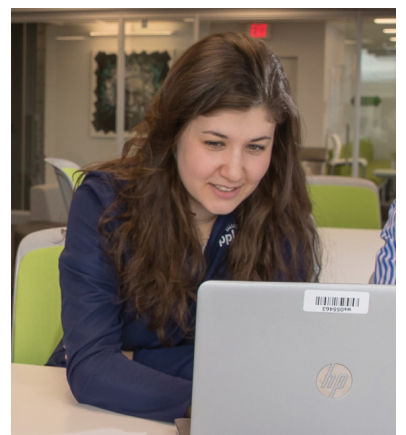
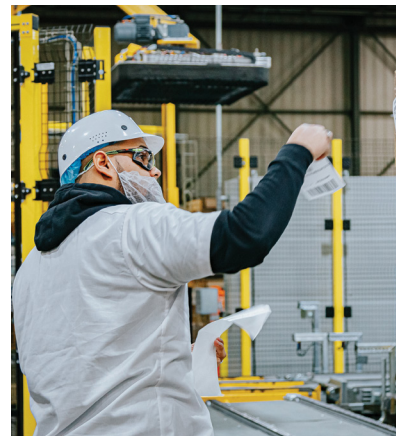


# LEHIGH VALLEY **HOT CAREERS** 2024-2025



The success of our regional economy and community depends upon a strong, well-informed, and skilled workforce.

This Hot Careers Guide was developed by the Lehigh Valley Economic Development Corporation in collaboration with Lehigh Valley employers to support these goals. The guide provides a clear visual representation of career opportunities in the region and a basis for meaningful career exploration based on individual interests. The occupations listed are the most common to appear in Lehigh Valley job postings, employ at least 95 people, and/or were suggested for inclusion by local employers.

Thank you to all of our partners for your contributions and expertise.

For more information, visit:


[lehighvalley.org/career-pathways](https://lehighvalley.org/career-pathways)  
[lehighvalley.org/talent-supply-initiative/](https://lehighvalley.org/talent-supply-initiative/)  
[careerlinklehighvalley.org/career-pathways/search](https://careerlinklehighvalley.org/career-pathways/search)



**Explore more**  
**In-Demand**  
**Careers in**  
**Key Job Sectors**



**Learn more about**  
**Lehigh Valley**  
**Talent Strategies**  
**Efforts**



**LEHIGH VALLEY**  
**POPULATION**  
**696,845**

*Source: Census Population Estimate, 2023*



**TOTAL**  
**LABOR FORCE**  
**358,090**

*Source: JobsEQ, ACS 2018-2022*

**TOP SOFT SKILLS**

- Communication
- Cooperation/Team Player
- Customer Service
- Organized
- Detail-Oriented
- Problem Solving
- Adaptability/Flexibility
- Self-Motivated
- Maintain Interpersonal Relationships
- Management




*Source: Chmura Economics JobsEQ, July 2023 - June 2024*

**EMPLOYMENT BY INDUSTRY**

Health Care	66.1K
Transportation/Warehousing	40.3K
Manufacturing	36.7K
Retail	32.4K
Education	26K
Accommodation & Food Services	25.1K
Administrative	19.1K
Professional	15.3K
Construction	13.9K
Other Services	13.2K
Wholesale Trade	12.3K
Public Administration	7.6K

*Source: Chmura Economics JobsEQ, Q1 2024*

# ADVANCED MANUFACTURING

Education Level	 General Business Operations	 Production, Maintenance & Logistics	 Science, Technology, Engineering & Math
<b>High School Diploma or Equivalent</b>	Administrative Assistants 🔥 Customer Service Representatives 🔥 Office Clerks Sales Associates 🔥 \$\$ - \$\$\$	Assemblers Food Batchmakers & Bakers Forklift Operators Machine Operators Material Handlers 🔥 Production Workers 🔥 Quality Control Inspectors Warehouse Associates 🔥 \$ - \$\$\$	
<b>Certificate or Specialized Training</b>		CNC Machinists & Machinists Electricians Maintenance Mechanics & Repair Workers 🔥 Maintenance Supervisors Production Supervisors Tool Makers Welders \$\$\$ - \$\$\$\$	
<b>Associate Degree</b>	Office Managers \$\$\$-\$\$\$\$		Accounting Clerks Desktop Support Technicians 🔥 Automation Engineering Technicians \$\$-\$\$\$
<b>Bachelor Degree</b>	Human Resources Specialists 🔥 Marketing Specialists Sales Analysts Sales Representatives Sales Managers \$\$\$ - \$\$\$\$\$	Material Planners Operations Managers 🔥 Production Managers Quality Control Analysts Supply Chain Analysts & Planners \$\$\$ - \$\$\$\$\$	Accountants & Auditors 🔥 Computer Network Managers Engineers 🔥 Graphic Designers Software Developers \$\$\$ - \$\$\$\$\$
<b>Master/Doctoral/Professional Degree</b>			Engineering Managers 🔥 \$\$\$\$\$

🔥 = more than 500 job postings in the past year  
 Click the occupation to learn more

### ANNUAL SALARY RANGES












\$	\$20,000 - \$35,000
\$\$	\$35,000 - \$50,000
\$\$\$	\$50,000 - \$75,000
\$\$\$\$	\$75,000 - \$100,000
\$\$\$\$\$	More than \$100,000

For more information about Lehigh Valley careers, visit [lehighvalley.org/hotcareers](http://lehighvalley.org/hotcareers)

For more information about specific occupations, visit [onetonline.org](http://onetonline.org)

Source: JobsEQ (July 2023 through June 2024), O\*Net education levels are the minimum preferred by employers.

# ARCHITECTURE & CONSTRUCTION

Education Level	 General Business Operations	 Architecture & Engineering	 Construction & Construction Management
<b>High School Diploma or Equivalent</b>	Administrative Assistants  Office Clerks  \$\$		Construction Laborers* Equipment Operators Maintenance Workers Painters* Roofers*  \$\$ - \$\$\$
<b>Certificate or Specialized Training</b>			Carpenters* Construction Inspectors Electricians* Heavy Equipment Operators  HVAC Technicians* Maintenance Supervisors Plumbers* Superintendents  \$\$\$ - \$\$\$\$\$
<b>Associate Degree</b>	Accounting Clerks Assistant Project Managers Office Managers  \$\$ - \$\$\$\$\$	Architectural & Engineering Drafters  \$\$	Alarm Technicians  \$\$\$
<b>Bachelor Degree</b>	Accountants & Auditors  Cost Estimators Operations Managers Business Development Representatives  Project Coordinators  \$\$\$ - \$\$\$\$\$	Engineers  <i>Civil</i> <i>Electrical</i> <i>Mechanical</i>  \$\$\$\$ - \$\$\$\$\$	Construction Project Managers Project Engineers   \$\$\$\$ - \$\$\$\$\$
<b>Master/ Doctoral/ Professional Degree</b>		Architects Architectural Managers  Engineering Managers   \$\$\$\$ - \$\$\$\$\$	

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### ANNUAL SALARY RANGES

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\*Apprenticeships available for noted occupations according to employer feedback.

Source: JobsEQ (July 2023 through June 2024), O\*Net education levels are the minimum preferred by employers.

# BUSINESS SERVICES

Education Level	 <b>General Business Operations</b>	 <b>Creative Services</b>	 <b>Professional/ Technical Services</b>
<b>High School Diploma or Equivalent</b>	Administrative Assistants 🔥 Billing Specialists Customer Service Representatives 🔥 Office Clerks Receptionists  \$\$		Bank Tellers Cleaners 🔥 Insurance Processors Loan Processors Utility Locators  \$\$ - \$\$\$\$
<b>Certificate or Specialized Training</b>		Printing Press Operators  \$\$	Maintenance & Repair Workers 🔥 Maintenance Supervisors Real Estate Agents  \$\$\$ - \$\$\$\$
<b>Associate Degree</b>	Executive Secretaries Office Managers 🔥  \$\$-\$\$\$		Accounting Clerks Cable Technicians Desktop Support Technicians 🔥  \$\$\$
<b>Bachelor Degree</b>	Advertising & Sales Representatives 🔥 General Managers 🔥 Human Resources Managers Human Resources Specialists 🔥 Project Coordinators 🔥 Purchasing Agents Sales Managers Training Coordinators  \$\$\$ - \$\$\$\$\$	Content Writers & Editors Graphic Designers Marketing Managers Marketing Specialists Production Directors Social Media Coordinators  \$\$\$ - \$\$\$\$\$	Accountants & Auditors 🔥 Computer Systems Analysts Cyber Security Engineers Data Analysts Financial Analysts Insurance Account Managers Insurance Underwriters IT Managers Software Developers Supply Chain Analysts System Administrators  \$\$\$ - \$\$\$\$\$
<b>Master/ Doctoral/ Professional Degree</b>	Management Analysts  \$\$\$\$\$		Financial Managers Lawyers  \$\$\$\$\$

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### ANNUAL SALARY RANGES




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Source: JobsEQ (July 2023 through June 2024), O\*Net education levels are the minimum preferred by employers.

# EDUCATION & TRAINING

Education Level	 General Business Operations	 Student Support Services	 Teaching/Training
<b>High School Diploma or Equivalent</b>	Administrative Assistants 🔥 Cafeteria Workers 🔥 Janitors 🔥 Office Clerks Receptionists Security & Crossing Guards 🔥  \$ - \$\$	Daycare Workers  \$	Aerobics Instructors  \$\$
<b>Certificate or Specialized Training</b>	Bus Drivers Maintenance & Repair Workers 🔥  \$\$ - \$\$\$		Vocational Education Teachers* <i>*Must work toward acquiring PA teaching credentials.</i>  \$\$\$ - \$\$\$\$
<b>Associate Degree</b>	Accounting Clerks Desktop Support Technicians 🔥 IT Support Specialists 🔥 Office Managers  \$\$ - \$\$\$		Teacher Assistants  \$
<b>Bachelor Degree</b>	Accountants & Auditors 🔥 College & University Department Professionals Operations Managers 🔥 Project Coordinators 🔥  \$\$\$\$ - \$\$\$\$\$	Direct Support Professionals 🔥 Social Workers/Caseworkers Registered Nurses 🔥  \$\$ - \$\$\$\$	Coaches Graduate Assistants School Teachers 🔥 <i>Pre-K Elementary School Middle School High School Career &amp; Technical School</i>  \$ - \$\$\$\$
<b>Master/Doctoral/Professional Degree</b>	Curriculum & Instruction Directors School Administrators Superintendents  \$\$\$\$ - \$\$\$\$\$	Behavioral Health Technicians 🔥 Counselors School Psychologists Speech-Language Pathologists  \$\$\$ - \$\$\$\$	College Professors Library Directors  \$\$\$ - \$\$\$\$\$

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### ANNUAL SALARY RANGES




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Source: JobsEQ (July 2023 through June 2024), O\*Net education levels are the minimum preferred by employers.

# GOVERNMENT, LAW & PUBLIC SAFETY

Education Level	 General Business Operations	 Government/ Law	 Public Works & Safety
<b>High School Diploma or Equivalent</b>	Activities Assistants Administrative Assistants 🔥 Customer Service Representatives 🔥 Janitors 🔥 Office Clerks \$\$	Library Assistants \$	Corrections Officers Crossing Guards Groundskeepers Highway Maintenance Workers Lifeguards Police, Fire & Ambulance Dispatchers \$ - \$\$\$
<b>Certificate or Specialized Training</b>		Criminal Investigators Detectives \$\$\$\$\$	EMTs & Paramedics Firefighters Maintenance & Repair Workers 🔥 Police Officers \$\$ - \$\$\$\$
<b>Associate Degree</b>	Accounting Clerks Office Managers 🔥 \$\$ - \$\$\$	Legal Secretaries Paralegals & Legal Assistants \$\$-\$\$\$	Police Supervisors Treatment Plant Operators \$\$\$-\$\$\$\$
<b>Bachelor Degree</b>	Accountants & Auditors 🔥 General Managers 🔥 Project Coordinators 🔥 \$\$\$ - \$\$\$\$\$	Social Workers/Caseworkers \$\$\$	Direct Support Professionals 🔥 \$\$
<b>Master/ Doctoral/ Professional Degree</b>		Lawyers \$\$\$-\$\$\$\$	

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 Click the occupation to learn more

### ANNUAL SALARY RANGES

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Source: JobsEQ (July 2023 through June 2024), O\*Net education levels are the minimum preferred by employers.

# Lehigh Valley Hot Careers

## HEALTH CARE

Education Level	 General Business Operations	 Human Services & Support	 Direct Patient Care
<b>High School Diploma or Equivalent</b>	<ul style="list-style-type: none"> <li>Administrative Assistants 🔥</li> <li>Food Service Workers 🔥</li> <li>Janitors &amp; Housekeepers 🔥</li> <li>Office Clerks</li> <li>Receptionists</li> <li>Scheduling Coordinators 🔥</li> <li>Security Guards 🔥</li> </ul> \$\$	<ul style="list-style-type: none"> <li>Call Center Representatives 🔥</li> <li>Medical Receptionists 🔥</li> <li>Medical Records &amp; Billing Specialists</li> <li>Patient Services Representatives 🔥</li> <li>Sterile Processing Technicians</li> </ul> \$\$ - \$\$\$	<ul style="list-style-type: none"> <li>Home Health Aides</li> <li>Ophthalmic Technicians</li> <li>Patient Care Partners 🔥</li> </ul> \$\$
<b>Certificate or Specialized Training</b>	<ul style="list-style-type: none"> <li>Maintenance &amp; Repair Workers 🔥</li> </ul> \$\$	<ul style="list-style-type: none"> <li>Pharmacy Technicians</li> </ul> \$\$	<ul style="list-style-type: none"> <li>Certified Nursing Assistants 🔥</li> <li>EMTs &amp; Paramedics</li> <li>Medical &amp; Dental Assistants 🔥</li> <li>Patient Transporters</li> <li>Phlebotomists</li> </ul> \$\$ - \$\$\$
<b>Associate Degree</b>	<ul style="list-style-type: none"> <li>Accounting Clerks</li> <li>Desktop Support Technicians 🔥</li> <li>Office Managers</li> </ul> \$\$-\$\$\$		<ul style="list-style-type: none"> <li>Dental Hygienists</li> <li>Licensed Practical Nurses 🔥</li> <li>Radiologic Technologists 🔥</li> <li>Respiratory Therapists</li> <li>Sonographers</li> <li>Therapy Assistants</li> <li><i>Occupational Physical</i></li> </ul> \$\$\$ - \$\$\$\$
<b>Bachelor Degree</b>	<ul style="list-style-type: none"> <li>Accountants &amp; Auditors 🔥</li> <li>Computer Systems Analysts</li> <li>Human Resources Specialists 🔥</li> <li>Medical &amp; Health Services Managers 🔥</li> <li>Outpatient Practice Managers 🔥</li> </ul> \$\$\$ - \$\$\$\$\$	<ul style="list-style-type: none"> <li>Direct Support Professionals 🔥</li> <li>Medical Technologists</li> <li>Social Workers/Caseworkers <i>Child, Family, School</i></li> <li>Substance Abuse Counselors 🔥</li> </ul> \$\$ - \$\$\$	<ul style="list-style-type: none"> <li>Dietitians &amp; Nutritionists</li> <li>Nursing Supervisors</li> <li>Registered Nurses 🔥</li> <li>Therapists 🔥</li> <li><i>Occupational Physical</i></li> <li><i>Registered Respiratory</i></li> </ul> \$\$\$ - \$\$\$\$
<b>Master/Doctoral/Professional Degree</b>	<ul style="list-style-type: none"> <li>Health Care Administrators 🔥</li> <li>Outpatient Practice Directors 🔥</li> </ul> \$\$\$\$\$	<ul style="list-style-type: none"> <li>Case Managers</li> <li>Clinical Psychologists</li> <li>Crisis Counselors</li> <li>Pharmacists</li> </ul> \$\$\$ - \$\$\$\$\$	<ul style="list-style-type: none"> <li>Nurse Practitioners</li> <li>Physician Assistants</li> <li>Physicians &amp; Surgeons</li> <li>Speech Language Pathologists</li> </ul> \$\$\$\$\$ - \$\$\$\$\$

🔥 = more than 500 job postings in the past year  
 Click the occupation to learn more

### ANNUAL SALARY RANGES

\$	\$20,000 - \$35,000
\$\$	\$35,000 - \$50,000
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For more information about  
 specific occupations, visit  
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Source: JobsEQ (July 2023 through June 2024), O\*Net education levels are the minimum preferred by employers.

# HOSPITALITY & TOURISM

Education Level	 General Business Operations	 Food & Beverage Services	 Travel, Tourism, Lodging & Recreation
<b>High School Diploma or Equivalent Preferred</b>	Customer Service Representatives 🔥 Front Desk Agents Front Desk Managers Office Clerks Receptionists Sales Associates 🔥 Security Guards 🔥	Bakers Cooks Food Service Managers 🔥 Food Service Workers 🔥	Cashiers Delivery Drivers 🔥 Groundskeepers Janitors & Housekeepers 🔥 Janitor & Housekeeping Supervisors Lifeguards Ride Operators
	\$ - \$\$\$	\$-\$\$\$	\$ - \$\$
<b>Certificate or Specialized Training Preferred</b>	Maintenance & Repair Workers 🔥	Bartenders	Fitness Trainers
	\$\$	\$	\$\$
<b>Associate Degree Preferred</b>	Accounting Clerks	Chefs & Head Cooks	
	\$\$-\$\$\$	\$\$\$	
<b>Bachelor Degree Preferred</b>	Accounting Managers Director of Sales General Managers Sales Representatives 🔥		Hotel Managers Facility Managers
	\$\$ - \$\$\$\$		\$\$\$ - \$\$\$\$

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### ANNUAL SALARY RANGES

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Tips are not included in average wages above.  
 Experience can be substituted for education.

Source: JobsEQ (July 2023 through June 2024), O\*Net education levels are the minimum preferred by employers.

# Lehigh Valley Hot Careers

## LIFE SCIENCES

Education Level	 General Business Operations	 Production, Maintenance & Logistics	 Science, Technology, Engineering & Math
<b>High School Diploma or Equivalent</b>	Customer Service Representatives 🔥 Office Clerks Office Administrators 🔥 \$\$-\$\$\$	Assemblers Machine Operators Material Movers 🔥 Quality Control Inspectors \$\$ - \$\$\$	
<b>Certificate or Specialized Training</b>		Electronic Technicians Maintenance Mechanics Maintenance & Repair Workers 🔥 Production Supervisors 🔥 \$\$\$	Phlebotomists \$\$
<b>Associate Degree</b>	Office Managers \$\$\$	Quality Specialists \$\$\$	Chemical Technicians Histotechnologists Laboratory Assistants Laboratory Technicians Radiologic Technologists 🔥 \$\$\$ - \$\$\$\$
<b>Bachelor Degree</b>	Operations Managers 🔥 Sales Representatives \$\$\$\$ - \$\$\$\$\$	Project Managers Quality Control Analysts Quality Control Managers \$\$ - \$\$\$\$\$	Chemists Cytotechnologists Engineers 🔥 <i>Industrial Mechanical</i> Medical Technologists Software Developers \$\$\$ - \$\$\$\$\$
<b>Master/ Doctoral/ Professional Degree</b>			Medical Scientists Research Coordinators \$\$\$\$ - \$\$\$\$\$

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### ANNUAL SALARY RANGES



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# TRANSPORTATION, DISTRIBUTION & LOGISTICS

Education Level	 <b>General Business Operations</b>	 <b>Distribution &amp; Logistics</b>	 <b>Transportation</b>
<b>High School Diploma or Equivalent</b>	Administrative Assistants 🔥 Customer Service Representatives 🔥 Janitors 🔥 Office Clerks Sales Associates & Representatives 🔥 Security Guards Talent Acquisition Specialists 🔥 \$\$\$-\$\$\$\$	Forklift Operators Inventory Clerks Material Movers 🔥 Order Fillers 🔥 Project Planners Quality Control Inspectors Shipping Clerks Warehouse Associates 🔥 Warehouse Supervisors \$\$ - \$\$\$	Couriers Delivery Drivers 🔥 Dispatchers \$ - \$\$\$
<b>Certificate or Specialized Training</b>		Maintenance & Repair Workers 🔥 Maintenance Supervisors \$\$\$ - \$\$\$\$	Automotive Technicians Tractor-Trailer Truck Drivers 🔥 \$ - \$\$\$\$
<b>Associate Degree</b>	Accounting Clerks Desktop Support Technicians 🔥 Office Managers \$ - \$\$\$		
<b>Bachelor Degree</b>	Accountants & Auditors 🔥 Account Managers 🔥 General Managers Human Resources Specialists 🔥 Sales Managers Training Coordinators \$\$\$ - \$\$\$\$\$	Project Coordinators 🔥 Supply Chain Analysts \$\$\$	Operations Managers \$ - \$\$\$\$\$
🔥 = more than 500 job postings in the past year Click the occupation to learn more			<b>ANNUAL SALARY RANGES</b>
For more information about Lehigh Valley careers, visit <a href="https://lehighvalley.org/hotcareers">lehighvalley.org/hotcareers</a>			\$ 20,000 - \$35,000 \$\$ 35,000 - \$50,000 \$\$\$ 50,000 - \$75,000 \$\$\$\$ 75,000 - \$100,000 \$\$\$\$\$ More than \$100,000
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# Lehigh Valley

## ECONOMIC DEVELOPMENT

### Our Mission

The mission of the Lehigh Valley Economic Development Corporation is to market the economic assets of the Lehigh Valley and to create partnerships to support the recruitment, growth, and retention of employers and the creation of jobs for people of all skill and education levels.

### Our Vision

Our vision is of a diverse Lehigh Valley economy that provides economic growth and opportunity for people of all skill and education levels and strengthens all our cities, boroughs, and townships.

### Our Location Advantage



520 N. New St., Bethlehem, PA 18018  
Phone: 610-266-6775 • Fax: 610-266-7623

[lehighvalley.org](http://lehighvalley.org)



**PENNSYLVANIA  
GETS IT DONE.**