

LEHIGH VALLEY **HOT CAREERS** 2025-2026



The economic success of our region and the vitality of our community depend 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 inform students, educators, and community stakeholders about the region's most in-demand careers.

The guide provides a clear visual representation of career opportunities in the region and a basis for career exploration. 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 our partners for your contributions and expertise.

For more information, visit:

lehighvalley.org/career-pathways
lehighvalley.org/talent-supply-initiative/
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**
708,644

Source: Census Population Estimate, 2024



**TOTAL
LABOR FORCE**
359,052

Source: JobsEQ, ACS 2019-2023

TOP SOFT SKILLS

Communication
Cooperation/Team Player
Customer Service
Organization
Detail-Oriented
Adaptability/Flexibility
Problem Solving
Self-Motivated
Maintain Interpersonal Relationships
Ability to Work in a Fast Paced Environment




Source: JobsEQ (July 2024 - June 2025)

EMPLOYMENT BY INDUSTRY

Health Care	69.6k
Manufacturing	37.2k
Transportation/ Warehousing	36.5k
Retail	31.7k
Educational Services	26.7k
Accommodation & Food Services	25.4k
Administrative	20.0k
Professional	15.8k
Construction	13.7k
Other Services	13.6k

Source: JobsEQ, Q1 2025

ADVANCED MANUFACTURING

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

For more information about
 specific occupations, visit
onetonline.org

Source: JobsEQ (July 2024 through June 2025), O*Net education levels are the minimum preferred by employers.

ARCHITECTURE & CONSTRUCTION

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

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*Apprenticeships available for noted occupations according to employer feedback.




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BUSINESS SERVICES

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

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

Education Level	 General Business Operations	 Government/ Law	 Public Works & Safety
High School Diploma or Equivalent	Activities Assistants Administrative Assistants 🔥 Customer Service Representatives 🔥 Janitors 🔥 Office Clerks Office Managers \$\$ - \$\$\$	Court & Title Clerks Library Assistants \$ - \$\$	Corrections Officers Crossing Guards Groundskeepers Highway Maintenance Workers Lifeguards Police, Fire & Ambulance Dispatchers \$ - \$\$\$
Certificate or Specialized Training		Criminal Investigators Detectives \$\$\$\$\$	EMTs & Paramedics Firefighters Maintenance & Repair Workers 🔥 Police Officers \$\$ - \$\$\$\$
Associate Degree	Accounting Clerks \$\$\$	Paralegals & Legal Assistants \$\$\$	Police Supervisors Treatment Plant Operators \$\$\$ - \$\$\$\$\$
Bachelor Degree	Accountants & Auditors 🔥 General Managers Project Coordinators 🔥 \$\$\$ - \$\$\$\$\$	Social Workers/Caseworkers \$\$\$	Direct Support Professionals 🔥 Probation Officers \$\$ - \$\$\$
Master/ Doctoral/ Professional Degree		Lawyers \$\$\$-\$\$\$\$\$	
🔥 = more than 500 job postings in the past year Click the occupation to learn more			ANNUAL SALARY RANGES
For more information about Lehigh Valley careers, visit lehighvalley.org/hotcareers			\$ 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 Hot Careers

HEALTH CARE

Education Level	 General Business Operations	 Human Services & Support	 Direct Patient Care
High School Diploma or Equivalent	Administrative Assistants 🔥 Food Service Workers 🔥 Janitors & Housekeepers 🔥 Office Clerks Office Managers Receptionists Scheduling Coordinators 🔥 Security Guards 🔥 \$\$ - \$\$\$	Call Center Representatives 🔥 Caregivers 🔥 Medical Receptionists 🔥 Medical Records & Billing Specialists Patient Services Representatives 🔥 Sterile Processing Technicians \$ - \$\$\$	Home Health Aides Ophthalmic Technicians Patient Care Partners 🔥 \$ - \$\$
Certificate or Specialized Training	Maintenance & Repair Workers 🔥 \$\$\$	Pharmacy Technicians \$\$	Certified Nursing Assistants 🔥 EMTs & Paramedics Medical & Dental Assistants 🔥 Phlebotomists \$\$ - \$\$\$
Associate Degree	Accounting Clerks Desktop Support Technicians 🔥 \$\$\$	Behavioral Health Technicians Dietary Aides \$\$	Dental Hygienists Licensed Practical Nurses 🔥 Radiologic Technologists 🔥 Respiratory Therapists Sonographers Therapy Assistants <i>Occupational Physical</i> \$\$\$ - \$\$\$\$
Bachelor Degree	Accountants & Auditors Computer Systems Analysts Human Resources Specialists 🔥 Medical & Health Services Managers 🔥 Outpatient Practice Managers 🔥 \$\$\$ - \$\$\$\$\$	Direct Support Professionals 🔥 Medical Technologists Social Workers/Caseworkers <i>Child, Family, School</i> Substance Abuse Counselors 🔥 \$\$ - \$\$\$	Dietitians & Nutritionists Nursing Supervisors Registered Nurses 🔥 Therapists 🔥 <i>Occupational Physical Registered Respiratory</i> \$\$\$ - \$\$\$\$\$
Master/Doctoral/Professional Degree	Health Care Administrators 🔥 Outpatient Practice Directors 🔥 \$\$\$\$\$	Case Managers Clinical Psychologists Crisis Counselors Pharmacists \$\$\$ - \$\$\$\$\$	Nurse Practitioners Physician Assistants 🔥 Physicians & Surgeons Speech-Language Pathologists \$\$\$\$\$ - \$\$\$\$\$
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HOSPITALITY & TOURISM

Education Level	 General Business Operations	 Food & Beverage Services	 Travel, Tourism, Lodging & Recreation
High School Diploma or Equivalent Preferred	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
	\$ - \$\$\$	\$ - \$\$\$	\$ - \$\$
Certificate or Specialized Training Preferred	Maintenance & Repair Workers 🔥	Bartenders	Fitness Trainers
	\$\$	\$	\$\$\$
Associate Degree Preferred	Accounting Clerks	Chefs & Head Cooks	
	\$\$ - \$\$\$	\$\$\$	
Bachelor Degree Preferred	Accounting Managers Sales Directors General Managers Sales Representatives 🔥		Hotel Managers Facility Managers
	\$\$ - \$\$\$\$		\$\$\$ - \$\$\$\$

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

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Lehigh Valley Hot Careers

LIFE SCIENCES

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

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TRANSPORTATION, DISTRIBUTION & LOGISTICS

Education Level	 General Business Operations	 Distribution & Logistics	 Transportation
High School Diploma or Equivalent	Administrative Assistants 🔥 Customer Service Representatives 🔥 Janitors 🔥 Office Clerks Office Managers Sales Associates 🔥 Talent Acquisition Specialists 🔥	Forklift Operators Material Movers 🔥 Order Fillers 🔥 Project Planners Quality Control Inspectors Shipping Clerks Warehouse Associates 🔥 Warehouse Supervisors	Couriers Delivery Drivers 🔥 Dispatchers
	\$\$-\$\$\$\$	\$\$ - \$\$\$	\$\$ - \$\$\$
Certificate or Specialized Training		Maintenance & Repair Workers 🔥 Maintenance Supervisors	Automotive Technicians Tractor-Trailer Truck Drivers 🔥
		\$\$\$ - \$\$\$\$	\$\$\$ - \$\$\$\$
Associate Degree	Accounting Clerks Desktop Support Technicians 🔥		
	\$\$\$		
Bachelor Degree	Accountants & Auditors Account Managers 🔥 General Managers Human Resources Specialists 🔥 Sales Managers Sales Representatives Training Coordinators	Project Coordinators 🔥 Supply Chain Analysts	Operations Managers
	\$\$\$ - \$\$\$\$\$	\$\$\$ - \$\$\$\$	\$\$ - \$\$\$\$\$
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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



**PENNSYLVANIA
GETS IT DONE.**