



Workforce Development Board Area 1

4057-A Gallia Pike
Franklin Furnace, OH 45629
(740) 259-6943

Crystal Keaton, Executive Director
Holly Johnson, Board Chair

www.omjwda1.org

GRIT Project — Summer Programs 2027

Released:	October 1, 2026
Bidders' Conference: October 9	October 9, 2026 at 12:00 p.m.
Proposal Due:	October 21, 2026 at 4:00 p.m.
WDB Area 1 Board Approval:	November 18, 2026
Program Operating Window:	June 1, 2027 – June 30, 2027
Program Close-Out Period:	30 days; ending July 30, 2027
Final Invoice Due to WDA:	No later than July 30, 2027



Counties highlighted in **Purple** are part of the GRIT Project in State Fiscal Years 2026 & 2027.



A proud partner of American Job Center network

Locations: Adams County

19221 St. Rt. 136
Winchester, OH 45697

937-695-0316
800-233-7891

Brown County

406 W. Plum Street
Georgetown, OH 45121

937-795-0316
800-553-7393 Ext 261

Pike County

941 Market Street
Piketon, OH 45661

740-289-2371

Scioto County

433 Third Street
Portsmouth, OH 45662

740-354-7544

Under the auspices of the Workforce Innovation and Opportunity Act (WIOA), the Workforce Development Board #1 covering Adams, Brown, Pike and Scioto Counties (hereafter referred to as "WDB #1") works in partnership with the Chief Elected Officials of Adams, Brown, Pike and Scioto Counties (hereafter referred to as "CEO") to set the workforce policies for Local Workforce Area 1. Per the Area's Intergovernmental Agreement, the CAO of Scioto County, Inc. is designated as the fiscal agent.

The WDB #1 is issuing this Request for Quotes (RFQ) to solicit proposals from post-secondary training providers and apprenticeships/pre-apprenticeships interested in serving as a training provider for the Summer GRIT (Growing Rural Independence Together) Programs. Summer GRIT Programs will be operated within a **strict window of time between June 1, 2027 and June 30, 2027**, with the understanding that short 2 to 4-week training programs are the preference of the GRIT Summer Programs, given the shortened operating window this cycle.

Funds for this program expire June 30, 2027 and this end date is strict — no program activity, training delivery, or expenditures may extend beyond June 30, 2027. Respondents must design their program schedule to be fully completed within the June 1–30, 2027 window.

Respondents must propose to provide services for counties designated by the Ohio Department of Job and Family Services (ODJFS) to be served by GRIT.

Workforce Development Board Area 1's GRIT Project invites proposals for the 2027 high school summer workforce training programs. The purpose of these programs is to empower rising and graduating high school seniors through workforce credential certifications, internship/job placement opportunities, and robust job retention tracking. Our objective is to equip students with short term training and certified workforce credentials that align with in-demand fields, preparing them for further postsecondary education and training or direct entrance into the workforce.

Program Structure & Funding — Two Award Tracks

The Summer GRIT Programs has a budget up to **\$500,000** for Summer 2027, allocated across two program tracks. Respondents should identify in their proposal which track they are applying under.

Track A — Larger-Enrollment Programs: Programs proposing to serve a larger number of students will be eligible for a larger funding allocation per award. **Up to 3 (three)** training providers/apprenticeships will be selected under this track. Track A applicants can choose to be either a commuter only program or a hybrid of Commuter/Residential focused program.

Track B — Smaller-Enrollment / Commuter-Focused Programs: Programs proposing to serve a smaller number of students, with an emphasis on expanding commuter-based (non-residential) options, will be eligible under this track. **Up to 6 (six)** training providers/apprenticeships will be selected under this track.

In total, **up to 9 (nine)** training providers/apprenticeships will be selected across both tracks through this RFQ.

Housing & Program Format — Residential and Commuter Requirement

WDB #1 is placing increased emphasis this cycle on ensuring students have access to both residential and commuter program options:

Programs **may not be 100% residential**. A limited, defined number of residential slots will be permitted per program; the remaining program capacity **must accommodate commuter students**.

Respondents must specify in their proposal the maximum number of residential slots requested and how the balance of enrollment will be served as commuters.

Respondents must describe logistics for commuter students, including daily transportation, drop-off/pick-up arrangements, and any transportation assistance available.

WDB #1 is intentionally increasing the number of commuter-based program slots available this cycle (see Track B above), even where enrollment per program is smaller, to broaden geographic access for students who cannot participate in a residential format.

Credential Requirements

All industry credentials proposed must be **legitimate, recognized third-party certifications** — issued by a recognized certifying body, licensing authority, or aligned with Ohio's in-demand credential/occupation lists.

No self-created, informal, or "made up" credentials will be accepted. Respondents must identify the issuing/certifying body for each credential proposed and demonstrate that the credential is recognized within the relevant industry.

Respondents must provide documentation (e.g., certifying body name, credential ID/standard, link or reference to the credential registry) verifying the credential's legitimacy as part of the Program Selection and Credential Completion sections below.

Given the shortened June 1–30, 2027 operating window, respondents must also confirm the proposed credential can realistically be earned by students within that timeframe.

Respondents must propose to provide services for counties designated by the Ohio Department of Job and Family Services (ODJFS) to be served by GRIT.

As a reference, here is a link to the program offerings from summer 2026 - <https://www.gritohio.org/grit-summer-programs-2026/>

PROPOSAL REQUIREMENTS

Proposals must provide a comprehensive summary of how your organization plans to implement these programs, addressing the following key areas:

Program Overview

1. Describe the program's structure and its alignment with the overarching mission of your organization.

2. Identify which Track (A or B) you are applying under, proposed enrollment size, and proposed residential/commuter slot breakdown.
3. Provide a proposed program calendar confirming all training activity begins on or after June 1, 2027 and concludes on or before June 30, 2027.

Program Selection

1. Explain how your program aligns with the GRIT career data regarding youth interest and abilities; and how it ties to in-demand workforce opportunities across Ohio's Appalachian region. See "Exhibit A" – Youth GRIT Data. Other data sources that you may decide to use in conjunction with Exhibit A is Ohio Labor Market Information at <https://ohiolmi.com/DashboardsHomepage> and Future Plans Talent Assessment Map at <https://www.gritohio.org/future-plans-assessment-talent-map/>
2. Identify the specific industry credential(s) offered and confirm the issuing/certifying body for each (no self-created credentials — see Credential Requirements above), and confirm the credential can be completed within the June 1–30, 2027 window.

Marketing

1. Detail your marketing strategy to promote these programs, including target audiences and outreach channels.
2. Specify the team or department within your organization responsible for overseeing these marketing efforts.

Enrollment

1. The GRIT Project will take lead on promoting and registration of the summer program offerings across participating high schools.
2. Explain how your organization plans to support the recruitment and enrollment efforts. Include which staff/staff roles that will serve as points of contact.
3. How will your organization support the retention and completion of the program by participants?
4. What wrap-around support services will be provided to support this outcome?
5. Describe how residential and commuter students will each be recruited, supported, and retained.
6. In support of using a braided funding stream with the primary being GRIT grant funds, and where available funding through the OhioMeansJobs Centers and Comprehensive Case Management and Employment Program (CCMEP) and other appropriate and available workforce development funds, how will your organization collaborate with local OhioMeansJobs Centers?

Course Delivery

1. Provide insights into the delivery methods and instructional approaches that will be employed during the programs.
2. Confirm the delivery schedule fits entirely within the June 1–30, 2027 operating window.

Data Reporting and Accountability

1. Training providers are responsible for timely reporting of all student outcomes, credential information, and documented next steps to Workforce Development Board Area 1 and the GRIT Project.
2. Describe your process for collecting, organizing, and submitting the following information:
 - a. Student credential completion status and certification details (including issuing/certifying body)

- b. Documented next steps determined by each student (continued training, internship, full-time employment, or other pathway)
 - c. Timeline for data submission (specify frequency and format)
 - d. System or method used for tracking and reporting this information
 - e. Point of contact within your organization responsible for data reporting
- 3. Explain how your organization will ensure accuracy and timely delivery of performance data throughout the program and at designated follow-up intervals.

Credential Completion

- 1. Share your strategies for ensuring that students successfully complete their certifications in line with program goals within the compressed June 1–30, 2027 timeframe.
- 2. Confirm each credential offered is a recognized, verifiable industry credential (not self-created) and identify the certifying/issuing body.
- 3. Share your current completion rate for students served in similar or same program.

Internships/Job Placements

- 1. Present the range of internships and job placement services your organization can offer to participants.
- 2. Describe your process for collaborating with local OhioMeansJobs Centers to ensure that students are connected with local workforce development services and employment opportunities.
- 3. Share your current placement data for students in same or similar programs.

Follow-up

- 1. Outline your process for post-program follow-up (90 and 180 days post graduation), including methods for tracking job retention and assessing the overall impact of the initiative. Describe the strategies that will be used to emphasize the importance of participating in post-graduation follow-up activities.

Performance Measurement

- 1. Workforce Development Board Area 1 and The GRIT Project will measure impact and success of these summer programs by:
 - a. Percentage of students passing the industry credential
 - b. Concrete next steps determined by the student to either continue training, enter an internship or enter full-time employment
 - c. Students follow through with the next steps as measured at the 90 and 180-day mark post-program completion
 - d. Student outcome tracking to be performed by the selected training providers/apprenticeships
- 2. Provide acknowledgement of the requirement to provide the above performance information

Areas of Support

- 1. Specify any areas where your organization may require additional support or collaboration to ensure the success of these programs.

Program Close-Out and Final Invoicing

- 1. The GRIT grant funds for Summer 2027 **expire June 30, 2027**. Program activity may not extend beyond this date.

2. Selected training providers/apprenticeships will have a **30-day close-out period** following the end of the program (June 30, 2027) to complete all administrative close-out tasks, including final data reporting, documentation, and reconciliation.
3. The **final invoice must be received by WDA no later than July 30, 2027**. Invoices received after this date will not be accepted or reimbursed.
4. Respondents must describe their internal process for ensuring final invoicing and close-out documentation will be submitted to WDA within this timeframe

COST PROPOSAL

1. Respondents must include responses to the following items:
2. Submit a line item budget and narrative budget to provide a Cost Proposal for the services proposed in the Narrative Proposal, clearly identifying the Track (A or B) applied for and the residential/commuter slot breakdown.
3. Discuss your organization's primary funding sources and how cash flow is sufficient to operate the program on a cost reimbursement basis, including sufficient cash flow to cover the period between program completion (June 30, 2027) and final reimbursement.

Confirm your organization's ability to submit a final invoice to WDA no later than July 30, 2027.

Complete Attachments

Attachment 1: Cover Sheet must be completed, signed and submitted with Proposal.

Attachment 2: The Respondent shall agree to the items listed in Attachment 2 of this RFQ – Assurances and Certifications. This Assurances and Certifications document shall be signed and dated.

Bidders' Conference

A Bidders' Conference will be held on **October 9, 2026 at 12:00 p.m. (Noon)** for interested respondents to ask questions about this RFQ prior to submission. Conference will be held virtually on Zoom.

Join Zoom Meeting

<https://us06web.zoom.us/j/88403265823?pwd=UjzcBXLvD3503mUhk6Oq1cgZqsgwaa.1>

Meeting ID: 884 0326 5823

Passcode: 947054

Acceptance and Rejection of Proposals

WDB #1 reserves the right to:

- A. Reject any proposal, or any part thereof; and
- B. Waive any informality in the proposals.

The decision by the full WDB #1 shall be final. Waiver of an immaterial defect in the proposal shall in no way modify the RFQ documents or excuse the Respondent from full compliance with its specifications if Respondent is awarded the contract.

Proposal Evaluation

The review process shall be conducted in four steps. Although it is hoped and expected that a Respondent will be selected as a result of this process, WDB #1 reserves the right to discontinue the procurement process at any time.

Step 1: Preliminary Review

Step 2: Steering Committee Review

Step 3: Request for Additional Information (if deemed necessary)

Step 4: Recommendation to and Approval by the Board — WDB Area 1 Board Approval on November 18, 2026

Proposal Selection

Proposal selection does not guarantee that a contract for services will be awarded. The selection process includes:

- A. All proposals will be evaluated in accordance to the Proposal Evaluation steps.
- B. Based upon the results of the evaluation and the Steering Committee's recommendation(s), WDB #1 will select the Provider(s) for the services that it determines to be the most advantageous, with price and other factors being considered, consistent with the Track A / Track B award structure above.
- C. The WDB #1 and Fiscal Agent (CAO of Scioto County, Inc.) will work with the selected Provider(s) to finalize details of the contract to be executed.
- D. If the WDB #1, Fiscal Agent, and selected Provider are able to successfully agree with the contract terms.
- E. If the WDB #1, Fiscal Agent and selected Provider are unable to come to terms regarding the contract in a timely manner as determined by WDB #1 then WDB #1 will terminate the contract discussions with the Provider. In such event, the WDB #1 reserves the right to (1) select another Provider from the RFQ process, (2) cancel the RFQ altogether, or (3) reissue the RFQ as deemed necessary

Additional Information

Respondent must disclose any existing or pending or threatened court actions and/or claims against the Respondent, parent company, or subsidiaries. This information will not necessarily be cause for rejection of the proposal; however, withholding the information may be cause to reject the proposal and/or contract.

By submitting a proposal, the Respondent certifies the proposal and pricing will remain in effect for 180 calendar days after the proposal submission date. Additionally, the Respondent will be held accountable to know the specifications and conditions under which the resulting contract will be accomplished, including, but not limited to the contents of all proposal documents, regulations and applicable laws.

Materials received constitute public information as a matter of statutory law and will be made available for public inspection and copying upon request by members of the public pursuant to Ohio Revised Code (ORC) 149.43. Any portion of the proposal to be held confidential should be marked "PROPRIETARY" in the upper right corner and will not be considered public record if it clearly falls within an exemption enumerated in ORC 149.43. Cost proposal pages of the document shall be considered public information.

No costs will be paid to the Respondent to cover the cost of preparing a proposal or procuring a contract for services or supplies pursuant to this RFQ. All materials submitted in response to the RFQ will become the property of the WDB #1 and may be returned only at the WDB #1's option and at the Respondent's expense.

If, in the opinion of the WDB #1, information included within Respondent's proposal was intended to mislead the WDB #1 in its evaluation of the proposal, the proposal will be rejected.

Submission Information

Please submit detailed responses to the above areas as well as complete Attachment 1 and Attachment 2 through email at **wda1rfp@gmail.com** by **October 21, 2026 at 4:00 p.m.** Late submissions will not be reviewed. Submissions longer than 10 pages (excluding Attachment 1 & 2 from the page count) will not be reviewed.

An optional **Bidders' Conference** will be held **October 9, 2026 at 12:00 p.m. (Noon)** for respondents to ask clarifying questions prior to submission.

Workforce Development Board Area 1 anticipates selecting multiple proposals across both Track A and Track B that best align with The GRIT Project's mission and vision. We look forward to reviewing innovative and impactful proposals that will contribute to the success of the Summer 2027 GRIT Programs. The Steering Committee will review submissions with recommendations due October 30, 2026 and committee review occurring November 3, 2026. Final selections are subject to WDB Area 1 Board approval on **November 18, 2026**, and all proposals will be notified in writing of the selections shortly thereafter.

Selected providers must be prepared to deliver the full program within the **June 1–30, 2027** operating window, complete close-out within 30 days, and submit their final invoice to WDA no later than **July 30, 2027**.

Point of Contact

Crystal Keaton, Workforce Development Board Area 1 Executive Director
4057A Gallia Pike, Franklin Furnace, OH 45629
wda1rfp@gmail.com
740-259-6941

Proposal Cover Sheet/Signature Page
GRIT Summer Training FY 27

ATTACHMENT 1

Workforce Investment Board | Adams ▪ Brown ▪ Pike ▪ Scioto
4057A Gallia Pike
Franklin Furnace, OH 45629

Training Provider: _____
Street address: _____ P.O. Box: _____ City, State, Zip: _____ Phone: _____ Fax: _____
Person authorized to represent the training provider: Name: _____ Title: _____ Phone #: _____ E-mail address: _____
Total Funds Requested \$ _____
Tax, Tax exempt, or non-profit I.D. number: _____ In compliance with the RFQ and subject to the conditions thereof, the undersigned offers to furnish the services requested and certifies he has read, understands, and agrees to all term, conditions, and requirements of this proposal and is authorized to contract on behalf of the firm named above. Typed/Printed Name: _____ Signature: _____ Date _____ Title: _____

Attachment 2.0

Assurances and Certifications

Workforce Development Board #1 Adams-Brown-Pike-Scioto

By signing this document, the Respondent certifies and assures compliance with all of the following provisions:

1. Federal Debarment Requirements – Respondent certifies that neither it nor any of its principals or subcontractors are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in covered transactions by any Federal department or agency, as set forth in 2 CFR Part 180 and 2 CFR Part 2998. Respondent also affirms that within three (3) years preceding this agreement, neither it nor any of its principals or subcontractors:

a. Have been convicted of, or had a civil judgment rendered against them for commission of fraud or other criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state, or local) transaction or contract under a public transaction; for violation of federal or state antitrust statutes; for commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements; or for receiving stolen property;

b. Are presently indicted or otherwise criminally or civilly charged by a government entity (federal, state, or local) for the commission of any of the offenses listed in this paragraph and have not had any public transactions (federal, state, or local) terminated for cause or default.

2. Mandatory Disclosures – Pursuant to 2 CFR 200.113, Respondent must disclose in writing, in a timely manner, all violations of federal criminal law involving fraud, bribery, or gratuity violations potentially affecting the federal award. Failure to make required disclosures may result in remedies described in 2 CFR 200.339, including suspension or debarment.

3. Qualifications to Conduct Business – Respondent affirms that it and any and all subcontractors have all of the approvals, licenses, or other qualifications needed to conduct business in the State of Ohio and all are current. If at any time during the Agreement period, the Respondent or its subcontractors, for any reason, becomes disqualified from conducting business in the State of Ohio, Respondent assures it will immediately notify the Board in writing and will take measures to ensure that the disqualified party immediately ceases performance of contracted activities.

4. Unfair Labor Practices – Respondent affirms that neither it, nor its principals, nor any of its subcontractors are on the most recent list established by the Ohio Secretary of State, pursuant to ORC 121.23, which would identify the Respondent as having more than one (1) unfair labor practice contempt of court finding.

5. Finding for Recovery – Respondent affirms that it, its principals, and subcontractors are not subject to a finding for recovery under ORC 9.24; or it has taken the appropriate remedial steps required, or otherwise qualifies under ORC 9.24 to contract with the State of Ohio.

6. Americans with Disabilities – Respondent, its officers, employees, members, and subcontractors hereby affirm current and ongoing compliance with all statutes and regulations pertaining to The Americans with Disabilities Act of 1990, as amended by the ADA Amendments Act of 2008, Section 504

Attachment 2.0

Assurances and Certifications

of the Rehabilitation Act of 1973, and Section 188 of the Workforce Innovation and Opportunity Act (WIOA), including 29 CFR Part 38.

7. Fair Labor Standards and Employment Practices

a. Respondent certifies that it is in compliance with all applicable federal and state laws, rules, and regulations governing fair labor and employment practices.

b. Respondent does not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, military status, disability, age, genetic information, or any other classification protected by applicable law, in making any of the following employment decisions: hiring, layoff, termination, transfer, promotion, demotion, rate of compensation, and eligibility for in-service training programs.

c. Respondent certifies that it posts notices affirming compliance with all applicable federal and state non-discrimination laws in conspicuous places accessible to all employees and applicants for employment.

d. Respondent certifies that it collects and maintains data necessary to show compliance with nondiscrimination requirements and will incorporate these requirements in all of its subcontracts for the workforce development activities funded hereunder.

8. Ethics Laws – Respondent certifies that it has reviewed, knows, and understands the State of Ohio's ethics and conflict of interest laws, which include ORC Sections 102.01 et seq., 2921.01, 2921.42, 2921.421, 2921.43, and 3517.13 (I) and (J) pertaining to ethics. Respondent further affirms that it will not engage in any action(s) inconsistent with Ohio ethics laws.

9. Conflict of Interest – In addition to the restrictions listed in Item 8 above, Respondent affirms it complies with the following, as applicable:

a. Respondent affirms that neither it, nor its principals, nor its subcontractors shall, prior to or during the completion of such work, voluntarily or involuntarily acquire any personal interest, direct or indirect, which is incompatible or in conflict with the discharge or fulfillment of his or her functions or responsibilities with respect to the completion of the work contemplated under the contract. Respondent shall immediately disclose in writing to WDB #1 any such person who, prior to or after the execution of GRIT funds, acquires any personal interest, voluntarily or involuntarily. Respondent shall cause any such person to immediately disclose such interest to WDB #1 in writing. Thereafter, such person shall not participate in any action affecting the work under the contract unless WDB #1 determines that, in light of the personal interest disclosed, his or her participation in any such action would not be contrary to the public interest.

b. Respondent further affirms compliance with 2 CFR 200.318(c)(1) regarding organizational conflicts of interest, and WIOA Section 121(d)(4) regarding training provider conflicts of interest, as applicable.

10. Lobbying Restrictions

a. Respondent affirms that no federally appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in

Attachment 2.0

Assurances and Certifications

connection with the awarding of any federal contract, grant, loan, or cooperative agreement, in compliance with 31 U.S.C. 1352.

b. Respondent affirms that it will include the language of this certification for all subcontracts and that it will require all subcontractors to certify and disclose accordingly.

c. Respondent certifies compliance with the Ohio executive agency lobbying restrictions contained in ORC 121.60 to 121.69.

11. Child Support Enforcement – Respondent certifies to cooperate with WDB #1 and any child support enforcement agency in ensuring that the Respondent, its employees, and subcontractors meet child support obligations established by state and federal law, including present and future compliance with any court or valid administrative order for the withholding of support issued pursuant to the applicable sections of ORC Chapters 3119, 3121, 3123, and 3125.

12. Pro-Children Act – If any activities funded hereunder call for services to minors, Respondent affirms that it will comply with the Pro-Children Act of 2001 (20 U.S.C. 7181-7184) that requires smoking to be banned in any portion of any indoor facility owned, leased, or contracted by an entity that will routinely or regularly use the facility for the provision of health care services, day care, library services, or education to children under the age of 18.

13. Drug-Free Workplace – Respondent, its principals, and subcontractors certify compliance with the Drug-Free Workplace Act of 1988 (41 U.S.C. 8101-8106) and all other applicable state and federal laws regarding a drug-free workplace. Respondent will make a good faith effort to maintain a drug-free workplace and to ensure that none of its officers, employees, members, or subcontractors will purchase, transfer, use, or possess illegal drugs or alcohol or abuse prescription drugs in any way while working or while on public property.

14. Work Programs – Respondent affirms it will not discriminate against individuals who have or are participating in any work program administered by any county department of Job and Family Services under ORC Chapters 5101 or 5107.

15. Jobs for Veterans Act (38 USC 4215), as implemented by 20 CFR Part 1010 – Respondent affirms to provide priority of service to veterans and covered spouses for any qualified job training program, in accordance with the Jobs for Veterans Act and WIOA Section 134(c)(3)(E).

16. Buy American Requirements (41 USC 8301-8305) – To the greatest extent practicable, per WIOA Section 502, Respondent affirms it will use funds provided by WDB #1 to purchase American-made equipment and products.

17. Environmental Protections – Respondent affirms it will comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387). Violations must be reported to the federal awarding agency, the Regional Office of the United States Environmental Protection Agency (USEPA), and ODJFS. Respondent affirms it will comply with all applicable standards, orders, or regulations issued pursuant to the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act in accordance with 42 U.S.C. 6201.

Attachment 2.0

Assurances and Certifications

18. Transparency Act (2 CFR Part 170) – Respondent affirms it will comply with the reporting requirements of the Federal Funding Accountability and Transparency Act (FFATA), including Appendix A of 2 CFR Part 170, as applicable.

19. Increasing the Use of Seat Belts in the United States (Presidential Executive Order 13043, April 16, 1997) – Respondent affirms it has in place, or will explore adopting and enforcing, on-the-job seat belt policies and programs for its employees when operating vehicles, whether organizationally owned, rented, or personally owned.

20. Text Messaging While Driving (Presidential Executive Order 13513, Section 4) – Respondent affirms it has in place, or will explore adopting and enforcing, policies that ban text messaging while driving company-owned or rented vehicles, or government-owned, government-leased, or government-rented vehicles when on official government business or when performing any work for or on behalf of the government, and to conduct initiatives of the type described in Section 3(a) of the Executive Order.

21. Civil Rights Assurance – Respondent affirms that it will comply with Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.), Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.), the Age Discrimination Act of 1975 (42 U.S.C. § 6101 et seq.), and Section 188 of the Workforce Innovation and Opportunity Act, as implemented by 29 CFR Part 38, which prohibits discrimination on the basis of race, color, religion, sex (including pregnancy, childbearing, and related medical conditions, transgender status, and gender identity), national origin, age, disability, political affiliation or belief, and for beneficiaries, applicants, and participants only, on the basis of citizenship or participation in a WIOA Title I financially assisted program or activity.

22. Data Privacy and Confidentiality – Respondent certifies that it will comply with all applicable federal and state laws, regulations, and rules regarding data privacy and the protection of personally identifiable information (PII), including but not limited to 2 CFR 200.338 and WIOA Section 116(i)(3). Respondent will implement appropriate safeguards to protect participant data from unauthorized access, use, or disclosure.

23. Certification of Compliance – Respondent certifies that it is in compliance with all other applicable federal and state laws, regulations, and rules and will require the same certification from its subcontractors. Respondent acknowledges that non-compliance with any of these assurances and certifications may result in the termination of any resulting contract.

On behalf of _____ (Organization Name), I hereby agree to the listed Assurances and Certifications.

Name and Title of Authorizing Individual: _____

Signature of Authorizing Individual: _____

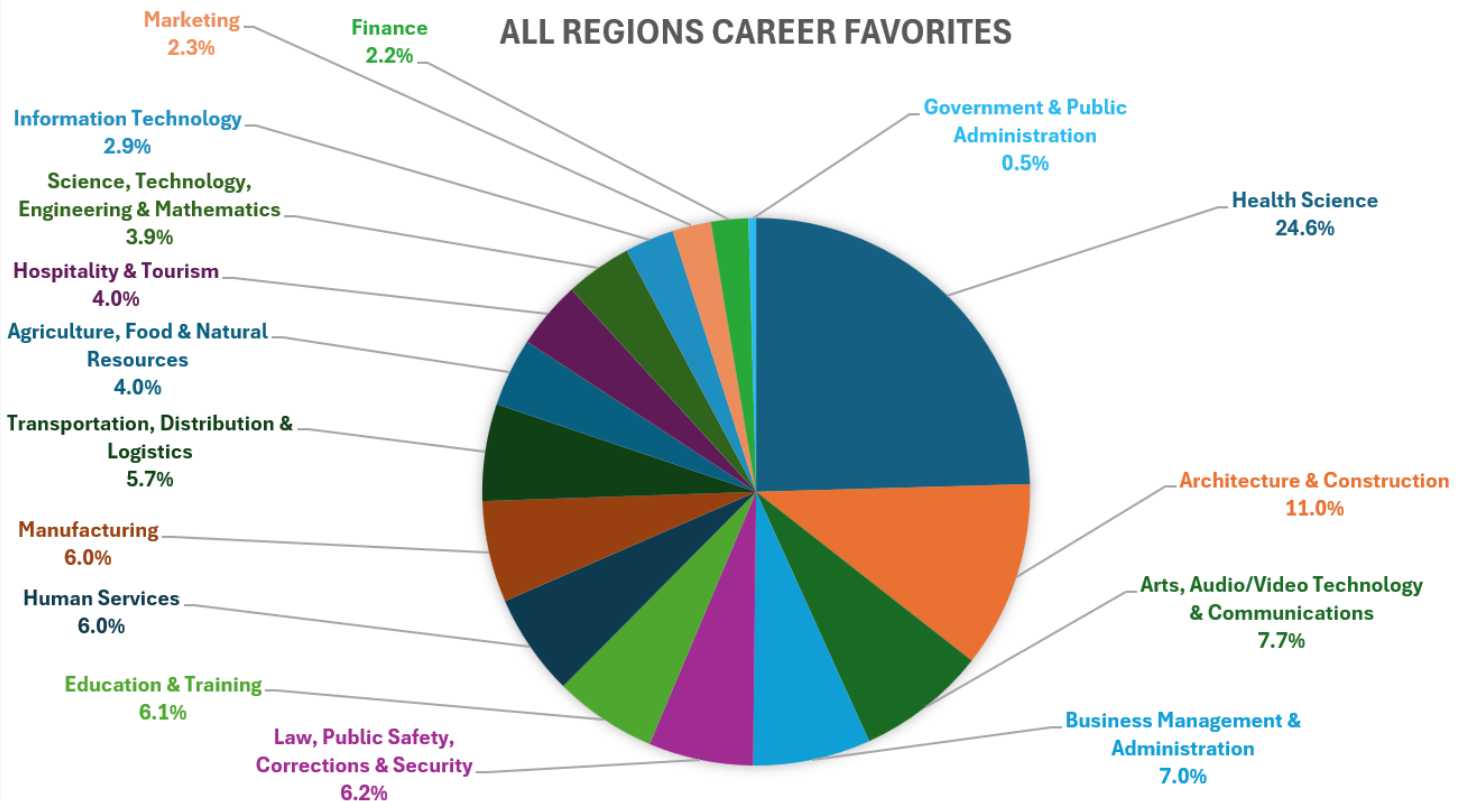
Date: _____

All Regions

Career Cluster	Sum of # Favorites
Health Science	9,912
Architecture & Construction	4,451
Arts, Audio/Video Technology & Communications	3,090
Business Management & Administration	2,806
Law, Public Safety, Corrections & Security	2,496
Education & Training	2,452
Human Services	2,436
Manufacturing	2,417
Transportation, Distribution & Logistics	2,315
Agriculture, Food & Natural Resources	1,634
Hospitality & Tourism	1,614
Science, Technology, Engineering & Mathematics	1,590
Information Technology	1,168
Marketing	923
Finance	886
Government & Public Administration	183

Counties	
Adams	Meigs
Ashtabula	Monroe
Athens	Morgan
Belmont	Muskingum
Brown	Noble
Carroll	Perry
Clermont	Pickaway
Columbiana	Pike
Coshocton	Portage
Fayette	Ross
Gallia	Scioto
Geauga	Trumbull
Guernsey	Vinton
Harrison	Washington
Highland	Defiance
Hocking	Erie
Holmes	Fulton
Jackson	Henry
Jefferson	Huron
Lake	Sandusky
Lawrence	Williams
Mahoning	

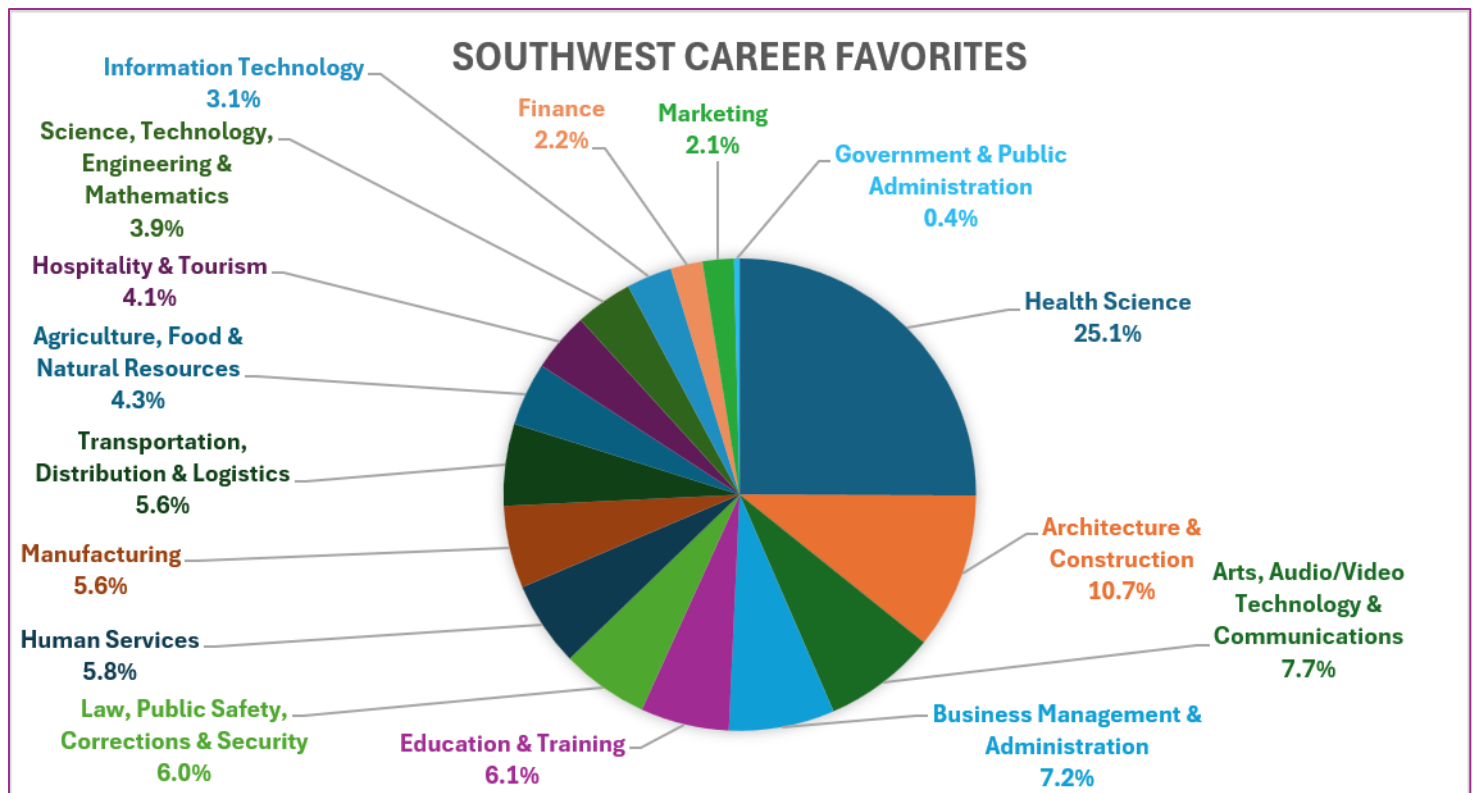
ALL REGIONS CAREER FAVORITES



Southwest Region

Career Cluster	Sum of # Favorites
Health Science	3,616
Architecture & Construction	1,544
Arts, Audio/Video Technology & Communications	1,116
Business Management & Administration	1,044
Education & Training	875
Law, Public Safety, Corrections & Security	863
Human Services	838
Manufacturing	814
Transportation, Distribution & Logistics	810
Agriculture, Food & Natural Resources	626
Hospitality & Tourism	587
Science, Technology, Engineering & Mathematics	567
Information Technology	448
Finance	316
Marketing	308
Government & Public Administration	56

Counties	
Adams	Jackson
Brown	Pickaway
Clermont	Pike
Clinton	Ross
Fayette	Scioto
Highland	



Career Title- Southwest	 Favorites	Ability Match
Registered Nurses	362	1,733
Physical Therapist Assistants	287	3,554
Police and Sheriff's Patrol Officers	282	2,431
Electricians	276	2,069
Nurse Practitioners	271	955
Anesthesiologist Assistants	248	1,979
Elementary School Teachers, Except Special Education	237	1,981
Carpenters	236	2,158
Hairdressers, Hairstylists, and Cosmetologists	232	3,668
Welders, Cutters, Solderers, and Brazers	214	3,991
Farmers, Ranchers, and Other Agricultural Managers	197	2,003
Critical Care Nurses	162	1,412
Automotive Service Technicians and Mechanics	160	2,951
Physician Assistants	159	1,174
Financial Managers	159	1,239
Secondary School Teachers, Except Special and Career/Technical Education	157	1,936
Medical and Health Services Managers	143	1,527
Lawyers	143	825
General and Operations Managers	139	2,422
Occupational Therapy Assistants	131	3,583
Athletes and Sports Competitors	129	3,957
Musicians and Singers	127	4,252
Acute Care Nurses	126	2,153
Computer and Information Research Scientists	124	792
First-Line Supervisors of Construction Trades and Extraction Workers	122	3,134
Veterinarians	118	1,159
Computer and Information Systems Managers	118	1,849
Athletic Trainers	108	2,812
Investment Fund Managers	103	1,050
Licensed Practical and Licensed Vocational Nurses	101	2,794
Childcare Workers	97	4,129
Heavy and Tractor-Trailer Truck Drivers	96	4,059
Special Effects Artists and Animators	93	2,788
Detectives and Criminal Investigators	93	2,101
Physical Therapists	90	2,266
Solar Energy Installation Managers	90	2,993
Video Game Designers	89	1,974
Actors	89	3,022
Graphic Designers	87	3,731
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	86	3,973
Information Security Analysts	86	2,349
Construction Laborers	82	4,346
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	80	2,802
Advanced Practice Psychiatric Nurses	79	1,380
Diagnostic Medical Sonographers	79	3,241
Computer User Support Specialists	79	3,245
Animal Caretakers	77	3,900
Electrical Power-Line Installers and Repairers	75	3,877
Fine Artists, Including Painters, Sculptors, and Illustrators	74	2,788
Clinical Nurse Specialists	72	1,191
Veterinary Technologists and Technicians	71	2,556
Nursing Assistants	71	3,994
Human Resources Specialists	71	2,529
Online Merchants	67	2,635
Zoologists and Wildlife Biologists	67	1,389
Wind Energy Operations Managers	64	2,120
Bus and Truck Mechanics and Diesel Engine Specialists	64	3,503
Writers and Authors	63	1,463
Wind Energy Development Managers	63	1,719
Fashion Designers	62	3,295
Treasurers and Controllers	60	806
Coaches and Scouts	59	2,091
Veterinary Assistants and Laboratory Animal Caretakers	58	3,726
Preschool Teachers, Except Special Education	58	3,936
Mental Health Counselors	57	1,018
Clinical and Counseling Psychologists	57	868
First-Line Supervisors of Mechanics, Installers, and Repairers	55	2,320
Forensic Science Technicians	55	1,951
Makeup Artists, Theatrical and Performance	53	3,608
Compliance Managers	53	1,653
Real Estate Sales Agents	52	2,552
Operating Engineers and Other Construction Equipment Operators	51	3,911
Chefs and Head Cooks	51	2,183
Sports Medicine Physicians	50	863
Aerospace Engineers	49	597
Art, Drama, and Music Teachers, Postsecondary	48	1,274
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	47	3,599
Dental Hygienists	47	3,996
Accountants and Auditors	47	1,198
Automotive Body and Related Repairers	47	3,402
Photographers	46	3,159

Counties	
Adams	Jackson
Brown	Pickaway
Clermont	Pike
Clinton	Ross
Fayette	Scioto
Highland	

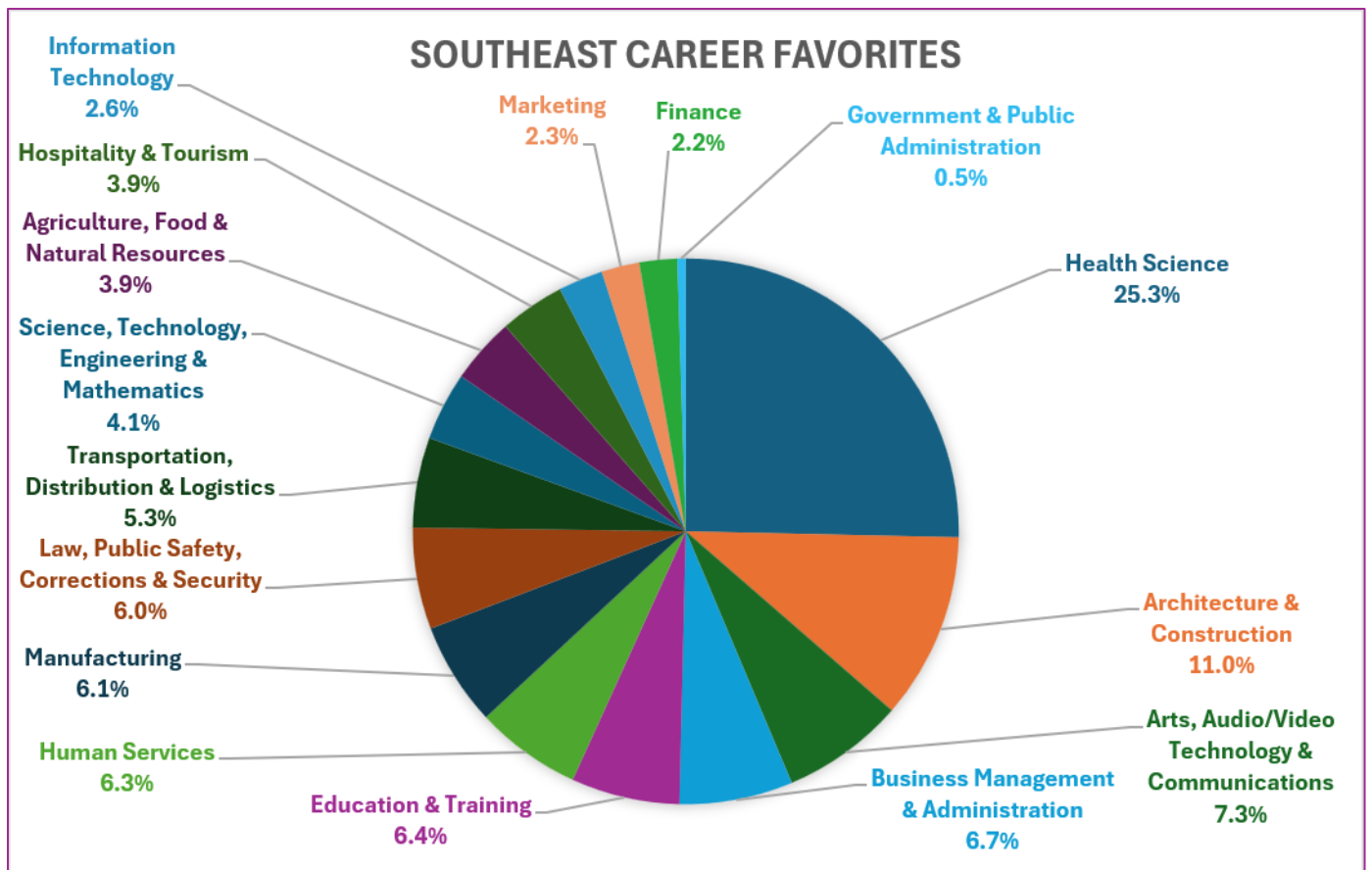
Pediatricians, General	46	686
Business Intelligence Analysts	46	950
Loss Prevention Managers	45	2,236
Customs and Border Protection Officers	44	2,688
Radiologic Technologists and Technicians	42	3,393
Music Directors and Composers	42	3,421
Firefighters	42	2,596
Landscaping and Groundskeeping Workers	41	4,035
Mechanical Engineers	41	901
Exercise Trainers and Group Fitness Instructors	41	3,715
Biologists	38	449
Radiologists	36	780
Barbers	36	4,122
Construction Managers	36	1,498
Models	35	2,316
First-Line Supervisors of Material-Moving Machine and Vehicle Operators	35	2,716
Child, Family, and School Social Workers	35	1,841
Middle School Teachers, Except Special and Career/Technical Education	34	2,072
Bakers	34	4,076
Airline Pilots, Copilots, and Flight Engineers	34	1,156
Regulatory Affairs Managers	33	1,813
Software Quality Assurance Analysts and Testers	33	2,306
Wind Turbine Service Technicians	33	3,270
Clinical Data Managers	33	1,435
Nannies	32	3,742
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	32	4,300
Brownfield Redevelopment Specialists and Site Managers	32	1,025
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	31	4,063
Film and Video Editors	31	3,165
Computer Programmers	31	1,899
Cooks, Restaurant	31	3,852
Anesthesiologists	31	897
Poets, Lyricists and Creative Writers	30	883
Art Therapists	30	2,116
Nurse Anesthetists	29	1,147
Interior Designers	29	2,282
Animal Trainers	29	3,951
Educational, Guidance, and Career Counselors and Advisors	29	1,839
Plumbers, Pipefitters, and Steamfitters	28	2,939
Producers and Directors	28	2,153
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	28	2,919
News Analysts, Reporters, and Journalists	28	2,421
Management Analysts	28	918
First-Line Supervisors of Production and Operating Workers	27	2,790
Maintenance and Repair Workers, General	27	3,308
Kindergarten Teachers, Except Special Education	27	2,822
Camera Operators, Television, Video, and Film	27	3,347
Waiters and Waitresses	26	4,361
Roofers	26	3,823
Retail Salespersons	26	3,664
Mental Health and Substance Abuse Social Workers	26	1,651
Occupational Therapists	26	2,341
Business Continuity Planners	26	2,057
Cooks, Fast Food	26	4,220
Art Directors	26	2,264
Real Estate Brokers	25	2,794
Farm Labor Contractors	25	3,878
Aircraft Mechanics and Service Technicians	25	2,673
Psychiatrists	24	927
Industrial Machinery Mechanics	24	3,407
Pharmacists	23	989
Self-Enrichment Teachers	23	3,920
Search Marketing Strategists	23	1,926
Security Guards	23	4,000
Marriage and Family Therapists	23	1,534
Dancers	23	4,257
Agricultural Equipment Operators	23	4,177
Phlebotomists	22	3,934
Recycling Coordinators	22	3,005
Robotics Engineers	22	570
Music Therapists	22	2,535
Farm Equipment Mechanics and Service Technicians	22	3,155
Industrial Truck and Tractor Operators	22	4,080
Bartenders	22	3,989
Craft Artists	22	3,434
Manicurists and Pedicurists	21	4,026
Market Research Analysts and Marketing Specialists	21	857
Electrical Engineers	21	1,022
Baristas	21	4,424
Civil Engineers	21	632
Physical Therapist Aides	20	4,136
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	20	3,923
Nurse Midwives	20	1,728

Healthcare Social Workers	20	1,737
Fish and Game Wardens	20	2,622
Marketing Managers	20	1,646
Dental Assistants	20	4,051
Chief Executives	20	660
Sound Engineering Technicians	19	3,733
Substance Abuse and Behavioral Disorder Counselors	19	1,902
First-Line Supervisors of Office and Administrative Support Workers	19	2,646
Laborers and Freight, Stock, and Material Movers, Hand	19	4,210
Light Truck Drivers	19	4,216
Mobile Heavy Equipment Mechanics, Except Engines	19	2,554
Editors	19	1,892
Dentists, General	19	1,558
Architectural and Engineering Managers	19	727
Actuaries	19	266
Excavating and Loading Machine and Dragline Operators, Surface Mining	19	3,904
Choreographers	19	3,101
Criminal Justice and Law Enforcement Teachers, Postsecondary	19	902
Web Developers	18	2,725
Orthodontists	18	2,256
Private Detectives and Investigators	18	2,400
Medical Assistants	18	3,239
Animal Breeders	18	3,893
Electrical and Electronics Installers and Repairers, Transportation Equipment	18	3,685
Architects, Except Landscape and Naval	18	736
Epidemiologists	18	414
Education and Childcare Administrators, Preschool and Daycare	18	2,006
Recreation Workers	17	3,747
Commercial Pilots	17	1,910
Special Education Teachers, Preschool	16	2,137
Sustainability Specialists	16	2,110
Logging Equipment Operators	16	3,992
Community Health Workers	16	2,658
Dermatologists	16	1,386
Agents and Business Managers of Artists, Performers, and Athletes	16	2,165
School Psychologists	15	1,229
Park Naturalists	15	2,917
Talent Directors	15	2,659
Surgical Assistants	15	2,835
Skincare Specialists	15	3,634
Nuclear Engineers	15	574
Electrical and Electronic Engineering Technologists and Technicians	15	2,298
Social and Human Service Assistants	14	3,183
Travel Guides	14	3,925
Painting, Coating, and Decorating Workers	14	3,964
Roof Bolters, Mining	14	4,034
Fitness and Wellness Coordinators	14	2,738
Inspectors, Testers, Sorters, Samplers, and Weighers	14	3,420
Neurologists	14	401
Medical Secretaries and Administrative Assistants	14	3,628
Automotive Engineering Technicians	14	2,181
Automotive and Watercraft Service Attendants	14	4,038
Statisticians	13	165
Travel Agents	13	3,530
Police Identification and Records Officers	13	2,860
Radiation Therapists	13	2,946
Atmospheric and Space Scientists	13	789
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	13	3,212
Crane and Tower Operators	13	3,818
Personal Care Aides	12	4,009
Wholesale and Retail Buyers, Except Farm Products	12	2,412
Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation	12	4,062
Reinforcing Iron and Rebar Workers	12	3,971
Team Assemblers	12	4,111
First-Line Supervisors of Police and Detectives	12	2,324
Home Health Aides	12	3,979
Mechatronics Engineers	12	1,349
Cooks, Private Household	12	3,945
Executive Secretaries and Executive Administrative Assistants	12	3,157
Bioengineers and Biomedical Engineers	12	556
Outdoor Power Equipment and Other Small Engine Mechanics	11	3,603
Personal Financial Advisors	11	1,130
Operations Research Analysts	11	270
Sales Managers	11	1,507
Floor Sanders and Finishers	11	4,320
Obstetricians and Gynecologists	11	903
Fire Inspectors and Investigators	11	2,792
Geoscientists, Except Hydrologists and Geographers	11	760
Astronomers	11	251
Biostatisticians	11	207
Bus Drivers, Transit and Intercity	11	4,253
Architectural and Civil Drafters	11	2,136
Cleaners of Vehicles and Equipment	11	3,832
Driver/Sales Workers	11	3,880
Clinical Research Coordinators	11	2,140
Cement Masons and Concrete Finishers	11	3,888
Electrical and Electronics Repairers, Commercial and Industrial Equipment	11	2,488

Southeast Region

Career Cluster	Sum of # Favorites
Health Science	4,234
Architecture & Construction	1,844
Arts, Audio/Video Technology & Communications	1,214
Business Management & Administration	1,122
Education & Training	1,074
Human Services	1,047
Manufacturing	1,024
Law, Public Safety, Corrections & Security	1,005
Transportation, Distribution & Logistics	892
Science, Technology, Engineering & Mathematics	678
Agriculture, Food & Natural Resources	651
Hospitality & Tourism	645
Information Technology	441
Marketing	376
Finance	373
Government & Public Administration	83

Counties	
Athens	Monroe
Belmont	Morgan
Coshocton	Muskingum
Gallia	Noble
Guernsey	Perry
Hocking	Tuscarawas
Lawrence	Vinton
Meigs	Washington



Career Title- Southeast	Favorites	Ability Match
Registered Nurses	460	1,888
Physical Therapist Assistants	347	4,004
Police and Sheriff's Patrol Officers	320	2,675
Electricians	315	2,287
Elementary School Teachers, Except Special Education	300	2,183
Nurse Practitioners	277	1,018
Anesthesiologist Assistants	257	2,187
Welders, Cutters, Solderers, and Brazers	244	4,521
Hairdressers, Hairstylists, and Cosmetologists	223	4,075
Carpenters	209	2,428
Secondary School Teachers, Except Special and Career/Technical Education	196	2,058
Financial Managers	186	1,342
Occupational Therapy Assistants	182	4,019
Farmers, Ranchers, and Other Agricultural Managers	170	2,221
Athletes and Sports Competitors	164	4,498
Physician Assistants	162	1,250
Lawyers	147	897
Electrical Power-Line Installers and Repairers	142	4,422
Musicians and Singers	136	4,806
Athletic Trainers	135	3,134
Acute Care Nurses	133	2,328
General and Operations Managers	132	2,671
Critical Care Nurses	130	1,513
First-Line Supervisors of Construction Trades and Extraction Workers	129	3,483
Medical and Health Services Managers	128	1,646
Licensed Practical and Licensed Vocational Nurses	128	3,080
Operating Engineers and Other Construction Equipment Operators	126	4,427
Physical Therapists	124	2,513
Diagnostic Medical Sonographers	124	3,646
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	121	4,468
Automotive Service Technicians and Mechanics	121	3,293
Veterinarians	120	1,232
Heavy and Tractor-Trailer Truck Drivers	117	4,601
Graphic Designers	115	4,173
Computer and Information Systems Managers	115	2,039
Advanced Practice Psychiatric Nurses	107	1,488
Human Resources Specialists	104	2,796
Childcare Workers	104	4,697
Nursing Assistants	103	4,527
Investment Fund Managers	103	1,109
Computer and Information Research Scientists	102	826
Veterinary Technologists and Technicians	94	2,822
Construction Laborers	91	4,914
Detectives and Criminal Investigators	91	2,287
Bus and Truck Mechanics and Diesel Engine Specialists	89	3,940
Clinical Nurse Specialists	89	1,294
Actors	88	3,415
Dental Hygienists	85	4,492
Information Security Analysts	83	2,564
Writers and Authors	81	1,641
Special Effects Artists and Animators	76	3,090
Coaches and Scouts	75	2,313
Real Estate Sales Agents	74	2,871
Computer User Support Specialists	74	3,622
Animal Caretakers	73	4,417
Preschool Teachers, Except Special Education	72	4,469
Wind Energy Operations Managers	72	2,326
Zoologists and Wildlife Biologists	71	1,511
Radiologic Technologists and Technicians	68	3,843
Forensic Science Technicians	68	2,129
Online Merchants	66	2,977
Mechanical Engineers	65	927
Fine Artists, Including Painters, Sculptors, and Illustrators	62	3,113
Mental Health Counselors	62	1,088
Clinical and Counseling Psychologists	62	961
Video Game Designers	61	2,173
Fashion Designers	60	3,612
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	60	3,096
Exercise Trainers and Group Fitness Instructors	60	4,200
Treasurers and Controllers	59	817
Child, Family, and School Social Workers	59	1,949
Veterinary Assistants and Laboratory Animal Caretakers	58	4,195
Solar Energy Installation Managers	58	3,318
Music Directors and Composers	57	3,786
Accountants and Auditors	57	1,271
Chefs and Head Cooks	57	2,440
Business Intelligence Analysts	57	1,015
Loss Prevention Managers	56	2,453
Film and Video Editors	54	3,487
Wind Energy Development Managers	53	1,906
First-Line Supervisors of Mechanics, Installers, and Repairers	52	2,567
Sports Medicine Physicians	51	896

Counties	
Athens	Monroe
Belmont	Morgan
Coshocton	Muskingum
Gallia	Noble
Guernsey	Perry
Hocking	Tuscarawas
Lawrence	Vinton
Meigs	Washington

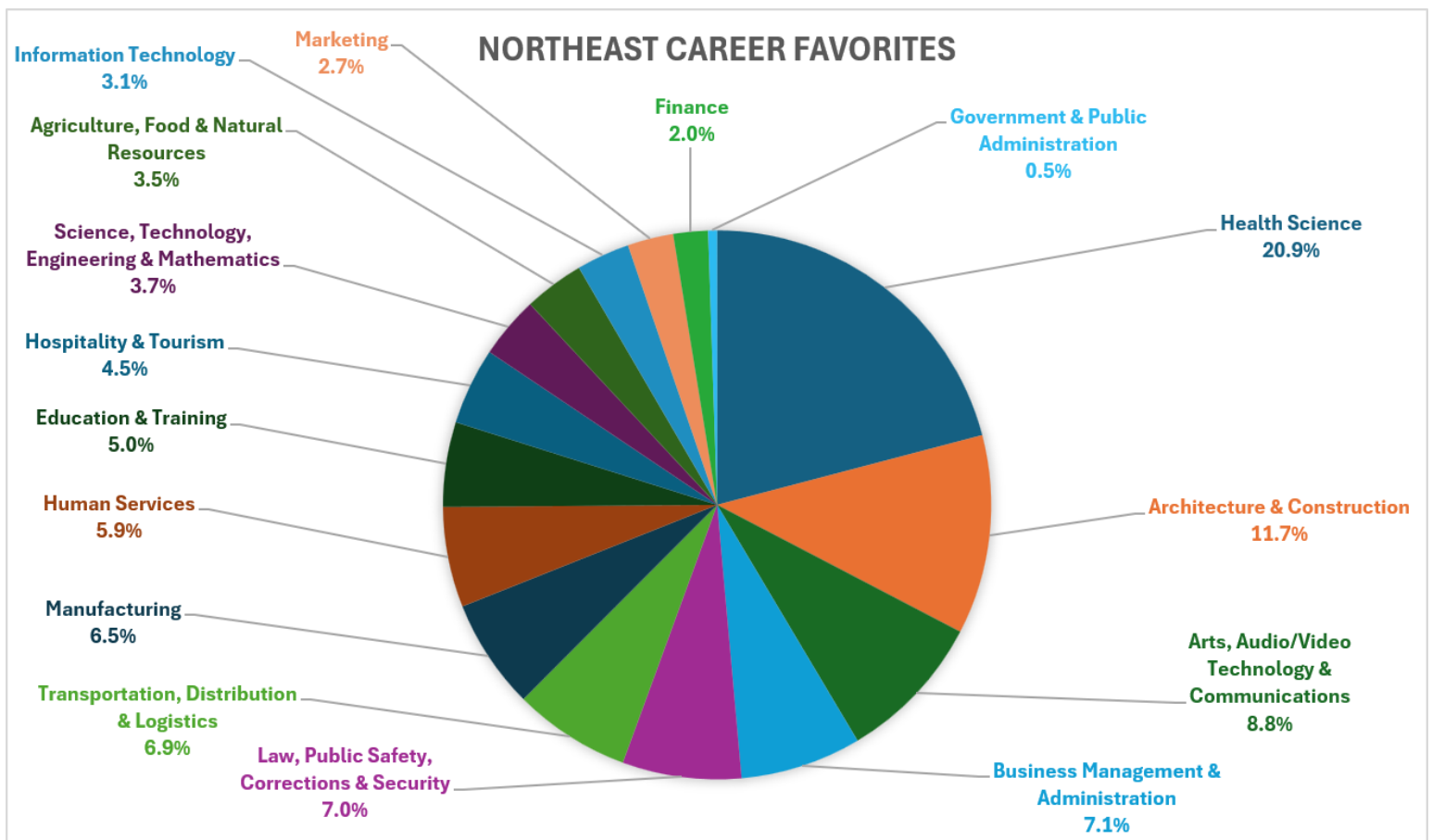
Wind Turbine Service Technicians	50	3,634
Makeup Artists, Theatrical and Performance	49	4,022
Photographers	48	3,524
Firefighters	48	2,905
Plumbers, Pipefitters, and Steamfitters	47	3,250
Mobile Heavy Equipment Mechanics, Except Engines	47	2,823
Landscaping and Groundskeeping Workers	47	4,590
Fish and Game Wardens	47	2,895
Customs and Border Protection Officers	47	3,009
Civil Engineers	47	642
Electrical Engineers	47	1,056
Automotive Body and Related Repairers	46	3,796
First-Line Supervisors of Material-Moving Machine and Vehicle Operators	45	3,020
Farm Labor Contractors	44	4,416
Art, Drama, and Music Teachers, Postsecondary	44	1,376
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	43	3,295
Interior Designers	42	2,488
Software Quality Assurance Analysts and Testers	40	2,522
Physical Therapist Aides	40	4,690
Mental Health and Substance Abuse Social Workers	40	1,707
Skincare Specialists	39	4,107
Regulatory Affairs Managers	39	1,927
Psychiatrists	39	1,016
Pediatricians, General	39	706
News Analysts, Reporters, and Journalists	39	2,739
Bakers	39	4,627
Clinical Data Managers	39	1,583
Compliance Managers	39	1,697
Producers and Directors	38	2,353
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	38	4,044
Poets, Lyricists and Creative Writers	37	971
Home Health Aides	37	4,525
Barbers	37	4,654
Nannies	36	4,218
Self-Enrichment Teachers	35	4,428
Business Continuity Planners	35	2,227
Airline Pilots, Copilots, and Flight Engineers	34	1,276
Art Therapists	34	2,305
Radiologists	33	830
Middle School Teachers, Except Special and Career/Technical Education	33	2,314
Models	33	2,743
Educational, Guidance, and Career Counselors and Advisors	33	1,971
Waiters and Waitresses	32	5,005
Healthcare Social Workers	32	1,804
Manicurists and Pedicurists	32	4,607
Architectural and Engineering Managers	32	733
Biologists	32	445
Light Truck Drivers	31	4,778
First-Line Supervisors of Production and Operating Workers	31	3,085
Aerospace Engineers	31	587
Search Marketing Strategists	30	2,153
Marriage and Family Therapists	30	1,567
Art Directors	30	2,511
Camera Operators, Television, Video, and Film	30	3,721
Agents and Business Managers of Artists, Performers, and Athletes	30	2,384
Anesthesiologists	30	938
Orthodontists	29	2,485
Personal Care Aides	29	4,529
Executive Secretaries and Executive Administrative Assistants	29	3,531
Park Naturalists	28	3,263
Recycling Coordinators	28	3,400
Music Therapists	28	2,811
Marketing Managers	28	1,810
Laborers and Freight, Stock, and Material Movers, Hand	28	4,813
Sustainability Specialists	27	2,321
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	27	4,889
Market Research Analysts and Marketing Specialists	27	907
Dentists, General	27	1,662
Craft Artists	27	3,874
Substance Abuse and Behavioral Disorder Counselors	26	2,022
Dancers	26	4,823
Animal Trainers	26	4,487
Cooks, Fast Food	26	4,877
Cooks, Restaurant	26	4,356
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	25	4,619
Agricultural Equipment Operators	25	4,719
Private Detectives and Investigators	24	2,623
Management Analysts	24	1,037
Criminal Justice and Law Enforcement Teachers, Postsecondary	24	992
Dental Assistants	24	4,587
Real Estate Brokers	23	3,075
Painting, Coating, and Decorating Workers	23	4,505
Roof Bolters, Mining	23	4,549
Roofers	23	4,315
First-Line Supervisors of Firefighting and Prevention Workers	23	3,070

Security Guards	22	4,522
Petroleum Engineers	22	1,486
Travel Agents	22	3,991
Industrial Machinery Mechanics	22	3,844
Kindergarten Teachers, Except Special Education	22	3,124
Computer Programmers	22	2,126
Brownfield Redevelopment Specialists and Site Managers	22	1,074
Personal Financial Advisors	21	1,225
First-Line Supervisors of Office and Administrative Support Workers	21	2,929
Loading and Moving Machine Operators, Underground Mining	21	4,404
Fishing and Hunting Workers	21	4,297
Electrical and Electronic Engineering Technologists and Technicians	21	2,521
Chemical Engineers	21	668
Excavating and Loading Machine and Dragline Operators, Surface Mining	21	4,416
Architects, Except Landscape and Naval	21	729
Dishwashers	21	4,708
Architectural and Civil Drafters	21	2,426
Construction Managers	21	1,579
Speech-Language Pathologists	20	1,382
Retail Salespersons	20	4,198
Bioengineers and Biomedical Engineers	20	559
Dermatologists	20	1,419
Community Health Workers	20	2,936
Political Scientists	19	930
Floor Sanders and Finishers	19	4,904
Neurologists	19	413
Nurse Anesthetists	19	1,213
Electrical and Electronics Installers and Repairers, Transportation Equipment	19	4,131
Bus Drivers, Transit and Intercity	19	4,791
Chief Executives	19	679
Rehabilitation Counselors	18	2,472
Social and Human Service Assistants	18	3,502
Spa Managers	18	2,686
Advertising and Promotions Managers	18	1,940
Boilermakers	18	3,427
Butchers and Meat Cutters	18	4,830
Public Safety Telecommunicators	17	3,638
Stockers and Order Fillers	17	4,987
Roustabouts, Oil and Gas	17	4,661
Obstetricians and Gynecologists	17	938
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	17	3,575
Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation	16	4,602
Surgical Assistants	16	3,250
Packers and Packagers, Hand	16	4,926
Special Education Teachers, Preschool	16	2,347
Paralegals and Legal Assistants	16	3,018
Phlebotomists	16	4,424
Fast Food and Counter Workers	16	4,682
Fitness and Wellness Coordinators	16	3,035
Atmospheric and Space Scientists	16	801
Commercial Divers	16	3,455
Animal Breeders	16	4,432
Cooks, Private Household	16	4,534
Actuaries	16	281
Anthropologists and Archeologists	16	875
Sociologists	15	781
Travel Guides	15	4,434
Tire Builders	15	4,779
Postal Service Mail Carriers	15	4,545
Umpires, Referees, and Other Sports Officials	15	4,131
Logging Equipment Operators	15	4,513
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	15	4,517
Mechatronics Engineers	15	1,456
Farmworkers, Farm, Ranch, and Aquacultural Animals	15	4,549
Maintenance Workers, Machinery	15	4,537
Financial Examiners	15	832
General Internal Medicine Physicians	15	824
Computer, Automated Teller, and Office Machine Repairers	15	4,028
Automotive and Watercraft Service Attendants	15	4,585
Dietitians and Nutritionists	15	1,144
Editors	15	2,067
Cement Masons and Concrete Finishers	15	4,384
Tire Repairers and Changers	14	4,950
Respiratory Therapists	14	2,826
Wholesale and Retail Buyers, Except Farm Products	14	2,709
Sales Managers	14	1,683
First-Line Supervisors of Police and Detectives	14	2,575
Nurse Midwives	14	1,815
Occupational Therapists	14	2,594
Family Medicine Physicians	14	672
Choreographers	14	3,384
Driver/Sales Workers	14	4,439
Animal Scientists	14	734
Education and Childcare Administrators, Preschool and Daycare	14	2,167
Computer Hardware Engineers	14	1,070

Northeast Region

Career Cluster	Sum of # Favorites
Health Science	1,500
Architecture & Construction	842
Arts, Audio/Video Technology & Communications	631
Business Management & Administration	512
Law, Public Safety, Corrections & Security	503
Transportation, Distribution & Logistics	495
Manufacturing	465
Human Services	424
Education & Training	358
Hospitality & Tourism	325
Science, Technology, Engineering & Mathematics	262
Agriculture, Food & Natural Resources	254
Information Technology	225
Marketing	194
Finance	146
Government & Public Administration	38

Counties	
Ashtabula	Jefferson
Carroll	Lake
Columbiana	Mahoning
Geauga	Portage
Harrison	Trumbull
Holmes	



Career Title- Northeast	Sum of # Favorites	Sum of # Ability Match
Registered Nurses	171	782
Electricians	171	914
Police and Sheriff's Patrol Officers	157	1,117
Carpenters	137	962
Physical Therapist Assistants	119	1,674
Anesthesiologist Assistants	96	871
Hairdressers, Hairstylists, and Cosmetologists	95	1,735
Welders, Cutters, Solderers, and Brazers	91	1,926
Elementary School Teachers, Except Special Education	84	888
Nurse Practitioners	81	409
Automotive Service Technicians and Mechanics	80	1,391
Heavy and Tractor-Trailer Truck Drivers	78	1,951
Lawyers	74	377
General and Operations Managers	72	1,098
Financial Managers	71	542
Musicians and Singers	70	2,073
First-Line Supervisors of Construction Trades and Extraction Workers	69	1,443
Athletes and Sports Competitors	68	1,869
Secondary School Teachers, Except Special and Career/Technical Education	66	848
Critical Care Nurses	61	605
Veterinarians	59	478
Occupational Therapy Assistants	59	1,666
Farmers, Ranchers, and Other Agricultural Managers	57	870
Computer and Information Systems Managers	56	792
Detectives and Criminal Investigators	54	982
Physician Assistants	51	506
Fine Artists, Including Painters, Sculptors, and Illustrators	50	1,349
Graphic Designers	50	1,723
Animal Caretakers	50	1,893
Childcare Workers	50	2,005
Acute Care Nurses	49	960
Computer User Support Specialists	46	1,509
Human Resources Specialists	45	1,197
Forensic Science Technicians	45	893
Actors	45	1,462
Special Effects Artists and Animators	44	1,318
Information Security Analysts	44	1,087
Video Game Designers	43	859
Computer and Information Research Scientists	43	315
Makeup Artists, Theatrical and Performance	41	1,696
Physical Therapists	40	1,055
Licensed Practical and Licensed Vocational Nurses	40	1,282
Veterinary Technologists and Technicians	39	1,151
Nursing Assistants	39	1,945
Athletic Trainers	39	1,323
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	38	1,882
Diagnostic Medical Sonographers	38	1,511
Wind Energy Operations Managers	37	923
First-Line Supervisors of Mechanics, Installers, and Repairers	37	1,037
Automotive Body and Related Repairers	36	1,585
Clinical Nurse Specialists	36	516
Chefs and Head Cooks	35	957
Veterinary Assistants and Laboratory Animal Caretakers	34	1,756
Wind Energy Development Managers	33	736
Firefighters	33	1,207
Medical and Health Services Managers	33	642
Investment Fund Managers	33	444
Construction Laborers	33	2,110
Fashion Designers	32	1,519
Online Merchants	31	1,150
Barbers	31	2,008
Zoologists and Wildlife Biologists	30	592
Radiologic Technologists and Technicians	30	1,590
Operating Engineers and Other Construction Equipment Operators	30	1,861
Electrical Power-Line Installers and Repairers	29	1,830
Solar Energy Installation Managers	28	1,363
Advanced Practice Psychiatric Nurses	28	634
Preschool Teachers, Except Special Education	27	1,889
Wind Turbine Service Technicians	27	1,509
Music Directors and Composers	27	1,585
Airline Pilots, Copilots, and Flight Engineers	27	498
Coaches and Scouts	27	997
Bus and Truck Mechanics and Diesel Engine Specialists	27	1,642
Clinical and Counseling Psychologists	27	435
Photographers	26	1,522
Dental Hygienists	26	1,888
Child, Family, and School Social Workers	26	867
Real Estate Sales Agents	25	1,148
Treasurers and Controllers	25	325
Mechanical Engineers	25	363
Landscaping and Groundskeeping Workers	24	1,980
Cooks, Fast Food	24	2,090

Counties	
Ashtabula	Jefferson
Carroll	Lake
Columbiana	Mahoning
Geauga	Portage
Harrison	Trumbull
Holmes	

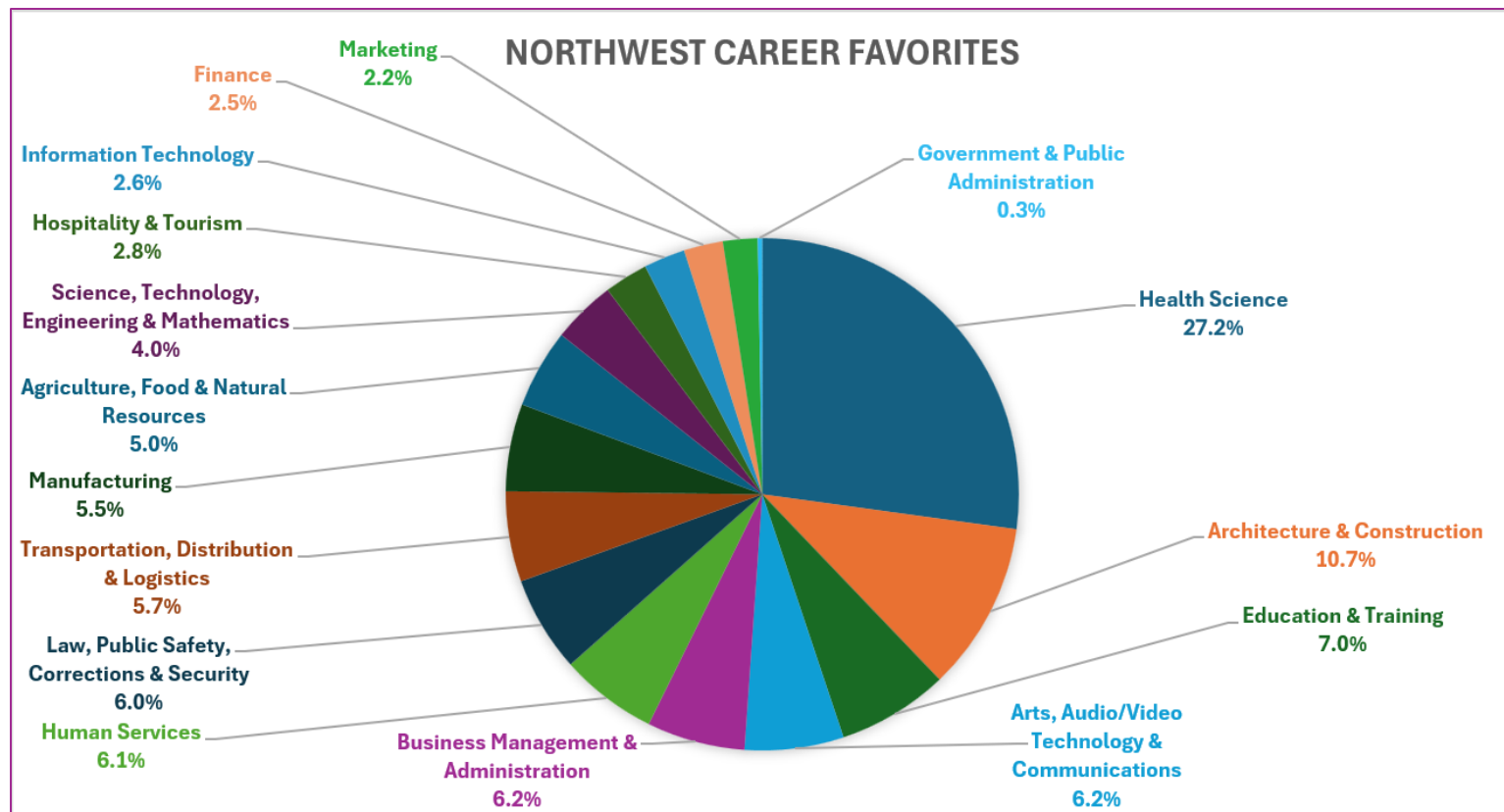
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	23	1,310
Customs and Border Protection Officers	23	1,240
Mental Health Counselors	22	496
Loss Prevention Managers	22	999
Aerospace Engineers	22	238
Camera Operators, Television, Video, and Film	22	1,597
Writers and Authors	21	730
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	21	1,343
Film and Video Editors	21	1,465
Mobile Heavy Equipment Mechanics, Except Engines	21	1,171
Bakers	21	1,945
Civil Engineers	21	252
Business Intelligence Analysts	20	407
Accountants and Auditors	20	515
Compliance Managers	20	743
Pediatricians, General	19	307
Waiters and Waitresses	19	2,145
Outdoor Power Equipment and Other Small Engine Mechanics	19	1,687
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	19	2,091
Art, Drama, and Music Teachers, Postsecondary	19	632
Animal Trainers	19	1,894
Interior Designers	18	1,039
First-Line Supervisors of Material-Moving Machine and Vehicle Operators	18	1,231
Exercise Trainers and Group Fitness Instructors	18	1,821
Poets, Lyricists and Creative Writers	17	434
Regulatory Affairs Managers	17	822
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	17	1,681
Farm Labor Contractors	17	1,854
Chief Executives	17	266
Cooks, Restaurant	17	1,814
Aircraft Mechanics and Service Technicians	17	1,250
Retail Salespersons	16	1,756
Nannies	16	1,772
Manicurists and Pedicurists	16	1,993
Dancers	16	2,096
Choreographers	16	1,450
Construction Managers	16	636
Wholesale and Retail Buyers, Except Farm Products	15	1,069
Producers and Directors	15	1,009
Radiologists	15	344
Models	15	1,190
News Analysts, Reporters, and Journalists	15	1,182
Real Estate Brokers	14	1,259
Sports Medicine Physicians	14	381
Pharmacists	14	437
Music Therapists	14	1,201
Computer Programmers	14	828
Agents and Business Managers of Artists, Performers, and Athletes	14	1,001
School Psychologists	13	541
Search Marketing Strategists	13	845
Marriage and Family Therapists	13	719
Light Truck Drivers	13	2,043
Commercial Pilots	13	878
Electrical Engineers	13	439
Public Relations Specialists	12	892
Security Guards	12	1,934
Mental Health and Substance Abuse Social Workers	12	759
Industrial Truck and Tractor Operators	12	1,976
Occupational Therapists	12	1,120
Craft Artists	12	1,634
Sustainability Specialists	11	961
Plumbers, Pipefitters, and Steamfitters	11	1,353
Park Naturalists	11	1,383
Software Quality Assurance Analysts and Testers	11	1,038
Sound Engineering Technicians	11	1,744
Healthcare Social Workers	11	816
Maintenance Workers, Machinery	11	1,909
Automotive and Watercraft Service Attendants	11	1,918
Architectural and Civil Drafters	11	953
Dental Assistants	11	1,965
Cooks, Private Household	11	1,913
Business Continuity Planners	11	938
Talent Directors	10	1,253
Special Education Teachers, Preschool	10	1,028
First-Line Supervisors of Office and Administrative Support Workers	10	1,193
Landscape Architects	10	651
Market Research Analysts and Marketing Specialists	10	360
History Teachers, Postsecondary	10	297
Marketing Managers	10	711
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	10	1,407
Fish and Game Wardens	10	1,208
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	10	1,482
Radiation Therapists	9	1,356
Web Developers	9	1,222
Roofers	9	1,814

Recycling Coordinators	9	1,354
First-Line Supervisors of Production and Operating Workers	9	1,286
Floor Sanders and Finishers	9	2,120
Mechanical Engineering Technologists and Technicians	9	717
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	9	1,985
Hospitalists	9	300
Fast Food and Counter Workers	9	1,972
Kindergarten Teachers, Except Special Education	9	1,266
Food Servers, Nonrestaurant	9	2,116
Nurse Midwives	9	764
Laborers and Freight, Stock, and Material Movers, Hand	9	2,052
Architects, Except Landscape and Naval	9	299
Civil Engineering Technologists and Technicians	9	718
Actuaries	9	118
Criminal Justice and Law Enforcement Teachers, Postsecondary	9	457
Automotive Engineering Technicians	9	951
Buyers and Purchasing Agents, Farm Products	9	868
Automotive Glass Installers and Repairers	9	2,076
Executive Secretaries and Executive Administrative Assistants	9	1,487
Computer Hardware Engineers	9	445
Art Therapists	9	1,000
Skincare Specialists	8	1,782
Public Safety Telecommunicators	8	1,509
Orthodontists	8	1,039
Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation	8	1,967
Purchasing Agents, Except Wholesale, Retail, and Farm Products	8	617
Food Service Managers	8	1,342
Food Preparation Workers	8	1,956
Financial Examiners	8	335
Loading and Moving Machine Operators, Underground Mining	8	1,886
Helpers--Carpenters	8	1,752
First-Line Supervisors of Police and Detectives	8	1,101
Industrial Machinery Mechanics	8	1,608
First-Line Supervisors of Firefighting and Prevention Workers	8	1,263
Cashiers	8	1,809
Anesthesiologists	8	390
Educational, Guidance, and Career Counselors and Advisors	8	864
Bioengineers and Biomedical Engineers	8	227
Engine and Other Machine Assemblers	8	1,649
Correctional Officers and Jailers	8	1,705
Dishwashers	8	2,033
Crane and Tower Operators	8	1,808
Electrical and Electronic Engineering Technologists and Technicians	8	1,019
Clinical Data Managers	8	603
Aerospace Engineering and Operations Technologists and Technicians	8	741
Excavating and Loading Machine and Dragline Operators, Surface Mining	8	1,847
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	7	1,137
Robotics Engineers	7	218
Psychiatric Technicians	7	1,459
Personal Financial Advisors	7	492
Psychiatrists	7	436
Personal Care Aides	7	1,939
Social and Human Service Assistants	7	1,478
Physical Therapist Aides	7	2,001
Self-Enrichment Teachers	7	1,898
Painting, Coating, and Decorating Workers	7	1,948
Umpires, Referees, and Other Sports Officials	7	1,712
Phlebotomists	7	1,857
Obstetricians and Gynecologists	7	387
Medical Secretaries and Administrative Assistants	7	1,723
Nurse Anesthetists	7	491
Chiropractors	7	957
Art Directors	7	1,081
Avionics Technicians	7	1,307
Architectural and Engineering Managers	7	288
Cement Masons and Concrete Finishers	7	1,843
Private Detectives and Investigators	6	1,129
Recreational Therapists	6	1,063
Physicians, Pathologists	6	148
Police Identification and Records Officers	6	1,331
Spa Managers	6	1,072
Sales Managers	6	648
Intelligence Analysts	6	600
Fishing and Hunting Workers	6	1,882
Funeral Attendants	6	1,985
Human Resources Managers	6	752
Farmworkers, Farm, Ranch, and Aquacultural Animals	6	1,909
Management Analysts	6	390
Locomotive Engineers	6	1,449
Home Health Aides	6	1,913
Helpers--Electricians	6	1,861
Helpers--Production Workers	6	2,031
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	6	1,902
Mechatronics Engineers	6	592
Farm Equipment Mechanics and Service Technicians	6	1,445

Northwest Region

Career Cluster	Sum of # Favorites
Health Science	562
Architecture & Construction	221
Education & Training	145
Arts, Audio/Video Technology & Communications	129
Business Management & Administration	128
Human Services	127
Law, Public Safety, Corrections & Security	125
Transportation, Distribution & Logistics	118
Manufacturing	114
Agriculture, Food & Natural Resources	103
Science, Technology, Engineering & Mathematics	83
Hospitality & Tourism	57
Information Technology	54
Finance	51
Marketing	45
Government & Public Administration	6

Counties	
Defiance	Huron
Erie	Sandusky
Fulton	Williams
Henry	



Career Title- Northwest	 Favorites	Ability Match
Registered Nurses	64	324
Anesthesiologist Assistants	55	376
Elementary School Teachers, Except Special Education	51	355
Electricians	48	397
Police and Sheriff's Patrol Officers	45	396
Physical Therapist Assistants	44	542
Farmers, Ranchers, and Other Agricultural Managers	42	377
Hairdressers, Hairstylists, and Cosmetologists	36	560
Nurse Practitioners	34	184
Secondary School Teachers, Except Special and Career/Technical Education	33	342
Physician Assistants	30	226
Carpenters	30	400
Welders, Cutters, Solderers, and Brazers	26	589
Occupational Therapy Assistants	26	542
Critical Care Nurses	24	291
Acute Care Nurses	22	380
Diagnostic Medical Sonographers	20	522
Automotive Service Technicians and Mechanics	20	484
Physical Therapists	19	392
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	19	587
Financial Managers	19	256
Licensed Practical and Licensed Vocational Nurses	18	477
Computer and Information Systems Managers	17	358
Zoologists and Wildlife Biologists	16	273
Fine Artists, Including Painters, Sculptors, and Illustrators	16	463
First-Line Supervisors of Construction Trades and Extraction Workers	16	514
Bus and Truck Mechanics and Diesel Engine Specialists	16	540
General and Operations Managers	15	427
Lawyers	15	133
First-Line Supervisors of Mechanics, Installers, and Repairers	15	419
Clinical Nurse Specialists	15	238
Veterinarians	14	241
Real Estate Sales Agents	14	441
Writers and Authors	14	247
Information Security Analysts	14	395
Computer and Information Research Scientists	14	168
Human Resources Specialists	13	411
Medical and Health Services Managers	13	289
Interior Designers	13	407
Forensic Science Technicians	13	352
Musicians and Singers	13	626
Athletic Trainers	13	452
Advanced Practice Psychiatric Nurses	13	266
Solar Energy Installation Managers	12	505
Radiologic Technologists and Technicians	12	536
Online Merchants	12	438
Heavy and Tractor-Trailer Truck Drivers	12	596
Childcare Workers	12	611
Preschool Teachers, Except Special Education	11	596
Clinical and Counseling Psychologists	11	156
Special Effects Artists and Animators	10	476
Veterinary Technologists and Technicians	10	433
Video Game Designers	10	380
Graphic Designers	10	557
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	10	482
Investment Fund Managers	10	207
Detectives and Criminal Investigators	10	362
Accountants and Auditors	10	252
Treasurers and Controllers	9	157
Operating Engineers and Other Construction Equipment Operators	9	579
Veterinary Assistants and Laboratory Animal Caretakers	9	573
Wind Energy Operations Managers	9	391
Fish and Game Wardens	9	416
Marriage and Family Therapists	9	250
First-Line Supervisors of Material-Moving Machine and Vehicle Operators	9	461
Compliance Managers	9	276
Athletes and Sports Competitors	9	581
Animal Caretakers	9	573
Electrical Engineers	9	214
Chefs and Head Cooks	9	406
Photographers	8	518
Mental Health Counselors	8	170
Fashion Designers	8	519
Art, Drama, and Music Teachers, Postsecondary	8	214
Construction Managers	8	310
Airline Pilots, Copilots, and Flight Engineers	8	263
Automotive Body and Related Repairers	8	537
Customs and Border Protection Officers	8	440
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7	490
Music Therapists	7	406
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	7	549
Firefighters	7	467

Counties	
Defiance	Huron
Erie	Sandusky
Fulton	Williams
Henry	

Makeup Artists, Theatrical and Performance	7	561
Animal Trainers	7	582
Bakers	7	613
Business Intelligence Analysts	7	206
Sports Medicine Physicians	6	159
Plumbers, Pipefitters, and Steamfitters	6	497
Regulatory Affairs Managers	6	308
First-Line Supervisors of Production and Operating Workers	6	477
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	6	626
Nursing Assistants	6	589
Construction Laborers	6	632
Biologists	6	99
Cooks, Restaurant	6	583
Wind Energy Development Managers	5	340
Software Quality Assurance Analysts and Testers	5	412
Psychiatrists	5	168
Real Estate Brokers	5	451
Healthcare Social Workers	5	292
Farm Labor Contractors	5	583
Mobile Heavy Equipment Mechanics, Except Engines	5	463
News Analysts, Reporters, and Journalists	5	388
Loss Prevention Managers	5	399
Manicurists and Pedicurists	5	566
Mechanical Engineers	5	193
Architectural and Civil Drafters	5	388
Actuaries	5	67
Aerospace Engineers	5	121
Coaches and Scouts	5	390
Clinical Data Managers	5	288
Electrical Power-Line Installers and Repairers	5	568
Cement Masons and Concrete Finishers	5	594
Child, Family, and School Social Workers	5	310
Pediatricians, General	4	120
Search Marketing Strategists	4	351
Private Detectives and Investigators	4	381
Radiation Therapists	4	490
Special Education Teachers, Preschool	4	349
Music Directors and Composers	4	520
Management Analysts	4	209
Obstetricians and Gynecologists	4	164
Industrial Machinery Mechanics	4	545
Nurse Midwives	4	314
Midwives	4	395
Bioengineers and Biomedical Engineers	4	121
Actors	4	463
Editors	4	300
Cooks, Private Household	4	598
Cooks, Fast Food	4	585
Buyers and Purchasing Agents, Farm Products	4	359
Aircraft Mechanics and Service Technicians	4	470
Commercial Divers	4	516
Computer User Support Specialists	4	508
Civil Engineers	4	142
Art Therapists	4	344
Dentists, General	4	273
Dermatologists	4	238
Commercial and Industrial Designers	4	341
Police Identification and Records Officers	3	472
Substance Abuse and Behavioral Disorder Counselors	3	316
Skincare Specialists	3	528
Radiologists	3	163
Sustainability Specialists	3	375
Personal Financial Advisors	3	239
Political Scientists	3	166
Speech-Language Pathologists	3	229
Statisticians	3	49
Park Naturalists	3	460
Producers and Directors	3	393
Neurologists	3	97
Flight Attendants	3	539
Nuclear Engineers	3	115
Massage Therapists	3	534
Nannies	3	561
Occupational Therapists	3	382
Mental Health and Substance Abuse Social Workers	3	266
Health Education Specialists	3	278
Laborers and Freight, Stock, and Material Movers, Hand	3	622
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	3	513
Machinists	3	516
Landscaping and Groundskeeping Workers	3	576
Dental Hygienists	3	585
Electrical and Electronics Repairers, Commercial and Industrial Equipment	3	452
Education and Childcare Administrators, Preschool and Daycare	3	359
Astronomers	3	57
Anthropologists and Archeologists	3	143
Agents and Business Managers of Artists, Performers, and Athletes	3	357
Architectural and Engineering Managers	3	154

Barbers	3	598
Educational, Guidance, and Career Counselors and Advisors	3	307
Broadcast Announcers and Radio Disc Jockeys	3	317
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	3	537
Brownfield Redevelopment Specialists and Site Managers	3	217
Excavating and Loading Machine and Dragline Operators, Surface Mining	3	586
Subway and Streetcar Operators	2	558
Orthodontists	2	397
Outdoor Power Equipment and Other Small Engine Mechanics	2	551
Painting, Coating, and Decorating Workers	2	563
Recreational Therapists	2	362
Web Developers	2	469
Rehabilitation Counselors	2	351
Purchasing Agents, Except Wholesale, Retail, and Farm Products	2	291
Roofers	2	579
Self-Enrichment Teachers	2	588
Poets, Lyricists and Creative Writers	2	156
Public Relations Specialists	2	303
Recycling Coordinators	2	481
Physicians, Pathologists	2	56
Physical Therapist Aides	2	608
Pipelayers	2	578
Respiratory Therapists	2	432
Pharmacists	2	216
Robotics Engineers	2	123
Special Education Teachers, Secondary School	2	331
Public Safety Telecommunicators	2	512
Wind Turbine Service Technicians	2	530
Retail Salespersons	2	575
Microsystems Engineers	2	201
Market Research Analysts and Marketing Specialists	2	187
Motorcycle Mechanics	2	497
Industrial-Organizational Psychologists	2	154
Helpers--Carpenters	2	570
Film and Video Editors	2	507
Helpers--Roofers	2	614
Insurance Sales Agents	2	400
Industrial Engineering Technologists and Technicians	2	357
Fraud Examiners, Investigators and Analysts	2	256
Industrial Production Managers	2	355
Gas Plant Operators	2	462
Helpers--Electricians	2	585
Librarians and Media Collections Specialists	2	477
Middle School Teachers, Except Special and Career/Technical Education	2	369
Light Truck Drivers	2	620
Models	2	280
Farm Equipment Mechanics and Service Technicians	2	518
First-Line Supervisors of Farming, Fishing, and Forestry Workers	2	514
First-Line Supervisors of Office and Administrative Support Workers	2	446
Fishing and Hunting Workers	2	556
Marketing Managers	2	326
Dancers	2	612
Chief Executives	2	142
Camera Operators, Television, Video, and Film	2	539
Civil Engineering Technologists and Technicians	2	320
Criminal Justice and Law Enforcement Teachers, Postsecondary	2	162
Clergy	2	230
Architects, Except Landscape and Naval	2	162
Commercial Pilots	2	375
Electrical and Electronics Installers and Repairers, Transportation Equipment	2	575
Anesthesiologists	2	184
Crane and Tower Operators	2	580
English Language and Literature Teachers, Postsecondary	2	100
Appraisers and Assessors of Real Estate	2	384
Conservation Scientists	2	361
Biological Science Teachers, Postsecondary	2	104
Animal Control Workers	2	471
Butchers and Meat Cutters	2	632
Animal Scientists	2	154
Chemical Engineers	2	137
Agricultural Equipment Operators	2	614
Chemists	2	128
Cooks, Short Order	2	617
Chiropractors	2	358
Craft Artists	2	545
Computer Network Support Specialists	2	487
Exercise Trainers and Group Fitness Instructors	2	543
Stationary Engineers and Boiler Operators	1	530
Ophthalmic Medical Technicians	1	570
Painters, Construction and Maintenance	1	583
Robotics Technicians	1	334
Wholesale and Retail Buyers, Except Farm Products	1	418
Paralegals and Legal Assistants	1	426