

BUREAU OF LABOR MARKET INFORMATION DIVISION OF RESEARCH AND STATISTICS



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SIGNIFICANT INDUSTRIES

A Report to the Workforce Development System

Central New York

2019

Preface

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

To assist in this effort, the New York State Department of Labor's 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.

This report lists significant industries in Central New York based on several factors including employment levels, wage levels, job growth (both net and percent) over the 2013-2018 period and expected job growth based on industry employment projections through 2026. 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

Twelve industries in Central New York are designated as "significant" in this report. Ten out of the twelve industries experienced an increase in employment between 2013 and 2018. Most of these industries pay very well. In addition, half of these 12 industries employed at least 7,000 people during 2018.

All significant industries shared one or more of the following characteristics: rapid growth (percentage basis); large growth (absolute basis); high wages (average yearly wage above the Central New York average of \$49,700 in 2018); or strong expected growth through 2026.

A broad set of industries were identified as significant in Central New York. They fall into seven major industry groups: agriculture; 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/cgi-bin/sssd/naics/naicsrch?chart=2017>.

Agriculture

Central New York is home to many rural counties that rely on the agriculture sector. This sector is projected to experience strong growth between 2016 and 2026. *Animal production and aquaculture* (NAICS Industry 112) makes up a significant and expanding share of the sector. Increasing demand for yogurt, milk products, hard cider and craft beer have contributed to growth at the region's many dairy farms and farms growing crops such as barley and apples.

Construction

Skilled trades occupations comprise much of the employment within *specialty trade contractors* (NAICS Industry 238). However, this industry is sensitive to fluctuations in the economy. The construction sector is projected to grow through 2026 and these jobs typically pay well. Over the next decade, the impending retirement of many baby boomers will create job opportunities in this sector, especially among skilled trades workers such as plumbers, electricians and carpenters.

Manufacturing

Employment in the manufacturing sector is starting to grow again after a long-term decline in the region. More businesses are expanding in the local *food manufacturing* (NAICS Industry 311) industry which grew by nearly 43% between 2013 and 2018. Businesses that produce milk, yogurt, cheese, fruit and vegetable products are locating or expanding in the region resulting in job opportunities in the *food manufacturing* industry.

Employment in the *computer and electronic product manufacturing* (NAICS Industry 334) industry has been expanding and has an annual average salary of \$90,000. An increase in the number of defense-related contracts has helped to grow employment in the *computer and electronic product manufacturing* industry.

Trade, Transportation and Utilities

The *utilities* (NAICS Industry 221), *merchant wholesalers, durable goods* (NAICS Industry 423) and *warehousing and storage* (NAICS Industry 493) industries are the three industries from the trade, transportation and utilities sector to make the significant industries list. The *utilities* industry is the highest-paying significant industry in this report with an average annual wage of \$112,800. It is a growing industry in the region with a significant number of nuclear power plant jobs in Oswego County.

The *merchant wholesalers, durable goods* industry remains strong due to the demand for products such as cars, furniture, appliances, electronics and sports equipment. Wholesalers are the intermediaries between producers and consumers in the market. This industry employs nearly 8,000 and has an average annual wage of \$65,900 which is 32% above the region's average yearly wage.

In Central New York, the city of Syracuse is situated at the intersection of major interstates and not far from Canada. This makes it an ideal location for *warehousing and storage* facilities and distribution centers. This industry has been growing in the region and is projected to continue to expand by 19% through the year 2026.

Professional and Business Services

Professional and technical services (NAICS Industry 541) is a large industry in the region, employing 17,000 people in 2018. Employment is projected to grow through 2026. The industry is high-paying in Central New York with an average annual salary of \$72,300. This industry employs many skilled, professional workers such as accountants and auditors, engineers, lawyers and software developers. Employment in *management of companies and enterprises* (NAICS Industry 551) has grown nearly 55% between 2013 and 2018 and is projected to continue this expansion as businesses increase employment at headquarters located across the region.

Educational Services

With more than 45,000 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. The industry's 2018 average annual wage was \$5,700 more than the all industry average of \$49,700. The most common job titles in this industry are teacher assistant, elementary school teacher and secondary school teacher. Teaching specialties in demand include science, math, English as a second language, special education and foreign language. Employment growth in *educational services* is driven more by demographics than by economic conditions. As baby boomers retire from this industry, there will be strong demand for new workers to enter this field. The industry is projected to continue to grow at a slightly faster pace (9.9%) than the region's all industry average (9.2%).

Health Care and Social Assistance

Like *educational services*, growth in health care sector employment is driven more by demographics than by economic conditions. Almost all health care occupations are expected to be in demand over the next decade as Central New York's population continues to age. Health care industries on the significant industries list include *ambulatory health care services* (NAICS Industry 621) and *social assistance* (NAICS Industry 624).

These industries employ large numbers of people and added jobs between 2013 and 2018. They are expected to continue to grow through 2026. *Ambulatory health care services* (\$62,800) paid well above the annual average wage in the region in 2018. However, the average annual wage in *social assistance* (\$25,000) was 50% below the regional average. This difference is largely due to the mix of occupations in each industry. For example, the two most common occupations in *social assistance*, personal care aide and social and human service assistant, are low-paying.

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 Central New York labor market analyst, Karen Knapik-Scalzo, is available for consultation. She can be reached via email at Karen.Knapik-Scalzo@labor.ny.gov or by phone at (315) 479-3391.

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, Central New York, 2019

| NAICS Industry Code | Industry Name | Jobs | | Net Change in Jobs, 2013-2018 | % Change in Jobs, 2013-2018 | Average Annual Wage, 2018 | Projected % Change in Jobs, 2016-2026 | Why Industry is Significant** |
|---------------------|---|----------------|----------------|-------------------------------|-----------------------------|---------------------------|---------------------------------------|-------------------------------|
| | | 2013* | 2018* | | | | | |
| | Total, all industries (all ownerships) | 338,100 | 344,800 | 6,700 | 2.0% | \$49,700 | 9.2% | NA |
| 112 | Animal production and aquaculture | 1,200 | 1,500 | 300 | 25.0% | \$37,700 | 5.8% | G |
| 221 | Utilities | 3,800 | 4,100 | 300 | 7.9% | \$112,800 | 2.2% | G, W |
| 238 | Specialty trade contractors | 8,800 | 9,100 | 300 | 3.4% | \$56,200 | 12.7% | G, J, P, W |
| 311 | Food manufacturing | 1,400 | 2,000 | 600 | 42.9% | \$50,000 | 17.0% | G, P, W |
| 334 | Computer and electronic product manufacturing | 4,300 | 5,100 | 800 | 18.6% | \$90,000 | -4.6% | G, W |
| 423 | Merchant wholesalers, durable goods | 8,500 | 7,900 | -600 | -7.1% | \$65,900 | -4.5% | J, W |
| 493 | Warehousing and storage | 1,800 | 2,200 | 400 | 22.2% | \$45,700 | 19.0% | G, P |
| 541 | Professional and technical services | 17,300 | 17,000 | -300 | -1.7% | \$72,300 | 15.8% | J, P, W |
| 551 | Management of companies and enterprises | 3,100 | 4,800 | 1,700 | 54.8% | \$85,400 | 7.9% | G, W |
| 611 | Educational services | 44,300 | 45,700 | 1,400 | 3.2% | \$55,400 | 9.9% | G, J, P, W |
| 621 | Ambulatory health care services | 16,500 | 18,100 | 1,600 | 9.7% | \$62,800 | 37.2% | G, J, P, W |
| 624 | Social assistance | 10,100 | 12,100 | 2,000 | 19.8% | \$25,000 | 25.1% | G, J, P |

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 (>7,000)

P: Above-average growth projected for 2016-2026

W: Industry pays above-average wages

**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 /1/ | Median Occupational Wage /1/ | Projected Employment Change (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|---|-----------------------------------|------------------------------|--|-----------------------------------|-----------------|-----------------------------------|
| 1 | 45-2093 | Farmworkers, Farm, Ranch, and Aquacultural Animals | NA | \$28,945 | NA | NA | NA | NA |
| 2 | 11-9013 | Farmers, Ranchers, and Other Agricultural Managers | NA | NA | NA | NA | NA | NA |
| 3 | 45-2092 | Farmworkers and Laborers, Crop, Nursery, and Greenhouse | NA | \$30,424 | 5.4% | No formal educational credential | None | Short-term on-the-job training |
| 4 | 45-2091 | Agricultural Equipment Operators | NA | \$38,889 | NA | NA | NA | NA |
| 5 | 45-2021 | Animal Breeders | NA | \$41,349 | NA | NA | NA | NA |
| 6 | 53-7064 | Packers and Packers, Hand | NA | \$26,886 | 5.6% | No formal educational credential | None | Short-term on-the-job training |
| 7 | 39-2011 | Animal Trainers | NA | \$35,632 | NA | NA | NA | NA |
| 8 | 19-1011 | Animal Scientists | NA | \$60,036 | NA | NA | NA | NA |
| 9 | 49-9071 | Maintenance and Repair Workers, General | NA | \$43,986 | 11.0% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 10 | 45-2041 | Graders and Sorters, Agricultural Products | NA | \$27,304 | NA | NA | NA | NA |

/1/ Due to OES sample limitations, data for NAICS 112 are not available. Therefore, share of industry workforce information is unavailable and the statewide cross industry median wage is used.

NA – Not Available

Utilities
(NAICS Industry 221)
Ten Most Common Occupations

Industry Description: Industries in the Utilities subsector provide electric power, natural gas, steam supply, water supply, and sewage removal through a permanent infrastructure of lines, mains, and pipes. Establishments are grouped together based on the utility service provided and the particular system or facilities required to perform the service.

| Rank | SOC Code | Occupational Title | % Share of Industry Workforce | Median Occupational Wage | Projected Employment Change (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|---|-------------------------------|--------------------------|--|-----------------------------------|-------------------|--------------------------------|
| 1 | 49-9051 | Electrical Power-Line Installers and Repairers | 16.1% | \$69,199 | 16.1% | High school diploma or equivalent | None | Long-term on-the-job training |
| 2 | 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers | 9.2% | \$82,947 | 7.7% | High school diploma or equivalent | Less than 5 years | None |
| 3 | 49-2095 | Electrical and Electronics Repairers, Powerhouse, Substation, and Relay | 4.2% | \$92,382 | NA | NA | NA | NA |
| 4 | 43-4051 | Customer Service Representatives | 3.7% | \$34,803 | 0.9% | High school diploma or equivalent | None | Short-term on-the-job training |
| 5 | 51-8013 | Power Plant Operators | 3.7% | \$98,114 | 6.3% | High school diploma or equivalent | None | Long-term on-the-job training |
| 6 | 51-1011 | First-Line Supervisors of Production and Operating Workers | 3.5% | \$127,570 | 4.0% | High school diploma or equivalent | Less than 5 years | None |
| 7 | 43-6011 | Executive Secretaries and Executive Administrative Assistants | 1.5% | \$74,170 | -14.8% | High school diploma or equivalent | Less than 5 years | None |
| 8 | 43-9061 | Office Clerks, General | 1.5% | \$69,370 | -0.1% | High school diploma or equivalent | None | Short-term on-the-job training |
| 9 | 49-9041 | Industrial Machinery Mechanics | 1.5% | \$95,248 | 8.8% | High school diploma or equivalent | None | Long-term on-the-job training |
| 10 | 11-9041 | Architectural and Engineering Managers | 0.7% | \$153,199 | 8.1% | Bachelor's degree | 5 years or more | None |

NA – Not Available

**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 (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|---|-------------------------------|--------------------------|--|-----------------------------------|-----------------|-----------------------------------|
| 1 | 47-2111 | Electricians | 11.4% | \$65,598 | 9.8% | High school diploma or equivalent | None | Apprenticeship |
| 2 | 47-2152 | Plumbers, Pipefitters, and Steamfitters | 9.3% | \$59,807 | 18.6% | High school diploma or equivalent | None | Apprenticeship |
| 3 | 47-2061 | Construction Laborers | 8.1% | \$38,681 | 9.8% | No formal educational credential | None | Short-term on-the-job training |
| 4 | 47-2031 | Carpenters | 5.4% | \$38,910 | 5.7% | High school diploma or equivalent | None | Apprenticeship |
| 5 | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 5.2% | \$39,002 | 14.9% | Postsecondary non-degree award | None | Long-term on-the-job training |
| 6 | 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 5.0% | \$72,997 | 9.8% | High school diploma or equivalent | 5 years or more | None |
| 7 | 43-9061 | Office Clerks, General | 4.1% | \$33,729 | -0.1% | High school diploma or equivalent | None | Short-term on-the-job training |
| 8 | 47-2181 | Roofers | 3.6% | \$47,208 | 13.6% | No formal educational credential | None | Moderate-term on-the-job training |
| 9 | 11-1021 | General and Operations Managers | 3.5% | \$93,098 | 10.3% | Bachelor's degree | 5 years or more | None |
| 10 | 47-2141 | Painters, Construction and Maintenance | 3.3% | \$35,809 | 5.1% | No formal educational credential | None | Moderate-term on-the-job training |

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

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

| Rank | SOC Code | Occupational Title | % Share of Industry Workforce | Median Occupational Wage | Projected Employment Change (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|---|-------------------------------|--------------------------|--|-----------------------------------|-------------------|-----------------------------------|
| 1 | 51-3092 | Food Batchmakers | 11.1% | \$24,598 | 11.1% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 2 | 51-9111 | Packaging and Filling Machine Operators and Tenders | 10.6% | \$29,083 | 6.9% | 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 | 5.5% | \$43,932 | 11.1% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 4 | 41-2031 | Retail Salespersons | 4.5% | \$25,320 | 5.2% | No formal educational credential | None | Short-term on-the-job training |
| 5 | 51-3011 | Bakers | 4.5% | \$25,795 | 16.7% | No formal educational credential | None | Long-term on-the-job training |
| 6 | 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 4.5% | \$40,359 | 5.3% | No formal educational credential | None | Short-term on-the-job training |
| 7 | 35-3022 | Counter Attendants, Cafeteria, Food Concession, and Coffee Shop | 4.0% | \$23,738 | 11.8% | No formal educational credential | None | Short-term on-the-job training |
| 8 | 51-1011 | First-Line Supervisors of Production and Operating Workers | 3.5% | \$54,909 | 4.0% | High school diploma or equivalent | Less than 5 years | None |
| 9 | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | 3.0% | \$35,441 | -11.3% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 10 | 53-7064 | Packers and Packagers, Hand | 3.0% | \$25,828 | 5.6% | No formal educational credential | None | Short-term on-the-job training |

**Computer and Electronic Product Manufacturing
(NAICS Industry 334)
Ten Most Common Occupations**

Industry Description: Industries in the Computer and Electronic Product Manufacturing subsector group include establishments that manufacture computers, computer peripherals, communications equipment, and similar electronic products, and establishments that manufacture components for such products. The Computer and Electronic Product Manufacturing industries have been combined in the hierarchy of NAICS because of the economic significance they have attained. Their rapid growth suggests that they will become even more important to the economies of all three North American countries in the future, and in addition their manufacturing processes are fundamentally different from the manufacturing processes of other machinery and equipment.

| Rank | SOC Code | Occupational Title | % Share of Industry Workforce | Median Occupational Wage | Projected Employment Change (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|---|-------------------------------|--------------------------|--|-----------------------------------|-------------------|-----------------------------------|
| 1 | 15-1133 | Software Developers, Systems Software | 9.7% | \$119,754 | 9.2% | Bachelor's degree | None | None |
| 2 | 17-2112 | Industrial Engineers | 5.4% | \$86,259 | 13.0% | Bachelor's degree | None | None |
| 3 | 17-2071 | Electrical Engineers | 4.2% | \$92,284 | 14.9% | Bachelor's degree | None | None |
| 4 | 17-2199 | Engineers, All Other | 3.8% | \$117,498 | 0.0% | Bachelor's degree | None | None |
| 5 | 51-2098 | Assemblers and fabricators, all other, including team assemblers | 3.8% | \$31,064* | NA | NA | NA | NA |
| 6 | 17-2141 | Mechanical Engineers | 3.1% | \$89,516 | 5.4% | Bachelor's degree | None | None |
| 7 | 17-3023 | Electrical and Electronics Engineering Technicians | 2.4% | \$57,030 | 3.0% | Associate's degree | None | None |
| 8 | 49-2094 | Electrical and Electronics Repairers, Commercial and Industrial Equipment | 2.4% | \$62,752* | 0.0% | Postsecondary non-degree award | None | Long-term on-the-job training |
| 9 | 41-4011 | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | 2.1% | \$101,015 | 0.0% | Bachelor's degree | None | Moderate-term on-the-job training |
| 10 | 51-1011 | First-Line Supervisors of Production and Operating Workers | 2.1% | \$71,026 | 4.0% | High school diploma or equivalent | Less than 5 years | None |

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

NA – Not Available

**Merchant Wholesalers, Durable Goods
(NAICS Industry 423)
Ten Most Common Occupations**

Industry Description: Industries in the Merchant Wholesalers, Durable Goods subsector sell capital or durable goods to other businesses. Merchant wholesalers generally take title to the goods that they sell; in other words, they buy and sell goods on their own account. Durable goods are new or used items generally with a normal life expectancy of three years or more. Durable goods merchant wholesale trade establishments are engaged in wholesaling products, such as motor vehicles, furniture, construction materials, machinery and equipment (including household-type appliances), metals and minerals (except petroleum), sporting goods, toys and hobby goods, recyclable materials, and parts.

| Rank | SOC Code | Occupational Title | % Share of Industry Workforce | Median Occupational Wage | Projected Employment Change (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|--|-------------------------------|--------------------------|--|-----------------------------------|-------------------|-----------------------------------|
| 1 | 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 13.9% | \$53,793 | 2.0% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 2 | 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 9.0% | \$31,662 | 5.3% | No formal educational credential | None | Short-term on-the-job training |
| 3 | 11-1021 | General and Operations Managers | 3.7% | \$97,917 | 10.3% | Bachelor's degree | 5 years or more | None |
| 4 | 15-1151 | Computer User Support Specialists | 3.7% | \$62,228 | 12.4% | Some college, no degree | None | None |
| 5 | 53-3033 | Light Truck or Delivery Services Drivers | 3.7% | \$30,072 | 6.0% | High school diploma or equivalent | None | Short-term on-the-job training |
| 6 | 41-2022 | Parts Salespersons | 3.0% | \$40,319 | 4.2% | No formal educational credential | None | Moderate-term on-the-job training |
| 7 | 41-4011 | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | 3.0% | \$74,639 | 0.0% | Bachelor's degree | None | Moderate-term on-the-job training |
| 8 | 41-1012 | First-Line Supervisors of Non-Retail Sales Workers | 2.8% | \$71,940 | 3.4% | High school diploma or equivalent | Less than 5 years | None |
| 9 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 2.7% | \$38,587 | -3.4% | High school diploma or equivalent | None | Short-term on-the-job training |
| 10 | 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists | 2.7% | \$48,348 | 6.8% | High school diploma or equivalent | None | Long-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 (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|--|-------------------------------|--------------------------|--|-----------------------------------|-------------------|-----------------------------------|
| 1 | 53-7051 | Industrial Truck and Tractor Operators | 12.9% | \$41,195 | 4.7% | No formal educational credential | None | Short-term on-the-job training |
| 2 | 43-9061 | Office Clerks, General | 2.5% | \$35,394 | -0.1% | High school diploma or equivalent | None | Short-term on-the-job training |
| 3 | 49-9071 | Maintenance and Repair Workers, General | 2.5% | \$49,020 | 11.0% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 4 | 43-5071 | Shipping, Receiving, and Traffic Clerks | 1.5% | \$37,729 | 0.0% | High school diploma or equivalent | None | Short-term on-the-job training |
| 5 | 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 1.0% | \$69,756 | 4.5% | High school diploma or equivalent | Less than 5 years | None |
| 6 | 43-4051 | Customer Service Representatives | 1.0% | \$36,201 | 0.9% | High school diploma or equivalent | None | Short-term on-the-job training |
| 7 | 11-1021 | General and Operations Managers | 0.5% | \$103,177 | 10.3% | Bachelor's degree | 5 years or more | None |
| 8 | 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 0.5% | \$66,331 | 2.0% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 9 | 43-5032 | Dispatchers, Except Police, Fire, and Ambulance | 0.5% | \$64,749 | 0.0% | 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.

**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 (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|---|-------------------------------|--------------------------|--|-----------------------------------|-----------------|-----------------------------------|
| 1 | 13-2011 | Accountants and Auditors | 4.3% | \$62,710 | 12.3% | Bachelor's degree | None | None |
| 2 | 23-1011 | Lawyers | 4.3% | \$71,868 | 7.5% | Doctoral or professional degree | None | None |
| 3 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 4.1% | \$40,293 | -3.4% | High school diploma or equivalent | None | Short-term on-the-job training |
| 4 | 17-2051 | Civil Engineers | 3.2% | \$91,011 | 15.3% | Bachelor's degree | None | None |
| 5 | 43-9061 | Office Clerks, General | 3.2% | \$33,728 | -0.1% | High school diploma or equivalent | None | Short-term on-the-job training |
| 6 | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 2.7% | \$40,387 | 0.2% | Some college, no degree | None | Moderate-term on-the-job training |
| 7 | 43-6012 | Legal Secretaries | 2.6% | \$35,068 | -18.6% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 8 | 43-4171 | Receptionists and Information Clerks | 2.4% | \$30,140 | 16.7% | High school diploma or equivalent | None | Short-term on-the-job training |
| 9 | 15-1151 | Computer User Support Specialists | 2.3% | \$56,673* | 12.4% | Some college, no degree | None | None |
| 10 | 23-2011 | Paralegals and Legal Assistants | 2.3% | \$47,399 | 13.8% | Associate's degree | None | None |

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

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

Industry Description: Industries in the Management of Companies and Enterprises subsector include three main types of establishments: (1) those that hold the securities of (or other equity interests in) companies and enterprises; (2) those (except government establishments) that administer, oversee, and manage other establishments of the company or enterprise but do not hold the securities of these establishments; and (3) those that both administer, oversee, and manage other establishments of the company or enterprise and hold the securities of (or other equity interests in) these establishments. Those establishments that administer, oversee, and manage normally undertake the strategic or organizational planning and decision-making role of the company or enterprise.

| Rank | SOC Code | Occupational Title | % Share of Industry Workforce | Median Occupational Wage | Projected Employment Change (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|---|-------------------------------|--------------------------|--|-----------------------------------|-------------------|-----------------------------------|
| 1 | 43-4051 | Customer Service Representatives | 5.6% | \$28,467 | 0.9% | High school diploma or equivalent | None | Short-term on-the-job training |
| 2 | 11-1021 | General and Operations Managers | 4.4% | \$159,511 | 10.3% | Bachelor's degree | 5 years or more | None |
| 3 | 13-2011 | Accountants and Auditors | 4.4% | \$59,138 | 12.3% | Bachelor's degree | None | None |
| 4 | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 4.2% | \$37,705 | 0.2% | Some college, no degree | None | Moderate-term on-the-job training |
| 5 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 4.0% | \$42,671 | -3.4% | High school diploma or equivalent | None | Short-term on-the-job training |
| 6 | 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 2.9% | \$68,556 | 4.5% | High school diploma or equivalent | Less than 5 years | None |
| 7 | 13-1071 | Human Resources Specialists | 2.5% | \$63,568 | 7.8% | Bachelor's degree | None | None |
| 8 | 13-2072 | Loan Officers | 2.5% | \$52,275 | 7.4% | Bachelor's degree | None | Moderate-term on-the-job training |
| 9 | 43-3021 | Billing and Posting Clerks | 2.5% | \$38,396 | 18.6% | High school diploma or equivalent | None | Moderate-term on-the-job training |
| 10 | 11-3031 | Financial Managers | 2.1% | \$135,306 | 17.5% | Bachelor's degree | 5 years or more | 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 (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|---|-------------------------------|--------------------------|--|-----------------------------------|-----------------|--------------------------------|
| 1 | 25-9041 | Teacher Assistants | 9.6% | \$29,007 | 8.6% | Some college, no degree | None | None |
| 2 | 25-2021 | Elementary School Teachers, Except Special Education | 6.5% | \$66,049 | 3.0% | Bachelor's degree | None | None |
| 3 | 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 6.3% | \$71,890 | 3.0% | Bachelor's degree | None | None |
| 4 | 25-3098 | Substitute teachers | 4.6% | \$32,704 | 3.3% | Bachelor's degree | None | None |
| 5 | 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 4.3% | \$36,881 | 9.9% | No formal educational credential | None | Short-term on-the-job training |
| 6 | 25-2022 | Middle School Teachers, Except Special and Career/Technical Education | 3.9% | \$67,586 | 2.6% | Bachelor's degree | None | None |
| 7 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 3.7% | \$43,186 | -3.4% | High school diploma or equivalent | None | Short-term on-the-job training |
| 8 | 21-1012 | Educational, Guidance, School, and Vocational Counselors | 2.0% | \$64,434 | 17.0% | Master's degree | None | None |
| 9 | 35-3021 | Combined Food Preparation and Serving Workers, Including Fast Food | 1.8% | \$29,791 | 25.2% | No formal educational credential | None | Short-term on-the-job training |
| 10 | 25-1191 | Graduate Teaching Assistants | 1.7% | \$36,361 | 14.8% | Bachelor's degree | None | None |

**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 (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|---|-------------------------------|--------------------------|--|-----------------------------------|-----------------|--------------------------------|
| 1 | 43-4171 | Receptionists and Information Clerks | 10.0% | \$32,626 | 16.7% | High school diploma or equivalent | None | Short-term on-the-job training |
| 2 | 29-1141 | Registered Nurses | 7.3% | \$60,541 | 18.8% | Bachelor's degree | None | None |
| 3 | 29-2061 | Licensed Practical and Licensed Vocational Nurses | 6.7% | \$39,359 | 19.5% | Postsecondary non-degree award | None | None |
| 4 | 31-9091 | Dental Assistants | 5.2% | \$37,791 | 21.3% | Postsecondary non-degree award | None | None |
| 5 | 29-1069 | Physicians and Surgeons, All Other | 4.8% | \$206,949** | 21.1% | Doctoral or professional degree | None | Internship/residency |
| 6 | 29-2021 | Dental Hygienists | 4.3% | \$72,653 | 21.9% | Associate's degree | None | None |
| 7 | 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 3.5% | \$39,828 | -3.4% | High school diploma or equivalent | None | Short-term on-the-job training |
| 8 | 29-2041 | Emergency Medical Technicians and Paramedics | 3.4% | \$34,663 | 45.8% | Postsecondary non-degree award | None | None |
| 9 | 31-1011 | Home Health Aides | 3.4% | \$30,342 | 41.7% | High school diploma or equivalent | None | Short-term on-the-job training |
| 10 | 31-9092 | Medical Assistants | 3.1% | \$32,319 | 43.0% | Postsecondary non-degree award | None | None |

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

**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 (%), 2016-2026 | Education | Work Experience | Training |
|------|----------|--|-------------------------------|--------------------------|--|-----------------------------------|-------------------|--------------------------------|
| 1 | 39-9021 | Personal Care Aides | 27.2% | \$24,870 | 35.8% | High school diploma or equivalent | None | Short-term on-the-job training |
| 2 | 21-1093 | Social and Human Service Assistants | 11.0% | \$30,315 | 19.4% | High school diploma or equivalent | None | Short-term on-the-job training |
| 3 | 39-9011 | Childcare Workers | 6.5% | \$24,954 | 3.1% | High school diploma or equivalent | None | Short-term on-the-job training |
| 4 | 25-9041 | Teacher Assistants | 4.7% | \$24,016 | 8.6% | Some college, no degree | None | None |
| 5 | 25-2011 | Preschool Teachers, Except Special Education | 4.6% | \$26,976 | 10.5% | Associate's degree | None | None |
| 6 | 39-9032 | Recreation Workers | 3.1% | \$28,415 | 19.3% | High school diploma or equivalent | None | Short-term on-the-job training |
| 7 | 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 2.5% | \$26,011 | 9.9% | No formal educational credential | None | Short-term on-the-job training |
| 8 | 21-1021 | Child, Family, and School Social Workers | 2.0% | \$41,663 | 14.5% | Bachelor's degree | None | None |
| 9 | 21-1018 | Substance abuse, behavioral disorder, and mental health counselors | 1.8% | \$38,884 | NA | NA | NA | NA |
| 10 | 39-1021 | First-Line Supervisors of Personal Service Workers | 1.8% | \$41,034 | 18.3% | High school diploma or equivalent | Less than 5 years | None |

NA – Not Available

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