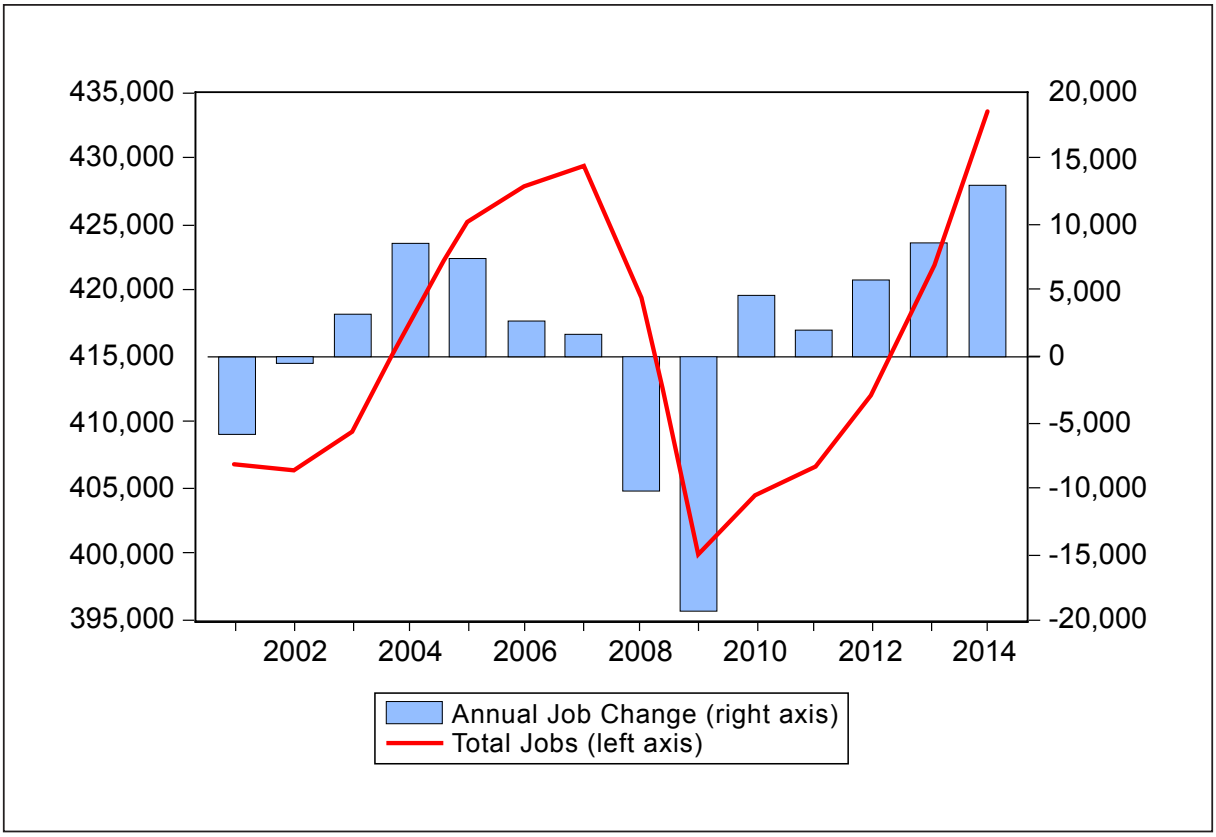
Overview of Employment by Industry - 2014

Delaware gained 12,870 net new jobs in 2014, the most since 1999. That was enough to recover in number all the jobs lost during the Great Recession and move the state to a new all-time high in total jobs. As it has each year during the current expansion, New Castle County once again led the job growth. There were 10,090 jobs gained there during the year, but the 2,680 jobs added in Sussex County gave it a faster growth rate. Kent County was significantly behind, gaining 260 net new jobs.



As the industry details below show, the types of jobs added were quite varied. Of the 22 civilian major occupational groups in the Standard Occupational Classification (SOC) system, only 4 lost jobs in 2014: Production Occupations (these are primarily employed in the Manufacturing sector) fell by 1,090 (2014 average wage $35,714); Farming, Fishing, and Forestry Occupations fell by 120 ($32,157); Life, Physical, and Social Science Occupations fell by 100 ($81,765); and Protective Service Occupations fell by 10 ($39,603). The greatest job gains were in Building and Grounds Cleaning and Maintenance Occupations, which increased by 1,510 jobs (2014 average wage $26,624); Installation, Maintenance, and Repair Occupations (+1,460 jobs, average wage $48,651); Business and Financial Operations Occupations (+1,440 jobs, average wage $73,590); and Transportation and Material Moving Occupations (+1,140 jobs, average wage $32,906).

2014 Industry Job Change by County

Industry Code (NAICS)	Industry Description	Kent	Sussex	New Castle
22	Utilities	60	-10	80
23	Construction	290	250	640
31-33	Manufacturing	-10	390	50
42	Wholesale Trade	-20	100	-190
44-45	Retail Trade	120	70	240
48-49	Transportation and Warehousing	40	20	1,190
51	Information	-40	-20	-320
52	Finance and Insurance	-10	60	1,900
53	Real Estate and Rental and Leasing	30	-180	-60
54	Professional and Technical Services	-20	100	-230
55	Management of Companies And Enterprises	20	0	-40
56	Administrative and Waste Services	70	300	2,230
61	Educational Services	-160	200	890
62	Health Care and Social Assistance	-320	520	2,120
71	Arts, Entertainment, and Recreation	10	160	1,430
72	Accommodation and Food Services	180	550	510
81	Other Services, Except Public Administration	-160	120	-1,350
92	Public Administration	80	100	40

While much of the economic data this office produces in cooperation with the US Bureau of Labor Statistics (BLS) come from surveys, the data in this overview of industry employment come from actual payroll records that nearly all of the state's employers are required to submit as part of the Unemployment Insurance (UI) system. The payroll data cover over 90 percent of Delaware's employment. Excluded are the self-employed, most farmworkers, most railroad workers, interns, and anyone else specifically excluded from the UI system.

Annual employment figures can be calculated in at least two ways: as an average of all 12 months, or at a particular moment in time. In this overview, we use the December, 2014 number as the industry employment level, and its difference from the corresponding December, 2013 level as the measure of 2014 job change. The reason for this is to better isolate actual 2014 changes in this annual report. If we used annual average data, the change between 2013 and 2014 would really measure two years of data, starting in January 2013, rather than focusing solely on 2014.

Another choice is in the treatment of industry versus ownership. Consider public school teachers. They can be counted in the Educational Services industry sector, or counted as part of Local Government, but they should not be counted in both. In this overview, we take an industry-first approach, so government workers who fit in a clearly defined industry are counted as part of that industry. The rest are counted as part of Public Administration. The December, 2014 employment levels by industry for each level of government are listed below.

Finally, this overview counts jobs, not people. The counts come from the employers' operations in Delaware. Most of the jobs are filled by state residents, but many are filled by individuals who live in another state. Also, about seven percent of the people working in Delaware work at more than one job. Because this overview is based on employer payroll records, these individuals would be counted separately at each of their jobs in the state. The industries in the body of this overview are ordered by the number of net new jobs created in 2014. Of the 20 industry sectors that make up the North American Industry Classification System (NAICS), we report on 18 of them. Agriculture, Forestry, Fishing, and Hunting is omitted because most of the employment in agriculture is outside the scope of the payroll data which form the basis of this report. Mining, Quarrying, and Oil and Gas Extraction is omitted due to its extremely low employment levels in the state.

Industry Employment of Government Workers, December 2014

Industry Code (NAICS)	Industry Description	Federal	State	Local	Total Government
11	Agriculture, Forestry, Fishing and Hunting	0	0	0	0
21	Mining	0	0	0	0
22	Utilities	0	0	17	17
23	Construction	0	1,501	0	1,501
31-33	Manufacturing	0	0	0	0
42	Wholesale Trade	0	0	0	0
44-45	Retail Trade	8	0	0	8
48-49	Transportation and Warehousing	2,033	1,305	354	3,692
51	Information	0	251	0	251
52	Finance and Insurance	55	0	0	55
53	Real Estate and Rental and Leasing	0	15	75	90
54	Professional and Technical Services	16	140	0	156
55	Management of Companies And Enterprises	0	0	0	0
56	Administrative and Waste Services	3	130	0	133
61	Educational Services	0	11,006	19,807	30,813
62	Health Care and Social Assistance	1,086	4,076	0	5,162
71	Arts, Entertainment, and Recreation	38	0	0	38
72	Accommodation and Food Services	45	0	0	45
81	Other Services, Except Public Administration	0	0	0	0
92	Public Administration	2,311	11,274	6,546	20,131
Total	**Total Industries**	**5,595**	**29,698**	**26,799**	**62,092**

1. Administrative and Support and Waste Management and Remediation Services

This industry sector, whose cumbersome official name we usually shorten to Administrative and Waste Services, led all industry sectors in job growth for the second straight year, adding a net 3,030 jobs in 2014 after gaining 2,340 jobs in 2013. The job gains were again centered in New Castle County, which added 2,230 jobs in 2014, for a year-end total of 21,550. The average wage there was $36,456, a 4.4 percent increase over 2013. Sussex County added 300 jobs, raising the total there to 3,210. The average pay of $27,872 was a 4.9 percent increase over 2013. Kent County gained 70 jobs in this sector, bringing the county total to 2,170. Average pay was $29,812, a 2.8 percent increase over 2013. The remainder of the job increases were at firms considered to be multi-county.

Statewide, 58.9 percent of the jobs in this sector are held by men. Their average pay is 27.9 percent higher than that of women in the sector. This is below the overall average across all industries in Delaware, where monthly earnings for men are 37.1 percent above women's monthly earnings.

There are two subsectors, with Administrative and Support Services dominant, having 95 percent of the employment in the sector. This subsector includes business services such as call centers, collection agencies, janitorial services, pest control, landscaping, and temporary help. Most of the job gains were again in temporary help, which added 2,390 jobs to move to a total of 12,590. The subsector Waste Management and Remediation Services is much smaller. It gained 90 jobs in 2014, to end with a total of 1,440. Average pay is higher, at $51,188, about the same as in 2013.

As of December 2014, the Administrative and Waste Services sector accounted for 6.7 percent of the state's total employment. This was just above the national average of 6.4 percent, for a location quotient of 1.05.

Top Ten Occupations in the Administrative and Support and Waste Management and Remediation Services Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$25,522	3,160
25-3098	Substitute Teachers	$27,040	2,170
37-3011	Landscaping and Groundskeeping Workers	$26,603	2,140
33-9032	Security Guards	$24,794	2,040
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$27,186	1,780
37-2012	Maids and Housekeeping Cleaners	$21,403	820
43-9061	Office Clerks, General	$27,955	780
43-4051	Customer Service Representatives	$35,922	610
25-2021	Elementary School Teachers, Except Special Education	$58,675	550
43-3011	Bill and Account Collectors	NA	450

2. Health Care and Social Assistance

With 2,360 jobs gained in 2014, the Health Care and Social Assistance sector was Delaware's second-leading job gainer for the second straight year. It remains far and away the state's largest industry sector, with just shy of 70,000 jobs. Most of the job growth was in New Castle County, which gained 2,120 jobs for a total of 48,650. Average pay there was $53,128, one percent above the 2013 average. Sussex County added 520 jobs, for a year-end total of 11,030. Average pay there was $49,872 in this sector, 5.8 percent higher than the year before. There was a decline in jobs in Kent County,

where the total of 9,570 jobs was 320 jobs lower than in 2013. Average pay is considerably lower there, at $41,536, even though that was 4.6 percent above 2013's average pay.

Statewide, 79.5 percent of the jobs in health Care and Social Assistance are held by women. Men tend to cluster in higher-paying occupations – they earn on average 52.9 percent more than women.

There are four subsectors in Health Care and Social Assistance, with Hospitals being the largest and highest-paying. There were 23,700 employees at various hospitals throughout the state at the end of 2014, with an average pay of $67,744. Employment was up by 490 from 2013, while average pay increased by 5.0 percent. Ambulatory Health Services, which includes clinics and practitioners offices, employed 19,500 people, just 90 more than in 2013. The average wage at these facilities was $59,904, which was 2.4 percent higher than in 2013. The Social Assistance sub-sector gained the most jobs in 2014, adding 840 for a total of 14,380. Average pay there is the lowest in the sector at $25,468; this was down by 1.8 percent from 2013. The final sub-sector, Nursing and Residential Care, ended 2014 with 11,310 jobs, the same as the previous year. Average pay was $33,812, which was a 1.5 percent increase over 2013.

As the state's largest industry sector, Health Care and Social Assistance makes up 16.1 percent of Delaware's total employment. This is higher than the national average of 14.4 percent. The sector's location quotient is 1.12.

Top Ten Occupations in the the Health Care and Social Assistance Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
29-1141	Registered Nurses	$70,158	9,170
31-1014	Nursing Assistants	$27,934	4,630
43-6013	Medical Secretaries	$33,592	4,290
31-1011	Home Health Aides	$26,333	2,720
31-9092	Medical Assistants	$32,011	1,910
25-2011	Preschool Teachers, Except Special Education	$24,482	1,870
29-2061	Licensed Practical and Licensed Vocational Nurses	$47,694	1,810
29-1069	Physicians and Surgeons, All Other	$204,880	1,310
39-9021	Personal Care Aides	$26,104	1,200
25-9041	Teacher Assistants	$26,386	1,050

3. Finance and Insurance

Once Delaware's fastest growing industry, the Finance and Insurance sector saw job growth stagnate for over a decade. That has changed recently, as job growth returned and nearly 4,000 jobs have been added in the last three years. That growth accelerated in 2014, when 1,750 new jobs were added. Almost all of the growth was in New Castle County, where 1,900 new jobs brought the total to 37,030 (there was a drop in jobs at firms considered multi-county, making the NCC gains greater than those for Delaware as a whole). The average wage in New Castle County was $93,328 in this sector, 1.2 percent above the 2013 average wage. Sussex County gained 60 jobs to end 2014 with 1,680. Average pay was much lower there, at $55,192; that was 2.3 percent above the 2013 rate. The sector lost 10 jobs in Kent County, where the 1,140 jobs are lowest in the state. Average pay in Kent County was $75,508, which was 5.3 percent higher than in 2013.

Workers in the Finance and Insurance sector are 55.5 percent female. The earnings in this sector are more skewed, with males earning 45.3 percent more, on average.

There are four subsectors with employment in the state (the fifth, Monetary Authorities, is not represented here). Credit Intermediation, which includes both commercial depository banks and credit card banks, is the largest with 27,340 jobs at the end of 2014. That total is 790 jobs more than in 2013. Average 2014 pay in banking was $87,584 across the state. The Securities and Financial Investments sub-sector has been growing rapidly as of late, adding 1,040 jobs last year. Since total employment ended 2014 at 6,950, this was an 18 percent growth rate. Average pay is quite high, at $117,768. The Insurance sub-sector is slightly smaller, ending 2014 with 6,710 jobs, losing 100 jobs for the second straight year. Average pay was $79,848. The final sub-sector, Funds and Trusts, is by far the smallest, with only 30 jobs total. The average pay for those jobs was $118,212.

Employment in Finance and Insurance makes up 9.5 percent of the total jobs in Delaware. The corresponding percentage in the US is 4.1 percent, yielding a location quotient of 2.32, the highest of any sector in the state. In terms of contribution to GDP, the importance of this sector to the state's economy is even starker: while it makes up 7.3 percent of US GDP, it accounts for 28 percent of Delaware's GDP.

Top Ten Occupations in the Finance and Insurance Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
43-4051	Customer Service Representatives	$35,922	2,660
13-2051	Financial Analysts	$84,074	2,420
43-3071	Tellers	$27,373	2,210
43-4041	Credit Authorizers, Checkers, and Clerks	$37,898	1,850
41-3031	Securities, Commodities, and Financial Services Sales Agents	$96,782	1,620
13-2011	Accountants and Auditors	$74,277	1,590
11-3031	Financial Managers	$156,645	1,510
43-1011	First-Line Supervisors of Office and Administrative Support Workers	$56,576	1,490
43-3031	Bookkeeping, Accounting, and Auditing Clerks	$41,163	1,460
15-1121	Computer Systems Analysts	$89,419	1,450

4. Transportation and Warehousing

The Transportation and Warehousing sector continued its recent growth in Delaware, adding 1,250 jobs in 2014. Over the past three years, it has gained a total of 3,880 jobs. Total state employment in this sector stood at 16,630 in December 2014.

Most of the recent gains have been in New Castle County, which added 1,190 jobs in 2014. Total employment there in the sector was 12,180 at the end of the year. Average pay there was $48,224 in 2014, a decrease of 0.6 percent from 2013. Kent County gained 40 jobs, to end 2014 with 2,610 jobs. Average pay there was lower at $39,936; this was a 2.3 percent increase from 2013. The 1,740 total sector jobs in Sussex County were 20 more than in 2013. The average wage there increased by 5.8 percent to $41,880.

Employment across the state in this sector is 70.5 percent male. On average pay for men is 52.2 percent higher than the average pay for women.

There are 11 sub-sectors within Transportation and Warehousing, but only 7 have appreciable employment in the state. The largest of these is Warehousing and Storage, with 4,530 workers at the end of 2014. This was up by 480 jobs from 2013. Average wage was $41,416, a 4.7 percent decline from 2013. Average pay in this sub-sector also dropped the

previous year, by 8.1 percent. The next largest sub-sector is Transit and Ground Passenger Transportation, with 3,090 jobs. It grew by 60 jobs in 2014. Average pay was $28,528, 0.3 percent below 2013. Truck Transportation employment has been flat over the past two years, gaining 60 jobs in 2013, and then losing 60 jobs in 2014 to end with a total of 2,270. Average pay increased by 3.4 percent last year to $49,088. The US Postal Service employed 2,010 workers in Delaware at the end of 2014; that was 50 more than the previous December. The average wage there rose by 3.5 percent to $61,068. The sub-sector Couriers and Messengers almost matched the job gains of the warehousing sub-sector, adding 470 jobs to get to a total of 2,060. Average pay fell by 0.5 percent to $41,980. Transportation Support Activities also had solid job gains, adding 270 jobs to end the year with a total of 2,510. Pay increases were the highest of any sub-sector here, rising 5.5 percent to $58,628. Finally, the highest-paying sub-sector is also the smallest: Air Transportation employed 110 people, ten fewer than in 2013. Average pay was $115,084, 3.0 percent above the 2013 average.

Even after growing at a nearly 10 percent annual rate for the past three years, the Transportation and Warehousing sector still directly accounted for just 3.8 percent of the state's jobs. The national average is 4.0 percent, giving a location quotient of 0.95.

Top Ten Occupations in the Transportation and Warehousing Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
53-3032	Heavy and Tractor-Trailer Truck Drivers	$42,682	1,810
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$27,186	1,700
53-3022	Bus Drivers, School or Special Client	$31,450	1,360
43-5081	Stock Clerks and Order Fillers	$24,253	630
53-3033	Light Truck or Delivery Services Drivers	$30,909	520
53-7051	Industrial Truck and Tractor Operators	$34,819	440
43-5071	Shipping, Receiving, and Traffic Clerks	$31,990	410
49-3043	Rail Car Repairers	NA	340
53-1031	First-Line Supvrs. of Transp. and Material-Moving Mach. and Vehicle Operators	$58,698	250
49-3011	Aircraft Mechanics and Service Technicians	$56,534	220

5. Accommodation and Food Services

Despite some claims that most of the jobs Delaware has been gaining have been low-paying jobs in the food industry, the Accommodation and Food Services sector had only the fifth-highest job gains in 2014, moving up two spots from its seventh place position in 2013. Food Services accounted for 6.5 percent of the state's net new jobs in 2014. The sector had a total of 35,830 jobs at the end of 2014, with 32,720 of those in Food Services.
All three counties saw job gains in this sector. Kent County added 180 jobs for a total of 5,570 at year's end. Average pay there was $14,192, up by 0.8 percent from 2013. New Castle County has the most jobs in this sector with 21,300, 510 more than in 2013. Average pay there rose by 1.7 percent to $17,496. Sussex County gained the most jobs, 550, for a December 2014 total of 8,840. That total swelled to 14,500 in July. Average pay rose by 5.2 percent to $18,180.

Employment in Accommodation and Food Services is 54.7 percent female. Men are paid on average 28.5 percent more than women.

There are two sub-sectors: Accommodation, and Food Services and Drinking Places. Accommodation gained jobs for the first time in several years, adding 460 for a total of 3,120. Average pay rose by 4.4 percent to $22,944. Food

Services and Drinking Places gained 800 jobs. It ended 2014 with a total of 32,720 jobs, paying an average wage of $16,688. This was 1.9 percent higher than the 2013 average wage.

The sector accounts for 8.3 percent of the state's total employment. This is lower than the national average of 9.1 percent. The location quotient is 0.91.

Top Ten Occupations in the Accommodation and Food Services Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
35-3021	Combined Food Prep. and Serving Workers, Including Fast Food	$18,387	10,560
35-3031	Waiters and Waitresses	$21,029	7,140
35-2014	Cooks, Restaurant	$24,149	3,870
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	$37,336	2,380
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	$18,325	1,700
35-9021	Dishwashers	$19,323	1,690
37-2012	Maids and Housekeeping Cleaners	$21,403	1,350
35-2021	Food Preparation Workers	$20,717	1,210
53-3031	Driver/Sales Workers	$21,008	1,130
35-3011	Bartenders	$20,738	1,090

6. Construction

The Construction sector gained 1,190 jobs in 2014, making it one of the six sectors (out of a total of 20) to add over 1,000 jobs. This marked an acceleration of growth, as the sector added about 400 jobs in each of the previous two years. Total employment was 22,210 as of December 2014.

There were job gains in all three counties, with New Castle County leading the way, adding 640 jobs. Total employment there was 13,450 in December. Average pay for 2014 was the highest in the state, at $57,084, but the 1.2 percent average pay increase from 2013 was the lowest in the state. Kent County gained 290 jobs to get to a total of 3,510 jobs, but it stood out more for the 9.7 percent average wage increase. Average pay in Construction was $48,436 in Kent County last year. Sussex County gained 250 jobs, ending with 4,530. Average pay there was $41,896, which was 3.3 percent above the previous year.

Construction is a male-dominated sector, with men making up 84.6 percent of the employment. Their average pay is 36.2 percent higher than that of the women in the sector.

There are three sub-sectors in Construction, with Specialty Trade Contractors being the largest. Its total of 12,990 jobs was 520 above the year-end 2013 figure. Average pay was $51,184, which was 0.5 percent above 2013. The Construction of Buildings sub-sector gained 250 jobs to end 2014 with a total of 4,930. It has the highest average pay, $57,648, which was 1.9 percent above the 2013 average. The smallest sub-sector is Heavy and Civil Engineering Construction, with 4,090 jobs. This was 220 above the 2013 total. Average pay was $51,000, 5.5 percent above the 2013 average.

Jobs in Construction made up 5.1 percent of Delaware's total jobs in December 2014. Nationally, 4.6 percent of all jobs were in this sector then, giving a location quotient of 1.1.

Top Ten Occupations in the Construction Sector			
SOC Code	**Occupation Title**	**2014 Avg. Wage**	**Employment**
47-2061	Construction Laborers	$33,176	1,730
47-2031	Carpenters	$45,053	1,720
47-2111	Electricians	$52,957	1,610
49-9021	Heating, Air Cond., and Refrigeration Mechanics and Installers	$51,397	1,450
47-1011	First-Line Supervisors of Const. Trades and Extraction Workers	$66,331	1,280
47-2152	Plumbers, Pipefitters, and Steamfitters	$56,306	850
13-1051	Cost Estimators	$86,349	790
47-2073	Operating Engineers and Other Construction Equip. Operators	$40,394	590
43-3031	Bookkeeping, Accounting, and Auditing Clerks	$41,163	510
43-9061	Office Clerks, General	$27,955	490

7. Educational Services

The number of jobs in Education rose by 930, making it number seven on our list of jobs gained by industry sector. There were 35,820 jobs in the sector as of December 2014. Privately-owned establishments gained the most jobs, adding 430, but they remain the smallest group, with 5,000 total jobs. Local government-owned schools (local school districts) added 260 jobs to end the year with 19,810. State government-owned establishments added 230 jobs to end 2014 with a total of 11,010. Charter school and public colleges and universities fall into this category.

New Castle County gained the most jobs, adding 890 to get to a total of 22,800. Average pay there was $59,336, which was 0.2 percent below the 2013 average. Sussex County added 200 jobs in this sector, for a total of 5,860 in December.

Top Ten Occupations in the Education Sector			
SOC Code	**Occupation Title**	**2014 Avg. Wage**	**Employment**
25-2021	Elementary School Teachers, Except Special Education	$58,675	3,870
25-2031	Secondary School Teachers, Except Special and Career/Tech. Education	$58,925	3,010
25-9041	Teacher Assistants	$26,386	2,080
25-2022	Middle School Teachers, Except Special and Career/Tech. Education	$58,191	1,890
35-2012	Cooks, Institution and Cafeteria	$29,474	1,850
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$25,522	1,670
43-6014	Secretaries and Admin. Assistants, Except Legal, Medical, and Exec.	$37,045	1,510
43-9061	Office Clerks, General	$27,955	1,250
25-2052	Special Education Teachers, Kindergarten and Elementary School	$63,023	1,190
25-3098	Substitute Teachers	$27,040	950

Average pay there was $44,120, an increase of 1.1 percent over 2013. Education jobs in Kent County fell by 160, for a total of 7,100. Average pay was $43,048 after increasing by 1.5 percent from the previous year.

Employment in the industry is two-thirds (66.5 percent) female. Despite being in the minority, men still were paid 19.3 percent more than women.

The Education sector accounts for 8.3 percent of the jobs in Delaware. Nationally, it accounts for 9.2 percent of all jobs; the location quotient is 0.90.

8. Manufacturing

After losing 260 jobs in 2013, the Manufacturing sector rebounded in 2014, adding 430 net new jobs. Sussex County, where most of the jobs are in the Food Manufacturing sub-sector, led the way with 390 new jobs. There were 9,770 total Manufacturing jobs there in December 2014, paying an average wage of $39,256. This was a 1.1 percent increase over 2013's average pay. New Castle County gained 50 jobs, to end 2014 with 11,250. Average pay there was much higher, at $81,584; this was 4.9 percent above the 2013 average pay. Manufacturing is a smaller sector in Kent County with 4,740 total jobs, 10 fewer than in 2013. Average pay there was $48,824, 3.7 percent above the 2013 average.

There are 20 sub-sectors in Manufacturing. Food Manufacturing dominates Kent and Sussex Counties, accounting for 47 percent of the sector's jobs in Kent County and 69 percent in Sussex County. Poultry Processing employs most of the workers in this sub-sector in each county. Food Manufacturing is the lowest-paying of the sub-sectors, averaging $34,756 in 2014. This was 2.0 percent above the 2013 average. Manufacturing in New Castle County is more diverse. Computer and Electronic Product Manufacturing is the single biggest sub-sector, employing 2,710 workers at an average wage of $95,836 in 2014, 4.0 percent above the 2013 average. Chemical Manufacturing is next, employing 1,900 in December 2014 at an average wage of $91,812. The average wage there increased by 6.4 percent last year. The other sub-sectors with over 1,000 employees are Plastics and Rubber Products, with 1,710, unchanged from 2013, and Fabricated Metal Products, with 1,580 employees, ten more than in 2013. The highest-paying subsector is Petroleum and Coal Products, whose 680 workers made an average $116,716 in 2014.

Manufacturing is male dominated, with 68.1 percent of the jobs held by men. They average 23.9 percent higher pay than the women in the sector.

Top Ten Occupations in the Manufacturing Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	$23,456	3,490
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$27,186	1,110
51-1011	First-Line Supervisors of Production and Operating Workers	$62,379	970
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	$38,355	880
51-2092	Team Assemblers	$30,243	880
51-9011	Chemical Equipment Operators and Tenders	$52,166	830
49-9041	Industrial Machinery Mechanics	$51,230	580
15-1133	Software Developers, Systems Software	$107,224	510
53-7064	Packers and Packagers, Hand	$22,360	490
51-9111	Packaging and Filling Machine Operators and Tenders	$36,234	480

Six percent of Delaware's workforce is employed in Manufacturing. This is well below the US average of 8.8 percent, making the location quotient of 0.68 one of the lowest of any of Delaware's sectors.

9. Retail Trade

After adding 1,650 jobs in 2013, good enough for the fourth spot in last year's report, the Retail Trade sector added 420 jobs in 2014. New Castle County gained the most, adding 240 jobs. The 32,490 jobs there make it the county's third-biggest sector, after Health Care and Finance. 2014 average pay in NCC was $27,768, 2.6 percent higher than in 2013. Sussex County, where retail is the largest industry sector by workforce (it is surpassed briefly each summer by restaurant employment), gained 220 jobs to end the year with a total of 11,860. Average pay there rose by 2.2 percent to $25,196. In Kent County the retail sector gained 120 jobs, for a total of 9,890. This was just enough to pass Public Administration and Health Care and become the county's biggest sector. Average pay there was $26,896 last year, 6.8 percent above the 2013 average.

Retail jobs are almost evenly split between the sexes, with women holding slightly more, at 50.6 percent. Men have a large edge in earnings, averaging 52.8 percent greater pay than women.

There are 12 sub-sectors in Retail Trade. General Merchandise Stores is still the largest, with 10,770 employed in December 2014, even though total jobs have decreased in each of the last three years. Average pay for these jobs was $19,864 last year, a 1.3 percent increase over 2013. The second-largest sub-sector is Food and Beverage Stores with 9,840 workers, 50 fewer than in 2013. Average pay was $21,520, which was 0.9 percent above the 2013 average. Sporting Goods, Hobby, Book, and Music Stores had the biggest job gains of any sub-sector, adding 330 to end 2014 with a total of 2,180 jobs. Electronics and Appliance Stores was the only other sub-sector to gain over 200 jobs, adding 230. Average pay increased the most there, going up by 12.3 percent to $35,524. The highest-paying sub-sector is Motor Vehicle and Parts Dealers, which paid $46,500 on average, 4.8 percent above the 2013 level.

Delaware has 12.7 percent of its total jobs in Retail Trade, above the national average of 11.6 percent. The location quotient is 1.09.

Top Ten Occupations in the Retail Trade Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
41-2031	Retail Salespersons	$25,709	16,250
41-2011	Cashiers	$20,342	9,160
43-5081	Stock Clerks and Order Fillers	$24,253	4,310
41-1011	First-Line Supervisors of Retail Sales Workers	$47,965	3,570
43-4051	Customer Service Representatives	$35,922	1,010
49-3023	Automotive Service Technicians and Mechanics	$40,747	990
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$27,186	920
29-2052	Pharmacy Technicians	$30,347	790
53-3033	Light Truck or Delivery Services Drivers	$30,909	750
35-3021	Combined Food Prep. and Serving Workers, Including Fast Food	$18,387	740

10. Public Administration

This sector consists of governmental agencies that manage public programs using executive, legislative, or judicial powers. It is not equivalent to government, as government employed workers who work in a clearly defined industry, such as education or construction, would generally be grouped with those industry sectors, and not here. Establishments can be under federal, state, or local government ownership.

Public Administration added 240 jobs in 2014, with 170 of them in local government. Total local government employment in this sector was 6,550. Average pay was $48,120, which was 0.6 percent above the 2013 average. State government jobs in this sector increased by 60, to 11,270. Average pay there increased by 1.0 percent to $50,188. Federal government jobs in Public Administration increased by 10 to 2,310. Average pay for these jobs was $72,496, which was up 5.6 percent from 2013.

Sussex County saw the biggest job increases, adding 100. Total employment in the sector there was still small, at 1,590 workers. Kent County has the largest contingent with 9,860 workers, 80 more than in 2013. New Castle County gained 40 positions for a total of 8,620.

Overall, 55.7 percent of the jobs in Public Administration are held by men. Those jobs pay on average 26.8 percent more than the jobs in this sector held by women.

In Delaware, 4.6 percent of all jobs are in the three levels of Public Administration. This is less than the national percentage of 5.2, yielding a location quotient of 0.88.

11. Arts, Entertainment, and Recreation

The 1,630 jobs added in this sector would place it fourth if those jobs were due to economic growth, but the majority of them came about from the re-classification of an employer out of the Other Services sector and into this one. Without that, Arts, Entertainment, and Recreation would have gained 160 jobs, and Other Services would have gained 10, which is quite different from the 1,460 jobs it appears to have lost. The analysis below incorporates the re-classification into the 2014 data.

New Castle County was most affected, gaining 1,430 jobs for a 2014 year-end total of 5,540. The average wage there was $23,396, a drop of 15.9 percent from 2013. Sussex County added 160 jobs for a total of 880. Average pay rose by

Top Ten Occupations in the Arts, Entertainment, and Recreation Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
39-3091	Amusement and Recreation Attendants	$20,342	900
39-9031	Fitness Trainers and Aerobics Instructors	$32,739	860
35-3031	Waiters and Waitresses	$21,029	550
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$25,522	510
39-3011	Gaming Dealers	$NA	450
37-3011	Landscaping and Groundskeeping Workers	$26,603	400
39-9011	Childcare Workers	$21,133	380
33-9032	Security Guards	$24,794	360
35-2014	Cooks, Restaurant	$24,149	260
39-1021	First-Line Supervisors of Personal Service Workers	$43,784	250

1.0 percent to $20,724. There were few changes in Kent County, where jobs increased by 10 to 2,700 and average pay remained at $26,564.

Employment is almost evenly split between the genders, with males holding 50.8 percent of the jobs. Pay is not so equal, with average earnings for males 45.4 percent above the average for females.

There are three sub-sectors. Amusements, Gambling, and Recreation dominates with 84 percent of the sector's jobs. It ended 2014 with a total of 7,690, 1,520 more than in 2013 (the re-classified firm fits into the recreation segment). The Performing Arts and Spectator Sports sub-sector gained 80 jobs for a total of 610. Museums, Historical Sites, Zoos, and Parks added 10 jobs to end the year with 840.

Arts, Entertainment, and Recreation makes up 2.1 percent of the state's total jobs. This is above the national average of 1.7 percent. The location quotient is 1.24.

12. Utilities

The smallest of the sectors in Delaware (the Agriculture, Forestry, Fishing and Hunting and Mining sectors are smaller still, but not covered here), Utilities gained 120 jobs in 2014 to end the year with 2,210 total jobs. Though relatively few in number, jobs here pay well – the $103,964 average wage, which increased by 5.6 percent last year, is second only to Management of Companies and Enterprises among the state's industry sectors. New Castle County gained 80 jobs to push the year-end total there to 1,590. Average pay rose by 6.8 percent to $107,744. Most of the job gains in NCC were in the Water Supply and Irrigation Systems industry group. Kent County gained 60 jobs, a large increase since they started the year with only 200 jobs. Job gains there were in the Fossil Fuel Electric Power Generation and Electric Power Distribution groups. Average pay jumped by 13.8 percent to $89,784. In Sussex County the 350 total jobs was 10 less than in 2013. Average pay was $94,860, only 0.3 percent higher than the year before.

The Utilities sector is almost three-quarters male, with 73.1 percent of the jobs held by men. Wage differentials are not as great as in most other sectors, but men still earn 16.5 percent more than women, on average.

Utilities makes up only 0.5 percent of the jobs in Delaware, slightly less than the 0.6 percent it makes up nationally. The location quotient is 0.86.

Top Ten Occupations in the Utilities Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
49-9051	Electrical Power-Line Installers and Repairers	$69,680	270
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	$71,240	230
17-2071	Electrical Engineers	$94,682	160
51-8012	Power Distributors and Dispatchers	$79,747	110
43-4051	Customer Service Representatives	$35,922	110
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	$64,854	110
43-5041	Meter Readers, Utilities	$48,922	80
51-1011	First-Line Supervisors of Production and Operating Workers	$62,379	60
49-9041	Industrial Machinery Mechanics	$51,230	60
51-8031	Water and Wastewater Treatment Plant and System Operators	$42,578	50

13. Other Services

Comparison of employment in December 2013 and December 2014 will show a decline of 1,460 jobs in the Other Services sector, but all of that came from the re-classification of an enterprise into the Arts, Entertainment, and recreation sector, as mentioned above in that sector's section. Outside that, Other Services gained 10 jobs. The data below do include the effects of that re-classification.

New Castle County was most affected, having 1,350 jobs change sectors. Employment in Other Services ended 2014 there with 7,330 jobs. Average pay was $33,536, 13.5 percent higher than in 2013. Kent County had 160 jobs change sectors, and ended 2014 with a total of 1,660 in this sector. Average pay there rose by 4.4 percent to $26,112. In Sussex County, 120 jobs changed classification, leaving 2,430. Average pay was $27,440, which was 5.6 percent above the 2013 average.

More of the jobs in Other Services are held by women; they account for 54.6 percent of the workers. Men have an edge in average pay, earning 49.1 percent more, on average.

There are four sub-sectors, with Membership Associations and Organizations being the largest. There were 3,460 workers who were covered by Unemployment Insurance (UI) at the end of 2014, and about twice that number who fall outside UI coverage, mostly working at religious establishments. The covered workers averaged $31,908 in pay, 28.6 percent above the 2013 average. Personal and Laundry Services, which includes services as varied as nail salons, barber shops, diet centers, and funeral homes employed 4,520 people, 20 more than in 2013. Average pay was $24,168, 3.2 percent above the 2013 level. Repair and Maintenance services employed 3,320 people in December 2014, 10 fewer than in 2013. Average pay is the highest of the sub-sectors, at $41,204, even though this was down by 1.1 percent from 2013. Jobs at Private Households dropped by 170, to a total of 410. Average pay for these jobs was $28,348, 13.6 percent above the 2013 average.

Jobs in Other Services make up 2.7 percent of the state's total, less than the US average of 3.1 percent. The location quotient is 0.88.

Top Ten Occupations in the Other Services Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
39-5012	Hairdressers, Hairstylists, and Cosmetologists	$35,630	1,670
13-1075	Labor Relations Specialists	$60,008	1,090
49-3023	Automotive Service Technicians and Mechanics	$40,747	670
43-6014	Secretaries and Admin. Assistants, Except Legal, Medical, and Exec.	$37,045	640
43-4171	Receptionists and Information Clerks	$25,376	610
39-2021	Nonfarm Animal Caretakers	$21,819	550
43-9061	Office Clerks, General	$27,955	540
35-3011	Bartenders	$20,738	540
11-1021	General and Operations Managers	$142,106	470
13-1199	Business Operations Specialists, All Other	$69,722	450

14. Management of Companies and Enterprises

This sector, which acts as headquarters for a firm's overall operations, saw employment hold steady in 2014 at 5,490 jobs. This is a major change from recent years, when it has lost more jobs than any other sector. Employment now is

just above half of what it was in 2010. This is also the highest-paying of all sectors in Delaware, with average pay of $143,804 in 2014, nearly the same as in 2013 when the average was $143,592. The bulk of the jobs are located in New Castle County, which had 4,870 at the end of 2014, 40 less than the previous year. Average pay there was also down, by 1.3 percent, to $145,432. Kent County had 220 jobs in this sector as of December 2014, 20 more than the previous December. Average pay there rose by 6.0 percent, but remains the lowest of the three counties at $88,280. Sussex County employment remained at 170, but average pay jumped by 26.4 percent to $144,085.

Men hold 54.4 percent of the jobs. They also take home most of the pay, averaging 31.7 percent higher wages than women.

Management of Companies and Enterprises makes up only 1.3 percent of Delaware's jobs. It is a little bigger nationally, making up 1.6 percent of the jobs in the US. The location quotient is 0.81.

Top Ten Occupations in the Management of Companies and Enterprises Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
11-1021	General and Operations Managers	$142,106	320
13-2011	Accountants and Auditors	$74,277	320
43-3031	Bookkeeping, Accounting, and Auditing Clerks	$41,163	240
43-6014	Secretaries and Admin. Assistants, Except Legal, Medical, and Exec.	$37,045	210
11-3031	Financial Managers	$156,645	200
11-2021	Marketing Managers	$146,827	200
41-4011	Sales Rep., Wholesale and Manuf., Technical and Scientific Products	$108,389	190
13-1081	Logisticians	NA	180
43-9061	Office Clerks, General	$27,955	180
13-2051	Financial Analysts	$84,074	160

15. Professional, Scientific, and Technical Services

This is the first of four sectors to actually lose jobs in 2014. Job losses were modest, with the sector having only 10 fewer workers at the end of 2014, but that still marks a large turnaround from the 1,210 jobs gained in each of the two previous years. New Castle County saw the greatest job losses, dropping 220. This was about a one percent decline, as 23,300 jobs remain. Average pay there is high, at $108,456; it rose by 6.6 percent in 2014. Sussex County gained 100 jobs to move to a total of 1,870. Average pay is much lower here at $54,048, and pay rose a more modest 2.0 percent last year. Kent County employment fell by 20 to 1,890, while average pay rose by 3.5 percent to $58,448.

Employment tilts slightly towards males, with men holding 52.5 percent of the jobs. Average pay is much more biased; men make 46.7 percent more than women, on average.

Professional, Scientific, and Technical Services has no sub-sectors, but there are nine industry groups, the next level of detail in the North American Industry Classification System (NAICS). The largest of these at the end of 2014 was Scientific Research, with 6,620 jobs. It lost 180 jobs in 2014 in a slight retrenchment after gaining nearly 1,000 jobs during the previous two years. The next largest group, Legal Services, had 5,450 jobs in the state at the end of 2014, unchanged from the year prior. The biggest job gains were in Management Consulting, where 160 new jobs were added. After Scientific Research, accounting firms dropped the most jobs, losing 170.

Industry Group	December 2014 Employment	Job Change from Dec. 2013
Scientific Research	6,620	-180
Legal Services	5,450	0
Computer Systems Design	4,780	+90
Architecture and Engineering	3,960	-40
Management Consulting	3,400	+160
Accounting Services	2,330	-170
Other Prof., Scientific and Technical Services	1,400	+80
Advertising	1,020	+90
Specialized Design Services	190	+20

Professional, Scientific, and Technical Services accounts for 6.7 percent of Delaware's total employment, more than the national average of 6.2 percent. Its location quotient is 1.08.

Top Ten Occupations in the Professional, Scientific, and Technical Services Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
19-2031	Chemists	$94,162	3,120
23-1011	Lawyers	$145,933	2,070
15-1132	Software Developers, Applications	$97,531	1,270
43-6012	Legal Secretaries	$50,357	1,170
13-2011	Accountants and Auditors	$74,277	1,000
23-2011	Paralegals and Legal Assistants	$55,682	940
15-1121	Computer Systems Analysts	$89,419	790
15-1131	Computer Programmers	$86,549	730
41-3099	Sales Representatives, Services, All Other	$60,278	660
19-4031	Chemical Technicians	$62,275	660

16. Real Estate and Rental and Leasing

This sector continued its recent job oscillations in 2014, losing 230 of the 260 jobs it gained in 2013. Job losses were centered in Sussex County, where employment dropped by 180 to 1,300 total jobs in December. Average pay increased by 6.5 percent to $35,600. Employment in New Castle County fell by 60, ending the year with a total of 3,460 jobs. Average pay there rose by 3.5 percent to $49,852. Sector employment in Kent County is much lower, with 490 jobs total, but it did rise by 30 during the year. Average pay there was off slightly, falling by 0.4 percent to $34,868.

More jobs are held by men, who represent 58.9 percent of those employed. Their average pay is 27.2 percent above the female average in this sector.

There are two-subsectors, Real Estate and Rental and Leasing. The Real Estate sub-sector is larger, with 5,300 jobs, but it suffered all the sector's job losses. Average pay was $44,852, 5.3 percent above its 2013 level. The smaller Rental and Leasing Services, which includes car, clothing, and appliance rental (video tape rental was once a big component, but now has largely faded away) had 1,270 total jobs in the state at the end of 2014, ten jobs more than a year ago. Average pay was $43,524, essentially the same as in 2013.

Real Estate and Rental and Leasing is one of the smaller sectors in Delaware, accounting for 1.2 percent of total jobs. It is slightly larger nationally, making up 1.5 percent of the US workforce. The location quotient is 0.81.

Top Ten Occupations in the Real Estate and Rental and Leasing Sector

SOC Code	Occupation Title	2014 Avg. Wage	Employment
49-9071	Maintenance and Repair Workers, General	$40,810	930
41-9022	Real Estate Sales Agents	$60,590	550
41-2021	Counter and Rental Clerks	$32,906	500
11-9141	Property, Real Estate, and Community Association Managers	$66,498	300
43-6014	Secretaries and Admin. Assistants, Except Legal, Medical, and Exec.	$37,045	270
43-9061	Office Clerks, General	$27,955	250
43-3031	Bookkeeping, Accounting, and Auditing Clerks	$41,163	170
37-3011	Landscaping and Groundskeeping Workers	$26,603	160
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$25,522	150
11-1021	General and Operations Managers	$142,106	100

17. Wholesale Trade

The Wholesale Trade sector accelerated its long decline in 2014, losing 300 jobs during the year. This sector has shown no recovery from the Great Recession, losing jobs in 8 of the past 9 years. The 12,040 workers earned an average of $83,200 in 2014, 5.4 percent more than the 2013 level. New Castle County lost 190 jobs, ending 2014 with a total of 8,030. Average pay there was $91,916, 5.2 percent above the 2013 average. Sussex County gained 100 jobs, moving to 1,600 jobs total. Average pay there increased by 2.7 percent to $53,816. Kent County lost 20 jobs, ending with a total of 1,060. Average pay is lowest there, at $48,988, but it rose the most, increasing by 6.0 percent from 2013.
Seventy percent of the jobs are held by men, but pay is more equal than in most industries. Men's pay averages 6.3 percent above that of women.

There are three sub-sectors, dealing with durable goods, nondurable goods, and electronic markets. Durable goods wholesalers saw the only gains, adding 170 jobs. It is also the biggest sub-sector, with a total of 5,320 in December, 2014. Average pay is the lowest of the three sub-sectors, at $58,620, 1.9 percent above the 2013 average. Wholesalers of nondurable goods average much higher pay at $107,552, an amount that increased by 9.1 percent in 2014. The number of jobs there fell by 320 to a total of 4,850. The third subsector, Electronic Markets, is the smallest with 1,880 workers. It continued a trend of falling employment in 2014, losing 140 jobs. Average pay was $88,336 last year, an increase of 6.3 percent over 2013.

Employment in the Wholesale Trade sector makes up 2.8 percent of all Delaware jobs, quite a bit less than the 4.2 percent national average. This yields a location quotient of 0.66, the second-lowest of any sector in the state, after Information.

Top Ten Occupations in the Wholesale Trade Sector			
SOC Code	**Occupation Title**	**2014 Avg. Wage**	**Employment**
41-4012	Sales Rep., Wholesale and Manuf., Except Tech. and Scientific Products	$62,733	2,520
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$27,186	780
41-4011	Sales Rep., Wholesale and Manuf., Technical and Scientific Products	$108,389	760
53-3033	Light Truck or Delivery Services Drivers	$30,909	760
53-3032	Heavy and Tractor-Trailer Truck Drivers	$42,682	540
43-5071	Shipping, Receiving, and Traffic Clerks	$31,990	350
43-3031	Bookkeeping, Accounting, and Auditing Clerks	$41,163	350
11-1021	General and Operations Managers	$142,106	340
43-4151	Order Clerks	$34,008	320
43-6014	Secretaries and Admin. Assistants, Except Legal, Medical, and Exec.	$37,045	320

18. Information

The Information sector, which includes newspaper and book publishing, telecommunications, movie theaters, and data processing, shrank for the seventh consecutive year, losing 370 jobs to end 2014 with a total of 5,030. Job losses were centered on New Castle County, where employment fell by 320 to a total of 3,770. Average pay there rose by 2.5 percent to $63,788. Kent County ended 2014 with 650 jobs in this sector, 40 fewer than in 2013. Average pay there rose by 2.2 percent to $56,832. In Sussex County, the 460 workers were 20 fewer than in 2013. Their pay averaged $50,236, a 2.5 percent increase over the 2013 average.

Top Ten Occupations in the Information Sector			
SOC Code	**Occupation Title**	**2014 Avg. Wage**	**Employment**
49-2022	Telecommunications Equip. Installers and Repairers, Except Line Installers	NA	420
49-9052	Telecommunications Line Installers and Repairers	$63,918	360
43-4051	Customer Service Representatives	$35,922	250
41-3099	Sales Representatives, Services, All Other	$60,278	230
41-3011	Advertising Sales Agents	$48,963	190
41-9041	Telemarketers	$28,018	180
15-1142	Network and Computer Systems Administrators	$71,947	170
15-1151	Computer User Support Specialists	$62,608	140
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	$35,922	120
43-4121	Library Assistants, Clerical	$21,902	100

The Information sector is majority male, with men holding 58.1 percent of the jobs. Average pay for men is 33.1 percent above that of women.

There are six sub-sectors in Information. Telecommunications is the biggest, with 1,890 jobs at the end of 2014, but it also accounted for most of the sector's job losses, falling by 350.Average pay was $68,348 in 2014, 6.1 percent more than in 2013. The only other sub-sector with more than 1,000 jobs is ISPs, Search Portals, and Data Processing, which had 1,250. It also declined in 2014, losing 70 jobs. It had the highest average pay in the sector, at $79,608; this was down by 0.1 percent from 2013. Publishing employment fell by 50 to a total of 850. Average pay there was $54,944, 0.8 percent more than in 2013. The Motion Picture and Sound recording sub-sector, which in Delaware consists primarily of movie theaters, gained more jobs than any other sub-sector, adding 80. It is still small, with a total of 400 jobs, and had the lowest average wage, at $19,160, 9.7 percent below the 2013 average.

The Information sector makes up just 1.2 percent of the state's total jobs. The national average is 2.1 percent, making the location quotient of 0.56 the lowest of any sector here.

Industry Wages and Job Change Table

NAICS	Industry	2014 Avgerage Wage	2013-14 Wage Change	Jobs 2014	2013-14 Job Change
	Total Covered Employment	$53,209	2.3%	432,944	12,293
22	Utilities	$103,964	5.6%	2,210	120
23	Construction	$52,580	1.6%	22,213	1193
236	Construction of buildings	$57,648	1.9%	4,930	250
237	Heavy and civil engineering construction	$51,000	5.5%	4,090	220
238	Specialty trade contractors	$51,184	0.5%	12,990	520
31	Manufacturing	$59,588	2.6%	25,910	430
311	Food manufacturing	$34,756	2.0%	9,220	380
312	Beverage and tobacco product manufacturing	$65,492	12.7%	340	70
313	Textile mills	$85,228	11.6%	530	-10
314	Textile product mills	$46,336	4.1%	90	0
315	Apparel manufacturing	$31,148	8.8%	60	-50
321	Wood product manufacturing	$39,312	4.4%	340	0
322	Paper manufacturing	$66,376	13.0%	670	-90
323	Printing and related support activities	$46,668	3.3%	670	0
324	Petroleum and coal products manufacturing	$116,716	3.1%	680	40
325	Chemical manufacturing	$91,812	6.4%	2,620	60
326	Plastics and rubber products manufacturing	$57,304	-4.5%	1,710	0
327	Nonmetallic mineral product manufacturing	$51,004	7.8%	470	-30
331	Primary metal manufacturing	$69,140	-2.6%	190	-150
332	Fabricated metal product manufacturing	$53,848	2.1%	1,580	10
333	Machinery manufacturing	$58,560	3.1%	690	20
334	Computer and electronic product manufacturing	$95,836	4.0%	2,870	70
335	Electrical equipment and appliance mfg.	$101,552	3.9%	800	120
336	Transportation equipment manufacturing	$65,668	4.9%	860	-60
337	Furniture and related product manufacturing	$44,452	2.5%	760	20
339	Miscellaneous manufacturing	$53,304	-1.1%	760	40

Industry Wages and Job Change Table

NAICS	Industry	2014 Avgerage Wage	2013-14 Wage Change	Jobs 2014	2013-14 Job Change
42	Wholesale trade	$83,200	5.4%	12,040	-300
423	Merchant wholesalers, durable goods	$58,620	1.9%	5,320	170
424	Merchant wholesalers, nondurable goods	$107,552	9.1%	4,850	-320
425	Electronic markets and agents and brokers	$88,336	6.3%	1,880	-140
44	Retail Trade	$27,156	3.1%	55,140	420
441	Motor vehicle and parts dealers	$46,500	4.8%	7,000	170
442	Furniture and home furnishings stores	$33,396	1.9%	1,990	-40
443	Electronics and appliance stores	$35,524	12.3%	2,430	230
444	Building material and garden supply stores	$32,332	3.6%	4,470	60
445	Food and beverage stores	$21,520	0.9%	9,840	-50
446	Health and personal care stores	$33,536	-1.6%	3,820	40
447	Gasoline stations	$20,396	3.1%	2,430	40
448	Clothing and clothing accessories stores	$17,476	2.0%	6,140	-180
451	Sporting goods, hobby, book and music stores	$18,492	-4.5%	2,180	330
452	General merchandise stores	$19,864	1.3%	10,770	-290
453	Miscellaneous store retailers	$20,268	1.5%	2,870	20
454	Nonstore retailers	$44,316	4.9%	1,200	80
48	Transportation and warehousing	$46,004	0.8%	16,634	1254
481	Air transportation	$115,084	3.0%	110	-10
484	Truck transportation	$49,088	3.4%	2,270	-60
485	Transit and ground passenger transportation	$28,528	-0.3%	3,090	60
488	Support activities for transportation	$58,628	5.5%	2,510	270
491	Postal Service	$61,068	3.5%	2,010	50
492	Couriers and Messengers	$41,980	-0.5%	2,060	470
493	Warehousing and storage	$41,416	-4.7%	4,530	480
51	Information	$62,948	2.1%	5,030	-370
511	Publishing industries, except Internet	$54,944	0.8%	850	-50
512	Motion picture and sound recording industries	$19,160	-9.7%	400	80
515	Broadcasting, except Internet	$45,656	0.4%	340	30
517	Telecommunications	$68,348	6.1%	1,890	-350
518	ISPs, search portals, and data processing	$79,608	-0.1%	1,250	-70
519	Other information services	$47,184	5.0%	310	-10

Industry Wages and Job Change Table

NAICS	Industry	2014 Avgerage Wage	2013-14 Wage Change	Jobs 2014	2013-14 Job Change
52	Finance and insurance	$91,200	1.7%	41,030	1750
522	Credit intermediation and related activities	$87,584	2.1%	27,340	790
523	Securities, commodity contracts, investments	$117,768	-2.5%	6,950	1040
524	Insurance carriers and related activities	$79,848	1.6%	6,710	-100
525	Funds, trusts, and other financial vehicles	$118,212	-26.0%	30	10
53	Real estate and rental and leasing	$44,684	4.3%	5,300	-230
531	Real estate	$44,852	5.3%	4,030	-230
532	Rental and leasing services	$43,524	0.0%	1,270	10
54	Professional and technical services	$99,936	5.9%	29,080	-10
55	Management of companies and enterprises	$143,804	0.1%	5,490	0
56	Administrative and waste services	$35,360	6.8%	29,090	3030
561	Administrative and support services	$34,432	7.6%	27,660	2950
562	Waste management and remediation services	$51,188	-0.4%	1,440	90
61	Educational services	$53,680	0.4%	35,820	930
62	Health care and social assistance	$50,968	2.3%	69,830	2360
621	Ambulatory health care services	$59,904	2.4%	19,500	90
622	Hospitals	$67,744	5.0%	23,700	490
623	Nursing and residential care facilities	$33,812	1.5%	11,310	0
624	Social assistance	$25,468	-1.8%	14,380	840
71	Arts, entertainment, and recreation	$24,008	-9.4%	9,150	1630
711	Performing arts and spectator sports	$37,968	3.0%	610	80
712	Museums, historical sites, zoos, and parks	$30,196	-3.1%	840	10
713	Amusements, gambling, and recreation	$22,308	-10.8%	7,690	1520
72	Accommodation and food services	$17,260	2.4%	35,830	1250
721	Accommodation	$22,944	4.4%	3,120	460
722	Food services and drinking places	$16,688	1.9%	32,720	800
81	Other services, except public administration	$31,392	9.9%	11,700	-1460
811	Repair and maintenance	$41,204	-1.1%	3,320	-10
812	Personal and laundry services	$24,168	3.2%	4,520	20
813	Membership associations and organizations	$31,908	28.6%	3,460	-1300
814	Private Households	$28,348	13.6%	410	-170
92	Public Administration	$52,028	1.4%	20,130	240

Industry Projections

The overall growth rate of jobs in Delaware is projected to be 0.9 percent per year, on average, for the current projection period of 2012 – 2022. This is below the 1.1 percent projected for the 2010 – 2020 period, but above the 0.7 percent projected for the 2008 – 2018 period. The primary reason for these differences is the position of the base year in relation to the business cycle. The 2008 – 2018 projections were done during the Great Recession. While we did not know the full extent of the job losses at that time, we did know that 2008 represented a peak in the business cycle, thus lowering any rate of job growth based on that peak. The 2010 – 2020 projections were done when we thought the economy had entered a sustainable recovery. That was not a universal opinion at the time, but it has turned out to be true. The 2010 base year in those projections, being early in the recovery, led to faster projected job growth. The current projections' base year of 2012 is two years further into an economic expansion of as yet undetermined length. It is certainly not a low point, and very likely not a high point, but somewhere in the mid-expansion range. This leads to a moderate average growth rate. It is important to stress that this is a ten year average; the current growth rate is more than double it, but there is a very high probability of another recession somewhere in the ten year projection frame which will bring the average down.

Another consideration in projecting long-term job growth rates is the expected population and labor force growth. There is not a direct relationship between the labor force and jobs, as the former is based on residency in the state and the latter on working in the state. Given the small size of Delaware, there is a greater degree of commutation across state borders between home and work than in most states. These commutation patterns do change through time; where in the past there was a net inflow of workers into Delaware, there is now a net outflow.

Even when only considering Delaware residents working in-state, the relationship between working age population and jobs is not direct. There are two other measures which can vary the relationship between working age population and jobs: the unemployment rate, and the labor force participation rate. As the unemployment rate falls, a given labor force will account for a greater number of jobs. The average unemployment rate in Delaware during the base year of 2012 was 7.1 percent; for the projection year of 2022 we use an unemployment rate of 5 percent. This expectation of a return to more normal unemployment levels increases the job projection by nearly 10,000.

Projected Net Job Growth by Industry Sector, 2022

Industry Sector	Net Job Growth
Health Care and Social Assistance	9980
Construction	5070
Finance and Insurance	4440
Professional and Technical Services	3790
Accommodation and Food Services	3210
Retail Trade	2670
Administrative and Waste Services	2330
Educational Services	1950
Other Services, except Public Administration	1800
Government	1250
Wholesale Trade	1020
Transportation and Warehousing	990
Manufacturing	950
Arts, Entertainment, and Recreation	690
Real Estate and Rental and Leasing	530
Information	370
Utilities	-130
Agriculture, Forestry and Fishing	-330
Management of Companies and Enterprises	-2030

The current population projections for Delaware residents 16 years old and older from the Delaware Population Consortium have growth of just under 0.5 percent per year during our projection period. Even after assuming the unemployment rate will fall to a more normal level, there is one more assumption required to square that with our 0.9 percent annual job growth projection – a slight increase in the labor force participation rates for some age/gender categories.

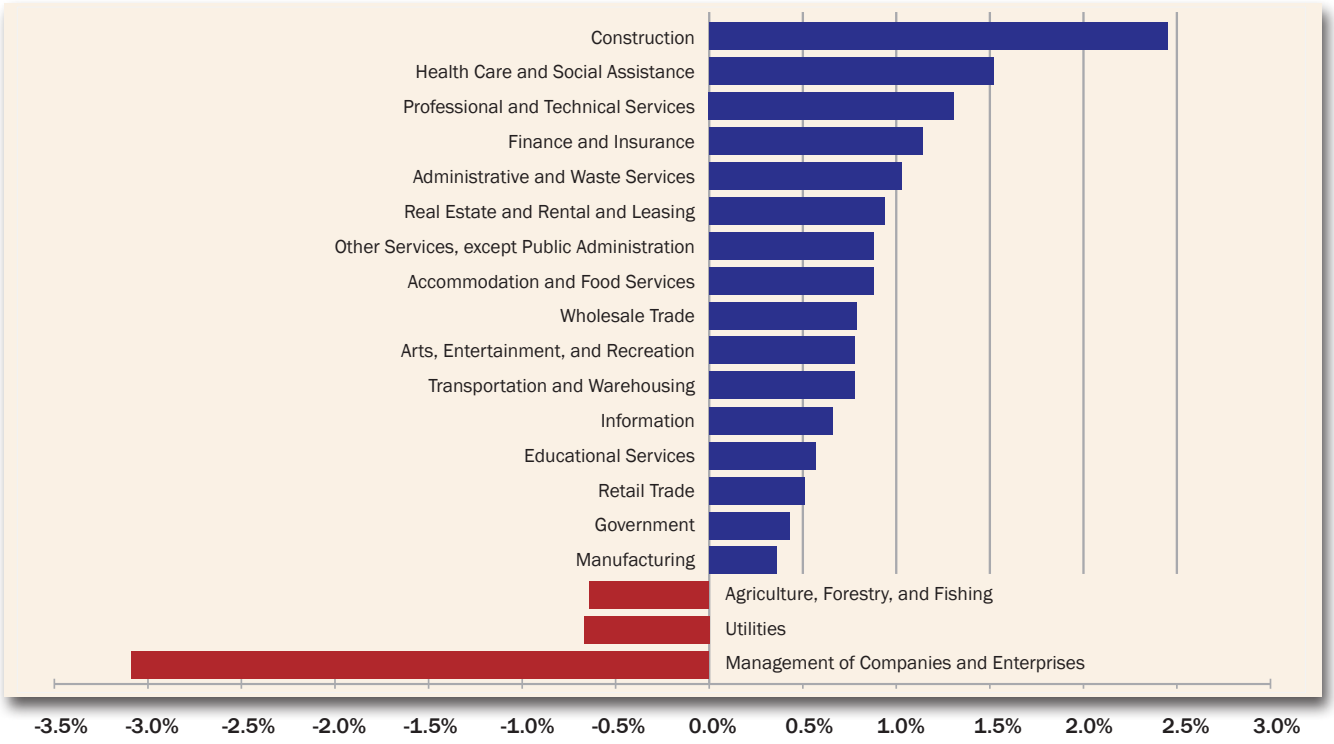
The labor force participation rate, which is the number of people working or actively seeking work as a percentage of the population 16 and older, peaked in the late 1990's due to a combination of demographic and economic factors. It was increasing prior to the Great Recession, declined dramatically during and after that event, and now appears to be increasing again. We break the labor force into 14 groups, based on age and gender, and project small increases for many of these groups by 2022 as the recession's effects fade away. Due to an overall aging population, we do not expect the labor force participation rate to come close to equaling the late 1990's peak.

Health Care and Social Assistance, the state's top industry in terms of employment, is projected to add the most jobs over the next decade. The nearly 10,000 net new jobs projected are almost twice as many as the industry with the second-most projected growth, ***Construction***. Although at the top of the current projections, the expected job gains in ***Health Care and Social Assistance*** are below what the industry experienced in the 1990's, when it added 11,400 jobs, and last decade, when 16,900 jobs were added.

Construction may be in a distant second place in terms of projected job gains, but it is easily first in growth rate, due to its much smaller size. Even with substantial job growth in the past two years and a projected growth rate of nearly 2.5 percent per year through 2022, the total number of Construction jobs projected in 2022 would be more than 6,000 jobs below the peak employment in the state, which was in 2006.

After a decade of slowly declining employment, ***Finance and Insurance*** has begun adding jobs, something we project will continue, on average, through 2022. The more than 4,400 net new jobs are the third-highest projected for any

Projected Annual Rate of Growth by Industry Sector, 2012–2022



industry, and the projected annual growth rate is above that of the overall economy for the first time in over a decade. This is one of the highest-paying industries in the state, so above average growth here will raise the overall state average wage.

Professional, Scientific, and Technical Services, another high-paying industry, is also projected to grow at an above average pace. This industry includes scientific research, legal services, accounting, IT services, engineering, and design services. The nearly 3,800 net new jobs projected represents an average annual growth rate of just over 1.3 percent.

While most industries in the state are projected to grow, there are three where we are projecting job losses: ***Agriculture, Forestry, and Fishing***; ***Utilities***; and ***Management of Companies and Enterprises***. The first two have long lagged overall job growth, due in large part to consolidation and productivity gains. The third has seen declining employment almost every year since its inception when the North American Industrial Classification System (NAICS) replaced the Standard Industrial Classification (SIC) in 2001.

Table 3: Industry Projections

	Total Employment, All Jobs	**437,480**	**478,380**	**40,900**	**0.90%**
	Total Self-Employed and Unpaid Family Workers, Primary Job	20,100	22,450	2,350	1.11%
	Self-Employed Workers, Primary Job	19,850	22,200	2,350	1.13%
	Unpaid Family Workers, Primary Job	250	250	0	0.00%
11	**Agriculture, Forestry, Fishing**	**5,270**	**4,940**	**-330**	**-0.64%**
111	Crop production	2,920	2,750	-170	-0.60%
112	Animal production	2,090	1,950	-140	-0.69%
115	Support activities for agriculture and forestry	260	240	-20	-0.80%
21	**Mining**	**0**	**0**		
22	**Utilities**	**2,010**	**1,880**	**-130**	**-0.67%**
23	**Construction**	**18,530**	**23,600**	**5,070**	**2.45%**
236	Construction of buildings	4,560	6,300	1,740	3.29%
237	Heavy and civil engineering construction	2,320	2,800	480	1.90%
238	Specialty trade contractors	11,650	14,500	2,850	2.21%
31	**Manufacturing**	**25,690**	**26,640**	**950**	**0.36%**
311	Food manufacturing	8,710	9,400	690	0.77%
312	Beverage and tobacco product manufacturing	250	330	80	2.82%
313	Textile mills	560	500	-60	-1.13%
314	Textile product mills	100	80	-20	-2.21%
315	Apparel manufacturing	150	100	-50	-3.97%
321	Wood product manufacturing	300	350	50	1.55%
322	Paper manufacturing	810	660	-150	-2.03%
323	Printing and related support activities	710	620	-90	-1.35%
324	Petroleum and coal products manufacturing	630	850	220	3.04%
325	Chemical manufacturing	2,620	2,200	-420	-1.73%

326	Plastics and rubber products manufacturing	1,590	1,700	110	0.67%
327	Nonmetallic mineral product manufacturing	530	650	120	2.06%
331	Primary metal manufacturing	640	350	-290	-5.86%
332	Fabricated metal product manufacturing	1,610	1,700	90	0.55%
333	Machinery manufacturing	650	750	100	1.44%
334	Computer and electronic product manufacturing	2,870	3,200	330	1.09%
335	Electrical equipment and appliance mfg.	630	800	170	2.42%
336	Transportation equipment manufacturing	620	800	180	2.58%
337	Furniture and related product manufacturing	620	550	-70	-1.19%
339	Miscellaneous manufacturing	1,090	1,050	-40	-0.37%
42	**Wholesale trade**	**12,480**	**13,500**	**1,020**	**0.79%**
423	Merchant wholesalers, durable goods	5,050	5,400	350	0.67%
424	Merchant wholesalers, nondurable goods	5,250	5,600	350	0.65%
425	Electronic markets and agents and brokers	2,180	2,500	320	1.38%
44-45	**Retail Trade**	**50,680**	**53,350**	**2,670**	**0.51%**
441	Motor vehicle and parts dealers	6,480	6,900	420	0.63%
442	Furniture and home furnishings stores	1,910	2,100	190	0.95%
443	Electronics and appliance stores	1,990	2,200	210	1.01%
444	Building material and garden supply stores	4,390	4,900	510	1.11%
445	Food and beverage stores	9,060	9,500	440	0.48%
446	Health and personal care stores	3,530	4,100	570	1.51%
447	Gasoline stations	2,290	2,350	60	0.26%
448	Clothing and clothing accessories stores	5,650	5,950	300	0.52%
451	Sporting goods, hobby, book and music stores	1,630	1,700	70	0.42%
452	General merchandise stores	10,120	9,900	-220	-0.22%
453	Miscellaneous store retailers	2,620	2,850	230	0.84%
454	Nonstore retailers	1,010	900	-110	-1.15%
48-49	**Transportation and Warehousing**	**12,220**	**13,210**	**990**	**0.78%**
481	Air transportation	110	160	50	3.82%
482	Rail transportation	1,270	1,350	80	0.61%
484	Truck transportation	2,280	2,500	220	0.93%
485	Transit and ground passenger transportation	1,870	2,000	130	0.67%
488	Support activities for transportation	1,590	1,650	60	0.37%
491	Postal service	1,810	1,650	-160	-0.92%
492	Couriers and messengers	1,210	1,250	40	0.33%
493	Warehousing and storage	2,080	2,650	570	2.45%
51	**Information**	**5,460**	**5,830**	**370**	**0.66%**
511	Publishing industries, except Internet	910	800	-110	-1.28%
512	Motion picture and sound recording industries	300	280	-20	-0.69%
515	Broadcasting, except Internet	280	320	40	1.34%
517	Telecommunications	2,540	2,750	210	0.80%
518	ISPs, search portals, and data processing	1,140	1,350	210	1.71%
519	Other information services	290	330	40	1.30%

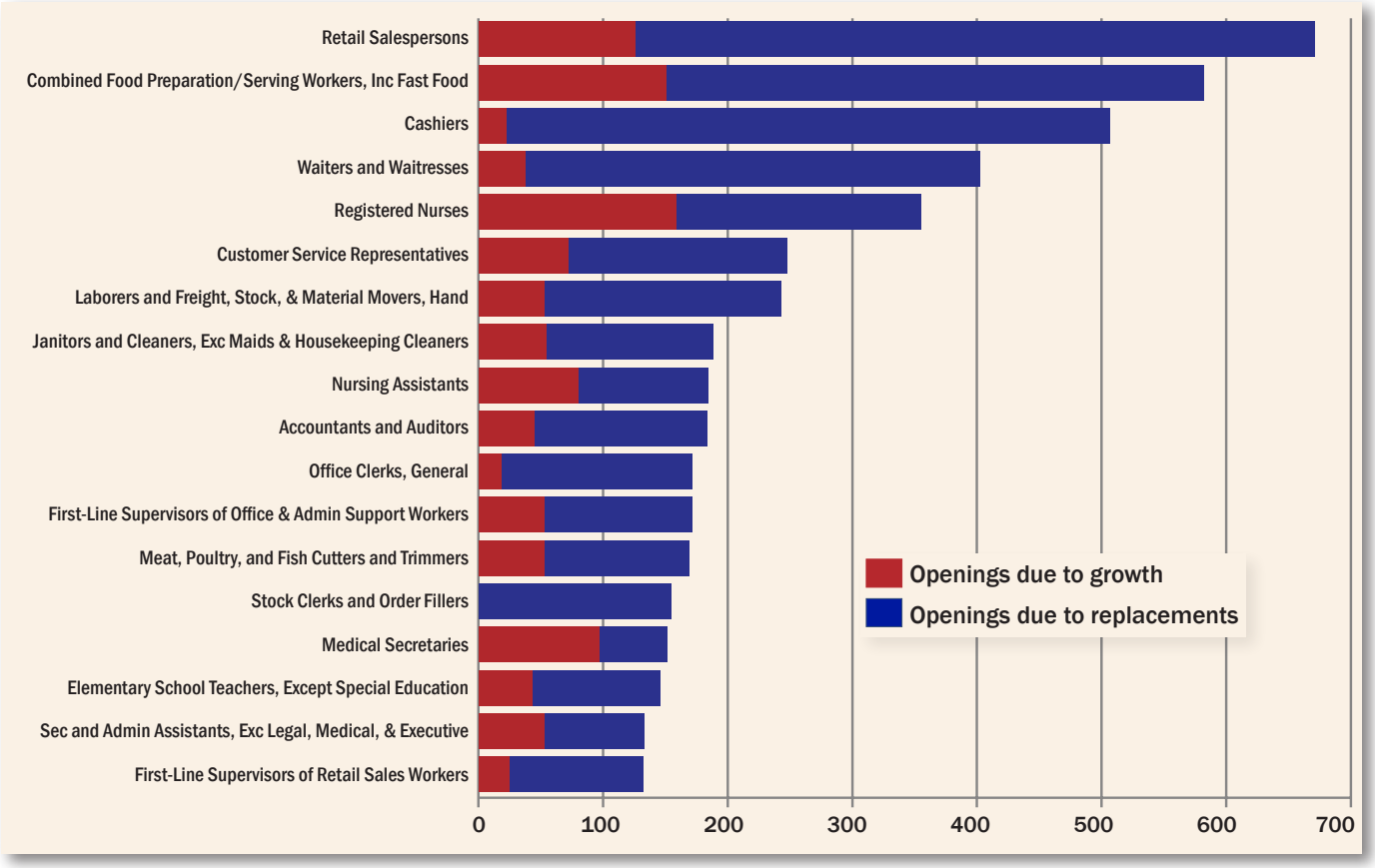
52	**Finance and Insurance**	**37,140**	**41,580**	**4,440**	**1.14%**
522	Credit intermediation and related activities	24,700	27,500	2,800	1.08%
523	Securities, commodity contracts, investments	5,270	6,100	830	1.47%
524	Insurance carriers and related activities	6,830	7,600	770	1.07%
525	Funds, trusts, and other financial vehicles	340	380	40	1.12%
53	**Real Estate and Rental and Leasing**	**5,420**	**5,950**	**530**	**0.94%**
531	Real estate	4,160	4,650	490	1.12%
532	Rental and leasing services	1,260	1,300	40	0.31%
54	**Professional and Technical Services**	**27,210**	**31,000**	**3,790**	**1.31%**
55	**Management of Companies and Enterprises**	**7,530**	**5,500**	**-2,030**	**-3.09%**
56	**Administrative and Waste Services**	**21,520**	**23,850**	**2,330**	**1.03%**
561	Administrative and support services	20,340	22,500	2,160	1.01%
562	Waste management and remediation services	1,180	1,350	170	1.35%
61	**Educational Services**	**33,450**	**35,400**	**1,950**	**0.57%**
62	**Health Care and Social Assistance**	**61,220**	**71,200**	**9,980**	**1.52%**
621	Ambulatory health care services	18,600	22,000	3,400	1.69%
622	Hospitals	22,610	26,200	3,590	1.48%
623	Nursing and residential care facilities	10,380	12,000	1,620	1.46%
624	Social assistance	9,630	11,000	1,370	1.34%
71	**Arts, Entertainment, and Recreation**	**8,490**	**9,180**	**690**	**0.78%**
711	Performing arts and spectator sports	640	680	40	0.61%
712	Museums, historical sites, zoos, and parks	770	800	30	0.38%
713	Amusements, gambling, and recreation	7,080	7,700	620	0.84%
72	**Accommodation and Food Services**	**35,090**	**38,300**	**3,210**	**0.88%**
721	Accommodation	3,070	3,300	230	0.73%
722	Food services and drinking places	32,020	35,000	2,980	0.89%
81	**Other Services, Except Public Administration**	**19,570**	**21,370**	**1,800**	**0.88%**
811	Repair and maintenance	3,230	3,150	-80	-0.25%
812	Personal and laundry services	4,400	4,900	500	1.08%
813	Membership associations and organizations	11,450	12,800	1,350	1.12%
814	Private households	490	520	30	0.60%
	Government	**28,400**	**29,650**	**1,250**	**0.43%**
	Federal government, excluding postal service	3,800	3,900	100	0.26%
	State government, excluding education and hospitals	17,710	18,500	790	0.44%
	Local government, excluding education and hospitals	6,890	7,250	360	0.51%

Occupation Projections by Occupational Group

In this section, we present job projections and associated data for 531 specific occupations in Delaware, listed by major occupational group. The data elements provided for each occupation are: the Standard Occupational Classification (SOC) code, an estimate of the total number of filled jobs in the state in 2012, the projection of total filled jobs in 2022, the wage category, job availability, and usual education, experience, and training requirements. In the following section we present these same occupations arranged by the 16 career clusters used by state educators. There you will find the forecasted annual growth rate, annual openings due to growth, annual openings due to net replacement, and the 2012 estimated average annual wage for each occupation.

Estimates of past employment levels and projections of future employment levels do not refer to the demand for workers, nor to the supply of workers. They refer to the equilibrium point where the supply and demand for labor are equal, that is, filled jobs. Labor demand and labor supply each have many possible employment levels, depending on the wage level. The wage level adjusts until the supply and demand for any given occupation are the same - that point is the employment estimate or projection for that occupation. Any forecast a decade into the future that predicts shortages or surpluses ignores this fact and is not well grounded in economic theory. For ease of comparison, this first section presents occupational wages by wage categories. To create the categories,

Occupations With the Most Annual Openings, 2012–2022



we divided the 508 occupations for which we have wage estimates (there are 23 occupations which are either not covered by wage surveys, or whose wage estimates did not pass validity screening) into quintiles. There are 101 occupations in the Low and Below Average categories, and 102 occupations in each of the three higher categories. These categories are based on the 2012 average annual wage for each occupation. Of course, it should be recognized that some people working in each occupation were paid less than the average, and some were paid more than the average, and that those just entering an occupation should expect to be paid less than this amount. More detailed wage distributions for each of these occupations, including estimates for entry- and experienced level wages, can be obtained by contacting our office.

The lowest-paying 101 occupations (Low) paid below $29,650 per year. The next lowest-paying 101 occupations, those in the Below Average category (-Avg), had average wages between $29,650 and $38,300 per year. The middle category, Average (Avg) paid from $38,301 to $51,200. The second highest-paying category, Above Average (+Avg), had average wages from $51,201 to $68,000, while the 102 highest-paying occupations (High) had average annual wages exceeding $68,000.

Job Availability Categories

Category	Annual Openings Due to Growth	Number of Occupations in each Category
Poor	0	173
Fair	1 to 3	152
Good	4 to 9	104
Excellent (Excl)	10 or more	102

The placement of occupations into job availability categories is based on the expected annual openings solely due to growth. An occupation with no expected growth would still be expected to generate openings due to replacement of those who leave employment, but overall job availability would still be considered poor compared to occupations with openings due to both growth and replacement. It is through actual expansion of employment within an occupation that potential entrants will find the most opportunity.

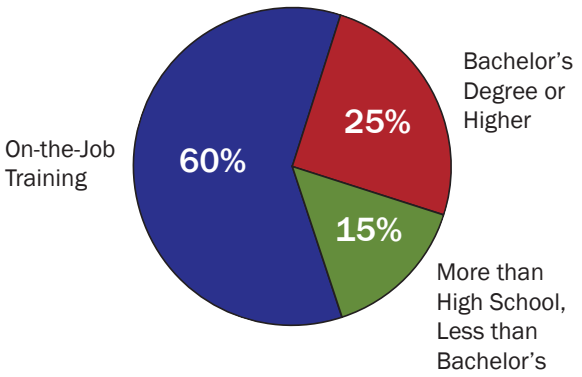
There are four categories of job availability: Poor, with no openings due to growth projected; Fair, with from 1 to 3 annual openings due to growth projected; Good, with from 4 to 9 such openings; and Excellent (Excl), with 10 or more annual openings due to growth projected. There are 102 occupations with Excellent job availability, 104 in the Good category, 152 with Fair job availability prospects, and 173 in the Poor category.

The rest of the data refer to education, experience, and training requirements. There are seven levels of education, which are intended to describe the typical education level of someone entering the occupation. The education categories range from less than high school (<HS), high school diploma or equivalent (HS), postsecondary vocational training (VocEd), associate's degree (Assoc), bachelor's degree (Bach), and master's degree (Mast) through doctoral or professional degree (PhD/prof). Some occupations typically require experience working in a related field. The work experience measure captures this as one of four possible values: none, less than one year (<1), from one to five years (1-5), and over five years (5+). The on-the-job training field has six possible measures for the typical amount of training required

Wage Categories

Wage Category	Abbreviation	2012 Average Annual Wage
Low	Low	Below $29,650
Below Average	-Avg	$29,651 to $38,300
Average	Avg	$38,301 to $51,200
Above Average	+Avg	$51,201 to $68,000
High	High	Above $68,000

New Jobs Created by Level of Education, 2012–2022



to be considered competent in the occupation. These range from none, short-term on-the-job training of one month or less (STOJT), moderate-term on-the-job training of from one month to one year (MOJT), long-term on-the-job training of over one year (LTOJT), and apprenticeship (App) through internship or residency (Int/res). Those interested in further details on the education, experience, and training requirements should go to: ***www.bls.gov/emp/ep_education_tech.htm***

Projected Openings and Growth by Education Level, 2012–2022

Education	Total Openings 2012–2022	Percent of Total Openings	New Jobs	Annual Percent Growth	2013 Unemployment Rate
Ph.D./Professional	3,170	2.3%	950	0.8%	3.2%*
Master's	2,690	1.9%	1,040	1.3%	3.2%*
Bachelor's	25,020	17.9%	8,400	1.0%	3.2%*
Associate's	7,340	5.2%	3,090	1.4%	6.0%
Vocational Education	8,070	5.8%	3,210	1.3%	Not Available
High School Graduate	46,450	33.2%	14,300	0.8%	6.9%
Less than HS	47,280	33.8%	10,070	0.8%	10.6%

**Unemployment rate is for Bachelor's degree or higher*

Wages by Level of Education, 2012

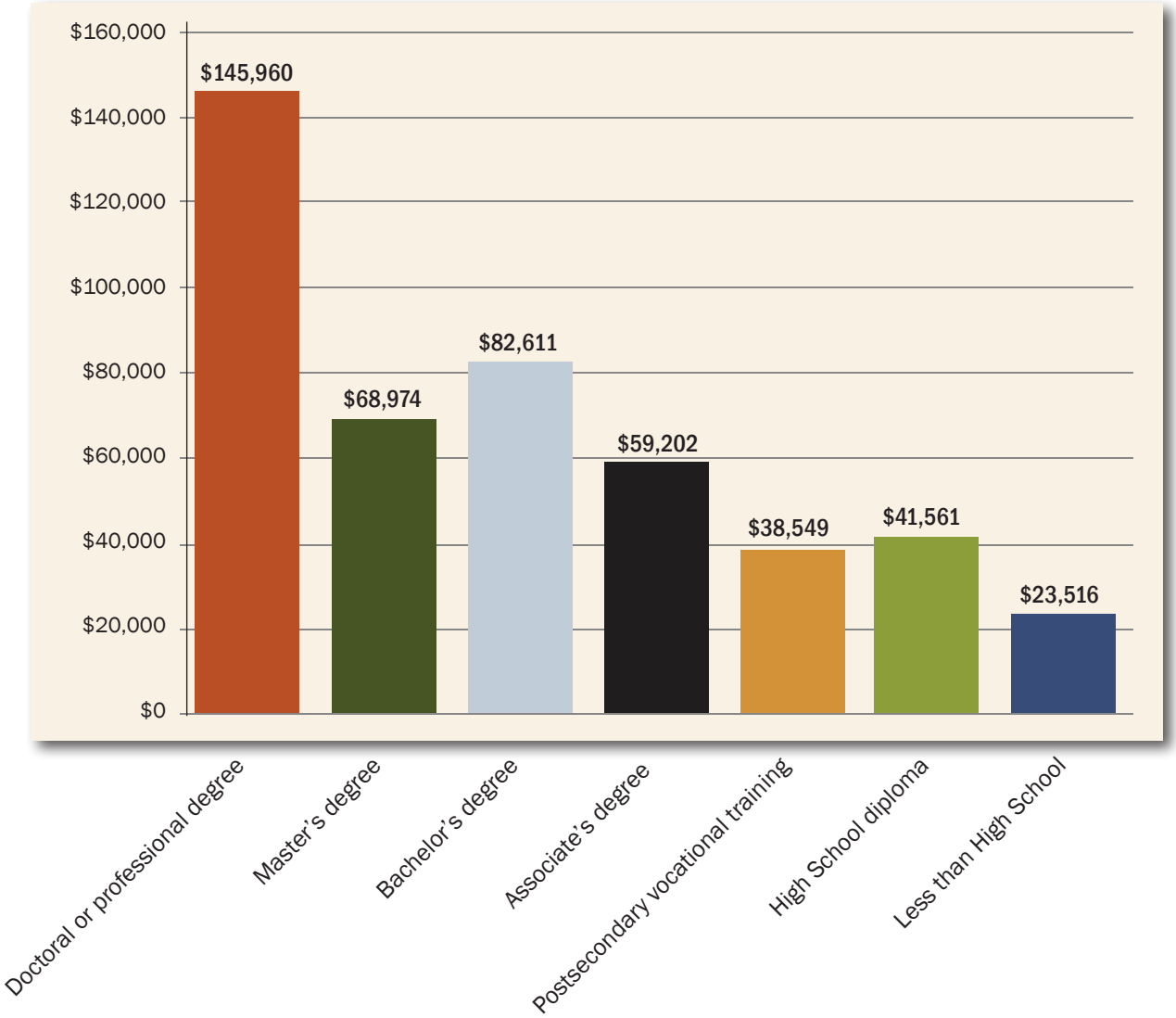


Table 1: Occupation Projections by Occupational Group

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
11-0000	*Management Occupations*							
11-2011	Advertising and Promotions Managers	74	59	High	Poor	Bach	1-5	None
11-2021	Marketing Managers	813	802	High	Poor	Bach	5+	None
11-2022	Sales Managers	771	787	High	Fair	Bach	1-5	None
11-2031	Public Relations and Fundraising Managers	202	208	High	Fair	Bach	5+	None
11-3011	Administrative Services Managers	594	642	High	Good	Bach	1-5	None
11-3021	Computer and Information Systems Managers	1,425	1,537	High	Excl	Bach	5+	None
11-3031	Financial Managers	2,285	2,443	High	Excl	Bach	5+	None
11-3051	Industrial Production Managers	327	332	High	Poor	Bach	5+	None
11-3061	Purchasing Managers	100	99	High	Poor	Bach	5+	None
11-3071	Transportation, Storage, and Distribution Managers	317	322	High	Poor	HS	5+	None
11-3111	Compensation and Benefits Managers	78	73	High	Poor	Bach	5+	None
11-3121	Human Resources Managers	297	315	High	Fair	Bach	5+	None
11-3131	Training and Development Managers	121	121	High	Poor	Bach	5+	None
11-9013	Farmers, Ranchers, and Other Agricultural Managers	3,066	2,393	NA	Poor	HS	5+	None
11-9021	Construction Managers	863	1,061	High	Excl	Bach	0	MOJT
11-9031	Education Administrators, Preschool and Childcare Center/Program	210	231	Avg	Fair	Bach	1-5	None
11-9032	Education Administrators, Elementary and Secondary School	701	720	High	Fair	Mast	5+	None
11-9033	Education Administrators, Postsecondary	238	266	High	Fair	Mast	5+	None
11-9039	Education Administrators, All Other	69	75	High	Fair	Bach	1-5	None
11-9041	Architectural and Engineering Managers	396	413	High	Fair	Bach	5+	None
11-9051	Food Service Managers	417	432	High	Fair	HS	1-5	None
11-9061	Funeral Service Managers	12	14	High	Poor	Assoc	1-5	None
11-9071	Gaming Managers	20	21	High	Poor	HS	1-5	None
11-9081	Lodging Managers	83	86	High	Poor	HS	1-5	None
11-9111	Medical and Health Services Managers	772	907	High	Excl	Bach	0	None
11-9121	Natural Sciences Managers	589	546	High	Poor	Bach	5+	None
11-9131	Postmasters and Mail Superintendents	48	46	High	Poor	HS	1-5	MOJT
11-9141	Property, Real Estate, and Community Association Managers	854	1,003	+Avg	Excl	HS	1-5	None
11-9151	Social and Community Service Managers	731	826	+Avg	Excl	Bach	5+	None
11-9199	Managers, All Other	1,784	1,964	High	Excl	HS	1-5	None
11-1011	Chief Executives	535	552	High	Fair	Bach	5+	None
11-1021	General and Operations Managers	4,127	4,484	High	Excl	Bach	1-5	None
13-0000	*Business and Financial Operations Occupations*							
13-1022	Wholesale and Retail Buyers, Except Farm Products	243	274	+Avg	Fair	HS	0	LTOJT
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	722	735	High	Fair	HS	0	LTOJT

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
13-1031	Claims Adjusters, Examiners, and Investigators	742	807	+Avg	Good	HS	0	LTOJT
13-1041	Compliance Officers	1,143	1,210	High	Good	Bach	0	MOJT
13-1051	Cost Estimators	987	1,246	+Avg	Excl	Bach	0	None
13-1071	Human Resources Specialists	1,442	1,512	+Avg	Good	Bach	0	None
13-1075	Labor Relations Specialists	598	602	+Avg	Poor	Bach	0	None
13-1111	Management Analysts	2,461	2,758	High	Excl	Bach	1-5	None
13-1121	Meeting, Convention, and Event Planners	242	325	Avg	Good	Bach	0	None
13-1131	Fundraisers	554	639	+Avg	Good	Bach	0	None
13-1141	Compensation, Benefits, and Job Analysis Specialists	243	255	+Avg	Fair	Bach	0	None
13-1151	Training and Development Specialists	921	1,069	+Avg	Excl	Bach	1-5	None
13-1161	Market Research Analysts and Marketing Specialists	1,883	2,370	High	Excl	Bach	0	None
13-1199	Business Operations Specialists, All Other	1,235	1,346	+Avg	Excl	HS	0	None
13-2011	Accountants and Auditors	4,673	5,125	High	Excl	Bach	0	None
13-2021	Appraisers and Assessors of Real Estate	176	189	Avg	Fair	Bach	0	LTOJT
13-2031	Budget Analysts	162	182	+Avg	Fair	Bach	0	None
13-2041	Credit Analysts	927	1,078	High	Excl	Bach	0	None
13-2051	Financial Analysts	2,370	2,702	High	Excl	Bach	0	None
13-2052	Personal Financial Advisors	1,207	1,501	High	Excl	Bach	0	None
13-2053	Insurance Underwriters	322	312	+Avg	Poor	Bach	0	MOJT
13-2061	Financial Examiners	216	241	High	Fair	Bach	0	MOJT
13-2071	Credit Counselors	123	146	Avg	Fair	Bach	0	MOJT
13-2072	Loan Officers	945	1,062	+Avg	Excl	Bach	0	MOJT
13-2081	Tax Examiners and Collectors, and Revenue Agents	127	133	+Avg	Fair	Bach	0	MOJT
13-2082	Tax Preparers	175	189	-Avg	Fair	HS	0	MOJT
13-2099	Financial Specialists, All Other	776	858	High	Good	Bach	0	MOJT
15-0000	***Computer and Mathematical Occupations***							
15-1111	Computer and Information Research Scientists	97	108	High	Fair	PhD/prof	0	None
15-1121	Computer Systems Analysts	2,824	3,453	High	Excl	Bach	0	None
15-1122	Information Security Analysts	474	596	High	Excl	Bach	1-5	None
15-1131	Computer Programmers	1,584	1,653	High	Good	Bach	0	None
15-1132	Software Developers, Applications	2,396	2,827	High	Excl	Bach	0	None
15-1133	Software Developers, Systems Software	1,189	1,339	High	Excl	Bach	0	None
15-1134	Web Developers	351	415	High	Good	Assoc	0	None
15-1141	Database Administrators	449	489	High	Good	Bach	1-5	None
15-1142	Network and Computer Systems Administrators	999	1,100	High	Excl	Bach	0	None
15-1143	Computer Network Architects	512	565	High	Good	Bach	5+	None
15-1151	Computer User Support Specialists	1,808	2,131	+Avg	Excl	HS	0	MOJT
15-1152	Computer Network Support Specialists	571	641	+Avg	Good	Assoc	0	None
15-1199	Computer Occupations, All Other	221	242	High	Fair	Bach	0	None

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
15-2011	Actuaries	61	67	NA	Fair	Bach	0	LTOJT
15-2031	Operations Research Analysts	412	528	High	Excl	Bach	0	None
15-2041	Statisticians	95	114	High	Fair	Mast	0	None
15-2099	Mathematical Science Occupations, All Other	9	9	NA	Poor	Bach	0	None
17-0000	***Architecture and Engineering Occupations***							
17-1011	Architects, Except Landscape and Naval	136	158	High	Fair	Bach	0	Int/res
17-1021	Cartographers and Photogrammetrists	15	19	+Avg	Poor	Bach	0	None
17-1022	Surveyors	119	121	High	Poor	Bach	1-5	None
17-2081	Environmental Engineers	166	183	High	Fair	Bach	0	None
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	41	46	High	Poor	Bach	0	None
17-2112	Industrial Engineers	587	636	High	Good	Bach	0	None
17-2141	Mechanical Engineers	741	804	High	Good	Bach	0	None
17-2199	Engineers, All Other	44	46	High	Poor	Bach	0	None
17-3011	Architectural and Civil Drafters	256	247	Avg	Poor	Assoc	0	None
17-3012	Electrical and Electronics Drafters	194	219	+Avg	Fair	Assoc	0	None
17-3013	Mechanical Drafters	182	192	+Avg	Fair	Assoc	0	None
17-3022	Civil Engineering Technicians	357	344	Avg	Poor	Assoc	0	None
17-3023	Electrical and Electronics Engineering Technicians	222	245	+Avg	Fair	Assoc	0	None
17-3025	Environmental Engineering Technicians	36	42	Avg	Fair	Assoc	0	None
17-3026	Industrial Engineering Technicians	221	246	+Avg	Fair	Assoc	0	None
17-3027	Mechanical Engineering Technicians	125	140	Avg	Fair	Assoc	0	None
17-3031	Surveying and Mapping Technicians	141	156	Avg	Fair	HS	0	MOJT
19-0000	***Life, Physical, and Social Science Occupations***							
19-1012	Food Scientists and Technologists	35	37	High	Poor	Bach	0	None
19-1013	Soil and Plant Scientists	72	83	+Avg	Fair	Bach	0	None
19-1021	Biochemists and Biophysicists	242	284	High	Good	PhD/prof	0	None
19-1022	Microbiologists	167	180	+Avg	Fair	Bach	0	None
19-1029	Biological Scientists, All Other	21	22	High	Poor	Bach	0	None
19-1031	Conservation Scientists	62	65	Avg	Poor	Bach	0	None
19-1042	Medical Scientists, Except Epidemiologists	489	422	NA	Poor	PhD/prof	0	None
19-2031	Chemists	3,265	3,518	High	Excl	Bach	0	None
19-2032	Materials Scientists	104	115	High	Fair	Bach	0	None
19-2041	Environmental Scientists and Specialists, Including Health	391	448	+Avg	Good	Bach	0	None
19-2042	Geoscientists, Except Hydrologists and Geographers	71	83	High	Fair	Bach	0	None
19-2043	Hydrologists	24	27	+Avg	Poor	Mast	0	None
19-3022	Survey Researchers	69	73	NA	Poor	Mast	0	None
19-3031	Clinical, Counseling, and School Psychologists	464	496	High	Fair	PhD/prof	0	Int/res
19-3051	Urban and Regional Planners	199	214	+Avg	Fair	Mast	0	None
19-4021	Biological Technicians	289	315	Avg	Fair	Bach	0	None
19-4031	Chemical Technicians	830	948	+Avg	Excl	Assoc	0	MOJT

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
19-4061	Social Science Research Assistants	30	33	-Avg	Poor	Assoc	0	None
19-4091	Environmental Science and Protection Technicians, Including Health	186	218	-Avg	Fair	Assoc	0	None
19-4092	Forensic Science Technicians	25	27	Avg	Poor	Bach	0	MOJT
21-0000	***Community and Social Service Occupations***							
21-1011	Substance Abuse and Behavioral Disorder Counselors	330	411	-Avg	Good	HS	0	MOJT
21-1012	Educational, Guidance, School, and Vocational Counselors	909	995	+Avg	Good	Mast	0	None
21-1013	Marriage and Family Therapists	230	251	Avg	Fair	Mast	0	Int/res
21-1014	Mental Health Counselors	509	611	-Avg	Excl	Mast	0	Int/res
21-1015	Rehabilitation Counselors	530	600	-Avg	Good	Mast	0	None
21-1019	Counselors, All Other	55	66	-Avg	Fair	Mast	0	None
21-1021	Child, Family, and School Social Workers	908	989	Avg	Good	Bach	0	None
21-1022	Healthcare Social Workers	529	614	Avg	Good	Mast	0	None
21-1023	Mental Health and Substance Abuse Social Workers	412	467	Avg	Good	Bach	0	None
21-1029	Social Workers, All Other	92	99	+Avg	Fair	Bach	0	None
21-1091	Health Educators	157	182	+Avg	Fair	Bach	0	None
21-1092	Probation Officers and Correctional Treatment Specialists	435	436	Avg	Poor	Bach	0	STOJT
21-1093	Social and Human Service Assistants	751	847	Low	Excl	HS	0	STOJT
21-1094	Community Health Workers	254	297	-Avg	Good	HS	0	STOJT
21-1099	Community and Social Service Specialists, All Other	367	418	-Avg	Good	Mast	0	None
23-0000	***Legal Occupations***							
23-1011	Lawyers	3,403	3,697	High	Excl	PhD/prof	0	None
23-1012	Judicial Law Clerks	106	113	Avg	Fair	PhD/prof	0	None
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	72	75	+Avg	Poor	PhD/prof	1-5	STOJT
23-1022	Arbitrators, Mediators, and Conciliators	46	48	Avg	Poor	Bach	1-5	MOJT
23-1023	Judges, Magistrate Judges, and Magistrates	128	137	High	Fair	PhD/prof	5+	STOJT
23-2011	Paralegals and Legal Assistants	1,381	1,539	+Avg	Excl	Assoc	0	None
23-2091	Court Reporters	52	56	+Avg	Poor	Assoc	0	STOJT
23-2099	Legal Support Workers, All Other	210	226	+Avg	Fair	HS	0	STOJT
25-0000	***Education, Training, and Library Occupations***							
25-1072	Nursing Instructors and Teachers, Postsecondary	230	304	High	Good	Mast	1-5	None
25-1121	Art, Drama, and Music Teachers, Postsecondary	311	349	NA	Good	Mast	0	None
25-1194	Vocational Education Teachers, Postsecondary	263	282	Avg	Fair	Bach	1-5	None
25-1199	Postsecondary Teachers, All Other	122	133	NA	Fair	PhD/prof	0	None
25-2011	Preschool Teachers, Except Special Education	2,310	2,540	Low	Excl	Assoc	0	None
25-2012	Kindergarten Teachers, Except Special Education	461	500	+Avg	Good	Bach	0	Int/res
25-2021	Elementary School Teachers, Except Special Education	4,635	5,064	+Avg	Excl	Bach	0	Int/res
25-2022	Middle School Teachers, Except Special and Career/ Technical Education	1,998	2,180	+Avg	Excl	Bach	0	Int/res

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	2,886	2,972	+Avg	Good	Bach	0	Int/res
25-2051	Special Education Teachers, Preschool	4	5	NA	Poor	Bach	0	Int/res
25-2052	Special Education Teachers, Kindergarten and Elementary School	1,336	1,362	+Avg	Fair	Bach	0	Int/res
25-2053	Special Education Teachers, Middle School	117	119	+Avg	Poor	Bach	0	Int/res
25-2054	Special Education Teachers, Secondary School	245	249	+Avg	Poor	Bach	0	Int/res
25-2059	Special Education Teachers, All Other	73	83	+Avg	Fair	Bach	0	Int/res
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	304	322	+Avg	Fair	Bach	0	Int/res
25-3021	Self-Enrichment Education Teachers	588	662	Avg	Good	HS	1-5	None
25-3098	Substitute Teachers	989	1,126	Low	Excl	Bach	0	Int/res
25-3099	Teachers and Instructors, All Other	707	749	Avg	Good	Bach	0	Int/res
25-4011	Archivists	39	44	Avg	Poor	Mast	0	None
25-4012	Curators	50	53	+Avg	Poor	Mast	0	None
25-4013	Museum Technicians and Conservators	69	72	-Avg	Poor	Bach	0	None
25-4021	Librarians	483	509	+Avg	Fair	Mast	0	None
25-4031	Library Technicians	221	241	-Avg	Fair	VocEd	0	None
25-9031	Instructional Coordinators	578	634	+Avg	Good	Mast	5+	None
25-9041	Teacher Assistants	3,240	3,400	-Avg	Excl	HS	0	None
25-9099	Education, Training, and Library Workers, All Other	113	117	Avg	Poor	Bach	0	None
27-0000	***Arts, Design, Entertainment, Sports, and Media Occupations***							
27-1011	Art Directors	72	78	High	Fair	Bach	5+	None
27-1021	Commercial and Industrial Designers	30	29	+Avg	Poor	Bach	0	None
27-1023	Floral Designers	205	196	Low	Poor	HS	0	MOJT
27-1024	Graphic Designers	416	443	Avg	Fair	Bach	0	None
27-1025	Interior Designers	190	215	NA	Fair	Bach	0	None
27-1026	Merchandise Displayers and Window Trimmers	305	327	Low	Fair	HS	0	MOJT
27-2022	Coaches and Scouts	748	837	-Avg	Good	Bach	0	None
27-2023	Umpires, Referees, and Other Sports Officials	217	242	Low	Fair	HS	0	MOJT
27-2041	Music Directors and Composers	40	37	High	Poor	Bach	1-5	None
27-3011	Radio and Television Announcers	158	185	Avg	Fair	Bach	0	None
27-3022	Reporters and Correspondents	70	58	NA	Poor	Bach	0	None
27-3031	Public Relations Specialists	708	777	+Avg	Good	Bach	0	None
27-3041	Editors	212	217	+Avg	Poor	Bach	1-5	None
27-3042	Technical Writers	138	159	+Avg	Fair	Bach	1-5	STOJT
27-3043	Writers and Authors	117	132	+Avg	Fair	Bach	0	MOJT
27-3091	Interpreters and Translators	21	27	Avg	Fair	Bach	0	STOJT
27-4011	Audio and Video Equipment Technicians	111	128	Avg	Fair	VocEd	0	STOJT
27-4012	Broadcast Technicians	15	17	-Avg	Poor	Assoc	0	STOJT
27-4014	Sound Engineering Technicians	12	13	Avg	Poor	VocEd	0	STOJT
27-4021	Photographers	266	278	Low	Fair	HS	0	LTOJT
27-4032	Film and Video Editors	22	23	+Avg	Poor	Bach	0	None

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
29-0000	***Healthcare Practitioners and Technical Occupations***							
29-1011	Chiropractors	129	129	High	Poor	PhD/prof	0	None
29-1021	Dentists, General	326	333	High	Fair	PhD/prof	0	None
29-1031	Dietitians and Nutritionists	157	187	+Avg	Fair	Bach	0	Int/res
29-1041	Optometrists	148	159	High	Fair	PhD/prof	0	None
29-1051	Pharmacists	646	743	High	Excl	PhD/prof	0	None
29-1061	Anesthesiologists	78	89	High	Fair	PhD/prof	0	Int/res
29-1062	Family and General Practitioners	610	619	High	Fair	PhD/prof	0	Int/res
29-1064	Obstetricians and Gynecologists	110	115	High	Poor	PhD/prof	0	Int/res
29-1065	Pediatricians, General	263	272	High	Fair	PhD/prof	0	Int/res
29-1066	Psychiatrists	88	93	High	Poor	PhD/prof	0	Int/res
29-1067	Surgeons	248	274	NA	Fair	PhD/prof	0	Int/res
29-1069	Physicians and Surgeons, All Other	1,524	1,705	High	Excl	PhD/prof	0	Int/res
29-1071	Physician Assistants	340	424	High	Good	Mast	0	None
29-1081	Podiatrists	80	91	High	Fair	PhD/prof	0	Int/res
29-1122	Occupational Therapists	262	314	High	Good	Mast	0	None
29-1123	Physical Therapists	578	719	High	Excl	PhD/prof	0	None
29-1125	Recreational Therapists	61	67	Avg	Fair	Bach	0	None
29-1126	Respiratory Therapists	407	480	+Avg	Good	Assoc	0	None
29-1127	Speech-Language Pathologists	498	570	High	Good	Mast	0	None
29-1129	Therapists, All Other	16	23	NA	Fair	Bach	0	None
29-1131	Veterinarians	302	332	High	Fair	PhD/prof	0	None
29-1141	Registered Nurses	10,098	11,684	High	Excl	Assoc	0	None
29-1151	Nurse Anesthetists	95	107	High	Fair	Mast	0	None
29-1161	Nurse Midwives	42	49	+Avg	Fair	Mast	0	None
29-1171	Nurse Practitioners	486	586	High	Excl	Mast	0	None
29-1181	Audiologists	63	77	High	Fair	PhD/prof	0	None
29-1199	Health Diagnosing and Treating Practitioners, All Other	27	35	High	Fair	Mast	0	None
29-2011	Medical and Clinical Laboratory Technologists	435	475	+Avg	Good	Bach	0	None
29-2012	Medical and Clinical Laboratory Technicians	391	479	Avg	Good	Assoc	0	None
29-2021	Dental Hygienists	625	711	High	Good	Assoc	0	None
29-2031	Cardiovascular Technologists and Technicians	279	353	+Avg	Good	Assoc	0	None
29-2032	Diagnostic Medical Sonographers	123	169	+Avg	Good	Assoc	0	None
29-2033	Nuclear Medicine Technologists	91	104	High	Fair	Assoc	0	None
29-2034	Radiologic Technologists	486	558	+Avg	Good	Assoc	0	None
29-2035	Magnetic Resonance Imaging Technologists	307	355	High	Good	Assoc	1-5	None
29-2041	Emergency Medical Technicians and Paramedics	1,211	1,334	-Avg	Excl	VocEd	0	None
29-2051	Dietetic Technicians	125	140	Low	Fair	Assoc	0	None
29-2052	Pharmacy Technicians	840	1,004	Low	Excl	HS	0	MOJT
29-2055	Surgical Technologists	280	354	Avg	Good	VocEd	0	None
29-2056	Veterinary Technologists and Technicians	359	441	-Avg	Good	Assoc	0	None
29-2057	Ophthalmic Medical Technicians	420	466	-Avg	Good	VocEd	0	None

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
29-2061	Licensed Practical and Licensed Vocational Nurses	2,184	2,604	Avg	Excl	VocEd	0	None
29-2071	Medical Records and Health Information Technicians	471	542	-Avg	Good	VocEd	0	None
29-2081	Opticians, Dispensing	330	385	-Avg	Good	HS	0	LTOJT
29-2092	Hearing Aid Specialists	7	8	NA	Poor	HS	0	None
29-2099	Health Technologists and Technicians, All Other	254	314	-Avg	Good	HS	0	None
29-9011	Occupational Health and Safety Specialists	401	434	+Avg	Fair	Bach	0	STOJT
29-9012	Occupational Health and Safety Technicians	14	17	+Avg	Poor	HS	0	MOJT
29-9091	Athletic Trainers	122	150	-Avg	Fair	Bach	0	None
29-9092	Genetic Counselors	12	16	+Avg	Poor	Mast	0	None
29-9099	Healthcare Practitioners and Technical Workers, All Other	50	55	+Avg	Poor	Bach	0	None
31-0000	***Healthcare Support Occupations***							
31-1011	Home Health Aides	2,350	3,130	Low	Excl	< HS	0	STOJT
31-1014	Nursing Assistants	5,454	6,259	Low	Excl	VocEd	0	None
31-1015	Orderlies	257	291	Low	Fair	HS	0	STOJT
31-2011	Occupational Therapy Assistants	77	99	+Avg	Fair	Assoc	0	None
31-2021	Physical Therapist Assistants	163	206	+Avg	Good	Assoc	0	None
31-2022	Physical Therapist Aides	281	360	Low	Good	HS	0	STOJT
31-9011	Massage Therapists	82	108	+Avg	Fair	VocEd	0	None
31-9091	Dental Assistants	843	900	-Avg	Good	VocEd	0	None
31-9092	Medical Assistants	1,825	2,063	-Avg	Excl	VocEd	0	None
31-9093	Medical Equipment Preparers	169	196	-Avg	Fair	HS	0	MOJT
31-9094	Medical Transcriptionists	144	138	Avg	Poor	VocEd	0	None
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	227	231	-Avg	Poor	HS	0	STOJT
31-9097	Phlebotomists	230	266	-Avg	Good	VocEd	0	None
31-9099	Healthcare Support Workers, All Other	83	92	Avg	Fair	HS	0	None
33-0000	***Protective Service Occupations***							
33-1011	First-Line Supervisors of Correctional Officers	223	236	Avg	Fair	HS	1-5	MOJT
33-1099	First-Line Supervisors of Protective Service Workers, All Other	383	411	Avg	Fair	HS	1-5	None
33-2011	Firefighters	326	351	Avg	Fair	VocEd	0	LTOJT
33-2021	Fire Inspectors and Investigators	85	95	Avg	Fair	HS	5+	MOJT
33-3011	Bailiffs	57	60	Low	Poor	HS	0	MOJT
33-3012	Correctional Officers and Jailers	1,771	1,870	-Avg	Excl	HS	0	MOJT
33-3031	Fish and Game Wardens	55	58	Avg	Poor	HS	0	STOJT
33-9011	Animal Control Workers	118	138	-Avg	Fair	HS	0	MOJT
33-9021	Private Detectives and Investigators	37	40	+Avg	Poor	HS	1-5	MOJT
33-9031	Gaming Surveillance Officers and Gaming Investigators	86	89	-Avg	Poor	HS	0	STOJT
33-9032	Security Guards	3,469	3,680	Low	Excl	HS	0	STOJT
33-9091	Crossing Guards	343	369	Low	Fair	HS	0	STOJT

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	639	699	Low	Good	HS	0	STOJT
33-9099	Protective Service Workers, All Other	562	614	-Avg	Good	HS	0	STOJT
35-0000	***Food Preparation and Serving-Related Occupations***							
35-1011	Chefs and Head Cooks	281	298	+Avg	Fair	HS	5+	None
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	3,095	3,480	-Avg	Excl	HS	1-5	None
35-2011	Cooks, Fast Food	640	634	Low	Poor	< HS	0	STOJT
35-2012	Cooks, Institution and Cafeteria	2,509	2,671	Low	Excl	< HS	0	STOJT
35-2014	Cooks, Restaurant	3,783	4,316	Low	Excl	< HS	1-5	MOJT
35-2015	Cooks, Short Order	312	312	Low	Poor	< HS	0	STOJT
35-2021	Food Preparation Workers	1,640	1,717	Low	Good	< HS	0	STOJT
35-3011	Bartenders	2,019	2,262	Low	Excl	< HS	0	STOJT
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	11,280	12,777	Low	Excl	< HS	0	STOJT
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	917	925	Low	Fair	< HS	0	STOJT
35-3031	Waiters and Waitresses	7,566	7,951	Low	Excl	< HS	0	STOJT
35-3041	Food Servers, Nonrestaurant	552	614	Low	Good	< HS	0	STOJT
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	1,096	1,177	Low	Good	< HS	0	STOJT
35-9021	Dishwashers	1,839	1,924	Low	Good	< HS	0	STOJT
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,605	1,679	Low	Good	< HS	0	None
35-9099	Food Preparation and Serving Related Workers, All Other	187	202	Low	Fair	< HS	0	STOJT
37-0000	***Building and Grounds Cleaning and Maintenance Occupations***							
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	682	755	Avg	Good	HS	1-5	None
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	451	514	+Avg	Good	HS	1-5	None
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7,052	7,600	Low	Excl	< HS	0	STOJT
37-2012	Maids and Housekeeping Cleaners	2,913	3,249	Low	Excl	< HS	0	STOJT
37-2019	Building Cleaning Workers, All Other	99	107	NA	Fair	< HS	0	STOJT
37-2021	Pest Control Workers	183	203	-Avg	Fair	HS	0	MOJT
37-3011	Landscaping and Groundskeeping Workers	3,546	3,883	Low	Excl	< HS	0	STOJT
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	25	25	-Avg	Poor	HS	0	MOJT
37-3013	Tree Trimmers and Pruners	18	18	Avg	Poor	HS	0	STOJT
37-3019	Grounds Maintenance Workers, All Other	31	32	Avg	Poor	< HS	0	STOJT
39-0000	***Personal Care and Service Occupations***							
39-1012	Slot Supervisors	77	80	-Avg	Poor	HS	1-5	None
39-1021	First-Line Supervisors of Personal Service Workers	998	1,111	Avg	Excl	HS	1-5	None

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
39-2011	Animal Trainers	118	139	Avg	Fair	HS	0	MOJT
39-2021	Nonfarm Animal Caretakers	1,039	1,211	Low	Excl	< HS	0	STOJT
39-3012	Gaming and Sports Book Writers and Runners	98	102	Low	Poor	HS	0	STOJT
39-3021	Motion Picture Projectionists	20	16	Low	Poor	< HS	0	STOJT
39-3031	Ushers, Lobby Attendants, and Ticket Takers	222	205	Low	Poor	< HS	0	STOJT
39-3091	Amusement and Recreation Attendants	898	989	Low	Good	< HS	0	STOJT
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	51	53	Low	Poor	HS	0	STOJT
39-4021	Funeral Attendants	163	167	Low	Poor	HS	0	STOJT
39-4031	Morticians, Undertakers, and Funeral Directors	95	106	+Avg	Fair	Assoc	0	LTOJT
39-5012	Hairdressers, Hairstylists, and Cosmetologists	2,357	2,755	Low	Excl	VocEd	0	None
39-5092	Manicurists and Pedicurists	318	385	Low	Good	VocEd	0	None
39-5093	Shampooers	238	241	Low	Poor	< HS	0	STOJT
39-5094	Skincare Specialists	26	39	Low	Fair	VocEd	0	None
39-6011	Baggage Porters and Bellhops	17	18	Low	Poor	HS	0	STOJT
39-6012	Concierges	17	21	Low	Poor	HS	0	MOJT
39-7011	Tour Guides and Escorts	438	470	Low	Fair	HS	0	MOJT
39-9021	Personal Care Aides	838	1,169	Low	Excl	< HS	0	STOJT
39-9031	Fitness Trainers and Aerobics Instructors	1,743	1,927	Low	Excl	HS	0	STOJT
39-9032	Recreation Workers	871	1,003	Low	Excl	Bach	0	None
39-9041	Residential Advisors	357	408	Low	Good	HS	0	STOJT
39-9099	Personal Care and Service Workers, All Other	118	132	Low	Fair	HS	0	STOJT
41-0000	***Sales and Related Occupations***							
41-1011	First-Line Supervisors of Retail Sales Workers	4,927	5,174	Avg	Excl	HS	1-5	None
41-1012	First-Line Supervisors of Non-Retail Sales Workers	876	888	High	Fair	HS	1-5	None
41-2011	Cashiers	11,184	11,409	Low	Excl	< HS	0	STOJT
41-2021	Counter and Rental Clerks	1,147	1,206	-Avg	Good	< HS	0	STOJT
41-2022	Parts Salespersons	832	887	-Avg	Good	< HS	0	MOJT
41-2031	Retail Salespersons	15,930	17,179	Low	Excl	< HS	0	STOJT
41-3011	Advertising Sales Agents	298	296	+Avg	Poor	HS	0	MOJT
41-3021	Insurance Sales Agents	1,300	1,526	+Avg	Excl	HS	0	MOJT
41-3031	Securities, Commodities, and Financial Services Sales Agents	1,323	1,445	High	Excl	Bach	0	MOJT
41-3041	Travel Agents	158	126	-Avg	Poor	HS	0	MOJT
41-3099	Sales Representatives, Services, All Other	2,307	2,659	+Avg	Excl	HS	0	STOJT
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,133	1,108	High	Poor	Bach	0	MOJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,630	4,010	+Avg	Excl	HS	0	MOJT
41-9011	Demonstrators and Product Promoters	206	237	-Avg	Fair	HS	0	STOJT
41-9022	Real Estate Sales Agents	1,234	1,523	+Avg	Excl	HS	0	LTOJT
41-9041	Telemarketers	304	330	-Avg	Fair	< HS	0	STOJT

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	200	146	Low	Poor	HS	0	STOJT
41-9099	Sales and Related Workers, All Other	314	337	-Avg	Fair	HS	0	None
43-0000	***Office and Administrative Support Occupations***							
43-1011	First-Line Supervisors of Office and Administrative Support Workers	4,995	5,522	+Avg	Excl	HS	1-5	None
43-2011	Switchboard Operators, Including Answering Service	232	196	Low	Poor	HS	0	STOJT
43-2021	Telephone Operators	53	52	-Avg	Poor	HS	0	STOJT
43-3011	Bill and Account Collectors	1,089	1,203	-Avg	Excl	HS	0	MOJT
43-3021	Billing and Posting Clerks	2,116	2,370	-Avg	Excl	HS	0	STOJT
43-3031	Bookkeeping, Accounting, and Auditing Clerks	6,209	6,832	-Avg	Excl	HS	0	MOJT
43-3041	Gaming Cage Workers	119	123	Low	Poor	HS	0	STOJT
43-3051	Payroll and Timekeeping Clerks	491	549	Avg	Good	HS	0	MOJT
43-3061	Procurement Clerks	162	171	-Avg	Fair	HS	0	MOJT
43-3071	Tellers	2,188	2,316	Low	Excl	HS	0	STOJT
43-3099	Financial Clerks, All Other	212	237	Avg	Fair	HS	0	STOJT
43-4011	Brokerage Clerks	99	96	Avg	Poor	HS	0	MOJT
43-4021	Correspondence Clerks	111	124	-Avg	Fair	HS	0	STOJT
43-4031	Court, Municipal, and License Clerks	853	947	-Avg	Good	HS	0	MOJT
43-4041	Credit Authorizers, Checkers, and Clerks	1,156	1,144	-Avg	Poor	HS	0	STOJT
43-4051	Customer Service Representatives	6,440	7,156	-Avg	Excl	HS	0	STOJT
43-4061	Eligibility Interviewers, Government Programs	110	127	-Avg	Fair	HS	0	MOJT
43-4071	File Clerks	681	622	Low	Poor	HS	0	STOJT
43-4081	Hotel, Motel, and Resort Desk Clerks	649	718	Low	Good	HS	0	STOJT
43-4111	Interviewers, Except Eligibility and Loan	558	575	-Avg	Fair	HS	0	STOJT
43-4121	Library Assistants, Clerical	362	416	Low	Good	HS	0	STOJT
43-4131	Loan Interviewers and Clerks	1,207	1,375	-Avg	Excl	HS	0	STOJT
43-4141	New Accounts Clerks	193	190	Avg	Poor	HS	0	MOJT
43-4151	Order Clerks	455	432	-Avg	Poor	HS	0	STOJT
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	368	360	-Avg	Poor	HS	0	STOJT
43-4171	Receptionists and Information Clerks	2,432	2,496	Low	Good	HS	0	STOJT
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	88	82	NA	Poor	HS	0	STOJT
43-4199	Information and Record Clerks, All Other	239	228	Avg	Poor	HS	0	STOJT
43-5011	Cargo and Freight Agents	30	31	Avg	Poor	HS	0	STOJT
43-5021	Couriers and Messengers	289	251	Low	Poor	HS	0	STOJT
43-5031	Police, Fire, and Ambulance Dispatchers	219	229	Avg	Fair	HS	0	MOJT
43-5032	Dispatchers, Except Police, Fire, and Ambulance	590	646	-Avg	Good	HS	0	MOJT
43-5041	Meter Readers, Utilities	92	69	Avg	Poor	HS	0	STOJT
43-5051	Postal Service Clerks	222	191	Avg	Poor	HS	0	STOJT
43-5052	Postal Service Mail Carriers	921	850	+Avg	Poor	HS	0	STOJT

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	383	339	+Avg	Poor	HS	0	STOJT
43-5061	Production, Planning, and Expediting Clerks	699	742	Avg	Good	HS	0	MOJT
43-5071	Shipping, Receiving, and Traffic Clerks	2,020	2,138	-Avg	Excl	HS	0	STOJT
43-5081	Stock Clerks and Order Fillers	5,113	4,955	Low	Poor	< HS	0	STOJT
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	207	230	Low	Fair	HS	0	STOJT
43-6011	Executive Secretaries and Executive Administrative Assistants	1,464	1,386	+Avg	Poor	HS	1-5	None
43-6012	Legal Secretaries	1,219	1,120	Avg	Poor	HS	0	MOJT
43-6013	Medical Secretaries	4,447	5,420	-Avg	Excl	HS	0	MOJT
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6,602	7,129	-Avg	Excl	HS	0	STOJT
43-9021	Data Entry Keyers	824	604	-Avg	Poor	HS	0	MOJT
43-9022	Word Processors and Typists	131	101	Avg	Poor	HS	0	STOJT
43-9031	Desktop Publishers	32	32	-Avg	Poor	Assoc	0	STOJT
43-9041	Insurance Claims and Policy Processing Clerks	1,042	1,163	Avg	Excl	HS	0	MOJT
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	455	403	Low	Poor	HS	0	STOJT
43-9061	Office Clerks, General	7,276	7,459	Low	Excl	HS	0	STOJT
43-9071	Office Machine Operators, Except Computer	385	345	Low	Poor	HS	0	STOJT
43-9111	Statistical Assistants	19	21	+Avg	Poor	Bach	0	None
43-9199	Office and Administrative Support Workers, All Other	639	691	-Avg	Good	HS	0	STOJT
45-0000	***Farming, Fishing, and Forestry Occupations***							
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	224	219	+Avg	Poor	HS	1-5	None
45-2011	Agricultural Inspectors	151	159	Avg	Fair	Bach	0	MOJT
45-2091	Agricultural Equipment Operators	272	268	-Avg	Poor	< HS	0	STOJT
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	2,348	2,139	Low	Poor	< HS	0	STOJT
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	571	559	-Avg	Poor	< HS	0	STOJT
45-2099	Agricultural Workers, All Other	41	40	NA	Poor	< HS	0	STOJT
45-4011	Forest and Conservation Workers	207	218	Low	Fair	HS	0	MOJT
47-0000	***Construction and Extraction Occupations***							
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	1,431	1,792	+Avg	Excl	HS	5+	None
47-2011	Boilermakers	20	21	+Avg	Poor	HS	0	App
47-2021	Brickmasons and Blockmasons	244	337	Avg	Good	HS	0	App
47-2031	Carpenters	2,624	3,596	Avg	Excl	HS	0	App
47-2041	Carpet Installers	177	199	-Avg	Fair	< HS	0	STOJT
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	58	67	Avg	Fair	HS	0	MOJT
47-2051	Cement Masons and Concrete Finishers	413	521	Avg	Excl	< HS	0	MOJT
47-2061	Construction Laborers	2,516	3,148	-Avg	Excl	< HS	0	STOJT
47-2071	Paving, Surfacing, and Tamping Equipment Operators	328	404	Avg	Good	HS	0	MOJT

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
47-2072	Pile-Driver Operators	15	20	-Avg	Poor	HS	0	MOJT
47-2073	Operating Engineers and Other Construction Equipment Operators	1,105	1,264	Avg	Excl	HS	0	MOJT
47-2111	Electricians	1,727	2,046	+Avg	Excl	HS	0	App
47-2131	Insulation Workers, Floor, Ceiling, and Wall	229	281	-Avg	Good	< HS	0	STOJT
47-2132	Insulation Workers, Mechanical	274	396	Avg	Excl	HS	0	App
47-2141	Painters, Construction and Maintenance	897	1,115	-Avg	Excl	< HS	0	MOJT
47-2181	Roofers	211	234	-Avg	Fair	< HS	0	MOJT
47-2211	Sheet Metal Workers	504	585	+Avg	Good	HS	0	App
47-2221	Structural Iron and Steel Workers	166	201	Avg	Good	HS	0	App
47-2231	Solar Photovoltaic Installers	14	15	NA	Poor	HS	0	MOJT
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	63	90	-Avg	Fair	< HS	0	STOJT
47-3012	Helpers--Carpenters	155	206	Low	Good	< HS	0	STOJT
47-3013	Helpers--Electricians	114	153	Low	Good	HS	0	STOJT
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	15	16	Low	Poor	< HS	0	STOJT
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	92	115	-Avg	Fair	HS	0	STOJT
47-3016	Helpers--Roofers	17	19	Low	Poor	< HS	0	STOJT
47-3019	Helpers, Construction Trades, All Other	122	151	Low	Fair	< HS	0	STOJT
47-4011	Construction and Building Inspectors	439	498	Avg	Good	HS	5+	MOJT
47-4041	Hazardous Materials Removal Workers	103	108	Avg	Poor	HS	0	MOJT
47-4051	Highway Maintenance Workers	64	68	-Avg	Poor	HS	0	MOJT
47-4061	Rail-Track Laying and Maintenance Equipment Operators	86	95	Avg	Fair	HS	0	MOJT
47-4099	Construction and Related Workers, All Other	176	195	Avg	Fair	HS	0	MOJT
47-5021	Earth Drillers, Except Oil and Gas	27	32	Avg	Poor	HS	0	MOJT
49-0000	***Installation, Maintenance, and Repair Occupations***							
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1,318	1,400	+Avg	Good	HS	1-5	None
49-2011	Computer, Automated Teller, and Office Machine Repairers	454	479	-Avg	Fair	HS	0	None
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairs	113	134	Avg	Fair	Assoc	0	MOJT
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	404	483	Avg	Good	VocEd	0	MOJT
49-2091	Avionics Technicians	69	78	+Avg	Fair	Assoc	0	None
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	217	237	+Avg	Fair	VocEd	0	LTOJT
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	282	279	High	Poor	VocEd	0	LTOJT
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	90	87	-Avg	Poor	VocEd	0	STOJT
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	81	73	Avg	Poor	VocEd	0	None

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
49-2098	Security and Fire Alarm Systems Installers	172	199	Avg	Fair	HS	0	MOJT
49-3011	Aircraft Mechanics and Service Technicians	327	357	+Avg	Fair	VocEd	0	None
49-3021	Automotive Body and Related Repairers	387	393	Avg	Fair	HS	0	MOJT
49-3023	Automotive Service Technicians and Mechanics	1,975	2,011	Avg	Good	HS	0	LTOJT
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	428	459	Avg	Fair	HS	0	LTOJT
49-3041	Farm Equipment Mechanics and Service Technicians	104	115	-Avg	Fair	HS	0	LTOJT
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	324	357	Avg	Fair	HS	0	LTOJT
49-3051	Motorboat Mechanics and Service Technicians	109	111	NA	Poor	HS	0	LTOJT
49-3052	Motorcycle Mechanics	54	57	Avg	Poor	HS	0	LTOJT
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	183	191	-Avg	Fair	HS	0	MOJT
49-3091	Bicycle Repairers	10	10	Low	Poor	HS	0	MOJT
49-3093	Tire Repairers and Changers	103	108	Low	Poor	HS	0	STOJT
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	108	100	+Avg	Poor	HS	0	MOJT
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,290	1,513	Avg	Excl	VocEd	0	LTOJT
49-9041	Industrial Machinery Mechanics	878	987	+Avg	Excl	HS	0	LTOJT
49-9043	Maintenance Workers, Machinery	495	583	Avg	Good	HS	0	MOJT
49-9044	Millwrights	198	239	+Avg	Good	HS	0	App
49-9051	Electrical Power-Line Installers and Repairers	302	308	High	Fair	HS	0	LTOJT
49-9052	Telecommunications Line Installers and Repairers	457	481	+Avg	Fair	HS	0	LTOJT
49-9062	Medical Equipment Repairers	111	138	NA	Fair	Assoc	0	MOJT
49-9069	Precision Instrument and Equipment Repairers, All Other	126	118	+Avg	Poor	HS	0	LTOJT
49-9071	Maintenance and Repair Workers, General	3,442	3,819	-Avg	Excl	HS	0	LTOJT
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	97	84	-Avg	Poor	HS	0	STOJT
49-9094	Locksmiths and Safe Repairers	54	57	Avg	Poor	HS	0	LTOJT
49-9099	Installation, Maintenance, and Repair Workers, All Other	409	446	Avg	Good	HS	0	MOJT
51-0000	***Production Occupations***							
51-1011	First-Line Supervisors of Production and Operating Workers	1,369	1,386	+Avg	Fair	VocEd	1-5	None
51-2023	Electromechanical Equipment Assemblers	41	45	Avg	Poor	HS	0	STOJT
51-2041	Structural Metal Fabricators and Fitters	141	164	Avg	Fair	HS	0	MOJT
51-2092	Team Assemblers	521	570	Low	Good	HS	0	MOJT
51-2099	Assemblers and Fabricators, All Other	555	627	Low	Good	HS	0	MOJT
51-3011	Bakers	314	337	Low	Fair	< HS	0	LTOJT
51-3021	Butchers and Meat Cutters	361	384	-Avg	Fair	< HS	0	LTOJT
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	4,685	5,219	Low	Excl	< HS	0	STOJT
51-3023	Slaughterers and Meat Packers	403	413	Low	Fair	< HS	0	STOJT
51-3092	Food Batchmakers	297	301	NA	Poor	HS	0	MOJT

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
51-3093	Food Cooking Machine Operators and Tenders	95	97	Low	Poor	HS	0	MOJT
51-3099	Food Processing Workers, All Other	86	92	NA	Fair	< HS	0	MOJT
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	108	113	-Avg	Poor	HS	0	MOJT
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	12	17	Avg	Poor	HS	0	LTOJT
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	180	155	-Avg	Poor	HS	0	MOJT
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	117	122	-Avg	Poor	HS	0	MOJT
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	26	26	Low	Poor	HS	0	MOJT
51-4041	Machinists	672	783	Avg	Excl	HS	0	LTOJT
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	70	67	-Avg	Poor	HS	0	MOJT
51-4121	Welders, Cutters, Solderers, and Brazers	492	550	Avg	Good	HS	0	MOJT
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	18	22	-Avg	Poor	HS	0	MOJT
51-5112	Printing Press Operators	325	310	Avg	Poor	HS	0	MOJT
51-5113	Print Binding and Finishing Workers	109	95	-Avg	Poor	HS	0	STOJT
51-6011	Laundry and Dry-Cleaning Workers	566	622	Low	Good	< HS	0	STOJT
51-6052	Tailors, Dressmakers, and Custom Sewers	189	181	-Avg	Poor	< HS	0	MOJT
51-6093	Upholsterers	40	33	-Avg	Poor	HS	0	MOJT
51-7011	Cabinetmakers and Bench Carpenters	177	175	-Avg	Poor	HS	0	MOJT
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	41	42	Low	Poor	HS	0	STOJT
51-8012	Power Distributors and Dispatchers	105	103	High	Poor	HS	0	LTOJT
51-8013	Power Plant Operators	45	38	+Avg	Poor	HS	0	LTOJT
51-8021	Stationary Engineers and Boiler Operators	63	64	+Avg	Poor	HS	0	LTOJT
51-8031	Water and Wastewater Treatment Plant and System Operators	235	255	Avg	Fair	HS	0	LTOJT
51-8091	Chemical Plant and System Operators	109	95	+Avg	Poor	HS	0	LTOJT
51-8092	Gas Plant Operators	29	25	NA	Poor	HS	0	LTOJT
51-9011	Chemical Equipment Operators and Tenders	753	639	Avg	Poor	HS	0	MOJT
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	175	162	-Avg	Poor	HS	0	MOJT
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	52	52	Low	Poor	HS	0	MOJT
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	53	53	-Avg	Poor	HS	0	MOJT
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	129	118	Avg	Poor	HS	0	STOJT
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	144	140	-Avg	Poor	HS	0	MOJT
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	46	48	Avg	Poor	HS	0	MOJT

SOC Code	Title of Occupation	2012 Est. Empl.	2022 Proj. Empl.	Wage Cat.	Job Avail.	Educ.	Work Exp.	Job Training
51-9081	Dental Laboratory Technicians	117	122	Avg	Poor	HS	0	MOJT
51-9082	Medical Appliance Technicians	25	26	-Avg	Poor	HS	0	LTOJT
51-9083	Ophthalmic Laboratory Technicians	26	29	Low	Poor	HS	0	MOJT
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	28	30	Avg	Poor	HS	0	MOJT
51-9122	Painters, Transportation Equipment	147	150	Avg	Poor	HS	0	MOJT
51-9151	Photographic Process Workers and Processing Machine Operators	83	78	Low	Poor	HS	0	STOJT
51-9191	Adhesive Bonding Machine Operators and Tenders	34	37	-Avg	Poor	HS	0	MOJT
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	104	137	Low	Fair	HS	0	LTOJT
51-9198	Helpers--Production Workers	716	761	Low	Good	< HS	0	STOJT
51-9199	Production Workers, All Other	63	66	NA	Poor	HS	0	MOJT
53-0000	***Transportation and Material Moving Occupations***							
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	482	527	Avg	Good	HS	1-5	None
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	592	642	+Avg	Good	HS	1-5	None
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	92	106	Low	Fair	HS	0	MOJT
53-3021	Bus Drivers, Transit and Intercity	381	401	-Avg	Fair	HS	0	MOJT
53-3022	Bus Drivers, School or Special Client	2,048	2,217	-Avg	Excl	HS	0	STOJT
53-3031	Driver/Sales Workers	1,179	1,276	Low	Excl	HS	0	STOJT
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,340	3,741	Avg	Excl	VocEd	0	STOJT
53-3033	Light Truck or Delivery Services Drivers	2,596	2,762	-Avg	Excl	HS	0	STOJT
53-3041	Taxi Drivers and Chauffeurs	684	742	Low	Good	< HS	0	STOJT
53-3099	Motor Vehicle Operators, All Other	360	396	Low	Good	HS	0	STOJT
53-4011	Locomotive Engineers	34	36	+Avg	Poor	HS	1-5	MOJT
53-4031	Railroad Conductors and Yardmasters	32	34	High	Poor	HS	0	MOJT
53-5011	Sailors and Marine Oilers	23	20	-Avg	Poor	< HS	0	MOJT
53-5021	Captains, Mates, and Pilots of Water Vessels	35	30	High	Poor	Bach	0	None
53-6021	Parking Lot Attendants	438	475	Low	Good	< HS	0	STOJT
53-6031	Automotive and Watercraft Service Attendants	237	251	Low	Fair	< HS	0	STOJT
53-6051	Transportation Inspectors	217	249	-Avg	Fair	HS	0	MOJT
53-6099	Transportation Workers, All Other	42	45	-Avg	Poor	HS	0	STOJT
53-7021	Crane and Tower Operators	156	141	Avg	Poor	HS	1-5	MOJT
53-7032	Excavating and Loading Machine and Dragline Operators	150	191	+Avg	Good	HS	1-5	MOJT
53-7051	Industrial Truck and Tractor Operators	1,046	1,017	-Avg	Poor	< HS	0	STOJT
53-7061	Cleaners of Vehicles and Equipment	1,211	1,250	Low	Good	< HS	0	STOJT
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6,138	6,657	Low	Excl	< HS	0	STOJT
53-7064	Packers and Packagers, Hand	1,019	1,062	Low	Good	< HS	0	STOJT
53-7081	Refuse and Recyclable Material Collectors	475	548	-Avg	Good	< HS	0	STOJT

Occupation Projections by Career Cluster

This section contains occupations grouped by career clusters. The US Department of Education developed these 16 groupings as a way to link school and work, helping students to choose a curriculum which is best suited to their career plans. The occupations listed here are the same ones displayed in the previous section; they are simply organized differently.

Occupations are arranged alphabetically within each of the 16 career clusters. For each occupation, we provide its SOC code, forecasted average annual growth rate from 2012 to 2022, average annual openings due to growth for that period, average annual openings due to net replacement of workers (the total expected job openings in an average year would be the sum of these two numbers), and the estimated 2012 average annual wage. The SOC code can be used to refer back to the previous section to find the usual education, experience, and training requirements for the occupation.

The ***Hospitality & Tourism*** cluster is expected to generate the most job openings, with 23,500 projected, while the ***Arts, Audio/Video Technology & Communications*** cluster is expected to generate the fewest, at just over 900. The average number of openings per cluster is about 8,750, but this is a little misleading, as the top four clusters (***Marketing, Business Management & Administration***, and ***Health Science***, along with ***Hospitality & Tourism***) account for well over half of all openings.

Science, Technology, Engineering & Mathematics (STEM) is the highest-paying cluster; its occupations paid an average wage of $90,145 in 2012. ***Hospitality & Tourism*** had the lowest average wage; this cluster's occupations paid an average $23,395 in 2012. It is also worth noting that the STEM average wage increased by $11,410 from the 2010 data reported in our last publication, while the average wage in ***Hospitality & Tourism*** increased by $46. Averages for all 16 career clusters can be found in the table below, along with their ranking among the 16 clusters.

Wages, Projected Openings, and Growth by Career Cluster, 2012–2022

Career Cluster	Average Wage 2012	Rank	Total Openings	Rank	Percent Total Openings	New Jobs	Ann. Pct. Growth
Agriculture, Food & Natural Resources	$44,469	11th	2,730	13th	1.9%	400	-0.54%
Architecture & Construction	$45,425	10th	9,270	5th	6.6%	4,720	1.86%
Arts, Audio/Video Technology & Communications	$47,969	9th	910	16th	0.6%	240	0.56%
Business Management & Administration	$54,301	7th	18,360	3rd	13.1%	4,620	0.54%
Education & Training	$50,116	8th	7,680	8th	5.5%	1,960	0.75%
Finance	$67,743	3rd	8,570	7th	6.1%	2,580	1.01%
Government & Public Adminstration	$55,566	6th	1,270	15th	0.9%	370	0.87%
Health Science	$61,496	4th	15,710	4th	11.2%	7,320	1.55%
Hospitality & Tourism	$23,395	16th	23,500	1st	16.8%	4,980	0.87%
Human Services	$35,861	14th	5,120	10th	3.7%	2,130	1.38%
Information Technology	$82,476	2nd	4,230	12th	3.0%	2,060	1.45%
Law, Public Safety, Corrections & Security	$61,165	5th	4,920	11th	3.5%	1,160	0.63%
Manufacturing	$41,249	13th	7,670	9th	5.5%	2,060	0.72%
Marketing	$41,328	12th	19,050	2nd	13.6%	3,840	0.70%
Science, Technology, Engineering & Mathematics	$90,145	1st	2,330	14th	1.7%	540	0.85%
Transportation, Distribution & Logistics	$34,325	15th	8,700	6th	6.2%	2,080	0.70%

Table 2: Occupation Projections by Career Cluster

SOC Code	Title of Occupation	Average Annual Growth Rate	Average Annual Openings due to Growth	Average Annual Openings due to Replacements	2012 Average Annual Wages
Agriculture, Food, and Natural Resources					
45-2091	Agricultural Equipment Operators	-0.15%	0	8	$32,365
45-2099	Agricultural Workers, All Other	-0.25%	0	1	NA
19-4021	Biological Technicians	0.87%	3	9	$42,536
17-3025	Environmental Engineering Technicians	1.55%	1	1	$49,712
17-2081	Environmental Engineers	0.98%	2	4	$79,664
19-4091	Environmental Science and Protection Technicians, Including Health	1.60%	3	7	$34,050
49-3041	Farm Equipment Mechanics and Service Technicians	1.01%	1	3	$31,907
11-9013	Farmers, Ranchers, and Other Agricultural Managers	-2.45%	0	50	NA
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	-0.93%	0	71	$26,978
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	-0.21%	0	17	$31,158
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	-0.23%	0	5	$51,896
19-1012	Food Scientists and Technologists	0.56%	0	1	$68,078
45-4011	Forest and Conservation Workers	0.52%	1	4	$28,330
47-4041	Hazardous Materials Removal Workers	0.48%	0	2	$38,605
11-9121	Natural Sciences Managers	-0.76%	0	12	$180,918
39-2021	Nonfarm Animal Caretakers	1.54%	17	12	$21,674
37-2021	Pest Control Workers	1.04%	2	5	$37,419
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	0.00%	0	1	$29,973
53-7081	Refuse and Recyclable Material Collectors	1.44%	7	10	$35,630
19-1013	Soil and Plant Scientists	1.43%	1	2	$54,558
37-3013	Tree Trimmers and Pruners	0.00%	0	0	$45,843
51-8031	Water and Wastewater Treatment Plant and System Operators	0.82%	2	8	$42,786
Architecture and Construction					
17-1011	Architects, Except Landscape and Naval	1.51%	2	3	$73,840
17-3011	Architectural and Civil Drafters	-0.36%	0	3	$47,923
47-2011	Boilermakers	0.49%	0	1	$64,750
47-2021	Brickmasons and Blockmasons	3.28%	9	3	$49,712
47-2031	Carpenters	3.20%	97	32	$41,163
47-2041	Carpet Installers	1.18%	2	3	$37,814
47-2051	Cement Masons and Concrete Finishers	2.35%	11	5	$42,910
17-3022	Civil Engineering Technicians	-0.37%	0	7	$40,581
47-4099	Construction and Related Workers, All Other	1.03%	2	3	$43,285
47-2061	Construction Laborers	2.27%	63	54	$32,552
11-9021	Construction Managers	2.09%	20	14	$102,814
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	-0.77%	0	4	$60,611

SOC Code	Title of Occupation	Average Annual Growth Rate	Average Annual Openings due to Growth	Average Annual Openings due to Replacements	2012 Average Annual Wages
13-1051	Cost Estimators	2.36%	26	32	$63,565
53-7021	Crane and Tower Operators	-1.01%	0	5	$50,814
47-5021	Earth Drillers, Except Oil and Gas	1.71%	0	1	$38,834
49-9051	Electrical Power-Line Installers and Repairers	0.20%	1	10	$72,883
47-2111	Electricians	1.71%	32	32	$54,642
53-7032	Excavating and Loading Machine and Dragline Operators	2.45%	4	1	$56,430
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	2.28%	36	15	$65,042
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.32%	6	5	$55,037
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	1.45%	1	1	$40,331
37-3019	Grounds Maintenance Workers, All Other	0.32%	0	1	$42,494
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.61%	22	33	$50,045
47-3019	Helpers, Construction Trades, All Other	2.16%	3	2	$27,165
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	3.63%	3	1	$34,882
47-3012	Helpers--Carpenters	2.89%	5	2	$27,914
47-3013	Helpers--Electricians	2.99%	4	2	$28,122
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	0.65%	0	0	$27,706
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	2.26%	2	1	$29,786
47-3016	Helpers--Roofers	1.12%	0	0	$21,778
47-4051	Highway Maintenance Workers	0.61%	0	1	$36,982
47-2131	Insulation Workers, Floor, Ceiling, and Wall	2.07%	5	3	$37,627
47-2132	Insulation Workers, Mechanical	3.75%	12	4	$49,795
27-1025	Interior Designers	1.24%	2	5	NA
37-3011	Landscaping and Groundskeeping Workers	0.91%	34	89	$25,085
49-9044	Millwrights	1.90%	4	3	$53,123
47-2073	Operating Engineers and Other Construction Equipment Operators	1.35%	16	24	$39,437
47-2141	Painters, Construction and Maintenance	2.20%	22	14	$36,192
47-2071	Paving, Surfacing, and Tamping Equipment Operators	2.11%	8	5	$46,675
47-2072	Pile-Driver Operators	2.92%	0	0	$31,928
47-2181	Roofers	1.04%	2	4	$36,566
47-2211	Sheet Metal Workers	1.50%	8	10	$51,896
47-2231	Solar Photovoltaic Installers	0.69%	0	0	NA
51-8021	Stationary Engineers and Boiler Operators	0.16%	0	2	$54,475
47-2221	Structural Iron and Steel Workers	1.93%	4	5	$49,525
51-2041	Structural Metal Fabricators and Fitters	1.52%	2	6	$39,499
17-3031	Surveying and Mapping Technicians	1.02%	2	2	$41,683
17-1022	Surveyors	0.17%	0	2	$73,840

SOC Code	Title of Occupation	Average Annual Growth Rate	Average Annual Openings due to Growth	Average Annual Openings due to Replacements	2012 Average Annual Wages
Arts, Audio/Visual and Communications					
27-1011	Art Directors	0.80%	1	2	$75,504
27-4011	Audio and Video Equipment Technicians	1.44%	2	2	$42,203
27-4012	Broadcast Technicians	1.26%	0	0	$34,528
27-1021	Commercial and Industrial Designers	-0.34%	0	1	$59,405
43-9031	Desktop Publishers	0.00%	0	1	$30,139
27-3041	Editors	0.23%	0	5	$59,946
27-4032	Film and Video Editors	0.45%	0	0	$52,187
27-1023	Floral Designers	-0.45%	0	5	$26,582
27-1024	Graphic Designers	0.63%	3	11	$45,240
27-2041	Music Directors and Composers	-0.78%	0	1	$81,598
27-4021	Photographers	0.44%	1	3	$28,371
51-5113	Print Binding and Finishing Workers	-1.37%	0	2	$33,654
51-5112	Printing Press Operators	-0.47%	0	6	$43,826
27-3011	Radio and Television Announcers	1.59%	3	3	$42,453
27-3022	Reporters and Correspondents	-1.86%	0	2	NA
27-4014	Sound Engineering Technicians	0.80%	0	0	$44,075
27-3042	Technical Writers	1.43%	2	4	$63,981
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	1.80%	8	6	$49,421
49-9052	Telecommunications Line Installers and Repairers	0.51%	2	11	$59,467
27-3043	Writers and Authors	1.21%	2	2	$61,797
Business, Management, and Administration					
11-3011	Administrative Services Managers	0.78%	5	10	$102,357
43-3031	Bookkeeping, Accounting, and Auditing Clerks	0.96%	62	57	$38,106
13-1199	Business Operations Specialists, All Other	0.86%	11	17	$64,147
11-1011	Chief Executives	0.31%	2	11	$204,942
11-3111	Compensation and Benefits Managers	-0.66%	0	2	$118,747
13-1141	Compensation, Benefits, and Job Analysis Specialists	0.48%	1	4	$64,064
11-3021	Computer and Information Systems Managers	0.76%	11	20	$143,811
43-4021	Correspondence Clerks	1.11%	1	3	$33,426
43-4051	Customer Service Representatives	1.06%	72	175	$36,046
43-9021	Data Entry Keyers	-3.06%	0	10	$29,786
43-6011	Executive Secretaries and Executive Administrative Assistants	-0.55%	0	18	$54,621
43-4071	File Clerks	-0.90%	0	16	$28,787
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.01%	53	118	$56,514
13-1131	Fundraisers	1.44%	8	11	$53,789
11-1021	General and Operations Managers	0.83%	36	77	$140,462

SOC Code	Title of Occupation	Average Annual Growth Rate	Average Annual Openings due to Growth	Average Annual Openings due to Replacements	2012 Average Annual Wages
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	-0.22%	0	9	$35,734
11-3121	Human Resources Managers	0.59%	2	8	$132,267
13-1071	Human Resources Specialists	0.48%	7	26	$63,086
11-3051	Industrial Production Managers	0.15%	0	6	$111,405
43-4199	Information and Record Clerks, All Other	-0.47%	0	5	$40,165
43-4111	Interviewers, Except Eligibility and Loan	0.30%	2	11	$36,005
13-1075	Labor Relations Specialists	0.07%	0	11	$53,290
43-4121	Library Assistants, Clerical	1.40%	5	16	$21,382
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	-1.21%	0	10	$25,501
13-1111	Management Analysts	1.15%	30	38	$80,870
11-9199	Managers, All Other	0.97%	18	39	$145,995
13-1121	Meeting, Convention, and Event Planners	2.99%	8	3	$46,426
43-5041	Meter Readers, Utilities	-2.84%	0	2	$48,485
43-4141	New Accounts Clerks	-0.16%	0	5	$38,563
43-9199	Office and Administrative Support Workers, All Other	0.79%	5	18	$34,050
43-9061	Office Clerks, General	0.25%	18	153	$27,914
43-9071	Office Machine Operators, Except Computer	-1.09%	0	9	$28,725
15-2031	Operations Research Analysts	2.51%	12	9	$77,272
43-4151	Order Clerks	-0.52%	0	12	$30,160
43-3051	Payroll and Timekeeping Clerks	1.12%	6	11	$40,976
43-5051	Postal Service Clerks	-1.49%	0	3	$51,147
43-5052	Postal Service Mail Carriers	-0.80%	0	32	$51,917
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	-1.21%	0	3	$52,062
43-3061	Procurement Clerks	0.54%	1	6	$38,230
11-3061	Purchasing Managers	-0.10%	0	2	$118,893
43-4171	Receptionists and Information Clerks	0.26%	6	66	$24,773
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0.77%	53	80	$37,669
43-5071	Shipping, Receiving, and Traffic Clerks	0.57%	12	53	$31,554
43-5081	Stock Clerks and Order Fillers	-0.31%	0	154	$23,712
43-2011	Switchboard Operators, Including Answering Service	-1.67%	0	4	$27,123
43-2021	Telephone Operators	-0.19%	0	1	$30,722
11-3131	Training and Development Managers	0.00%	0	3	$133,598
13-1151	Training and Development Specialists	1.50%	15	17	$64,563
43-9022	Word Processors and Typists	-2.57%	0	0	$40,539
Education and Training					
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	0.58%	2	5	$57,179
25-4011	Archivists	1.21%	0	1	$43,160

SOC Code	Title of Occupation	Average Annual Growth Rate	Average Annual Openings due to Growth	Average Annual Openings due to Replacements	2012 Average Annual Wages
25-1121	Art, Drama, and Music Teachers, Postsecondary	1.16%	4	5	NA
27-2022	Coaches and Scouts	1.13%	9	22	$33,968
25-4012	Curators	0.58%	0	1	$52,853
11-9039	Education Administrators, All Other	0.84%	1	2	$86,611
11-9032	Education Administrators, Elementary and Secondary School	0.27%	2	19	$105,152
11-9033	Education Administrators, Postsecondary	1.12%	3	6	$126,298
11-9031	Education Administrators, Preschool and Childcare Center/ Program	0.96%	2	6	$47,486
25-9099	Education, Training, and Library Workers, All Other	0.35%	0	1	$41,621
21-1012	Educational, Guidance, School, and Vocational Counselors	0.91%	9	19	$60,403
25-2021	Elementary School Teachers, Except Special Education	0.89%	43	102	$57,618
25-9031	Instructional Coordinators	0.93%	6	5	$65,125
27-3091	Interpreters and Translators	2.54%	1	0	$48,734
25-2012	Kindergarten Teachers, Except Special Education	0.82%	4	13	$53,950
25-4021	Librarians	0.53%	3	11	$64,251
25-4031	Library Technicians	0.87%	2	12	$36,878
25-2022	Middle School Teachers, Except Special and Career/Technical Education	0.88%	18	44	$54,343
25-4013	Museum Technicians and Conservators	0.43%	0	2	$35,277
25-1072	Nursing Instructors and Teachers, Postsecondary	2.83%	7	4	$81,115
25-1199	Postsecondary Teachers, All Other	0.87%	1	2	NA
25-2011	Preschool Teachers, Except Special Education	0.95%	23	65	$23,629
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	0.29%	9	78	$55,611
25-3021	Self-Enrichment Education Teachers	1.19%	7	10	$38,438
25-2059	Special Education Teachers, All Other	1.29%	1	1	$67,395
25-2052	Special Education Teachers, Kindergarten and Elementary School	0.19%	3	23	$60,725
25-2053	Special Education Teachers, Middle School	0.17%	0	2	$61,553
25-2051	Special Education Teachers, Preschool	2.26%	0	0	NA
25-2054	Special Education Teachers, Secondary School	0.16%	0	4	$60,351
25-3098	Substitute Teachers	1.31%	14	17	$27,560
25-9041	Teacher Assistants	0.48%	16	74	$30,589
25-3099	Teachers and Instructors, All Other	0.58%	4	12	$47,359
25-1194	Vocational Education Teachers, Postsecondary	0.70%	2	4	$49,358
Finance					
13-2011	Accountants and Auditors	0.93%	45	138	$69,451
15-2011	Actuaries	0.94%	1	2	NA
43-3011	Bill and Account Collectors	1.00%	11	31	$33,550
43-4011	Brokerage Clerks	-0.31%	0	3	$42,286
13-2031	Budget Analysts	1.17%	2	6	$66,165

SOC Code	Title of Occupation	Average Annual Growth Rate	Average Annual Openings due to Growth	Average Annual Openings due to Replacements	2012 Average Annual Wages
13-1031	Claims Adjusters, Examiners, and Investigators	0.84%	6	17	$64,501
13-2041	Credit Analysts	1.52%	15	23	$69,784
43-4041	Credit Authorizers, Checkers, and Clerks	-0.10%	0	14	$37,003
13-2051	Financial Analysts	1.32%	33	58	$79,768
43-3099	Financial Clerks, All Other	1.12%	2	6	$41,496
11-3031	Financial Managers	0.67%	16	43	$145,142
13-2099	Financial Specialists, All Other	1.01%	8	8	$71,261
43-9041	Insurance Claims and Policy Processing Clerks	1.10%	12	28	$39,603
41-3021	Insurance Sales Agents	1.62%	23	31	$57,117
13-2053	Insurance Underwriters	-0.31%	0	9	$66,102
43-4131	Loan Interviewers and Clerks	1.31%	17	8	$37,731
13-2072	Loan Officers	1.17%	12	17	$64,418
13-2052	Personal Financial Advisors	2.20%	29	20	$85,800
41-3031	Securities, Commodities, and Financial Services Sales Agents	0.89%	12	31	$87,859
13-2082	Tax Preparers	0.77%	1	4	$29,661
43-3071	Tellers	0.57%	13	102	$25,168
Government and Public Administration					
45-2011	Agricultural Inspectors	0.52%	1	4	$44,179
13-2021	Appraisers and Assessors of Real Estate	0.72%	1	2	$46,696
13-1041	Compliance Officers	0.57%	7	21	$71,614
47-4011	Construction and Building Inspectors	1.27%	6	10	$49,130
43-4031	Court, Municipal, and License Clerks	1.05%	9	13	$33,238
43-4061	Eligibility Interviewers, Government Programs	1.45%	2	2	$33,030
13-2061	Financial Examiners	1.10%	2	6	$83,096
29-9011	Occupational Health and Safety Specialists	0.79%	3	11	$65,395
29-9012	Occupational Health and Safety Technicians	1.96%	0	0	$51,293
11-9131	Postmasters and Mail Superintendents	-0.42%	0	1	$71,885
43-9111	Statistical Assistants	1.01%	0	0	$57,325
13-2081	Tax Examiners and Collectors, and Revenue Agents	0.46%	1	4	$63,440
53-6051	Transportation Inspectors	1.39%	3	7	$34,528
19-3051	Urban and Regional Planners	0.73%	2	9	$66,664
Health Sciences					
29-1061	Anesthesiologists	1.33%	1	2	$206,648
29-9091	Athletic Trainers	2.09%	3	3	$37,703
29-1181	Audiologists	2.03%	1	1	$88,109
29-2031	Cardiovascular Technologists and Technicians	2.38%	7	4	$54,870
29-1011	Chiropractors	0.00%	0	2	$92,581
31-9091	Dental Assistants	0.66%	6	18	$33,467
29-2021	Dental Hygienists	1.30%	9	16	$69,264

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29-1021	Dentists, General	0.21%	1	8	$214,843
29-2032	Diagnostic Medical Sonographers	3.23%	5	2	$66,747
29-2051	Dietetic Technicians	1.14%	2	1	$28,413
29-1031	Dietitians and Nutritionists	1.76%	3	2	$59,218
29-1062	Family and General Practitioners	0.15%	1	15	$147,077
29-9092	Genetic Counselors	2.92%	0	0	$60,965
29-1199	Health Diagnosing and Treating Practitioners, All Other	2.63%	1	1	$70,346
29-2099	Health Technologists and Technicians, All Other	2.14%	6	2	$37,294
29-9099	Healthcare Practitioners and Technical Workers, All Other	0.96%	0	1	$66,851
31-9099	Healthcare Support Workers, All Other	1.03%	1	2	$41,101
29-2092	Hearing Aid Specialists	1.34%	0	0	NA
31-1011	Home Health Aides	2.91%	78	45	$23,691
29-2061	Licensed Practical and Licensed Vocational Nurses	1.77%	42	53	$47,362
29-2035	Magnetic Resonance Imaging Technologists	1.46%	5	4	$70,491
29-2012	Medical and Clinical Laboratory Technicians	2.05%	9	10	$43,576
29-2011	Medical and Clinical Laboratory Technologists	0.88%	4	11	$63,378
11-9111	Medical and Health Services Managers	1.62%	14	19	$108,701
31-9092	Medical Assistants	1.23%	24	35	$31,658
31-9093	Medical Equipment Preparers	1.49%	3	3	$35,402
29-2071	Medical Records and Health Information Technicians	1.41%	7	12	$36,504
19-1042	Medical Scientists, Except Epidemiologists	-1.46%	0	10	NA
43-6013	Medical Secretaries	2.00%	97	54	$31,762
31-9094	Medical Transcriptionists	-0.42%	0	3	$39,125
29-2033	Nuclear Medicine Technologists	1.34%	1	1	$71,157
29-1151	Nurse Anesthetists	1.20%	1	2	$161,970
29-1161	Nurse Midwives	1.55%	1	1	$65,728
29-1171	Nurse Practitioners	1.89%	10	9	$91,666
31-1014	Nursing Assistants	1.39%	80	104	$27,248
29-1064	Obstetricians and Gynecologists	0.45%	0	3	$240,386
29-1122	Occupational Therapists	1.83%	5	4	$75,150
31-2011	Occupational Therapy Assistants	2.54%	2	2	$62,171
29-2057	Ophthalmic Medical Technicians	1.04%	5	4	$37,211
29-2081	Opticians, Dispensing	1.55%	6	10	$34,570
29-1041	Optometrists	0.72%	1	4	$106,059
31-1015	Orderlies	1.25%	3	5	$26,582
29-1065	Pediatricians, General	0.34%	1	7	$155,126
29-1051	Pharmacists	1.41%	10	15	$121,826
29-2052	Pharmacy Technicians	1.80%	16	8	$27,664
31-9097	Phlebotomists	1.46%	4	4	$37,024
31-2022	Physical Therapist Aides	2.51%	8	6	$23,608

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31-2021	Physical Therapist Assistants	2.37%	4	4	$56,451
29-1123	Physical Therapists	2.21%	14	14	$86,091
29-1071	Physician Assistants	2.23%	8	6	$95,326
29-1069	Physicians and Surgeons, All Other	1.13%	18	38	$199,285
29-1081	Podiatrists	1.30%	1	2	$139,901
29-1066	Psychiatrists	0.55%	0	2	$194,626
29-2034	Radiologic Technologists	1.39%	7	7	$59,925
29-1125	Recreational Therapists	0.94%	1	1	$39,478
29-1141	Registered Nurses	1.47%	159	196	$70,824
29-1126	Respiratory Therapists	1.66%	7	6	$66,186
29-1127	Speech-Language Pathologists	1.36%	7	8	$76,814
29-1067	Surgeons	1.00%	3	6	NA
29-2055	Surgical Technologists	2.37%	7	3	$42,994
29-1129	Therapists, All Other	3.70%	1	0	NA
29-1131	Veterinarians	0.95%	3	10	$112,632
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	0.17%	0	4	$31,450
29-2056	Veterinary Technologists and Technicians	2.08%	8	4	$36,795
Hospitality and Tourism					
39-3091	Amusement and Recreation Attendants	0.97%	9	45	$18,429
39-2011	Animal Trainers	1.65%	2	5	$40,872
39-6011	Baggage Porters and Bellhops	0.57%	0	0	$26,520
51-3011	Bakers	0.71%	2	8	$25,314
35-3011	Bartenders	1.14%	24	75	$20,779
37-2019	Building Cleaning Workers, All Other	0.78%	1	2	NA
35-1011	Chefs and Head Cooks	0.59%	2	5	$51,854
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1.25%	150	431	$18,034
39-6012	Concierges	2.14%	0	0	$23,296
35-2011	Cooks, Fast Food	-0.09%	0	13	$17,826
35-2012	Cooks, Institution and Cafeteria	0.63%	16	50	$27,976
35-2014	Cooks, Restaurant	1.33%	53	75	$23,421
35-2015	Cooks, Short Order	0.00%	0	6	$22,381
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	0.09%	1	56	$20,821
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	0.72%	8	48	$17,451
35-9021	Dishwashers	0.45%	8	81	$18,512
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1.18%	38	87	$35,568
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1.02%	7	16	$41,413
35-9099	Food Preparation and Serving Related Workers, All Other	0.77%	2	10	$23,400
35-2021	Food Preparation Workers	0.46%	8	47	$20,342
35-3041	Food Servers, Nonrestaurant	1.07%	6	16	$21,070

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11-9051	Food Service Managers	0.35%	2	7	$68,765
39-3012	Gaming and Sports Book Writers and Runners	0.40%	0	2	$28,496
43-3041	Gaming Cage Workers	0.33%	0	2	$24,898
11-9071	Gaming Managers	0.49%	0	0	$80,226
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	0.45%	7	121	$17,763
43-4081	Hotel, Motel, and Resort Desk Clerks	1.02%	7	31	$20,571
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	0.75%	55	133	$27,435
11-9081	Lodging Managers	0.36%	0	3	$89,294
37-2012	Maids and Housekeeping Cleaners	1.10%	34	58	$19,843
39-3021	Motion Picture Projectionists	-2.21%	0	1	$21,029
39-9032	Recreation Workers	1.42%	13	10	$26,312
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	-0.70%	0	1	NA
39-1012	Slot Supervisors	0.38%	0	2	$35,797
39-7011	Tour Guides and Escorts	0.71%	3	21	$27,165
41-3041	Travel Agents	-2.24%	0	2	$36,171
27-2023	Umpires, Referees, and Other Sports Officials	1.10%	2	6	$26,927
39-3031	Ushers, Lobby Attendants, and Ticket Takers	-0.79%	0	12	$17,618
35-3031	Waiters and Waitresses	0.50%	38	364	$21,528
Human Services					
21-1021	Child, Family, and School Social Workers	0.86%	8	19	$40,186
19-3031	Clinical, Counseling, and School Psychologists	0.67%	3	13	$69,202
21-1099	Community and Social Service Specialists, All Other	1.31%	5	10	$36,442
21-1094	Community Health Workers	1.58%	4	7	$34,299
21-1019	Counselors, All Other	1.84%	1	1	$30,077
13-2071	Credit Counselors	1.73%	2	2	$39,229
39-1021	First-Line Supervisors of Personal Service Workers	1.08%	11	18	$40,102
39-9031	Fitness Trainers and Aerobics Instructors	1.01%	18	21	$28,954
39-4021	Funeral Attendants	0.24%	0	4	$25,771
11-9061	Funeral Service Managers	1.55%	0	0	$76,461
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1.57%	40	55	$29,016
21-1091	Health Educators	1.49%	2	4	$67,392
21-1022	Healthcare Social Workers	1.50%	8	11	$49,275
51-6011	Laundry and Dry-Cleaning Workers	0.95%	6	17	$21,403
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	0.39%	0	3	$18,637
39-5092	Manicurists and Pedicurists	1.93%	7	3	$23,899
21-1013	Marriage and Family Therapists	0.88%	2	5	$49,962
31-9011	Massage Therapists	2.79%	3	1	$51,542
21-1023	Mental Health and Substance Abuse Social Workers	1.26%	6	9	$45,968
21-1014	Mental Health Counselors	1.84%	10	11	$36,858

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39-4031	Morticians, Undertakers, and Funeral Directors	1.10%	1	2	$60,840
39-9021	Personal Care Aides	3.38%	33	6	$24,877
39-9099	Personal Care and Service Workers, All Other	1.13%	1	3	$21,757
21-1015	Rehabilitation Counselors	1.25%	7	11	$34,174
39-9041	Residential Advisors	1.34%	5	15	$22,755
39-5093	Shampooers	0.13%	0	2	$17,347
39-5094	Skincare Specialists	4.14%	1	0	$28,059
11-9151	Social and Community Service Managers	1.23%	10	15	$62,774
21-1093	Social and Human Service Assistants	1.21%	10	20	$27,664
21-1029	Social Workers, All Other	0.74%	1	2	$60,029
21-1011	Substance Abuse and Behavioral Disorder Counselors	2.22%	8	7	$38,272
51-6052	Tailors, Dressmakers, and Custom Sewers	-0.43%	0	2	$33,446
Information Technology					
15-1143	Computer Network Architects	0.99%	5	8	$94,640
15-1152	Computer Network Support Specialists	1.16%	7	9	$54,933
15-1199	Computer Occupations, All Other	0.91%	2	4	$74,360
15-1131	Computer Programmers	0.43%	7	41	$82,950
15-1121	Computer Systems Analysts	2.03%	63	44	$83,429
15-1151	Computer User Support Specialists	1.66%	32	28	$53,747
15-1141	Database Administrators	0.86%	4	8	$87,277
15-1122	Information Security Analysts	2.32%	12	7	$98,384
15-1142	Network and Computer Systems Administrators	0.97%	10	16	$68,786
15-1132	Software Developers, Applications	1.67%	43	31	$100,214
15-1133	Software Developers, Systems Software	1.20%	15	15	$103,293
15-1134	Web Developers	1.69%	6	6	$72,571
Law, Public Safety, Corrections, and Security					
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	0.41%	0	1	$66,102
33-9011	Animal Control Workers	1.58%	2	3	$30,576
23-1022	Arbitrators, Mediators, and Conciliators	0.43%	0	1	$38,938
33-3011	Bailiffs	0.51%	0	2	$29,453
33-3012	Correctional Officers and Jailers	0.55%	10	47	$34,486
23-2091	Court Reporters	0.74%	0	1	$53,602
33-9091	Crossing Guards	0.73%	3	5	$29,307
29-2041	Emergency Medical Technicians and Paramedics	0.97%	12	33	$37,960
33-2021	Fire Inspectors and Investigators	1.12%	1	2	$46,467
33-2011	Firefighters	0.74%	2	9	$45,552
33-1011	First-Line Supervisors of Correctional Officers	0.57%	1	8	$45,573
33-1099	First-Line Supervisors of Protective Service Workers, All Other	0.71%	3	9	$45,386
33-3031	Fish and Game Wardens	0.53%	0	2	$47,382

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19-4092	Forensic Science Technicians	0.77%	0	1	$50,606
33-9031	Gaming Surveillance Officers and Gaming Investigators	0.34%	0	1	$30,451
23-1023	Judges, Magistrate Judges, and Magistrates	0.68%	1	2	$130,998
23-1012	Judicial Law Clerks	0.64%	1	2	$45,240
23-1011	Lawyers	0.83%	29	54	$152,589
43-6012	Legal Secretaries	-0.84%	0	15	$49,837
23-2099	Legal Support Workers, All Other	0.74%	2	3	$63,086
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	0.90%	6	44	$21,133
23-2011	Paralegals and Legal Assistants	1.09%	16	22	$51,917
43-5031	Police, Fire, and Ambulance Dispatchers	0.45%	1	6	$39,270
33-9021	Private Detectives and Investigators	0.78%	0	1	$52,832
21-1092	Probation Officers and Correctional Treatment Specialists	0.02%	0	11	$41,954
33-9099	Protective Service Workers, All Other	0.89%	5	38	$30,763
33-9032	Security Guards	0.59%	21	53	$25,480
Manufacturing					
51-9191	Adhesive Bonding Machine Operators and Tenders	0.85%	0	1	$30,430
51-2099	Assemblers and Fabricators, All Other	1.23%	7	9	$25,792
51-3021	Butchers and Meat Cutters	0.62%	2	9	$37,669
51-7011	Cabinetmakers and Bench Carpenters	-0.11%	0	1	$32,573
51-9011	Chemical Equipment Operators and Tenders	-1.63%	0	26	$49,962
51-8091	Chemical Plant and System Operators	-1.37%	0	4	$61,090
19-4031	Chemical Technicians	1.34%	12	20	$58,760
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	0.69%	0	0	$38,875
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	-1.43%	0	1	$33,821
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	3.54%	0	0	$48,194
49-2011	Computer, Automated Teller, and Office Machine Repairers	0.54%	2	10	$35,776
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	0.45%	0	3	$34,133
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	0.00%	0	2	$26,541
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	-0.89%	0	2	$38,979
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	-1.48%	0	2	$35,402
51-9081	Dental Laboratory Technicians	0.42%	0	4	$39,707
17-3012	Electrical and Electronics Drafters	1.22%	2	3	$56,514
17-3023	Electrical and Electronics Engineering Technicians	0.99%	2	5	$53,893
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	0.89%	2	4	$60,757

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49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	-0.11%	0	6	$69,077
51-2023	Electromechanical Equipment Assemblers	0.94%	0	0	$40,227
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	-1.03%	0	3	$42,286
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	-0.28%	0	4	$34,694
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.61%	8	36	$66,726
51-1011	First-Line Supervisors of Production and Operating Workers	0.12%	2	19	$61,797
51-3092	Food Batchmakers	0.13%	0	10	NA
51-3093	Food Cooking Machine Operators and Tenders	0.21%	0	2	$22,901
51-3099	Food Processing Workers, All Other	0.68%	1	2	NA
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	0.43%	0	1	$40,019
51-8092	Gas Plant Operators	-1.47%	0	1	NA
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0.42%	0	3	$30,950
51-9198	Helpers--Production Workers	0.61%	4	12	$24,586
17-3026	Industrial Engineering Technicians	1.08%	2	5	$58,531
49-9041	Industrial Machinery Mechanics	1.18%	11	25	$53,061
49-9099	Installation, Maintenance, and Repair Workers, All Other	0.87%	4	7	$38,438
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0.00%	0	0	$29,619
49-9094	Locksmiths and Safe Repairers	0.54%	0	2	$40,602
51-4041	Machinists	1.54%	11	15	$50,731
49-9071	Maintenance and Repair Workers, General	1.04%	38	66	$38,022
49-9043	Maintenance Workers, Machinery	1.65%	9	6	$38,584
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1.09%	53	116	$22,776
17-3013	Mechanical Drafters	0.54%	1	2	$52,062
17-3027	Mechanical Engineering Technicians	1.14%	2	3	$50,565
51-9082	Medical Appliance Technicians	0.39%	0	1	$35,006
49-9062	Medical Equipment Repairers	2.20%	3	3	NA
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	0.00%	0	2	$31,990
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	2.79%	3	3	$25,418
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	-0.44%	0	1	$33,530
51-9083	Ophthalmic Laboratory Technicians	1.10%	0	1	$27,997
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	0.43%	1	4	$33,426
51-9122	Painters, Transportation Equipment	0.20%	0	3	$43,202
51-9151	Photographic Process Workers and Processing Machine Operators	-0.62%	0	2	$23,317
51-8012	Power Distributors and Dispatchers	-0.19%	0	3	$76,107
51-8013	Power Plant Operators	-1.68%	0	1	$63,274

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49-9069	Precision Instrument and Equipment Repairers, All Other	-0.65%	0	4	$53,373
51-9199	Production Workers, All Other	0.47%	0	2	NA
43-5061	Production, Planning, and Expediting Clerks	0.60%	4	17	$45,510
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	0.18%	1	13	$68,536
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairs	1.72%	2	2	$43,576
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	0.24%	0	1	$26,312
49-2098	Security and Fire Alarm Systems Installers	1.47%	3	4	$49,774
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	-0.77%	0	6	$35,214
51-3023	Slaughterers and Meat Packers	0.25%	1	10	$21,694
51-2092	Team Assemblers	0.90%	5	8	$28,517
51-6093	Upholsterers	-1.91%	0	1	$33,717
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	1.06%	2	5	$28,122
51-4121	Welders, Cutters, Solderers, and Brazers	1.12%	6	12	$45,947
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	2.03%	0	0	$36,254
Marketing, Sales, and Service					
11-2011	Advertising and Promotions Managers	-2.24%	0	2	$131,435
41-3011	Advertising Sales Agents	-0.07%	0	9	$51,896
41-2011	Cashiers	0.20%	22	484	$20,862
41-2021	Counter and Rental Clerks	0.50%	6	29	$32,178
41-9011	Demonstrators and Product Promoters	1.41%	3	6	$31,533
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	-3.10%	0	2	$26,229
53-3031	Driver/Sales Workers	0.79%	10	19	$22,526
41-1012	First-Line Supervisors of Non-Retail Sales Workers	0.14%	1	11	$88,026
41-1011	First-Line Supervisors of Retail Sales Workers	0.49%	25	107	$43,264
13-1161	Market Research Analysts and Marketing Specialists	2.33%	49	26	$80,579
11-2021	Marketing Managers	-0.14%	0	17	$147,368
27-1026	Merchandise Displayers and Window Trimmers	0.70%	2	8	$28,558
41-2022	Parts Salespersons	0.64%	6	21	$30,992
11-9141	Property, Real Estate, and Community Association Managers	1.62%	15	19	$60,674
11-2031	Public Relations and Fundraising Managers	0.29%	1	4	$142,854
27-3031	Public Relations Specialists	0.93%	7	10	$62,899
41-9022	Real Estate Sales Agents	2.13%	29	12	$53,539
41-2031	Retail Salespersons	0.76%	125	545	$24,274
41-9099	Sales and Related Workers, All Other	0.71%	2	6	$37,170
11-2022	Sales Managers	0.21%	2	16	$162,053
41-3099	Sales Representatives, Services, All Other	1.43%	35	63	$62,712

SOC Code	Title of Occupation	Average Annual Growth Rate	Average Annual Openings due to Growth	Average Annual Openings due to Replacements	2012 Average Annual Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1.00%	38	71	$56,888
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	-0.22%	0	22	$98,779
41-9041	Telemarketers	0.82%	3	6	$29,952
13-1022	Wholesale and Retail Buyers, Except Farm Products	1.21%	3	6	$56,930
Science, Technology, Engineering, and Mathematics					
11-9041	Architectural and Engineering Managers	0.42%	2	10	$142,584
19-1021	Biochemists and Biophysicists	1.61%	4	7	$96,054
19-1029	Biological Scientists, All Other	0.47%	0	1	$75,358
17-1021	Cartographers and Photogrammetrists	2.39%	0	0	$57,179
19-2031	Chemists	0.75%	25	85	$90,834
15-1111	Computer and Information Research Scientists	1.08%	1	2	$88,670
19-1031	Conservation Scientists	0.47%	0	2	$51,043
17-2199	Engineers, All Other	0.45%	0	1	$95,389
19-2041	Environmental Scientists and Specialists, Including Health	1.37%	6	12	$60,341
19-2042	Geoscientists, Except Hydrologists and Geographers	1.57%	1	2	$75,109
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	1.16%	0	1	$90,854
19-2043	Hydrologists	1.18%	0	1	$67,246
17-2112	Industrial Engineers	0.80%	5	17	$93,870
19-2032	Materials Scientists	1.01%	1	3	$82,680
15-2099	Mathematical Science Occupations, All Other	0.00%	0	0	NA
17-2141	Mechanical Engineers	0.82%	6	25	$86,632
19-1022	Microbiologists	0.75%	1	5	$56,971
19-4061	Social Science Research Assistants	0.96%	0	1	$35,339
15-2041	Statisticians	1.84%	2	3	$93,496
19-3022	Survey Researchers	0.57%	0	1	NA
Transportation, Distribution and Logistics					
49-3011	Aircraft Mechanics and Service Technicians	0.88%	3	9	$57,325
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	1.43%	1	2	$24,918
53-6031	Automotive and Watercraft Service Attendants	0.58%	1	7	$20,259
49-3021	Automotive Body and Related Repairers	0.15%	1	7	$41,558
49-3023	Automotive Service Technicians and Mechanics	0.18%	4	50	$39,437
49-2091	Avionics Technicians	1.23%	1	1	$54,184
49-3091	Bicycle Repairers	0.00%	0	0	$22,069
43-3021	Billing and Posting Clerks	1.14%	25	39	$34,632
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	0.70%	3	9	$45,053

SOC Code	Title of Occupation	Average Annual Growth Rate	Average Annual Openings due to Growth	Average Annual Openings due to Replacements	2012 Average Annual Wages
53-3022	Bus Drivers, School or Special Client	0.80%	17	38	$31,013
53-3021	Bus Drivers, Transit and Intercity	0.51%	2	7	$36,400
53-5021	Captains, Mates, and Pilots of Water Vessels	-1.53%	0	2	$76,149
43-5011	Cargo and Freight Agents	0.33%	0	1	$41,579
53-7061	Cleaners of Vehicles and Equipment	0.32%	4	34	$23,192
43-5021	Couriers and Messengers	-1.40%	0	4	$29,390
43-5032	Dispatchers, Except Police, Fire, and Ambulance	0.91%	6	17	$36,754
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	-0.34%	0	1	$31,512
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	0.90%	4	13	$49,920
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	0.81%	5	16	$53,602
53-3032	Heavy and Tractor-Trailer Truck Drivers	1.14%	40	53	$42,557
53-7051	Industrial Truck and Tractor Operators	-0.28%	0	24	$32,094
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	0.82%	52	190	$24,877
53-3033	Light Truck or Delivery Services Drivers	0.62%	17	42	$35,859
53-4011	Locomotive Engineers	0.57%	0	1	$59,405
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	0.97%	3	9	$43,493
53-3099	Motor Vehicle Operators, All Other	0.96%	4	10	$28,850
49-3051	Motorboat Mechanics and Service Technicians	0.18%	0	2	NA
49-3052	Motorcycle Mechanics	0.54%	0	1	$41,766
53-7064	Packers and Packagers, Hand	0.41%	4	27	$23,130
53-6021	Parking Lot Attendants	0.81%	4	21	$20,987
53-4031	Railroad Conductors and Yardmasters	0.61%	0	1	$69,118
47-4061	Rail-Track Laying and Maintenance Equipment Operators	1.00%	1	2	$49,858
53-5011	Sailors and Marine Oilers	-1.39%	0	1	$33,654
53-3041	Taxi Drivers and Chauffeurs	0.82%	6	8	$26,354
49-3093	Tire Repairers and Changers	0.48%	0	4	$26,270
53-6099	Transportation Workers, All Other	0.69%	0	2	$35,256
11-3071	Transportation, Storage, and Distribution Managers	0.16%	0	7	$110,261

Workforce Analysis

Since peaking at 8.7 percent in February 2010, Delaware's unemployment rate has declined more or less steadily down to a 4.7 percent rate as of July 2015. During this time the labor force has increased by 32,800 state residents, the number of unemployed residents has decreased by 15,480, the number of employed residents has increased by 48,300, and there have been 38,200 net new jobs created at Delaware establishments.

While all demographic groups for which labor market statistics are available have seen improvements in this decade, not all groups have seen the same improvements. African-American men saw their unemployment rates fall from a peak of 15.7 percent in 2009 to 8.5 percent in 2014, but that is only barely below the 2009 peak unemployment rate for white males of 9.0 percent. The unemployment rate for white men dropped to 4.9 percent in 2014. The unemployment rate for African-American women is barely down from its peak of 11.8 percent in 2011, and progress there appears to have stalled, as their 2014 unemployment rate of 10.3 percent is the same as their average since 2011. By contrast, white women were not as impacted by the recession; their unemployment rate peaked at 6.6 percent in 2010, and has since fallen to 4.8 percent as of 2014. While the unemployment rate for Hispanic men has improved dramatically, falling from 12.4 percent in 2009 to 4.5 percent in 2014, the unemployment rate among Hispanic women has been increasing, reaching an all-time high of 16.1 percent in 2014.

Teenage labor force participation has fallen steadily over at least the past fifteen years. It stands at 34 percent, down from 57 percent in 2000. At least in part, this may be the result of more teens staying in high school and continuing with their education afterwards. For those who are seeking work, the unemployment rate stands at 16.0 percent in 2014, down from a peak of 24.9 percent in 2009.

The unemployment rate for Delawareans 20 to 24 years old, inclusive, was 12.1 percent in 2014. Though it is down somewhat from its peak of 16.0 percent in 2010, it remains elevated compared to the overall unemployment rate and their relation prior to the recession. This is primarily being driven by the experiences of males – the unemployment rate for males in this age group was at 15.8 percent in 2014, the same as its average over the past three years. Women in this age group had an unemployment rate of 8.8 percent in 2014.

The unemployment rate in the 25 to 34 years age group is considerably lower, at 5.4 percent in 2014. It is especially low for men, at 4.0 percent, where women in this age group had a 7.0 percent unemployment rate in 2014. Men have typically had lower unemployment rates in this age group, though it did rise above the rate for women during the recession. This pattern is opposite from the pattern in the 20-24 age group.

In the 35 to 44 age group, the unemployment rate overall was 4.6 percent in 2014. The rate for men was 4.0 percent, while women has a 5.3 percent unemployment rate. This is a reversal from 2013, when the male rate was 5.3 percent, while the female rate was 4.5 percent.

The genders are essentially equal in the next two age groups. Males between the ages of 45 and 54, inclusive, had a 5.0 percent unemployment rate in 2014, while women in that age group had a 5.1 percent unemployment rate. In the 55 to 64 age group, men had a 3.0 percent unemployment rate, while for women it was 3.2 percent.

For people 65 and older, unemployment rates begin to rise again. The overall rate in this age category was 4.6 percent in 2014. The rate for men was 5.0 percent, and the rate for women was 4.3 percent. Labor force participation in this oldest category has increased more over the past 15 years than any other age group, though it remains the lowest by far. Among men, 20.5 percent aged 65+ were either employed or looking for work in 2014, a full two percentage points above the long-term average. Among women, 16.7 percent were in the labor force, substantially above the 13.3 percent long-term average.

Disability

The American Community Survey 2011 to 2013 three-year estimates place Delaware's civilian noninstitutionalized population from 18 to 64 years of age at 561,763 individuals. Of these, 57,167 (10.2 percent) had some disability. There were 398,115 people employed; 20,178 of those had some disability. This translates to 35.3 percent of the individuals with a disability having a job, while 74.9 percent of those without a disability had a job. Among the rest of the labor force, there were 4,147 individuals with a disability who were unemployed, and 33,761 without a disability who were unemployed. The unemployment rate for the disabled population was 17.0 percent; it was 8.2 percent for those with no disability. A total of 125,740 people were out of the labor force; 32,842 had some disability, and 92,898 had no disability. The labor force participation rate for those with a disability was 42.6 percent; it was 81.6 percent for the people with no disability. For those with jobs, 73.1 percent with no disability worked full-time, year round, while 61.3 percent of workers with a disability worked full-time, year round.

Among the six different types of disabilities specified, only those with a hearing difficulty had a majority of the population in the labor force, with a 59.8 percent labor force participation rate (LFPR). Those with a vision difficulty had a 44.3 percent LFPR, those with an ambulatory difficulty, the most common disability, had a 32 percent LFPR, those with a cognitive difficulty had a 31.7 percent LFPR, individuals with an independent living difficulty had a 23.6 percent LFPR, and people with a self-care difficulty had a 20.3 percent LFPR.

Median earnings for individuals with a disability who had earnings were 34.1 percent below those of people with no disability who had earnings, $21,831 versus $33,146. Males with no disability had median earnings of $39,663, while males with a disability had median earnings of $23,999. Among women, those with no disability had median earnings of $29,052, while those with a disability had median earnings of $20,472.

Educational Attainment

In the 18 to 24 years-old age group, 15.4 percent have not completed high school. This is more common for males than females, as 19.1 percent of males fit into this category, versus 11.6 percent of females. At the other end of the education spectrum, 10.6 percent in this age group had completed bachelor's degrees or higher. Again women led, 12.5 percent to 8.7 percent. A plurality of this age group attended college or obtained an associate's degree, with 38.6 percent of males and 47.5 percent of females doing so (43.0 percent overall). Just under one-third (31.0 percent) graduated high school but did not continue their formal education; 33.6 percent of males and 28.4 percent of females fit into this category.

Among Delawareans 25 and older, 12.2 percent have not completed high school or its equivalent. Males are slightly more likely to fall into this category, 13.3 percent to 11.2 percent. Nearly as many people have graduate or professional degrees, 11.9 percent overall. Here, men have a slight edge, 12.2 percent versus 11.7 percent of females. The largest single educational attainment is high school graduate; 31.4 percent fit into this category, 32.0 percent of males and 30.9 percent of females. The next largest group is those who attended college, but left without a degree. One in five (19.8 percent) people fit in here, with women slightly more prevalent, 20.3 percent to 19.3 percent. Bachelor's degree holders are 17.4 percent of this age group, with 17.6 percent of women and 17.2 percent of men ending (or at least pausing) their education there. Finally, 7.2 percent hold an associate's degree as their highest formal educational attainment, with women outnumbering men 8.3 percent to 6.0 percent.

Educational attainment impacts both unemployment and labor force participation. In 2014, Delawareans with less than a high school diploma or equivalent were more likely to be out of the labor force, with only a 43.3 percent labor

force participation rate. Those in the labor force were more likely to be unemployed, having an unemployment rate of 8.3 percent. Only 39.8 percent of state residents who did not finish high school were employed.

Delaware residents whose formal education ended after graduating high school were more likely to be in the labor force, more likely to be employed, and less likely to be unemployed. They had a labor force participation rate of 57.8 percent, an unemployment rate of 5.7 percent, and 54.5 percent of them had jobs.

People who either obtained an associate's degree or who attended college but left without a degree had about the same unemployment rate as high school graduates, 5.8 percent, but higher labor force participation, 64.9 percent, and employment levels, with 61.2 percent of them holding jobs.

Individuals who earned bachelor's degrees or higher had the lowest unemployment rates, at 2.3 percent, the highest labor force participation rates, at 71.8 percent, and were most likely to be employed, with 70.1 percent holding jobs.

Veterans

Delaware has 69,500 veterans in the population, with 8,200 of them recent (Gulf War II era) veterans. The unemployment rate for all veterans was 6.0 percent in 2014, close to the 5.6 percent rate for nonveterans. Gulf War I era veterans had the lowest unemployment rate, at 2.5 percent. The unemployment rate is highest among Gulf War II veterans, at 8.0 percent. It should be kept in mind that they are more likely to have recently entered the labor force, and are more likely to be in an age group that normally experiences higher unemployment rates. The 2014 unemployment for all males in the 20 to 24 age group was 15.8 percent.

Real-Time Labor Market Information

We use Help Wanted OnLine (HWOL) to compile online job postings from a variety of job boards. Following are the occupations with the most new job advertisements posted in 2014:

SOC Code	Job Title	Number of Postings
53-3032	Heavy and Tractor-Trailer Truck Drivers	4,102
15-1199	Computer Occupations, All Other	3,804
41-2031	Retail Salespersons	2,761
29-1141	Registered Nurses	2,525
43-4051	Customer Service Representatives	2,390
15-1134	Web Developers	2,319
15-1121	Computer Systems Analysts	2,239
41-1011	First-Line Supervisors of Retail Sales Workers	2,022
15-1132	Software Developers, Applications	1,985
11-3031	Financial Managers	1,884

In 2015 through July, the five most posted jobs were Heavy and Tractor-Trailer Truck Drivers (3,627), Registered Nurses (2,104), Retail Salespersons (1,467), Computer Systems Analysts (1,291), and Customer Service Representatives (1,228).

The HWOL data show both new job postings each month and repeat or existing job postings that are still active. An occupation with high numbers of both new and existing postings may indicate a high level of turnover – occupations where employers are constantly replacing workers who have left. On the other hand, an occupation with a high ratio of existing to new postings may indicate job openings that are difficult to fill. The table below provides the top ten occupations that were difficult to fill based on this criterion.

SOC Code	Job Title	Existing Postings	New Postings	Ratio
29-1122	Occupational Therapists	2,867	744	3.85
29-1123	Physical Therapists	1,702	515	3.30
11-3031	Financial Managers	5,649	1,884	3.00
41-3031	Securities and Financial Services Sales Agents	2,918	1,049	2.78
11-9111	Medical and Health Services Managers	2,641	975	2.71
19-1042	Medical Scientists	1,924	745	2.58
13-2011	Accountants and Auditors	3,588	1,434	2.50
41-4011	Sales Reps., Wholesale, Tech. and Scientific Products	2,697	1,081	2.49
29-1141	Registered Nurses	6,278	2,525	2.49
13-1111	Management Analysts	4,041	1,634	2.47

For the first seven months of 2015, the top hard-to-fill jobs based on the existing-to-new job postings criterion were Occupational Therapists (3.67 ratio), Industrial Engineers (3.15), Financial Managers (2.90), Sales Reps., Wholesale, Technical and Scientific Products (2.90), and Medical and Health Services Managers (2.69).