

Step 3



Select your
CAREER interest

Not sure which **CAREER** is right for you?

NOTICE

**THIS IS A
DRUG-FREE
WORKPLACE**

Many employers **REQUIRE** you pass a drug screen before employment **AND** conduct random drug screens.

THINK SAFETY FIRST

Safety awareness is a priority with employers.

This section of the Employment Guide helps you determine your career interests. The first step is to take an interest survey. The second is to explore your career interests by reading about a variety of job positions, including education requirements, wages, and the skills needed to be successful.

Find your career interest

INTEREST SURVEYS MEASURE YOUR STRENGTHS AND INTERESTS

One can be completed at your local WorkForce West Virginia Career Center or OhioMeansJobs Center.

Or if you have Internet access go to:



westvirginia.strategiccompass.com/

Select “Assess Yourself” and answer a few questions



MyStateMyLife.com

Explore options in careers and training



jobseeker.ohiomeansjobs.monster.com/home.aspx

Select the “Career Profile” icon and answer a few questions



mynextmove.org/


Select, “I’m not really sure”

Explore your career interests

The following pages list occupations in construction, oil and gas, and the plastics and polymers industries and describe the education requirements, skill sets, and wages for these positions.

Only **YOU** can select the occupation that is best for you.

EXPLORE THE OPTIONS!

- Talk to people who work in the occupations.
-  onetonline.org and enter the job title to find more details.
- Check out employer websites.

VETERANS

Find out how your military qualifications translate to civilian careers. Check out My Next Move at






mynextmove.org/vets/

Once you have selected your career interest, **STEP 4** can help you find the right training program through apprenticeship programs, local colleges, universities, or vocational/technical schools.

OCCUPATION descriptions

TAKE NOTE

Occupations are listed by industry:


-  **CONSTRUCTION**
-  **OIL AND GAS**
-  **PLASTICS AND POLYMERS**

Each industry section will provide you with an overview of the industry, including the skills in demand and working conditions. Occupations listed in one industry also may be needed in another industry (for example, welders are listed in oil and gas, but are also needed in construction).

Job descriptions include an SOC code number to help you find additional information about that occupation. An SOC code is a Standard Occupational Classification code used to classify workers into occupational categories. This code can be used to find more information about the occupation when you go to the O*NET website, the nation's primary source of occupational information. The O*NET database contains information on hundreds of standardized and occupation-specific descriptions.

 onetonline.org

Education requirements

 Indicates the minimum education required for the occupation.

Bachelor's Degree means completion of a degree that requires at least four years and not more than five years of academic study beyond high school.


Associate Degree means completion of a degree that requires at least two years and not more than four years of academic study beyond high school.

Post secondary non-degree award leads to a certificate or other award and is the result of completing formal schooling beyond high school. Length of program varies from a few weeks to one-to-two years.

Education requirements provided by Bureau of Labor Statistics:

 bls.gov/emp/ep_table_112.htm

Wages

 Indicates the wage range: The first dollar amount is an approximate starting wage, the second dollar amount is the median wage.

*Wage data provided by West Virginia Labor Market Information, OES Data, May 2013.
Range is starting salary to median salary.*

"...earnings increase significantly as a worker's degree of education rises."

www.dol.gov/dol/topic/wages/educational.htm



CONSTRUCTION

The construction industry is key to the economy of the Mid-Ohio Valley, employing more than 4,500 workers at an average earnings level of around \$50,000 per year.

Construction jobs are cyclical — there are times when construction workers work 1,000 hours a year (of 2,080) and times when they work 2,500+ hours per year. Income depends on availability of work, weather, and willingness to work out of town. If you're looking for a "routine" nine-to-five job and a "regular" paycheck, construction occupations may not be for you.



Construction work is physically demanding and is done outdoors in all weather conditions.

Construction occupations at-a-glance

ALL construction occupations require a high school diploma/equivalent; some require experience or on-the-job training (OJT) such as an apprenticeship programs. Some trades, such as electricians, plumbers/pipefitters and crane operators require a license.

Apprenticeship programs are available for many construction occupations. For information about training see **STEP 4**.

In demand

- **MATH SKILLS**
- **COMPUTER SKILLS:** Microsoft Office, Microsoft Excel
- **COMMUNICATION SKILLS:** writing, preparing reports
- **ORGANIZATION SKILLS:** project management, planning
- **LEADERSHIP**

Skills needed in all construction occupations

KNOWLEDGE	SKILLS	ABILITIES
Building & Construction	Active Listening	Near Vision
Mechanical	Critical Thinking	Problem Sensitivity
Administration & Management	Coordination	Oral Comprehension
Mathematics	Speaking	Multi-limb Coordination
Customer & Personal Service	Reading Comprehension	Manual Dexterity

Construction occupations

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Safety awareness is a priority with employers.

FOR ADDITIONAL INFORMATION ON THESE OCCUPATIONS, VISIT

-  onetonline.org/
-  wvapprenticeships.com/
-  jfs.ohio.gov/apprenticeship/index.stm



Asbestos/Hazardous Materials Removal Workers

Identify, remove, pack, transport, or dispose of hazardous materials, including asbestos, lead-based paint, waste oil, fuel, transmission fluid, radioactive materials, or contaminated soil. Specialized training and certification in hazardous materials handling or a confined entry permit are generally required. May operate earth-moving equipment or trucks. **SOC Code: 47-4041**



High school diploma or equivalent



\$13.84 – \$17.24 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Chemistry	Critical Thinking	Problem Sensitivity
Mechanical	Monitoring	Control Precision
Education & Training	Operation & Control	Deductive Reasoning
English Language	Active Listening	Multi-limb Coordination
Public Safety & Security	Coordination	Oral Comprehension

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Boilermakers

Construct, assemble, maintain, and repair stationary steam boilers and boiler house auxiliaries. Align structures or plate sections to assemble boiler frame tanks or vats by following blueprints. Work involves use of hand and power tools, plumb bobs, levels, wedges, dogs, or turnbuckles. Assist in testing assembled vessels. Direct cleaning of boilers and boiler furnaces. Inspect and repair boiler fittings, such as safety valves, regulators, automatic-control mechanisms, water columns, and auxiliary machines. **SOC Code: 47-2011**



High school diploma or equivalent



\$19.25 – \$27.33 per hour



TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Operation Monitoring	Problem Sensitivity
Building Construction	Critical Thinking	Arm-Hand Steadiness
Customer & Personal Service	Operations & Control	Control Precision
Engineering & Technology	Quality Control Analysis	Manual Dexterity
Mathematics	Active Listening	Near Vision

Brickmasons, Blockmasons, Stonemasons

Lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block, and terra-cotta block, with mortar and other substances to construct or repair walls, partitions, arches, sewers, and other structures. Build stone structures, such as piers, walls, and abutments. Lay walks, curbstones, or special types of masonry for vats, tanks, and floors.

SOC Codes: 47-2021 and 47-2022

-  High school diploma or equivalent
-  \$12.90 – \$17.35 per hour





Construction workers are required to wear safety gear while on the job.

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Building & Construction	Critical Thinking	Manual Dexterity
Mathematics	Monitoring	Static Strength
Mechanical	Coordination	Trunk Strength
Customer & Personal Service	Quality Control Analysis	Arm-Hand Steadiness
Administration/Management	Time Management	Dynamic Strength

Carpenters

Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways. Construct, erect, install, and repair structures and fixtures of wood, plywood, and wallboard, using carpenter’s hand tools and power tools. Build rough wooden structures, such as concrete forms, scaffolds, tunnel, bridge, or sewer supports, billboard signs, and temporary frame shelters, according to sketches, blueprints, or oral instructions. **SOC Codes: 47-2031**

-  High school diploma or equivalent
-  \$12.71 – \$18.99 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Building Construction	Active Listening	Manual Dexterity
Mathematics	Coordination	Problem Sensitivity
Mechanical	Monitoring	Visualization
English Comprehension	Critical Thinking	Arm-Hand Steadiness
Design	Judgment/Decision Making	Oral Comprehension



Cement Masons, Concrete Finishers, Plasterers, and Stucco Masons

Apply interior or exterior plaster, cement, stucco, or similar materials. May also set ornamental plaster. Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; and use saws to cut expansion joints. **SOC Codes: 47-2051 and 47-2161**



High school diploma or equivalent



\$10.60 – \$21.25 per hour



Construction work is physically demanding and is done outdoors in all weather conditions.

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Building & Construction	Monitoring	Arm-Hand Steadiness
Administration & Management	Active Listening	Manual Dexterity
Mathematics	Coordination	Near Vision
Design	Critical Thinking	Trunk Strength
Customer & Personal Service	Judgment/Decision Making	Multi-limb Coordination

Construction Laborers

Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris and other waste materials. May assist other craft workers. **SOC Code: 47-2061**



High school diploma or equivalent



\$9.57 – \$16.28 per hour


TOP COMPETENCIES NEEDED


KNOWLEDGE	SKILLS	ABILITIES
Building Construction	Active Listening	Manual Dexterity
Mechanical	Coordination	Arm-Hand Steadiness
Administration/Management	Operation Monitoring	Multi-limb Coordination
Public Safety & Security	Reading Comprehension	Static Strength
Mathematics	Social Perceptiveness	Control Precision



Electricians

Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. **SOC Code: 47-2111**

 High school diploma or equivalent


 \$15.74 – \$26.15 per hour


TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Building Construction	Troubleshooting	Problem Sensitivity
Mechanical	Repairing	Deductive Reasoning
Mathematics	Active Listening	Inductive Reasoning
Design	Critical Thinking	Near Vision
English Language	Judgment/Decision Making	Oral Comprehension

Glaziers (Glass Workers)

Install glass in windows, skylights, store fronts, and display cases, or on surfaces, such as building fronts, interior walls, ceilings, and tabletops. **SOC Code: 47-2121**

 High school diploma or equivalent

 \$12.31 – \$18.65 per hour


TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Building Construction	Coordination	Arm-Hand Steadiness
Mathematics	Critical Thinking	Near Vision
Customer & Personal Service	Operation & Control	Manual Dexterity
	Reading Comprehension	Finger Dexterity
		Information Ordering

Heating, Ventilation, Air Conditioning

Install, service, or repair heating and air conditioning systems in residences or commercial establishments. **SOC Code: 49-9021**

 Associate Degree

 \$10.97 – \$16.64 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Equipment Maintenance	Problem Sensitivity
Customer & Personal Service	Installation	Deductive Reasoning
Building Construction	Quality Control	Finger Dexterity
Design	Troubleshooting	Near Vision
Physics	Repairing	Arm-Hand Steadiness



Industrial Equipment Operators

Transports, performs set-ups, inspects, operates, maintains and repairs high pressure water-blasting equipment and industrial vacuuming equipment to perform proper removal, containment, transporting, and disposal of both hazardous and non-hazardous materials for the purpose of cleaning. Wash or otherwise clean vehicles, machinery, and other equipment. Use such materials as water, cleaning agents, brushes, cloths, and hoses. **SOC Code: 53-7061**



High school diploma or equivalent



\$10.01 – \$15.01 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Customer & Personal Service	Operation & Control Quality Control Analysis	Near Vision Multi-limb Coordination Manual Dexterity Problem Sensitivity

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Iron Workers

Raise, place, and unite iron or steel girders, columns, and other structural members to form completed structures or structural frameworks. May erect metal storage tanks and assemble prefabricated metal buildings. **SOC Code: 47-2221**



High school diploma or equivalent



\$16.17 – \$25.45 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Building Construction Production & Processing Mechanical Design English Language	Operation & Control Operation Monitoring Coordination Critical Thinking Judgment/Decision Making	Arm-Hand Steadiness Multi-limb Coordination Static Strength Manual Dexterity Control Precision

Millwrights

Install, dismantle, or move machinery and heavy equipment according to layout plans, blueprints, or other drawings. **SOC Code: 49-9044**



High school diploma or equivalent



\$12.92 – \$22.79 per hour


TOP COMPETENCIES NEEDED


KNOWLEDGE	SKILLS	ABILITIES
Mechanical Mathematics Building Construction English Language Engineering & Technology	Installation Equipment Maintenance Operation Monitoring Critical Thinking Repairing	Arm-Hand Steadiness Finger Dexterity Control Precision Manual Dexterity Multi-limb Coordination

Operating Engineers/Heavy Equipment Operator

Operate one or several types of power construction equipment, including motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties. **SOC Code: 47-2073**



 High school diploma or equivalent

 \$14.25 – \$23.48 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Building Construction	Operation & Control	Control Precision
Mechanical	Operation Monitoring	Depth Perception
	Monitoring	Multi-limb Coordination
	Coordination	Near Vision
	Equipment Maintenance	Far Vision





Painters

Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency. **SOC Code: 47-2141**



High school diploma or equivalent



\$10.71 – \$18.99 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Public Safety & Security	Active Listening	Arm-Hand Steadiness
Administration & Management	Critical Thinking	Trunk Strength
English Language	Social Perceptiveness	Extent Flexibility
Customer & Personal Service	Time Management	Gross Body Equilibrium
Building Construction		Near Vision

Plumbers and Pipefitters

Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes sprinklerfitters. Lay out, assemble, install, or maintain pipe systems, pipe supports, or related hydraulic or pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, or industrial production or processing systems. **SOC Code: 47-2152**



Associate Degree




\$12.92 – \$22.71 per hour


TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Critical Thinking	Arm-Hand Steadiness
Building Construction	Active Listening	Control Precision
Design	Judgment & Decision Making	Problem Sensitivity
Mathematics	Complex Problem Solving	Deductive Reasoning
English Language	Operation Monitoring	Multi-limb Coordination

Roofers

Cover roofs of structures with shingles, slate, asphalt, aluminum, wood, or related materials. May spray roofs, sidings, and walls with material to bind, seal, insulate, or soundproof sections of structures. **SOC Code: 47-2181**

 High school diploma or equivalent

 \$9.25 – \$13.97 per hour

TOP COMPETENCIES NEEDED


KNOWLEDGE	SKILLS	ABILITIES
Building Construction	Coordination Operation & Control Active Listening Critical Thinking Time Management	Gross Body Equilibrium Arm-Hand Steadiness Trunk Strength Extent Flexibility Near Vision




Construction work is physically demanding and is done outdoors in all weather conditions.

Sheet Metal Workers

Fabricate, assemble, install, and repair sheet metal products and equipment, such as ducts, control boxes, drainpipes, and furnace casings. Work may involve any of the following: setting up and operating fabricating machines to cut, bend, and straighten sheet metal; shaping metal over anvils, blocks, or forms using hammer; operating soldering and welding equipment to join sheet metal parts; or inspecting, assembling, and smoothing seams and joints of burred surfaces. Includes sheet metal duct installers who install prefabricated sheet metal ducts used for heating, air conditioning, or other purposes. **SOC Code: 47-2211**

 High school diploma or equivalent

 \$17.85 – \$24.92 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Critical Thinking	Near Vision
Mathematics	Coordination	Multi-limb Coordination
Building Construction	Judgment /Decision Making	Visualization
Administration/Management	Mathematics	Information Ordering
English Language	Monitoring	Arm-Hand Steadiness



Truck Drivers

Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location. **SOC Codes: 53-3032 and 53-7051**



High school diploma or equivalent and commercial driver's license



\$13.08 – \$17.84 per hour

TAKE NOTE

Construction jobs are cyclical – There are times when construction workers work 1,000 hours a year (of 2,080 hours possible) and times when they work 2,500+ hours per year.

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Transportation	Operation & Control	Control Precision
Public Safety & Security	Operation Monitoring	Far Vision
English Language	Monitoring	Multi-limb Coordination
Customer & Personal Service	Time Management	Near Vision
Mechanical	Critical Thinking	Response Orientation

Welders, Cutters, Solderers, and Braziers

Use hand-welding, flame-cutting, hand-soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

SOC CODE: 51-4121



High school diploma or equivalent



\$12.90 – \$21.68 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Production & Processing	Critical Thinking	Arm-Hand Steadiness
Design	Operation & Control	Near Vision
Administration & Management	Monitoring	Control Precision
Mechanical	Reading Comprehension	Multi-limb Coordination
Mathematics		Problem Sensitivity

OIL AND GAS



Careers in the oil and natural gas industry are diverse and vary in skill level and educational attainment. The industry, especially the shale oil and shale gas industry, is growing rapidly and employers are frequently in need of skilled men and women who can fill open positions.

Within the shale oil and natural gas industry, there are three industry segments: Upstream, Midstream and Downstream. These three segments refer to different points in the process of locating and extracting, collecting, and ultimately preparing the oil and natural gas for use.

UPSTREAM: Mapping potential well sites, leasing land, preparing land for drilling and drilling wells.

MIDSTREAM: Collecting, transporting and storing the oil and gas and marketing of various oil and natural gas products.

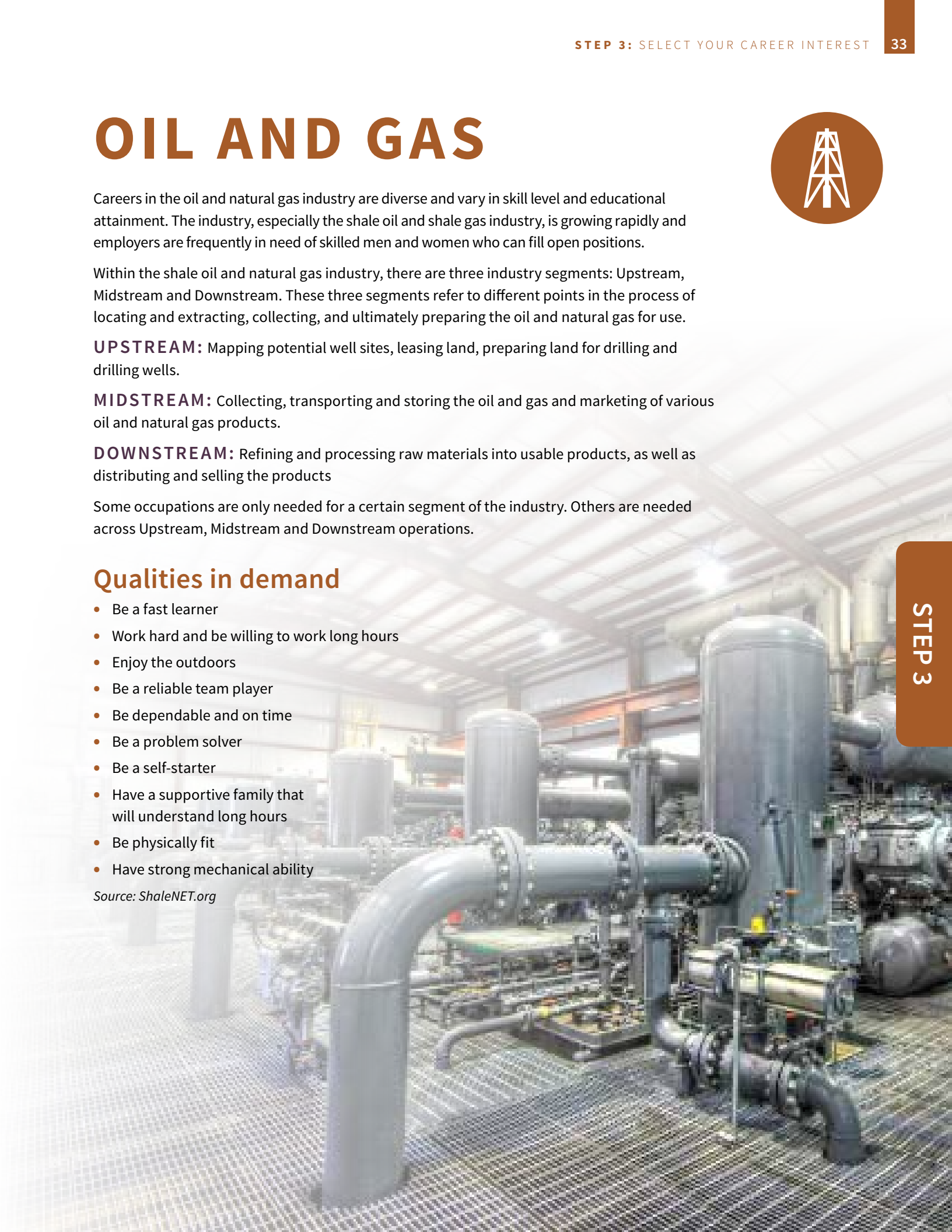
DOWNSTREAM: Refining and processing raw materials into usable products, as well as distributing and selling the products

Some occupations are only needed for a certain segment of the industry. Others are needed across Upstream, Midstream and Downstream operations.

Qualities in demand

- Be a fast learner
- Work hard and be willing to work long hours
- Enjoy the outdoors
- Be a reliable team player
- Be dependable and on time
- Be a problem solver
- Be a self-starter
- Have a supportive family that will understand long hours
- Be physically fit
- Have strong mechanical ability

Source: *ShaleNET.org*





Industry expectations

There are certain industry standards to be aware of before starting a career in the oil and natural gas industry.

**THINK
SAFETY
FIRST**

Safety awareness is a priority with employers.

Safety

SAFETY IS THE NUMBER ONE PRIORITY FOR EMPLOYERS IN THE OIL AND NATURAL GAS INDUSTRY and there are many regulations and standard practices in place to ensure a safe environment. Employees are required to wear personal protective clothing and equipment in many circumstances while on the job site. Additionally, employees **receive extensive safety training** so that everyone can identify potential problems and safely correct them. In certain occupations, workers could be exposed to hazardous materials, uncomfortable noise levels, and equipment that can be dangerous if not operated properly. Anyone considering or starting a career in the shale oil and shale natural gas industry should make safety a priority.

Drug testing

Because such an emphasis is placed on ensuring a safe environment, there is no tolerance for drug use in the industry. Drug testing during the hiring process and while employed is a universal practice within the industry. All individuals who are considering or pursuing a career in the oil and natural gas industry should expect to undergo routine drug testing.

Working conditions

Working conditions in the oil and natural gas industry vary, but can be demanding. Working at a well site, for example, requires individuals to work in all weather conditions. Additionally, individuals usually work long hours and often work several weeks in a row with no time off. There are significant opportunities for overtime pay.

Source: ShaleNET: A Guide to Careers 2013

Oil and gas occupations

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FOR ADDITIONAL INFORMATION ON THESE OCCUPATIONS, VISIT

-  onetonline.org/
-  shalenet.org/
-  oogeep.org/industry-workforce/careers



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*There is **NO TOLERANCE FOR DRUG USE** in the oil and gas industry.*




Derrick Operators

Rig derrick equipment and operate pumps to circulate mud through drill hole.

SOC Code: 47-5011

 High school diploma or equivalent

 \$15.87 – \$21.10 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Operation Monitoring	Multi-limb Coordination
Mathematics	Operation & Control	Control Precision
English Language	Critical Thinking	Arm-Hand Steadiness
Education & Training	Monitoring	Manual Dexterity
Public Safety & Security	Repair	Reaction Time


TAKE NOTE

Most of the jobs listed will require long hours, irregular work schedules and shift work, including nights and weekends.

Earth Drillers

Operate a variety of drills such as rotary, churn, and pneumatic to tap sub-surface water and salt deposits, remove core samples during mineral exploration or soil testing, and facilitate the use of explosives in mining or construction. May use explosives. Includes horizontal and earth boring machine operators. **SOC Code 47-5021**

 High school diploma or equivalent

 \$13.23—\$19.74 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Operation & Control	Control Precision
Public Safety & Security	Operation Monitoring	Multi-Limb Coordination
Administration & Management	Monitoring	Manual Dexterity
Mathematics	Critical Thinking	Arm-Hand Steadiness
	Equipment Maintenance	Reaction Time

Electrical Power and Telecommunications Line Installers



Install or repair cables or wires used in electrical power or distribution systems. May erect poles and light or heavy duty transmission towers. Install and repair telecommunications cable, including fiber optics. **SOC Codes 49-9051 and 49-9052**

- High school diploma or equivalent
- \$14.34 – \$27.30 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Active Listening	Near Vision
Telecommunications	Critical Thinking	Oral Comprehension
Physics	Operation Monitoring	Problem Sensitivity
Computers & Electronics	Troubleshooting	Oral Expression
Mathematics	Operation & Control	Multi-limb Coordination

Engineering Technicians

Includes Civil (**SOC: 17-3022**), Electrical (**SOC: 17-3023**), Environmental (**SOC: 17-3025**), Mechanical (**SOC: 17-3027**), Chemical (**SOC: 19-4031**), and Occupational Health and Safety (**SOC: 29-9012**). All apply theory and principles to plan, design, and oversee construction and maintenance; build, test, troubleshoot, and modify electronic components, equipment, and systems; modify, test, and operate equipment and devices used in the prevention, control, and remediation of environmental problems; modify, develop, test, or calibrate machinery and equipment. Work under direction of engineering staff. Conduct chemical and physical laboratory tests to assist scientists in making qualitative/quantitative analyses of materials for research/development of environmental standards; collect data on work environments for analysis by occupational health and safety specialists.

- Associate or Bachelor’s Degree
- \$13.21 – \$33.18 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Engineering Technology	Active Listening	Deductive Reasoning
Mathematics Critical Thinking	Oral Comprehension	Written Comprehension
English Language	Reading Comprehension	Inductive Reasoning
Design	Complex Problem Solving	Math Reasoning
Public Safety & Security	Writing	



Employers prefer applicants with college or technical training.



Engineers

Includes Civil (**SOC: 17-2051**), Electrical (**SOC: 17-2071**), Environmental (**SOC: 17-2081**), Mechanical (**SOC: 17-2141**), and Petroleum (**SOC: 17-2171**) Engineers. Plan, design, and oversee construction and maintenance; design, develop, test, or supervise the manufacturing and installation of electrical equipment and components; research, design, plan, or perform engineering duties in the prevention, control, and remediation of environmental hazards; plan and design tools, engines, machines, and other equipment, oversee installation, operation, maintenance, and repair of equipment; devise methods to improve oil and gas extraction and production.



Bachelor's Degree



\$22.00 – \$53.32 per hour

TOP COMPETENCIES NEEDED


KNOWLEDGE	SKILLS	ABILITIES
Engineering & Technology	Critical Thinking	Oral Comprehension
Mathematics	Active Listening	Deductive Reasoning
Physics	Complex Problem Solving	Written Comprehension
Design	Reading Comprehension	Oral Expression
Computers & Electronics	Mathematics	Problem Sensitivity




Gas Compressor/Pumping Station Operator

Oversee steam, gas, electric motor, or internal combustion engine driven compressors. Transmit, compress, or recover gases, such as butane, nitrogen, hydrogen, and natural gas. **SOC Code: 53-7071**



 High school diploma or equivalent


 \$21.96 – \$26.40 per hour


TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Operation Monitoring	Problem Sensitivity
Mathematics	Operation & Control	Arm/Hand Steadiness
Public Safety & Security	Critical Thinking	Manual Dexterity
Production & Processing	Active Listening	Finger Dexterity
	Equipment Maintenance	Multi-limb Coordination

Helpers — Extraction

Help extraction craft workers, such as earth drillers, blasters and explosives workers, derrick operators, and mining machine operators, by performing duties requiring less skill. Duties include supplying equipment or cleaning work area. **SOC Code: 47-5081**

 High school diploma or equivalent


 \$10.17 – \$13.04 per hour


TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Law and Government	Monitoring	Far Vision
Public Safety and Security	Operation Monitoring	Manual Dexterity
Mechanical	Critical Thinking	Multi-limb Coordination
	Equipment Maintenance	Near Vision
	Operation & Control	Problem Sensitivity

Industrial Machinery Mechanics

Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems. **SOC Code: 49-9041**

 High school diploma or equivalent

 \$13.89 – \$20.87 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Operation Monitoring	Problem Sensitivity
Mathematics	Operation & Control	Arm/Hand Steadiness
Public Safety & Security	Critical Thinking	Manual Dexterity
Production & Processing	Active Listening	Finger Dexterity
Physics	Equipment Maintenance	Multi-limb Coordination

STEP 3



Safety awareness is a priority with employers.



Machinists

Set up and operate a variety of machine tools to produce precision parts and instruments. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures. **SOC Code: 51-4041**



High school diploma or equivalent



\$11.87 – \$18.01 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mathematics	Operation Monitoring	Arm/Hand Steadiness
Mechanical	Critical Thinking	Manual Dexterity
Production & Processing	Operation & Control	Control Precision
English Language	Active Listening	Finger Dexterity
Design	Coordination	Multi-limb Coordination

NOTICE

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DRUG-FREE
WORKPLACE**

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Machine Setters, Operators, and Tenders

Set up, operate, or tend plating or coating machines to coat metal or plastic products with chromium, zinc, copper, cadmium, nickel, or other metal to protect or decorate surfaces. Includes electrolytic processes. **SOC Code: 51-4193**



High school diploma or equivalent



\$14.12 – \$19.59 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Production and Processing	Operation Monitoring	Manual Dexterity
Public Safety and Security	Monitoring	Near Vision
Mathematics		Oral Expression
Administration & Management		Arm/Hand Steadiness
Chemistry		Control Precision

Maintenance and Repair Workers, General

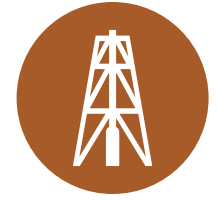
Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. **SOC Code: 49-9071**



High school diploma or equivalent



\$9.44 – \$15.73 per hour



TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Repairing	Information Ordering
Customer & Personal Service	Equipment Maintenance	Manual Dexterity
Building & Construction	Troubleshooting	Problem Sensitivity
Public Safety & Security	Critical Thinking	Arm-Hand Steadiness
	Complex Problem Solving	Near Vision

Mobile Heavy Equipment Mechanics, Except Engines

Diagnose, adjust, repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders and conveyors, used in construction, logging and surface mining. **SOC Codes: 49-3042, 49-9041**



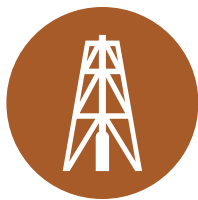
High school diploma or equivalent



\$14.06 – \$21.30 per hour


TOP COMPETENCIES NEEDED


KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Troubleshooting	Control Precision
Customer & Personal Service	Equipment Maintenance	Manual Dexterity
Computers & Electronics	Repairing	Arm-Hand Steadiness
Engineering & Technology	Operation Monitoring	Finger Dexterity
Mathematics	Operation & Control	Multi-Limb Coordination



Process Controls Specialist

Responsibility for process control systems and networks; troubleshooting system hardware and software issues and implementing repair. Must possess knowledge of instrumentations, process control schemes/automations and Distributed control Systems (DCS)/Programmable Logic controllers Systems (PLC). **SOC Code: 17-3029.04/51-8091**

 Associate or Bachelor's Degree

 \$18.00 – \$28.00 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Computer & Electronics	Critical Thinking	Problem Sensitivity
Mathematics	Complex Problem Solving	Deductive Reasoning
Production/Processing	Operation Monitoring	Information Ordering
Engineering & Technology	Operation & Control	Inductive Reasoning
Safety & Environmental	Reading Comprehension	Visualization

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Rotary Drill Operators

Set up or operate a variety of drills to remove underground oil and gas, or core samples for testing during oil and gas exploration. **SOC Code: 47-5012**

 High school diploma or equivalent

 \$14.50 – \$25.18 per hour


TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Critical Thinking	Control Precision
Mathematics	Operation & Control	Problem Sensitivity
Administration & Management	Operation Monitoring	Near Vision
Education and Training	Monitoring	Arm-Hand Steadiness
Personnel & Human Resources	Active Listening	Manual Dexterity

Roustabouts, Oil and Gas

Assemble or repair oil field equipment using hand and power tools. Perform other tasks as needed. **SOC Code: 47-5071**

 High school diploma or equivalent

 \$12.65 – \$13.93 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Public Safety & Security	Monitoring	Manual Dexterity
Mechanical	Critical Thinking	Multi-limb Coordination
	Judgment & Decision Making	Problem Sensitivity
	Operation Monitoring	Near Vision
	Quality Control Analysis	Control Precision




**TAKE
NOTE**

Most of the jobs listed will require long hours, irregular work schedules and shift work, including nights and weekends.

Service Unit Operators

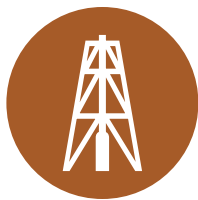
Operate equipment to increase oil flow from producing wells or to remove stuck pipe, casing, tools, or other obstructions from drilling wells. May also perform similar services in mining exploration operations. Includes fishing tool technicians. **SOC Code: 47-5013**

 Bachelor's Degree

 \$15.56 – \$22.27 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Operation Monitoring	Arm/Hand Steadiness
Mathematics	Critical Thinking	Control Precision
Customer & Personal Service	Operation & Control	Problem Sensitivity
Engineering & Technology	Monitoring	Multi-limb Coordination
Public Safety & Security	Active Listening	Near Vision



Truck Drivers

Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial driver's license.

SOC Codes: 53-3032, 53-7051



High school diploma or equivalent and commercial driver's license



\$13.78 – \$17.84 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Transportation	Operation & Control	Control Precision
Public Safety & Security	Operation Monitoring	Far Vision
English Language	Monitoring	Multi-limb Coordination
Customer & Personal Service	Time Management	Near Vision
Mechanical	Critical Thinking	Response Orientation

Welders, Cutters, Solderers, and Braziers

Use hand-welding, flame-cutting, hand-soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products. **SOC Code: 51-4121**



Certification



\$12.90 – \$21.68 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Production & Processing	Critical Thinking	Arm-Hand Steadiness
Design	Operation & Control	Near Vision
Administration & Management	Monitoring	Control Precision
Mechanical	Reading Comprehension	Multi-limb Coordination
Mathematics		Problem Sensitivity

Wellhead Pumpers

Operate power pumps and auxiliary equipment to produce flow of oil or gas from wells in oil field.

SOC Code: 53-7073



High school diploma or equivalent

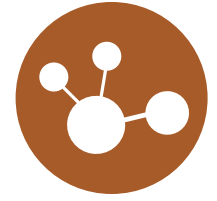


\$13.21 – \$19.53 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Operation Monitoring	Problem Sensitivity
Mathematics	Operation & Control	Control Precision
Production & Processing	Critical Thinking	Multi-limb Coordination
Public Safety & Security	Monitoring	Near Vision
	Repairing	Reaction Time

PLASTICS and POLYMERS



The Mid-Ohio Valley enjoys a significant competitive advantage for the plastics and polymers industry. Currently, the region’s concentration of plastics material and resin manufacturing jobs is more than 61 times higher than the nation overall. West Virginia has some of the richest natural gas in the region, which provides many opportunities for the creation of value-added products beyond its use as a basic commodity. As the natural gas industry grows in the Mid-Ohio Valley, plastics and polymers companies can benefit from the proximity of natural gas processing, using its byproducts to create various plastic products.

How to Get Started

Companies need employees with the drive and necessary skill sets to get up to speed and make a contribution almost immediately. The days where an individual can hire on and develop those skills at the employer’s expense are disappearing. Therefore, obtaining the skills for these occupations increases your chances at successfully landing a career in industrial maintenance and the skilled trades.

Companies may only require a high school diploma/equivalency but prefer some college or technical training. Computer skills are important as is the use of electronic devices.



Employers prefer applicants with college or technical training.

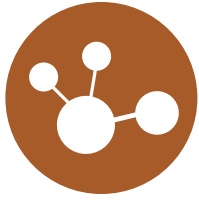
In-demand skills for plastics and polymers occupations

SKILLS AND QUALITIES	TECHNICAL SPECIALTIES
Problem Solving	Microsoft Office
Oral & Written Communication	Milling Machines
Detail Oriented	Extrusion Machines
Quality Control	Six Sigma
Strong Leadership	Furnaces

Source: Mid-Ohio Valley Workforce Study 2013

Skills needed in all plastics and polymers occupations

KNOWLEDGE	SKILLS	ABILITIES
Production & Processing	Operation Monitoring	Problem Sensitivity
Mechanical	Monitoring	Near Vision
Mathematics	Operation & Control	Oral Comprehension
Public Safety & Security	Critical Thinking	Oral Expression
English Language	Active Listening	Information Ordering



Plastics and polymers occupations

Administrative Assistant	47
Chemical Operator	47
Human Resources	47
Industrial Electrical Mechanic.....	48
Industrial Mechanic	48
Laboratory Technician	49
Manager	49
Occupational Health and Safety Specialist.....	50
Packaging Operator	50
Plant Inspector	51
Power Plant Operator	51
Process Control Specialist	52
Supervisor	52
Supply Chain and Logistics Analyst.....	53
Warehouse Operator	53

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FOR ADDITIONAL INFORMATION ON THESE OCCUPATIONS, VISIT


 [onetonline.org/](https://www.onetonline.org/)

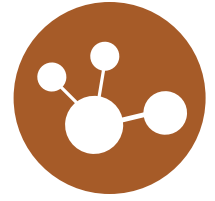


Administrative Assistant

Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. **SOC Code: 43-6014**

 Associate degree

 \$9.73 – \$11.40 per hour



TOP COMPETENCIES NEEDED


KNOWLEDGE	SKILLS	ABILITIES
Clerical	Writing	Oral Comprehension
English Language	Active Listening	Near Vision
Customer & Personal Service	Reading Comprehension	Oral Expression
Computers & Electronics	Speaking	Written Comprehension
Administration & Management	Time Management	Written Expression




Safety awareness is a priority with employers.

Chemical Operator

Control or operate entire chemical processes or system of machines. **SOC Code: 51-8091**

 High school diploma or equivalent


 \$23.50 – \$27.30 per hour


TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Production & Processing	Operation Monitoring	Problem Sensitivity
Mechanical	Operation and Control	Near Vision
Chemistry	Monitoring	Selective Attention
Computers & Electronics	Quality Control Analysis	Information Ordering
Public Safety & Security	Critical Thinking	Oral Comprehension

Human Resources

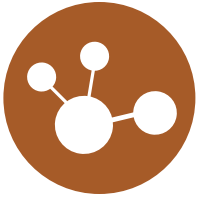
Perform activities in the human resources area. Includes employment specialists who screen, recruit, interview, and place workers. **SOC Code: 13-1071**

 Bachelor's degree

 \$16.72 – \$28.06 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Personnel & Human Resources	Active Listening	Oral Comprehension
English Language	Speaking	Oral Expression
Clerical	Reading Comprehension	Written Comprehension
Administration & Management	Critical Thinking	Deductive Reasoning
Customer & Personal Service	Writing	Speech Recognition



Industrial Electrical Mechanic

Repair, test, adjust, or install electronic equipment, such as industrial controls, transmitters, and antennas. **SOC Code: 49-2094**



Associate degree



\$22.94—\$30.19 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Computers & Electronics	Operation Monitoring	Near Vision
Engineering & Technology	Quality Control Analysis	Problem Sensitivity
Mechanical	Repairing	Arm-Hand Steadiness
English Language	Troubleshooting	Deductive Reasoning
Mathematics	Critical Thinking	Finger Dexterity

Industrial Mechanic

Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. **SOC Code: 49-9071**



High school diploma or equivalent



\$9.44 – \$15.73 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Equipment Maintenance	Arm-Hand Steadiness
Building & Construction	Repairing	Manual Dexterity
Customer & Personal Service	Troubleshooting	Near Vision
Public Safety & Security	Critical Thinking	Information Ordering
English Language	Equipment Selection	Problem Sensitivity

Laboratory Technician

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. **SOC Code: 19-4031**



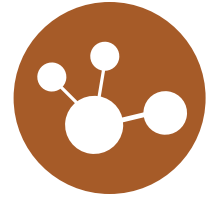
High school diploma or equivalent



\$13.21 – \$22.05 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Chemistry	Science	Information Ordering
Mathematics	Critical Thinking	Oral Comprehension
English Language	Reading Comprehension	Written Comprehension
	Monitoring	Deductive Reasoning
	Active Listening	Inductive Reasoning



Employers prefer applicants with college or technical training.

Manager

Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources. However, the duties and responsibilities are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. **SOC Code: 11-1021**



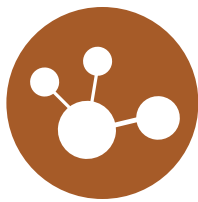
Associate degree



\$22.55 – \$41.46 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Administration & Management	Active Listening	Oral Comprehension
Customer & Personal Service	Reading Comprehension	Oral Expression
Personnel & Human Resources	Speaking	Problem Sensitivity
Economics & Accounting	Critical Thinking	Written Comprehension
Mathematics	Monitoring	Written Expression



Occupational Health and Safety Specialist

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. Includes environmental protection officers. **SOC Code: 29-9011**



Bachelor's degree



\$28.16 – \$35.96 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
English Language	Active Listening	Problem Sensitivity
Law & Government	Complex Problem Solving	Deductive Reasoning
Education & Training	Critical Thinking	Inductive Reasoning
Public Safety & Security	Speaking	Oral Comprehension
Customer & Personal Service	Judgment & Decision Making	Oral Expression

Packaging Operator

Operate or tend machines to prepare industrial or consumer products for storage or shipment. Includes cannery workers who pack food products. **SOC Code: 51-9111**



High school diploma or equivalent



\$9.74 – \$17.10 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Production & Processing	Monitoring	Manual Dexterity
	Operation Monitoring	Near Vision
	Active Listening	Arm Hand Steadiness
	Coordination	Control Precision
	Quality Control Analysis	Oral Comprehension

Plant Inspector

Provides technical support and performs inspections on fixed equipment such as tank, boilers, vessels, piping, safety valves, etc. Ensures plant reliability, equipment mechanical integrity; complies with appropriate regulatory codes and mitigates risk. May also require appropriate certification by various organizations, such as ASME, API or NBIC. **SOC Code: 11-3051.01/49-1011/49-9012**



Associate degree



\$18.00 – \$26.00 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Critical Thinking	Problem Sensitivity
Regulatory Codes	Active Listening	Deductive Reasoning
Engineering Technology	Judgment & Decision Making	Inductive Reasoning
Public Safety & Security	Writing	Oral Expression
Administration/Management	Quality Control Analysis	Information Ordering

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screens.*

Power Plant Operator

Control, operate, or maintain machinery to generate electric power. Includes auxiliary equipment operators. **SOC Code: 51-8013**



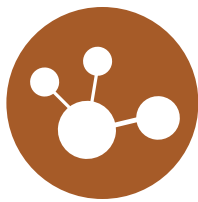
Associate degree



\$24.44 – \$31.49 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Mechanical	Operation Monitoring	Oral Comprehension
Public Safety & Security	Critical Thinking	Oral Expression
Computers & Electronics	Operation and Control	Problem Sensitivity
English Language	Speaking	Deductive Reasoning
Chemistry	Active Listening	Near Vision



Process Controls Specialist

Responsibility for process control systems and networks; troubleshooting system hardware and software issues and implementing repair. Must possess knowledge of instrumentations, process control schemes/automations and Distributed control Systems (DCS)/Programmable Logic controllers Systems (PLC). **SOC Code: 17-3029.04/51-8091**



Associate or Bachelor's Degree



\$18.00 – \$28.00 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
Computer & Electronics	Critical Thinking	Problem Sensitivity
Mathematics	Complex Problem Solving	Deductive Reasoning
Production/Processing	Operation Monitoring	Information Ordering
Engineering & Technology	Operation & Control	Inductive Reasoning
Safety & Environmental	Reading Comprehension	Visualization



Employers prefer applicants with college or technical training.

Supervisor

Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. **SOC Code: 51-1011**



High school diploma or equivalent



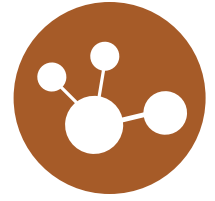
\$16.93 – \$26.87 per hour


TOP COMPETENCIES NEEDED


KNOWLEDGE	SKILLS	ABILITIES
Production & Processing	Active Listening	Deductive Reasoning
Mechanical	Speaking	Oral Comprehension
Administration & Management	Coordination	Oral Expression
Personnel & Human Resources	Critical Thinking	Problem Sensitivity
Engineering & Technology	Management of Personnel Resources	Written Comprehension

Supply Chain and Logistics Analyst

Analyze product delivery or supply chain processes to identify or recommend changes. May manage route activity, including invoicing, electronic bills, and shipment tracing. **SOC Code: 13-1081.02**



 Bachelor's degree


 \$17.26—\$27.29 per hour


TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
English Language	Reading Comprehension	Problem Sensitivity
Administration & Management	Complex Problem Solving	Written Comprehension
Mathematics	Critical Thinking	Deductive Reasoning
Transportation	Systems Analysis	Inductive Reasoning
Computers & Electronics	Systems Evaluation	Oral Comprehension

Warehouse Operator

Manually move freight, stock, or other materials or perform other general labor. Includes all manual laborers not elsewhere classified. **SOC Code: 53-7062**

 High school diploma or equivalent

 \$8.32 – \$11.82 per hour

TOP COMPETENCIES NEEDED

KNOWLEDGE	SKILLS	ABILITIES
		Static Strength
		Multi-limb Coordination
		Trunk Strength
		Control Precision
		Manual Dexterity



**NOW
WHAT?**

**IF YOU'VE CHOSEN AN OCCUPATION IN THE CONSTRUCTION,
OIL AND GAS, OR PLASTICS AND POLYMERS INDUSTRIES,**
you'll want to research that occupation on O*NET (onetonline.org/) and/or ShaleNET (shalenet.org/), then:

go on to **STEP 4** to find out about

TRAINING PROVIDERS

including apprenticeship programs, community colleges,
universities, and career/technical schools.