

Long Island Significant Industries

A Report to The Workforce Development System

Bureau of Labor Market Information
Division of Research and Statistics

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of Labor

Preface

One of the objectives of the workforce development system is to encourage local workforce development boards (LWDBs) to plan strategically and focus their resources on priority industries (and eventually on priority occupations within those industries).

To assist in these efforts, the New York State Department of Labor Division of Research and Statistics developed these reports to identify “significant industries” in each of the ten regions in New York State. Industries presented here are classified according to their North American Industry Classification System (NAICS) code.

The coronavirus outbreak had a devastating impact on the labor market in New York State resulting in a record high unemployment rate of 16.2% in April of 2020 and a loss of more than 1.9 million jobs between February and April 2020. As of December 2021, over 1.2 million of those jobs have been recovered while the unemployment rate has fallen to 6.2%.

As the economy continues to recover, many businesses are finding it difficult to fill open positions. Now more than ever it is imperative that the workforce development system understand the changes that have occurred in the labor market and develop effective strategies to match people to careers.

This report lists significant industries in the Long Island region based on several factors including employment levels, wage levels, job growth (both net and percent) over the 2015-2020 period and expected job growth based on industry employment projections through 2028. Priority industries that may have been designated by economic development or workforce development officials were also considered. The local workforce development boards in the region should focus their workforce development resources on these industries.

Regional Industries

For the purposes of this publication, an industry was designated as “significant” with reference to the following characteristics:

- The industry experienced above-average job growth (in either net or percentage terms); or
- The industry employed more than 12,500 people; or
- The industry’s projected employment growth for 2018-2028 was above average in the region (9.3%); or
- The industry paid above-average annual wages (\$69,300 in 2020).

Fourteen industries are designated as “significant” on Long Island. Eight of the fourteen industries experienced an increase in employment between 2015 and 2020. In addition, ten industries employed at least 12,500 people during 2020. Collectively, these fourteen industries account for 56.1% of jobs on Long Island.

A broad set of industries were identified for this report. They fall into seven major industry groups: construction; manufacturing; trade, transportation and utilities; professional and business services (which primarily sell to other businesses); educational services; health care

and social assistance; and leisure and hospitality.

Industry Analysis

In the following analysis, industries are presented in ascending NAICS industry code order. For additional information regarding the NAICS industry classification system, visit <https://www.census.gov/naics/?58967?yearbck=2017>.

Construction

Construction is booming on Long Island, including new workforce housing and transit-oriented mixed-use developments. Investment in infrastructure to support these new projects, which include sewers, roads, and bridges, is also boosting construction activity. The region's health care industry has also been undergoing several expansion and renovation projects. Over the next decade, the impending retirement of many baby boomers will contribute to job opportunities in this industry, especially among the skilled trades. The development of offshore wind projects will increase demand for workers in these occupations.

Heavy and civil engineering construction is the highest-paying significant industry in this report with an average annual wage of \$121,900 (75.9% higher than the regional all-industry average wage of \$69,300). The recently enacted Infrastructure Investment and Jobs Act will deliver billions of dollars to fund local infrastructure projects, including repairing the region's highways, roads, bridges and expanding four regional airports. These, and other smaller projects, should help this industry continue to grow over the next decade. Employment is expected to grow by 3.2% 2018 through 2028.

In the construction sector, 68.8% of jobs are found in *specialty trade contractors* (NAICS Industry 238). This industry is comprised mainly of small businesses, with nearly three in four businesses having four or fewer employees. Scarce real estate in the region has led to increased renovations of existing homes as well as the repurposing of existing commercial properties, which has resulted in increased demand for *specialty trade contractors*.

Manufacturing

Manufacturing remains an important sector of the Long Island economy despite undergoing significant restructuring over the past several decades. Two manufacturing industries were designated as "significant" for purposes of this report.

The burgeoning *food manufacturing* (NAICS Industry 311) industry on Long Island has been designated as a priority industry by the region's economic development officials. It is one of five industries on the significant industries list that fully recovered the jobs lost during the COVID-19 pandemic. The industry grew by 600 jobs (+10%) from 2015 through 2020. Employment is projected to grow by 2.6% from 2018 through 2028. A growing interest in locally sourced food products and an increase in the number of ethnic food producers has driven growth in the food manufacturing industry.

With 13,000 workers, the *chemical manufacturing* (NAICS Industry 325) industry employed the

most people in the manufacturing sector in 2020. This industry grew by 500 jobs (+4.0%) from 2015 through 2020. Employment is projected to grow by 11.6% from 2018 through 2028. Job gains in this industry have been driven by the growing cluster of companies making pharmaceuticals and supplements on Long Island. The COVID-19 pandemic also led to greater demand for vitamins and other nutraceuticals. More than a half-dozen pharmaceutical businesses have announced expansion plans since the coronavirus struck in early 2020.

Trade, Transportation and Utilities

The pandemic-induced surge in e-commerce has driven growth in the region's *couriers and messengers* (NAICS Industry 492) and *warehousing and storage* (NAICS Industry 493) industries. The increase in online shopping has created greater demand for last-mile warehouses as well as the workers needed to deliver products to their final consumer.

Although it is the smallest of the significant industries in this report (3,600 jobs), employment in the *warehousing and storage* industry nearly doubled between 2015 and 2020 (an increase of 1,700 jobs, or 89.5%) and is projected to grow by 53.1% between 2018 and 2028.

Among the industries included in this report, the *couriers and messengers* industry had the second fastest growth rate (59.3%) between 2015 and 2020. It was second only to *warehousing and storage*. The industry added 3,200 jobs over that time frame, with half occurring in 2020 alone. This growth continued in 2021, with an additional 800 positions gained in the second quarter of that year.

Professional and Business Services

The *professional and business services* sector includes a variety of industries that employ people with skills in science, engineering, and technology. Businesses in the *professional, scientific, and technical services* (NAICS Industry 541) industry provide IT services, engineering and architectural consulting, accounting and legal services. Some businesses in the industry provide world-class research and development laboratories which are an integral part of Long Island's life sciences cluster, a key regional priority sector. This industry paid average annual wages (\$87,700) well above the all-industry average annual wage in 2020.

Like the *professional, scientific, and technical services* industry, businesses in the *administrative and support services* (NAICS Industry 561) industry mainly sell their services to other businesses rather than consumers. As a result, employment in these industries is highly dependent upon the business cycle. Employment growth in *administrative and support services* was concentrated in *office administrative services*, which pays higher than average annual wages. Employment in this industry is projected to grow by 21.9% from 2018 through 2028.

Educational Services

With 124,500 jobs between the public and private sectors, *educational services* (NAICS Industry 611) has more jobs than any significant industry in the region. However, the COVID-19 pandemic took a heavy toll on employment in this industry. Public K-12 schools lost 5,000 jobs in 2020 alone, as schools shifted to distance learning. Higher education employment also fell as colleges

delayed opening or cancelled classes on campuses due to declining enrollment. Despite these pandemic-induced declines, employment in this industry is expected to grow by 15.6% from 2018 through 2028 – faster than the expected growth rate for all industries of 9.3%.

Prior to the COVID-19 pandemic, employment growth in educational services was driven mostly by demographics rather than by economic conditions. In many school districts most job opportunities result from retirements, employee churn, or job changes. However, as New York State recovers from the COVID-19 pandemic, we expect to see new opportunities in the educational services sector. Programs such as the expansion of pre-k enrollment and curriculum changes to meet the growing demand of a skilled workforce should create new positions within the field.

Health Care and Social Assistance

The *health care and social assistance* sector is critical to Long Island's economy. This sector has been the region's steadiest performer and accounts for about one of every five jobs in the region. The aging population has major implications for the sector since it employs many older workers and provides many services to older residents.

Employment in the health care sector dropped sharply at the onset of COVID-19 as providers cancelled elective procedures and patients postponed routine doctor and dentist visits. However, as of Second Quarter 2021, employment in the *ambulatory health care services* (NAICS Industry 621) industry has returned to near pre-pandemic levels. In the long-term, lower costs, patient preference and improved outcomes will continue to drive growth in outpatient care, particularly for in-home health services. Employment in this industry is projected to grow by 44.9% from 2018 through 2028.

Hospitals (NAICS Industry 622) continue to rank among the largest employers in the region. The industry added the most jobs (11,800) between 2015 and 2020 and had the second highest wages (\$93,300) of the significant industries on Long Island. Several of the region's health care systems have been renovating and expanding local hospitals, as well as opening new outpatient care facilities.

The aging of Long Island's population has increased the demand for nursing care and assisted living facilities. Employment in *nursing and residential care facilities* (NAICS Industry 624) is projected to grow by 17.8% from 2018 through 2028. The opioid epidemic has also driven demand for residential substance abuse facilities.

The *social assistance* (NAICS Industry 624) industry provides a wide variety of services directly to clients in a nonresidential setting. This industry includes emergency relief services like food banks, which had unprecedented increases in the number of Long Islanders served during the COVID-19 pandemic. *Child day care services*, which has been identified as a priority for the region's Regional Economic Development Council, also falls within the social assistance industry.

Prior to the COVID-19 pandemic, employment growth in health care and social assistance was

driven mostly by demographics rather than by economic conditions. As New York State recovers from the COVID-19 pandemic, we expect to see new opportunities in this sector.

Leisure and Hospitality

The *food services and drinking places* (NAICS Industry 722) industry is a vital component of Long Island's \$6.3 billion tourism industry. Restaurants and bars are projected to employ 100,000 people by 2028, second only to *ambulatory health care services*. Because many of the industry's largest occupations only require short-term training, *food services and drinking places* had the lowest average annual wage of any of the industries in this report (\$27,300) in 2020. However, restaurants offer opportunities for advancement to higher-paying supervisory positions.

For Further Information

It is hoped that the statewide and local workforce development boards find the information in this report useful. The New York State Department of Labor's regional labor market analyst for Long Island, Shital Patel, is available for consultation. She can be reached via email at Shital.Patel@labor.ny.gov or by phone at (516) 934-8533.

Similar local data are available from our network of 10 regional labor market analysts to assist LWDBs. For questions regarding your local area, please contact your regional labor market analyst. Their contact information is available at: <https://dol.ny.gov/stats/labor-market-analysts>.

Significant Industries, Long Island, 2021

NAICS Industry Code	Industry Name	Jobs		Net Change in Jobs, 2015-2020	% Change in Jobs, 2015-2020	Average Annual Wage, 2020	Projected % Change in Jobs, 2018-2028	Why Industry is Significant**
		2015*	2020*					
	Total, all industries (all ownerships)	1,254,600	1,167,000	(87,600)	-7.0%	\$69,300	9.3%	NA
237	Heavy and civil engineering construction	4,800	6,000	1,200	25.0%	\$121,900	3.2%	G, W
238	Specialty trade contractors	50,000	49,900	(100)	-0.2%	\$74,900	9.5%	J, P, W
311	Food manufacturing	6,000	6,600	600	10.0%	\$46,700	2.6%	G
325	Chemical manufacturing	12,500	13,000	500	4.0%	\$67,600	11.6%	J, P
492	Couriers and messengers	5,400	8,600	3,200	59.3%	\$47,800	18.8%	G, P
493	Warehousing and storage	1,900	3,600	1,700	89.5%	\$48,300	53.1%	G, P
541	Professional and technical services	77,900	71,800	(6,100)	-7.8%	\$87,700	10.7%	J, P, W
561	Administrative and support services	67,100	62,400	(4,700)	-7.0%	\$54,900	21.9%	J, P
611	Educational services	129,700	124,500	(5,200)	-4.0%	\$76,800	15.6%	J, P, W
621	Ambulatory health care services	83,300	86,400	3,100	3.7%	\$66,300	44.9%	J, P
622	Hospitals	64,400	76,200	11,800	18.3%	\$93,300	9.0%	G, J, W
623	Nursing and residential care facilities	34,800	35,300	500	1.4%	\$47,200	17.8%	J, P
624	Social assistance	33,700	33,000	(700)	-2.1%	\$34,300	45.0%	J, P
722	Food services and drinking places	91,400	77,000	(14,400)	-15.8%	\$27,300	2.4%	J

NA – Not Applicable

*Represents both private and public sector jobs

****Key:**

G: Industry experienced above-average job growth; can be net or percentage growth

J: Industry employs a significant number of jobs (>12,500)

P: Above-average growth projected for 2016-2026

W: Industry pays above-average wages

Significant Industries, Long Island, 2021

NAICS Industry Code	Industry Name	Jobs		Net Change in Jobs, 2020Q2-2021Q2	% Change in Jobs, 2020Q2-2021Q2
		2020Q2*	2021Q2*		
	Total, all industries (all ownerships)	1,050,300	1,226,400	176,100	16.8%
237	Heavy and civil engineering construction	5,100	6,400	1,300	25.5%
238	Specialty trade contractors	41,800	51,800	10,000	23.9%
311	Food manufacturing	5,800	7,100	1,300	22.4%
325	Chemical manufacturing	12,500	14,000	1,500	12.0%
492	Couriers and messengers	7,800	8,600	800	10.3%
493	Warehousing and storage	3,500	3,700	200	5.7%
541	Professional and technical services	68,000	73,300	5,300	7.8%
561	Administrative and support services	56,900	68,800	11,900	20.9%
611	Educational services	130,000	138,400	8,400	6.5%
621	Ambulatory health care services	74,400	92,200	17,800	23.9%
622	Hospitals	75,200	76,900	1,700	2.3%
623	Nursing and residential care facilities	34,400	34,000	(400)	-1.2%
624	Social assistance	29,200	32,800	3,600	12.3%
722	Food services and drinking places	53,200	89,400	36,200	68.0%

NA – Not Applicable

*Represents both private and public sector jobs

**Heavy and Civil Engineering Construction
(NAICS Industry 237)
Ten Most Common Occupations**

Industry Description: The Heavy and Civil Engineering Construction subsector comprises establishments whose primary activity is the construction of entire engineering projects (e.g., highways and dams), and specialty trade contractors, whose primary activity is the production of a specific component for such projects. Specialty trade contractors in Heavy and Civil Engineering Construction generally are performing activities that are specific to heavy and civil engineering construction projects and are not normally performed on buildings. The work performed may include new work, additions, alterations, or maintenance and repairs.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	47-2061	Construction Laborers	36.4%	\$98,732	9.4%	No formal educational credential	None	Short-term on-the-job training
2	47-2073	Operating Engineers and Other Construction Equipment Operators	13.2%	\$141,863	7.8%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	47-2031	Carpenters	7.3%	\$60,988	7.1%	High school diploma or equivalent	None	Apprenticeship
4	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	4.5%	\$112,352	9.1%	High school diploma or equivalent	5 years or more	None
5	11-1021	General and Operations Managers	2.7%	\$188,039	8.8%	Bachelor's degree	5 years or more	None
6	53-3032	Heavy and Tractor-Trailer Truck Drivers	2.0%	\$91,857	8.8%	Postsecondary non-degree award	None	Short-term on-the-job training
7	13-1198	Project Management Specialists and Business Operations Specialists, All Other	2.0%	\$156,438	10.6%	Bachelor's degree	None	None
8	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.9%	\$54,431	-2.4%	High school diploma or equivalent	None	Short-term on-the-job training
9	13-1051	Cost Estimators	1.5%	\$88,239	9.0%	Bachelor's degree	None	Moderate-term on-the-job training
10	11-9021	Construction Managers	1.5%	\$148,003	9.3%	Bachelor's degree	None	Moderate-term on-the-job training

**Specialty Trade Contractors
(NAICS Industry 238)
Ten Most Common Occupations**

Industry Description: The Specialty Trade Contractors subsector comprises establishments whose primary activity is performing specific activities (e.g., pouring concrete, site preparation, plumbing, painting, and electrical work) involved in building construction or other activities that are similar for all types of construction, but that are not responsible for the entire project. The work performed may include new work, additions, alterations, maintenance, and repairs. The production work performed by establishments in this subsector is usually subcontracted from establishments of the general contractor type or for-sale builders, but especially in remodeling and repair construction, work also may be done directly for the owner of the property. Specialty trade contractors usually perform most of their work at the construction site, although they may have shops where they perform prefabrication and other work. Establishments primarily engaged in preparing sites for new construction are also included in this subsector.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	47-2061	Construction Laborers	13.3%	\$51,115	9.4%	No formal educational credential	None	Short-term on-the-job training
2	47-2152	Plumbers, Pipefitters, and Steamfitters	11.2%	\$65,515	14.8%	High school diploma or equivalent	None	Apprenticeship
3	47-2111	Electricians	10.8%	\$70,297	11.0%	High school diploma or equivalent	None	Apprenticeship
4	47-2031	Carpenters	6.8%	\$67,014	7.1%	High school diploma or equivalent	None	Apprenticeship
5	47-2141	Painters, Construction and Maintenance	5.0%	\$62,148	6.1%	No formal educational credential	None	Moderate-term on-the-job training
6	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	4.2%	\$49,965	11.6%	Postsecondary non-degree award	None	Long-term on-the-job training
7	11-1021	General and Operations Managers	3.7%	\$131,391	8.8%	Bachelor's degree	5 years or more	None
8	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	3.5%	\$94,788	9.1%	High school diploma or equivalent	5 years or more	None
9	43-9061	Office Clerks, General	3.1%	\$42,028	-0.2%	High school diploma or equivalent	None	Short-term on-the-job training
10	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.8%	\$47,973	-2.4%	High school diploma or equivalent	None	Short-term on-the-job training

**Food Manufacturing
(NAICS Industry 311)
Ten Most Common Occupations**

Industry Description: Industries in the Food Manufacturing subsector transform livestock and agricultural products into products for intermediate or final consumption. The industry groups are distinguished by the raw materials (generally of animal or vegetable origin) processed into food products.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	51-3092	Food Batchmakers	17.4%	\$27,012	3.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-9111	Packaging and Filling Machine Operators and Tenders	12.9%	\$28,941	11.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	51-3011	Bakers	11.7%	\$30,373	3.1%	No formal educational credential	None	Long-term on-the-job training
4	53-7064	Packers and Packagers, Hand	4.7%	\$28,158	-1.8%	No formal educational credential	None	Short-term on-the-job training
5	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4.2%	\$33,310	6.6%	No formal educational credential	None	Short-term on-the-job training
6	51-1011	First-Line Supervisors of Production and Operating Workers	3.4%	\$47,552	0.2%	High school diploma or equivalent	Less than 5 years	None
7	41-2031	Retail Salespersons	3.2%	\$31,664	-10.5%	No formal educational credential	None	Short-term on-the-job training
8	53-3033	Light Truck Drivers	2.5%	\$34,470	8.4%	High school diploma or equivalent	None	Short-term on-the-job training
9	53-7061	Cleaners of Vehicles and Equipment	2.0%	\$30,317	4.9%	No formal educational credential	None	Short-term on-the-job training
10	11-1021	General and Operations Managers	1.7%	\$118,811	8.8%	Bachelor's degree	5 years or more	None

**Chemical Manufacturing
(NAICS Industry 325)
Ten Most Common Occupations**

Industry Description: The Chemical Manufacturing subsector is based on the transformation of organic and inorganic raw materials by a chemical process and the formulation of products. This subsector distinguishes the production of basic chemicals that comprise the first industry group from the production of intermediate and end products produced by further processing of basic chemicals that make up the remaining industry groups.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	51-9111	Packaging and Filling Machine Operators and Tenders	18.4%	\$29,405	11.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	8.5%	\$41,066	-13.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	51-9011	Chemical Equipment Operators and Tenders	7.7%	\$38,106	14.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	6.5%	\$34,108	12.8%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	51-1011	First-Line Supervisors of Production and Operating Workers	5.2%	\$72,858	0.2%	High school diploma or equivalent	Less than 5 years	None
6	19-2031	Chemists	4.0%	\$66,011	19.4%	Bachelor's degree	None	None
7	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3.4%	\$31,782	6.6%	No formal educational credential	None	Short-term on-the-job training
8	49-9041	Industrial Machinery Mechanics	2.6%	\$59,929	9.4%	High school diploma or equivalent	None	Long-term on-the-job training
9	11-3051	Industrial Production Managers	1.6%	\$132,308	2.1%	Bachelor's degree	5 years or more	None
10	13-1041	Compliance Officers	1.6%	\$79,262	13.3%	Bachelor's degree	None	Moderate-term on-the-job training

**Couriers and Messengers
(NAICS Industry 492)
Ten Most Common Occupations**

Industry Description: Industries in the Couriers and Messengers subsector provide intercity and/or local delivery of parcels and documents. These articles can be described as those that may be handled by one person without using special equipment. This allows the collection, pick-up, and delivery operations to be done with limited labor costs and minimal equipment. Sorting and transportation activities, where necessary, are generally mechanized. The restriction to small parcels partly distinguishes these establishments from those in the transportation industries. The complete network of courier services establishments also distinguishes these transportation services from local messenger and delivery establishments in this subsector. This includes the establishments that perform intercity transportation as well as establishments that, under contract to them, perform local pick-up and delivery. Messengers, who usually deliver within a metropolitan or single urban area, may use bicycle, foot, small truck, or van.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	34.5%	\$27,458	6.6%	No formal educational credential	None	Short-term on-the-job training
2	53-3033	Light Truck Drivers	25.9%	\$55,251	8.4%	High school diploma or equivalent	None	Short-term on-the-job training
3	53-3032	Heavy and Tractor-Trailer Truck Drivers	3.3%	\$78,043	8.8%	Postsecondary non-degree award	None	Short-term on-the-job training
4	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	3.2%	\$79,008	11.6%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	43-4051	Customer Service Representatives	2.6%	\$53,125	-1.2%	High school diploma or equivalent	None	Short-term on-the-job training
6	43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.0%	\$81,242	4.6%	High school diploma or equivalent	Less than 5 years	None
7	11-1021	General and Operations Managers	1.0%	\$107,310	8.8%	Bachelor's degree	5 years or more	None
8	43-9061	Office Clerks, General	0.7%	\$37,766	-0.2%	High school diploma or equivalent	None	Short-term on-the-job training
9	13-1071	Human Resources Specialists	0.7%	\$79,486	12.2%	Bachelor's degree	None	None
10	11-3071	Transportation, Storage, and Distribution Managers	0.5%	\$117,168	8.3%	High school diploma or equivalent	5 years or more	None

**Warehousing and Storage
(NAICS Industry 493)
Nine Most Common Occupations**

Industry Description: Industries in the Warehousing and Storage subsector are primarily engaged in operating warehousing and storage facilities for general merchandise, refrigerated goods, and other warehouse products. These establishments provide facilities to store goods. They do not sell the goods they handle. These establishments take responsibility for storing the goods and keeping them secure. They may also provide a range of services, often referred to as logistics services, related to the distribution of goods. Logistics services can include labeling, breaking bulk, inventory control and management, light assembly, order entry and fulfillment, packaging, pick and pack, price marking and ticketing, and transportation arrangement. However, establishments in this industry group always provide warehousing or storage services in addition to any logistic services. Furthermore, the warehousing or storage of goods must be more than incidental to the performance of services, such as price marking.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	48.2%	\$37,925	6.6%	No formal educational credential	None	53-7062
2	53-3032	Heavy and Tractor-Trailer Truck Drivers	10.2%	\$73,742	8.8%	Postsecondary non-degree award	None	53-3032
3	53-7064	Packers and Packagers, Hand	5.0%	\$26,748	-1.8%	No formal educational credential	None	53-7064
4	53-7051	Industrial Truck and Tractor Operators	3.9%	\$77,239	5.0%	No formal educational credential	None	53-7051
5	43-4051	Customer Service Representatives	3.4%	\$49,093	-1.2%	High school diploma or equivalent	None	43-4051
6	53-1047	First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	3.3%	\$69,816	NA	NA	NA	53-1047
7	11-1021	General and Operations Managers	2.4%	\$149,189	8.8%	Bachelor's degree	5 years or more	11-1021
8	11-3071	Transportation, Storage, and Distribution Managers	0.4%	\$121,666	8.3%	High school diploma or equivalent	5 years or more	11-3071
9	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0.3%	\$56,575	-2.4%	High school diploma or equivalent	None	43-6014

Note: Due to confidentiality, only top nine occupations are available for this industry.

NA – Not Applicable

**Professional, Scientific, and Technical Services
(NAICS Industry 541)
Ten Most Common Occupations**

Industry Description: Industries in the Professional, Scientific, and Technical Services subsector group establishments engaged in processes where human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis, where an individual or team is responsible for the delivery of services to the client. The distinguishing feature of the Professional and Technical Service subsector is the fact that most of the industries grouped in it have production processes that are almost wholly dependent on worker skills. Thus, the establishments classified in this subsector sell expertise. Much of the expertise requires degrees, though not in every case. Examples include legal, accounting, architectural, advertising, scientific R&D, and other professional services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	23-1011	Lawyers	9.0%	\$123,079	9.0%	Doctoral or professional degree	None	23-1011
2	13-2011	Accountants and Auditors	6.7%	\$89,070	12.5%	Bachelor's degree	None	13-2011
3	23-2011	Paralegals and Legal Assistants	5.9%	\$57,550	15.6%	Associate's degree	None	23-2011
4	43-9061	Office Clerks, General	4.3%	\$36,058	-0.2%	High school diploma or equivalent	None	43-9061
5	43-3031	Bookkeeping, Accounting, and Auditing Clerks	3.8%	\$52,493	0.1%	Some college, no degree	None	43-3031
6	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	3.4%	\$100,901	#N/A	Bachelor's degree	None	15-1256
7	11-1021	General and Operations Managers	2.9%	\$191,105	8.8%	Bachelor's degree	5 years or more	11-1021
8	43-4051	Customer Service Representatives	2.6%	\$34,409	-1.2%	High school diploma or equivalent	None	43-4051
9	13-1111	Management Analysts	2.6%	\$117,056	16.1%	Bachelor's degree	Less than 5 years	13-1111
10	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.6%	\$49,495	-2.4%	High school diploma or equivalent	None	43-6014

**Administrative and Support Services
(NAICS Industry 561)
Ten Most Common Occupations**

Industry Description: Industries in the Administrative and Support Services subsector group establishments engaged in activities that support the day-to-day operations of other organizations. The processes employed in this sector (e.g., general management, personnel administration, clerical activities, cleaning activities) are often integral parts of the activities of establishments found in all sectors of the economy. Many of the activities performed in this subsector are ongoing routine support functions that all businesses and organizations must do and that they have traditionally done for themselves. Recent trends, however, are to contract or purchase such services from businesses that specialize in such activities and can, therefore, provide the services more efficiently.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	15.1%	\$29,329	16.6%	No formal educational credential	None	37-2011
2	37-3011	Landscaping and Groundskeeping Workers	11.3%	\$39,763	19.3%	No formal educational credential	None	37-3011
3	33-9032	Security Guards	10.5%	\$33,215	14.5%	High school diploma or equivalent	None	33-9032
4	43-9061	Office Clerks, General	3.0%	\$33,457	-0.2%	High school diploma or equivalent	None	43-9061
5	43-4051	Customer Service Representatives	2.9%	\$40,228	-1.2%	High school diploma or equivalent	None	43-4051
6	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.7%	\$39,846	-2.4%	High school diploma or equivalent	None	43-6014
7	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	2.5%	\$40,954	11.6%	High school diploma or equivalent	None	41-3091
8	37-2021	Pest Control Workers	2.3%	\$37,893	21.2%	High school diploma or equivalent	None	37-2021
9	43-3011	Bill and Account Collectors	2.2%	\$38,923	3.0%	High school diploma or equivalent	None	43-3011
10	11-1021	General and Operations Managers	2.1%	\$135,636	8.8%	Bachelor's degree	5 years or more	11-1021

**Educational Services
(NAICS Industry 611)
Ten Most Common Occupations**

Industry Description: Industries in this group provide instruction and training in a wide variety of subjects. The instruction and training is provided by specialized establishments, such as schools, colleges, universities, and training centers.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	25-9045	Teaching Assistants, Except Postsecondary	12.6%	\$32,120	17.1%	Some college, no degree	None	25-9045
2	25-2021	Elementary School Teachers, Except Special Education	12.2%	\$116,809	13.6%	Bachelor's degree	None	25-2021
3	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	7.9%	\$120,314	13.9%	Bachelor's degree	None	25-2031
4	25-2022	Middle School Teachers, Except Special and Career/Technical Education	4.6%	\$118,228	13.8%	Bachelor's degree	None	25-2022
5	25-3031	Substitute Teachers, Short-Term	4.1%	\$42,021	13.1%	Bachelor's degree	None	25-3031
6	25-2052	Special Education Teachers, Kindergarten and Elementary School	3.4%	\$74,638	14.9%	Bachelor's degree	None	25-2052
7	39-9011	Childcare Workers	3.2%	\$33,792	14.7%	High school diploma or equivalent	None	39-9011
8	49-9071	Maintenance and Repair Workers, General	2.8%	\$61,961	9.9%	High school diploma or equivalent	None	49-9071
9	11-9032	Education Administrators, Kindergarten through Secondary	2.5%	\$169,332	14.4%	Master's degree	5 years or more	11-9032
10	29-1141	Registered Nurses	2.2%	\$62,884	21.5%	Bachelor's degree	None	29-1141

**Ambulatory Health Care Services
(NAICS Industry 621)
Ten Most Common Occupations**

Industry Description: Industries in the Ambulatory Health Care Services subsector provide health care services directly or indirectly to ambulatory patients and do not usually provide inpatient services. Health practitioners in this subsector provide outpatient services, with the facilities and equipment not usually being the most significant part of the production process.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	31-1120	Home Health and Personal Care Aides	25.1%	\$31,707	70.3%	High school diploma or equivalent	None	Short-term on-the-job training
2	43-4171	Receptionists and Information Clerks	10.7%	\$39,723	17.2%	High school diploma or equivalent	None	Short-term on-the-job training
3	31-9092	Medical Assistants	4.7%	\$40,669	34.6%	Postsecondary non-degree award	None	None
4	29-1141	Registered Nurses	4.1%	\$94,535	21.5%	Bachelor's degree	None	None
5	31-9091	Dental Assistants	3.3%	\$44,426	23.6%	Postsecondary non-degree award	None	None
6	43-3021	Billing and Posting Clerks	2.8%	\$47,584	17.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.4%	\$45,588	-2.4%	High school diploma or equivalent	None	Short-term on-the-job training
8	43-1011	First-Line Supervisors of Office and Administrative Support Workers	2.3%	\$66,301	4.6%	High school diploma or equivalent	Less than 5 years	None
9	29-2010	Clinical Laboratory Technologists and Technicians	2.2%	\$64,855	20.9%	Bachelor's degree	None	None
10	29-1228	Physicians, All Other and Ophthalmologists, Except Pediatric	2.2%	\$214,880*	14.9%	Doctoral or professional degree	None	Internship/residency

* Due to confidentiality, regional median occupational wage was replaced with regional cross industry median wage.

Hospitals
(NAICS Industry 622)
Ten Most Common Occupations

Industry Description: Industries in the Hospitals subsector provide medical, diagnostic, and treatment services that include physician, nursing, and other health services to inpatients and the specialized accommodation services required by inpatients. Hospitals may also provide outpatient services as a secondary activity. Establishments in the Hospitals subsector provide inpatient services, many of which can only be provided using the specialized facilities and equipment that form a significant and integral part of the production process.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	29-1141	Registered Nurses	22.9%	\$107,771	21.5%	Bachelor's degree	None	None
2	31-1131	Nursing Assistants	7.8%	\$49,484	12.8%	Postsecondary non-degree award	None	None
3	11-9111	Medical and Health Services Managers	3.2%	\$165,120	21.8%	Bachelor's degree	Less than 5 years	None
4	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.8%	\$48,646	-2.4%	High school diploma or equivalent	None	Short-term on-the-job training
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2.5%	\$48,825	16.6%	No formal educational credential	None	Short-term on-the-job training
6	43-9061	Office Clerks, General	2.0%	\$48,227	-0.2%	High school diploma or equivalent	None	Short-term on-the-job training
7	29-2010	Clinical Laboratory Technologists and Technicians	1.9%	\$87,340	20.9%	Bachelor's degree	None	None
8	29-1071	Physician Assistants	1.8%	\$144,868	35.8%	Master's degree	None	None
9	43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.7%	\$81,594	4.6%	High school diploma or equivalent	Less than 5 years	None
10	43-4111	Interviewers, Except Eligibility and Loan	1.6%	\$49,938	8.7%	High school diploma or equivalent	None	Short-term on-the-job training

**Nursing and Residential Care Facilities
(NAICS Industry 623)
Ten Most Common Occupations**

Industry Description: Industries in the Nursing and Residential Care Facilities subsector provide residential care combined with either nursing, supervisory, or other types of care as required by the residents. In this subsector, the facilities are a significant part of the production process, and the care provided is a mix of health and social services with the health services being largely some level of nursing services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	31-1120	Home Health and Personal Care Aides	24.2%	\$32,469	70.3%	High school diploma or equivalent	None	Short-term on-the-job training
2	31-1131	Nursing Assistants	16.4%	\$43,480	12.8%	Postsecondary non-degree award	None	None
3	29-2061	Licensed Practical and Licensed Vocational Nurses	7.8%	\$59,832	22.9%	Postsecondary non-degree award	None	None
4	29-1141	Registered Nurses	7.0%	\$91,719	21.5%	Bachelor's degree	None	None
5	37-2012	Maids and Housekeeping Cleaners	3.8%	\$39,460	0.4%	No formal educational credential	None	Short-term on-the-job training
6	35-3041	Food Servers, Nonrestaurant	3.7%	\$37,423	12.8%	No formal educational credential	None	Short-term on-the-job training
7	39-9032	Recreation Workers	2.4%	\$37,306	23.6%	High school diploma or equivalent	None	Short-term on-the-job training
8	39-9041	Residential Advisors	2.1%	\$41,508	24.8%	High school diploma or equivalent	None	Short-term on-the-job training
9	35-2012	Cooks, Institution and Cafeteria	1.8%	\$39,165	10.8%	No formal educational credential	None	Short-term on-the-job training
10	21-1018	Substance abuse, behavioral disorder, and mental health counselors	1.6%	\$45,220	34.2%	Bachelor's degree	None	None

**Social Assistance
(NAICS Industry 624)
Ten Most Common Occupations**

Industry Description: Industries in the Social Assistance subsector provide a wide variety of social assistance services directly to their clients. These services do not include residential or accommodation services, except on a short-stay basis.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	31-1120	Home Health and Personal Care Aides	42.4%	\$30,818	70.3%	High school diploma or equivalent	None	Short-term on-the-job training
2	39-9011	Childcare Workers	12.1%	\$29,894	14.7%	High school diploma or equivalent	None	Short-term on-the-job training
3	25-9045	Teaching Assistants, Except Postsecondary	4.1%	\$30,336	17.1%	Some college, no degree	None	None
4	21-1093	Social and Human Service Assistants	3.5%	\$33,897	30.8%	High school diploma or equivalent	None	Short-term on-the-job training
5	25-2011	Preschool Teachers, Except Special Education	3.4%	\$35,511	23.2%	Associate's degree	None	None
6	43-5061	Production, Planning, and Expediting Clerks	2.1%	\$45,861	16.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.8%	\$36,972	-2.4%	High school diploma or equivalent	None	Short-term on-the-job training
8	21-1021	Child, Family, and School Social Workers	1.5%	\$56,330	21.5%	Bachelor's degree	None	None
9	21-1012	Educational, Guidance, and Career Counselors and Advisors	1.5%	\$47,762	21.1%	Master's degree	None	None
10	39-9041	Residential Advisors	1.5%	\$32,704	24.8%	High school diploma or equivalent	None	Short-term on-the-job training

**Food Services and Drinking Places
(NAICS Industry 722)
Ten Most Common Occupations**

Industry Description: Industries in the Food Services and Drinking Places subsector prepare meals, snacks, and beverages to customer order for immediate on-premises and off-premises consumption. There is a wide range of establishments in these industries. Some provide food and drink only, while others provide various combinations of seating space, waiter/waitress services, and incidental amenities, such as limited entertainment. The industry groups are restaurants and other eating places, including full-service restaurants, limited-service restaurants, cafeterias, and snack bars; special food services, such as food service contractors, caterers, and mobile food services; and drinking places.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	35-3023	Fast Food and Counter Workers	35.7%	\$29,722	8.8%	No formal educational credential	None	Short-term on-the-job training
2	35-3031	Waiters and Waitresses	18.9%	\$30,903	1.9%	No formal educational credential	None	Short-term on-the-job training
3	35-2014	Cooks, Restaurant	7.7%	\$34,563	12.6%	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
4	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	6.5%	\$44,320	3.4%	High school diploma or equivalent	Less than 5 years	None
5	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	4.5%	\$31,215	2.5%	No formal educational credential	None	Short-term on-the-job training
6	35-9021	Dishwashers	3.5%	\$29,971	-3.8%	No formal educational credential	None	Short-term on-the-job training
7	35-2021	Food Preparation Workers	3.5%	\$29,335	2.6%	No formal educational credential	None	Short-term on-the-job training
8	35-3011	Bartenders	3.3%	\$41,197	1.0%	No formal educational credential	None	Short-term on-the-job training
9	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2.5%	\$28,796	2.3%	No formal educational credential	None	Short-term on-the-job training
10	11-1021	General and Operations Managers	1.7%	\$92,212	8.8%	Bachelor's degree	5 years or more	None

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