

**2023-2025**

ARKANSAS-STATEWIDE

Short-Term Industry and Occupational Projections

**ARKANSAS**

**SHORT-TERM INDUSTRY AND OCCUPATIONAL PROJECTIONS 2023-2025**

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Sarah Huckabee Sanders, Governor State of Arkansas

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**ARKANSAS**

**SHORT-TERM INDUSTRY AND OCCUPATIONAL PROJECTIONS 2023-2025**

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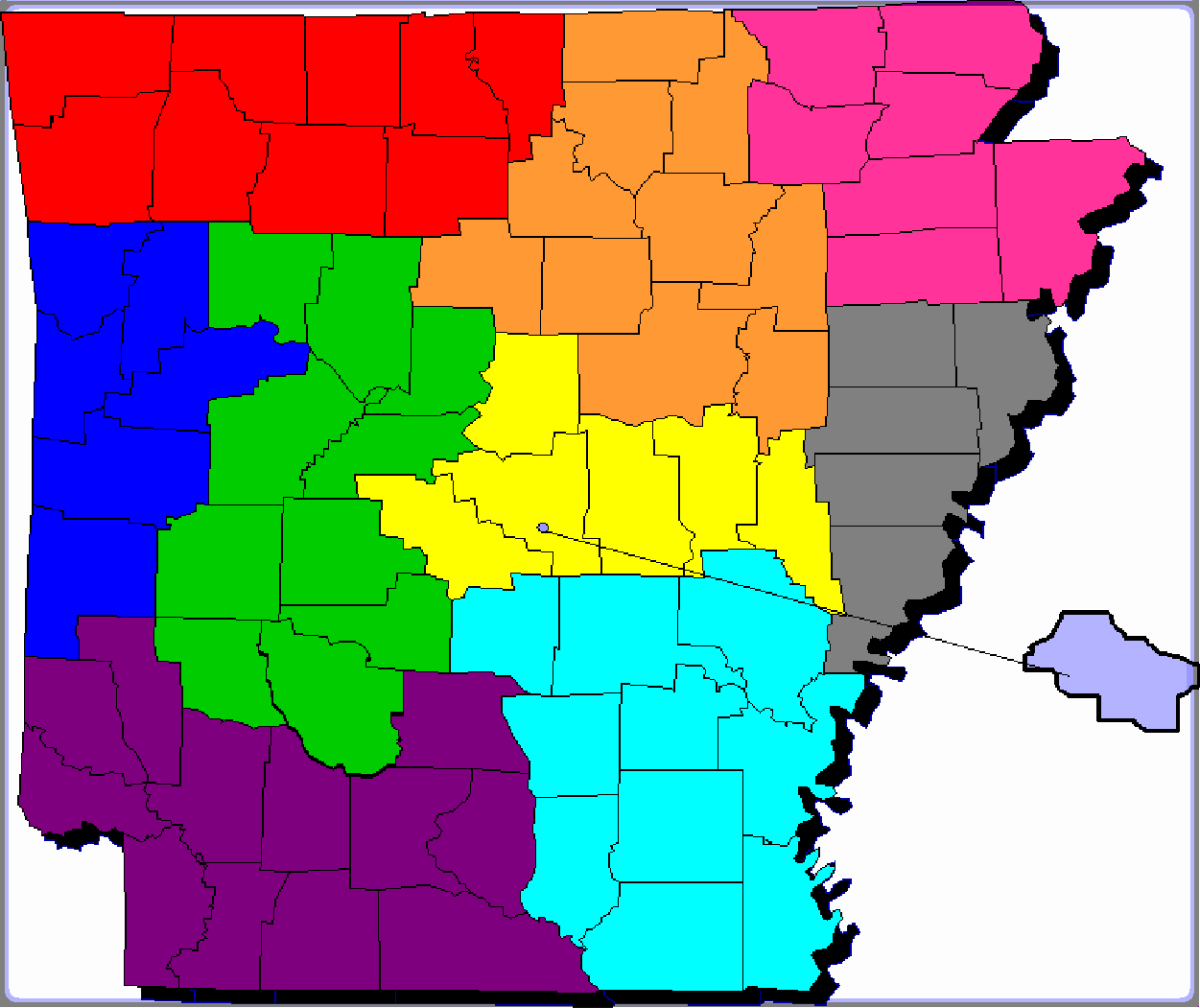
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| **Term** | **Definition** |
| **Estimated Employment** | The average number of jobs in a particular industry or occupation during the benchmark year or quarter. |
| **Content Skills** | Learned capabilities that allow workers to master and perform the specific activities of their jobs. |
| **Current Employment Statistics (CES)** | A monthly survey of business establishments that provides estimates of employment, hours, and earnings data by industry for the nation, all states, and most major metropolitan areas. |
| **Employment** | The number of jobs in a business or firm at any given time. |
| **Fastest Growing/Declining** | Refers to percent growth. The higher the percent growth, the faster an industry or occupation is growing. For declining industries or occupations, the lower the percent growth, the faster it is declining. |
| **Generalized Work Activities** | Learned sets of facts and standards required by many work situations. |
| **Industry** | A group of establishments that produce similar products or provide similar services. |
| **Knowledge Domain** | Learned sets of facts and standards required by many work situations. |
| **Metropolitan Statistical Area** | A county or group of contiguous counties that contains an urban center of at least 50,000 residents and has a high degree of economic and social ties. |
| **Numeric Change** | The difference between projected employment and base employment. |
| **North American Industry Classification System (NAICS)** | A system used in assigning industry-designated code numbers to employers and/or establishments based on the nature of their activities, services rendered, or products delivered; established by the U.S. Office of Management and Budget and used by all agencies for data compilation. |
| **Occupation** | A set of activities that employees are paid to perform; employees who perform the same tasks are in the same occupation even if they are in the same industry. |
| **Occupational Employment Statistics (OES)** | A federal/state cooperative program that produces employment and wage estimates for over 700 occupations. These are estimates of the number of people employed in certain occupations and estimates of the wages paid to them. They are also used to gather occupational staffing patterns by industry that are used to project employment needs by occupation. |
| **Percent (%) Change** | The rate at which an industry or occupation is expected to grow or decline. |
| **Projected Employment** | The average number of jobs expected to be in an industry or occupation in the future. |
| **Quarterly Census of Employment and Wage (QCEW)** | A federal/state cooperative program that produces employment and wage data for workers covered by state unemployment insurance laws and federal workers covered by the Unemployment Compensation for Federal Employees Program. Data is arranged by the type of industry according to the North American Industry  Classification System (NAICS). |
| **Sector** | A level of industry classification under supersector according to the NAICS structure. |
| **Standard Occupational Classification (SOC)** | A coding system used by all federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. |
| **Subsector** | A level of industry classification under sector according to the NAICS structure. |
| **Supersector** | The top level of industry classification according to the NAICS structure. |

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**Local Workforce Development Areas**

**Northwest Arkansas Workforce Development Area** Baxter, Benton, Boone, Carroll, Madison, Marion, Newton, Searcy, and Washington counties



**NW**

**NE**

**NC**

**W**

**E**

**WC C**

**LR**

**SE**

**SW**

#### North Central Arkansas Workforce Development Area

Cleburne, Fulton, Independence, Izard, Jackson, Sharp, Stone, Van Buren, White, and Woodruff counties

**Northeast Arkansas Workforce Development Area** Clay, Craighead, Greene, Lawrence, Mississippi, Poinsett, and Randolph counties

#### Western Arkansas Workforce Development Area

Crawford, Franklin, Logan, Polk, Scott, and Sebastian counties

#### Central Arkansas Workforce Development Area

Faulkner, Lonoke, Monroe, Prairie, Pulaski outside the city limits of Little Rock, and Saline counties

#### City of Little Rock Workforce Development Area

Inside the city limits of Little Rock

#### Eastern Arkansas Workforce Development Area

Crittenden, Cross, Lee, Phillips, and St. Francis counties

#### West Central Arkansas Workforce Development Area

Clark, Conway, Garland, Hot Spring, Johnson, Montgomery, Perry, Pike, Pope, and Yell counties

**Southwest Arkansas Workforce Development Area** Calhoun, Columbia, Dallas, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Ouachita, Sevier,

and Union counties

#### Southeast Arkansas Workforce Development Area

Arkansas, Ashley, Bradley, Chicot, Cleveland, Desha, Drew, Grant, Jefferson, and Lincoln counties

**Introduction**

The *Arkansas Short-Term Industry and Occupational Projections* publication includes an overview of where the Arkansas labor market may be heading soon. It contains information on the growth and decline of industries and occupations.

Industries in this publication are classified by North American Industry Classification System (NAICS) codes. NAICS was created to bring consistency and comparability to the classification of industries and businesses across the United States, Canada, and Mexico.

This publication is divided into two main parts. The first part of the publication involves the industry projections. Several tables and graphs are used to show what is happening at the industry level in Arkansas. A written narrative highlights projections at the division level, as well as key industries within that division.

The second part of this publication involves occupational projections. Several tables and graphs are used to show what is happening at the occupational level in Arkansas. A written narrative highlights projections at the division level, as well as key occupations within that division. Occupations are classified by Standard Occupational Classification (SOC) codes.

Information about annual job openings is included in this publication. Based on new Bureau of Labor Statistics (BLS) methodology, job openings are classified in three categories: Occupational Exits, Occupational Transfers, and Occupational Growth. It is important to look at all these components when looking at specific occupations or occupational groups.

For each occupation, an education/training level is provided. Educational requirements are determined by the Bureau of Labor Statistics and recognize the educational attainment of most people in a particular occupation. Each occupation will have three categories: Education, Work Experience, and Training. Some businesses, however, may require a higher level of training. Some occupations may also have different grades or levels that require different levels of training. These various levels of training will not be reflected in this publication.

Visit [https://public.tableau.com/profile/brian.pulliam#!/](https://public.tableau.com/profile/brian.pulliam%23!/) to view tables and graphics related to business, education, and other industry and occupational outlook information.

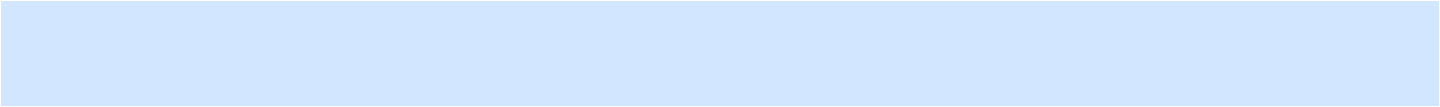
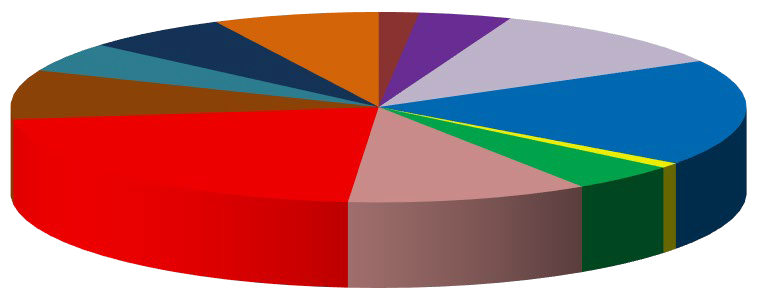
**State of Arkansas Profile**

Arkansas has 75 counties and 10 Local Workforce Development Areas. There are also six Metropolitan Statistical Areas (MSAs). The MSAs are Little Rock/North Little Rock/Conway, Fayetteville/Springdale/Rogers (which includes McDonald County in Missouri), Pine Bluff, Hot Springs, Jonesboro, and Fort Smith (which includes Leflore and Sequoyah Counties in Oklahoma). Parts of two other MSAs are in the state but are based in other states. Crittenden County is part of the Memphis/West Memphis MSA, which is based in Tennessee, and Miller County is part of the Texarkana AR/TX MSA, which is based in Texas.

Arkansas is rich in natural resources. There are many historical landmarks, including over 2,600 listings on the National Registry of Historical Places and around 53 state parks scattered throughout the state. This is one of the reasons Arkansas is called the Natural State.

Educational opportunities in the state of Arkansas are numerous. Prospective students have a wide range of institutions to choose from, ranging from two-year community and technical colleges to four-year universities. Students can also choose between public/state institutions and private or religious-based institutions. These schools offer a variety of programs, ranging from technical certificates and associate degrees to graduate degrees. Arkansas also has several small institutions that focus on specific types of careers. With all these educational opportunities, an array of occupational careers is waiting for students.

Arkansas’ population, based on State Census Data Center estimates, was 3,067,732 as of July 1, 2023, an increase of 21,328 residents from the July 1, 2022, estimate of 3,046,404. The not-seasonally adjusted average unemployment rate for first quarter 2023 was 3.0 percent, while the seasonally adjusted number was 3.2 percent.



**Employment Distribution (First Quarter 2023)**

**7.31%**

**1.77%**

**4.08%**

**6.37%**

**11.11%**

**5.03%**

**8.38%**

**18.10%**

**0.88%**

**21.58%**

**10.63%**

**4.75%**

**Natural Resources and Mining**

**Construction Manufacturing**

**Trade, Transportation, and Utilities Information**

**Financial Activities**

**Professional and Business Services Education and Health Services Leisure and Hospitality**

**Other Services Government**

**Self-Employed and Unpaid Family Workers**

## Source: QCEW and CES-Non-Covered

**Methodology**

The following is a brief overview of the methods used to produce short-term employment projections in Arkansas.

### Data Development

Data development is accomplished by using the following sources:

*The Quarterly Census of Employment and Wages (QCEW)* program*.* This source provides all the covered employment for Arkansas. A firm or business is considered covered if it meets the guidelines established under the Unemployment Insurance Law.

*The Current Employment Statistics (CES) Survey*. This source provides employment information for non-covered establishments, which are railroads, the Federal Work Study program, churches, religious-based schools, elected officials, commissioned insurance agents, as well as other establishments not reporting to the *Quarterly Census of Employment and Wages (QCEW)* program.

*Agriculture employment*. This is obtained from the Census of Agriculture. The Census of Agriculture is taken every five years in years ending in two and seven. Information from the QCEW reports is used to make estimates for years following the Census year until the next Census. Other information from the Bureau of Economic Analysis (BEA) is used to supplement agriculture employment.

*Other Non-Covered Employment.* Data on other agriculture employment, specifically NAICS 113, 114, and 115, as well as private households, are supplemented using data from the Bureau of Economic Analysis.

### Industry Projections

A monthly time series is developed at the three- and four-digit NAICS levels from the three sources listed above, with a time frame of January 1990 to March of the base year 2023. The industry projections in this publication were produced using the *Projections Suite* software, authorized by the

U.S. Department of Labor, and developed by the Utah Department of Workforce Services. The software has several components that deal with industry projections. First, it allows the analyst to choose from a list of national and state variables to determine a state leading index, which is a list of variables that, when factored together, help predict changes in the state employment figures. National economic variables are also provided. State variables are labor force data, such as civilian labor force and unemployment rate, major industry division (CES) totals, nonfarm employment, building permits, manufacturing hours, natural gas prices, air passenger data, and a composite index.

The software uses a series of statistical models to forecast employment through eight quarters. Using trend and seasonal factors, as well as business cycle patterns, a forecast is chosen based on established statistical methodology. Projections are adjusted to reflect current or near-future events in the labor market, such as closures, layoffs, openings, and expansions.

### Occupational Projections

Occupational projections are produced by merging industries and occupations together into an industry-occupational matrix. This matrix is a table showing the occupational pattern of each industry (i.e., the ratios of employment by occupation in a specific industry). The statewide matrix is based on the Bureau of Labor Statistics’ Occupational Employment Statistics (OES) survey and uses a Standard Occupational Classification (SOC) code for each occupation. It uses the May 2022 OEWS semiannual survey panel to establish state staffing patterns and is provided through the Local Employment and Wage Information System (LEWIS). National staffing patterns from 2022 are used where state patterns do not exist. Some staffing adjustments are made for some non-covered industries.

The occupational employment projections contained in this publication were created using the *Projections Suite* software, authorized by the U.S. Department of Labor, and developed by the Utah Department of Workforce Services. The software applies occupational change factors to the projected patterns to form a projected matrix. Also, using national self-employment staffing patterns, the system generates base and projected employment for self-employed workers. Patterns and projections for Unpaid Family Workers are based on Census numbers.

### Data Limitations

The projections contained in this publication are estimates based on historical data. It is important not to rely on these projections as the actual employment numbers that will occur in 2025. While every attempt is made to incorporate current and near-future events, such as business closings, corporate layoffs, openings, and expansions, it’s not possible to know everything that might happen. Events that may take place after the projection period or announcements concerning closings, layoffs, openings, and expansions known after projections were completed are not reflected in the forecasts. Also, legislative policy could cause employment to change. Events such as these will likely cause the actual employment numbers to vary significantly from these projections.

It is important to look at both numeric growth and percent growth when looking at projections. Generally, industries or occupations with small employment will have higher growth rates than those with larger employment, but these industries may only add a few employees over the projection period. When examining occupational projections, it is important to look at all types of job openings, which include growth, exits, and transfers.

Even if an occupation is in decline, it still may have openings to replace workers who leave the profession due to changing jobs or due to a person retiring or leaving the workforce for some other reason.

## EXPLANATION OF INDUSTRY PROJECTIONS DATA ARKANSAS-STATEWIDE

2023-2025

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Net Growth** | **Percent Growth** |
| Industry code according to the North American Industry Classification System (NAICS) Title and Coding Structure. | Industry title according to the North American Industry Classification System (NAICS) Title and Coding Structure. | An estimate of the number of jobs in an industry in 2023. | The projected number of jobs expected to be in an industry in 2025. | Total number of jobs an industry is expected to gain or lose over the 2023 to 2025 period. | Percent change in the number of jobs in an industry over the 2023 to 2025 period. |

### 2023-2025 Arkansas Statewide Industry Projections by Major Division

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **000000** | **TOTAL ALL INDUSTRIES** | **1,469,118** | **1,499,286** | **30,168** | **2.05%** |
| **000067** | Self Employed Workers, All Jobs | 107,430 | 109,046 | 1,616 | 1.50% |
| **101000** | Goods Producing | 249,174 | 250,285 | 1,111 | 0.45% |
| **101100** | **NATURAL RESOURCES AND MINING** | **25,961** | **25,682** | **-279** | **-1.07%** |
| **110000** | Agriculture, Forestry, Fishing and Hunting | 22,532 | 22,218 | -314 | -1.39% |
| **210000** | Mining, Quarrying, and Oil and Gas Extraction | 3,429 | 3,464 | 35 | 1.02% |
| **101200** | **CONSTRUCTION** | **59,936** | **62,152** | **2,216** | **3.70%** |
| **101300** | **MANUFACTURING** | **163,277** | **162,451** | **-826** | **-0.51%** |
|  | **Non-Durable Goods Manufacturing** | **83,665** | **82,667** | **-998** | **-1.19%** |
|  | **Durable Goods Manufacturing** | **79,612** | **79,764** | **152** | **0.19%** |
| **102000** | Services Providing | 1,112,514 | 1,139,955 | 27,441 | 2.47% |
| **102100** | **TRADE, TRANSPORTATION, AND UTILITIES** | **265,969** | **266,163** | **194** | **0.07%** |
| **420000** | Wholesale Trade | 51,898 | 52,845 | 947 | 1.82% |
| **440000** | Retail Trade | 141,269 | 141,879 | 610 | 0.43% |
| **480000** | Transportation and Warehousing | 64,904 | 63,202 | -1,702 | -2.62% |
| **220000** | Utilities | 7,898 | 8,237 | 339 | 4.29% |
| **102200** | **INFORMATION** | **12,974** | **12,929** | **-45** | **-0.35%** |
| **102300** | **FINANCIAL ACTIVITIES** | **69,807** | **71,048** | **1,241** | **1.78%** |
| **520000** | Finance and Insurance | 54,959 | 56,118 | 1,159 | 2.11% |
| **530000** | Real Estate and Rental and Leasing | 14,848 | 14,930 | 82 | 0.55% |
| **102400** | **PROFESSIONAL AND BUSINESS SERVICES** | **156,174** | **162,596** | **6,422** | **4.11%** |
| **540000** | Professional, Scientific, and Technical Services | 49,703 | 51,346 | 1,643 | 3.31% |
| **550000** | Management of Companies and Enterprises | 37,497 | 39,411 | 1,914 | 5.10% |
| **560000** | Administrative and Support and Waste Management and Remediation Services | 68,974 | 71,839 | 2,865 | 4.15% |
| **102500** | **EDUCATION AND HEALTH SERVICES** | **317,020** | **328,808** | **11,788** | **3.72%** |
| **610000** | Educational Services | 116,336 | 119,391 | 3,055 | 2.63% |
| **620000** | Health Care and Social Assistance | 200,684 | 209,417 | 8,733 | 4.35% |
| **102600** | **LEISURE AND HOSPITALITY** | **123,136** | **128,858** | **5,722** | **4.65%** |
| **710000** | Arts, Entertainment, and Recreation | 12,172 | 13,339 | 1,167 | 9.59% |
| **720000** | Accommodation and Food Services | 110,964 | 115,519 | 4,555 | 4.10% |
| **102700** | **OTHER SERVICES (EXCEPT GOVERNMENT)** | **73,869** | **74,563** | **694** | **0.94%** |
| **102800** | **GOVERNMENT** | **93,565** | **94,990** | **1,425** | **1.52%** |

**Industry Outlook**

Between first and second quarter 2020, Arkansas covered employment lost 83,199 jobs, a 6.83 percent drop. By first quarter 2023, employment in Arkansas has surpassed pre- pandemic levels by 4.00 percent. Arkansas experienced a growth of 39,460 jobs over the last year, a 3.22 percent increase. Between first quarter 2023 and first quarter 2025, employment in Arkansas is expected to increase by 30,168 jobs, a 2.05 percent increase. Goods Producing industries are slated to raise employment levels by 1,111 jobs, or 0.45 percent, while Services Providing industries could experience a job growth of 27,441 or 2.47 percent increase. Self Employed Workers, All Jobs is slated to see a gain of 1,616 jobs, a 1.50 percent uptick.



**Percent Growth**

**Goods Producing vs Services Providing**

**Goods Producing**

**0.45%**

**Services Providing**

**2.47%**

**0.00%**

**0.50%**

**1.00%**

**1.50%**

**2.00%**

**2.50%**

**3.00%**

### Natural Resources and Mining

The **Natural Resources and Mining** supersector was generally not impacted by the pandemic, gaining 321

covered employment jobs between first and second quarter 2020, an increase of 2.08 percent. The industry group increased 0.87 percent over the last year but has lost 531 jobs since the pandemic. **Natural Resources and Mining** is expected to be one of three supersectors to experience a decline in the 2023-2025 timeframe, losing 279 jobs, or 1.07 percent of its workforce. Driving the decline is the **Agriculture, Forestry, Fishing, and Hunting** sector, which is estimated to lose 314 jobs, a 1.39 percent decline. All five industries within this sector could experience losses. *Animal Production* is slated to lose the most with an expected decline of 122 jobs, while *Crop Production* could see a drop of 90. Bureau of Economic Analysis records show a loss of 1,954 farming jobs between 2020 and 2022. The **Mining** sector, however, could see a slight increase in employment, with an increase of 35 jobs, a 1.02 percent increase.

### Construction

One of the bright spots among Goods Producing supersectors is the **Construction** supersector. This industry group was generally not impacted by the pandemic, gaining 407 jobs between first and second quarter 2020, a 0.78 percent increase. **Construction** jobs increased 8.35 percent over the last year and is expected to add 2,216 jobs between first quarter 2023 and first quarter 2025. The *Specialty Trade Contractors* subsector drives this growth, adding an estimated 1,602 jobs, more than 72 percent of the overall growth in **Construction.** Building Equipment Contractors is slated to be the top growing industry among **Construction** industries, gaining 688, while Land Subdivision is estimated to grow by 12.66 percent, placing among

the ten fastest growing industries statewide. On the negative side of the labor market, Nonresidential Building Construction could see a decline of 119, a drop of 1.50 percent of its workforce.

### Manufacturing

**Percent Growth**

**Manufacturing**

**Non-Durable Goods vs Durable Goods**

**-1.90%**

**Non-Durable Goods**

**Durable Goods**

**0.19%**

**-2.50%**

**-2.00%**

**-1.50%**

**-1.00%**

**-0.50%**

**0.00%**

**0.50%**

The **Manufacturing** supersector lost 9,745 jobs during the second quarter of 2020, a 6.06 percent drop. By first quarter of 2023, the supersector has exceeded pre-pandemic levels. Over the last year, **Manufacturing** has increased by 2.06 percent.

However, during the 2023-2025 projection period, **Manufacturing** is expected to experience a net loss of 826 jobs, or 0.51 percent of its workforce. **Non- Durable Goods Manufacturing** is estimated to lose 998 jobs, a decrease of 1.19 percent. The group lost 3,954 jobs during the pandemic. *Chemical Manufacturing* could see the brightest outlook, with a gain of 301 jobs, while *Textile Mills* could see a

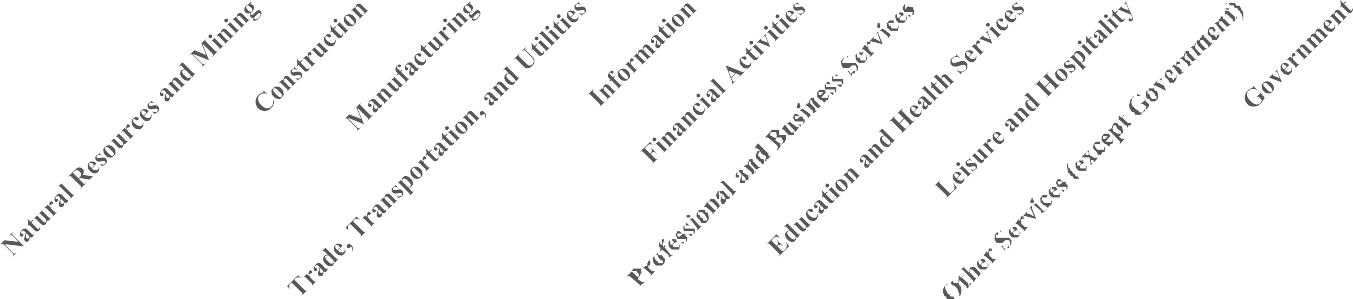
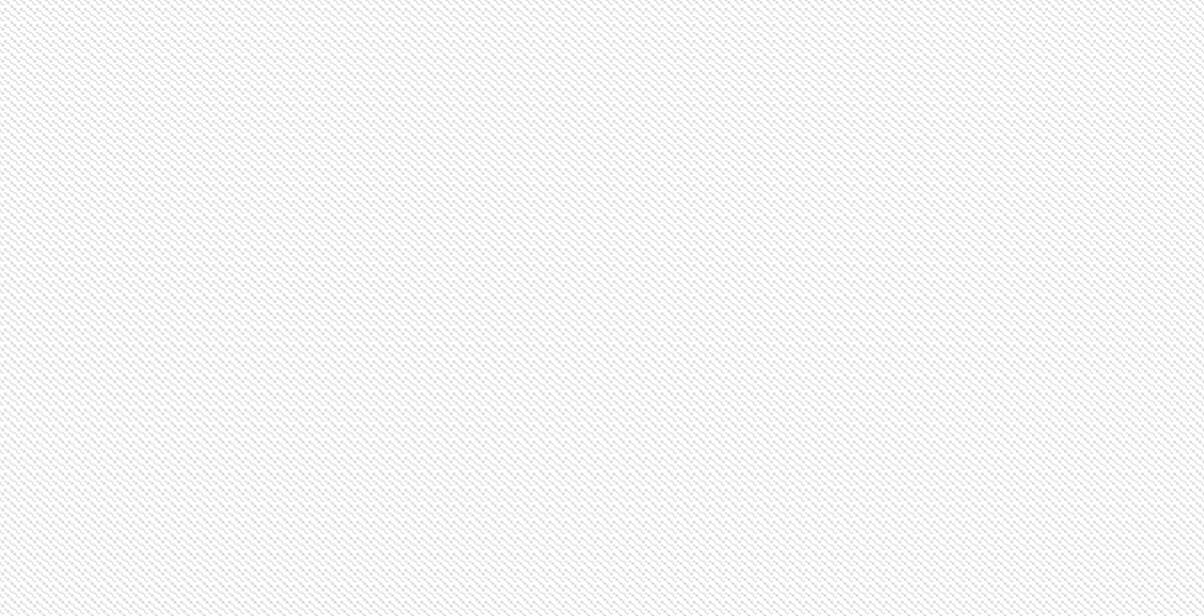
60.34 percent rise in employment. Fabric Mills is predicted to be the fastest growing industry in Arkansas, raising employment levels by 73.43

percent. On the negative side of the economy, six sectors within Non-Durable Goods could experience declines. *Food Manufacturing* is slated to experience a net loss of 777 jobs. Driving this decline is Animal Slaughtering and Processing, which could lose 1,079 jobs between first quarter 2023 and first quarter 2025, becoming the top declining industry. Apparel Knitting Mills is predicted to be among the top ten declining industries, cutting 290 jobs. At a 59.55 percent decline, the industry is predicted to be the fastest declining industry in the state. Footwear Manufacturing is expected to lose 13.26 percent of its workforce, placing among the ten fastest declining industries.

**Durable Goods Manufacturing** is projected to experience a gain of 152 jobs, an increase of 0.19 percent. The industry group lost 5,792 jobs during the pandemic. Outlook in this industry group is mixed with six subsectors set to experience declines and four to experience gains.

*Transportation Equipment Manufacturing* is slated to add 800 jobs to the local workforce, while *Machinery Manufacturing* could see a job reduction of 650, placing the industry among the ten highest declining industries. *Furniture and Related Product Manufacturing* is estimated to lose 10.94 percent of its workforce, while Other Miscellaneous Manufacturing could see a 7.63 percent reduction in employment, placing seventh and ninth, respectively on the Top 25 Fastest Declining Industries list.

### Trade, Transportation, and Utilities



**6.00%**

**5.00%**

**Percent Change of Total Employment b**

**2023-2025**

**Total, All Industries**

**4.00%**

**4.65%**

**2.05%**

**4.11%**

**3.70% 3.72%**

**3.00%**

**2.00%**

**1**

**1.00%**

**0.94%**

**0.00%**

**-1.00%**

**-**

**-2.00%**

**-0.35%**

**-0.51%**

**1.07%**

**0.07%**

**1.52%**

**or**

**persect**

**CS Su**

**y NAI**

**.78%**

The **Trade, Transportation, and Utilities** supersector lost 10,580 jobs between first and second quarter 2020. The supersector has exceeded pre-pandemic levels. Over the last year, the industry group gained 2,599 jobs, an increase of almost one percent. **Trade, Transportation, and Utilities** is estimated to experience a net gain of 194 jobs, a

0.07 percent gain. **Wholesale Trade** is forecasted to experience a gain of 947, a 1.82 percent increase. The industry sector lost 1,517 jobs during the pandemic but has since fully recovered. Merchant Wholesalers, Nondurable Goods is slated to be seventh in the state in numeric change, gaining 902 jobs, while Merchant Wholesalers, Durable Goods is slated to add 307 to its own workforce. Wholesale Electronic Markets and Agents and Brokers

could see a dip of 262, or 7.04 percent of its workforce between 2023 and 2025, placing among the ten fastest declining industries.

The **Retail Trade** sector lost 5,902 jobs between first and second quarter 2020. The sector has since exceeded pre-pandemic employment levels. Over the last year, **Retail Trade** has lost 689 jobs, less than one-half percent of its workforce. During the 2023-2025 projections cycle, **Retail Trade** is estimated to gain 610 jobs, an increase of 0.43 percent. *Gasoline Stations and Fuel Dealers* could see an increase of 475 jobs, or a 3.44 percent rise in employment. *Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers* could increase by an additional 438 jobs. Book Retailers is slated to be among the ten fastest growing industries in the state, raising employment levels by 10.54 percent. On the negative side of the economy, *Furniture, Home Furnishings, Electronics, and Appliance Retailers* is slated to cut 596 jobs, or 9.76 percent of its workforce. Driving this decline is Furniture and Home Furnishings Retailers, which is predicted to cut 405 jobs, or 12.43 percent of its workforce, placing sixth in the Top 25 Declining Industries list as well as the Top 25 Fastest Declining Industries list.

The **Transportation and Warehousing** sector lost 3,161 jobs during the pandemic, or 5.60 percent of its workforce. The sector has fully recovered, exceeding pre-pandemic employment levels. However, **Transportation and Warehousing** could see struggles on the horizon with a net loss of 1,702 jobs, as supply chain issues and oversaturation have plagued the industry since the pandemic. *Truck Transportation* is estimated to lose 950 jobs, or 2.84 percent of its workforce, placing second statewide among declining industries, and *Warehousing and Storage,* could see a decrease of 910 jobs, ranking fifth among declining industries. One bright spot is *Support Activities for Transportation*, increasing the workforce by 296 jobs.

The **Utilities** sector was stable during the pandemic and has gained 59 jobs since then. The industry is predicted to gain 339 jobs between 2023 and 2025, raising employment levels by 4.29 percent. Electric Power Generation, Transmission and Distribution is predicted to gain 132 jobs, or 2.31 percent, while Natural Gas Distribution is slated to increase by 1.62 percent, or 19 additional jobs. Water, Sewage and Other Systems is anticipated to add 188 jobs, an increase of 18.74 percent, second fastest in the state.

### Information

The **Information** supersector lost 1,077 jobs between first and second quarter 2020. The supersector gained 4.72 percent over the last year but is expected to lose a small amount between 2023 and 2025, experiencing a net loss of 45 jobs. Driving the decline is Newspaper, Periodical, Book, and Directory Publishers, which is slated to lose 158 jobs, or 10.80 percent of its workforce, placing among the ten fastest declining industries. One positive outlook in the **Information** supersector is Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services with an anticipated gain of 184 jobs. During the pandemic, Motion Picture and Video Industries lost over 62 percent of its workforce. The industry continues its slow recovery with an estimated gain of 40 jobs.

### Financial Activities

The **Financial Activities** supersector lost 666 jobs between first and second quarter 2020. The supersector has since exceeded pre-pandemic levels. By first quarter 2023, the industry has exceeded pre-pandemic employment levels. **Financial Activities** gained 3.42 percent over the last year and is projected to gain 1,241 jobs between first quarter 2023 and first quarter 2025, a 1.78 percent rise in employment. Most of those jobs come in the **Finance and Insurance** sector, which is slated to grow by 1,159 jobs. Insurance Carriers leads the supersector in numeric growth, projecting to add 863 jobs, an increase of 3.90 percent, placing among the ten highest growing industries in the state. The **Real Estate and Rental and Leasing** sector is predicted to experience a net gain of 82 jobs during the projection period. The sector lost 445 jobs during the pandemic and has since recovered.

Real Estate is slated to add 119 jobs, while Rental and Leasing Services could lose 38 jobs, about one percent of its workforce.

### Professional and Business Services

The **Professional and Business Services** supersector lost 11,669 jobs between first and second quarter 2020. The supersector since has exceeded pre-pandemic levels. **Professional and Business Services** increased employment by 4.16 percent over the last year and is expected to increase by 6,422 jobs, or 4.11 percent during the projection period. The **Professional, Scientific, and Technical Services** sector is slated to add 1,643 new jobs, or an additional 3.31 percent. The sector lost 2,063 jobs during the pandemic and has since fully recovered. Scientific Research and

Development Services is forecast to increase by 14.04 percent, placing as the fifth fastest growing industry in the state. One downside in this sector is Advertising, Public Relations, and Related Services, which is slated to lose 139 jobs, or 3.48 percent of its workforce.

**Management of Companies and Enterprises** could increase employment by 1,914 jobs, placing third in the Top 25 Growing Industries list. The sector lost 882 jobs during the pandemic but has now exceeded pre-pandemic levels.

The **Administrative and Support and Waste Management and Remediation Services** sector lost the most jobs during the pandemic among **Professional and Business Services** sectors**,** cutting 9,293 jobs, or 13.96 percent of the workforce. However, the sector has since surpassed pre- pandemic levels. The sector is expected to add 2,865 new jobs, an increase of 4.15 percent. Employment Services is projected to gain 674 jobs, while Office Administrative Services is estimated to raise employment levels by 13.95 percent, placing the industry among the ten fastest growing in the state. Waste Treatment and Disposal is also estimated to be among the ten fastest growing industries, increasing its workforce by 10.29 percent.

### Education and Health Services

**Education and Health Services** lost 19,857 jobs between first and second quarter 2020, some of which is due to the seasonal nature of this industry group. This supersector has recovered all but 332 jobs from its pre-pandemic level. **Education and Health Services** is estimated to be the top growing supersector, adding 11,788 new jobs between first quarter 2023 and first quarter 2025, an increase of 3.72 percent. The supersector grew

3.35 percent over the last year. The **Educational Services** sector is estimated to increase employment by 3,055 jobs, a 2.63 percent rise. The sector lost 6,854 jobs during the pandemic but has recovered all but 148 of those jobs. Elementary and Secondary Schools could be fourth in numeric change, growing by 1,695 jobs. Business Schools and Computer and Management Training is slated to increase its employment by 16.36 percent, becoming the third fastest growing industry in the state.

The **Healthcare and Social Assistance** sector lost 13,002 jobs during the pandemic and has recovered all but 184 jobs. The industry group is slated to be the top growing sector, adding 8,733 jobs during the projection period, a 4.35 percent gain. Every subsector within Healthcare and Social Assistance is estimated to see job gains, with *Social Assistance* adding 2,797, an increase of 7.24 percent. Individual and Family Services is anticipated to be the second highest growing industry in the state, gaining 1,974 jobs. *Ambulatory Health Care Services* is forecast to gain 2.652 jobs during the projection period. Offices of Other Health Practitioners is predicted to be eighth in numeric change, adding an estimated 887 jobs.

General Medical and Surgical Hospitals and Nursing Care Facilities (Skilled Nursing Facilities) also could experience strong growth with increases of 963 and 881 jobs respectively. In all, eight industries within **Healthcare and Social Assistance** made the Top 25 Growing Industries list. One downside in the labor market is Vocational Rehabilitation Services, which is expected to lose 28 jobs, or 1.09 percent of its workforce.

### Leisure and Hospitality

The **Leisure and Hospitality** supersector was hit hardest by the pandemic. The industry group lost 27,997 jobs as restrictions were placed heavily on this supersector. The supersector has since fully recovered. Over the last year, **Leisure and Hospitality** increased employment by 5.18 percent. **Leisure and Hospitality** is forecast to increase by 5,722 jobs, a growth of 4.65 percent, becoming the fastest growing supersector in Arkansas. The **Arts, Entertainment, and Recreation** sector, which lost 3,006 jobs between first and second quarter 2020, is slated to gain 1,167 jobs between 2023

and 2025, or a 9.59 percent gain, becoming the fastest growing sector. The *Amusement, Gambling, and Recreation Industries* sector is slated to add 959 jobs. Museums, Historical Sites, and Similar Institutions is forecast to add 14.30 percent to its workforce, making it the fourth fastest in the state, while Other Amusement and Recreation Industries could see a 11.42 percent rise in employment, making it the eighth fastest in the state. In all, four industries in this sector are included in the Top 25 Fastest Growing Industries list.

**Accommodation and Food Services** is projected to see a gain of 4,555 jobs, an increase of 4.10 percent. The sector experienced the worst loss of jobs during the pandemic with 24,935 jobs being lost but has now fully recovered. Restaurants and Other Eating Places is anticipated to gain 3,701 new jobs, or a 3.97 percent gain, making it the top growing industry in the state. *Accommodation, including Hotels and Motels* is expected to increase by an additional 549 jobs.

### Other Services (Except Government)

The **Other Services (Except Government)** supersector lost 2,394 jobs between first and second quarter 2020. The industry group has now exceeded pre-pandemic employment levels. **Other Services (Except Government)** increased employment 8.69 percent over the last year and is predicted to gain 694 jobs between 2023 and 2025, an increase of 0.94 percent. *Repair and Maintenance* is expected to add 1,008 jobs, an increase of 7.80 percent. Driving this growth is Automotive Repair and Maintenance, which is estimated to grow by 833 jobs. Continued demand for reliable mechanics could outweigh the struggles this industry has had in recent years in obtaining parts. *Religious, Grantmaking, Civic, Professional, and Similar Organizations* is estimated to gain 344 new jobs, an increase of 0.75 percent. The outlook is, however, mixed. Social Advocacy Organizations is expected to gain 371 jobs, while Religious Organizations could see a decline of 211. Two industries within the major group are estimated to increase employment by more the ten percent. Other Personal Services is tied for tenth among the ten fastest growing industries with a

10.29 percent gain. Automotive Repair and Maintenance could also experience strong growth, adding 10.27 percent to its workforce despite ongoing issues within the industry. Private Households could see the toughest outlook, losing an expected 931 jobs, or 13.29 percent of its workforce, placing it third on the Top 25 Declining Industries list and fourth on the Top 25 Fastest Declining Industries list.

### Government

Government employers grew during the pandemic, gaining 570 jobs. The **Government** supersector has experienced minimal growth since then, gaining only 145 jobs. The supersector is expected to gain 1,425 jobs between first quarter 2023 and first quarter 2025. All three levels of government are anticipating gains with Local Government, Excluding Education and Hospitals estimating an increase of 990 jobs, while State Government, Excluding Education and Hospitals is estimated to see a gain of 211 jobs. Federal Government, Excluding Post Office is expected to gain 248 jobs, while Postal Service could experience a small cut of only 24 jobs.

# Top 25 Growing Industries by Numeric Change

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated**  **Employment** | **2025**  **Projected**  **Employment** | **Numeric Change** | **Percent Change** |
| **722500** | Restaurants and Other Eating Places | 93,229 | 96,930 | **3,701** | 3.97% |
| **624100** | Individual and Family Services | 23,338 | 25,312 | **1,974** | 8.46% |
| **551000** | Management of Companies and Enterprises | 37,497 | 39,411 | **1,914** | 5.10% |
| **611100** | Elementary and Secondary Schools | 77,994 | 79,689 | **1,695** | 2.17% |
| **999300** | Local Government, Excluding Education and Hospitals | 40,757 | 41,747 | **990** | 2.43% |
| **622100** | General Medical and Surgical Hospitals | 54,563 | 55,526 | **963** | 1.76% |
| **424000** | Merchant Wholesalers, Nondurable Goods | 20,411 | 21,313 | **902** | 4.42% |
| **621300** | Offices of Other Health Practitioners | 11,748 | 12,635 | **887** | 7.55% |
| **623100** | Nursing Care Facilities (Skilled Nursing Facilities) | 18,028 | 18,909 | **881** | 4.89% |
| **524100** | Insurance Carriers | 22,110 | 22,973 | **863** | 3.90% |
| **811100** | Automotive Repair and Maintenance | 8,114 | 8,947 | **833** | 10.27% |
| **713900** | Other Amusement and Recreation Industries | 7,232 | 8,058 | **826** | 11.42% |
| **624400** | Child Day Care Services | 11,249 | 12,042 | **793** | 7.05% |
| **621100** | Offices of Physicians | 27,403 | 28,190 | **787** | 2.87% |
| **561100** | Office Administrative Services | 5,518 | 6,288 | **770** | 13.95% |
| **541500** | Computer Systems Design and Related Services | 10,016 | 10,777 | **761** | 7.60% |
| **238200** | Building Equipment Contractors | 21,801 | 22,489 | **688** | 3.16% |
| **561300** | Employment Services | 27,680 | 28,354 | **674** | 2.43% |
| **622300** | Specialty (except Psychiatric and Substance Abuse) Hospitals | 6,454 | 7,077 | **623** | 9.65% |
| **561700** | Services to Buildings and Dwellings | 16,475 | 17,080 | **605** | 3.67% |
| **611300** | Colleges, Universities, and Professional Schools | 26,596 | 27,187 | **591** | 2.22% |
| **721100** | Traveler Accommodation | 10,675 | 11,183 | **508** | 4.76% |
| **622200** | Psychiatric and Substance Abuse Hospitals | 9,281 | 9,782 | **501** | 5.40% |
| **457100** | Gasoline Stations | 13,293 | 13,783 | **490** | 3.69% |
| **238100** | Foundation, Structure, and Building Exterior Contractors | 6,350 | 6,832 | **482** | 7.59% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated**  **Employment** | **2025**  **Projected**  **Employment** | **Numeric Change** | **Percent Change** |
| **313200** | Fabric Mills | 143 | 248 | 105 | **73.43%** |
| **221300** | Water, Sewage and Other Systems | 1,003 | 1,191 | 188 | **18.74%** |
| **611400** | Business Schools and Computer and Management Training | 220 | 256 | 36 | **16.36%** |
| ***712000*** | ***Museums, Historical Sites, and Similar Institutions*** | ***832*** | ***951*** | ***119*** | ***14.30%*** |
| **541700** | Scientific Research and Development Services | 1,047 | 1,194 | 147 | **14.04%** |
| **561100** | Office Administrative Services | 5,518 | 6,288 | 770 | **13.95%** |
| **237200** | Land Subdivision | 79 | 89 | 10 | **12.66%** |
| **713900** | Other Amusement and Recreation Industries | 7,232 | 8,058 | 826 | **11.42%** |
| **459200** | Book Retailers and News Dealers | 408 | 451 | 43 | **10.54%** |
| **562200** | Waste Treatment and Disposal | 1,370 | 1,511 | 141 | **10.29%** |
| **812900** | Other Personal Services | 1,691 | 1,865 | 174 | **10.29%** |
| **811100** | Automotive Repair and Maintenance | 8,114 | 8,947 | 833 | **10.27%** |
| ***519000*** | ***Web Search Portals, Libraries, Archives, and Other Information Services*** | ***191*** | ***210*** | ***19*** | ***9.95%*** |
| **562900** | Remediation and Other Waste Management Services | 1,603 | 1,762 | 159 | **9.92%** |
| **711300** | Promoters of Performing Arts, Sports, and Similar Events | 632 | 694 | 62 | **9.81%** |
| **336400** | Aerospace Product and Parts Manufacturing | 4,079 | 4,476 | 397 | **9.73%** |
| **622300** | Specialty (except Psychiatric and Substance Abuse) Hospitals | 6,454 | 7,077 | 623 | **9.65%** |
| **236100** | Residential Building Construction | 4,682 | 5,128 | 446 | **9.53%** |
| **459900** | Other Miscellaneous Retailers | 3,780 | 4,140 | 360 | **9.52%** |
| **713200** | Gambling Industries | 1,530 | 1,671 | 141 | **9.22%** |
| **541400** | Specialized Design Services | 556 | 606 | 50 | **8.99%** |
| **721200** | RV (Recreational Vehicle) Parks and Recreational Camps | 448 | 486 | 38 | **8.48%** |
| **624100** | Individual and Family Services | 23,338 | 25,312 | 1,974 | **8.46%** |
| **611700** | Educational Support Services | 712 | 771 | 59 | **8.29%** |
| **458300** | Jewelry, Luggage, and Leather Goods Retailers | 709 | 767 | 58 | **8.18%** |

**Top 25 Declining Industries by Numeric Change**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated**  **Employment** | **2025**  **Projected**  **Employment** | **Numeric Change** | **Percent Change** |
| **311600** | Animal Slaughtering and Processing | 33,256 | 32,177 | **-1,079** | -3.24% |
| **484000** | Truck Transportation | 33,438 | 32,488 | **-950** | -2.84% |
| **814000** | Private Households | 7,005 | 6,074 | **-931** | -13.29% |
| **493000** | Warehousing and Storage | 13,879 | 12,969 | **-910** | -6.56% |
| **333000** | Machinery Manufacturing | 12,693 | 12,043 | **-650** | -5.12% |
| **449100** | Furniture and Home Furnishings Retailers | 3,257 | 2,852 | **-405** | -12.43% |
| **337000** | Furniture and Related Product Manufacturing | 3,327 | 2,963 | **-364** | -10.94% |
| **315100** | Apparel Knitting Mills | 487 | 197 | **-290** | -59.55% |
| **425000** | Wholesale Electronic Markets and Agents and Brokers | 3,723 | 3,461 | **-262** | -7.04% |
| **813100** | Religious Organizations | 31,092 | 30,881 | **-211** | -0.68% |
| **445000** | Food and Beverage Retailers | 20,803 | 20,601 | **-202** | -0.97% |
| **449200** | Electronics and Appliance Retailers | 2,875 | 2,684 | **-191** | -6.64% |
| **322200** | Converted Paper Product Manufacturing | 6,218 | 6,039 | **-179** | -2.88% |
| **513100** | Newspaper, Periodical, Book, and Directory Publishers | 1,463 | 1,305 | **-158** | -10.80% |
| **541800** | Advertising, Public Relations, and Related Services | 3,992 | 3,853 | **-139** | -3.48% |
| **813900** | Business, Professional, Labor, Political, and Similar Organizations | 2,968 | 2,831 | **-137** | -4.62% |
| **339900** | Other Miscellaneous Manufacturing | 1,716 | 1,585 | **-131** | -7.63% |
| **311400** | Fruit and Vegetable Preserving and Specialty Food Manufacturing | 4,382 | 4,258 | **-124** | -2.83% |
| **112000** | Animal Production and Aquaculture | 7,057 | 6,935 | **-122** | -1.73% |
| **236200** | Nonresidential Building Construction | 7,921 | 7,802 | **-119** | -1.50% |
| **441100** | Automobile Dealers | 11,369 | 11,254 | **-115** | -1.01% |
| **492200** | Local Messengers and Local Delivery | 831 | 717 | **-114** | -13.72% |
| **517000** | Telecommunications | 3,378 | 3,267 | **-111** | -3.29% |
| **322100** | Pulp, Paper, and Paperboard Mills | 2,511 | 2,403 | **-108** | -4.30% |
| **339100** | Medical Equipment and Supplies Manufacturing | 1,667 | 1,566 | **-101** | -6.06% |

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| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated**  **Employment** | **2025**  **Projected**  **Employment** | **Numeric Change** | **Percent Change** |
| **315100** | Apparel Knitting Mills | 487 | 197 | -290 | **-59.55%** |
| **483000** | Water Transportation | 27 | 21 | -6 | **-22.22%** |
| **492200** | Local Messengers and Local Delivery | 831 | 717 | -114 | **-13.72%** |
| **814000** | Private Households | 7,005 | 6,074 | -931 | **-13.29%** |
| **316200** | Footwear Manufacturing | 573 | 497 | -76 | **-13.26%** |
| **449100** | Furniture and Home Furnishings Retailers | 3,257 | 2,852 | -405 | **-12.43%** |
| **337000** | Furniture and Related Product Manufacturing | 3,327 | 2,963 | -364 | **-10.94%** |
| **513100** | Newspaper, Periodical, Book, and Directory Publishers | 1,463 | 1,305 | -158 | **-10.80%** |
| **339900** | Other Miscellaneous Manufacturing | 1,716 | 1,585 | -131 | **-7.63%** |
| **425000** | Wholesale Electronic Markets and Agents and Brokers | 3,723 | 3,461 | -262 | **-7.04%** |
| **449200** | Electronics and Appliance Retailers | 2,875 | 2,684 | -191 | **-6.64%** |
| **493000** | Warehousing and Storage | 13,879 | 12,969 | -910 | **-6.56%** |
| **339100** | Medical Equipment and Supplies Manufacturing | 1,667 | 1,566 | -101 | **-6.06%** |
| **335100** | Electric Lighting Equipment Manufacturing | 166 | 157 | -9 | **-5.42%** |
| **211000** | Oil and Gas Extraction | 395 | 374 | -21 | **-5.32%** |
| **333000** | Machinery Manufacturing | 12,693 | 12,043 | -650 | **-5.12%** |
| **486200** | Pipeline Transportation of Natural Gas | 348 | 331 | -17 | **-4.89%** |
| **812300** | Drycleaning and Laundry Services | 1,853 | 1,763 | -90 | **-4.86%** |
| **713100** | Amusement Parks and Arcades | 170 | 162 | -8 | **-4.71%** |
| **813900** | Business, Professional, Labor, Political, and Similar Organizations | 2,968 | 2,831 | -137 | **-4.62%** |
| **334500** | Navigational, Measuring, Electromedical, and Control Instruments Manufacturing | 263 | 251 | -12 | **-4.56%** |
| **331400** | Nonferrous Metal (except Aluminum) Production and Processing | 265 | 253 | -12 | **-4.53%** |
| **322100** | Pulp, Paper, and Paperboard Mills | 2,511 | 2,403 | -108 | **-4.30%** |
| **516100** | Radio and Television Broadcasting Stations | 1,045 | 1,003 | -42 | **-4.02%** |
| **541800** | Advertising, Public Relations, and Related Services | 3,992 | 3,853 | -139 | **-3.48%** |

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| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **000000** | **TOTAL ALL INDUSTRIES** | **1,469,118** | **1,499,286** | **30,168** | **2.05%** |
|  |  |  |  |  |  |
| **006010** | Self Employed Workers, All Jobs | 107,430 | 109,046 | 1,616 | 1.50% |
|  |  |  |  |  |  |
| **101000** | Goods Producing | 249,174 | 250,285 | 1,111 | 0.45% |
|  |  |  |  |  |  |
| **101100** | **NATURAL RESOURCES AND MINING** | **25,961** | **25,682** | **-279** | **-1.07%** |
|  |  |  |  |  |  |
| **110000** | **Agriculture, Forestry, Fishing and Hunting** | **22,532** | **22,218** | **-314** | **-1.39%** |
| ***111000*** | *Crop Production* | *7,612* | *7,522* | *-90* | *-1.18%* |
| ***112000*** | *Animal Production and Aquaculture* | *7,057* | *6,935* | *-122* | *-1.73%* |
| ***113000*** | *Forestry and Logging* | *1,955* | *1,917* | *-38* | *-1.94%* |
| **113132** | Forestry | 168 | 167 | -1 | -0.60% |
| **113300** | Logging | 1,787 | 1,750 | -37 | -2.07% |
| **114000** | *Fishing, Hunting and Trapping* | 11 | 11 | 0 | 0.00% |
| **115000** | *Support Activities for Agriculture and Forestry* | 5,897 | 5,833 | -64 | -1.09% |
|  |  |  |  |  |  |
| **210000** | **Mining, Quarrying, and Oil and Gas Extraction** | **3,429** | **3,464** | **35** | **1.02%** |
| **211000** | *Oil and Gas Extraction* | 395 | 374 | -21 | -5.32% |
| **212000** | *Mining (except Oil and Gas)* | 1,896 | 1,912 | 16 | 0.84% |
| **212300** | Nonmetallic Mineral Mining and Quarrying | 1,810 | 1,820 | 10 | 0.55% |
| **213000** | *Support Activities for Mining* | 1,138 | 1,178 | 40 | 3.51% |
|  |  |  |  |  |  |
| **101200** | **CONSTRUCTION** | **59,936** | **62,152** | **2,216** | **3.70%** |
|  |  |  |  |  |  |
| **236000** | *Construction of Buildings* | 12,603 | 12,930 | 327 | 2.59% |
| **236100** | Residential Building Construction | 4,682 | 5,128 | 446 | 9.53% |
| **236200** | Nonresidential Building Construction | 7,921 | 7,802 | -119 | -1.50% |
| **237000** | *Heavy and Civil Engineering Construction* | 9,619 | 9,906 | 287 | 2.98% |
| **237100** | Utility System Construction | 5,528 | 5,786 | 258 | 4.67% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **237200** | Land Subdivision | 79 | 89 | 10 | 12.66% |
| **237300** | Highway, Street, and Bridge Construction | 3,136 | 3,156 | 20 | 0.64% |
| **237900** | Other Heavy and Civil Engineering Construction | 876 | 875 | -1 | -0.11% |
| **238000** | *Specialty Trade Contractors* | 37,714 | 39,316 | 1,602 | 4.25% |
| **238100** | Foundation, Structure, and Building Exterior Contractors | 6,350 | 6,832 | 482 | 7.59% |
| **238200** | Building Equipment Contractors | 21,801 | 22,489 | 688 | 3.16% |
| **238300** | Building Finishing Contractors | 4,204 | 4,411 | 207 | 4.92% |
| **238900** | Other Specialty Trade Contractors | 5,359 | 5,584 | 225 | 4.20% |
|  |  |  |  |  |  |
| **101300** | **MANUFACTURING** | **163,277** | **162,451** | **-826** | **-0.51%** |
|  |  |  |  |  |  |
|  | **Non-Durable Goods Manufacturing** | **83,665** | **82,667** | **-998** | **-1.19%** |
| **311000** | *Food Manufacturing* | 50,026 | 49,249 | -777 | -1.55% |
| **311100** | Animal Food Manufacturing | 1,981 | 1,949 | -32 | -1.62% |
| **311200** | Grain and Oilseed Milling | 2,987 | 3,077 | 90 | 3.01% |
| **311400** | Fruit and Vegetable Preserving and Specialty Food Manufacturing | 4,382 | 4,258 | -124 | -2.83% |
| **311500** | Dairy Product Manufacturing | 530 | 544 | 14 | 2.64% |
| **311600** | Animal Slaughtering and Processing | 33,256 | 32,177 | -1,079 | -3.24% |
| **311800** | Bakeries and Tortilla Manufacturing | 4,268 | 4,490 | 222 | 5.20% |
| **311900** | Other Food Manufacturing | 2,588 | 2,722 | 134 | 5.18% |
| **312000** | *Beverage and Tobacco Product Manufacturing* | 1,808 | 1,885 | 77 | 4.26% |
| **313000** | *Textile Mills* | 179 | 287 | 108 | 60.34% |
| **313200** | Fabric Mills | 143 | 248 | 105 | 73.43% |
| **313300** | Textile and Fabric Finishing and Fabric | 36 | 39 | 3 | 8.33% |
| **314000** | *Textile Product Mills* | 822 | 872 | 50 | 6.08% |
| **314100** | Textile Furnishings Mills | 19 | 17 | -2 | -10.53% |
| **314900** | Other Textile Product Mills | 803 | 855 | 52 | 6.48% |
| **315000** | *Apparel Manufacturing* | 797 | 503 | -294 | -36.89% |
| **315100** | Apparel Knitting Mills | 487 | 197 | -290 | -59.55% |
| **315200** | Cut and Sew Apparel Manufacturing | 177 | 176 | -1 | -0.56% |
| **315900** | Apparel Accessories and Other Apparel Manufacturing | 133 | 130 | -3 | -2.26% |

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| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **316000** | *Leather and Allied Product Manufacturing* | 740 | 667 | -73 | -9.86% |
| **316200** | Footwear Manufacturing | 573 | 497 | -76 | -13.26% |
| **322000** | *Paper Manufacturing* | 8,729 | 8,442 | -287 | -3.29% |
| **322100** | Pulp, Paper, and Paperboard Mills | 2,511 | 2,403 | -108 | -4.30% |
| **322200** | Converted Paper Product Manufacturing | 6,218 | 6,039 | -179 | -2.88% |
| **323000** | *Printing and Related Support Activities* | 2,966 | 2,920 | -46 | -1.55% |
| **324000** | *Petroleum and Coal Products Manufacturing* | 1,110 | 1,125 | 15 | 1.35% |
| **325000** | *Chemical Manufacturing* | 5,319 | 5,620 | 301 | 5.66% |
| **326000** | *Plastics and Rubber Products Manufacturing* | 11,169 | 11,117 | -52 | -0.47% |
| **326100** | Plastics Product Manufacturing | 6,934 | 6,961 | 27 | 0.39% |
| **326200** | Rubber Product Manufacturing | 4,235 | 4,156 | -79 | -1.87% |
|  |  |  |  |  |  |
|  | **Durable Goods Manufacturing** | **79,612** | **79,764** | **152** | **0.19%** |
| **321000** | *Wood Product Manufacturing* | 10,173 | 10,500 | 327 | 3.21% |
| **321100** | Sawmills and Wood Preservation | 4,902 | 4,996 | 94 | 1.92% |
| **321200** | Veneer, Plywood, and Engineered Wood Product Manufacturing | 2,075 | 2,225 | 150 | 7.23% |
| **321900** | Other Wood Product Manufacturing | 3,196 | 3,279 | 83 | 2.60% |
| **327000** | *Nonmetallic Mineral Product Manufacturing* | 3,618 | 3,607 | -11 | -0.30% |
| **331000** | *Primary Metal Manufacturing* | 8,538 | 8,757 | 219 | 2.57% |
| **331100** | Iron and Steel Mills and Ferroalloy Manufacturing | 3,903 | 4,025 | 122 | 3.13% |
| **331200** | Steel Product Manufacturing from Purchased Steel | 2,202 | 2,287 | 85 | 3.86% |
| **331300** | Alumina and Aluminum Production and Processing | 943 | 1,003 | 60 | 6.36% |
| **331400** | Nonferrous Metal (except Aluminum) Production and Processing | 265 | 253 | -12 | -4.53% |
| **331500** | Foundries | 1,225 | 1,189 | -36 | -2.94% |
| **332000** | *Fabricated Metal Product Manufacturing* | 15,885 | 16,094 | 209 | 1.32% |
| **333000** | *Machinery Manufacturing* | 12,693 | 12,043 | -650 | -5.12% |
| **334000** | *Computer and Electronic Product Manufacturing* | 1,582 | 1,549 | -33 | -2.09% |
| **334300** | Audio and Video Equipment Manufacturing | 83 | 79 | -4 | -4.82% |
| **334400** | Semiconductor and Other Electronic Component Manufacturing | 1,236 | 1,219 | -17 | -1.38% |
| **334500** | Navigational, Measuring, Electromedical, and Control Instruments Manufacturing | 263 | 251 | -12 | -4.56% |

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| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **335000** | *Electrical Equipment, Appliance, and Component Manufacturing* | 4,768 | 4,655 | -113 | -2.37% |
| **335100** | Electric Lighting Equipment Manufacturing | 166 | 157 | -9 | -5.42% |
| **335200** | Household Appliance Manufacturing | 20 | 19 | -1 | -5.00% |
| **335300** | Electrical Equipment Manufacturing | 2,980 | 2,887 | -93 | -3.12% |
| **335900** | Other Electrical Equipment and Component Manufacturing | 1,602 | 1,592 | -10 | -0.62% |
| **336000** | *Transportation Equipment Manufacturing* | 15,645 | 16,445 | 800 | 5.11% |
| **336200** | Motor Vehicle Body and Trailer Manufacturing | 2,628 | 2,774 | 146 | 5.56% |
| **336300** | Motor Vehicle Parts Manufacturing | 5,301 | 5,428 | 127 | 2.40% |
| **336400** | Aerospace Product and Parts Manufacturing | 4,079 | 4,476 | 397 | 9.73% |
| **336600** | Ship and Boat Building | 2,258 | 2,337 | 79 | 3.50% |
| **337000** | *Furniture and Related Product Manufacturing* | 3,327 | 2,963 | -364 | -10.94% |
| **339000** | *Miscellaneous Manufacturing* | 3,383 | 3,151 | -232 | -6.86% |
| **339100** | Medical Equipment and Supplies Manufacturing | 1,667 | 1,566 | -101 | -6.06% |
| **339900** | Other Miscellaneous Manufacturing | 1,716 | 1,585 | -131 | -7.63% |
|  |  |  |  |  |  |
| **102000** | Services Providing | 1,112,514 | 1,139,955 | 27,441 | 2.47% |
|  |  |  |  |  |  |
| **102100** | **TRADE, TRANSPORTATION, AND UTILITIES** | **265,969** | **266,163** | **194** | **0.07%** |
|  |  |  |  |  |  |
| **420000** | **Wholesale Trade** | **51,898** | **52,845** | **947** | **1.82%** |
| **423000** | *Merchant Wholesalers, Durable Goods* | 27,764 | 28,071 | 307 | 1.11% |
| **424000** | *Merchant Wholesalers, Nondurable Goods* | 20,411 | 21,313 | 902 | 4.42% |
| **425000** | *Wholesale Electronic Markets and Agents and Brokers* | 3,723 | 3,461 | -262 | -7.04% |
|  |  |  |  |  |  |
| **440000** | **Retail Trade** | **141,269** | **141,879** | **610** | **0.43%** |
| **441000** | *Motor Vehicle and Parts Dealers* | 19,187 | 19,261 | 74 | 0.39% |
| **441100** | Automobile Dealers | 11,369 | 11,254 | -115 | -1.01% |
| **441200** | Other Motor Vehicle Dealers | 1,876 | 1,910 | 34 | 1.81% |
| **441300** | Automotive Parts, Accessories, and Tire Retailers | 5,942 | 6,097 | 155 | 2.61% |
| **444000** | *Building Material and Garden Equipment and Supplies Dealers* | 13,285 | 13,517 | 232 | 1.75% |
| **444100** | Building Material and Supplies Dealers | 10,987 | 11,139 | 152 | 1.38% |

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| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **444200** | Lawn and Garden Equipment and Supplies Retailers | 2,298 | 2,378 | 80 | 3.48% |
| **445000** | *Food and Beverage Retailers* | 20,803 | 20,601 | -202 | -0.97% |
| **449000** | *Furniture, Home Furnishings, Electronics, and Appliance Retailers* | 6,132 | 5,536 | -596 | -9.72% |
| **449100** | Furniture and Home Furnishings Retailers | 3,257 | 2,852 | -405 | -12.43% |
| **449200** | Electronics and Appliance Retailers | 2,875 | 2,684 | -191 | -6.64% |
| **455000** | *General Merchandise Retailers* | 39,096 | 39,059 | -37 | -0.09% |
| **456000** | *Health and Personal Care Retailers* | 9,170 | 9,336 | 166 | 1.81% |
| **457000** | *Gasoline Stations and Fuel Dealers* | 13,796 | 14,271 | 475 | 3.44% |
| **457100** | Gasoline Stations | 13,293 | 13,783 | 490 | 3.69% |
| **457200** | Fuel Dealers | 503 | 488 | -15 | -2.98% |
| **458000** | *Clothing, Clothing Accessories, Shoe, and Jewelry Retailers* | 7,210 | 7,270 | 60 | 0.83% |
| **458100** | Clothing and Clothing Accessories Retailers | 5,523 | 5,499 | -24 | -0.43% |
| **458200** | Shoe Retailers | 978 | 1,004 | 26 | 2.66% |
| **458300** | Jewelry, Luggage, and Leather Goods Retailers | 709 | 767 | 58 | 8.18% |
| **459000** | *Sporting Goods, Hobby, Musical Instrument, Book, and Miscellaneous Retailers* | 12,590 | 13,028 | 438 | 3.48% |
| **4590A1** | Miscellaneous Store Retailers (4594 and 4595 Only) | 3,822 | 3,848 | 26 | 0.68% |
| **459100** | Sporting Goods, Hobby, and Musical Instrument Retailers | 3,922 | 3,914 | -8 | -0.20% |
| **459200** | Book Retailers and News Dealers | 408 | 451 | 43 | 10.54% |
| **459300** | Florists | 658 | 675 | 17 | 2.58% |
| **459900** | Other Miscellaneous Retailers | 3,780 | 4,140 | 360 | 9.52% |
|  |  |  |  |  |  |
| **480000** | **Transportation and Warehousing** | **64,904** | **63,202** | **-1,702** | **-2.62%** |
| **481000** | *Air Transportation* | 612 | 650 | 38 | 6.21% |
| **481100** | Scheduled Air Transportation | 517 | 551 | 34 | 6.58% |
| **481200** | Nonscheduled Air Transportation | 95 | 99 | 4 | 4.21% |
| **483000** | *Water Transportation* | 27 | 21 | -6 | -22.22% |
| **484000** | *Truck Transportation* | 33,438 | 32,488 | -950 | -2.84% |
| **485000** | *Transit and Ground Passenger Transportation* | 1,453 | 1,509 | 56 | 3.85% |
| **485300** | Taxi and Limousine Service | 187 | 182 | -5 | -2.67% |
| **485400** | School and Employee Bus Transportation | 341 | 341 | 0 | 0.00% |

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| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **485500** | Charter Bus Industry | 94 | 98 | 4 | 4.26% |
| **485900** | Other Transit and Ground Passenger Transportation | 737 | 788 | 51 | 6.92% |
| **486000** | *Pipeline Transportation* | 527 | 505 | -22 | -4.17% |
| **486200** | Pipeline Transportation of Natural Gas | 348 | 331 | -17 | -4.89% |
| **488000** | *Support Activities for Transportation* | 6,357 | 6,653 | 296 | 4.66% |
| **488100** | Support Activities for Air Transportation | 1,595 | 1,629 | 34 | 2.13% |
| **488200** | Support Activities for Rail Transportation | 621 | 644 | 23 | 3.70% |
| **488300** | Support Activities for Water Transportation | 443 | 455 | 12 | 2.71% |
| **488400** | Support Activities for Road Transportation | 943 | 995 | 52 | 5.51% |
| **488500** | Freight Transportation Arrangement | 2,666 | 2,835 | 169 | 6.34% |
| **488900** | Other Support Activities for Transportation | 89 | 95 | 6 | 6.74% |
| **492000** | *Couriers and Messengers* | 6,244 | 6,191 | -53 | -0.85% |
| **492100** | Couriers and Express Delivery Services | 5,413 | 5,474 | 61 | 1.13% |
| **492200** | Local Messengers and Local Delivery | 831 | 717 | -114 | -13.72% |
| **493000** | *Warehousing and Storage* | 13,879 | 12,969 | -910 | -6.56% |
|  |  |  |  |  |  |
| **220000** | **Utilities** | **7,898** | **8,237** | **339** | **4.29%** |
| **221100** | Electric Power Generation, Transmission and Distribution | 5,724 | 5,856 | 132 | 2.31% |
| **221200** | Natural Gas Distribution | 1,171 | 1,190 | 19 | 1.62% |
| **221300** | Water, Sewage and Other Systems | 1,003 | 1,191 | 188 | 18.74% |
|  |  |  |  |  |  |
| **102200** | **INFORMATION** | **12,974** | **12,929** | **-45** | **-0.35%** |
|  |  |  |  |  |  |
| **512000** | *Motion Picture and Sound Recording Industries* | 1,064 | 1,106 | 42 | 3.95% |
| **512100** | Motion Picture and Video Industries | 1,036 | 1,076 | 40 | 3.86% |
| **512200** | Sound Recording Industries | 28 | 30 | 2 | 7.14% |
| **513000** | *Publishing Industries* | 2,098 | 1,956 | -142 | -6.77% |
| **513100** | Newspaper, Periodical, Book, and Directory Publishers | 1,463 | 1,305 | -158 | -10.80% |
| **513200** | Software Publishers | 635 | 651 | 16 | 2.52% |
| **516000** | *Broadcasting and Content Providers* | 1,464 | 1,427 | -37 | -2.53% |
| **516100** | Radio and Television Broadcasting Stations | 1,045 | 1,003 | -42 | -4.02% |

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| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **516200** | Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers | 419 | 424 | 5 | 1.19% |
| **517000** | *Telecommunications* | 3,378 | 3,267 | -111 | -3.29% |
| **518000** | *Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services* | 4,779 | 4,963 | 184 | 3.85% |
| **519000** | *Web Search Portals, Libraries, Archives, and Other Information Services* | 191 | 210 | 19 | 9.95% |
|  |  |  |  |  |  |
| **102300** | **FINANCIAL ACTIVITIES** | **69,807** | **71,048** | **1,241** | **1.78%** |
|  |  |  |  |  |  |
| **520000** | **Finance and Insurance** | **54,959** | **56,118** | **1,159** | **2.11%** |
| **522000** | *Credit Intermediation and Related Activities* | 20,247 | 20,349 | 102 | 0.50% |
| **523000** | *Securities, Commodity Contracts, and Other Financial Investments and Related Activities* | 3,345 | 3,544 | 199 | 5.95% |
| **524000** | *Insurance Carriers and Related Activities* | 31,247 | 32,092 | 845 | 2.70% |
| **524100** | Insurance Carriers | 22,110 | 22,973 | 863 | 3.90% |
| **524200** | Agencies, Brokerages, and Other Insurance Related Activities | 9,137 | 9,119 | -18 | -0.20% |
|  |  |  |  |  |  |
| **530000** | **Real Estate and Rental and Leasing** | **14,848** | **14,930** | **82** | **0.55%** |
| **531000** | *Real Estate* | 10,972 | 11,091 | 119 | 1.08% |
| **532000** | *Rental and Leasing Services* | 3,809 | 3,771 | -38 | -1.00% |
| **533000** | *Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)* | 67 | 68 | 1 | 1.49% |
|  |  |  |  |  |  |
| **102400** | **PROFESSIONAL AND BUSINESS SERVICES** | **156,174** | **162,596** | **6,422** | **4.11%** |
|  |  |  |  |  |  |
| **540000** | **Professional, Scientific, and Technical Services** | **49,703** | **51,346** | **1,643** | **3.31%** |
| **541100** | Legal Services | 6,125 | 6,165 | 40 | 0.65% |
| **541200** | Accounting, Tax Preparation, Bookkeeping, and Payroll Services | 7,329 | 7,311 | -18 | -0.25% |
| **541300** | Architectural, Engineering, and Related Services | 7,584 | 7,806 | 222 | 2.93% |
| **541400** | Specialized Design Services | 556 | 606 | 50 | 8.99% |
| **541500** | Computer Systems Design and Related Services | 10,016 | 10,777 | 761 | 7.60% |
| **541600** | Management, Scientific, and Technical Consulting Services | 8,407 | 8,755 | 348 | 4.14% |
| **541700** | Scientific Research and Development Services | 1,047 | 1,194 | 147 | 14.04% |

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| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **541800** | Advertising, Public Relations, and Related Services | 3,992 | 3,853 | -139 | -3.48% |
| **541900** | Other Professional, Scientific, and Technical Services | 4,647 | 4,879 | 232 | 4.99% |
|  |  |  |  |  |  |
| **550000** | **Management of Companies and Enterprises** | **37,497** | **39,411** | **1,914** | **5.10%** |
|  |  |  |  |  |  |
| **560000** | **Administrative and Support and Waste Management and Remediation Services** | **68,974** | **71,839** | **2,865** | **4.15%** |
| **561000** | *Administrative and Support Services* | 64,411 | 66,868 | 2,457 | 3.81% |
| **561100** | Office Administrative Services | 5,518 | 6,288 | 770 | 13.95% |
| **561200** | Facilities Support Services | 783 | 792 | 9 | 1.15% |
| **561300** | Employment Services | 27,680 | 28,354 | 674 | 2.43% |
| **561400** | Business Support Services | 7,471 | 7,712 | 241 | 3.23% |
| **561500** | Travel Arrangement and Reservation Services | 335 | 341 | 6 | 1.79% |
| **561600** | Investigation and Security Services | 4,938 | 5,085 | 147 | 2.98% |
| **561700** | Services to Buildings and Dwellings | 16,475 | 17,080 | 605 | 3.67% |
| **561900** | Other Support Services | 1,211 | 1,216 | 5 | 0.41% |
| **562000** | *Waste Management and Remediation Services* | 4,563 | 4,971 | 408 | 8.94% |
| **562100** | Waste Collection | 1,590 | 1,698 | 108 | 6.79% |
| **562200** | Waste Treatment and Disposal | 1,370 | 1,511 | 141 | 10.29% |
| **562900** | Remediation and Other Waste Management Services | 1,603 | 1,762 | 159 | 9.92% |
|  |  |  |  |  |  |
| **102500** | **EDUCATION AND HEALTH SERVICES** | **317,020** | **328,808** | **11,788** | **3.72%** |
|  |  |  |  |  |  |
| **610000** | **Educational Services** | **116,336** | **119,391** | **3,055** | **2.63%** |
| **611100** | Elementary and Secondary Schools | 77,994 | 79,689 | 1,695 | 2.17% |
| **611200** | Junior Colleges | 7,038 | 7,479 | 441 | 6.27% |
| **611300** | Colleges, Universities, and Professional Schools | 26,596 | 27,187 | 591 | 2.22% |
| **611400** | Business Schools and Computer and Management Training | 220 | 256 | 36 | 16.36% |
| **611500** | Technical and Trade Schools | 1,609 | 1,707 | 98 | 6.09% |
| **611600** | Other Schools and Instruction | 2,167 | 2,302 | 135 | 6.23% |
| **611700** | Educational Support Services | 712 | 771 | 59 | 8.29% |

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| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **620000** | **Health Care and Social Assistance** | **200,684** | **209,417** | **8,733** | **4.35%** |
| **621000** | *Ambulatory Health Care Services* | 64,463 | 67,115 | 2,652 | 4.11% |
| **621100** | Offices of Physicians | 27,403 | 28,190 | 787 | 2.87% |
| **621200** | Offices of Dentists | 7,790 | 7,965 | 175 | 2.25% |
| **621300** | Offices of Other Health Practitioners | 11,748 | 12,635 | 887 | 7.55% |
| **621400** | Outpatient Care Centers | 6,073 | 6,259 | 186 | 3.06% |
| **621500** | Medical and Diagnostic Laboratories | 1,649 | 1,679 | 30 | 1.82% |
| **621600** | Home Health Care Services | 6,519 | 6,945 | 426 | 6.53% |
| **621900** | Other Ambulatory Health Care Services | 3,281 | 3,442 | 161 | 4.91% |
| **622000** | *Hospitals* | 70,298 | 72,385 | 2,087 | 2.97% |
| **622100** | General Medical and Surgical Hospitals | 54,563 | 55,526 | 963 | 1.76% |
| **622200** | Psychiatric and Substance Abuse Hospitals | 9,281 | 9,782 | 501 | 5.40% |
| **622300** | Specialty (except Psychiatric and Substance Abuse) Hospitals | 6,454 | 7,077 | 623 | 9.65% |
| **623000** | *Nursing and Residential Care Facilities* | 27,282 | 28,479 | 1,197 | 4.39% |
| **623100** | Nursing Care Facilities (Skilled Nursing Facilities) | 18,028 | 18,909 | 881 | 4.89% |
| **623200** | Residential Intellectual & Developmental Disability, Mental Health, & Substance Abuse Facilities | 4,068 | 4,223 | 155 | 3.81% |
| **623300** | Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly | 4,211 | 4,317 | 106 | 2.52% |
| **623900** | Other Residential Care Facilities | 975 | 1,030 | 55 | 5.64% |
| **624000** | *Social Assistance* | 38,641 | 41,438 | 2,797 | 7.24% |
| **624100** | Individual and Family Services | 23,338 | 25,312 | 1,974 | 8.46% |
| **624200** | Community Food and Housing, and Emergency and Other Relief Services | 1,483 | 1,541 | 58 | 3.91% |
| **624300** | Vocational Rehabilitation Services | 2,571 | 2,543 | -28 | -1.09% |
| **624400** | Child Day Care Services | 11,249 | 12,042 | 793 | 7.05% |
|  |  |  |  |  |  |
| **102600** | **LEISURE AND HOSPITALITY** | **123,136** | **128,858** | **5,722** | **4.65%** |
|  |  |  |  |  |  |
| **710000** | **Arts, Entertainment, and Recreation** | **12,172** | **13,339** | **1,167** | **9.59%** |
| **711000** | *Performing Arts, Spectator Sports, and Related Industries* | 2,408 | 2,497 | 89 | 3.70% |
| **711100** | Performing Arts Companies | 465 | 473 | 8 | 1.72% |

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| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **711200** | Spectator Sports | 1,155 | 1,171 | 16 | 1.39% |
| **711300** | Promoters of Performing Arts, Sports, and Similar Events | 632 | 694 | 62 | 9.81% |
| **711400** | Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures | 55 | 58 | 3 | 5.45% |
| **711500** | Independent Artists, Writers, and Performers | 101 | 101 | 0 | 0.00% |
| **712000** | *Museums, Historical Sites, and Similar Institutions* | 832 | 951 | 119 | 14.30% |
| **713000** | *Amusement, Gambling, and Recreation Industries* | 8,932 | 9,891 | 959 | 10.74% |
| **713100** | Amusement Parks and Arcades | 170 | 162 | -8 | -4.71% |
| **713200** | Gambling Industries | 1,530 | 1,671 | 141 | 9.22% |
| **713900** | Other Amusement and Recreation Industries | 7,232 | 8,058 | 826 | 11.42% |
|  |  |  |  |  |  |
| **720000** | **Accommodation and Food Services** | **110,964** | **115,519** | **4,555** | **4.10%** |
| **721000** | *Accommodation, including Hotels and Motels* | 11,215 | 11,764 | 549 | 4.90% |
| **721100** | Traveler Accommodation | 10,675 | 11,183 | 508 | 4.76% |
| **721200** | RV (Recreational Vehicle) Parks and Recreational Camps | 448 | 486 | 38 | 8.48% |
| **721300** | Rooming and Boarding Houses, Dormitories, and Workers' Camps | 92 | 95 | 3 | 3.26% |
| **722000** | *Food Services and Drinking Places* | 99,749 | 103,755 | 4,006 | 4.02% |
| **722300** | Special Food Services | 5,478 | 5,764 | 286 | 5.22% |
| **722400** | Drinking Places (Alcoholic Beverages) | 1,042 | 1,061 | 19 | 1.82% |
| **722500** | Restaurants and Other Eating Places | 93,229 | 96,930 | 3,701 | 3.97% |
|  |  |  |  |  |  |
| **102700** | **OTHER SERVICES (EXCEPT GOVERNMENT)** | **73,869** | **74,563** | **694** | **0.94%** |
|  |  |  |  |  |  |
| **811000** | *Repair and Maintenance* | 12,930 | 13,938 | 1,008 | 7.80% |
| **811100** | Automotive Repair and Maintenance | 8,114 | 8,947 | 833 | 10.27% |
| **811200** | Electronic and Precision Equipment Repair and Maintenance | 807 | 834 | 27 | 3.35% |
| **811300** | Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance | 3,214 | 3,323 | 109 | 3.39% |
| **811400** | Personal and Household Goods Repair and Maintenance | 795 | 834 | 39 | 4.91% |
| **812000** | *Personal and Laundry Services* | 7,996 | 8,269 | 273 | 3.41% |
| **812100** | Personal Care Services | 2,968 | 3,135 | 167 | 5.63% |
| **812200** | Death Care Services | 1,484 | 1,506 | 22 | 1.48% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NAICS**  **Code** | **NAICS Title** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** |
| **812300** | Drycleaning and Laundry Services | 1,853 | 1,763 | -90 | -4.86% |
| **812900** | Other Personal Services | 1,691 | 1,865 | 174 | 10.29% |
| **813000** | *Religious, Grantmaking, Civic, Professional, and Similar Organizations* | 45,938 | 46,282 | 344 | 0.75% |
| **813100** | Religious Organizations | 31,092 | 30,881 | -211 | -0.68% |
| **813200** | Grantmaking and Giving Services | 4,841 | 5,078 | 237 | 4.90% |
| **813300** | Social Advocacy Organizations | 5,864 | 6,235 | 371 | 6.33% |
| **813400** | Civic and Social Organizations | 1,173 | 1,257 | 84 | 7.16% |
| **813900** | Business, Professional, Labor, Political, and Similar Organizations | 2,968 | 2,831 | -137 | -4.62% |
| **814000** | *Private Households* | 7,005 | 6,074 | -931 | -13.29% |
|  |  |  |  |  |  |
| **102800** | **GOVERNMENT** | **93,565** | **94,990** | **1,425** | **1.52%** |
|  |  |  |  |  |  |
| **910000** | *Total Federal Government Employment* | 20,951 | 21,175 | 224 | 1.07% |
| **491100** | Postal Service | 5,466 | 5,442 | -24 | -0.44% |
| **999100** | Federal Government, Excluding Post Office | 15,485 | 15,733 | 248 | 1.60% |
| **999200** | State Government, Excluding Education and Hospitals | 31,857 | 32,068 | 211 | 0.66% |
| **999300** | Local Government, Excluding Education and Hospitals | 40,757 | 41,747 | 990 | 2.43% |

## EXPLANATION OF OCCUPATIONAL PROJECTIONS DATA ARKANSAS-STATEWIDE

2023-2025

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/ Training**  **Codes** |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** |  |
| The occupational code based on the Standard Occupational Classification (SOC)  Coding and Title Structure | The occupational title based on the Standard Occupational Classification (SOC) Coding and Title Structure | An estimate of the number of jobs in an occupation in 2023 | The projected number of jobs expected to be in an occupation in 2025 | Total number of jobs an occupation is expected to gain or lose over the 2023  to 2025 period | Percent change in the number of jobs in an occupation over the 2023 to  2025 period | Average number of annual job openings expected to be created during the projection period due to those leaving the workforce for four  months or more | Average number  of annual job openings expected to be created during the projection period due to those transferring to an occupation in a different SOC Major Group | Average number  of annual job openings expected to be created during the projection period due to the gain or decline of jobs in an occupation | Average number of annual job openings expected to be created during the projection period due to employment growth and separations | Level of training needed by most workers to become fully qualified in the occupation according to the Bureau of Labor Statistics.  See page 87 for definitions. |

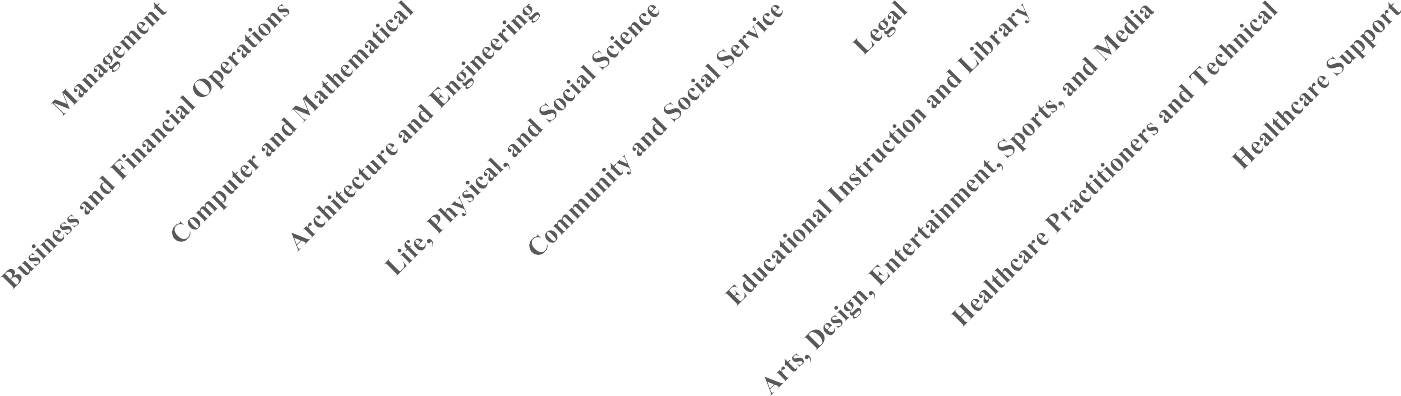
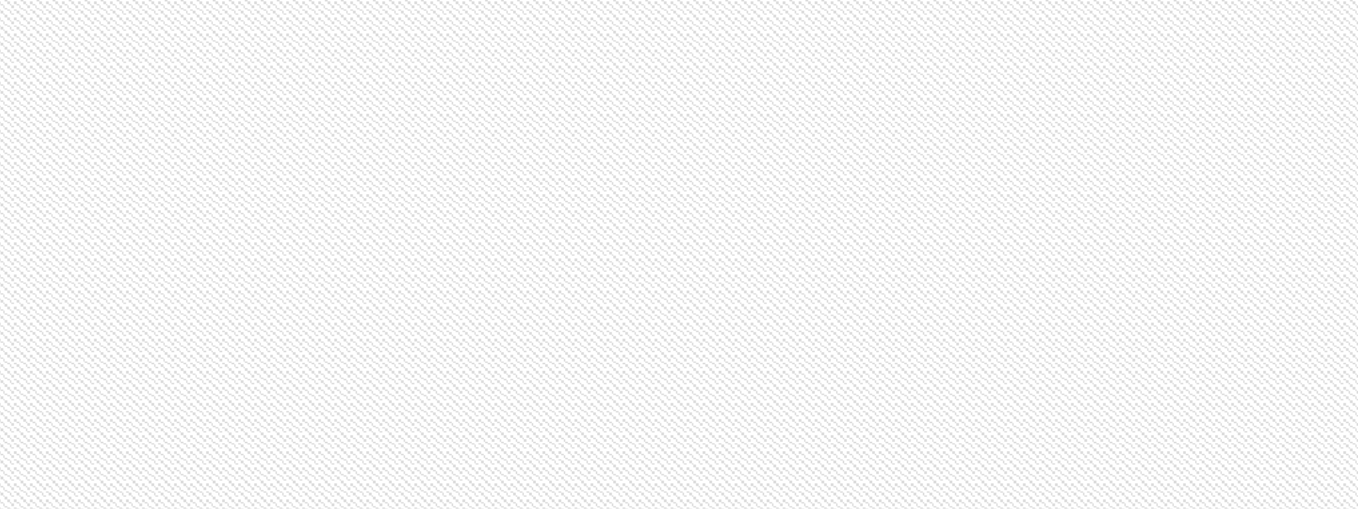
### 2023-2025 Arkansas Statewide Occupational Projections by Major Group

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change1** | **Total2** |
| **00-0000** | **Total, All Occupations** | **1,469,118** | **1,499,286** | **30,168** | **2.05%** | **72,700** | **89,362** | **15,084** | **177,146** |
| **11-0000** | Management Occupations | 149,645 | 153,383 | 3,738 | 2.50% | 6,054 | 6,551 | 1,869 | 14,474 |
| **13-0000** | Business and Financial Operations Occupations | 73,749 | 75,992 | 2,243 | 3.04% | 2,350 | 3,549 | 1,122 | 7,021 |
| **15-0000** | Computer and Mathematical Occupations | 26,219 | 27,612 | 1,393 | 5.31% | 605 | 990 | 696 | 2,291 |
| **17-0000** | Architecture and Engineering Occupations | 13,541 | 13,885 | 344 | 2.54% | 392 | 532 | 172 | 1,096 |
| **19-0000** | Life, Physical, and Social Science Occupations | 7,926 | 8,159 | 233 | 2.94% | 172 | 546 | 116 | 834 |
| **21-0000** | Community and Social Service Occupations | 33,683 | 34,327 | 644 | 1.91% | 1,378 | 1,580 | 322 | 3,280 |
| **23-0000** | Legal Occupations | 7,835 | 8,005 | 170 | 2.17% | 228 | 253 | 85 | 566 |
| **25-0000** | Educational Instruction and Library Occupations | 84,586 | 87,242 | 2,656 | 3.14% | 3,652 | 3,526 | 1,328 | 8,506 |
| **27-0000** | Arts, Design, Entertainment, Sports, and Media Occupations | 16,066 | 16,412 | 346 | 2.15% | 693 | 926 | 173 | 1,792 |
| **29-0000** | Healthcare Practitioners and Technical Occupations | 95,807 | 99,166 | 3,359 | 3.51% | 3,134 | 2,418 | 1,680 | 7,232 |
| **31-0000** | Healthcare Support Occupations | 54,530 | 57,307 | 2,777 | 5.09% | 3,724 | 4,256 | 1,388 | 9,368 |
| **33-0000** | Protective Service Occupations | 26,016 | 26,516 | 500 | 1.92% | 1,186 | 1,484 | 250 | 2,920 |
| **35-0000** | Food Preparation and Serving Related Occupations | 109,337 | 113,719 | 4,382 | 4.01% | 9,736 | 11,502 | 2,191 | 23,429 |
| **37-0000** | Building and Grounds Cleaning and Maintenance Occupations | 45,332 | 46,144 | 812 | 1.79% | 2,906 | 3,230 | 406 | 6,542 |
| **39-0000** | Personal Care and Service Occupations | 27,744 | 28,827 | 1,083 | 3.90% | 1,930 | 2,902 | 542 | 5,374 |
| **41-0000** | Sales and Related Occupations | 127,332 | 128,503 | 1,171 | 0.92% | 7,632 | 9,230 | 586 | 17,448 |
| **43-0000** | Office and Administrative Support Occupations | 165,349 | 166,425 | 1,076 | 0.65% | 8,841 | 9,992 | 538 | 19,371 |
| **45-0000** | Farming, Fishing, and Forestry Occupations | 15,909 | 15,687 | -222 | -1.40% | 872 | 1,432 | -111 | 2,193 |
| **47-0000** | Construction and Extraction Occupations | 58,489 | 60,447 | 1,958 | 3.35% | 2,052 | 3,030 | 979 | 6,061 |
| **49-0000** | Installation, Maintenance, and Repair Occupations | 62,429 | 63,892 | 1,463 | 2.34% | 2,403 | 3,041 | 732 | 6,176 |
| **51-0000** | Production Occupations | 117,975 | 117,584 | -391 | -0.33% | 5,138 | 7,542 | -196 | 12,484 |
| **53-0000** | Transportation and Material Moving Occupations | 149,619 | 150,052 | 433 | 0.29% | 7,622 | 10,852 | 216 | 18,690 |

1. The Annual Change is the Numeric Change equally distributed between the two years.
2. The Total Annual Openings is the sum of the Annual Exits, Transfers, and Change.

**Occupational Outlook**

The Arkansas labor market is expected to see a growth of 30,168 jobs over the 2023-2025 projection period, an increase of



**6.00%**

**Percent Change of Total Employment by SOC Major Group**

**2023-2025-Chart 1**

**5.00%**

**4.00%**

**3.00%**

**3.04%**

**2.94%**

**3.14%**

**2.00%**

**2.50%**

**2.54%**

**2.17%**

**2.15%**

**1.00%**

**0.00%**

**3.51%**

**5.09%**

**5.31%**

**Total, All Industries 2.05%**

**1.91%**

2.05 percent. With this, job opportunities for recent graduates and other job seekers are likely available. There is expected to be 177,146 total annual job openings during the projection period, with 72,700 openings available due to employees exiting the workforce. Another 89,362 are estimated to be available due to employees changing jobs, while 15,084 would be available due to growth and expansion in the economy. All but two occupational groups are estimated to see net job gains.

### Management Occupations

The **Management Occupations** major group is projected to gain 3,738 jobs, an increase of 2.50 percent of its workforce. During the

projection period, 14,474 annual job openings are estimated to be available, with 6,054 due to employees leaving the workforce and 6,551 for those changing jobs. Another 1,869 is forecast to be available annually due to growth and expansion. Driving the gain is General and Operations Managers with a gain of 1,056 jobs, placing third on the Top 25 Growing Occupations list. Medical and Health Services Managers is expected to be the tenth highest growing occupation, increasing by 509 jobs and the fastest growing among **Management Occupations**, growing at a rate of 7.47 percent. Farmers, Ranchers, and Other Agricultural Managers is expected to have 4,656 annual job openings, placing fourth in the state.

### Business and Financial Operations Occupations

The **Business and Financial Operations Occupations** major group is estimated to gain 2,243 jobs during the projection period, a 3.04 percent gain. Of the 7,021 annual job openings, 2,350 could come from employees exiting the workforce, while 3,549 would come from changing jobs. Another 1,122 job openings would be related to growth and expansion. *Business Operations Specialists* is slated to add 1,660 jobs. Within this group, Management Analysts is set to be the top growing occupation, adding 282 jobs to the workforce. Personal Financial Advisors is slated to be the fastest growing occupation in **Business and Financial Operations Occupations**, with an anticipated increase of 6.07 percent.

### Computer and Mathematical Occupations

The **Computer and Mathematical Occupations** major group is expected to gain 1,393 jobs, an increase of 5.31 percent, becoming the fastest growing major group in the state. With 2,291 annual job openings, 605 are set to come from employees leaving the workforce, 990 from those changing jobs, and 696 from growth and expansion. Much of the gain is projected to occur in the *Computer Occupations* occupational family, adding 1,297 jobs. The top growing occupation in the major group and ninth statewide is Software Developers with 471 new jobs. *Mathematical Science Occupations* is estimated to add an additional 96 jobs to its workforce. Operations Research Analysts is estimated to be the second fastest growing occupation in the state, anticipated to increase its workforce by 10.16 percent. In all, four occupations within **Computer and Mathematical Occupations** made the Top 25 Fastest Growing Occupations list.

### Architecture and Engineering Occupations

The **Architecture and Engineering Occupations** major group is predicted to add 344 new jobs between first quarter 2023 and first quarter 2025. The major group is estimated to have 1,096 annual job openings, of which 392 would be from those exiting the workforce and 532 from those transferring to other occupational groups. Another 172 jobs are related to growth and expansion. *Engineers* is projected to add 213 jobs to its workforce, more than 60 percent of the overall growth. Leading the major group is Industrial Engineers, adding 80 jobs to its workforce, while Aerospace Engineers is slated to be the fastest growing occupation, gaining 9.73 percent, becoming the fourth fastest growing occupation in Arkansas.

### Life, Physical, and Social Science Occupations

The **Life, Physical, and Social Science Occupations** could see an increase of 233 jobs during the projection period. Of 834 total annual openings, 172 are slated to come from employees leaving the workforce, while 546 would be associated with employees changing jobs. Another 116 jobs are due to growth and expansion. The *Life, Physical, and Social Science Technicians* occupational family is predicted to see a gain of 68 jobs, while *Life Scientists* is projected to add 56 new jobs to its workforce. The biggest gain in this major group is Clinical and Counseling Psychologists, estimated to add 30 jobs to the workforce. Medical Scientists, Except Epidemiologists is predicted to be the fastest growing occupation in the major group, growing by a rate of 7.60 percent.

### Community and Social Service Occupations

The **Community and Social Service Occupations** major group is projected to increase by 644 employees during the projection period, an increase of 1.91 percent. The occupational group is estimated to have 3,280 annual job openings, with 1,378 coming from employees leaving the workforce, 1,580 coming from employees changing jobs, and 322 related to growth and expansion. The entire growth is expected to occur in the *Counselors, Social Workers, and Other Community and Social Service Specialists* occupational family. Leading the major group is Social and Human Service Assistants, gaining 218 jobs, while Substance Abuse, Behavioral Disorder, and Mental Health Counselors is forecast to add 134. The *Religious Workers* occupational family is predicted to experience a small decrease in jobs, with a reduction in 49 jobs. Clergy is estimated to lose 34 of those jobs.

### Legal Occupations

The **Legal Occupations** major group is forecast to increase staffing by 170 jobs between first quarter 2023 and first quarter 2025. Of the 566 total annual openings, 228 could come from staff leaving the workforce, while 253 would be related to job transfers. Growth and expansion would account for 85 annual job openings. *Lawyers, Judges, and Related Workers* is slated to add 119 jobs during the projection period, with Lawyers estimated to gain 112 new jobs. *Legal Support Workers* is slated to add 51 jobs to its workforce. Paralegals leads this occupational family with 43 new jobs, a 1.97 percent gain.

### Educational Instruction and Library Occupations

The **Educational Instruction and Library Occupations** major group is forecast to gain 2,656 jobs during the 2023-2025 projection cycle. Out of 8,506 annual job openings, 3,652 could come from employees leaving their jobs, while 3,526 could be created from employees changing jobs.

Another 1,328 would be for growth and expansion. *Preschool, Primary, Secondary, and Special Education School Teachers* could see a growth of 1,232 jobs. Teaching Assistants, Except Postsecondary leads all occupations within the **Educational Instruction and Library Occupations** major group, gaining 363 jobs. Secondary School Teachers, Except Special and Career/Technical Education and Elementary School Teachers, Except Special Education are estimated to see gains of 314 and 310 jobs respectively. Curators could see a 9.47 percent increase, making it the sixth fastest growing occupation in the state, as several museums are ramping up or on the horizon.

### Arts, Design, Entertainment, Sports, and Media Occupations

The **Arts, Design, Entertainment, Sports, and Media Occupations** major group is estimated to gain 346 jobs during the projection period. Of the 1,792 annual job openings, 693 would come from employees leaving the workforce and 926 is connected to those who change jobs. Growth and expansion in the job market could account for 173 openings annually. *Entertainers and Performers, Sports and Related Workers* are estimated to add 167 jobs to the economy. Coaches and Scouts is expected to be the top and fastest growing occupation in the **Arts, Design, Entertainment, Sports, and Media Occupations** major group, increasing its workforce by 150 jobs, or 6.24 percent. *Art and Design Workers* could see an additional 124

jobs in the labor market. On the negative side of the labor market, Editors is slated to lose 18 jobs, 4.02 percent of its workforce, while News Analysts, Reporters, and Journalists could see a job loss of 17 jobs, 4.99 percent of its workforce.

### Healthcare Practitioners and Technical Occupations

The **Healthcare Practitioners and Technical Occupations** major group is projected to see a net gain of 3,359 jobs. During the projection period, 7,232 annual job openings are anticipated with 3,134 coming from employees leaving the workforce, 2,418 coming from job transfers, and 1,680 from growth and expansion. The *Health Diagnosing and Treating Practitioners* occupational family is estimated to add 1,956 new jobs. Driving this growth is Registered Nurses, slated to add 775 new jobs, becoming the top growing occupation in the **Healthcare Practitioners and Technical Occupations** major group and among the five highest growing in the state. Nurse Practitioners is predicted to be the fastest growing occupation in the state, raising employment levels by 10.77 percent. *Health Technologists and Technicians* is expected to add 865 new jobs to its workforce.

Licensed Practical and Licensed Vocational Nurses drives the growth in the occupational family with an anticipated growth of 326 jobs.

### Healthcare Support Occupations

The **Healthcare Support Occupations** major group could see a rise of 2,777 new jobs during the 2023-2025 projection cycle. With 9,368 annual job openings, 3,724 are estimated to come from employees who leave the workforce, while 4,256 from employees changing jobs. Another 1,388 job openings are related to growth and expansion. The *Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides* occupational family is slated to add 2,061 new jobs during the projection period. Driving this growth is Home Health and Personal Care Aides, which is slated to increase its workforce by 1,326 jobs, placing second on the Top 25 Growing Occupations list. Nursing Assistants is estimated to increase by an additional 689 jobs. Occupational Therapy Assistants and Physical Therapist Assistants are slated to raise employment levels by 9.49 percent and 8.59 percent respectively, both placing among the ten fastest growing occupations in the state.

### Protective Service Occupations

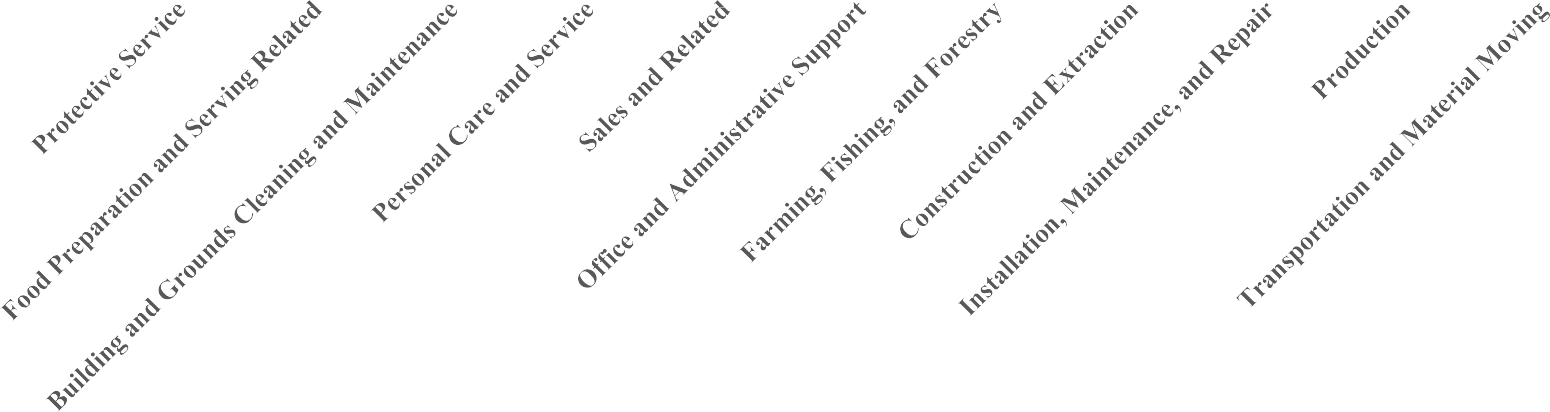
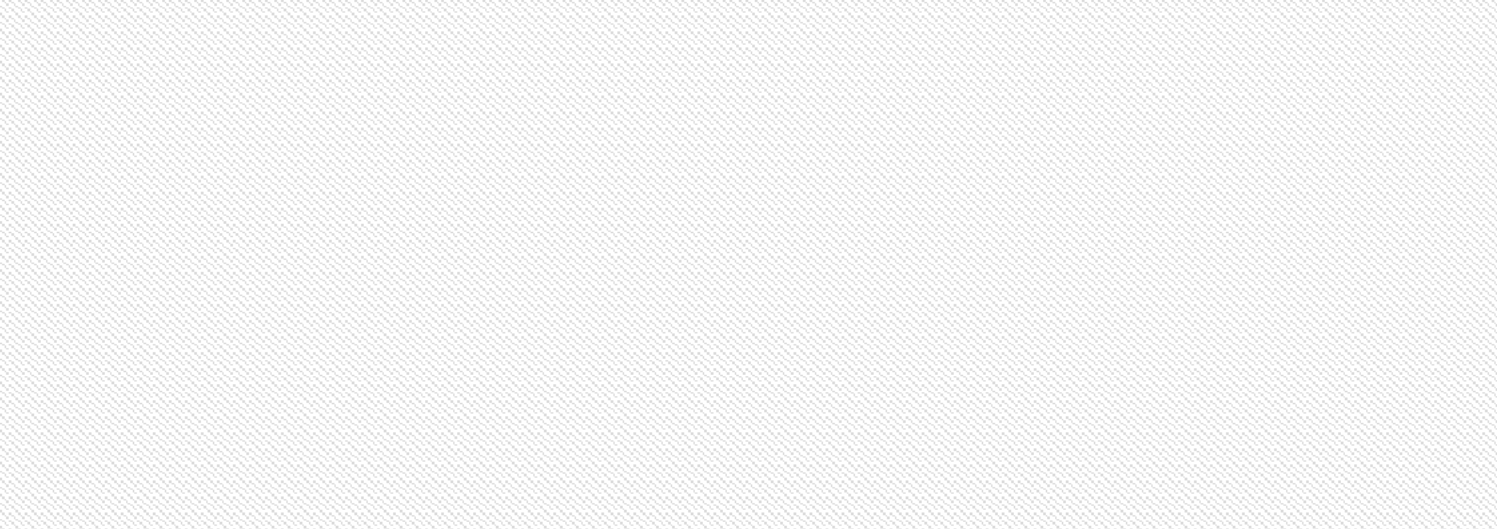
The **Protective Service Occupations** major group is expected to gain 500 new jobs between 2023 and 2025. The occupational group is estimated to have 2,920 annual job openings during the projection period. Of these, 1,186 would come from employees leaving the workforce, while 1,484 from employees changing jobs. Around 250 would be connected to growth and expansion. The *Other Protective Service Workers* occupational family is expected to grow by 190 jobs. Driving this growth is Security Guards, which is expected to add 139 new jobs to its ranks. Animal Control Workers is predicted to be the fastest growing occupation among **Protective Service Occupations**, increasing its workforce by 4.52 percent.

### Food Preparation and Serving Related Occupations

**Food Preparation and Serving Related Occupations** is projected to experience a gain of 4,382 jobs between first quarter 2023 and first quarter 2025, becoming the top growing major group in the state. The occupational group is forecast to have 23,429 annual job openings, of which 9,736 are estimated to be available due to employees leaving the workforce, 11,502 from employees changing jobs, and 2,191 from growth and expansion.

*Food and Beverage Serving Workers* leads this major group with 2,076 new jobs. Fast Food and Counter Workers is forecast to be the top growing

occupation in the state, gaining 1,443 new jobs, while Cooks, Restaurant is also slated to be among the ten highest growing occupations, adding 980 new jobs. In all, five occupations in the major group make the Top 25 Growing Occupations list.



**6.00%**

**5.00%**

**Percent Change of Total Employment by SOC Major Group**

**2023-2025-Chart 2**

**4.00%**

**3.00%**

**2.00%**

**1.00%**

**0.00%**

**-0.33%**

**-1.00%**

**-1.40%**

**-2.00%**

**0.65%**

**0.29%**

**0.92%**

**1.79%**

**2.34%**

**1.92%**

**3.35%**

**3.90%**

**4.01%**

**Total, All Industries 2.05%**

Cooks, Private Household is slated to be the fastest declining occupation in Arkansas, losing an estimated 6.54 percent.

### Building and Grounds Cleaning and Maintenance Occupations

The **Building and Grounds Cleaning and Maintenance Occupations** major group is estimated to experience a net gain of 812 jobs during the projection period. With 6,542 annual job openings, 2,906 would be associated with employees leaving the workforce, while 3,230 would be connected to those changing jobs. Growth and expansion would account for 406 annual job openings. The *Building Cleaning and Pest Control Workers* occupational family is forecast to add 336 jobs. Leading this group is Janitors and Cleaners, Except Maids and Housekeeping Cleaners, which is predicted to add 442 jobs to the workforce, placing among the ten highest growing occupations in Arkansas. The *Grounds Maintenance Workers* occupational family is forecast to grow by 326. Driving this gain is Landscaping and Groundskeeping Workers, adding 305 jobs. On the negative side of the economy, Maids and Housekeeping Cleaners could see a reduction of 167 jobs, or 1.38 percent of its workforce, placing fourth on the Top 25 Declining Occupations list.

### Personal Care and Service Occupations

The **Personal Care and Service Occupations** major group is estimated to increase staffing by 1,083 jobs during the projection period. Of the 5,374 annual job openings, 1,930 are forecast to come from employees leaving the workforce, 2,902 from employees changing jobs, and 542 due to growth and expansion. The *Other Personal Care and Service Workers* occupational family is set to increase its workforce by 304 jobs. Exercise Trainers and Group Fitness Instructors is predicted to increase employment by 9.88 percent, becoming the third fastest growing occupation in the state. The *Animal Care and Service Workers* occupational family is set to add 296 to its own workforce. Leading the major group in numeric growth is Animal Caretakers, which is slated to raise employment by 248.

### Sales and Related Occupations

The **Sales and Related Occupations** major group is projected to experience a gain of 1,171 jobs between first quarter 2023 and first quarter 2025, a

0.92 percent gain. Of the 17,448 jobs expected annually, 7,632 could come from employees leaving the workforce, 9,230 from those changing jobs, and 586 connected to growth and expansion. The *Retail Sales Workers* occupational family is slated to add 491 new jobs, while the *Sales Representatives, Services* family is predicted to raise employment by 372. Retail Salespersons is forecast to be the top growing occupation in **Sales and Related Occupations,** adding 271 new jobs. Securities, Commodities, and Financial Services Sales Agents is projected to be the fastest growing occupation in the major group, increasing employment by 3.57 percent. On the negative side of the labor market, Advertising Sales Agents is slated to lose 53 jobs, or 5.29 percent of its workforce, becoming the fourth fastest declining occupation in the state.

### Office and Administrative Support Occupations

The **Office and Administrative Support Occupations** major group is predicted to gain 1,076 jobs during the projection period. The occupational group is estimated to have 19,371 annual job openings. Of these, 8,841 are connected to employees leaving the workforce, while 9,992 are associated with those changing jobs. Another 538 annual job openings would be due to growth and expansion. The *Information and Record Clerks* occupational family is slated to grow by 739 jobs. Receptionists and Information Clerks is slated to add 296 new jobs, becoming the top growing occupation in the major group. Cargo and Freight Agents is expected to be the fastest growing occupation in the major group, increasing its workforce by 4.79 percent. *Other Office and Administrative Support Workers* occupational family is predicted to increase by an additional 363 jobs. Office Clerks leads the occupational family with a gain of 279 jobs. On the negative side of the economy, *Secretaries and Administrative* Assistants is anticipated to experience a job loss of 134 jobs. Shipping, Receiving, and Inventory Clerks is expected to be the top declining occupation in the major group and sixth statewide. In all, six occupations in the **Office and Administrative Support Occupations** major group are included in the Top 25 Declining Occupations list, including three among the ten highest. Switchboard Operators, Including Answering Service is slated to be the fastest declining occupation in the major group, losing 3.66 percent.

### Farming, Fishing, and Forestry Occupations

**Farming, Fishing, and Forestry Occupations** is one of two major groups expected to experience a loss of jobs and is forecast to lose 222 jobs, or

1.40 percent of its workforce. Overall, 2,193 annual job openings are expected, with 872 connected to employees leaving the workforce and 1,432

from employees changing jobs. Around 111 annual openings could be lost due to the decline in employment. *Agricultural Workers* are likely to experience most of the decline, cutting 218 jobs from its workforce. Farmworkers and Laborers, Crop, Nursery, and Greenhouse could be among the ten highest declining occupations, losing 88 jobs., while Farmworkers, Farm, Ranch, and Aquacultural Animals could decrease employment by 68.

Graders and Sorters, Agricultural Products is slated to be the fastest declining occupation in the major group, losing 3.88 percent of its workforce.

### Construction and Extraction Occupations

The **Construction and Extraction Occupations** major group is projected to add 1,958 jobs to its workforce. Of the 6,061 annual job openings, 2,052 would be from employees leaving the workforce, 3,030 would be associated with employees changing jobs, and 979 annual job openings would be from growth and expansion. Much of the growth in the major group is likely to occur in the *Construction Trades Workers* occupational family, increasing employment by 1,494 jobs. Construction Laborers is anticipated to increase its workforce by 414 jobs. Electricians is slated to add 317 jobs to its ranks. Hazardous Materials Removal Workers is slated to increase its ranks by 8.50 percent. On the negative side of the labor force, Carpet Installers could lose the most in the major group, cutting eight jobs between 2023 and 2025, or 5.26 percent of its workforce, placing the occupation among the five fastest declining occupations in Arkansas, while Rail-Track Laying and Maintenance Equipment Operators could see a decline of four percent.

### Installation, Maintenance, and Repair Occupations

The **Installation, Maintenance, and Repair Occupations** major group is estimated to increase staffing by 1,463 new jobs. During the projection period, 6,176 annual job openings are expected to be available. Of these, 2,403 would be connected to employees leaving the workforce, 3,041 from those changing jobs, and 732 due to growth and expansion. The *Other Installation, Maintenance, and Repair Occupations* occupational family drives the growth in the major group with an anticipated gain of 855 jobs. Industrial Machinery Mechanics leads all occupations with 263 new jobs, while Maintenance and Repair Workers, General is slated to increase by 256. Automotive Body and Related Repairers is predicted to increase its ranks by 7.76 percent. On the negative side of the labor market, Maintenance Workers, Machinery is estimated to lose 21 jobs, or 3.52 percent of its workforce.

### Production Occupations

**Production Occupations** is projected to be one of two major groups to experience a net loss of jobs between first quarter 2023 and first quarter 2025, losing 391 jobs, or 0.33 percent of its workforce. Despite the loss, around 12,484 job openings are anticipated annually. Of these, 5,138 could come from employees leaving the workforce and 7,542 would be connected to employees changing jobs. The loss of jobs could cause 196 fewer job openings annually. The *Food Processing Workers* occupational family could see much of this loss, with a cut of 277 jobs, or 1.77 percent of its workforce. Meat, Poultry, and Fish Cutters and Trimmers leads all occupations in this major group in terms of job loss, cutting 225 jobs, placing the occupation second on the Top 25 Declining Occupations list. Slaughterers and Meat Packers is also among the ten highest declining occupations, cutting 83. In all, ten occupations in the major group are included on the Top 25 Declining Occupations list. Dental Laboratory Technicians is slated to be the second fastest declining occupation in Arkansas, losing an estimated 5.99 percent. In all, fourteen occupations in the **Production Occupations** major group are included on the Top 25 Fastest Declining Occupations list. Despite this decline in the major group, there are a few

bright spots. The *Plant and System Operators* occupational family is forecast to add 93 jobs, while *Metal Workers and Plastic Workers* is anticipated to add 73 jobs during the projection period. Water and Wastewater Treatment Plant and System Operators is set to add 73 jobs, while Etchers and Engravers is predicted to be among the ten fastest growing occupations in the state, raising employment by 8.82 percent.

### Transportation and Material Moving Occupations

The **Transportation and Material Moving Occupations** major group is projected to add 433 new jobs, or 0.29 percent to its workforce. The major group is estimated to have 18,690 annual job openings. Of these, 7,622 is associated with people leaving the workforce, 10,852 connected to job transfer, and 216 related to growth and expansion. The *Motor Vehicle Operators* occupational family is predicted to add an additional 199 new jobs to its workforce. Taxi Drivers is forecast to be the fastest growing occupation in the major group, adding 5.90 percent to its workforce.

Cleaners of Vehicles and Equipment is slated to be the top growing occupation in the major group, adding 159 jobs to its workforce. However, there are a few downsides in **Transportation and Material Moving Occupations**. Heavy and Tractor-Trailer Truck Drivers could see a decline of 280 jobs between 2023 and 2025, placing it as the top declining occupation statewide. While the *Material Moving Workers* occupational family is predicted to add a net 193 jobs overall, Industrial Truck and Tractor Operators could see a drop of 215 jobs, or 2.05 percent of its workforce.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** |
| 35-3023 | Fast Food and Counter Workers | 37,324 | 38,767 | **1,443** | 3.87% | 4,202 | 4,484 | 722 | 9,408 |
| 31-1120 | Home Health and Personal Care Aides | 20,701 | 22,027 | **1,326** | 6.41% | 1,709 | 1,425 | 663 | 3,797 |
| 11-1021 | General and Operations Managers | 34,544 | 35,600 | **1,056** | 3.06% | 874 | 1,884 | 528 | 3,286 |
| 35-2014 | Cooks, Restaurant | 12,638 | 13,618 | **980** | 7.75% | 896 | 1,070 | 490 | 2,456 |
| 29-1141 | Registered Nurses | 29,290 | 30,065 | **775** | 2.65% | 986 | 610 | 388 | 1,984 |
| 31-1131 | Nursing Assistants | 17,094 | 17,783 | **689** | 4.03% | 1,104 | 1,365 | 344 | 2,813 |
| 11-9111 | Medical and Health Services Managers | 6,813 | 7,322 | **509** | 7.47% | 197 | 292 | 254 | 743 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 11,278 | 11,753 | **475** | 4.21% | 580 | 1,103 | 238 | 1,921 |
| 15-1252 | Software Developers | 5,543 | 6,014 | **471** | 8.50% | 99 | 206 | 236 | 541 |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 18,916 | 19,358 | **442** | 2.34% | 1,332 | 1,330 | 221 | 2,883 |
| 35-3031 | Waiters and Waitresses | 15,219 | 15,647 | **428** | 2.81% | 1,328 | 1,865 | 214 | 3,407 |
| 47-2061 | Construction Laborers | 12,295 | 12,709 | **414** | 3.37% | 432 | 631 | 207 | 1,270 |
| 25-9045 | Teaching Assistants, Except Postsecondary | 10,779 | 11,142 | **363** | 3.37% | 624 | 648 | 182 | 1,454 |
| 11-3031 | Financial Managers | 7,119 | 7,457 | **338** | 4.75% | 188 | 298 | 169 | 655 |
| 29-1171 | Nurse Practitioners | 3,055 | 3,384 | **329** | 10.77% | 71 | 72 | 164 | 307 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 11,133 | 11,459 | **326** | 2.93% | 458 | 396 | 163 | 1,017 |
| 47-2111 | Electricians | 8,608 | 8,925 | **317** | 3.68% | 291 | 472 | 158 | 921 |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 12,390 | 12,704 | **314** | 2.53% | 364 | 404 | 157 | 925 |
| 25-2021 | Elementary School Teachers, Except Special Education | 12,755 | 13,065 | **310** | 2.43% | 434 | 424 | 155 | 1,013 |
| 37-3011 | Landscaping and Groundskeeping Workers | 7,548 | 7,853 | **305** | 4.04% | 383 | 598 | 152 | 1,133 |
| 43-4171 | Receptionists and Information Clerks | 13,463 | 13,759 | **296** | 2.20% | 862 | 946 | 148 | 1,956 |
| 13-1111 | Management Analysts | 6,748 | 7,030 | **282** | 4.18% | 237 | 317 | 141 | 695 |
| 43-9061 | Office Clerks, General | 29,291 | 29,570 | **279** | 0.95% | 1,778 | 1,730 | 140 | 3,648 |
| 25-2011 | Preschool Teachers, Except Special Education | 4,491 | 4,768 | **277** | 6.17% | 212 | 273 | 138 | 623 |
| 35-2012 | Cooks, Institution and Cafeteria | 7,681 | 7,954 | **273** | 3.55% | 533 | 638 | 136 | 1,307 |

**Top 25 Fastest Growing Occupations by Percent Change (Minimum Employment of 50)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** |
| 29-1171 | Nurse Practitioners | 3,055 | 3,384 | 329 | **10.77%** | 71 | 72 | 164 | 307 |
| 15-2031 | Operations Research Analysts | 246 | 271 | 25 | **10.16%** | 8 | 8 | 12 | 28 |
| 39-9031 | Exercise Trainers and Group Fitness Instructors | 1,285 | 1,412 | 127 | **9.88%** | 82 | 166 | 64 | 312 |
| 17-2011 | Aerospace Engineers | 113 | 124 | 11 | **9.73%** | 2 | 4 | 6 | 12 |
| 31-2011 | Occupational Therapy Assistants | 527 | 577 | 50 | **9.49%** | 28 | 48 | 25 | 101 |
| 25-4012 | Curators | 95 | 104 | 9 | **9.47%** | 6 | 6 | 4 | 16 |
| 39-7010 | Tour and Travel Guides | 336 | 367 | 31 | **9.23%** | 32 | 42 | 16 | 90 |
| 39-3091 | Amusement and Recreation Attendants | 1,651 | 1,799 | 148 | **8.96%** | 193 | 288 | 74 | 555 |
| 51-9194 | Etchers and Engravers | 170 | 185 | 15 | **8.82%** | 18 | 10 | 8 | 36 |
| 31-2021 | Physical Therapist Assistants | 1,466 | 1,592 | 126 | **8.59%** | 74 | 134 | 63 | 271 |
| 47-4041 | Hazardous Materials Removal Workers | 541 | 587 | 46 | **8.50%** | 25 | 35 | 23 | 83 |
| 15-1252 | Software Developers | 5,543 | 6,014 | 471 | **8.50%** | 99 | 206 | 236 | 541 |
| 15-1212 | Information Security Analysts | 961 | 1,037 | 76 | **7.91%** | 22 | 36 | 38 | 96 |
| 49-3021 | Automotive Body and Related Repairers | 1,315 | 1,417 | 102 | **7.76%** | 58 | 58 | 51 | 167 |
| 35-2014 | Cooks, Restaurant | 12,638 | 13,618 | 980 | **7.75%** | 896 | 1,070 | 490 | 2,456 |
| 19-1042 | Medical Scientists, Except Epidemiologists | 250 | 269 | 19 | **7.60%** | 3 | 10 | 10 | 23 |
| 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners | 53 | 57 | 4 | **7.55%** | 2 | 3 | 2 | 7 |
| 11-9111 | Medical and Health Services Managers | 6,813 | 7,322 | 509 | **7.47%** | 197 | 292 | 254 | 743 |
| 25-4013 | Museum Technicians and Conservators | 81 | 87 | 6 | **7.41%** | 5 | 4 | 3 | 12 |
| 29-1127 | Speech-Language Pathologists | 1,968 | 2,111 | 143 | **7.27%** | 56 | 52 | 72 | 180 |
| 31-9096 | Veterinary Assistants and Laboratory Animal Caretakers | 1,320 | 1,414 | 94 | **7.12%** | 85 | 178 | 47 | 310 |
| 31-9011 | Massage Therapists | 472 | 505 | 33 | **6.99%** | 32 | 33 | 16 | 81 |
| 47-2181 | Roofers | 914 | 977 | 63 | **6.89%** | 26 | 46 | 32 | 104 |
| 25-1072 | Nursing Instructors and Teachers, Postsecondary | 660 | 705 | 45 | **6.82%** | 30 | 23 | 22 | 75 |
| 15-2011 | Actuaries | 59 | 63 | 4 | **6.78%** | 1 | 2 | 2 | 5 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** |
| 35-3023 | Fast Food and Counter Workers | 37,324 | 38,767 | 1,443 | 3.87% | **4,202** | 4,484 | 722 | 9,408 |
| 41-2011 | Cashiers | 32,926 | 33,006 | 80 | 0.24% | **3,170** | 3,194 | 40 | 6,404 |
| 11-9013 | Farmers, Ranchers, and Other Agricultural Managers | 44,351 | 44,496 | 145 | 0.33% | **3,104** | 1,480 | 72 | 4,656 |
| 41-2031 | Retail Salespersons | 31,849 | 32,120 | 271 | 0.85% | **2,100** | 2,532 | 136 | 4,768 |
| 43-9061 | Office Clerks, General | 29,291 | 29,570 | 279 | 0.95% | **1,778** | 1,730 | 140 | 3,648 |
| 53-7065 | Stockers and Order Fillers | 28,052 | 28,176 | 124 | 0.44% | **1,749** | 2,752 | 62 | 4,563 |
| 31-1120 | Home Health and Personal Care Aides | 20,701 | 22,027 | 1,326 | 6.41% | **1,709** | 1,425 | 663 | 3,797 |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 36,692 | 36,412 | -280 | -0.76% | **1,654** | 2,141 | -140 | 3,655 |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 28,948 | 29,027 | 79 | 0.27% | **1,384** | 2,356 | 40 | 3,780 |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 18,916 | 19,358 | 442 | 2.34% | **1,332** | 1,330 | 221 | 2,883 |
| 35-3031 | Waiters and Waitresses | 15,219 | 15,647 | 428 | 2.81% | **1,328** | 1,865 | 214 | 3,407 |
| 43-4051 | Customer Service Representatives | 21,999 | 22,201 | 202 | 0.92% | **1,235** | 1,733 | 101 | 3,069 |
| 31-1131 | Nursing Assistants | 17,094 | 17,783 | 689 | 4.03% | **1,104** | 1,365 | 344 | 2,813 |
| 29-1141 | Registered Nurses | 29,290 | 30,065 | 775 | 2.65% | **986** | 610 | 388 | 1,984 |
| 35-2014 | Cooks, Restaurant | 12,638 | 13,618 | 980 | 7.75% | **896** | 1,070 | 490 | 2,456 |
| 37-2012 | Maids and Housekeeping Cleaners | 12,069 | 11,902 | -167 | -1.38% | **892** | 804 | -84 | 1,612 |
| 11-1021 | General and Operations Managers | 34,544 | 35,600 | 1,056 | 3.06% | **874** | 1,884 | 528 | 3,286 |
| 43-4171 | Receptionists and Information Clerks | 13,463 | 13,759 | 296 | 2.20% | **862** | 946 | 148 | 1,956 |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 12,368 | 12,437 | 69 | 0.56% | **804** | 632 | 34 | 1,470 |
| 39-9011 | Childcare Workers | 10,465 | 10,525 | 60 | 0.57% | **758** | 978 | 30 | 1,766 |
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 12,350 | 12,242 | -108 | -0.87% | **716** | 647 | -54 | 1,309 |
| 51-2090 | Miscellaneous Assemblers and Fabricators | 15,073 | 15,047 | -26 | -0.17% | **639** | 952 | -13 | 1,578 |
| 25-9045 | Teaching Assistants, Except Postsecondary | 10,779 | 11,142 | 363 | 3.37% | **624** | 648 | 182 | 1,454 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 11,278 | 11,753 | 475 | 4.21% | **580** | 1,103 | 238 | 1,921 |
| 49-9071 | Maintenance and Repair Workers, General | 12,888 | 13,144 | 256 | 1.99% | **574** | 594 | 128 | 1,296 |

**Top 25 Occupations by Annual Transfers**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** |
| 35-3023 | Fast Food and Counter Workers | 37,324 | 38,767 | 1,443 | 3.87% | 4,202 | **4,484** | 722 | 9,408 |
| 41-2011 | Cashiers | 32,926 | 33,006 | 80 | 0.24% | 3,170 | **3,194** | 40 | 6,404 |
| 53-7065 | Stockers and Order Fillers | 28,052 | 28,176 | 124 | 0.44% | 1,749 | **2,752** | 62 | 4,563 |
| 41-2031 | Retail Salespersons | 31,849 | 32,120 | 271 | 0.85% | 2,100 | **2,532** | 136 | 4,768 |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 28,948 | 29,027 | 79 | 0.27% | 1,384 | **2,356** | 40 | 3,780 |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 36,692 | 36,412 | -280 | -0.76% | 1,654 | **2,141** | -140 | 3,655 |
| 11-1021 | General and Operations Managers | 34,544 | 35,600 | 1,056 | 3.06% | 874 | **1,884** | 528 | 3,286 |
| 35-3031 | Waiters and Waitresses | 15,219 | 15,647 | 428 | 2.81% | 1,328 | **1,865** | 214 | 3,407 |
| 43-4051 | Customer Service Representatives | 21,999 | 22,201 | 202 | 0.92% | 1,235 | **1,733** | 101 | 3,069 |
| 43-9061 | Office Clerks, General | 29,291 | 29,570 | 279 | 0.95% | 1,778 | **1,730** | 140 | 3,648 |
| 11-9013 | Farmers, Ranchers, and Other Agricultural Managers | 44,351 | 44,496 | 145 | 0.33% | 3,104 | **1,480** | 72 | 4,656 |
| 31-1120 | Home Health and Personal Care Aides | 20,701 | 22,027 | 1,326 | 6.41% | 1,709 | **1,425** | 663 | 3,797 |
| 31-1131 | Nursing Assistants | 17,094 | 17,783 | 689 | 4.03% | 1,104 | **1,365** | 344 | 2,813 |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 18,916 | 19,358 | 442 | 2.34% | 1,332 | **1,330** | 221 | 2,883 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 11,278 | 11,753 | 475 | 4.21% | 580 | **1,103** | 238 | 1,921 |
| 35-2014 | Cooks, Restaurant | 12,638 | 13,618 | 980 | 7.75% | 896 | **1,070** | 490 | 2,456 |
| 39-9011 | Childcare Workers | 10,465 | 10,525 | 60 | 0.57% | 758 | **978** | 30 | 1,766 |
| 51-2090 | Miscellaneous Assemblers and Fabricators | 15,073 | 15,047 | -26 | -0.17% | 639 | **952** | -13 | 1,578 |
| 43-4171 | Receptionists and Information Clerks | 13,463 | 13,759 | 296 | 2.20% | 862 | **946** | 148 | 1,956 |
| 37-2012 | Maids and Housekeeping Cleaners | 12,069 | 11,902 | -167 | -1.38% | 892 | **804** | -84 | 1,612 |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | 13,546 | 13,596 | 50 | 0.37% | 529 | **800** | 25 | 1,354 |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 13,431 | 13,555 | 124 | 0.92% | 449 | **738** | 62 | 1,249 |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 13,518 | 13,590 | 72 | 0.53% | 567 | **726** | 36 | 1,329 |
| 53-7051 | Industrial Truck and Tractor Operators | 10,503 | 10,288 | -215 | -2.05% | 333 | **664** | -108 | 889 |
| 25-9045 | Teaching Assistants, Except Postsecondary | 10,779 | 11,142 | 363 | 3.37% | 624 | **648** | 182 | 1,454 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** |
| 35-3023 | Fast Food and Counter Workers | 37,324 | 38,767 | 1,443 | 3.87% | 4,202 | 4,484 | 722 | **9,408** |
| 41-2011 | Cashiers | 32,926 | 33,006 | 80 | 0.24% | 3,170 | 3,194 | 40 | **6,404** |
| 41-2031 | Retail Salespersons | 31,849 | 32,120 | 271 | 0.85% | 2,100 | 2,532 | 136 | **4,768** |
| 11-9013 | Farmers, Ranchers, and Other Agricultural Managers | 44,351 | 44,496 | 145 | 0.33% | 3,104 | 1,480 | 72 | **4,656** |
| 53-7065 | Stockers and Order Fillers | 28,052 | 28,176 | 124 | 0.44% | 1,749 | 2,752 | 62 | **4,563** |
| 31-1120 | Home Health and Personal Care Aides | 20,701 | 22,027 | 1,326 | 6.41% | 1,709 | 1,425 | 663 | **3,797** |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 28,948 | 29,027 | 79 | 0.27% | 1,384 | 2,356 | 40 | **3,780** |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 36,692 | 36,412 | -280 | -0.76% | 1,654 | 2,141 | -140 | **3,655** |
| 43-9061 | Office Clerks, General | 29,291 | 29,570 | 279 | 0.95% | 1,778 | 1,730 | 140 | **3,648** |
| 35-3031 | Waiters and Waitresses | 15,219 | 15,647 | 428 | 2.81% | 1,328 | 1,865 | 214 | **3,407** |
| 11-1021 | General and Operations Managers | 34,544 | 35,600 | 1,056 | 3.06% | 874 | 1,884 | 528 | **3,286** |
| 43-4051 | Customer Service Representatives | 21,999 | 22,201 | 202 | 0.92% | 1,235 | 1,733 | 101 | **3,069** |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 18,916 | 19,358 | 442 | 2.34% | 1,332 | 1,330 | 221 | **2,883** |
| 31-1131 | Nursing Assistants | 17,094 | 17,783 | 689 | 4.03% | 1,104 | 1,365 | 344 | **2,813** |
| 35-2014 | Cooks, Restaurant | 12,638 | 13,618 | 980 | 7.75% | 896 | 1,070 | 490 | **2,456** |
| 29-1141 | Registered Nurses | 29,290 | 30,065 | 775 | 2.65% | 986 | 610 | 388 | **1,984** |
| 43-4171 | Receptionists and Information Clerks | 13,463 | 13,759 | 296 | 2.20% | 862 | 946 | 148 | **1,956** |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 11,278 | 11,753 | 475 | 4.21% | 580 | 1,103 | 238 | **1,921** |
| 39-9011 | Childcare Workers | 10,465 | 10,525 | 60 | 0.57% | 758 | 978 | 30 | **1,766** |
| 37-2012 | Maids and Housekeeping Cleaners | 12,069 | 11,902 | -167 | -1.38% | 892 | 804 | -84 | **1,612** |
| 51-2090 | Miscellaneous Assemblers and Fabricators | 15,073 | 15,047 | -26 | -0.17% | 639 | 952 | -13 | **1,578** |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 12,368 | 12,437 | 69 | 0.56% | 804 | 632 | 34 | **1,470** |
| 25-9045 | Teaching Assistants, Except Postsecondary | 10,779 | 11,142 | 363 | 3.37% | 624 | 648 | 182 | **1,454** |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | 13,546 | 13,596 | 50 | 0.37% | 529 | 800 | 25 | **1,354** |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 13,518 | 13,590 | 72 | 0.53% | 567 | 726 | 36 | **1,329** |

**Top 25 Declining Occupations by Numeric Change**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 36,692 | 36,412 | **-280** | -0.76% | 1,654 | 2,141 | -140 | 3,655 |
| 51-3022 | Meat, Poultry, and Fish Cutters and Trimmers | 7,676 | 7,451 | **-225** | -2.93% | 374 | 516 | -112 | 778 |
| 53-7051 | Industrial Truck and Tractor Operators | 10,503 | 10,288 | **-215** | -2.05% | 333 | 664 | -108 | 889 |
| 37-2012 | Maids and Housekeeping Cleaners | 12,069 | 11,902 | **-167** | -1.38% | 892 | 804 | -84 | 1,612 |
| 51-9198 | Helpers--Production Workers | 5,817 | 5,656 | **-161** | -2.77% | 386 | 508 | -80 | 814 |
| 43-5071 | Shipping, Receiving, and Inventory Clerks | 6,938 | 6,817 | **-121** | -1.74% | 284 | 410 | -60 | 634 |
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 12,350 | 12,242 | **-108** | -0.87% | 716 | 647 | -54 | 1,309 |
| 43-3071 | Tellers | 4,350 | 4,256 | **-94** | -2.16% | 194 | 244 | -47 | 391 |
| 45-2092 | Farmworkers and Laborers, Crop, Nursery, and Greenhouse | 5,682 | 5,594 | **-88** | -1.55% | 320 | 510 | -44 | 786 |
| 51-3023 | Slaughterers and Meat Packers | 2,205 | 2,122 | **-83** | -3.76% | 107 | 148 | -42 | 213 |
| 51-9196 | Paper Goods Machine Setters, Operators, and Tenders | 2,349 | 2,278 | **-71** | -3.02% | 98 | 163 | -36 | 225 |
| 45-2093 | Farmworkers, Farm, Ranch, and Aquacultural Animals | 4,373 | 4,305 | **-68** | -1.55% | 246 | 392 | -34 | 604 |
| 51-7011 | Cabinetmakers and Bench Carpenters | 1,364 | 1,296 | **-68** | -4.99% | 55 | 72 | -34 | 93 |
| 45-2041 | Graders and Sorters, Agricultural Products | 1,676 | 1,611 | **-65** | -3.88% | 89 | 147 | -32 | 204 |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | 6,250 | 6,193 | **-57** | -0.91% | 261 | 448 | -28 | 681 |
| 41-3011 | Advertising Sales Agents | 1,002 | 949 | **-53** | -5.29% | 34 | 68 | -26 | 76 |
| 51-4031 | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | 2,679 | 2,630 | **-49** | -1.83% | 92 | 164 | -24 | 232 |
| 51-9081 | Dental Laboratory Technicians | 802 | 754 | **-48** | -5.99% | 36 | 54 | -24 | 66 |
| 43-9021 | Data Entry Keyers | 1,234 | 1,190 | **-44** | -3.57% | 60 | 80 | -22 | 118 |
| 53-7064 | Packers and Packagers, Hand | 3,911 | 3,869 | **-42** | -1.07% | 234 | 322 | -21 | 535 |
| 51-9161 | Computer Numerically Controlled Tool Operators | 1,679 | 1,638 | **-41** | -2.44% | 52 | 98 | -20 | 130 |
| 51-2041 | Structural Metal Fabricators and Fitters | 1,053 | 1,014 | **-39** | -3.70% | 38 | 68 | -20 | 86 |
| 21-2011 | Clergy | 12,575 | 12,541 | **-34** | -0.27% | 502 | 518 | -17 | 1,003 |
| 43-6011 | Executive Secretaries and Executive Administrative Assistants | 1,779 | 1,745 | **-34** | -1.91% | 80 | 100 | -17 | 163 |
| 43-6012 | Legal Secretaries and Administrative Assistants | 1,001 | 968 | **-33** | -3.30% | 57 | 54 | -16 | 95 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** |
| 35-2013 | Cooks, Private Household | 107 | 100 | -7 | -6.54% | 7 | 8 | -4 | 11 |
| 51-9081 | Dental Laboratory Technicians | 802 | 754 | -48 | -5.99% | 36 | 54 | -24 | 66 |
| 51-5111 | Prepress Technicians and Workers | 128 | 121 | -7 | -5.47% | 8 | 8 | -4 | 12 |
| 41-3011 | Advertising Sales Agents | 1,002 | 949 | -53 | -5.29% | 34 | 68 | -26 | 76 |
| 47-2041 | Carpet Installers | 152 | 144 | -8 | -5.26% | 4 | 6 | -4 | 6 |
| 51-2021 | Coil Winders, Tapers, and Finishers | 559 | 530 | -29 | -5.19% | 27 | 30 | -14 | 43 |
| 27-3023 | News Analysts, Reporters, and Journalists | 341 | 324 | -17 | -4.99% | 14 | 22 | -8 | 28 |
| 51-7011 | Cabinetmakers and Bench Carpenters | 1,364 | 1,296 | -68 | -4.99% | 55 | 72 | -34 | 93 |
| 51-6021 | Pressers, Textile, Garment, and Related Materials | 107 | 102 | -5 | -4.67% | 8 | 6 | -2 | 12 |
| 27-3041 | Editors | 448 | 430 | -18 | -4.02% | 20 | 24 | -9 | 35 |
| 47-4061 | Rail-Track Laying and Maintenance Equipment Operators | 125 | 120 | -5 | -4.00% | 3 | 6 | -2 | 7 |
| 51-6031 | Sewing Machine Operators | 778 | 747 | -31 | -3.98% | 50 | 36 | -16 | 70 |
| 45-2041 | Graders and Sorters, Agricultural Products | 1,676 | 1,611 | -65 | -3.88% | 89 | 147 | -32 | 204 |
| 51-3023 | Slaughterers and Meat Packers | 2,205 | 2,122 | -83 | -3.76% | 107 | 148 | -42 | 213 |
| 51-2041 | Structural Metal Fabricators and Fitters | 1,053 | 1,014 | -39 | -3.70% | 38 | 68 | -20 | 86 |
| 43-2011 | Switchboard Operators, Including Answering Service | 273 | 263 | -10 | -3.66% | 12 | 14 | -5 | 21 |
| 43-9021 | Data Entry Keyers | 1,234 | 1,190 | -44 | -3.57% | 60 | 80 | -22 | 118 |
| 49-9043 | Maintenance Workers, Machinery | 596 | 575 | -21 | -3.52% | 28 | 26 | -10 | 44 |
| 51-7021 | Furniture Finishers | 206 | 199 | -7 | -3.40% | 12 | 11 | -4 | 19 |
| 43-6012 | Legal Secretaries and Administrative Assistants | 1,001 | 968 | -33 | -3.30% | 57 | 54 | -16 | 95 |
| 51-9191 | Adhesive Bonding Machine Operators and Tenders | 219 | 212 | -7 | -3.20% | 7 | 12 | -4 | 15 |
| 51-2031 | Engine and Other Machine Assemblers | 295 | 286 | -9 | -3.05% | 17 | 18 | -4 | 31 |
| 51-9196 | Paper Goods Machine Setters, Operators, and Tenders | 2,349 | 2,278 | -71 | -3.02% | 98 | 163 | -36 | 225 |
| 51-3022 | Meat, Poultry, and Fish Cutters and Trimmers | 7,676 | 7,451 | -225 | -2.93% | 374 | 516 | -112 | 778 |
| 51-6093 | Upholsterers | 214 | 208 | -6 | -2.80% | 9 | 10 | -3 | 16 |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| **00-0000** | **TOTAL, ALL OCCUPATIONS** | **1,469,118** | **1,499,286** | **30,168** | **2.05%** | **72,700** | **89,362** | **15,084** | **177,146** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **11-0000** | **MANAGEMENT OCCUPATIONS** | **149,645** | **153,383** | **3,738** | **2.50%** | **6,054** | **6,551** | **1,869** | **14,474** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***11-1000*** | ***Top Executives*** | ***39,841*** | ***40,950*** | ***1,109*** | ***2.78%*** | ***1,038*** | ***2,078*** | ***554*** | ***3,670*** |  |  |  |
| 11-1011 | Chief Executives | 3,922 | 3,937 | 15 | 0.38% | 122 | 136 | 8 | 266 | BD | 5+ | None |
| 11-1021 | General and Operations Managers | 34,544 | 35,600 | 1,056 | 3.06% | 874 | 1,884 | 528 | 3,286 | BD | 5+ | None |
| 11-1031 | Legislators | 1,375 | 1,413 | 38 | 2.76% | 42 | 58 | 19 | 119 | BD | <5 | None |
| ***11-2000*** | ***Advertising, Marketing, Promotions, Public Relations, and Sales Managers*** | ***4,737*** | ***4,857*** | ***120*** | ***2.53%*** | ***113*** | ***240*** | ***60*** | ***413*** |  |  |  |
| 11-2011 | Advertising and Promotions Managers | 260 | 266 | 6 | 2.31% | 6 | 18 | 3 | 27 | BD | <5 | None |
| 11-2021 | Marketing Managers | 1,264 | 1,318 | 54 | 4.27% | 30 | 70 | 27 | 127 | BD | 5+ | None |
| 11-2022 | Sales Managers | 2,275 | 2,306 | 31 | 1.36% | 56 | 110 | 16 | 182 | BD | <5 | None |
| 11-2032 | Public Relations Managers | 459 | 471 | 12 | 2.61% | 10 | 20 | 6 | 36 | BD | 5+ | None |
| 11-2033 | Fundraising Managers | 479 | 496 | 17 | 3.55% | 11 | 22 | 8 | 41 | BD | 5+ | None |
| ***11-3000*** | ***Operations Specialties Managers*** | ***18,993*** | ***19,700*** | ***707*** | ***3.72%*** | ***499*** | ***833*** | ***354*** | ***1,686*** |  |  |  |
| 11-3012 | Administrative Services Managers | 1,115 | 1,150 | 35 | 3.14% | 40 | 47 | 18 | 105 | BD | <5 | None |
| 11-3013 | Facilities Managers | 939 | 959 | 20 | 2.13% | 30 | 40 | 10 | 80 | BD | <5 | None |
| 11-3021 | Computer and Information Systems Managers | 3,449 | 3,614 | 165 | 4.78% | 69 | 156 | 82 | 307 | BD | 5+ | None |
| 11-3031 | Financial Managers | 7,119 | 7,457 | 338 | 4.75% | 188 | 298 | 169 | 655 | BD | 5+ | None |
| 11-3051 | Industrial Production Managers | 2,197 | 2,225 | 28 | 1.27% | 54 | 94 | 14 | 162 | BD | 5+ | None |
| 11-3061 | Purchasing Managers | 1,130 | 1,174 | 44 | 3.89% | 33 | 50 | 22 | 105 | BD | 5+ | None |
| 11-3071 | Transportation, Storage, and Distribution Managers | 1,354 | 1,373 | 19 | 1.40% | 38 | 68 | 10 | 116 | HS | 5+ | None |
| 11-3111 | Compensation and Benefits Managers | 140 | 146 | 6 | 4.29% | 4 | 6 | 3 | 13 | BD | 5+ | None |
| 11-3121 | Human Resources Managers | 1,292 | 1,335 | 43 | 3.33% | 38 | 60 | 22 | 120 | BD | 5+ | None |
| 11-3131 | Training and Development Managers | 258 | 267 | 9 | 3.49% | 6 | 14 | 4 | 24 | BD | 5+ | None |
| ***11-9000*** | ***Other Management Occupations*** | ***86,074*** | ***87,876*** | ***1,802*** | ***2.09%*** | ***4,404*** | ***3,400*** | ***901*** | ***8,705*** |  |  |  |
| 11-9013 | Farmers, Ranchers, and Other Agricultural Managers | 44,351 | 44,496 | 145 | 0.33% | 3,104 | 1,480 | 72 | 4,656 | HS | 5+ | None |
| 11-9021 | Construction Managers | 3,097 | 3,197 | 100 | 3.23% | 79 | 142 | 50 | 271 | BD | None | MTOJT |
| 11-9031 | Education and Childcare Administrators, Preschool and Daycare | 1,048 | 1,102 | 54 | 5.15% | 30 | 41 | 27 | 98 | BD | <5 | None |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 11-9032 | Education Administrators, Kindergarten through Secondary | 2,491 | 2,554 | 63 | 2.53% | 69 | 96 | 32 | 197 | MD | 5+ | None |
| 11-9033 | Education Administrators, Postsecondary | 1,393 | 1,437 | 44 | 3.16% | 38 | 54 | 22 | 114 | MD | <5 | None |
| 11-9039 | Education Administrators, All Other | 618 | 642 | 24 | 3.88% | 17 | 24 | 12 | 53 | BD | <5 | None |
| 11-9041 | Architectural and Engineering Managers | 914 | 939 | 25 | 2.74% | 18 | 40 | 12 | 70 | BD | 5+ | None |
| 11-9051 | Food Service Managers | 4,810 | 4,964 | 154 | 3.20% | 178 | 360 | 77 | 615 | HS | <5 | STOJT |
| 11-9081 | Lodging Managers | 611 | 643 | 32 | 5.24% | 24 | 36 | 16 | 76 | HS | <5 | None |
| 11-9111 | Medical and Health Services Managers | 6,813 | 7,322 | 509 | 7.47% | 197 | 292 | 254 | 743 | BD | <5 | None |
| 11-9121 | Natural Sciences Managers | 310 | 321 | 11 | 3.55% | 8 | 14 | 6 | 28 | BD | 5+ | None |
| 11-9131 | Postmasters and Mail Superintendents | 180 | 179 | -1 | -0.56% | 6 | 8 | 0 | 14 | HS | <5 | MTOJT |
| 11-9141 | Property, Real Estate, and Community Association Managers | 2,584 | 2,641 | 57 | 2.21% | 110 | 89 | 28 | 227 | HS | <5 | STOJT |
| 11-9151 | Social and Community Service Managers | 2,114 | 2,223 | 109 | 5.16% | 70 | 97 | 54 | 221 | BD | <5 | None |
| 11-9161 | Emergency Management Directors | 160 | 165 | 5 | 3.13% | 4 | 7 | 2 | 13 | BD | 5+ | None |
| 11-9171 | Funeral Home Managers | 445 | 456 | 11 | 2.47% | 14 | 19 | 6 | 39 | AD | <5 | None |
| 11-9179 | Personal Service Managers, All Other | 64 | 67 | 3 | 4.69% | 2 | 2 | 2 | 6 | HS | <5 | None |
| 11-9199 | Managers, All Other | 14,019 | 14,472 | 453 | 3.23% | 435 | 595 | 226 | 1,256 | BD | <5 | None |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **13-0000** | **BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS** | **73,749** | **75,992** | **2,243** | **3.04%** | **2,350** | **3,549** | **1,122** | **7,021** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***13-1000*** | ***Business Operations Specialists*** | ***51,132*** | ***52,792*** | ***1,660*** | ***3.25%*** | ***1,622*** | ***2,580*** | ***830*** | ***5,032*** |  |  |  |
| 13-1020 | Buyers and Purchasing Agents | 4,453 | 4,495 | 42 | 0.94% | 166 | 236 | 21 | 423 | BD | None | MTOJT |
| 13-1031 | Claims Adjusters, Examiners, and Investigators | 3,790 | 3,878 | 88 | 2.32% | 98 | 158 | 44 | 300 | HS | None | LTOJT |
| 13-1032 | Insurance Appraisers, Auto Damage | 142 | 143 | 1 | 0.70% | 4 | 6 | 0 | 10 | PS | None | MTOJT |
| 13-1041 | Compliance Officers | 3,105 | 3,170 | 65 | 2.09% | 108 | 130 | 32 | 270 | BD | None | MTOJT |
| 13-1051 | Cost Estimators | 1,473 | 1,504 | 31 | 2.10% | 48 | 74 | 16 | 138 | BD | None | MTOJT |
| 13-1071 | Human Resources Specialists | 5,439 | 5,618 | 179 | 3.29% | 165 | 287 | 90 | 542 | BD | None | None |
| 13-1075 | Labor Relations Specialists | 291 | 284 | -7 | -2.41% | 8 | 15 | -4 | 19 | BD | <5 | None |
| 13-1081 | Logisticians7 | 1,562 | 1,656 | 94 | 6.02% | 44 | 84 | 47 | 175 | BD | None | None |
| 13-1082 | Project Management Specialists | 5,059 | 5,210 | 151 | 2.98% | 118 | 236 | 76 | 430 | BD | None | None |
| 13-1111 | Management Analysts | 6,748 | 7,030 | 282 | 4.18% | 237 | 317 | 141 | 695 | BD | <5 | None |
| 13-1121 | Meeting, Convention, and Event Planners | 703 | 731 | 28 | 3.98% | 30 | 45 | 14 | 89 | BD | None | None |
| 13-1131 | Fundraisers | 1,081 | 1,145 | 64 | 5.92% | 33 | 48 | 32 | 113 | BD | None | None |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 13-1141 | Compensation, Benefits, and Job Analysis Specialists | 497 | 510 | 13 | 2.62% | 15 | 20 | 6 | 41 | BD | <5 | None |
| 13-1151 | Training and Development Specialists | 3,067 | 3,159 | 92 | 3.00% | 94 | 164 | 46 | 304 | BD | <5 | None |
| 13-1161 | Market Research Analysts and Marketing Specialists | 5,376 | 5,644 | 268 | 4.99% | 172 | 320 | 134 | 626 | BD | None | None |
| 13-1199 | Business Operations Specialists, All Other | 8,276 | 8,543 | 267 | 3.23% | 280 | 436 | 134 | 850 | BD | None | None |
| ***13-2000*** | ***Financial Specialists*** | ***22,617*** | ***23,200*** | ***583*** | ***2.58%*** | ***728*** | ***969*** | ***292*** | ***1,989*** |  |  |  |
| 13-2011 | Accountants and Auditors | 8,740 | 8,944 | 204 | 2.33% | 273 | 400 | 102 | 775 | BD | None | None |
| 13-2020 | Property Appraisers and Assessors | 981 | 1,003 | 22 | 2.24% | 48 | 33 | 11 | 92 | BD | None | LTOJT |
| 13-2031 | Budget Analysts | 381 | 389 | 8 | 2.10% | 11 | 14 | 4 | 29 | BD | None | None |
| 13-2041 | Credit Analysts | 320 | 320 | 0 | 0.00% | 8 | 14 | 0 | 22 | BD | None | None |
| 13-2051 | Financial and Investment Analysts | 1,131 | 1,181 | 50 | 4.42% | 25 | 48 | 25 | 98 | BD | None | None |
| 13-2052 | Personal Financial Advisors | 2,208 | 2,342 | 134 | 6.07% | 62 | 78 | 67 | 207 | BD | None | LTOJT |
| 13-2053 | Insurance Underwriters | 2,408 | 2,475 | 67 | 2.78% | 74 | 94 | 34 | 202 | BD | None | MTOJT |
| 13-2054 | Financial Risk Specialists | 160 | 165 | 5 | 3.13% | 4 | 7 | 2 | 13 | BD | None | None |
| 13-2061 | Financial Examiners | 436 | 457 | 21 | 4.82% | 14 | 17 | 10 | 41 | BD | None | LTOJT |
| 13-2071 | Credit Counselors | 67 | 69 | 2 | 2.99% | 2 | 3 | 1 | 6 | BD | None | MTOJT |
| 13-2072 | Loan Officers | 3,215 | 3,254 | 39 | 1.21% | 86 | 132 | 20 | 238 | BD | <5 | MTOJT |
| 13-2081 | Tax Examiners and Collectors, and Revenue Agents | 590 | 601 | 11 | 1.86% | 21 | 22 | 6 | 49 | BD | None | MTOJT |
| 13-2082 | Tax Preparers | 1,680 | 1,689 | 9 | 0.54% | 94 | 93 | 4 | 191 | HS | None | MTOJT |
| 13-2099 | Financial Specialists, All Other | 300 | 311 | 11 | 3.67% | 7 | 12 | 6 | 25 | BD | None | None |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **15-0000** | **COMPUTER AND MATHEMATICAL OCCUPATIONS** | **26,219** | **27,612** | **1,393** | **5.31%** | **605** | **990** | **696** | **2,291** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***15-1200*** | ***Computer Occupations*** | ***25,171*** | ***26,468*** | ***1,297*** | ***5.15%*** | ***579*** | ***952*** | ***648*** | ***2,179*** |  |  |  |
| 15-1211 | Computer Systems Analysts | 2,598 | 2,723 | 125 | 4.81% | 66 | 88 | 62 | 216 | BD | None | None |
| 15-1212 | Information Security Analysts | 961 | 1,037 | 76 | 7.91% | 22 | 36 | 38 | 96 | BD | <5 | None |
| 15-1231 | Computer Network Support Specialists | 1,350 | 1,395 | 45 | 3.33% | 34 | 56 | 22 | 112 | AD | None | MTOJT |
| 15-1232 | Computer User Support Specialists | 4,501 | 4,677 | 176 | 3.91% | 112 | 188 | 88 | 388 | SC | None | MTOJT |
| 15-1241 | Computer Network Architects | 745 | 768 | 23 | 3.09% | 14 | 26 | 12 | 52 | BD | 5+ | None |
| 15-1242 | Database Administrators | 494 | 510 | 16 | 3.24% | 12 | 16 | 8 | 36 | BD | None | None |
| 15-1243 | Database Architects | 310 | 325 | 15 | 4.84% | 8 | 10 | 8 | 26 | BD | <5 | None |
| 15-1244 | Network and Computer Systems Administrators | 1,610 | 1,652 | 42 | 2.61% | 34 | 57 | 21 | 112 | BD | None | None |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 15-1251 | Computer Programmers | 2,390 | 2,423 | 33 | 1.38% | 60 | 86 | 16 | 162 | BD | None | None |
| 15-1252 | Software Developers | 5,543 | 6,014 | 471 | 8.50% | 99 | 206 | 236 | 541 | BD | None | None |
| 15-1254 | Web Developers | 554 | 587 | 33 | 5.96% | 11 | 24 | 16 | 51 | BD | None | None |
| 15-1255 | Web and Digital Interface Designers | 692 | 724 | 32 | 4.62% | 20 | 30 | 16 | 66 | BD | None | None |
| 15-1299 | Computer Occupations, All Other | 657 | 678 | 21 | 3.20% | 16 | 25 | 10 | 51 | BD | None | None |
| ***15-2000*** | ***Mathematical Science Occupations*** | ***1,048*** | ***1,144*** | ***96*** | ***9.16%*** | ***26*** | ***38*** | ***48*** | ***112*** |  |  |  |
| 15-2011 | Actuaries | 59 | 63 | 4 | 6.78% | 1 | 2 | 2 | 5 | BD | None | LTOJT |
| 15-2031 | Operations Research Analysts | 246 | 271 | 25 | 10.16% | 8 | 8 | 12 | 28 | BD | None | None |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **17-0000** | **ARCHITECTURE AND ENGINEERING OCCUPATIONS** | **13,541** | **13,885** | **344** | **2.54%** | **392** | **532** | **172** | **1,096** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***17-1000*** | ***Architects, Surveyors, and Cartographers*** | ***1,536*** | ***1,586*** | ***50*** | ***3.26%*** | ***47*** | ***49*** | ***25*** | ***121*** |  |  |  |
| 17-1011 | Architects, Except Landscape and Naval | 978 | 1,012 | 34 | 3.48% | 29 | 30 | 17 | 76 | BD | None | I/R |
| 17-1012 | Landscape Architects | 105 | 108 | 3 | 2.86% | 4 | 4 | 2 | 10 | BD | None | I/R |
| 17-1021 | Cartographers and Photogrammetrists | 53 | 54 | 1 | 1.89% | 2 | 2 | 0 | 4 | BD | None | None |
| 17-1022 | Surveyors | 400 | 412 | 12 | 3.00% | 12 | 13 | 6 | 31 | BD | None | I/R |
| ***17-2000*** | ***Engineers*** | ***8,140*** | ***8,353*** | ***213*** | ***2.62%*** | ***188*** | ***268*** | ***106*** | ***562*** |  |  |  |
| 17-2011 | Aerospace Engineers | 113 | 124 | 11 | 9.73% | 2 | 4 | 6 | 12 | BD | None | None |
| 17-2021 | Agricultural Engineers | 27 | 27 | 0 | 0.00% | 0 | 1 | 0 | 1 | BD | None | None |
| 17-2041 | Chemical Engineers | 98 | 103 | 5 | 5.10% | 2 | 3 | 2 | 7 | BD | None | None |
| 17-2051 | Civil Engineers | 2,072 | 2,129 | 57 | 2.75% | 45 | 78 | 28 | 151 | BD | None | None |
| 17-2061 | Computer Hardware Engineers | 64 | 62 | -2 | -3.13% | 1 | 2 | -1 | 2 | BD | None | None |
| 17-2071 | Electrical Engineers | 867 | 890 | 23 | 2.65% | 20 | 26 | 12 | 58 | BD | None | None |
| 17-2072 | Electronics Engineers, Except Computer | 225 | 228 | 3 | 1.33% | 5 | 6 | 2 | 13 | BD | None | None |
| 17-2081 | Environmental Engineers | 178 | 184 | 6 | 3.37% | 6 | 6 | 3 | 15 | BD | None | None |
| 17-2111 | Health and Safety Engineers, Except Mining Safety Engineers and Inspectors | 171 | 172 | 1 | 0.58% | 4 | 5 | 0 | 9 | BD | None | None |
| 17-2112 | Industrial Engineers | 2,022 | 2,102 | 80 | 3.96% | 50 | 62 | 40 | 152 | BD | None | None |
| 17-2131 | Materials Engineers | 58 | 60 | 2 | 3.45% | 2 | 2 | 1 | 5 | BD | None | None |
| 17-2141 | Mechanical Engineers | 1,032 | 1,047 | 15 | 1.45% | 23 | 34 | 8 | 65 | BD | None | None |
| 17-2171 | Petroleum Engineers | 115 | 119 | 4 | 3.48% | 2 | 4 | 2 | 8 | BD | None | None |
| 17-2199 | Engineers, All Other | 946 | 951 | 5 | 0.53% | 22 | 31 | 2 | 55 | BD | None | None |
| ***17-3000*** | ***Drafters, Engineering Technicians, and Mapping Technicians*** | ***3,865*** | ***3,946*** | ***81*** | ***2.10%*** | ***157*** | ***215*** | ***40*** | ***412*** |  |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 17-3011 | Architectural and Civil Drafters | 1,001 | 1,032 | 31 | 3.10% | 42 | 52 | 16 | 110 | AD | None | None |
| 17-3012 | Electrical and Electronics Drafters | 74 | 73 | -1 | -1.35% | 2 | 4 | 0 | 6 | AD | None | None |
| 17-3013 | Mechanical Drafters | 279 | 277 | -2 | -0.72% | 10 | 12 | -1 | 21 | AD | None | None |
| 17-3019 | Drafters, All Other | 102 | 105 | 3 | 2.94% | 4 | 4 | 2 | 10 | AD | None | None |
| 17-3022 | Civil Engineering Technologists and Technicians | 307 | 312 | 5 | 1.63% | 12 | 16 | 2 | 30 | AD | None | None |
| 17-3023 | Electrical and Electronics Engineering Technologists and Technicians | 325 | 325 | 0 | 0.00% | 16 | 14 | 0 | 30 | AD | None | None |
| 17-3025 | Environmental Engineering Technologists and Technicians | 159 | 160 | 1 | 0.63% | 6 | 8 | 0 | 14 | AD | None | None |
| 17-3026 | Industrial Engineering Technologists and Technicians | 354 | 364 | 10 | 2.82% | 14 | 18 | 5 | 37 | AD | None | None |
| 17-3027 | Mechanical Engineering Technologists and Technicians | 55 | 54 | -1 | -1.82% | 2 | 3 | 0 | 5 | AD | None | None |
| 17-3028 | Calibration Technologists and Technicians | 54 | 56 | 2 | 3.70% | 2 | 3 | 1 | 6 | AD | None | None |
| 17-3029 | Engineering Technologists and Technicians, Except Drafters, All Other | 283 | 292 | 9 | 3.18% | 11 | 15 | 4 | 30 | AD | None | None |
| 17-3031 | Surveying and Mapping Technicians | 844 | 866 | 22 | 2.61% | 36 | 64 | 11 | 111 | HS | None | MTOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **19-0000** | **LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS** | **7,926** | **8,159** | **233** | **2.94%** | **172** | **546** | **116** | **834** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***19-1000*** | ***Life Scientists*** | ***1,888*** | ***1,944*** | ***56*** | ***2.97%*** | ***30*** | ***106*** | ***28*** | ***164*** |  |  |  |
| 19-1011 | Animal Scientists | 32 | 33 | 1 | 3.13% | 0 | 2 | 0 | 2 | BD | None | None |
| 19-1012 | Food Scientists and Technologists | 261 | 271 | 10 | 3.83% | 4 | 16 | 5 | 25 | BD | None | None |
| 19-1013 | Soil and Plant Scientists | 150 | 155 | 5 | 3.33% | 2 | 10 | 2 | 14 | BD | None | None |
| 19-1022 | Microbiologists | 217 | 220 | 3 | 1.38% | 4 | 12 | 2 | 18 | BD | None | None |
| 19-1029 | Biological Scientists, All Other | 280 | 285 | 5 | 1.79% | 4 | 16 | 2 | 22 | BD | None | None |
| 19-1031 | Conservation Scientists | 161 | 163 | 2 | 1.24% | 3 | 10 | 1 | 14 | BD | None | None |
| 19-1032 | Foresters | 245 | 246 | 1 | 0.41% | 4 | 15 | 0 | 19 | BD | None | None |
| 19-1042 | Medical Scientists, Except Epidemiologists | 250 | 269 | 19 | 7.60% | 3 | 10 | 10 | 23 | DD | None | None |
| ***19-2000*** | ***Physical Scientists*** | ***984*** | ***1,014*** | ***30*** | ***3.05%*** | ***14*** | ***58*** | ***15*** | ***87*** |  |  |  |
| 19-2021 | Atmospheric and Space Scientists | 159 | 165 | 6 | 3.77% | 2 | 10 | 3 | 15 | BD | None | None |
| 19-2031 | Chemists | 393 | 405 | 12 | 3.05% | 6 | 21 | 6 | 33 | BD | None | None |
| 19-2041 | Environmental Scientists and Specialists, Including Health | 228 | 235 | 7 | 3.07% | 4 | 14 | 4 | 22 | BD | None | None |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 19-2042 | Geoscientists, Except Hydrologists and Geographers | 125 | 128 | 3 | 2.40% | 2 | 8 | 2 | 12 | BD | None | None |
| 19-2099 | Physical Scientists, All Other | 24 | 25 | 1 | 4.17% | 0 | 2 | 0 | 2 | BD | None | None |
| ***19-3000*** | ***Social Scientists and Related Workers*** | ***1,564*** | ***1,619*** | ***55*** | ***3.52%*** | ***34*** | ***62*** | ***28*** | ***124*** |  |  |  |
| 19-3011 | Economists | 95 | 97 | 2 | 2.11% | 2 | 4 | 1 | 7 | MD | None | None |
| 19-3033 | Clinical and Counseling Psychologists | 555 | 585 | 30 | 5.41% | 12 | 15 | 15 | 42 | DD | None | I/R |
| 19-3034 | School Psychologists | 256 | 262 | 6 | 2.34% | 4 | 12 | 3 | 19 | MD | None | I/R |
| 19-3039 | Psychologists, All Other | 322 | 332 | 10 | 3.11% | 10 | 11 | 5 | 26 | MD | None | I/R |
| 19-3051 | Urban and Regional Planners | 128 | 129 | 1 | 0.78% | 3 | 7 | 0 | 10 | MD | None | None |
| 19-3091 | Anthropologists and Archeologists | 38 | 40 | 2 | 5.26% | 0 | 2 | 1 | 3 | MD | None | None |
| 19-3099 | Social Scientists and Related Workers, All Other | 152 | 155 | 3 | 1.97% | 2 | 10 | 2 | 14 | BD | None | None |
| ***19-4000*** | ***Life, Physical, and Social Science Technicians*** | ***2,557*** | ***2,625*** | ***68*** | ***2.66%*** | ***67*** | ***247*** | ***34*** | ***348*** |  |  |  |
| 19-4012 | Agricultural Technicians | 447 | 460 | 13 | 2.91% | 12 | 48 | 6 | 66 | AD | None | MTOJT |
| 19-4013 | Food Science Technicians | 226 | 225 | -1 | -0.44% | 6 | 24 | 0 | 30 | AD | None | MTOJT |
| 19-4021 | Biological Technicians | 460 | 472 | 12 | 2.61% | 15 | 42 | 6 | 63 | BD | None | None |
| 19-4031 | Chemical Technicians | 575 | 592 | 17 | 2.96% | 12 | 55 | 8 | 75 | AD | None | MTOJT |
| 19-4042 | Environmental Science and Protection Technicians, Including Health | 138 | 145 | 7 | 5.07% | 2 | 12 | 4 | 18 | AD | None | None |
| 19-4061 | Social Science Research Assistants | 118 | 124 | 6 | 5.08% | 4 | 11 | 3 | 18 | BD | None | None |
| 19-4071 | Forest and Conservation Technicians | 250 | 254 | 4 | 1.60% | 7 | 24 | 2 | 33 | AD | None | None |
| ***19-5000*** | ***Occupational Health and Safety Specialists and Technicians*** | ***933*** | ***957*** | ***24*** | ***2.57%*** | ***26*** | ***72*** | ***12*** | ***110*** |  |  |  |
| 19-5011 | Occupational Health and Safety Specialists | 783 | 805 | 22 | 2.81% | 22 | 61 | 11 | 94 | BD | None | None |
| 19-5012 | Occupational Health and Safety Technicians | 150 | 152 | 2 | 1.33% | 4 | 12 | 1 | 17 | HS | None | MTOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **21-0000** | **COMMUNITY AND SOCIAL SERVICE OCCUPATIONS** | **33,683** | **34,327** | **644** | **1.91%** | **1,378** | **1,580** | **322** | **3,280** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***21-1000*** | ***Counselors, Social Workers, and Other Community and Social Service***  ***Specialists*** | ***16,792*** | ***17,485*** | ***693*** | ***4.13%*** | ***632*** | ***814*** | ***346*** | ***1,792*** |  |  |  |
| 21-1012 | Educational, Guidance, and Career Counselors and Advisors | 2,275 | 2,350 | 75 | 3.30% | 70 | 94 | 38 | 202 | MD | None | None |
| 21-1015 | Rehabilitation Counselors | 273 | 278 | 5 | 1.83% | 9 | 12 | 2 | 23 | MD | None | None |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 21-1018 | Substance Abuse, Behavioral Disorder, and Mental Health Counselors | 2,518 | 2,652 | 134 | 5.32% | 93 | 120 | 67 | 280 | BD | None | None |
| 21-1019 | Counselors, All Other | 588 | 621 | 33 | 5.61% | 25 | 30 | 16 | 71 | MD | None | None |
| 21-1021 | Child, Family, and School Social Workers | 1,346 | 1,383 | 37 | 2.75% | 44 | 59 | 18 | 121 | BD | None | None |
| 21-1022 | Healthcare Social Workers | 1,103 | 1,141 | 38 | 3.45% | 42 | 52 | 19 | 113 | MD | None | I/R |
| 21-1023 | Mental Health and Substance Abuse Social Workers | 1,047 | 1,093 | 46 | 4.39% | 40 | 34 | 23 | 97 | MD | None | I/R |
| 21-1029 | Social Workers, All Other | 1,180 | 1,199 | 19 | 1.61% | 38 | 56 | 10 | 104 | BD | None | None |
| 21-1092 | Probation Officers and Correctional Treatment Specialists | 1,007 | 1,021 | 14 | 1.39% | 31 | 45 | 7 | 83 | BD | None | MTOJT |
| 21-1093 | Social and Human Service Assistants | 4,271 | 4,489 | 218 | 5.10% | 193 | 250 | 109 | 552 | HS | None | STOJT |
| 21-1094 | Community Health Workers | 214 | 224 | 10 | 4.67% | 9 | 13 | 5 | 27 | HS | None | STOJT |
| 21-1099 | Community and Social Service Specialists, All Other | 452 | 484 | 32 | 7.08% | 19 | 28 | 16 | 63 | BD | None | None |
| ***21-2000*** | ***Religious Workers*** | ***16,891*** | ***16,842*** | ***-49*** | ***-0.29%*** | ***746*** | ***766*** | ***-24*** | ***1,488*** |  |  |  |
| 21-2011 | Clergy | 12,575 | 12,541 | -34 | -0.27% | 502 | 518 | -17 | 1,003 | BD | None | MTOJT |
| 21-2021 | Directors, Religious Activities and Education | 2,116 | 2,110 | -6 | -0.28% | 88 | 114 | -3 | 199 | BD | <5 | None |
| 21-2099 | Religious Workers, All Other | 2,200 | 2,191 | -9 | -0.41% | 155 | 134 | -4 | 285 | BD | None | None |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **23-0000** | **LEGAL OCCUPATIONS** | **7,835** | **8,005** | **170** | **2.17%** | **228** | **253** | **85** | **566** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***23-1000*** | ***Lawyers, Judges, and Related Workers*** | ***4,992*** | ***5,111*** | ***119*** | ***2.38%*** | ***118*** | ***77*** | ***60*** | ***255*** |  |  |  |
| 23-1011 | Lawyers | 4,076 | 4,188 | 112 | 2.75% | 96 | 62 | 56 | 214 | DD | None | None |
| 23-1022 | Arbitrators, Mediators, and Conciliators | 168 | 167 | -1 | -0.60% | 4 | 2 | 0 | 6 | BD | <5 | MTOJT |
| 23-1023 | Judges, Magistrate Judges, and Magistrates | 318 | 322 | 4 | 1.26% | 8 | 5 | 2 | 15 | DD | 5+ | STOJT |
| ***23-2000*** | ***Legal Support Workers*** | ***2,843*** | ***2,894*** | ***51*** | ***1.79%*** | ***110*** | ***176*** | ***26*** | ***312*** |  |  |  |
| 23-2011 | Paralegals and Legal Assistants | 2,188 | 2,231 | 43 | 1.97% | 83 | 140 | 22 | 245 | AD | None | None |
| 23-2093 | Title Examiners, Abstractors, and Searchers | 565 | 572 | 7 | 1.24% | 23 | 30 | 4 | 57 | HS | None | MTOJT |
| 23-2099 | Legal Support Workers, All Other | 90 | 91 | 1 | 1.11% | 4 | 6 | 0 | 10 | AD | None | None |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **25-0000** | **EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS** | **84,586** | **87,242** | **2,656** | **3.14%** | **3,652** | **3,526** | **1,328** | **8,506** |  |  |  |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| ***25-1000*** | ***Postsecondary Teachers*** | ***11,445*** | ***11,916*** | ***471*** | ***4.12%*** | ***514*** | ***394*** | ***236*** | ***1,144*** |  |  |  |
| 25-1011 | Business Teachers, Postsecondary | 606 | 628 | 22 | 3.63% | 27 | 21 | 11 | 59 | DD | None | None |
| 25-1021 | Computer Science Teachers, Postsecondary | 321 | 333 | 12 | 3.74% | 14 | 11 | 6 | 31 | DD | None | None |
| 25-1022 | Mathematical Science Teachers, Postsecondary | 456 | 474 | 18 | 3.95% | 20 | 16 | 9 | 45 | DD | None | None |
| 25-1031 | Architecture Teachers, Postsecondary | 47 | 48 | 1 | 2.13% | 2 | 2 | 0 | 4 | DD | None | None |
| 25-1032 | Engineering Teachers, Postsecondary | 329 | 341 | 12 | 3.65% | 15 | 12 | 6 | 33 | DD | None | None |
| 25-1041 | Agricultural Sciences Teachers, Postsecondary | 106 | 109 | 3 | 2.83% | 4 | 4 | 2 | 10 | DD | None | None |
| 25-1042 | Biological Science Teachers, Postsecondary | 431 | 449 | 18 | 4.18% | 20 | 15 | 9 | 44 | DD | None | None |
| 25-1051 | Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary | 71 | 73 | 2 | 2.82% | 3 | 2 | 1 | 6 | DD | None | None |
| 25-1052 | Chemistry Teachers, Postsecondary | 246 | 253 | 7 | 2.85% | 11 | 8 | 4 | 23 | DD | None | None |
| 25-1054 | Physics Teachers, Postsecondary | 97 | 99 | 2 | 2.06% | 4 | 4 | 1 | 9 | DD | None | None |
| 25-1061 | Anthropology and Archeology Teachers, Postsecondary | 43 | 44 | 1 | 2.33% | 2 | 2 | 0 | 4 | DD | None | None |
| 25-1063 | Economics Teachers, Postsecondary | 107 | 110 | 3 | 2.80% | 5 | 4 | 2 | 11 | DD | None | None |
| 25-1065 | Political Science Teachers, Postsecondary | 116 | 119 | 3 | 2.59% | 5 | 4 | 2 | 11 | DD | None | None |
| 25-1066 | Psychology Teachers, Postsecondary | 251 | 259 | 8 | 3.19% | 11 | 8 | 4 | 23 | DD | None | None |
| 25-1067 | Sociology Teachers, Postsecondary | 104 | 107 | 3 | 2.88% | 4 | 4 | 2 | 10 | DD | None | None |
| 25-1069 | Social Sciences Teachers, Postsecondary, All Other | 187 | 194 | 7 | 3.74% | 8 | 6 | 4 | 18 | DD | None | None |
| 25-1071 | Health Specialties Teachers, Postsecondary | 2,034 | 2,140 | 106 | 5.21% | 92 | 70 | 53 | 215 | DD | <5 | None |
| 25-1072 | Nursing Instructors and Teachers, Postsecondary | 660 | 705 | 45 | 6.82% | 30 | 23 | 22 | 75 | DD | <5 | None |
| 25-1081 | Education Teachers, Postsecondary | 411 | 424 | 13 | 3.16% | 18 | 14 | 6 | 38 | DD | <5 | None |
| 25-1082 | Library Science Teachers, Postsecondary | 28 | 28 | 0 | 0.00% | 1 | 1 | 0 | 2 | DD | None | None |
| 25-1111 | Criminal Justice and Law Enforcement Teachers, Postsecondary | 75 | 78 | 3 | 4.00% | 4 | 2 | 2 | 8 | DD | None | None |
| 25-1112 | Law Teachers, Postsecondary | 141 | 144 | 3 | 2.13% | 6 | 5 | 2 | 13 | DD | <5 | None |
| 25-1113 | Social Work Teachers, Postsecondary | 204 | 209 | 5 | 2.45% | 9 | 7 | 2 | 18 | DD | None | None |
| 25-1121 | Art, Drama, and Music Teachers, Postsecondary | 682 | 701 | 19 | 2.79% | 30 | 24 | 10 | 64 | MD | None | None |
| 25-1122 | Communications Teachers, Postsecondary | 293 | 302 | 9 | 3.07% | 13 | 10 | 4 | 27 | DD | None | None |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 25-1123 | English Language and Literature Teachers, Postsecondary | 522 | 540 | 18 | 3.45% | 24 | 18 | 9 | 51 | DD | None | None |
| 25-1124 | Foreign Language and Literature Teachers, Postsecondary | 166 | 169 | 3 | 1.81% | 8 | 6 | 2 | 16 | DD | None | None |
| 25-1125 | History Teachers, Postsecondary | 219 | 227 | 8 | 3.65% | 10 | 8 | 4 | 22 | DD | None | None |
| 25-1126 | Philosophy and Religion Teachers, Postsecondary | 137 | 139 | 2 | 1.46% | 6 | 4 | 1 | 11 | DD | None | None |
| 25-1192 | Family and Consumer Sciences Teachers, Postsecondary | 32 | 33 | 1 | 3.13% | 2 | 1 | 0 | 3 | DD | None | None |
| 25-1193 | Recreation and Fitness Studies Teachers, Postsecondary | 169 | 174 | 5 | 2.96% | 8 | 6 | 2 | 16 | DD | None | None |
| 25-1194 | Career/Technical Education Teachers,  Postsecondary | 1,398 | 1,486 | 88 | 6.29% | 64 | 48 | 44 | 156 | BD | <5 | None |
| 25-1199 | Postsecondary Teachers, All Other | 737 | 758 | 21 | 2.85% | 33 | 25 | 10 | 68 | DD | None | None |
| ***25-2000*** | ***Preschool, Elementary, Middle,***  ***Secondary, and Special Education Teachers*** | ***42,906*** | ***44,138*** | ***1,232*** | ***2.87%*** | ***1,474*** | ***1,586*** | ***616*** | ***3,676*** |  |  |  |
| 25-2011 | Preschool Teachers, Except Special Education | 4,491 | 4,768 | 277 | 6.17% | 212 | 273 | 138 | 623 | AD | None | None |
| 25-2012 | Kindergarten Teachers, Except Special Education | 1,593 | 1,634 | 41 | 2.57% | 74 | 95 | 20 | 189 | BD | None | None |
| 25-2021 | Elementary School Teachers, Except Special Education | 12,755 | 13,065 | 310 | 2.43% | 434 | 424 | 155 | 1,013 | BD | None | None |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical Education | 6,083 | 6,231 | 148 | 2.43% | 207 | 202 | 74 | 483 | BD | None | None |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 12,390 | 12,704 | 314 | 2.53% | 364 | 404 | 157 | 925 | BD | None | None |
| 25-2032 | Career/Technical Education Teachers, Secondary School | 1,187 | 1,214 | 27 | 2.27% | 35 | 38 | 14 | 87 | BD | <5 | None |
| 25-2051 | Special Education Teachers, Preschool | 398 | 417 | 19 | 4.77% | 14 | 14 | 10 | 38 | BD | None | None |
| 25-2052 | Special Education Teachers, Kindergarten and Elementary School | 1,406 | 1,438 | 32 | 2.28% | 48 | 47 | 16 | 111 | BD | None | None |
| 25-2057 | Special Education Teachers, Middle School | 963 | 985 | 22 | 2.28% | 32 | 32 | 11 | 75 | BD | None | None |
| 25-2058 | Special Education Teachers, Secondary School | 1,445 | 1,485 | 40 | 2.77% | 49 | 48 | 20 | 117 | BD | None | None |
| ***25-3000*** | ***Other Teachers and Instructors*** | ***2,726*** | ***2,851*** | ***125*** | ***4.59%*** | ***180*** | ***163*** | ***62*** | ***405*** |  |  |  |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 25-3011 | Adult Basic Education, Adult Secondary Education, and English as a Second  Language Instructors | 317 | 325 | 8 | 2.52% | 20 | 18 | 4 | 42 | BD | None | None |
| 25-3021 | Self-Enrichment Teachers | 1,153 | 1,223 | 70 | 6.07% | 74 | 68 | 35 | 177 | HS | <5 | None |
| 25-3031 | Substitute Teachers, Short-Term | 164 | 169 | 5 | 3.05% | 10 | 10 | 2 | 22 | BD | None | None |
| 25-3041 | Tutors | 228 | 238 | 10 | 4.39% | 21 | 18 | 5 | 44 | SC | None | None |
| 25-3099 | Teachers and Instructors, All Other | 864 | 896 | 32 | 3.70% | 55 | 50 | 16 | 121 | BD | None | None |
| ***25-4000*** | ***Librarians, Curators, and Archivists*** | ***2,172*** | ***2,232*** | ***60*** | ***2.76%*** | ***148*** | ***104*** | ***30*** | ***282*** |  |  |  |
| 25-4011 | Archivists | 58 | 59 | 1 | 1.72% | 4 | 4 | 0 | 8 | MD | None | None |
| 25-4012 | Curators | 95 | 104 | 9 | 9.47% | 6 | 6 | 4 | 16 | MD | None | None |
| 25-4013 | Museum Technicians and Conservators | 81 | 87 | 6 | 7.41% | 5 | 4 | 3 | 12 | BD | None | None |
| 25-4022 | Librarians and Media Collections Specialists | 1,379 | 1,415 | 36 | 2.61% | 76 | 53 | 18 | 147 | MD | None | None |
| 25-4031 | Library Technicians | 559 | 567 | 8 | 1.43% | 56 | 37 | 4 | 97 | PS | None | None |
| ***25-9000*** | ***Other Educational Instruction and Library Occupations*** | ***25,337*** | ***26,105*** | ***768*** | ***3.03%*** | ***1,334*** | ***1,280*** | ***384*** | ***2,998*** |  |  |  |
| 25-9044 | Teaching Assistants, Postsecondary | 2,624 | 2,686 | 62 | 2.36% | 152 | 157 | 31 | 340 | BD | None | None |
| 25-9045 | Teaching Assistants, Except Postsecondary | 10,779 | 11,142 | 363 | 3.37% | 624 | 648 | 182 | 1,454 | SC | None | None |
| 25-9099 | Educational Instruction and Library Workers, All Other | 10,395 | 10,695 | 300 | 2.89% | 486 | 414 | 150 | 1,050 | BD | None | None |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **27-0000** | **ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS** | **16,066** | **16,412** | **346** | **2.15%** | **693** | **926** | **173** | **1,792** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***27-1000*** | ***Art and Design Workers*** | ***6,206*** | ***6,330*** | ***124*** | ***2.00%*** | ***254*** | ***340*** | ***62*** | ***656*** |  |  |  |
| 27-1011 | Art Directors | 412 | 417 | 5 | 1.21% | 19 | 20 | 2 | 41 | BD | 5+ | None |
| 27-1012 | Craft Artists | 51 | 53 | 2 | 3.92% | 2 | 2 | 1 | 5 | NFE | None | LTOJT |
| 27-1013 | Fine Artists, Including Painters, Sculptors, and Illustrators | 46 | 46 | 0 | 0.00% | 2 | 2 | 0 | 4 | BD | None | LTOJT |
| 27-1014 | Special Effects Artists and Animators | 82 | 85 | 3 | 3.66% | 4 | 4 | 2 | 10 | BD | None | None |
| 27-1023 | Floral Designers | 487 | 499 | 12 | 2.46% | 31 | 26 | 6 | 63 | HS | None | MTOJT |
| 27-1024 | Graphic Designers | 1,675 | 1,699 | 24 | 1.43% | 48 | 86 | 12 | 146 | BD | None | None |
| 27-1025 | Interior Designers | 1,241 | 1,286 | 45 | 3.63% | 54 | 58 | 22 | 134 | BD | None | None |
| 27-1026 | Merchandise Displayers and Window Trimmers | 1,610 | 1,624 | 14 | 0.87% | 78 | 110 | 7 | 195 | HS | None | STOJT |
| ***27-2000*** | ***Entertainers and Performers, Sports, and Related Workers*** | ***4,672*** | ***4,839*** | ***167*** | ***3.57%*** | ***250*** | ***308*** | ***84*** | ***642*** |  |  |  |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 27-2012 | Producers and Directors | 586 | 592 | 6 | 1.02% | 16 | 32 | 3 | 51 | BD | <5 | None |
| 27-2021 | Athletes and Sports Competitors | 390 | 398 | 8 | 2.05% | 18 | 30 | 4 | 52 | NFE | None | LTOJT |
| 27-2022 | Coaches and Scouts | 2,405 | 2,555 | 150 | 6.24% | 136 | 174 | 75 | 385 | BD | None | None |
| 27-2023 | Umpires, Referees, and Other Sports Officials | 34 | 36 | 2 | 5.88% | 4 | 4 | 1 | 9 | HS | None | MTOJT |
| 27-2041 | Music Directors and Composers | 318 | 318 | 0 | 0.00% | 16 | 16 | 0 | 32 | BD | <5 | None |
| 27-2042 | Musicians and Singers | 749 | 745 | -4 | -0.53% | 52 | 44 | -2 | 94 | NFE | None | LTOJT |
| 27-2091 | Disc Jockeys, Except Radio | 126 | 129 | 3 | 2.38% | 5 | 6 | 2 | 13 | HS | None | STOJT |
| ***27-3000*** | ***Media and Communication Workers*** | ***3,703*** | ***3,724*** | ***21*** | ***0.57%*** | ***138*** | ***198*** | ***10*** | ***346*** |  |  |  |
| 27-3011 | Broadcast Announcers and Radio Disc Jockeys | 264 | 258 | -6 | -2.27% | 13 | 14 | -3 | 24 | BD | None | None |
| 27-3023 | News Analysts, Reporters, and Journalists | 341 | 324 | -17 | -4.99% | 14 | 22 | -8 | 28 | BD | None | None |
| 27-3031 | Public Relations Specialists | 1,501 | 1,543 | 42 | 2.80% | 36 | 82 | 21 | 139 | BD | None | None |
| 27-3041 | Editors | 448 | 430 | -18 | -4.02% | 20 | 24 | -9 | 35 | BD | <5 | None |
| 27-3042 | Technical Writers | 145 | 149 | 4 | 2.76% | 4 | 8 | 2 | 14 | BD | <5 | STOJT |
| 27-3043 | Writers and Authors | 575 | 586 | 11 | 1.91% | 26 | 30 | 6 | 62 | BD | None | LTOJT |
| 27-3091 | Interpreters and Translators | 185 | 188 | 3 | 1.62% | 10 | 9 | 2 | 21 | BD | None | None |
| ***27-4000*** | ***Media and Communication Equipment Workers*** | ***1,485*** | ***1,519*** | ***34*** | ***2.29%*** | ***51*** | ***81*** | ***17*** | ***149*** |  |  |  |
| 27-4011 | Audio and Video Technicians | 124 | 129 | 5 | 4.03% | 4 | 8 | 2 | 14 | PS | None | STOJT |
| 27-4012 | Broadcast Technicians | 133 | 131 | -2 | -1.50% | 4 | 8 | -1 | 11 | AD | None | STOJT |
| 27-4021 | Photographers | 791 | 812 | 21 | 2.65% | 30 | 40 | 10 | 80 | HS | None | MTOJT |
| 27-4031 | Camera Operators, Television, Video, and Film | 111 | 112 | 1 | 0.90% | 3 | 6 | 0 | 9 | BD | None | None |
| 27-4032 | Film and Video Editors | 103 | 108 | 5 | 4.85% | 3 | 6 | 2 | 11 | BD | None | None |
| 27-4099 | Media and Communication Equipment Workers, All Other | 187 | 187 | 0 | 0.00% | 6 | 11 | 0 | 17 | HS | None | STOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **29-0000** | **HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS** | **95,807** | **99,166** | **3,359** | **3.51%** | **3,134** | **2,418** | **1,680** | **7,232** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***29-1000*** | ***Health Diagnosing or Treating Practitioners*** | ***55,680*** | ***57,636*** | ***1,956*** | ***3.51%*** | ***1,676*** | ***1,048*** | ***978*** | ***3,702*** |  |  |  |
| 29-1011 | Chiropractors | 480 | 505 | 25 | 5.21% | 14 | 4 | 12 | 30 | DD | None | None |
| 29-1021 | Dentists, General | 1,151 | 1,174 | 23 | 2.00% | 26 | 7 | 12 | 45 | DD | None | None |
| 29-1029 | Dentists, All Other Specialists | 28 | 28 | 0 | 0.00% | 0 | 0 | 0 | 0 | DD | None | I/R |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 29-1031 | Dietitians and Nutritionists | 854 | 887 | 33 | 3.86% | 32 | 24 | 16 | 72 | BD | None | I/R |
| 29-1041 | Optometrists | 336 | 352 | 16 | 4.76% | 8 | 2 | 8 | 18 | DD | None | None |
| 29-1051 | Pharmacists | 3,226 | 3,278 | 52 | 1.61% | 75 | 45 | 26 | 146 | DD | None | None |
| 29-1071 | Physician Assistants | 880 | 933 | 53 | 6.02% | 20 | 24 | 26 | 70 | MD | None | None |
| 29-1081 | Podiatrists | 32 | 33 | 1 | 3.13% | 1 | 0 | 0 | 1 | DD | None | I/R |
| 29-1122 | Occupational Therapists | 1,441 | 1,533 | 92 | 6.38% | 44 | 37 | 46 | 127 | MD | None | None |
| 29-1123 | Physical Therapists | 2,124 | 2,262 | 138 | 6.50% | 50 | 34 | 69 | 153 | DD | None | None |
| 29-1124 | Radiation Therapists | 127 | 129 | 2 | 1.57% | 3 | 2 | 1 | 6 | AD | None | None |
| 29-1125 | Recreational Therapists | 60 | 61 | 1 | 1.67% | 2 | 2 | 0 | 4 | BD | None | None |
| 29-1126 | Respiratory Therapists | 1,563 | 1,621 | 58 | 3.71% | 49 | 30 | 29 | 108 | AD | None | None |
| 29-1127 | Speech-Language Pathologists | 1,968 | 2,111 | 143 | 7.27% | 56 | 52 | 72 | 180 | MD | None | I/R |
| 29-1128 | Exercise Physiologists | 40 | 41 | 1 | 2.50% | 2 | 1 | 0 | 3 | BD | None | None |
| 29-1129 | Therapists, All Other | 441 | 461 | 20 | 4.54% | 14 | 12 | 10 | 36 | BD | None | None |
| 29-1131 | Veterinarians | 545 | 575 | 30 | 5.50% | 13 | 6 | 15 | 34 | DD | None | None |
| 29-1141 | Registered Nurses | 29,290 | 30,065 | 775 | 2.65% | 986 | 610 | 388 | 1,984 | BD | None | None |
| 29-1151 | Nurse Anesthetists | 408 | 422 | 14 | 3.43% | 8 | 8 | 7 | 23 | MD | None | None |
| 29-1171 | Nurse Practitioners | 3,055 | 3,384 | 329 | 10.77% | 71 | 72 | 164 | 307 | MD | None | None |
| 29-1181 | Audiologists | 122 | 129 | 7 | 5.74% | 4 | 2 | 4 | 10 | DD | None | None |
| 29-1211 | Anesthesiologists | 205 | 211 | 6 | 2.93% | 4 | 1 | 3 | 8 | DD | None | I/R |
| 29-1212 | Cardiologists | 138 | 141 | 3 | 2.17% | 3 | 1 | 2 | 6 | DD | None | I/R |
| 29-1214 | Emergency Medicine Physicians | 176 | 178 | 2 | 1.14% | 4 | 1 | 1 | 6 | DD | None | I/R |
| 29-1215 | Family Medicine Physicians | 1,380 | 1,404 | 24 | 1.74% | 28 | 8 | 12 | 48 | DD | None | I/R |
| 29-1216 | General Internal Medicine Physicians | 105 | 107 | 2 | 1.90% | 2 | 0 | 1 | 3 | DD | None | I/R |
| 29-1221 | Pediatricians, General | 113 | 114 | 1 | 0.88% | 2 | 0 | 0 | 2 | DD | None | I/R |
| 29-1222 | Physicians, Pathologists | 86 | 88 | 2 | 2.33% | 2 | 0 | 1 | 3 | DD | None | I/R |
| 29-1223 | Psychiatrists | 163 | 167 | 4 | 2.45% | 4 | 1 | 2 | 7 | DD | None | I/R |
| 29-1224 | Radiologists | 264 | 268 | 4 | 1.52% | 6 | 2 | 2 | 10 | DD | None | I/R |
| 29-1229 | Physicians, All Other | 2,226 | 2,263 | 37 | 1.66% | 46 | 14 | 18 | 78 | DD | None | I/R |
| 29-1241 | Ophthalmologists, Except Pediatric | 72 | 74 | 2 | 2.78% | 2 | 0 | 1 | 3 | DD | None | I/R |
| 29-1242 | Orthopedic Surgeons, Except Pediatric | 141 | 143 | 2 | 1.42% | 2 | 1 | 1 | 4 | DD | None | I/R |
| 29-1249 | Surgeons, All Other | 62 | 62 | 0 | 0.00% | 1 | 0 | 0 | 1 | DD | None | I/R |
| 29-1291 | Acupuncturists | 104 | 108 | 4 | 3.85% | 6 | 1 | 2 | 9 | MD | None | None |
| 29-1292 | Dental Hygienists | 1,623 | 1,662 | 39 | 2.40% | 70 | 36 | 20 | 126 | AD | None | None |
| ***29-2000*** | ***Health Technologists and Technicians*** | ***31,579*** | ***32,444*** | ***865*** | ***2.74%*** | ***1,167*** | ***1,130*** | ***432*** | ***2,729*** |  |  |  |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 29-2010 | Clinical Laboratory Technologists and Technicians | 2,532 | 2,580 | 48 | 1.90% | 86 | 76 | 24 | 186 | BD | None | None |
| 29-2031 | Cardiovascular Technologists and Technicians | 345 | 352 | 7 | 2.03% | 12 | 10 | 4 | 26 | AD | None | None |
| 29-2032 | Diagnostic Medical Sonographers | 458 | 474 | 16 | 3.49% | 12 | 11 | 8 | 31 | AD | None | None |
| 29-2033 | Nuclear Medicine Technologists | 149 | 150 | 1 | 0.67% | 4 | 4 | 0 | 8 | AD | None | None |
| 29-2034 | Radiologic Technologists and Technicians | 2,481 | 2,528 | 47 | 1.89% | 76 | 54 | 24 | 154 | AD | None | None |
| 29-2035 | Magnetic Resonance Imaging Technologists | 359 | 367 | 8 | 2.23% | 11 | 8 | 4 | 23 | AD | <5 | None |
| 29-2042 | Emergency Medical Technicians | 1,145 | 1,184 | 39 | 3.41% | 30 | 51 | 20 | 101 | PS | None | None |
| 29-2043 | Paramedics | 1,266 | 1,309 | 43 | 3.40% | 26 | 32 | 22 | 80 | PS | <5 | None |
| 29-2052 | Pharmacy Technicians | 4,515 | 4,617 | 102 | 2.26% | 178 | 230 | 51 | 459 | HS | None | MTOJT |
| 29-2053 | Psychiatric Technicians | 1,051 | 1,098 | 47 | 4.47% | 42 | 46 | 24 | 112 | PS | <5 | STOJT |
| 29-2055 | Surgical Technologists | 1,447 | 1,474 | 27 | 1.87% | 44 | 42 | 14 | 100 | PS | None | None |
| 29-2056 | Veterinary Technologists and Technicians | 203 | 215 | 12 | 5.91% | 7 | 12 | 6 | 25 | AD | None | None |
| 29-2057 | Ophthalmic Medical Technicians | 574 | 602 | 28 | 4.88% | 30 | 32 | 14 | 76 | PS | None | None |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 11,133 | 11,459 | 326 | 2.93% | 458 | 396 | 163 | 1,017 | PS | None | None |
| 29-2072 | Medical Records Specialists | 1,815 | 1,879 | 64 | 3.53% | 70 | 52 | 32 | 154 | PS | None | None |
| 29-2081 | Opticians, Dispensing | 727 | 752 | 25 | 3.44% | 30 | 30 | 12 | 72 | HS | None | LTOJT |
| 29-2091 | Orthotists and Prosthetists | 157 | 159 | 2 | 1.27% | 6 | 5 | 1 | 12 | MD | None | I/R |
| 29-2092 | Hearing Aid Specialists | 98 | 102 | 4 | 4.08% | 4 | 3 | 2 | 9 | HS | None | MTOJT |
| 29-2099 | Health Technologists and Technicians, All Other | 1,000 | 1,018 | 18 | 1.80% | 36 | 31 | 9 | 76 | PS | None | None |
| ***29-9000*** | ***Other Healthcare Practitioners and Technical Occupations*** | ***8,548*** | ***9,086*** | ***538*** | ***6.29%*** | ***292*** | ***240*** | ***269*** | ***801*** |  |  |  |
| 29-9021 | Health Information Technologists and Medical Registrars | 129 | 132 | 3 | 2.33% | 4 | 4 | 2 | 10 | AD | None | None |
| 29-9091 | Athletic Trainers | 179 | 187 | 8 | 4.47% | 6 | 5 | 4 | 15 | MD | None | None |
| 29-9099 | Healthcare Practitioners and Technical Workers, All Other | 8,143 | 8,669 | 526 | 6.46% | 278 | 228 | 263 | 769 | PS | None | None |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **31-0000** | **HEALTHCARE SUPPORT OCCUPATIONS** | **54,530** | **57,307** | **2,777** | **5.09%** | **3,724** | **4,256** | **1,388** | **9,368** |  |  |  |
|  | | | | | | | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| ***31-1100*** | ***Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and***  ***Psychiatric Aides*** | ***38,844*** | ***40,905*** | ***2,061*** | ***5.31%*** | ***2,875*** | ***2,884*** | ***1,030*** | ***6,789*** |  |  |  |
| 31-1120 | Home Health and Personal Care Aides | 20,701 | 22,027 | 1,326 | 6.41% | 1,709 | 1,425 | 663 | 3,797 | HS | None | STOJT |
| 31-1131 | Nursing Assistants | 17,094 | 17,783 | 689 | 4.03% | 1,104 | 1,365 | 344 | 2,813 | PS | None | None |
| 31-1132 | Orderlies | 423 | 441 | 18 | 4.26% | 25 | 38 | 9 | 72 | HS | None | STOJT |
| 31-1133 | Psychiatric Aides | 626 | 654 | 28 | 4.47% | 38 | 56 | 14 | 108 | HS | None | STOJT |
| ***31-2000*** | ***Occupational Therapy and Physical Therapist Assistants and Aides*** | ***2,283*** | ***2,466*** | ***183*** | ***8.02%*** | ***116*** | ***207*** | ***92*** | ***415*** |  |  |  |
| 31-2011 | Occupational Therapy Assistants | 527 | 577 | 50 | 9.49% | 28 | 48 | 25 | 101 | AD | None | None |
| 31-2021 | Physical Therapist Assistants | 1,466 | 1,592 | 126 | 8.59% | 74 | 134 | 63 | 271 | AD | None | None |
| ***31-9000*** | ***Other Healthcare Support Occupations*** | ***13,403*** | ***13,936*** | ***533*** | ***3.98%*** | ***734*** | ***1,164*** | ***266*** | ***2,164*** |  |  |  |
| 31-9011 | Massage Therapists | 472 | 505 | 33 | 6.99% | 32 | 33 | 16 | 81 | PS | None | None |
| 31-9091 | Dental Assistants | 3,021 | 3,095 | 74 | 2.45% | 170 | 248 | 37 | 455 | PS | None | None |
| 31-9092 | Medical Assistants | 4,362 | 4,541 | 179 | 4.10% | 209 | 358 | 90 | 657 | PS | None | None |
| 31-9093 | Medical Equipment Preparers | 320 | 324 | 4 | 1.25% | 18 | 24 | 2 | 44 | HS | None | MTOJT |
| 31-9094 | Medical Transcriptionists | 271 | 271 | 0 | 0.00% | 17 | 30 | 0 | 47 | PS | None | None |
| 31-9095 | Pharmacy Aides | 195 | 198 | 3 | 1.54% | 13 | 22 | 2 | 37 | HS | None | STOJT |
| 31-9096 | Veterinary Assistants and Laboratory Animal Caretakers | 1,320 | 1,414 | 94 | 7.12% | 85 | 178 | 47 | 310 | HS | None | STOJT |
| 31-9097 | Phlebotomists | 1,039 | 1,067 | 28 | 2.69% | 52 | 82 | 14 | 148 | PS | None | None |
| 31-9099 | Healthcare Support Workers, All Other | 2,403 | 2,521 | 118 | 4.91% | 138 | 189 | 59 | 386 | HS | None | None |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **33-0000** | **PROTECTIVE SERVICE OCCUPATIONS** | **26,016** | **26,516** | **500** | **1.92%** | **1,186** | **1,484** | **250** | **2,920** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***33-1000*** | ***Supervisors of Protective Service Workers*** | ***3,817*** | ***3,908*** | ***91*** | ***2.38%*** | ***115*** | ***156*** | ***46*** | ***317*** |  |  |  |
| 33-1011 | First-Line Supervisors of Correctional Officers | 646 | 657 | 11 | 1.70% | 22 | 30 | 6 | 58 | HS | <5 | None |
| 33-1012 | First-Line Supervisors of Police and Detectives | 1,769 | 1,817 | 48 | 2.71% | 50 | 67 | 24 | 141 | HS | <5 | MTOJT |
| 33-1021 | First-Line Supervisors of Firefighting and Prevention Workers | 833 | 856 | 23 | 2.76% | 21 | 30 | 12 | 63 | PS | <5 | MTOJT |
| 33-1091 | First-line Supervisors of Security Workers | 452 | 460 | 8 | 1.77% | 18 | 23 | 4 | 45 | HS | <5 | None |
| 33-1099 | First-Line Supervisors of Protective Service Workers, All Other | 117 | 118 | 1 | 0.85% | 4 | 6 | 0 | 10 | HS | <5 | None |
| ***33-2000*** | ***Firefighting and Prevention Workers*** | ***2,383*** | ***2,446*** | ***63*** | ***2.64%*** | ***64*** | ***116*** | ***32*** | ***212*** |  |  |  |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 33-2011 | Firefighters | 2,185 | 2,242 | 57 | 2.61% | 58 | 106 | 28 | 192 | PS | None | LTOJT |
| ***33-3000*** | ***Law Enforcement Workers*** | ***11,246*** | ***11,402*** | ***156*** | ***1.39%*** | ***371*** | ***551*** | ***78*** | ***1,000*** |  |  |  |
| 33-3011 | Bailiffs | 96 | 98 | 2 | 2.08% | 10 | 4 | 1 | 15 | HS | None | MTOJT |
| 33-3012 | Correctional Officers and Jailers | 4,965 | 4,963 | -2 | -0.04% | 171 | 258 | -1 | 428 | HS | None | MTOJT |
| 33-3021 | Detectives and Criminal Investigators | 553 | 566 | 13 | 2.35% | 18 | 23 | 6 | 47 | HS | <5 | MTOJT |
| 33-3041 | Parking Enforcement Workers | 23 | 23 | 0 | 0.00% | 2 | 1 | 0 | 3 | HS | None | STOJT |
| 33-3051 | Police and Sheriff's Patrol Officers | 5,413 | 5,557 | 144 | 2.66% | 160 | 256 | 72 | 488 | HS | None | MTOJT |
| ***33-9000*** | ***Other Protective Service Workers*** | ***8,570*** | ***8,760*** | ***190*** | ***2.22%*** | ***636*** | ***661*** | ***95*** | ***1,392*** |  |  |  |
| 33-9011 | Animal Control Workers | 221 | 231 | 10 | 4.52% | 12 | 9 | 5 | 26 | HS | None | MTOJT |
| 33-9021 | Private Detectives and Investigators | 303 | 310 | 7 | 2.31% | 12 | 15 | 4 | 31 | HS | <5 | MTOJT |
| 33-9032 | Security Guards | 6,387 | 6,526 | 139 | 2.18% | 374 | 480 | 70 | 924 | HS | None | STOJT |
| 33-9092 | Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers | 460 | 480 | 20 | 4.35% | 75 | 63 | 10 | 148 | NFE | None | STOJT |
| 33-9093 | Transportation Security Screeners | 137 | 140 | 3 | 2.19% | 6 | 6 | 2 | 14 | HS | None | STOJT |
| 33-9094 | School Bus Monitors | 540 | 545 | 5 | 0.93% | 76 | 26 | 2 | 104 | HS | None | STOJT |
| 33-9099 | Protective Service Workers, All Other | 410 | 413 | 3 | 0.73% | 66 | 55 | 2 | 123 | HS | None | STOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **35-0000** | **FOOD PREPARATION AND SERVING RELATED OCCUPATIONS** | **109,337** | **113,719** | **4,382** | **4.01%** | **9,736** | **11,502** | **2,191** | **23,429** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***35-1000*** | ***Supervisors of Food Preparation and Serving Workers*** | ***12,326*** | ***12,852*** | ***526*** | ***4.27%*** | ***622*** | ***1,188*** | ***263*** | ***2,073*** |  |  |  |
| 35-1011 | Chefs and Head Cooks | 1,048 | 1,099 | 51 | 4.87% | 42 | 84 | 26 | 152 | HS | 5+ | None |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 11,278 | 11,753 | 475 | 4.21% | 580 | 1,103 | 238 | 1,921 | HS | <5 | None |
| ***35-2000*** | ***Cooks and Food Preparation Workers*** | ***30,694*** | ***32,091*** | ***1,397*** | ***4.55%*** | ***2,256*** | ***2,602*** | ***698*** | ***5,556*** |  |  |  |
| 35-2011 | Cooks, Fast Food | 3,962 | 3,985 | 23 | 0.58% | 271 | 324 | 12 | 607 | NFE | None | STOJT |
| 35-2012 | Cooks, Institution and Cafeteria | 7,681 | 7,954 | 273 | 3.55% | 533 | 638 | 136 | 1,307 | NFE | None | STOJT |
| 35-2013 | Cooks, Private Household | 107 | 100 | -7 | -6.54% | 7 | 8 | -4 | 11 | PS | <5 | None |
| 35-2014 | Cooks, Restaurant | 12,638 | 13,618 | 980 | 7.75% | 896 | 1,070 | 490 | 2,456 | NFE | <5 | MTOJT |
| 35-2015 | Cooks, Short Order | 657 | 673 | 16 | 2.44% | 46 | 54 | 8 | 108 | NFE | None | STOJT |
| 35-2019 | Cooks, All Other | 57 | 59 | 2 | 3.51% | 4 | 4 | 1 | 9 | NFE | None | MTOJT |
| 35-2021 | Food Preparation Workers | 5,592 | 5,702 | 110 | 1.97% | 500 | 502 | 55 | 1,057 | NFE | None | STOJT |
| ***35-3000*** | ***Food and Beverage Serving Workers*** | ***56,880*** | ***58,956*** | ***2,076*** | ***3.65%*** | ***5,822*** | ***6,800*** | ***1,038*** | ***13,660*** |  |  |  |
| 35-3011 | Bartenders | 2,475 | 2,596 | 121 | 4.89% | 138 | 296 | 60 | 494 | NFE | None | STOJT |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 35-3023 | Fast Food and Counter Workers | 37,324 | 38,767 | 1,443 | 3.87% | 4,202 | 4,484 | 722 | 9,408 | NFE | None | STOJT |
| 35-3031 | Waiters and Waitresses | 15,219 | 15,647 | 428 | 2.81% | 1,328 | 1,865 | 214 | 3,407 | NFE | None | STOJT |
| 35-3041 | Food Servers, Nonrestaurant | 1,862 | 1,946 | 84 | 4.51% | 156 | 155 | 42 | 353 | NFE | None | STOJT |
| ***35-9000*** | ***Other Food Preparation and Serving Related Workers*** | ***9,437*** | ***9,820*** | ***383*** | ***4.06%*** | ***1,036*** | ***913*** | ***192*** | ***2,141*** |  |  |  |
| 35-9011 | Dining Room and Cafeteria Attendants and Bartender Helpers | 2,599 | 2,714 | 115 | 4.42% | 254 | 240 | 58 | 552 | NFE | None | STOJT |
| 35-9021 | Dishwashers | 2,988 | 3,066 | 78 | 2.61% | 266 | 254 | 39 | 559 | NFE | None | STOJT |
| 35-9031 | Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop | 2,650 | 2,737 | 87 | 3.28% | 362 | 314 | 44 | 720 | NFE | None | STOJT |
| 35-9099 | Food Preparation and Serving Related Workers, All Other | 1,200 | 1,303 | 103 | 8.58% | 152 | 104 | 52 | 308 | NFE | None | STOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **37-0000** | **BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS** | **45,332** | **46,144** | **812** | **1.79%** | **2,906** | **3,230** | **406** | **6,542** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***37-1000*** | ***Supervisors of Building and Grounds Cleaning and Maintenance Workers*** | ***4,532*** | ***4,682*** | ***150*** | ***3.31%*** | ***212*** | ***286*** | ***75*** | ***573*** |  |  |  |
| 37-1011 | First-Line Supervisors of Housekeeping and Janitorial Workers | 2,309 | 2,383 | 74 | 3.20% | 122 | 147 | 37 | 306 | HS | <5 | None |
| 37-1012 | First-Line Supervisors of Landscaping,  Lawn Service, and Groundskeeping Workers | 2,223 | 2,299 | 76 | 3.42% | 90 | 140 | 38 | 268 | HS | <5 | None |
| ***37-2000*** | ***Building Cleaning and Pest Control Workers*** | ***32,564*** | ***32,900*** | ***336*** | ***1.03%*** | ***2,286*** | ***2,282*** | ***168*** | ***4,736*** |  |  |  |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 18,916 | 19,358 | 442 | 2.34% | 1,332 | 1,330 | 221 | 2,883 | NFE | None | STOJT |
| 37-2012 | Maids and Housekeeping Cleaners | 12,069 | 11,902 | -167 | -1.38% | 892 | 804 | -84 | 1,612 | NFE | None | STOJT |
| 37-2019 | Building Cleaning Workers, All Other | 241 | 249 | 8 | 3.32% | 17 | 17 | 4 | 38 | NFE | None | STOJT |
| 37-2021 | Pest Control Workers | 1,338 | 1,391 | 53 | 3.96% | 44 | 130 | 26 | 200 | HS | None | MTOJT |
| ***37-3000*** | ***Grounds Maintenance Workers*** | ***8,236*** | ***8,562*** | ***326*** | ***3.96%*** | ***408*** | ***662*** | ***163*** | ***1,233*** |  |  |  |
| 37-3011 | Landscaping and Groundskeeping Workers | 7,548 | 7,853 | 305 | 4.04% | 383 | 598 | 152 | 1,133 | NFE | None | STOJT |
| 37-3012 | Pesticide Handlers, Sprayers, and Applicators, Vegetation | 207 | 213 | 6 | 2.90% | 7 | 20 | 3 | 30 | HS | None | MTOJT |
| 37-3013 | Tree Trimmers and Pruners | 350 | 362 | 12 | 3.43% | 13 | 32 | 6 | 51 | HS | None | STOJT |
| 37-3019 | Grounds Maintenance Workers, All Other | 131 | 134 | 3 | 2.29% | 4 | 12 | 2 | 18 | NFE | None | STOJT |
|  | | | | | | | | | | | | |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| **39-0000** | **PERSONAL CARE AND SERVICE**  **OCCUPATIONS** | **27,744** | **28,827** | **1,083** | **3.90%** | **1,930** | **2,902** | **542** | **5,374** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***39-1000*** | ***Supervisors of Personal Care and Service Workers*** | ***1,700*** | ***1,798*** | ***98*** | ***5.76%*** | ***74*** | ***114*** | ***49*** | ***237*** |  |  |  |
| 39-1022 | First-line Supervisors of Personal Service Workers | 1,181 | 1,245 | 64 | 5.42% | 51 | 79 | 32 | 162 | HS | <5 | None |
| ***39-2000*** | ***Animal Care and Service Workers*** | ***4,947*** | ***5,243*** | ***296*** | ***5.98%*** | ***306*** | ***560*** | ***148*** | ***1,014*** |  |  |  |
| 39-2011 | Animal Trainers | 1,192 | 1,240 | 48 | 4.03% | 54 | 114 | 24 | 192 | HS | None | MTOJT |
| 39-2021 | Animal Caretakers | 3,755 | 4,003 | 248 | 6.60% | 252 | 446 | 124 | 822 | HS | None | STOJT |
| *39-3000* | ***Entertainment Attendants and Related Workers*** | ***2,423*** | ***2,622*** | ***199*** | ***8.21%*** | ***268*** | ***394*** | ***100*** | ***762*** |  |  |  |
| 39-3021 | Motion Picture Projectionists | 25 | 25 | 0 | 0.00% | 3 | 4 | 0 | 7 | NFE | None | STOJT |
| 39-3031 | Ushers, Lobby Attendants, and Ticket Takers | 296 | 309 | 13 | 4.39% | 42 | 46 | 6 | 94 | NFE | None | STOJT |
| 39-3091 | Amusement and Recreation Attendants | 1,651 | 1,799 | 148 | 8.96% | 193 | 288 | 74 | 555 | NFE | None | STOJT |
| 39-3093 | Locker Room, Coatroom, and Dressing Room Attendants | 77 | 81 | 4 | 5.19% | 9 | 13 | 2 | 24 | HS | None | STOJT |
| ***39-4000*** | ***Funeral Service Workers*** | ***724*** | ***741*** | ***17*** | ***2.35%*** | ***34*** | ***61*** | ***8*** | ***103*** |  |  |  |
| 39-4021 | Funeral Attendants | 223 | 229 | 6 | 2.69% | 10 | 22 | 3 | 35 | HS | None | STOJT |
| 39-4031 | Morticians, Undertakers, and Funeral Arrangers | 363 | 372 | 9 | 2.48% | 18 | 26 | 4 | 48 | AD | None | LTOJT |
| ***39-5000*** | ***Personal Appearance Workers*** | ***3,024*** | ***3,159*** | ***135*** | ***4.46%*** | ***180*** | ***233*** | ***68*** | ***481*** |  |  |  |
| 39-5012 | Hairdressers, Hairstylists, and Cosmetologists | 2,567 | 2,682 | 115 | 4.48% | 156 | 197 | 58 | 411 | PS | None | None |
| 39-5092 | Manicurists and Pedicurists | 235 | 246 | 11 | 4.68% | 12 | 16 | 6 | 34 | PS | None | None |
| 39-5094 | Skincare Specialists | 188 | 196 | 8 | 4.26% | 10 | 16 | 4 | 30 | PS | None | None |
| ***39-6000*** | ***Baggage Porters, Bellhops, and Concierges*** | ***119*** | ***122*** | ***3*** | ***2.52%*** | ***6*** | ***12*** | ***2*** | ***20*** |  |  |  |
| 39-6011 | Baggage Porters and Bellhops | 31 | 32 | 1 | 3.23% | 2 | 3 | 0 | 5 | HS | None | STOJT |
| 39-6012 | Concierges | 88 | 90 | 2 | 2.27% | 5 | 9 | 1 | 15 | HS | None | MTOJT |
| ***39-7000*** | ***Tour and Travel Guides*** | ***336*** | ***367*** | ***31*** | ***9.23%*** | ***32*** | ***42*** | ***16*** | ***90*** |  |  |  |
| 39-7010 | Tour and Travel Guides | 336 | 367 | 31 | 9.23% | 32 | 42 | 16 | 90 | HS | None | MTOJT |
| ***39-9000*** | ***Other Personal Care and Service Workers*** | ***14,471*** | ***14,775*** | ***304*** | ***2.10%*** | ***1,028*** | ***1,488*** | ***152*** | ***2,668*** |  |  |  |
| 39-9011 | Childcare Workers | 10,465 | 10,525 | 60 | 0.57% | 758 | 978 | 30 | 1,766 | HS | None | STOJT |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 39-9031 | Exercise Trainers and Group Fitness Instructors | 1,285 | 1,412 | 127 | 9.88% | 82 | 166 | 64 | 312 | HS | None | STOJT |
| 39-9032 | Recreation Workers | 1,579 | 1,663 | 84 | 5.32% | 119 | 212 | 42 | 373 | HS | None | STOJT |
| 39-9041 | Residential Advisors | 879 | 907 | 28 | 3.19% | 50 | 104 | 14 | 168 | HS | None | STOJT |
| 39-9099 | Personal Care and Service Workers, All Other | 263 | 268 | 5 | 1.90% | 20 | 28 | 2 | 50 | HS | None | STOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **41-0000** | **SALES AND RELATED OCCUPATIONS** | **127,332** | **128,503** | **1,171** | **0.92%** | **7,632** | **9,230** | **586** | **17,448** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***41-1000*** | ***Supervisors of Sales Workers*** | ***16,650*** | ***16,722*** | ***72*** | ***0.43%*** | ***634*** | ***946*** | ***36*** | ***1,616*** |  |  |  |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | 13,546 | 13,596 | 50 | 0.37% | 529 | 800 | 25 | 1,354 | HS | <5 | None |
| 41-1012 | First-Line Supervisors of Non-Retail Sales Workers | 3,104 | 3,126 | 22 | 0.71% | 106 | 146 | 11 | 263 | HS | <5 | None |
| ***41-2000*** | ***Retail Sales Workers*** | ***72,440*** | ***72,931*** | ***491*** | ***0.68%*** | ***5,684*** | ***6,213*** | ***246*** | ***12,143*** |  |  |  |
| 41-2011 | Cashiers | 32,926 | 33,006 | 80 | 0.24% | 3,170 | 3,194 | 40 | 6,404 | NFE | None | STOJT |
| 41-2021 | Counter and Rental Clerks | 4,435 | 4,509 | 74 | 1.67% | 253 | 264 | 37 | 554 | NFE | None | STOJT |
| 41-2031 | Retail Salespersons | 31,849 | 32,120 | 271 | 0.85% | 2,100 | 2,532 | 136 | 4,768 | NFE | None | STOJT |
| ***41-3000*** | ***Sales Representatives, Services*** | ***18,512*** | ***18,884*** | ***372*** | ***2.01%*** | ***590*** | ***1,031*** | ***186*** | ***1,807*** |  |  |  |
| 41-3011 | Advertising Sales Agents | 1,002 | 949 | -53 | -5.29% | 34 | 68 | -26 | 76 | HS | None | MTOJT |
| 41-3021 | Insurance Sales Agents | 7,524 | 7,726 | 202 | 2.68% | 285 | 316 | 101 | 702 | HS | None | MTOJT |
| 41-3031 | Securities, Commodities, and Financial Services Sales Agents | 1,567 | 1,623 | 56 | 3.57% | 44 | 72 | 28 | 144 | BD | None | MTOJT |
| 41-3041 | Travel Agents | 214 | 219 | 5 | 2.34% | 14 | 13 | 2 | 29 | HS | None | MTOJT |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 8,205 | 8,367 | 162 | 1.97% | 212 | 561 | 81 | 854 | HS | None | MTOJT |
| ***41-4000*** | ***Sales Representatives, Wholesale and Manufacturing*** | ***15,595*** | ***15,768*** | ***173*** | ***1.11%*** | ***522*** | ***857*** | ***86*** | ***1,465*** |  |  |  |
| 41-4011 | Sales Representatives, Wholesale and  Manufacturing, Technical and Scientific Products | 2,164 | 2,213 | 49 | 2.26% | 73 | 120 | 24 | 217 | BD | None | MTOJT |
| 41-4012 | Sales Representatives, Wholesale and  Manufacturing, Except Technical and Scientific Products | 13,431 | 13,555 | 124 | 0.92% | 449 | 738 | 62 | 1,249 | HS | None | MTOJT |
| ***41-9000*** | ***Other Sales and Related Workers*** | ***4,135*** | ***4,198*** | ***63*** | ***1.52%*** | ***202*** | ***183*** | ***32*** | ***417*** |  |  |  |
| 41-9021 | Real Estate Brokers | 805 | 822 | 17 | 2.11% | 38 | 30 | 8 | 76 | HS | <5 | None |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 41-9022 | Real Estate Sales Agents | 2,479 | 2,528 | 49 | 1.98% | 117 | 91 | 24 | 232 | HS | None | MTOJT |
| 41-9031 | Sales Engineers | 187 | 188 | 1 | 0.53% | 6 | 11 | 0 | 17 | BD | None | MTOJT |
| 41-9099 | Sales and Related Workers, All Other | 315 | 317 | 2 | 0.63% | 18 | 24 | 1 | 43 | HS | None | None |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **43-0000** | **OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS** | **165,349** | **166,425** | **1,076** | **0.65%** | **8,841** | **9,992** | **538** | **19,371** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***43-1000*** | ***Supervisors of Office and Administrative Support Workers*** | ***13,518*** | ***13,590*** | ***72*** | ***0.53%*** | ***567*** | ***726*** | ***36*** | ***1,329*** |  |  |  |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 13,518 | 13,590 | 72 | 0.53% | 567 | 726 | 36 | 1,329 | HS | <5 | None |
| ***43-2000*** | ***Communications Equipment Operators*** | ***301*** | ***292*** | ***-9*** | ***-2.99%*** | ***14*** | ***16*** | ***-4*** | ***26*** |  |  |  |
| 43-2011 | Switchboard Operators, Including Answering Service | 273 | 263 | -10 | -3.66% | 12 | 14 | -5 | 21 | HS | None | STOJT |
| ***43-3000*** | ***Financial Clerks*** | ***23,802*** | ***23,857*** | ***55*** | ***0.23%*** | ***1,325*** | ***1,274*** | ***28*** | ***2,627*** |  |  |  |
| 43-3011 | Bill and Account Collectors | 1,259 | 1,263 | 4 | 0.32% | 62 | 72 | 2 | 136 | HS | None | MTOJT |
| 43-3021 | Billing and Posting Clerks | 3,748 | 3,835 | 87 | 2.32% | 180 | 208 | 44 | 432 | HS | None | MTOJT |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 12,368 | 12,437 | 69 | 0.56% | 804 | 632 | 34 | 1,470 | SC | None | MTOJT |
| 43-3051 | Payroll and Timekeeping Clerks | 1,231 | 1,217 | -14 | -1.14% | 60 | 64 | -7 | 117 | HS | None | MTOJT |
| 43-3061 | Procurement Clerks | 637 | 632 | -5 | -0.78% | 19 | 40 | -2 | 57 | HS | None | MTOJT |
| 43-3071 | Tellers | 4,350 | 4,256 | -94 | -2.16% | 194 | 244 | -47 | 391 | HS | None | STOJT |
| ***43-4000*** | ***Information and Record Clerks*** | ***51,894*** | ***52,633*** | ***739*** | ***1.42%*** | ***2,944*** | ***3,766*** | ***370*** | ***7,080*** |  |  |  |
| 43-4031 | Court, Municipal, and License Clerks | 2,051 | 2,109 | 58 | 2.83% | 108 | 99 | 29 | 236 | HS | None | LTOJT |
| 43-4041 | Credit Authorizers, Checkers, and Clerks | 144 | 146 | 2 | 1.39% | 6 | 7 | 1 | 14 | HS | None | MTOJT |
| 43-4051 | Customer Service Representatives | 21,999 | 22,201 | 202 | 0.92% | 1,235 | 1,733 | 101 | 3,069 | HS | None | STOJT |
| 43-4061 | Eligibility Interviewers, Government Programs | 720 | 733 | 13 | 1.81% | 28 | 34 | 6 | 68 | HS | None | MTOJT |
| 43-4071 | File Clerks | 394 | 389 | -5 | -1.27% | 24 | 24 | -2 | 46 | HS | None | STOJT |
| 43-4081 | Hotel, Motel, and Resort Desk Clerks | 3,143 | 3,269 | 126 | 4.01% | 202 | 308 | 63 | 573 | HS | None | STOJT |
| 43-4111 | Interviewers, Except Eligibility and Loan | 3,761 | 3,767 | 6 | 0.16% | 197 | 254 | 3 | 454 | HS | None | STOJT |
| 43-4121 | Library Assistants, Clerical | 489 | 496 | 7 | 1.43% | 48 | 36 | 4 | 88 | HS | None | STOJT |
| 43-4131 | Loan Interviewers and Clerks | 2,519 | 2,534 | 15 | 0.60% | 85 | 122 | 8 | 215 | HS | None | STOJT |
| 43-4141 | New Accounts Clerks | 443 | 434 | -9 | -2.03% | 14 | 26 | -4 | 36 | HS | None | MTOJT |
| 43-4151 | Order Clerks | 582 | 571 | -11 | -1.89% | 28 | 38 | -6 | 60 | SC | None | STOJT |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping | 654 | 656 | 2 | 0.31% | 28 | 44 | 1 | 73 | AD | None | None |
| 43-4171 | Receptionists and Information Clerks | 13,463 | 13,759 | 296 | 2.20% | 862 | 946 | 148 | 1,956 | HS | None | STOJT |
| 43-4181 | Reservation and Transportation Ticket Agents and Travel Clerks | 190 | 199 | 9 | 4.74% | 10 | 12 | 4 | 26 | HS | None | STOJT |
| 43-4199 | Information and Record Clerks, All Other | 1,270 | 1,296 | 26 | 2.05% | 66 | 78 | 13 | 157 | HS | None | STOJT |
| ***43-5000*** | ***Material Recording, Scheduling, Dispatching, and Distributing Workers*** | ***20,008*** | ***19,998*** | ***-10*** | ***-0.05%*** | ***851*** | ***1,064*** | ***-5*** | ***1,910*** |  |  |  |
| 43-5011 | Cargo and Freight Agents | 1,064 | 1,115 | 51 | 4.79% | 44 | 66 | 26 | 136 | HS | None | STOJT |
| 43-5021 | Couriers and Messengers | 1,053 | 1,079 | 26 | 2.47% | 52 | 62 | 13 | 127 | HS | None | STOJT |
| 43-5031 | Public Safety Telecommunicators | 1,349 | 1,389 | 40 | 2.97% | 64 | 72 | 20 | 156 | HS | None | MTOJT |
| 43-5032 | Dispatchers, Except Police, Fire, and Ambulance | 1,455 | 1,455 | 0 | 0.00% | 58 | 78 | 0 | 136 | HS | None | MTOJT |
| 43-5051 | Postal Service Clerks | 1,021 | 1,017 | -4 | -0.39% | 50 | 36 | -2 | 84 | NFE | None | STOJT |
| 43-5052 | Postal Service Mail Carriers | 3,096 | 3,086 | -10 | -0.32% | 126 | 106 | -5 | 227 | NFE | None | STOJT |
| 43-5061 | Production, Planning, and Expediting Clerks | 2,522 | 2,547 | 25 | 0.99% | 98 | 158 | 12 | 268 | HS | None | MTOJT |
| 43-5071 | Shipping, Receiving, and Inventory Clerks | 6,938 | 6,817 | -121 | -1.74% | 284 | 410 | -60 | 634 | HS | None | STOJT |
| 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping | 624 | 611 | -13 | -2.08% | 34 | 42 | -6 | 70 | HS | None | STOJT |
| ***43-6000*** | ***Secretaries and Administrative Assistants*** | ***16,659*** | ***16,525*** | ***-134*** | ***-0.80%*** | ***934*** | ***879*** | ***-67*** | ***1,746*** |  |  |  |
| 43-6011 | Executive Secretaries and Executive Administrative Assistants | 1,779 | 1,745 | -34 | -1.91% | 80 | 100 | -17 | 163 | HS | <5 | None |
| 43-6012 | Legal Secretaries and Administrative Assistants | 1,001 | 968 | -33 | -3.30% | 57 | 54 | -16 | 95 | HS | None | MTOJT |
| 43-6013 | Medical Secretaries and Administrative Assistants | 1,529 | 1,570 | 41 | 2.68% | 82 | 78 | 20 | 180 | HS | None | MTOJT |
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 12,350 | 12,242 | -108 | -0.87% | 716 | 647 | -54 | 1,309 | HS | None | STOJT |
| ***43-9000*** | ***Other Office and Administrative Support Workers*** | ***39,167*** | ***39,530*** | ***363*** | ***0.93%*** | ***2,205*** | ***2,266*** | ***182*** | ***4,653*** |  |  |  |
| 43-9021 | Data Entry Keyers | 1,234 | 1,190 | -44 | -3.57% | 60 | 80 | -22 | 118 | HS | None | STOJT |
| 43-9022 | Word Processors and Typists | 57 | 54 | -3 | -5.26% | 4 | 3 | -2 | 5 | HS | None | STOJT |
| 43-9041 | Insurance Claims and Policy Processing Clerks | 7,046 | 7,175 | 129 | 1.83% | 286 | 354 | 64 | 704 | HS | None | MTOJT |
| 43-9051 | Mail Clerks and Mail Machine Operators, Except Postal Service | 299 | 301 | 2 | 0.67% | 20 | 19 | 1 | 40 | HS | None | STOJT |
| 43-9061 | Office Clerks, General | 29,291 | 29,570 | 279 | 0.95% | 1,778 | 1,730 | 140 | 3,648 | HS | None | STOJT |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 43-9071 | Office Machine Operators, Except Computer | 186 | 186 | 0 | 0.00% | 11 | 14 | 0 | 25 | HS | None | STOJT |
| 43-9081 | Proofreaders and Copy Markers | 43 | 41 | -2 | -4.65% | 3 | 2 | -1 | 4 | BD | None | None |
| 43-9199 | Office and Administrative Support Workers, All Other | 992 | 995 | 3 | 0.30% | 40 | 64 | 2 | 106 | HS | None | STOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **45-0000** | **FARMING, FISHING, AND FORESTRY OCCUPATIONS** | **15,909** | **15,687** | **-222** | **-1.40%** | **872** | **1,432** | **-111** | **2,193** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***45-2000*** | ***Agricultural Workers*** | ***12,994*** | ***12,776*** | ***-218*** | ***-1.68%*** | ***724*** | ***1,168*** | ***-109*** | ***1,783*** |  |  |  |
| 45-2011 | Agricultural Inspectors | 193 | 194 | 1 | 0.52% | 9 | 21 | 0 | 30 | BD | None | MTOJT |
| 45-2041 | Graders and Sorters, Agricultural Products | 1,676 | 1,611 | -65 | -3.88% | 89 | 147 | -32 | 204 | NFE | None | STOJT |
| 45-2091 | Agricultural Equipment Operators | 793 | 797 | 4 | 0.50% | 45 | 72 | 2 | 119 | NFE | None | MTOJT |
| 45-2092 | Farmworkers and Laborers, Crop, Nursery, and Greenhouse | 5,682 | 5,594 | -88 | -1.55% | 320 | 510 | -44 | 786 | NFE | None | STOJT |
| 45-2093 | Farmworkers, Farm, Ranch, and Aquacultural Animals | 4,373 | 4,305 | -68 | -1.55% | 246 | 392 | -34 | 604 | NFE | None | STOJT |
| ***45-4000*** | ***Forest, Conservation, and Logging Workers*** | ***2,037*** | ***2,037*** | ***0*** | ***0.00%*** | ***102*** | ***196*** | ***0*** | ***298*** |  |  |  |
| 45-4011 | Forest and Conservation Workers | 209 | 214 | 5 | 2.39% | 12 | 26 | 2 | 40 | HS | None | MTOJT |
| 45-4022 | Logging Equipment Operators | 1,505 | 1,499 | -6 | -0.40% | 75 | 140 | -3 | 212 | HS | None | MTOJT |
| 45-4023 | Log Graders and Scalers | 202 | 206 | 4 | 1.98% | 10 | 19 | 2 | 31 | HS | None | MTOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **47-0000** | **CONSTRUCTION AND EXTRACTION OCCUPATIONS** | **58,489** | **60,447** | **1,958** | **3.35%** | **2,052** | **3,030** | **979** | **6,061** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***47-1000*** | ***Supervisors of Construction and Extraction Workers*** | ***7,428*** | ***7,663*** | ***235*** | ***3.16%*** | ***251*** | ***343*** | ***118*** | ***712*** |  |  |  |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 7,428 | 7,663 | 235 | 3.16% | 251 | 343 | 118 | 712 | HS | 5+ | None |
| ***47-2000*** | ***Construction Trades Workers*** | ***42,934*** | ***44,428*** | ***1,494*** | ***3.48%*** | ***1,447*** | ***2,213*** | ***747*** | ***4,407*** |  |  |  |
| 47-2011 | Boilermakers | 98 | 95 | -3 | -3.06% | 4 | 4 | -2 | 6 | HS | None | App. |
| 47-2021 | Brickmasons and Blockmasons | 444 | 471 | 27 | 6.08% | 16 | 20 | 14 | 50 | HS | None | App. |
| 47-2031 | Carpenters | 4,872 | 5,055 | 183 | 3.76% | 173 | 234 | 92 | 499 | HS | None | App. |
| 47-2041 | Carpet Installers | 152 | 144 | -8 | -5.26% | 4 | 6 | -4 | 6 | NFE | None | STOJT |
| 47-2042 | Floor Layers, Except Carpet, Wood, and Hard Tiles | 221 | 231 | 10 | 4.52% | 7 | 10 | 5 | 22 | NFE | None | MTOJT |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 47-2044 | Tile and Stone Setters | 172 | 178 | 6 | 3.49% | 6 | 8 | 3 | 17 | NFE | None | LTOJT |
| 47-2051 | Cement Masons and Concrete Finishers | 1,481 | 1,526 | 45 | 3.04% | 38 | 74 | 22 | 134 | NFE | None | MTOJT |
| 47-2061 | Construction Laborers | 12,295 | 12,709 | 414 | 3.37% | 432 | 631 | 207 | 1,270 | NFE | None | STOJT |
| 47-2071 | Paving, Surfacing, and Tamping Equipment Operators | 176 | 179 | 3 | 1.70% | 6 | 9 | 2 | 17 | HS | None | MTOJT |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | 5,390 | 5,560 | 170 | 3.15% | 182 | 276 | 85 | 543 | HS | None | MTOJT |
| 47-2081 | Drywall and Ceiling Tile Installers | 376 | 392 | 16 | 4.26% | 9 | 16 | 8 | 33 | NFE | None | MTOJT |
| 47-2111 | Electricians | 8,608 | 8,925 | 317 | 3.68% | 291 | 472 | 158 | 921 | HS | None | App. |
| 47-2121 | Glaziers | 480 | 507 | 27 | 5.63% | 20 | 28 | 14 | 62 | HS | None | App. |
| 47-2131 | Insulation Workers, Floor, Ceiling, and Wall | 286 | 299 | 13 | 4.55% | 8 | 14 | 6 | 28 | NFE | None | STOJT |
| 47-2132 | Insulation Workers, Mechanical | 48 | 50 | 2 | 4.17% | 2 | 2 | 1 | 5 | HS | None | App. |
| 47-2141 | Painters, Construction and Maintenance | 1,320 | 1,372 | 52 | 3.94% | 46 | 58 | 26 | 130 | NFE | None | MTOJT |
| 47-2142 | Paperhangers | 123 | 122 | -1 | -0.81% | 4 | 5 | 0 | 9 | NFE | None | LTOJT |
| 47-2151 | Pipelayers | 370 | 377 | 7 | 1.89% | 8 | 20 | 4 | 32 | NFE | None | STOJT |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | 3,447 | 3,554 | 107 | 3.10% | 110 | 188 | 54 | 352 | HS | None | App. |
| 47-2161 | Plasterers and Stucco Masons | 21 | 22 | 1 | 4.76% | 0 | 1 | 0 | 1 | NFE | None | LTOJT |
| 47-2181 | Roofers | 914 | 977 | 63 | 6.89% | 26 | 46 | 32 | 104 | NFE | None | MTOJT |
| 47-2211 | Sheet Metal Workers | 915 | 937 | 22 | 2.40% | 34 | 50 | 11 | 95 | HS | None | App. |
| 47-2221 | Structural Iron and Steel Workers | 492 | 498 | 6 | 1.22% | 12 | 30 | 3 | 45 | HS | None | App. |
| ***47-3000*** | ***Helpers, Construction Trades*** | ***2,011*** | ***2,071*** | ***60*** | ***2.98%*** | ***72*** | ***151*** | ***30*** | ***253*** |  |  |  |
| 47-3011 | Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters | 112 | 117 | 5 | 4.46% | 4 | 8 | 2 | 14 | NFE | None | STOJT |
| 47-3012 | Helpers--Carpenters | 128 | 135 | 7 | 5.47% | 4 | 10 | 4 | 18 | NFE | None | STOJT |
| 47-3013 | Helpers--Electricians | 513 | 522 | 9 | 1.75% | 18 | 38 | 4 | 60 | HS | None | STOJT |
| 47-3014 | Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons | 149 | 156 | 7 | 4.70% | 6 | 12 | 4 | 22 | NFE | None | STOJT |
| 47-3015 | Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters | 694 | 714 | 20 | 2.88% | 25 | 52 | 10 | 87 | HS | None | STOJT |
| 47-3016 | Helpers--Roofers | 28 | 31 | 3 | 10.71% | 1 | 2 | 2 | 5 | NFE | None | STOJT |
| 47-3019 | Helpers, Construction Trades, All Other | 387 | 396 | 9 | 2.33% | 14 | 29 | 4 | 47 | NFE | None | STOJT |
| ***47-4000*** | ***Other Construction and Related Workers*** | ***4,572*** | ***4,708*** | ***136*** | ***2.97%*** | ***223*** | ***224*** | ***68*** | ***515*** |  |  |  |
| 47-4011 | Construction and Building Inspectors | 1,177 | 1,193 | 16 | 1.36% | 77 | 56 | 8 | 141 | HS | 5+ | MTOJT |
| 47-4021 | Elevator and Escalator Installers and Repairers | 55 | 57 | 2 | 3.64% | 2 | 3 | 1 | 6 | HS | None | App. |
| 47-4031 | Fence Erectors | 134 | 139 | 5 | 3.73% | 4 | 8 | 2 | 14 | NFE | None | MTOJT |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 47-4041 | Hazardous Materials Removal Workers | 541 | 587 | 46 | 8.50% | 25 | 35 | 23 | 83 | HS | None | MTOJT |
| 47-4051 | Highway Maintenance Workers | 2,267 | 2,329 | 62 | 2.73% | 103 | 102 | 31 | 236 | HS | None | MTOJT |
| 47-4061 | Rail-Track Laying and Maintenance Equipment Operators | 125 | 120 | -5 | -4.00% | 3 | 6 | -2 | 7 | HS | None | MTOJT |
| 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners | 53 | 57 | 4 | 7.55% | 2 | 3 | 2 | 7 | HS | None | MTOJT |
| 47-4090 | Miscellaneous Construction and Related Workers | 220 | 226 | 6 | 2.73% | 8 | 12 | 3 | 23 | HS | None | MTOJT |
| ***47-5000*** | ***Extraction Workers*** | ***1,544*** | ***1,577*** | ***33*** | ***2.14%*** | ***58*** | ***98*** | ***16*** | ***172*** |  |  |  |
| 47-5012 | Rotary Drill Operators, Oil and Gas | 42 | 43 | 1 | 2.38% | 2 | 3 | 0 | 5 | NFE | None | MTOJT |
| 47-5013 | Service Unit Operators, Oil and Gas | 336 | 342 | 6 | 1.79% | 10 | 24 | 3 | 37 | NFE | None | MTOJT |
| 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | 486 | 488 | 2 | 0.41% | 22 | 26 | 1 | 49 | HS | <5 | MTOJT |
| 47-5023 | Earth Drillers, Except Oil and Gas | 103 | 106 | 3 | 2.91% | 5 | 6 | 2 | 13 | HS | <5 | LTOJT |
| 47-5041 | Continuous Mining Machine Operators | 53 | 56 | 3 | 5.66% | 2 | 4 | 2 | 8 | NFE | None | MTOJT |
| 47-5051 | Rock Splitters, Quarry | 62 | 63 | 1 | 1.61% | 2 | 5 | 0 | 7 | NFE | None | STOJT |
| 47-5071 | Roustabouts, Oil and Gas | 250 | 259 | 9 | 3.60% | 8 | 18 | 4 | 30 | NFE | None | MTOJT |
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| **49-0000** | **INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS** | **62,429** | **63,892** | **1,463** | **2.34%** | **2,403** | **3,041** | **732** | **6,176** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***49-1000*** | ***Supervisors of Installation, Maintenance, and Repair Workers*** | ***6,248*** | ***6,338*** | ***90*** | ***1.44%*** | ***242*** | ***273*** | ***45*** | ***560*** |  |  |  |
| 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers | 6,248 | 6,338 | 90 | 1.44% | 242 | 273 | 45 | 560 | HS | <5 | None |
| ***49-2000*** | ***Electrical and Electronic Equipment***  ***Mechanics, Installers, and Repairers*** | ***4,020*** | ***4,016*** | ***-4*** | ***-0.10%*** | ***140*** | ***246*** | ***-2*** | ***384*** |  |  |  |
| 49-2011 | Computer, Automated Teller, and Office Machine Repairers | 701 | 690 | -11 | -1.57% | 24 | 43 | -6 | 61 | SC | None | STOJT |
| 49-2021 | Radio, Cellular, and Tower Equipment Installers and Repairers | 44 | 46 | 2 | 4.55% | 2 | 3 | 1 | 6 | AD | None | MTOJT |
| 49-2022 | Telecommunications Equipment Installers and Repairers, Except Line Installers | 1,777 | 1,767 | -10 | -0.56% | 63 | 115 | -5 | 173 | PS | None | MTOJT |
| 49-2092 | Electric Motor, Power Tool, and Related Repairers | 86 | 88 | 2 | 2.33% | 3 | 4 | 1 | 8 | HS | <5 | MTOJT |
| 49-2094 | Electrical and Electronics Repairers, Commercial and Industrial Equipment | 279 | 284 | 5 | 1.79% | 10 | 14 | 2 | 26 | PS | None | LTOJT |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 49-2095 | Electrical and Electronics Repairers, Powerhouse, Substation, and Relay | 230 | 234 | 4 | 1.74% | 8 | 12 | 2 | 22 | PS | <5 | MTOJT |
| 49-2096 | Electronic Equipment Installers and Repairers, Motor Vehicles | 34 | 34 | 0 | 0.00% | 1 | 2 | 0 | 3 | HS | None | MTOJT |
| 49-2097 | Audiovisual Equipment Installers and Repairers | 186 | 183 | -3 | -1.61% | 5 | 13 | -2 | 16 | PS | None | STOJT |
| 49-2098 | Security and Fire Alarm Systems Installers | 469 | 485 | 16 | 3.41% | 18 | 31 | 8 | 57 | HS | None | MTOJT |
| ***49-3000*** | ***Vehicle and Mobile Equipment Mechanics, Installers, and Repairers*** | ***18,794*** | ***19,316*** | ***522*** | ***2.78%*** | ***689*** | ***942*** | ***261*** | ***1,892*** |  |  |  |
| 49-3011 | Aircraft Mechanics and Service Technicians | 634 | 652 | 18 | 2.84% | 19 | 28 | 9 | 56 | PS | None | None |
| 49-3021 | Automotive Body and Related Repairers | 1,315 | 1,417 | 102 | 7.76% | 58 | 58 | 51 | 167 | HS | None | LTOJT |
| 49-3022 | Automotive Glass Installers and Repairers | 89 | 95 | 6 | 6.74% | 2 | 4 | 3 | 9 | HS | None | MTOJT |
| 49-3023 | Automotive Service Technicians and Mechanics | 6,815 | 7,043 | 228 | 3.35% | 240 | 342 | 114 | 696 | PS | None | STOJT |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists | 4,932 | 4,981 | 49 | 0.99% | 177 | 230 | 24 | 431 | HS | None | LTOJT |
| 49-3041 | Farm Equipment Mechanics and Service Technicians | 1,148 | 1,177 | 29 | 2.53% | 38 | 58 | 14 | 110 | HS | None | LTOJT |
| 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines | 1,236 | 1,264 | 28 | 2.27% | 40 | 62 | 14 | 116 | HS | None | LTOJT |
| 49-3043 | Rail Car Repairers | 310 | 306 | -4 | -1.29% | 10 | 16 | -2 | 24 | HS | None | LTOJT |
| 49-3051 | Motorboat Mechanics and Service Technicians | 320 | 332 | 12 | 3.75% | 16 | 16 | 6 | 38 | HS | None | LTOJT |
| 49-3052 | Motorcycle Mechanics | 206 | 211 | 5 | 2.43% | 10 | 10 | 2 | 22 | PS | None | STOJT |
| 49-3053 | Outdoor Power Equipment and Other Small Engine Mechanics | 422 | 432 | 10 | 2.37% | 22 | 20 | 5 | 47 | HS | None | MTOJT |
| 49-3091 | Bicycle Repairers | 64 | 63 | -1 | -1.56% | 2 | 4 | 0 | 6 | HS | None | MTOJT |
| 49-3092 | Recreational Vehicle Service Technicians | 194 | 204 | 10 | 5.15% | 8 | 14 | 5 | 27 | HS | None | LTOJT |
| 49-3093 | Tire Repairers and Changers | 1,109 | 1,139 | 30 | 2.71% | 44 | 80 | 15 | 139 | HS | None | STOJT |
| ***49-9000*** | ***Other Installation, Maintenance, and Repair Occupations*** | ***33,367*** | ***34,222*** | ***855*** | ***2.56%*** | ***1,332*** | ***1,580*** | ***428*** | ***3,340*** |  |  |  |
| 49-9011 | Mechanical Door Repairers | 281 | 298 | 17 | 6.05% | 10 | 12 | 8 | 30 | HS | None | MTOJT |
| 49-9012 | Control and Valve Installers and Repairers, Except Mechanical Door | 708 | 724 | 16 | 2.26% | 24 | 28 | 8 | 60 | HS | None | MTOJT |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 4,148 | 4,269 | 121 | 2.92% | 132 | 217 | 60 | 409 | PS | None | LTOJT |
| 49-9031 | Home Appliance Repairers | 324 | 326 | 2 | 0.62% | 12 | 15 | 1 | 28 | HS | None | MTOJT |
| 49-9041 | Industrial Machinery Mechanics | 6,543 | 6,806 | 263 | 4.02% | 237 | 276 | 132 | 645 | HS | None | LTOJT |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 49-9043 | Maintenance Workers, Machinery | 596 | 575 | -21 | -3.52% | 28 | 26 | -10 | 44 | HS | None | LTOJT |
| 49-9044 | Millwrights | 831 | 851 | 20 | 2.41% | 28 | 38 | 10 | 76 | HS | None | App. |
| 49-9051 | Electrical Power-Line Installers and Repairers | 1,682 | 1,747 | 65 | 3.86% | 46 | 82 | 32 | 160 | HS | None | LTOJT |
| 49-9052 | Telecommunications Line Installers and Repairers | 1,352 | 1,377 | 25 | 1.85% | 42 | 78 | 12 | 132 | HS | None | LTOJT |
| 49-9062 | Medical Equipment Repairers | 416 | 428 | 12 | 2.88% | 16 | 22 | 6 | 44 | AD | None | MTOJT |
| 49-9063 | Musical Instrument Repairers and Tuners | 28 | 29 | 1 | 3.57% | 1 | 2 | 0 | 3 | HS | None | App. |
| 49-9069 | Precision Instrument and Equipment Repairers, All Other | 56 | 57 | 1 | 1.79% | 2 | 3 | 0 | 5 | HS | None | LTOJT |
| 49-9071 | Maintenance and Repair Workers, General | 12,888 | 13,144 | 256 | 1.99% | 574 | 594 | 128 | 1,296 | HS | None | MTOJT |
| 49-9091 | Coin, Vending, and Amusement Machine Servicers and Repairers | 197 | 196 | -1 | -0.51% | 10 | 12 | 0 | 22 | HS | None | STOJT |
| 49-9094 | Locksmiths and Safe Repairers | 91 | 90 | -1 | -1.10% | 6 | 4 | 0 | 10 | HS | None | LTOJT |
| 49-9096 | Riggers | 133 | 138 | 5 | 3.76% | 6 | 7 | 2 | 15 | HS | None | MTOJT |
| 49-9098 | Helpers--Installation, Maintenance, and Repair Workers | 1,622 | 1,678 | 56 | 3.45% | 100 | 82 | 28 | 210 | HS | None | STOJT |
| 49-9099 | Installation, Maintenance, and Repair Workers, All Other | 1,397 | 1,417 | 20 | 1.43% | 54 | 78 | 10 | 142 | HS | None | MTOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **51-0000** | **PRODUCTION OCCUPATIONS** | **117,975** | **117,584** | **-391** | **-0.33%** | **5,138** | **7,542** | **-196** | **12,484** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***51-1000*** | ***Supervisors of Production Workers*** | ***11,025*** | ***11,082*** | ***57*** | ***0.52%*** | ***398*** | ***624*** | ***28*** | ***1,050*** |  |  |  |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | 11,025 | 11,082 | 57 | 0.52% | 398 | 624 | 28 | 1,050 | HS | <5 | None |
| ***51-2000*** | ***Assemblers and Fabricators*** | ***20,309*** | ***20,266*** | ***-43*** | ***-0.21%*** | ***880*** | ***1,264*** | ***-22*** | ***2,122*** |  |  |  |
| 51-2011 | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers | 558 | 593 | 35 | 6.27% | 24 | 36 | 18 | 78 | HS | None | MTOJT |
| 51-2021 | Coil Winders, Tapers, and Finishers | 559 | 530 | -29 | -5.19% | 27 | 30 | -14 | 43 | HS | None | MTOJT |
| 51-2028 | Electrical, Electronic, and Electromechanical Assemblers, Except Coil  Winders, Tapers, and Finishers | 2,284 | 2,290 | 6 | 0.26% | 114 | 128 | 3 | 245 | HS | None | MTOJT |
| 51-2031 | Engine and Other Machine Assemblers | 295 | 286 | -9 | -3.05% | 17 | 18 | -4 | 31 | HS | None | MTOJT |
| 51-2041 | Structural Metal Fabricators and Fitters | 1,053 | 1,014 | -39 | -3.70% | 38 | 68 | -20 | 86 | HS | None | MTOJT |
| 51-2051 | Fiberglass Laminators and Fabricators | 487 | 506 | 19 | 3.90% | 21 | 32 | 10 | 63 | HS | None | MTOJT |
| 51-2090 | Miscellaneous Assemblers and Fabricators | 15,073 | 15,047 | -26 | -0.17% | 639 | 952 | -13 | 1,578 | HS | None | MTOJT |
| ***51-3000*** | ***Food Processing Workers*** | ***15,646*** | ***15,369*** | ***-277*** | ***-1.77%*** | ***809*** | ***1,100*** | ***-138*** | ***1,771*** |  |  |  |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 51-3011 | Bakers | 716 | 743 | 27 | 3.77% | 52 | 55 | 14 | 121 | NFE | None | MTOJT |
| 51-3021 | Butchers and Meat Cutters | 811 | 805 | -6 | -0.74% | 40 | 55 | -3 | 92 | NFE | None | LTOJT |
| 51-3022 | Meat, Poultry, and Fish Cutters and Trimmers | 7,676 | 7,451 | -225 | -2.93% | 374 | 516 | -112 | 778 | NFE | None | STOJT |
| 51-3023 | Slaughterers and Meat Packers | 2,205 | 2,122 | -83 | -3.76% | 107 | 148 | -42 | 213 | NFE | None | STOJT |
| 51-3091 | Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders | 232 | 236 | 4 | 1.72% | 12 | 19 | 2 | 33 | NFE | None | MTOJT |
| 51-3092 | Food Batchmakers | 2,355 | 2,397 | 42 | 1.78% | 153 | 200 | 21 | 374 | HS | None | MTOJT |
| 51-3093 | Food Cooking Machine Operators and Tenders | 342 | 334 | -8 | -2.34% | 15 | 32 | -4 | 43 | HS | None | MTOJT |
| 51-3099 | Food Processing Workers, All Other | 1,309 | 1,281 | -28 | -2.14% | 56 | 75 | -14 | 117 | NFE | None | MTOJT |
| ***51-4000*** | ***Metal Workers and Plastic Workers*** | ***21,712*** | ***21,785*** | ***73*** | ***0.34%*** | ***774*** | ***1,332*** | ***36*** | ***2,142*** |  |  |  |
| 51-4021 | Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic | 1,076 | 1,081 | 5 | 0.46% | 42 | 68 | 2 | 112 | HS | None | MTOJT |
| 51-4022 | Forging Machine Setters, Operators, and Tenders, Metal and Plastic | 179 | 177 | -2 | -1.12% | 7 | 11 | -1 | 17 | HS | None | MTOJT |
| 51-4023 | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic | 648 | 654 | 6 | 0.93% | 25 | 41 | 3 | 69 | HS | None | MTOJT |
| 51-4031 | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and  Plastic | 2,679 | 2,630 | -49 | -1.83% | 92 | 164 | -24 | 232 | HS | None | MTOJT |
| 51-4033 | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and  Tenders, Metal and Plastic | 569 | 567 | -2 | -0.35% | 22 | 37 | -1 | 58 | HS | None | MTOJT |
| 51-4034 | Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 123 | 122 | -1 | -0.81% | 8 | 7 | 0 | 15 | HS | None | MTOJT |
| 51-4035 | Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic | 147 | 147 | 0 | 0.00% | 10 | 8 | 0 | 18 | HS | None | MTOJT |
| 51-4041 | Machinists | 2,483 | 2,505 | 22 | 0.89% | 100 | 142 | 11 | 253 | HS | None | LTOJT |
| 51-4051 | Metal-Refining Furnace Operators and Tenders | 220 | 226 | 6 | 2.73% | 7 | 15 | 3 | 25 | HS | None | MTOJT |
| 51-4052 | Pourers and Casters, Metal | 150 | 153 | 3 | 2.00% | 4 | 10 | 2 | 16 | HS | None | MTOJT |
| 51-4072 | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and  Plastic | 2,351 | 2,346 | -5 | -0.21% | 74 | 133 | -2 | 205 | HS | None | MTOJT |
| 51-4081 | Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 2,607 | 2,641 | 34 | 1.30% | 104 | 149 | 17 | 270 | HS | None | MTOJT |
| 51-4111 | Tool and Die Makers | 582 | 573 | -9 | -1.55% | 29 | 30 | -4 | 55 | PS | None | LTOJT |

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| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | 6,132 | 6,201 | 69 | 1.13% | 187 | 408 | 34 | 629 | HS | None | MTOJT |
| 51-4122 | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders | 653 | 658 | 5 | 0.77% | 20 | 44 | 2 | 66 | HS | None | MTOJT |
| 51-4191 | Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic | 162 | 162 | 0 | 0.00% | 6 | 9 | 0 | 15 | HS | None | MTOJT |
| 51-4193 | Plating Machine Setters, Operators, and Tenders, Metal and Plastic | 250 | 254 | 4 | 1.60% | 10 | 14 | 2 | 26 | HS | None | MTOJT |
| 51-4194 | Tool Grinders, Filers, and Sharpeners | 150 | 148 | -2 | -1.33% | 6 | 8 | -1 | 13 | HS | None | MTOJT |
| 51-4199 | Metal Workers and Plastic Workers, All Other | 207 | 207 | 0 | 0.00% | 8 | 12 | 0 | 20 | HS | None | MTOJT |
| ***51-5100*** | ***Printing Workers*** | ***2,035*** | ***2,000*** | ***-35*** | ***-1.72%*** | ***92*** | ***120*** | ***-18*** | ***194*** |  |  |  |
| 51-5111 | Prepress Technicians and Workers | 128 | 121 | -7 | -5.47% | 8 | 8 | -4 | 12 | PS | None | None |
| 51-5112 | Printing Press Operators | 1,608 | 1,585 | -23 | -1.43% | 71 | 98 | -12 | 157 | HS | None | MTOJT |
| 51-5113 | Print Binding and Finishing Workers | 299 | 294 | -5 | -1.67% | 13 | 14 | -2 | 25 | HS | None | MTOJT |
| ***51-6000*** | ***Textile, Apparel, and Furnishings Workers*** | ***3,864*** | ***3,750*** | ***-114*** | ***-2.95%*** | ***267*** | ***216*** | ***-57*** | ***426*** |  |  |  |
| 51-6011 | Laundry and Dry-Cleaning Workers | 1,818 | 1,833 | 15 | 0.83% | 139 | 108 | 8 | 255 | NFE | None | STOJT |
| 51-6021 | Pressers, Textile, Garment, and Related Materials | 107 | 102 | -5 | -4.67% | 8 | 6 | -2 | 12 | NFE | None | STOJT |
| 51-6031 | Sewing Machine Operators | 778 | 747 | -31 | -3.98% | 50 | 36 | -16 | 70 | NFE | None | STOJT |
| 51-6052 | Tailors, Dressmakers, and Custom Sewers | 106 | 105 | -1 | -0.94% | 9 | 5 | 0 | 14 | NFE | None | MTOJT |
| 51-6062 | Textile Cutting Machine Setters, Operators, and Tenders | 49 | 54 | 5 | 10.20% | 2 | 3 | 2 | 7 | HS | None | MTOJT |
| 51-6091 | Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers | 31 | 40 | 9 | 29.03% | 2 | 2 | 4 | 8 | HS | None | MTOJT |
| 51-6093 | Upholsterers | 214 | 208 | -6 | -2.80% | 9 | 10 | -3 | 16 | HS | None | MTOJT |
| 51-6099 | Textile, Apparel, and Furnishings Workers, All Other | 93 | 63 | -30 | - 32.26% | 8 | 8 | -15 | 1 | HS | None | STOJT |
| ***51-7000*** | ***Woodworkers*** | ***4,855*** | ***4,849*** | ***-6*** | ***-0.12%*** | ***202*** | ***294*** | ***-3*** | ***493*** |  |  |  |
| 51-7011 | Cabinetmakers and Bench Carpenters | 1,364 | 1,296 | -68 | -4.99% | 55 | 72 | -34 | 93 | HS | None | MTOJT |
| 51-7021 | Furniture Finishers | 206 | 199 | -7 | -3.40% | 12 | 11 | -4 | 19 | HS | None | STOJT |
| 51-7041 | Sawing Machine Setters, Operators, and Tenders, Wood | 1,758 | 1,799 | 41 | 2.33% | 78 | 119 | 20 | 217 | HS | None | MTOJT |
| 51-7042 | Woodworking Machine Setters, Operators, and Tenders, Except Sawing | 1,282 | 1,301 | 19 | 1.48% | 42 | 77 | 10 | 129 | HS | None | MTOJT |
| 51-7099 | Woodworkers, All Other | 245 | 254 | 9 | 3.67% | 14 | 14 | 4 | 32 | HS | None | MTOJT |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| ***51-8000*** | ***Plant and System Operators*** | ***3,770*** | ***3,863*** | ***93*** | ***2.47%*** | ***140*** | ***210*** | ***46*** | ***396*** |  |  |  |
| 51-8012 | Power Distributors and Dispatchers | 279 | 283 | 4 | 1.43% | 8 | 15 | 2 | 25 | HS | None | LTOJT |
| 51-8013 | Power Plant Operators | 196 | 192 | -4 | -2.04% | 6 | 10 | -2 | 14 | HS | None | LTOJT |
| 51-8021 | Stationary Engineers and Boiler Operators | 206 | 205 | -1 | -0.49% | 10 | 12 | 0 | 22 | HS | None | LTOJT |
| 51-8031 | Water and Wastewater Treatment Plant and System Operators | 2,193 | 2,266 | 73 | 3.33% | 92 | 115 | 36 | 243 | HS | None | LTOJT |
| 51-8091 | Chemical Plant and System Operators | 361 | 376 | 15 | 4.16% | 10 | 24 | 8 | 42 | HS | None | MTOJT |
| 51-8093 | Petroleum Pump System Operators, Refinery Operators, and Gaugers | 200 | 196 | -4 | -2.00% | 5 | 13 | -2 | 16 | HS | None | MTOJT |
| 51-8099 | Plant and System Operators, All Other | 150 | 160 | 10 | 6.67% | 4 | 10 | 5 | 19 | HS | None | MTOJT |
| ***51-9000*** | ***Other Production Occupations*** | ***34,759*** | ***34,620*** | ***-139*** | ***-0.40%*** | ***1,576*** | ***2,382*** | ***-70*** | ***3,888*** |  |  |  |
| 51-9011 | Chemical Equipment Operators and Tenders | 940 | 971 | 31 | 3.30% | 30 | 58 | 16 | 104 | HS | None | MTOJT |
| 51-9012 | Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters,  Operators, and Tenders | 612 | 635 | 23 | 3.76% | 20 | 38 | 12 | 70 | HS | None | MTOJT |
| 51-9021 | Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders | 466 | 470 | 4 | 0.86% | 17 | 30 | 2 | 49 | HS | None | MTOJT |
| 51-9022 | Grinding and Polishing Workers, Hand | 158 | 159 | 1 | 0.63% | 6 | 10 | 0 | 16 | NFE | None | MTOJT |
| 51-9023 | Mixing and Blending Machine Setters, Operators, and Tenders | 1,098 | 1,102 | 4 | 0.36% | 40 | 72 | 2 | 114 | HS | None | MTOJT |
| 51-9031 | Cutters and Trimmers, Hand | 42 | 39 | -3 | -7.14% | 2 | 2 | -2 | 2 | NFE | None | STOJT |
| 51-9032 | Cutting and Slicing Machine Setters, Operators, and Tenders | 1,077 | 1,073 | -4 | -0.37% | 50 | 64 | -2 | 112 | HS | None | MTOJT |
| 51-9041 | Extruding, Forming, Pressing, and Compacting Machine Setters, Operators,  and Tenders | 568 | 555 | -13 | -2.29% | 24 | 32 | -6 | 50 | HS | None | MTOJT |
| 51-9051 | Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders | 339 | 342 | 3 | 0.88% | 14 | 22 | 2 | 38 | HS | None | MTOJT |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | 6,250 | 6,193 | -57 | -0.91% | 261 | 448 | -28 | 681 | HS | None | MTOJT |
| 51-9071 | Jewelers and Precious Stone and Metal Workers | 258 | 271 | 13 | 5.04% | 20 | 16 | 6 | 42 | HS | None | LTOJT |
| 51-9081 | Dental Laboratory Technicians | 802 | 754 | -48 | -5.99% | 36 | 54 | -24 | 66 | HS | None | MTOJT |
| 51-9082 | Medical Appliance Technicians | 66 | 65 | -1 | -1.52% | 3 | 4 | 0 | 7 | HS | None | MTOJT |
| 51-9083 | Ophthalmic Laboratory Technicians | 140 | 145 | 5 | 3.57% | 6 | 10 | 2 | 18 | HS | None | MTOJT |
| 51-9111 | Packaging and Filling Machine Operators and Tenders | 4,443 | 4,497 | 54 | 1.22% | 213 | 264 | 27 | 504 | HS | None | MTOJT |

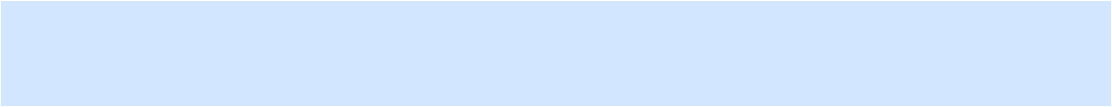
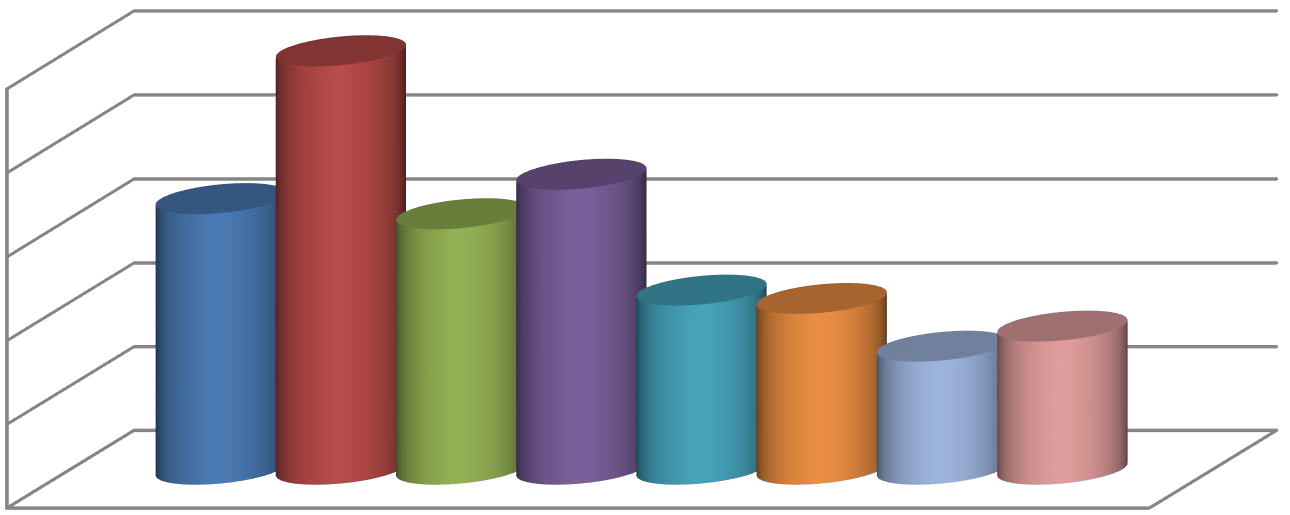
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 51-9123 | Painting, Coating, and Decorating Workers | 53 | 54 | 1 | 1.89% | 2 | 3 | 0 | 5 | NFE | None | MTOJT |
| 51-9124 | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | 2,256 | 2,308 | 52 | 2.30% | 68 | 135 | 26 | 229 | HS | None | MTOJT |
| 51-9161 | Computer Numerically Controlled Tool Operators | 1,679 | 1,638 | -41 | -2.44% | 52 | 98 | -20 | 130 | HS | None | MTOJT |
| 51-9162 | Computer Numerically Controlled Tool Programmers | 174 | 180 | 6 | 3.45% | 6 | 10 | 3 | 19 | PS | None | MTOJT |
| 51-9191 | Adhesive Bonding Machine Operators and Tenders | 219 | 212 | -7 | -3.20% | 7 | 12 | -4 | 15 | HS | None | MTOJT |
| 51-9192 | Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders | 102 | 104 | 2 | 1.96% | 4 | 7 | 1 | 12 | HS | None | MTOJT |
| 51-9193 | Cooling and Freezing Equipment Operators  and Tenders | 394 | 384 | -10 | -2.54% | 16 | 26 | -5 | 37 | HS | None | MTOJT |
| 51-9194 | Etchers and Engravers | 170 | 185 | 15 | 8.82% | 18 | 10 | 8 | 36 | HS | None | MTOJT |
| 51-9195 | Molders, Shapers, and Casters, Except Metal and Plastic | 225 | 228 | 3 | 1.33% | 12 | 16 | 2 | 30 | HS | None | LTOJT |
| 51-9196 | Paper Goods Machine Setters, Operators, and Tenders | 2,349 | 2,278 | -71 | -3.02% | 98 | 163 | -36 | 225 | HS | None | MTOJT |
| 51-9197 | Tire Builders | 669 | 655 | -14 | -2.09% | 24 | 42 | -7 | 59 | HS | None | MTOJT |
| 51-9198 | Helpers--Production Workers | 5,817 | 5,656 | -161 | -2.77% | 386 | 508 | -80 | 814 | HS | None | STOJT |
| 51-9199 | Production Workers, All Other | 3,393 | 3,467 | 74 | 2.18% | 142 | 225 | 37 | 404 | HS | None | MTOJT |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| **53-0000** | **TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS** | **149,619** | **150,052** | **433** | **0.29%** | **7,622** | **10,852** | **216** | **18,690** |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| ***53-1000*** | ***Supervisors of Transportation and Material Moving Workers*** | ***6,338*** | ***6,387*** | ***49*** | ***0.77%*** | ***215*** | ***416*** | ***24*** | ***655*** |  |  |  |
| ***53-2000*** | ***Air Transportation Workers*** | ***966*** | ***992*** | ***26*** | ***2.69%*** | ***32*** | ***71*** | ***13*** | ***116*** |  |  |  |
| 53-2011 | Airline Pilots, Copilots, and Flight Engineers | 145 | 150 | 5 | 3.45% | 5 | 12 | 2 | 19 | BD | <5 | MTOJT |
| 53-2012 | Commercial Pilots | 548 | 565 | 17 | 3.10% | 20 | 43 | 8 | 71 | PS | None | MTOJT |
| 53-2021 | Air Traffic Controllers | 236 | 239 | 3 | 1.27% | 6 | 14 | 2 | 22 | AD | None | LTOJT |
| ***53-3000*** | ***Motor Vehicle Operators*** | ***58,541*** | ***58,740*** | ***199*** | ***0.34%*** | ***3,063*** | ***3,348*** | ***100*** | ***6,511*** |  |  |  |
| 53-3011 | Ambulance Drivers and Attendants, Except Emergency Medical Technicians | 41 | 42 | 1 | 2.44% | 2 | 4 | 0 | 6 | HS | None | MTOJT |
| 53-3031 | Driver/Sales Workers | 3,530 | 3,669 | 139 | 3.94% | 163 | 211 | 70 | 444 | HS | None | STOJT |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 36,692 | 36,412 | -280 | -0.76% | 1,654 | 2,141 | -140 | 3,655 | PS | None | STOJT |
| 53-3033 | Light Truck Drivers | 10,246 | 10,294 | 48 | 0.47% | 465 | 602 | 24 | 1,091 | HS | None | STOJT |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Education** | **Work Experience** | **Job Training** |
| 53-3051 | Bus Drivers, School | 4,543 | 4,650 | 107 | 2.36% | 486 | 210 | 54 | 750 | HS | None | STOJT |
| 53-3052 | Bus Drivers, Transit and Intercity | 532 | 558 | 26 | 4.89% | 44 | 26 | 13 | 83 | HS | None | MTOJT |
| 53-3053 | Shuttle Drivers and Chauffeurs | 2,400 | 2,530 | 130 | 5.42% | 211 | 124 | 65 | 400 | NFE | None | STOJT |
| 53-3054 | Taxi Drivers | 288 | 305 | 17 | 5.90% | 15 | 14 | 8 | 37 | NFE | None | STOJT |
| 53-3099 | Motor Vehicle Operators, All Other | 269 | 280 | 11 | 4.09% | 24 | 16 | 6 | 46 | NFE | None | STOJT |
| 53-5021 | Captains, Mates, and Pilots of Water Vessels | 36 | 33 | -3 | -8.33% | 2 | 2 | -2 | 2 | PS | <5 | None |
| ***53-6000*** | ***Other Transportation Workers*** | ***1,967*** | ***2,016*** | ***49*** | ***2.49%*** | ***102*** | ***175*** | ***24*** | ***301*** |  |  |  |
| 53-6021 | Parking Attendants | 434 | 437 | 3 | 0.69% | 24 | 38 | 2 | 64 | NFE | None | STOJT |
| 53-6031 | Automotive and Watercraft Service Attendants | 1,186 | 1,228 | 42 | 3.54% | 63 | 112 | 21 | 196 | NFE | None | STOJT |
| 53-6032 | Aircraft Service Attendants | 123 | 125 | 2 | 1.63% | 6 | 12 | 1 | 19 | HS | None | STOJT |
| 53-6051 | Transportation Inspectors | 131 | 132 | 1 | 0.76% | 4 | 7 | 0 | 11 | HS | None | MTOJT |
| ***53-7000*** | ***Material Moving Workers*** | ***80,309*** | ***80,502*** | ***193*** | ***0.24%*** | ***4,166*** | ***6,761*** | ***96*** | ***11,023*** |  |  |  |
| 53-7011 | Conveyor Operators and Tenders | 214 | 210 | -4 | -1.87% | 8 | 13 | -2 | 19 | NFE | None | STOJT |
| 53-7021 | Crane and Tower Operators | 933 | 948 | 15 | 1.61% | 31 | 55 | 8 | 94 | HS | <5 | MTOJT |
| 53-7041 | Hoist and Winch Operators | 23 | 23 | 0 | 0.00% | 1 | 2 | 0 | 3 | NFE | None | STOJT |
| 53-7051 | Industrial Truck and Tractor Operators | 10,503 | 10,288 | -215 | -2.05% | 333 | 664 | -108 | 889 | NFE | None | STOJT |
| 53-7061 | Cleaners of Vehicles and Equipment | 4,416 | 4,575 | 159 | 3.60% | 244 | 348 | 80 | 672 | NFE | None | STOJT |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 28,948 | 29,027 | 79 | 0.27% | 1,384 | 2,356 | 40 | 3,780 | NFE | None | STOJT |
| 53-7063 | Machine Feeders and Offbearers | 971 | 962 | -9 | -0.93% | 76 | 74 | -4 | 146 | NFE | None | STOJT |
| 53-7064 | Packers and Packagers, Hand | 3,911 | 3,869 | -42 | -1.07% | 234 | 322 | -21 | 535 | NFE | None | STOJT |
| 53-7065 | Stockers and Order Fillers | 28,052 | 28,176 | 124 | 0.44% | 1,749 | 2,752 | 62 | 4,563 | HS | None | STOJT |
| 53-7071 | Gas Compressor and Gas Pumping Station Operators | 55 | 53 | -2 | -3.64% | 2 | 4 | -1 | 5 | HS | None | MTOJT |
| 53-7072 | Pump Operators, Except Wellhead Pumpers | 41 | 43 | 2 | 4.88% | 2 | 3 | 1 | 6 | HS | None | MTOJT |
| 53-7073 | Wellhead Pumpers | 123 | 119 | -4 | -3.25% | 4 | 8 | -2 | 10 | HS | <5 | MTOJT |
| 53-7081 | Refuse and Recyclable Material Collectors | 1,774 | 1,855 | 81 | 4.57% | 83 | 138 | 40 | 261 | NFE | None | STOJT |
| 53-7121 | Tank Car, Truck, and Ship Loaders | 192 | 199 | 7 | 3.65% | 10 | 13 | 4 | 27 | NFE | None | STOJT |
| 53-7199 | Material Moving Workers, All Other | 153 | 155 | 2 | 1.31% | 8 | 10 | 1 | 19 | NFE | None | STOJT |

**2023-2025 Projections by Education Level**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Education** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** | **Annual Exits** | **Annual Transfers** | **Annual Change** | **Total Annual Openings** |
| **Doctoral or Professional Degree** | 28,736 | 29,664 | 928 | 3.23% | 855 | 560 | 462 | 1,877 |
| **Master's Degree** | 23,055 | 24,206 | 1,151 | 4.99% | 745 | 797 | 573 | 2,115 |
| **Bachelor's Degree** | 319,901 | 329,670 | 9,769 | 3.05% | 10,145 | 13,648 | 4,883 | 28,676 |
| **Associate Degree** | 24,941 | 25,818 | 877 | 3.52% | 948 | 1,311 | 440 | 2,699 |
| **Postsecondary Non-Degree Award** | 113,772 | 116,205 | 2,433 | 2.14% | 5,155 | 6,458 | 1,215 | 12,828 |
| **Some College, No Degree** | 29,195 | 29,792 | 597 | 2.04% | 1,615 | 1,569 | 297 | 3,481 |
| **High School Diploma or Equivalent** | 608,580 | 617,504 | 8,924 | 1.47% | 30,250 | 37,617 | 4,466 | 72,333 |
| **No Formal Educational Credential** | 320,938 | 326,427 | 5,489 | 1.71% | 22,982 | 27,384 | 2,746 | 53,112 |

**Education Outlook**



**Doctoral or Professional Degree**

**Bachelor's Degree**

**Postsecondary Non-Degree Award High School Diploma or Equivalent**

**Master's Degree**

**Associate Degree**

**Some College, No Degree No Formal Education**

**Percent Growth by Education Level**

**4.99%**

**5.00%**

**4.00%**

**3.23%**

**3.05% 3.52%**

**2.14%**

**3.00% 2.04%**

**1.47%**

**1.71%**

**2.00%**

**1.00%**

**0.00%**

Occupations requiring a bachelor’s degree are estimated to increase by 9,769 jobs between first quarter 2023 and first quarter 2025. Occupations requiring a high school diploma are estimated to add 8,924 jobs. Job opportunities should be plenty for jobs not requiring a college education, with 125,445 annual job openings during the 2023-2025 projection period. At 4.99 percent, occupations requiring a master’s degree are growing the fastest. Occupations requiring a college degree are forecast to add 12,725 jobs into the Arkansas job market and have a combined 35,367 annual openings.

Hot Jobs by Educational Level (Ordered by Education Type and Total Annual Openings

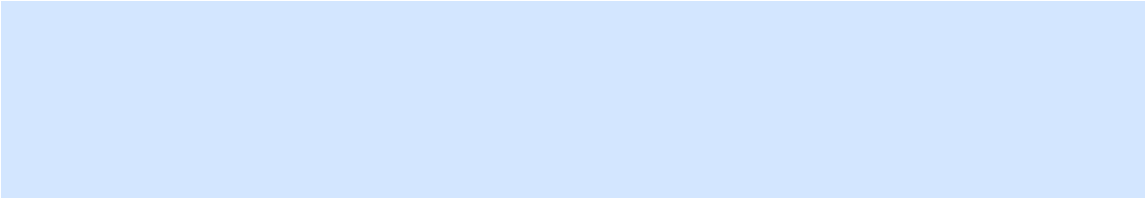
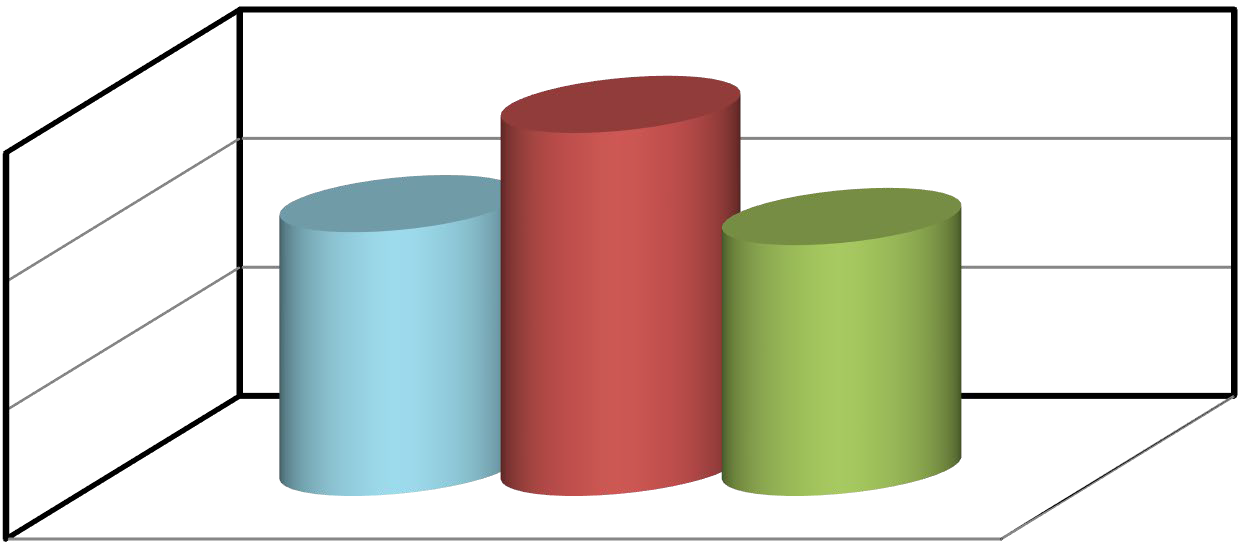
|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Standard Occupational Classification (SOC)** | | **Employment** | | **Change** | | **Annual Separations** | | **Annual Openings** | | **Education/Training Recommendations** | |
| **Code** | **Title** | **2023**  **Estimated** | **2025**  **Projected** | **Numeric** | **Percent** | **Exits** | **Transfers** | **Change** | **Total** | **Work Experience** | **Job Training** |
| **Doctoral or Professional Degree** | | | | | | | | | | | |
| **25-1071** | Health Specialties Teachers, Postsecondary | 2,034 | 2,140 | 106 | 5.21% | 92 | 70 | 53 | **215** | Less than 5 Years | None |
| **23-1011** | Lawyers | 4,076 | 4,188 | 112 | 2.75% | 96 | 62 | 56 | **214** | None | None |
| **29-1123** | Physical Therapists | 2,124 | 2,262 | 138 | 6.50% | 50 | 34 | 69 | **153** | None | None |
| **Master’s Degree** | | | | | | | | | | | |
| **29-1171** | Nurse Practitioners | 3,055 | 3,384 | 329 | 10.77% | 71 | 72 | 164 | 307 | None | None |
| **21-1012** | Educational, Guidance, and Career Counselors and Advisors | 2,275 | 2,350 | 75 | 3.30% | 70 | 94 | 38 | 202 | None | None |
| **11-9032** | Education Administrators, Kindergarten through Secondary | 2,491 | 2,554 | 63 | 2.53% | 69 | 96 | 32 | 197 | 5 Years or More | None |
| **Bachelor’s Degree** | | | | | | | | | | | |
| **11-1021** | General and Operations Managers | 34,544 | 35,600 | 1,056 | 3.06% | 874 | 1,884 | 528 | 3,286 | 5 Years or More | None |
| **29-1141** | Registered Nurses | 29,290 | 30,065 | 775 | 2.65% | 986 | 610 | 388 | 1,984 | None | None |
| **25-2021** | Elementary School Teachers, Except Special Education | 12,755 | 13,065 | 310 | 2.43% | 434 | 424 | 155 | 1,013 | None | None |
| **Associate Degree** | | | | | | | | | | | |
| **25-2011** | Preschool Teachers, Except Special Education | 4,491 | 4,768 | 277 | 6.17% | 212 | 273 | 138 | 623 | None | None |
| **31-2021** | Physical Therapist Assistants | 1,466 | 1,592 | 126 | 8.59% | 74 | 134 | 63 | 271 | None | None |
| **23-2011** | Paralegals and Legal Assistants | 2,188 | 2,231 | 43 | 1.97% | 83 | 140 | 22 | 245 | None | None |
| **Postsecondary Non-Degree Award** | | | | | | | | | | | |
| **53-3032** | Heavy and Tractor-Trailer Truck Drivers | 36,692 | 36,412 | -280 | -0.76% | 1,654 | 2,141 | -140 | 3,655 | None | Short-Term OJT |
| **31-1131** | Nursing Assistants | 17,094 | 17,783 | 689 | 4.03% | 1,104 | 1,365 | 344 | 2,813 | None | None |
| **29-2061** | Licensed Practical and Licensed Vocational Nurses | 11,133 | 11,459 | 326 | 2.93% | 458 | 396 | 163 | 1,017 | None | None |
| **Some College, No Degree** | | | | | | | | | | | |
| **43-3031** | Bookkeeping, Accounting, and Auditing Clerks | 12,368 | 12,437 | 69 | 0.56% | 804 | 632 | 34 | 1,470 | None | Moderate-Term OJT |
| **25-9045** | Teaching Assistants, Except Postsecondary | 10,779 | 11,142 | 363 | 3.37% | 624 | 648 | 182 | 1,454 | None | None |
| **15-1232** | Computer User Support Specialists | 4,501 | 4,677 | 176 | 3.91% | 112 | 188 | 88 | 388 | None | Moderate-Term OJT |
| **High School Diploma or Equivalent** | | | | | | | | | | | |
| **11-9013** | Farmers, Ranchers, and Other Agricultural Managers | 44,351 | 44,496 | 145 | 0.33% | 3,104 | 1,480 | 72 | 4,656 | 5 Years or More | None |
| **53-7065** | Stockers and Order Fillers | 28,052 | 28,176 | 124 | 0.44% | 1,749 | 2,752 | 62 | 4,563 | None | Short-Term OJT |
| **31-1120** | Home Health and Personal Care Aides | 20,701 | 22,027 | 1,326 | 6.41% | 1,709 | 1,425 | 663 | 3,797 | None | Short-Term OJT |
| **No Formal Educational Credential** | | | | | | | | | | | |
| **35-3023** | Fast Food and Counter Workers | 37,324 | 38,767 | 1,443 | 3.87% | 4,202 | 4,484 | 722 | 9,408 | None | Short-Term OJT |
| **41-2011** | Cashiers | 32,926 | 33,006 | 80 | 0.24% | 3,170 | 3,194 | 40 | 6,404 | None | Short-Term OJT |
| **41-2031** | Retail Salespersons | 31,849 | 32,120 | 271 | 0.85% | 2,100 | 2,532 | 136 | 4,768 | None | Short-Term OJT |

While formal education training is important, other factors are important or required by employers to receive competency in a particular job or to even be considered for certain jobs. One of these factors is work experience. Many occupations require some work experience in their line of work, especially those in career ladder occupations. For example, to become a manager, most employees need experience working in the line of work they will be managing. The following table shows projections by length of experience generally recommended or required.

# 2023-2025 Projections by Amount of Work Experience

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Work Experience** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** | **Annual Exits** | **Annual Transfers** | **Annual Change** | **Total Annual Openings** |
| **Five Years or More** | 118,678 | 121,115 | 2,437 | 2.05% | 5,163 | 5,110 | 1,219 | 11,492 |
| **Less than 5 Years** | 164,816 | 169,464 | 4,648 | 2.82% | 6,567 | 9,280 | 2,326 | 18,173 |
| **None** | 1,185,624 | 1,208,707 | 23,083 | 1.95% | 60,965 | 74,954 | 11,537 | 147,456 |

**Work Experience Outlook**



**Percent Growth by Amount of Work**

**Experience**

**3.00%**

**2.00%**

**2.05%**

**2.82%**

**1.95%**

**1.00%**

**0.00%**

**5 or More Years**

**Less than 5 Years**

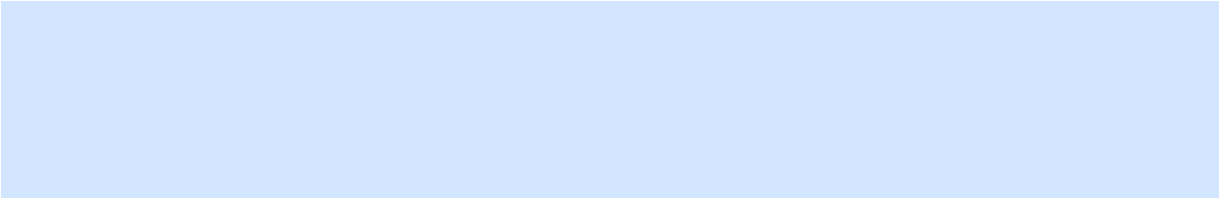
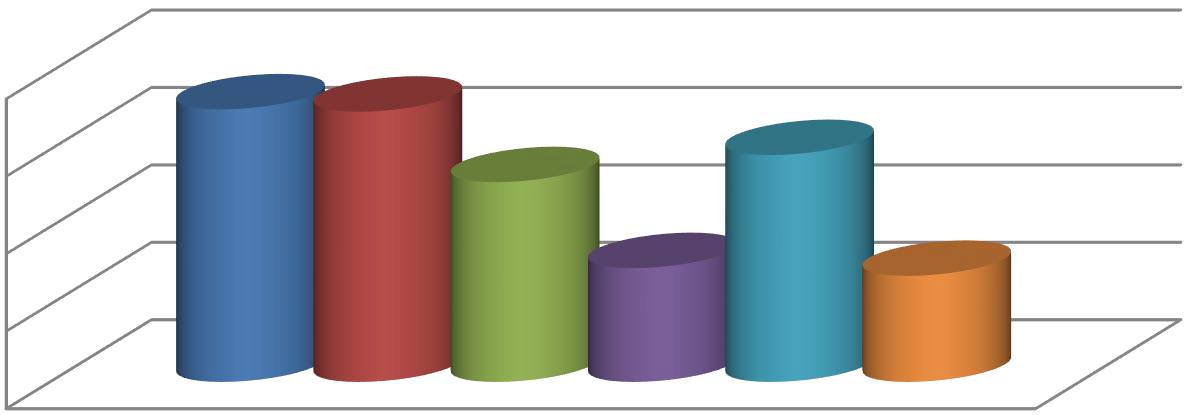
**None**

Another factor in determining full competency in an occupation is on-the-job training. Many occupations require additional training beyond formal education. Many jobs in education and in the medical field require internships or residency. Many skills-trade occupations recommend or require apprenticeship programs. The following table shows projections by type of training needed.

# 2023-2025 Projections by Type of On-the-Job Training

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Job Training** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** | **Annual Exits** | **Annual Transfers** | **Annual Change** | **Total Annual Openings** |
| **Apprenticeship** | 20,544 | 21,268 | 724 | 3.52% | 701 | 1,082 | 362 | 2,145 |
| **Internship/residency** | 13,715 | 14,193 | 478 | 3.49% | 372 | 294 | 237 | 903 |
| **Long-term on-the-job training** | 47,439 | 48,664 | 1,225 | 2.58% | 1,753 | 2,302 | 610 | 4,665 |
| **Moderate-Term OJT** | 277,665 | 281,756 | 4,091 | 1.47% | 11,474 | 15,886 | 2,044 | 29,404 |
| **None** | 540,042 | 555,861 | 15,819 | 2.93% | 21,051 | 24,907 | 7,906 | 53,864 |
| **Short-Term OJT** | 569,713 | 577,544 | 7,831 | 1.37% | 37,344 | 44,873 | 3,923 | 86,140 |

**Training Outlook**



**Percent Growth by Type of On-the-Job**

**Training**

**3.52% 3.49%**

**2.93%**

**4.00% 2.58%**

**3.00%**

**1.47%**

**2.00%**

**1.00%**

**1.37%**

**0.00%**

**Apprenticeship**

**Moderate-Term OJT**

**Internship/Residency Long-Term OJT**

**Short-Term OJT None**

What matters most when looking for a job is not necessarily education alone or even your experience or additional on-the-job training, but the total package. Each occupation has a recommended path to become competent in that field. Every occupation has a recommended level of education, the length of work experience generally needed, and any additional on-the-job training needed. However, keep in mind that some employers may have more requirements, and some may even have less. The following table shows projections by education/training path.

# 2023-2025 Projections by Education Training Path

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Education** | **Work Experience** | **Job Training** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** | **Annual Exits** | **Annual Transfers** | **Annual Change** | **Total Annual Openings** |
| **Doctoral or Professional Degree** | **Five Years or More** | **Short-Term OJT** | 677 | 684 | 7 | 1.03% | 16 | 11 | 4 | 31 |
| **Doctoral or Professional Degree** | **Less than Five Years** | **None** | 3,246 | 3,413 | 167 | 5.14% | 146 | 112 | 83 | 341 |
| **Doctoral or Professional Degree** | **None** | **Internship/Residency** | 6,220 | 6,349 | 129 | 2.07% | 127 | 47 | 62 | 236 |
| **Doctoral or Professional Degree** | **None** | **None** | 18,593 | 19,218 | 625 | 3.36% | 566 | 390 | 313 | 1,269 |
| **Master's Degree** | **Five Years or More** | **None** | 3,805 | 3,912 | 107 | 2.81% | 131 | 148 | 54 | 333 |
| **Master's Degree** | **Less than Five Years** | **None** | 1,393 | 1,437 | 44 | 3.16% | 38 | 54 | 22 | 114 |
| **Master's Degree** | **None** | **Internship/Residency** | 5,158 | 5,425 | 267 | 5.18% | 168 | 176 | 134 | 478 |
| **Master's Degree** | **None** | **None** | 12,699 | 13,432 | 733 | 5.77% | 408 | 419 | 363 | 1,190 |
| **Bachelor's Degree** | **Five Years or More** | **None** | 58,794 | 60,650 | 1,856 | 3.16% | 1,502 | 2,917 | 927 | 5,346 |
| **Bachelor's Degree** | **Less than Five Years** | **Moderate-Term OJT** | 3,528 | 3,571 | 43 | 1.22% | 95 | 146 | 22 | 263 |
| **Bachelor's Degree** | **Less than Five Years** | **None** | 48,721 | 50,573 | 1,852 | 3.80% | 1,555 | 2,165 | 927 | 4,647 |
| **Bachelor's Degree** | **Less than Five Years** | **Short-Term OJT** | 145 | 149 | 4 | 2.76% | 4 | 8 | 2 | 14 |
| **Bachelor's Degree** | **None** | **Internship/Residency** | 2,337 | 2,419 | 82 | 3.51% | 77 | 71 | 41 | 189 |
| **Bachelor's Degree** | **None** | **Long-Term OJT** | 4,305 | 4,497 | 192 | 4.46% | 153 | 162 | 96 | 411 |
| **Bachelor's Degree** | **None** | **Moderate-Term OJT** | 33,237 | 33,647 | 410 | 1.23% | 1,177 | 1,513 | 205 | 2,895 |
| **Bachelor's Degree** | **None** | **None** | 168,834 | 174,164 | 5,330 | 3.16% | 5,582 | 6,666 | 2,663 | 14,911 |
| **Associate Degree** | **Less than Five Years** | **None** | 804 | 823 | 19 | 2.36% | 25 | 27 | 10 | 62 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Education** | **Work Experience** | **Job Training** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** | **Annual Exits** | **Annual Transfers** | **Annual Change** | **Total Annual**  **Openings** |
| **Associate Degree** | **None** | **Long-Term OJT** | 734 | 748 | 14 | 1.91% | 30 | 53 | 7 | 90 |
| **Associate Degree** | **None** | **Moderate-Term OJT** | 3,164 | 3,254 | 90 | 2.84% | 84 | 216 | 44 | 344 |
| **Associate Degree** | **None** | **None** | 20,098 | 20,855 | 757 | 3.77% | 805 | 1,007 | 380 | 2,192 |
| **Associate Degree** | **None** | **Short-Term OJT** | 141 | 138 | -3 | -2.13% | 4 | 8 | -1 | 11 |
| **Postsecondary Non- Degree Award** | **Less than Five Years** | **Moderate-Term OJT** | 1,063 | 1,090 | 27 | 2.54% | 29 | 42 | 14 | 85 |
| **Postsecondary Non- Degree Award** | **Less than Five Years** | **None** | 1,422 | 1,455 | 33 | 2.32% | 35 | 43 | 16 | 94 |
| **Postsecondary Non- Degree Award** | **Less than Five Years** | **Short-Term OJT** | 1,051 | 1,098 | 47 | 4.47% | 42 | 46 | 24 | 112 |
| **Postsecondary Non- Degree Award** | **None** | **Long-Term OJT** | 7,375 | 7,540 | 165 | 2.24% | 235 | 376 | 82 | 693 |
| **Postsecondary Non- Degree Award** | **None** | **Moderate-Term OJT** | 2,641 | 2,655 | 14 | 0.53% | 93 | 174 | 6 | 273 |
| **Postsecondary Non- Degree Award** | **None** | **None** | 55,925 | 58,110 | 2,185 | 3.91% | 2,794 | 3,252 | 1,093 | 7,139 |
| **Postsecondary Non- Degree Award** | **None** | **Short-Term OJT** | 44,271 | 44,233 | -38 | -0.09% | 1,926 | 2,524 | -20 | 4,430 |
| **Some College, No Degree** | **None** | **Moderate-Term OJT** | 16,869 | 17,114 | 245 | 1.45% | 916 | 820 | 122 | 1,858 |
| **Some College, No Degree** | **None** | **None** | 11,007 | 11,380 | 373 | 3.39% | 645 | 666 | 187 | 1,498 |
| **Some College, No Degree** | **None** | **Short-Term OJT** | 1,283 | 1,261 | -22 | -1.71% | 52 | 81 | -12 | 121 |
| **High School Diploma or Equivalent** | **Five Years or More** | **Moderate-Term OJT** | 1,177 | 1,193 | 16 | 1.36% | 77 | 56 | 8 | 141 |
| **High School Diploma or Equivalent** | **Five Years or More** | **None** | 54,181 | 54,631 | 450 | 0.83% | 3,435 | 1,975 | 226 | 5,636 |
| **High School Diploma**  **or Equivalent** | **Less than**  **Five Years** | **Long-Term OJT** | 229 | 235 | 6 | 2.62% | 10 | 12 | 4 | 26 |
| **High School Diploma or Equivalent** | **Less than Five Years** | **Moderate-Term OJT** | 5,348 | 5,396 | 48 | 0.90% | 175 | 251 | 25 | 451 |
| **High School Diploma or Equivalent** | **Less than Five Years** | **None** | 77,797 | 78,965 | 1,168 | 1.50% | 3,228 | 4,853 | 582 | 8,663 |
| **High School Diploma or Equivalent** | **Less than Five Years** | **Short-Term OJT** | 7,394 | 7,605 | 211 | 2.85% | 288 | 449 | 105 | 842 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Education** | **Work Experience** | **Job Training** | **2023**  **Estimated Employment** | **2025**  **Projected Employment** | **Numeric Change** | **Percent Change** | **Annual Exits** | **Annual Transfers** | **Annual Change** | **Total Annual**  **Openings** |
| **High School Diploma or Equivalent** | **None** | **Apprenticeship** | 20,544 | 21,268 | 724 | 3.52% | 701 | 1,082 | 362 | 2,145 |
| **High School Diploma or Equivalent** | **None** | **Long-Term OJT** | 32,391 | 33,230 | 839 | 2.59% | 1,198 | 1,548 | 418 | 3,164 |
| **High School Diploma or Equivalent** | **None** | **Moderate-Term OJT** | 186,201 | 188,136 | 1,935 | 1.04% | 7,436 | 10,872 | 968 | 19,276 |
| **High School Diploma**  **or Equivalent** | **None** | **None** | 2,718 | 2,838 | 120 | 4.42% | 156 | 213 | 60 | 429 |
| **High School Diploma or Equivalent** | **None** | **Short-Term OJT** | 220,580 | 223,986 | 3,406 | 1.54% | 13,545 | 16,304 | 1,708 | 31,557 |
| **No Formal Educational Credential** | **Less than Five Years** | **Moderate-Term OJT** | 12,638 | 13,618 | 980 | 7.75% | 896 | 1,070 | 490 | 2,456 |
| **No Formal Educational Credential** | **None** | **Long-Term OJT** | 2,349 | 2,356 | 7 | 0.30% | 124 | 147 | 3 | 274 |
| **No Formal Educational Credential** | **None** | **Moderate-Term OJT** | 11,775 | 12,058 | 283 | 2.40% | 495 | 725 | 140 | 1,360 |
| **No Formal Educational Credential** | **None** | **Short-Term OJT** | 294,134 | 298,354 | 4,220 | 1.43% | 21,466 | 25,440 | 2,113 | 49,019 |

Appendix: Definition of Education/Training Codes

|  |  |  |
| --- | --- | --- |
| **Education Code** | **Education Code** | **Definition** |
| DD | Doctoral or Professional Degree | Requires at least three years of full-time academic study beyond a BD. |
| MD | Master's Degree | Requires one or two years of full-time academic study beyond a BD. |
| BD | Bachelor's Degree | Requires four to five years of full-time academic study beyond high school. |
| AD | Associate Degree | Requires at least two years of full-time academic study beyond high school. |
| PS | Postsecondary Non-Degree Award | Programs last a few weeks to more than a year; leads to a certificate or other award, but not a degree. |
| SC | Some College, No Degree | Signifies the completion of a HS program and one or more postsecondary courses that did not result in a degree or award. |
| HS | High School Diploma or Equivalent | Signifies completion of high school or an equivalent program resulting in an award of a high school diploma or an equivalent. |
| NFE | No Formal Educational Credential | This category signifies that a formal credential issued by an educational institution, such as a high school diploma or postsecondary certificate, is not typically needed for entry into the occupation. |

|  |  |
| --- | --- |
| **Work**  **Experience Code** | **Amount of Work Experience** |
| 5+ | Five or More Years |
| <5 | Less than Five Years |
| None | None |

|  |  |  |
| --- | --- | --- |
| **Job Training Code** | **Type of Training** | **Definition** |
| App. | Apprenticeship | Combination of on-the-job training and related occupation-specific technical instruction in which workers learn the practical and theoretical aspects of an occupation. |
| I/R | Internship/Residency | A formal period of training during which individuals work under the supervision of experienced workers in a professional setting. Internships and residencies are required for state licensure in many fields. |
| LTOJT | Long-Term On-the-Job Training | Requires more than 12 months of on-the-job training or a combination of work experience and classroom instruction. |
| MTOJT | Moderate-Term On-the-Job Training | Requires 1 to 12 months of a combination of on-the-job experience and informal training. |
| STOJT | Short-Term On-the-Job Training | Requires a short demonstration of job duties or one month or less of on-the-job experience and informal training. |
| None | None | No additional training or preparation required. |

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