

2021 Competitive Skills Scholarship Program
High-Wage-In-Demand List

High-Wage-In-Demand Criteria and Explanatory Notes

1. High Demand means the occupation is expected to have at least 35 openings per year between 2018 and 2028.
2. Occupations denoted by an asterisk have been added via petition process as defined in the CSSP Rules.
3. High Wage indicates a median wage above \$18.45 per hour/\$38,370 per year of all Maine occupations in 2019.
4. CSSP rules allow trainees to use scholarship funds for up to a bachelors degree.
5. Entry wage is defined as the mean wage of the lower one-third of the distribution for the occupation.

Source: Maine Department of Labor, Center for Workforce Research and Information, 2018-2028 Occupational Employment Projections, and 2018-2019 Occupational Employment and Wage Estimates for Maine, Table created 8/17/20.

| SOCCode | Standard Occupational Code (SOC) Title | Average Annual Openings | Median Hourly Wage | Entry Hourly Wage |
|----------------|---|--------------------------------|---------------------------|--------------------------|
| 11-2021 | Marketing Managers | 107 | \$46.14 | \$29.29 |
| 11-2022 | Sales Managers | 89 | \$48.27 | \$30.61 |
| 11-2031 | Public Relations and Fundraising Managers | 48 | \$44.50 | \$29.47 |
| 11-3011 | Administrative Services Managers | 131 | \$36.63 | \$25.49 |
| 11-3021 | Computer and Information Systems Managers | 117 | \$56.99 | \$40.14 |
| 11-3031 | Financial Managers | 240 | \$49.58 | \$33.22 |
| 11-3051 | Industrial Production Managers | 55 | \$45.63 | \$34.30 |
| 11-3071 | Transportation, Storage, and Distribution Managers | 44 | \$37.78 | \$26.57 |
| 11-3121 | Human Resources Managers | 50 | \$49.65 | \$36.63 |
| 11-9013 | Farmers, Ranchers, and Other Agricultural Managers | 300 | \$28.71 | \$17.02 |
| 11-9021 | Construction Managers | 162 | \$38.51 | \$26.91 |
| 11-9041 | Architectural and Engineering Managers | 53 | \$58.59 | \$45.30 |
| 11-9051 | Food Service Managers | 263 | \$27.12 | \$20.56 |
| 11-9081 | Lodging Managers | 95 | \$25.70 | \$17.27 |
| 11-9111 | Medical and Health Services Managers | 199 | \$43.19 | \$31.48 |
| 11-9141 | Property, Real Estate, and Community Association Managers | 93 | \$26.48 | \$16.00 |
| 11-9151 | Social and Community Service Managers | 103 | \$29.25 | \$22.77 |
| 11-9199 | Managers, All Other | 295 | \$44.28 | \$31.52 |
| 11-1021 | General and Operations Managers | 1089 | \$39.90 | \$20.97 |
| 13-1031 | Claims Adjusters, Examiners, and Investigators | 127 | \$28.55 | \$21.80 |
| 13-1041 | Compliance Officers | 84 | \$34.53 | \$21.47 |
| 13-1051 | Cost Estimators | 65 | \$30.83 | \$21.64 |
| 13-1071 | Human Resources Specialists | 178 | \$28.90 | \$20.59 |
| 13-1081 | Logisticians | 37 | \$35.28 | \$28.63 |
| 13-1111 | Management Analysts | 151 | \$35.69 | \$25.63 |
| 13-1121 | Meeting, Convention, and Event Planners | 41 | \$22.08 | \$16.11 |
| 13-1131 | Fundraisers | 45 | \$24.86 | \$18.11 |
| 13-1141 | Compensation, Benefits, and Job Analysis Specialists | 35 | \$27.76 | \$21.18 |
| 13-1151 | Training and Development Specialists | 107 | \$27.20 | \$18.63 |
| 13-1161 | Market Research Analysts and Marketing Specialists | 97 | \$30.51 | \$22.81 |
| 13-1199 | Business Operations Specialists, All Other | 397 | \$31.20 | \$20.96 |
| 13-2011 | Accountants and Auditors | 493 | \$30.37 | \$22.32 |
| 13-2021 | Appraisers and Assessors of Real Estate | 42 | \$27.74 | \$19.22 |

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|---------|---|-----|-------------|-------------|
| 13-2051 | Financial Analysts | 45 | \$36.41 | \$27.60 |
| 13-2052 | Personal Financial Advisors | 50 | \$51.13 | \$28.55 |
| 13-2072 | Loan Officers | 100 | \$31.40 | \$20.96 |
| 13-2099 | Financial Specialists, All Other | 51 | \$32.21 | \$22.04 |
| 15-1121 | Computer Systems Analysts | 158 | \$35.25 | \$26.26 |
| 15-1131 | Computer Programmers | 42 | \$40.36 | \$28.10 |
| 15-1132 | Software Developers, Applications | 218 | \$41.90 | \$31.20 |
| 15-1134 | Web Developers | 44 | \$24.69 | \$19.67 |
| 15-1142 | Network and Computer Systems Administrators | 80 | \$35.95 | \$26.25 |
| 15-1143 | Computer Network Architects | 40 | \$48.66 | \$35.18 |
| 15-1151 | Computer User Support Specialists | 189 | \$23.14 | \$17.02 |
| 15-1152 | Computer Network Support Specialists | 61 | \$31.23 | \$24.77 |
| 15-1199 | Computer Occupations, All Other | 71 | \$36.87 | \$24.72 |
| 17-1011 | Architects, Except Landscape and Naval | 37 | \$37.16 | \$18.33 |
| 17-2051 | Civil Engineers | 92 | \$38.97 | \$28.17 |
| 17-2071 | Electrical Engineers | 41 | \$41.76 | \$31.99 |
| 17-2071 | Electrical Engineer * | 41 | \$41.76 | \$31.99 |
| 17-2112 | Industrial Engineers | 64 | \$40.46 | \$31.76 |
| 17-2121 | Marine Engineer & Naval Architects * | NA | \$45.15 | \$34.96 |
| 17-2141 | Mechanical Engineers | 63 | \$41.58 | \$31.04 |
| 17-2199 | Engineers, All Other | 41 | \$42.88 | \$26.02 |
| 17-3013 | Mechanical Drafters | 80 | \$27.34 | \$22.23 |
| 17-3022 | Civil Engineering Technicians | 44 | \$27.79 | \$21.26 |
| 17-3026 | Industrial Engineering Technologists and Technicians * | 40 | \$27.34 | \$21.21 |
| 17-3029 | Engineering Technicians, Except Drafters, All Other | 70 | \$39.03 | \$27.07 |
| 17-3031 | Surveying and Mapping Technicians | 43 | \$22.43 | \$16.71 |
| 19-2041 | Environmental Scientists and Specialists, Including Health | 51 | \$26.79 | \$21.90 |
| 19-4021 | Biological Technicians | 53 | \$25.43 | \$16.61 |
| 21-1018 | Substance Abuse, Behavioral Disorder, and Mental Health | 91 | \$23.74 | \$16.99 |
| 21-1021 | Child, Family, and School Social Workers | 153 | \$26.18 | \$21.40 |
| 21-1029 | Social Workers, All Other | 46 | \$24.09 | \$19.61 |
| 21-1091 | Health Educators | 64 | \$22.54 | \$16.43 |
| 21-2011 | Clergy | 240 | \$24.53 | \$20.00 |
| 23-2011 | Paralegals and Legal Assistants | 168 | \$23.94 | \$19.34 |
| 25-2012 | Kindergarten Teachers, Except Special Education | 98 | \$53,630.00 | \$39,300.00 |
| 25-2021 | Elementary School Teachers, Except Special Education | 336 | \$51,640.00 | \$37,650.00 |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical | 209 | \$57,030.00 | \$40,990.00 |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical | 337 | \$55,640.00 | \$39,920.00 |
| 25-2052 | Special Education Teachers, Kindergarten and Elementary School | 65 | \$51,210.00 | \$39,770.00 |
| 25-2054 | Special Education Teachers, Secondary School | 54 | \$49,010.00 | \$35,140.00 |
| 25-3021 | Self-Enrichment Education Teachers | 276 | \$19.01 | \$12.40 |
| 25-3097 | Teachers and Instructors, All Other, Except Substitute Teachers | 93 | \$56,420.00 | \$34,650.00 |
| 27-1011 | Art Directors | 73 | \$51.75 | \$25.89 |
| 27-1024 | Graphic Designers | 86 | \$20.52 | \$14.82 |
| 27-3031 | Public Relations Specialists | 156 | \$25.84 | \$19.03 |
| 27-3041 | Editors | 41 | \$25.17 | \$14.58 |

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|---------|--|-----|---------|---------|
| 29-1126 | Respiratory Therapists | 37 | \$28.62 | \$24.60 |
| 29-1141 | Registered Nurses | 917 | \$33.14 | \$26.35 |
| 29-2021 | Dental Hygienists | 77 | \$32.33 | \$27.49 |
| 29-2032 | Diagnostic Medical Sonographers * | 19 | \$37.35 | \$29.04 |
| 29-2034 | Radiologic Technologists | 70 | \$27.92 | \$21.60 |
| 29-2055 | Surgical Technologists | 47 | \$22.64 | \$18.65 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 89 | \$22.58 | \$19.05 |
| 29-2099 | Health Technologists and Technicians, All Other | 36 | \$22.12 | \$16.06 |
| 31-2021 | Physical Therapist Assistants | 49 | \$26.73 | \$21.15 |
| 31-9011 | Massage Therapists | 71 | \$23.24 | \$14.29 |
| 31-9091 | Dental Assistants | 146 | \$21.11 | \$17.51 |
| 31-9092 | Medical Assistant * | 554 | \$18.10 | \$15.61 |
| 33-3012 | Correctional Officers and Jailers | 116 | \$20.20 | \$16.68 |
| 33-3021 | Detectives and Criminal Investigators | 38 | \$33.25 | \$23.69 |
| 33-3051 | Police and Sheriff's Patrol Officers | 164 | \$25.50 | \$19.41 |
| 35-1011 | Chefs and Head Cooks | 90 | \$24.10 | \$17.50 |
| 37-1011 | First-Line Supervisors of Housekeeping and Janitorial Workers | 115 | \$20.22 | \$15.75 |
| 37-1012 | First-Line Supervisors of Landscaping, Lawn Service, and | 126 | \$21.87 | \$17.16 |
| 39-1021 | First-Line Supervisors of Personal Service Workers | 211 | \$19.32 | \$15.91 |
| 39-4031 | Mortician, Undertaker, Funeral Director * | | \$29.96 | \$21.16 |
| 39-9031 | Fitness Trainers and Aerobics Instructors | 230 | \$19.48 | \$14.55 |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | 880 | \$19.75 | \$15.15 |
| 41-1012 | First-Line Supervisors of Non-Retail Sales Workers | 146 | \$34.18 | \$22.79 |
| 41-3021 | Insurance Sales Agents | 475 | \$24.13 | \$15.94 |
| 41-3031 | Securities, Commodities, and Financial Services Sales Agents | 91 | \$25.54 | \$17.71 |
| 41-3099 | Sales Representatives, Services, All Other | 289 | \$24.66 | \$15.46 |
| 41-4011 | Sales Representatives, Wholesale and Manufacturing, Technical and | 54 | \$32.29 | \$19.95 |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except | 415 | \$28.34 | \$18.28 |
| 41-9021 | Real Estate Brokers | 45 | \$27.53 | \$18.07 |
| 41-9022 | Real Estate Sales Agents | 105 | \$20.22 | \$15.24 |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 531 | \$25.13 | \$18.69 |
| 43-3051 | Payroll and Timekeeping Clerks | 64 | \$20.28 | \$14.56 |
| 43-4031 | Court, Municipal, and License Clerks | 110 | \$18.46 | \$14.53 |
| 43-4061 | Eligibility Interviewers, Government Programs | 56 | \$19.48 | \$16.44 |
| 43-4141 | New Accounts Clerks | 35 | \$20.10 | \$16.58 |
| 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping | 52 | \$19.41 | \$15.88 |
| 43-5031 | Police, Fire, and Ambulance Dispatchers | 67 | \$20.63 | \$16.55 |
| 43-5032 | Dispatchers, Except Police, Fire, and Ambulance | 97 | \$19.07 | \$14.68 |
| 43-5051 | Postal Service Clerks | 50 | \$22.26 | \$17.74 |
| 43-5052 | Postal Service Mail Carriers | 115 | \$22.46 | \$17.86 |
| 43-5061 | Production, Planning, and Expediting Clerks | 102 | \$25.99 | \$18.82 |
| 43-6011 | Executive Secretaries and Executive Administrative Assistants | 144 | \$25.05 | \$20.09 |
| 43-9041 | Insurance Claims and Policy Processing Clerks | 123 | \$20.32 | \$15.19 |
| 45-1011 | First-Line Supervisors of Farming, Fishing, and Forestry Workers | 41 | \$25.57 | \$17.54 |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 243 | \$27.96 | \$20.29 |
| 47-2031 | Carpenters | 700 | \$21.05 | \$15.89 |

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|---------|---|------|---------|---------|
| 47-2051 | Cement Masons and Concrete Finishers | 56 | \$20.95 | \$15.50 |
| 47-2071 | Paving, Surfacing, and Tamping Equipment Operators | 44 | \$19.91 | \$16.20 |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | 169 | \$20.54 | \$15.61 |
| 47-2081 | Drywall and Ceiling Tile Installers | 40 | \$21.30 | \$13.75 |
| 47-2111 | Electricians | 287 | \$26.62 | \$19.03 |
| 47-2132 | Insulation Workers, Mechanical | 35 | \$25.15 | \$18.52 |
| 47-2141 | Painters, Construction and Maintenance | 240 | \$22.24 | \$16.24 |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | 254 | \$25.01 | \$18.77 |
| 47-2211 | Sheet Metal Workers | 84 | \$25.42 | \$17.24 |
| 47-2221 | Structural Iron and Steel Workers | 40 | \$24.78 | \$17.97 |
| 47-4011 | Construction and Building Inspectors | 64 | \$25.17 | \$20.52 |
| 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers | 163 | \$30.42 | \$22.19 |
| 49-2011 | Computer, Automated Teller, and Office Machine Repairers | 64 | \$21.16 | \$15.21 |
| 49-2022 | Telecommunications Equipment Installers and Repairers, Except Line | 57 | \$28.13 | \$17.21 |
| 49-2094 | Electrical and Electronics Repairers, Commercial and Industrial | 37 | \$26.91 | \$20.11 |
| 49-2098 | Security and Fire Alarm Systems Installers | 38 | \$25.91 | \$18.65 |
| 49-3021 | Automotive Body and Related Repairers | 71 | \$18.93 | \$12.80 |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists | 127 | \$21.65 | \$16.75 |
| 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines | 113 | \$20.80 | \$15.91 |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and | 209 | \$22.62 | \$17.42 |
| 49-9041 | Industrial Machinery Mechanics | 137 | \$24.53 | \$18.73 |
| 49-9051 | Electrical Power-Line Installers and Repairers | 37 | \$27.07 | \$19.75 |
| 49-9052 | Telecommunications Line Installers and Repairers | 57 | \$25.79 | \$15.89 |
| 49-9071 | Maintenance and Repair Workers, General | 488 | \$18.51 | \$13.79 |
| 49-9099 | Installation, Maintenance, and Repair Workers, All Other | 143 | \$20.36 | \$14.56 |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | 289 | \$31.05 | \$21.97 |
| 51-4011 | Computer-Controlled Machine Tool Operators, Metal and Plastic | 111 | \$20.36 | \$16.39 |
| 51-4041 | Machinists | 125 | \$23.15 | \$17.82 |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | 199 | \$23.88 | \$17.88 |
| 51-7011 | Cabinetmakers and Bench Carpenters | 56 | \$19.41 | \$14.46 |
| 51-8031 | Water and Wastewater Treatment Plant and System Operators | 42 | \$22.22 | \$17.20 |
| 51-9012 | Separating, Filtering, Clarifying, Precipitating, and Still Machine | 55 | \$22.04 | \$15.89 |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | 118 | \$21.58 | \$16.38 |
| 53-1048 | First-Line Supervisors of Transportation and Material Moving | 130 | \$24.00 | \$17.09 |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 1067 | \$19.25 | \$15.13 |
| 53-7021 | Crane and Tower Operators | 36 | \$25.68 | \$17.13 |
| 53-7032 | Excavating and Loading Machine and Dragline Operators | 88 | \$19.13 | \$16.09 |