

STATE OF THE LOUISVILLE REGIONAL LABOR MARKET



QUARTERLY LABOR MARKET REPORT

SECOND QUARTER 2017
APRIL - JUNE



STATE OF THE LOUISVILLE REGIONAL LABOR MARKET

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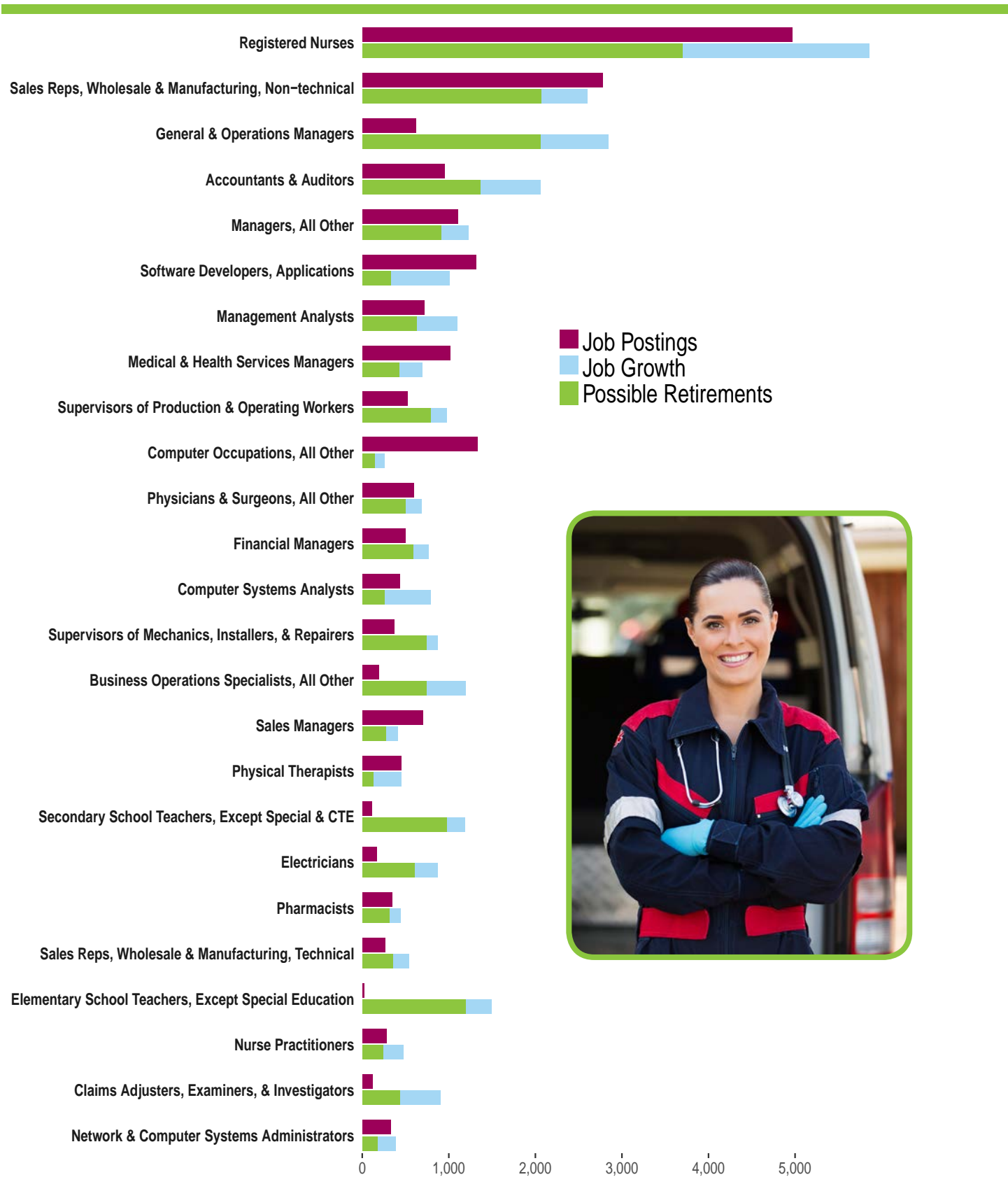
ABOUT THIS REPORT

The State of the Louisville (MSA) Labor Market Report is designed to provide useful information to the region's job-seekers, policy-makers, business leaders, students, and their parents. The publication of current, local data about careers in seven job sectors in the Louisville MSA can help residents chart their education and career paths more effectively.

This report is compiled by Eric Burnette, Director of Labor Market Intelligence (LMI) and Rebekah DeVore, LMI Coordinator for KentuckianaWorks. They can be contacted at (502) 574-4722 or Imi@kentuckianaworks.org. Media inquiries should go to Phil Miller, Director of Communications, (502) 574-3136 or philmliller@kentuckianaworks.org.

For monthly insights into the local economy, sign up for our Labor Market Update e-newsletter at KentuckianaWorks.org.

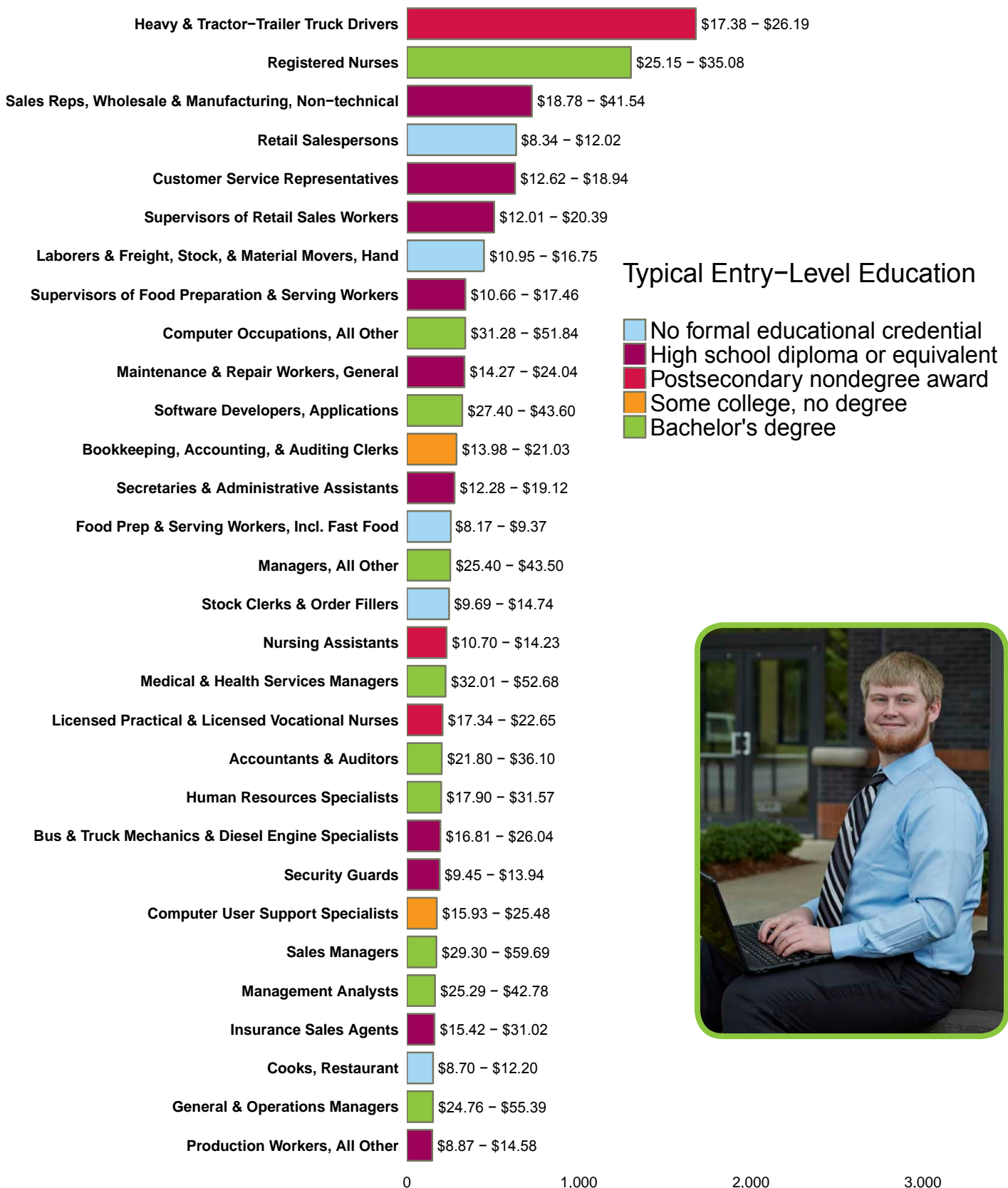
Top 25 High-Demand Occupations Paying Above the Family Supporting Wage* in the Louisville Region



■ Job Postings
■ Job Growth
■ Possible Retirements



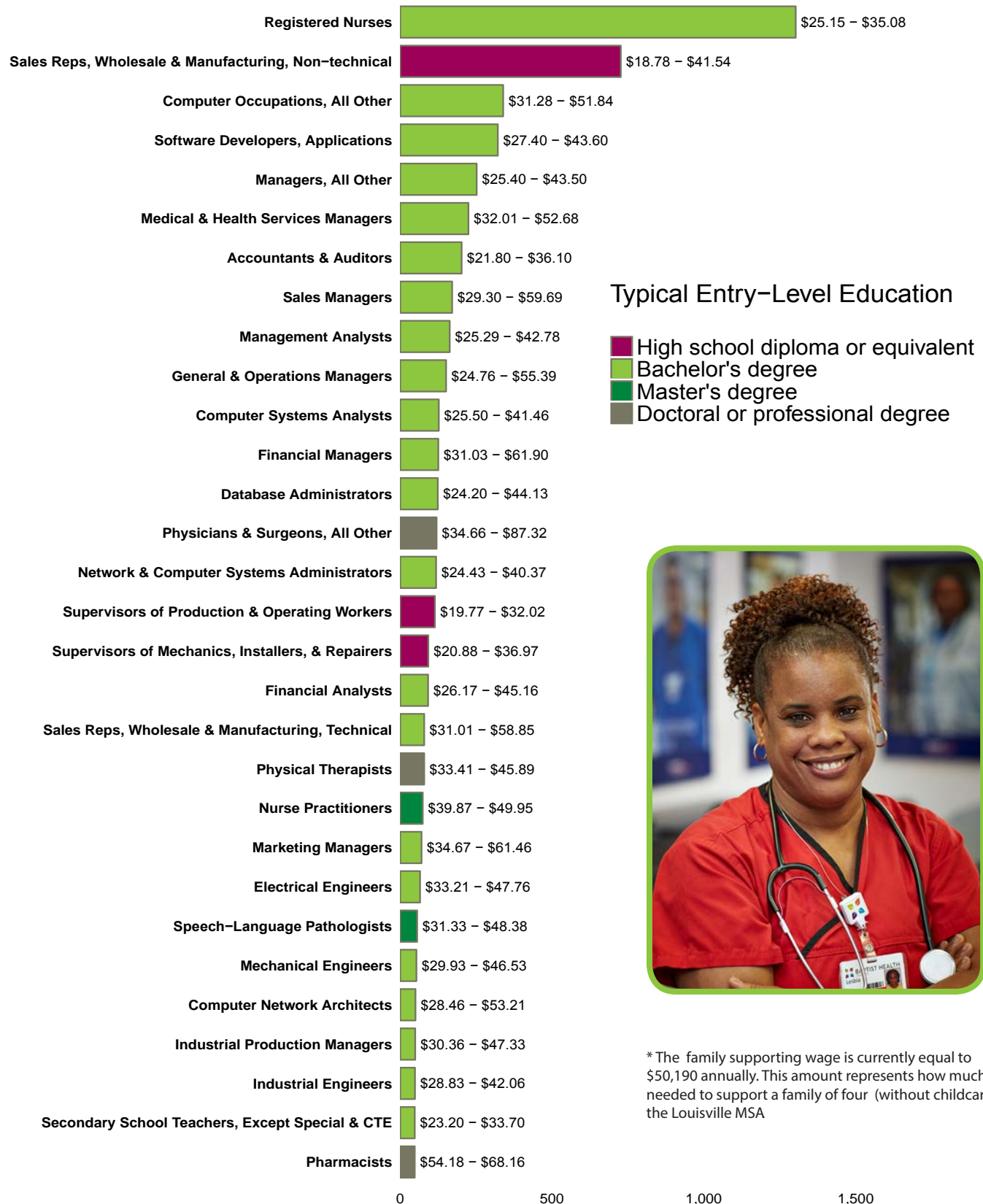
Top 30 Job Postings in the Louisville MSA in the Second Quarter of 2017, 25-75th Percentile Pay Ranges for Each Job



Top 30 Job Postings in the Louisville MSA in the Second Quarter of 2017

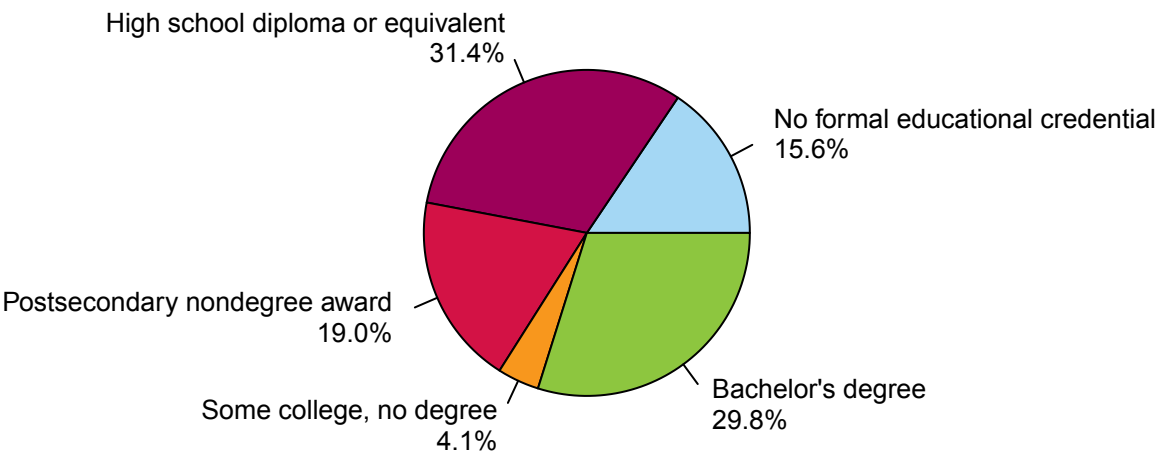
Paying Above the Family-Supporting Wage*

25th-75th Percentile Pay Ranges for Each Job

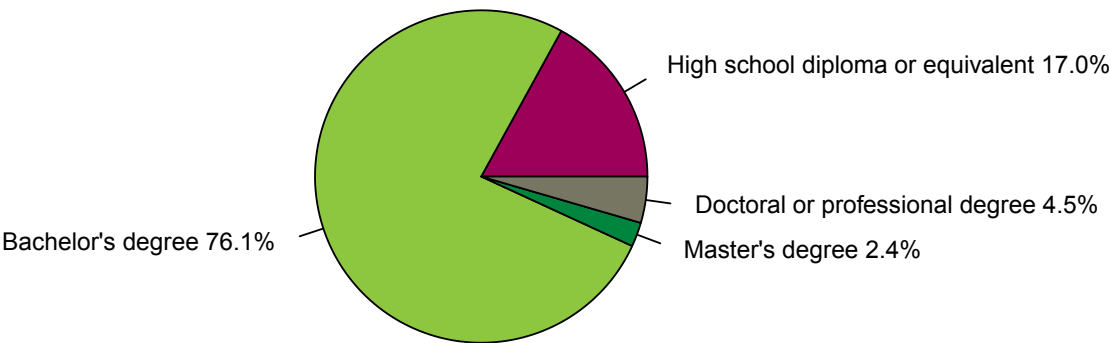


* The family supporting wage is currently equal to \$50,190 annually. This amount represents how much is needed to support a family of four (without childcare) in the Louisville MSA

Typical Entry-Level Education of Top 30 Jobs



Typical Entry-Level Education of Top 30 Jobs Paying Above a Living Wage



Top 10
Technology Skills
in Louisville MSA

(based on employer preferences in
online job postings)

- 1. Microsoft Suite
- 2. SQL/SQL Server
- 3. Oracle
- 4. JavaScript
- 5. JAVA
- 6. SAP
- 7. Microsoft C#
- 8. .NET Programming
- 9. Enterprise Resource Planning (ERP)
- 10. ASP

Advanced Manufacturing Career Pathways


Louisville Metropolitan Statistical Area • April - June 2017

<div>1,208</div> <div>TOTAL JOB POSTINGS</div>	<div></div> <div>PRODUCTION</div>	<div></div> <div>PROCESS DEVELOPMENT</div>	<div></div> <div>QUALITY ASSURANCE</div>	<div></div> <div>MAINTENANCE</div>
<div></div> <div>BA/BS (4 YRS)</div> <div>292 JOB POSTINGS IN THE LAST 3 MONTHS</div>	<div>Manufacturing Engineers</div> <div>69 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$36.66 to \$53.09 HOURLY RATE</div>	<div>Estimators; Sales Engineers</div> <div>30 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$22.91 to \$38.69 HOURLY RATE</div>	<div>Quality Engineers; Production Managers</div> <div>93 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$30.25 to \$48.37 HOURLY RATE</div>	<div>Electrical and Mechanical Engineers</div> <div>100 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$31.57 to \$47.14 HOURLY RATE</div>
<div></div> <div>ASSOCIATE DEGREE (2 YRS)</div> <div>114 JOB POSTINGS IN THE LAST 3 MONTHS</div>	<div>No high-demand jobs at this level within the pathway</div>	<div>Mechanical Drafters (Computer Aided Designers)</div> <div>22 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$17.54 to \$24.65 HOURLY RATE</div>	<div>Engineering and Manufacturing Technicians</div> <div>92 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$15.66 to \$29.69 HOURLY RATE</div>	<div>No high-demand jobs at this level within the pathway</div>
<div></div> <div>CERTIFICATE OR DIPLOMA (1-2 YRS)</div> <div>135 JOB POSTINGS IN THE LAST 3 MONTHS</div>	<div>Production Supervisors; CNC Machine Tool Operators</div> <div>68 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$16.84 to \$26.25 HOURLY RATE</div>	<div>No high-demand jobs at this level within the pathway</div>	<div>No high-demand jobs at this level within the pathway</div>	<div>Welders; Industrial Machinery Mechanics; Industrial Maintenance Technicians</div> <div>67 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$17.15 to \$25.54 HOURLY RATE</div>
<div></div> <div>HIGH SCHOOL OR GED</div> <div>667 JOB POSTINGS IN THE LAST 3 MONTHS</div>	<div>Assembly Technicians; Industrial Tool Operators</div> <div>496 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$13.20 to \$21.59 HOURLY RATE</div>	<div>No high-demand jobs at this level within the pathway</div>	<div>Quality Assurance Specialists</div> <div>75 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$19.03 to \$20.98 HOURLY RATE</div>	<div>Repair Technician</div> <div>96 JOB POSTINGS IN THE LAST 3 MONTHS</div> <div>\$14.57 to \$23.23 HOURLY RATE</div>

SOURCE: Job postings data come from Burning Glass Labor/Insight job postings 4/1/2017 through 6/30/2017, discounted by 20% to account for possible duplication. All other data from EMSI Analyst for 2016-2017. Numbers are not guarantees of job placement.

Consumer and Business Services Career Pathways







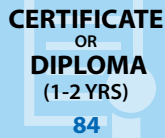


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1,468 TOTAL JOB POSTINGS	 FINANCIAL SERVICES/ PAYMENT PROCESSING	 LEGAL SERVICES/ CONSULTING	 ADVERTISING AND PR
PROFESSIONAL DEGREE/PHD/ MASTER'S DEGREE 21 JOB POSTINGS IN THE LAST 3 MONTHS	No high-demand jobs at this level within the pathway	Judges; Lawyers 21 JOB POSTINGS IN THE LAST 3 MONTHS \$31.09 to \$59.53 HOURLY RATE	No high-demand jobs at this level within the pathway
 BA/BS (4 YRS) 963 JOB POSTINGS IN THE LAST 3 MONTHS	Financial Managers; Accountants; Budget Analysts; Credit Analysts; Personal Financial Advisors; Business Bankers 333 JOB POSTINGS IN THE LAST 3 MONTHS \$23.59 to \$47.55 HOURLY RATE	Management Consultant 163 JOB POSTINGS IN THE LAST 3 MONTHS \$25.29 to \$42.78 HOURLY RATE	Marketing, Sales, and Public Relations Managers; Fundraising and Marketing Coordinators; Videographers; Editors; Graphic Designers; Animators; Communications Specialists; Technical Writers; Copywriters 467 JOB POSTINGS IN THE LAST 3 MONTHS \$20.12 to \$34.45 HOURLY RATE
 ASSOCIATE DEGREE (2 YRS) 57 JOB POSTINGS IN THE LAST 3 MONTHS	No high-demand jobs at this level within the pathway	Paralegals and Legal Assistants 20 JOB POSTINGS IN THE LAST 3 MONTHS \$18.32 to \$27.11 HOURLY RATE	Human Resource Assistants 37 JOB POSTINGS IN THE LAST 3 MONTHS \$14.71 to \$21.21 HOURLY RATE
 CERTIFICATE (1-2 YRS) 2 JOB POSTING IN THE LAST 3 MONTHS	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	Audio and Video Equipment Technicians 2 JOB POSTING IN THE LAST 3 MONTHS \$16.13 to \$23.77 HOURLY RATE
 HIGH SCHOOL OR GED 425 JOB POSTINGS IN THE LAST 3 MONTHS	Collections and Billing Specialists; Bookkeepers; Correspondence Clerks; Credit Assistants 70 JOB POSTINGS IN THE LAST 3 MONTHS \$15.25 to \$22.05 HOURLY RATE	Legal Administrative Assistant; Receptionists 26 JOB POSTINGS IN THE LAST 3 MONTHS \$12.76 to \$18.52 HOURLY RATE	Office Assistant; Artists; Media and Communication Assistants; Photographers; Secretaries and Administrative Assistants 329 JOB POSTINGS IN THE LAST 3 MONTHS \$12.42 to \$18.73 HOURLY RATE

SOURCE: Job postings data come from Burning Glass Labor/Insight job postings 4/1/2017 through 6/30/2017, discounted by 20% to account for possible duplication. All other data from EMSI Analyst for 2016-2017. Numbers are not guarantees of job placement.

Food and Beverage Career Pathways










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	 FOOD PRODUCTION	 RESTAURANT	 HOSPITALITY	 CORPORATE HEADQUARTERS
1,839 TOTAL JOB POSTINGS				
 BA/BS (4 YRS) 158 JOB POSTINGS IN THE LAST 3 MONTHS	No high-demand jobs at this level within the pathway	General Managers 151 JOB POSTINGS IN THE LAST 3 MONTHS \$24.76 to \$55.39 HOURLY RATE	Sales Managers; Marketing Coordinators 2 JOB POSTINGS IN THE LAST 3 MONTHS \$23.87 to \$46.44 HOURLY RATE	Human Resources Specialists; Financial Analysts; Quality Assurance Analysts; Application Developers; Marketing Managers; Accountants; Network Engineers 5 JOB POSTINGS IN THE LAST 3 MONTHS \$26.39 to \$44.46 HOURLY RATE
 ASSOCIATE DEGREE (2 YRS)	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway
 CERTIFICATE OR DIPLOMA (1-2 YRS) 84 JOB POSTINGS IN THE LAST 3 MONTHS	Shift Coordinators; Tractor-Trailer Truck Drivers 84 JOB POSTINGS IN THE LAST 3 MONTHS \$17.38 to \$26.19 HOURLY RATE	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway
 HIGH SCHOOL OR GED 601 JOB POSTINGS IN THE LAST 3 MONTHS	Maintenance Technicians; Delivery Drivers; Production Associates 14 JOB POSTINGS IN THE LAST 3 MONTHS \$11.89 to \$20.28 HOURLY RATE	Shift Managers; Assistant Managers; Chefs 473 JOB POSTINGS IN THE LAST 3 MONTHS \$13.67 to \$20.58 HOURLY RATE	Front Desk Agents; Housekeeping Supervisors; Security Officers 112 JOB POSTINGS IN THE LAST 3 MONTHS \$10.50 to \$16.16 HOURLY RATE	Accounting Clerks; Front Office Supervisors; Customer Service Representatives; Telephone Operators 2 JOB POSTINGS IN THE LAST 3 MONTHS \$11.31 to \$16.99 HOURLY RATE
 LESS THAN HIGH SCHOOL 996 JOB POSTINGS IN THE LAST 3 MONTHS	Order Fillers; Bakers 21 JOB POSTINGS IN THE LAST 3 MONTHS \$9.96 to \$14.96 HOURLY RATE	Restaurant Team Members; Servers; Grill, Line and Prep Cooks; Cashiers; Bartenders; Hosts and Hostesses 713 JOB POSTINGS IN THE LAST 3 MONTHS \$8.30 to \$10.13 HOURLY RATE	Housekeepers; Janitors; Valet Attendants 262 JOB POSTINGS IN THE LAST 3 MONTHS \$8.70 to \$11.82 HOURLY RATE	No high-demand jobs at this level within the pathway

SOURCE: Job postings data come from Burning Glass Labor/Insight job postings 4/1/2017 through 6/30/2017, discounted by 20% to account for possible duplication. All other data from EMSI Analyst for 2016-2017. Numbers are not guarantees of job placement.

Health Enterprises and Lifelong Wellness & Aging Career Pathways





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4,045 TOTAL JOB POSTINGS	 DIRECT PATIENT CARE	 DIAGNOSTIC/ THERAPEUTIC	 ADMINISTRATIVE/ CORPORATE
 DOCTORAL OR PROFESSIONAL DEGREE 348 JOB POSTINGS IN THE LAST 3 MONTHS	Physician and Surgeons; Physical Therapists; Audiologists; Family and General Practitioners 276 JOB POSTINGS IN THE LAST 3 MONTHS \$66.77 to \$98.01 HOURLY RATE	Dentists; Orthodontists; Pharmacists; Optometrists 69 JOB POSTINGS IN THE LAST 3 MONTHS \$61.82 to \$87.48 HOURLY RATE	Healthcare Lawyers 3 JOB POSTINGS IN THE LAST 3 MONTHS \$25.45 to \$41.99 HOURLY RATE
 MASTER'S DEGREE 243 JOB POSTINGS IN THE LAST 3 MONTHS	Nurse Practitioners; Occupational Therapists; Physician Assistants; Nurse Anesthetists; Speech-Language Pathologists 178 JOB POSTINGS IN THE LAST 3 MONTHS \$43.17 to \$59.27 HOURLY RATE	Mental Health Counselors 51 JOB POSTINGS IN THE LAST 3 MONTHS \$14.46 to \$21.19 HOURLY RATE	Healthcare Social Workers; Statisticians 14 JOB POSTINGS IN THE LAST 3 MONTHS \$17.93 to \$26.87 HOURLY RATE
 BA/BS (4 YRS) 1,699 JOB POSTINGS IN THE LAST 3 MONTHS	Directors of Nursing; Registered Nurses 1,527 JOB POSTINGS IN THE LAST 3 MONTHS \$28.58 to \$43.88 HOURLY RATE	Medical and Clinical Laboratory Technicians; Dietitians and Nutritionists 71 JOB POSTINGS IN THE LAST 3 MONTHS \$24.13 to \$32.55 HOURLY RATE	Systems and Accounting Analysts; Business Office Managers; Human Resources Specialists; Human Resources and Marketing Managers; Marketing Coordinators; Information Technology Managers; Network Engineer; Risk and Financial Analysts 101 JOB POSTINGS IN THE LAST 3 MONTHS \$27.12 to \$46.33 HOURLY RATE
 ASSOCIATE DEGREE (2 YRS) 234 JOB POSTINGS IN THE LAST 3 MONTHS	Physical and Occupational Therapist Assistants ; Respiratory Therapists; Sonographers; Cardiovascular Technicians 120 JOB POSTINGS IN THE LAST 3 MONTHS \$21.88 to \$43.88 HOURLY RATE	Medical and Clinical Laboratory Technicians; Dental Hygienists; Radiologic Technologists 114 JOB POSTINGS IN THE LAST 3 MONTHS \$21.31 to \$32.55 HOURLY RATE	No high-demand jobs at this level within the pathway
 CERTIFICATE (1-2 YRS) 802 JOB POSTINGS IN THE LAST 3 MONTHS	Nursing Assistants; Emergency Technicians and Paramedics; Medical Assistants; Licensed Nurses 585 JOB POSTINGS IN THE LAST 3 MONTHS \$13.01 to \$18.07 HOURLY RATE	Dental Assistants; Surgical Technologists; Phlebotomists; Ophthalmic Medical Technicians 85 JOB POSTINGS IN THE LAST 3 MONTHS \$15.47 to \$21.40 HOURLY RATE	Medical Transcriptionists; Medical Records Clerks 132 JOB POSTINGS IN THE LAST 3 MONTHS \$14.47 to \$21.22 HOURLY RATE
 HIGH SCHOOL OR GED 719 JOB POSTINGS IN THE LAST 3 MONTHS	Physical Therapist Aides; Patient Transporters; Sterile Processing Technicians; Endoscopy Technicians; Emergency Room Technicians 102 JOB POSTINGS IN THE LAST 3 MONTHS \$13.11 to \$19.36 HOURLY RATE	Pharmacy Clerks; Pharmacy Technicians; Opticians; Social Workers; Home Health Aides; Dietary Cooks; Caregivers 117 JOB POSTINGS IN THE LAST 3 MONTHS \$10.82 to \$15.81 HOURLY RATE	Medical Receptionists; Executive Assistants; Bookkeepers; Telephone Operators; Office Managers; Customer Service Reps 500 JOB POSTINGS IN THE LAST 3 MONTHS \$14.42 to \$21.56 HOURLY RATE

SOURCE: Job postings data come from Burning Glass Labor/Insight job postings: 4/1/2017 through 6/30/2017, discounted by 20% to account for possible duplication. All other data from EMSI Analyst for 2016-2017. Numbers are not guarantees of job placement.

Information Technology Career Pathways



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1,107 TOTAL JOB POSTINGS		 INFORMATION SUPPORT/SERVICES	 PROGRAMMING & SOFTWARE DEV	 NETWORK SYSTEMS	 WEB & DIGITAL COMMUNICATIONS
 BA/BS (4 YRS) 808 JOB POSTINGS IN THE LAST 3 MONTHS	Information Technology Managers; Systems Analysts; Operations Analysts 119 JOB POSTINGS IN THE LAST 3 MONTHS \$31.03 to \$48.78 HOURLY RATE	Software Engineers; Systems Engineers 324 JOB POSTINGS IN THE LAST 3 MONTHS \$30.97 to \$45.99 HOURLY RATE	Network Specialists; Database Administrators; Information Security Analysts; Systems Administrators 330 JOB POSTINGS IN THE LAST 3 MONTHS \$25.69 to \$46.85 HOURLY RATE	Computer Programmers; Graphic Designers 35 JOB POSTINGS IN THE LAST 3 MONTHS \$19.12 to \$30.81 HOURLY RATE	
ASSOCIATE DEGREE (2 YRS) OR SOME COLLEGE, NO DEGREE 299 JOB POSTINGS IN THE LAST 3 MONTHS	Technical Support Analysts; Information Technology Support Technicians 184 JOB POSTINGS IN THE LAST 3 MONTHS \$13.79 to \$22.02 HOURLY RATE	No high-demand jobs at this level within the pathway	Computer Network Support Specialists 16 JOB POSTINGS IN THE LAST 3 MONTHS \$19.21 to \$29.89 HOURLY RATE	Web Developers 99 JOB POSTINGS IN THE LAST 3 MONTHS \$18.67 to \$28.30 HOURLY RATE	
CERTIFICATE OR DIPLOMA (1-2 YRS)	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	
HIGH SCHOOL OR GED	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	

SOURCE: Job postings data come from Burning Glass Labor/Insight job postings 4/1/2017 through 6/30/2017, discounted by 20% to account for possible duplication. All other data from EMSI Analyst for 2016-2017. Numbers are not guarantees of job placement.

Logistics and Supply Chain Management Career Pathways


Louisville Metropolitan Statistical Area • April - June 2017

	1,414 TOTAL JOB POSTINGS		
	 PROCUREMENT (SOURCING/BUYING)	 TRANSPORTATION OPERATIONS	 WAREHOUSING & DISTRIBUTION
BA/BS (4 YRS)	Purchasing Managers; Logistics Specialists 84 JOB POSTINGS IN THE LAST 3 MONTHS \$26.38 to \$45.45 HOURLY RATE	Sales Managers; Industrial and Aerospace Engineers; Airline Pilots, Copilots, and Flight Engineers 6 JOB POSTINGS IN THE LAST 3 MONTHS \$36.52 to \$59.07 HOURLY RATE	Sales Representatives; Mechanical Engineers 81 JOB POSTINGS IN THE LAST 3 MONTHS \$30.47 to \$52.69 HOURLY RATE
ASSOCIATE DEGREE (2 YRS)	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway	No high-demand jobs at this level within the pathway
CERTIFICATE OR DIPLOMA (1-2 YRS)	No high-demand jobs at this level within the pathway	Tractor Trailer Truck Drivers; Aircraft Mechanics and Service Technicians 1,016 JOB POSTINGS IN THE LAST 3 MONTHS \$22.99 to \$41.24 HOURLY RATE	No high-demand jobs at this level within the pathway
HIGH SCHOOL OR GED	Receptionists; File Clerks; Office Clerks; Customs Brokers; Purchasing Assistants; Wholesale Buyers 33 JOB POSTINGS IN THE LAST 3 MONTHS \$11.89 to \$17.66 HOURLY RATE	Delivery Drivers; Import and Export Coordinators; Transportation Managers 115 JOB POSTINGS IN THE LAST 3 MONTHS \$19.73 to \$34.01 HOURLY RATE	Production Supervisors; Warehouse Workers; Inventory Clerks; Warehouse Managers; Forklift Operators 79 JOB POSTINGS IN THE LAST 3 MONTHS \$19.03 to \$31.82 HOURLY RATE

SOURCE: Job postings data come from Burning Glass Labor/Insight job postings 4/1/2017 through 6/30/2017, discounted by 20% to account for possible duplication. All other data from EMSI Analyst for 2016-2017. Numbers are not guarantees of job placement.

Construction Career Pathways

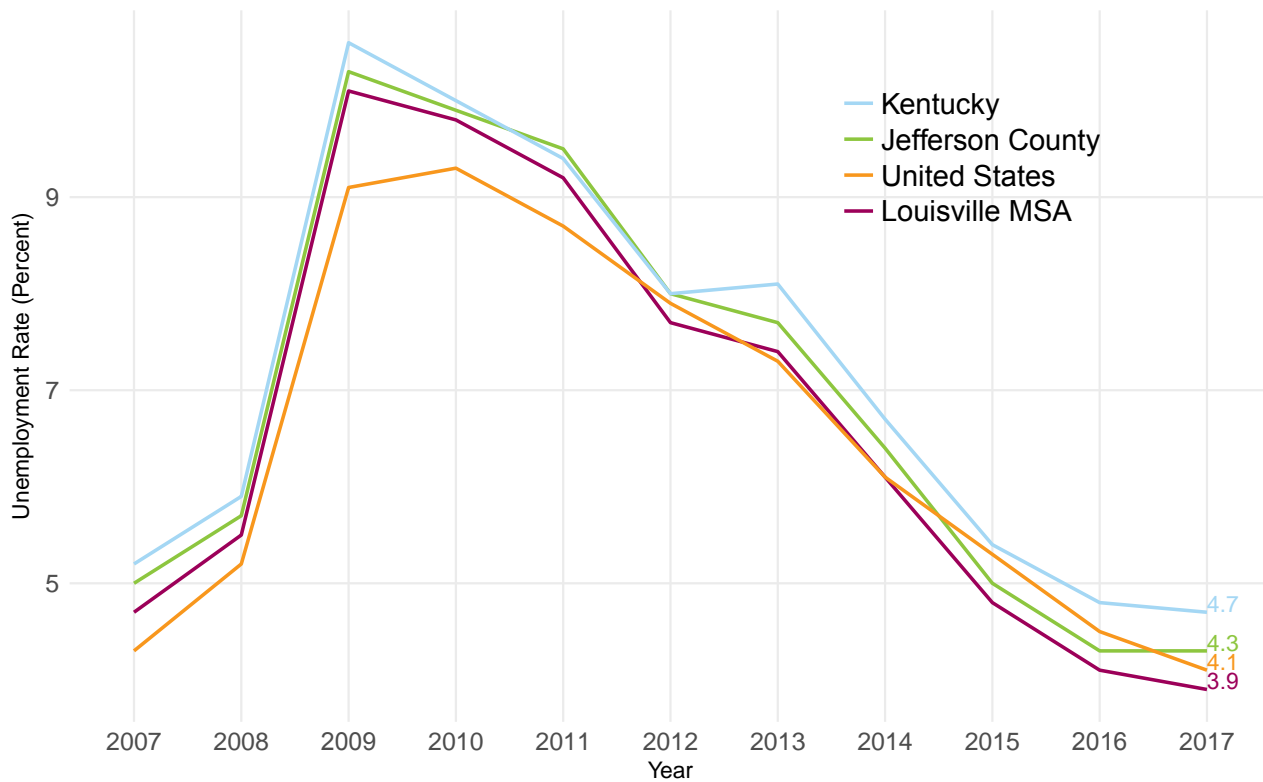
Louisville Metropolitan Statistical Area • April - June 2017

930 TOTAL JOB POSTINGS	 CONSTRUCTION	 PROPERTY MANAGEMENT	 REAL ESTATE/ LEASING
 CERTIFICATE (1-2 YRS) 179 JOB POSTING IN THE LAST 3 MONTHS	Electricians; Plumbers; HVAC and Refrigeration Mechanics 124 JOB POSTINGS IN THE LAST 3 MONTHS \$16.47 to \$27.81 HOURLY RATE	Electronic Equipment Installers and Repairers 2 JOB POSTINGS IN THE LAST 3 MONTHS \$14.10 to \$21.85 HOURLY RATE	Real Estate Agents and Brokers 53 JOB POSTINGS IN THE LAST 3 MONTHS \$16.34 to \$22.92 HOURLY RATE
 HIGH SCHOOL OR GED 412 JOB POSTING IN THE LAST 3 MONTHS	Supervisors; Inspectors; Helpers 150 JOB POSTINGS IN THE LAST 3 MONTHS \$16.28 to \$23.86 HOURLY RATE	Repair and Installation Maintenance; Supervisors of Housekeeping and Janitorial Workers 224 JOB POSTINGS IN THE LAST 3 MONTHS \$14.64 to \$22.09 HOURLY RATE	Property Real Estate and Community Association Managers 38 JOB POSTINGS IN THE LAST 3 MONTHS \$18.90 to \$31.04 HOURLY RATE
 LESS THAN HIGH SCHOOL 339 JOB POSTING IN THE LAST 3 MONTHS	Construction Laborers; Painters; Drywall Installers; Roofers 74 JOB POSTINGS IN THE LAST 3 MONTHS \$12.59 to \$17.49 HOURLY RATE	Janitors; Housekeeping Cleaners; Landscaping and Groundskeeping Workers 265 JOB POSTINGS IN THE LAST 3 MONTHS \$11.30 to \$16.24 HOURLY RATE	No high-demand jobs at this level within the pathway

SOURCE: Job postings data come from Burning Glass Labor/Insight job postings 4/1/2017 through 6/30/2017, discounted by 20% to account for possible duplication. All other data from EMSI Analyst for 2016-2017. Numbers are not guarantees of job placement.

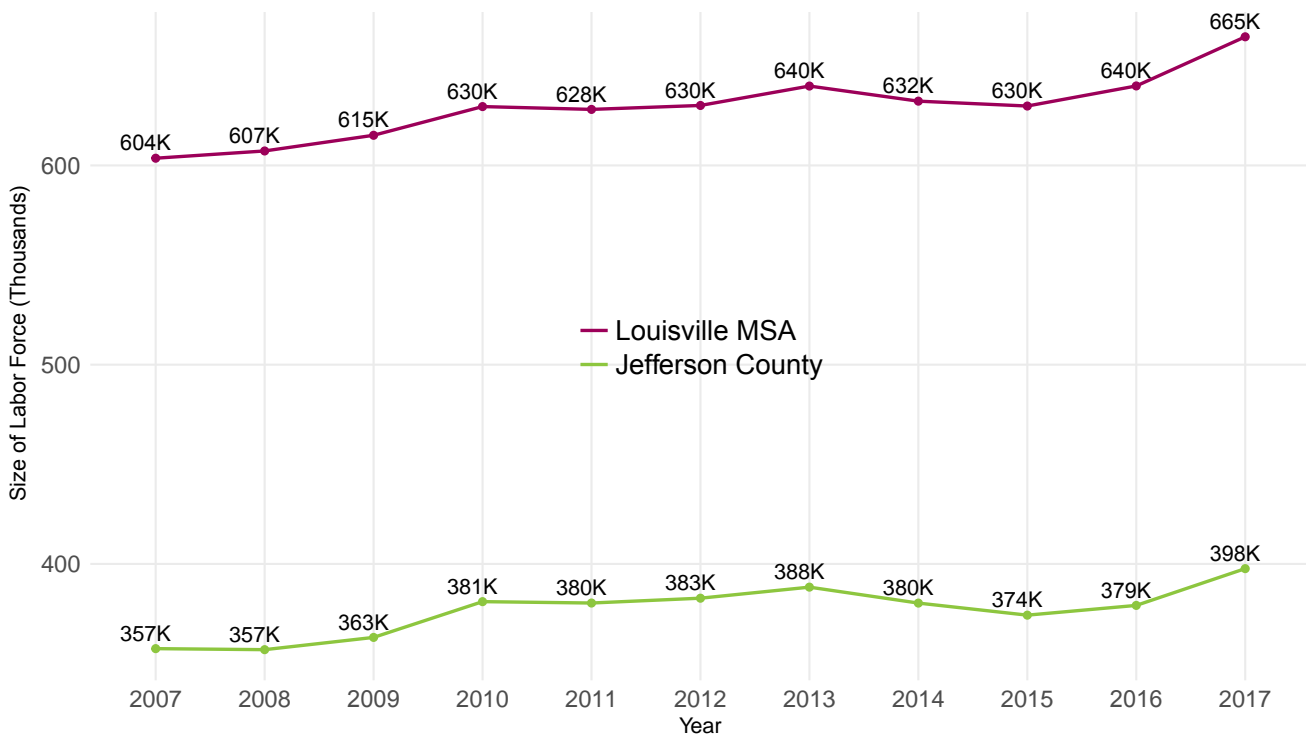
Unemployment Rate

Louisville Metropolitan Statistical Area, May 2007 - 2017



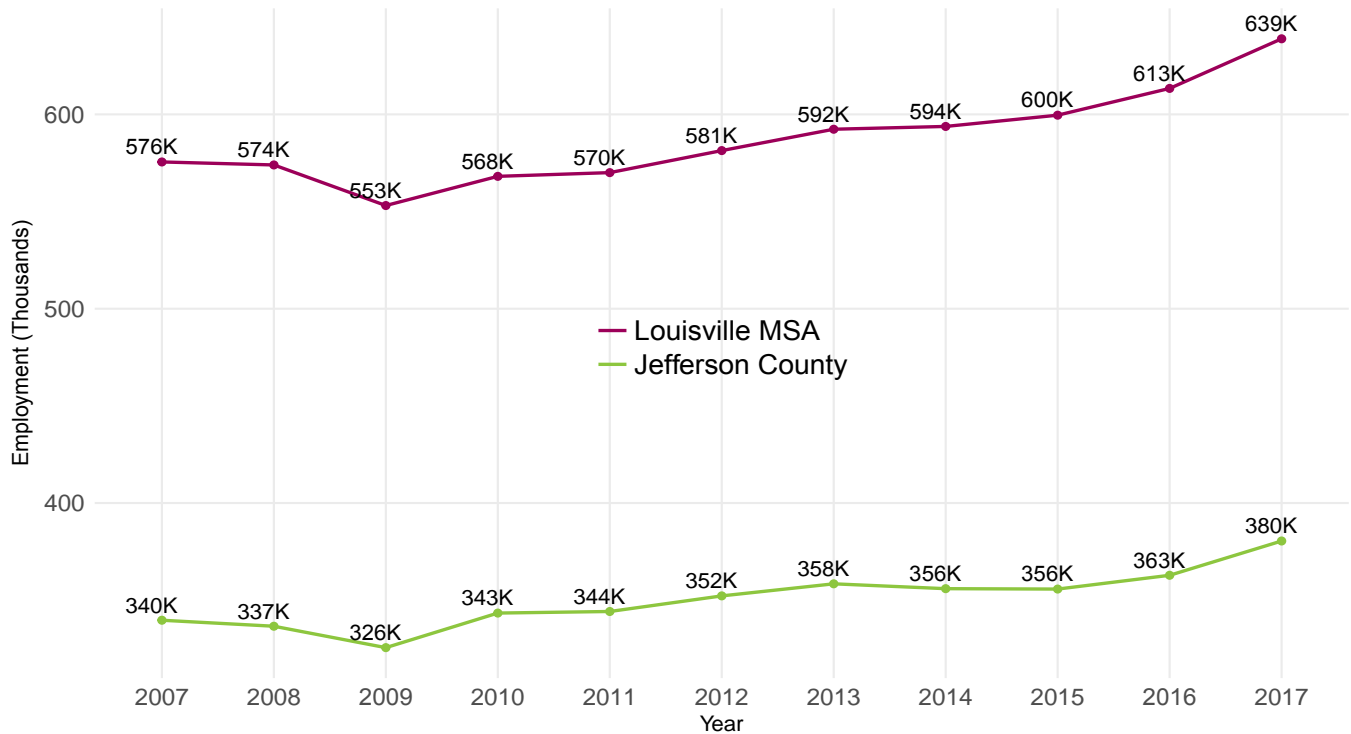
Size of Labor Force

Louisville Metropolitan Statistical Area, May 2007 - 2017



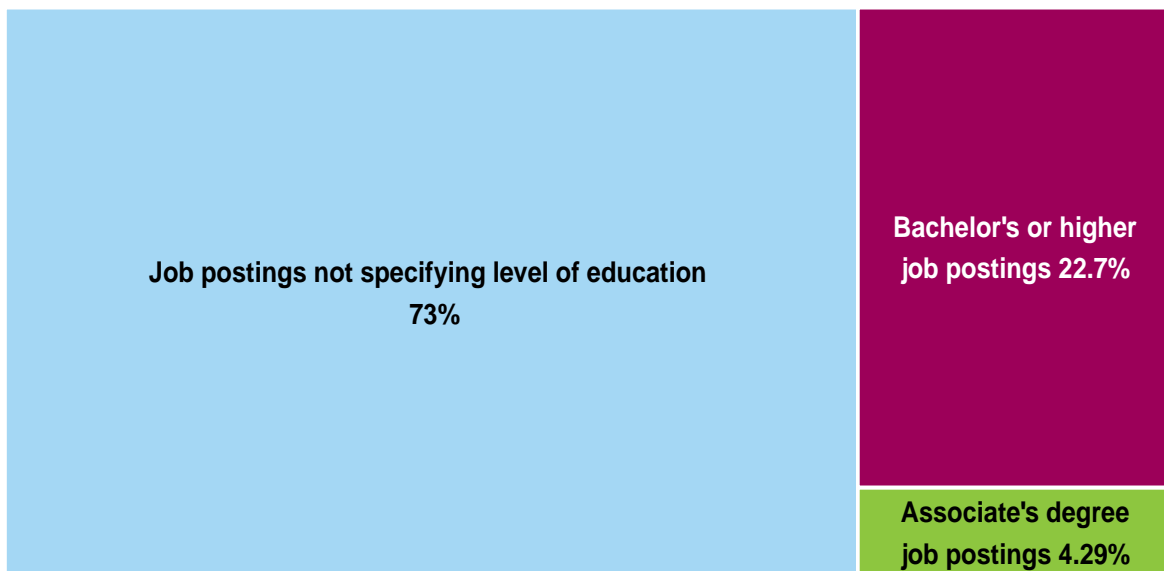
Employment

Louisville Metropolitan Statistical Area, May 2007 - 2017



Online Job Postings

Louisville Metropolitan Statistical Area, April - June 2017



SOURCES & METHODOLOGY

KentuckianaWorks used data based on online job postings aggregated by Burning Glass Labor/Insight to understand labor market demand for different jobs and skills in the workforce of the 12-county Louisville Metropolitan Statistical Area (MSA). Burning Glass gathers data from multiple online sources, including major job posting sites, and employer-specific job boards. Burning Glass then removes duplicate results. We have discounted the Burning Glass numbers by 20 percent to account for possible duplication. Job postings do not guarantee the existence of an open job. Some industries, such as manufacturing, or occupations, such as welders, may be particularly prone to underrepresentation in online job postings data, meaning the real demand may be higher. Similarly, some employers may post continuous listings for positions they do not intend to fill in the near term. Thus, while Burning Glass provides the best available data, it does not provide a complete representation of the job market.

KentuckianaWorks used Economic Modeling Specialist Intl.'s Analyst tool (EMSI Analyst), for local data on the number of jobs, median and percentile wages, typical-entry level education for jobs, the composition of jobs within industry clusters, occupational age demographics (to gauge possible retirements), and projected 10-year job growth. EMSI Analyst draws data from multiple sources, including the Bureau of Labor Statistics, the Census Bureau's American Community Surveys, the Bureau of Economic Analysis, and their own proprietary models. KentuckianaWorks annualized data for the median annual wage by assuming 2,080 hours of work during a year.

For the living-wage threshold, KentuckianaWorks used the Massachusetts Institute of Technology Living Wage Calculator's 2017 living wage for a family of two adults and two children without childcare in Louisville MSA. That number was \$50,190.

The Top High-Demand and High-Wage fields were developed by creating composite ranking that takes Burning Glass job postings and EMSI Analyst projected growth/possible retirements into account. Possible retirements come from the number of people in a job field who are 55 or older. Both criteria were ranked separately, then the average ranking was used as a composite score. Composite scores were ranked to create the Top 25 list. To be considered high-wage, a field must have a median annual wage of at least \$50,190.



ABOUT KENTUCKIANAWORKS

KentuckianaWorks, an agency of Louisville Metro Government, is the Workforce Development Board for the Greater Louisville region, which consists of Jefferson, Bullitt, Henry, Oldham, Spencer, Shelby and Trimble counties. Funding is primarily provided by the U.S. Department of Labor and the Workforce Innovation and Opportunity Act of 2014, through the Kentucky Education Workforce Development Cabinet.

KentuckianaWorks oversees the region's Kentucky Career Center Services, partners with other workforce development boards, and publishes workforce-related research and data. The agency also manages a variety of special initiatives, including Code Louisville, the Mayor's SummerWorks program, the Kentucky Health Career Center, the Kentucky Manufacturing Career Center, the Career Calculator, Kentuckiana Builds, Degrees Work, the KentuckianaWorks College Access Center, and more.

