

MICHIGAN FOOD SYSTEM OCCUPATIONAL PROFILES

Agriculture, Food Processing, and
Distribution Occupations



Methodology

These occupational profiles were developed using secondary labor market information (LMI) and research on each specific occupation. Data in these profiles define occupations using the Standard Occupational Classification (SOC) system from the U.S. Bureau of Labor Statistics (BLS). The LMI included in this report offers a snapshot of the occupations and their requirements from data collected from January 2024 through December 2025. All data presented is for the state of Michigan.

Data Collection Sources

Wages, typical education, and other work experience data provided were collected through Lightcast™ Developer, O*NET, and desk research.

Lightcast™ Developer

Data in these profiles were predominantly collected from Lightcast™ Developer from January 2024 through December 2025. Lightcast™ Developer provided data on typical:

- Wage ranges
- Employers
- Entry-level education
- Technical skills and abilities
- Work experience required

O*NET

The Occupational Information Network, or O*NET, is a comprehensive database system through which data on occupation characteristics and worker attributes designed, developed, and tested by scientific and technical experts under the leadership of the U.S. Department of Labor are collected, organized, described and disseminated.

Desk Research

To validate the information provided in these occupational profiles, CSW referenced other sources of information, including CSW's past work in this area and various Internet searches around these roles. For occupations with low representation in recent hiring data for the state of Michigan, supplemental insights from Internet research and other publicly available sources were used to fill gaps where Lightcast™ and O*NET data were limited or unavailable.

Acknowledgments

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AGRICULTURAL EQUIPMENT OPERATORS ★

What do Agricultural Equipment Operators do?

Operate farm equipment and machinery used to grow crops and care for livestock. Tasks may include planting and harvesting crops, baling hay, feeding animals, cleaning animal areas, and running equipment used to process crops after harvest.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- No credentials or experience needed

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Agricultural Equipment
- Farm Equipment
- Landscaping and Agricultural Irrigation
- Tillage

What qualities/abilities do employers look for?

- Strong Communication Skills
- Honesty
- Strong Work Ethic

Any other requirements?

- No



How much could I earn?

Hourly wages for Agricultural Equipment Operators range between \$10 – \$25 per hour.

What are typical job titles?

- Farm Equipment Operators
- Plant Equipment Operators
- Equipment Operators

Who are possible employers?

- Walther Farms
- State of Michigan
- Heffron Farms

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer

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**This wage range shows the pay for the lowest 10% and the highest 10% of earners to reflect how wages can grow over time. However, note that actual wages can vary significantly depending on factors such as industry, region, and level of experience.*

AGRICULTURAL WORKERS

What do Agricultural Workers do?

Agricultural workers support crop production and livestock care by performing hands-on tasks such as planting, cultivating, harvesting, feeding animals, and maintaining farm operations. This work is typically performed outdoors and may involve exposure to varying weather conditions, including heat, cold, rain, and

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- No credentials or experience needed

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Equipment Operation
- Inventory Tracking
- Field Procedures

What qualities/abilities do employers look for?

- Detail Oriented
- Strong Communication Skills
- Reliable

Any other requirements?

- No



How much could I earn?

Hourly wages for Agricultural Workers range between \$10 – \$28 per hour.

What are typical job titles?

- Field Hand
- Farm Laborer
- Crop Worker

Who are possible employers?

- GPAC
- State of Michigan
- Wilbur-Ellis

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ANIMAL BREEDERS

What do Animal Breeders do?

Select and breed animals based on genetic lineage, physical traits, and desired offspring characteristics. Use breeding techniques such as natural mating or artificial insemination, and operate related equipment as needed. Maintain records related to breeding cycles, lineage, birth intervals, and animal performance.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent
- Associate's or Bachelor's degree in Animal Science

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Animal Care
- Data Recording
- Wildlife Ecology

What qualities/abilities do employers look for?

- Strong Work Ethic
- Detail Oriented
- Research

Any other requirements?

- 0-3 years' experience in animal care.



How much could I earn?

Hourly wages for Animal Breeders range between \$12 – \$30 per hour.

What are typical job titles?

- Animal Husbandry Technicians

Who are possible employers?

- Josh's Frogs
- Miller Poultry

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ANIMAL CARETAKERS

What do Animal Caretakers do?

Provide daily care for animals not raised for consumption across a variety of settings, including shelters, kennels, zoos, aquariums, and animal care facilities. Responsibilities include feeding, grooming, exercising, monitoring health and behavior, maintaining records, and ensuring clean, safe living environments through routine cleaning, disinfection, and minor repairs.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Animal Care
- Animal Handling
- Cleaning and Sanitation

What qualities/abilities do employers look for?

- Strong Communication Skills
- Customer Service Skills
- Detail Oriented

Any other requirements?

- Valid Driver's License



How much could I earn?

Hourly wages for Animal Caretakers range between \$12 – \$21 per hour.

What are typical job titles?

- Pet Groomers
- Pet Sitters

Who are possible employers?

- PetCo
- PetSmart
- Pet Supplies Plus

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BAKERS ★

What do Bakers do?

Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- Certified Baker – Retail Bakers of America (RBA)
- Certified Decorator – RBA

What technical skills should I develop?

- Food Safety and Sanitation
- Baking
- Merchandising

What qualities/abilities do employers look for?

- Customer Service Skills
- Cleanliness
- Attention to Detail
- Time Management

Any other requirements?

- No



How much could I earn?

Hourly wages for Bakers range between \$13 – \$22 per hour.

What are typical job titles?

- Cake Decorator
- Bakery Clerk / Associate

Who are possible employers?

- Kroger
- Meijer
- Tim Hortons

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer, Retail Bakers of America, American Society of Baking

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FARM & RANCH MANAGERS

What do Farmers, Ranchers, and Other Agricultural Managers do?

Oversee the daily operations of farms and other agricultural businesses, such as ranches, greenhouses, nurseries, aquaculture facilities, or timber operations. Manages workers or contractors, helps plan production activities, and supports harvesting, budgeting, and sales efforts.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent
- Bachelor's degree in Agriculture

Short-term or industry credentials such as:

- Certified Agricultural Irrigation Specialist: Irrigation Association
- Accredited Farm Manager (AFM): American Society of Farm Managers and Rural Appraisers

What technical skills should I develop?

- Landscaping and Agriculture
- Inventory Management
- Operations Management

What qualities/abilities do employers look for?

- Leadership Skills
- Strong Communication Skills
- Customer Service Skills
- Detail Oriented

Any other requirements?

- Valid Driver's License
- 1-6 years' experience



How much could I earn?

Hourly wages for Farmers, Ranchers, and Other Agricultural Managers range between \$10 - \$58 per hour.

What are typical job titles?

- Activation Managers
- Dairy Managers
- Farm Managers

Who are possible employers?

- GPAC
- State of Michigan
- Wilbur-Ellis

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer

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FARMWORKERS AND LABORERS, CROP, NURSERY, AND GREENHOUSE

What do Farmworkers and Laborers, Crop, Nursery, and Greenhouses do?

Hands-on farm work focused on growing and harvesting food. This role involves working outside, using simple tools, caring for plants, and helping prepare crops for sale or transport. You may also assist with irrigation, plant supports, and basic farm upkeep.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- No credentials or experience needed

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Irrigation
- Crop Harvesting
- Transplanting
- Machinery

What qualities/abilities do employers look for?

- Detail Oriented
- Problem Solving
- Physical Endurance

Any other requirements?

- Valid Driver's License



How much could I earn?

Hourly wages for Farmworkers and Laborers, Crop, Nursery, and Greenhouse range between \$10 – \$23


What are typical job titles?

- Nursery Workers
- Agricultural Workers
- Farm Assistants
- Greenhouse Worker

Who are possible employers?

- State of Michigan
- Wilbur-Ellis
- Common Citizen

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer

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FIRST-LINE SUPERVISORS OF FARMING, FISHING, AND FORESTRY WORKERS

What do First-Line Supervisors of Farming, Fishing, and Forestry Workers do?

Directly supervise, coordinate, and support the daily activities of agricultural, fishing, forestry, aquaculture, and related workers. Ensure work is completed safely, efficiently, and in accordance with operational, environmental, and regulatory standards.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Fisheries Management
- Biology

What qualities/abilities do employers look for?

- Leadership
- Strong Communication Skills
- Problem Solving

Any other requirements?

- 3–5 years' experience in agriculture, forestry, or fishing role



How much could I earn?

Hourly wages for First-Line Supervisors of Farming, Fishing, and Forestry Workers range between \$11 – \$39 per hour.

What are typical job titles?

- Harvest Supervisors
- Fish and Wildlife Technicians
- Logging Supervisors

Who are possible employers?

- Wise Owl Tree Company
- US National Park Service
- State of Michigan

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FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS ★

What do First-Line Supervisors of Production and Operating Workers do?

Oversee and coordinate the daily work of production and operations employees, such as inspectors, machine operators, assemblers, fabricators, and plant or system operators. Focus on safety, quality, and productivity.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- Certified Production Technician - Manufacturing Skill Standards Council

What technical skills should I develop?

- Continuous Improvement Processes
- Workflow Management
- Auditing

What qualities/abilities do employers look for?

- Leadership
- Strong Communication Skills
- Problem Solving

Any other requirements?

- 2-3 years of experience



How much could I earn?

Hourly wages for First-Line Supervisors of Production and Operating Workers range between \$20 - \$48 per hour.

What are typical job titles?

- Production Supervisors
- Manufacturing Supervisors
- Production Managers

Who are possible employers?

- Stellantis
- Ford

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer

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FIRST-LINE SUPERVISORS OF TRANSPORTATION AND MATERIAL-MOVING MACHINE AND VEHICLE OPERATORS ★

What do First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators do?

Oversee and coordinate the work of employees who operate material-moving machines and vehicles, as well as their helpers.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Warehousing
- Shipping and Receiving
- Forklift Truck
- Inventory management and Control

What qualities/abilities do employers look for?

- Leadership
- Customer Service Skills
- Operations Management

Any other requirements?

- Valid Driver's License
- 0-3 years' experience



How much could I earn?

Hourly wages for First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators range between \$17 - \$42

What are typical job titles?

- Warehouse Supervisors
- Warehouse Leads
- Distribution Supervisors

Who are possible employers?

- UPS
- Menards
- General Motors
- GE Aerospace

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer

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FOOD BATCHMAKERS ★

What do Food Batchmakers do?

Set up and operate equipment that mixes or blends ingredients used in the manufacturing of food products. Includes candy makers and cheese makers.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- Food Handler Certification: ServSafe – National Restaurant Association
- Food Handler First Principles Certificate: National Registry of Food Safety Professionals and accredited by ANSI American National Standards Institute (ANSI)
- Food Safety, Food Handler Certificate: North American Learning Institute

What technical skills should I develop?

- Inventory Management
- Packaging and Labeling
- Food Safety and Sanitation
- Quality Control

What qualities/abilities do employers look for?

- Time Management
- Problem Solving
- Cleanliness

Any other requirements?

- No



How much could I earn?

Hourly wages for Food Batchmakers range between \$13 – \$29 per hour.

What are typical job titles?

- Brewing Technician
- Mixer Operator
- Production Staff

Who are possible employers?

- Bakehouse 46
- Endless West
- Leprino Foods

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer

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FOOD SERVICE MANAGERS

What do Food Service Managers do?

Plan, direct, and coordinate the daily operations of a food and beverage service organization or department. Oversee staff, service delivery, food quality, safety compliance, and customer experience to ensure efficient and effective operations.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- ServSafe Manager - National Restaurant Association

What technical skills should I develop?

- Restaurant Operations Management
- Food Safety and Sanitation
- Inventory Management

What qualities/abilities do employers look for?

- Customer Service
- Leadership
- Strong Communication Skills

Any other requirements?

- 2-3 years' experience



How much could I earn?

Hourly wages for Food Service Managers range between \$17 - \$43 per hour.

What are typical job titles?

- Shift Manager
- Assistant Manager
- Restaurant General Manager

Who are possible employers?

- Taco Bell
- Domino's
- McDonald's
- Carrols Corporation

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LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS

What do Laborers and Freight, Stock, and Material Movers do?

Move and handle materials by hand, such as boxes, freight, or stock. Help load and unload goods and support day-to-day operations in warehouses, stores, or job sites.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Warehousing
- Lifting Ability
- Loading and Unloading
- Forklift Truck Operation

What qualities/abilities do employers look for?

- Detail Oriented
- Strong Communication Skills
- Customer Service Skills

Any other requirements?

- Valid Driver's License



How much could I earn?

Hourly wages for Laborers and Freight, Stock, and Material Movers range between \$14 - \$25 per hour.

What are typical job titles?

- General Laborers
- Warehouse Associates
- Material Handlers
- Warehouse Package Handlers

Who are possible employers?

- FedEx
- UPS

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LIGHT TRUCK DRIVERS ★

What do Light Truck Drivers do?

Drive a light vehicle, such as a truck or van, with a capacity of less than 26,001 pounds Gross Vehicle Weight (GVW), primarily to pick up merchandise or packages from a distribution center and deliver. May load and unload vehicle.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Loading and Unloading
- Warehousing

What qualities/abilities do employers look for?

- Customer Service Skills
- Safe Driving
- Time Management
- Problem Solving

Any other requirements?

- Valid Driver's License



How much could I earn?

Hourly wages for Light Truck Drivers range between \$12 – \$36 per hour.

What are typical job titles?

- Delivery Driver
- Movers
- Warehouse Drivers

Who are possible employers?

- Rotech Healthcare
- Two Men and a Truck
- AutoZone

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer, 2019 Michigan Commercial Driver License Manual – 2005 CDL Testing System

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PACKAGING AND FILLING MACHINE OPERATORS AND TENDERS ★

What do Packaging and Filling Machine Operators and Tenders do?

Operate or monitor machines that package products for storage or shipment. This role includes working in food and manufacturing settings, such as canneries, where workers pack and prepare products for distribution. Tasks may involve setting up machines, watching for quality issues, and ensuring products are packaged correctly and safely.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- Certified Professional in Training (CPIT): Institute of Packaging Professionals
- Certified Packaging Professional (CPP): Institute of Packaging Professionals
- Forklift Certification
- Pallet Jack Certification

What technical skills should I develop?

- Packaging and Labeling
- Manufacturing Practices
- Food Safety and Sanitation
- Computer Literacy

What qualities/abilities do employers look for?

- Strong Communication Skills
- Detail Oriented
- Multi-tasking
- Organizational Skills

Any other requirements?

- Valid Driver's License



How much could I earn?

Hourly wages for Packaging and Filling Machine Operators and Tenders range between \$13 - \$26 per hour.

What are typical job titles?

- Packaging Technician
- Packing Attendant
- Packing Machine Operator

Who are possible employers?

- Schreiber Foods
- Seneca Foods
- Litehouse
- Leprino Foods

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer, Institute of Packaging Professionals

★ This icon means there may be funding available through MI Reconnect to help cover a program related to this occupation. Talk to an advisor to learn more.

**This wage range shows the pay for the lowest 10% and the highest 10% of earners to reflect how wages can grow over time. However, note that actual wages can vary significantly depending on factors such as industry, region, and level of experience.*

PACKERS AND PACKAGERS

What do Packers and Packers do?

Pack, sort, and package products and materials by hand in preparation for storage, shipment, or distribution. Ensure items are handled accurately, efficiently, and in accordance with quality and safety standards.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- Forklift Operator Certification

What technical skills should I develop?

- Packaging and Labeling
- Warehousing
- Palletizing

What qualities/abilities do employers look for?

- Detail Oriented
- Strong Communication
- Customer Service Skills

Any other requirements?

- Valid Driver's License



How much could I earn?

Hourly wages for Packers and Packers range between \$12 – \$21 per hour.

What are typical job titles?

- Package Center Associates
- Packaging Specialist

Who are possible employers?

- Goodwill
- Randstad
- Sam's Club

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PESTICIDE HANDLERS, SPRAYERS, AND APPLICATORS ★

What do Pesticide Handlers, Sprayers, and Applicators, Vegetation do?

Mix, handle, and apply pesticides, herbicides, fungicides, and insecticides to trees, shrubs, lawns, or crops using sprays, dusts, vapors, soil incorporation, or other application methods. Follow safety protocols, environmental regulations, and label instructions.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- Pesticide Certification - Michigan Department of Agriculture and Rural Development (MDARD)

What technical skills should I develop?

- Lawn Care
- Landscaping
- Fertilizer Application
- List technical skills here

What qualities/abilities do employers look for?

- Detail Oriented
- Customer Service
- Communication

Any other requirements?

- Valid Driver's License
- 0-3 years' experience



How much could I earn?

Hourly wages for Pesticide Handlers, Sprayers, and Applicators, Vegetation range between \$17 - \$26 per hour.

What are typical job titles?

- Lawn Technicians
- Residential Lawn Specialists
- Custom Applicators
- Fertilizer/Chemical Applicators

Who are possible employers?

- TruGreen
- Nutrien
- Brightview

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer

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SEPARATING, FILTERING, CLARIFYING, PRECIPITATING, AND STILL MACHINE SETTERS, OPERATORS, AND TENDERS



What do Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders do?

Operate and monitor processing equipment that separates or refines liquids, gases, or solids into finished products. This includes machines such as tanks, centrifuges, filters, and stills used in food, chemical, or industrial processing. Includes dairy processing equipment operators.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Packaging and Labeling
- Inventory Management
- Food Safety and Sanitation
- Fermentation

What qualities/abilities do employers look for?

- Detail Oriented
- Multitasking
- Strong Communication Skills
- Organizational Skills

Any other requirements?

- Valid Driver's License
- 0-1 years' experience



How much could I earn?

Hourly wages for Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders range between \$16 - \$32 per


What are typical job titles?

- Brewer
- Head Brewer

Who are possible employers?

- Tilray
- Homes Brewery

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer

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VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARETAKERS

What do Veterinary Assistants and Laboratory Animal Caretakers do?

Help care for animals in veterinary clinics or labs by feeding them, keeping their spaces clean, and watching for signs of illness or injury. May help with basic medical care, give medications, and prepare samples, working under the supervision of veterinarians or veterinary staff.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent

Short-term or industry credentials such as:

- No credentials or experience needed

What technical skills should I develop?

- Safe Restraining Techniques (Veterinary)
- Veterinary Medicine
- Medication Administration

What qualities/abilities do employers look for?

- Strong Communication Skills
- Compassion
- Cleanliness
- Customer Service Skills

Any other requirements?

- 0–3 years' experience in animal care or pet care.



How much could I earn?

Hourly wages for Veterinary Assistants and Laboratory Animal Caretakers range between \$13 – \$22 per hour.

What are typical job titles?

- Veterinary Technician Assistants

Who are possible employers?

- Michigan State University
- VCA Animal Hospitals
- Veterinary United
- Banfield Pet Hospital

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer

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VETERINARY TECHNOLOGISTS AND TECHNICIANS ★

What do Veterinary Technologists and Technicians do?

Support veterinarians by performing lab tests used to diagnose and treat animal illnesses. Collect blood and tissue samples, run tests like blood counts and urinalysis, prepare vaccines, and help keep lab equipment clean and sterile. May assist veterinarians during surgery and other clinical procedures.

What credentials will I need?

Job postings can indicate a range of required credentials from a High School Diploma or GED to an industry certification, to a degree, depending upon the specific employer, the level of the position, or the industry. In some cases, job postings may not list any formal credential requirements at all and instead emphasize skills or experience. Note that when credentials are suggested or preferred, there can be several different non-degree certification options which provide the learner with a similar set of skills and are somewhat interchangeable in the marketplace. Many of these credentials are designed as short-term or incremental credentials that allow learners to build skills and progress in their careers over time. It is not recommended the jobseeker pursue all credentials but instead select one credential (or a series of incremental credentials from the same provider).

Credentials such as:

- High school diploma or equivalent
- 2- or 4- year American Veterinary Medical Association Committee on Veterinary Technician Education and Activities (AVMA CVTEA) Program Completion

Short-term or industry credentials such as:

- Michigan Board of Veterinary Medicine Licensure

What technical skills should I develop?

- Surgical Procedures for Animals
- Medication Administration
- Laboratory Testing
- Medical Records

What qualities/abilities do employers look for?

- Strong Communication Skills
- Compassion
- Operations Management

Any other requirements?

- 0-3 years' experience in clinical animal care settings.



How much could I earn?

Hourly wages for Veterinary Technologist and Technician range between \$14.50 – \$28.50 per hour.

What are typical job titles?

- Animal Care Technicians
- Emergency Veterinary Technicians

Who are possible employers?

- VCA Animal Hospitals
- Mission Veterinary Partners
- Banfield Pet Hospital
- Ethos Veterinary Health

Source: Bureau of Labor Statistics, O*NET, Lightcast™ Developer, Michigan Board of Veterinary Medicine, American Veterinary Medical Association

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