



The Labor Market for People With Conviction Histories: An Examination of Access to Good Jobs

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Introduction

Postsecondary education is a critical pathway for economic mobility. Most jobs now require some level of postsecondary education. The percentage of jobs that require postsecondary education has been growing over the past 50 years, with higher levels of education increasingly being required to take advantage of well-paying work opportunities in growing industries and occupations.¹ Over the next six years, around 72 percent of all occupations in the United States are projected to require some form of postsecondary education.²

Simultaneously, many employers are facing serious challenges finding enough qualified workers to meet labor demands. Recent data shows there are 8.5 million job openings in the United States but only 6.5 million unemployed workers.³ Further, the skills gap—the difference between the skills required for jobs in growing fields and the experience and training candidates have—is contributing to the worker shortage, and employers will need to rethink their approach to recruiting and retaining employees to address this issue.⁴ With more than 750,000 people in prison in the United States who have completed high school, colleges and corrections agencies can build postsecondary programs to meet the skills gap and keep the economy competitive. As the largest federal grant program offered to undergraduates demonstrating financial need, Pell Grant reinstatement for students who are incarcerated, which took effect on July 1, 2023, offers the opportunity to scale up postsecondary education programs in prison to prepare people returning home for employment in good jobs in in-demand fields.⁵

The purpose of this national report is to help incarcerated students, corrections officials, colleges teaching in prison, and other reentry employment and education partners identify which economic sectors to target for skill development based on demand for labor, accessibility to people with conviction histories, and earnings potential. This report summarizes findings of a study on labor markets and regulatory barriers, and it can serve as a basis to

develop data-informed programming. This study examines how labor market trends and legal and regulatory barriers to employment for people with conviction histories interact in each state in order to identify good jobs that are accessible to people with conviction histories. This report defines “good jobs” as those that are in demand, pay a living wage for one adult and no children, and require some postsecondary education, in line with the good jobs principles developed by the U.S. Departments of Commerce and Labor. This framework—developed in 2022—was made up of eight principles for workers, businesses, labor unions, advocates, researchers, state and local governments, and federal agencies for a shared vision of job quality. Good jobs are the foundation of an equitable economy that lifts up workers and families, allows everyone to share in prosperity, and supports local communities and the overall U.S. economy. (See “Good jobs principles” on page 5.) Often, the types of college programs offered in prison have been based on what is allowed under prison rules or feasible for the college to deliver in that setting. With this study, the Vera Institute of Justice (Vera) takes the approach of starting at the end goal—a good job—and working backward from there to determine which good jobs are legally accessible in order to inform which college programs or credentials to offer.

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The reinstatement of Pell Grants creates opportunities for colleges to offer new prison education programs and expand existing programs, providing increased access to education for incarcerated people. To that end, this report contains information designed for a number of different audiences. It provides

- › transparent information to **students** deciding where to spend their Pell dollars and prepare for possible future occupations;
- › guidance to **departments of corrections (DOCs) and postsecondary institutions designing prison education programs (PEPs)** on which credentials and programs to consider offering and the importance of offering academic and career advising to students; and

- › education to **employers** about legal and regulatory barriers to consider when setting hiring practices.

This study offers information to stakeholders as they develop strategies to bridge the gap between career opportunities and economic mobility for people who are formerly incarcerated. At the same time, Vera recognizes that wages are just one way to measure the quality of employment. What a worker considers a good job will depend on their individual goals and perspectives. This report offers insight into just one piece of the larger picture.

This report first provides background on the current economic landscape as well as prior research on economic mobility generally and, more specifically, among formerly incarcerated people. Next, the report provides a brief study overview, including the research questions and methods of analysis. Third, the findings section discusses navigating the legal and regulatory barriers to employment in each jurisdiction, followed by national trends. The report concludes with a discussion of implications and recommendations for next steps.

GOOD JOBS PRINCIPLES AS DEFINED BY THE U.S. DEPARTMENTS OF COMMERCE AND LABOR

- › Qualified applicants are actively recruited—especially those from underserved communities.
- › Full-time and part-time workers are provided family-sustaining benefits that promote economic security and mobility.
- › Diversity, equity, inclusion, and accessibility are core values and practiced norms in the workplace.
- › Empowerment and representation: Workers can form and join unions. Workers can engage in protected, concerted activity without fear of retaliation.

- › Workers have a safe, healthy, and accessible workplace, as well as job security.
- › Organizational culture: All workers belong, are valued, contribute meaningfully to the organization, and are engaged and respected, especially by leadership.
- › All workers are paid a stable and predictable living wage that is transparent, equitable, and increases with skills and experience.
- › Skills and career advancement: Workers have equitable opportunities and tools to progress to future good jobs within their organizations or outside them.

Source: U.S. Department of Commerce and U.S. Department of Labor, *Good Jobs Principles* (Washington, DC: U.S. Department of Commerce and U.S. Department of Labor, 2022), <https://perma.cc/ZXU8-ZTD7>.

Background

On average, more than 1,000 people are released from state and federal prison every day, totaling 448,400 in 2022 alone.⁶ Each will need to secure housing, employment, and other essentials. Increasing access to good jobs among people who are formerly incarcerated will speed successful reintegration into society, reducing crime, bolstering local economies, and increasing tax revenues.

Postsecondary education plays a crucial role in securing employment in today's labor landscape. This trend has persisted for decades and shows no signs of changing soon, as underscored by projections from the Bureau of Labor Statistics. These show an annual average of 4.7 million job openings over the next decade, most of which will be concentrated in the health care and social assistance fields; professional, scientific, and technical services; and the transportation

and warehousing sectors.⁷ Entry-level education requirements within these openings will range from some college to a bachelor's degree.⁸ Most jobs now require some level of postsecondary education, and by 2031, 72 percent of all jobs in the United States will require education and training beyond high school.⁹ But just having the necessary level of education may not be enough. Approximately one-third of adults in the United States possess some form of a conviction history—including arrest records or charges without convictions—which often pose barriers to employment.¹⁰ Addressing this issue is essential for companies to remain competitive and for the overall health of the U.S. economy to thrive.

Those with a history of incarceration see reduced wages and earnings. Studies reveal that past incarceration can lead to an 11 percent reduction in subsequent wages, a decrease of nine weeks in annual employment, and a staggering 40 percent decline in yearly earnings.¹¹ This effect is disproportionately felt by formerly incarcerated Black and Latino men, who experience earnings losses of 44 percent and 41 percent, respectively, equating to an estimated earnings reduction of nearly \$179,000 by age 48.¹² Access to postsecondary education in prisons has the potential to substantially improve employment rates for people who are formerly incarcerated throughout the United States. On average, people returning home after completing a postsecondary education program while incarcerated can anticipate a nearly 10 percent increase in employment rates compared to those who do not complete a postsecondary education program.¹³

Low levels of educational attainment are common among incarcerated people, especially Black men.¹⁴ The statistics are stark: the incarceration rate for young Black men with low levels of education increased by 22 points in the two decades following 1980.¹⁵ By 2004, 34 percent of young Black male high school dropouts were incarcerated daily, a rate 40 times higher than the national average.¹⁶ Additionally, imprisonment has become prevalent for Black male dropouts born since the mid-1960s, with 60 to 70

Approximately one-third of adults in the United States possess some form of a conviction history—including arrest records or charges without convictions—which often pose barriers to employment.

percent experiencing incarceration.¹⁷ Despite this, the majority of people (58 percent) who are incarcerated do not complete an education program while in prison.¹⁸ Among those who do earn a new educational credential, the majority completed a high school or GED program.¹⁹ Only 9 percent of incarcerated people completed a postsecondary program while in prison in 2014.²⁰ However, low enrollment does not reflect low interest: in 2014, 70 percent of people in prison expressed a desire to enroll in an academic program.²¹ The problem lies in access. Most existing programs are funded through the federal Second Chance Pell program, described in detail in this section, which most recently served a maximum of 20,299 incarcerated students over the 2022–2023 fiscal year.²²

People who enroll in college in prison and who engage in careers after release have a lower likelihood of recidivating and a greater likelihood of earning living wages compared to their counterparts who did not.²³ Entering a career, rather than transitional or short-term employment, plays a role in this success.²⁴ However, finding stable employment post-release is one of the biggest challenges faced by people leaving prison.²⁵ Enrolling in postsecondary programs could increase employment rates among formerly incarcerated people across the United States by nearly 10 percent, according to one estimate.²⁶ An increase in employment rates translates into an increase in earnings for formerly incarcerated people and their families. One estimate placed the increase of the combined wages earned by all formerly incarcerated people at more than \$45 million during the first year back in their communities.²⁷ At the same time, the impact of lowered rates of rearrest and/or reconviction could decrease state reincarceration spending by as much as \$365 million per year.²⁸

One promising opportunity to reverse this trend took effect on July 1, 2023: the reinstatement of federal Pell Grant eligibility to incarcerated people after nearly 30 years of exclusion. Pell Grants are need-based federal financial aid that can be used to pay for eligible postsecondary education.²⁹ Under the new law and regulations, postsecondary institutions must ensure the credentials they offer in prison are free of licensure barriers for people with convictions.³⁰ These measures aim to prevent student enrollment

in programs that would lead to jobs prohibited by state or federal law due to prior convictions.³¹ However, the restrictions in place are complex and vary widely from state to state. For example, estimates indicate that more than 1,100 occupations face state regulations through licensure, certification, and registration, yet fewer than 60 occupations are regulated by more than half the states, raising concerns about quality and consistency across jurisdictions.³² And although this offers a baseline of protection against inaccessible jobs and careers, a further step those planning Pell-eligible programs could take is to ensure the credential track leads to a “good job.”

Study Overview

The study was guided by three research questions:

- › Which occupations in each state are expected to grow in the future and pay a living wage upon entry?
- › Which of these jobs typically requires some form of postsecondary education?
- › Which of these good jobs are open to people with felony convictions?

To answer the first two questions, Vera drew on available data from the Bureau of Labor Statistics to identify the occupations that could be classified as good jobs. Vera considered occupations to be good jobs if they were projected to grow in each state and the District of Columbia through 2030, paid a living wage at the 10th percentile of the occupation’s pay range as a proxy for entry-level wages, and required a postsecondary credential for entry or advancement.³³

Vera made the decision to require that good jobs pay a living wage upon entry—rather than to consider the median income—to account for the position of workers who are formerly incarcerated, who have historically been paid reduced wages compared to their counterparts for a variety of reasons, such as being willing to work

for less due to the pressures and challenges they face finding a job; having limited work histories prior to reentry; entering a new field opened to them by participation in education; or, once employed, being subject to stigma that hinders career advancement. However, this criterion resulted in the exclusion of many critical professions, such as educators and social workers, as these professions did not typically pay a living wage for one adult and no children upon entry. This is indicative of a broader labor issue outside of the scope of this study related to how the U.S. economy is structured and the prevalence of low wages overall. (See “Appendix A: Methodology” on page 21.) Vera’s living wage analysis originally included two household structures: one adult and no children; and one adult and two children. Upon analysis, virtually no occupations met the living wage for one adult and two children upon entry. This has a potentially disparate impact on women, who are more likely than men to be sole caregivers to children both generally and upon release from incarceration.³⁴

Regarding the requirement for postsecondary education, Vera included occupations that required a postsecondary nondegree award, an associate’s degree, or a bachelor’s degree. Postsecondary nondegree awards are obtained through programs that lead to a certificate or other award, but not a degree. Some examples of a postsecondary nondegree award include nursing assistants, emergency medical technicians, paramedics, and hairstylists.³⁵

From this pool of eligible occupations in each state, Vera then identified the top occupations legally accessible to people with felony conviction histories.³⁶ Using data from the National Inventory of Collateral Consequences of Conviction, Vera cross-referenced those good jobs against any legal or regulatory barriers that limit or prevent entry to identify which are accessible to people with felony convictions.³⁷ (See “Appendix A: Methodology” on page 21.) Although legal restrictions may vary based on the severity of conviction, Vera’s analysis is limited to any felony conviction. Findings are aggregated nationally and presented at the jurisdiction level in Appendix B on page 31. Applicable legal restrictions were applied at the time of analysis, but are subject to change.

Findings

NAVIGATING LEGAL BARRIERS TO EMPLOYMENT

Legal and regulatory restrictions on employment make it harder for people to obtain quality employment—good jobs—after release. Vera’s analysis revealed this was complicated for two main reasons. First, while legal barriers to licensure for specific occupations, such as nursing, were fairly easy to identify, determining accessibility of more generalized occupations, like logistician, was more complicated. Verifying the accessibility of occupations requiring specific licensure to people with conviction histories was a clear process. As occupations required increasingly higher levels of education, Vera found that they became more flexible and could be performed across industries and fields. This resulted in less clarity in determining whether an occupation was subject to legal restrictions. Taking the previous example of logistician, no specific legal restrictions exist limiting the accessibility of that occupation to a person with a conviction history. However, legal accessibility may be determined by other factors associated with a specific position, such as the industry or location.

Second, barriers vary widely across jurisdictions and typically are not clear-cut. Restrictions can vary in terms of their degrees of certainty of implementation and their permanence. Legal and regulatory restrictions could be either mandatory or discretionary and imposed permanently or for a temporary period. Even when legal restrictions are discretionary, the process for navigating them can still be unclear and uncertain. Recently, some state policymakers looking to ease legal barriers to employment for people with conviction histories have enacted legislation shifting from mandatory to discretionary implementation.³⁸ Although these reforms are intended to increase access, such a shift may actually increase uncertainty as there is little information on how to navigate the discretionary implementation, what criteria decision-makers consider, or how these discretionary decisions might

disparately impact some groups over others. When everything is discretionary, implementation can be subjective. Intersectional factors such as race, gender, and socioeconomic status can exacerbate these challenges and make it even more challenging to navigate employment barriers.³⁹

NATIONAL TRENDS

In this section, Vera presents aggregated findings of the most frequently occurring and excluded good jobs across 51 jurisdictions (all 50 states and the District of Columbia). Vera ranked all identified good jobs within each state based on anticipated growth and cross-referenced them against applicable legal and regulatory restrictions to determine accessibility. (See “Appendix A: Methodology” on page 21.) The good jobs that were legally accessible across the most jurisdictions are presented first, followed by those that most frequently had barriers. In each section, these findings are aggregated and categorized by the three Pell-eligible credential types: postsecondary nondegree award (e.g., nursing assistant credential, paramedic credential), associate’s degree, and bachelor’s degree. Within each of these categories, credentials can prepare students for entry into specific fields or cultivate transferrable skills through academic study. Certificates typically require fewer than 60 credit hours for completion, associate’s degrees about 60 credit hours, and bachelor’s degrees 120 credit hours.

Although exhaustive, this analysis is subject to limitations. These include the incomplete assessment of accessibility due to unknown occupational requirements and the challenge of determining discretionary processes for every legal restriction. Additionally, presenting labor market information by occupation rather than industry may obscure the legislation’s applicability, which is often determined by industry. Furthermore, local and regional disparities in exclusion rates may exist, influenced by cultural attitudes, economic conditions, and local employment needs. Understanding these regional nuances is crucial to develop targeted strategies to address barriers to employment.

Most accessible good jobs (economically competitive occupations), by postsecondary education (PSE) credential

This section examines the most frequently occurring good jobs that are also legally accessible by PSE credential across the nation.

FIGURE 1
Summary of the most frequently identified good jobs across the nation (across 51 jurisdictions), by postsecondary nondegree award

Occupation title	Frequency
Computer numerically controlled tool programmers	72.5%
Surgical technologists	64.7%
Electrical and electronics repairers, commercial and industrial equipment	49.0%
Telecommunications equipment installers and repairers, except line installers	37.3%
Electrical and electronics repairers, powerhouse, substation, and relay	27.5%
Heating, air conditioning, and refrigeration mechanics and installers	27.5%
Tool and die makers	25.5%
Electrical and electronics installers and repairers, transportation equipment	21.6%
Wind turbine service technicians	21.6%
Audio and video technicians	11.8%

FIGURE 2
Summary of the most frequently identified good jobs across the nation (across 51 jurisdictions), associate's degree

Occupation title	Frequency
Diagnostic medical sonographers	86.3%
Paralegals and legal assistants	56.9%
Computer network support specialists	45.1%
Respiratory therapists	31.4%
Mechanical engineering technologists and technicians	29.4%
Environmental engineering technologists and technicians	21.6%
Magnetic resonance imaging technologists	19.6%
Radio, cellular, and tower equipment installers and repairers	19.6%
Chemical technicians	17.6%
Nuclear medicine technologists	17.6%

FIGURE 3

Summary of the most frequently identified good jobs across the nation (across 51 jurisdictions), bachelor’s degree

Occupation title	Frequency
Medical and health services managers	86.3%
Information security analysts	76.5%
Logisticians	74.5%
Operations research analysts	74.5%
Market research analysts and marketing specialists	37.3%
Interpreters and translators	11.8%
Fundraisers	9.8%
Special effects artists and animators	9.8%
Agents and business managers of artists, performers, and athletes	7.8%
Computer and information systems managers	5.9%

- › **Occupations are more specifically aligned with the requisite PSE credential at the postsecondary nondegree award and associate’s levels as compared to the bachelor’s level.** Both legal exclusions and credentials map more clearly onto these occupations, making navigation more straightforward.
- › **Bachelor’s degrees are valuable due, in part, to their flexibility, as they can lead to multiple occupations or career paths.** Occupations at the bachelor’s level are more generalized and subject to less clear legal restrictions. Opportunities for the same good jobs as identified in this report are available across multiple industries, which will be more determinative of accessibility than legal restrictions.
- › **Occupations in the medical field not requiring licensure were some of the most frequently occurring good jobs in this study.** For example, surgical technologists, diagnostic sonographers, and medical and health services managers all satisfied the good jobs criteria, are some of the most in-demand occupations across the nation, and were legally accessible in a majority of jurisdictions.

Most commonly excluded good jobs (economically competitive), by PSE credential

As part of the analysis to identify the top five legally accessible good jobs for each state, many economically competitive jobs were excluded. These roles met the wage and growth criteria and required some postsecondary education, but they are constrained by various combinations of mandatory, discretionary, permanent, and temporary legal restrictions for people with felony convictions. This section describes the most frequently excluded good jobs—those occupations that meet the good jobs criteria but are inaccessible to people with felony convictions. Notably, these do not represent all jobs from which people with conviction histories were excluded at the time of this study. (See “Appendix A: Methodology” on page 21.)

FIGURE 4
Summary of the most frequently excluded good jobs across the nation (across 51 jurisdictions), by postsecondary nondegree award

Occupation title	Frequency
Aircraft mechanics and service technicians	68.6%
First-line supervisors of firefighting and prevention workers	60.8%
Licensed practical and licensed vocational nurses	58.8%
Heavy and tractor-trailer truck drivers	39.2%
Captains, mates, and pilots of water vessels	31.4%
Fire inspectors and investigators	23.5%
Dental assistants	17.7%
Heating, air conditioning, and refrigeration mechanics and installers	15.7%
Firefighters	13.7%
Ship engineers	9.8%

FIGURE 5**Summary of the most frequently excluded good jobs across the nation
(across 51 jurisdictions), associate's degree**

Occupation title	Frequency
Physical therapist assistants	64.7%
Respiratory therapists	64.7%
Occupational therapy assistants	60.8%
Dental hygienists	47.1%
Aerospace engineering and operations technologists and technicians	27.5%
Avionics technicians	23.5%
Radiologic technologists and technicians	15.7%
Nuclear medicine technologists	13.7%
Radiation therapists	11.8%
Air traffic controllers	7.8%

FIGURE 6**Summary of the most frequently excluded good jobs across the nation
(across 51 jurisdictions), bachelor's degree**

Occupation title	Frequency
Actuaries	25.5%
Financial examiners	23.5%
Financial managers	23.5%
Industrial engineers	17.7%
Aerospace engineers	11.8%
Construction managers	7.8%
Interpreters and translators	7.8%
Agents and business managers of artists, performers, and athletes	5.9%
Materials engineers	5.9%
Petroleum engineers	5.9%

- › **People with conviction histories are not currently able to fill major labor gaps.** Exclusionary practices are pervasive across a range of occupations, suggesting a systemic issue affecting people with criminal histories seeking employment in several fields. Labor shortages in various industries are exacerbated by restrictive hiring practices that limit the pool of eligible candidates, potentially impacting overall industry performance.
- › **Several occupations are excluded based on licensure restrictions related to conviction histories.** Licensure restrictions across occupations tend to vary by state and type of conviction, making navigation even more challenging.
- › **Inaccessible jobs often involve critical roles in health care, public safety, transportation, and skilled trades.** People with criminal histories consistently face challenges accessing licensed roles in these important sectors of the economy, irrespective of the level of education required. For example, positions like aircraft mechanics and service technicians, first-line supervisors of firefighting and prevention workers, physical therapist assistants, and respiratory therapists were inaccessible to people with felony convictions in at least two-thirds of jurisdictions (50 states and the District of Columbia). These findings reflect crucial sectors in which barriers to job entry persist.
- › **In each state, federal exclusions deny access to a substantial number of occupations.** For example, aircraft mechanics and service technicians and actuaries and financial managers regularly met the living wage and growth criteria across jurisdictions, but they were always excluded due to federal regulations.

Conclusion

DISCUSSION

Findings from this study underscore the value of a bachelor's degree's flexibility, but also the ambiguous barriers people leaving prison with these credentials may have to navigate in seeking a job. This study shows that a bachelor's degree provides access to a larger number of good jobs across a range of industries. At the same time, the restrictions on occupations requiring postsecondary nondegree awards or associate's degrees are more straightforward. This has implications for people considering their career pathways and weighing the pros and cons of investing their time and resources in completing more advanced degrees. Although some state policymakers have sought to ease some of these barriers in recent years, strategies focusing on making mandatory barriers discretionary may have a limited impact and create additional complexity for employers and job seekers alike. With no oversight, these discretionary legal barriers can be biased and exacerbate existing disparities. "Clean Slate" legislation offers another approach. This type of policy seals conviction histories for people who meet certain criteria. Twelve states have passed bills of this type in recent years.⁴⁰

If attuned to these issues, postsecondary institutions, departments of corrections, reentry support services, American Job Centers, and other resources can help people with conviction histories navigate the complexities of the job market. In addition to designing credential pathways to lead to good jobs, colleges offering postsecondary programs in prison will need to provide academic and career advising to students to connect studies to career preparation. For students to make informed decisions, they need clear, accurate information about the costs and benefits of enrolling in the different types of programs available to them.⁴¹ Wages are only one aspect of the value of a postsecondary education. There are also other ways to assess and interpret the value of different credentials and courses of

study. Student interest, intellectual growth, and civic engagement are just a few of the other factors that shape student decision-making.⁴² Strong academic and career advising that equips students to evaluate all of the potential benefits and costs of enrolling in a program will enable the student to determine which program best suits their academic and career goals.

RECOMMENDATIONS FOR PRISON EDUCATION PROGRAMS, CORRECTIONAL EDUCATION PROVIDERS, AND EMPLOYERS

Based on the analysis presented and Vera's extensive experience providing technical assistance to prison education programs during the Second Chance Pell experiment, Vera has the following recommendations for prison education programs, correctional education providers, and employers.

- › To meet growing labor needs across the United States, prison education programs and correctional education should offer coherent systems of higher education. Students should be able to access multiple pathways and have choices in pursuing good jobs and filling the labor and skills gaps.
- › Prison education programs should develop a protocol to ensure they are not providing education that leads to licensure for an occupation from which the person is barred. Prison education program administrators will have to do some portion of this same analysis to meet this obligation, and this report can serve as a reference.
- › Prison education programs should develop quality academic and career advising, as required by regulations, to support students in navigating their academic careers. This includes advising based on licensure barriers, labor market conditions, and students' individual priorities and goals.

- › Prison education programs and correctional education should consider labor market needs and opportunities when determining which programs to offer to incarcerated students. By starting with good jobs and providing choices to students, prison education programs and correctional education can shift away from offering programs based on a feasibility mindset. To that end, training barriers, such as access to technology and external apprenticeship opportunities, may need to be addressed at the DOC level in order to consider how to successfully implement programs aimed at these careers.
- › Colleges and corrections agencies should build a culture of coordination and cooperation as well as relationships with a host of labor market institutions, including workforce development boards, industry associations, and state departments of labor, to enhance the information on which they base their programming decisions and advising practices.
- › Employers should proactively engage with colleges and corrections agencies to discuss their gaps and make a plan to create career pipelines that begin in prison and lead to a good job upon release.

Appendix A: Methodology

This appendix provides detailed information on the data sources and methods of analysis used in this study. The analysis was conducted in three general phases, discussed in sequence in the following sections.

PHASE ONE: IDENTIFYING GOOD JOBS

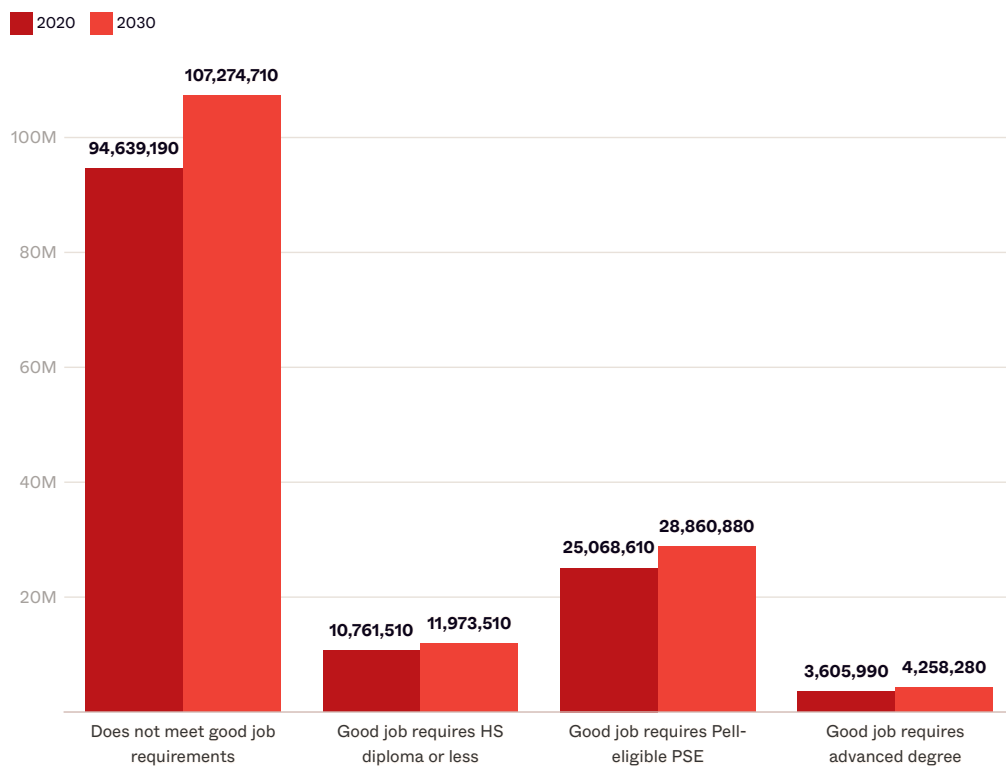
In line with the “good jobs principles” defined by the U.S. Departments of Commerce and Labor, Vera defined good jobs in this study as those occupations that are projected to have growth over the next decade, met the state’s living wage level for one adult and no children upon entry, and required some postsecondary education.⁴³ To identify good jobs in each state, Vera researchers used publicly available data from the Bureau of Labor Statistics on (1) long-term employment projections by state for the period 2020–2030;⁴⁴ (2) 10th percentile annual and hourly wages by state;⁴⁵ and (3) national employment projections with typical entry-level education requirement.⁴⁶ Vera also purchased estimates from the Massachusetts Institute of Technology (MIT) Living Wage Lab on living wages for each state and Washington, DC, for (1) one adult and no children; and (2) one adult and two children. The living wage for a jurisdiction is estimated as the amount that a person in a household must earn to support themselves and their family, working full-time (2,080 hours per year).⁴⁷ Vera is not licensed to republish these estimates.⁴⁸

Vera selected the growth criteria as a marker of in-demand occupations that would provide promising employment opportunities. Vera excluded occupations that were projected to shrink or have no growth. Vera researchers used the 10th percentile annual and hourly wages by state as a proxy for the entry-level wages by occupation. Vera chose the living wage criteria to ensure workers with a criminal history should expect to be paid a stable living wage that promotes economic security and mobility.

Because the Bureau of Labor Statistics data and the National Inventory of Collateral Consequences data were at the state level, Vera used the state-level living wage in their analysis and was not able to provide city- or metro-level analysis (although living wage requirements vary across states). Additionally, only the living wage for the one adult, no children household structure is included in the report. Upon analysis, Vera researchers determined that almost no occupations met the state-level living wage requirement for one adult and two children. (See “Study Overview” section on page 9). The required education criteria were limited to Pell-eligible credentials, including postsecondary nondegree awards, associate’s degrees, and bachelor’s degrees. Vera excluded occupations that did not require postsecondary education or required advanced/ professional degrees for entry.

FIGURE 7.
Number of positions by good jobs and education requirements, in 2020 and 2030

Family structure: one adult and no children

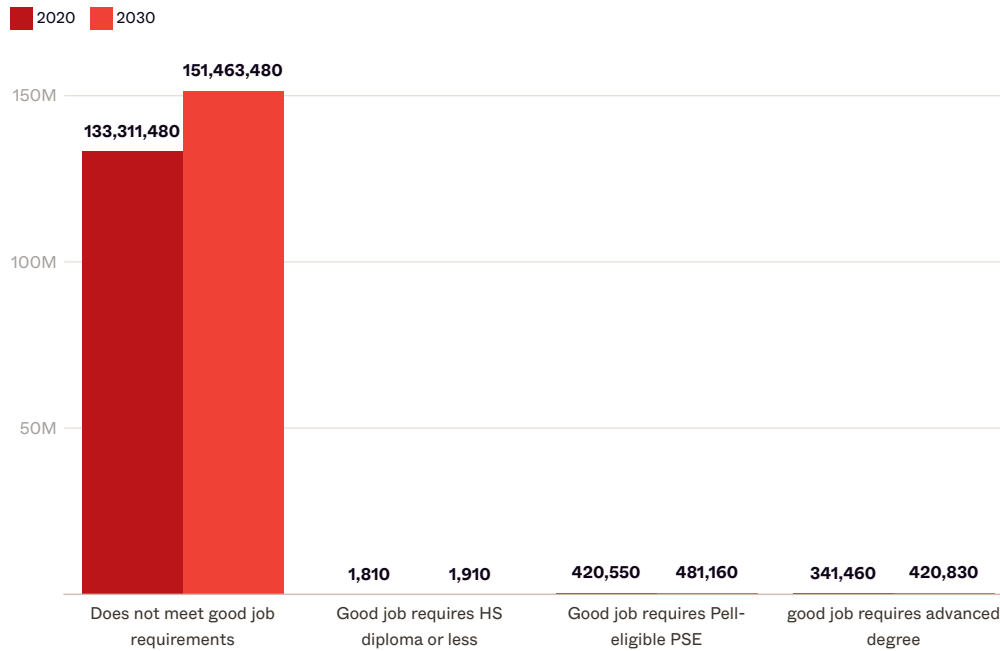


Source: Bureau of Labor Statistics and MIT Living Wage Calculator

FIGURE 8.

Number of positions by good jobs and education requirements, in 2020 and 2030

Family structure: one adult and two children



Source: Bureau of Labor Statistics and MIT Living Wage Calculator

After this phase of analysis, 5,637 occupations satisfied the criteria and were eligible to be included in the next round of analysis. These occupations were ranked in order of their projected level of growth over the next decade.

PHASE TWO: DETERMINING ACCESSIBILITY OF GOOD JOBS FOR PEOPLE WITH CONVICTION HISTORIES

To determine how accessible good jobs were in each state, Vera acquired publicly available data from the National Inventory of Collateral Consequences of Conviction (NICCC) on legal and regulatory restrictions for each of the 50 states and the District of Columbia. The NICCC is part of the National Reentry Resource

Center, a project funded by the U.S. Department of Justice, Bureau of Justice Assistance. The NICCC is an online searchable database that identifies and categorizes the federal- and state-level statutes and regulations that impose collateral consequences in all 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. Each consequence is given a brief description and categorized by a number of features that describe the nature and operation of the consequence. This categorization helps with searching and filtering of the consequences in the database and allows users to identify relevant consequences based on their common characteristics. The NICCC categorizes consequences based on the following:

- › **Keyword.** This feature identifies consequences based on the specific rights, benefits, opportunities, and fields of employment and licensure they affect. Examples include “Child care providers & youth programs,” “Health care,” “Driving & non-commercial motor vehicles,” and “Accounting.”
- › **Offense type.** This feature identifies the categories of crimes that may trigger a consequence. Examples include “Controlled substances offenses,” “Crimes involving fraud, theft, and property,” and “Crimes of violence, including persons offenses.”
 - ↳ **Offense types** that are broadly defined by the law, like “Any felony” and “Any misdemeanor,” are assigned to their own categories. Note that “Any felony” may indicate most felonies, a certain class of felonies, or felonies involving certain conduct (e.g., “any felony in which a motor vehicle was used”). The “Any felony” and “Any misdemeanor” categories are *only* used when the law broadly defines the class of triggering offenses in this way—offenses that fall within other more narrowly defined categories are not assigned to the “Any felony” or “Any misdemeanor” categories.
 - ↳ **Certain offenses** (misdemeanor or felony) may be subject to stricter or other specific penalties, such as sex offenses, violent crimes, or controlled substance offenses.

› **Discretion.** This feature identifies whether a consequence must be (mandatory) or may be (discretionary) imposed after conviction.

↳ **Mandatory.** The law automatically imposes the consequence or requires a decision-maker (e.g., an employer or licensing board) to impose the consequence without exception.

Note: Relief from mandatory consequences may be available in some jurisdictions, which could remove a consequence entirely or convert it into a discretionary consequence. Examples include expungement, pardon, and certificates of relief, among other mechanisms, depending on the jurisdiction.

↳ **Discretionary.** The law authorizes, but does not require, a decision-maker to impose the consequence.

↳ **Discretionary (waiver).** The consequence is mandatory, but decision-makers are authorized to waive the consequence on request by the subject individual.

↳ **Varies.** Discretion varies depending on the specific triggering offense, the characteristics of the offense (e.g., the time that has passed since the conviction), or the nature of the consequence (e.g., when denial, suspension, and revocation of a license are subject to varying levels of discretion).

↳ **Background check.** The law requires or authorizes a decision-maker to obtain a person's criminal history information but does not specify what action must be taken based on the information.

› **Duration.** This feature indicates the length of time a person is subject to a consequence (indefinitely or for a limited time).

↳ **Indefinite.** The consequence applies either permanently or for an unspecified length of time.

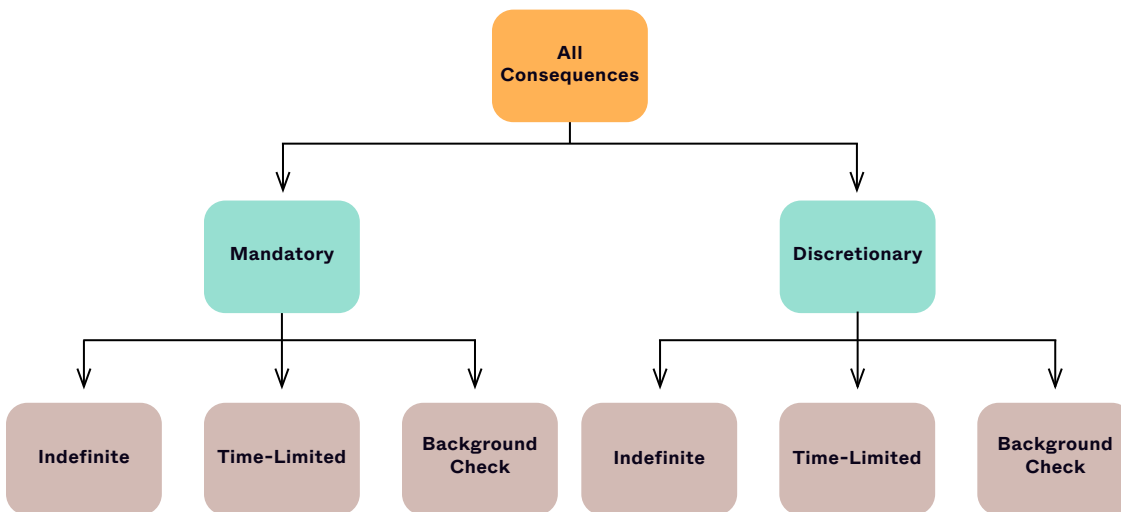
Note: Relief may be available in some jurisdictions and allow for removal of indefinite consequences.

- ↳ **Time-limited.** A person is subject to the consequence for a specified length of time.
- ↳ **Varies.** Duration varies depending on the specific triggering offense, the characteristics of the offense (e.g., the time elapsed since conviction), or the nature of the consequence (e.g., when denial, suspension, and revocation of a license are subject to varying durations).
- ↳ **Background check.** The law requires or authorizes a decision-maker to obtain a person’s criminal history information but does not specify what action must be taken based on the information.

“Appendix B: Jurisdiction-specific Summaries” on page 31 presents the current landscape of legal restrictions inventoried by the NICCC for each of the 50 states and the District of Columbia. Vera presents this information using a flow chart, beginning with all the jurisdiction-level legal restrictions listed in the NICCC. The legal restrictions are then separated by certainty of whether or not a consequence will be imposed—either “mandatory” or “discretionary.” For ease of understanding, Vera researchers combined the NICCC “discretion” subcategories of (1) discretionary, (2) discretionary (waiver), (3) varies, and (4) background check and reported these as one “discretionary” category, as all of these subcategories authorize a decision-maker to impose a legal consequence or not. The legal restrictions are further categorized by duration of the consequence, or how long a consequence will be imposed. Vera researchers combined the NICCC “duration” subcategories (1) time-limited and (2) varies, as both of these were not indefinite categories. (See Figure 9.)

FIGURE 9.

Example of jurisdiction-level legal restriction landscape snapshot



Using the NICCC, Vera researchers searched for existing legal restrictions affecting business licensure and participation, employment, and occupational and professional license and certification based on any felony conviction. Vera did not reference exclusions based on specific kinds of felony convictions, and additional legal restrictions may exist for certain felony convictions. Local-level restrictions (county and city) were not available and therefore not included in this analysis. Vera modeled this analysis after the requirements outlined in the U.S. Department of Education’s Prison Education Program regulations, in which colleges are prohibited from enrolling students in programs leading to occupations that have clear licensure barriers or clear restrictions on required activities for those with conviction histories.⁴⁹

The goal of the second phase of analysis was to identify the top five legally accessible good jobs in each state and the District of Columbia by postsecondary education level. That is, Vera researchers ranked the eligible good jobs emerging from the first phase of analysis by growth percentage and cross-referenced each occupation against NICCC data in order. If an occupation was not subject to any clear legal restrictions, according to the criteria detailed in this section, Vera determined the occupation

was accessible to people with felony convictions and it remained in the qualifying pool. Alternatively, if an occupation was subject to any clear legal restrictions, according to the criteria detailed in this section, then Vera excluded it from the qualifying pool. This process was completed until five occupations were identified at each of the three included education levels, for a total of up to 15 occupations per state. When fewer than five eligible occupations were determined to be accessible to people with felony convictions, the resulting occupations were included in the qualifying pool.

Vera conducted a systematic analysis, using the most current data available, under the consultation of experts and after much research on licensure requirements and differences between occupations' duties. Still, there are limitations to the analysis. Vera conducted this analysis using current data, and laws are subject to change. This analysis is meant to inform audiences' decision-making, and information should be verified for current accuracy. Further, although Vera researchers consulted legal experts and resources on occupation descriptions and licensure requirements, it is still possible that other unknown occupational distinctions or nuances may result in an incomplete analysis of accessibility.

In order to determine which good jobs were accessible to people with felony convictions, Vera cross-referenced the eligible occupations in each state from phase one of the analysis against the total collateral consequences generated from the NICCC, including both the federal and state levels. Eligible occupations were cross-referenced against NICCC data to determine accessibility using keyword searches based on a combination of occupation title, description of duties, and occupation examples. For example, the occupation "diagnostic sonographer" was cross-referenced against NICCC data using the search terms "diag*," "sono*," "ultra*," "sound*," "imag*," and "medic*." In total, Vera generated 103 search terms in this process. Vera also referenced the licensing requirements for an occupation in each specific state.

Vera researchers excluded some eligible occupations in every state based on federal regulations:

- › Blanket removal of finance-related occupations due to federal regulations⁵⁰
 - ↳ Financial managers
 - ↳ Financial examiners
 - ↳ Actuaries
 - ↳ Credit counselors
 - ↳ Personal financial advisors

- › Blanket removal of maritime occupations due to federal regulations⁵¹
 - ↳ Captains, mates, and pilots of water vessels
 - ↳ Marine engineers and naval architects
 - ↳ Ship engineers
 - ↳ Motorboat operators

- › Blanket removal of aeronautics occupations due to federal regulations⁵²
 - ↳ Aircraft mechanics and service technicians
 - ↳ Aerospace engineering and operations technologists and technicians
 - ↳ Atmospheric and space scientists
 - ↳ Avionics technicians
 - ↳ Air traffic controllers

Additionally, Vera determined that legal barriers barring access to professional licensure were most often relevant at the bachelor's level, but not at the postsecondary nondegree award level or the associate's level. For example, many states had a current restriction on professional engineering licensure for people with felony convictions (i.e., "Deny/suspend/revoke license to practice engineering/surveying"). Vera researchers determined this type of legal restriction did not exclude engineering professions that do not require licensure in the state, such as industrial engineering technologists and technicians, and environmental engineering technologists and technicians. This type of restriction becomes applicable at the bachelor's level, such as industrial engineer and environmental engineer. However, it is worth noting that this type of restriction has implications for education pathways or occupations building on one another in long-term career development.

The result of this analysis is 222 accessible good jobs at the post-secondary nondegree award level, 255 accessible good jobs at the associate's level, and 255 accessible good jobs at the bachelor's level.

Appendix B: Jurisdiction-specific Summaries

This appendix provides information specific to each of the jurisdictions (50 states and the District of Columbia). Every jurisdiction was subject to the 229 federal legal and regulatory policies relating to employment in effect at the time of this study.

Alabama	32	Kentucky	66	North Dakota	100
Alaska	34	Louisiana	68	Ohio	102
Arizona	36	Maine	70	Oklahoma	104
Arkansas	38	Maryland	72	Oregon	106
California	40	Massachusetts	74	Pennsylvania	108
Colorado	42	Michigan	76	Rhode Island	110
Connecticut	44	Minnesota	78	South Carolina	112
Delaware	46	Mississippi	80	South Dakota	114
District of Columbia ..	48	Missouri	82	Tennessee	116
Florida	50	Montana	84	Texas	118
Georgia	52	Nebraska	86	Utah	120
Hawaii	54	Nevada	88	Vermont	122
Idaho	56	New Hampshire	90	Virginia	124
Illinois	58	New Jersey	92	Washington	126
Indiana	60	New Mexico	94	West Virginia	128
Iowa	62	New York	96	Wisconsin	130
Kansas	64	North Carolina	98	Wyoming	132

ALABAMA

FIGURE 10.

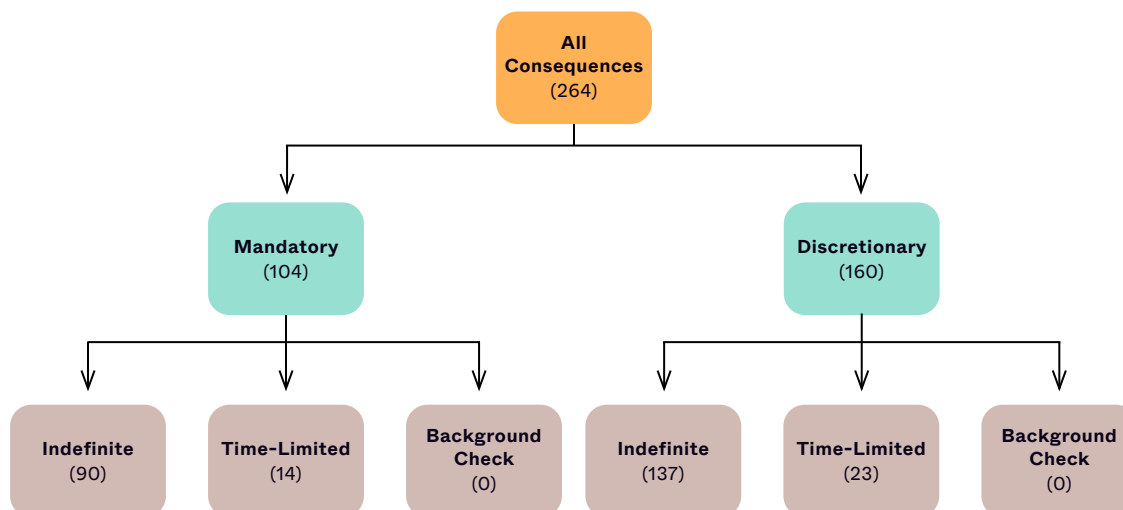
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Alabama

	#
Postsecondary nondegree award	9
Associate's degree	20
Bachelor's degree	73

In addition to federal restrictions, at the time of this study Alabama had 264 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 11 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 11.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Alaska



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Alabama, these policies make up 60.6 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 34.1 percent of Alabama’s state-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Alabama upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Electrical and electronics installers and repairers, transportation equipment (49-2093)
- › Computer numerically controlled tool programmers (51-9162)
- › Tool and die makers (51-4111)
- › Commercial divers (49-9092)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)

Summary of top five accessible good jobs, associate’s degree

- › Diagnostic medical sonographers (29-2032)
- › Industrial engineering technologists and technicians (17-3026)
- › Environmental science and protection technicians, including health (19-4042)
- › Mechanical engineering technologists and technicians (17-3027)
- › Radiologic technologists and technicians (29-2034)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Food scientists and technologists (19-1012)
- › Operations research analysts (15-2031)

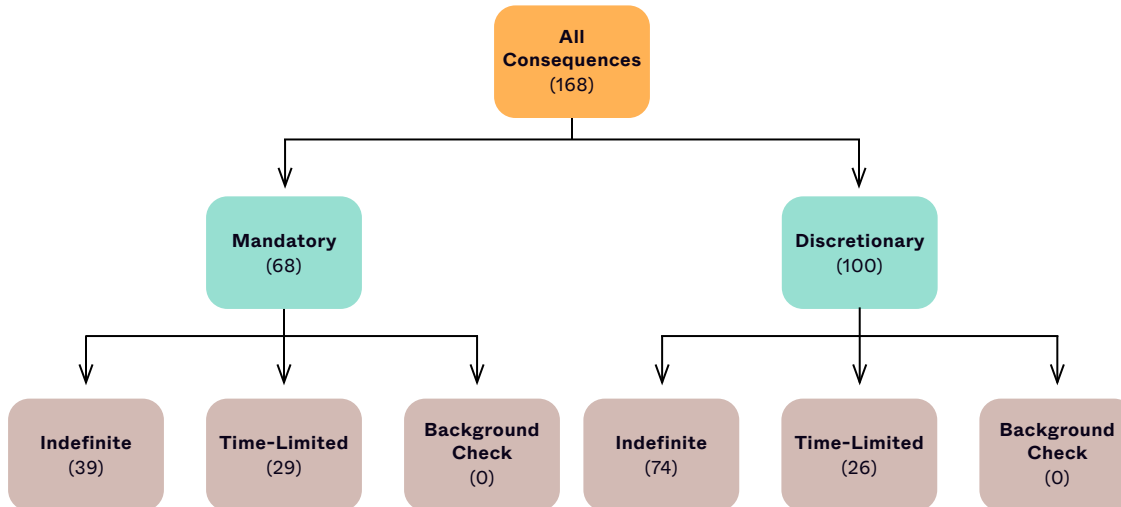
ALASKA

FIGURE 12.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Alaska

	#
Postsecondary nondegree award	17
Associate's degree	18
Bachelor's degree	65

In addition to federal restrictions, at the time of this study Alaska had 168 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 13 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 13.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Alaska



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Alaska, these policies make up 59.5 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 23.2 percent of Alaska’s state-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Alaska upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Surgical technologists (29-2055)
- › Phlebotomists (31-9097)
- › Medical assistants (31-9092)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)

Summary of top five accessible good jobs, associate’s degree

- › Magnetic resonance imaging technicians (29-2035)
- › Respiratory therapists (29-1126)
- › Cardiovascular technologists and technicians (29-3021)
- › Radiologic technologists and technicians (29-2034)
- › Diagnostic medical sonographers (29-2032)

Summary of top five accessible good jobs, bachelor’s degree

- › Soil and plant scientists (19-1013)
- › Computer network architects (15-1241)
- › Purchasing managers (11-3061)
- › Mining and geological engineers, including mining safety engineers (17-2151)
- › Occupational health and safety specialists (19-5011)

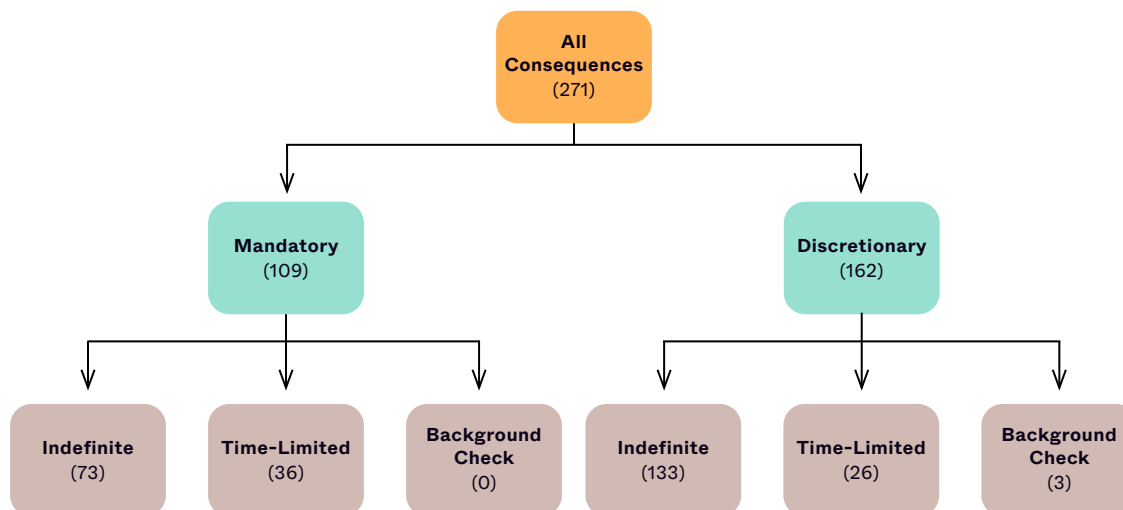
ARIZONA

FIGURE 14.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Arizona

	#
Postsecondary nondegree award	11
Associate's degree	19
Bachelor's degree	95

In addition to federal restrictions, at the time of this study Arizona had 271 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 15 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 15.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Arizona



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Arizona, these policies make up 59.8 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 26.9 percent of Arizona's state-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Arizona upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Cooks, private household (35-2013)
- › Electrical and electronics installers and repairers, transportation equipment (49-2093)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)

Summary of top five accessible good jobs, associate's degree

- › Respiratory therapists (29-1126)
- › Diagnostic medical sonographers (29-2032)
- › Radiation therapists (29-1124)
- › Radiologic technologists and technicians (29-2034)
- › Cardiovascular technologists and technicians (29-3021)

Summary of top five accessible good jobs, bachelor's degree

- › Medical and health services managers (11-9111)
- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Market research analysts and marketing specialists (13-1161)
- › Operations research analysts (15-2031)

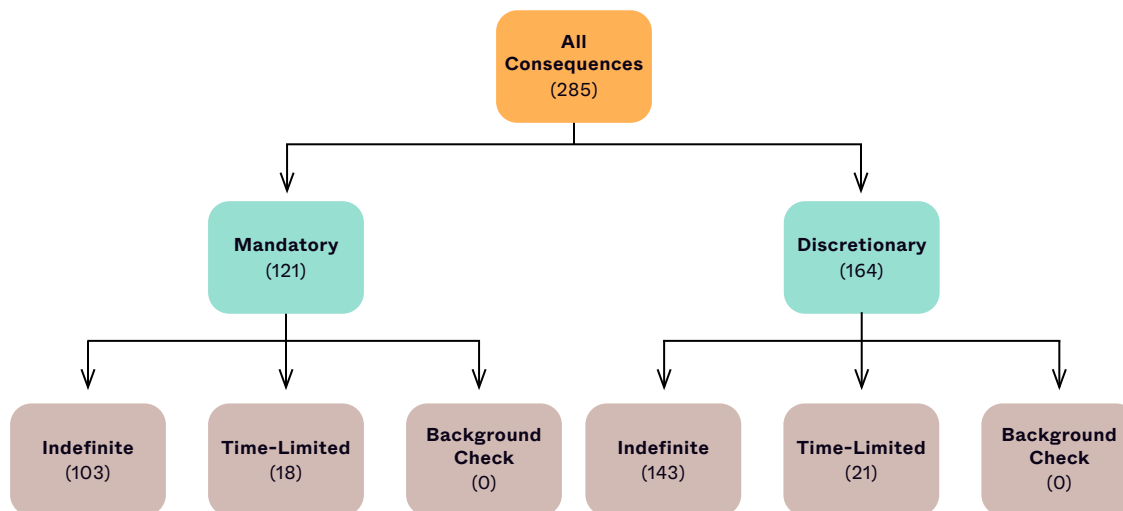
ARKANSAS

FIGURE 16.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Arkansas

	#
Postsecondary nondegree award	7
Associate's degree	14
Bachelor's degree	66

In addition to federal restrictions, at the time of this study Arkansas had 285 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 17 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 17.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Arkansas



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Arkansas, these policies make up 57.5 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 36.1 percent of Arkansas' state-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Arkansas upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top four accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)

Summary of top five accessible good jobs, associate's degree

- › Diagnostic medical sonographers (29-2032)
- › Mechanical engineering technologists and technicians (17-3027)
- › Industrial engineering technologists and technicians (17-3026)
- › Computer network support specialists (15-1231)
- › Life, physical, and social science technicians, all other (19-4099)

Summary of top five accessible good jobs, bachelor's degree

- › Fundraisers (13-1131)
- › Museum technicians and conservators (25-4013)
- › Operations research analysts (15-2031)
- › Logisticians (13-1081)
- › Information security analysts (15-1212)

CALIFORNIA

FIGURE 18.

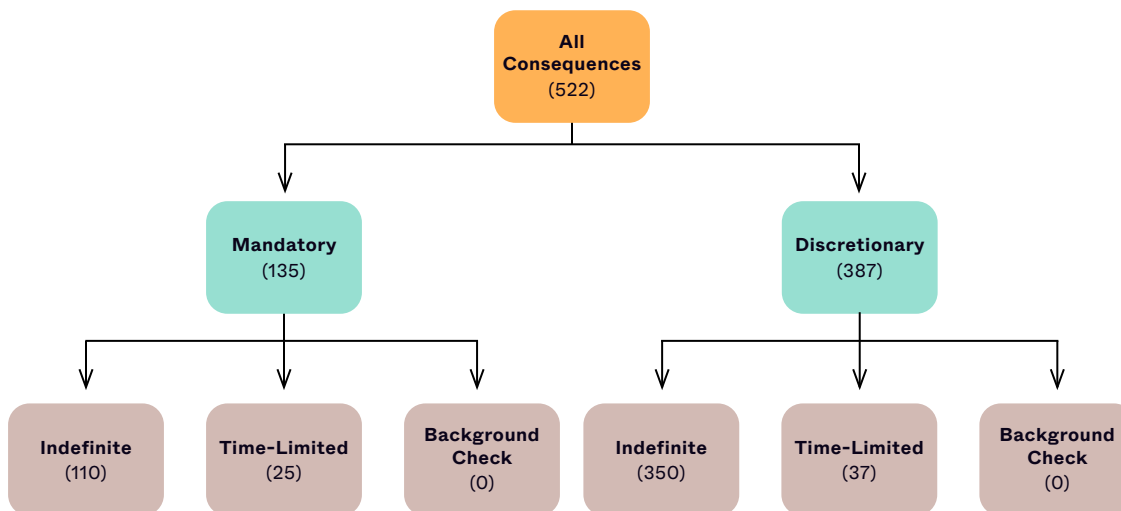
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in California

	#
Postsecondary nondegree award	10
Associate's degree	19
Bachelor's degree	84

In addition to federal restrictions, at the time of this study California had 522 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 19 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 19.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in California



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In California, these policies make up 74.1 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 21.1 percent of California’s state-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in California upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top three accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Surgical technologists (29-2055)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)

Summary of top five accessible good jobs, associate’s degree

- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)
- › Nuclear medicine technologists (29-2033)
- › Mechanical engineering technologists and technicians (17-3027)
- › Environmental engineering technologists and technicians (17-3025)

Summary of top five accessible good jobs, bachelor’s degree

- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)
- › Advertising and promotions managers (11-2011)
- › Computer and information systems managers (11-3021)

COLORADO

FIGURE 20.

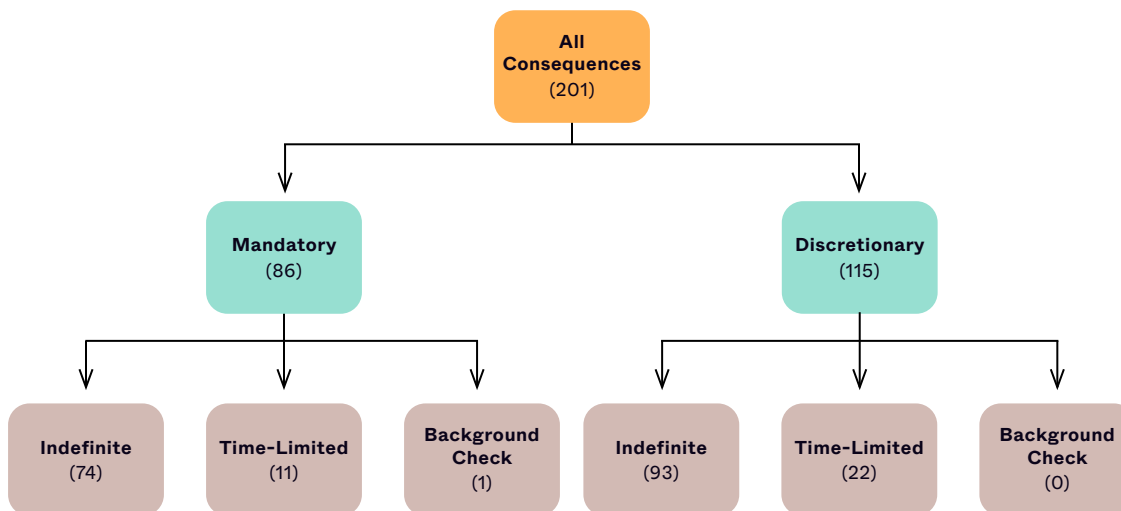
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Colorado

	#
Postsecondary nondegree award	11
Associate's degree	22
Bachelor's degree	89

In addition to federal restrictions, at the time of this study Colorado had 201 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 21 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 21

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Colorado



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Colorado, these policies make up 57.2 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 36.8 percent of Colorado’s state-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Colorado upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Computer numerically controlled tool programmers (51-9162)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)

Summary of top five accessible good jobs, associate’s degree

- › Paralegals and legal assistants (23-2011)
- › Diagnostic medical sonographers (29-2032)
- › Civil engineering technologists and technicians (17-3022)
- › Nuclear medicine technologists (29-2033)
- › Electrical and electronics drafters (17-3012)

Summary of top five accessible good jobs, bachelor’s degree

- › Interpreters and translators (27-3091)
- › Operations research analysts (15-2031)
- › Market research analysts and marketing specialists (13-1161)
- › Producers and directors (27-2012)
- › Computer hardware engineers (17-2061)

CONNECTICUT

FIGURE 22.

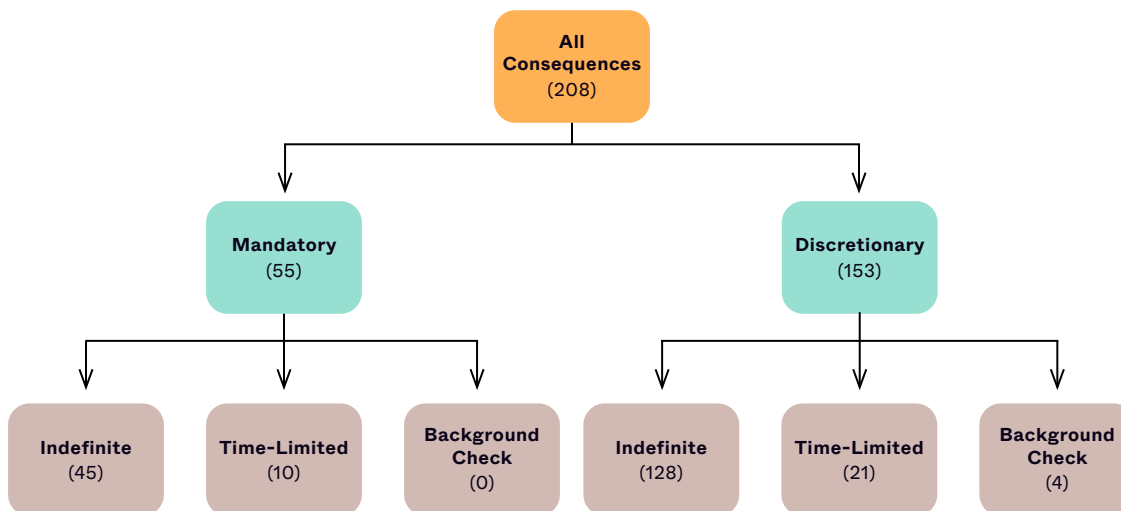
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Connecticut

	#
Postsecondary nondegree award	20
Associate's degree	25
Bachelor's degree	94

In addition to federal restrictions, at the time of this study Connecticut had 208 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 23 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 23.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Connecticut



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Connecticut, these policies make up 73.6 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 21.6 percent of Connecticut’s state-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Connecticut upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Dental assistants (31-9091)
- › Audio and visual technicians (27-4011)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Ophthalmic medical technicians (29-2057)

Summary of top five accessible good jobs, associate’s degree

- › Electrical and electronics drafters (17-3012)
- › Medical equipment repairers (49-9062)
- › Diagnostic medical sonographers (29-2032)
- › Mechanical engineering technologists and technicians (17-3027)
- › Paralegals and legal assistants (23-2011)

Summary of top five accessible good jobs, bachelor’s degree

- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Microbiologists (19-1022)
- › Film and video editors (27-4032)
- › Materials engineers (17-2131)

DELAWARE

FIGURE 24.

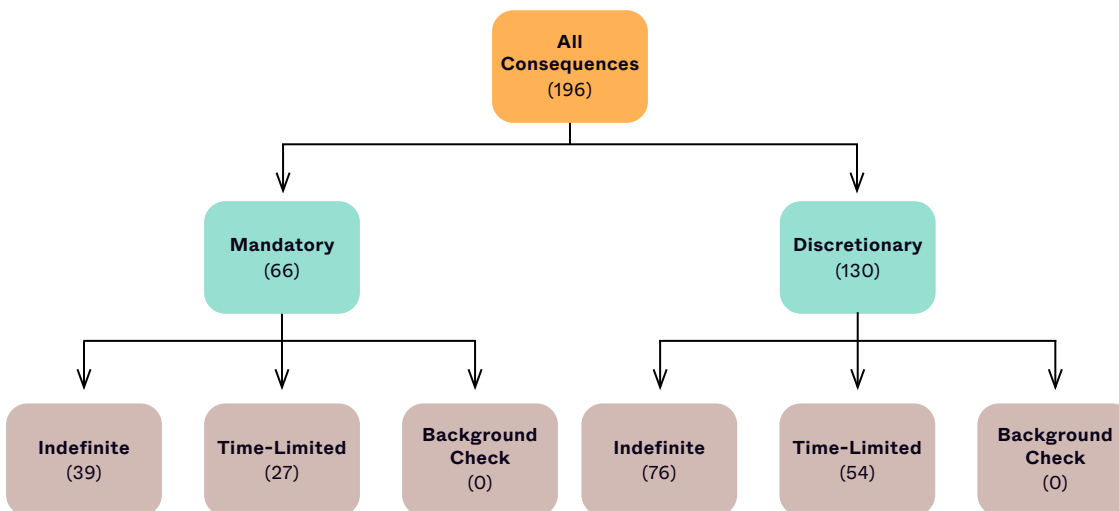
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Delaware

	#
Postsecondary nondegree award	9
Associate's degree	10
Bachelor's degree	50

In addition to federal restrictions, at the time of this study Delaware had 196 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 25 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 25.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Delaware



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Delaware, these policies make up 66.3 percent of the state-level policies related to employment, licensure, and certification.

- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types of policies make up 19.9 percent of Delaware’s state-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Delaware upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top four accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Phlebotomists (31-9097)
- › Audio and visual technicians (27-4011)
- › Surgical technologists (29-2055)

Summary of top five accessible good jobs, associate’s degree

- › Diagnostic medical sonographers (29-2032)
- › Nuclear medicine technologists (29-2033)
- › Magnetic resonance imaging technologists (29-2035)
- › Paralegals and legal assistants (23-2011)
- › Computer network support specialists (15-1231)

Summary of top five accessible good jobs, bachelor’s degree

- › Medical and health services managers (11-9111)
- › Construction managers (11-9021)
- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Market research analysts and marketing specialists (13-1161)

DISTRICT OF COLUMBIA

FIGURE 26.

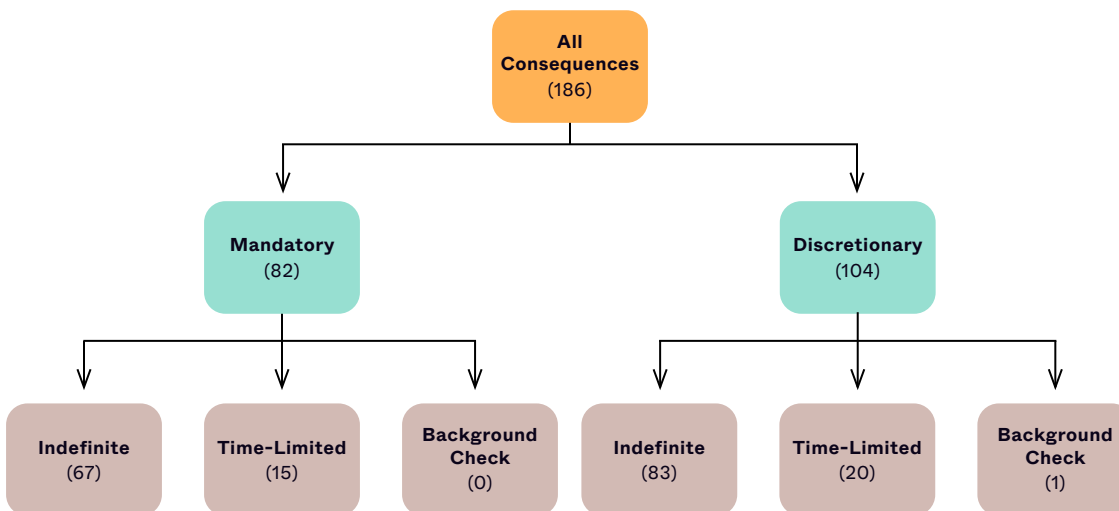
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in the District of Columbia

	#
Postsecondary nondegree award	3
Associate's degree	9
Bachelor's degree	70

In addition to federal restrictions, at the time of this study the District of Columbia had 186 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 27 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 27.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in the District of Columbia



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In the District of Columbia, these policies make up 55.9 percent of the state-level policies related to employment, licensure, and certification.

- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types of policies make up 36.0 percent of the District of Columbia's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in the District of Columbia upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top two accessible good jobs, postsecondary nondegree award

- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)

Summary of top five accessible good jobs, associate's degree

- › Dental hygienists (29-1292)
- › Diagnostic medical sonographers (29-2032)
- › Nuclear medicine technologists (29-2033)
- › Broadcast technicians (27-4012)
- › Paralegals and legal assistants (23-2011)

Summary of top five accessible good jobs, bachelor's degree

- › Interpreters and translators (27-3091)
- › Information security analysts (15-1212)
- › Medical and health service managers (11-9111)
- › Market research analysts and marketing specialists (13-1161)
- › Training and development managers (11-3131)

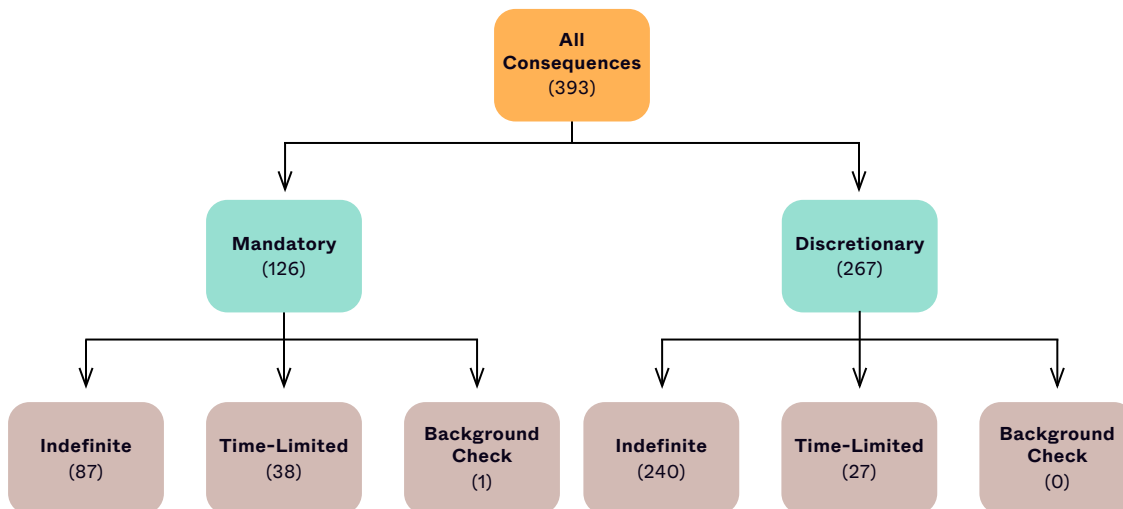
FLORIDA

FIGURE 28.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Florida

	#
Postsecondary nondegree award	13
Associate's degree	19
Bachelor's degree	79

In addition to federal restrictions, at the time of this study Florida had 393 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 29 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 29.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Florida



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Florida, these policies make up 67.9 percent of the state-level policies related to employment, licensure, and certification.

- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types of policies make up 22.1 percent of Florida’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Florida upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top four accessible good jobs, postsecondary nondegree award

- › Commercial divers (49-9092)
- › Surgical technologists (29-2055)
- › Tool and die makers (51-4111)
- › Audiovisual equipment installers and repairers (49-2097)

Summary of top five accessible good jobs, associate’s degree

- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)
- › Computer network support specialists (15-1231)
- › Electrical and electronics drafters (17-3012)
- › Radio, cellular, and tower equipment installers and repairers (49-2021)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Market research analysts and marketing specialists (13-1161)
- › Operations research analysts (15-2031)
- › Technical writers (27-3042)
- › Computer and information systems managers (11-3021)

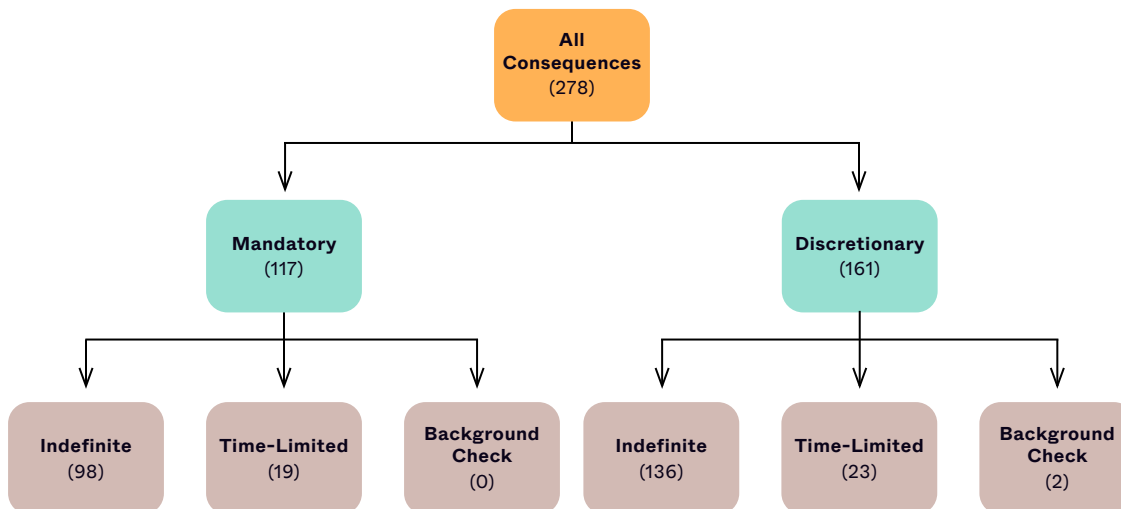
GEORGIA

FIGURE 30.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Georgia

	#
Postsecondary nondegree award	7
Associate's degree	18
Bachelor's degree	81

In addition to federal restrictions, at the time of this study Georgia had 278 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 31 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 31.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Georgia



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Georgia, these policies make up 57.9 percent of the state-level policies related to employment, licensure, and certification.

- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types of policies make up 35.3 percent of Georgia’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Georgia upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top three accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate’s degree

- › Respiratory therapists (29-1126)
- › Diagnostic medical sonographers (29-2032)
- › Radiation therapists (29-1124)
- › Magnetic resonance imaging technologists (29-2035)
- › Radiologic technologists and technicians (29-2034)

Summary of top five accessible good jobs, bachelor’s degree

- › Logisticians (13-1081)
- › Information security analysts (15-1212)
- › Special effects artists and animators (27-1014)
- › Operations research analysts (15-2031)
- › Exercise physiologists (29-1128)

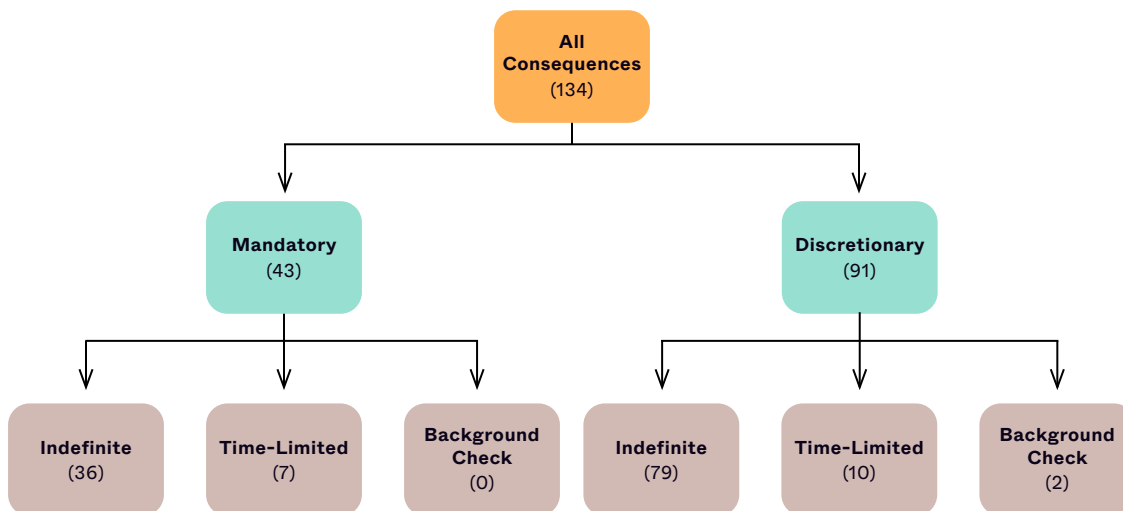
HAWAII

FIGURE 32.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Hawaii

	#
Postsecondary nondegree award	6
Associate's degree	10
Bachelor's degree	44

In addition to federal restrictions, at the time of this study Hawaii had 134 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 33 for summary and “Appendix A: Methodology” on page 21).

FIGURE 33.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Hawaii



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Hawaii, these policies make up 67.9 percent of the state-level policies related to employment, licensure, and certification.

- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types of policies make up 26.9 percent of Hawaii’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Hawaii upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top three accessible good jobs, postsecondary nondegree award

- › Licensed practical and licensed vocational nurses (29-2061)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate’s degree

- › Physical therapist assistants (31-2021)
- › Respiratory therapists (29-1126)
- › Diagnostic medical sonographers (29-2032)
- › Dental hygienists (29-1292)
- › Computer network support specialists (15-1231)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Advertising and promotions managers (11-2011)
- › Operations research analysts (15-2031)
- › Industrial engineers (17-2112)

IDAHO

FIGURE 34.

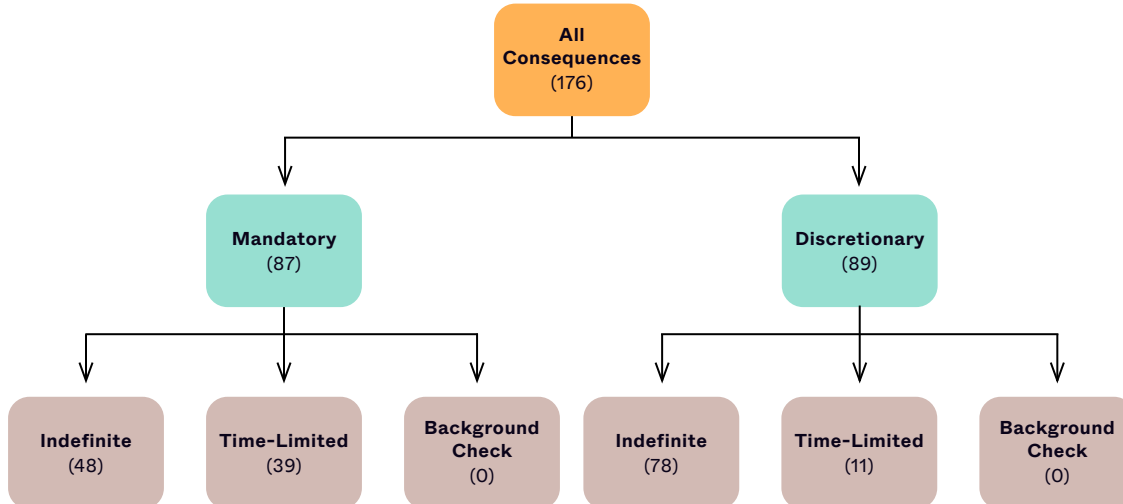
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Idaho

	#
Postsecondary nondegree award	8
Associate's degree	20
Bachelor's degree	66

In addition to federal restrictions, at the time of this study Idaho had 176 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 35 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 35.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Idaho



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Idaho, these policies make up 50.6 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 27.3 percent of Idaho’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Idaho upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top four accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Surgical technologists (29-2055)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate’s degree

- › Nuclear medicine technologists (29-2033)
- › Magnetic resonance imaging technologists (29-2035)
- › Medical equipment repairers (49-9062)
- › Diagnostic medical sonographers (29-2032)
- › Respiratory therapists (29-1126)

Summary of top five accessible good jobs, bachelor’s degree

- › Environmental engineers (17-2081)
- › Sales engineers (41-9031)
- › Life scientists, all other (19-1099)
- › Fundraisers (13-1131)
- › Clergy (21-2011)

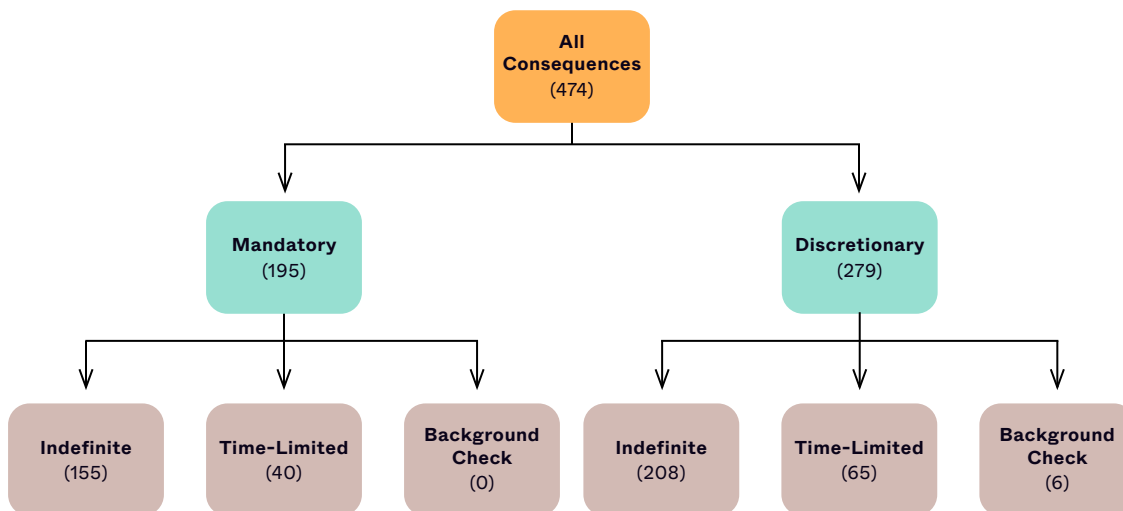
ILLINOIS

FIGURE 36.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Illinois

	#
Postsecondary nondegree award	9
Associate's degree	19
Bachelor's degree	84

In addition to federal restrictions, at the time of this study Illinois had 474 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 37 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 37.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Illinois



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Illinois, these policies make up 58.9 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 32.7 percent of Illinois' jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Illinois upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Sound engineering technicians (27-4014)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)

Summary of top five accessible good jobs, associate's degree

- › Respiratory therapists (29-1126)
- › Paralegals and legal assistants (23-2011)
- › Diagnostic medical sonographers (29-2032)
- › Industrial engineering technologists and technicians (17-3026)
- › Chemical technicians (19-4031)

Summary of top five accessible good jobs, bachelor's degree

- › Agents and business managers of artists, performers, and athletes (13-1011)
- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Information security analysts (15-1212)
- › Operations research analysts (15-2031)

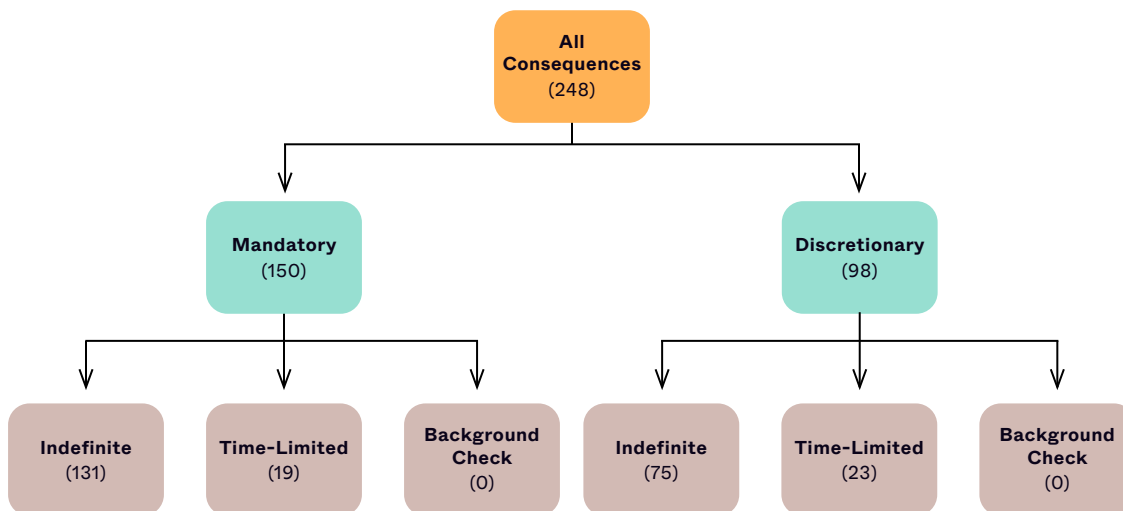
INDIANA

FIGURE 38.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Indiana

	#
Postsecondary nondegree award	11
Associate's degree	20
Bachelor's degree	100

In addition to federal restrictions, at the time of this study Indiana had 248 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 39 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 39.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Indiana



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Indiana, these policies make up 39.5 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 52.8 percent of Indiana’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Indiana upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Massage therapists (31-9011)
- › Computer numerically controlled tool programmers (51-9162)
- › Surgical technologists (29-2055)
- › Court reporters and simultaneous captioners (27-3092)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)

Summary of top five accessible good jobs, associate’s degree

Diagnostic medical sonographers (29-2032)

Paralegals and legal assistants (23-2011)

Computer network support specialists (15-1231)

Life, physical, and social science technicians, all other (19-4099)

Environmental engineering technologists and technicians (17-3025)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Operations research analysts (15-2031)
- › Market research analysts and marketing specialists (13-1161)

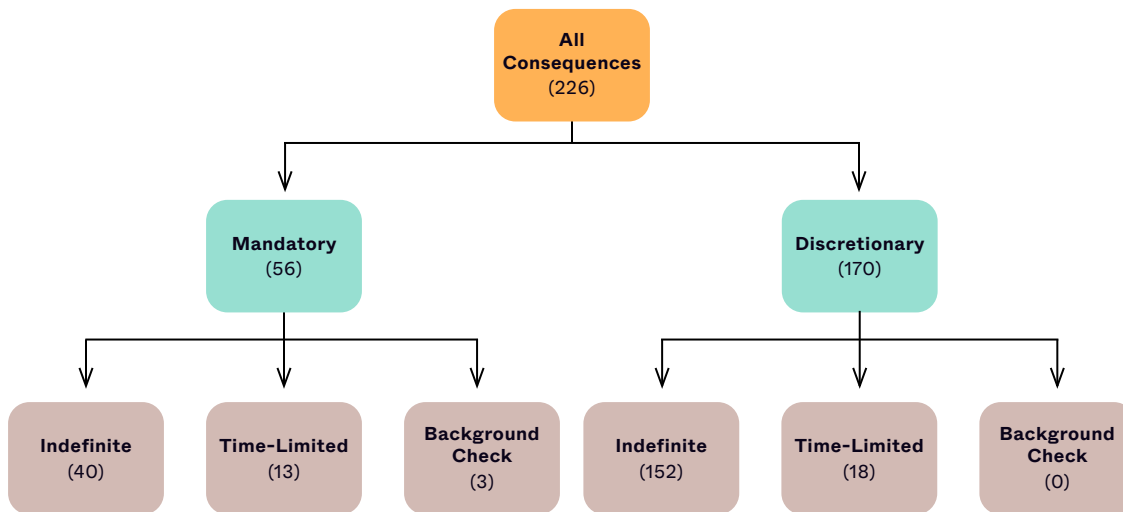
IOWA

FIGURE 40.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Iowa

	#
Postsecondary nondegree award	14
Associate's degree	28
Bachelor's degree	97

In addition to federal restrictions, at the time of this study Iowa had 226 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 41 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 41.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Iowa



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Iowa, these policies make up 75.2 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 17.7 percent of Iowa jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Iowa upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Audio and video technicians (27-4011)
- › Computer numerically controlled tool programmers (51-9162)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate’s degree

- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)
- › Environmental engineering technologists and technicians (17-3025)
- › Radio, cellular, and tower equipment installers and repairers (49-2021)
- › Mechanical engineering technologists and technicians (17-3027)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Operations research analysts (15-2031)
- › Logisticians (13-1081)
- › Medical and health service managers (11-9111)
- › Construction managers (11-9021)

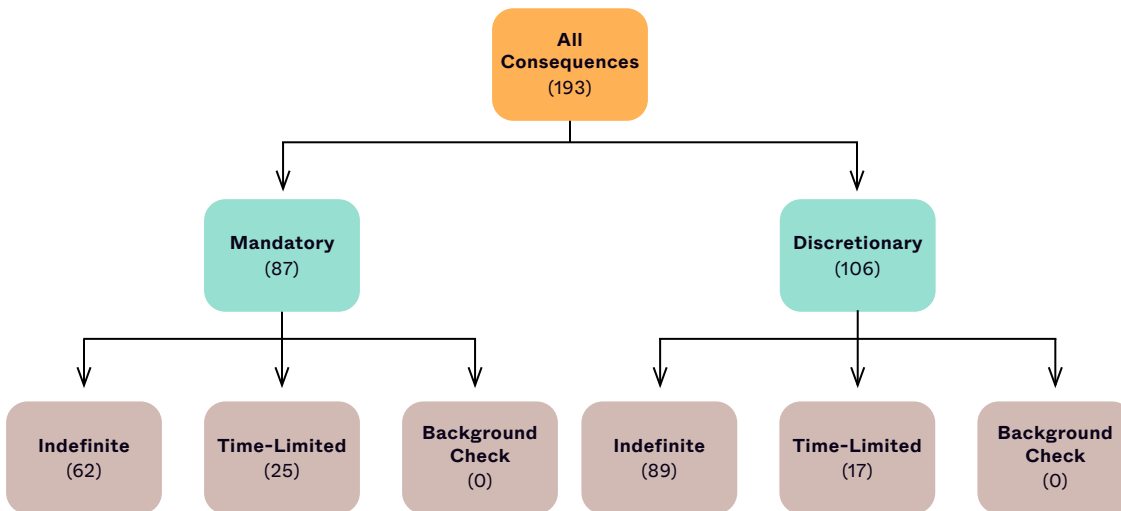
KANSAS

FIGURE 42.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Kansas

	#
Postsecondary nondegree award	10
Associate's degree	24
Bachelor's degree	81

In addition to federal restrictions, at the time of this study Kansas had 193 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 43 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 43.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Kansas



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Kansas, these policies make up 54.9 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 32.1 percent of Kansas' jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Kansas upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Tool and die makers (51-4111)
- › Surgical technologists (29-2055)
- › Licensed practical and licensed vocational nurses (29-2061)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate's degree

- › Diagnostic medical sonographers (29-2032)
- › Industrial engineering technologists and technicians (17-3026)
- › Computer network support specialists (15-1231)
- › Paralegals and legal assistants (23-2011)
- › Environmental science and protection technicians, including health (19-4042)

Summary of top five accessible good jobs, bachelor's degree

- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)
- › Industrial engineers (17-2112)

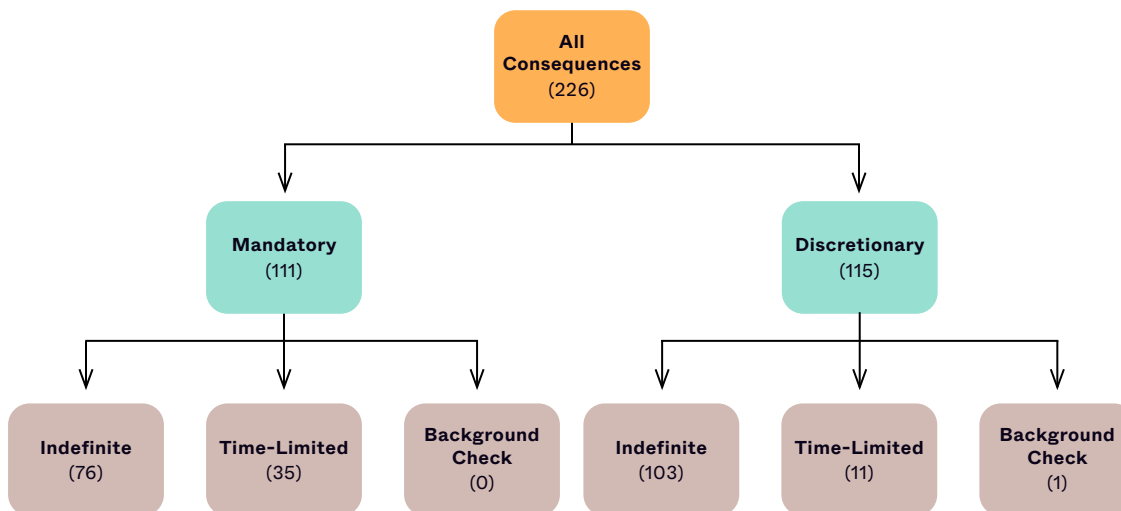
KENTUCKY

FIGURE 44.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Kentucky

	#
Postsecondary nondegree award	9
Associate's degree	16
Bachelor's degree	68

In addition to federal restrictions, at the time of this study Kentucky had 226 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 45 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 45.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Kentucky



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Kentucky, these policies make up 50.9 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These

types of policies make up 33.6 percent of Kentucky’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Kentucky upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Tool and die makers (51-4111)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)

Summary of top five accessible good jobs, associate’s degree

- › Respiratory therapists (29-1126)
- › Industrial engineering technologists and technicians (17-3026)
- › Mechanical engineering technologists and technicians (17-3027)
- › Chemical technicians (19-4031)
- › Paralegals and legal assistants (23-2011)

Summary of top five accessible good jobs, bachelor’s degree

- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Information security analysts (15-1212)
- › Industrial engineers (17-2112)
- › Operations research analysts (15-2031)

LOUISIANA

FIGURE 46.

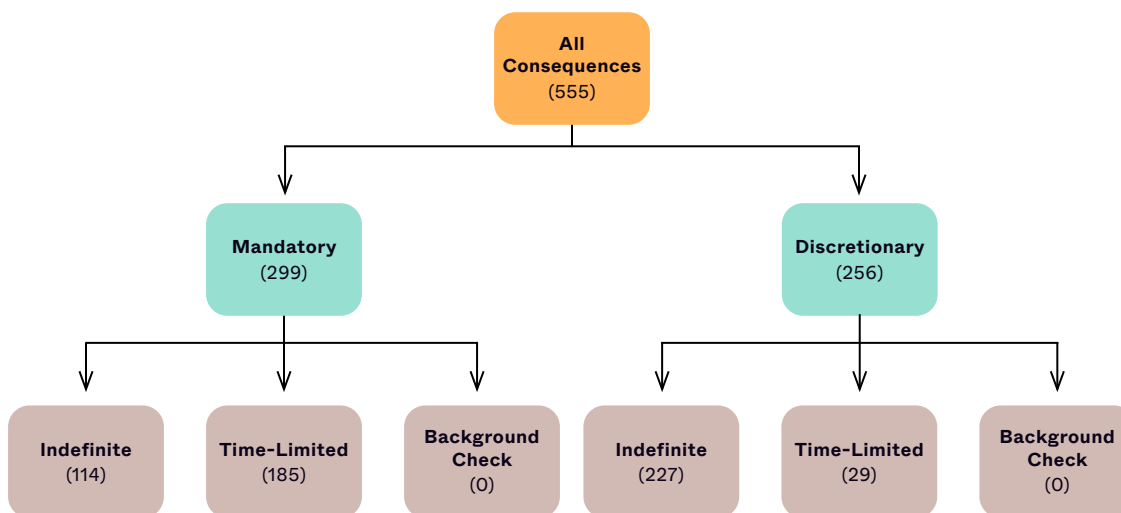
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Louisiana

	#
Postsecondary nondegree award	12
Associate's degree	9
Bachelor's degree	67

In addition to federal restrictions, at the time of this study Louisiana had 555 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 47 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 47.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Louisiana



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Louisiana, these policies make up 46.1 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These

types of policies make up 20.5 percent of Louisiana’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Louisiana upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Electrical and electronics installers and repairers, transportation equipment (49-2093)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)

Summary of top five accessible good jobs, associate’s degree

- › Paralegals and legal assistants (23-2011)
- › Diagnostic medical sonographers (29-2032)
- › Computer network support specialists (15-1231)
- › Mechanical engineering technologists and technicians (17-3027)
- › Environmental engineering technologists and technicians (17-3025)

Summary of top five accessible good jobs, bachelor’s degree

- › Logisticians (13-1081)
- › Information security analysts (15-1212)
- › Special effects artists and animators (27-1014)
- › Camera operators, television, video, and film (27-4031)
- › Medical and health services managers (11-9111)

MAINE

FIGURE 48.

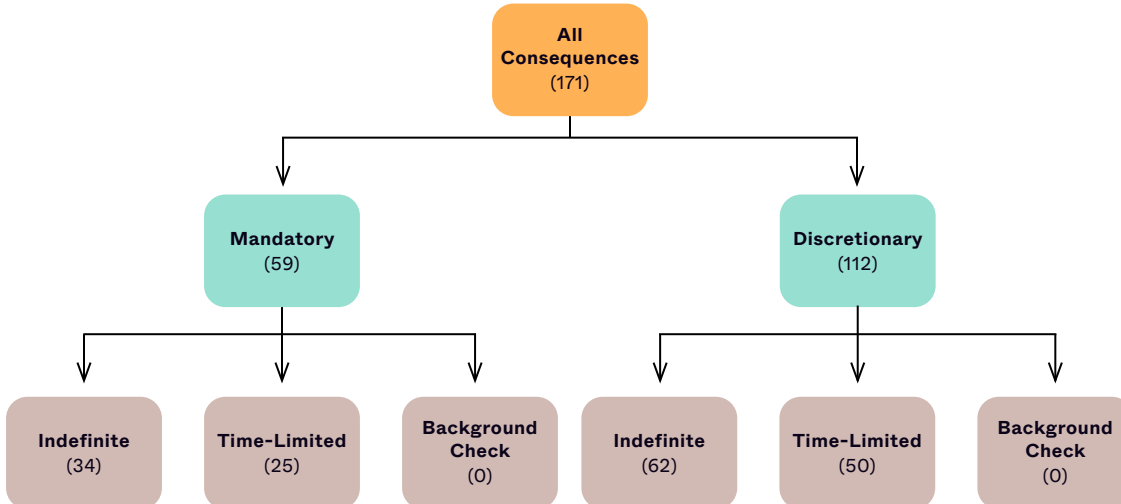
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Maine

	#
Postsecondary nondegree award	8
Associate's degree	14
Bachelor's degree	46

In addition to federal restrictions, at the time of this study Maine had 171 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 49 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 49.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Maine



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Maine, these policies make up 65.5 percent of the state-level policies related to employment, licensure, and certification.

- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types of policies make up 19.9 percent of Maine's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Maine upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top three accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Dental assistants (31-9091)
- › Surgical technologists (29-2055)

Summary of top five accessible good jobs, associate's degree

- › Occupational therapy assistants (31-2011)
- › Respiratory therapists (29-1126)
- › Diagnostic medical sonographers (29-2032)
- › Medical equipment repairers (49-9062)
- › Paralegals and legal assistants (23-2011)

Summary of top five accessible good jobs, bachelor's degree

- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Operations research analysts (15-2031)
- › Chemical engineers (17-2041)
- › Interpreters and translators (27-3091)

MARYLAND

FIGURE 50.

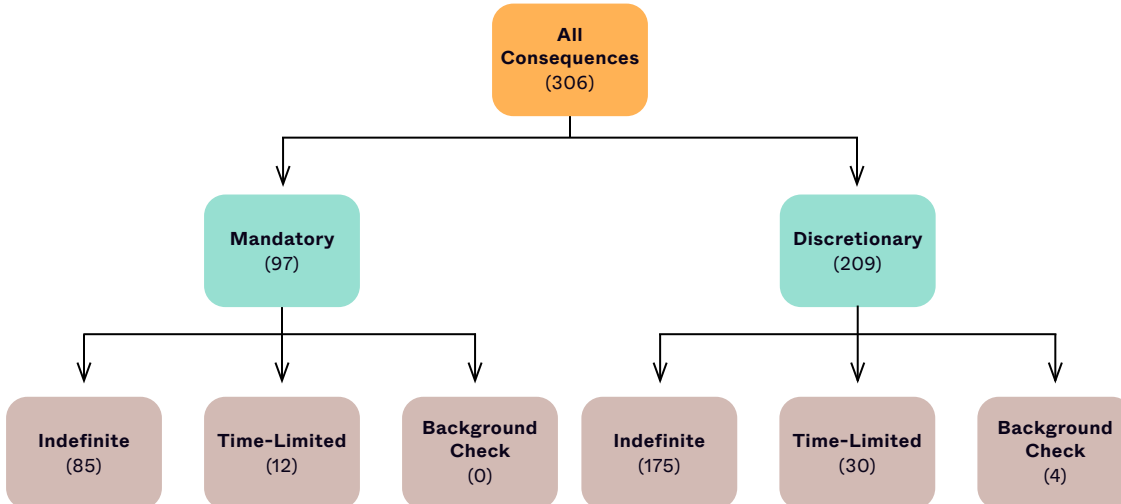
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Maryland

	#
Postsecondary nondegree award	8
Associate's degree	18
Bachelor's degree	83

In addition to federal restrictions, at the time of this study Maryland had 306 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 51 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 51.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Maryland



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Maryland, these policies make up 68.3 percent of the state-level policies related to employment, licensure, and certification.

- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types of policies make up 27.8 percent of Maryland’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Maryland upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top three accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Tool and die makers (51-4111)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate’s degree

- › Respiratory therapists (29-1126)
- › Radio, cellular, and tower equipment installers and repairers (49-2021)
- › Diagnostic medical sonographers (29-2032)
- › Industrial engineering technologists and technicians (17-3026)
- › Computer network support specialists (15-1231)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)
- › Logisticians (13-1081)
- › Social and community service managers (11-9151)

MASSACHUSETTS

FIGURE 52.

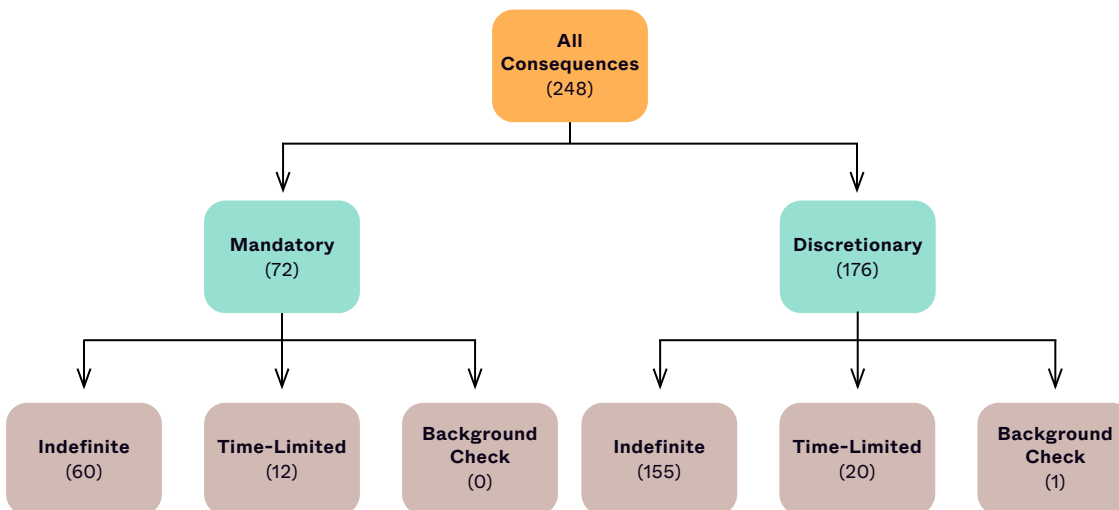
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Massachusetts

	#
Postsecondary nondegree award	11
Associate's degree	19
Bachelor's degree	89

In addition to federal restrictions, at the time of this study Massachusetts had 248 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 53 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 53.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Massachusetts



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Massachusetts, these policies make up 71.0 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types of policies make up 24.2 percent of Massachusetts’ jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Massachusetts upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate’s degree

- › Occupational therapy assistants (31-2011)
- › Diagnostic medical sonographers (29-2032)
- › Radio, cellular, and tower equipment installers and repairers (49-2021)
- › Medical equipment repairers (49-9062)
- › Electrical and electronics drafters (17-3012)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Operations research analysts (15-2031)
- › Logisticians (13-1081)
- › Market research analysts and marketing specialists (13-1161)
- › Medical and health service managers (11-9111)

MICHIGAN

FIGURE 54.

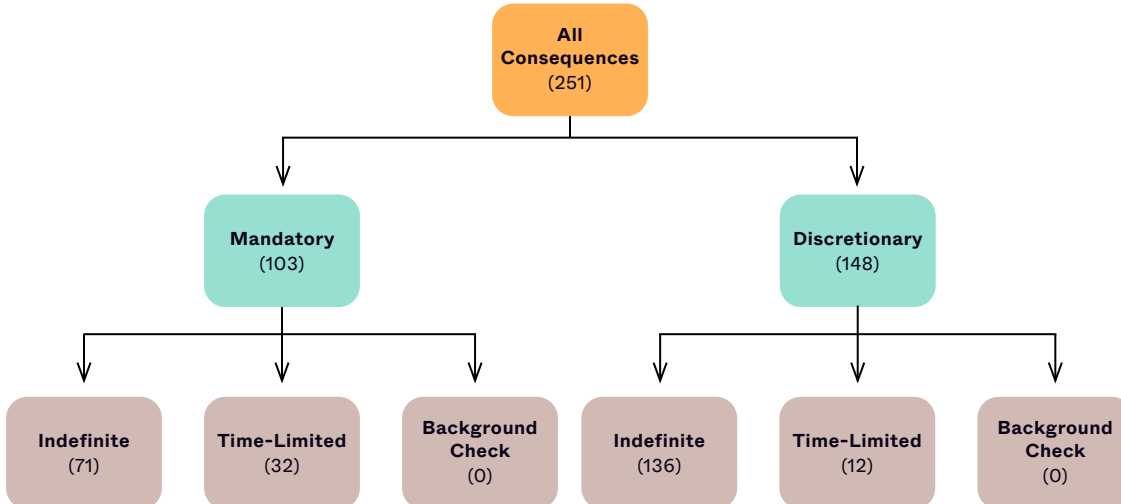
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Michigan

	#
Postsecondary nondegree award	11
Associate's degree	20
Bachelor's degree	85

In addition to federal restrictions, at the time of this study Michigan had 251 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 55 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 55.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Michigan



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Michigan, these policies make up 59.0 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These

types of policies make up 28.3 percent of Michigan’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Michigan upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Court reporters and simultaneous captioners (27-3092)
- › Surgical technologists (29-2055)
- › Licensed practical and licensed vocational nurses (29-2061)
- › Tool and die makers (51-4111)

Summary of top five accessible good jobs, associate’s degree

- › Occupational therapy assistants (31-2011)
- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)
- › Medical equipment repairers (49-9062)
- › Dental hygienists (29-1292)

Summary of top five accessible good jobs, bachelor’s degree

- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Information security analysts (15-1212)
- › Operations research analysts (15-2031)
- › Market research analysts and marketing specialists (13-1161)

MINNESOTA

FIGURE 56.

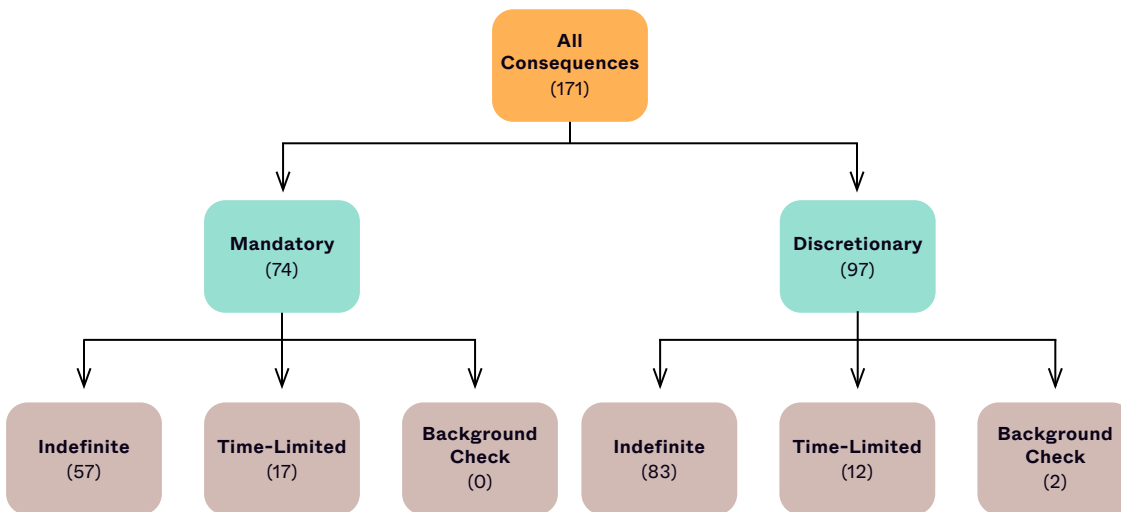
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Minnesota

	#
Postsecondary nondegree award	14
Associate's degree	22
Bachelor's degree	99

In addition to federal restrictions, at the time of this study Minnesota had 171 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 57 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 57.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Minnesota



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Minnesota, these policies make up 56.7 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 33.3 percent of Minnesota’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Minnesota upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Massage therapists (31-9011)
- › Computer numerically controlled tool programmers (51-9162)
- › Audio and video technicians (27-4011)
- › Medical assistants (31-9092)
- › Ophthalmic medical technicians (29-2057)

Summary of top five accessible good jobs, associate’s degree

- › Respiratory therapists (29-1126)
- › Diagnostic medical sonographers (29-2032)
- › Magnetic resonance imaging technologists (29-2035)
- › Paralegals and legal assistants (23-2011)
- › Chemical technicians (19-4031)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Agents and business managers of artists, performers, and athletes (13-1011)
- › Operations research analysts (15-2031)

MISSISSIPPI

FIGURE 58.

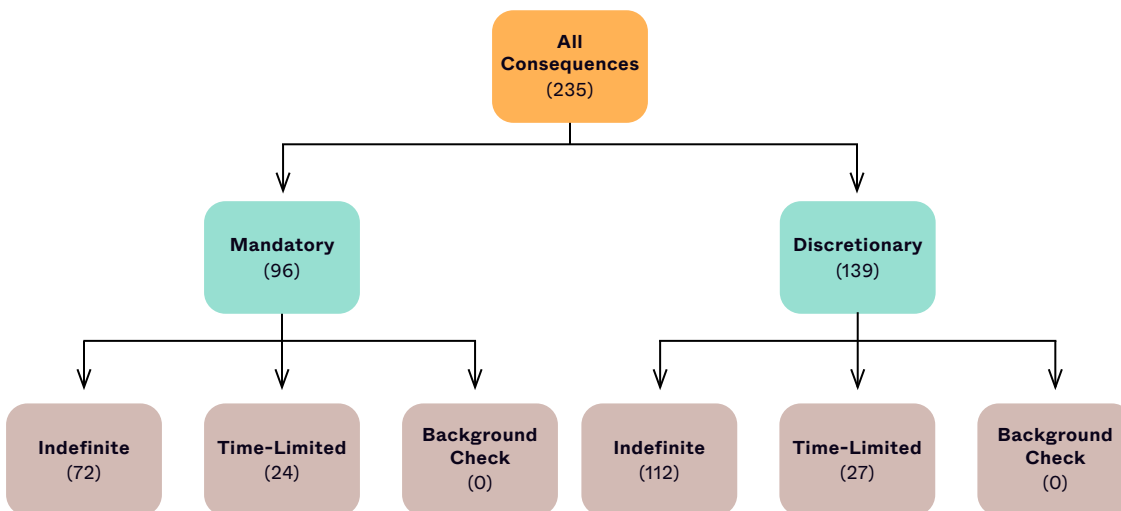
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Mississippi

	#
Postsecondary nondegree award	7
Associate's degree	11
Bachelor's degree	53

In addition to federal restrictions, at the time of this study Mississippi had 235 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 59 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 59.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Mississippi



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Mississippi, these policies make up 59.1 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 30.6 percent of Mississippi’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Mississippi upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top three accessible good jobs, postsecondary nondegree award

- › Court reporters and simultaneous captioners (27-3092)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)

Summary of top five accessible good jobs, associate’s degree

- › Environmental engineering technologists and technicians (17-3025)
- › Diagnostic medical sonographers (29-2032)
- › Industrial engineering technologists and technicians (17-3026)
- › Computer network support specialists (15-1231)
- › Magnetic resonance imaging technicians (29-2035)

Summary of top five accessible good jobs, bachelor’s degree

- › Clergy (21-2011)
- › Operations research analysts (15-2031)
- › Fundraisers (13-1131)
- › Medical and health services managers (11-9111)
- › Technical writers (27-3042)

MISSOURI

FIGURE 60.

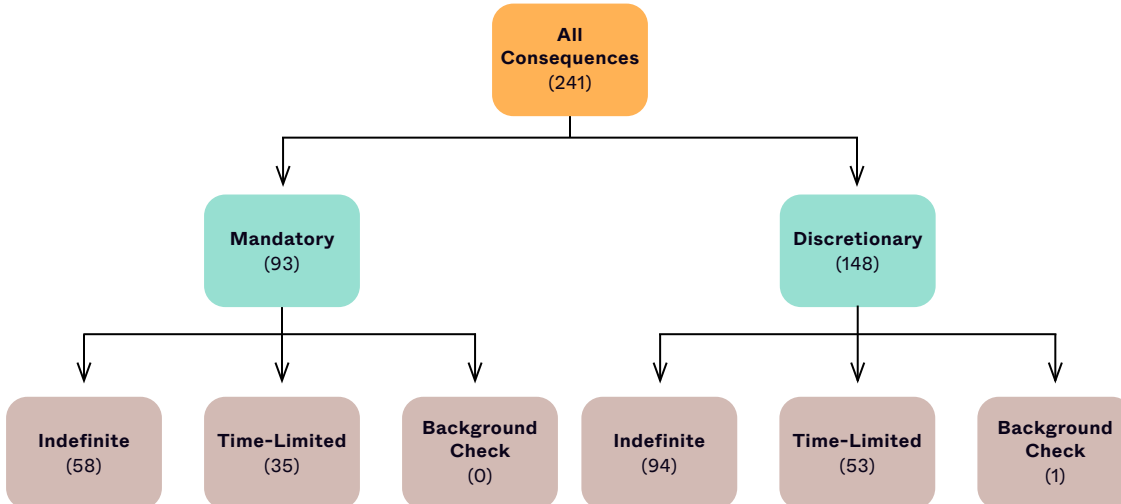
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Missouri

	#
Postsecondary nondegree award	9
Associate's degree	21
Bachelor's degree	89

In addition to federal restrictions, at the time of this study Missouri had 241 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 61 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 61.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Missouri



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Missouri, these policies make up 61.4 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 24.1 percent of Missouri’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Missouri upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Insurance appraisers, auto damage (13-1031)
- › Tool and die makers (51-4111)
- › Surgical technologists (29-2055)
- › Electrical and electronics installers and repairers, transportation equipment (49-2093)

Summary of top five accessible good jobs, associate’s degree

- › Dental hygienists (29-1292)
- › Radio, cellular, and tower equipment installers and repairers (49-2021)
- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)
- › Mechanical engineering technologists and technicians (17-3027)

Summary of top five accessible good jobs, bachelor’s degree

- › Logisticians (13-1081)
- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)
- › Market research analysts and marketing specialists (13-1161)

MONTANA

FIGURE 62.

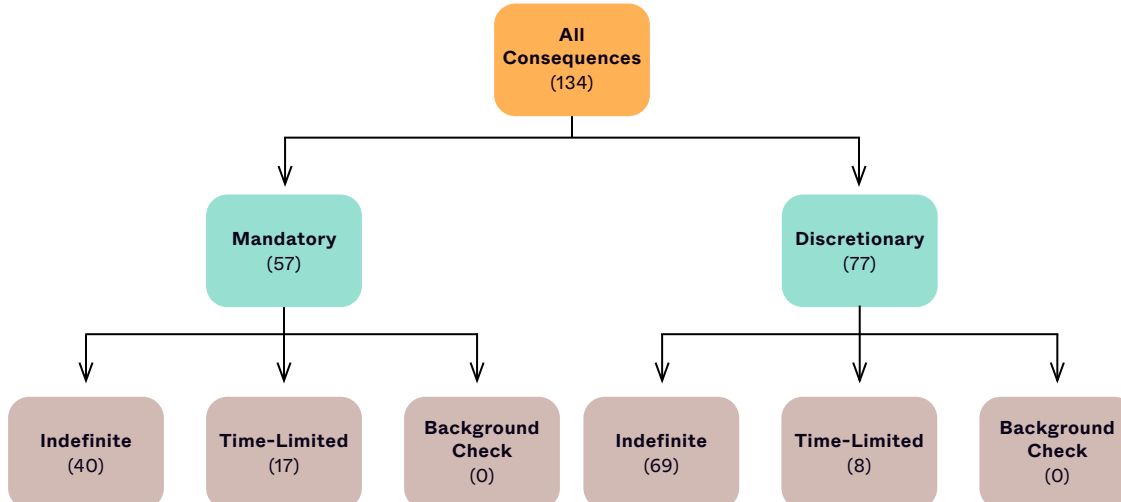
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Montana

	#
Postsecondary nondegree award	10
Associate's degree	22
Bachelor's degree	62

In addition to federal restrictions, at the time of this study Montana had 134 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 63 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 63.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Montana



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Montana, these policies make up 57.5 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 29.9 percent of Montana’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Montana upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top four accessible good jobs, postsecondary nondegree award

- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)
- › Court reporters and simultaneous captioners (27-3092)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate’s degree

- › Nuclear medicine technologists (29-2033)
- › Environmental engineering technologists and technicians (17-3025)
- › Diagnostic medical sonographers (29-2032)
- › Architectural and civil drafters (17-3011)
- › Chemical technicians (19-4031)

Summary of top five accessible good jobs, bachelor’s degree

- › Market research analysts and marketing specialists (13-1161)
- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Operations research analysts (15-2031)
- › Fundraisers (13-1131)

NEBRASKA

FIGURE 64.

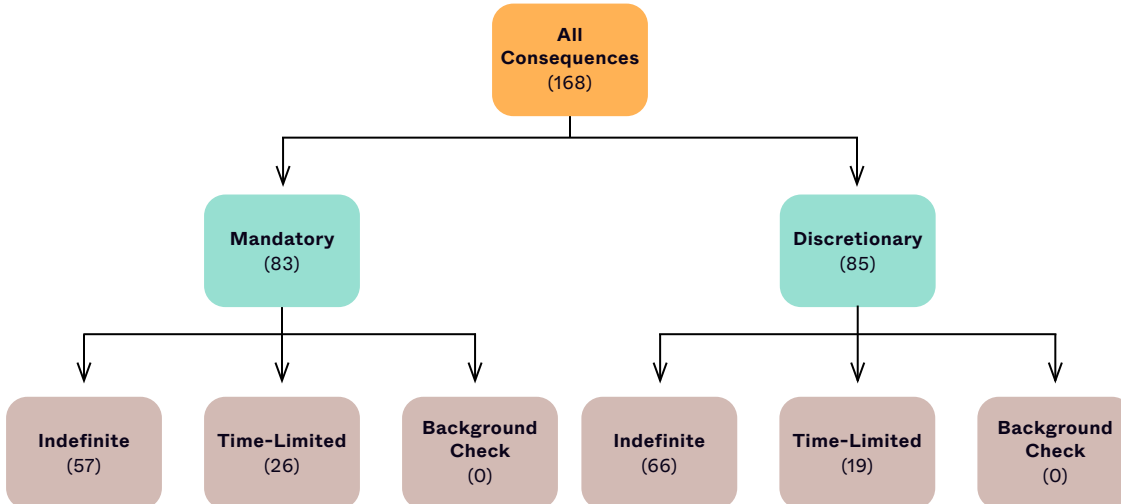
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Nebraska

	#
Postsecondary nondegree award	14
Associate's degree	22
Bachelor's degree	96

In addition to federal restrictions, at the time of this study Nebraska had 168 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification (See Figure 65 for summary and “Appendix A: Methodology” on page 21).

FIGURE 65.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Nebraska



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Nebraska, these policies make up 50.6 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 33.9 percent of Nebraska's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Nebraska upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Electrical and electronics installers and repairers, transportation equipment (49-2093)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate's degree

- › Occupational therapy assistants (31-2011)
- › Physical therapist assistants (31-2021)
- › Dental hygienists (29-1292)
- › Environmental science and protection technicians, including health (19-4042)
- › Paralegals and legal assistants (23-2011)

Summary of top five accessible good jobs, bachelor's degree

- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Operations research analysts (15-2031)
- › Market research analysts and marketing specialists (13-1161)
- › Medical and health services managers (11-9111)

NEVADA

FIGURE 66.

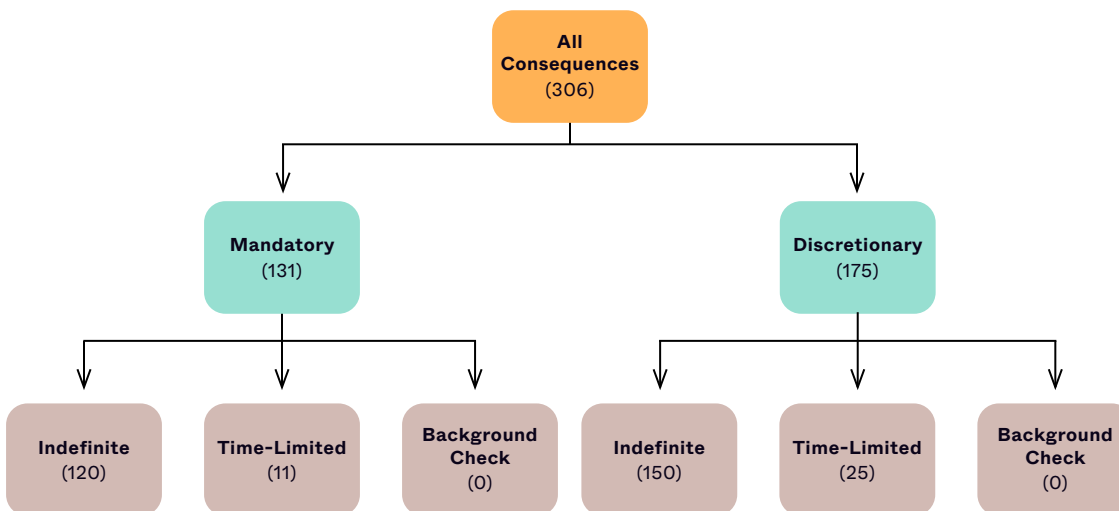
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Nevada

	#
Postsecondary nondegree award	10
Associate's degree	21
Bachelor's degree	84

In addition to federal restrictions, at the time of this study Nevada had 306 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 67 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 67.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Nevada



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Nevada, these policies make up 57.2 percent of the state-level policies related to employment, licensure, and certification.

- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types of policies make up 39.2 percent of Nevada’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Nevada upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top two accessible good jobs, postsecondary nondegree award

- › Electrical and electronics installers and repairers, transportation equipment (49-2093)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate’s degree

- › Computer network support specialists (15-1231)
- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)
- › Cardiovascular technologists and technicians (29-3021)
- › Magnetic resonance imaging technologists (29-2035)

Summary of top six accessible good jobs, bachelor’s degree

- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Information security analysts (15-1212)
- › Operations research analysts (15-2031)
- › Soil and plant scientists (19-1013)
- › Producers and directors (27-2012)

NEW HAMPSHIRE

FIGURE 68.

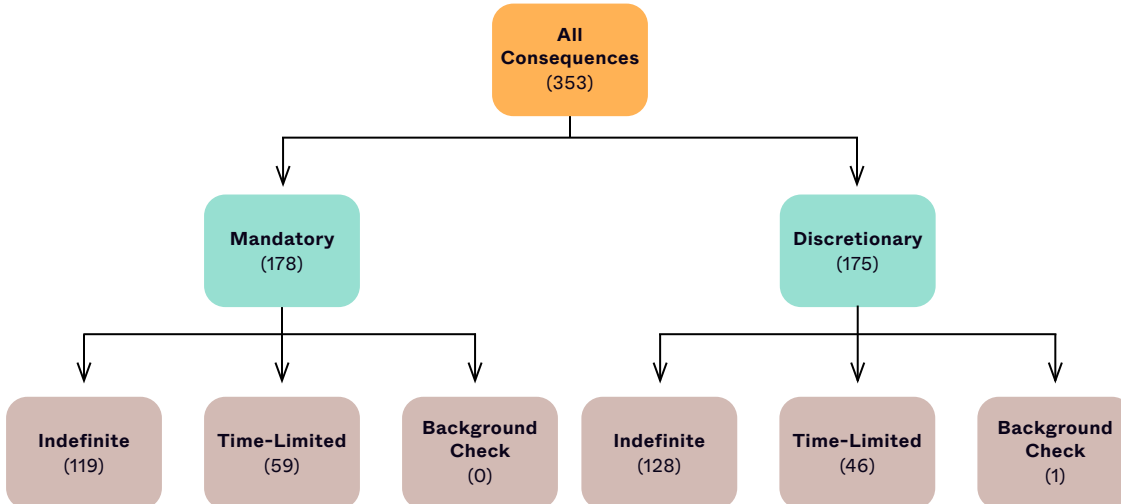
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in New Hampshire

	#
Postsecondary nondegree award	12
Associate's degree	22
Bachelor's degree	87

In addition to federal restrictions, at the time of this study New Hampshire had 353 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 69 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 69.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in New Hampshire



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In New Hampshire, these policies make up 49.6 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 33.7 percent of New Hampshire’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in New Hampshire upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Audio and video technicians (27-4011)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Surgical technologists (29-2055)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)

Summary of top five accessible good jobs, associate’s degree

- › Environmental engineering technologists and technicians (17-3025)
- › Respiratory therapists (29-1126)
- › Veterinary technologists and technicians (29-2056)
- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Museum technicians and conservators (25-4013)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)

NEW JERSEY

FIGURE 70.

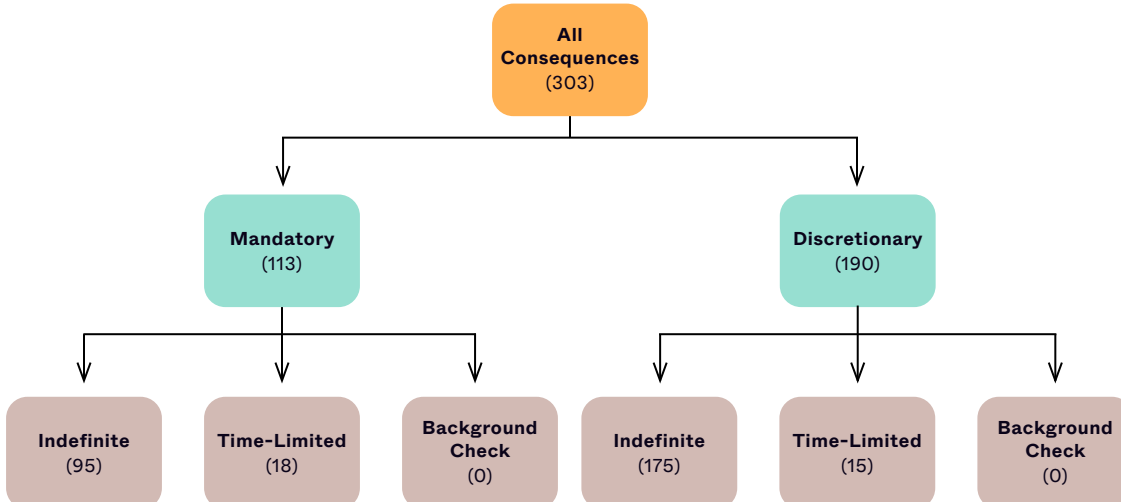
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in New Jersey

	#
Postsecondary nondegree award	14
Associate's degree	21
Bachelor's degree	100

In addition to federal restrictions, at the time of this study New Jersey had 303 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 71 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 71.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in New Jersey



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In New Jersey, these policies make up 62.7 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 31.4 percent of New Jersey's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in New Jersey upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Sound engineering technicians (27-4014)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Surgical technologists (29-2055)
- › Commercial divers (49-9092)

Summary of top five accessible good jobs, associate's degree

- › Physical therapist assistants (31-2021)
- › Respiratory therapists (29-1126)
- › Diagnostic medical sonographers (29-2032)
- › Dental hygienists (29-1292)
- › Radio, cellular, and tower equipment installers and repairers (49-2021)

Summary of top five accessible good jobs, bachelor's degree

- › Agents and business managers of artists, performers, and athletes (13-1011)
- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Information security analysts (15-1212)
- › Operations research analysts (15-2031)

NEW MEXICO

FIGURE 72.

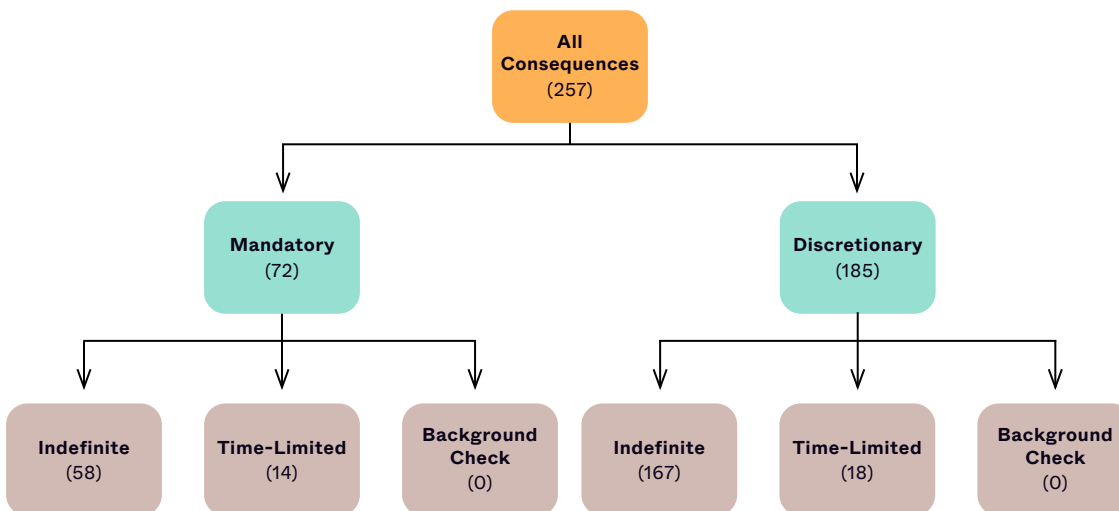
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in New Mexico

	#
Postsecondary nondegree award	6
Associate's degree	17
Bachelor's degree	76

In addition to federal restrictions, at the time of this study New Mexico had 257 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 73 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 73.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in New Mexico



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In New Mexico, these policies make up 72.0 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 22.6 percent of New Mexico's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in New Mexico upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top four accessible good jobs, postsecondary nondegree award

- › Sound engineering technicians (27-4014)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)

Summary of top five accessible good jobs, associate's degree

- › Diagnostic medical sonographers (29-2032)
- › Nuclear medicine technologists (29-2033)
- › Paralegals and legal assistants (23-2011)
- › Computer network support specialists (15-1231)
- › Electrical and electronics drafters (17-3012)

Summary of top five accessible good jobs, bachelor's degree

- › Set and exhibit designers (27-1027)
- › Special effects artists and animators (27-1014)
- › Information security analysts (15-1212)
- › Art directors (27-1011)
- › Medical and health services managers (11-9111)

NEW YORK

FIGURE 74.

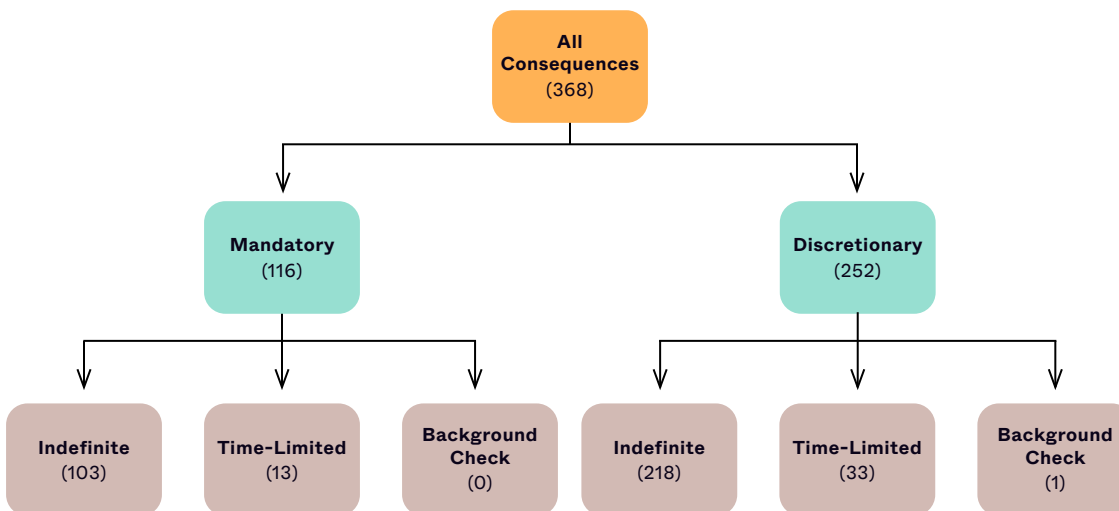
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in New York

	#
Postsecondary nondegree award	13
Associate's degree	17
Bachelor's degree	102

In addition to federal restrictions, at the time of this study New York had 368 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 75 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 75.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in New York



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In New York, these policies make up 68.5 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These

types of policies make up 28.0 percent of New York’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in New York upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Surgical technologists (29-2055)
- › Court reporters and simultaneous captioners (27-3092)
- › Electrical and Electronics Installers and Repairers, Transportation Equipment (49-2093)

Summary of top five accessible good jobs, associate’s degree

- › Physical therapist assistants (31-2021)
- › Respiratory therapists (29-1126)
- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)
- › Dental hygienists (29-1292)

Summary of top five accessible good jobs, bachelor’s degree

- › Fundraisers (13-1131)
- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Information security analysts (15-1212)
- › Market research analysts and marketing specialists (13-1161)

NORTH CAROLINA

FIGURE 76.

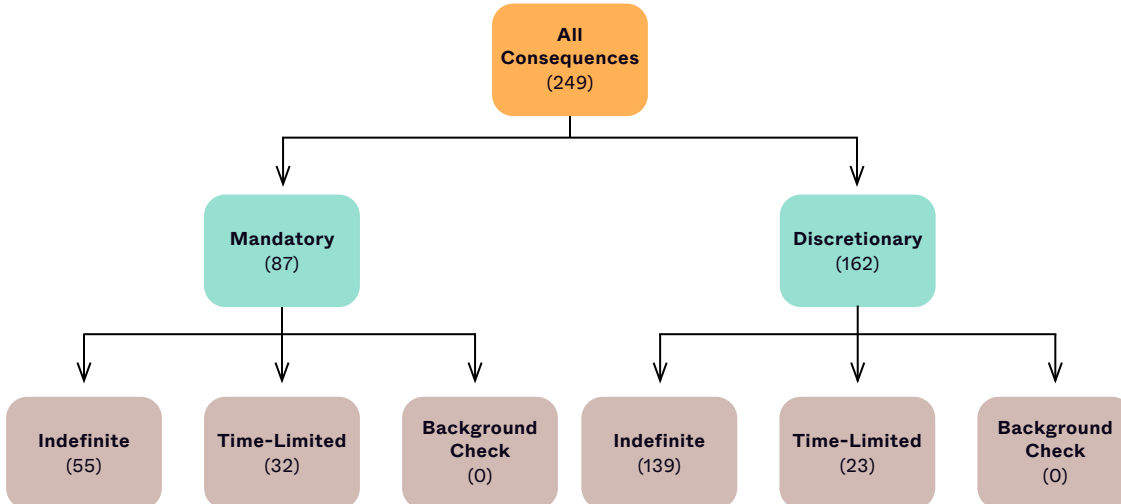
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in North Carolina

	#
Postsecondary nondegree award	11
Associate's degree	24
Bachelor's degree	100

In addition to federal restrictions, at the time of this study North Carolina had 249 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 77 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 77.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in North Carolina



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In North Carolina, these policies make up 65.1 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 22.1 percent of North Carolina’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in North Carolina upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Licensed practical and licensed vocational nurses (29-2061)

Summary of top five accessible good jobs, associate’s degree

- › Diagnostic medical sonographers (29-2032)
- › Mechanical engineering technologists and technicians (17-3027)
- › Magnetic resonance imaging technologists (29-2035)
- › Life, physical, and social science technicians, all other (19-4099)
- › Computer network support specialists (15-1231)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)
- › Market research analysts and marketing specialists (13-1161)

NORTH DAKOTA

FIGURE 78.

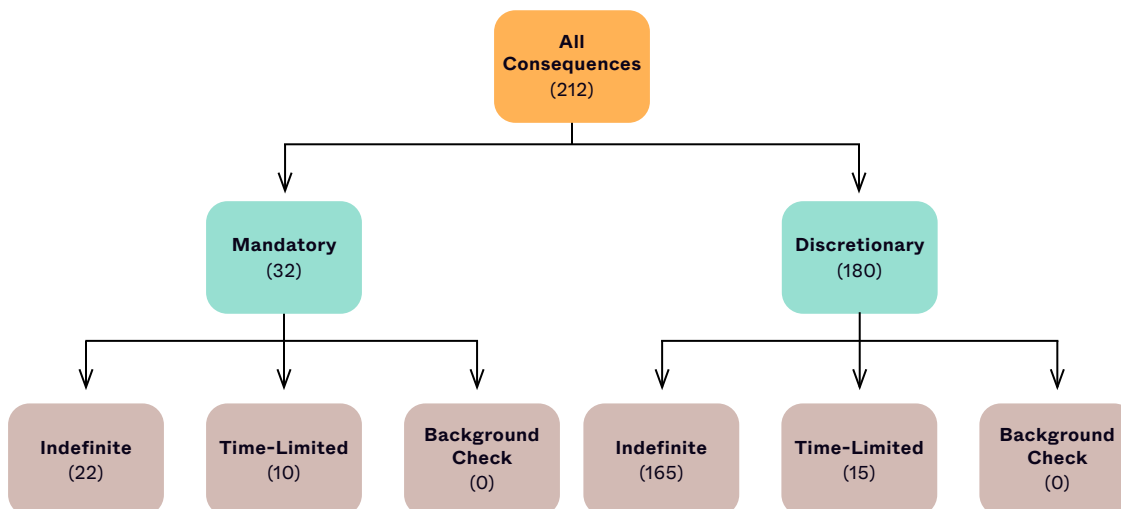
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in North Dakota

	#
Postsecondary nondegree award	17
Associate's degree	19
Bachelor's degree	65

In addition to federal restrictions, at the time of this study North Dakota had 212 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 79 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 79.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in North Dakota



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In North Dakota, these policies make up 84.9 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 10.4 percent of North Dakota's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in North Dakota upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Ophthalmic medical technicians (29-2057)
- › Tool and die makers (51-4111)
- › Surgical technologists (29-2055)
- › Motorcycle mechanics (49-3052)

Summary of top five accessible good jobs, associate's degree

- › Industrial engineering technologists and technicians (17-3026)
- › Environmental science and protection technicians, including health (19-4042)
- › Civil engineering technologists and technicians (17-3022)
- › Mechanical engineering technologists and technicians (17-3027)
- › Paralegals and legal assistants (23-2011)

Summary of top five accessible good jobs, bachelor's degree

- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Interpreters and translators (27-3091)
- › Operations research analysts (15-2031)
- › Market research analysts and marketing specialists (13-1161)

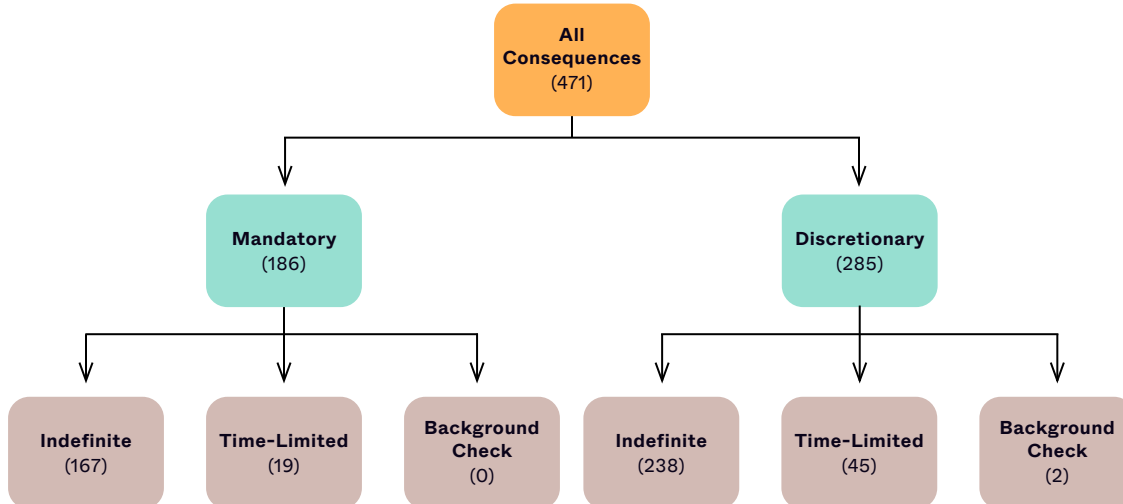
OHIO

FIGURE 80.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Ohio

	#
Postsecondary nondegree award	12
Associate's degree	25
Bachelor's degree	93

In addition to federal restrictions, at the time of this study Ohio had 471 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 81 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 81.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Ohio



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Ohio, these policies make up 60.5 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 35.5 percent of Ohio’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Ohio upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top four accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Computer numerically controlled tool programmers (51-9162)
- › Surgical technologists (29-2055)
- › Electrical and Electronics Installers and Repairers, Transportation Equipment (49-2093)

Summary of top five accessible good jobs, associate’s degree

- › Paralegals and legal assistants (23-2011)
- › Medical equipment repairers (49-9062)
- › Life, physical, and social science technicians, all other (19-4099)
- › Computer network support specialists (15-1231)
- › Chemical technicians (19-4031)

Summary of top five accessible good jobs, bachelor’s degree

- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Information security analysts (15-1212)
- › Interpreters and translators (27-3091)
- › Operations research analysts (15-2031)

OKLAHOMA

FIGURE 82.

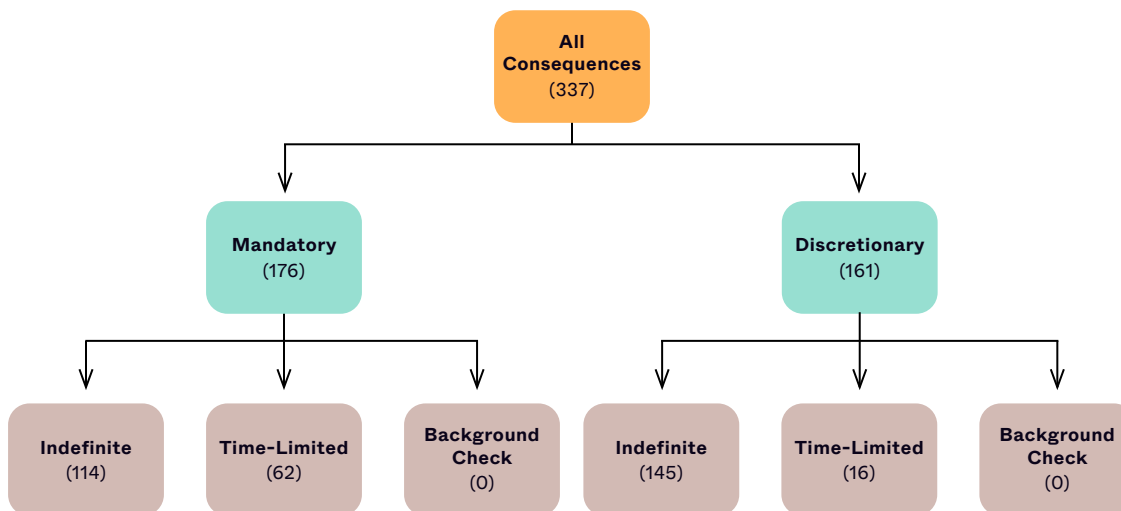
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Oklahoma

	#
Postsecondary nondegree award	10
Associate's degree	22
Bachelor's degree	68

In addition to federal restrictions, at the time of this study Oklahoma had 337 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 83 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 83.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Oklahoma



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Oklahoma, these policies make up 47.8 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 33.8 percent of Oklahoma’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Oklahoma upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Computer numerically controlled tool programmers (51-9162)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)
- › Surgical technologists (29-2055)
- › Tool and die makers (51-4111)

Summary of top five accessible good jobs, associate’s degree

- › Electro-mechanical and mechatronics technologists and technicians (17-3024)
- › Radio, cellular, and tower equipment installers and repairers (49-2021)
- › Mechanical engineering technologists and technicians (17-3027)
- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Geoscientists, except hydrologists and geographers (19-2042)
- › Operations research analysts (15-2031)
- › Petroleum engineers (17-2171)

OREGON

FIGURE 84.

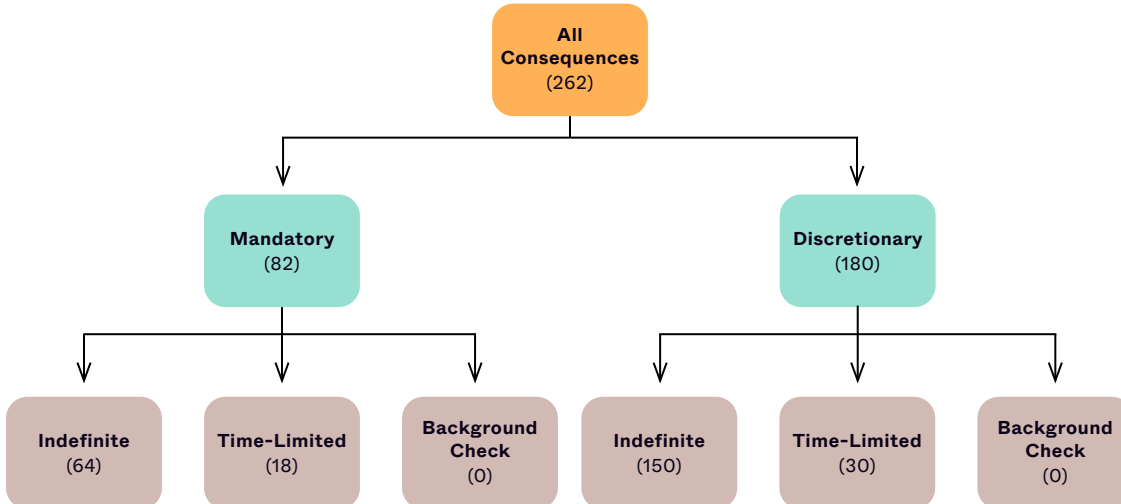
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Oregon

	#
Postsecondary nondegree award	14
Associate's degree	26
Bachelor's degree	93

In addition to federal restrictions, at the time of this study Oregon had 262 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 85 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 85.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Oregon



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Oregon, these policies make up 68.7 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 24.4 percent of Oregon's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Oregon upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Sound engineering technicians (27-4014)
- › Surgical technologists (29-2055)
- › Tool and die makers (51-4111)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)

Summary of top five accessible good jobs, associate's degree

- › Respiratory therapists (29-1126)
- › Electrical and electronics drafters (17-3012)
- › Mechanical engineering technologists and technicians (17-3027)
- › Drafters, all other (17-3019)
- › Computer network support specialists (15-1231)

Summary of top five accessible good jobs, bachelor's degree

- › Special effects artists and animators (27-1014)
- › Fine artists, including painters, sculptors, and illustrators (27-1013)
- › Camera operators, television, video, and film (27-4031)
- › Medical and health services managers (11-9111)
- › Information security analysts (15-1212)

PENNSYLVANIA

FIGURE 86.

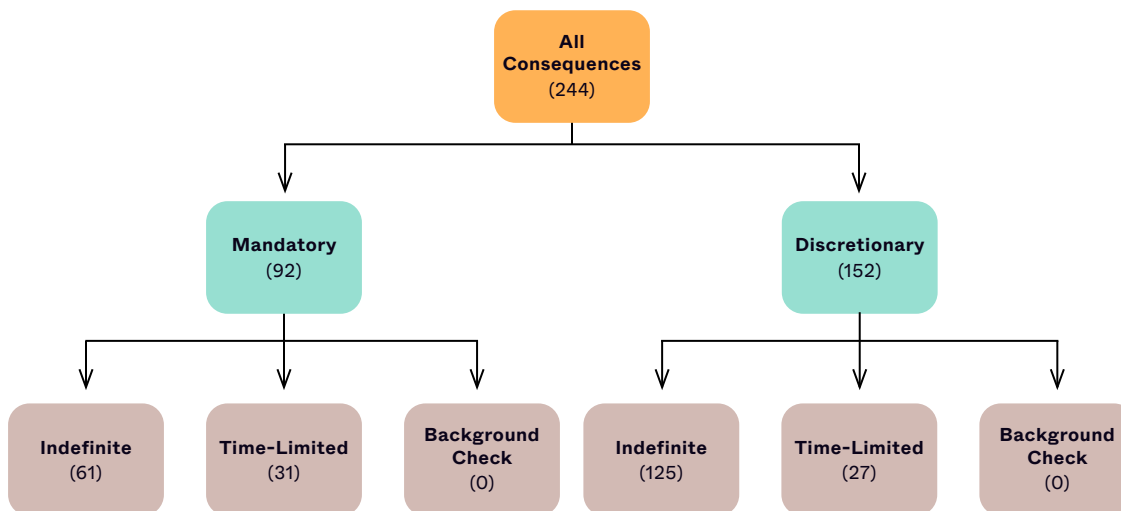
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Pennsylvania

	#
Postsecondary nondegree award	14
Associate's degree	29
Bachelor's degree	103

In addition to federal restrictions, at the time of this study Pennsylvania had 244 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 87 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 87.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Pennsylvania



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Pennsylvania, these policies make up 62.3 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 25.0 percent of Pennsylvania’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Pennsylvania upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Computer numerically controlled tool programmers (51-9162)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)

Summary of top five accessible good jobs, associate’s degree

- › Diagnostic medical sonographers (29-2032)
- › Paralegals and legal assistants (23-2011)
- › Radio, cellular, and tower equipment installers and repairers (49-2021)
- › Cardiovascular technologists and technicians (29-3021)
- › Computer network support specialists (15-1231)

Summary of top five accessible good jobs, bachelor’s degree

- › Medical and health services managers (11-9111)
- › Information security analysts (15-1212)
- › Operations research analysts (15-2031)
- › Film and video editors (27-4032)
- › Market research analysts and marketing specialists (13-1161)

RHODE ISLAND

FIGURE 88.

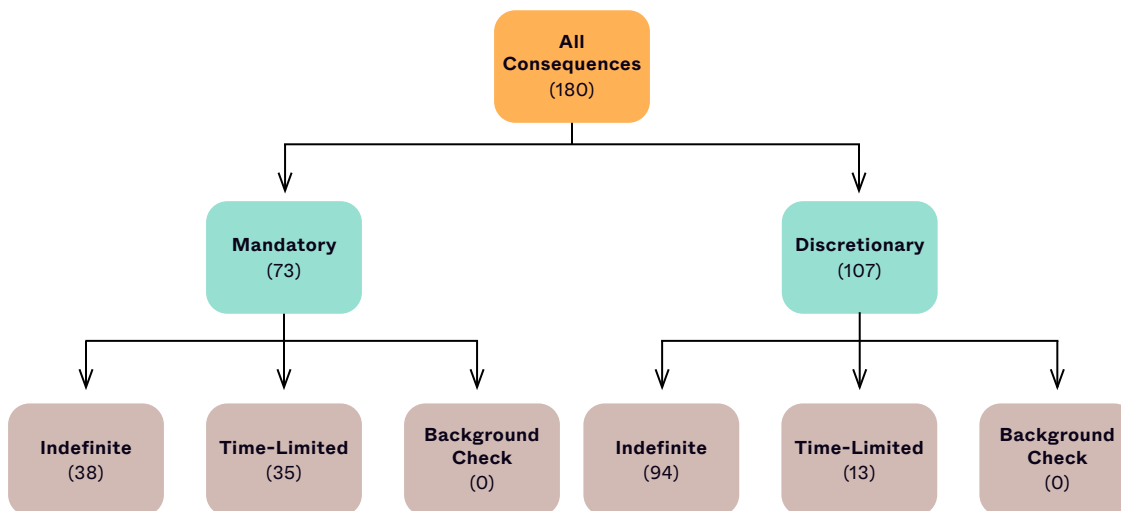
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Rhode Island

	#
Postsecondary nondegree award	11
Associate's degree	15
Bachelor's degree	65

In addition to federal restrictions, at the time of this study Rhode Island had 180 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 89 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 89.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Rhode Island



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Rhode Island, these policies make up 59.4 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 21.1 percent of Rhode Island’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Rhode Island upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top three accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Ophthalmic medical technicians (29-2057)

Summary of top five accessible good jobs, associate’s degree

- › Physical therapist assistants (31-2021)
- › Respiratory therapists (29-1126)
- › Computer network support specialists (15-1231)
- › Chemical technicians (19-4031)
- › Life, physical, and social science technicians, all other (19-4099)

Summary of top five accessible good jobs, bachelor’s degree

- › Religious workers, all other (21-2099)
- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Museum technicians and conservators (25-4013)
- › Medical and health services managers (11-9111)

SOUTH CAROLINA

FIGURE 90.

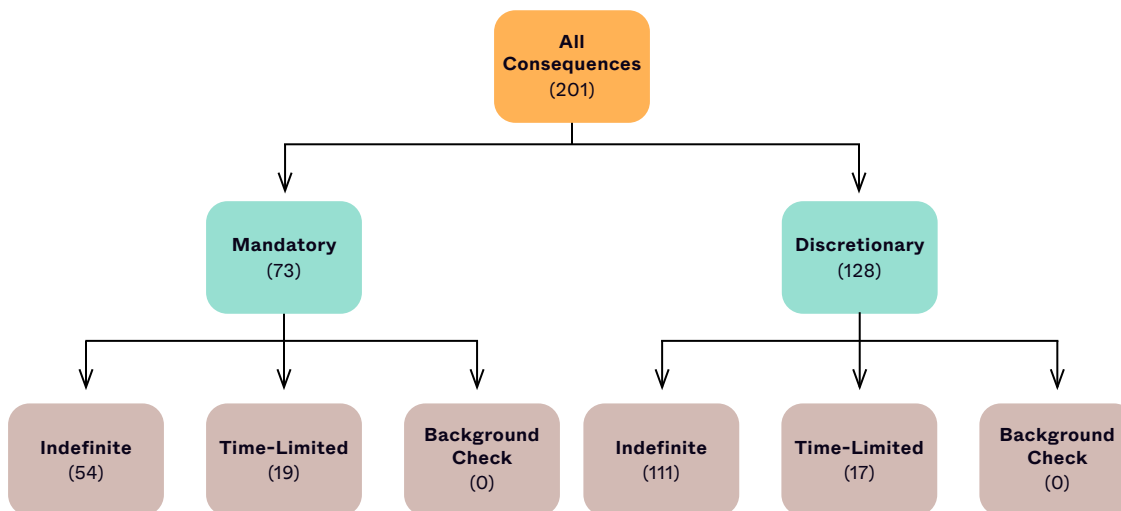
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in South Carolina

	#
Postsecondary nondegree award	8
Associate's degree	24
Bachelor's degree	83

In addition to federal restrictions, at the time of this study South Carolina had 201 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 91 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 91.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in South Carolina



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In South Carolina, these policies make up 63.7 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 26.9 percent of South Carolina’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in South Carolina upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top three accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Tool and die makers (51-4111)
- › Court reporters and simultaneous captioners (27-3092)

Summary of top five accessible good jobs, associate’s degree

- › Diagnostic medical sonographers (29-2032)
- › Medical equipment repairers (49-9062)
- › Magnetic resonance imaging technologists (29-2035)
- › Environmental engineering technologists and technicians (17-3025)
- › Radio, cellular, and tower equipment installers and repairers (49-2021)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Agents and business managers of artists, performers, and athletes (13-1011)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)

SOUTH DAKOTA

FIGURE 92.

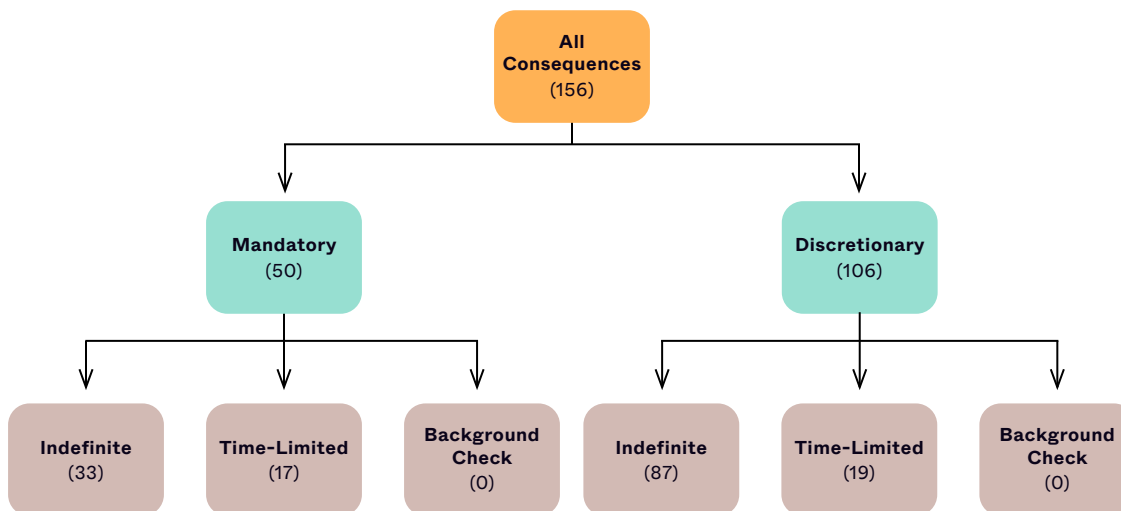
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in South Dakota

	#
Postsecondary nondegree award	15
Associate's degree	23
Bachelor's degree	71

In addition to federal restrictions, at the time of this study South Dakota had 156 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 93 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 93.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in South Dakota



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In South Dakota, these policies make up 67.9 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 21.2 percent of South Dakota’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in South Dakota upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Computer numerically controlled tool programmers (51-9162)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Surgical technologists (29-2055)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)

Summary of top five accessible good jobs, associate’s degree

- › Radiation therapists (29-1124)
- › Mechanical engineering technologists and technicians (17-3027)
- › Diagnostic medical sonographers (29-2032)
- › Chemical technicians (19-4031)
- › Paralegals and legal assistants (23-2011)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Architects, except landscape and naval (17-2011)
- › Market research analysts and marketing specialists (13-1161)
- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)

TENNESSEE

FIGURE 94.

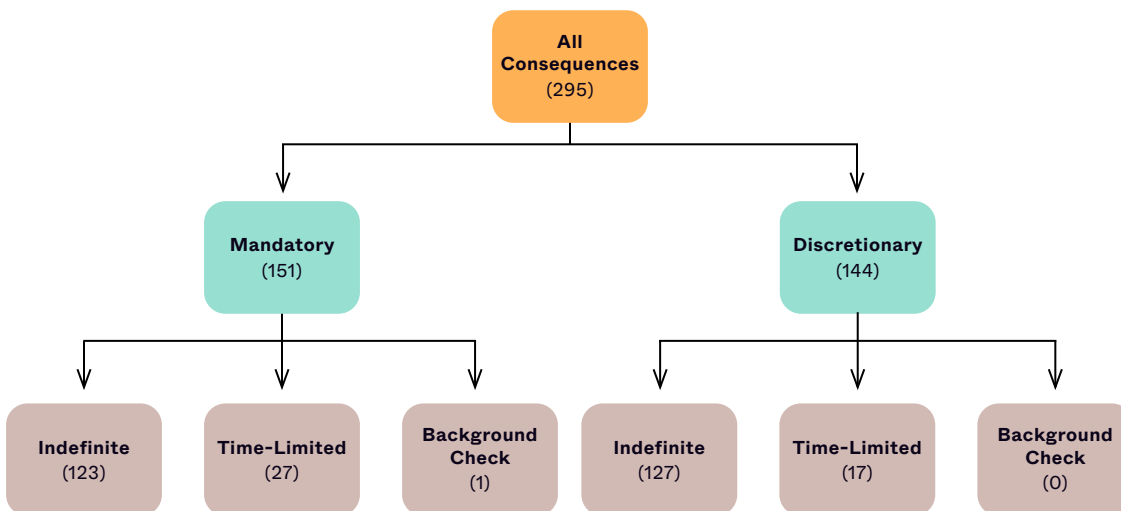
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Tennessee

	#
Postsecondary nondegree award	14
Associate's degree	26
Bachelor's degree	91

In addition to federal restrictions, at the time of this study Tennessee had 295 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 95 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 95.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Tennessee



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Tennessee, these policies make up 48.8 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 41.7 percent of Tennessee's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Tennessee upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Electrical and electronics installers and repairers, transportation equipment (49-2093)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)

Summary of top five accessible good jobs, associate's degree

- › Paralegals and legal assistants (23-2011)
- › Diagnostic medical sonographers (29-2032)
- › Computer network support specialists (15-1231)
- › Radiation therapists (29-1124)
- › Nuclear medicine technologists (29-2033)

Summary of top five accessible good jobs, bachelor's degree

- › Logisticians (13-1081)
- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)
- › Computer systems analysts (15-1211)

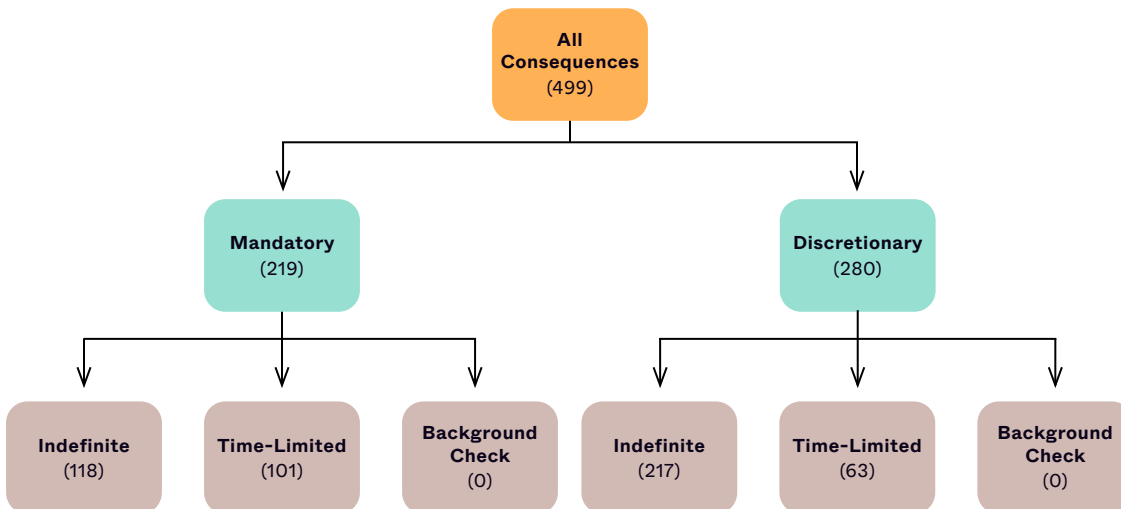
TEXAS

FIGURE 96.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Texas

	#
Postsecondary nondegree award	14
Associate's degree	28
Bachelor's degree	99

In addition to federal restrictions, at the time of this study Texas had 499 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 97 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 97.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Texas



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Texas, these policies make up 56.1 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 23.6 percent of Texas' jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Texas upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top four accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)
- › Electrical and electronics repairers, powerhouse, substation, and relay (49-2095)
- › Electrical and electronics installers and repairers, transportation equipment (49-2093)

Summary of top five accessible good jobs, associate's degree

- › Radio, cellular, and tower equipment installers and repairers (49-2021)
- › Diagnostic medical sonographers (29-2032)
- › Environmental science and protection technicians, including health (19-4042)
- › Environmental engineering technologists and technicians (17-3025)
- › Computer network support specialists (15-1231)

Summary of top five accessible good jobs, bachelor's degree

- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)
- › Computer and information systems managers (11-3021)

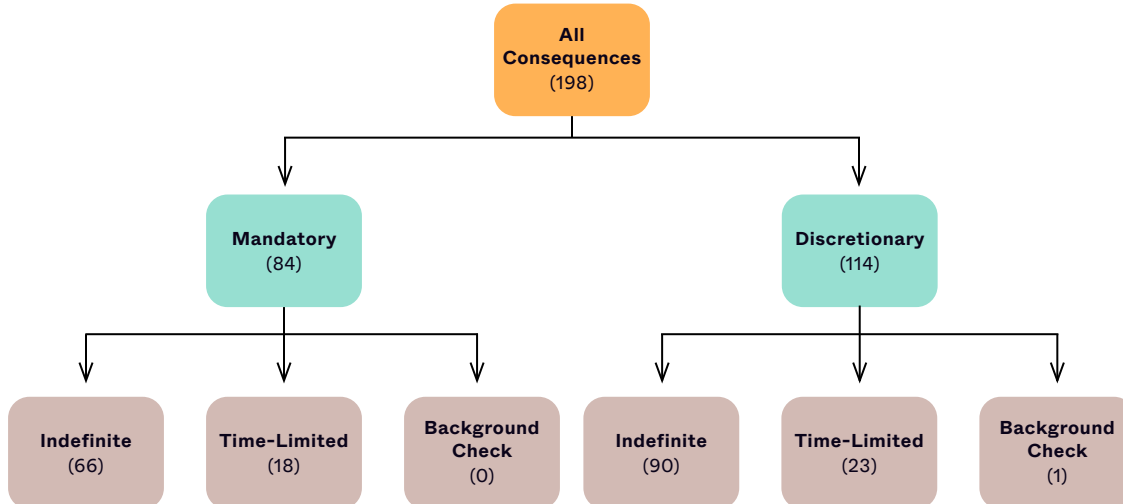
UTAH

FIGURE 98.
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Utah

	#
Postsecondary nondegree award	9
Associate's degree	24
Bachelor's degree	86

In addition to federal restrictions, at the time of this study Utah had 198 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 99 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 99.
Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Utah



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Utah, these policies make up 57.6 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 33.3 percent of Utah’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Utah upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Tool and die makers (51-4111)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)

Summary of top five accessible good jobs, associate’s degree

- › Mechanical engineering technologists and technicians (17-3027)
- › Electrical and electronics drafters (17-3012)
- › Diagnostic medical sonographers (29-2032)
- › Computer network support specialists (15-1231)
- › Environmental science and protection technicians, including health (19-4042)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Life scientists, all other (19-1099)
- › Operations research analysts (15-2031)

VERMONT

FIGURE 100.

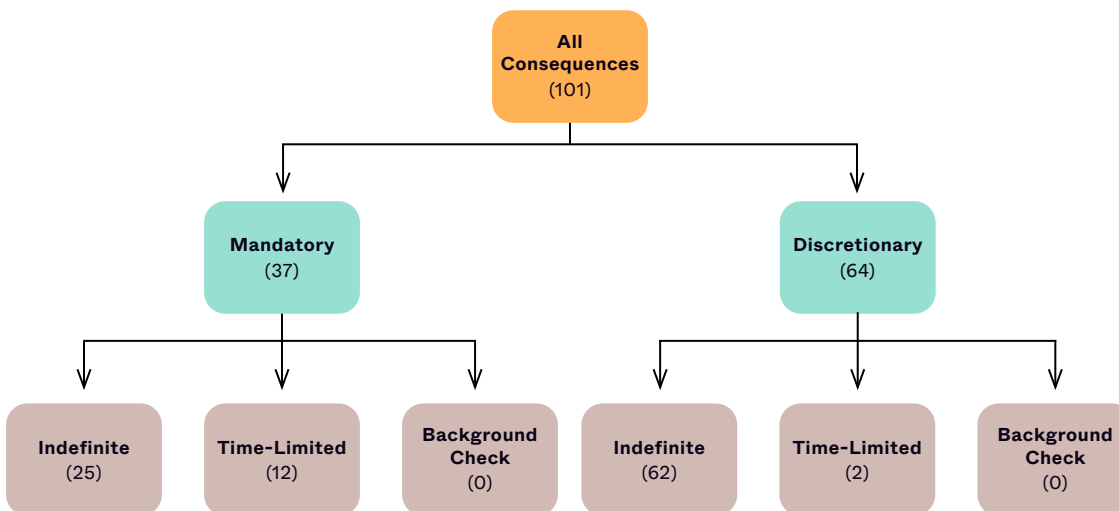
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Vermont

	#
Postsecondary nondegree award	10
Associate's degree	12
Bachelor's degree	65

In addition to federal restrictions, at the time of this study Vermont had 101 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 101 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 101.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Vermont



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Vermont, these policies make up 63.4 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 24.8 percent of Vermont’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Vermont upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Motorcycle mechanics (49-3052)
- › Computer numerically controlled tool programmers (51-9162)
- › Medical assistants (31-9092)
- › Ophthalmic medical technicians (29-2057)
- › Dental assistants (31-9091)

Summary of top five accessible good jobs, associate’s degree

- › Nuclear medicine technologists (29-2033)
- › Diagnostic medical sonographers (29-2032)
- › Electrical and electronics drafters (17-3012)
- › Paralegals and legal assistants (23-2011)
- › Computer network support specialists (15-1231)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)
- › Market research analysts and marketing specialists (13-1161)

VIRGINIA

FIGURE 102.

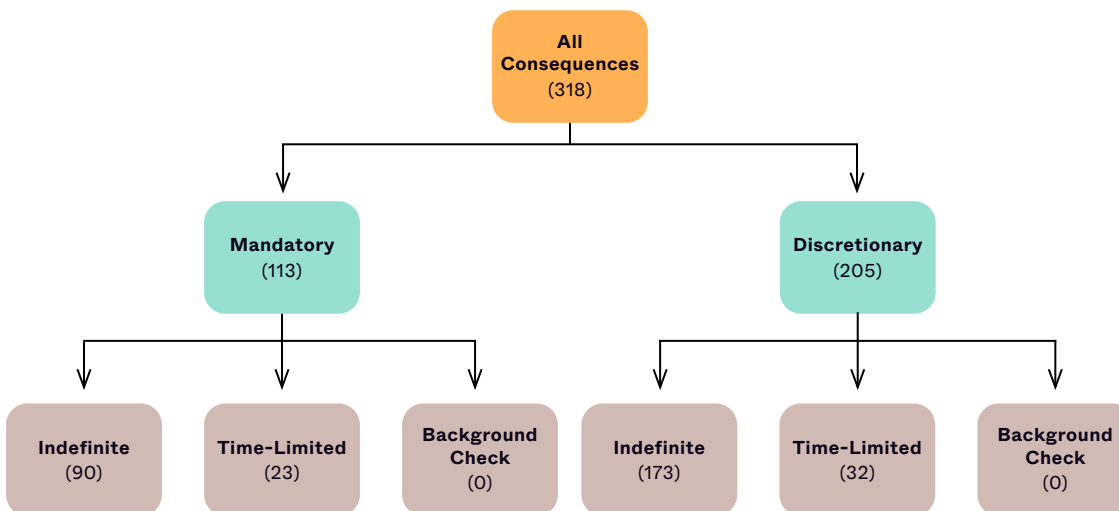
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Virginia

	#
Postsecondary nondegree award	12
Associate's degree	17
Bachelor's degree	78

In addition to federal restrictions, at the time of this study Virginia had 318 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 103 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 103.

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Virginia



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Virginia, these policies make up 64.5 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 28.3 percent of Virginia's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Virginia upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Commercial divers (49-9092)
- › Surgical technologists (29-2055)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Electrical and electronics installers and repairers, transportation equipment (49-2093)

Summary of top five accessible good jobs, associate's degree

- › Occupational therapy assistants (31-2011)
- › Respiratory therapists (29-1126)
- › Diagnostic medical sonographers (29-2032)
- › Computer network support specialists (15-1231)
- › Radiologic technologists and technicians (29-2034)

Summary of top five accessible good jobs, bachelor's degree

- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Operations research analysts (15-2031)
- › Interpreters and translators (27-3091)
- › Management analysts (13-1111)

WASHINGTON

FIGURE 104.

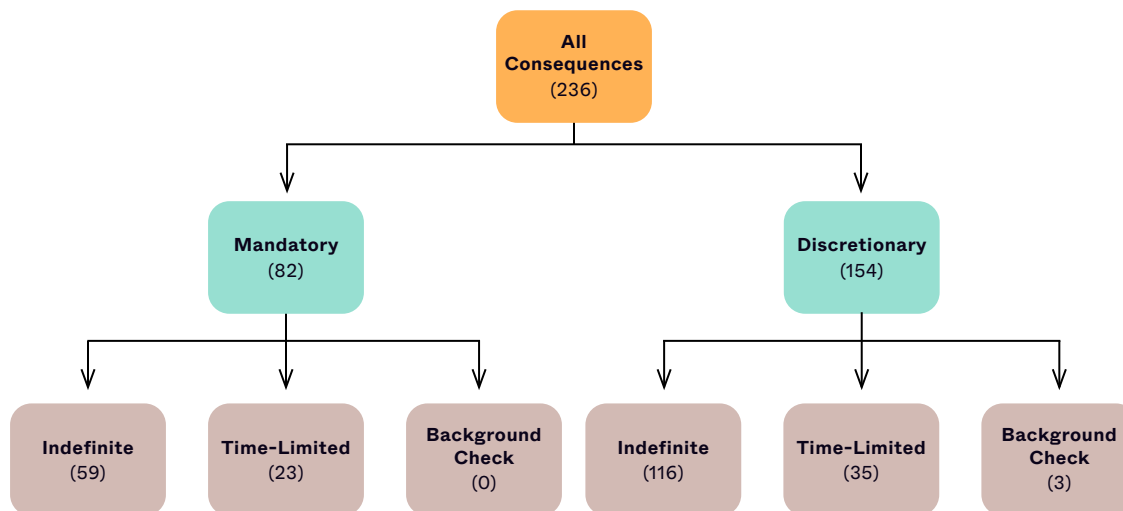
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Washington

	#
Postsecondary nondegree award	13
Associate's degree	28
Bachelor's degree	107

In addition to federal restrictions, at the time of this study Washington had 236 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 105 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 105

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Washington



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Washington, these policies make up 65.3 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 25.0 percent of Washington’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Washington upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Audio and video technicians (27-4011)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)
- › Surgical technologists (29-2055)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)

Summary of top five accessible good jobs, associate’s degree

- › Occupational therapy assistants (31-2011)
- › Physical therapist assistants (31-2021)
- › Computer network support specialists (15-1231)
- › Magnetic resonance imaging technologists (29-2035)
- › Diagnostic medical sonographers (29-2032)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Special effects artists and animators (27-1014)
- › Market research analysts and marketing specialists (13-1161)
- › Film and video editors (27-4032)
- › Fine artists, including painters, sculptors, and illustrators (27-1013)

WEST VIRGINIA

FIGURE 106

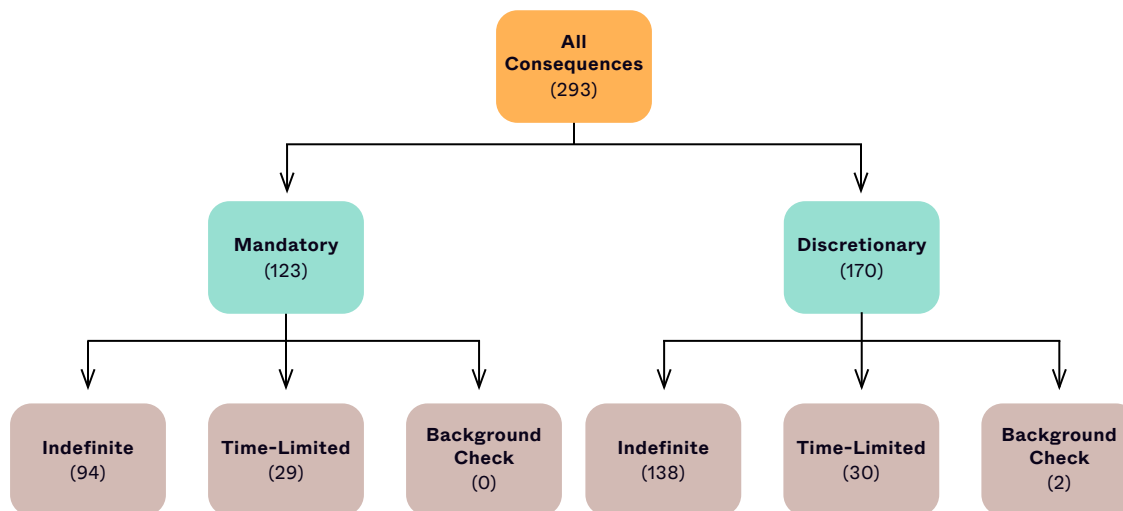
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in West Virginia

	#
Postsecondary nondegree award	3
Associate's degree	15
Bachelor's degree	60

In addition to federal restrictions, at the time of this study West Virginia had 293 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 107 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 107

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in West Virginia



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In West Virginia, these policies make up 58.0 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 32.1 percent of West Virginia’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in West Virginia upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of the top accessible good jobs, postsecondary nondegree award

- › Surgical technologists (29-2055)

Summary of top five accessible good jobs, associate’s degree

- › Dental hygienists (29-1292)
- › Diagnostic medical sonographers (29-2032)
- › Environmental science and protection technicians, including health (19-4042)
- › Chemical technicians (19-4031)
- › Computer network support specialists (15-1231)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Medical and health services managers (11-9111)
- › Logisticians (13-1081)
- › Operations research analysts (15-2031)
- › Chemists (19-2031)

WISCONSIN

FIGURE 108

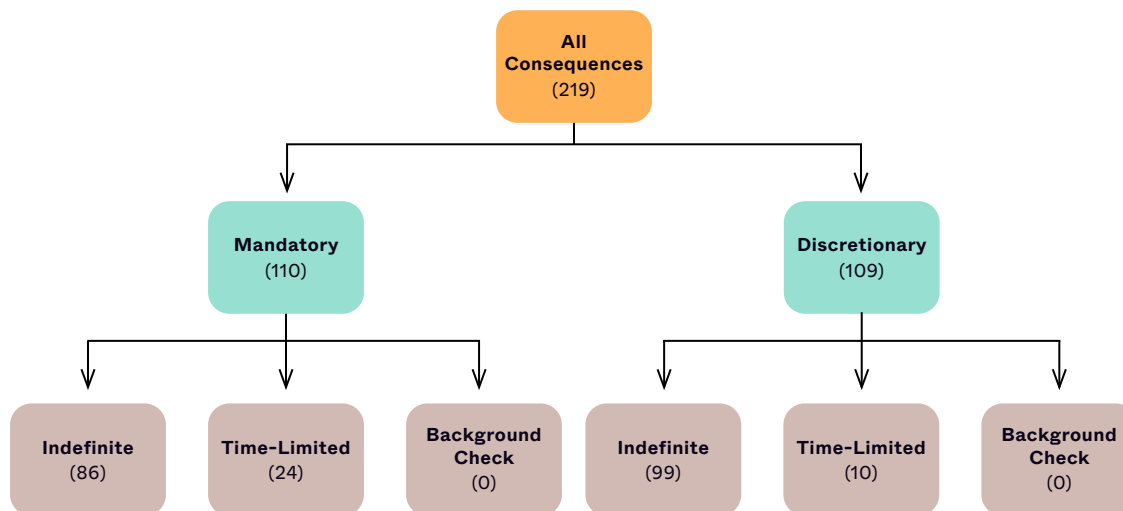
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Wisconsin

	#
Postsecondary nondegree award	12
Associate's degree	27
Bachelor's degree	91

In addition to federal restrictions, at the time of this study Wisconsin had 219 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 109 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 109

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Wisconsin



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Wisconsin, these policies make up 49.8 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These types

of policies make up 39.3 percent of Wisconsin's jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Wisconsin upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See "Appendix C: Occupation Index" on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Computer numerically controlled tool programmers (51-9162)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)
- › Tool and die makers (51-4111)
- › Electrical and electronics repairers, commercial and industrial equipment (49-2094)
- › Surgical technologists (29-2055)

Summary of top five accessible good jobs, associate's degree

- › Diagnostic medical sonographers (29-2032)
- › Chemical technicians (19-4031)
- › Medical equipment repairers (49-9062)
- › Mechanical engineering technologists and technicians (17-3027)
- › Environmental engineering technologists and technicians (17-3025)

Summary of top five accessible good jobs, bachelor's degree

- › Materials scientists (19-2032)
- › Logisticians (13-1081)
- › Medical and health services managers (11-9111)
- › Operations research analysts (15-2031)
- › Market research analysts and marketing specialists (13-1161)

WYOMING

FIGURE 110

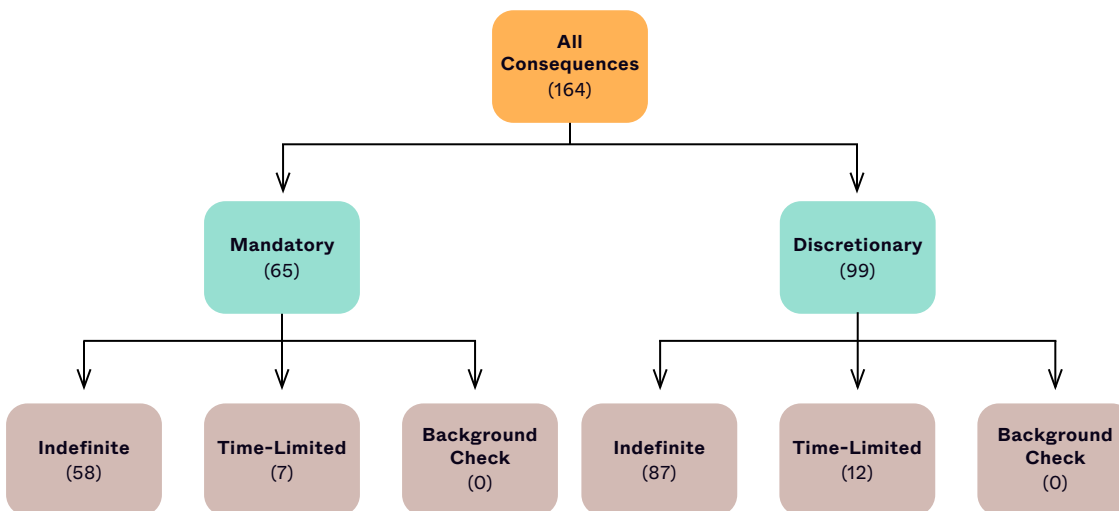
Summary of occupations that required postsecondary education, met economic criteria (i.e., projected positive growth), and satisfied a living wage for one adult and zero children upon entry in Wyoming

	#
Postsecondary nondegree award	10
Associate's degree	17
Bachelor's degree	118

In addition to federal restrictions, at the time of this study Wyoming had 164 jurisdiction-level policies on the books related to business licensure, employment, and occupational and professional licensure and certification. (See Figure 111 for summary and “Appendix A: Methodology” on page 21.)

FIGURE 111

Landscape of types of jurisdiction-level policies related to employment, licensure, and certification in Wyoming



- › Discretionary policies, or those that may be imposed after conviction, authorize, but do not require, decision-makers to impose consequences on individuals. In Wyoming, these policies make up 60.4 percent of the state-level policies related to employment, licensure, and certification.
- › Policies that trigger consequences that are both mandatory and indefinite are the most strict and straightforward types of exclusionary policies. These

types of policies make up 35.4 percent of Wyoming’s jurisdiction-level policies related to employment, licensure, and certification.

Listed in this section are the occupations that are projected to have positive growth, meet the living wage requirement for one adult and no children in Wyoming upon entry, require postsecondary education, and are legally accessible to people with conviction histories. Occupations are separated by level of postsecondary education and ranked by projected growth, not wages. (See “Appendix C: Occupation Index” on page 134 for occupation codes and occupation descriptions.)

Summary of top five accessible good jobs, postsecondary nondegree award

- › Wind turbine service technicians (49-9081)
- › Skincare specialists (39-5094)
- › Heating, air conditioning, and refrigeration mechanics and installers (49-9021)
- › Telecommunications equipment installers and repairers, except line installers (49-2022)
- › Surgical technologists (29-2055)

Summary of top five accessible good jobs, associate’s degree

- › Paralegals and legal assistants (23-2011)
- › Environmental science and protection technicians, including health (19-4042)
- › Environmental engineering technologists and technicians (17-3025)
- › Mechanical drafters (17-3013)
- › Cardiovascular technologists and technicians (29-3021)

Summary of top five accessible good jobs, bachelor’s degree

- › Information security analysts (15-1212)
- › Construction managers (11-9021)
- › Management analysts (13-1111)
- › Medical and health services managers (11-9111)
- › Computer systems analysts (15-1211)

Appendix C: Occupation Index

This appendix provides an index of the 98 occupations identified in this report as good jobs that are accessible to people with conviction histories. The index includes (1) occupation code, (2) occupation title, (3) occupation description, and (4) occupation examples. Occupations are listed alphabetically by occupation title.

Source: CareerOneStop.org^a

Occupation code	Occupation title	Occupation description	Occupation examples
11-2011	Advertising and Promotions Managers	Plan, direct, or coordinate advertising policies and programs or produce collateral materials, such as posters, contests, coupons, or giveaways, to create extra interest in the purchase of a product or service for a department, an entire organization, or on an account basis.	Account Executive, Advertising Manager (Ad Manager), Advertising Sales Manager (Ad Sales Manager), Classified Advertising Manager (Classified Ad Manager), Communications Director, Communications Manager, Creative Services Director, Marketing and Promotions Manager, Promotions Director, Promotions Manager
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	Represent and promote artists, performers, and athletes in dealings with current or prospective employers. May handle contract negotiation and other business matters for clients.	Agent, Athlete Marketing Agent, Booker, Booking Agent, Entertainment Specialist, Literary Agent, Print Agent, Talent Agent, Talent Representative, Theatrical Agent
17-1011	Architects, Except Landscape and Naval	Plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property.	Architect, Design Architect, Planner, Project Architect, Specifications Writer
17-3011	Architectural and Civil Drafters	Prepare detailed drawings of architectural and structural features of buildings or drawings and topographical relief maps used in civil engineering projects, such as highways, bridges, and public works. Use knowledge of building materials, engineering practices, and mathematics to complete drawings.	Architectural Designer, Architectural Drafter, Architectural Draftsman, Civil Drafter, Computer-Aided Design Designer (CAD Designer), Computer-Aided Drafting Designer (CAD Designer), Computer-Aided Drafting and Design Drafter (CADD Drafter), Drafting Technician, Draftsman, Draftsperson
27-1011	Art Directors	Formulate design concepts and presentation approaches for visual productions and media, such as print, broadcasting, video, and film. Direct workers engaged in artwork or layout design.	Art Director, Art Supervisor, Creative Director (CD Director), Creative Manager, Creative Services Director, Creative Services Manager, Design Director, Graphic Design and Art Production Manager, Group Art Supervisor, Presentation Director

Occupation code	Occupation title	Occupation description	Occupation examples
27-4011	Audio and Video Technicians	Set up, maintain, and dismantle audio and video equipment, such as microphones, sound speakers, connecting wires and cables, sound and mixing boards, video cameras, video monitors and servers, and related electronic equipment for live or recorded events, such as concerts, meetings, conventions, presentations, podcasts, news conferences, and sporting events.	AV Tech (Audio Visual Technician), Audio Technician, Audio Visual Specialist (AV Specialist), Media Technician, Operations Technician, Stagehand, Video Technician
49-2097	Audiovisual Equipment Installers and Repairers	Install, repair, or adjust audio or television receivers, stereo systems, camcorders, video systems, or other electronic entertainment equipment in homes or other venues. May perform routine maintenance.	A/V Installation Tech (Audio Visual Installation Technician), A/V Installer (Audio Visual Installer), Electronic Tech (Electronic Technician), Field Service Tech (Field Service Technician), Home Theater Installer, Installer, Satellite Installer, Service Technician (Service Tech), TV Analyzer (Television Analyzer), TV Repairman (Television Repairman)
27-4012	Broadcast Technicians	Set up, operate, and maintain the electronic equipment used to acquire, edit, and transmit audio and video for radio or television programs. Control and adjust incoming and outgoing broadcast signals to regulate sound volume, signal strength, and signal clarity. Operate satellite, microwave, or other transmitter equipment to broadcast radio or television programs.	Audio Engineer, Board Operator, Broadcast Engineer, Broadcast Maintenance Engineer, Broadcast Operations Engineer, Broadcast Technician, Control Operator, Production Engineer
27-4031	Camera Operators, Television, Video, and Film	Operate television, video, or film camera to record images or scenes for television, video, or film productions.	Camera Operator, Cameraman, Master Control Operator (MCO), News Videographer, Production Technician, Studio Camera Operator, Television News Photographer, Videographer
29-2031	Cardiovascular Technologists and Technicians	Conduct tests on pulmonary or cardiovascular systems of patients for diagnostic, therapeutic, or research purposes. May conduct or assist in electrocardiograms, cardiac catheterizations, pulmonary functions, lung capacity, and similar tests.	Cardiac Catheterization Laboratory Technologist, Cardiac Catheterization Technician, Cardiac Technician, Cardio Tech (Cardiovascular Technician), Cardiology Technician, Cardiopulmonary Technician, Cardiovascular Technologist (CVT), Electrocardiogram Technician (EKG Tech), Registered Cardiovascular Invasive Specialist (RCIS)
17-2041	Chemical Engineers	Design chemical plant equipment and devise processes for manufacturing chemicals and products, such as gasoline, synthetic rubber, plastics, detergents, cement, paper, and pulp, by applying principles and technology of chemistry, physics, and engineering.	Chemical Engineer, Development Engineer, Engineer, Engineering Scientist, Process Control Engineer, Process Engineer, Project Engineer, Refinery Process Engineer, Research Chemical Engineer, Scientist

Occupation code	Occupation title	Occupation description	Occupation examples
19-4031	Chemical Technicians	Conduct chemical and physical laboratory tests to assist scientists in making qualitative and quantitative analyses of solids, liquids, and gaseous materials for research and development of new products or processes, quality control, maintenance of environmental standards, and other work involving experimental, theoretical, or practical application of chemistry and related sciences.	Analytical Laboratory Technician (Analytical Lab Technician), Chemical Analyst, Chemical Technician, Laboratory Analyst (Lab Analyst), Laboratory Technician (Lab Tech), Laboratory Tester (Lab Tester), Organic Preparation Analyst (Organic Prep Analyst), Quality Control Laboratory Technician (QC Lab Tech), Quality Control Technician (QC Tech), Research Technician
19-2031	Chemists	Conduct qualitative and quantitative chemical analyses or experiments in laboratories for quality or process control or to develop new products or knowledge.	Air Quality Chemist, Analytical Chemist, Chemical Lab Scientist (Chemical Laboratory Scientist), Chemist, Forensic Chemist, Product Development Chemist, QC Chemist (Quality Control Chemist), R and D Chemist (Research and Development Chemist), Research Chemist, Scientist
17-3022	Civil Engineering Technologists and Technicians	Apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.	Civil Designer, Civil Engineering Assistant, Civil Engineering Technician, Design Technician, Engineer Technician, Engineering Assistant, Engineering Technician, Transportation Engineering Technician
21-2011	Clergy	Conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination. Provide spiritual and moral guidance and assistance to members.	Bishop, Catholic Priest, Children's Minister, Confessor, Congregational Care Pastor, Minister, Pastor, Priest, Rector, Worship Pastor
49-9092	Commercial Divers	Work below surface of water, using surface-supplied air or scuba equipment to inspect, repair, remove, or install equipment and structures. May use a variety of power and hand tools, such as drills, sledgehammers, torches, and welding equipment. May conduct tests or experiments, rig explosives, or photograph structures or marine life.	Commercial Diver, Diver, Diver Tender, Hard Hat Diver, Non Destructive Testing Under Water Welder (NDT U/W Welder), Salvage Diver, Tender
11-3021	Computer and Information Systems Managers	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.	Application Development Director, Computing Services Director, Data Processing Manager, Information Systems Director (IS Director), Information Systems Manager (IS Manager), Information Systems Supervisor (IS Supervisor), Information Technology Director (IT Director), Information Technology Manager (IT Manager), MIS Director (Management Information Systems Director), Technical Services Manager

Occupation code	Occupation title	Occupation description	Occupation examples
17-2061	Computer Hardware Engineers	Research, design, develop, or test computer or computer-related equipment for commercial, industrial, military, or scientific use. May supervise the manufacturing and installation of computer or computer-related equipment and components.	Design Engineer, Engineer, Field Service Engineer, Hardware Design Engineer, Hardware Engineer, Physical Design Engineer, Project Engineer, Staff Engineer, Systems Integration Engineer
15-1241	Computer Network Architects	Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning, including analysis of capacity needs for network infrastructures. May also design network and computer security measures. May research and recommend network and data communications hardware and software.	Design Engineer, Network Analyst, Network Consultant, Network Systems Consultant, Network and Security Engineer, Networking Systems and Distributed Systems Engineer, Solutions Architect, Telecommunications Analyst
15-1231	Computer Network Support Specialists	Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption.	Computer Network Specialist, IT Consultant (Information Technology Consultant), Network Specialist, Network Support Specialist, Network Technical Analyst, Network Technician, Personal Computer Network Analyst, Systems Specialist
51-9162	Computer Numerically Controlled Tool Programmers	Develop programs to control machining or processing of materials by automatic machine tools, equipment, or systems. May also set up, operate, or maintain equipment.	CAD CAM Programmer (Computer-Aided Design Computer-Aided Manufacturing Programmer), Computer Numerical Control Machinist (CNC Machinist), Computer Numerical Control Programmer (CNC Programmer), Programmer
15-1211	Computer Systems Analysts	Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.	Applications Analyst, Business Systems Analyst, Computer Analyst, Computer Systems Analyst, Computer Systems Consultant, IT Analyst (Information Technology Analyst), IT Systems Analyst (Information Technology Systems Analyst), Information Systems Analyst (ISA), Programmer Analyst, Systems Analyst

Occupation code	Occupation title	Occupation description	Occupation examples
11-9021	Construction Managers	Plan, direct, or coordinate, usually through subordinate supervisory personnel, activities concerned with the construction and maintenance of structures, facilities, and systems. Participate in the conceptual development of a construction project and oversee its organization, scheduling, budgeting, and implementation. Includes managers in specialized construction fields, such as carpentry or plumbing.	Concrete Foreman, Construction Area Manager, Construction Foreman, Construction Manager, Construction Services Manager, Construction Superintendent, Job Superintendent
35-2013	Cooks, Private Household	Prepare meals in private homes. Includes personal chefs.	Certified Personal Chef (CPC), Chef, Personal Chef, Personal Private Chef, Private Chef
27-3092	Court Reporters and Simultaneous Captioners	Use verbatim methods and equipment to capture, store, retrieve, and transcribe pretrial and trial proceedings or other information. Includes stenocaptioners who operate computerized stenographic captioning equipment to provide captions of live or prerecorded broadcasts for hearing-impaired viewers.	Certified Shorthand Reporter (CSR), Court Monitor, Court Recording Monitor, Court Reporter, Court Stenographer, Deposition Reporter, Digital Court Reporter, Official Court Reporter, Realtime Court Reporter, Stenographer
31-9091	Dental Assistants	Perform limited clinical duties under the direction of a dentist. Clinical duties may include equipment preparation and sterilization, preparing patients for treatment, assisting the dentist during treatment, and providing patients with instructions for oral healthcare procedures. May perform administrative duties such as scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes.	Certified Dental Assistant (CDA), Certified Registered Dental Assistant, Dental Assistant (DA), Expanded Dental Assistant, Expanded Duty Dental Assistant (EDDA), Expanded Functions Dental Assistant (EFDA), Oral Surgery Assistant, Orthodontic Assistant (Ortho Assistant), Registered Dental Assistant (RDA), Surgical Dental Assistant
29-1292	Dental Hygienists	Administer oral hygiene care to patients. Assess patient oral hygiene problems or needs and maintain health records. Advise patients on oral health maintenance and disease prevention. May provide advanced care such as providing fluoride treatment or administering topical anesthesia.	Dental Hygienist, Hygienist, Licensed Dental Hygienist, Pediatric Dental Hygienist, Registered Dental Hygienist (RDH)
29-2032	Diagnostic Medical Sonographers	Produce ultrasonic recordings of internal organs for use by physicians. Includes vascular technologists.	Cardiac Sonographer, Diagnostic Medical Sonographer, Medical Sonographer, Registered Diagnostic Medical Sonographer (RDMS), Sonographer, Staff Sonographer, Ultrasonographer, Ultrasound Technician (Ultrasound Tech), Ultrasound Technologist (Ultrasound Tech)
17-3019	Drafters, All Other	<i>No description provided</i>	<i>No description provided</i>

Occupation code	Occupation title	Occupation description	Occupation examples
17-3012	Electrical and Electronics Drafters	Prepare wiring diagrams, circuit board assembly diagrams, and layout drawings used for the manufacture, installation, or repair of electrical equipment.	Computer-Aided Design Operator, Designer, Drafter, Drafting Technician (Drafting Tech), Electrical Designer, Electrical Drafter, Layout Designer, Printed Circuit Board Designer (PCB Designer), Staking Engineer, Staking Technician (Staking Tech)
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	Install, adjust, or maintain mobile electronics communication equipment, including sound, sonar, security, navigation, and surveillance systems on trains, watercraft, or other mobile equipment.	Critical Systems Technician, Electronic Bench Technician, Electronics Mechanic, Locomotive Electrician, Power Technician (Power Tech), Ship Yard Electrical Person
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas.	Control Technician, E and I Mechanic (Electrical and Instrument Mechanic), E and I Mechanic (Electrical and Instrumentation Mechanic), Electrical Maintenance Technician, Electrical and Instrument Technician (E and I Tech), Electronic Technician, I and C Tech (Instrument and Control Technician), Instrument and Electrical Technician (I and E Tech), Repair Technician, Scale Technician
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Inspect, test, repair, or maintain electrical equipment in generating stations, substations, and in-service relays.	Electrical Technician, Electrical and Instrumentation Technician (E and I Technician), Instrument and Control Technician (I and C Technician), Instrumentation and Control Technician (I and C Technician), Relay Technician, Substation Electrician, Substation Mechanic, Substation Technician, Substation Wireman, Wireman
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	Operate, test, maintain, or adjust unmanned, automated, servomechanical, or electromechanical equipment. May operate unmanned submarines, aircraft, or other equipment to observe or record visual information at sites such as oil rigs, crop fields, buildings, or for similar infrastructure, deep ocean exploration, or hazardous waste removal. May assist engineers in testing and designing robotics equipment.	Automation Technician (Automation Tech), Electro-Mechanic, Electromechanical Assembler (EM Assembler), Electromechanical Technician (EM Technician), Electronics Technician (Electronics Tech), Mechanical Technician (Mechanical Tech), Process Control Tech, Product Test Specialist, Test Engineering Technician (Test Engineering Tech), Test Technician (Test Tech)
17-3025	Environmental Engineering Technologists and Technicians	Apply theory and principles of environmental engineering to modify, test, and operate equipment and devices used in the prevention, control, and remediation of environmental problems, including waste treatment and site remediation, under the direction of engineering staff or scientists. May assist in the development of environmental remediation devices.	Air Quality Instrument Specialist, Engineer Technician, Environmental Engineering Assistant, Environmental Engineering Technician, Environmental Field Technician, Environmental Technician, Haz Tech (Hazardous Technician)

Occupation code	Occupation title	Occupation description	Occupation examples
17-2081	Environmental Engineers	Research, design, plan, or perform engineering duties in the prevention, control, and remediation of environmental hazards using various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.	Air Pollution Control Engineer, Engineer, Engineering Consultant, Environmental Engineer, Environmental Remediation Specialist, Hazardous Substances Engineer, Sanitary Engineer
19-4042	Environmental Science and Protection Technicians, including Health	Perform laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health, under the direction of an environmental scientist, engineer, or other specialist. May collect samples of gases, soil, water, and other materials for testing.	Environmental Health Officer (EHO), Environmental Technician (Environmental Tech), Industrial Pretreatment Program Specialist (IPP Specialist), Lab Technician (Laboratory Technician), Public Health Sanitarian, Sanitarian, Sanitarian Specialist, Soil Lab Technician (Soil Laboratory Technician), Water Quality Analyst, Water Quality Specialist
29-1128	Exercise Physiologists	Assess, plan, or implement fitness programs that include exercise or physical activities such as those designed to improve cardiorespiratory function, body composition, muscular strength, muscular endurance, or flexibility.	Bariatric Weight Loss Counselor, Certified Exercise Physiologist (EPC), Clinical Exercise Physiologist, Clinical Exercise Specialist, Exercise Physiologist, Exercise Scientist, Exercise Specialist, Lifestyle and Weight Management Consultant
27-4032	Film and Video Editors	Edit moving images on film, video, or other media. May work with a producer or director to organize images for final production. May edit or synchronize soundtracks with images.	Editor, Film Editor, News Editor, News Video Editor, News Videotape Editor, Non-Linear Editor, Online Editor, Tape Editor, Television News Video Editor, Video Editor
27-1013	Fine Artists, including Painters, Sculptors, and Illustrators	Create original artwork using any of a wide variety of media and techniques.	Artist, Automotive Artist, Blacksmith, Fine Artist, Ice Carver, Illustrator, Muralist, Painter, Portrait Artist, Sculptor
19-1012	Food Scientists and Technologists	Use chemistry, microbiology, engineering, and other sciences to study the principles underlying the processing and deterioration of foods; analyze food content to determine levels of vitamins, fat, sugar, and protein; discover new food sources; research ways to make processed foods safe, palatable, and healthful; and apply food science knowledge to determine best ways to process, package, preserve, store, and distribute food.	Food Chemist, Food Engineer, Food Scientist, Food Technologist, Food and Drug Research Scientist, Formulator, Product Development Scientist, Research Chef, Research Food Technologist, Research Scientist
13-1131	Fundraisers	Organize activities to raise funds or otherwise solicit and gather monetary donations or other gifts for an organization. May design and produce promotional materials. May also raise awareness of the organization's work, goals, and financial needs.	Contract Grant Writer, Development Associate, Development Officer, Direct Response Consultant, Fundraising Consultant, Grant Coordinator, Philanthropy Officer, Principal Gifts Officer

Occupation code	Occupation title	Occupation description	Occupation examples
19-2042	Geoscientists, except Hydrologists and Geographers	Study the composition, structure, and other physical aspects of the Earth. May use geological, physics, and mathematics knowledge in exploration for oil, gas, minerals, or underground water; or in waste disposal, land reclamation, or other environmental problems. May study the Earth's internal composition, atmospheres, and oceans, and its magnetic, electrical, and gravitational forces. Includes mineralogists, paleontologists, stratigraphers, geodesists, and seismologists.	Engineering Geologist, Environmental Protection Geologist, Exploration Geologist, Geological Specialist, Geologist, Geophysicist, Geoscientist, Hydrogeologist, Mine Geologist, Project Geologist
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Install or repair heating, central air conditioning, HVAC, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.	A/C Tech (Air Conditioning Technician), HVAC Installer (Heating, Ventilation, and Air Conditioning Installer), HVAC Mechanic (Heating, Ventilation, and Air Conditioning Mechanic), HVAC Service Tech (Heating, Ventilation, and Air Conditioning Service Technician), HVAC Specialist (Heating, Ventilation, and Air Conditioning Specialist), HVAC Tech (Heating, Ventilation, and Air Conditioning Technician), Refrigeration Mechanic, Refrigeration Operator, Refrigeration Technician (Refrigeration Tech), Service Technician (Service Tech)
17-3026	Industrial Engineering Technologists and Technicians	Apply engineering theory and principles to problems of industrial layout or manufacturing production, usually under the direction of engineering staff. May perform time and motion studies on worker operations in a variety of industries for purposes such as establishing standard production rates or improving efficiency.	Business Process Analyst, Engineering Technician, Industrial Engineering Analyst, Industrial Engineering Technician, Manufacturing Coordinator, Manufacturing Technology Analyst, Quality Control Engineering Technician (QC Engineering Technician), Quality Management Coordinator, Quality Technician, Service Technician
17-2112	Industrial Engineers	Design, develop, test, and evaluate integrated systems for managing industrial production processes, including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination.	Continuous Improvement Engineer, Engineer, Facilities Engineer, Industrial Engineer, Operations Engineer, Plant Engineer, Process Engineer, Project Engineer, Quality Engineer, Research and Development Engineer (R and D Engineer)
15-1212	Information Security Analysts	Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. Assess system vulnerabilities for security risks and propose and implement risk mitigation strategies. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses.	Information Security Officer, Information Security Specialist, Information Systems Security Analyst, Information Systems Security Officer (ISSO), Information Technology Security Analyst (IT Security Analyst), Network Security Analyst, Security Analyst, Systems Analyst

Occupation code	Occupation title	Occupation description	Occupation examples
13-1032	Insurance Appraisers, Auto Damage	Appraise automobile or other vehicle damage to determine repair costs for insurance claim settlement. Prepare insurance forms to indicate repair cost or cost estimates and recommendations. May seek agreement with automotive repair shop on repair costs.	Appraiser, Automobile Appraiser (Auto Appraiser), Automobile Damage Appraiser (Auto Damage Appraiser), Damage Appraiser, Field Appraiser, Field Inspector, Insurance Appraiser, Material Damage Appraiser, Outside Physical Damage Appraiser, Physical Damage Appraiser
27-3091	Interpreters and Translators	Interpret oral or sign language, or translate written text from one language into another.	American Sign Language Interpreter (ASL Interpreter), Court Interpreter, Educational Interpreter, Interpreter, Linguist, Medical Interpreter, Sign Language Interpreter, Spanish Interpreter, Spanish Translator, Translator
29-2061	Licensed Practical and Licensed Vocational Nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.	Charge Nurse, Clinic Licensed Practical Nurse (Clinic LPN), Clinic Nurse, Home Health Licensed Practical Nurse (Home Health LPN), Licensed Vocational Nurse (LVN), Office Nurse, Pediatric LPN (Pediatric Licensed Practical Nurse), Private Duty Nurse, Radiation Oncology Nurse, Triage LPN (Triage Licensed Practical Nurse)
19-1099	Life Scientists, All Other	<i>No description provided</i>	<i>No description provided</i>
19-4099	Life, Physical, and Social Science Technicians, All Other	<i>No description provided</i>	<i>No description provided</i>
13-1081	Logisticians	Analyze and coordinate the ongoing logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources.	Client Services Administrator, Logistician, Production Planner, Supply Management Specialist
29-2035	Magnetic Resonance Imaging Technologists	Operate Magnetic Resonance Imaging (MRI) scanners. Monitor patient safety and comfort, and view images of area being scanned to ensure quality of pictures. May administer gadolinium contrast dosage intravenously. May interview patient, explain MRI procedures, and position patient on examining table. May enter into the computer data such as patient history, anatomical area to be scanned, orientation specified, and position of entry.	MRI Coordinator (Magnetic Resonance Imaging Coordinator), MRI QA Coordinator (Magnetic Resonance Imaging Quality Assurance Coordinator), MRI Radiographer (Magnetic Resonance Imaging Radiographer), MRI Specialist (Magnetic Resonance Imaging Specialist), MRI Tech (Magnetic Resonance Imaging Technician), MRI Technologist (Magnetic Resonance Imaging Technologist), Research MRI Technologist (Research Magnetic Resonance Imaging Technologist)

Occupation code	Occupation title	Occupation description	Occupation examples
13-1111	Management Analysts	Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.	Administrative Analyst, Business Analyst, Business Consultant, Employment Programs Analyst, Management Analyst, Management Consultant, Organizational Development Consultant, Performance Management Analyst, Program Management Analyst
13-1161	Market Research Analysts and Marketing Specialists	Research conditions in local, regional, national, or online markets. Gather information to determine potential sales of a product or service, or plan a marketing or advertising campaign. May gather information on competitors, prices, sales, and methods of marketing and distribution. May employ search marketing tactics, analyze web metrics, and develop recommendations to increase search engine ranking and visibility to target markets.	Business Development Specialist, Communications Specialist, Demographic Analyst, Market Analyst, Market Research Analyst, Market Research Consultant, Market Research Specialist, Market Researcher
31-9011	Massage Therapists	Perform therapeutic massages of soft tissues and joints. May assist in the assessment of range of motion and muscle strength, or propose client therapy plans.	Bodywork Therapist, Certified Massage Therapist (CMT), Clinical Massage Therapist, Integrated Deep Tissue Massage Therapist, Licensed Massage Practitioner (LMP), Licensed Massage Therapist (LMT), Massage Therapist, Registered Massage Therapist (RMT), Soft Tissue Specialist, Therapeutic Massage Technician
17-2131	Materials Engineers	Evaluate materials and develop machinery and processes to manufacture materials for use in products that must meet specialized design and performance specifications. Develop new uses for known materials. Includes those engineers working with composite materials or specializing in one type of material, such as graphite, metal and metal alloys, ceramics and glass, plastics and polymers, and naturally occurring materials. Includes metallurgists and metallurgical engineers, ceramic engineers, and welding engineers.	Extrusion Engineer, Materials Development Engineer, Materials Engineer, Materials Research Engineer, Metallurgical Engineer, Metallurgist, Research Engineer, Test Engineer
19-2032	Materials Scientists	Research and study the structures and chemical properties of various natural and synthetic or composite materials, including metals, alloys, rubber, ceramics, semiconductors, polymers, and glass. Determine ways to strengthen or combine materials or develop new materials with new or specific properties for use in a variety of products and applications. Includes glass scientists, ceramic scientists, metallurgical scientists, and polymer scientists.	Materials Scientist, Micro Electrical/Mechanical Systems Device Scientist (MEMS Device Scientist), Polymer Materials Consultant, Research Scientist, Research and Development Scientist (R and D Scientist), Scientist

Occupation code	Occupation title	Occupation description	Occupation examples
17-3013	Mechanical Drafters	Prepare detailed working diagrams of machinery and mechanical devices, including dimensions, fastening methods, and other engineering information.	CAD Designer (Computer Aided Design Designer), CAD Operator (Computer Aided Design Operator), Design Drafter, Drafter, Drafting Technician, Mechanical Designer, Mechanical Drafter, Product Designer, Project Designer
17-3027	Mechanical Engineering Technologists and Technicians	Apply theory and principles of mechanical engineering to modify, develop, test, or adjust machinery and equipment under direction of engineering staff or physical scientists.	Engineering Laboratory Technician (Engineering Lab Technician), Engineering Technical Analyst, Engineering Technician (Engineering Tech), Engineering Technologist, Manufacturing Engineering Technician (Manufacturing Engineering Tech), Mechanical Designer, Mechanical Technician (Mechanical Tech), Process Engineering Technician (Process Engineering Tech), Process Technician, Research and Development Technician (R and D Tech)
11-9111	Medical and Health Services Managers	Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.	Cancer Center Director, Clinical Director, Health Information Management Director (HIM Director), Health Information Manager (HIM Manager), Healthcare System Director, Medical Records Director, Medical Records Manager, Mental Health Program Manager, Nurse Manager, Nursing Director
31-9092	Medical Assistants	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.	Certified Medical Assistant (CMA), Chiropractor Assistant, Clinical Medical Assistant, Doctor's Assistant, Health Assistant, Ophthalmic Assistant, Ophthalmological Assistant, Optometric Assistant, Outpatient Surgery Assistant, Registered Medical Assistant (RMA)
49-9062	Medical Equipment Repairers	Test, adjust, or repair biomedical or electromedical equipment.	Biomedical Electronics Technician (Biomed Electronics Tech), Biomedical Engineering Technician (Biomed Engineering Tech), Biomedical Equipment Technician (BMET), Biomedical Technician (Biomed Tech), Dental Equipment Technician (Dental Equipment Tech), Durable Medical Equipment Technician (DME Tech), Medical Equipment Service Tech (Medical Equipment Service Technician), Repair Technician (Repair Tech), Service Technician (Service Tech), X-ray Service Engineer

Occupation code	Occupation title	Occupation description	Occupation examples
19-1022	Microbiologists	Investigate the growth, structure, development, and other characteristics of microscopic organisms, such as bacteria, algae, or fungi. Includes medical microbiologists who study the relationship between organisms and disease or the effects of antibiotics on microorganisms.	Bacteriologist, Clinical Laboratory Scientist, Clinical Microbiologist, Microbiological Analyst, Microbiologist, Quality Control Microbiologist (QC Microbiologist)
17-2151	Mining and Geological Engineers, including Mining Safety Engineers	Conduct subsurface surveys to identify the characteristics of potential land or mining development sites. May specify the ground support systems, processes, and equipment for safe, economical, and environmentally sound extraction or underground construction activities. May inspect areas for unsafe geological conditions, equipment, and working conditions. May design, implement, and coordinate mine safety programs.	Mine Engineer, Mining Consultant, Mining Engineer, Planning Engineer, Project Engineer, Safety Engineer, Safety Representative
49-3052	Motorcycle Mechanics	Diagnose, adjust, repair, or overhaul motorcycles, scooters, mopeds, dirt bikes, or similar motorized vehicles.	All Terrain Vehicle Technician (ATV Technician), Custom Bike Builder, Motorcycle Mechanic, Motorcycle Service Technician, Motorcycle Technician, Motorsports Technician, Scooter Mechanic, Service Technician
25-4013	Museum Technicians and Conservators	Restore, maintain, or prepare objects in museum collections for storage, research, or exhibit. May work with specimens such as fossils, skeletal parts, or botanicals; or artifacts, textiles, or art. May identify and record objects or install and arrange them in exhibits. Includes book or document conservators.	Art Preparator, Conservation Technician, Conservator, Exhibit Technician, Museum Registrar, Museum Technician, Objects Conservator, Paintings Conservator, Paper Conservator, Preparator
29-2033	Nuclear Medicine Technologists	Prepare, administer, and measure radioactive isotopes in therapeutic, diagnostic, and tracer studies using a variety of radioisotope equipment. Prepare stock solutions of radioactive materials and calculate doses to be administered by radiologists. Subject patients to radiation. Execute blood volume, red cell survival, and fat absorption studies following standard laboratory techniques.	Certified Nuclear Medicine Technologist (CNMT), Nuclear Cardiology Technologist, Nuclear Medicine PET-CT Technologist (Nuclear Medicine Positron Emission Tomography - Computed Tomography Technologist), Nuclear Medicine Technologist (NMT), Radiation Safety Officer, Registered Nuclear Medicine Technologist, Staff Nuclear Medicine Technologist

Occupation code	Occupation title	Occupation description	Occupation examples
19-5011	Occupational Health and Safety Specialists	Review, evaluate, and analyze work environments and design programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors. May conduct inspections and enforce adherence to laws and regulations governing the health and safety of individuals. May be employed in the public or private sector.	Certified Industrial Hygienist (CIH), Chemical Hygiene Officer, Environmental Health and Safety Officer, Environmental Health and Safety Officer (EHS Officer), Industrial Hygienist, Industrial Hygienist Consultant, Safety Consultant, Safety Management Consultant, Safety Officer, Safety Specialist
31-2011	Occupational Therapy Assistants	Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with state laws, assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.	Acute Care Occupational Therapy Assistant (Acute Care OT Assistant), Certified Occupational Assistant, Certified Occupational Therapist Assistant (COTA), Certified Occupational Therapy Assistant (COTA), Licensed Occupational Therapist Assistant (LOTA), Licensed Occupational Therapy Assistant (LOTA), Occupational Therapist Assistant (OTA), Occupational Therapy Assistant (OTA), Registered Therapist Assistant, School Based Certified Occupational Therapy Assistant (School Based COTA)
15-2031	Operations Research Analysts	Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decision-making, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, services, or products. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation.	Advanced Analytics Associate, Analytical Strategist, Decision Analyst, Operations Research Analyst, Optimization Analyst
29-2057	Ophthalmic Medical Technicians	Assist ophthalmologists by performing ophthalmic clinical functions. May administer eye exams, administer eye medications, and instruct the patient in care and use of corrective lenses.	Certified Ophthalmic Medical Technician (Certified Ophthalmic Medical Tech), Certified Ophthalmic Surgical Assistant, Certified Ophthalmic Technician (COT), Certified Ophthalmic Technician-Surgical Assistant (COT-SA), Health Technician (Health Tech), Ophthalmic Assistant, Ophthalmic Diagnostic Sonographer, Ophthalmic Medical Assistant, Ophthalmic Medical Technician (Ophthalmic Medical Tech), Ophthalmic Tech (Ophthalmic Technician)
23-2011	Paralegals and Legal Assistants	Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action.	Certified Paralegal, Corporate Law Assistant, Law Associate, Legal Analyst, Legal Assistant, Litigation Paralegal, Paralegal, Paralegal Assistant, Paralegal Specialist, Real Estate Paralegal

Occupation code	Occupation title	Occupation description	Occupation examples
17-2171	Petroleum Engineers	Devise methods to improve oil and gas extraction and production and determine the need for new or modified tool designs. Oversee drilling and offer technical advice.	Completion Engineer, Drilling Engineer, Engineer, Operations Engineer, Petroleum Engineer, Petroleum Production Engineer, Project Production Engineer, Project Reservoir Engineer, Reservoir Engineer, Reservoir Engineering Consultant
31-9097	Phlebotomists	Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.	Lab Liaison Technician, Mobile Examiner, Patient Service Technician (PST), Phlebotomist, Phlebotomy Technician, Registered Phlebotomist
31-2021	Physical Therapist Assistants	Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.	Certified Physical Therapist Assistant (CPTA), Home Care Physical Therapy Assistant, Home Health Physical Therapist Assistant, Licensed Physical Therapist Assistant (LPTA), Licensed Physical Therapy Assistant, Outpatient Physical Therapist Assistant, Per Diem Physical Therapist Assistant (Per Diem PTA), Physical Therapist Assistant (PTA), Physical Therapy Assistant (PTA)
27-2012	Producers and Directors	Produce or direct stage, television, radio, video, or film productions for entertainment, information, or instruction. Responsible for creative decisions, such as interpretation of script, choice of actors or guests, set design, sound, special effects, and choreography.	Artistic Director, Director, Executive Producer, Multimedia Producer, News Producer, Producer, Production Director, Radio Producer, Television News Producer (TV News Producer), Television Producer (TV Producer)
11-3061	Purchasing Managers	Plan, direct, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, and services. Includes wholesale or retail trade merchandising managers and procurement managers.	Category Purchasing Manager, Commodity Manager, Materials Director, Materials Manager, Procurement Director, Procurement Manager, Purchasing Director, Purchasing Manager, Purchasing Supervisor, Strategic Sourcing Director
29-1124	Radiation Therapists	Provide radiation therapy to patients as prescribed by a radiation oncologist according to established practices and standards. Duties may include reviewing prescription and diagnosis; acting as liaison with physician and supportive care personnel; preparing equipment, such as immobilization, treatment, and protection devices; and maintaining records, reports, and files. May assist in dosimetry procedures and tumor localization.	Computed Tomography Simulation Therapist (CT Simulation Therapist), Dosimetrist, Medical Dosimetrist, Radiation Therapist (RT), Radiation Therapy Technologist (RTT), Registered Radiation Therapist, Staff Radiation Therapist

Occupation code	Occupation title	Occupation description	Occupation examples
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	Repair, install, or maintain mobile or stationary radio transmitting, broadcasting, and receiving equipment, and two-way radio communications systems used in cellular telecommunications, mobile broadband, ship-to-shore, aircraft-to-ground communications, and radio equipment in service and emergency vehicles. May test and analyze network coverage.	Avionics Technician (Avionics Tech), Communications Systems Technician, Field Service Technician (Field Service Tech), Field Technician (Field Tech), Installation Technician (Installation Tech), Radio Frequency Technician (RF Tech), Radio Repairman, Radio Technician (Radio Tech), Tower Technician (Tower Tech), Two-Way Radio Technician (Two-Way Radio Tech)
29-2034	Radiologic Technologists and Technicians	Take x-rays and CAT scans or administer nonradioactive materials into patient's bloodstream for diagnostic or research purposes. Includes radiologic technologists and technicians who specialize in other scanning modalities.	Computed Tomography Technologist (CT Tech), Diagnostic Radiologic Technologist (DRT), Imaging Technologist (Imaging Tech), Mammographer, Radiographer, Radiologic Technologist (RT), Radiology Technician (Radiology Tech), Registered Radiologic Technologist (RT®), X-Ray Technician (X-Ray Tech), X-Ray Technologist (X-Ray Tech)
21-2099	Religious Workers, All Other	<i>No description provided</i>	<i>No description provided</i>
29-1126	Respiratory Therapists	Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.	Cardiopulmonary Rehabilitation Respiratory Therapist, Certified Respiratory Therapist (CRT), Registered Respiratory Therapist (RRT), Respiratory Care Practitioner (RCP), Respiratory Therapist (RT), Staff Respiratory Therapist, Staff Therapist
41-9031	Sales Engineers	Sell business goods or services, the selling of which requires a technical background equivalent to a baccalaureate degree in engineering.	Business Development Engineer, Inside Sales Engineer, Product Sales Engineer, Sales Applications Engineer, Sales Engineer, Technical Marketing Engineer, Technical Sales Engineer
27-1027	Set and Exhibit Designers	Design special exhibits and sets for film, video, television, and theater productions. May study scripts, confer with directors, and conduct research to determine appropriate architectural styles.	Designer, Display Coordinator, Exhibit Coordinator, Exhibit Designer, Exhibit Preparator, Historical Society Window Dresser, Installations Designer, Projection Designer, Scenic Designer, Set Designer
39-5094	Skincare Specialists	Provide skincare treatments to face and body to enhance an individual's appearance. Includes electrologists and laser hair removal specialists.	Aesthetician, Clinical Esthetician, Esthetician, Facialist, Medical Esthetician, Skin Care Specialist, Skin Care Technician, Skin Care Therapist, Spa Technician

Occupation code	Occupation title	Occupation description	Occupation examples
11-9151	Social and Community Service Managers	Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program's or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.	Adoption Services Manager, Child Welfare Services Director, Children's Service Supervisor, Clinical Services Director, Community Services Director, Psychiatric Social Worker Supervisor, Social Services Director, Transitional Care Director, Vocational Rehabilitation Administrator
19-1013	Soil and Plant Scientists	Conduct research in breeding, physiology, production, yield, and management of crops and agricultural plants or trees, shrubs, and nursery stock, their growth in soils, and control of pests; or study the chemical, physical, biological, and mineralogical composition of soils as they relate to plant or crop growth. May classify and map soils and investigate effects of alternative practices on soil and crop productivity.	Agronomist, Arboriculture Researcher, Crop Nutrition Scientist, Forage Physiologist, Horticulture Specialist, Plant Physiologist, Plant Research Geneticist, Research Scientist, Research Soil Scientist, Scientist
27-4014	Sound Engineering Technicians	Assemble and operate equipment to record, synchronize, mix, edit, or reproduce sound, including music, voices, or sound effects, for theater, video, film, television, podcasts, sporting events, and other productions.	Audio Engineer, Audio Operator, Mastering Engineer, Mixer, Mixing Engineer, Recording Engineer, Sound Editor, Sound Engineer, Sound Technician, Studio Engineer
27-1014	Special Effects Artists and Animators	Create special effects or animations using film, video, computers, or other electronic tools and media for use in products, such as computer games, movies, music videos, and commercials.	3D Animator (Three-Dimensional Animator), 3D Artist (Three-Dimensional Artist), Animator, Artist, Digital Artist, Graphic Artist, Illustrator, Motion Graphics Artist, Multimedia Producer
29-2055	Surgical Technologists	Assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeons' assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments.	Certified Surgical Technician, Certified Surgical Technologist (CST), Operating Room Surgical Technician (OR ST), Operating Room Technician (OR Tech), Operating Room Technologist (OR Tech), Surgical Scrub Technician, Surgical Scrub Technologist (Surgical Scrub Tech), Surgical Technician, Surgical Technologist (Surgical Tech)
27-3042	Technical Writers	Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.	Documentation Designer, Documentation Specialist, Engineering Writer, Information Developer, Medical Writer, Narrative Writer, Requirements Analyst, Technical Communicator, Technical Writer

Occupation code	Occupation title	Occupation description	Occupation examples
49-2022	Telecommunications Equipment Installers and Repairers, except Line Installers	Install, set up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May install communications equipment or communications wiring in buildings.	Broadband Technician, Central Office Technician, Combination Technician, Customer Service Technician (CST), Field Technician, Install and Repair Technician, Installer, Outside Plant Technician, Service Technician, Telecommunications Technician
51-4111	Tool and Die Makers	Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures, gauges, and machinists' hand tools.	Die Machinist, Die Repair Laborer, Die Repair Technician (Die Repair Tech), Jig and Fixture Repairer, Tool Maker, Tool Repairer, Tool and Die Machinist, Tool and Die Maker, Tool and Fixture Specialist, Trim Die Maker
11-3131	Training and Development Managers	Plan, direct, or coordinate the training and development activities and staff of an organization.	Development Manager, Education Director, Education and Development Manager, Learning Manager, Learning and Development Director, Staff Training and Development Manager, Training Director, Training Manager, Training and Development Coordinator, Training and Development Director
29-2056	Veterinary Technologists and Technicians	Perform medical tests in a laboratory environment for use in the treatment and diagnosis of diseases in animals. Prepare vaccines and serums for prevention of diseases. Prepare tissue samples, take blood samples, and execute laboratory tests, such as urinalysis and blood counts. Clean and sterilize instruments and materials and maintain equipment and machines. May assist a veterinarian during surgery.	Certified Veterinary Technician (CVT), Emergency Veterinary Technician (Emergency Vet Tech), Internal Medicine Veterinary Technician (Internal Medicine Vet Tech), Licensed Veterinary Technician (LVT), Registered Veterinary Technician (RVT), Veterinarian Technician (Vet Tech), Veterinary Laboratory Technician (Vet Lab Tech), Veterinary Nurse (Vet Nurse), Veterinary Technician (Vet Tech), Veterinary Technologist
49-9081	Wind Turbine Service Technicians	Inspect, diagnose, adjust, or repair wind turbines. Perform maintenance on wind turbine equipment including resolving electrical, mechanical, and hydraulic malfunctions.	Field Service Technician, Renewable Energy Technician, Service Technician, Troubleshooting Technician, Wind Farm Support Specialist, Wind Technician, Wind Turbine Operator, Wind Turbine Service Technician, Wind Turbine Technician, Wind Turbine Troubleshooting Technician

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