



# ClearPATH Careers

Simplifying the Talent Map with a Skills-Driven Compass

September 2025

# Current State |

## WORKFORCE DATA

# DATA IS FIT TO EXISTING NARRATIVES

## 'Industries' In Demand

Advanced Manufacturing  
Life Sciences  
Information Technology

NO NAICS, Double  
Counting, Inconsistent  
Definitions

## 'Occupations' In Demand

Not Validated By  
Company Need

Job Titles  $\neq$  Job  
Requirements

Persistent Skill Gaps

## Career

## 'Pathways'

Theory not  
Practice

Overly Simplistic

Ignore Skills  
Overlap

## No Common Language or Definitions

Individual methodologies limit comparisons of data and data is used for purposes inconsistent with methodology



# **Future State |**

## **WORKFORCE DATA**

# ClearPATH



- **Industry to Occupation Clusters**
  - Pathways are based on skills to do the job not what the business sells
- **Opportunity Index Scores**
  - Simplifies analysis of Wages, Jobs, Growth, Automation Risk, etc.
- **Employer Informed**
  - Enable employer validation of Data



Form a clear picture of today and tomorrow's workforce needs and implement solutions that close jobs-skills gaps.



**Talent**

**Business**



**IDENTIFY  
JOB  
NEED**

**ACCESS  
WORKFORCE  
PARTNERS**

**OCC**  
*myFUTURENC*  
**TRAINED  
TALENT**  
2 million by 2030

**JOB  
MATCH**

**QUALITY  
JOBS**

**ACCESS  
WORKFORCE  
PARTNERS**

**IDENTIFY  
TALENT  
NEED**



**Skills** are the  
Language of

**Talent**

**Industry** is the  
Language of

**Business**

**Skills** Live at the Occupation Level,  
Not the **Industry** Level

# Industries in Demand



**Manufacturing**



**Finance**



**Construction**



**Healthcare**



**Hospitality**



**Transportation  
& Logistics**



**Information  
Technology**

# ClearPATH Clusters



**Advanced  
Manufacturing**



**Agriculture**



**Architecture &  
Construction**



**Arts &  
AV Tech**



**Government  
& Public Admin**



**Business Management  
& Administration**



**Education &  
Training**



**Finance**



**Healthcare**



**Hospitality  
& Tourism**



**Human  
Services**



**Information  
Technology**



**Life  
Sciences**



**Law &  
Public Safety**



**Marketing,  
Sales & Service**



**Mining,  
Oil & Gas**



**Transportation**



**STEM**



**Utilities**

# Cluster Employment



178,823



217,948



144,917



86,050

9,942



140,586



72,459



47,192



46,364



181,925



27,315



81,771

12,561



66,786



23,600

1,825

6,322

3,649

An aerial photograph of a dense urban skyline, featuring numerous skyscrapers and buildings. The image is overlaid with a semi-transparent blue and green gradient that transitions from a bright green on the left to a deep blue on the right. The text is centered in the middle of the image.

**Industry & Occupation**

# **Opportunity Scores**

Industry	NAICS	Avg. Earnings	2024 Jobs	Projected Growth
Finance and Insurance	52	\$182,087	90,581	19%
Professional, Scientific, and Technical Services	54	\$135,332	71,138	20%
Government	90	\$105,406	84,619	6%
Health Care and Social Assistance	62	\$83,638	65,103	17%
Management of Companies and Enterprises	55	\$178,278	30,268	7%
Transportation and Warehousing	48	\$89,672	51,192	15%
Information	51	\$141,818	21,365	13%
Administrative and Support and Waste Management and Remediation Services	56	\$68,466	64,105	6%
Accommodation and Food Services	72	\$34,581	67,729	12%
Construction	23	\$101,183	41,312	8%
Real Estate and Rental and Leasing	53	\$100,587	17,485	17%
Utilities	22	\$172,419	2,103	8%
Retail Trade	44	\$52,054	64,959	3%
Manufacturing	31	\$107,633	35,374	3%
Wholesale Trade	42	\$118,439	39,221	-2%
Other Services (except Public Administration)	81	\$50,735	33,409	13%
Arts, Entertainment, and Recreation	71	\$72,723	17,281	14%
Educational Services	61	\$50,814	15,732	8%
Mining, Quarrying, and Oil and Gas Extraction	21	\$93,972	186	3%
Agriculture, Forestry, Fishing and Hunting	11	\$65,042	1,237	3%

Industry	NAICS	Sector Opportunity Score
Finance and Insurance	52	99
Professional, Scientific, and Technical Services	54	79
Government	90	65
Health Care and Social Assistance	62	61
Management of Companies and Enterprises	55	56
Transportation and Warehousing	48	53
Information	51	49
Administrative and Support and Waste Management and Remediation Services	56	46
Accommodation and Food Services	72	46
Construction	23	44
Real Estate and Rental and Leasing	53	42
Utilities	22	42
Retail Trade	44	39
Manufacturing	31	38
Wholesale Trade	42	37
Other Services (except Public Administration)	81	33
Arts, Entertainment, and Recreation	71	32
Educational Services	61	19
Mining, Quarrying, and Oil and Gas Extraction	21	17
Agriculture, Forestry, Fishing and Hunting	11	11

An aerial photograph of a dense urban skyline, featuring numerous skyscrapers and buildings. The image is overlaid with a semi-transparent blue and green gradient that transitions from a bright green on the left to a deep blue on the right. The text is centered in the middle of the image.

Industry & Occupation

# Opportunity Scores

Occupation Cluster		Occupation		SOC	2024 Jobs	2035 Jobs	2024 Hires	2024 Turnover Rate	Avg. Annual Openings	Median Hourly Earnings	Avg. Annual Earnings	Automation Index	Typical Entry Level Education	Work Experience Required	
Business Management & Administration		General and Operations Managers		11-1021	-	23,161	26,727	14,387	58%	2,322	\$53.97	\$142,976.51	82.2	Bachelor's degree	5 years or more
Health Science		Registered Nurses		29-1141	-	26,065	28,689	13,369	48%	1,780	\$39.06	\$83,897.32	85.3	Bachelor's degree	None
Information Technology		Software Developers		15-1252	-	19,815	25,179	16,200	76%	1,692	\$64.70	\$134,790.21	80.2	Bachelor's degree	None
Marketing, Sales & Service		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products		41-4012	-	16,471	17,435	7,442	42%	1,608	\$32.06	\$89,034.96	91.5	High school diploma or equivalent	None
Business Management & Administration		Customer Service Representatives		43-4051	-	29,584	30,704	28,475	93%	4,204	\$19.88	\$44,048.55	96.4	High school diploma or equivalent	None
Transportation, Distribution & Logistics		Heavy and Tractor-Trailer Truck Drivers		53-3032	-	22,947	24,724	18,358	79%	2,672	\$24.04	\$54,889.73	110.1	Postsecondary nondegree award	None
Marketing, Sales & Service		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel		41-3091	-	12,432	13,948	12,305	95%	1,379	\$30.28	\$81,207.18	96.7	High school diploma or equivalent	None
Transportation, Distribution & Logistics		Laborers and Freight, Stock, and Material Movers, Hand		53-7062	-	42,578	46,745	62,146	147%	6,210	\$16.71	\$35,699.23	117.2	No formal educational credential	None
Finance		Accountants and Auditors		13-2011	-	16,398	18,405	10,147	58%	1,522	\$43.00	\$102,820.93	93.1	Bachelor's degree	None
Business Management & Administration		First-Line Supervisors of Office and Administrative Support Workers		43-1011	-	12,157	12,901	5,732	45%	1,278	\$29.55	\$65,313.41	91.8	High school diploma or equivalent	Less than 5 years
Finance		Insurance Sales Agents		41-3021	-	8,728	10,855	3,644	35%	980	\$30.93	\$89,943.66	96.0	High school diploma or equivalent	None
Marketing, Sales & Service		Market Research Analysts and Marketing Specialists		13-1161	-	10,011	11,984	9,318	86%	1,180	\$36.78	\$85,364.39	88.6	Bachelor's degree	None
Transportation, Distribution & Logistics		First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors		53-1047	-	6,304	7,039	4,443	70%	736	\$28.46	\$61,046.50	93.8	High school diploma or equivalent	Less than 5 years
Architecture & Construction		First-Line Supervisors of Construction Trades and Extraction Workers		47-1011	-	10,499	11,276	8,336	77%	949	\$33.26	\$71,564.28	106.2	High school diploma or equivalent	5 years or more
Manufacturing		First-Line Supervisors of Production and Operating Workers		51-1011	-	6,024	6,478	2,548	41%	626	\$32.15	\$70,836.89	88.6	High school diploma or equivalent	Less than 5 years
Business Management & Administration		Management Analysts		13-1111	-	10,748	12,447	6,123	54%	1,097	\$50.00	\$118,121.26	91.1	Bachelor's degree	Less than 5 years

Occupation Cluster	Occupation	soc	Occupation Opportunity Score
Business Management & Administration	General and Operations Managers	11-1021	100.0
Health Science	Registered Nurses	29-1141	93.4
Information Technology	Software Developers	15-1252	93.1
Marketing, Sales & Service	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	91.7
Business Management & Administration	Customer Service Representatives	43-4051	89.9
Transportation, Distribution & Logistics	Heavy and Tractor-Trailer Truck Drivers	53-3032	89.6
Marketing, Sales & Service	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	41-3091	89.6
Transportation, Distribution & Logistics	Laborers and Freight, Stock, and Material Movers, Hand	53-7062	88.5
Finance	Accountants and Auditors	13-2011	87.3
Business Management & Administration	First-Line Supervisors of Office and Administrative Support Workers	43-1011	85.4
Finance	Insurance Sales Agents	41-3021	84.8
Marketing, Sales & Service	Market Research Analysts and Marketing Specialists	13-1161	83.1
Transportation, Distribution & Logistics	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	53-1047	82.0
Architecture & Construction	First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	81.6
Manufacturing	First-Line Supervisors of Production and Operating Workers	51-1011	81.4
Business Management & Administration	Management Analysts	13-1111	81.2

# Cluster Scorecards



**ADVANCED MANUFACTURING**

The Advanced Manufacturing cluster includes skilled, technology-focused jobs that build, install, and repair complex equipment and systems. These roles require mechanical aptitude, problem-solving skills, and knowledge of electronics, mechatronics, and computer-controlled machinery. Workers support critical areas like power systems, medical devices, transportation, and telecommunications while driving innovation in wind energy, nuclear power, and semiconductor production. This cluster is essential to keeping industries running safely and efficiently.

**CLUSTER SNAPSHOT**

Total Jobs (2024)	61770
10-Year Growth Rate	10%
Total Occupations	55
Average Openings Per Occupation	1486
% High Opportunity Occupations	74%
Average Hourly Earnings	\$27/HR
Top Industries	1. Construction 2. Administrative and Support and Waste Management and Remediation Services

**TALENT SUPPLY**

Training Provider	Certification	Skills Prepared	Employers Reviewed	Meets Employer Needs (Y/N)?

**EMPLOYER DEMAND VALIDATION**

Top Employers: **Coca-Cola** Corporation, Colliers Engineering & Design, GPAC, Fountain Electric and Services

Employer Name	Occupational Needs	Skill Needs	Comments

2025 REGIONAL TALENT SCORECARD

[www.charlotteworks.com/ClearPATH](http://www.charlotteworks.com/ClearPATH)