

** Holland	* Utah Occupational Projections 2022	Job	Starting	Average	Minimum Education	Education	***Return on
Job Code	Job Title	Openings	Hourly	Hourly	or Degree Required	Cost in Utah	Investment
AER	Graphic Designers	3,860	\$13.90	\$20.00	Bachelor Graphic Design	\$20 - \$25 K	1 year
AER/IRE/RSI	Web Developers	3,440	\$14.70	\$24.80	Associate degree	\$10 - \$12 K	6 months
AES / ESC	Marketing Managers	1,800	\$33.00	\$53.00	Bachelor's in Business	\$20 - \$25 K	6 months
AIR	Architects, Except Landscape and Naval	1,040	\$21.00	\$35.80	Bachelor's Architecture	\$20 - \$25 K	6 months
CIE	Cost Estimators	2,950	\$17.80	\$29.20	Bachelor's degree	\$20 - \$25 K	1 year
CRE	Inspectors, Testers, Sorters, Samplers, and Weighers	5,300	\$11.60	\$17.40	High school diploma	< \$1K	< 6 months
CSI / CIE	Financial Analysts	2,190	\$22.50	\$34.70	B.S Acc., Econ., Bus.	\$20 - \$25 K	1 year
CSI / EIS	Accountants and Auditors	13,570	\$20.90	\$29.70	Bachelor's in Accounting	\$20 - \$25 K	1 year
EIR	Industrial Engineers	2,150	\$27.40	\$37.20	B.S. Indus. Engineering	\$20 - \$25 K	6 months
EIS / ESA	Financial Managers	4,640	\$29.10	\$46.10	Bachelor's in Business	\$20 - \$25 K	6 months
ERC / RCI	First-Line Supervisors of Mechanics, Installers, and Repairers	5,380	\$20.90	\$31.40	Postsecondary award	< \$2K	< 6 months
ERI	Operations Research Analysts	820	\$19.90	\$31.40	B.S. Bus, Econ, Math	\$20 - \$25 K	1 year
ERS	Construction Managers	4,510	\$26.40	\$37.70	Bachelor's in Business	\$20 - \$25 K	6 months
ERS	Architectural and Engineering Managers	1,620	\$38.20	\$53.10	Bachelor's Engineering	\$20 - \$25 K	6 months
ERS	Management Analysts	8,470	\$20.90	\$33.80	Bachelor's degree	\$20 - \$25 K	1 year
ERS	First-Line Supervisors of Construction Trades & Extraction Workers	9,780	\$18.80	\$26.80	High school diploma	< \$1K	< 6 months
ESA	Sales Managers	4,150	\$24.90	\$37.40	Bachelor's in Business	\$20 - \$25 K	6 months
ESA	Wholesale and Retail Buyers, Except Farm Products	1,540	\$15.80	\$22.70	High school diploma	< \$1K	< 6 months
ESA	Lawyers	7,470	\$30.40	\$48.40	Professional Law degree	\$60K - \$90K	2 years
ESA	Public Relations Specialists	2,210	\$16.80	\$25.80	B.S. PR, Marketing	\$20 - \$25 K	1 year
ESA	First-Line Supervisors of Non-Retail Sales Workers	3,660	\$18.10	\$31.70	High school diploma	< \$1K	< 6 months
ESC	Loan Officers	5,460	\$15.50	\$27.30	B.S Acc., Econ., Bus.	\$20 - \$25 K	1 year
ESC	Supervisors of Transportation, Machine and Vehicle Operators	1,670	\$18.30	\$26.50	High school diploma	< \$1K	< 6 months
ESC	Insurance Sales Agents	4,120	\$12.70	\$20.10	FINRA Series 6 / 7 Cert.	< \$1K	< 6 months
ESC	Dispatchers, Except Police, Fire, and Ambulance	2,220	\$12.20	\$18.60	Emer Med Dispatch Cert	< \$1K	< 6 months
ESC	Executive Secretaries and Executive Administrative Assistants	7,590	\$16.20	\$21.30	High school diploma	< \$1K	< 6 months
ESI	Social and Community Service Managers	1,330	\$18.20	\$27.30	Bachelor's Business	\$20 - \$25 K	1 year
ESI	Sales Rep, Wholesale & Manufacturing, Tech & Scientific Products	6,150	\$21.20	\$37.00	B.S. Marketing	\$20 - \$25 K	6 months
ESR	Chief Executives	3,640	\$31.60	\$67.40	Bachelor's in Business	\$20 - \$25 K	6 months
ESR	General and Operations Managers	28,680	\$19.20	\$35.40	Bachelor's in Business	\$20 - \$25 K	1 year
ESR	Administrative Services Managers	1,980	\$24.60	\$37.40	Bachelor's in Business	\$20 - \$25 K	6 months
ESR	Food Service Managers	2,190	\$17.60	\$23.50	High school diploma	< \$1K	< 6 months
ESR	Property, Real Estate, and Community Association Managers	4,500	\$13.20	\$24.20	High school diploma	< \$1K	< 6 months
ESR	Purchasing Agents, Except Wholesale, Retail, and Farm Products	2,700	\$20.30	\$29.30	High school diploma	< \$1K	< 6 months
ESR	Claims Adjusters, Examiners, and Investigators	1,860	\$17.20	\$26.30	High school diploma	< \$1K	< 6 months
ESR	Compliance Officers	2,390	\$18.80	\$27.20	Bachelor's in Accounting	\$20 - \$25 K	1 year
ESR	Training and Development Specialists	3,560	\$16.20	\$24.00	Bachelor's HR	\$20 - \$25 K	1 year
ESR	Sales Rep, Wholesale Manufacture, Except Tech & Scientific Products	17,100	\$15.40	\$26.00	High school diploma	< \$1K	< 6 months
ESR	First-Line Supervisors of Housekeeping and Janitorial Workers	2,950	\$11.30	\$17.30	High school diploma	< \$1K	< 6 months
ESR	First-Line Supervisors of Office and Administrative Support Workers	18,610	\$14.90	\$21.70	High school diploma	< \$1K	< 6 months
ESR	First-Line Supervisors of Helpers, Laborers, & Material Movers, Hand	2,550	\$15.10	\$21.70	High school diploma	< \$1K	< 6 months
ESR / SAE	Business Teachers, Postsecondary	1,080	\$26.51	\$46.73	Doctorate Business	\$45 - \$55 K	2 years
IER	Computer Systems Analysts	4,590	\$23.30	\$34.30	B.S. Comp. Science	\$20 - \$25 K	6 months
IER / ERI	Information Security Analysts	880	\$22.00	\$34.10	B.S. Comp. Science	\$20 - \$25 K	6 months
IES	Pharmacists	2,900	\$40.70	\$57.00	Doctorate Pharmacology	\$75K	1 year
IRC / RSI	Computer Programmers	6,080	\$22.80	\$36.60	B.S. Comp. Science	\$20 - \$25 K	6 months
IRE	Database Administrators	1,240	\$22.80	\$39.00	B.S. Computers, Bus.	\$20 - \$25 K	6 months
IRE	Biomedical Engineers	730	\$27.70	\$41.90	B.S. Bio Engineering	\$20 - \$25 K	6 months
IRE / RIE	Electrical Engineers	2,260	\$28.80	\$42.10	B.S. Elec Engineering	\$20 - \$25 K	6 months
IRS	Medical and Clinical Laboratory Technologists	2,540	\$17.50	\$23.90	Bachelor's degree	\$20 - \$25 K	1 year
IRS / IRE	Civil Engineers	4,040	\$26.60	\$35.60	B.S. Civil Engineering	\$20 - \$25 K	6 months
ISA	Nurse Practitioners	2,410	\$34.50	\$43.10	Master's Nursing	\$33 - \$40 K	6 months
ISA / IES	Clinical, Counseling, and School Psychologists	1,800	\$17.20	\$28.50	Doctorate Psychology	\$45 - \$55 K	2 years
ISA / IRA	Physician Assistants	1,600	\$24.60	\$41.60	Physician Asst. Degree	\$85K - \$90K	2 years
ISC	Market Research Analysts and Marketing Specialists	7,100	\$15.60	\$25.90	Bachelor's degree	\$20 - \$25 K	1 year
ISE / IRA	Physicians and Surgeons, All Other	3,000	\$61.20	\$90.10	Professional Medical D	\$165K	3 years

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ISR / IRE	Dentists, General	2,020	\$30.50	\$52.60	Professional Dental deg.	\$165K	3 years
RCE / REI	Plumbers, Pipefitters, and Steamfitters	5,640	\$16.10	\$24.40	Plumbing Apprenticeship	< \$2K	< 6 months
RCI	Cardiovascular Technologists and Technicians	590	\$13.90	\$28.30	A.S.deg.,Surgical Tech	\$10 - \$12 K	6 months
RCI	Automotive Service Technicians and Mechanics	8,500	\$10.90	\$17.20	Auto Service Tech Cert.	< \$2K	< 6 months
RCS	Heavy and Tractor-Trailer Truck Drivers	26,300	\$14.20	\$19.90	Commercial Truck /CDL	\$3K	< 6 months
REI	Logisticians	2,230	\$24.20	\$34.20	Bachelor's Business	\$20 - \$25 K	6 months
REI	Vocational Education Teachers, Postsecondary	3,080	\$12.40	\$19.40	Bachelor's degree	\$20 - \$25 K	1 year
REI	Production, Planning, and Expediting Clerks	3,620	\$14.60	\$20.00	High school diploma	< \$1K	< 6 months
REI	Structural Iron and Steel Workers	1,690	\$15.60	\$20.10	High school diploma	< \$1K	< 6 months
REI	Machinists	4,590	\$15.60	\$21.80	CNC Machining Cert	< \$2K	< 6 months
RES	Mobile Heavy Equipment Mechanics, Except Engines	2,550	\$19.30	\$25.50	Postsecondary award	< \$2K	< 6 months
RES	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,130	\$14.90	\$20.30	HVACR Apprenticeship	< \$2K	< 6 months
RIC	Industrial Machinery Mechanics	5,130	\$18.00	\$24.60	Elec Automative Robotic	\$10K	< 6 months
RIE	Service Unit Operators, Oil, Gas, and Mining	1,340	\$16.90	\$24.10	Less than high school	< \$1K	< 6 months
RIS	Mechanical Engineers	3,550	\$26.70	\$35.80	B.S. Mech Engineering	\$20 - \$25 K	6 months
RIS	Medical Equipment Repairers	1,070	\$13.50	\$24.60	Associate degree	\$10 - \$12 K	6 months
RIS	Operating Engineers and Other Construction Equipment Operators	7,540	\$16.50	\$21.70	High school diploma	< \$1K	< 6 months
RIS / RCI	Electricians	7,790	\$15.90	\$22.30	Electrician Apprentice	< \$2K	< 6 months
RIS / REI	Bus and Truck Mechanics and Diesel Engine Specialists	4,050	\$14.60	\$20.40	Diesel Service Tech Crt.	< \$2K	< 6 months
RIS / REI	Welders, Cutters, Solderers, and Brazers	5,500	\$12.90	\$17.20	Welding Certification	< \$2K	< 6 months
RSC	Postal Service Mail Carriers	2,160	\$19.50	\$27.20	High school diploma	< \$1K	< 6 months
RSE	First-Line Supervisors of Production and Operating Workers	7,700	\$17.00	\$25.20	Postsecondary award	< \$2K	< 6 months
RSI	Software Developers, Applications	9,080	\$27.60	\$41.00	Bachelor's degree	\$20 - \$25 K	6 months
RSI	Software Developers, Systems Software	4,240	\$29.90	\$43.70	Bachelor's degree	\$20 - \$25 K	6 months
RSI	Network and Computer Systems Administrators	3,990	\$23.20	\$33.30	B.S. Comp. Science	\$20 - \$25 K	6 months
RSI	Diagnostic Medical Sonographers	740	\$20.60	\$32.60	Associate degree	\$10 - \$12 K	6 months
SAE	Marriage and Family Therapists	340	\$15.70	\$23.50	Master's in Counseling	\$33 - \$40 K	2 years
SAE	Elementary School Teachers, Except Special Education	19,460	\$26.51	\$34.35	Bachelor's Elem. Ed.	\$20 - \$25 K	1 year
SAE	Middle School Teachers, Except Special and Career/Tech Ed.	6,030	\$26.44	\$36.36	Bachelor's Sec. Ed.	\$20 - \$25 K	1 year
SAE	Secondary School Teachers, Except Special and Career/Tech Ed.	8,470	\$24.46	\$37.23	Bachelor's Sec. Ed.	\$20 - \$25 K	1 year
SAE	Instructional Coordinators	2,020	\$15.20	\$26.00	Master's in Education	\$33 - \$40 K	2 years
SAE	Educational, Guidance, School, and Vocational Counselors	3,490	\$15.30	\$22.30	Master's Ed. Psych.	\$33 - \$40 K	2 years
SAE / SEI	Health Specialties Teachers, Postsecondary	3,670	\$34.38	\$73.85	Doctorate Health Sci.	\$45 - \$55 K	2 years
SAE/AES/SEI	Art, Drama, and Music Teachers, Postsecondary	1,460	\$21.45	\$35.68	Master's degree	\$33 - \$40 K	2 years
SAI / RIS	Dental Hygienists	3,120	\$28.70	\$33.20	B.S. Dental Hygiene	\$20 - \$25 K	6 months
SEA	Mental Health Counselors	1,550	\$16.30	\$22.90	Master's in Counseling	\$33 - \$40 K	2 years
SEA	Mental Health and Substance Abuse Social Workers	2,140	\$12.80	\$18.80	Bachelor's Mental Health	\$20 - \$25 K	1 year
SEC	Paralegals and Legal Assistants	2,530	\$13.60	\$19.30	Associate degree	\$10 - \$12 K	6 months
SEC / ESA	Healthcare Social Workers	1,490	\$19.50	\$26.40	Master's in Social Work	\$33 - \$40 K	2 years
SEC / ESR	Human Resources Specialists	5,320	\$17.10	\$24.40	Bachelor's HR	\$20 - \$25 K	1 year
SEI	Computer and Information Systems Managers	3,510	\$38.20	\$53.90	Bachelor's in Business	\$20 - \$25 K	6 months
SEI	Education Administrators, Elementary and Secondary School	2,140	\$44.44	\$59.05	Masters Ed. Leadership	\$33 - \$40 K	1 year
SEI	Education Administrators, Postsecondary	1,270	\$27.00	\$44.20	Masters Ed. Leadership	\$33 - \$40 K	1 year
SEI	Biological Science Teachers, Postsecondary	840	\$33.13	\$52.70	Doctorate Biology	\$45 - \$55 K	2 years
SEI	Nursing Instructors and Teachers, Postsecondary	990	\$28.43	\$43.05	Master's degree	\$33 - \$40 K	1 year
SEI / SAE	English Language and Literature Teachers, Postsecondary	1,130	\$26.82	\$39.59	Doctorate English	\$45 - \$55 K	2 years
SER	Medical and Health Services Managers	3,610	\$27.20	\$40.20	B.S. Health Admin.	\$20 - \$25 K	6 months
SER	First-Line Supervisors of Police and Detectives	1,670	\$25.10	\$31.00	Law Enforcement award	\$7K	< 6 months
SER	Computer User Support Specialists	8,280	\$13.90	\$21.20	Some college	< \$2K	< 6 months
SER	Police and Sheriff's Patrol Officers	6,330	\$16.30	\$21.60	Law Enforcement award	\$7K	6 months
SIA / SAC	Registered Nurses	25,160	\$23.40	\$28.40	B.S. / Registered Nurse	\$20 - \$25 K	6 months
SIA / SAC	Licensed Practical and Licensed Vocational Nurses	3,110	\$15.00	\$19.40	Liscense Practical Nurse	< \$3K	< 6 months
SIE	Physical Therapists	2,270	\$28.00	\$37.20	Doctorate Phys.Therapy	\$95K-\$100K	2 years
SRI	Radiologic Technologists	2,010	\$19.30	\$24.30	Associate degree	\$10 - \$12 K	6 months

* John Holland Career Codes (A= Artistic, C= Conventional, E= Enterprising, I= Investigative, R= Realistic, S= Social)

** Source: Utah Department of Workforce Services, July 2014 Four Star-rating criteria, see; <http://jobs.utah.gov/wi/pubs/outlooks/state/starratings.pdf>

*** Return on Investment assumes you get a job that makes the average starting rate + use 100% of salary to pay back educational debt