

Western NY Significant Industries

A Report to The Workforce Development System

Bureau of Labor Market Information
Division of Research and Statistics

2021

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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 Western New York 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 had more than 13,000 jobs; or
- The industry’s projected employment growth for 2018-2028 was above average in the region (7.1%); or
- The industry paid annual wages above the regional average (\$54,100).

Thirteen industries are designated as “significant” in Western New York. Ten of these industries experienced an increase in employment between 2015 and 2020. In addition, eight of the 13 industries employed at least 13,000 workers during 2020.

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

construction; manufacturing; trade, transportation and utilities; 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

The *construction of buildings* (NAICS Industry 236) industry's average annual wage (\$58,400) was above the all-industry average annual wage (\$54,100) in 2020. The industry is expected to add jobs at a faster rate (9.1%) between 2018 and 2028 than the all-industry average over the same period (7.1%). From Second Quarter 2020 to Second Quarter 2021, this industry had a higher percent increase in jobs (30.6%) than the all-industry average (13.0%).

Skilled trade occupations comprise the bulk of the 15,400 jobs found within *specialty trade contractors* (NAICS Industry 238) in the Western New York region in 2020. The retirement of many baby boomers will contribute to job opportunities in this industry. The projected growth from 2018 to 2028 in this industry is 7.7%.

Manufacturing

Three of the 13 industries on the list are in the manufacturing sector. Although employment in the manufacturing sector has declined over the long term, it remains an important part of the region's economy.

Employment in *plastics and rubber products manufacturing* (NAICS Industry 326) increased 7.5% between 2015 and 2020. The average annual wage (\$69,300) was above the all-industry average annual wage (\$54,100) in 2020. The most common occupations in the industry include assemblers; machinists; and welders, cutters, solderers, and brazers.

Electrical equipment and appliance manufacturing (NAICS Industry 335) experienced employment growth of 17.9% (500 jobs) between 2015 and 2020. The industry also paid the highest average annual wages (\$86,400) of the thirteen significant industries in 2020.

Transportation equipment manufacturing (NAICS Industry 336) lost employment (-100) between 2015 and 2020. The average annual wage for these jobs was \$80,400 per year, third highest of the ten regions, behind only the Capital Region and Long Island. From Second Quarter 2020 to the Second Quarter 2021 employment in this industry increased by 25.6% compared to the all-industry growth of 13.0%.

Trade, Transportation and Utilities

The *warehousing and storage* (NAICS Industry 493) industry had the highest job growth in

Western New York (2,200 jobs, or +157.1%) between 2015 and 2020. This industry is also projected to experience the highest rate of growth (56.6%) of any industry from 2018 through 2028 in Western New York. From the Second Quarter 2020 to the Second Quarter 2021 this industry had the highest percentage increase in the number of jobs (+50.0%), of the thirteen significant industries.

Professional and Business Services

Credit intermediation and related activities (NAICS Industry 522) employed a significant number of workers (13,800) and added jobs (1,000) between 2015 and 2020. The average annual wages (\$74,300) in 2020 were above the all-industry annual average.

Businesses in *professional and technical services* (NAICS Industry 541) tend to sell their products to other businesses rather than consumers. This industry added 100 jobs and employed a significant number of workers (27,800) in 2020. At \$71,700 per year, the industry paid a higher average annual wage than the average annual wage for all industries in 2020. This industry is expected to add jobs at a faster rate (+11.0%) between 2018 and 2028 than the all-industry average (+7.1%).

Educational Services

With 59,100 jobs between the public and private sectors, *educational services* (NAICS Industry 611) employs more people than any other significant industry in the region. The industry's 2020 average annual wage (\$56,600) was above the all-industry average (\$54,100).

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.

In the Western New York region, employment is projected to grow by 11.5% in the *educational services* industry between 2018 and 2028 compared to 7.1% for all industries. The number of jobs in this industry declined from 2015 through 2020 (-5.9%) but increased from Second Quarter 2020 to the Second Quarter 2021 (5.6%). Common job titles in this industry include secondary school teacher, teacher assistant and elementary school teacher.

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. The *health care and social assistance* sector consists of four main industries, all of which are considered significant in the Western New York region:

- *Ambulatory health care services* (NAICS Industry 621);

- *Hospitals* (NAICS Industry 622);
- *Nursing and residential care facilities* (NAICS Industry 623); and
- *Social Assistance* (NAICS Industry 624).

When added together, these four industries accounted for 99,400 jobs in Western New York in 2020, or 18.8% of the total jobs in the region.

Ambulatory health care services added the second most jobs (+1,700) of the thirteen significant industries in the region between 2015 and 2020. In 2020, the \$64,200 annual average wage for this industry was above the all-industry annual average wage (\$54,100). Employment in this industry is projected to grow by 39.4% from 2018 through 2028. This is the second highest projected growth rate of the significant industries included in this report.

Hospitals paid an average annual wage (\$71,800) that was above the all-industry annual average wage in 2020 and was the highest of the four *health care and social services* industries on the significant industries list.

Average annual wages at *nursing and residential care facilities* (\$38,600) were below the regional annual average wage in 2020. This is due to the mix of occupations within this industry, where the three most common occupations (personal care aide; nursing assistant; and licensed practical and licensed vocational nurse) are relatively low paying.

Social assistance added 300 jobs from 2015 through 2020 and employed a significant number of workers (16,900) in 2020. The industry is expected to add jobs at a faster rate (+21.1%) between 2018 and 2028 than the overall industry average (+7.1%).

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 Western New York labor market analyst is Timothy Glass. He is available for consultation and can be reached via email at Timothy.Glass@labor.ny.gov or by phone at (716) 851-2740.

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, Western New York, 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) | 627,500 | 527,700 | (54,800) | -8.7% | \$54,100 | 7.1% | NA |
| 236 | Construction of buildings | 4,700 | 4,400 | (300) | -6.4% | \$58,400 | 9.1% | P, W |
| 238 | Specialty trade contractors | 16,100 | 15,400 | (700) | -4.3% | \$62,400 | 7.7% | J, P, W |
| 326 | Plastics and rubber products manufacturing | 4,000 | 4,300 | 300 | 7.5% | \$69,300 | 7.7% | G, P, W |
| 335 | Electrical equipment and appliance mfg. | 2,800 | 3,300 | 500 | 17.9% | \$86,400 | 3.9% | G, W |
| 336 | Transportation equipment manufacturing | 5,500 | 5,400 | (100) | -1.8% | \$80,400 | -0.3% | G, W |
| 493 | Warehousing and storage | 1,400 | 3,600 | 2,200 | 157.1% | \$33,300 | 56.6% | G, P |
| 522 | Credit intermediation and related activities | 12,800 | 13,800 | 1,000 | 7.8% | \$74,300 | 6.5% | G, J, W |
| 541 | Professional, scientific, and technical services | 27,700 | 27,800 | 100 | 0.4% | \$71,700 | 11.0% | G, J, P, W |
| 611 | Educational services | 62,800 | 59,100 | (3,700) | -5.9% | \$56,600 | 11.5% | J, P, W |
| 621 | Ambulatory health care services | 29,600 | 31,300 | 1,700 | 5.7% | \$64,200 | 39.4% | G, J, P, W |
| 622 | Hospitals | 26,300 | 26,800 | 500 | 1.9% | \$71,800 | 7.4% | G, J, P, W |
| 623 | Nursing and residential care facilities | 25,500 | 24,400 | (1,100) | -4.3% | \$38,600 | 16.8% | J, P |
| 624 | Social assistance | 16,600 | 16,900 | 300 | 1.8% | \$28,300 | 21.1% | 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 (>13,000)

P: Above-average growth projected for 2016-2026

W: Industry pays above-average wages

Significant Industries, Western New York, 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) | 520,300 | 588,000 | 67,700 | 13.0% |
| 236 | Construction of buildings | 3,600 | 4,700 | 1,100 | 30.6% |
| 238 | Specialty trade contractors | 13,200 | 16,700 | 3,500 | 26.5% |
| 326 | Plastics and rubber products manufacturing | 4,100 | 4,400 | 300 | 7.3% |
| 335 | Electrical equipment and appliance mfg. | 3,300 | 3,500 | 200 | 6.1% |
| 336 | Transportation equipment manufacturing | 4,300 | 5,400 | 1,100 | 25.6% |
| 493 | Warehousing and storage | 3,000 | 4,500 | 1,500 | 50.0% |
| 522 | Credit intermediation and related activities | 13,800 | 13,700 | (100) | -0.7% |
| 541 | Professional and technical services | 26,700 | 27,600 | 900 | 3.4% |
| 611 | Educational services | 60,200 | 63,600 | 3,400 | 5.6% |
| 621 | Ambulatory health care services | 27,700 | 32,600 | 4,900 | 17.7% |
| 622 | Hospitals | 26,400 | 26,200 | (200) | -0.8% |
| 623 | Nursing and residential care facilities | 24,100 | 22,600 | (1,500) | -6.2% |
| 624 | Social assistance | 15,000 | 16,900 | 1,900 | 12.7% |

*Represents both private and public sector jobs

**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 | Median Occupational Wage | Projected Employment Change (%), 2018-2028 | Education | Work Experience | Training |
|------|----------|--|-------------------------------|--------------------------|--|-----------------------------------|-----------------|-----------------------------------|
| 1 | 47-2031 | Carpenters | 23.6% | \$46,916 | 7.4% | High school diploma or equivalent | None | Apprenticeship |
| 2 | 47-2061 | Construction Laborers | 22.2% | \$35,302 | 8.7% | No formal educational credential | None | Short-term on-the-job training |
| 3 | 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 8.0% | \$71,876 | 8.9% | High school diploma or equivalent | 5 years or more | None |
| 4 | 13-1198 | Project Management Specialists and Business Operations Specialists, All Other | 6.4% | \$92,588 | 10.9% | Bachelor's degree | None | None |
| 5 | 11-1021 | General and Operations Managers | 5.1% | \$93,694 | 7.8% | Bachelor's degree | 5 years or more | None |
| 6 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 3.8% | \$46,231 | -3.7% | High school diploma or equivalent | None | Short-term on-the-job training |
| 7 | 43-9061 | Office Clerks, General | 2.4% | \$26,177 | -1.2% | High school diploma or equivalent | None | Short-term on-the-job training |
| 8 | 13-1051 | Cost Estimators | 2.0% | \$60,799 | 5.3% | Bachelor's degree | None | Moderate-term on-the-job training |
| 9 | 47-3012 | Helpers--Carpenters | 1.6% | \$43,663 | 12.5% | No formal educational credential | None | Short-term on-the-job training |
| 10 | 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 1.4% | \$66,346 | 10.6% | High school diploma or equivalent | None | Moderate-term on-the-job training |

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

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

| Rank | SOC Code | Occupational Title | % Share of Industry Workforce | Median Occupational Wage | Projected Employment Change (%), 2018-2028 | Education | Work Experience | Training |
|------|----------|---|-------------------------------|--------------------------|--|-----------------------------------|-----------------|-----------------------------------|
| 1 | 47-2111 | Electricians | 10.1% | \$70,454 | 8.4% | High school diploma or equivalent | None | Apprenticeship |
| 2 | 47-2061 | Construction Laborers | 9.5% | \$37,749 | 8.7% | No formal educational credential | None | Short-term on-the-job training |
| 3 | 47-2152 | Plumbers, Pipefitters, and Steamfitters | 7.0% | \$71,829 | 11.0% | High school diploma or equivalent | None | Apprenticeship |
| 4 | 47-2031 | Carpenters | 6.7% | \$49,500 | 7.4% | High school diploma or equivalent | None | Apprenticeship |
| 5 | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 5.8% | \$54,137 | 9.6% | Postsecondary non-degree award | None | Long-term on-the-job training |
| 6 | 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 4.8% | \$76,759 | 8.9% | High school diploma or equivalent | 5 years or more | None |
| 7 | 47-2141 | Painters, Construction and Maintenance | 4.3% | \$59,422 | 3.8% | No formal educational credential | None | Moderate-term on-the-job training |
| 8 | 47-2181 | Roofers | 3.8% | \$52,165 | 11.4% | No formal educational credential | None | Moderate-term on-the-job training |
| 9 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 3.7% | \$34,969 | -3.7% | High school diploma or equivalent | None | Short-term on-the-job training |
| 10 | 47-2021 | Brickmasons and Blockmasons | 2.6% | \$72,679 | 8.1% | High school diploma or equivalent | None | Apprenticeship |

**Plastics and Rubber Products Manufacturing
(NAICS Industry 326)
Ten 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 | 47-2111 | Electricians | 10.1% | \$70,454 | 8.4% | High school diploma or equivalent | None | Apprenticeship |
| 2 | 47-2061 | Construction Laborers | 9.5% | \$37,749 | 8.7% | No formal educational credential | None | Short-term on-the-job training |
| 3 | 47-2152 | Plumbers, Pipefitters, and Steamfitters | 7.0% | \$71,829 | 11.0% | High school diploma or equivalent | None | Apprenticeship |
| 4 | 47-2031 | Carpenters | 6.7% | \$49,500 | 7.4% | High school diploma or equivalent | None | Apprenticeship |
| 5 | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 5.8% | \$54,137 | 9.6% | Postsecondary non-degree award | None | Long-term on-the-job training |
| 6 | 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 4.8% | \$76,759 | 8.9% | High school diploma or equivalent | 5 years or more | None |
| 7 | 47-2141 | Painters, Construction and Maintenance | 4.3% | \$59,422 | 3.8% | No formal educational credential | None | Moderate-term on-the-job training |
| 8 | 47-2181 | Roofers | 3.8% | \$52,165 | 11.4% | No formal educational credential | None | Moderate-term on-the-job training |
| 9 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 3.7% | \$34,969 | -3.7% | High school diploma or equivalent | None | Short-term on-the-job training |
| 10 | 47-2021 | Brickmasons and Blockmasons | 2.6% | \$72,679 | 8.1% | High school diploma or equivalent | None | Apprenticeship |

**Electrical Equipment and Appliance Manufacturing
(NAICS Industry 335)
Ten Most Common Occupations**

Industry Description: Industries in the Electrical Equipment, Appliance, and Component Manufacturing subsector manufacture products that generate, distribute and use electrical power. Electric Lighting Equipment Manufacturing establishments produce electric lamp bulbs, lighting fixtures, and parts. Household Appliance Manufacturing establishments make both small and major electrical appliances and parts. Electrical Equipment Manufacturing establishments make goods, such as electric motors, generators, transformers, and switchgear apparatus. Other Electrical Equipment and Component Manufacturing establishments make devices for storing electrical power (e.g., batteries), for transmitting electricity (e.g., insulated wire), and wiring devices (e.g., electrical outlets, fuse boxes, and light switches).

| Rank | SOC Code | Occupational Title | % Share of Industry Workforce | Median Occupational Wage | Projected Employment Change (%), 2018-2028 | Education | Work Experience | Training |
|------|----------|--|-------------------------------|--------------------------|--|-----------------------------------|-------------------|-----------------------------------|
| 1 | 51-2028 | Electrical, electronic, and electromechanical assemblers, except coil winders, tapers, and finishers | 18.4% | \$38,222 | 3.6% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 2 | 17-2112 | Industrial Engineers | 9.4% | \$93,197 | 11.4% | Bachelor's degree | None | None |
| 3 | 51-2090 | Miscellaneous Assemblers and Fabricators | 6.5% | \$32,569 | -12.9% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 4 | 13-1198 | Project Management Specialists and Business Operations Specialists, All Other | 5.4% | \$124,370 | 10.9% | Bachelor's degree | None | None |
| 5 | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | 5.3% | \$64,894 | -14.0% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 6 | 17-2071 | Electrical Engineers | 4.8% | \$104,846 | 5.5% | Bachelor's degree | None | None |
| 7 | 51-1011 | First-Line Supervisors of Production and Operating Workers | 2.6% | \$78,164 | 1.2% | High school diploma or equivalent | Less than 5 years | None |
| 8 | 17-2072 | Electronics Engineers, Except Computer | 2.5% | \$90,599 | 5.0% | Bachelor's degree | None | None |
| 9 | 17-3026 | Industrial Engineering Technologists and Technicians | 2.1% | \$71,884 | 3.3% | Associate's degree | None | None |
| 10 | 51-4041 | Machinists | 1.9% | \$72,606 | 2.9% | High school diploma or equivalent | None | Long-term on-the-job training |

**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 | 20.1% | \$33,190* | -12.9% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 2 | 51-4031 | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | 10.4% | \$50,624 | -4.3% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 3 | 17-2112 | Industrial Engineers | 4.4% | \$96,801 | 11.4% | Bachelor's degree | None | None |
| 4 | 53-7051 | Industrial Truck and Tractor Operators | 4.4% | \$62,619 | 8.1% | No formal educational credential | None | Short-term on-the-job training |
| 5 | 51-1011 | First-Line Supervisors of Production and Operating Workers | 3.7% | \$82,025 | 1.2% | High school diploma or equivalent | Less than 5 years | None |
| 6 | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | 2.9% | \$59,218 | -14.0% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 7 | 51-4121 | Welders, Cutters, Solderers, and Brazers | 2.6% | \$41,985 | 4.0% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 8 | 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 1.7% | \$36,046 | 9.8% | No formal educational credential | None | Short-term on-the-job training |
| 9 | 11-3051 | Industrial Production Managers | 1.3% | \$133,689 | 1.4% | Bachelor's degree | 5 years or more | None |
| 10 | 49-9071 | Maintenance and Repair Workers, General | 0.9% | \$46,964 | 8.2% | High school diploma or equivalent | None | Moderate-term on-the-job training |

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

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

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

| Rank | SOC Code | Occupational Title | % Share of Industry Workforce | Median Occupational Wage | Projected Employment Change (%), 2018-2028 | Education | Work Experience | Training |
|------|----------|--|-------------------------------|--------------------------|--|-----------------------------------|-------------------|-----------------------------------|
| 1 | 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 56.6% | \$30,691 | 9.8% | No formal educational credential | None | Short-term on-the-job training |
| 2 | 43-5071 | Shipping, Receiving, and Inventory Clerks | 9.2% | \$38,099 | 0.4% | High school diploma or equivalent | None | Short-term on-the-job training |
| 3 | 53-1047 | First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors | 4.9% | \$59,518 | NA | NA | NA | NA |
| 4 | 53-7051 | Industrial Truck and Tractor Operators | 2.6% | \$36,430 | 8.1% | No formal educational credential | None | Short-term on-the-job training |
| 5 | 11-1021 | General and Operations Managers | 2.5% | \$111,472 | 7.8% | Bachelor's degree | 5 years or more | None |
| 6 | 43-9061 | Office Clerks, General | 1.7% | \$33,373 | -1.2% | High school diploma or equivalent | None | Short-term on-the-job training |
| 7 | 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 1.4% | \$75,688 | 3.5% | High school diploma or equivalent | Less than 5 years | None |
| 8 | 11-3071 | Transportation, Storage, and Distribution Managers | 0.7% | \$113,520 | 10.7% | High school diploma or equivalent | 5 years or more | None |
| 9 | 43-3021 | Billing and Posting Clerks | 0.6% | \$35,314 | 16.9% | High school diploma or equivalent | None | Moderate-term on-the-job training |

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

NA- Not Available

**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 | 43-4051 | Customer Service Representatives | 22.2% | \$41,261 | -0.6% | High school diploma or equivalent | None | Short-term on-the-job training |
| 2 | 43-3071 | Tellers | 11.9% | \$32,430 | -7.7% | High school diploma or equivalent | None | Short-term on-the-job training |
| 3 | 41-3031 | Securities, Commodities, and Financial Services Sales Agents | 11.8% | \$57,466 | 8.6% | Bachelor's degree | None | Moderate-term on-the-job training |
| 4 | 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 6.3% | \$61,045 | 3.5% | High school diploma or equivalent | Less than 5 years | None |
| 5 | 13-2072 | Loan Officers | 5.5% | \$58,445 | 13.0% | Bachelor's degree | None | Moderate-term on-the-job training |
| 6 | 43-9061 | Office Clerks, General | 4.1% | \$39,965 | -1.2% | High school diploma or equivalent | None | Short-term on-the-job training |
| 7 | 43-4131 | Loan Interviewers and Clerks | 3.2% | \$42,627 | 14.5% | High school diploma or equivalent | None | Short-term on-the-job training |
| 8 | 11-3031 | Financial Managers | 3.2% | \$101,142 | 19.3% | Bachelor's degree | 5 years or more | None |
| 9 | 13-2098 | Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other | 2.7% | \$77,580 | NA | Bachelor's degree | None | NA |
| 10 | 13-2011 | Accountants and Auditors | 2.5% | \$56,406 | 11.1% | Bachelor's degree | None | None |

NA- Not Available

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

Industry Description: Industries in the Professional, Scientific, and Technical Services subsector group establishments engaged in processes where human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis, where an individual or team is responsible for the delivery of services to the client. The 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 | 13-2011 | Accountants and Auditors | 6.4% | \$64,189 | 11.1% | Bachelor's degree | None | None |
| 2 | 23-1011 | Lawyers | 5.9% | \$77,090 | 10.0% | Doctoral or professional degree | None | None |
| 3 | 23-2011 | Paralegals and Legal Assistants | 5.5% | \$43,799 | 15.4% | Associate's degree | None | None |
| 4 | 15-1256 | Software Developers and Software Quality Assurance Analysts and Testers | 4.9% | \$85,663 | NA | Bachelor's degree | None | None |
| 5 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 3.2% | \$45,190 | -3.7% | High school diploma or equivalent | None | Short-term on-the-job training |
| 6 | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 3.0% | \$41,164 | 0.0% | Some college, no degree | None | Moderate-term on-the-job training |
| 7 | 43-9061 | Office Clerks, General | 2.6% | \$31,664 | -1.2% | High school diploma or equivalent | None | Short-term on-the-job training |
| 8 | 19-4021 | Biological Technicians | 2.4% | \$48,579 | 5.7% | Bachelor's degree | None | None |
| 9 | 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 2.3% | \$57,228 | 10.6% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 10 | 29-2056 | Veterinary Technologists and Technicians | 2.2% | \$37,619 | 21.8% | Associate's degree | None | None |

NA- Not Available

**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 | 10.0% | \$27,257 | 8.8% | Some college, no degree | None | None |
| 2 | 25-2021 | Elementary School Teachers, Except Special Education | 9.7% | \$71,810 | 7.3% | Bachelor's degree | None | None |
| 3 | 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 8.8% | \$73,807 | 7.6% | Bachelor's degree | None | None |
| 4 | 25-3031 | Substitute Teachers, Short-Term | 4.5% | \$33,834 | 6.9% | Bachelor's degree | None | None |
| 5 | 25-2022 | Middle School Teachers, Except Special and Career/Technical Education | 3.8% | \$67,907 | NA | NA | NA | NA |
| 6 | 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 3.0% | \$32,250 | 12.4% | No formal educational credential | None | Short-term on-the-job training |
| 7 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 2.5% | \$44,343 | -3.7% | High school diploma or equivalent | None | Short-term on-the-job training |
| 8 | 21-1012 | Educational, Guidance, and Career Counselors and Advisors | 2.2% | \$60,245 | 17.8% | Master's degree | None | None |
| 9 | 49-9071 | Maintenance and Repair Workers, General | 2.0% | \$46,290 | 8.2% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 10 | 43-9022 | Word Processors and Typists | 1.9% | \$40,719 | -34.6% | High school diploma or equivalent | 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 | 11.6% | \$34,560 | 13.8% | High school diploma or equivalent | None | Short-term on-the-job training |
| 2 | 31-1120 | Home Health and Personal Care Aides | 10.1% | \$29,056 | 45.5% | High school diploma or equivalent | None | Short-term on-the-job training |
| 3 | 29-1141 | Registered Nurses | 7.9% | \$65,894 | 19.1% | Bachelor's degree | None | None |
| 4 | 29-2061 | Licensed Practical and Licensed Vocational Nurses | 5.5% | \$44,278 | 17.1% | Postsecondary non-degree award | None | None |
| 5 | 31-9092 | Medical Assistants | 4.1% | \$35,765 | 30.1% | Postsecondary non-degree award | None | None |
| 6 | 29-1228 | Physicians, All Other and Ophthalmologists, Except Pediatric | 3.8% | \$67,339 | 14.7% | Doctoral or professional degree | None | Internship/residency |
| 7 | 29-1292 | Dental Hygienists | 2.8% | \$59,767 | 24.2% | Associate's degree | None | None |
| 8 | 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 2.7% | \$56,152 | 3.5% | High school diploma or equivalent | Less than 5 years | None |
| 9 | 31-9091 | Dental Assistants | 2.7% | \$38,620 | 24.4% | Postsecondary non-degree award | None | None |
| 10 | 29-1171 | Nurse Practitioners | 2.6% | \$101,168 | 41.5% | 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 | 32.3% | \$84,590 | 19.1% | Bachelor's degree | None | None |
| 2 | 31-1131 | Nursing Assistants | 7.1% | \$35,755 | 15.0% | Postsecondary non-degree award | None | None |
| 3 | 29-2034 | Radiologic Technologists and Technicians | 2.6% | \$67,329 | 14.5% | Associate's degree | None | None |
| 4 | 11-9111 | Medical and Health Services Managers | 1.8% | \$123,571 | 22.4% | Bachelor's degree | Less than 5 years | None |
| 5 | 29-2061 | Licensed Practical and Licensed Vocational Nurses | 1.8% | \$48,133 | 17.1% | Postsecondary non-degree award | None | None |
| 6 | 29-2010 | Clinical Laboratory Technologists and Technicians | 1.8% | \$67,633 | 10.6% | Bachelor's degree | None | None |
| 7 | 29-1126 | Respiratory Therapists | 1.8% | \$71,298 | 25.0% | Associate's degree | None | None |
| 8 | 43-9061 | Office Clerks, General | 1.7% | \$38,866 | -1.2% | High school diploma or equivalent | None | Short-term on-the-job training |
| 9 | 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 1.7% | \$30,622 | 12.4% | No formal educational credential | None | Short-term on-the-job training |
| 10 | 29-1051 | Pharmacists | 1.7% | \$141,890 | -1.2% | Doctoral or professional degree | None | None |

**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 | 28.1% | \$29,338 | 45.5% | High school diploma or equivalent | None | Short-term on-the-job training |
| 2 | 31-1131 | Nursing Assistants | 12.8% | \$32,102 | 15.0% | Postsecondary non-degree award | None | None |
| 3 | 29-2061 | Licensed Practical and Licensed Vocational Nurses | 7.9% | \$46,714 | 17.1% | Postsecondary non-degree award | None | None |
| 4 | 29-1141 | Registered Nurses | 5.1% | \$69,987 | 19.1% | Bachelor's degree | None | None |
| 5 | 35-3041 | Food Servers, Nonrestaurant | 3.6% | \$26,515 | 11.1% | No formal educational credential | None | Short-term on-the-job training |
| 6 | 37-2012 | Maids and Housekeeping Cleaners | 2.5% | \$27,153 | -3.2% | No formal educational credential | None | Short-term on-the-job training |
| 7 | 39-9041 | Residential Advisors | 2.2% | \$35,081 | 18.5% | High school diploma or equivalent | None | Short-term on-the-job training |
| 8 | 49-9071 | Maintenance and Repair Workers, General | 2.1% | \$32,489 | 8.2% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 9 | 39-9032 | Recreation Workers | 1.8% | \$27,161 | 9.4% | High school diploma or equivalent | None | Short-term on-the-job training |
| 10 | 21-1093 | Social and Human Service Assistants | 1.7% | \$30,807 | 17.3% | 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 | 24.4% | \$26,435 | NA | NA | NA | NA |
| 2 | 39-9011 | Childcare Workers | 10.6% | \$26,454 | 7.0% | High school diploma or equivalent | None | Short-term on-the-job training |
| 3 | 21-1093 | Social and Human Service Assistants | 5.9% | \$35,661 | 17.3% | High school diploma or equivalent | None | Short-term on-the-job training |
| 4 | 21-1021 | Child, Family, and School Social Workers | 3.6% | \$46,154 | 12.2% | Bachelor's degree | None | None |
| 5 | 25-2011 | Preschool Teachers, Except Special Education | 3.6% | \$27,711 | 9.5% | Associate's degree | None | None |
| 6 | 25-9045 | Teaching Assistants, Except Postsecondary | 3.3% | \$26,027 | NA | NA | NA | NA |
| 7 | 43-5061 | Production, Planning, and Expediting Clerks | 2.9% | \$44,080 | 12.1% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 8 | 21-1015 | Rehabilitation Counselors | 2.4% | \$31,364 | 13.0% | Master's degree | None | None |
| 9 | 21-1022 | Healthcare Social Workers | 2.2% | \$44,464 | 26.1% | Master's degree | None | Internship/residency |
| 10 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 2.2% | \$39,623 | -3.7% | High school diploma or equivalent | None | Short-term on-the-job training |

NA- Not Available

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