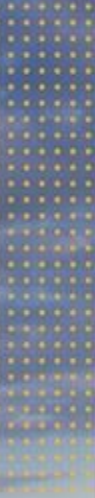


North Country Significant Industries

A Report to The Workforce Development System

Bureau of Labor Market Information
Division of Research and Statistics



2021

WE ARE YOUR DOL



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 North Country 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 employs more than 1,000 people in the region; or
- The industry’s projected employment growth for 2018-2028 was above average in the region (4%); or
- The industry paid above-average annual wages (\$48,400 in 2020).

A broad set of twenty-three industries are designated as “significant” in the North Country. They fall into eight major industry sectors: agriculture; construction; manufacturing; professional and business services; educational services; health care and social services; leisure and hospitality; and public administration/government.

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>.

Agriculture

Crop production (NAICS Industry 111) and *animal production and aquaculture* (NAICS Industry 112) were the two industries from the *agriculture* sector that made the significant industries list. Between 2015 and 2020, *crop production* lost 100 jobs (-16.7%) while *animal production and aquaculture* added 100 jobs (+5.9%). Both industries paid average annual wages below the all-industry average annual wage of \$48,400 (\$31,100 and \$41,000, respectively). The projected employment growth rate from 2018 to 2028 for *crop production* is 7.1%, which is above the all-industries projected growth rate for the North Country region (4.0%). *Crop production* and *animal production and aquaculture* together comprise a relatively small share of employment in the North Country (1.7%). However, employment in these industries has an impact on employment in other industries, such as equipment suppliers and wholesalers of farm inputs such as seed and fertilizer. Further, the particular dataset used for these reports (the Quarterly Census of Employment and Wages) can exclude some agriculture workers.

Construction

All three Industries from the *construction* sector are considered significant in the North Country: *construction of buildings* (NAICS Industry 236), *heavy and civil engineering construction* (NAICS Industry 237) and *specialty trade contractors* (NAICS Industry 238). From 2015 to 2020, *construction of buildings* lost 200 jobs (or -10%), *heavy and civil engineering construction* gained 100 jobs (or 14.3%), and *specialty trade contractors* gained 200 jobs (or 7.7%). All three of these industries paid an average wage above the all-industry average for the region (\$55,500, \$110,200, and \$55,000, respectively).

Employment in this sector has been boosted by a combination of upgrades to the region's airports, roads, second home building, renewable energy projects, and a round of pandemic induced home construction and remodeling.

Manufacturing

Though broad in scope, *manufacturing* accounts for a small portion of the region's employment. The seven significant *manufacturing* industries in the North Country together account for 5,700 jobs (4.1% of all-industry employment). *Manufacturing* employment in the region has been declining long-term. From 2015 to 2020, the significant *manufacturing* industries lost 100 jobs. Some *manufacturing* industries include large employers. Average annual wages for *manufacturing* industries are relatively high.

The vertical integration of agriculture with the *food manufacturing* (NAICS Industry 311) and *beverage manufacturing* (NAICS Industry 312) industries has been vital for the development of the value-added agriculture cluster. *Food manufacturing* added 200 jobs (or 20.0%) between 2015 and 2020. Over the same period, employment in *beverage manufacturing*, driven largely by growth in the craft beer industry, doubled, from 200 to 400 during the same period. In 2020 the average wage for *food manufacturing* was \$56,900, and the average wage for *beverage*

manufacturing was \$35,800.

Paper manufacturing (NAICS Industry 322), which has been in a long-term decline in the North Country, lost 500 jobs (-25.0%) from 2015 to 2020. The industry remains significant in terms of pay (average annual wage of \$69,100); and employment (1,500 jobs in 2020).

Plastics and rubber products manufacturing (NAICS 326) added 200 jobs between 2015 and 2020. Job growth was driven largely by the increasing demand for packaging and container products. The industry pays an annual average wage of \$51,200.

Machinery manufacturing (NAICS Industry 333) is a small industry, but demand for efficient and innovative products boosted employment in the industry by 100 jobs (or 50%) from 2015 to 2020.

Though employment in *computer and electronics product manufacturing* (NAICS Industry 334) fell by 100 from 2015 to 2020, a nascent computer hardware and solar panel manufacturing industry is establishing itself as high-tech manufacturers locate in the region to build equipment for an online world and to meet renewable energy production goals.

Employment in *transportation equipment manufacturing* (NAICS Industry 336) declined by 200 jobs (-16.7%) from 2015 to 2020. However, the transportation industry cluster is poised for growth with an established base of supporting suppliers and growing demand for electric public transportation and replacement bus and rail stock. The average annual wage in this industry (\$65,800) is 73% higher than the all-industry average annual wage (\$48,400) in the North Country. Employment in this industry is expected to grow by 32.2% between 2018 and 2028.

Professional and Business Services

The demand for *professional, scientific, and technical services* (NAICS Industry 541) and *management of companies and enterprises* (NAICS Industry 551) resulted in employment growth of 200 jobs in each industry from 2015 to 2020 and projected growth rates of 11.4% and 16.4% respectively from 2018 to 2028.

Educational Services

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.

With 18,300 jobs between the public and private sectors in 2020, *educational services* (NAICS Industry 611) had the second largest number of jobs within any significant industry presented in

this report, second only to *government*. *Educational services* lost 700 jobs (-3.7%) between 2015 and 2020 as a long-term growth trend was halted due to the pandemic. The industry's 2020 average annual wage (\$53,000) is above the all-industry average annual wage (\$48,400). As the economy recovers from the pandemic and the need to replace workers leaving the industry grows, the demand for teachers at all levels will resume. Employment is expected to grow by 4.9% from 2018 to 2028.

Health Care and Social Assistance

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.

Nearly all occupations in this sector are expected to be in demand over the next decade as the North Country's population continues to age and the need to replace workers leaving the labor force grows. An increase in the demand for health care for an aging population coupled with an increase in demand for social services for people of all ages is expected to lead to employment growth between 2018 and 2028 as follows:

- *Ambulatory health care services* (NAICS Industry 621), +29.4%;
- *Hospitals* (NAICS Industry 622), +6.6%;
- *Nursing and residential care facilities* (NAICS Industry 623), +14.1%;
- *Social Assistance* (NAICS Industry 624), +21.1%.

Due to the COVID-19 pandemic, and in a reversal of recent upward trends, employment in *ambulatory health care services* decreased by 100 jobs (-1.6%) from 2015 to 2020. For the same reason employment growth in *hospitals* slowed considerably – the industry added only 200 jobs (+2.2%) from 2015 to 2020, as the pandemic reversed stronger recent growth trends. Employment growth in *social assistance* remained strong between 2015 and 2020 – the industry added 500 jobs (+11.9%). Employment in *nursing and residential care facilities* declined by 500 jobs (or -6.9%) during the same period.

Average annual wages in *ambulatory health services* were \$63,900, in *hospitals* were \$67,600, in *nursing and residential care facilities* were \$41,800, and in *social services* were \$29,100. The great difference in average annual wages reflects the mix of occupations in each industry.

Leisure and Hospitality

Three industries from the *leisure and hospitality* super-sector were significant in the North Country: *amusements, gambling, and recreation* (NAICS Industry 713, with 1,400 jobs); *accommodation* (NAICS Industry 721, with 2,100 jobs); and *food services and drinking places* (NAICS Industry 722, with 8,900 jobs). Despite setbacks in these industries related to the COVID-19 pandemic, the sector is significant for the region's future due to its relatively large size and recent growth rate.

The capacity to attract tourists to wide open spaces and a wide variety of outdoor recreation opportunities resulted in travel related spending being less impacted by the pandemic in the Adirondacks and Thousand Islands regions compared to all other regions in the state. Consequently, the region's share of state travel spending increased in 2020. Essex County, home of Lake Placid and other tourist destinations, was the only county in New York State not to experience a decline in travel spending, according to a study by Tourism Economics.

The relatively low average annual wages in the *leisure and hospitality* sector can be attributed to lower paying occupations and the seasonal and part-time employment typically found in this sector. As the economy recovers from the pandemic, the *leisure and hospitality* sector has been adding workers faster than any other sector from Second Quarter 2020 to Second Quarter 2021, resulting in rapid wage increases as the supply of labor cannot meet the demand. *Amusements, gambling, and recreation* grew by 77.8%, *accommodation* by 71.4%, and *food services and drinking places* by 65.1% from Second Quarter 2020 to Second Quarter 2021.

Government

With 19,500 employees (excluding education and hospitals) in 2020, federal, state, and local governments are large employers in the North Country. The average annual wage of \$60,600 was significantly higher than the all-industry average annual wage of \$48,400. Government makes up a relatively high portion of total employment in this region (around 14%) as the North Country has several correctional, disability, and recreational facilities and many small town and village governments for sparsely populated districts.

For Further Information

It is hoped that the local workforce development boards find the information in this report useful. The New York State Department of Labor's North Country labor market analyst, Konstantin Sikhaou, is available for consultation. He can be reached via email at Konstantin.Sikhaou@labor.ny.gov or by phone at (518) 523-7157.

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://labor.ny.gov/stats/lslma.shtm>.

Significant Industries, North Country, 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)	149,812	139,312	(10,500)	-7.0%	\$48,387	4.0%	NA
111	Crop production	600	500	(100)	-16.7%	\$31,100	7.1%	P
112	Animal production and aquaculture	1,700	1,800	100	5.9%	\$41,000	3.0%	G,J
236	Construction of buildings	2,000	1,800	(200)	-10.0%	\$55,500	4.8%	J,P,W
237	Heavy and civil engineering construction	700	800	100	14.3%	\$110,200	3.5%	G,W
238	Specialty trade contractors	2,600	2,800	200	7.7%	\$55,000	8.0%	G,J,P,W
311	Food manufacturing	1,000	1,200	200	20.0%	\$56,900	1.7%	G,J,W
312	Beverage and tobacco product manufacturing	200	400	200	100.0%	\$35,800	7.1%	G,P
322	Paper manufacturing	2,000	1,500	(500)	-25.0%	\$69,100	-14.5%	J,W
326	Plastics and rubber products manufacturing	800	1,000	200	25.0%	\$51,200	6.9%	G,J,P,W
333	Machinery manufacturing	200	300	100	50.0%	\$54,800	-2.9%	G,W
334	Computer and electronic product manufacturing	400	300	(100)	-25.0%	\$43,500	-10.8%	G
336	Transportation equipment manufacturing	1,200	1,000	(200)	-16.7%	\$65,800	32.2%	J,P,W
541	Professional and technical services	2,800	3,000	200	7.1%	\$53,000	11.4%	G,J,P,W
551	Management of companies and enterprises	900	1,100	200	22.2%	\$64,500	16.4%	G,J,P,W
611	Educational services	19,000	18,300	(700)	-3.7%	\$53,000	4.9%	J,P,W
621	Ambulatory health care services	6,400	6,300	(100)	-1.6%	\$63,900	29.4%	J,P,W
622	Hospitals	9,200	9,400	200	2.2%	\$67,600	6.6%	J,P,W
623	Nursing and residential care facilities	7,200	6,700	(500)	-6.9%	\$41,800	14.1%	J,P
624	Social assistance	4,200	4,700	500	11.9%	\$29,100	21.1%	G,J,P
713	Amusements, gambling, and recreation	2,000	1,400	(600)	-30.0%	\$31,100	-1.5%	J
721	Accommodation	3,200	2,100	(1,100)	-34.4%	\$29,400	1.5%	J
722	Food services and drinking places	11,300	8,900	(2,400)	-21.2%	\$20,200	2.3%	J
920	Government	19,800	19,500	(300)	-1.5%	\$60,600	-0.3%	J,W

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 (>10,000)

P: Above-average growth projected for 2016-2026

W: Industry pays above-average wages

Significant Industries, North Country, 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)	129,821	143,796	13,975	10.8%
111	Crop production	400	400	-	0.0%
112	Animal production and aquaculture	1,900	1,800	(100)	-5.3%
236	Construction of buildings	1,600	1,900	300	18.8%
237	Heavy and civil engineering construction	900	900	-	0.0%
238	Specialty trade contractors	2,500	3,100	600	24.0%
311	Food manufacturing	1,200	1,200	-	0.0%
312	Beverage and tobacco product manufacturing	300	400	100	33.3%
322	Paper manufacturing	1,500	1,500	-	0.0%
326	Plastics and rubber products manufacturing	900	1,000	100	11.1%
333	Machinery manufacturing	300	300	-	0.0%
336	Transportation equipment manufacturing	800	1,000	200	25.0%
541	Professional and technical services	2,900	3,100	200	6.9%
551	Management of companies and enterprises	1,100	1,000	(100)	-9.1%
611	Educational services	19,200	19,700	500	2.6%
621	Ambulatory health care services	5,700	6,600	900	15.8%
622	Hospitals	9,100	9,200	100	1.1%
623	Nursing and residential care facilities	6,700	6,300	(400)	-6.0%
624	Social assistance	4,400	4,800	400	9.1%
713	Amusements, gambling, and recreation	900	1,600	700	77.8%
721	Accommodation	1,400	2,400	1,000	71.4%
722	Food services and drinking places	6,300	10,400	4,100	65.1%
920	Government	19,100	18,800	(300)	-1.6%

NA – Not Applicable

*Represents both private and public sector jobs

**Crop Production
(NAICS Industry 111)
Ten Most Common Occupations**

Industry Description: Industries in the Crop Production subsector grow crops mainly for food and fiber. The subsector comprises establishments, such as farms, orchards, groves, greenhouses, and nurseries, primarily engaged in growing crops, plants, vines, or trees and their seeds. The industries in this subsector are grouped by similarity of production activity, including biological and physiological characteristics and economic requirements, the length of growing season, degree of crop rotation, extent of input specialization, labor requirements, and capital demands. The production process is typically completed when the raw product or commodity grown reaches the "farm gate" for market, that is, at the point of first sale or price determination.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Statewide Cross-Industry Median Occupational Wage*	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	49.20%	\$30,681	2.0%	No formal educational credential	None	Short-term on-the-job training
2	11-9013	Farmers, Ranchers, and Other Agricultural Managers	21.40%	\$91,447	NA	NA	NA	NA
3	45-2091	Agricultural Equipment Operators	4.80%	\$44,896	11.1%	No formal educational credential	None	Moderate-term on-the-job training
4	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	2.20%	\$70,923	0.0%	High school diploma or equivalent	Less than 5 years	None
5	53-3032	Heavy and Tractor-Trailer Truck Drivers	1.60%	\$53,009	4.7%	Postsecondary non-degree award	None	Short-term on-the-job training
6	43-3031	Bookkeeping, Accounting, and Auditing Clerks	1.20%	\$48,468	0.0%	Some college, no degree	None	Moderate-term on-the-job training
7	45-2041	Graders and Sorters, Agricultural Products	1.00%	\$31,041	NA	NA	NA	NA
8	53-3033	Light Truck or Delivery Services Drivers	0.90%	\$39,504	6.5%	High school diploma or equivalent	None	Short-term on-the-job training
9	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0.90%	\$43,950	-6.4%	High school diploma or equivalent	None	Short-term on-the-job training
10	49-3041	Farm Equipment Mechanics and Service Technicians	0.90%	\$50,684	0.0%	High school diploma or equivalent	None	Long-term on-the-job training

NA – Not Available

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

**Animal Production and Aquaculture
(NAICS Industry 112)
Ten Most Common Occupations**

Industry Description: Industries in the Animal Production and Aquaculture subsector raise or fatten animals for the sale of animals or animal products and/or raise aquatic plants and animals in controlled or selected aquatic environments for the sale of aquatic plants, animals, or their products. The subsector includes establishments, such as ranches, farms, and feedlots, primarily engaged in keeping, grazing, breeding, or feeding animals. These animals are kept for the products they produce or for eventual sale. The animals are generally raised in various environments, from total confinement or captivity to feeding on an open range pasture.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Statewide Cross-Industry Median Occupational Wage*	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	48.00%	\$32,674	NA	NA	NA	NA
2	45-2091	Farmers, Ranchers, and Other Agricultural Managers	25.40%	\$44,896	11.1%	No formal educational credential	None	Moderate-term on-the-job training
3	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	3.40%	\$30,681	2.0%	No formal educational credential	None	Short-term on-the-job training
4	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	1.90%	\$70,923	0.0%	High school diploma or equivalent	Less than 5 years	None
5	45-2091	Agricultural Equipment Operators	1.70%	\$44,896	11.1%	No formal educational credential	None	Moderate-term on-the-job training
6	45-2021	Animal Breeders	1.70%	\$44,310	0.0%	High school diploma or equivalent	None	Short-term on-the-job training
7	45-2041	Graders and Sorters, Agricultural Products	1.20%	\$31,041	NA	NA	NA	NA
8	53-7064	Packers and Packagers, Hand	1.10%	\$30,811	0.0%	No formal educational credential	None	Short-term on-the-job training
9	53-3032	Heavy and Tractor-Trailer Truck Drivers	1.10%	\$53,009	4.7%	Postsecondary non-degree award	None	Short-term on-the-job training
10	43-3031	Bookkeeping, Accounting, and Auditing Clerks	1.00%	\$48,467	0.0%	Some college, no degree	None	Moderate-term on-the-job training

NA – Not Available

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

**Construction of Buildings
(NAICS Industry 236)
Ten Most Common Occupations**

Industry Description: The Construction of Buildings subsector comprises establishments primarily responsible for the construction of buildings. The work performed may include new work, additions, alterations, or maintenance and repairs. The on-site assembly of precut, panelized, and prefabricated buildings and construction of temporary buildings are included in this subsector. Part or all of the production work for which the establishments in this subsector have responsibility may be subcontracted to other construction establishments—usually specialty trade contractors.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Statewide Cross-Industry Median Occupational Wage*	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	47-2031	Carpenters	44.6%	\$48,162	3.9%	High school diploma or equivalent	None	Apprenticeship
2	47-2061	Construction Laborers	18.6%	\$47,686	7.4%	No formal educational credential	None	Short-term on-the-job training
3	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6.6%	\$73,602	5.5%	High school diploma or equivalent	5 years or more	None
4	13-1198	Project Management Specialists and Business Operations Specialists, All Other	2.8%	\$86,041	7.1%	Bachelor's degree	None	None
5	11-1021	General and Operations Managers	2.8%	\$73,177	5.0%	Bachelor's degree	5 years or more	None
6	47-2073	Operating Engineers and Other Construction Equipment Operators	2.3%	\$93,160	6.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	43-9061	Office Clerks, General	1.3%	\$40,899	-4.5%	High school diploma or equivalent	None	Short-term on-the-job training
8	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.3%	\$42,358	-6.4%	High school diploma or equivalent	None	Short-term on-the-job training
9	13-1051	Cost Estimators	0.9%	\$57,088	7.7%	Bachelor's degree	None	Moderate-term on-the-job training
10	43-3031	Bookkeeping, Accounting, and Auditing Clerks	0.8%	\$46,573	0.0%	Some college, no degree	None	Moderate-term on-the-job training

**Heavy and Civil Engineering Construction
(NAICS Industry 237)
Five 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 the Heavy and Civil Engineering Construction subsector 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	18.6%	\$59,707	7.4%	No formal educational credential	None	Short-term on-the-job training
2	47-2073	Operating Engineers and Other Construction Equipment Operators	9.7%	\$89,854	6.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	11-1021	General and Operations Managers	3.6%	\$86,479	5.0%	Bachelor's degree	5 years or more	None
4	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	3.4%	\$95,649	5.5%	High school diploma or equivalent	5 years or more	None
5	43-6011	Executive Secretaries and Executive Administrative Assistants	1.5%	\$75,706	-16.7%	High school diploma or equivalent	Less than 5 years	None

Note: Due to confidentiality, only top 5 occupations are available for this industry.

**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	47-2111	Electricians	16.3%	\$69,762	9.7%	High school diploma or equivalent	None	Apprenticeship
2	47-2061	Construction Laborers	13.7%	\$38,338	7.4%	No formal educational credential	None	Short-term on-the-job training
3	47-2073	Operating Engineers and Other Construction Equipment Operators	6.2%	\$60,669	6.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	47-2152	Plumbers, Pipefitters, and Steamfitters	6.1%	\$64,309	10.8%	High school diploma or equivalent	None	Apprenticeship
5	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4.5%	\$42,233	-6.4%	High school diploma or equivalent	None	Short-term on-the-job training
6	53-3032	Heavy and Tractor-Trailer Truck Drivers	4.1%	\$47,714	4.7%	Postsecondary non-degree award	None	Short-term on-the-job training
7	47-2211	Sheet Metal Workers	4.0%	\$62,211	NA	NA	NA	NA
8	11-1021	General and Operations Managers	3.9%	\$74,332	5.0%	Bachelor's degree	5 years or more	None
9	47-2031	Carpenters	3.7%	\$41,905	3.9%	High school diploma or equivalent	None	Apprenticeship
10	47-2181	Roofers	3.4%	\$54,207	9.1%	No formal educational credential	None	Moderate-term on-the-job training

NA – Not Available

**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	51-9111	Packaging and Filling Machine Operators and Tenders	25.3%	\$42,479	3.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-3092	Food Batchmakers	9.6%	\$45,680	3.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	5.0%	\$47,577	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	41-2031	Retail Salespersons	3.2%	\$29,599	-5.0%	No formal educational credential	None	Short-term on-the-job training
5	49-9041	Industrial Machinery Mechanics	3.2%	\$52,148	10.0%	High school diploma or equivalent	None	Long-term on-the-job training
6	51-1011	First-Line Supervisors of Production and Operating Workers	2.9%	\$71,732	1.4%	High school diploma or equivalent	Less than 5 years	None
7	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2.8%	\$50,810	-12.5%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	11-1021	General and Operations Managers	1.9%	\$60,905	5.0%	Bachelor's degree	5 years or more	None
9	19-4010	Agricultural and Food Science Technicians	1.8%	\$42,703	0.0%	Bachelor's degree	None	Moderate-term on-the-job training
10	11-3051	Industrial Production Managers	1.7%	\$91,089	7.1%	Bachelor's degree	5 years or more	None

**Beverage and Tobacco Product Manufacturing
(NAICS Industry 312)
Seven Most Common Occupations**

Industry Description: Industries in the Beverage and Tobacco Product Manufacturing subsector manufacture beverages and tobacco products. The Beverage Manufacturing industry group includes three types of establishments: (1) those that manufacture nonalcoholic beverages; (2) those that manufacture alcoholic beverages through the fermentation process; and (3) those that produce distilled alcoholic beverages. Ice manufacturing, while not a beverage, is included with nonalcoholic beverage manufacturing because it uses the same production process as water purification.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	41-2031	Retail Salespersons	13.4%	\$27,222	-5.0%	No formal educational credential	None	Short-term on-the-job training
2	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	11.1%	\$42,031	1.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	51-9111	Packaging and Filling Machine Operators and Tenders	7.6%	\$40,425	3.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	35-3031	Waiters and Waitresses	5.5%	\$25,807	0.0%	No formal educational credential	None	Short-term on-the-job training
5	35-3011	Bartenders	3.3%	\$48,938	0.0%	No formal educational credential	None	Short-term on-the-job training
6	11-1021	General and Operations Managers	2.6%	\$158,827	5.0%	Bachelor's degree	5 years or more	None
7	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	2.4%	\$38,558	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training

Note: Due to confidentiality, only top 7 occupations are available for this industry.

**Paper Manufacturing
(NAICS Industry 322)
Ten Most Common Occupations**

Industry Description: Industries in the Paper Manufacturing subsector make pulp, paper, or converted paper products. The manufacturing of these products is grouped together because they constitute a series of vertically connected processes. More than one is often carried out in a single establishment. There are essentially three activities. The manufacturing of pulp involves separating the cellulose fibers from other impurities in wood or used paper. The manufacturing of paper involves matting these fibers into a sheet. Converted paper products are made from paper and other materials by various cutting and shaping techniques and include coating and laminating activities.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	51-9196	Paper Goods Machine Setters, Operators, and Tenders	20.7%	\$50,064	-13.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-1011	First-Line Supervisors of Production and Operating Workers	5.1%	\$91,567	1.4%	High school diploma or equivalent	Less than 5 years	None
3	49-9041	Industrial Machinery Mechanics	4.4%	\$56,534	10.0%	High school diploma or equivalent	None	Long-term on-the-job training
4	47-2111	Electricians	4.0%	\$63,691	9.7%	High school diploma or equivalent	None	Apprenticeship
5	49-9043	Maintenance Workers, Machinery	3.9%	\$54,984	0.0%	High school diploma or equivalent	None	Long-term on-the-job training
6	51-9199	Production Workers, All Other	3.6%	\$49,466	12.5%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	3.2%	\$47,319	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2.8%	\$40,741	7.4%	No formal educational credential	None	Short-term on-the-job training
9	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	2.0%	\$51,908	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	17-2112	Industrial Engineers	2.0%	\$81,101	15.8%	Bachelor's degree	None	None

**Plastics and Rubber Products Manufacturing
(NAICS Industry 326)
Six Most Common Occupations**

Industry Description: Industries in the Plastics and Rubber Products Manufacturing subsector make goods by processing plastics materials and raw rubber. The core technology employed by establishments in this subsector is that of plastics or rubber product production. Plastics and rubber are combined in the same subsector because plastics are increasingly being used as a substitute for rubber; however, the subsector is generally restricted to the production of products made of just one material, either solely plastics or rubber.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	51-2090	Miscellaneous Assemblers and Fabricators	7.2%	\$30,267	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-1011	First-Line Supervisors of Production and Operating Workers	6.1%	\$58,504	1.4%	High school diploma or equivalent	Less than 5 years	None
3	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	5.2%	\$33,532	-12.5%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	43-4051	Customer Service Representatives	1.9%	\$42,151	-2.4%	High school diploma or equivalent	None	Short-term on-the-job training
5	43-9061	Office Clerks, General	1.3%	\$38,170	-4.5%	High school diploma or equivalent	None	Short-term on-the-job training
6	43-3031	Bookkeeping, Accounting, and Auditing Clerks	1.3%	\$45,202	0.0%	Some college, no degree	None	Moderate-term on-the-job training

Note: Due to confidentiality, only top 6 occupations are available for this industry.

**Machinery Manufacturing
(NAICS Industry 333)
Two Most Common Occupations**

Industry Description: Industries in the Machinery Manufacturing subsector create end products that apply mechanical force, for example, the application of gears and levers, to perform work. Some important processes for the manufacture of machinery are forging, stamping, bending, forming, and machining that are used to shape individual pieces of metal. Processes, such as welding and assembling are used to join separate parts together. Although these processes are similar to those used in metal fabricating establishments, machinery manufacturing is different because it typically employs multiple metal forming processes in manufacturing the various parts of the machine. Moreover, complex assembly operations are an inherent 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	51-4121	Welders, Cutters, Solderers, and Brazers	16.5%	\$42,501	8.8%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3.8%	\$57,116	1.3%	High school diploma or equivalent	None	Moderate-term on-the-job training

Note: Due to confidentiality, only top 2 occupations are available for this industry.

**Transportation Equipment Manufacturing
(NAICS Industry 336)
Ten Most Common Occupations**

Industry Description: Industries in the Transportation Equipment Manufacturing subsector produce equipment for transporting people and goods. Transportation equipment is a type of machinery. An entire subsector is devoted to this activity because of the significance of its economic size in all three North American countries.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	51-2090	Miscellaneous Assemblers and Fabricators	21.3%	\$36,699	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-1011	First-Line Supervisors of Production and Operating Workers	7.0%	\$77,463	1.4%	High school diploma or equivalent	Less than 5 years	None
3	17-2112	Industrial Engineers	4.6%	\$91,257	15.8%	Bachelor's degree	None	None
4	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4.4%	\$47,472	7.4%	No formal educational credential	None	Short-term on-the-job training
5	13-1020	Buyers and Purchasing Agents	2.3%	\$66,681	-4.3%	Bachelor's degree	None	Moderate-term on-the-job training
6	17-3026	Industrial Engineering Technologists and Technicians	2.3%	\$60,052	0.0%	Associate's degree	None	None
7	51-2051	Fiberglass Laminators and Fabricators	1.9%	\$43,767	NA	NA	NA	NA
8	11-1021	General and Operations Managers	1.5%	\$142,742	5.0%	Bachelor's degree	5 years or more	None
9	13-2011	Accountants and Auditors	1.3%	\$60,402	10.3%	Bachelor's degree	None	None
10	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1.1%	\$94,979	1.3%	High school diploma or equivalent	None	Moderate-term on-the-job training

NA – Not Available

**Professional 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 individual industries of this subsector are defined on the basis of the particular expertise and training of the services provider.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	29-2056	Veterinary Technologists and Technicians	8.9%	\$45,071	22.2%	Associate's degree	None	None
2	23-2011	Paralegals and Legal Assistants	5.5%	\$50,522	11.8%	Associate's degree	None	None
3	23-1011	Lawyers	5.3%	\$108,275	2.1%	Doctoral or professional degree	None	None
4	43-4171	Receptionists and Information Clerks	4.6%	\$41,397	12.6%	High school diploma or equivalent	None	Short-term on-the-job training
5	17-2051	Civil Engineers	4.1%	\$70,272	11.5%	Bachelor's degree	None	None
6	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.9%	\$36,954	-6.4%	High school diploma or equivalent	None	Short-term on-the-job training
7	43-3031	Bookkeeping, Accounting, and Auditing Clerks	3.3%	\$43,359	0.0%	Some college, no degree	None	Moderate-term on-the-job training
8	43-3021	Billing and Posting Clerks	3.2%	\$52,138	12.8%	High school diploma or equivalent	None	Moderate-term on-the-job training
9	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	3.0%	\$37,829	14.3%	High school diploma or equivalent	None	Short-term on-the-job training
10	39-2021	Animal Caretakers	2.5%	\$28,832	NA	NA	NA	NA

NA – Not Available

**Management of Companies and Enterprises
(NAICS Industry 551)
Ten Most Common Occupations**

Industry Description: The Management of Companies and Enterprises sector comprises (1) establishments that hold the securities of (or other equity interests in) companies and enterprises for the purpose of owning a controlling interest or influencing management decisions or (2) establishments (except government establishments) that administer, oversee, and manage establishments of the company or enterprise and that normally undertake the strategic or organizational planning and decision making role of the company or enterprise. Establishments that administer, oversee, and manage may hold the securities of the company or enterprise.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	43-4051	Customer Service Representatives	12.4%	\$31,249	-2.4%	High school diploma or equivalent	None	Short-term on-the-job training
2	43-3031	Bookkeeping, Accounting, and Auditing Clerks	5.5%	\$37,380	0.0%	Some college, no degree	None	Moderate-term on-the-job training
3	43-1011	First-Line Supervisors of Office and Administrative Support Workers	4.3%	\$56,480	1.3%	High school diploma or equivalent	Less than 5 years	None
4	11-1021	General and Operations Managers	3.7%	\$119,002	5.0%	Bachelor's degree	5 years or more	None
5	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.5%	\$40,666	-6.4%	High school diploma or equivalent	None	Short-term on-the-job training
6	13-2011	Accountants and Auditors	3.1%	\$66,557	10.3%	Bachelor's degree	None	None
7	43-9061	Office Clerks, General	3.0%	\$30,066	-4.5%	High school diploma or equivalent	None	Short-term on-the-job training
8	13-1161	Market Research Analysts and Marketing Specialists	2.9%	\$53,920	25.0%	Bachelor's degree	None	None
9	15-1232	Computer User Support Specialists	2.9%	\$47,774	11.4%	Some college, no degree	None	None
10	13-1071	Human Resources Specialists	2.9%	\$62,361	5.0%	Bachelor's degree	None	None

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

Industry Description: Industries in the Educational Services subsector 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	13.7%	\$26,635	-1.0%	Some college, no degree	None	None
2	25-2021	Elementary School Teachers, Except Special Education	8.5%	\$64,645	-2.3%	Bachelor's degree	None	None
3	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	6.9%	\$67,026	-1.6%	Bachelor's degree	None	None
4	25-3031	Substitute Teachers, Short-Term	5.3%	\$29,709	-2.2%	Bachelor's degree	None	None
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3.9%	\$32,528	5.9%	No formal educational credential	None	Short-term on-the-job training
6	25-2022	Middle School Teachers, Except Special and Career/Technical Education	3.2%	\$75,350	-2.7%	Bachelor's degree	None	None
7	53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	2.9%	\$32,942	NA	NA	None	Short-term on-the-job training
8	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.8%	\$43,653	-6.4%	High school diploma or equivalent	None	Short-term on-the-job training
9	49-9071	Maintenance and Repair Workers, General	2.3%	\$44,032	5.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	21-1012	Educational, Guidance, and Career Counselors and Advisors	1.9%	\$63,339	13.0%	Master's degree	None	None

NA – Not Available

**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	43-4171	Receptionists and Information Clerks	14.4%	\$34,620	12.6%	High school diploma or equivalent	None	Short-term on-the-job training
2	29-2040	Emergency Medical Technicians and Paramedics	8.4%	\$35,847	26.1%	Postsecondary non-degree award	None	None
3	29-1141	Registered Nurses	7.3%	\$62,248	13.0%	Bachelor's degree	None	None
4	29-2061	Licensed Practical and Licensed Vocational Nurses	5.9%	\$39,378	7.9%	Postsecondary non-degree award	None	None
5	31-1120	Home Health and Personal Care Aides	4.4%	\$30,314	26.6%	High school diploma or equivalent	None	Short-term on-the-job training
6	29-1171	Nurse Practitioners	3.5%	\$102,666	38.5%	Master's degree	None	None
7	31-9091	Dental Assistants	3.1%	\$37,324	22.6%	Postsecondary non-degree award	None	None
8	29-1292	Dental Hygienists	2.9%	\$70,921	22.6%	Associate's degree	None	None
9	21-1018	Substance abuse, behavioral disorder, and mental health counselors	2.9%	\$54,055	21.2%	Bachelor's degree	None	None
10	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.5%	\$37,838	-6.4%	High school diploma or equivalent	None	Short-term on-the-job training

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 health 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	24.9%	\$79,868	13.0%	Bachelor's degree	None	None
2	31-1131	Nursing Assistants	6.8%	\$35,936	7.4%	Postsecondary non-degree award	None	None
3	29-2061	Licensed Practical and Licensed Vocational Nurses	4.0%	\$45,154	7.9%	Postsecondary non-degree award	None	None
4	43-4171	Receptionists and Information Clerks	3.4%	\$33,908	12.6%	High school diploma or equivalent	None	Short-term on-the-job training
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3.2%	\$32,046	5.9%	No formal educational credential	None	Short-term on-the-job training
6	29-2010	Clinical Laboratory Technologists and Technicians	3.0%	\$69,586	10.5%	Bachelor's degree	None	None
7	43-9061	Office Clerks, General	2.1%	\$38,583	-4.5%	High school diploma or equivalent	None	Short-term on-the-job training
8	29-2034	Radiologic Technologists and Technicians	2.0%	\$63,555	11.5%	Associate's degree	None	None
9	43-4111	Interviewers, Except Eligibility and Loan	1.9%	\$38,232	6.9%	High school diploma or equivalent	None	Short-term on-the-job training
10	29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	1.9%	\$48,425	NA	Postsecondary non-degree award	None	None

NA – Not Available

Nursing and residential care facilities (623)
(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	40.9%	\$29,768	26.6%	High school diploma or equivalent	None	Short-term on-the-job training
2	31-1131	Nursing Assistants	14.9%	\$30,124	7.4%	Postsecondary non-degree award	None	None
3	29-2061	Licensed Practical and Licensed Vocational Nurses	6.1%	\$41,842	7.9%	Postsecondary non-degree award	None	None
4	29-1141	Registered Nurses	4.0%	\$62,451	13.0%	Bachelor's degree	None	None
5	35-3041	Food Servers, Nonrestaurant	3.2%	\$26,777	11.4%	No formal educational credential	None	Short-term on-the-job training
6	37-2012	Maids and Housekeeping Cleaners	2.5%	\$27,925	-1.5%	No formal educational credential	None	Short-term on-the-job training
7	39-9041	Residential Advisors	2.1%	\$29,944	13.8%	High school diploma or equivalent	None	Short-term on-the-job training
8	39-9032	Recreation Workers	1.7%	\$30,760	9.4%	High school diploma or equivalent	None	Short-term on-the-job training
9	35-2012	Cooks, Institution and Cafeteria	1.5%	\$31,418	2.3%	No formal educational credential	None	Short-term on-the-job training
10	43-9061	Office Clerks, General	1.4%	\$27,347	-4.5%	High school diploma or equivalent	None	Short-term on-the-job training

**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	40.6%	\$30,714	26.6%	High school diploma or equivalent	None	Short-term on-the-job training
2	21-1093	Social and Human Service Assistants	6.2%	\$30,594	13.3%	High school diploma or equivalent	None	Short-term on-the-job training
3	39-9011	Childcare Workers	6.2%	\$28,413	1.8%	High school diploma or equivalent	None	Short-term on-the-job training
4	25-9045	Teaching Assistants, Except Postsecondary	3.5%	\$25,424	-1.0%	Some college, no degree	None	None
5	43-5061	Production, Planning, and Expediting Clerks	2.4%	\$36,970	12.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
6	39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	2.4%	\$34,000	NA	NA	NA	NA
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.9%	\$31,354	-6.4%	High school diploma or equivalent	None	Short-term on-the-job training
8	49-9071	Maintenance and Repair Workers, General	1.4%	\$33,952	5.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
9	21-1022	Healthcare Social Workers	1.2%	\$39,896	17.4%	Master's degree	None	Internship/residency
10	11-9151	Social and Community Service Managers	1.2%	\$62,471	12.1%	Bachelor's degree	Less than 5 years	None

NA – Not Available

**Amusements, Gambling, and Recreation
(NAICS Industry 713)
Ten Most Common Occupations**

Industry Description: The Arts, Entertainment, and Recreation sector includes a wide range of establishments that operate facilities or provide services to meet varied cultural, entertainment, and recreational interests of their patrons. This sector comprises (1) establishments that are involved in producing, promoting, or participating in live performances, events, or exhibits intended for public viewing; (2) establishments that preserve and exhibit objects and sites of historical, cultural, or educational interest; and (3) establishments that operate facilities or provide services that enable patrons to participate in recreational activities or pursue amusement, hobby, and leisure-time interests.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	35-3011	Bartenders	11.9%	\$26,165	0.0%	No formal educational credential	None	Short-term on-the-job training
2	11-1021	General and Operations Managers	5.0%	\$76,868	5.0%	Bachelor's degree	5 years or more	None
3	35-2014	Cooks, Restaurant	4.3%	\$29,961	11.0%	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
4	49-9071	Maintenance and Repair Workers, General	2.8%	\$35,508	5.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2.6%	\$29,220	5.9%	No formal educational credential	None	Short-term on-the-job training
6	41-2031	Retail Salespersons	2.1%	\$27,937	-5.0%	No formal educational credential	None	Short-term on-the-job training
7	43-4051	Customer Service Representatives	1.9%	\$25,815	-2.4%	High school diploma or equivalent	None	Short-term on-the-job training
8	13-2011	Accountants and Auditors	1.8%	\$71,101	10.3%	Bachelor's degree	None	None
9	43-3031	Bookkeeping, Accounting, and Auditing Clerks	1.3%	\$35,856	0.0%	Some college, no degree	None	Moderate-term on-the-job training
10	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1.1%	\$48,857	1.5%	High school diploma or equivalent	Less than 5 years	None

**Accommodation
(NAICS Industry 721)
Ten Most Common Occupations**

Industry Description: Industries in the Accommodation subsector provide lodging or short-term accommodations for travelers, vacationers, and others. There is a wide range of establishments in these industries. Some provide lodging only, while others provide meals, laundry services, and recreational facilities, as well as lodging. Lodging establishments are classified in this subsector even if the provision of complementary services generates more revenue. The types of complementary services provided vary from establishment to establishment.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	37-2012	Maids and Housekeeping Cleaners	14.1%	\$28,275	-1.5%	No formal educational credential	None	Short-term on-the-job training
2	35-3031	Waiters and Waitresses	12.9%	\$26,762	0.0%	No formal educational credential	None	Short-term on-the-job training
3	43-4081	Hotel, Motel, and Resort Desk Clerks	11.3%	\$29,901	-9.7%	High school diploma or equivalent	None	Short-term on-the-job training
4	49-9071	Maintenance and Repair Workers, General	8.7%	\$36,635	5.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	35-2014	Cooks, Restaurant	6.9%	\$31,134	11.0%	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
6	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	3.8%	\$26,671	0.0%	No formal educational credential	None	Short-term on-the-job training
7	35-9021	Dishwashers	3.3%	\$26,467	-5.4%	No formal educational credential	None	Short-term on-the-job training
8	35-3011	Bartenders	3.1%	\$26,629	0.0%	No formal educational credential	None	Short-term on-the-job training
9	11-1021	General and Operations Managers	2.5%	\$66,285	5.0%	Bachelor's degree	5 years or more	None
10	43-1011	First-Line Supervisors of Office and Administrative Support Workers	2.2%	\$56,539	1.3%	High school diploma or equivalent	Less than 5 years	None

**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 industries in the subsector are grouped based on the type and level of services provided. The industry groups are Special Food Services, such as food service contractors, caterers, and mobile food services; Drinking Places (Alcoholic Beverages); and Restaurants and Other Eating 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	35.4%	\$28,504	NA	No formal educational credential	None	Short-term on-the-job training
2	35-3031	Waiters and Waitresses	20.0%	\$29,138	0.0%	No formal educational credential	None	Short-term on-the-job training
3	35-2014	Cooks, Restaurant	11.3%	\$28,561	11.0%	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	4.7%	\$36,557	2.9%	High school diploma or equivalent	Less than 5 years	None
5	35-9021	Dishwashers	4.6%	\$26,468	-5.4%	No formal educational credential	None	Short-term on-the-job training
6	35-3011	Bartenders	4.4%	\$28,291	0.0%	No formal educational credential	None	Short-term on-the-job training
7	35-2015	Cooks, Short Order	2.9%	\$27,761	-12.9%	No formal educational credential	None	Short-term on-the-job training
8	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	2.6%	\$26,193	0.0%	No formal educational credential	None	Short-term on-the-job training
9	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2.5%	\$29,502	2.7%	No formal educational credential	None	Short-term on-the-job training
10	35-2021	Food Preparation Workers	1.6%	\$29,003	4.3%	No formal educational credential	None	Short-term on-the-job training

NA – Not Available

**Government Administration, Excluding Education and Hospitals
(NAICS Industry 92)
Ten Most Common Occupations**

Industry Description: The Public Administration sector consists of establishments of federal, state, and local government agencies that administer, oversee, and manage public programs and have executive, legislative, or judicial authority over other institutions within a given area. These agencies also set policy, create laws, adjudicate civil and criminal legal cases, and provide for public safety and for national defense. In general, government establishments in the Public Administration sector oversee governmental programs and activities that are not performed by private establishments. Establishments in this sector typically are engaged in the organization and financing of the production of public goods and services, most of which are provided for free or at prices that are not economically significant.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	33-3012	Correctional Officers and Jailers	30.1%	\$72,296	-5.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	31-1120	Home Health and Personal Care Aides	4.8%	\$47,168	26.6%	High school diploma or equivalent	None	Short-term on-the-job training
3	31-1133	Psychiatric Aides	4.4%	\$49,901	NA	NA	NA	NA
4	33-3051	Police and Sheriff's Patrol Officers	3.0%	\$94,232	4.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	33-1011	First-Line Supervisors of Correctional Officers	2.9%	\$95,248	-4.8%	High school diploma or equivalent	Less than 5 years	None
6	29-1141	Registered Nurses	2.5%	\$67,751	13.0%	Bachelor's degree	None	None
7	47-4051	Highway Maintenance Workers	2.5%	\$41,763	2.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	49-9071	Maintenance and Repair Workers, General	2.3%	\$43,786	5.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
9	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.2%	\$50,251	-6.4%	High school diploma or equivalent	None	Short-term on-the-job training
10	43-9061	Office Clerks, General	1.9%	\$40,535	-4.5%	High school diploma or equivalent	None	Short-term on-the-job training

NA – Not Available

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