

# NWTC **DISTRICT WORKFORCE DATA** 2025



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# NWTC District Workforce Data 2025

## Top 30 Occupations Requiring Postsecondary Education

*Occupations requiring additional education that have the most annual openings in the NWTC District projected from 2025-2035.*

Description	Annual Openings
Heavy and Tractor-Trailer Truck Drivers	640
Registered Nurses	331
Nursing Assistants	329
Bookkeeping, Accounting, and Auditing Clerks	262
General and Operations Managers	262
Teaching Assistants, Except Postsecondary	232
Medical Assistants	160
Accountants and Auditors	153
Postsecondary Teachers	144
Elementary School Teachers, Except Special Education	129
Managers, All Other	119
Substitute Teachers, Short-Term	116
Preschool Teachers, Except Special Education	102
Human Resources Specialists	101
Automotive Service Technicians and Mechanics	100
Hairdressers, Hairstylists, and Cosmetologists	100
Market Research Analysts and Marketing Specialists	95
Project Management Specialists	93
Business Operations Specialists, All Other	91
Secondary School Teachers, Except Special and Career/ Technical Education	87
Middle School Teachers, Except Special and Career/ Technical Education	86
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	83
Financial Managers	82
Buyers and Purchasing Agents	77
Dental Assistants	76
Software Developers	70
Management Analysts	67
Coaches and Scouts	65
Training and Development Specialists	63
Construction Managers	60

Source: Lightcast, Occupation Table

## Occupation Groups

Annual job openings by occupation group in the  
NWTC District projected from 2025-2035.

Description	Annual Openings
Food Preparation and Serving Related Occupations	3,998
Production Occupations	3,189
Office and Administrative Support Occupations	2,933
Sales and Related Occupations	2,905
Transportation and Material Moving Occupations	2,898
Healthcare Support Occupations	1,553
Management Occupations	1,444
Educational Instruction and Library Occupations	1,187
Building and Grounds Cleaning and Maintenance Occupations	1,168
Personal Care and Service Occupations	1,062
Business and Financial Operations Occupations	1,049
Healthcare Practitioners and Technical Occupations	1,023
Construction and Extraction Occupations	1,012
Installation, Maintenance, and Repair Occupations	977
Farming, Fishing, and Forestry Occupations	536
Protective Service Occupations	457
Community and Social Service Occupations	402
Arts, Design, Entertainment, Sports, and Media Occupations	364
Computer and Mathematical Occupations	295
Architecture and Engineering Occupations	279
Life, Physical, and Social Science Occupations	161
Military-only occupations	58
Legal Occupations	55
Unclassified Occupation	0

Source: Lightcast, Occupation Table

## Top Common Skills

Common skills requested most often in  
NWTC District job posts from July 2024-June 2025.

Common Skill	Postings with Skill
Communication	20,921
Customer Service	16,995
Management	11,211
Sales	10,044
Operations	9,530
Detail Oriented	8,948
Leadership	8,622
Problem Solving	7,183
Lifting Ability	7,164
Planning	5,068
Interpersonal Communications	4,925
Writing	4,797
Organizational Skills	4,668
Computer Literacy	4,300
Microsoft Office	4,196
Troubleshooting (Problem Solving)	4,157
Time Management	4,152
Multitasking	4,143
Professionalism	4,036
Coordinating	4,014

Source: Lightcast, Job Posting Analytics Table

## Top Qualifications

Qualifications requested most often in  
NWTC District job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Valid Driver's License	8,864
Registered Nurse (RN)	3,271
Basic Life Support (BLS) Certification	2,393
Cardiopulmonary Resuscitation (CPR) Certification	1,613
Licensed Practical Nurse (LPN)	1,188
Commercial Driver's License (CDL)	812
CDL Class A License	761
Certified Nursing Assistant (CNA)	699
First Aid Certification	522
Advanced Cardiovascular Life Support (ACLS) Certification	490
Nurse Practitioner (APRN-CNP)	456
Board Certified/Board Eligible	374
Emergency Medical Technician (EMT)	299
ServSafe Certification	293
Forklift Certification	280
Food Handler's Card	258
Pediatric Advanced Life Support (PALS)	245
Bachelor Of Science in Nursing (BSN)	228
Automotive Service Excellence (ASE) Certification	219
Automated External Defibrillator (AED) Certification	217
Certified Pharmacy Technician	210
Certified Medical Assistant (CMA)	207
CDL Class B License	206
American Registry Of Radiologic Technologists (ARRT) Certified	200
Teaching Certificate	192
Neonatal Resuscitation Program Certification (NRP)	181
Licensed Clinical Social Worker (LCSW)	180
Licensed Professional Counselor (LPC)	170
Professional Engineer (PE) License	164
Licensed Vocational Nurse (LVN)	163
Advanced Emergency Medical Technician (AEMT)	160
Certified Public Accountant	159
Registered Pharmacist (RPh)	155
Certified Clinical Medical Assistant (CCMA)	145

## Top Qualifications

Qualifications requested most often in  
NWTC District job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Registered Medical Assistant (RMA)	141
Master Of Business Administration (MBA)	136
Certified Patient Care Technician (CPCT)	129
Advanced Practice Registered Nurse	118
Tanker Endorsement	108
Drug Enforcement Agency (DEA) License	107
American Registry For Diagnostic Medical Sonography (ARDMS) Certification	104
American Red Cross (ARC) Certification	103
Project Management Professional Certification	101
Speech-Language Pathology License	100
Licensed Marriage And Family Therapist (LMFT)	100
Medication Administration Certification	99
Barber License	93
Patient Identification and Matching	91
Security Clearance	88
ANCC Certified	83

Source: Lightcast, Job Posting Analytics Table

# Top Specialized Skills

Specialized Skills requested most often in  
NWTC District job posts from July 2024-June 2025.

Specialized Skill	Postings with Skill
Merchandising	3,727
Nursing	3,582
Auditing	2,881
Project Management	2,786
Food Safety And Sanitation	2,747
Warehousing	2,744
Marketing	2,649
Housekeeping	2,615
Forklift Truck	2,393
Accounting	2,132
Inventory Management	2,110
General Mathematics	2,048
Restaurant Operation	2,021
Machinery	2,015
Selling Techniques	2,001
Continuous Improvement Process	1,961
Effective Communication	1,875
Process Improvement	1,817
Caregiving	1,741
Cash Handling	1,720

Source: Lightcast, Job Posting Analytics Table

## Growing Industries

Top industries based on the projected job increases from 2025-2035 in the NWTC District (*showing number of new jobs*).

Description	2025-2035 Change
Food Manufacturing	1,358
Ambulatory Health Care Services	1,322
Hospitals	1,177
Food Services and Drinking Places	666
Management of Companies and Enterprises	589
Specialty Trade Contractors	547
Social Assistance	540
Fabricated Metal Product Manufacturing	496
Local Government	330
Chemical Manufacturing	316
Professional, Scientific, and Technical Services	306
Educational Services	280
Merchant Wholesalers, Nondurable Goods	274
Textile Mills	261
Building Material and Garden Equipment and Supplies Dealers	253
State Government	239
Administrative and Support Services	227
Merchant Wholesalers, Durable Goods	224
Telecommunications	217
Motor Vehicle and Parts Dealers	186
Printing and Related Support Activities	185
Accommodation	184
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	180
Amusement, Gambling, and Recreation Industries	175
Performing Arts, Spectator Sports, and Related Industries	170
Beverage and Tobacco Product Manufacturing	153
Personal and Laundry Services	139
Furniture and Related Product Manufacturing	129
Support Activities for Transportation	121
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	120
Construction of Buildings	96



# Growing Industries (continued)

Top industries based on the projected job increases from 2025-2035 in the NWTC District (showing number of new jobs).

Description	2025-2035 Change
Real Estate	95
Crop Production	92
Couriers and Messengers	90
Machinery Manufacturing	82
Health and Personal Care Retailers	80
Repair and Maintenance	79
Rental and Leasing Services	77
Animal Production and Aquaculture	74
Miscellaneous Manufacturing	74
Computer and Electronic Product Manufacturing	50
Heavy and Civil Engineering Construction	50

Source: Lightcast, Industries Table

# **BROWN COUNTY**

# NWTC Brown County Workforce Data 2025

## Top 30 Occupations Requiring Postsecondary Education

*Occupations requiring additional education that have the most annual openings in Brown County projected from 2025–2035.*

Description	Annual Openings
Heavy and Tractor-Trailer Truck Drivers	469
Registered Nurses	290
Nursing Assistants	246
General and Operations Managers	192
Bookkeeping, Accounting, and Auditing Clerks	185
Teaching Assistants, Except Postsecondary	146
Postsecondary Teachers	141
Medical Assistants	120
Accountants and Auditors	115
Elementary School Teachers, Except Special Education	87
Managers, All Other	78
Substitute Teachers, Short-Term	78
Market Research Analysts and Marketing Specialists	75
Human Resources Specialists	75
Project Management Specialists	73
Preschool Teachers, Except Special Education	73
Business Operations Specialists, All Other	71
Hairdressers, Hairstylists, and Cosmetologists	70
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	68
Automotive Service Technicians and Mechanics	65
Financial Managers	65
Buyers and Purchasing Agents	57
Dental Assistants	56
Software Developers	55
Middle School Teachers, Except Special and Career/Technical Education	55
Coaches and Scouts	52
Management Analysts	51
Secondary School Teachers, Except Special and Career/Technical Education	48
Training and Development Specialists	47
Computer User Support Specialists	44

*Source: Lightcast, Occupation Table*

## Occupation Groups

Annual job openings by occupation group in Brown County projected from 2025-2035.

Description	Annual Openings
Food Preparation and Serving Related Occupations	2,634
Production Occupations	2,246
Office and Administrative Support Occupations	2,170
Transportation and Material Moving Occupations	2,109
Sales and Related Occupations	2,031
Healthcare Support Occupations	1,128
Management Occupations	859
Educational Instruction and Library Occupations	833
Healthcare Practitioners and Technical Occupations	822
Business and Financial Operations Occupations	802
Building and Grounds Cleaning and Maintenance Occupations	783
Personal Care and Service Occupations	769
Installation, Maintenance, and Repair Occupations	669
Construction and Extraction Occupations	665
Protective Service Occupations	306
Community and Social Service Occupations	293
Arts, Design, Entertainment, Sports, and Media Occupations	274
Computer and Mathematical Occupations	236
Architecture and Engineering Occupations	191
Farming, Fishing, and Forestry Occupations	137
Life, Physical, and Social Science Occupations	113
Legal Occupations	41
Military-only occupations	32

Source: Lightcast, Occupation Table

# Top Common Skills

Common skills requested most often in  
Brown County job posts from July 2024-June 2025.

Common Skill	Postings with Skill
Communication	17,079
Customer Service	13,864
Management	9,097
Sales	8,203
Operations	7,524
Detail Oriented	7,214
Leadership	7,101
Problem Solving	5,888
Lifting Ability	5,570
Writing	4,074
Interpersonal Communications	4,061
Planning	4,028
Organizational Skills	3,738
Troubleshooting (Problem Solving)	3,447
Computer Literacy	3,446
Multitasking	3,392
Microsoft Office	3,364
Scheduling	3,349
Time Management	3,334
Professionalism	3,307

Source: Lightcast, Job Posting Analytics Table

## Top Qualifications

Qualifications requested most often in  
Brown County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Valid Driver's License	6,919
Registered Nurse (RN)	2,381
Basic Life Support (BLS) Certification	1,790
Cardiopulmonary Resuscitation (CPR) Certification	1,184
Licensed Practical Nurse (LPN)	802
Commercial Driver's License (CDL)	598
CDL Class A License	586
First Aid Certification	469
Certified Nursing Assistant (CNA)	456
Nurse Practitioner (APRN-CNP)	354
Advanced Cardiovascular Life Support (ACLS) Certification	328
Board Certified/Board Eligible	299
Emergency Medical Technician (EMT)	258
ServSafe Certification	236
Forklift Certification	224
Food Handler's Card	220
Automated External Defibrillator (AED) Certification	184
Certified Medical Assistant (CMA)	168
Certified Pharmacy Technician	162
Pediatric Advanced Life Support (PALS)	160
CDL Class B License	159
Bachelor Of Science in Nursing (BSN)	157
Teaching Certificate	152
Professional Engineer (PE) License	151
Certified Public Accountant	148
Licensed Clinical Social Worker (LCSW)	146
Advanced Emergency Medical Technician (AEMT)	142
Automotive Service Excellence (ASE) Certification	141
Licensed Professional Counselor (LPC)	137
Certified Clinical Medical Assistant (CCMA)	130
Master Of Business Administration (MBA)	129
American Registry Of Radiologic Technologists (ARRT) Certified	128
Registered Medical Assistant (RMA)	123
Registered Pharmacist (RPh)	115

# Top Qualifications (continued)

Qualifications requested most often in  
Brown County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Neonatal Resuscitation Program Certification (NRP)	108
Advanced Practice Registered Nurse	102
Licensed Vocational Nurse (LVN)	102
Medication Administration Certification	97
American Red Cross (ARC) Certification	94
American Registry For Diagnostic Medical Sonography (ARDMS) Certification	88
Patient Identification and Matching	87
Certified Patient Care Technician (CPCT)	86
Speech-Language Pathology License	83
Project Management Professional Certification	83
Licensed Marriage And Family Therapist (LMFT)	82
Drug Enforcement Agency (DEA) License	81
CompTIA A+	71
FINRA Series 7 (General Securities Representative)	71
Barber License	70
Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP)	68

Source: Lightcast, Job Posting Analytics Table

## Top Specialized Skills

Specialized Skills requested most often in  
Brown County job posts from July 2024-June 2025.

Specialized Skill	Postings with Skill
Merchandising	2,833
Nursing	2,621
Project Management	2,454
Marketing	2,351
Warehousing	2,326
Auditing	2,295
Food Safety And Sanitation	2,151
Forklift Truck	2,003
Accounting	1,793
Housekeeping	1,690
Inventory Management	1,646
Selling Techniques	1,639
Continuous Improvement Process	1,625
General Mathematics	1,607
Machinery	1,572
Process Improvement	1,541
Effective Communication	1,512
Restaurant Operation	1,512
Data Entry	1,333
Finance	1,328

Source: Lightcast, Job Posting Analytics Table



## Growing Industries

Top industries based on the projected job increases from 2025-2035 in Brown County (*showing number of new jobs*).

Description	2025-2035 Change
Hospitals	1,312
Food Manufacturing	1,060
Ambulatory Health Care Services	898
Fabricated Metal Product Manufacturing	471
Food Services and Drinking Places	460
Specialty Trade Contractors	413
Social Assistance	392
Management of Companies and Enterprises	335
Merchant Wholesalers, Nondurable Goods	320
Educational Services	251
Textile Mills	244
State Government	232
Printing and Related Support Activities	215
Chemical Manufacturing	213
Motor Vehicle and Parts Dealers	185
Telecommunications	183
Accommodation	179
Local Government	177
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	153
Building Material and Garden Equipment and Supplies Dealers	148
Merchant Wholesalers, Durable Goods	134
Miscellaneous Manufacturing	131
Amusement, Gambling, and Recreation Industries	123
Furniture and Related Product Manufacturing	122
Performing Arts, Spectator Sports, and Related Industries	116
Support Activities for Transportation	111
Professional, Scientific, and Technical Services	110
Health and Personal Care Retailers	98
Personal and Laundry Services	92
Beverage and Tobacco Product Manufacturing	87
Wood Product Manufacturing	70
Couriers and Messengers	67
Rental and Leasing Services	64

## Growing Industries (continued)

Top industries based on the projected job increases from 2025-2035 in Brown County (*showing number of new jobs*).

Description	2025-2035 Change
Real Estate	62
Publishing Industries	62
Transportation Equipment Manufacturing	56
Construction of Buildings	52

*Source: Lightcast, Industries Table*

**DOOR  
COUNTY**

## NWTC Door County Workforce Data 2025

### Top 30 Occupations Requiring Postsecondary Education

*Occupations requiring additional education that have the most annual openings in Door County projected from 2025–2035.*

Description	Annual Openings
Bookkeeping, Accounting, and Auditing Clerks	19
General and Operations Managers	19
Teaching Assistants, Except Postsecondary	16
Heavy and Tractor-Trailer Truck Drivers	16
Registered Nurses	13
Nursing Assistants	13
Medical Assistants	10
Hairdressers, Hairstylists, and Cosmetologists	9
Managers, All Other	9
Accountants and Auditors	8
Secondary School Teachers, Except Special and Career/ Technical Education	8
Preschool Teachers, Except Special Education	8
Elementary School Teachers, Except Special Education	6
Automotive Service Technicians and Mechanics	6
Substitute Teachers, Short-Term	6
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	6
Construction Managers	5
Market Research Analysts and Marketing Specialists	5
Middle School Teachers, Except Special and Career/ Technical Education	5
Human Resources Specialists	5
Business Operations Specialists, All Other	5
Buyers and Purchasing Agents	4
Project Management Specialists	4
Management Analysts	4
Coaches and Scouts	4
Industrial Engineers	4
Training and Development Specialists	4
Firefighters	4
Dental Assistants	4
Mechanical Engineers	4

*Source: Lightcast, Occupation Table*

## Occupation Groups

Annual job openings by occupation group in  
Door County projected from 2025-2035.

Description	Annual Openings
Food Preparation and Serving Related Occupations	490
Sales and Related Occupations	240
Office and Administrative Support Occupations	188
Production Occupations	172
Transportation and Material Moving Occupations	152
Building and Grounds Cleaning and Maintenance Occupations	142
Management Occupations	106
Healthcare Support Occupations	80
Personal Care and Service Occupations	78
Construction and Extraction Occupations	76
Installation, Maintenance, and Repair Occupations	70
Educational Instruction and Library Occupations	69
Business and Financial Operations Occupations	55
Healthcare Practitioners and Technical Occupations	46
Farming, Fishing, and Forestry Occupations	39
Protective Service Occupations	33
Arts, Design, Entertainment, Sports, and Media Occupations	32
Community and Social Service Occupations	23
Architecture and Engineering Occupations	22
Computer and Mathematical Occupations	12
Military-only occupations	8
Life, Physical, and Social Science Occupations	8
Legal Occupations	4

*Lightcast, Occupation Table*

## Top Common Skills

Common skills requested most often in  
Door County job posts from July 2024-June 2025.

Common Skill	Postings with Skill
Communication	902
Customer Service	861
Management	494
Operations	483
Sales	466
Detail Oriented	426
Lifting Ability	399
Leadership	351
Planning	239
Problem Solving	213
Cleanliness	198
English Language	194
Organizational Skills	192
Coordinating	185
Multitasking	181
Positivity	173
Professionalism	172
Interpersonal Communications	171
Writing	170
Energetic	169

Source: Lightcast, Job Posting Analytics Table

## Top Qualifications

Qualifications requested most often in  
Door County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Valid Driver's License	417
Registered Nurse (RN)	144
Basic Life Support (BLS) Certification	100
Licensed Practical Nurse (LPN)	61
Cardiopulmonary Resuscitation (CPR) Certification	54
Certified Nursing Assistant (CNA)	45
Commercial Driver's License (CDL)	38
Nurse Practitioner (APRN-CNP)	33
Advanced Cardiovascular Life Support (ACLS) Certification	29
CDL Class A License	27
Food Handler's Card	24
First Aid Certification	23
Automotive Service Excellence (ASE) Certification	18
Registered Pharmacist (RPh)	15
Automated External Defibrillator (AED) Certification	14
Certified Pharmacy Technician	14
Neonatal Resuscitation Program Certification (NRP)	14
CDL Class B License	13
Licensed Vocational Nurse (LVN)	12
ServSafe Certification	11
Licensed Clinical Social Worker (LCSW)	11
ASNT Non-Destructive Tester	10
Licensed Professional Counselor (LPC)	10
Pediatric Advanced Life Support (PALS)	10
Barber License	9
American Registry Of Radiologic Technologists (ARRT) Certified	9
Pesticide Applicator License	8
Registered Dietitian (RD/RDN)	8
Emergency Medical Technician (EMT)	7
Trauma Nurse Core Course (TNCC)	7
Respiratory Care Practitioner	7
Certified Medical Assistant (CMA)	7
Certified Occupational Therapy Assistant	7
Registered Respiratory Therapist (RRT)	7

## Top Qualifications (continued)

Qualifications requested most often in  
Door County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
10-Hour OSHA General Industry Card	6
Registered Medical Assistant (RMA)	6
Board Certified/Board Eligible	6
Certified Safety Professional	6
Board Certified Behavior Analyst (BCBA)	5
Phlebotomy Certification	5
Secret Clearance	5
Registered Behavior Technician (RBT)	5
CPR/AED For The Professional Rescuer	5
Security Clearance	5
ASE Parts Specialist	4
Bachelor Of Science in Nursing (BSN)	4
Licensed Mental Health Counselor (LMHC)	4
3G Welding Certification	4
Certified Coding Specialist (CCS)	4
Certified Coding Associate (CCA)	4

Source: Lightcast, Job Posting Analytics Table



# Top Specialized Skills

Specialized Skills requested most often in Door County job posts from July 2024-June 2025.

Specialized Skill	Postings with Skill
Merchandising	268
Housekeeping	209
Restaurant Operation	156
Cash Handling	150
General Mathematics	145
Inventory Management	143
Nursing	141
Food Safety And Sanitation	138
Cash Register	127
Purchasing	126
Auditing	115
Hand Tools	113
Caregiving	110
Accounting	107
Environment Health And Safety	106
Selling Techniques	101
Construction	91
Project Management	91
Marketing	90
Power Tool Operation	87

Source: Lightcast, Job Posting Analytics Table

## Growing Industries

Top industries based on projected job increases from 2025-2035 in Door County (*showing number of new jobs*).

Description	2025-2035 Change
Food Services and Drinking Places	145
Machinery Manufacturing	124
Administrative and Support Services	75
Local Government	73
Professional, Scientific, and Technical Services	68
Ambulatory Health Care Services	59
Food Manufacturing	56
Social Assistance	49
Electrical Equipment, Appliance, and Component Manufacturing	47
General Merchandise Retailers	45
Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	45
Repair and Maintenance	34
Hospitals	31
Beverage and Tobacco Product Manufacturing	30
Building Material and Garden Equipment and Supplies Dealers	26
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	25
Personal and Laundry Services	25
Performing Arts, Spectator Sports, and Related Industries	23
Amusement, Gambling, and Recreation Industries	22
Merchant Wholesalers, Durable Goods	17
Telecommunications	16
Animal Production and Aquaculture	14
Transit and Ground Passenger Transportation	14
Plastics and Rubber Products Manufacturing	13
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	11

*Source: Lightcast, Industries Table*

# **FLORENCE COUNTY**

## NWTC Florence County Workforce Data 2025

### Top Occupations Requiring Postsecondary Education

*Occupations requiring additional education that have the most annual openings in Florence County projected from 2025-2035.*

Description	Annual Openings
Heavy and Tractor-Trailer Truck Drivers	5
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3
Chiropractors	2
Teaching Assistants, Except Postsecondary	2
Bookkeeping, Accounting, and Auditing Clerks	2
General and Operations Managers	2
Secondary School Teachers, Except Special and Career/Technical Education	1
Nursing Assistants	1
Therapists, All Other	1
Managers, All Other	1
Elementary School Teachers, Except Special Education	1
Dental Assistants	1
Middle School Teachers, Except Special and Career/Technical Education	1
Substitute Teachers, Short-Term	1
Chief Executives	1
Medical Assistants	1
Physical Therapists	1
Accountants and Auditors	1
Hairdressers, Hairstylists, and Cosmetologists	1
Registered Nurses	1
Dentists, General	1
Medical and Health Services Managers	1
Psychologists, All Other	1
Firefighters	1
Business Operations Specialists, All Other	1
Automotive Service Technicians and Mechanics	1
Buyers and Purchasing Agents	1

*Source: Lightcast, Occupation Table*

# Occupation Groups

Annual job openings by occupation group in  
Florence County projected from 2025-2035.

Description	Annual Openings
Food Preparation and Serving Related Occupations	34
Sales and Related Occupations	20
Transportation and Material Moving Occupations	17
Office and Administrative Support Occupations	16
Healthcare Practitioners and Technical Occupations	10
Production Occupations	10
Educational Instruction and Library Occupations	9
Building and Grounds Cleaning and Maintenance Occupations	9
Healthcare Support Occupations	9
Management Occupations	8
Construction and Extraction Occupations	6
Community and Social Service Occupations	6
Business and Financial Operations Occupations	5
Installation, Maintenance, and Repair Occupations	5
Protective Service Occupations	4
Personal Care and Service Occupations	3
Farming, Fishing, and Forestry Occupations	2
Life, Physical, and Social Science Occupations	2
Arts, Design, Entertainment, Sports, and Media Occupations	1
Architecture and Engineering Occupations	1
Computer and Mathematical Occupations	1
Military-only occupations	1

Source: Lightcast, Occupation Table

# Top Common Skills

Common skills requested most often in Florence County job posts from July 2024-June 2025.

Common Skill	Postings with Skill
Communication	22
Customer Service	20
Leadership	15
Organizational Skills	15
Time Management	14
Self-Discipline	13
Lifting Ability	12
Management	12
Multitasking	12
Positivity	11
Filing	10
Problem Solving	9
Sales	8
Writing	7
Decision Making	6
Sanitation	6
Administrative Functions	5
Coordinating	5
Microsoft Office	5
Teaching	5

Source: Lightcast, Job Posting Analytics Table

# Top Qualifications

Qualifications requested most often in  
Florence County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Valid Driver’s License	13
Nurse Practitioner (APRN-CNP)	7
Certified Nursing Assistant (CNA)	6
Registered Nurse (RN)	3
Cardiopulmonary Resuscitation (CPR) Certification	2
Basic Life Support (BLS) Certification	2
Licensed Practical Nurse (LPN)	2
Certified Dietary Manager (CDM)	1
ServSafe Certification	1
Drug Enforcement Agency (DEA) License	1
Teaching Certificate	1
Food Handler’s Card	1
Advanced Cardiovascular Life Support (ACLS) Certification	1
Certified Therapeutic Recreation Specialist	1
Licensed Vocational Nurse (LVN)	1

Source: Lightcast, Job Posting Analytics Table

## Top Specialized Skills

Specialized Skills requested most often in  
Florence County job posts from July 2024-June 2025.

Specialized Skill	Postings with Skill
Nursing	15
Caregiving	11
Cleaning Products	11
Dragon Dictation	11
Electronic Medical Record	11
LTE (Telecommunication)	11
Medical Records	11
Pointclickcare	11
Primary Care	11
Home Health Care	10
Personal Care	10
Activities Of Daily Living (ADLs)	9
Dentures	9
Nail Care	9
Patient Transfer	9
Secure Messaging	9
Skin Care	9
Traffic Regulations	9
Food Safety And Sanitation	8
Food Preparation	7

Source: Lightcast, Job Posting Analytics Table



# Growing Industries

Top industries based on the projected job increases from 2025-2035 in Florence County (*showing number of new jobs*).

Description	2025-2035 Change
Ambulatory Health Care Services	88
Merchant Wholesalers, Durable Goods	74
Local Government	35
Professional, Scientific, and Technical Services	10
Management of Companies and Enterprises	7
Truck Transportation	7
Gasoline Stations and Fuel Dealers	6
Insurance Carriers and Related Activities	5
Administrative and Support Services	5
Motor Vehicle and Parts Dealers	4
Social Assistance	4
Religious, Grantmaking, Civic, Professional, and Similar Organizations	3
Construction of Buildings	3
Specialty Trade Contractors	2
Real Estate	1
Food Manufacturing	1
Federal Government	1

Source: Lightcast, Industries Table

# **KEWAUNEE COUNTY**

# NWTC Kewaunee County Workforce Data 2025

## Top 30 Occupations Requiring Postsecondary Education

*Occupations requiring additional education that have the most annual openings in Kewaunee County projected from 2025-2035.*

Description	Annual Openings
Heavy and Tractor-Trailer Truck Drivers	24
Nursing Assistants	14
Teaching Assistants, Except Postsecondary	13
Bookkeeping, Accounting, and Auditing Clerks	9
Elementary School Teachers, Except Special Education	9
General and Operations Managers	8
Substitute Teachers, Short-Term	7
Managers, All Other	6
Middle School Teachers, Except Special and Career/ Technical Education	5
Secondary School Teachers, Except Special and Career/ Technical Education	5
Accountants and Auditors	4
Automotive Service Technicians and Mechanics	4
Construction Managers	3
Registered Nurses	3
Veterinary Technologists and Technicians	3
Project Management Specialists	2
Preschool Teachers, Except Special Education	2
Buyers and Purchasing Agents	2
Human Resources Specialists	2
Dental Assistants	2
Medical Assistants	2
Clergy	2
Licensed Practical and Licensed Vocational Nurses	2
Firefighters	2
Hairdressers, Hairstylists, and Cosmetologists	2
Business Operations Specialists, All Other	2
Industrial Engineers	2
Mechanical Engineers	2
Industrial Production Managers	2
Financial Managers	2

*Source: Lightcast, Occupation Table*

## Occupation Groups

Annual job openings by occupation group in Kewaunee County projected from 2025-2035.

Description	Annual Openings
Management Occupations	155
Farming, Fishing, and Forestry Occupations	153
Production Occupations	125
Food Preparation and Serving Related Occupations	100
Transportation and Material Moving Occupations	88
Office and Administrative Support Occupations	77
Sales and Related Occupations	73
Educational Instruction and Library Occupations	54
Healthcare Support Occupations	44
Personal Care and Service Occupations	42
Construction and Extraction Occupations	40
Building and Grounds Cleaning and Maintenance Occupations	40
Installation, Maintenance, and Repair Occupations	35
Business and Financial Operations Occupations	24
Healthcare Practitioners and Technical Occupations	19
Protective Service Occupations	13
Architecture and Engineering Occupations	11
Community and Social Service Occupations	10
Arts, Design, Entertainment, Sports, and Media Occupations	10
Life, Physical, and Social Science Occupations	5
Computer and Mathematical Occupations	4
Military-only occupations	2
Legal Occupations	1

Source: Lightcast, Occupation Table

# Top Common Skills

Common skills requested most often in  
Kewaunee County job posts from July 2024-June 2025.

Common Skill	Postings with Skill
Communication	417
Customer Service	329
Detail Oriented	238
Operations	227
Management	207
Problem Solving	185
Lifting Ability	159
Leadership	134
Quality Control	124
Sales	124
Organizational Skills	123
Troubleshooting (Problem Solving)	109
Accountability	96
Coordinating	89
Packaging And Labeling	86
Time Management	86
Writing	79
Positivity	77
English Language	73
Planning	73

Source: Lightcast, Job Posting Analytics Table

## Top Qualifications

Qualifications requested most often in  
Kewaunee County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Valid Driver's License	163
Registered Nurse (RN)	74
Cardiopulmonary Resuscitation (CPR) Certification	71
Licensed Practical Nurse (LPN)	43
Certified Nursing Assistant (CNA)	39
Basic Life Support (BLS) Certification	14
CDL Class B License	8
Automotive Service Excellence (ASE) Certification	8
Commercial Driver's License (CDL)	8
CDL Class A License	7
ServSafe Certification	6
American Registry Of Radiologic Technologists (ARRT) Certified	5
Certified Public Accountant	5
Certified Welding Inspector	5
Microsoft Certified Professional	5
Board Certified/Board Eligible	4
First Aid Certification	4
Tanker Endorsement	4
Certified Call Center Manager	4
Certified Commercial Contracts Manager	4
Certified Federal Contracts Manager	4
Certified Professional Contracts Manager	4
Certified Safety Professional	4
Certified Industrial Hygienist (CIH)	4
CompTIA Security+	4
Certified Professional In Supply Management (Standards Organizations)	4
Licensed Vocational Nurse (LVN)	4
Microsoft Certified IT Professional	4
Microsoft Certified Systems Engineer	4
Australian Health Practitioner Registration Agency	3
Forklift Certification	3
Certified Food Manager	3
Medical License	3

# Top Qualifications (continued)

Qualifications requested most often in  
Kewaunee County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Nurse Practitioner (APRN-CNP)	3
Professional in Human Resources	2
Certified In Financial Forensics (CFF)	2
Licensed Mental Health Counselor (LMHC)	2
Tanker And Hazmat Combo X Endorsement	2
Responsible Service of Alcohol (RSA) Certification	2
Speech-Language Pathology License	2
American Society For Quality (ASQ) Certified	2
Certified Fraud Examiner	2
Certified Hazardous Materials Manager	2
Certified Internal Auditor	2
Construction Health and Safety Technician	2
Certified Quality Engineer	2
Certified Social Sourcing Recruiter (CSSR)	2
Licensed Clinical Social Worker (LCSW)	2
Licensed Marriage and Family Therapist (LMFT)	2
Licensed Professional Counselor (LPC)	2

Source: Lightcast, Job Posting Analytics Table

## Top Specialized Skills

Specialized Skills requested most often in  
Kewaunee County job posts from July 2024-June 2025.

Specialized Skill	Postings with Skill
Housekeeping	149
Machinery	128
Nursing	98
Export Administration Regulations	96
Caregiving	80
Forklift Truck	77
Painting	75
Auditing	74
Lifting Equipment	71
Home Health Care	64
Merchandising	64
Personal Care	64
Food Safety and Sanitation	54
Cash Handling	52
Continuous Improvement Process	51
Cash Register	50
Welding	48
Blueprint Reading	46
Activities Of Daily Living (ADLs)	42
Loans	42

Source: Lightcast, Job Posting Analytics Table



## Growing Industries

Top industries based on the projected job increases from 2025-2035 in Kewaunee County (*showing number of new jobs*).

Description	2025-2035 Change
Nursing and Residential Care Facilities	69
Animal Production and Aquaculture	65
Crop Production	62
Administrative and Support Services	53
Waste Management and Remediation Services	47
Wood Product Manufacturing	32
Ambulatory Health Care Services	32
Food Manufacturing	31
Fabricated Metal Product Manufacturing	29
Furniture and Related Product Manufacturing	23
Building Material and Garden Equipment and Supplies Dealers	23
Utilities	21
Religious, Grantmaking, Civic, Professional, and Similar Organizations	18
Support Activities for Agriculture and Forestry	15
Professional, Scientific, and Technical Services	15
Furniture, Home Furnishings, Electronics, and Appliance Retailers	14
Specialty Trade Contractors	14
Local Government	12
Personal and Laundry Services	10
Real Estate	10
Heavy and Civil Engineering Construction	10
Machinery Manufacturing	9
Merchant Wholesalers, Durable Goods	8
Motor Vehicle and Parts Dealers	7
Performing Arts, Spectator Sports, and Related Industries	7
Health and Personal Care Retailers	7
Nonmetallic Mineral Product Manufacturing	5
Repair and Maintenance	5
Miscellaneous Manufacturing	5
Educational Services	4
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	4
Beverage and Tobacco Product Manufacturing	4
Truck Transportation	1

Source: Lightcast, Industries Table

# MARINETTE COUNTY

# NWTC Marinette County Workforce Data 2025

## Top 30 Occupations Requiring Postsecondary Education

*Occupations requiring additional education that have the most annual openings in Marinette County projected from 2025-2035.*

Description	Annual Openings
Heavy and Tractor-Trailer Truck Drivers	53
Nursing Assistants	31
Bookkeeping, Accounting, and Auditing Clerks	22
Teaching Assistants, Except Postsecondary	20
General and Operations Managers	19
Registered Nurses	13
Automotive Service Technicians and Mechanics	13
Accountants and Auditors	11
Medical Assistants	11
Secondary School Teachers, Except Special and Career/ Technical Education	11
Managers, All Other	9
Human Resources Specialists	9
Substitute Teachers, Short-Term	9
Phlebotomists	9
Elementary School Teachers, Except Special Education	9
Middle School Teachers, Except Special and Career/ Technical Education	7
Buyers and Purchasing Agents	7
Business Operations Specialists, All Other	7
Industrial Engineers	7
Dental Assistants	6
Financial Managers	6
Software Developers	6
Market Research Analysts and Marketing Specialists	6
Project Management Specialists	6
Emergency Medical Technicians	6
Clinical Laboratory Technologists and Technicians	6
Preschool Teachers, Except Special Education	6
Licensed Practical and Licensed Vocational Nurses	6
Training and Development Specialists	6
Hairdressers, Hairstylists, and Cosmetologists	5

*Source: Lightcast, Occupation Table*

## Occupation Groups

Annual job openings by occupation group in  
Marinette County projected from 2025-2035.

Description	Annual Openings
Production Occupations	296
Food Preparation and Serving Related Occupations	283
Sales and Related Occupations	248
Transportation and Material Moving Occupations	238
Office and Administrative Support Occupations	219
Healthcare Support Occupations	134
Management Occupations	127
Installation, Maintenance, and Repair Occupations	90
Construction and Extraction Occupations	89
Business and Financial Operations Occupations	80
Educational Instruction and Library Occupations	80
Building and Grounds Cleaning and Maintenance Occupations	78
Healthcare Practitioners and Technical Occupations	68
Farming, Fishing, and Forestry Occupations	60
Personal Care and Service Occupations	53
Protective Service Occupations	32
Architecture and Engineering Occupations	31
Community and Social Service Occupations	23
Computer and Mathematical Occupations	23
Arts, Design, Entertainment, Sports, and Media Occupations	17
Life, Physical, and Social Science Occupations	15
Military-only occupations	5
Legal Occupations	3

Source: Lightcast, Occupation Table

# Top Common Skills

Common skills requested most often in  
Marinette County job posts from July 2024-June 2025.

Common Skill	Postings with Skill
Communication	1,170
Customer Service	880
Management	737
Leadership	541
Operations	541
Lifting Ability	518
Sales	487
Detail Oriented	460
Problem Solving	458
Planning	420
Computer Literacy	403
Microsoft Office	381
Time Management	365
Interpersonal Communications	344
Professionalism	295
Organizational Skills	281
Coordinating	276
Multitasking	268
Accountability	263
Scheduling	249

Source: Lightcast, Job Posting Analytics Table

## Top Qualifications

Qualifications requested most often in  
Marinette County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Valid Driver's License	547
Registered Nurse (RN)	338
Basic Life Support (BLS) Certification	282
Licensed Practical Nurse (LPN)	108
Cardiopulmonary Resuscitation (CPR) Certification	97
CDL Class A License	60
Advanced Cardiovascular Life Support (ACLS) Certification	56
Certified Nursing Assistant (CNA)	36
Commercial Driver's License (CDL)	32
Secret Clearance	29
Nurse Practitioner (APRN-CNP)	29
American Registry Of Radiologic Technologists (ARRT) Certified	28
Security Clearance	27
Pediatric Advanced Life Support (PALS)	24
NICET Certification (National Institute for Certification in Engineering Technologies)	23
Board Certified/Board Eligible	22
Forklift Certification	22
Licensed Vocational Nurse (LVN)	22
ServSafe Certification	20
Certified First Responder (CFR)	18
Automotive Service Excellence (ASE) Certification	17
Drug Enforcement Agency (DEA) License	17
Registered Technologist	17
American Registry For Diagnostic Medical Sonography (ARDMS) Certification	15
Project Management Professional Certification	15
American Association Of Nurse Practitioners (AANP) Certified	14
ANCC Certified	14
Emergency Medical Technician (EMT)	13
Neonatal Resuscitation Program Certification (NRP)	13
Registered Diagnostic Medical Sonographer (RDMS)	13
First Aid Certification	12
Certified Pharmacy Technician	12

# Top Qualifications (continued)

Qualifications requested most often in  
Marinette County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Environmental Certification	12
Registered Vascular Technologist (RVT)	12
ARRT Vascular Sonography (VS) Certification	11
Respiratory Care Practitioner	11
Tanker Endorsement	11
Advanced Practice Registered Nurse	11
Registered Diagnostic Cardiac Sonographer (RDCS)	11
Registered Respiratory Therapist (RRT)	11
Physician Assistant - Certified (PA-C)	10
Certified Respiratory Therapist (CRT)	10
Registered Pharmacist (RPh)	10
Certified Fraud Examiner	10
Nationally Registered Emergency Medical Technician (NREMT)	10
10-Hour OSHA General Industry Card	9
Certified Registered Nurse Anesthetist (CRNA)	9
OSHA Certification	9
Bachelor Of Science in Nursing (BSN)	8
Cosmetology License	8

Source: Lightcast, Job Posting Analytics Table

## Top Specialized Skills

Specialized Skills requested most often in  
Marinette County job posts from July 2024-June 2025.

Specialized Skill	Postings with Skill
Nursing	324
Merchandising	221
AutoCAD	218
Housekeeping	213
Lean Manufacturing	181
Effective Communication	177
Auditing	176
ShipConstructor (Software)	159
Restaurant Operation	154
Caregiving	142
Machinery	133
Fast Multipole Methods	122
Hand Tools	122
Process Improvement	122
Project Management	121
Registration	118
Home Health Care	117
Billing	108
Cash Handling	105
Electronic Medical Record	105

Source: Lightcast, Job Posting Analytics Table



## Growing Industries

Top industries based on the projected job increases from 2025-2035 in Marinette County (*showing number of new jobs*).

Description	2025-2035 Change
Management of Companies and Enterprises	215
Ambulatory Health Care Services	152
Administrative and Support Services	129
Chemical Manufacturing	89
Animal Production and Aquaculture	47
Building Material and Garden Equipment and Supplies Dealers	47
Professional, Scientific, and Technical Services	46
Food Manufacturing	43
Crop Production	34
Specialty Trade Contractors	31
Accommodation	30
Motor Vehicle and Parts Dealers	30
Federal Government	26
Repair and Maintenance	25
Fabricated Metal Product Manufacturing	21
Social Assistance	21
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	19
Construction of Buildings	19
Couriers and Messengers	17
Real Estate	17
Educational Services	13
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	12
Transit and Ground Passenger Transportation	11
Merchant Wholesalers, Nondurable Goods	9
Mining (except Oil and Gas)	7
Performing Arts, Spectator Sports, and Related Industries	7
Telecommunications	6
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	5
Furniture, Home Furnishings, Electronics, and Appliance Retailers	5
Support Activities for Agriculture and Forestry	5
Utilities	4

## Growing Industries (continued)

Top industries based on the projected job increases from 2025-2035 in Marinette County (*showing number of new jobs*).

Description	2025-2035 Change
Insurance Carriers and Related Activities	3
Gasoline Stations and Fuel Dealers	3
Amusement, Gambling, and Recreation Industries	2
Computer and Electronic Product Manufacturing	1

Source: Lightcast, Industries Table

# **OCONTO COUNTY**

# NWTC Oconto County Workforce Data 2025

## Top 30 Occupations Requiring Postsecondary Education

*Occupations requiring additional education that have the most annual openings in Oconto County projected from 2025-2035.*

Description	Annual Openings
Heavy and Tractor-Trailer Truck Drivers	33
Teaching Assistants, Except Postsecondary	14
Nursing Assistants	12
General and Operations Managers	10
Bookkeeping, Accounting, and Auditing Clerks	10
Elementary School Teachers, Except Special Education	8
Substitute Teachers, Short-Term	8
Managers, All Other	8
Hairdressers, Hairstylists, and Cosmetologists	7
Registered Nurses	6
Preschool Teachers, Except Special Education	6
Accountants and Auditors	6
Middle School Teachers, Except Special and Career/ Technical Education	5
Construction Managers	5
Automotive Service Technicians and Mechanics	5
Firefighters	5
Secondary School Teachers, Except Special and Career/ Technical Education	4
Human Resources Specialists	4
Project Management Specialists	4
Medical Assistants	3
Business Operations Specialists, All Other	3
Buyers and Purchasing Agents	3
Management Analysts	3
Market Research Analysts and Marketing Specialists	3
Industrial Production Managers	3
Industrial Engineers	2
Software Developers	2
Financial Managers	2
Library Technicians	2
Training and Development Specialists	2

*Source: Lightcast, Occupation Table*

# Occupation Groups

Annual job openings by occupation group in  
Oconto County projected from 2025-2035.

Description	Annual Openings
Food Preparation and Serving Related Occupations	190
Production Occupations	185
Transportation and Material Moving Occupations	124
Sales and Related Occupations	122
Office and Administrative Support Occupations	99
Management Occupations	85
Construction and Extraction Occupations	70
Educational Instruction and Library Occupations	61
Farming, Fishing, and Forestry Occupations	59
Personal Care and Service Occupations	58
Healthcare Support Occupations	56
Building and Grounds Cleaning and Maintenance Occupations	51
Installation, Maintenance, and Repair Occupations	48
Business and Financial Operations Occupations	37
Protective Service Occupations	27
Healthcare Practitioners and Technical Occupations	22
Community and Social Service Occupations	15
Arts, Design, Entertainment, Sports, and Media Occupations	12
Architecture and Engineering Occupations	12
Computer and Mathematical Occupations	9
Life, Physical, and Social Science Occupations	8
Military-only occupations	5
Legal Occupations	2

Source: Lightcast, Occupation Table

## Top Common Skills

Common skills requested most often in  
Oconto County job posts from July 2024-June 2025.

Common Skill	Postings with Skill
Communication	623
Customer Service	377
Sales	282
Detail Oriented	280
Management	269
Operations	266
Lifting Ability	194
Problem Solving	189
Leadership	188
Organizational Skills	183
Planning	161
Troubleshooting (Problem Solving)	142
Coordinating	139
Microsoft Excel	126
Multitasking	121
Writing	118
Mathematics	115
Time Management	115
Microsoft Office	114
Interpersonal Communications	113

Source: Lightcast, Job Posting Analytics Table

## Top Qualifications

Qualifications requested most often in  
Oconto County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Valid Driver's License	411
Registered Nurse (RN)	164
Cardiopulmonary Resuscitation (CPR) Certification	104
Licensed Practical Nurse (LPN)	98
Certified Nursing Assistant (CNA)	61
Commercial Driver's License (CDL)	60
Basic Life Support (BLS) Certification	42
Automotive Service Excellence (ASE) Certification	27
CDL Class A License	24
Certified Occupational Therapy Assistant	18
Advanced Cardiovascular Life Support (ACLS) Certification	17
Tanker Endorsement	16
Licensed Clinical Social Worker (LCSW)	14
Licensed Professional Counselor (LPC)	14
Licensed Marriage And Family Therapist (LMFT)	13
Emergency Medical Technician (EMT)	12
Bachelor Of Science in Nursing (BSN)	11
Licensed Mental Health Counselor (LMHC)	11
Advanced Emergency Medical Technician (AEMT)	10
Certified Medical Assistant (CMA)	10
ServSafe Certification	9
First Aid Certification	9
Forklift Certification	9
Licensed Vocational Nurse (LVN)	9
Registered Cardiovascular Invasive Specialist (RCIS)	9
CDL Class B License	8
Licensed Clinical Professional Counselor	8
Registered Dietitian (RD/RDN)	8
Wastewater Operator Certification	7
Registered Medical Assistant (RMA)	7
Pesticide Applicator License	7
Hazmat Endorsement	7
Physical Therapy Assistant License	7
American Registry Of Radiologic Technologists (ARRT) Certified	7

Top Qualifications (continued)

Qualifications requested most often in  
Oconto County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Certified Clinical Medical Assistant (CCMA)	7
Certified Patient Care Technician (CPCT)	7
Pediatric Advanced Life Support (PALS)	7
Tanker And Hazmat Combo X Endorsement	6
Board Certified/Board Eligible	6
Teaching Certificate	6
Certified Pharmacy Technician	6
Nurse Practitioner (APRN-CNP)	6
Lifeguard Certification	5
Certified Dialysis Nurse (CDN)	4
Certified Nephrology Nurse (CNN)	4
CompTIA Security+	4
Security Clearance	4
Automated External Defibrillator (AED) Certification	3
Physician Assistant - Certified (PA-C)	3
Board Certified Behavior Analyst (BCBA)	3

Source: Lightcast, Job Posting Analytics Table



# Top Specialized Skills

Specialized Skills requested most often in  
Oconto County job posts from July 2024-June 2025.

Specialized Skill	Postings with Skill
Nursing	202
Food Safety And Sanitation	178
Caregiving	135
Housekeeping	134
Merchandising	125
Personal Care	123
Auditing	111
Good Manufacturing Practices	100
Activities Of Daily Living (ADLs)	92
Medication Administration	85
AutoCAD	84
Home Health Care	84
Hand Tools	80
Workflow Management	75
Warehousing	70
Infection Control	69
Inventory Management	69
Restaurant Operation	65
Cycle Counting	63
Food Services	63

Source: Lightcast, Job Posting Analytics Table

## Growing Industries

Top industries based on the projected job increases from 2025-2035 in Oconto County (*showing number of new jobs*).

Description	2025-2035 Change
Food Manufacturing	140
Specialty Trade Contractors	78
Food Services and Drinking Places	68
Nonmetallic Mineral Product Manufacturing	51
Professional, Scientific, and Technical Services	45
Amusement, Gambling, and Recreation Industries	33
General Merchandise Retailers	33
Local Government	33
Social Assistance	25
Administrative and Support Services	24
Machinery Manufacturing	18
Personal and Laundry Services	17
Plastics and Rubber Products Manufacturing	15
Management of Companies and Enterprises	15
Merchant Wholesalers, Durable Goods	14
Ambulatory Health Care Services	13
Heavy and Civil Engineering Construction	13
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	11
State Government	10
Fabricated Metal Product Manufacturing	9
Real Estate	9
Transportation Equipment Manufacturing	9

*Source: Lightcast, Industries Table*

# SHAWANO COUNTY

## NWTC Shawano County Workforce Data 2025

### Top 30 Occupations Requiring Postsecondary Education

*Occupations requiring additional education that have the most annual openings in Shawano County projected from 2025-2035.*

Description	Annual Openings
Heavy and Tractor-Trailer Truck Drivers	39
Teaching Assistants, Except Postsecondary	20
Bookkeeping, Accounting, and Auditing Clerks	16
Medical Assistants	13
General and Operations Managers	13
Nursing Assistants	11
Secondary School Teachers, Except Special and Career/ Technical Education	10
Elementary School Teachers, Except Special Education	9
Managers, All Other	9
Substitute Teachers, Short-Term	7
Automotive Service Technicians and Mechanics	7
Accountants and Auditors	7
Preschool Teachers, Except Special Education	7
Middle School Teachers, Except Special and Career/ Technical Education	7
Firefighters	6
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	6
Hairdressers, Hairstylists, and Cosmetologists	6
Construction Managers	5
Human Resources Specialists	5
Library Technicians	4
Registered Nurses	4
Dental Assistants	4
Business Operations Specialists, All Other	4
Financial Managers	4
Market Research Analysts and Marketing Specialists	3
Emergency Medical Technicians	3
Training and Development Specialists	3
Buyers and Purchasing Agents	3
Child, Family, and School Social Workers	3
Management Analysts	3

*Source: Lightcast, Occupation Table*

# Occupation Groups

Annual job openings by occupation group in Shawano County projected from 2025-2035.

Description	Annual Openings
Food Preparation and Serving Related Occupations	267
Sales and Related Occupations	171
Transportation and Material Moving Occupations	169
Office and Administrative Support Occupations	164
Production Occupations	157
Management Occupations	104
Healthcare Support Occupations	102
Farming, Fishing, and Forestry Occupations	85
Educational Instruction and Library Occupations	82
Construction and Extraction Occupations	66
Building and Grounds Cleaning and Maintenance Occupations	65
Installation, Maintenance, and Repair Occupations	60
Personal Care and Service Occupations	59
Business and Financial Operations Occupations	46
Protective Service Occupations	42
Healthcare Practitioners and Technical Occupations	36
Community and Social Service Occupations	32
Arts, Design, Entertainment, Sports, and Media Occupations	17
Life, Physical, and Social Science Occupations	10
Architecture and Engineering Occupations	10
Computer and Mathematical Occupations	9
Military-only occupations	5
Legal Occupations	4

Source: Lightcast, Occupation Table

# Top Common Skills

Common skills requested most often in Shawano County job posts from July 2024-June 2025.

Common Skill	Postings with Skill
Communication	708
Customer Service	664
Operations	486
Sales	474
Management	395
Detail Oriented	329
Lifting Ability	312
Leadership	292
Problem Solving	241
English Language	221
Coordinating	201
Positivity	166
Interpersonal Communications	160
Computer Literacy	158
Planning	146
Loading And Unloading	143
Compassion	142
Microsoft Office	139
Organizational Skills	136
Mathematics	120

Source: Lightcast, Job Posting Analytics Table

## Top Qualifications

Qualifications requested most often in  
Shawano County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Valid Driver's License	394
Registered Nurse (RN)	167
Basic Life Support (BLS) Certification	163
Cardiopulmonary Resuscitation (CPR) Certification	101
Commercial Driver's License (CDL)	76
Licensed Practical Nurse (LPN)	74
Advanced Cardiovascular Life Support (ACLS) Certification	59
CDL Class A License	57
Certified Nursing Assistant (CNA)	56
Bachelor Of Science in Nursing (BSN)	48
Pediatric Advanced Life Support (PALS)	44
Neonatal Resuscitation Program Certification (NRP)	41
Board Certified/Board Eligible	37
Teaching Certificate	25
Certified Patient Care Technician (CPCT)	25
Nurse Practitioner (APRN-CNP)	24
Trauma Nurse Core Course (TNCC)	23
American Registry Of Radiologic Technologists (ARRT) Certified	22
Forklift Certification	19
Certified Registered Nurse Anesthetist (CRNA)	17
Certified Medical Assistant (CMA)	16
Certified Pharmacy Technician	15
Registered Pharmacist (RPh)	14
Registered Dietitian (RD/RDN)	13
CDL Class B License	11
Tanker Endorsement	11
Certified Occupational Therapy Assistant	11
Licensed Vocational Nurse (LVN)	11
Barber License	10
ServSafe Certification	10
Automated External Defibrillator (AED) Certification	9
Emergency Medical Technician (EMT)	9
Tanker And Hazmat Combo X Endorsement	9
American Medical Technologists (AMT) Certification	9

### Top Qualifications

Qualifications requested most often in Shawano County job posts from July 2024-June 2025.

Qualification	Postings with Qualification
Automotive Service Excellence (ASE) Certification	8
Speech-Language Pathology License	8
Food Handler's Card	8
Hazmat Endorsement	7
NHA Certified	7
Emergency Medical Technician - Basic (EMT-B)	6
Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP)	6
Physical Therapy Assistant License	6
Advanced Life Support	6
Registered Medical Assistant (RMA)	5
First Aid Certification	5
American Red Cross (ARC) Certification	5
Advanced Trauma Life Support (ATLS)	5
Registered Technologist	5
Food Safety Certification	4
ARRT Computed Tomography (CT) Certification	4

Source: Lightcast, Job Posting Analytics Table



# Top Specialized Skills

Specialized Skills requested most often in  
Shawano County job posts from July 2024-June 2025.

Specialized Skill	Postings with Skill
Housekeeping	215
Merchandising	209
Nursing	179
Food Services	144
Menu Planning	142
Bloodborne Pathogens	131
Caregiving	120
Cash Register	120
Inventory Management	118
Invoicing	114
Communicable Diseases	110
Auditing	109
Food Safety And Sanitation	109
Hand Tools	105
Warehousing	103
Safety Standards	97
Copayment Collection And Processing	96
Forklift Truck	96
Restaurant Operation	94
General Mathematics	92

Source: Lightcast, Job Posting Analytics Table

## Growing Industries

Top industries based on the projected job increases from 2025-2035 in Shawano County (*showing number of new jobs*).

Description	2025-2035 Change
Ambulatory Health Care Services	79
General Merchandise Retailers	70
Social Assistance	68
Food Services and Drinking Places	41
Administrative and Support Services	38
Religious, Grantmaking, Civic, Professional, and Similar Organizations	31
Beverage and Tobacco Product Manufacturing	30
Food Manufacturing	26
Truck Transportation	25
Chemical Manufacturing	23
Construction of Buildings	21
Transportation Equipment Manufacturing	21
Paper Manufacturing	20
Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers	19
Textile Mills	17
Management of Companies and Enterprises	17
Repair and Maintenance	15
Educational Services	15
Local Government	14
Performing Arts, Spectator Sports, and Related Industries	14
Telecommunications	13
Professional, Scientific, and Technical Services	13
Miscellaneous Manufacturing	12
Computer and Electronic Product Manufacturing	10
Printing and Related Support Activities	9
State Government	9
Heavy and Civil Engineering Construction	8
Credit Intermediation and Related Activities	8
Health and Personal Care Retailers	8
Support Activities for Transportation	8
Building Material and Garden Equipment and Supplies Dealers	7

# Growing Industries (continued)

Top industries based on the projected job increases from 2025-2035 in Shawano County (showing number of new jobs).

Description	2025-2035 Change
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	7
Plastics and Rubber Products Manufacturing	6
Animal Production and Aquaculture	5
Furniture, Home Furnishings, Electronics, and Appliance Retailers	5

Source: Lightcast, Industries Table

***Have questions?***

***Need additional information?***

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WI Technical College

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The early college program is supported by the U.S. Department of Education. A total of \$64,328, or 8.5%, of the program is financed with federal funds, and \$693,962, or 91.5%, is funded by other sources.

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