

Southern Tier 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 Southern Tier 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 one or more of the following characteristics:

- The industry experienced above-average job growth (in either net or percentage terms); or
- The industry employed more than 6,000 people; or
- The industry’s projected employment growth for 2018-2028 was above average in the region (5%); or
- The industry paid above-average annual wages (\$54,600).

Twelve industries are designated as “significant” in the Southern Tier. These industries are expected to increase in employment between 2018 and 2028. Collectively, these industries are projected to add 15,000 jobs to region’s economy over the ten-year period from 2018 to 2028.

A broad set of industries were identified for this report. They fall into seven major industry

groups: construction; manufacturing; transportation and warehousing; financial activities; professional and business services (which primarily sell to other businesses); educational services; and health care and social assistance.

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

Skilled trade occupations comprise much of the employment within the *specialty trade contractors* (NAICS Industry 238) industry. Between 2018 and 2028, this industry is projected to grow by over 300 jobs (+6.9%). The impending retirement of many baby boomers will lead to job opportunities in this industry, especially among the skilled trades.

Manufacturing

Despite employment losses in *food manufacturing* (NAICS Industry 311) between 2015 to 2020, it still provides a relatively large number (3,200) of well-paying jobs throughout the Southern Tier. The average annual wage (\$65,400) was notably above the all-industry average annual wage (\$54,600) in 2020. The most common occupations in the industry include machine operators and tenders, food batchmakers, packagers and laborers.

Transportation and Warehousing

The *warehousing and storage* (NAICS Industry 493) industry is part of the broader transportation and warehousing sector. Jobs within this industry account for a relatively small share of total employment in the region (0.6%), but the impressive growth rate (+36.4%, or 400 jobs) and favorable employment outlook (projected growth of 760 jobs, or 56.7%, from 2018 to 2028) are the reasons this industry made the list.

Professional and Business Services

All three breakout industries from the *professional and business services* sector are on the significant industries list: *professional, scientific, and technical services* (NAICS Industry 541), *management of companies and enterprises* (NAICS Industry 551) and *administrative and support services* (NAICS Industry 561). These industries share a common trait: they tend to sell to other businesses rather than to consumers.

Two of the three industries (*professional, scientific, and technical services* and *management of companies and enterprises*) gained jobs between 2015 and 2020 (400 jobs combined between them) and employment is expected to continue to grow in the coming years (by 10.5%, from 2018 to 2028). *Professional, scientific, and technical services* (\$88,600) and *management of companies and enterprises* (\$124,600) both paid above-average annual wages in 2020.

Administrative and support services employs a significant number of individuals (6,100 in 2020)

and is expected to grow by over 1,400 jobs (+18.3 %) over the 10-year period ending in 2028.

Educational Services

With more than 40,000 jobs between the public and private sectors, *educational services* (NAICS Industry 611), has, by far, the most employment of any significant industry in the region (16.9% of the regional total). This sector lost jobs (-6.3%) between 2015 and 2020 but is expected to expand through 2028. The industry's 2020 average annual wage (\$61,700) was above the all-industry annual average. Common job titles include teacher assistant, elementary school teacher and secondary school teacher.

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

Like *educational services*, 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 health care occupations are expected to be in demand over the next decade as New York State's population continues to age. The *health care and social assistance* sector consists of four main components, all of which were significant in the Southern Tier:

- *Ambulatory health care services* (NAICS Industry 621);
- *Hospitals* (NAICS Industry 622);
- *Nursing and residential care facilities* (NAICS Industry 623);
- *Social assistance* (NAICS Industry 624).

Of these, only *social assistance* added jobs between 2015 and 2020 (200 jobs, or +2.7%). By contrast, *ambulatory health care services* lost 400 jobs (-4.5%), *hospitals* lost 200 jobs (-1.5%), and *nursing and residential care facilities* lost 400 jobs (-3.5%). All four of these industries gained jobs from 2015 to 2019 but lost jobs from 2019 to 2020 as a result of the pandemic. Cumulatively, these four industries accounted for over 40,400 jobs, or about 17.1% of all employment in the Southern Tier in 2020.

Employment is projected to grow from 2018 to 2028 in these industries as follows.

- *Ambulatory health care services* (NAICS Industry 621), 25.7%;
- *Hospitals* (NAICS Industry 622), 1.5%;
- *Nursing and residential care facilities* (NAICS Industry 623), 11.9%;
- *Social assistance* (NAICS Industry 624), 21.2%.

Ambulatory health care services (average wage of \$78,000) and *hospitals* (average wage of \$61,700) paid wages above the all-industry annual average (\$54,600) in 2020. The 2020 average annual wages for *nursing and residential care facilities* (\$41,500) and *social assistance* (\$30,900) were below the regional annual average (\$54,600). This is largely a reflection of the mix of occupations in each industry. In *nursing and residential care facilities*, for example, the three most common occupations are relatively low-paying. They include nursing assistant, home health aide and personal care aide.

For Further Information

We hope that the statewide and local workforce development boards find the information presented in this report useful. The New York State Department of Labor's Southern Tier Region labor market analyst is Christian Harris. He is available for consultation and can be reached via email at christian.harris@labor.ny.gov or by phone at (607) 741-4480.

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, Southern Tier Region, 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)	259,500	236,600	(22,900)	-8.8%	\$54,600	5.0%	NA
238	Specialty trade contractors	4,800	4,600	(200)	-4.2%	\$59,300	6.9%	P, W
311	Food manufacturing	3,300	3,200	(100)	-3.0%	\$65,400	3.0%	W
493	Warehousing and storage	1,100	1,500	400	36.4%	\$41,200	56.7%	G, P
522	Credit intermediation and related activities	3,700	3,600	(100)	-2.7%	\$67,000	4.2%	W
541	Professional and technical services	9,800	10,100	300	3.1%	\$88,600	10.4%	G, J, P, W
551	Management of companies and enterprises	2,600	2,700	100	3.8%	\$124,600	10.8%	G, P, W
561	Administrative and support services	9,400	6,100	(3,300)	-35.1%	\$39,900	18.3%	J, P
611	Educational services	42,800	40,100	(2,700)	-6.3%	\$61,700	8.2%	J, P, W
621	Ambulatory health care services	8,800	8,400	(400)	-4.5%	\$78,000	25.7%	J, P, W
622	Hospitals	13,400	13,200	(200)	-1.5%	\$59,000	1.5%	J, W
623	Nursing and residential care facilities	11,500	11,100	(400)	-3.5%	\$41,500	11.9%	J, P
624	Social assistance	7,500	7,700	200	2.7%	\$30,900	21.2%	G, J, P

NA – Not Applicable

*Represents both private and public sector jobs

****Key:**

G: Industry experienced notable job growth; can be net or percentage growth

J: Industry employs a significant number of jobs (>6,000)

P: Above-average growth projected for 2018-2028

W: Industry pays above-average wages

Significant Industries, Southern Tier, 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)	223,300	241,200	17,900	8.0%
238	Specialty trade contractors	4,000	4,700	700	17.5%
311	Food manufacturing	3,100	3,100	-	0.0%
493	Warehousing and storage	1,400	1,500	100	7.1%
522	Credit intermediation and related activities	3,500	3,400	(100)	-2.9%
541	Professional and technical services	9,800	10,000	200	2.0%
551	Management of companies and enterprises	2,700	2,800	100	3.7%
561	Administrative and support services	5,400	6,400	1,000	18.5%
611	Educational services	42,600	41,400	(1,200)	-2.8%
621	Ambulatory health care services	7,400	8,700	1,300	17.6%
622	Hospitals	12,400	12,900	500	4.0%
623	Nursing and residential care facilities	11,100	10,100	(1,000)	-9.0%
624	Social assistance	7,200	7,700	500	6.9%

*Represents both private and public sector jobs

**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 operative 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	12.7%	\$63,732	8.3%	High school diploma or equivalent	None	Apprenticeship
2	47-2061	Construction Laborers	10.4%	\$42,136	7.0%	No formal educational credential	None	Short-term on-the-job training
3	47-2152	Plumbers, Pipefitters, and Steamfitters	10.1%	\$67,634	13.0%	High school diploma or equivalent	None	Apprenticeship
4	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	10.0%	\$50,212	8.5%	Postsecondary non-degree award	None	Long-term on-the-job training
5	47-2031	Carpenters	5.0%	\$52,931	5.6%	High school diploma or equivalent	None	Apprenticeship
6	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4.9%	\$33,399	-6.0%	High school diploma or equivalent	None	Short-term on-the-job training
7	47-2141	Painters, Construction and Maintenance	3.8%	\$43,050	6.3%	No formal educational credential	None	Moderate-term on-the-job training
8	47-2181	Roofers	3.1%	\$44,340	10.3%	No formal educational credential	None	Moderate-term on-the-job training
9	11-1021	General and Operations Managers	2.7%	\$91,567	7.7%	Bachelor's degree	5 years or more	None
10	43-3031	Bookkeeping, Accounting, and Auditing Clerks	2.6%	\$39,207	0.0%	Some college, no degree	None	Moderate-term on-the-job training

**Food Manufacturing
(NAICS Industry 331)
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. The food products manufactured in these establishments are typically sold to wholesalers or retailers for distribution to consumers, but establishments primarily engaged in retailing bakery and candy products made on the premises not for immediate consumption are included.

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	14.1%	\$40,597	7.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	53-7051	Industrial Truck and Tractor Operators	7.1%	\$43,896	10.7%	No formal educational credential	None	Short-term on-the-job training
3	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	4.4%	\$42,831	9.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	51-3092	Food Batchmakers	4.1%	\$41,905	4.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	51-1011	First-Line Supervisors of Production and Operating Workers	3.9%	\$59,777	0.6%	High school diploma or equivalent	Less than 5 years	None
6	49-9041	Industrial Machinery Mechanics	3.6%	\$61,491	12.3%	High school diploma or equivalent	None	Long-term on-the-job training
7	51-3011	Bakers	3.1%	\$32,130	2.0%	No formal educational credential	None	Long-term on-the-job training
8	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2.8%	\$35,423	12.8%	No formal educational credential	None	Short-term on-the-job training
9	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2.5%	\$46,868	-16.9%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	53-7061	Cleaners of Vehicles and Equipment	2.5%	\$36,586	4.6%	No formal educational credential	None	Short-term on-the-job training

**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	53-7065	Stockers and Order Fillers	38.1%	\$31,514	1.9%	High school diploma or equivalent	None	Short-term on-the-job training
2	43-5071	Shipping, Receiving, and Inventory Clerks	7.4%	\$37,886	0.0%	High school diploma or equivalent	None	Short-term on-the-job training
3	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4.7%	\$34,406	12.8%	No formal educational credential	None	Short-term on-the-job training
4	49-9071	Maintenance and Repair Workers, General	2.8%	\$40,324	6.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	53-3032	Heavy and Tractor-Trailer Truck Drivers	2.7%	\$37,473	5.9%	Postsecondary non-degree award	None	Short-term on-the-job training
6	53-1047	First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	2.0%	\$51,355	8.9%	High school diploma or equivalent	Less than 5 years	None
7	43-4051	Customer Service Representatives	1.9%	\$42,935	-2.0%	High school diploma or equivalent	None	Short-term on-the-job training
8	43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.6%	\$59,073	2.1%	High school diploma or equivalent	Less than 5 years	None
9	11-3071	Transportation, Storage, and Distribution Managers	1.5%	\$79,443	0.0%	High school diploma or equivalent	5 years or more	None

Note: Due to confidentiality, only top 9 occupations are available for this industry.

**Credit Intermediation and Related Activities
(NAICS Industry 522)
Ten Most Common Occupations**

Industry Description: Industries in the Credit Intermediation and Related Activities subsector group establishments that (1) lend funds raised from depositors; (2) lend funds raised from credit market borrowing; or (3) facilitate the lending of funds or issuance of credit by engaging in such activities as mortgage and loan brokerage, clearinghouse and reserve services, and check cashing services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	43-3071	Tellers	19.6%	\$32,995	-7.5%	High school diploma or equivalent	None	Short-term on-the-job training
2	43-1011	First-Line Supervisors of Office and Administrative Support Workers	8.9%	\$62,523	2.1%	High school diploma or equivalent	Less than 5 years	None
3	13-2072	Loan Officers	7.2%	\$51,729	14.6%	Bachelor's degree	None	Moderate-term on-the-job training
4	43-4131	Loan Interviewers and Clerks	6.2%	\$40,685	16.7%	High school diploma or equivalent	None	Short-term on-the-job training
5	41-3031	Securities, Commodities, and Financial Services Sales Agents	5.7%	\$63,893	7.5%	Bachelor's degree	None	Moderate-term on-the-job training
6	43-4051	Customer Service Representatives	5.0%	\$39,104	-2.0%	High school diploma or equivalent	None	Short-term on-the-job training
7	43-9061	Office Clerks, General	3.5%	\$38,862	-2.8%	High school diploma or equivalent	None	Short-term on-the-job training
8	11-3031	Financial Managers	3.3%	\$121,595	16.9%	Bachelor's degree	5 years or more	None
9	43-4141	New Accounts Clerks	3.3%	\$38,845	NA	NA	NA	NA
10	43-3031	Bookkeeping, Accounting, and Auditing Clerks	3.0%	\$39,931	0.0%	Some college, no degree	None	Moderate-term on-the-job training

NA – Not Available

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

Industry Description: The Professional, Scientific, and Technical Services sector comprises establishments that specialize in performing professional, scientific, and technical activities for others. These activities require a high degree of expertise and training. The establishments in this sector specialize according to expertise and provide these services to clients in a variety of industries and, in some cases, to households. Activities performed include: legal advice and representation; accounting, bookkeeping, and payroll services; architectural, engineering, and specialized design services; computer services; consulting services; research services; advertising services; photographic services; translation and interpretation services; veterinary services; and other professional, scientific, and technical services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	6.8%	\$90,889	NA	Bachelor's degree	None	None
2	23-2011	Paralegals and Legal Assistants	3.4%	\$46,086	17.9%	Associate's degree	None	None
3	13-2011	Accountants and Auditors	3.3%	\$67,620	9.1%	Bachelor's degree	None	None
4	17-2141	Mechanical Engineers	3.2%	\$87,080	8.1%	Bachelor's degree	None	None
5	29-2056	Veterinary Technologists and Technicians	2.8%	\$35,329	17.1%	Associate's degree	None	None
6	43-3031	Bookkeeping, Accounting, and Auditing Clerks	2.6%	\$43,733	0.0%	Some college, no degree	None	Moderate-term on-the-job training
7	43-4171	Receptionists and Information Clerks	2.6%	\$30,828	10.2%	High school diploma or equivalent	None	Short-term on-the-job training
8	13-1198	Project Management Specialists and Business Operations Specialists, All Other	2.4%	\$120,547	4.8%	Bachelor's degree	None	None
9	11-1021	General and Operations Managers	2.2%	\$107,937	7.7%	Bachelor's degree	5 years or more	None
10	23-1011	Lawyers	2.0%	\$78,340	7.1%	Doctoral or professional degree	None	None

NA – Not Available

**Management of Companies and Enterprises
(NAICS Industry 551)
Four 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. Establishments in this sector perform essential activities that are often undertaken, in-house, by establishments in many sectors of the economy. By consolidating the performance of these activities of the enterprise at one establishment, economies of scale are achieved.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	5.5%	\$37,911	-6.0%	High school diploma or equivalent	None	Short-term on-the-job training
2	43-3031	Bookkeeping, Accounting, and Auditing Clerks	4.2%	\$38,696	0.0%	Some college, no degree	None	Moderate-term on-the-job training
3	11-1021	General and Operations Managers	3.5%	\$171,481	7.7%	Bachelor's degree	5 years or more	None
	13-2011	Accountants and Auditors	3.2%	\$104,443	9.1%	Bachelor's degree	None	None
4	43-1011	First-Line Supervisors of Office and Administrative Support Workers	3.1%	\$65,165	2.1%	High school diploma or equivalent	Less than 5 years	None
5	43-4051	Customer Service Representatives	2.8%	\$41,204	-2.0%	High school diploma or equivalent	None	Short-term on-the-job training
6	49-9071	Maintenance and Repair Workers, General	2.8%	\$60,139	6.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	13-1198	Project Management Specialists and Business Operations Specialists, All Other	2.5%	\$84,417	4.8%	Bachelor's degree	None	None
8	43-9061	Office Clerks, General	2.3%	\$37,389	-2.8%	High school diploma or equivalent	None	Short-term on-the-job training
9	13-1071	Human Resources Specialists	2.2%	\$73,521	6.3%	Bachelor's degree	None	None
10	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	5.5%	\$37,911	-6.0%	High school diploma or equivalent	None	Short-term on-the-job training

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

Industry Description: The Administrative and Support and Waste Management and Remediation Services sector comprises establishments performing routine support activities for the day-to-day operations of other organizations. These essential activities are often undertaken in-house by establishments in many sectors of the economy. The establishments in this sector specialize in one or more of these support activities and provide these services to clients in a variety of industries and, in some cases, to households. Activities performed include: office administration, hiring and placing of personnel, document preparation and similar clerical services, solicitation, collection, security and surveillance services, cleaning, and waste disposal services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	37-3011	Landscaping and Groundskeeping Workers	12.6%	\$32,624	13.5%	No formal educational credential	None	Short-term on-the-job training
2	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12.5%	\$27,001	10.2%	No formal educational credential	None	Short-term on-the-job training
3	43-4051	Customer Service Representatives	6.6%	\$27,063	-2.0%	High school diploma or equivalent	None	Short-term on-the-job training
4	51-2090	Miscellaneous Assemblers and Fabricators	4.6%	\$28,944	-9.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	33-9032	Security Guards	3.3%	\$31,070	1.3%	High school diploma or equivalent	None	Short-term on-the-job training
6	43-9061	Office Clerks, General	3.0%	\$29,032	-2.8%	High school diploma or equivalent	None	Short-term on-the-job training
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.1%	\$36,852	-6.0%	High school diploma or equivalent	None	Short-term on-the-job training
8	43-3011	Bill and Account Collectors	2.0%	\$31,444	2.9%	High school diploma or equivalent	None	Moderate-term on-the-job training
9	11-1021	General and Operations Managers	1.9%	\$95,707	7.7%	Bachelor's degree	5 years or more	None
10	53-7064	Packers and Packagers, Hand	1.6%	\$29,411	1.0%	No formal educational credential	None	Short-term on-the-job training

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

Industry Description: The Educational Services sector comprises establishments that provide instruction and training in a wide variety of subjects. This instruction and training is provided by specialized establishments, such as schools, colleges, universities, and training centers. These establishments may be privately owned and operated for profit or not for profit, or they may be publicly owned and operated. They may also offer food and/or accommodation services to their students. Educational services are usually delivered by teachers or instructors that explain, tell, demonstrate, supervise, and direct learning. Instruction is imparted in diverse settings, such as educational institutions, the workplace, or the home, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided by these establishments may include the use of simulators and simulation methods. It can be adapted to the particular needs of the students, for example sign language can replace verbal language for teaching students with hearing impairments. All industries in the sector share this commonality of process, namely, labor inputs of instructors with the requisite subject matter expertise and teaching ability.

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	9.3%	\$25,726	4.3%	Some college, no degree	None	None
2	25-2021	Elementary School Teachers, Except Special Education	8.5%	\$67,539	2.5%	Bachelor's degree	None	None
3	25-3031	Substitute Teachers, Short-Term	4.4%	\$32,793	1.9%	Bachelor's degree	None	None
4	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	3.9%	\$65,440	2.6%	Bachelor's degree	None	None
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3.8%	\$34,211	10.2%	No formal educational credential	None	Short-term on-the-job training
6	25-2022	Middle School Teachers, Except Special and Career/Technical Education	3.3%	\$65,074	2.4%	Bachelor's degree	None	None
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.2%	\$47,182	-6.0%	High school diploma or equivalent	None	Short-term on-the-job training
8	43-6011	Executive Secretaries and Executive Administrative Assistants	2.4%	\$62,904	-15.4%	High school diploma or equivalent	Less than 5 years	None
9	21-1012	Educational, Guidance, and Career Counselors and Advisors	1.9%	\$65,129	12.5%	Master's degree	None	None
10	53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	1.8%	\$33,070	NA	NA	None	Short-term on-the-job training

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	12.9%	\$32,209	10.2%	High school diploma or equivalent	None	Short-term on-the-job training
2	29-1141	Registered Nurses	8.3%	\$65,508	14.6%	Bachelor's degree	None	None
3	29-2061	Licensed Practical and Licensed Vocational Nurses	5.9%	\$43,522	5.2%	Postsecondary non-degree award	None	None
4	31-1120	Home Health and Personal Care Aides	5.1%	\$29,901	53.3%	High school diploma or equivalent	None	Short-term on-the-job training
5	29-2040	Emergency Medical Technicians and Paramedics	5.0%	\$37,098	16.7%	Postsecondary non-degree award	None	None
6	29-1292	Dental Hygienists	4.3%	\$66,137	20.0%	Associate's degree	None	None
7	31-9092	Medical Assistants	4.0%	\$35,308	25.7%	Postsecondary non-degree award	None	None
8	31-9091	Dental Assistants	3.7%	\$39,511	18.9%	Postsecondary non-degree award	None	None
9	43-1011	First-Line Supervisors of Office and Administrative Support Workers	3.1%	\$53,825	2.1%	High school diploma or equivalent	Less than 5 years	None
10	29-1171	Nurse Practitioners	2.8%	\$107,043	24.1%	Master's degree	None	None

**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	26.5%	\$73,351	14.6%	Bachelor's degree	None	None
2	31-1131	Nursing Assistants	10.7%	\$30,227	1.2%	Postsecondary non-degree award	None	None
3	43-9061	Office Clerks, General	3.0%	\$31,192	-2.8%	High school diploma or equivalent	None	Short-term on-the-job training
4	29-2010	Clinical Laboratory Technologists and Technicians	2.7%	\$60,616	8.2%	Bachelor's degree	None	None
5	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.7%	\$36,179	-6.0%	High school diploma or equivalent	None	Short-term on-the-job training
6	29-2034	Radiologic Technologists and Technicians	2.5%	\$61,000	0.0%	Associate's degree	None	None
7	29-2061	Licensed Practical and Licensed Vocational Nurses	2.3%	\$42,033	5.2%	Postsecondary non-degree award	None	None
8	29-1228	Physicians, All Other and Ophthalmologists, Except Pediatric	2.0%	\$72,037	7.5%	Doctoral or professional degree	None	Internship/residency
9	37-2012	Maids and Housekeeping Cleaners	1.9%	\$28,196	-3.3%	No formal educational credential	None	Short-term on-the-job training
10	43-4111	Interviewers, Except Eligibility and Loan	1.5%	\$31,291	-3.2%	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	25.8%	\$29,165	53.3%	High school diploma or equivalent	None	Short-term on-the-job training
2	31-1131	Nursing Assistants	13.5%	\$32,074	1.2%	Postsecondary non-degree award	None	None
3	29-2061	Licensed Practical and Licensed Vocational Nurses	6.4%	\$45,389	5.2%	Postsecondary non-degree award	None	None
4	39-9011	Childcare Workers	5.1%	\$32,309	5.0%	High school diploma or equivalent	None	Short-term on-the-job training
5	29-1141	Registered Nurses	4.2%	\$68,488	14.6%	Bachelor's degree	None	None
6	35-3041	Food Servers, Nonrestaurant	3.1%	\$26,337	0.0%	No formal educational credential	None	Short-term on-the-job training
7	37-2012	Maids and Housekeeping Cleaners	3.0%	\$26,615	-3.3%	No formal educational credential	None	Short-term on-the-job training
8	39-9032	Recreation Workers	2.6%	\$28,938	7.0%	High school diploma or equivalent	None	Short-term on-the-job training
9	21-1093	Social and Human Service Assistants	2.2%	\$32,425	9.6%	High school diploma or equivalent	None	Short-term on-the-job training
10	49-9071	Maintenance and Repair Workers, General	1.9%	\$34,531	6.3%	High school diploma or equivalent	None	Moderate-term on-the-job training

**Social Assistance
(NAICS Industry 624)
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	21.5%	\$26,346	53.3%	High school diploma or equivalent	None	Short-term on-the-job training
2	39-9011	Childcare Workers	10.7%	\$26,473	5.0%	High school diploma or equivalent	None	Short-term on-the-job training
3	21-1093	Social and Human Service Assistants	9.8%	\$32,355	9.6%	High school diploma or equivalent	None	Short-term on-the-job training
4	25-9045	Teaching Assistants, Except Postsecondary	4.4%	\$26,032	4.2%	Some college, no degree	None	None
5	21-1021	Child, Family, and School Social Workers	3.9%	\$41,651	8.9%	Bachelor's degree	None	None
6	25-2011	Preschool Teachers, Except Special Education	3.6%	\$35,287	7.6%	Associate's degree	None	None
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.7%	\$33,811	-6.0%	High school diploma or equivalent	None	Short-term on-the-job training
8	21-1012	Educational, Guidance, and Career Counselors and Advisors	2.6%	\$47,771	12.5%	Master's degree	None	None
9	43-5061	Production, Planning, and Expediting Clerks	2.1%	\$37,542	6.9%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	11-9151	Social and Community Service Managers	2.0%	\$66,610	11.3%	Bachelor's degree	Less than 5 years	None

This workforce product was funded by a grant awarded by the U.S. Department of Labor’s Employment and Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.

