

# Hot Jobs Report Hampton Roads 2016 - 2021 (Sorted by Annual Openings)

Occupations expected to grow faster than regional average (0.85%); pay, on average, greater than the single person self-sufficiency wage (\$25,058); with employment greater than or equal to 100; and a minimum of 20 openings per year over the next 5 years. Note that annual openings includes replacement workers (e.g. retirement replacements as well as growth).

SOC	Description	2016 Jobs	2021 Jobs	Annual Average Change	Annual Openings	Pct. 10 Hourly Earnings	Median Hourly Earnings	Pct. 90 Hourly Earnings	Typical Entry Level Education	Typical On-The-Job Training
29-1141	Registered Nurses	14,781	15,682	1.19%	543	\$19.99	\$28.73	\$38.72	Bachelor's degree	None
11-1021	General and Operations Managers	9,310	9,770	0.97%	336	\$23.40	\$51.12	\$107.00	Bachelor's degree	None
43-4171	Receptionists and Information Clerks	6,684	7,268	1.69%	308	\$8.41	\$12.22	\$17.57	High school diploma or equivalent	Short-term on-the-job training
13-2011	Accountants and Auditors	6,647	7,046	1.17%	268	\$18.86	\$30.99	\$51.91	Bachelor's degree	None
25-1099	Postsecondary Teachers	7,904	8,409	1.24%	247	\$15.17	\$27.15	\$52.45	Doctoral or professional degree	None
29-2061	Licensed Practical and Licensed Vocational Nurses	5,145	5,526	1.44%	236	\$14.80	\$18.27	\$24.03	Postsecondary nondegree award	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	8,857	9,315	1.01%	233	\$13.55	\$22.74	\$40.14	High school diploma or equivalent	None
25-2021	Elementary School Teachers, Except Special Education	6,711	7,050	0.99%	222	\$19.54	\$27.38	\$42.22	Bachelor's degree	Internship/residency
33-3051	Police and Sheriff's Patrol Officers	4,607	4,854	1.05%	206	\$16.55	\$21.67	\$31.88	High school diploma or equivalent	Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10,150	10,617	0.90%	205	\$9.58	\$15.12	\$22.57	High school diploma or equivalent	Short-term on-the-job training
31-9092	Medical Assistants	3,201	3,815	3.57%	199	\$9.95	\$13.61	\$17.94	Postsecondary nondegree award	None
47-2111	Electricians	4,857	5,188	1.33%	172	\$14.49	\$21.16	\$29.18	High school diploma or equivalent	Apprenticeship
47-2061	Construction Laborers	3,839	4,123	1.44%	145	\$8.32	\$12.23	\$17.08	No formal educational credential	Short-term on-the-job training
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	4,202	4,393	0.89%	142	\$19.60	\$27.61	\$42.59	Bachelor's degree	Internship/residency
35-3011	Bartenders	2,469	2,661	1.51%	138	\$8.53	\$14.22	\$23.68	No formal educational credential	Short-term on-the-job training
13-1111	Management Analysts	5,028	5,347	1.24%	137	\$24.56	\$40.36	\$61.62	Bachelor's degree	None
47-2152	Plumbers, Pipefitters, and Steamfitters	4,207	4,563	1.63%	135	\$14.69	\$20.03	\$26.63	High school diploma or equivalent	Apprenticeship
15-1132	Software Developers, Applications	3,466	3,855	2.15%	135	\$25.79	\$42.99	\$64.99	Bachelor's degree	None
51-4121	Welders, Cutters, Solderers, and Brazers	2,948	3,142	1.28%	129	\$15.07	\$20.89	\$28.53	High school diploma or equivalent	Moderate-term on-the-job training
31-9091	Dental Assistants	2,223	2,517	2.51%	119	\$10.58	\$15.37	\$21.67	Postsecondary nondegree award	None
25-3098	Substitute Teachers	3,781	3,995	1.11%	117	\$8.45	\$12.23	\$17.98	Bachelor's degree	Internship/residency
25-2022	Middle School Teachers, Except Special and Career/Technical Education	3,448	3,633	1.05%	116	\$18.55	\$25.84	\$39.75	Bachelor's degree	Internship/residency
15-1151	Computer User Support Specialists	3,716	3,979	1.37%	107	\$13.43	\$22.44	\$35.42	Some college, no degree	None
15-1121	Computer Systems Analysts	2,844	3,173	2.22%	107	\$22.43	\$38.03	\$60.71	Bachelor's degree	None
43-3021	Billing and Posting Clerks	2,409	2,665	2.05%	106	\$10.96	\$14.67	\$20.27	High school diploma or equivalent	Moderate-term on-the-job training
33-2011	Firefighters	2,537	2,680	1.10%	105	\$12.61	\$18.79	\$27.01	Postsecondary nondegree award	Long-term on-the-job training
51-4041	Machinists	2,255	2,410	1.34%	104	\$15.57	\$22.80	\$29.70	High school diploma or equivalent	Long-term on-the-job training

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29-2041	Emergency Medical Technicians and Paramedics	1,332	1,709	5.11%	101	\$10.86	\$15.46	\$22.37	Postsecondary nondegree award	None
17-2141	Mechanical Engineers	1,947	2,098	1.51%	97	\$26.71	\$39.49	\$58.87	Bachelor's degree	None
43-6013	Medical Secretaries	1,616	1,976	4.11%	92	\$11.41	\$14.26	\$20.32	High school diploma or equivalent	Moderate-term on-the-job training
49-9041	Industrial Machinery Mechanics	1,981	2,129	1.46%	87	\$15.65	\$22.81	\$33.11	High school diploma or equivalent	Long-term on-the-job training
21-1093	Social and Human Service Assistants	1,811	2,037	2.38%	84	\$8.47	\$12.70	\$18.75	High school diploma or equivalent	Short-term on-the-job training
29-1069	Physicians and Surgeons, All Other	1,680	1,854	1.99%	83	\$26.16	\$89.75	\$165.71	Doctoral or professional degree	Internship/residency
47-2141	Painters, Construction and Maintenance	1,889	2,068	1.82%	79	\$14.12	\$19.35	\$25.84	No formal educational credential	Moderate-term on-the-job training
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2,308	2,468	1.35%	78	\$12.21	\$20.08	\$28.50	Postsecondary nondegree award	Long-term on-the-job training
17-2051	Civil Engineers	1,698	1,794	1.11%	77	\$24.10	\$35.94	\$54.50	Bachelor's degree	None
53-3022	Bus Drivers, School or Special Client	2,755	2,949	1.37%	77	\$9.37	\$13.18	\$19.51	High school diploma or equivalent	Short-term on-the-job training
21-1021	Child, Family, and School Social Workers	1,854	1,996	1.49%	76	\$15.25	\$20.60	\$31.92	Bachelor's degree	None
13-1161	Market Research Analysts and Marketing Specialists	1,963	2,197	2.29%	72	\$13.19	\$24.49	\$45.64	Bachelor's degree	None
21-1014	Mental Health Counselors	1,675	1,836	1.85%	69	\$14.77	\$21.09	\$31.63	Master's degree	Internship/residency
15-1133	Software Developers, Systems Software	1,872	2,065	1.97%	69	\$29.93	\$46.52	\$69.16	Bachelor's degree	None
35-2012	Cooks, Institution and Cafeteria	1,680	1,780	1.17%	69	\$8.82	\$12.76	\$20.68	No formal educational credential	Short-term on-the-job training
13-1151	Training and Development Specialists	1,810	1,912	1.10%	68	\$18.08	\$29.66	\$48.19	Bachelor's degree	None
47-2073	Operating Engineers and Other Construction Equipment Operators	1,892	2,043	1.55%	68	\$12.66	\$18.05	\$27.48	High school diploma or equivalent	Moderate-term on-the-job training
11-9111	Medical and Health Services Managers	1,459	1,598	1.84%	67	\$26.24	\$41.87	\$67.83	Bachelor's degree	None
43-9199	Office and Administrative Support Workers, All Other	1,826	1,905	0.86%	66	\$12.36	\$17.87	\$26.11	High school diploma or equivalent	Short-term on-the-job training
23-2011	Paralegals and Legal Assistants	1,777	1,890	1.24%	65	\$11.66	\$18.69	\$28.62	Associate's degree	None
29-1123	Physical Therapists	1,003	1,176	3.23%	65	\$26.88	\$38.51	\$53.04	Doctoral or professional degree	None
29-1171	Nurse Practitioners	932	1,111	3.58%	61	\$35.26	\$47.13	\$72.41	Master's degree	None
31-9097	Phlebotomists	1,076	1,256	3.13%	61	\$10.41	\$14.52	\$19.41	Postsecondary nondegree award	None
11-3031	Financial Managers	1,752	1,829	0.86%	61	\$29.12	\$53.98	\$102.10	Bachelor's degree	None
15-1142	Network and Computer Systems Administrators	2,390	2,516	1.03%	59	\$23.27	\$36.87	\$57.48	Bachelor's degree	None
25-3021	Self-Enrichment Education Teachers	1,094	1,263	2.93%	57	\$7.60	\$14.11	\$25.47	High school diploma or equivalent	None
23-1011	Lawyers	2,091	2,206	1.08%	56	\$24.53	\$49.38	\$106.12	Doctoral or professional degree	None
21-2011	Clergy	1,424	1,537	1.55%	56	\$12.17	\$20.20	\$33.06	Bachelor's degree	Moderate-term on-the-job training

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17-2071	Electrical Engineers	1,471	1,559	1.17%	54	\$24.90	\$37.10	\$56.78	Bachelor's degree	None
29-2021	Dental Hygienists	1,095	1,264	2.92%	54	\$24.03	\$35.29	\$47.56	Associate's degree	None
29-2052	Pharmacy Technicians	1,904	2,071	1.70%	54	\$9.53	\$12.97	\$18.56	High school diploma or equivalent	Moderate-term on-the-job training
11-9032	Education Administrators, Elementary and Secondary School	1,300	1,368	1.02%	53	\$26.97	\$38.43	\$54.95	Master's degree	None
25-3099	Teachers and Instructors, All Other	1,718	1,809	1.04%	52	\$9.29	\$22.84	\$39.09	Bachelor's degree	Internship/residency
21-1012	Educational, Guidance, School, and Vocational Counselors	1,482	1,578	1.27%	52	\$15.51	\$24.27	\$38.98	Master's degree	None
11-3021	Computer and Information Systems Managers	1,604	1,750	1.76%	50	\$37.83	\$60.46	\$106.86	Bachelor's degree	None
29-2011	Medical and Clinical Laboratory Technologists	1,240	1,327	1.36%	49	\$14.73	\$22.79	\$31.11	Bachelor's degree	None
27-2022	Coaches and Scouts	1,024	1,080	1.08%	47	\$7.51	\$12.95	\$28.24	Bachelor's degree	None
49-9098	Helpers--Installation, Maintenance, and Repair Workers	1,027	1,076	0.93%	45	\$8.83	\$12.28	\$19.17	High school diploma or equivalent	Short-term on-the-job training
43-9041	Insurance Claims and Policy Processing Clerks	1,010	1,090	1.52%	44	\$10.40	\$15.03	\$22.54	High school diploma or equivalent	Moderate-term on-the-job training
29-1051	Pharmacists	1,209	1,279	1.12%	44	\$45.94	\$61.49	\$73.68	Doctoral or professional degree	None
29-1062	Family and General Practitioners	864	953	1.98%	43	\$34.19	\$71.79	\$140.19	Doctoral or professional degree	Internship/residency
17-2161	Nuclear Engineers	1,157	1,207	0.86%	42	\$26.41	\$37.07	\$51.44	Bachelor's degree	None
49-3021	Automotive Body and Related Repairers	996	1,073	1.51%	42	\$14.33	\$25.21	\$43.83	High school diploma or equivalent	Long-term on-the-job training
43-4111	Interviewers, Except Eligibility and Loan	927	1,017	1.88%	41	\$9.34	\$12.70	\$17.81	High school diploma or equivalent	Short-term on-the-job training
53-7081	Refuse and Recyclable Material Collectors	696	787	2.50%	41	\$8.92	\$14.02	\$21.41	No formal educational credential	Short-term on-the-job training
29-2071	Medical Records and Health Information Technicians	965	1,053	1.75%	41	\$11.65	\$16.38	\$24.66	Postsecondary nondegree award	None
39-1021	First-Line Supervisors of Personal Service Workers	1,084	1,175	1.62%	40	\$10.02	\$15.72	\$27.04	High school diploma or equivalent	None
29-2012	Medical and Clinical Laboratory Technicians	715	817	2.70%	39	\$10.94	\$17.27	\$25.61	Associate's degree	None
29-2034	Radiologic Technologists	1,278	1,338	0.92%	38	\$18.71	\$25.64	\$35.78	Associate's degree	None
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,104	1,189	1.50%	38	\$13.16	\$19.69	\$27.74	High school diploma or equivalent	Long-term on-the-job training
49-9096	Riggers	848	917	1.57%	38	\$16.25	\$23.08	\$28.97	High school diploma or equivalent	Short-term on-the-job training
53-7021	Crane and Tower Operators	690	732	1.18%	37	\$20.32	\$26.55	\$32.36	High school diploma or equivalent	Moderate-term on-the-job training
11-9041	Architectural and Engineering Managers	855	894	0.89%	36	\$43.23	\$61.90	\$105.70	Bachelor's degree	None
13-2052	Personal Financial Advisors	704	785	2.20%	35	\$15.80	\$30.58	\$85.09	Bachelor's degree	Long-term on-the-job training

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25-2012	Kindergarten Teachers, Except Special Education	853	897	1.02%	35	\$18.76	\$27.33	\$41.06	Bachelor's degree	Internship/residency
21-2021	Directors, Religious Activities and Education	773	833	1.52%	34	\$10.66	\$16.44	\$40.79	Bachelor's degree	None
25-4031	Library Technicians	563	596	1.15%	34	\$10.07	\$14.61	\$21.53	Postsecondary nondegree award	None
17-3013	Mechanical Drafters	1,422	1,491	0.95%	34	\$17.65	\$24.36	\$35.16	Associate's degree	None
25-2052	Special Education Teachers, Kindergarten and Elementary School	1,075	1,138	1.14%	34	\$19.63	\$27.26	\$41.61	Bachelor's degree	Internship/residency
29-1021	Dentists, General	666	760	2.66%	34	\$26.88	\$65.41	\$135.02	Doctoral or professional degree	None
21-1023	Mental Health and Substance Abuse Social Workers	626	705	2.43%	32	\$14.77	\$21.23	\$34.41	Bachelor's degree	None
29-1071	Physician Assistants	470	566	3.76%	31	\$25.13	\$37.89	\$51.50	Master's degree	None
13-2051	Financial Analysts	787	854	1.65%	31	\$17.92	\$30.39	\$51.72	Bachelor's degree	None
17-2121	Marine Engineers and Naval Architects	609	674	2.08%	31	\$26.43	\$40.38	\$61.01	Bachelor's degree	None
21-1022	Healthcare Social Workers	555	635	2.73%	31	\$16.39	\$23.94	\$34.12	Master's degree	None
47-4011	Construction and Building Inspectors	747	791	1.15%	30	\$16.19	\$24.09	\$34.95	High school diploma or equivalent	Moderate-term on-the-job training
11-9151	Social and Community Service Managers	543	615	2.53%	30	\$21.32	\$33.49	\$53.14	Bachelor's degree	None
21-1015	Rehabilitation Counselors	666	741	2.17%	30	\$12.04	\$19.48	\$31.24	Master's degree	None
47-3013	Helpers--Electricians	876	919	0.95%	30	\$9.67	\$15.15	\$19.20	High school diploma or equivalent	Short-term on-the-job training
31-2021	Physical Therapist Assistants	390	470	3.80%	29	\$10.71	\$24.79	\$35.34	Associate's degree	None
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	471	497	1.11%	28	\$20.88	\$29.83	\$43.66	Postsecondary nondegree award	Moderate-term on-the-job training
11-2022	Sales Managers	796	834	0.92%	28	\$22.78	\$50.36	\$104.80	Bachelor's degree	None
11-3011	Administrative Services Managers	827	885	1.37%	28	\$23.44	\$39.00	\$65.64	Bachelor's degree	None
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	751	801	1.30%	27	\$17.12	\$38.04	\$76.78	Bachelor's degree	Moderate-term on-the-job training
37-2021	Pest Control Workers	630	670	1.24%	27	\$9.68	\$13.96	\$24.53	High school diploma or equivalent	Moderate-term on-the-job training
29-1151	Nurse Anesthetists	588	645	1.84%	26	\$55.31	\$78.85	\$153.03	Master's degree	None
29-1127	Speech-Language Pathologists	494	555	2.36%	26	\$23.90	\$34.92	\$48.95	Master's degree	None
27-3031	Public Relations Specialists	1,085	1,146	1.09%	26	\$13.37	\$22.70	\$45.10	Bachelor's degree	None
15-2031	Operations Research Analysts	540	615	2.62%	25	\$25.51	\$44.05	\$64.15	Bachelor's degree	None
53-6099	Transportation Workers, All Other	405	423	0.88%	25	\$9.84	\$18.96	\$26.78	High school diploma or equivalent	Short-term on-the-job training
25-2054	Special Education Teachers, Secondary School	755	799	1.12%	24	\$18.92	\$25.98	\$41.59	Bachelor's degree	Internship/residency
29-2056	Veterinary Technologists and Technicians	322	416	5.28%	23	\$11.25	\$16.38	\$25.10	Associate's degree	None

