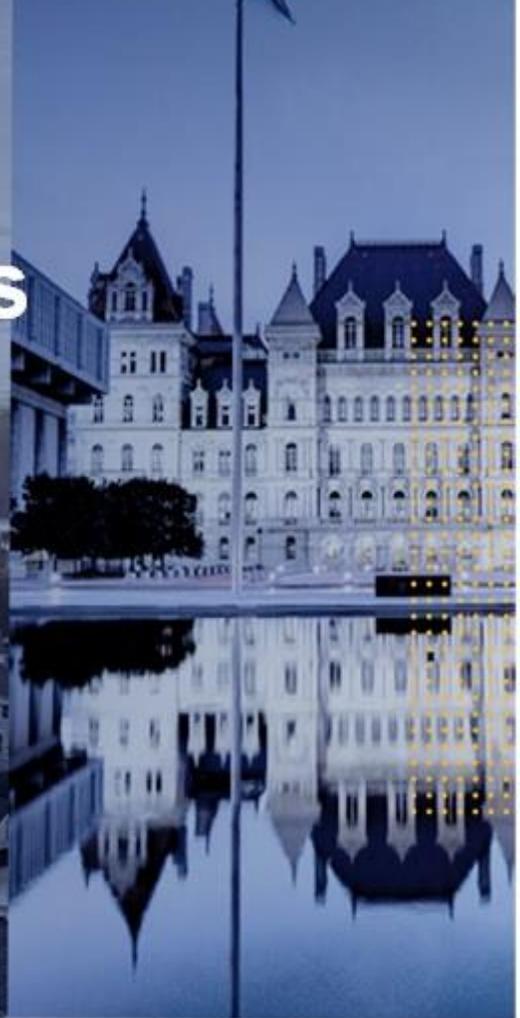


New York State Significant Industries

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 New York State as well as for 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 New York State 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.

Significant 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 250,000 jobs in 2020; or
- The industry’s projected employment growth for 2018-2028 was above average in the region (+10.4%); or
- The industry paid above-average annual wages (\$83,100 in 2020).

This report designates a broad set of 10 industries as “significant industries” in New York State. They fall into eight major industry groups: construction; manufacturing; transportation and warehousing; financial activities; professional and business services; educational services; health care and social assistance; and leisure and hospitality.

The table on page 8 shows the 10 industries that are designated as significant in New York State.

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 trades occupations comprise much of the employment within the *specialty trade contractors* industry (NAICS Industry 238). This industry is sensitive to economic fluctuations, including the most recent, pandemic-induced, recession. Total employment in the industry stayed flat between 2015 and 2020, due to the economic downturn in 2020. Preceding the pandemic, the average annual growth was 2.9% over the four-year period (2015-19).

Amid the COVID-19 pandemic, NYS businesses were re-opening according to a phased plan, starting with the construction and manufacturing sectors. As a result, the construction sector regained three quarters of its pandemic losses in between April and August 2020.

Within *specialty trade contractors*, the five most common occupations (in rank order) are electricians; construction laborers; plumbers, pipefitters and steamfitters; carpenters; and heating, air conditioning and refrigeration mechanics and installers. Together, these top five occupations account for over 43% of employment in the industry.

Almost half of the workers in the *specialty trade contractors* industry are at least 45 years old. Over the next decade, the impending retirement of many of them will contribute to job opportunities in this industry, especially in the skilled trades occupations.

Manufacturing

Computer and electronic product manufacturing (NAICS Industry 334) is the only manufacturing industry on the significant industries list. Although the industry lost 4,900 jobs between 2015 and 2020, it continues to provide a relatively large number (53,500) of high-paying jobs in New York State. In 2020, over half of those jobs (27,900, or 52.1%) were in just three New York State regions: Finger Lakes, Hudson Valley, and Long Island.

In 2020, the industry's statewide average annual wage (\$106,300) was almost 28% higher than the all-industry average annual wage (\$83,100) in NYS. The most common occupations in the industry include electrical, electronic, and electromechanical assemblers; software developers and software quality assurance analysts and testers; industrial engineers; electrical engineers; and inspectors, testers, sorters, samplers, and weighers.

Transportation and Warehousing

Of the 10 significant industries in this report, *warehousing and storage* (NAICS Industry 493) experienced the fastest job growth (+89.8%) between 2015 and 2020. In addition, it is projected to grow at a substantially faster rate (+56.5%) than the statewide all industry average (+10.4%)

from 2018 to 2028. This is the highest growth rate for any of the significant industries presented in this report.

Due to social distancing and in-person activities restrictions during the COVID-19 pandemic, a lot of customers turned away from in-store purchases and toward on-line shopping. As a result, industries (like *transportation and warehousing*) and occupations (like drivers and package handlers) that are responsible for fulfilling those functions experienced a sizable boost in employment. Consistent with other industries, employment in *warehousing and storage* industry dropped in the Second Quarter of 2020, but the job recovery started immediately in the following quarters. Between the Second Quarter of 2020 and Second Quarter of 2021, the industry added 7,400 jobs (+20.2%).

Over a third of this industry's jobs (38.5%) are in New York City, which experienced a 324% employment growth in this industry between 2015 and 2020. Regionally, the highest average annual wages in this industry were paid in the Capital Region (\$54,400) in 2020. The most common occupation in *warehousing and storage* is manual laborer and freight, stock and material mover, which accounts for over 50% of employment in the industry.

Financial Activities

The *securities and commodity contracts* (NAICS Industry 523) industry is part of the broader financial activities super-sector, which includes the finance and insurance sector as well as the real estate, rental, and leasing sector. As expected, most employment in the financial activities sector is found in New York City (about two out of three jobs). In the *securities and commodity contracts* industry in particular the balance is even greater (about nine out of 10 jobs in New York State are in New York City).

The industry is highly cyclical, as workers within it are primarily engaged in activities such as underwriting risk and/or making markets for securities and commodities; acting as agents between buyers and sellers in the financial sector; providing various exchange services within this sector; and providing other similar or related services. After severe employment losses during the Great Recession of 2008-09, this industry stayed relatively stable until the pandemic-induced recession of 2020. Of the 10 significant industries in New York State, the *securities and commodity contracts* industry paid the highest average annual wage in 2020 (\$423,500) -- more than five times higher than the all-industry average annual wage (\$83,100) in New York State.

The top three occupations in *securities and commodity contracts* account for almost half of employment in the industry: securities, commodities and financial services sales agents; financial and investment analysts, financial risk specialists and financial specialists; and personal financial advisors.

Professional and Business Services

The professional and business services sector has two industries on the significant industries list: *professional, scientific, and technical services* (NAICS Industry 541) and *administrative and support services* (NAICS Industry 561). Although there are differences between the two, both

industries tend to sell their services to other businesses rather than directly to consumers. Therefore, employment in these industries is highly dependent on the business cycle and reacts quickly to changing economic conditions.

Between 2015 and 2020, employment grew by 2.3% in *professional, scientific, and technical services*, while employment in *administrative and support services* experienced a decline (-2.9%). However, both industries are expected to add jobs at a faster rate (+10.8% and +19.3%, respectively) between 2018 and 2028 than the overall industry average over the same period (+10.4%).

At \$129,500 per year in 2020, the *professional, scientific, and technical services* industry pays an average annual wage that is double the wages paid in the *administrative and support services* industry (\$63,300). This is not surprising given the importance of temporary help agencies to employment in *the administrative and support services* industry.

The *professional, scientific, and technical services* sector contains a diverse list of industries, including engineering and architectural consulting, legal services, information technology and research & development. This industry employs many skilled, professional workers such as lawyers, accountants and auditors, software developers, management analysts, and market research analysts and marketing specialists.

Within *administrative and support services* industry, security guards, janitors & cleaners and landscaping & groundskeeping workers are top three occupations and account for over a third of the industry's employment.

Educational Services

With 903,800 jobs between the public and private sectors, as of 2020, the *educational services* (NAICS Industry 611) industry has considerably more jobs than any other significant industry presented in this report. 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.

Employment declines started during the Second Quarter of 2020 and continued into the Third Quarter of 2020, with public sector education (-30.6%) losing more jobs than private sector education (-20.8%) during this period. The job gains started in the Fourth Quarter of 2020, but many schools are still well below their pre-pandemic staffing levels. If we compare the most recent data to two years ago, public- and private-sector educational employment in the Second Quarter of 2021 was down by almost 41,600 compared to the Second Quarter of 2019.

The industry's average annual wage (\$71,100) in 2020 was \$12,000 below the all-industry average annual wage (\$83,100) in New York State. The industry is projected to continue to grow at a faster pace (+14.9%) than the state's all industry average (+10.4%) between 2018 and 2028. Common job titles in *educational services* industry include teaching assistants; elementary school teachers; secondary school teachers; middle school teachers; and secretaries and administrative assistants.

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. As with the rest of the labor market, the health sector saw a sharp drop in employment in the spring of 2020, as providers cancelled elective care and surgeries and patients practiced social distancing and tried to avoid health care facilities. While health employment in many facilities has nearly returned to its pre-pandemic levels, the effects of the pandemic linger.

The health care sector consists of three main components, and two of them are on the significant industries list for New York State: *ambulatory health care services* (NAICS Industry 621) and *hospitals* (NAICS Industry 622).

Ambulatory health care services include medical services performed on an outpatient basis, such as physicians' offices, ambulatory surgical centers, specialty clinics and urgent care centers. Between 2015 and 2020, the industry added more jobs on an absolute basis (96,300) than any other industry on the significant industries list. Not only did it enjoy a robust recovery after the latest recession (adding 98,400 jobs, or growth of 18.6%) between the Second Quarter of 2020 and the Second Quarter of 2021, but it also expects to experience strong job growth between 2018 and 2028. Employment is projected to grow by 54.7% over this period, more than five times of the all-industry projected growth (10.4%). Much of this growth is because the United States spends nearly 18% of its gross domestic product (GDP) on health care.

Facilities in the *hospitals* (NAICS Industry 622) industry provide medical, diagnostic, and treatment services, including physician and nursing services to inpatient individuals. Job growth in the *hospitals* industry was up 24,200 from 2015 to 2020. While employment at *hospitals* is projected to grow at a slower pace (12.2%) compared to *ambulatory health care services* (54.7%) over the 2018-2028 period, *hospitals* rank among the largest employers in New York State. Average annual wages (\$84,700) in the *hospitals* were higher than both the *ambulatory health care services* wages (\$56,700) and the all-industry statewide average (\$83,100). Lower wages in the *ambulatory health care services* are due to its occupational mix. Seven of the ten most common occupations in the *ambulatory health care services* industry pay less than \$55,000 per year.

The demand for nearly all health care occupations is expected to increase over the next decade as New York State's population continues to age and requires more medical care.

Leisure and Hospitality

Employment in *leisure and hospitality* is typically impacted early and heavily by national recessions. At the onset of the COVID-19 pandemic, leisure and hospitality lost over 60% of its employment in March and April 2020. This was the biggest loss across all major sectors. The sector has been recovering some of those job losses since May 2020, but it is still trailing behind many other sectors.

With 463,400 workers in 2020, the *food services and drinking places* (NAICS Industry 722) industry employs the fourth largest number of workers when compared to any other three-digit NAICS industry in New York State. Even though the pandemic-induced recession forced *food services and drinking places* to lose 174,300 (-27.3%) jobs from 2015 and 2020, it experienced the highest job gain from Second Quarter 2020 to Second Quarter 2021 compared to any other significant industry on the list (in both absolute and percentage terms), growing by 220,400 (or +72.8%). However, employment in the industry is expected to grow by only 2.4% between 2018 and 2028, which is a quarter of the all-industry average (10.4%).

The most common occupations in this industry require only short-term training but offer wages well below the average annual wage for all occupations. The *food services and drinking places* industry provides many employment opportunities for low-skilled workers, youth, and second-job holders. Restaurants also offer opportunities for advancement to higher-paying supervisory positions. The industry had the lowest average annual wage (\$27,300) of any of the industries in this report in 2020. The lower wages can also be attributed, in part, to the seasonal and part-time employment typically found in the industry.

Within the *food services and drinking places* industry, the top five occupations are: fast food and counter workers; waiters and waitresses; restaurant cooks; first-line supervisors of food preparation and serving workers; and food preparation and serving workers. Together, these five occupations account for over two thirds of employment in the industry.

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 statewide labor market analyst is Elena Grovenger. She is available for consultation and can be reached via email at Elena.Grovenger@labor.ny.gov or by phone at (518) 457-3800.

Similar local data are available from our network of 10 regional labor market analysts to assist LWDBs. For questions regarding your local area, please contact your regional labor market analyst. Their contact information is available at: <https://dol.ny.gov/economic-reports-workforce-system-0>.

Significant Industries, New York State, 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)	9,011,900	8,589,800	(422,100)	-4.7%	\$83,100	10.4%	NA
238	Specialty trade contractors	237,300	237,400	100	0.0%	\$74,600	8.7%	G
334	Computer and electronic product manufacturing	58,400	53,500	(4,900)	-8.4%	\$106,300	-7.7%	W
493	Warehousing and storage	21,500	40,800	19,300	89.8%	\$43,800	56.5%	G, P
523	Securities, commodity contracts, investments	192,100	196,900	4,800	2.5%	\$423,500	5.2%	G, W
541	Professional, scientific, and technical services	649,400	664,300	14,900	2.3%	\$129,500	10.8%	G, J, P, W
561	Administrative and support services	448,900	436,000	(12,900)	-2.9%	\$63,300	19.3%	G, J, P
611	Educational services	914,300	903,800	(10,500)	-1.1%	\$71,100	14.9%	G, J, P
621	Ambulatory health care services	497,000	593,300	96,300	19.4%	\$56,700	54.7%	G, J, P
622	Hospitals	436,100	460,300	24,200	5.5%	\$84,700	12.2%	G, J, P, W
722	Food services and drinking places	637,700	463,400	(174,300)	-27.3%	\$27,300	2.4%	J

NA – Not Applicable

*Represents both private and public sector jobs

****Key:**

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

J: Industry employs a significant number of jobs (>250,000)

P: Above-average growth projected for 2018-2028

W: Industry pays above-average wages

Significant Industries, New York State, 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)	7,883,000	8,791,500	908,500	11.5%
238	Specialty trade contractors	195,200	247,200	52,000	26.6%
334	Computer and electronic product manufacturing	52,900	52,400	(500)	-0.9%
493	Warehousing and storage	36,600	44,000	7,400	20.2%
523	Securities, commodity contracts, investments	195,700	194,600	(1,100)	-0.6%
541	Professional and technical services	649,300	666,000	16,700	2.6%
561	Administrative and support services	400,800	454,100	53,300	13.3%
611	Educational services	920,600	940,000	19,400	2.1%
621	Ambulatory health care services	528,200	626,600	98,400	18.6%
622	Hospitals	453,200	456,100	2,900	0.6%
722	Food services and drinking places	302,700	523,100	220,400	72.8%

*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 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	12.0%	\$70,908	9.8%	High school diploma or equivalent	None	Apprenticeship
2	47-2061	Construction Laborers	10.5%	\$48,499	10.1%	No formal educational credential	None	Short-term on-the-job training
3	47-2152	Plumbers, Pipefitters, and Steamfitters	9.5%	\$65,150	13.6%	High school diploma or equivalent	None	Apprenticeship
4	47-2031	Carpenters	6.6%	\$63,767	6.3%	High school diploma or equivalent	None	Apprenticeship
5	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	4.6%	\$56,771	10.7%	Postsecondary non-degree award	None	Long-term on-the-job training
6	11-1021	General and Operations Managers	3.5%	\$124,054	9.6%	Bachelor's degree	5 years or more	None
7	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	3.5%	\$97,186	8.7%	High school diploma or equivalent	5 years or more	None
8	47-2141	Painters, Construction and Maintenance	3.2%	\$51,776	6.4%	No formal educational credential	None	Moderate-term on-the-job training
9	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.0%	\$43,251	-3.2%	High school diploma or equivalent	None	Short-term on-the-job training
10	43-9061	Office Clerks, General	2.4%	\$38,104	-0.7%	High school diploma or equivalent	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 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 (%), 2018-2028	Education	Work Experience	Training
1	51-2028	Electrical, electronic, and electromechanical assemblers, except coil winders, tapers, and finishers	12.9%	\$35,858	1.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	9.4%	\$111,931	28.3%	Bachelor's degree	None	None
3	17-2112	Industrial Engineers	5.7%	\$95,477	10.3%	Bachelor's degree	None	None
4	17-2071	Electrical Engineers	4.2%	\$105,071	6.4%	Bachelor's degree	None	None
5	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	3.2%	\$46,408	-12.9%	High school diploma or equivalent	None	Moderate-term on-the-job training
6	51-2090	Miscellaneous Assemblers and Fabricators	3.1%	\$33,065	-11.9%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	17-3023	Electrical and Electronic Engineering Technologists and Technicians	3.1%	\$61,156	1.1%	Associate's degree	None	None
8	51-1011	First-Line Supervisors of Production and Operating Workers	2.4%	\$71,997	-0.2%	High school diploma or equivalent	Less than 5 years	None
9	13-1198	Project Management Specialists and Business Operations Specialists, All Other	2.1%	\$105,228	11.8%	Bachelor's degree	None	None
10	17-2141	Mechanical Engineers	2.0%	\$93,407	6.9%	Bachelor's degree	None	None

**Warehousing and Storage
(NAICS Industry 493)
Ten 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	50.8%	\$36,465	9.5%	No formal educational credential	None	Short-term on-the-job training
2	53-7051	Industrial Truck and Tractor Operators	9.4%	\$41,508	12.9%	No formal educational credential	None	Short-term on-the-job training
3	53-7065	Stockers and Order Fillers	8.4%	\$37,634	-1.2%	High school diploma or equivalent	None	Short-term on-the-job training
4	53-7064	Packers and Packagers, Hand	3.3%	\$34,423	-0.2%	No formal educational credential	None	Short-term on-the-job training
5	53-3032	Heavy and Tractor-Trailer Truck Drivers	3.3%	\$51,179	7.6%	Postsecondary non-degree award	None	Short-term on-the-job training
6	43-5071	Shipping, Receiving, and Inventory Clerks	3.1%	\$38,963	-1.4%	High school diploma or equivalent	None	Short-term on-the-job training
7	53-1047	First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	2.9%	\$63,416	11.2%	High school diploma or equivalent	Less than 5 years	None
8	43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.6%	\$68,287	0.3%	High school diploma or equivalent	Less than 5 years	None
9	43-4051	Customer Service Representatives	1.4%	\$41,935	-0.9%	High school diploma or equivalent	None	Short-term on-the-job training
10	49-9071	Maintenance and Repair Workers, General	1.3%	\$55,018	9.1%	High school diploma or equivalent	None	Moderate-term on-the-job training

**Securities, Commodity Contracts, and Other Financial Investments and Related Activities
(NAICS Industry 523)
Ten Most Common Occupations**

Industry Description: Firms in this industry are primarily engaged in one of the following activities: (1) underwriting securities issues and/or making markets for securities and commodities; (2) acting as agents (i.e., brokers) between buyers and sellers of securities and commodities; (3) providing securities and commodity exchange services; (4) providing other services, such as managing portfolios of assets, providing investment advice, and trust, fiduciary, and custody services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	41-3031	Securities, Commodities, and Financial Services Sales Agents	22.3%	\$175,430	7.9%	Bachelor's degree	None	Moderate-term on-the-job training
2	13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	15.3%	\$121,308	NA	Bachelor's degree	None	None
3	13-2052	Personal Financial Advisors	9.3%	\$156,185	11.0%	Bachelor's degree	None	Long-term on-the-job training
4	11-3031	Financial Managers	5.0%	\$204,220*	21.7%	Bachelor's degree	5 years or more	None
5	13-2011	Accountants and Auditors	4.5%	\$121,718	12.7%	Bachelor's degree	None	None
6	43-6011	Executive Secretaries and Executive Administrative Assistants	4.4%	\$88,613	-12.4%	High school diploma or equivalent	Less than 5 years	None
7	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	4.1%	\$156,570	28.3%	Bachelor's degree	None	None
8	11-1021	General and Operations Managers	3.5%	\$137,720*	9.6%	Bachelor's degree	5 years or more	None
9	13-2061	Financial Examiners	2.0%	\$124,036	13.4%	Bachelor's degree	None	Long-term on-the-job training
10	43-4011	Brokerage Clerks	1.9%	\$72,154	7.3%	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.

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	23-1011	Lawyers	7.3%	\$170,303	10.4%	Doctoral or professional degree	None	None
2	13-2011	Accountants and Auditors	6.5%	\$91,065	12.7%	Bachelor's degree	None	None
3	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	4.1%	\$115,023	28.3%	Bachelor's degree	None	None
4	13-1111	Management Analysts	3.7%	\$106,114	16.7%	Bachelor's degree	Less than 5 years	None
5	23-2011	Paralegals and Legal Assistants	3.4%	\$57,018	15.5%	Associate's degree	None	None
6	13-1161	Market Research Analysts and Marketing Specialists	3.4%	\$71,200	22.6%	Bachelor's degree	None	None
7	11-1021	General and Operations Managers	2.7%	\$190,383	9.6%	Bachelor's degree	5 years or more	None
8	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	2.6%	\$87,847	12.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
9	43-9061	Office Clerks, General	2.6%	\$37,997	-0.7%	High school diploma or equivalent	None	Short-term on-the-job training
10	43-3031	Bookkeeping, Accounting, and Auditing Clerks	2.5%	\$47,176	0.1%	Some college, no degree	None	Moderate-term on-the-job training

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

Industry Description: Industries in the Administrative and Support Services subsector group establishments engaged in activities that support the day-to-day operations of other organizations. The processes employed in this sector (e.g., general management, personnel administration, clerical activities, cleaning activities) are often integral parts of the activities of establishments found in all sectors of the economy. The establishments classified in this subsector have specialization in one or more of these activities and can, therefore, provide services to clients in a variety of industries and, in some cases, to households. The individual industries of this subsector are defined on the basis of the particular process that they are engaged in and the particular services they provide.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	33-9032	Security Guards	14.9%	\$34,408	9.0%	High school diploma or equivalent	None	Short-term on-the-job training
2	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	13.7%	\$32,330	15.0%	No formal educational credential	None	Short-term on-the-job training
3	37-3011	Landscaping and Groundskeeping Workers	5.7%	\$35,834	12.6%	No formal educational credential	None	Short-term on-the-job training
4	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3.0%	\$31,194	9.5%	No formal educational credential	None	Short-term on-the-job training
5	43-4051	Customer Service Representatives	2.8%	\$36,603	-0.9%	High school diploma or equivalent	None	Short-term on-the-job training
6	43-9061	Office Clerks, General	2.7%	\$34,050	-0.7%	High school diploma or equivalent	None	Short-term on-the-job training
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.5%	\$41,931	-3.2%	High school diploma or equivalent	None	Short-term on-the-job training
8	11-1021	General and Operations Managers	2.1%	\$126,565	9.6%	Bachelor's degree	5 years or more	None
9	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.8%	\$64,364	12.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	13-1071	Human Resources Specialists	1.6%	\$62,385	12.8%	Bachelor's degree	None	None

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

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

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	25-9045	Teaching Assistants, Except Postsecondary	9.8%	\$32,160	9.1%	Some college, no degree	None	None
2	25-2021	Elementary School Teachers, Except Special Education	9.3%	\$82,060	8.0%	Bachelor's degree	None	None
3	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	6.9%	\$88,001	8.2%	Bachelor's degree	None	None
4	25-2022	Middle School Teachers, Except Special and Career/Technical Education	4.3%	\$87,034	N/A	NA	NA	NA
5	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.1%	\$43,782	-3.2%	High school diploma or equivalent	None	Short-term on-the-job training
6	25-3031	Substitute Teachers, Short-Term	3.0%	\$37,278	9.0%	Bachelor's degree	None	None
7	25-2052	Special Education Teachers, Kindergarten and Elementary School	2.1%	\$76,338	8.4%	Bachelor's degree	None	None
8	43-9061	Office Clerks, General	2.1%	\$33,055	-0.7%	High school diploma or equivalent	None	Short-term on-the-job training
9	25-1071	Health Specialties Teachers, Postsecondary	2.1%	\$113,409	30.3%	Doctoral or professional degree	Less than 5 years	None
10	11-9032	Education Administrators, Kindergarten through Secondary	2.0%	\$139,750	8.8%	Master's degree	5 years or more	None

NA – Not Available

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

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

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	31-1120	Home Health and Personal Care Aides	40.7%	\$32,152	65.9%	High school diploma or equivalent	None	Short-term on-the-job training
2	43-4171	Receptionists and Information Clerks	7.1%	\$37,324	14.1%	High school diploma or equivalent	None	Short-term on-the-job training
3	29-1141	Registered Nurses	4.5%	\$81,286	24.6%	Bachelor's degree	None	None
4	31-9092	Medical Assistants	3.2%	\$39,035	34.0%	Postsecondary non-degree award	None	None
5	31-9091	Dental Assistants	2.2%	\$43,568	25.7%	Postsecondary non-degree award	None	None
6	29-2061	Licensed Practical and Licensed Vocational Nurses	2.2%	\$48,812	19.6%	Postsecondary non-degree award	None	None
7	29-1228	Physicians, All Other and Ophthalmologists, Except Pediatric	1.9%	NA	17.2%	Doctoral or professional degree	None	Internship/residency
8	43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.8%	\$65,950	0.3%	High school diploma or equivalent	Less than 5 years	None
9	29-2040	Emergency Medical Technicians and Paramedics	1.8%	\$38,381	20.1%	Postsecondary non-degree award	None	None
10	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.8%	\$39,455	-3.2%	High school diploma or equivalent	None	Short-term on-the-job training

NA – Not Available

**Hospitals
(NAICS Industry 622)
Ten Most Common Occupations**

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

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	29-1141	Registered Nurses	24.2%	\$98,454	24.6%	Bachelor's degree	None	None
2	31-1131	Nursing Assistants	7.4%	\$46,062	13.9%	Postsecondary non-degree award	None	None
3	29-1228	Physicians, All Other and Ophthalmologists, Except Pediatric	3.7%	\$168,067	17.2%	Doctoral or professional degree	None	Internship/residency
4	11-9111	Medical and Health Services Managers	2.5%	\$148,359	25.6%	Bachelor's degree	Less than 5 years	None
5	43-9061	Office Clerks, General	2.5%	\$46,813	-0.7%	High school diploma or equivalent	None	Short-term on-the-job training
6	29-2010	Clinical Laboratory Technologists and Technicians	2.1%	\$76,553	20.2%	Bachelor's degree	None	None
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.0%	\$49,026	-3.2%	High school diploma or equivalent	None	Short-term on-the-job training
8	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1.9%	\$44,209	15.0%	No formal educational credential	None	Short-term on-the-job training
9	43-4111	Interviewers, Except Eligibility and Loan	1.8%	\$46,811	13.8%	High school diploma or equivalent	None	Short-term on-the-job training
10	43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.6%	\$74,938	0.3%	High school diploma or equivalent	Less than 5 years	None

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

Industry Description: Industries in the Food Services and Drinking Places subsector prepare meals, snacks, and beverages to customer order for immediate on-premises and off-premises consumption. There is a wide range of establishments in these industries. Some provide food and drink only, while others provide various combinations of seating space, waiter/waitress services, and incidental amenities, such as limited entertainment. The industries in the subsector are grouped based on the type and level of services provided. The industry groups are Special Food Services, such as food service contractors, caterers, and mobile food services; Drinking Places (Alcoholic Beverages); and Restaurants and Other Eating Places.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2018-2028	Education	Work Experience	Training
1	35-3023	Fast Food and Counter Workers	28.8%	\$29,682	10.7%	No formal educational credential	None	Short-term on-the-job training
2	35-3031	Waiters and Waitresses	18.5%	\$33,363	3.1%	No formal educational credential	None	Short-term on-the-job training
3	35-2014	Cooks, Restaurant	8.9%	\$33,909	15.0%	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
4	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	5.9%	\$40,321	5.0%	High school diploma or equivalent	Less than 5 years	None
5	35-2021	Food Preparation Workers	5.2%	\$32,327	6.3%	No formal educational credential	None	Short-term on-the-job training
6	35-3011	Bartenders	4.8%	\$36,013	2.8%	No formal educational credential	None	Short-term on-the-job training
7	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	4.3%	\$31,442	2.4%	No formal educational credential	None	Short-term on-the-job training
8	35-9021	Dishwashers	3.9%	\$28,950	0.0%	No formal educational credential	None	Short-term on-the-job training
9	41-2011	Cashiers	2.8%	\$30,279	-9.0%	No formal educational credential	None	Short-term on-the-job training
10	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2.4%	\$31,228	4.3%	No formal educational credential	None	Short-term on-the-job training

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