Workforce Pell eligible occupations (high demand, high wage occupations)

Report data updated: 09/14/2026

View the Workforce Pell eligibility list

Employment Security's Workforce Pell eligibility list is a compilation of occupations that are considered high demand and high wage.

High demand is based on projected occupational job growth

High wage filters the demand list by occupations that meet or exceed a wage threshold of $20.46; a figure that is based on a weighted average of self-sufficiency wages across Washington state as defined by the UW Self Sufficiency Calculator.

An occupation is above the threshold if the first quartile (25th percentile) of its wage distribution is above the self-sufficiency wage.

SOC stands for Standard Occupational Classification. Federal statistical agencies use this system to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

Source: Occupations in demand list. Washington State Employment Security Department in partnership with Washington’s 12 Local Workforce Development Boards.

Learn more about Washington state's labor market information at https://esd.wa.gov/jobs-and-training/labor-market-information

SOC code	SOC title	Wage (first quartile)	Number of jobs	Share of total employment	Average annual openings as a result of growth	Share of total projected job openings as a result of growth
112021	Marketing Managers	45.48	9,770	28%	87	21%
113031	Financial Managers	51.91	13,890	39%	173	42%
119032	Education Administrators, Kindergarten through Secondary	65.19	6,310	18%	95	23%
119041	Architectural and Engineering Managers	78.87	6,140	17%	46	11%
119051	Food Service Managers	25	1,870	5%	86	21%
119111	Medical and Health Services Managers	39.18	7,740	22%	221	54%
119141	Property, Real Estate, and Community Association Managers	26.44	2,850	8%	73	18%
131041	Compliance Officers	37.58	10,820	31%	117	29%
131071	Human Resources Specialists	35.34	25,110	71%	229	56%
131081	Logisticians	31.43	5,370	15%	115	28%
131111	Management Analysts	43.53	24,900	71%	652	160%
131121	Meeting, Convention, and Event Planners	26.39	3,720	11%	75	18%
131131	Fundraisers	27.31	3,410	10%	75	18%
131151	Training and Development Specialists	34.52	9,270	26%	107	26%
131161	Market Research Analysts and Marketing Specialists	37.95	26,030	74%	253	62%
131199	Business Operations Specialists, All Other	35.28	48,470	137%	689	169%
132052	Personal Financial Advisors	43.29	6,510	18%	94	23%
132099	Financial Specialists, All Other	32.35	3,110	9%	120	29%
151211	Computer Systems Analysts	47.73	18,230	52%	170	42%
151212	Information Security Analysts	51.33	6,830	19%	102	25%
151221	Computer and Information Research Scientists	80.2	2,590	7%	26	6%
151232	Computer User Support Specialists	28.84	20,450	58%	149	37%
151241	Computer Network Architects	60.24	4,450	13%	8	2%
151242	Database Administrators	41.29	2,190	6%	32	8%
151252	Software Developers	76.29	91,470	259%	772	190%
151254	Web Developers	40.77	4,370	12%	98	24%
151299	Computer Occupations, All Other	56.85	13,620	39%	126	31%
152051	Data Scientists	65.52	7,930	22%	66	16%
172051	Civil Engineers	46.62	11,900	34%	137	34%
172071	Electrical Engineers	51.41	10,010	28%	92	23%
172112	Industrial Engineers	48.33	6,800	19%	83	20%
172141	Mechanical Engineers	47.33	9,350	27%	113	28%
173026	Industrial Engineering Technologists and Technicians	33.96	1,160	3%	8	2%
191042	Medical Scientists, Except Epidemiologists	38.27	6,920	20%	208	51%
192041	Environmental Scientists and Specialists, Including Health	36.34	4,280	12%	69	17%
193039	Psychologists, All Other	47.34	380	1%	261	64%
194021	Biological Technicians	23.42	4,140	12%	108	27%
195011	Occupational Health and Safety Specialists	41.8	3,820	11%	64	16%
195012	Occupational Health and Safety Technicians	34.23	600	2%	9	2%
211012	Educational, Guidance, and Career Counselors and Advisors	29.9	5,910	17%	91	22%
211013	Marriage and Family Therapists	36.19	-	-	5	1%
211019	Counselors, All Other	27.13	90	0%	519	127%
211021	Child, Family, and School Social Workers	24.05	10,570	30%	100	25%
211022	Healthcare Social Workers	23.98	4,970	14%	82	20%
211094	Community Health Workers	23.33	2,440	7%	61	15%
231011	Lawyers	56.48	13,140	37%	156	38%

251194	Career/Technical Education Teachers, Postsecondary	30.67	3,610	10%	70	17%
252012	Kindergarten Teachers, Except Special Education	58.18	4,670	13%	87	21%
252021	Elementary School Teachers, Except Special Education	57.62	30,790	87%	503	124%
252022	Middle School Teachers, Except Special and Career/Technical E	59.87	11,110	32%	180	44%
252031	Secondary School Teachers, Except Special and Career/Techni	59.47	14,730	42%	242	59%
252059	Special Education Teachers, All Other	51.15	150	0%	55	14%
253099	Teachers and Instructors, All Other	23.97	1,260	4%	343	84%
271021	Commercial and Industrial Designers	45.17	450	1%	1	0%
272022	Coaches and Scouts	20.63	11,180	32%	304	75%
273031	Public Relations Specialists	33.81	6,650	19%	90	22%
273043	Writers and Authors	33.74	900	3%	37	9%
291021	Dentists, General	31.58	3,100	9%	78	19%
291031	Dietitians and Nutritionists	35.59	1,370	4%	36	9%
291051	Pharmacists	70.21	7,940	23%	59	14%
291071	Physician Assistants	71.13	3,310	9%	88	22%
291122	Occupational Therapists	47.15	3,410	10%	68	17%
291123	Physical Therapists	44.67	5,460	15%	170	42%
291126	Respiratory Therapists	45.44	1,850	5%	48	12%
291131	Veterinarians	65.94	1,940	6%	63	15%
291141	Registered Nurses	52.53	64,690	183%	1256	309%
291171	Nurse Practitioners	61.74	4,790	14%	183	45%
291215	Family Medicine Physicians	127.59	1,420	4%	18	4%
291229	Physicians, All Other	41.58	6,350	18%	151	37%
291292	Dental Hygienists	54.65	5,140	15%	138	34%
292031	Cardiovascular Technologists and Technicians	31.53	1,160	3%	22	5%
292032	Diagnostic Medical Sonographers	52.77	2,060	6%	40	10%
292034	Radiologic Technologists and Technicians	39.69	4,040	11%	73	18%
292035	Magnetic Resonance Imaging Technologists	51.47	930	3%	15	4%
292052	Pharmacy Technicians	24.12	9,260	26%	34	8%
292055	Surgical Technologists	28.97	2,380	7%	50	12%
292056	Veterinary Technologists and Technicians	25.96	2,250	6%	71	17%
292061	Licensed Practical and Licensed Vocational Nurses	36.83	6,450	18%	139	34%
299099	Healthcare Practitioners and Technical Workers, All Other	24.54	820	2%	212	52%
311131	Nursing Assistants	22.75	28,080	80%	860	211%
312021	Physical Therapist Assistants	30.43	2,110	6%	49	12%
319011	Massage Therapists	30.93	3,590	10%	269	66%
319091	Dental Assistants	23.41	13,330	38%	187	46%
319092	Medical Assistants	24.3	18,430	52%	387	95%
319097	Phlebotomists	23.5	2,380	7%	46	11%
319099	Healthcare Support Workers, All Other	21.8	3,040	9%	58	14%
339021	Private Detectives and Investigators	23.29	840	2%	116	28%
339032	Security Guards	21.33	24,820	70%	589	145%
339091	Crossing Guards and Flaggers	24.39	3,260	9%	28	7%
351012	First-Line Supervisors of Food Preparation and Serving Workers	21.75	21,360	61%	389	96%
352012	Cooks, Institution and Cafeteria	20.97	10,210	29%	171	42%
352014	Cooks, Restaurant	20.48	34,790	99%	384	94%
371011	First-Line Supervisors of Housekeeping and Janitorial Workers	21.46	3,050	9%	57	14%
371012	First-Line Supervisors of Landscaping, Lawn Service, and Grour	23	1,760	5%	65	16%
391022	First-Line Supervisors of Personal Service Workers	26.03	1,580	4%	112	28%
393011	Gambling Dealers	35.87	4,490	13%	110	27%
395011	Barbers	22.93	360	1%	48	12%

395012	Hairdressers, Hairstylists, and Cosmetologists	23.44	7,410	21%	199	49%
395092	Manicurists and Pedicurists	21.32	5,650	16%	79	19%
396012	Concierges	20.85	870	2%	3	1%
413031	Securities, Commodities, and Financial Services Sales Agents	35.37	8,380	24%	24	6%
413091	Sales Representatives of Services, Except Advertising, Insuranc	24.38	21,880	62%	122	30%
414011	Sales Representatives, Wholesale and Manufacturing, Technica	40.62	10,240	29%	90	22%
414012	Sales Representatives, Wholesale and Manufacturing, Except T	27.88	30,090	85%	-46	-11%
419022	Real Estate Sales Agents	26.08	5,470	16%	81	20%
431011	First-Line Supervisors of Office and Administrative Support Worl	30.05	33,360	95%	196	48%
434199	Information and Record Clerks, All Other	23.28	4,220	12%	40	10%
435021	Couriers and Messengers	22.03	1,670	5%	55	14%
435032	Dispatchers, Except Police, Fire, and Ambulance	26	5,360	15%	50	12%
436013	Medical Secretaries and Administrative Assistants	23.24	11,650	33%	157	39%
436014	Secretaries and Administrative Assistants, Except Legal, Medica	23.94	34,280	97%	384	94%
439199	Office and Administrative Support Workers, All Other	22.96	3,410	10%	66	16%
491011	First-Line Supervisors of Mechanics, Installers, and Repairers	35.68	14,640	42%	131	32%
493011	Aircraft Mechanics and Service Technicians	41.91	4,230	12%	106	26%
493023	Automotive Service Technicians and Mechanics	21.43	13,740	39%	155	38%
499041	Industrial Machinery Mechanics	34.87	10,300	29%	106	26%
499071	Maintenance and Repair Workers, General	24.6	31,960	91%	512	126%
512011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	34.21	4,760	13%	161	40%
513023	Slaughterers and Meat Packers	21.18	1,000	3%	-3	-1%
531049	First-Line Supervisors of Transportation Workers, All Other	35.99	-	-	117	29%
532031	Flight Attendants	48.68	-	-	99	24%
533031	Driver/Sales Workers	20.92	8,930	25%	81	20%
533052	Bus Drivers, Transit and Intercity	29.93	7,100	20%	111	27%