

High Demand Criteria

Georgia: a greater than average annual job growth rate (which is currently 1.7%) **or** at least 100 annual average job openings.

Montana: a greater than average projected annual job growth rate (1.6% using 2004-2014 projections) **or** at least 50 annual average job openings.

Ohio: the Ohio Bureau of Labor Market Information (BLMI) projects total annual openings of 90 jobs or more, **or** a projected employment growth rate (percent change) above the average employment growth rate (percent change) for all Ohio occupations of 7.3%, 2004-2014.

Oregon: Occupations having more than the median number of total (growth plus replacement) openings for statewide or a particular region.

Michigan: occupations having more than the projected growth rate of 7.7% (reported by Michigan Dept of Labor for all occupations as 7.7%, 2004-2014) or more than the median annual openings per year (61) for all occupations.

High Wage Criteria:

Georgia: An average wage greater than the state average wage for jobs requiring postsecondary career technical education (currently \$31,595) **or** an average wage that is at the high end of the median wage range for that occupation.

Montana: A median annual **or** hourly wage that is greater than the median wage at the 75th percentile (\$38,580 annually or \$18.55 hourly in 2006) for all occupations in the state.

Ohio: All occupations at or above the median hourly wage of \$14.47 **or** the mean annual wage of \$37,360.00 or more.

Oregon: Occupations paying more than the all-industry, all-ownership median wage for statewide or a particular region.

Michigan: Occupations paying at or above the median hourly wage of \$15.86 or the mean annual wage of \$41,230 or more (Bureau of Labor Statistics, Occupational Employment and Wage Estimates, 2006) .

High Skill Criteria:

Georgia: The occupation requires completion of an associate degree, postsecondary career technical education, more than 12 months of on-the-job training, or a combination of work and formal training **or** at least half of the 10 basic O*NET skills for this occupation are ranked at or above 50% in importance and at least 5 of the other O*NET skills required for this occupation are at or above 50% in importance.

Montana: The occupation requires completion of an associate degree, postsecondary career technical education, more than 12 months of on-the-job training, or a combination of work and formal training **or** at least half of the 10 basic O*NET skills for this occupation are ranked at or above 50% in importance and at least 5 of the other O*NET skills required for this occupation are at or above 50% in importance.

Ohio: Those occupations that the Ohio BLMI estimates educational/training requirements of long-term, on-the-job training (OJT) of 12 months or more of combined experience and training; work experience in a related occupation; postsecondary vocational award training; associate degree education; baccalaureate degrees; work experience plus baccalaureate degree or higher degree; master's degrees; doctoral degrees; and first professional degrees. (See the Ohio Job Outlook 2014 at <http://lmi.state.oh.us/proj/OhioJobOutlook.htm>.) **Alternatively**, many of these Ohio high skill occupations may also be defined in terms of the Occupational Information Network (O*Net) System, as occupations which require education in science, technology, engineering, and mathematics (STEM) disciplines. (See O*Net OnLine at <http://online.onetcenter.org/find/>.)

Oregon: Those occupations with a minimum educational requirement of postsecondary training or higher **or** those occupations with long-term on-the-job training or related work experience as a minimum educational requirement, and postsecondary training or above as a competitive educational requirement.

Michigan: Either those occupations with a minimum educational requirement of postsecondary training **or** those occupations with long-term on-the-job training or related work experience as a minimum educational requirement, and postsecondary training or above as a competitive educational requirement. Many of these occupations may also be defined in terms of the Occupational Information Network (O*Net) System, as occupations which could require at least some college. (O*Net OnLine at <http://online.onetcenter.org/find/>.)

Source: http://www.occsupplydemand.org/OSD_Main.aspx?ST=OH