor's degree
43-9031	Desktop publishers	48	55	7	\$17.26	Postsecondary vocational award

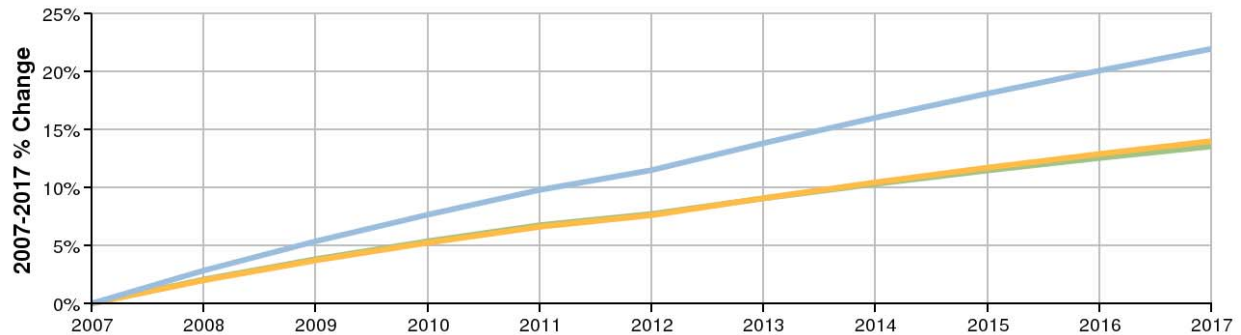
Washington State  
Employment Security  
Department

## Spokane MSA

### Transportation & Warehousing



Regional Growth Rate    State Growth Rate    National Growth Rate



Vacancy Report	04-08 Vacancies	Full Time	Permanent	License or Certificate
Transportation	311	69%	86%	66%

Demographics	Male	Female	45 to 54	55-64	65 +
Employment	77%	23%	28.4%	16.3%	3.5%

Description	2007 Jobs	2017 Jobs	Change	% Change	EPW	2007 Establishments
Regional Total	8,580	10,463	1,883	22%	\$54,378	272
State Total	126,614	144,318	17,704	14%	\$57,778	4,794
National Total	6,595,002	7,487,413	892,411	14%	\$54,439	247,476

Transportation, Distribution, & Logistics Education	2007 Jobs	2017 Jobs	Change	Replacement	2007 Hourly Earnings
Short-term on-the-job training	10,406	12,085	1,679	2,690	\$11.92
Moderate-term on-the-job training	11,124	14,345	3,221	2,201	\$15.19
Long-term on-the-job training	5,898	7,259	1,361	809	\$19.35
Work experience in a related field	5,527	6,310	783	736	\$28.36
Postsecondary vocational award	2,615	3,124	509	451	\$19.65
Associate's degree	660	798	138	126	\$24.13
Bachelor's degree	1,069	1,338	269	254	\$32.49
Degree plus work experience	2,205	2,631	426	186	\$32.81
Master's degree	314	370	56	82	\$24.54
	39,818	48,258	8,442	7,535	\$18.73

# TAB 3

SOC Code	Description	2007 Jobs	2017 Jobs	Change	Hourly Earnings	Education
53-7062	Laborers and freight, stock, and material movers, hand	3,556	3,970	414	\$11.56	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	3,409	4,142	733	\$17.43	Moderate-term on-the-job training
43-3021	Billing and posting clerks and machine operators	1,687	1,854	167	\$12.93	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	1,610	1,922	312	\$13.40	Short-term on-the-job training
41-2021	Counter and rental clerks	1,531	1,887	356	\$9.46	Short-term on-the-job training
49-3023	Automotive service technicians and mechanics	1,302	1,517	215	\$17.48	Postsecondary vocational award
43-5071	Shipping, receiving, and traffic clerks	1,032	1,211	179	\$12.49	Short-term on-the-job training
53-3022	Bus drivers, school	750	1,015	265	\$14.33	Short-term on-the-job training
49-3031	Bus and truck mechanics and diesel engine specialists	588	702	114	\$16.97	Postsecondary vocational award
53-3021	Bus drivers, transit and intercity	391	554	163	\$20.74	Moderate-term on-the-job training
43-5061	Production, planning, and expediting clerks	367	439	72	\$19.91	Short-term on-the-job training
43-5032	Dispatchers	301	335	34	\$15.04	Moderate-term on-the-job training
49-3093	Tire repairers and changers	222	311	89	\$12.40	Short-term on-the-job training
49-3011	Aircraft mechanics and service technicians	186	266	80	\$24.23	Postsecondary vocational award
49-3022	Automotive glass installers and repairers	175	183	8	\$17.40	Long-term on-the-job training
49-3021	Automotive body and related repairers	169	184	15	\$14.93	Long-term on-the-job training
43-4181	Reservation and transportation ticket agents and travel clerks	100	112	12	\$16.38	Short-term on-the-job training
43-5011	Cargo and freight agents	86	110	24	\$19.44	Moderate-term on-the-job training
17-3026	Industrial engineering technicians	74	99	25	\$26.99	Associate's degree
53-2011	Airline pilots, copilots, and flight engineers	73	81	8	\$64.98	Bachelor's degree
39-6031	Flight attendants	62	72	10	\$24.43	Long-term on-the-job training
53-6051	Transportation inspectors	54	66	12	\$23.54	Work experience in a related field

# TAB 4

## **SUBJECT**

Demand/Decline List.

## **BACKGROUND**

See Attached Demand/Decline List.

## **DISCUSSION**

Review and corrections.

## **EXECUTIVE COMMITTEE ACTION**

None.

## **FINANCIAL IMPACT**

None.

## **REQUESTED COUNCIL ACTION**

Vote to approve and publish.

# TAB 4

SOC	TITLE	2008 State Designation	2007 Local Designation	2008 Local Designation	
<b>11-0000</b>	<b>MANAGEMENT OCCUPATIONS</b>				
111011	Chief Executives	demand	not in demand	balanced	
111021	General and Operations Managers	balanced	demand	balanced	
112021	Marketing Managers	balanced	not in demand	not in demand	
112022	Sales Managers	balanced	demand	not in demand	
112031	Public Relations Managers	balanced	Not in 2007 list	not in demand	
113011	Administrative Services Managers	balanced	balanced	balanced	
113021	Computer and Information Systems Managers	demand	balanced	demand	
113031	Financial Managers	demand	balanced	balanced	
113049	Human Resources Managers, All Other	balanced	not in demand	not in demand	Tom Fritz-Balanced
113051	Industrial Production Managers	not in demand	not in demand	not in demand	
113061	Purchasing Managers	not in demand	Not in 2007 list	not in demand	
113071	Transportation, Storage, and Distribution Managers	not in demand	not in demand	not in demand	
119021	Construction Managers	not in demand	balanced	not in demand	
119032	Education Administrators, Elementary and Secondary School	demand	balanced	not in demand	
119033	Education Administrators, Postsecondary	demand	balanced	balanced	
119039	Education Administrators, All Other	balanced	Not in 2007 list	demand	
119041	Engineering Managers	demand	demand	demand	

# TAB 4

SOC	TITLE	2008 State Designation	2007 Local Designation	2008 Local Designation	
<b>11-0000</b>	<b>MANAGEMENT OCCUPATIONS</b>				
119051	Food Service Managers	balanced	demand	balanced	
119081	Lodging Managers	not in demand	not in demand	not in demand	
119111	Medical and Health Services Managers	demand	demand	balanced	
119141	Property, Real Estate, and Community Association Managers	not in demand	not in demand	balanced	
119151	Social and Community Service Managers	balanced	not in demand	not in demand	Frankie Arteaga-Balanced 36 Job orders – 23 UI claimants
119199	Managers, All Other	demand	demand	balanced	
<b>13-0000</b>	<b>BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
131022	Wholesale and Retail Buyers, Except Farm Products	not in demand	not in demand	balanced	
131023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	balanced	balanced	balanced	
131031	Claims Adjusters, Examiners, and Investigators	demand	not in demand	balanced	
131041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	not in demand	not in demand	not in demand	
131051	Cost Estimators	balanced	demand	balanced	
131071	Employment, Recruitment, and Placement Specialists	balanced	demand	not in demand	Frankie Arteaga-Balanced 18 Job orders – 12 UI claimants
131072	Compensation, Benefits, and Job Analysis Specialists	balanced	not in demand	not in demand	Tom Fritz-Balanced, difficult to find people with good comp & benefits
131073	Training and Development Specialists	balanced	demand	balanced	
131079	Human Resources, Training, and Labor Relations Specialists, All Other	demand	not in demand	not in demand	Tom Fritz-Balanced

# TAB 4

SOC	TITLE				
13-0000	BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
131081	Logisticians	demand	Not in 2007 list	not in demand	
131111	Management Analysts	demand	demand	not in demand	
131121	Meeting and Convention Planners	demand	Not in 2007 list	not in demand	
131199	Business Operations Specialists, All Other	demand	balanced	balanced	
132011	Accountants and Auditors	balanced	not in demand	demand	
132021	Appraisers and Assessors of Real Estate	demand	not in demand	balanced	
132031	Budget Analysts	not in demand	not in demand	not in demand	
132041	Credit Analysts	not in demand	not in demand	not in demand	
132051	Financial Analysts	not in demand	demand	balanced	
132052	Personal Financial Advisors	not in demand	not in demand	not in demand	
132053	Insurance Underwriters	not in demand	not in demand	balanced	
132072	Loan Officers	not in demand	demand	balanced	Frankie Arteaga-Not in demand – 62 UI claimants 5 job orders
132081	Tax Examiners, Collectors, and Revenue Agents	not in demand	not in demand	not in demand	
132082	Tax Preparers	not in demand	not in demand	not in demand	
132099	Financial Specialists, All Other	not in demand	not in demand	not in demand	

# TAB 4

SOC	TITLE				
<b>15-0000</b>	<b>COMPUTER AND MATHEMATICAL OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
151021	Computer Programmers	demand	demand	demand	
151031	Computer Software Engineers, Applications	demand	balanced	demand	
151032	Computer Software Engineers, Systems Software	demand	demand	demand	
151041	Computer Support Specialists	demand	demand	demand	
151051	Computer Systems Analysts	demand	demand	demand	
151061	Database Administrators	demand	demand	demand	
151071	Network and Computer Systems Administrators	demand	demand	demand	
151081	Network Systems and Data Communications Analysts	demand	demand	demand	
151099	Computer Specialists, All Other	demand	balanced	demand	
<b>17-0000</b>	<b>ARCHITECTURE &amp; ENGINEERING OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
171011	Architects, Except Landscape and Naval	demand	demand	demand	
172051	Civil Engineers	demand	demand	demand	
172071	Electrical Engineers	balanced	demand	demand	
172072	Electronics Engineers, Except Computer	demand	balanced	balanced	
172081	Environmental Engineers	balanced	not in demand	not in demand	
172112	Industrial Engineers	balanced	balanced	not in demand	Frankie Arteaga-Demand – 34 Job orders – 2 UI claimants
172141	Mechanical Engineers	demand	demand	not in demand	Frankie Arteaga-Demand – 46 Job orders – 7 UI claimants
173011	Architectural and Civil Drafters	demand	demand	demand	

# TAB 4

SOC	TITLE				
<b>17-0000</b>	<b>ARCHITECTURE &amp; ENGINEERING OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
173012	Electrical and Electronics Drafters	demand	balanced	demand	
173013	Mechanical Drafters	balanced	balanced	balanced	
173019	Drafters, All Other	demand	Not in 2007 list	balanced	
173022	Civil Engineering Technicians	demand	balanced	not in demand	
173023	Electrical and Electronic Engineering Technicians	not in demand	balanced	balanced	
173026	Industrial Engineering Technicians	not in demand	not in demand	not in demand	
173029	Engineering Technicians, Except Drafters, All Other	not in demand	not in demand	not in demand	
173031	Surveying and Mapping Technicians	balanced	not in demand	not in demand	
<b>19-0000</b>	<b>LIFE, PHYSICAL, &amp; SOCIAL SCIENCE OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
191042	Medical Scientists, Except Epidemiologists	balanced	not in demand	not in demand	
192041	Environmental Scientists and Specialists, Including Health	balanced	not in demand	not in demand	
192042	Geoscientists, Except Hydrologists and Geographers	demand	not in demand	balanced	
193021	Market Research Analysts	demand	demand	balanced	
193031	Clinical, Counseling, and School Psychologists	demand	not in demand	balanced	
193051	Urban and Regional Planners	balanced	not in demand	balanced	
193099	Social Scientists and Related Workers, All Other	demand	not in demand	balanced	
194021	Biological Technicians	balanced	balanced	not in demand	
194031	Chemical Technicians	balanced	balanced	balanced	

# TAB 4

SOC	TITLE				
<b>19-0000</b>	<b>LIFE, PHYSICAL, &amp; SOCIAL SCIENCE OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
194091	Environmental Science and Protection Technicians, Including Health	balanced	not in demand	balanced	
194099	Life, Physical, and Social Science Technicians, All Other	not in demand	Not in 2007 list	balanced	
<b>21-0000</b>	<b>COMMUNITY &amp; SOCIAL SERVICES OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
211011	Substance Abuse and Behavioral Disorder Counselors	demand	balanced	demand	
211012	Educational, Vocational, and School Counselors	demand	demand	demand	
211014	Mental Health Counselors	demand	demand	demand	
211015	Rehabilitation Counselors	demand	demand	demand	
211021	Child, Family, and School Social Workers	demand	balanced	demand	
211022	Medical and Public Health Social Workers	demand	not in demand	demand	
211023	Mental Health and Substance Abuse Social Workers	demand	demand	demand	
211029	Social Workers, All Other	demand	not in demand	demand	
211091	Health Educators	demand	balanced	not in demand	Tom Fritz-Balanced
211092	Probation Officers and Correctional Treatment Specialists	balanced	not in demand	not in demand	
211093	Social and Human Service Assistants	demand	demand	demand	
211099	Community and Social Service Specialists, All Other	demand	not in demand	demand	
212011	Clergy	demand	not in demand	not in demand	
212021	Directors, Religious Activities and Education	balanced	not in demand	not in demand	
212099	Religious Workers, All Other	balanced	not in demand	not in demand	

# TAB 4

SOC	TITLE				
<b>23-0000</b>	<b>LEGAL OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
231011	Lawyers	demand	balanced	demand	
231023	Judges, Magistrate Judges, and Magistrates	balanced	not in demand	balanced	
232011	Paralegals and Legal Assistants	not in demand	not in demand	not in demand	Frankie Arteaga-Balanced – 42 Job orders – 27 UI claimants
232092	Law Clerks	not in demand	not in demand	not in demand	
232093	Title Examiners, Abstractors, and Searchers	not in demand	not in demand	not in demand	
232099	Legal Support Workers, All Other	not in demand	not in demand	not in demand	
<b>25-0000</b>	<b>EDUCATION, TRAINING &amp; LIBRARY OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
251011	Business Teachers, Postsecondary	not in demand	balanced	not in demand	
251022	Mathematical Science Teachers, Postsecondary	not in demand	demand	not in demand	
251042	Biological Science Teachers, Postsecondary	not in demand	not in demand	not in demand	
251066	Psychology Teachers, Postsecondary	not in demand	not in demand	not in demand	
251071	Health Specialties Teachers, Postsecondary	not in demand	not in demand	not in demand	
251072	Nursing Instructors and Teachers, Postsecondary	demand	demand	not in demand	
251081	Education Teachers, Postsecondary	not in demand	not in demand	not in demand	
251121	Art, Drama, and Music Teachers, Postsecondary	not in demand	balanced	balanced	
251122	Communications Teachers, Postsecondary	not in demand	not in demand	not in demand	
251123	English Language and Literature Teachers, Postsecondary	not in demand	not in demand	not in demand	
251124	Foreign Language and Literature Teachers, Postsecondary	not in demand	not in demand	not in demand	

# TAB 4

SOC	TITLE				
25-0000	EDUCATION, TRAINING & LIBRARY OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
251125	History Teachers, Postsecondary	not in demand	not in demand	not in demand	
251126	Philosophy and Religion Teachers, Postsecondary	not in demand	not in demand	not in demand	
251191	Graduate Teaching Assistants	not in demand	not in demand	not in demand	
251193	Recreation and Fitness Studies Teachers, Postsecondary	not in demand	not in demand	not in demand	
251194	Vocational Education Teachers, Postsecondary	demand	demand	demand	
252011	Preschool Teachers, Except Special Education	demand	demand	demand	
252012	Kindergarten Teachers, Except Special Education	demand	demand	demand	
252021	Elementary School Teachers, Except Special Education	demand	not in demand	demand	
252022	Middle School Teachers, Except Special and Vocational Education	demand	demand	demand	
252031	Secondary School Teachers, Except Special and Vocational Education	demand	demand	demand	
252032	Vocational Education Teachers, Secondary School	balanced	not in demand	balanced	Polly Crowley-Demand
252041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	balanced	demand	balanced	
252042	Special Education Teachers, Middle School	demand	demand	balanced	Polly Crowley-Demand
252043	Special Education Teachers, Secondary School	balanced	demand	not in demand	
253011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	demand	demand	demand	
253021	Self-Enrichment Education Teachers	demand	demand	demand	
253099	Teachers and Instructors, All Other	demand	demand	demand	
254021	Librarians	demand	balanced	demand	

# TAB 4

<b>SOC</b>	<b>TITLE</b>				
<b>25-0000</b>	<b>EDUCATION, TRAINING &amp; LIBRARY OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
254031	Library Technicians	demand	balanced	not in demand	
259031	Instructional Coordinators	balanced	demand	balanced	
259041	Teacher Assistants	demand	demand	demand	
259099	Education, Training, and Library Workers, All Other	demand	demand	demand	
<b>27-0000</b>	<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS &amp; MEDIA OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
271014	Multi-Media Artists and Animators	demand	demand	balanced	
271023	Floral Designers	not in demand	not in demand	demand	
271024	Graphic Designers	balanced	balanced	balanced	
271025	Interior Designers	balanced	not in demand	not in demand	
271026	Merchandise Displayers and Window Trimmers	not in demand	not in demand	not in demand	
272012	Producers and Directors	balanced	demand	not in demand	
272021	Athletes and Sports Competitors	balanced	demand	demand	
272022	Coaches and Scouts	demand	not in demand	demand	
272041	Music Directors and Composers	not in demand	balanced	not in demand	
272042	Musicians and Singers	not in demand	not in demand	not in demand	
273011	Radio and Television Announcers	not in demand	demand	not in demand	
273022	Reporters and Correspondents	not in demand	not in demand	not in demand	
273031	Public Relations Specialists	balanced	balanced	not in demand	

# TAB 4

SOC	TITLE				
<b>27-0000</b>	<b>ARTS, DESIGN, ENTERTAINMENT, SPORTS &amp; MEDIA OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
273041	Editors	not in demand	not in demand	not in demand	
273043	Writers and Authors	demand	demand	balanced	
273099	Media and Communication Workers, All Other	demand	not in demand	demand	
274011	Audio and Video Equipment Technicians	not in demand	not in demand	not in demand	
274012	Broadcast Technicians	not in demand	demand	not in demand	
274021	Photographers	demand	balanced	balanced	
274099	Media and Communication Equipment Workers, All Other	not in demand	not in demand	not in demand	
<b>29-0000</b>	<b>HEALTHCARE PRACTITIONERS &amp; TECHNICAL OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
291011	Chiropractors	demand	Not in 2007 list	demand	
291021	Dentists, General	demand	not in demand	demand	
291022	Oral and Maxillofacial Surgeons	demand	not in demand	demand	
291031	Dietitians and Nutritionists	balanced	balanced	demand	
291051	Pharmacists	demand	demand	demand	
291062	Family and General Practitioners	demand	demand	demand	
291066	Psychiatrists	balanced	not in demand	balanced	
291067	Surgeons	demand	demand	balanced	
291069	Physicians and Surgeons, All Other	demand	demand	demand	
291071	Physician Assistants	demand	demand	demand	

# TAB 4

SOC	TITLE				
29-0000	HEALTHCARE PRACTITIONERS & TECHNICAL OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
291111	Registered Nurses	demand	demand	demand	
291122	Occupational Therapists	demand	demand	demand	
291123	Physical Therapists	demand	not in demand	demand	
291126	Respiratory Therapists	demand	balanced	demand	
291127	Speech-Language Pathologists	demand	balanced	demand	
291131	Veterinarians	demand	demand	demand	
292011	Medical and Clinical Laboratory Technologists	demand	demand	demand	
292012	Medical and Clinical Laboratory Technicians	demand	demand	demand	
292021	Dental Hygienists	demand	demand	demand	
292031	Cardiovascular Technologists and Technicians	demand	demand	demand	
292032	Diagnostic Medical Sonographers	demand	demand	not in demand	
292034	Radiologic Technologists and Technicians	demand	not in demand	demand	
292041	Emergency Medical Technicians and Paramedics	demand	not in demand	balanced	
292052	Pharmacy Technicians	balanced	not in demand	not in demand	
292053	Psychiatric Technicians	balanced	not in demand	not in demand	
292055	Surgical Technologists	demand	balanced	balanced	
292061	Licensed Practical and Licensed Vocational Nurses	demand	not in demand	demand	
292071	Medical Records and Health Information Technicians	demand	demand	demand	

# TAB 4

SOC	TITLE				
<b>29-0000</b>	<b>HEALTHCARE PRACTITIONERS &amp; TECHNICAL OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
292081	Opticians, Dispensing	demand	not in demand	demand	
292099	Health Technologists and Technicians, All Other	balanced	balanced	balanced	
299011	Occupational Health and Safety Specialists	balanced	not in demand	not in demand	
<b>31-0000</b>	<b>HEALTHCARE SUPPORT OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
311011	Home Health Aides	demand	demand	demand	
311012	Nursing Aides, Orderlies, and Attendants	demand	demand	demand	
311013	Psychiatric Aides	demand	not in demand	not in demand	
312021	Physical Therapist Assistants	demand	demand	balanced	Tom- Fritz-Demand
312022	Physical Therapist Aides	demand	demand	balanced	
319011	Massage Therapists	demand	demand	demand	
319091	Dental Assistants	demand	balanced	demand	
319092	Medical Assistants	demand	demand	demand	
319093	Medical Equipment Preparers	demand	not in demand	demand	
319094	Medical Transcriptionists	demand	demand	balanced	
319095	Pharmacy Aides	balanced	demand	not in demand	
319096	Veterinary Assistants and Laboratory Animal Caretakers	not in demand	balanced	not in demand	
319099	Healthcare Support Workers, All Other	demand	demand	demand	

# TAB 4

SOC	TITLE				
33-0000	PROTECTIVE SERVICE OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
331011	First-Line Supervisors/Managers of Correctional Officers	demand	not in demand	not in demand	
331012	First-Line Supervisors/Managers of Police and Detectives	not in demand	not in demand	not in demand	
331021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	balanced	not in demand	not in demand	
332011	Fire Fighters	not in demand	not in demand	not in demand	
333012	Correctional Officers and Jailers	not in demand	balanced	balanced	
333021	Detectives and Criminal Investigators	balanced	not in demand	not in demand	
333051	Police and Sheriff's Patrol Officers	balanced	not in demand	balanced	
339021	Private Detectives and Investigators	balanced	not in demand	balanced	
339032	Security Guards	demand	demand	demand	
339091	Crossing Guards	demand	Not in 2007 list	not in demand	
339092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	demand	not in demand	not in demand	
339099	Protective Service Workers, All Other	demand	balanced	demand	
35-0000	FOOD PREPARATION & SERVING RELATED OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
351011	Chefs and Head Cooks	not in demand	not in demand	not in demand	
351012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	demand	demand	demand	
352011	Cooks, Fast Food	demand	demand	demand	
352012	Cooks, Institution and Cafeteria	demand	demand	demand	
352014	Cooks, Restaurant	balanced	demand	demand	

# TAB 4

SOC	TITLE				
<b>35-0000</b>	<b>FOOD PREPARATION &amp; SERVING RELATED OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
352015	Cooks, Short Order	balanced	not in demand	not in demand	
352019	Cooks, All Other	balanced	Not in 2007 list	not in demand	
352021	Food Preparation Workers	balanced	demand	demand	
353011	Bartenders	demand	balanced	demand	
353021	Combined Food Preparation and Serving Workers, Including Fast Food	demand	demand	demand	
353022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	demand	demand	demand	
353031	Waiters and Waitresses	demand	demand	demand	
353041	Food Servers, Non-restaurant	demand	balanced	demand	
359011	Dining Room and Cafeteria Attendants and Bartender Helpers	demand	demand	demand	
359021	Dishwashers	demand	demand	demand	
359031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	demand	demand	demand	
<b>37-0000</b>	<b>BUILDING &amp; GROUNDS CLEANING &amp; MAINTENANCE OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
371011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	demand	balanced	balanced	
371012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	balanced	balanced	not in demand	
372011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	demand	demand	demand	
372012	Maids and Housekeeping Cleaners	demand	demand	demand	
373011	Landscaping and Groundskeeping Workers	demand	demand	demand	
373012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	not in demand	Not in 2007 list	not in demand	

# TAB 4

SOC	TITLE				
<b>39-0000</b>	<b>PERSONAL CARE AND SERVICE OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
391011	Gaming Supervisors	not in demand	not in demand	not in demand	
391021	First-Line Supervisors/Managers of Personal Service Workers	demand	demand	demand	
392021	Nonfarm Animal Caretakers	demand	balanced	demand	
393011	Gaming Dealers	balanced	not in demand	balanced	
393012	Gaming and Sports Book Writers and Runners	demand	not in demand	demand	
393031	Ushers, Lobby Attendants, and Ticket Takers	demand	demand	demand	
393091	Amusement and Recreation Attendants	demand	balanced	demand	
395012	Hairdressers, Hairstylists, and Cosmetologists	demand	demand	demand	
395094	Skin Care Specialists	balanced	demand	demand	
396011	Baggage Porters and Bellhops	demand	demand	demand	
399011	Child Care Workers	balanced	demand	demand	
399021	Personal and Home Care Aides	demand	not in demand	demand	
399031	Fitness Trainers and Aerobics Instructors	demand	demand	demand	
399032	Recreation Workers	demand	demand	demand	
399099	Personal Care and Service Workers, All Other	demand	demand	demand	
<b>41-0000</b>	<b>SALES &amp; RELATED OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
411011	First-Line Supervisors/Managers of Retail Sales Workers	demand	demand	demand	
411012	First-Line Supervisors/Managers of Non-Retail Sales Workers	demand	demand	demand	

# TAB 4

SOC	TITLE				
41-0000	SALES & RELATED OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
412011	Cashiers	demand	demand	demand	
412021	Counter and Rental Clerks	demand	demand	demand	
412022	Parts Salespersons	balanced	demand	balanced	
412031	Retail Salespersons	demand	demand	demand	
413011	Advertising Sales Agents	balanced	demand	demand	
413021	Insurance Sales Agents	not in demand	balanced	balanced	
413031	Securities, Commodities, and Financial Services Sales Agents	demand	demand	demand	
413041	Travel Agents	balanced	demand	balanced	
413099	Sales Representatives, Services, All Other	balanced	demand	balanced	
414011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	demand	balanced	balanced	Frankie Arteaga-Demand – 246 Job orders – 23 UI claimants
414012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	demand	demand	not in demand	
419011	Demonstrators and Product Promoters	demand	balanced	demand	
419021	Real Estate Brokers	demand	not in demand	not in demand	
419022	Real Estate Sales Agents	balanced	not in demand	not in demand	
419031	Sales Engineers	balanced	not in demand	not in demand	
419041	Telemarketers	demand	demand	balanced	
419099	Sales and Related Workers, All Other	not in demand	not in demand	balanced	

# TAB 4

SOC	TITLE				
43-0000	OFFICE & ADMINISTRATIVE SUPPORT OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
431011	First-Line Supervisors/Managers of Office and Administrative Support Workers	demand	demand	demand	
432011	Switchboard Operators, Including Answering Service	demand	demand	demand	
433011	Bill and Account Collectors	balanced	demand	demand	
433021	Billing and Posting Clerks and Machine Operators	demand	demand	demand	
433031	Bookkeeping, Accounting, and Auditing Clerks	demand	demand	demand	
433051	Payroll and Timekeeping Clerks	balanced	demand	demand	
433061	Procurement Clerks	not in demand	not in demand	not in demand	
433071	Tellers	demand	demand	balanced	
434011	Brokerage Clerks	balanced	not in demand	balanced	
434031	Court, Municipal, and License Clerks	balanced	not in demand	balanced	
434041	Credit Authorizers, Checkers, and Clerks	balanced	demand	not in demand	
434051	Customer Service Representatives	demand	not in demand	demand	
434061	Eligibility Interviewers, Government Programs	balanced	demand	balanced	
434071	File Clerks	demand	demand	balanced	
434081	Hotel, Motel, and Resort Desk Clerks	demand	demand	demand	
434111	Interviewers, Except Eligibility and Loan	demand	not in demand	demand	
434121	Library Assistants, Clerical	demand	demand	demand	
434131	Loan Interviewers and Clerks	not in demand	not in demand	not in demand	

# TAB 4

SOC	TITLE				
43-0000	OFFICE & ADMINISTRATIVE SUPPORT OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
434141	New Accounts Clerks	not in demand	demand	balanced	
434151	Order Clerks	balanced	balanced	balanced	
434161	Human Resources Assistants, Except Payroll and Timekeeping	balanced	demand	balanced	
434171	Receptionists and Information Clerks	demand	demand	demand	
434181	Reservation and Transportation Ticket Agents and Travel Clerks	demand	balanced	demand	
434199	Information and Record Clerks, All Other	not in demand	demand	not in demand	
435021	Couriers and Messengers	demand	demand	demand	
435031	Police, Fire, and Ambulance Dispatchers	balanced	not in demand	balanced	
435032	Dispatchers, Except Police, Fire, and Ambulance	balanced	balanced	not in demand	
435051	Postal Service Clerks	not in demand	not in demand	not in demand	
435052	Postal Service Mail Carriers	balanced	balanced	not in demand	
435053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	not in demand	not in demand	not in demand	
435061	Production, Planning, and Expediting Clerks	not in demand	balanced	not in demand	
435071	Shipping, Receiving, and Traffic Clerks	demand	demand	balanced	
435081	Stock Clerks and Order Fillers	demand	demand	demand	
435111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	balanced	balanced	not in demand	
436011	Executive Secretaries and Administrative Assistants	demand	demand	balanced	
436012	Legal Secretaries	balanced	not in demand	balanced	

# TAB 4

<b>SOC</b>	<b>TITLE</b>				
<b>43-0000</b>	<b>OFFICE &amp; ADMINISTRATIVE SUPPORT OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
436013	Medical Secretaries	demand	demand	demand	
436014	Secretaries, Except Legal, Medical, and Executive	demand	demand	demand	
439011	Computer Operators	balanced	demand	balanced	
439021	Data Entry Keyers	demand	not in demand	not in demand	
439022	Word Processors and Typists	balanced	balanced	balanced	
439041	Insurance Claims and Policy Processing Clerks	not in demand	balanced	balanced	
439051	Mail Clerks and Mail Machine Operators, Except Postal Service	demand	not in demand	balanced	
439061	Office Clerks, General	demand	demand	balanced	
439071	Office Machine Operators, Except Computer	demand	demand	balanced	
439199	Office and Administrative Support Workers, All Other	balanced	balanced	balanced	
<b>45-0000</b>	<b>FARMING, FISHING, &amp; FORESTRY OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
452092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	balanced	not in demand	balanced	
452099	Agricultural Workers, All Other	balanced	not in demand	balanced	
<b>47-0000</b>	<b>CONSTRUCTION &amp; EXTRACTION OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
471011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	not in demand	balanced	not in demand	
472021	Brickmasons and Blockmasons	not in demand	not in demand	not in demand	
472031	Carpenters	not in demand	demand	not in demand	
472041	Carpet Installers	not in demand	balanced	not in demand	

# TAB 4

SOC	TITLE				
47-0000	CONSTRUCTION & EXTRACTION OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
472042	Floor Layers, Except Carpet, Wood, and Hard Tiles	not in demand	not in demand	not in demand	
472043	Floor Sanders and Finishers	not in demand	demand	not in demand	
472051	Cement Masons and Concrete Finishers	not in demand	balanced	not in demand	Jim Green-Training Director/Cement Masons JATC-Should be in demand. Demand has exceeded availability for the last two years. OP&CMIA apprentices have increased about 100% since 2006, and there is still a slight shortage
472061	Construction Laborers	not in demand	balanced	not in demand	Dave Castle-Balanced, most of the jobs are being filled, some are not. This information is presented as an informed opinion after consulting with Laborers Local 238, Spokane, WA. They operate a hiring hall for hundreds of journeymen and apprentice Construction Craft Laborers.
472072	Pile-Driver Operators	not in demand	balanced	not in demand	
472073	Operating Engineers and Other Construction Equipment Operators	not in demand	balanced	not in demand	
472081	Drywall and Ceiling Tile Installers	not in demand	balanced	not in demand	
472082	Tapers	not in demand	demand	not in demand	
472111	Electricians	not in demand	demand	not in demand	
472131	Insulation Workers, Floor, Ceiling, and Wall	not in demand	demand	not in demand	
472132	Insulation Workers, Mechanical	not in demand	not in demand	not in demand	Beth Thew-As far as the Heat & Frost Insulators are concerned for the Pacific NW the list is in error; we currently can not fill manpower requests for "qualified craftsmen".

# TAB 4

SOC	TITLE				
47-0000	CONSTRUCTION & EXTRACTION OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
472141	Painters, Construction and Maintenance	not in demand	demand	not in demand	
472142	Paperhangers	demand	not in demand	not in demand	
472152	Plumbers, Pipefitters, and Steamfitters	not in demand	balanced	balanced	
472161	Plasterers and Stucco Masons	not in demand	Not on 2007 list	not in demand	
472181	Roofers	not in demand	balanced	not in demand	
472211	Sheet Metal Workers	not in demand	demand	not in demand	<p>Stephen Smith-Training Director/NE WA-N ID Sheet Metal JATC-We're still seeing extraordinary grow locally and it's the same in Central Washington and Western Washington, so I don't agree with the "not in demand" for Sheet Metal Workers.</p> <p>Beth Thew-We're still seeing extraordinary grow locally and it's the same in Central Washington and Western Washington, so I don't agree with the "not in demand" for Sheet Metal Workers.</p>
472221	Structural Iron and Steel Workers	not in demand	demand	not in demand	
473011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	not in demand	Not on 2007 list	not in demand	<p>Dave Castle-High demand. Positions are unfilled; contractors are working with minimal crews. This information is presented as an informed opinion after consulting with Laborers Local 238, Spokane, WA. They operate a hiring hall for hundreds of journeymen and apprentice Construction Craft Laborers.</p>

# TAB 4

SOC	TITLE				
47-0000	CONSTRUCTION & EXTRACTION OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
473012	Helpers--Carpenters	not in demand	not in demand	not in demand	Dave Castle-Balanced, see 472061. This information is presented as an informed opinion after consulting with Laborers Local 238, Spokane, WA. They operate a hiring hall for hundreds of journeymen and apprentice Construction Craft Laborers. Construction Laborers fill many of these jobs.
473013	Helpers--Electricians	not in demand	Not on 2007 list	not in demand	Dave Castle-Balanced, see 472061. This information is presented as an informed opinion after consulting with Laborers Local 238, Spokane, WA. They operate a hiring hall for hundreds of journeymen and apprentice Construction Craft Laborers. Construction Laborers fill many of these jobs.
473014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	not in demand	Not on 2007 list	not in demand	
473019	Helpers, Construction Trades, All Other	not in demand	not in demand	not in demand	Dave Castle-Balanced, see 472061. This information is presented as an informed opinion after consulting with Laborers Local 238, Spokane, WA. They operate a hiring hall for hundreds of journeymen and apprentice Construction Craft Laborers. Construction Laborers fill many of these jobs.
474011	Construction and Building Inspectors	not in demand	balanced	balanced	
474031	Fence Erectors	balanced	not in demand	not in demand	
474051	Highway Maintenance Workers	balanced	not in demand	not in demand	

# TAB 4

SOC	TITLE				
<b>47-0000</b>	<b>CONSTRUCTION &amp; EXTRACTION OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
474061	Rail-Track Laying and Maintenance Equipment Operators	not in demand	not in demand	not in demand	
474099	Construction and Related Workers, All Other	not in demand	not in demand	not in demand	
475021	Earth Drillers, Except Oil and Gas	not in demand	not in demand	not in demand	
475081	Helpers--Extraction Workers	not in demand	balanced	not in demand	
<b>49-0000</b>	<b>INSTALLATION, MAINTENANCE, &amp; REPAIR OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
491011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	not in demand	balanced	not in demand	
492011	Computer, Automated Teller, and Office Machine Repairers	demand	not in demand	demand	
492022	Telecommunications Equipment Installers and Repairers, Except Line Installers	not in demand	demand	not in demand	Frankie Arteaga-Balanced – 52 Job orders – 33 UI claimants
492091	Avionics Technicians	not in demand	balanced	not in demand	
492094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	not in demand	not in demand	not in demand	
492097	Electronic Home Entertainment Equipment Installers and Repairers	balanced	not in demand	not in demand	
492098	Security and Fire Alarm Systems Installers	not in demand	Not on 2007 list	not in demand	
493011	Aircraft Mechanics and Service Technicians	balanced	not in demand	not in demand	
493021	Automotive Body and Related Repairers	demand	demand	not in demand	
493022	Automotive Glass Installers and Repairers	balanced	not in demand	demand	
493023	Automotive Service Technicians and Mechanics	demand	balanced	balanced	
493031	Bus and Truck Mechanics and Diesel Engine Specialists	demand	demand	demand	
493042	Mobile Heavy Equipment Mechanics, Except Engines	not in demand	demand	not in demand	

# TAB 4

SOC	TITLE				
49-0000	INSTALLATION, MAINTENANCE, & REPAIR OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
493043	Rail Car Repairers	not in demand	not in demand	not in demand	
493051	Motorboat Mechanics	not in demand	not in demand	not in demand	
493092	Recreational Vehicle Service Technicians	not in demand	not in demand	not in demand	
493093	Tire Repairers and Changers	not in demand	balanced	not in demand	
499012	Control and Valve Installers and Repairers, Except Mechanical Door	not in demand	not in demand	not in demand	
499021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	not in demand	demand	not in demand	
499031	Home Appliance Repairers	not in demand	not in demand	not in demand	
499041	Industrial Machinery Mechanics	not in demand	demand	not in demand	
499042	Maintenance and Repair Workers, General	balanced	demand	not in demand	Frankie Arteaga-Balanced 143 Job orders – 105 UI claimants
499043	Maintenance Workers, Machinery	not in demand	demand	not in demand	
499051	Electrical Power-Line Installers and Repairers	not in demand	not in demand	not in demand	
499052	Telecommunications Line Installers and Repairers	balanced	demand	not in demand	
499062	Medical Equipment Repairers	not in demand	not in demand	not in demand	
499091	Coin, Vending, and Amusement Machine Servicers and Repairers	not in demand	not in demand	not in demand	
499095	Manufactured Building and Mobile Home Installers	balanced	Not on 2007 list	not in demand	
499098	Helpers--Installation, Maintenance, and Repair Workers	not in demand	demand	not in demand	Frankie Arteaga-Demand 29 Job orders - 3 UI claimants
499099	Installation, Maintenance, and Repair Workers, All Other	not in demand	demand	not in demand	

# TAB 4

SOC	TITLE				
51-0000	PRODUCTION OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
511011	First-Line Supervisors/Managers of Production and Operating Workers	not in demand	balanced	not in demand	
512022	Electrical and Electronic Equipment Assemblers	not in demand	not in demand	not in demand	
512023	Electromechanical Equipment Assemblers	not in demand	not in demand	not in demand	
512031	Engine and Other Machine Assemblers	not in demand	not in demand	not in demand	Nancy Nelson-recommends that this be changed to Balanced. Feedback as to why - Our client base still has these positions. It is a true statement that in the current economic climate these positions are not currently in high demand. But these companies still have these positions and one slight increase in economic activity they will go back to a demand status, i.e. Wagstaff, Pearson Packaging.
512041	Structural Metal Fabricators and Fitters	not in demand	demand	not in demand	
512092	Team Assemblers	balanced	balanced	demand	
512099	Assemblers and Fabricators, All Other	not in demand	balanced	not in demand	Polly Crowley-As a general observation regarding manufacturing, we are told that there are many jobs in Spokane that do not get filled, so I'm surprised that there is very little demand indicated on this document.
513011	Bakers	not in demand	balanced	not in demand	
513021	Butchers and Meat Cutters	not in demand	not in demand	not in demand	
513023	Slaughterers and Meat Packers	not in demand	Not on 2007 list	not in demand	
513092	Food Batchmakers	not in demand	not in demand	not in demand	
514011	Computer-Controlled Machine Tool Operators, Metal and Plastic	not in demand	balanced	balanced	

# TAB 4

SOC	TITLE				
51-0000	PRODUCTION OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
514023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand	not in demand	balanced	
514031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand	demand	balanced	
514033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	not in demand	not in demand	not in demand	
514041	Machinists	balanced	balanced	not in demand	Frankie Arteaga-Demand 110 Job Orders – 27 UI claimants Nancy Nelson- recommends that this be changed to Balanced. Feedback as to why - Our client base still has these positions. It is a true statement that in the current economic climate these positions are not currently in high demand. But these companies still have these positions and one slight increase in economic activity they will go back to a demand status, i.e. Wagstaff, Pearson Packaging.
514051	Metal-Refining Furnace Operators and Tenders	not in demand	demand	not in demand	
514052	Pourers and Casters, Metal	not in demand	not in demand	not in demand	
514062	Patternmakers, Metal and Plastic	not in demand	Not on 2007 list	not in demand	
514071	Foundry Mold and Coremakers	not in demand	not in demand	not in demand	

# TAB 4

SOC	TITLE				
51-0000	PRODUCTION OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
514072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand	not in demand	not in demand	Nancy Nelson-recommends that this be changed to Balanced. Feedback as to why - Our client base still has these positions. It is a true statement that in the current economic climate these positions are not currently in high demand. But these companies still have these positions and one slight increase in economic activity they will go back to a demand status, i.e. Wagstaff, Pearson Packaging.
514081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	not in demand	balanced	not in demand	Nancy Nelson-recommends that this be changed to Balanced. Feedback as to why - Our client base still has these positions. It is a true statement that in the current economic climate these positions are not currently in high demand. But these companies still have these positions and one slight increase in economic activity they will go back to a demand status, i.e. Wagstaff, Pearson Packaging.
514111	Tool and Die Makers	not in demand	not in demand	not in demand	Nancy Nelson-recommends that this be changed to Balanced. Feedback as to why - Our client base still has these positions. It is a true statement that in the current economic climate these positions are not currently in high demand. But these companies still have these positions and one slight increase in economic activity they will go back to a demand status, i.e. Wagstaff, Pearson Packaging.

# TAB 4

SOC	TITLE				
51-0000	PRODUCTION OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
514121	Welders, Cutters, Solderers, and Brazers	balanced	demand	not in demand	Nancy Nelson-recommends that this be changed to Balanced. Feedback as to why - Our client base still has these positions. It is a true statement that in the current economic climate these positions are not currently in high demand. But these companies still have these positions and one slight increase in economic activity they will go back to a demand status, i.e. Current unfilled soldering positions for companies such as Servatron, General Dynamics, Key Tronic
514191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	not in demand	not in demand	not in demand	
514193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	not in demand	not in demand	not in demand	
514194	Tool Grinders, Filers, and Sharpeners	not in demand	not in demand	not in demand	
515011	Bindery Workers	not in demand	Not on 2007 list	not in demand	
515022	Prepress Technicians and Workers	not in demand	not in demand	not in demand	
515023	Printing Machine Operators	not in demand	not in demand	not in demand	
516011	Laundry and Dry-Cleaning Workers	not in demand	not in demand	not in demand	
516031	Sewing Machine Operators	not in demand	not in demand	not in demand	
516041	Shoe and Leather Workers and Repairers	not in demand	not in demand	not in demand	
516052	Tailors, Dressmakers, and Custom Sewers	not in demand	not in demand	not in demand	
517011	Cabinetmakers and Bench Carpenters	not in demand	balanced	not in demand	
517041	Sawing Machine Setters, Operators, and Tenders, Wood	not in demand	Not on 2007 list	not in demand	

# TAB 4

SOC	TITLE				
51-0000	PRODUCTION OCCUPATIONS	2008 State Designation	2007 Local Designation	2008 Local Designation	
517042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	not in demand	balanced	not in demand	
517099	Woodworkers, All Other	not in demand	not in demand	not in demand	
518021	Stationary Engineers and Boiler Operators	not in demand	not in demand	not in demand	
518031	Water and Liquid Waste Treatment Plant and System Operators	not in demand	not in demand	not in demand	
519012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	not in demand	not in demand	not in demand	
519022	Grinding and Polishing Workers, Hand	not in demand	not in demand	not in demand	
519023	Mixing and Blending Machine Setters, Operators, and Tenders	not in demand	not in demand	not in demand	
519032	Cutting and Slicing Machine Setters, Operators, and Tenders	not in demand	not in demand	not in demand	
519041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	not in demand	balanced	not in demand	
519061	Inspectors, Testers, Sorters, Samplers, and Weighers	not in demand	balanced	not in demand	
519071	Jewelers and Precious Stone and Metal Workers	not in demand	balanced	not in demand	
519081	Dental Laboratory Technicians	not in demand	not in demand	not in demand	
519083	Ophthalmic Laboratory Technicians	not in demand	not in demand	not in demand	
519111	Packaging and Filling Machine Operators and Tenders	not in demand	balanced	not in demand	
519121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	not in demand	demand	not in demand	
519122	Painters, Transportation Equipment	not in demand	not in demand	not in demand	
519123	Painting, Coating, and Decorating Workers	not in demand	Not in 2007 list	not in demand	
519132	Photographic Processing Machine Operators	not in demand	balanced	balanced	

# TAB 4

SOC	TITLE				
<b>51-0000</b>	<b>PRODUCTION OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
519196	Paper Goods Machine Setters, Operators, and Tenders	not in demand	not in demand	not in demand	
519198	Helpers--Production Workers	not in demand	not in demand	not in demand	
519199	Production Workers, All Other	balanced	balanced	not in demand	
<b>53-0000</b>	<b>TRANSPORTATION &amp; MATERIAL MOVING OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
531021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	not in demand	demand	not in demand	
531031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	balanced	balanced	not in demand	
532012	Commercial Pilots	balanced	balanced	not in demand	
532021	Air Traffic Controllers	not in demand	not in demand	not in demand	
533021	Bus Drivers, Transit and Intercity	balanced	not in demand	not in demand	
533022	Bus Drivers, School	demand	demand	balanced	
533031	Driver/Sales Workers	demand	demand	demand	
533032	Truck Drivers, Heavy and Tractor-Trailer	demand	demand	demand	
533033	Truck Drivers, Light or Delivery Services	demand	demand	demand	
533041	Taxi Drivers and Chauffeurs	demand	not in demand	demand	
533099	Motor Vehicle Operators, All Other	balanced	not in demand	balanced	
534011	Locomotive Engineers	not in demand	not in demand	not in demand	
534021	Railroad Brake, Signal, and Switch Operators	not in demand	not in demand	not in demand	
534031	Railroad Conductors and Yardmasters	not in demand	not in demand	not in demand	

# TAB 4

SOC	TITLE				
<b>53-0000</b>	<b>TRANSPORTATION &amp; MATERIAL MOVING OCCUPATIONS</b>	<b>2008 State Designation</b>	<b>2007 Local Designation</b>	<b>2008 Local Designation</b>	
536021	Parking Lot Attendants	balanced	not in demand	balanced	
536031	Service Station Attendants	demand	balanced	not in demand	
536051	Transportation Inspectors	not in demand	not in demand	not in demand	
537021	Crane and Tower Operators	not in demand	not in demand	not in demand	
537032	Excavating and Loading Machine and Dragline Operators	not in demand	balanced	not in demand	
537051	Industrial Truck and Tractor Operators	not in demand	demand	not in demand	
537061	Cleaners of Vehicles and Equipment	demand	not in demand	balanced	
537062	Laborers and Freight, Stock, and Material Movers, Hand	demand	demand	demand	
537063	Machine Feeders and Offbearers	not in demand	not in demand	not in demand	
537064	Packers and Packagers, Hand	not in demand	demand	not in demand	
537081	Refuse and Recyclable Material Collectors	balanced	demand	balanced	
537199	Material Moving Workers, All Other	not in demand	not in demand	not in demand	
<b>55-0000</b>	<b>MILITARY SPECIFIC OCCUPATIONS</b>				