To increase job opportunities in Connecticut’s green technology sector, lower energy costs, improve energy efficiency and promote sustainability, the Office of Workforce Competitiveness, in consultation with other agencies, created a green jobs career lattice. This lattice is designed to link green jobs employers with technical education and career schools and institutions of higher education to foster coordination and grow the workforce in the sector.

The green jobs lattice includes components such as the scope of the industry and various occupations included, the skills and knowledge needed to succeed in those occupations, and the professional opportunities available at the entry, mid-career and advanced levels, along with the current salary ranges for each. To maintain this lattice as a comprehensive and useful resource for the green technology industry and its educational partners, it will be updated periodically as needed.
The lines within this career lattice provide potential pathways that workers can follow within this industry ecosystem. The colors are simply to differentiate one pathway option from the other.
Agricultural Inspectors Occupational Profile

<table>
<thead>
<tr>
<th>COMMON JOB TITLES</th>
<th>REQUESTED EDUCATION</th>
<th>TOP SKILLS REQUESTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety Inspectors</td>
<td>High School or Less</td>
<td>Quality Control Analysis</td>
</tr>
<tr>
<td>Graders and Sorters, Agricultural Products</td>
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<td>Reading Comprehension</td>
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<td>Environmental Compliance Inspectors</td>
<td>Bachelor’s</td>
<td>Active Listening</td>
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<td>Agricultural Inspectors</td>
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<td>Monitoring</td>
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<table>
<thead>
<tr>
<th>COMMON KNOWLEDGE COMPETENCIES</th>
<th>TOP CERTIFICATIONS REQUESTED</th>
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<tbody>
<tr>
<td>Customer and Personal Service</td>
<td>Certified Professional Agronomist</td>
</tr>
<tr>
<td>Administration and Management</td>
<td>Certified Crop Advisor</td>
</tr>
<tr>
<td>Law and Government</td>
<td></td>
</tr>
<tr>
<td>Clerical</td>
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</tr>
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<table>
<thead>
<tr>
<th>SIMILAR INDUSTRIES</th>
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<tbody>
<tr>
<td>Agriculture &amp; Forestry</td>
</tr>
<tr>
<td>Energy Efficiency &amp; Storage</td>
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<tr>
<td>Environmental Protection &amp; Waste Reduction</td>
</tr>
<tr>
<td>Government &amp; Regulatory Administration</td>
</tr>
<tr>
<td>Transportation</td>
</tr>
<tr>
<td>Green Construction</td>
</tr>
<tr>
<td>Research, Design, Consulting, &amp; Supportive Services</td>
</tr>
<tr>
<td>Manufacturing</td>
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<tr>
<td>Renewable Energy Generation</td>
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<table>
<thead>
<tr>
<th>MEDIAN SALARY &amp; WAGES</th>
<th>TOTAL JOBS FOR 2024</th>
</tr>
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<tbody>
<tr>
<td>$35.17/Hour</td>
<td>36</td>
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</table>

Indicates an especially close similarity
# Business Operations Specialists, All Other Occupational Profile

## MEDIAN SALARY & WAGES

$37.56/Hour

## COMMON JOB TITLES

- Operations Specialists
- Training and Development
- Business Analysts
- Contract Specialists

## REQUESTED EDUCATION

- High School or Less
- Post-Secondary Certificate
- Bachelor's

## TOP SKILLS REQUESTED

- Reading Comprehension
- Active Listening
- Speaking
- Critical Thinking
- Writing
- Judgement and Decision Making
- Complex Problem Solving
- Monitoring
- Active Learning
- Coordination

## COMMON KNOWLEDGE COMPETENCIES

- English Language
- Customer and Personal Service
- Administration and Management
- Computers and Electronics

## TOP CERTIFICATIONS REQUESTED

- Master Of Business Administration
- Project Management Professional
- Series 7 General Securities Representative License
- Series 6 Investment Company And Variable Contracts License

## TOTAL JOBS FOR 2024

7,489

## SIMILAR INDUSTRIES

- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

- Indicates an especially close similarity
# Compliance Officers Occupational Profile

## MEDIAN SALARY & WAGES

<table>
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<tr>
<th>Salary</th>
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</thead>
<tbody>
<tr>
<td>$40.67/ Hour</td>
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</table>

## COMMON JOB TITLES

- Regulatory Analysts
- Regulatory Specialists
- Compliance Specialists
- Compliance Analysts

## COMMON KNOWLEDGE COMPETENCIES

- English Language
- Law and Government
- Customer and Personal Service
- Clerical

## REQUESTED EDUCATION

- High School or Less
- Post-Secondary Certificate
- Bachelor’s

## TOP SKILLS REQUESTED

- Active Listening
- Speaking
- Reading Comprehension
- Critical Thinking
- Writing
- Judgement and Decision Making
- Social Perceptiveness
- Complex Problem Solving
- Active Learning
- Monitoring

## TOTAL JOBS FOR 2024

<table>
<thead>
<tr>
<th>Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,547</td>
</tr>
</tbody>
</table>

## SIMILAR INDUSTRIES

- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

*Indicates an especially close similarity*
## Conservation Scientists Occupational Profile

<table>
<thead>
<tr>
<th>MEDIAN SALARY &amp; WAGES</th>
<th>COMMON JOB TITLES</th>
<th>REQUESTED EDUCATION</th>
<th>TOP SKILLS REQUESTED</th>
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<tbody>
<tr>
<td>$42.17/Hour</td>
<td>Park Rangers</td>
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<td>Professional Service Consultants</td>
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<td>Critical Thinking</td>
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<table>
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<tr>
<th>TOTAL JOBS FOR 2024</th>
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<th>TOP CERTIFICATIONS REQUESTED</th>
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<td>83</td>
<td>Customer and Personal Service</td>
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<td>English Language</td>
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<td>Biology</td>
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<tr>
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<td>Geography</td>
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### SIMILAR INDUSTRIES

- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

*Indicates an especially close similarity*
# Environmental Engineers Occupational Profile

## Median Salary & Wages

$42.72/Hour

## Common Job Titles
- Planners
- Environmental Engineers
- Scientists
- Project Managers

## Requested Education
- High School or Less
- Post-Secondary Certificate
- Bachelor's

## Top Skills Requested
- Reading Comprehension
- Critical Thinking
- Active Listening
- Active Learning
- Complex Problem Solving
- Writing
- Speaking
- Monitoring
- Judgement and Decision Making
- Time Management

## Total Jobs for 2024

3,547

## Common Knowledge Competencies
- Engineering and Technology
- Mathematics
- Chemistry
- English Language

## Similar Industries
- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

![Indicates an especially close similarity]
# Human Resource Specialists
## Occupational Profile

### MEDIAN SALARY & WAGES
$33.79/Hour

### TOTAL JOBS FOR 2024
6,324

### COMMON JOB TITLES
- Recruiters
- Talent Acquisition Specialists
- Employment Specialists
- Career Services Specialists

### COMMON KNOWLEDGE COMPETENCIES
- Personnel and Human Resources
- Clerical
- Administration and Management
- English Language

### REQUESTED EDUCATION
- High School or Less
- Post-Secondary Certificate
- Bachelor’s

### TOP CERTIFICATIONS REQUESTED
- Master of Business Administration
- Senior Professional in Human Resources
- Licensed Professional Nurse
- Alliance Of Information And Referral Systems

### TOP SKILLS REQUESTED
- Speaking
- Reading Comprehension
- Active Listening
- Writing
- Critical Thinking
- Social Perceptiveness
- Service Orientation
- Active Learning
- Judgement and Decision Making
- Instructing

### SIMILAR INDUSTRIES
- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

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State of Connecticut Department of Labor, Office of Workforce Competitiveness, Spring 2020
### Inspectors, Testers, Sorters, Samplers, and Weighers Occupational Profile

**MEDIAN SALARY & WAGES**

$24.64/Hour

**TOTAL JOBS FOR 2024**

7,292

**COMMON JOB TITLES**

- Quality Inspectors
- Quality Control Inspectors
- Materials Testers
- Product Sales Specialists

**REQUESTED EDUCATION**

- High School or Less
- Post-Secondary Certificate

**COMMON KNOWLEDGE COMPETENCIES**

- Production and Processing
- Mathematics
- English Language
- Computers and Electronics

**TOP CERTIFICATIONS REQUESTED**

- Product Certification
- American Society for Quality Certified
- Certified Quality Technician
- Certified Healthcare Emergency Professional

**TOP SKILLS REQUESTED**

- Quality Control Analysis
- Active Listening
- Reading Comprehension
- Speaking
- Critical Thinking
- Monitoring
- Coordination
- Operation Monitoring
- Judgement and Decision Making
- Writing

### SIMILAR INDUSTRIES

- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

*Indicates an especially close similarity*
## Nuclear Engineers Occupational Profile

### MEDIAN SALARY & WAGES

$54.06/Hour

### TOTAL JOBS FOR 2024

673

### COMMON JOB TITLES

- Nuclear Engineers
- Electrical Test Engineers
- Auditors
- Engineering Supervisors

### COMMON KNOWLEDGE COMPETENCIES

- Engineering and Technology
- Mathematics
- Physics
- Design

### REQUESTED EDUCATION

- High School or Less
- Post-Secondary Certificate
- Bachelor’s

### TOP CERTIFICATIONS REQUESTED

- Professional Engineer
- American Society For Quality
- Accredited Investing
- Actuarial Exams

### TOP SKILLS REQUESTED

- Science
- Reading Comprehension
- Active Listening
- Critical Thinking
- Monitoring
- Complex Problem Solving
- Writing
- Speaking
- Mathematics
- Operations Analysis

### SIMILAR INDUSTRIES

- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

Indicates an especially close similarity

State of Connecticut Department of Labor, Office of Workforce Competitiveness, Spring 2020
# Operations Research Analysts

## Occupational Profile

### MEDIAN SALARY & WAGES

$43.38/ Hour

### COMMON JOB TITLES

- Supply Chain Analysts
- Operations Analysts
- Research Analysts
- Supply Chain Managers

### COMMON KNOWLEDGE COMPETENCIES

- Mathematics
- English Language
- Computers and Electronics
- Engineering and Technology

### REQUESTED EDUCATION

- High School or Less
- Post-Secondary Certificate
- Bachelor's

### TOP SKILLS REQUESTED

- Mathematics
- Critical Thinking
- Complex Problem Solving
- Reading Comprehension
- Active Listening
- Writing
- Judgement and Decision Making
- Systems Evaluation
- Speaking
- Active Learning

### TOTAL JOBS FOR 2024

1,380

### SIMILAR INDUSTRIES

- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

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State of Connecticut Department of Labor, Office of Workforce Competitiveness, Spring 2020
Public Relations and Fundraising Managers

Occupational Profile

MEDIAN SALARY & WAGES
$59.02/Hour

COMMON JOB TITLES
Communications Managers
Development Officers
Engagement Officers
Directors of Communications

REQUESTED EDUCATION
High School or Less
Post-Secondary Certificate
Bachelor’s

TOP SKILLS REQUESTED
Social Perceptiveness
Reading Comprehension
Active Listening
Writing
Speaking
Persuasion
Complex Problem Solving
Judgement and Decision Making
Critical Thinking
Coordination

TOTAL JOBS FOR 2024
1,072

COMMON KNOWLEDGE COMPETENCIES
Sales and Marketing
Customer and Personal Service
Communications and Media
English Language

TOP CERTIFICATIONS REQUESTED
Master Of Business Administration
Chartered Financial Analyst
Certified Public Accountant
Certified In Production And Inventory Management

SIMILAR INDUSTRIES
Agriculture & Forestry
Energy Efficiency & Storage
Environmental Protection & Waste Reduction
Government & Regulatory Administration
Transportation
Green Construction
Research, Design, Consulting, & Supportive Services
Manufacturing
Renewable Energy Generation

State of Connecticut Department of Labor, Office of Workforce Competitiveness, Spring 2020
# Social Scientists and Related Workers, All Other Occupational Profile

## Median Salary & Wages
$37.47/Hour

## Common Job Titles
- Transportation Planners
- Social and Human Service Assistants
- Social Workers

## Requested Education
- High School or Less
- Post-Secondary Certificate
- Bachelor's

## Top Skills Requested
- Reading Comprehension
- Active Listening
- Critical Thinking
- Complex Problem Solving
- Writing
- Speaking
- Judgement and Decision Making
- Active Learning
- Coordination
- Systems Evaluation

## Total Jobs for 2024
294

## Similar Industries
- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

Indicates an especially close similarity
# Urban and Regional Planners

## Occupational Profile

### MEDIAN SALARY & WAGES

- **$38.22/Hour**

### COMMON JOB TITLES

- Transportation Planners
- Project Managers
- Event Planners
- Planning Directors

### COMMON KNOWLEDGE COMPETENCIES

- English Language
- Law and Government
- Administration and Management
- Geography

### REQUESTED EDUCATION

<table>
<thead>
<tr>
<th>High School or Less</th>
<th>Post-Secondary Certificate</th>
<th>Bachelor's</th>
</tr>
</thead>
</table>

### TOTAL JOBS FOR 2024

- **410**

### TOP CERTIFICATIONS REQUESTED

- American Institute Of Certified Planners
- Project Management Professional
- Master of Business Administration
- Certified Economic Developer

### TOP SKILLS REQUESTED

- Reading Comprehension
- Active Listening
- Speaking
- Critical Thinking
- Judgement and Decision Making
- Systems Analysts
- Writing
- Active Learning
- Social Perceptiveness
- Complex Problem Solving

### SIMILAR INDUSTRIES

- Agriculture & Forestry
- Energy Efficiency & Storage
- Environmental Protection & Waste Reduction
- Government & Regulatory Administration
- Transportation
- Green Construction
- Research, Design, Consulting, & Supportive Services
- Manufacturing
- Renewable Energy Generation

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*State of Connecticut Department of Labor, Office of Workforce Competitiveness, Spring 2020*
## Education & Training Institutions Offerings

<table>
<thead>
<tr>
<th>Environmental Engineers</th>
<th>Inspectors, Testers, Sorters, Samplers, and Weighers</th>
<th>Medical and Health Services Managers</th>
<th>Operations Research Analysts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Connecticut College</td>
<td>Asnuntuck Community College</td>
<td>Albertus Magnus College</td>
<td>Central Connecticut State University</td>
</tr>
<tr>
<td>University of Connecticut, Storrs Campus</td>
<td>Central Connecticut State University</td>
<td>Capital Community College</td>
<td>Charter Oak State College</td>
</tr>
<tr>
<td>University of Hartford</td>
<td>Gateway Community College</td>
<td>Central Connecticut State University</td>
<td>Fairfield University</td>
</tr>
<tr>
<td>University of New Haven</td>
<td>Goodwin College</td>
<td>Charter Oak State College</td>
<td>Quinnipiac University</td>
</tr>
<tr>
<td>Yale University</td>
<td>Naugatuck Valley Community College</td>
<td>Fairfield University</td>
<td>United States Coast Guard Academy</td>
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<tr>
<td></td>
<td>Quinebaug Valley Community College</td>
<td>Goodwin College</td>
<td>University of Bridgeport</td>
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<tr>
<td></td>
<td>Tunxis Community College</td>
<td>Manchester Community College</td>
<td>University of Connecticut, Stamford</td>
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<td>Middlesex Community College</td>
<td>University of Connecticut, Storrs Campus</td>
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<td></td>
<td>Sacred Heart University</td>
<td>University of Hartford</td>
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<td>Southern Connecticut State University</td>
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<td></td>
<td>University of Bridgeport</td>
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<tr>
<td></td>
<td></td>
<td>University of Connecticut - Health Center</td>
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<td></td>
<td></td>
<td>University of Connecticut - Waterbury Campus</td>
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<td>University of Connecticut, Avery Point</td>
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<td>University of Connecticut, Tri-Campus</td>
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<tr>
<td></td>
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<td>Yale University</td>
<td></td>
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</tbody>
</table>
## Education & Training Institutions Offerings

<table>
<thead>
<tr>
<th>Public Relations &amp; Fundraising Managers</th>
<th>Regulatory Affairs Managers</th>
<th>Soil and Water Conservationists</th>
<th>Transportation Planners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Connecticut State University</td>
<td>Albertus Magnus College</td>
<td>University of Connecticut, Storrs Campus</td>
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<td>Quinnipiac University</td>
<td>Asnuntuck Community College</td>
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<td>Connecticut State Police Training Academy</td>
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<td>Holy Apostles College and Seminary</td>
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Albertus Magnus College
Asnuntuck Community College
Capital Community College
Central Connecticut State University
Gateway Community College
Holy Apostles College and Seminary
University of Bridgeport
University of Connecticut, Storrs Campus
University of Saint Joseph
Wesleyan University
Western Connecticut State University
Education & Training Institutions Offerings

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<th>Urban and Regional Planners</th>
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<td>Southern Connecticut State University</td>
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Glossary

ABILITIES – the proficiency, skills, or talent within a particular area.

CAREER PATHWAY – a career pathway means a combination of relevant, rigorous and high-quality education, training, and supportive services that aligns both vertically and horizontally across Secondary Education, Adult Basic Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs.

CERTIFICATION – third party accrediting or authorizing agency or person who assess, verifies, and provides an official documentation that attests a level of achievement.

COMPETENCIES – an individual’s ability to do a job properly through a set of behaviors.

INDUSTRY-ALIGNED CREDENTIAL – credentials whose standards are aligned to industry-recognized standards.

INDUSTRY-ENDORSED CREDENTIAL – credentials whose standards are aligned to and endorsed by industry.

INDUSTRY-RECOGNIZED CREDENTIAL – an industry-recognized credential is one that either is developed and offered by, or endorsed by a nationally-recognized industry association or organization representing a sizeable portion of the industry sector, or a credential that is sought or accepted by companies within the industry sector for purposes of hiring or recruitment which may include credentials from vendors of certain products.

KNOWLEDGE – the skills and information acquired through education or experience.

MEDIAN HOURLY EARNINGS – hourly earnings for the occupation reported at the 50th percentile.

REQUESTED EDUCATION – the highest level of education for workers within the given occupational category. Please note these are not the level of education of new incoming workers but of workers currently employed within these positions.

SKILLS – the ability or expertise to do something well.

TOTAL JOBS – estimated number of jobs in the given year, taken as average over a period of 12-months. This value includes both full- and part-time jobs.