

ARKANSAS-STATEWIDE

*SHORT-TERM INDUSTRY AND
OCCUPATIONAL PROJECTIONS*

2021
TO
2023



ARKANSAS SHORT-TERM INDUSTRY AND OCCUPATIONAL PROJECTIONS 2021-2023



Arkansas Division of
Workforce Services

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State of Arkansas

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ARKANSAS SHORT-TERM INDUSTRY AND OCCUPATIONAL PROJECTIONS 2021-2023

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Labor Market Information
Occupational Career Information

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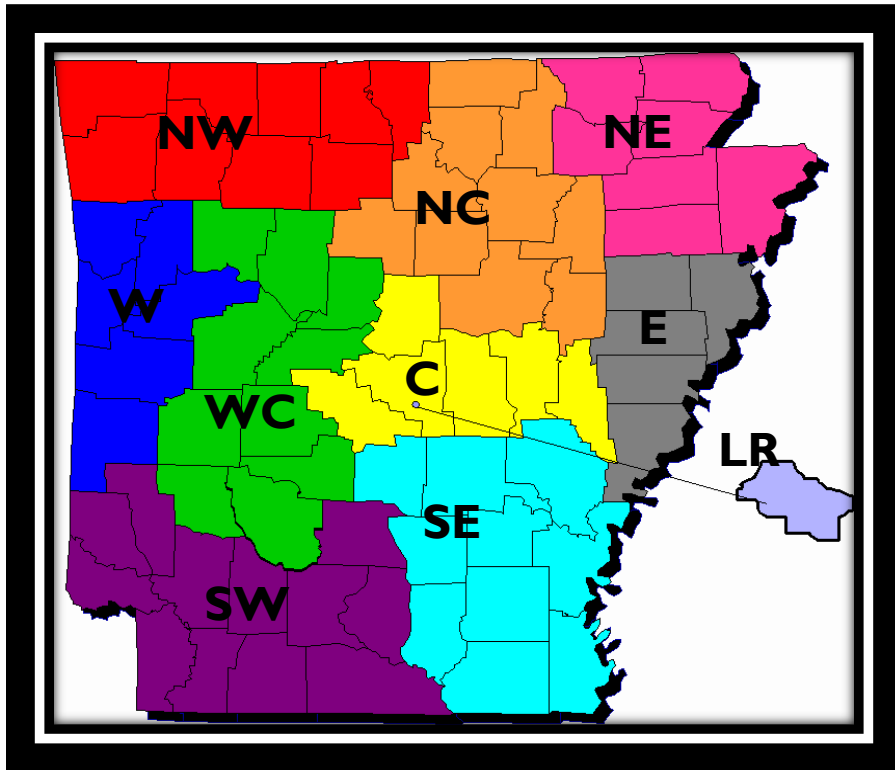
Definitions of Important Terms

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

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

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

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

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.

More projections-related information can be found on my Tableau pages. Visit <https://public.tableau.com/profile/brian.pulliam#!/> to view tables and graphics related to business, education, and other industry and occupational outlook information. Also, some data visualizations can now be found at <https://www.discover.arkansas.gov/Industry/Industry-Outlook>. More data visualizations will be added in the coming months.

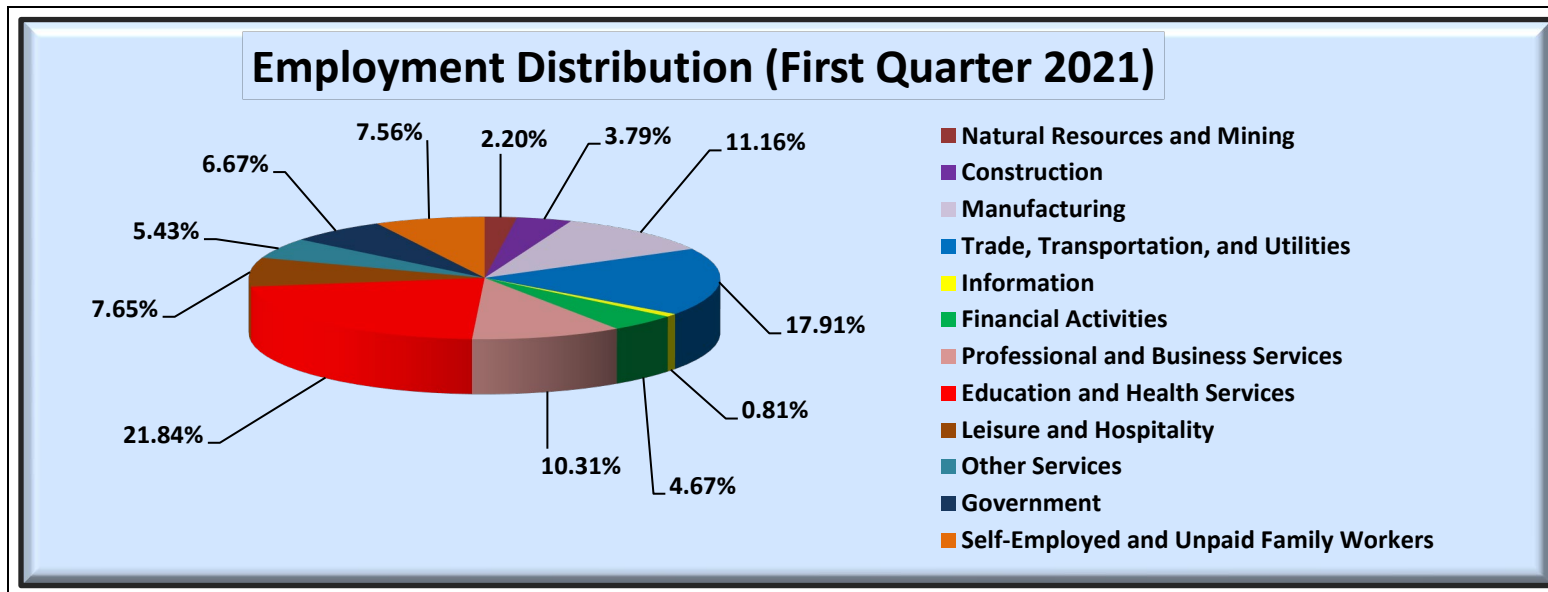
State of Arkansas Profile

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 and 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 ADs 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 3,025,891 as of July 1, 2021, an increase of 13,659 residents from the July 1, 2020, estimate of 3,012,232. The not-seasonally adjusted average unemployment rate for first quarter 2021 was 5.2 percent, while the seasonally adjusted number was 4.8 percent. While the numbers are higher than first quarter 2020 numbers, they are significantly better than they were in second quarter 2020.



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 2021. 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 2020 OES semiannual survey to establish state staffing patterns and is provided through the Local Employment and Wage Information System (LEWIS). National staffing patterns are used where state patterns do not exist.

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 2023. 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
 2021-2023

NAICS Code	NAICS Title	2021 Estimated Employment	2023 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 2021	The projected number of jobs expected to be in an industry in 2023	Total number of jobs an industry is expected to gain or lose over the 2021 to 2023 period	Percent change in the number of jobs in an industry over the 2021 to 2023 period

2021-2023 Arkansas Statewide Industry Projections by Major Division

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
000000	TOTAL ALL INDUSTRIES	1,397,533	1,427,344	29,811	2.13%
006010	Self Employed Workers, All Jobs	105,680	105,590	-90	-0.09%
101000	Goods Producing	239,733	244,913	5,180	2.16%
101100	NATURAL RESOURCES AND MINING	30,779	31,699	920	2.99%
110000	Agriculture, Forestry, Fishing and Hunting	27,509	28,605	1,096	3.98%
210000	Mining	3,270	3,094	-176	-5.38%
101200	CONSTRUCTION	52,978	54,022	1,044	1.97%
101300	MANUFACTURING	155,976	159,192	3,216	2.06%
	Non-Durable Goods Manufacturing	82,274	83,265	991	1.20%
	Durable Goods Manufacturing	73,702	75,927	2,225	3.02%
102000	Services Providing	1,052,120	1,076,841	24,721	2.35%
102100	TRADE, TRANSPORTATION, AND UTILITIES	250,243	256,909	6,666	2.66%
420000	Wholesale Trade	46,650	47,566	916	1.96%
440000	Retail Trade	136,882	140,414	3,532	2.58%
480000	Transportation and Warehousing	58,905	61,300	2,395	4.07%
220000	Utilities	7,806	7,629	-177	-2.27%
102200	INFORMATION	11,288	11,171	-117	-1.04%
102300	FINANCIAL ACTIVITIES	65,266	67,749	2,483	3.80%
520000	Finance and Insurance	51,597	54,016	2,419	4.69%
530000	Real Estate and Rental and Leasing	13,669	13,733	64	0.47%
102400	PROFESSIONAL AND BUSINESS SERVICES	144,126	150,638	6,512	4.52%
540000	Professional, Scientific, and Technical Services	43,782	45,248	1,466	3.35%
550000	Management of Companies and Enterprises	34,312	36,033	1,721	5.02%
560000	Administrative and Support and Waste Management and Remediation Services	66,032	69,357	3,325	5.04%
102500	EDUCATION AND HEALTH SERVICES	305,184	306,398	1,214	0.40%
610000	Educational Services	111,826	109,588	-2,238	-2.00%
620000	Health Care and Social Assistance	193,358	196,810	3,452	1.79%
102600	LEISURE AND HOSPITALITY	106,884	109,584	2,700	2.53%
710000	Arts, Entertainment, and Recreation	9,807	10,468	661	6.74%
720000	Accommodation and Food Services	97,077	99,116	2,039	2.10%
102700	OTHER SERVICES (EXCEPT GOVERNMENT)	75,861	80,545	4,684	6.17%
102800	GOVERNMENT	93,268	93,847	579	0.62%

Industry Outlook

Between first and second quarter 2020, Arkansas covered employment lost 83,295 jobs, a 6.84 percent drop. By first quarter 2021, covered employment had reached 97.47 percent of pre-pandemic levels. Considering covered, non-covered, and self-employment, Arkansas is expected to increase by 29,811 jobs, a 2.13 percent increase, which is considered by some economists as a strong economy. Goods-Producing industries are slated to raise employment levels by 5,180 jobs, or 2.16 percent, while Services-Providing industries could experience a job growth of 24,721 or 2.35 percent increase. Self Employed Workers, All Jobs is slated to see a small drop of 90 jobs, a drop of less than one-tenth of one percent.

Natural Resources and Mining

The **Natural Resources and Mining** supersector was generally not impacted by the pandemic, gaining 320 covered employment jobs between first and second quarter 2020, an increase of 2.05 percent. The industry group, however, has lost 2.07 percent, since first quarter 2020. Based on data from the Bureau of Economic Analysis, **Natural Resources and Mining** could see an increase of 920 jobs, or an increase of 2.99 percent by 2023. The **Agriculture, Forestry, Fishing, and Hunting** sector is estimated to gain 1,096 jobs. The **Mining** sector, however, could see a less favorable outlook, losing 176 jobs, or 5.38 percent of its workforce. *Support Activities for Mining* could be among the top 5 fastest declining industries in the state, losing 16.59 percent of its workforce.

Construction

Construction was generally not impacted by the pandemic, gaining 407 jobs between first and second quarter 2020, a 0.78 percent increase. The industry group gained 768 jobs since first quarter 2020. **Construction** is expected to raise employment by 1.97 percent or 1,044 jobs by first quarter 2023. Land Subdivision is slated to cut 19.79 percent of its workforce, or 19 jobs, becoming the second fastest declining industry in the state. Among **Construction** subsectors, *Construction of Buildings* could see the toughest outlook, losing 521 jobs since second quarter 2020 and expected to lose another 60 during the 2021-2023 projection cycle.

Manufacturing

The **Manufacturing** supersector lost 9,756 jobs during the second quarter of 2020, a 6.07 percent drop. By first quarter of 2021, it reached almost 97 percent of pre-pandemic employment, roughly gaining slightly more than half of the lost jobs. During this projection period, **Manufacturing** is expected to add 3,216 jobs, an increase of 2.06 percent. **Non-Durable Goods Manufacturing** is estimated to gain 991 jobs, an increase of 1.20 percent. The group lost 3,982 jobs during the pandemic. *Food Manufacturing* could see the brightest outlook, with a gain of 456. Animal Food Manufacturing is estimated to be the third fastest growing industry in the state with a 20.91 percent growth. On the flip side, Animal Slaughtering and Processing is slated to rank eighth in numeric decline, with an anticipated loss of 244 jobs. Converted Paper Product Manufacturing rounds out the top 10 of the Top 20 Declining Industries list. Apparel Knitting Mills is predicted to be seventh in percent decline, losing 7.94 percent of its workforce.

Durable Goods Manufacturing is projected to experience a gain of 2,225, an increase of 3.02 percent. The industry group lost 5,772 jobs during the pandemic. *Fabricated Metal Product Manufacturing* may have the brightest outlook, with a projected gain of 588 new jobs during the projection period. Household Appliance Manufacturing may be the second fastest growing industry, increasing its workforce by 23.08 percent, while Foundries could increase by 16.32 percent, the sixth fastest in the state. On the negative side of the labor market, Electric Equipment Manufacturing is anticipated to be the fastest declining industry in the state, cutting 31.27 percent of its workforce.

Trade, Transportation, and Utilities

The **Trade, Transportation, and Utilities** supersector lost 10,637 jobs between first and second quarter 2020. By first quarter 2021, the supersector had gained almost all of that back, all but 524 jobs.

Trade, Transportation, and Utilities is estimated to gain 6,666 jobs, a 2.66 percent rise in jobs becoming the top growing supersector.

Wholesale Trade is forecasted to experience a gain of 916 jobs, a 1.96 percent increase. The industry sector lost 1,467 jobs during the pandemic and has since recovered 98.89 percent of pre-pandemic employment. Merchant Wholesalers, Durable Goods is slated to fare better than Merchant Wholesalers, Nondurable Goods with 611 new jobs for Merchant Wholesalers, Durable Goods compared to 234 for Merchant Wholesalers, Nondurable Goods.

The **Retail Trade** sector lost 6,004 jobs between first and second quarter 2020. The sector has since fully recovered those lost jobs and added 1,666 jobs. During the 2021-2023 projections cycle, **Retail Trade** is estimated to gain 3,532 jobs, an increase of 2.58 percent. *Food and Beverage Stores* is slated to add 1,134 jobs during the projection period, placing it seventh in numeric growth. Electronic Shopping and Mail Order Houses could be among the ten fastest growing industries, adding 12.18 percent to its workforce. On the negative side of the economy, Electronics and Appliance Stores is forecast to lose 109 jobs, or 3.55 percent of its workforce, while the *Clothing and Clothing Accessories Stores* subsector could cut 105 jobs, 1.68 percent of its workforce.

The **Transportation and Warehousing** sector lost 3,166 jobs during the pandemic, or 2.34 percent of its workforce. As of first quarter 2021, the sector has recovered to 97.1 percent of pre-pandemic employment. Transportation and Warehousing could see an increase of 2,395 jobs, an increase of 4.07 percent. Driving the growth is *Warehousing and Storage*, which is projected to be the fourth highest growing industry with 1,804 new jobs, and fifth in percent growth with an 18.92 percent increase. On the reverse side of the labor market, School and Employee Bus Transportation could lose 8.47 percent,

while Other Transit and Ground Passenger Transportation could see a loss of 7.31 percent, each making the top 10 of the Top 20 Fastest Declining Industries list. Overall, the *Transit and Ground Passenger Transportation* subsector could experience a net loss of 101 jobs during the projection period, or 7.57 percent of its workforce.

The **Utilities** sector was stable during the pandemic but has lost about 33 jobs since first quarter 2020. The industry is predicted to continue its downward trend with a job loss of 177, or 2.27 percent of its workforce. Electric Power Generation, Transmission and Distribution is predicted to lose 155 jobs, or 2.63 percent of its workforce, while Natural Gas Distribution is slated to lose 27 jobs, or 2.79 percent of its own workforce. Water, Sewage and Other Systems may be the only bright spot, although small, adding five new jobs, or 0.53 percent to its payroll.

Information

The **Information** supersector lost 1,101 jobs between first and second quarter 2020. The industry group has experienced slow recovery, gaining only 55 jobs to first quarter 2021. The **Information** supersector is forecasted to lose 117 jobs, or 1.04 percent during the 2021-2023 projection cycle. During the pandemic, Motion Picture and Video Industries lost over 62 percent of its workforce but is expected to be the fastest growing industry in the state, adding 117 jobs, a 23.40 percent increase, but still well below pre-pandemic levels. Software Publishers is predicted to be the fourth fastest growing industry at 19.28 percent. On the negative side of the labor market, Newspaper, Periodical, Book, and Directory Publishers is slated to have the toughest outlook in the supersector, cutting 310 jobs, or 18.50 percent of its workforce.

Financial Activities

The **Financial Activities** supersector lost 671 jobs between first and second quarter 2020. By first quarter 2021, the industry had recovered all but 98 of those jobs back. **Financial Activities** is estimated to

increase by 2,483 or 3.80 percent during the projection period. Most of those jobs come in the **Finance and Insurance** sector, which is slated to grow by 2,419 jobs. The **Real Estate and Rental and Leasing** sector is predicted to add 64 jobs to its workforce. The sector lost 443 jobs during the pandemic and has recovered most of the pre-pandemic employment by first quarter 2021. Insurance Carriers is forecast to be the top growing industry in the state and among the top 10 fastest growing, adding 2,828 new jobs, or a 13.82 percent increase. On the negative side of the job market, Agencies, Brokerages, and Other Insurance Related Activities is estimated to be fourth in numeric decline, losing 312 jobs, while *Rental and Leasing Services* is slated to be ninth in numeric and percent decline, cutting 223 jobs, or 6.40 percent of its workforce.

Professional and Business Services

The **Professional and Business Services** supersector lost 12,223 jobs between first and second quarter 2020. By first quarter 2021, the supersector had recovered 99.41 percent of pre-pandemic employment. Between first quarter 2021 and first quarter 2023, **Professional and Business Services** is estimated to gain 6,512 new jobs, a 4.52 percent gain. The **Professional, Scientific, and Technical Services** sector is slated to add 1,466 new jobs, or an additional 3.35 percent. Management, Scientific, and Technical Consulting Services is slated to add 374 jobs.

Management of Companies and Enterprises could increase employment by 1,721 jobs, placing fifth in the Top 20 Growing Industries list. The sector lost 864 jobs during the pandemic but has since fully recovered.

The **Administrative and Support and Waste Management and Remediation Services** sector lost the most jobs among **Professional Business Services**, cutting 9,304 jobs, or 13.97 percent of the workforce during the pandemic. However, the sector has regained all but 582 jobs by first quarter 2021. The sector is expected to add 3,325 new jobs, an increase of 5.04 percent. Employment Services is

projected to gain 2,134 jobs, a 5.51 percent gain, placing as the third highest growing industry. Investigation and Security Services is slated to see a loss of 119 jobs.

Education and Health Services

Education and Health Services lost 19,877 jobs between first and second quarter 2020, some of which is the seasonal nature of parts of this industry group. By first quarter 2021, the supersector had recovered to 96.37 percent of pre-pandemic levels. **Education and Health Services** is estimated to have a slow growth during the 2021-2023 projection period, gaining only 0.40 percent, or 1,214 new jobs. The **Educational Services** sector is estimated to struggle during the projection period with a loss of about two percent of its workforce. The sector lost 6,849 jobs during the pandemic but has only recovered less than half that by first quarter 2021. Elementary and Secondary Schools could lead the state in numeric decline, losing 1,872 jobs. Junior Colleges and Colleges, Universities, and Professional Schools also are among the ten largest declining industries, with estimated losses of 303 and 300 jobs respectively.

The **Healthcare and Social Assistance** sector is slated to gain 3,452 new jobs during the projection period, a 1.79 percent gain. The outlook, however, is mixed. The sector lost 13,028 jobs during the pandemic and has since recovered to 96.47 percent of pre-pandemic levels. Most of the gain is estimated to occur in *Ambulatory Health Care Services*, gaining 2,074 new jobs. This industry subsector has since fully recovered from its pandemic employment loss of 4,797 jobs. Offices of Physicians is set to be among the ten highest growing industries, adding 686 new jobs to its workforce. On the negative side of the job market, Individual and Family Services could see a drop of 421 jobs, placing second in numeric decline.

Leisure and Hospitality

The **Leisure and Hospitality** supersector was the hardest hit by the pandemic. The industry group lost 27,949 jobs as restrictions were placed heavily on this supersector. Since first quarter 2021, the industry supersector has recovered to 89.8 percent of pre-pandemic levels. **Leisure and Hospitality** is forecast to increase by 2,700, a growth of 2.53 percent. The **Arts, Entertainment, and Recreation** sector is slated to gain 661 jobs between 2021 and 2023, or a 6.74 percent gain, becoming the fastest growing industry sector. The sector lost 3,007 jobs between first and second quarter 2020. One downside to this sector could come in Performing Arts Companies, which is predicted to cut 8.47 percent of its workforce, sixth fastest in the state.

Accommodation and Food Services is projected to see a gain of 2,039 jobs, an increase of 2.10 percent. The sector experienced the worst loss of jobs during the pandemic with 24,942 jobs being lost. By first quarter of 2021, the sector had only recovered to 90.33 percent of pre-pandemic levels and by first quarter 2023, will still be well short of employment levels before the pandemic. Restaurants and Other Eating Places is anticipated to gain 1,480 new jobs, or 1.77 percent, placing sixth in the Top 20 Growing Industries list. The industry lost 18,567 jobs and recovered 64.55 percent by first quarter 2021.

Other Services (Except Government)

The **Other Services (Except Government)** supersector lost 2,389 jobs between first and second quarter 2020. The industry group recovered 97.54 percent of pre-pandemic employment levels by first quarter 2021. **Other Services (Except Government)** is projected to gain 4,684 jobs between 2021 and 2023, an increase of 6.17 percent. The outlook is, however, mixed. *Religious, Grantmaking, Civic, Professional, and Similar Organizations* is estimated to gain 4,506 new jobs, as an increase in non-covered employment has driven this subsector. Covered employment has not fared as well as job gains since the second quarter of the pandemic has only amounted to 17 new

jobs. Religious Organizations is predicted to be second in the state in numeric growth, adding an estimated 2,481 jobs. Two other industries, Grantmaking and Giving Services and Social Advocacy Organizations, made the top 10 in both the Top 20 Growing Industries list as well as the Top 20 Fastest growing Industries lists. On the negative side of the labor market, Private Households could see a loss of 392 jobs, or 6.03 percent of its workforce, placing as the third largest projected declining industry and among the ten fastest declining.

Government

Government employers grew during the pandemic second quarter 2020, gaining 581 jobs. However, between first quarter 2020 and first quarter 2021, the supersector lost 342 jobs, a 0.37 percent decline. The **Government** supersector is expected to recover, adding 579 jobs between 2021 and 2023. All three levels of government are anticipating gains with Local Government, Excluding Education and Hospitals estimating the brightest outlook, with 383 job gains, and Postal Service experiencing a 1.55 percent reduction, or 85 jobs lost.

Top 20 Growing Industries by Numeric Change

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
524100	Insurance Carriers	20,464	23,292	2,828	13.82%
813100	Religious Organizations	32,492	34,973	2,481	7.64%
561300	Employment Services	27,576	29,710	2,134	7.74%
493000	Warehousing and Storage	9,536	11,340	1,804	18.92%
551000	Management of Companies and Enterprises	34,312	36,033	1,721	5.02%
722500	Restaurants and Other Eating Places	83,495	84,975	1,480	1.77%
445000	Food and Beverage Stores	20,588	21,722	1,134	5.51%
813200	Grantmaking and Giving Services	5,144	5,983	839	16.31%
813300	Social Advocacy Organizations	5,328	6,023	695	13.04%
621100	Offices of Physicians	26,475	27,161	686	2.59%
238200	Building Equipment Contractors	19,439	20,104	665	3.42%
484000	Truck Transportation	31,152	31,802	650	2.09%
452000	General Merchandise Stores	37,932	38,560	628	1.66%
444100	Building Material and Supplies Dealers	10,745	11,372	627	5.84%
423000	Merchant Wholesalers, Durable Goods	24,451	25,062	611	2.50%
561400	Business Support Services	8,990	9,590	600	6.67%
332000	Fabricated Metal Product Manufacturing	14,639	15,227	588	4.02%
111000	Crop Production	9,960	10,536	576	5.78%
621300	Offices of Other Health Practitioners	9,921	10,467	546	5.50%
624400	Child Day Care Services	10,132	10,674	542	5.35%

Top 20 Fastest Growing Industries by Percent Change (Minimum 50 Employment)

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
512100	Motion Picture and Video Industries	500	617	117	23.40%
335200	Household Appliance Manufacturing	78	96	18	23.08%
311100	Animal Food Manufacturing	1,956	2,365	409	20.91%
511200	Software Publishers	415	495	80	19.28%
493000	Warehousing and Storage	9,536	11,340	1,804	18.92%
331500	Foundries	1,330	1,547	217	16.32%
813200	Grantmaking and Giving Services	5,144	5,983	839	16.31%
524100	Insurance Carriers	20,464	23,292	2,828	13.82%
813300	Social Advocacy Organizations	5,328	6,023	695	13.04%
454100	Electronic Shopping and Mail Order Houses	1,092	1,225	133	12.18%
711200	Spectator Sports	1,443	1,600	157	10.88%
711300	Promoters of Performing Arts, Sports, and Similar Events	223	247	24	10.76%
336600	Ship and Boat Building	2,010	2,226	216	10.75%
721300	Rooming and Boarding Houses	94	104	10	10.64%
812100	Personal Care Services	2,636	2,882	246	9.33%
611600	Other Schools and Instruction	1,746	1,906	160	9.16%
622300	Specialty (except Psychiatric and Substance Abuse) Hospitals	5,889	6,426	537	9.12%
561300	Employment Services	27,576	29,710	2,134	7.74%
813100	Religious Organizations	32,492	34,973	2,481	7.64%
813900	Business, Professional, Labor, Political, and Similar Organizations	6,946	7,450	504	7.26%

Top 20 Declining Industries by Numeric Change

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
611100	Elementary and Secondary Schools	75,878	74,006	-1,872	-2.47%
624100	Individual and Family Services	23,051	22,630	-421	-1.83%
814000	Private Households	6,502	6,110	-392	-6.03%
524200	Agencies, Brokerages, and Other Insurance Related Activities	8,402	8,090	-312	-3.71%
511100	Newspaper, Periodical, Book, and Directory Publishers	1,676	1,366	-310	-18.50%
611200	Junior Colleges	6,518	6,215	-303	-4.65%
611300	Colleges, Universities, and Professional Schools	25,794	25,494	-300	-1.16%
311600	Animal Slaughtering and Processing	33,197	32,953	-244	-0.74%
532000	Rental and Leasing Services	3,485	3,262	-223	-6.40%
322200	Converted Paper Product Manufacturing	5,514	5,319	-195	-3.54%
213000	Support Activities for Mining	1,031	860	-171	-16.59%
623100	Nursing Care Facilities (Skilled Nursing Facilities)	19,461	19,296	-165	-0.85%
236200	Nonresidential Building Construction	6,731	6,568	-163	-2.42%
221100	Electric Power Generation, Transmission and Distribution	5,894	5,739	-155	-2.63%
561600	Investigation and Security Services	4,871	4,752	-119	-2.44%
443000	Electronics and Appliance Stores	3,067	2,958	-109	-3.55%
522000	Credit Intermediation and Related Activities	19,591	19,495	-96	-0.49%
491100	Postal Service	5,499	5,414	-85	-1.55%
335100	Electric Lighting Equipment Manufacturing	259	178	-81	-31.27%
812300	Drycleaning and Laundry Services	1,776	1,713	-63	-3.55%

Top 20 Fastest Declining Industries by Percent Change (Minimum Decline of 5)

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
335100	Electric Lighting Equipment Manufacturing	259	178	-81	-31.27%
237200	Land Subdivision	96	77	-19	-19.79%
511100	Newspaper, Periodical, Book, and Directory Publishers	1,676	1,366	-310	-18.50%
485400	School and Employee Bus Transportation	295	244	-51	-17.29%
213000	Support Activities for Mining	1,031	860	-171	-16.59%
711100	Performing Arts Companies	248	227	-21	-8.47%
315100	Apparel Knitting Mills	378	348	-30	-7.94%
485900	Other Transit and Ground Passenger Transportation	657	609	-48	-7.31%
532000	Rental and Leasing Services	3,485	3,262	-223	-6.40%
814000	Private Households	6,502	6,110	-392	-6.03%
211000	Oil and Gas Extraction	432	408	-24	-5.56%
316200	Footwear Manufacturing	744	703	-41	-5.51%
488100	Support Activities for Air Transportation	1,073	1,015	-58	-5.41%
454300	Direct Selling Establishments	715	677	-38	-5.31%
561900	Other Support Services	1,175	1,114	-61	-5.19%
448300	Jewelry, Luggage, and Leather Goods Stores	564	535	-29	-5.14%
331400	Nonferrous Metal (except Aluminum) Production and Processing	243	231	-12	-4.94%
451200	Book, Periodical, and Music Stores	375	357	-18	-4.80%
611200	Junior Colleges	6,518	6,215	-303	-4.65%
561500	Travel Arrangement and Reservation Services	204	195	-9	-4.41%

2021-2023 Arkansas Statewide Industry Projections

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
000000	TOTAL ALL INDUSTRIES	1,397,533	1,427,344	29,811	2.13%
000671	Total Self Employed and Unpaid Family Workers, All Jobs	105,680	105,590	-90	-0.09%
101000	Goods Producing	239,733	244,913	5,180	2.16%
101100	NATURAL RESOURCES AND MINING	30,779	31,699	920	2.99%
110000	<i>Agriculture, Forestry, Fishing and Hunting</i>	27,509	28,605	1,096	3.98%
111000	<i>Crop Production</i>	9,960	10,536	576	5.78%
112000	<i>Animal Production</i>	9,524	10,059	535	5.62%
115000	<i>Support Activities for Agriculture and Forestry</i>	5,731	5,748	17	0.30%
210000	<i>Mining</i>	3,270	3,094	-176	-5.38%
211000	<i>Oil and Gas Extraction</i>	432	408	-24	-5.56%
212000	<i>Mining (except Oil and Gas)</i>	1,807	1,826	19	1.05%
213000	<i>Support Activities for Mining</i>	1,031	860	-171	-16.59%
101200	CONSTRUCTION	52,978	54,022	1,044	1.97%
236000	<i>Construction of Buildings</i>	10,583	10,523	-60	-0.57%
236100	Residential Building Construction	3,852	3,955	103	2.67%
236200	Nonresidential Building Construction	6,731	6,568	-163	-2.42%
237000	<i>Heavy and Civil Engineering Construction</i>	8,330	8,531	201	2.41%
237100	Utility System Construction	4,467	4,551	84	1.88%
237200	Land Subdivision	96	77	-19	-19.79%
237300	Highway, Street, and Bridge Construction	2,972	3,085	113	3.80%
237900	Other Heavy and Civil Engineering Construction	795	818	23	2.89%
238000	<i>Specialty Trade Contractors</i>	34,065	34,968	903	2.65%
238100	Foundation, Structure, and Building Exterior Contractors	5,753	5,786	33	0.57%
238200	Building Equipment Contractors	19,439	20,104	665	3.42%
238300	Building Finishing Contractors	3,759	3,814	55	1.46%
238900	Other Specialty Trade Contractors	5,114	5,264	150	2.93%
101300	MANUFACTURING	155,976	159,192	3,216	2.06%
	Non-Durable Goods Manufacturing	82,274	83,265	991	1.20%

2021-2023 Arkansas Statewide Industry Projections

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
311000	<i>Food Manufacturing</i>	49,487	49,943	456	0.92%
311100	Animal Food Manufacturing	1,956	2,365	409	20.91%
311200	Grain and Oilseed Milling	2,788	2,830	42	1.51%
311400	Fruit and Vegetable Preserving and Specialty Food Manufacturing	4,462	4,525	63	1.41%
311500	Dairy Product Manufacturing	595	610	15	2.52%
311600	Animal Slaughtering and Processing	33,197	32,953	-244	-0.74%
311800	Bakeries and Tortilla Manufacturing	4,047	4,227	180	4.45%
311900	Other Food Manufacturing	2,413	2,410	-3	-0.12%
312000	<i>Beverage and Tobacco Product Manufacturing</i>	1,475	1,532	57	3.86%
313000	<i>Textile Mills</i>	128	132	4	3.13%
314000	<i>Textile Product Mills</i>	754	741	-13	-1.72%
314100	Textile Furnishings Mills	19	19	0	0.00%
314900	Other Textile Product Mills	735	722	-13	-1.77%
315000	<i>Apparel Manufacturing</i>	663	662	-1	-0.15%
315100	Apparel Knitting Mills	378	348	-30	-7.94%
316000	<i>Leather and Allied Product Manufacturing</i>	951	909	-42	-4.42%
316200	Footwear Manufacturing	744	703	-41	-5.51%
316900	Other Leather and Allied Product Manufacturing	207	206	-1	-0.48%
322000	<i>Paper Manufacturing</i>	8,701	8,483	-218	-2.51%
322100	Pulp, Paper, and Paperboard Mills	3,187	3,164	-23	-0.72%
322200	Converted Paper Product Manufacturing	5,514	5,319	-195	-3.54%
323000	<i>Printing and Related Support Activities</i>	2,982	3,097	115	3.86%
324000	<i>Petroleum and Coal Products Manufacturing</i>	1,127	1,165	38	3.37%
325000	<i>Chemical Manufacturing</i>	5,445	5,718	273	5.01%
326000	<i>Plastics and Rubber Products Manufacturing</i>	10,561	10,883	322	3.05%
326100	Plastics Product Manufacturing	6,423	6,549	126	1.96%
326200	Rubber Product Manufacturing	4,138	4,334	196	4.74%
	Durable Goods Manufacturing	73,702	75,927	2,225	3.02%
321000	<i>Wood Product Manufacturing</i>	9,758	10,007	249	2.55%
321100	Sawmills and Wood Preservation	4,574	4,583	9	0.20%
321200	Veneer, Plywood, and Engineered Wood Product Manufacturing	2,032	2,053	21	1.03%
321900	Other Wood Product Manufacturing	3,152	3,371	219	6.95%
327000	<i>Nonmetallic Mineral Product Manufacturing</i>	3,499	3,462	-37	-1.06%
331000	<i>Primary Metal Manufacturing</i>	7,759	8,232	473	6.10%
331100	Iron and Steel Mills and Ferroalloy Manufacturing	3,617	3,770	153	4.23%

2021-2023 Arkansas Statewide Industry Projections

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
331200	Steel Product Manufacturing from Purchased Steel	1,682	1,787	105	6.24%
331300	Alumina and Aluminum Production	887	897	10	1.13%
331400	Nonferrous Metal (except Aluminum) Production and Processing	243	231	-12	-4.94%
331500	Foundries	1,330	1,547	217	16.32%
332000	<i>Fabricated Metal Product Manufacturing</i>	14,639	15,227	588	4.02%
333000	<i>Machinery Manufacturing</i>	11,090	11,296	206	1.86%
334000	<i>Computer and Electronic Product Manufacturing</i>	1,738	1,799	61	3.51%
334400	Semiconductor and Other Electronic Component Manufacturing	1,272	1,339	67	5.27%
334500	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	303	298	-5	-1.65%
335000	<i>Electrical Equipment, Appliance, and Component Manufacturing</i>	4,165	4,046	-119	-2.86%
335100	Electric Lighting Equipment Manufacturing	259	178	-81	-31.27%
335200	Household Appliance Manufacturing	78	96	18	23.08%
335300	Electrical Equipment Manufacturing	2,622	2,599	-23	-0.88%
335900	Other Electrical Equipment and Component Manufacturing	1,206	1,173	-33	-2.74%
336000	<i>Transportation Equipment Manufacturing</i>	14,086	14,855	769	5.46%
336200	Motor Vehicle Body and Trailer Manufacturing	2,061	2,135	74	3.59%
336300	Motor Vehicle Parts Manufacturing	4,757	4,822	65	1.37%
336400	Aerospace Product and Parts Manufacturing	4,071	4,285	214	5.26%
336600	Ship and Boat Building	2,010	2,226	216	10.75%
337000	<i>Furniture and Related Product Manufacturing</i>	3,435	3,391	-44	-1.28%
339000	<i>Miscellaneous Manufacturing</i>	3,533	3,612	79	2.24%
339100	Medical Equipment and Supplies Manufacturing	1,747	1,768	21	1.20%
339900	Other Miscellaneous Manufacturing	1,786	1,844	58	3.25%
102000	Services Providing	1,052,120	1,076,841	24,721	2.35%
102100	TRADE, TRANSPORTATION, AND UTILITIES	250,243	256,909	6,666	2.66%
420000	Wholesale Trade	46,650	47,566	916	1.96%
423000	<i>Merchant Wholesalers, Durable Goods</i>	24,451	25,062	611	2.50%
424000	<i>Merchant Wholesalers, Nondurable Goods</i>	17,917	18,151	234	1.31%
425000	<i>Wholesale Electronic Markets and Agents and Brokers</i>	4,282	4,353	71	1.66%
440000	Retail Trade	136,882	140,414	3,532	2.58%
441000	<i>Motor Vehicle and Parts Dealers</i>	18,678	18,826	148	0.79%
441100	Automobile Dealers	11,265	11,371	106	0.94%
441200	Other Motor Vehicle Dealers	1,704	1,753	49	2.88%

2021-2023 Arkansas Statewide Industry Projections

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
441300	Automotive Parts, Accessories, and Tire Stores	5,709	5,702	-7	-0.12%
442000	<i>Furniture and Home Furnishings Stores</i>	3,358	3,436	78	2.32%
442100	Furniture Stores	1,879	1,885	6	0.32%
442200	Home Furnishings Stores	1,479	1,551	72	4.87%
443000	<i>Electronics and Appliance Stores</i>	3,067	2,958	-109	-3.55%
444000	<i>Building Material and Garden Equipment and Supplies Dealers</i>	12,885	13,602	717	5.56%
444100	Building Material and Supplies Dealers	10,745	11,372	627	5.84%
444200	Lawn and Garden Equipment and Supplies Stores	2,140	2,230	90	4.21%
445000	<i>Food and Beverage Stores</i>	20,588	21,722	1,134	5.51%
446000	<i>Health and Personal Care Stores</i>	8,584	8,843	259	3.02%
447000	<i>Gasoline Stations</i>	12,329	12,854	525	4.26%
448000	<i>Clothing and Clothing Accessories Stores</i>	6,262	6,157	-105	-1.68%
448100	Clothing Stores	4,837	4,788	-49	-1.01%
448200	Shoe Stores	861	834	-27	-3.14%
448300	Jewelry, Luggage, and Leather Goods Stores	564	535	-29	-5.14%
451000	<i>Sporting Goods, Hobby, Book, and Music Stores</i>	3,968	4,057	89	2.24%
451100	Sporting Goods, Hobby, and Musical Instrument Stores	3,593	3,700	107	2.98%
451200	Book, Periodical, and Music Stores	375	357	-18	-4.80%
452000	<i>General Merchandise Stores</i>	37,932	38,560	628	1.66%
453000	<i>Miscellaneous Store Retailers</i>	7,083	7,166	83	1.17%
454000	<i>Nonstore Retailers</i>	2,148	2,233	85	3.96%
454100	Electronic Shopping and Mail Order Houses	1,092	1,225	133	12.18%
454200	Vending Machine Operators	341	331	-10	-2.93%
454300	Direct Selling Establishments	715	677	-38	-5.31%
480000	<i>Transportation and Warehousing</i>	58,905	61,300	2,395	4.07%
481000	<i>Air Transportation</i>	643	668	25	3.89%
481100	Scheduled Air Transportation	538	559	21	3.90%
481200	Nonscheduled Air Transportation	105	109	4	3.81%
484000	<i>Truck Transportation</i>	31,152	31,802	650	2.09%
485000	<i>Transit and Ground Passenger Transportation</i>	1,335	1,234	-101	-7.57%
485300	Taxi and Limousine Service	222	229	7	3.15%
485400	School and Employee Bus Transportation	295	244	-51	-17.29%
485900	Other Transit and Ground Passenger Transportation	657	609	-48	-7.31%
486000	<i>Pipeline Transportation</i>	560	497	-63	-11.25%
488000	<i>Support Activities for Transportation</i>	5,482	5,480	-2	-0.04%
488100	Support Activities for Air Transportation	1,073	1,015	-58	-5.41%

2021-2023 Arkansas Statewide Industry Projections

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
488200	Support Activities for Rail Transportation	621	598	-23	-3.70%
488300	Support Activities for Water Transportation	490	485	-5	-1.02%
488400	Support Activities for Road Transportation	892	914	22	2.47%
488500	Freight Transportation Arrangement	2,299	2,360	61	2.65%
488900	Other Support Activities for Transportation	107	108	1	0.93%
493000	<i>Warehousing and Storage</i>	9,536	11,340	1,804	18.92%
220000	Utilities	7,806	7,629	-177	-2.27%
221100	Electric Power Generation, Transmission and Distribution	5,894	5,739	-155	-2.63%
221200	Natural Gas Distribution	969	942	-27	-2.79%
221300	Water, Sewage and Other Systems	943	948	5	0.53%
102200	INFORMATION	11,288	11,171	-117	-1.04%
511000	<i>Publishing Industries (except Internet)</i>	2,091	1,861	-230	-11.00%
511100	Newspaper, Periodical, Book, and Directory Publishers	1,676	1,366	-310	-18.50%
511200	Software Publishers	415	495	80	19.28%
512000	<i>Motion Picture and Sound Recording Industries</i>	525	644	119	22.67%
512100	Motion Picture and Video Industries	500	617	117	23.40%
512200	Sound Recording Industries	25	27	2	8.00%
515000	<i>Broadcasting (except Internet)</i>	1,389	1,319	-70	-5.04%
517000	<i>Telecommunications</i>	3,282	3,235	-47	-1.43%
518000	<i>Data Processing, Hosting and Related Services</i>	3,580	3,671	91	2.54%
519000	<i>Other Information Services</i>	421	441	20	4.75%
102300	FINANCIAL ACTIVITIES	65,266	67,749	2,483	3.80%
520000	Finance and Insurance	51,597	54,016	2,419	4.69%
522000	<i>Credit Intermediation and Related Activities</i>	19,591	19,495	-96	-0.49%
523000	<i>Securities, Commodity Contracts, and Other Financial Investments and Related Activities</i>	3,072	3,079	7	0.23%
524000	<i>Insurance Carriers and Related Activities</i>	28,866	31,382	2,516	8.72%
524100	Insurance Carriers	20,464	23,292	2,828	13.82%
524200	Agencies, Brokerages, and Other Insurance Related Activities	8,402	8,090	-312	-3.71%
530000	Real Estate and Rental and Leasing	13,669	13,733	64	0.47%
531000	<i>Real Estate</i>	10,122	10,411	289	2.86%
532000	<i>Rental and Leasing Services</i>	3,485	3,262	-223	-6.40%

2021-2023 Arkansas Statewide Industry Projections

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
533000	<i>Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)</i>	62	60	-2	-3.23%
102400	PROFESSIONAL AND BUSINESS SERVICES	144,126	150,638	6,512	4.52%
540000	<i>Professional, Scientific, and Technical Services</i>	43,782	45,248	1,466	3.35%
541000	<i>Professional, Scientific, and Technical Services</i>	43,782	45,248	1,466	3.35%
541100	Legal Services	6,026	6,073	47	0.78%
541200	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	6,677	6,812	135	2.02%
541300	Architectural, Engineering, and Related Services	6,525	6,674	149	2.28%
541400	Specialized Design Services	384	401	17	4.43%
541500	Computer Systems Design and Related Services	8,822	9,270	448	5.08%
541600	Management, Scientific, and Technical Consulting Services	6,285	6,659	374	5.95%
541700	Scientific Research and Development Services	959	998	39	4.07%
541800	Advertising, Public Relations, and Related Services	3,751	3,886	135	3.60%
541900	Other Professional, Scientific, and Technical Services	4,353	4,475	122	2.80%
550000	<i>Management of Companies and Enterprises</i>	34,312	36,033	1,721	5.02%
560000	<i>Administrative and Support and Waste Management and Remediation Services</i>	66,032	69,357	3,325	5.04%
561000	<i>Administrative and Support Services</i>	62,249	65,460	3,211	5.16%
561100	Office Administrative Services	3,544	3,668	124	3.50%
561200	Facilities Support Services	913	933	20	2.19%
561300	Employment Services	27,576	29,710	2,134	7.74%
561400	Business Support Services	8,990	9,590	600	6.67%
561500	Travel Arrangement and Reservation Services	204	195	-9	-4.41%
561600	Investigation and Security Services	4,871	4,752	-119	-2.44%
561700	Services to Buildings and Dwellings	14,976	15,498	522	3.49%
561900	Other Support Services	1,175	1,114	-61	-5.19%
562000	<i>Waste Management and Remediation Service</i>	3,783	3,897	114	3.01%
562100	Waste Collection	1,340	1,387	47	3.51%
562200	Waste Treatment and Disposal	1,072	1,083	11	1.03%
562900	Remediation and Other Waste Management Services	1,371	1,427	56	4.08%
102500	EDUCATION AND HEALTH SERVICES	305,184	306,398	1,214	0.40%
611000	<i>Educational Services</i>	111,826	109,588	-2,238	-2.00%
611100	Elementary and Secondary Schools	75,878	74,006	-1,872	-2.47%

2021-2023 Arkansas Statewide Industry Projections

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
611200	Junior Colleges	6,518	6,215	-303	-4.65%
611300	Colleges, Universities, and Professional Schools	25,794	25,494	-300	-1.16%
611500	Technical and Trade Schools	1,067	1,093	26	2.44%
611600	Other Schools and Instruction	1,746	1,906	160	9.16%
620000	Health Care and Social Assistance	193,358	196,810	3,452	1.79%
621000	<i>Ambulatory Health Care Services</i>	60,216	62,290	2,074	3.44%
621100	Offices of Physicians	26,475	27,161	686	2.59%
621200	Offices of Dentists	7,481	7,707	226	3.02%
621300	Offices of Other Health Practitioners	9,921	10,467	546	5.50%
621400	Outpatient Care Centers	5,468	5,692	224	4.10%
621500	Medical and Diagnostic Laboratories	1,486	1,563	77	5.18%
621600	Home Health Care Services	6,473	6,689	216	3.34%
621900	Other Ambulatory Health Care Services	2,912	3,011	99	3.40%
622000	<i>Hospitals</i>	67,133	68,364	1,231	1.83%
622100	General Medical and Surgical Hospitals	52,380	52,810	430	0.82%
622200	Psychiatric and Substance Abuse Hospitals	8,864	9,128	264	2.98%
622300	Specialty (except Psychiatric and Substance Abuse) Hospitals	5,889	6,426	537	9.12%
623000	<i>Nursing and Residential Care Facilities</i>	28,714	28,712	-2	-0.01%
623100	Nursing Care Facilities (Skilled Nursing Facilities)	19,461	19,296	-165	-0.85%
623200	Residential Intellectual & Developmental Disability, Mental Health, & Substance Abuse Facilities	4,013	3,960	-53	-1.32%
623300	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	4,346	4,576	230	5.29%
623900	Other Residential Care Facilities	894	880	-14	-1.57%
624000	<i>Social Assistance</i>	37,295	37,444	149	0.40%
624100	Individual and Family Services	23,051	22,630	-421	-1.83%
624200	Community Food and Housing, and Emergency and Other Relief Services	1,472	1,500	28	1.90%
624300	Vocational Rehabilitation Services	2,640	2,640	0	0.00%
624400	Child Day Care Services	10,132	10,674	542	5.35%
102600	LEISURE AND HOSPITALITY	106,884	109,584	2,700	2.53%
710000	Arts, Entertainment, and Recreation	9,807	10,468	661	6.74%
711000	<i>Performing Arts, Spectator Sports, and Related Industries</i>	2,038	2,204	166	8.15%
711100	Performing Arts Companies	248	227	-21	-8.47%
711200	Spectator Sports	1,443	1,600	157	10.88%
711300	Promoters of Performing Arts, Sports, and Similar Events	223	247	24	10.76%

2021-2023 Arkansas Statewide Industry Projections

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
711400	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	51	53	2	3.92%
711500	Independent Artists, Writers, and Performers	73	77	4	5.48%
712000	<i>Museums, Historical Sites, and Similar Institution</i>	697	736	39	5.60%
713000	<i>Amusement, Gambling, and Recreation Industries</i>	7,072	7,528	456	6.45%
720000	Accommodation and Food Services	97,077	99,116	2,039	2.10%
721000	<i>Accommodation, including Hotels and Motels</i>	8,686	9,198	512	5.89%
721100	Traveler Accommodation	8,232	8,727	495	6.01%
721200	RV (Recreational Vehicle) Parks and Recreational Camps	360	367	7	1.94%
721300	Rooming and Boarding Houses	94	104	10	10.64%
722000	<i>Food Services and Drinking Places</i>	88,391	89,918	1,527	1.73%
722300	Special Food Services	4,181	4,227	46	1.10%
722400	Drinking Places (Alcoholic Beverages)	715	716	1	0.14%
722500	Restaurants and Other Eating Places	83,495	84,975	1,480	1.77%
102700	OTHER SERVICES (EXCEPT GOVERNMENT)	75,861	80,545	4,684	6.17%
811000	<i>Repair and Maintenance</i>	11,516	11,885	369	3.20%
811100	Automotive Repair and Maintenance	7,137	7,373	236	3.31%
811200	Electronic and Precision Equipment Repair and Maintenance	885	904	19	2.15%
811300	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	2,872	2,988	116	4.04%
811400	Personal and Household Goods Repair and Maintenance	622	620	-2	-0.32%
812000	<i>Personal and Laundry Services</i>	7,017	7,218	201	2.86%
812100	Personal Care Services	2,636	2,882	246	9.33%
812200	Death Care Services	1,479	1,468	-11	-0.74%
812300	Drycleaning and Laundry Services	1,776	1,713	-63	-3.55%
812900	Other Personal Services	1,126	1,155	29	2.58%
813000	<i>Religious, Grantmaking, Civic, Professional, and Similar Organizations</i>	50,826	55,332	4,506	8.87%
813100	Religious Organizations	32,492	34,973	2,481	7.64%
813200	Grantmaking and Giving Services	5,144	5,983	839	16.31%
813300	Social Advocacy Organizations	5,328	6,023	695	13.04%
813400	Civic and Social Organizations	916	903	-13	-1.42%
813900	Business, Professional, Labor, Political, and Similar Organizations	6,946	7,450	504	7.26%
814000	<i>Private Households</i>	6,502	6,110	-392	-6.03%
102800	GOVERNMENT	93,268	93,847	579	0.62%

2021-2023 Arkansas Statewide Industry Projections

NAICS Code	NAICS Title	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change
910000	<i>Total Federal Government Employment</i>	20,548	20,499	-49	-0.24%
491100	Postal Service	5,499	5,414	-85	-1.55%
999100	Federal Government, Excluding Post Office	15,049	15,085	36	0.24%
999200	State Government, Excluding Education and Hospitals	32,943	33,188	245	0.74%
999300	Local Government, Excluding Education and Hospitals	39,777	40,160	383	0.96%

EXPLANATION OF OCCUPATIONAL PROJECTIONS DATA ARKANSAS-STATEWIDE 2021-2023

Standard Occupational Classification (SOC)		Employment		Change		Annual Separations		Annual Openings		Education/ Training Codes
Code	Title	2021 Estimated	2023 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 2021	The projected number of jobs expected to be in an occupation in 2023	Total number of jobs an occupation is expected to gain or lose over the 2021 to 2023 period	Percent change in the number of jobs in an occupation over the 2021 to 2023 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 81 for definitions.

2021-2023 Arkansas Statewide Occupational Projections by Major Group

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings	
Code	Title	2021 Estimated	2023 Projection	Numeric	Percent	Exits	Transfers	Change ¹	Total ²
00-0000	Total, All Occupations	1,397,533	1,427,344	29,811	2.13%	61,390	92,595	14,906	168,891
11-0000	Management Occupations	124,303	126,594	2,291	1.84%	4,759	5,918	1,146	11,823
13-0000	Business and Financial Operations Occupations	65,786	68,381	2,595	3.94%	1,790	3,878	1,298	6,966
15-0000	Computer and Mathematical Occupations	26,345	27,451	1,106	4.20%	550	1,330	553	2,433
17-0000	Architecture and Engineering Occupations	11,771	12,093	322	2.74%	295	592	161	1,048
19-0000	Life, Physical, and Social Science Occupations	8,390	8,527	137	1.63%	182	612	68	862
21-0000	Community and Social Service Occupations	30,153	31,639	1,486	4.93%	1,162	1,966	743	3,871
23-0000	Legal Occupations	7,271	7,457	186	2.56%	209	304	93	606
25-0000	Education, Training, and Library Occupations	82,156	81,485	-671	-0.82%	3,268	3,699	-336	6,631
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	14,982	15,554	572	3.82%	594	962	286	1,842
29-0000	Healthcare Practitioners and Technical Occupations	89,263	91,470	2,207	2.47%	2,344	2,832	1,104	6,280
31-0000	Healthcare Support Occupations	57,398	58,144	746	1.30%	3,419	3,560	373	7,352
33-0000	Protective Service Occupations	27,403	27,534	131	0.48%	1,141	1,646	66	2,853
35-0000	Food Preparation and Serving Related Occupations	101,812	103,751	1,939	1.90%	7,865	10,454	970	19,289
37-0000	Building and Grounds Cleaning and Maintenance Occupations	42,865	43,816	951	2.22%	2,474	3,140	476	6,090
39-0000	Personal Care and Service Occupations	27,102	28,047	945	3.49%	1,703	2,085	472	4,260
41-0000	Sales and Related Occupations	132,883	135,972	3,089	2.32%	6,934	10,476	1,544	18,954
43-0000	Office and Administrative Support Occupations	162,078	164,306	2,228	1.37%	7,692	10,050	1,114	18,856
45-0000	Farming, Fishing, and Forestry Occupations	20,137	20,837	700	3.48%	844	2,318	350	3,512
47-0000	Construction and Extraction Occupations	50,135	50,858	723	1.44%	1,514	3,490	362	5,366
49-0000	Installation, Maintenance, and Repair Occupations	60,456	61,794	1,338	2.21%	1,894	3,878	669	6,441
51-0000	Production Occupations	116,302	118,765	2,463	2.12%	4,382	8,574	1,232	14,188
53-0000	Transportation and Material Moving Occupations	138,542	142,869	4,327	3.12%	6,374	10,829	2,164	19,367

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 29,811 jobs over the 2021-2023 projection period, an increase of 2.13 percent. With this, job opportunities for recent graduates and other job seekers are likely available. There is expected to be 168,891 total annual job openings during the projection period, with 61,390 openings available due to employees exiting the workforce. Another 92,595 are estimated to be available due to employees changing jobs, while 14,906 would be available due to growth and expansion in the economy. All but one occupational group is estimated to see net job gains.

Management Occupations

The **Management Occupations** major group is projected to gain 2,291 jobs, an increase of 1.84 percent of its workforce. During the projection period, 11,823 annual job openings are estimated to be available, with 4,759 due to employees leaving the workforce and 5,918 for those changing jobs. Another 1,146 is forecast to be available annually due to growth and expansion. Driving the gain is General and Operations Managers with a gain of 836 jobs, placing fourth in the Top 20 Growing Occupations list. On the negative side of the labor market, Farmers, Ranchers, and Other Agricultural Managers is expected to lose 78 jobs, placing sixth in the Top 20 Declining Occupations list. The occupation, however, is slated to have 4,635 annual job openings, allowing the occupation to place among the ten highest annual openings in exits, transfers and total.

Business and Financial Operations Occupations

The **Business and Financial Operations Occupations** major group is estimated to gain 2,595 jobs during the projection period. Of the 6,966 annual job openings, 1,790 could come from employees exiting the workforce, while 3,978 would come from changing jobs. Another 1,298 job openings would be related to growth and expansion. *Business Operations Specialists* is slated to add 1,867 jobs. Within this group, Fundraisers is predicted to be the second fastest growing

occupation in the state, raising employment by 13.62 percent. Insurance Underwriters is predicted to increase by 12.01 percent, fourth fastest in the state. Logisticians are predicted to add 9.09 percent to its workforce.

Computer and Mathematical Occupations

The **Computer and Mathematical Occupations** major group is expected to gain 1,106 jobs. With 2,433 annual job openings, 524 is set to come from employees leaving the workforce, 1,266 from those changing jobs, and 492 from growth and expansion. Much of the gain is projected to occur in the *Computer Occupations* occupational family, adding 984 jobs. Driving this growth is Software Developers and Software Quality Assurance Analysts and Testers, with 528 new jobs, placing in the Top 20 Growing Industries list in the state. Statisticians is among the ten fastest growing occupations, adding 8.83 percent to its workforce. *Mathematical Science Occupations* is estimated to add an additional 122 jobs to its workforce.

Architecture and Engineering Occupations

The **Architecture and Engineering Occupations** major group is predicted to add 322 new jobs between first quarter 2021 and first quarter 2023. The major group is estimated to have 1,048 annual job openings, of which 295 would be from those exiting the workforce and

592 from those transferring to other occupational groups. Another 161 jobs are related to growth and expansion. *Engineers* is projected to add 225 jobs to its workforce, almost 70 percent of the overall growth. Driving this growth is Industrial Engineers, which is slated to add 82 jobs to its workforce.

Life, Physical, and Social Science Occupations

The **Life, Physical, and Social Science Occupations** could see an increase of 137 jobs during the projection period. Of 862 total annual openings, 182 is slated to come from employees leaving the workforce, while 612 would be associated with employees changing jobs. Another 68 jobs are due to growth and expansion. The *Life Scientists* occupational family is predicted to see a gain of 55 jobs, while *Life, Physical, and Social Science Technicians* is projected to add 49 new jobs to its workforce. The biggest gain in this major group is Chemical Technicians, estimated to add 19 jobs, or 3.33 percent to its workforce.

Community and Social Service Occupations

The **Community and Social Service Occupations** major group is projected to increase by 1,486 employees during the projection period, an increase of 4.93 percent, becoming the fastest growing major group. The occupational group is estimated to have 3,871 annual job openings, with 1,162 coming from employees leaving the workforce, 1,486 coming from employees changing jobs, and 743 related to growth and expansion. *Religious Workers* drives the growth in the major group, adding an estimated 1,176 new jobs. Clergy is projected to be among the top five growing occupations in the state with 833 new jobs.

Legal Occupations

The **Legal Occupations** major group is forecast to increase staffing by 186 jobs between first quarter 2021 and first quarter 2023. Of the 606 total annual openings, 209 could come from staff leaving the workforce, while 304 would be related to job transfers. Growth and

expansion would account for 93 annual job openings. *Lawyers, Judges, and Related Workers* is slated to add 105 jobs during the projection period, with Lawyers estimated to gain 101 new jobs. *Legal Support Workers* is slated to add 81 jobs to its workforce. Paralegals leads this occupational family with 66 new jobs.

Education, Training, and Library Occupations

The **Education, Training, and Library Occupations** major group is forecast to be the only major group to experience a loss of jobs during the 2021-2023 projection cycle. Out of 6,631 annual job openings, 3,268 could come from employees leaving the jobs, while 3,699 could be created from employees changing jobs. Job loss would account for 336 fewer annual openings. *Preschool, Primary, Secondary, and Special Education School Teachers* could see a decline of 631 jobs. The group lost 2,780 jobs over the last year as schools have dealt with the pandemic over the last three school years. Elementary School Teachers, Except Special Education and Secondary School Teachers, Except Special and Career/Technical Education are estimated to see losses of 283 and 264 jobs, becoming the top two highest declining industries. Middle School Teachers, Except Special and Career/Technical Education is also among the top five declining occupations with 125 projected job losses. *Postsecondary Teachers* could also see a tough outlook, cutting 106 jobs. A few positive signs in this major group are Preschool Teachers, Except Special Education, slated to add 175 new jobs and Substitute Teachers, Short-Term, forecast to gain 284.

Arts, Design, Entertainment, Sports, and Media Occupations

The **Arts, Design, Entertainment, Sports, and Media Occupations** major group is estimated to gain 572 jobs during the projection period. Of the 1,842 annual job openings, 594 would come from employees leaving the workforce and 962 is connected to those who change jobs. Growth and expansion in the job market could account for 286 openings annually. *Entertainers and Performers, Sports and Related Workers* is estimated to gain 314 jobs. Public Relations Specialists is

anticipated to add 135 jobs to its workforce, while Musicians and Singers could add 133. There are however some downsides in this major group with three occupations among the ten fastest declining. Leading at number five is News Analysts, Reporters, and Journalists cutting 9.42 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 2,207 jobs. During the projection period, 6,280 annual job openings are anticipated with 2,344 coming from employees leaving the workforce, 2,832 coming from job transfers, and 1,104 from growth and expansion. The *Health Diagnosing and Treating Practitioners* occupational family is estimated to add 1,309 new jobs. Driving this growth is Registered Nurses, slated to add 393 new jobs, placing in the Top 20 Growing Industries list. Nurse Practitioners is predicted to be among the ten fastest growing occupations, raising employment by 10.31 percent. *Health Technologists and Technicians* are expected to add 604 new jobs to its workforce.

Healthcare Support Occupations

The **Healthcare Support Occupations** major group could see a rise in 746 new jobs during the 2021-2023 projection cycle. With 7,352 annual job openings, 3,419 are estimated to come from employees who leave the workforce, while 3,560 from employees changing jobs. Another 373 job openings are related to growth and expansion. Medical Assistants is projected to add 131 new jobs to its workforce. Occupational Therapy Assistants made the Top 20 Fastest Growing Occupations list with an anticipated gain of 7.45 percent. On the negative side of the economy, Home Health and Personal Care Aides is slated to lose 28 jobs, making the Top 20 Declining Occupations list.

Protective Service Occupations

The **Protective Service Occupations** major group is expected to add 131 new jobs to its workforce. The occupational group is estimated to have 2,853 annual job openings during the projection period. Of these, 1,141 would come from employees leaving the workforce, 1,646 from employees changing jobs, and 66 from growth and expansion. *Supervisors of Protective Service Workers* is slated to add 48 new jobs, while *Law Enforcement Workers* and *Fire Fighting and Prevention Workers* are both predicted to experience a net gain of 41 jobs. Police and Sheriff's Patrol Officers could add 83 new jobs, while Security Guards could lose 55, becoming one of the ten highest declining occupations.

Food Preparation and Serving Related Occupations

Food Preparation and Serving Related Occupations is projected to experience a gain of 1,939 jobs between first quarter 2021 and first quarter 2023. The occupational group is forecast to have 19,289 annual job openings, of which 7,865 are estimated to be available due to employees leaving the workforce, while 10,454 would come from employees changing jobs. Another 970 would be associated with growth and expansion. *Food and Beverage Serving Workers* leads this major group with 845 new jobs. Cooks, Restaurant is slated to be among the ten highest growing occupations, adding 634 new jobs. However, Cooks, Fast Food could see a reduction of 76 jobs, 2.03 percent of its workforce.

Building and Grounds Cleaning and Maintenance

The **Building and Grounds Cleaning and Maintenance Occupations** is estimated to experience a net gain of 951 jobs during the projection period. With 6,090 annual job openings, 2,474 would be associated with employees leaving the workforce, while 3,140 would be connected to those changing jobs. Growth and expansion would account for 476 annual job openings. The *Building Cleaning and Pest Control Workers* occupational family is forecast to grow by 336. Driving this gain is Janitors and Cleaners, Except Maids and Housekeeping Cleaners, placing in the Top 20 Growing Occupations

list. Landscaping and Groundskeeping Workers could also see strong growth, adding an estimated 192 jobs

Personal Care and Service Occupations

The **Personal Care and Service Occupations** major group is estimated to increase staffing by 945 jobs during the projection period. Of the 4,260 annual job openings, 1703 are forecast to come from employees leaving the workforce, 2,085 from employees changing jobs, and 472 due to growth and expansion. Four of the seven occupational families in the major group are estimating over 200 new jobs. Nonfarm Animal Caretakers and Hairdressers, Hairstylists, and Cosmetologists each are predicted to increase employment by 168 jobs. Ushers, Lobby Attendants, and Ticket Takers are projected to be the fastest growing occupation in the state, raising employment by 14.72 percent as entertainment facilities begin the long road to recovery to pre-pandemic conditions.

Sales and Related Occupations

The **Sales and Related Occupations** major group is projected to experience a gain of 3,089 jobs between first quarter 2021 and first quarter 2023, a 2.32 percent gain. Of the 18,954 jobs expected annually, 6,934 could come from employees leaving the workforce, 10,476 from those changing jobs, and 1,544 connected to growth and expansion. The *Retail Sales Workers* occupational family is slated to add 1,463 new jobs, while the Sales Representatives, Services family is predicted to raise employment by 1,005. Insurance Sales Agents is projected to be the third highest growing occupation, growing by 900 during the projection period. Six occupations in this major group are estimated to add more than 100 new jobs. On the negative side of the labor market, Advertising Sales Agents is expected to cut 47 jobs, or 5.02 percent of its workforce, among the ten fastest declining occupations.

Office and Administrative Support Occupations

The **Office and Administrative Support Occupations** major group is predicted to gain 2,228 jobs during the projection period. The occupational group is estimated to have 18,856 annual job openings. Of these, 7,692 are connected to employees leaving the workforce, while 10,050 are associated with those changing jobs. Another 1,114 annual job openings would be for growth and expansion. The *Other Office and Administrative Support Workers* occupational family is predicted to add 963 jobs, while *Information and Record Clerks* is forecast to add 851 new jobs. Insurance Claims and Policy Processing Clerks is predicted to increase employment by 698, or a 9.81 percent gain, placing seventh in the Top 20 Growing Occupations list as well as the Top 20 Fastest Growing Occupations list. On the negative side of the labor market, Tellers is slated to lose 161 jobs, placing third in the Top 20 Declining Occupations list, while Postal Service Mail Carriers and Interviewers, Except Eligibility and Loan is anticipated to lose 50 jobs each, placing among the ten highest declining occupations.

Farming, Fishing, and Forestry Occupations

The **Farming, Fishing, and Forestry Occupations** major group is forecast to gain 700 jobs, increasing by 3.48 percent. Overall, 3,512 annual job openings are expected, with 844 connected to employees leaving the workforce, 2,318 from employees changing jobs, and 350 related to growth and expansion. *Agricultural Workers* are likely to gain the most, adding 668 new jobs to its workforce. Farmworkers and Laborers, Crop, Nursery, and Greenhouse could gain 305 new jobs, while Farmworkers, Farm, Ranch, and Aquacultural Animals is set to gain 298 jobs.

Construction and Extraction

The **Construction and Extraction Occupations** major group is projected to add 723 jobs to its workforce. With 5,366 annual job

openings, 1,514 would be from employees leaving the workforce, while 3,490 would be associated with employees changing jobs. Another 362 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 661 jobs. Electricians are slated to add 252 jobs to its ranks. On the negative side of the labor force, *Extraction Workers* is estimated to see a decline of 75 jobs, or 3.74 percent of its workforce. Service Unit Operators, Oil, Gas, and Mining is set to lose 67 jobs, or 11.04 percent of its workforce, placing eighth in numeric decline and fourth in percent decline. Derrick Operators, Oil and Gas is slated to be the fastest declining occupation, at a rate of 17.78 percent, and Roustabouts, Oil and Gas is predicted to be fourth, losing 12.50 percent of its workforce.

Installation, Maintenance, and Repair Occupations

The **Installation, Maintenance, and Repair Occupations** major group is estimated to increase staffing by 1,338 new jobs. During the projection period, 6,441 annual job openings are expected to be available. Of these, 1,894 would be connected to employees leaving the workforce, 3,878 from those changing jobs, and 669 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 959 jobs. Industrial Machinery Mechanics leads all occupations with 405 new jobs, while Maintenance and Repair Workers, General is slated to increase by 253. On the negative side of the labor market, Control and Valve Installers and Repairers, Except Mechanical Door is predicted to lose 16 jobs, 3.31 percent of its workforce.

Production Occupations

The **Production Occupations** major group is projected to lose 2,463 jobs between first quarter 2021 and first quarter 2023, a 2.12 percent gain. Around 14,188 job openings are anticipated annually. Of these, 4,382 could come from employees leaving the workforce, 8,574 would

be connected to employees changing jobs, and 1,232 related to growth and expansion. The *Other Production Occupations* is slated to add 975 jobs during the projection period, while *Metal Workers and Plastic Workers* is forecast to increase by 679 jobs. Foundry Mold and Coremakers is predicted to be the third fastest growing occupation in the state, raising employment by 12.75 percent. Fiberglass Laminators and Fabricators, also among the ten fastest growing, is estimated to add 9.21 percent to its workforce. On the negative side of the labor market, *Plant and System Operators* could lose 20 jobs between 2021 and 2023. Within this family, Gas Plant Operators could be among the ten fastest declining occupations, losing 5.38 percent of its workforce.

Transportation and Material Moving Occupations

The **Transportation and Material Moving Occupations** major group is projected to be the top growing major group, adding 4,327 new jobs, or 3.12 percent to its workforce. With 19,367 annual job openings, 6,374 is associated with people leaving the workforce, 10,829 connected to job change, and 2,164 related to growth and expansion. The *Material Moving Workers* occupational family is predicted to add an additional 2,874 new jobs to its workforce. Stockers and Order Fillers is slated to be the top growing occupation in the state, increasing employment by 1,1278. Heavy and Tractor-Trailer Truck Drivers is anticipated to add 1,027 jobs, placing as the second highest growing occupation. In all, four occupations within the **Transportation and Material Moving Occupations** major group are among the ten highest growing occupations in the state. On the reverse side of the economy, Sailors and Marine Oilers is projected to lose 12.73 percent of its workforce, becoming the second fastest declining industry in the state.

Top 20 Growing Occupations by Numeric Change

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings	
Code	Title	2021 Estimated	2023 Projection	Numeric	Percent	Exits	Transfers	Change	Total
53-7065	Stockers and Order Fillers	20,459	21,586	1,127	5.51%	1,196	2,050	564	3,810
53-3032	Heavy and Tractor-Trailer Truck Drivers	38,517	39,544	1,027	2.67%	1,598	2,646	514	4,758
41-3021	Insurance Sales Agents	10,343	11,243	900	8.70%	360	604	450	1,414
11-1021	General and Operations Managers	22,850	23,686	836	3.66%	464	1,442	418	2,324
21-2011	Clergy	10,334	11,167	833	8.06%	441	621	416	1,478
41-2031	Retail Salespersons	37,722	38,463	741	1.96%	2,130	3,146	370	5,646
43-9041	Insurance Claims and Policy Processing Clerks	7,112	7,810	698	9.81%	263	438	349	1,050
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	20,903	21,598	695	3.32%	930	1,849	348	3,127
53-7051	Industrial Truck and Tractor Operators	9,248	9,913	665	7.19%	288	736	332	1,356
35-2014	Cooks, Restaurant	9,380	10,014	634	6.76%	570	830	317	1,717
41-2011	Cashiers	27,728	28,335	607	2.19%	2,384	2,684	304	5,372
43-4051	Customer Service Representatives	17,758	18,345	587	3.31%	848	1,420	294	2,562
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	21,130	21,704	574	2.72%	1,336	1,501	287	3,124
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	8,782	9,310	528	6.01%	210	444	264	918
35-3023	Fast Food and Counter Workers	36,957	37,417	460	1.24%	3,606	3,932	230	7,768
49-9041	Industrial Machinery Mechanics	7,151	7,556	405	5.66%	226	397	202	825
29-1141	Registered Nurses	26,125	26,518	393	1.50%	702	662	196	1,560
11-9111	Medical and Health Services Managers	5,822	6,166	344	5.91%	150	304	172	626
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	12,652	12,965	313	2.47%	378	866	156	1,400
13-2011	Accountants and Auditors	8,590	8,902	312	3.63%	244	518	156	918

Top 20 Fastest Growing Occupations by Percent Change (Minimum Employment of 50)

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings	
Code	Title	2021 Estimated	2023 Projection	Numeric	Percent	Exits	Transfers	Change	Total
39-3031	Ushers, Lobby Attendants, and Ticket Takers	496	569	73	14.72%	68	54	36	158
13-1131	Fundraisers	1,428	1,626	198	13.87%	48	97	99	244
51-4071	Foundry Mold and Coremakers	102	115	13	12.75%	4	8	6	18
13-2053	Insurance Underwriters	2,256	2,527	271	12.01%	48	124	136	308
29-1171	Nurse Practitioners	2,851	3,145	294	10.31%	62	94	147	303
51-9162	Computer Numerically Controlled Tool Programmers	264	290	26	9.85%	10	20	13	43
43-9041	Insurance Claims and Policy Processing Clerks	7,112	7,810	698	9.81%	263	438	349	1,050
51-2051	Fiberglass Laminators and Fabricators	391	427	36	9.21%	16	29	18	63
13-1081	Logisticians	1,738	1,896	158	9.09%	38	118	79	235
15-2041	Statisticians	521	567	46	8.83%	11	27	23	61
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	57	62	5	8.77%	2	4	2	8
15-1212	Information Security Analysts	867	943	76	8.77%	14	50	38	102
41-3021	Insurance Sales Agents	10,343	11,243	900	8.70%	360	604	450	1,414
15-2031	Operations Research Analysts	384	417	33	8.59%	8	18	16	42
21-2021	Directors, Religious Activities and Education	2,585	2,798	213	8.24%	107	196	106	409
27-2041	Music Directors and Composers	451	488	37	8.20%	28	26	18	72
21-2011	Clergy	10,334	11,167	833	8.06%	441	621	416	1,478
27-2042	Musicians and Singers	1,683	1,816	133	7.90%	103	98	66	267
53-7121	Tank Car, Truck, and Ship Loaders	116	125	9	7.76%	4	10	4	18
31-2011	Occupational Therapy Assistants	349	375	26	7.45%	18	26	13	57

Top 20 Occupations by Annual Exits

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings	
Code	Title	2021 Estimated	2023 Projection	Numeric	Percent	Exits	Transfers	Change	Total
35-3023	Fast Food and Counter Workers	36,957	37,417	460	1.24%	3,606	3,932	230	7,768
11-9013	Farmers, Ranchers, and Other Agricultural Managers	48,507	48,429	-78	-0.16%	2,990	1,684	-39	4,635
41-2011	Cashiers	27,728	28,335	607	2.19%	2,384	2,684	304	5,372
41-2031	Retail Salespersons	37,722	38,463	741	1.96%	2,130	3,146	370	5,646
53-3032	Heavy and Tractor-Trailer Truck Drivers	38,517	39,544	1,027	2.67%	1,598	2,646	514	4,758
43-9061	Office Clerks, General	28,125	28,384	259	0.92%	1,542	1,676	130	3,348
31-1120	Home Health and Personal Care Aides	21,600	21,572	-28	-0.13%	1,382	1,222	-14	2,590
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	21,130	21,704	574	2.72%	1,336	1,501	287	3,124
35-3031	Waiters and Waitresses	17,215	17,519	304	1.77%	1,275	2,074	152	3,501
53-7065	Stockers and Order Fillers	20,459	21,586	1,127	5.51%	1,196	2,050	564	3,810
31-1131	Nursing Assistants	17,577	17,646	69	0.39%	1,128	997	34	2,159
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	20,903	21,598	695	3.32%	930	1,849	348	3,127
43-4051	Customer Service Representatives	17,758	18,345	587	3.31%	848	1,420	294	2,562
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	15,122	15,104	-18	-0.12%	769	844	-9	1,604
43-3031	Bookkeeping, Accounting, and Auditing Clerks	12,620	12,710	90	0.71%	742	646	45	1,433
29-1141	Registered Nurses	26,125	26,518	393	1.50%	702	662	196	1,560
43-4171	Receptionists and Information Clerks	11,814	11,994	180	1.52%	664	822	90	1,576
39-9011	Childcare Workers	9,741	9,843	102	1.05%	659	684	51	1,394
37-2012	Maids and Housekeeping Cleaners	9,355	9,405	50	0.53%	637	604	25	1,266
35-2014	Cooks, Restaurant	9,380	10,014	634	6.76%	570	830	317	1,717

Top 20 Occupations by Annual Transfers

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings	
Code	Title	2021 Estimated	2023 Projection	Numeric	Percent	Exits	Transfers	Change	Total
35-3023	Fast Food and Counter Workers	36,957	37,417	460	1.24%	3,606	3,932	230	7,768
41-2031	Retail Salespersons	37,722	38,463	741	1.96%	2,130	3,146	370	5,646
41-2011	Cashiers	27,728	28,335	607	2.19%	2,384	2,684	304	5,372
53-3032	Heavy and Tractor-Trailer Truck Drivers	38,517	39,544	1,027	2.67%	1,598	2,646	514	4,758
35-3031	Waiters and Waitresses	17,215	17,519	304	1.77%	1,275	2,074	152	3,501
53-7065	Stockers and Order Fillers	20,459	21,586	1,127	5.51%	1,196	2,050	564	3,810
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	20,903	21,598	695	3.32%	930	1,849	348	3,127
11-9013	Farmers, Ranchers, and Other Agricultural Managers	48,507	48,429	-78	-0.16%	2,990	1,684	-39	4,635
43-9061	Office Clerks, General	28,125	28,384	259	0.92%	1,542	1,676	130	3,348
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	21,130	21,704	574	2.72%	1,336	1,501	287	3,124
11-1021	General and Operations Managers	22,850	23,686	836	3.66%	464	1,442	418	2,324
43-4051	Customer Service Representatives	17,758	18,345	587	3.31%	848	1,420	294	2,562
31-1120	Home Health and Personal Care Aides	21,600	21,572	-28	-0.13%	1,382	1,222	-14	2,590
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	10,667	10,870	203	1.90%	480	1,098	102	1,680
41-1011	First-Line Supervisors of Retail Sales Workers	15,200	15,336	136	0.89%	540	1,058	68	1,666
31-1131	Nursing Assistants	17,577	17,646	69	0.39%	1,128	997	34	2,159
51-9198	Helpers--Production Workers	9,382	9,650	268	2.86%	447	896	134	1,477
51-2090	Miscellaneous Assemblers and Fabricators	12,415	12,537	122	0.98%	476	890	61	1,427
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	12,652	12,965	313	2.47%	378	866	156	1,400
43-1011	First-Line Supervisors of Office and Administrative Support Workers	13,852	14,075	223	1.61%	518	854	112	1,484

Top 20 Occupations by Total Annual Openings

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings	
Code	Title	2021 Estimated	2023 Projection	Numeric	Percent	Exits	Transfers	Change	Total
35-3023	Fast Food and Counter Workers	36,957	37,417	460	1.24%	3,606	3,932	230	7,768
41-2031	Retail Salespersons	37,722	38,463	741	1.96%	2,130	3,146	370	5,646
41-2011	Cashiers	27,728	28,335	607	2.19%	2,384	2,684	304	5,372
53-3032	Heavy and Tractor-Trailer Truck Drivers	38,517	39,544	1,027	2.67%	1,598	2,646	514	4,758
11-9013	Farmers, Ranchers, and Other Agricultural Managers	48,507	48,429	-78	-0.16%	2,990	1,684	-39	4,635
53-7065	Stockers and Order Fillers	20,459	21,586	1,127	5.51%	1,196	2,050	564	3,810
35-3031	Waiters and Waitresses	17,215	17,519	304	1.77%	1,275	2,074	152	3,501
43-9061	Office Clerks, General	28,125	28,384	259	0.92%	1,542	1,676	130	3,348
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	20,903	21,598	695	3.32%	930	1,849	348	3,127
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	21,130	21,704	574	2.72%	1,336	1,501	287	3,124
31-1120	Home Health and Personal Care Aides	21,600	21,572	-28	-0.13%	1,382	1,222	-14	2,590
43-4051	Customer Service Representatives	17,758	18,345	587	3.31%	848	1,420	294	2,562
11-1021	General and Operations Managers	22,850	23,686	836	3.66%	464	1,442	418	2,324
31-1131	Nursing Assistants	17,577	17,646	69	0.39%	1,128	997	34	2,159
35-2014	Cooks, Restaurant	9,380	10,014	634	6.76%	570	830	317	1,717
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	10,667	10,870	203	1.90%	480	1,098	102	1,680
41-1011	First-Line Supervisors of Retail Sales Workers	15,200	15,336	136	0.89%	540	1,058	68	1,666
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	15,122	15,104	-18	-0.12%	769	844	-9	1,604
43-4171	Receptionists and Information Clerks	11,814	11,994	180	1.52%	664	822	90	1,576
29-1141	Registered Nurses	26,125	26,518	393	1.50%	702	662	196	1,560

Top 20 Declining Occupations by Numeric Change

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings	
Code	Title	2021 Estimated	2023 Projection	Numeric	Percent	Exits	Transfers	Change	Total
25-2021	Elementary School Teachers, Except Special Education	12,824	12,541	-283	-2.21%	389	508	-142	755
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	11,961	11,697	-264	-2.21%	314	480	-132	662
43-3071	Tellers	5,162	5,001	-161	-3.12%	206	320	-80	446
25-2022	Middle School Teachers, Except Special and Career/Technical Education	5,831	5,706	-125	-2.14%	177	231	-62	346
25-9045	Teaching Assistants, Except Postsecondary	10,602	10,494	-108	-1.02%	472	493	-54	911
11-9013	Farmers, Ranchers, and Other Agricultural Managers	48,507	48,429	-78	-0.16%	2,990	1,684	-39	4,635
35-2011	Cooks, Fast Food	3,747	3,671	-76	-2.03%	218	318	-38	498
47-5013	Service Unit Operators, Oil, Gas, and Mining	607	540	-67	-11.04%	12	56	-34	34
33-9032	Security Guards	6,076	6,021	-55	-0.91%	320	468	-28	760
43-4111	Interviewers, Except Eligibility and Loan	3,320	3,270	-50	-1.51%	190	213	-25	378
43-5052	Postal Service Mail Carriers	3,155	3,105	-50	-1.58%	109	112	-25	196
11-9032	Education Administrators, Elementary and Secondary School	2,330	2,282	-48	-2.06%	57	107	-24	140
25-9044	Teaching Assistants, Postsecondary	2,953	2,905	-48	-1.63%	131	137	-24	244
33-3012	Correctional Officers and Jailers	5,895	5,848	-47	-0.80%	221	318	-24	515
41-3011	Advertising Sales Agents	937	890	-47	-5.02%	28	85	-24	89
51-9196	Paper Goods Machine Setters, Operators, and Tenders	2,521	2,475	-46	-1.82%	112	166	-23	255
43-6011	Executive Secretaries and Executive Administrative Assistants	2,053	2,018	-35	-1.70%	104	114	-18	200
25-2012	Kindergarten Teachers, Except Special Education	1,483	1,452	-31	-2.09%	60	86	-16	130
25-2052	Special Education Teachers, Kindergarten and Elementary School	1,354	1,324	-30	-2.22%	44	54	-15	83
31-1120	Home Health and Personal Care Aides	21,600	21,572	-28	-0.13%	1,382	1,222	-14	2,590
43-9021	Data Entry Keyers	958	930	-28	-2.92%	42	60	-14	88

Top 20 Fastest Declining Occupations by Percent Change (Numeric Change No Greater than - 5)

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings	
Code	Title	2021 Estimated	2023 Projection	Numeric	Percent	Exits	Transfers	Change	Total
47-5011	Derrick Operators, Oil and Gas	45	37	-8	-17.78%	1	4	-4	1
53-5011	Sailors and Marine Oilers	55	48	-7	-12.73%	2	4	-4	2
47-5071	Roustabouts, Oil and Gas	200	175	-25	-12.50%	4	18	-12	10
47-5013	Service Unit Operators, Oil, Gas, and Mining	607	540	-67	-11.04%	12	56	-34	34
27-3023	News Analysts, Reporters, and Journalists	276	250	-26	-9.42%	8	20	-13	15
27-3041	Editors	358	331	-27	-7.54%	12	22	-14	20
51-8092	Gas Plant Operators	186	176	-10	-5.38%	4	14	-5	13
41-3011	Advertising Sales Agents	937	890	-47	-5.02%	28	85	-24	89
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	252	242	-10	-3.97%	14	13	-5	22
27-3011	Radio and Television Announcers	229	220	-9	-3.93%	8	12	-4	16
51-8013	Power Plant Operators	274	264	-10	-3.65%	7	18	-5	20
43-6012	Legal Secretaries	700	676	-24	-3.43%	35	38	-12	61
41-3041	Travel Agents	149	144	-5	-3.36%	7	10	-2	15
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	484	468	-16	-3.31%	11	27	-8	30
51-8012	Power Distributors and Dispatchers	333	322	-11	-3.30%	8	22	-6	24
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	283	274	-9	-3.18%	8	14	-4	18
51-6021	Pressers, Textile, Garment, and Related Materials	221	214	-7	-3.17%	10	13	-4	19
43-3071	Tellers	5,162	5,001	-161	-3.12%	206	320	-80	446
43-4141	New Accounts Clerks	520	504	-16	-3.08%	16	32	-8	40
27-4012	Broadcast Technicians	168	163	-5	-2.98%	4	12	-2	14

2021-2023 Arkansas Statewide Occupational Projections

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
00-0000	TOTAL, ALL OCCUPATIONS	1,397,533	1,427,344	29,811	2.13%	61,390	92,595	14,906	168,891			
11-0000	MANAGEMENT OCCUPATIONS	124,303	126,594	2,291	1.84%	4,759	5,918	1,146	11,823			
11-1000	Top Executives	27,486	28,361	875	3.18%	586	1,642	438	2,666			
11-1011	Chief Executives	3,288	3,307	19	0.58%	90	133	10	233	BD	5+	None
11-1021	General and Operations Managers	22,850	23,686	836	3.66%	464	1,442	418	2,324	BD	5+	None
11-1031	Legislators	1,348	1,368	20	1.48%	32	66	10	108	BD	<5	None
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	3,476	3,609	133	3.83%	74	220	66	360			
11-2011	Advertising and Promotions Managers	68	68	0	0.00%	1	5	0	6	BD	<5	None
11-2021	Marketing Managers	975	1,015	40	4.10%	20	62	20	102	BD	5+	None
11-2022	Sales Managers	1,945	2,003	58	2.98%	40	124	29	193	BD	<5	None
11-2030	Public Relations and Fundraising Managers	488	523	35	7.17%	13	28	18	59	BD	5+	None
11-3000	Operations Specialties Managers	16,801	17,484	683	4.07%	366	892	342	1,600			
11-3010	Administrative Services and Facilities Managers	3,266	3,438	172	5.27%	95	168	86	349	BD	<5	None
11-3021	Computer and Information Systems Managers	2,694	2,791	97	3.60%	44	156	48	248	BD	5+	None
11-3031	Financial Managers	5,533	5,772	239	4.32%	116	284	120	520	BD	5+	None
11-3051	Industrial Production Managers	1,905	1,963	58	3.04%	38	91	29	158	BD	5+	None
11-3061	Purchasing Managers	747	766	19	2.54%	16	41	10	67	BD	5+	None
11-3071	Transportation, Storage, and Distribution Managers	1,043	1,077	34	3.26%	20	58	17	95	HS	5+	None
11-3111	Compensation and Benefits Managers	152	155	3	1.97%	4	8	2	14	BD	5+	None
11-3121	Human Resources Managers	1,151	1,196	45	3.91%	27	66	22	115	BD	5+	None
11-3131	Training and Development Managers	310	326	16	5.16%	7	21	8	36	BD	5+	None
11-9000	Other Management Occupations	76,540	77,140	600	0.78%	3,733	3,163	300	7,196			
11-9013	Farmers, Ranchers, and Other Agricultural Managers	48,507	48,429	-78	-0.16%	2,990	1,684	-39	4,635	HS	5+	None
11-9021	Construction Managers	3,482	3,563	81	2.33%	72	178	40	290	BD	None	MTOJT
11-9031	Education Administrators, Preschool and Childcare Center/Program	583	601	18	3.09%	14	28	9	51	BD	<5	None
11-9032	Education Administrators, Elementary and Secondary School	2,330	2,282	-48	-2.06%	57	107	-24	140	MD	5+	None
11-9033	Education Administrators, Postsecondary	1,367	1,346	-21	-1.54%	34	63	-10	87	MD	<5	None
11-9039	Education Administrators, All Other	687	682	-5	-0.73%	17	32	-2	47	BD	<5	None

2021-2023 Arkansas Statewide Occupational Projections

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
11-9041	Architectural and Engineering Managers	841	864	23	2.73%	16	44	12	72	BD	5+	None
11-9051	Food Service Managers	2,894	2,942	48	1.66%	90	233	24	347	HS	<5	None
11-9081	Lodging Managers	621	639	18	2.90%	24	44	9	77	HS	<5	None
11-9111	Medical and Health Services Managers	5,822	6,166	344	5.91%	150	304	172	626	BD	<5	None
11-9121	Natural Sciences Managers	285	293	8	2.81%	6	14	4	24	BD	5+	None
11-9131	Postmasters and Mail Superintendents	190	187	-3	-1.58%	4	9	-2	11	HS	<5	MTOJT
11-9141	Property, Real Estate, and Community Association Managers	2,414	2,456	42	1.74%	92	92	21	205	HS	<5	None
11-9151	Social and Community Service Managers	1,681	1,724	43	2.56%	51	91	22	164	BD	<5	None
11-9161	Emergency Management Directors	151	152	1	0.66%	6	7	0	13	BD	5+	None
11-9198	Personal Service Managers; Entertainment & Recreation Managers, Except Gambling; and Managers, All Other	4,593	4,721	128	2.79%	108	228	64	400	BD	<5	None
13-0000	BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS	65,786	68,381	2,595	3.94%	1,790	3,878	1,298	6,966			
13-1000	Business Operations Specialists	45,896	47,763	1,867	4.07%	1,262	2,760	934	4,956			
13-1020	Buyers and Purchasing Agents	3,960	4,012	52	1.31%	136	256	26	418	BD	None	MTOJT
13-1031	Claims Adjusters, Examiners, and Investigators	2,182	2,256	74	3.39%	52	116	37	205	HS	None	LTOJT
13-1041	Compliance Officers	3,128	3,241	113	3.61%	77	170	56	303	BD	None	MTOJT
13-1051	Cost Estimators	1,071	1,085	14	1.31%	30	65	7	102	BD	None	MTOJT
13-1071	Human Resources Specialists	4,081	4,210	129	3.16%	112	276	64	452	BD	None	None
13-1075	Labor Relations Specialists	618	652	34	5.50%	17	42	17	76	BD	<5	None
13-1081	Logisticians	1,738	1,896	158	9.09%	38	118	79	235	BD	None	None
13-1111	Management Analysts	6,906	7,215	309	4.47%	227	406	154	787	BD	<5	None
13-1121	Meeting, Convention, and Event Planners	731	770	39	5.34%	22	55	20	97	BD	None	None
13-1131	Fundraisers	1,428	1,626	198	13.87%	48	97	99	244	BD	None	None
13-1141	Compensation, Benefits, and Job Analysis Specialists	658	692	34	5.17%	20	40	17	77	BD	<5	None
13-1151	Training and Development Specialists	3,094	3,208	114	3.68%	95	193	57	345	BD	<5	None
13-1161	Market Research Analysts and Marketing Specialists	4,608	4,899	291	6.32%	112	348	146	606	BD	None	None

For training codes, refer to page 81.

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
13-1198	Project Management Specialists and Business Operations Specialists, All Other	11,665	11,973	308	2.64%	274	580	154	1,008	BD	None	None
13-2000	Financial Specialists	19,890	20,618	728	3.66%	528	1,118	364	2,010			
13-2011	Accountants and Auditors	8,590	8,902	312	3.63%	244	518	156	918	BD	None	None
13-2020	Property Appraisers and Assessors	647	657	10	1.55%	25	24	5	54	BD	None	LTOJT
13-2031	Budget Analysts	482	487	5	1.04%	12	25	2	39	BD	None	None
13-2041	Credit Analysts	297	300	3	1.01%	5	20	2	27	BD	None	None
13-2052	Personal Financial Advisors	1,372	1,378	6	0.44%	31	68	3	102	BD	None	LTOJT
13-2053	Insurance Underwriters	2,256	2,527	271	12.01%	48	124	136	308	BD	None	MTOJT
13-2061	Financial Examiners	474	496	22	4.64%	13	22	11	46	BD	None	LTOJT
13-2071	Credit Counselors	109	112	3	2.75%	2	6	2	10	BD	None	MTOJT
13-2072	Loan Officers	3,054	3,081	27	0.88%	66	167	14	247	BD	<5	MTOJT
13-2081	Tax Examiners and Collectors, and Revenue Agents	472	476	4	0.85%	18	21	2	41	BD	None	MTOJT
13-2082	Tax Preparers	672	683	11	1.64%	37	38	6	81	HS	None	MTOJT
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	1,465	1,519	54	3.69%	26	85	27	138	BD	None	None
15-0000	COMPUTER AND MATHEMATICAL OCCUPATIONS	26,345	27,451	1,106	4.20%	550	1,330	553	2,433			
15-1200	Computer Occupations	25,045	26,029	984	3.93%	524	1,266	492	2,282			
15-1211	Computer Systems Analysts	2,878	2,973	95	3.30%	57	144	48	249	BD	None	None
15-1212	Information Security Analysts	867	943	76	8.77%	14	50	38	102	BD	<5	None
15-1221	Computer and Information Research Scientists	65	67	2	3.08%	1	4	1	6	MD	None	None
15-1231	Computer Network Support Specialists	1,309	1,335	26	1.99%	25	70	13	108	AD	None	None
15-1232	Computer User Support Specialists	3,932	4,027	95	2.42%	74	210	48	332	SC	None	None
15-1241	Computer Network Architects	858	885	27	3.15%	12	40	14	66	BD	5+	None
15-1244	Network and Computer Systems Administrators	2,111	2,152	41	1.94%	36	100	20	156	BD	None	None
15-1245	Database Administrators and Architects	874	896	22	2.52%	20	44	11	75	BD	None	None
15-1251	Computer Programmers	1,594	1,604	10	0.63%	32	73	5	110	BD	None	None
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	8,782	9,310	528	6.01%	210	444	264	918	BD	None	None

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
15-1257	Web Developers and Digital Interface Designers	852	888	36	4.23%	20	42	18	80	BD	None	None
15-1299	Computer Occupations, All Other	923	949	26	2.82%	22	46	13	81	BD	None	None
15-2000	Mathematical Science Occupations	1,300	1,422	122	9.38%	27	64	61	152			
15-2031	Operations Research Analysts	384	417	33	8.59%	8	18	16	42	BD	None	None
15-2041	Statisticians	521	567	46	8.83%	11	27	23	61	MD	None	None
17-0000	ARCHITECTURE AND ENGINEERING OCCUPATIONS	11,771	12,093	322	2.74%	295	592	161	1,048			
17-1000	Architects, Surveyors, and Cartographers	1,483	1,514	31	2.09%	44	66	16	126			
17-1011	Architects, Except Landscape and Naval	997	1,020	23	2.31%	28	43	12	83	BD	None	I/R
17-1012	Landscape Architects	82	83	1	1.22%	2	4	0	6	BD	None	I/R
17-1021	Cartographers and Photogrammetrists	62	63	1	1.61%	2	3	0	5	BD	None	None
17-1022	Surveyors	342	348	6	1.75%	12	17	3	32	BD	None	I/R
17-2000	Engineers	6,928	7,153	225	3.25%	146	300	112	558			
17-2031	Biomedical Engineers	29	31	2	6.90%	0	1	1	2	BD	None	None
17-2041	Chemical Engineers	136	144	8	5.88%	3	5	4	12	BD	None	None
17-2051	Civil Engineers	1,467	1,510	43	2.93%	30	74	22	126	BD	None	None
17-2061	Computer Hardware Engineers	241	247	6	2.49%	4	12	3	19	BD	None	None
17-2071	Electrical Engineers	806	813	7	0.87%	19	32	4	55	BD	None	None
17-2072	Electronics Engineers, Except Computer	308	319	11	3.57%	8	12	6	26	BD	None	None
17-2081	Environmental Engineers	134	139	5	3.73%	3	6	2	11	BD	None	None
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	110	111	1	0.91%	2	4	0	6	BD	None	None
17-2112	Industrial Engineers	1,634	1,716	82	5.02%	36	67	41	144	BD	None	None
17-2131	Materials Engineers	161	171	10	6.21%	4	6	5	15	BD	None	None
17-2141	Mechanical Engineers	1,248	1,287	39	3.13%	22	52	20	94	BD	None	None
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	26	26	0	0.00%	0	1	0	1	BD	None	None
17-2171	Petroleum Engineers	40	41	1	2.50%	1	2	0	3	BD	None	None
17-2199	Engineers, All Other	433	444	11	2.54%	10	18	6	34	BD	None	None
17-3000	Drafters, Engineering Technicians, and Mapping Technicians	3,360	3,426	66	1.96%	106	226	33	365			
17-3011	Architectural and Civil Drafters	585	596	11	1.88%	18	38	6	62	AD	None	None
17-3012	Electrical and Electronics Drafters	95	93	-2	-2.11%	3	6	-1	8	AD	None	None

For training codes, refer to page 81.

2021-2023 Arkansas Statewide Occupational Projections

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
17-3013	Mechanical Drafters	273	279	6	2.20%	8	18	3	29	AD	None	None
17-3022	Civil Engineering Technicians	251	256	5	1.99%	8	16	2	26	AD	None	None
17-3023	Electrical and Electronics Engineering Technicians	327	333	6	1.83%	10	20	3	33	AD	None	None
17-3025	Environmental Engineering Technicians	256	257	1	0.39%	8	16	0	24	AD	None	None
17-3026	Industrial Engineering Technicians	486	502	16	3.29%	15	30	8	53	AD	None	None
17-3027	Mechanical Engineering Technicians	97	100	3	3.09%	3	6	2	11	AD	None	None
17-3031	Surveying and Mapping Technicians	593	604	11	1.85%	21	52	6	79	HS	None	MTOJT
17-3098	Calibration and Engineering Technologists and Technicians, Except Drafters, All Other	359	369	10	2.79%	11	22	5	38	AD	None	None
19-0000	LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS	8,390	8,527	137	1.63%	182	612	68	862			
19-1000	Life Scientists	2,255	2,310	55	2.44%	42	165	28	235			
19-1012	Food Scientists and Technologists	414	431	17	4.11%	9	35	8	52	BD	None	None
19-1013	Soil and Plant Scientists	190	195	5	2.63%	4	16	2	22	BD	None	None
19-1022	Microbiologists	305	311	6	1.97%	5	22	3	30	BD	None	None
19-1029	Biological Scientists, All Other	273	275	2	0.73%	4	20	1	25	BD	None	None
19-1031	Conservation Scientists	192	193	1	0.52%	4	14	0	18	BD	None	None
19-1032	Foresters	354	358	4	1.13%	7	26	2	35	BD	None	None
19-1041	Epidemiologists	48	51	3	6.25%	0	3	2	5	MD	None	None
19-1042	Medical Scientists, Except Epidemiologists	236	247	11	4.66%	3	14	6	23	DD	None	None
19-2000	Physical Scientists	843	843	0	0.00%	13	62	0	75			
19-2021	Atmospheric and Space Scientists	47	45	-2	-4.26%	0	3	-1	2	BD	None	None
19-2031	Chemists	353	356	3	0.85%	5	26	2	33	BD	None	None
19-2041	Environmental Scientists and Specialists, Including Health	198	200	2	1.01%	4	16	1	21	BD	None	None
19-2042	Geoscientists, Except Hydrologists and Geographers	123	123	0	0.00%	2	10	0	12	BD	None	None
19-2099	Physical Scientists, All Other	35	35	0	0.00%	0	2	0	2	BD	None	None
19-3000	Social Scientists and Related Workers	1,675	1,692	17	1.01%	40	79	8	127			
19-3011	Economists	83	84	1	1.20%	2	4	0	6	MD	None	None
19-3031	Clinical, Counseling, and School Psychologists	820	826	6	0.73%	22	32	3	57	DD	None	I/R

2021-2023 Arkansas Statewide Occupational Projections

Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
19-3039	Psychologists, All Other	326	327	1	0.31%	8	13	0	21	MD	None	I/R
19-3051	Urban and Regional Planners	188	197	9	4.79%	3	14	4	21	MD	None	None
19-3091	Anthropologists and Archeologists	32	32	0	0.00%	0	2	0	2	MD	None	None
19-3099	Social Scientists and Related Workers, All Other	187	187	0	0.00%	4	12	0	16	BD	None	None
19-4000	<i>Life, Physical, and Social Science Technicians</i>	2,787	2,836	49	1.76%	65	270	24	359			
19-4010	Agricultural and Food Science Technicians	525	537	12	2.29%	12	56	6	74	AD	None	MTOJT
19-4021	Biological Technicians	359	364	5	1.39%	8	36	2	46	BD	None	None
19-4031	Chemical Technicians	571	590	19	3.33%	10	52	10	72	AD	None	MTOJT
19-4042	Environmental Science and Protection Technicians, Including Health	135	138	3	2.22%	4	13	2	19	AD	None	None
19-4061	Social Science Research Assistants	84	85	1	1.19%	2	8	0	10	BD	None	None
19-4071	Forest and Conservation Technicians	266	268	2	0.75%	7	25	1	33	AD	None	None
19-4092	Forensic Science Technicians	172	178	6	3.49%	4	16	3	23	BD	None	MTOJT
19-4099	Life, Physical, and Social Science Technicians, All Other	624	625	1	0.16%	16	58	0	74	AD	None	None
19-5000	<i>Occupational Health and Safety Specialists and Technicians</i>	830	846	16	1.93%	23	36	8	67			
19-5011	Occupational Health and Safety Specialists	666	679	13	1.95%	18	29	6	53	BD	None	None
19-5012	Occupational Health and Safety Technicians	164	167	3	1.83%	4	7	2	13	HS	None	MTOJT
21-0000	COMMUNITY AND SOCIAL SERVICE OCCUPATIONS	30,153	31,639	1,486	4.93%	1,162	1,966	743	3,871			
21-1000	<i>Counselors, Social Workers, and Other Community and Social Service Specialists</i>	15,660	15,970	310	1.98%	516	1,034	155	1,705			
21-1012	Educational, Guidance, School, and Vocational Counselors	2,203	2,183	-20	-0.91%	72	130	-10	192	MD	None	None
21-1013	Marriage and Family Therapists	102	102	0	0.00%	4	6	0	10	MD	None	I/R
21-1015	Rehabilitation Counselors	657	662	5	0.76%	22	39	2	63	MD	None	None
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1,905	1,946	41	2.15%	62	114	20	196	BD	None	None
21-1019	Counselors, All Other	245	245	0	0.00%	8	14	0	22	MD	None	None

For training codes, refer to page 81.

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
21-1021	Child, Family, and School Social Workers	1,209	1,214	5	0.41%	34	76	2	112	BD	None	None
21-1022	Healthcare Social Workers	1,328	1,344	16	1.20%	38	84	8	130	MD	None	I/R
21-1023	Mental Health and Substance Abuse Social Workers	986	1,001	15	1.52%	28	63	8	99	MD	None	I/R
21-1029	Social Workers, All Other	850	870	20	2.35%	24	54	10	88	BD	None	None
21-1091	Health Educators	223	229	6	2.69%	8	16	3	27	BD	None	None
21-1092	Probation Officers and Correctional Treatment Specialists	995	1,005	10	1.01%	22	60	5	87	BD	None	STOJT
21-1093	Social and Human Service Assistants	4,155	4,308	153	3.68%	168	320	76	564	HS	None	STOJT
21-1094	Community Health Workers	281	289	8	2.85%	10	20	4	34	HS	None	STOJT
21-1099	Community and Social Service Specialists, All Other	521	572	51	9.79%	18	38	26	82	BD	None	None
21-2000	Religious Workers	14,493	15,669	1,176	8.11%	646	932	588	2,166			
21-2011	Clergy	10,334	11,167	833	8.06%	441	621	416	1,478	BD	None	MTOJT
21-2021	Directors, Religious Activities and Education	2,585	2,798	213	8.24%	107	196	106	409	BD	<5	None
21-2099	Religious Workers, All Other	1,574	1,704	130	8.26%	98	116	65	279	BD	None	None
23-0000	LEGAL OCCUPATIONS	7,271	7,457	186	2.56%	209	304	93	606			
23-1000	Lawyers, Judges, and Related Workers	4,296	4,401	105	2.44%	94	108	52	254			
23-1011	Lawyers	3,745	3,846	101	2.70%	82	94	50	226	DD	None	None
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	242	244	2	0.83%	6	6	1	13	DD	5+	STOJT
23-1023	Judges, Magistrate Judges, and Magistrates	252	255	3	1.19%	6	6	2	14	DD	5+	STOJT
23-2000	Legal Support Workers	2,975	3,056	81	2.72%	114	197	40	351			
23-2011	Paralegals and Legal Assistants	2,266	2,332	66	2.91%	89	155	33	277	AD	None	None
23-2093	Title Examiners, Abstractors, and Searchers	607	620	13	2.14%	22	36	6	64	HS	None	MTOJT
23-2099	Legal Support Workers, All Other	102	104	2	1.96%	4	6	1	11	AD	None	None
25-0000	EDUCATION, TRAINING, AND LIBRARY OCCUPATIONS	82,156	81,485	-671	-0.82%	3,268	3,699	-336	6,631			
25-1000	Postsecondary Teachers	11,634	11,528	-106	-0.91%	518	541	-53	1,006			

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
25-1011	Business Teachers, Postsecondary	517	506	-11	-2.13%	23	24	-6	41	DD	None	None
25-1021	Computer Science Teachers, Postsecondary	380	373	-7	-1.84%	17	18	-4	31	DD	None	None
25-1022	Mathematical Science Teachers, Postsecondary	544	532	-12	-2.21%	24	25	-6	43	DD	None	None
25-1032	Engineering Teachers, Postsecondary	312	309	-3	-0.96%	14	14	-2	26	DD	None	None
25-1041	Agricultural Sciences Teachers, Postsecondary	158	158	0	0.00%	7	8	0	15	DD	None	None
25-1042	Biological Science Teachers, Postsecondary	1,690	1,698	8	0.47%	76	79	4	159	DD	None	None
25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	54	53	-1	-1.85%	2	2	0	4	DD	None	None
25-1052	Chemistry Teachers, Postsecondary	255	252	-3	-1.18%	12	12	-2	22	DD	None	None
25-1054	Physics Teachers, Postsecondary	131	129	-2	-1.53%	6	6	-1	11	DD	None	None
25-1061	Anthropology and Archeology Teachers, Postsecondary	24	24	0	0.00%	1	1	0	2	DD	None	None
25-1063	Economics Teachers, Postsecondary	118	118	0	0.00%	6	6	0	12	DD	None	None
25-1065	Political Science Teachers, Postsecondary	125	124	-1	-0.80%	6	6	0	12	DD	None	None
25-1066	Psychology Teachers, Postsecondary	235	233	-2	-0.85%	10	11	-1	20	DD	None	None
25-1067	Sociology Teachers, Postsecondary	138	137	-1	-0.72%	6	6	0	12	DD	None	None
25-1069	Social Sciences Teachers, Postsecondary, All Other	256	247	-9	-3.52%	11	12	-4	19	DD	None	None
25-1071	Health Specialties Teachers, Postsecondary	728	736	8	1.10%	32	34	4	70	DD	<5	None
25-1072	Nursing Instructors and Teachers, Postsecondary	591	593	2	0.34%	26	28	1	55	DD	<5	None
25-1081	Education Teachers, Postsecondary	621	611	-10	-1.61%	28	29	-5	52	DD	<5	None
25-1082	Library Science Teachers, Postsecondary	45	44	-1	-2.22%	2	2	0	4	DD	None	None
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	101	100	-1	-0.99%	4	4	0	8	DD	None	None
25-1112	Law Teachers, Postsecondary	101	101	0	0.00%	4	4	0	8	DD	<5	None
25-1113	Social Work Teachers, Postsecondary	321	317	-4	-1.25%	14	15	-2	27	DD	None	None
25-1121	Art, Drama, and Music Teachers, Postsecondary	885	877	-8	-0.90%	40	41	-4	77	MD	None	None
25-1122	Communications Teachers, Postsecondary	463	452	-11	-2.38%	20	22	-6	36	DD	None	None

For training codes, refer to page 81.

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
25-1123	English Language and Literature Teachers, Postsecondary	527	522	-5	-0.95%	24	24	-2	46	DD	None	None
25-1124	Foreign Language and Literature Teachers, Postsecondary	193	191	-2	-1.04%	8	9	-1	16	DD	None	None
25-1125	History Teachers, Postsecondary	208	205	-3	-1.44%	9	10	-2	17	DD	None	None
25-1126	Philosophy and Religion Teachers, Postsecondary	125	124	-1	-0.80%	6	6	0	12	DD	None	None
25-1192	Home Economics Teachers, Postsecondary	31	30	-1	-3.23%	2	2	0	4	DD	None	None
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	136	134	-2	-1.47%	6	6	-1	11	DD	None	None
25-1194	Vocational Education Teachers, Postsecondary	864	853	-11	-1.27%	38	40	-6	72	BD	<5	None
25-1199	Postsecondary Teachers, All Other	691	680	-11	-1.59%	30	32	-6	56	DD	None	None
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	41,273	40,642	-631	-1.53%	1,268	1,747	-316	2,699			
25-2011	Preschool Teachers, Except Special Education	4,011	4,186	175	4.36%	168	239	88	495	AD	None	None
25-2012	Kindergarten Teachers, Except Special Education	1,483	1,452	-31	-2.09%	60	86	-16	130	BD	None	None
25-2021	Elementary School Teachers, Except Special Education	12,824	12,541	-283	-2.21%	389	508	-142	755	BD	None	None
25-2022	Middle School Teachers, Except Special and Career/Technical Education	5,831	5,706	-125	-2.14%	177	231	-62	346	BD	None	None
25-2023	Career/Technical Education Teachers, Middle School	27	26	-1	-3.70%	1	1	0	2	BD	<5	None
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	11,961	11,697	-264	-2.21%	314	480	-132	662	BD	None	None
25-2032	Career/Technical Education Teachers, Secondary School	1,134	1,107	-27	-2.38%	30	46	-14	62	BD	<5	None
25-2051	Special Education Teachers, Preschool	329	335	6	1.82%	11	13	3	27	BD	None	None
25-2052	Special Education Teachers, Kindergarten and Elementary School	1,354	1,324	-30	-2.22%	44	54	-15	83	BD	None	None
25-2057	Special Education Teachers, Middle School	984	961	-23	-2.34%	32	38	-12	58	BD	None	None
25-2058	Special Education Teachers, Secondary School	1,255	1,228	-27	-2.15%	40	50	-14	76	BD	None	None
25-2059	Special Education Teachers, All Other	80	79	-1	-1.25%	2	3	0	5	BD	None	None
25-3000	Other Teachers and Instructors	7,454	7,792	338	4.53%	455	408	169	1,032			

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	252	242	-10	-3.97%	14	13	-5	22	BD	None	None
25-3021	Self-Enrichment Education Teachers	986	1,043	57	5.78%	60	54	28	142	HS	<5	None
25-3031	Substitute Teachers, Short-Term	3,919	4,203	284	7.25%	242	218	142	602	BD	None	None
25-3097	Teachers and Instructors, All Other, Except Substitute Teachers	2,297	2,304	7	0.30%	138	124	4	266	BD	None	None
25-4000	Librarians, Curators, and Archivists	2,337	2,318	-19	-0.81%	136	116	-10	242			
25-4011	Archivists	60	63	3	5.00%	3	4	2	9	MD	None	None
25-4012	Curators	108	112	4	3.70%	6	6	2	14	MD	None	None
25-4013	Museum Technicians and Conservators	69	69	0	0.00%	4	4	0	8	BD	None	None
25-4022	Librarians and Media Collections Specialists	1,462	1,443	-19	-1.30%	72	64	-10	126	MD	None	None
25-4031	Library Technicians	638	631	-7	-1.10%	52	39	-4	87	PS	None	None
25-9000	Other Education, Training, and Library Occupations	19,458	19,205	-253	-1.30%	891	886	-126	1,651			
25-9021	Farm and Home Management Advisors	218	218	0	0.00%	10	10	0	20	MD	None	None
25-9031	Instructional Coordinators	1,407	1,398	-9	-0.64%	69	62	-4	127	MD	5+	None
25-9044	Teaching Assistants, Postsecondary	2,953	2,905	-48	-1.63%	131	137	-24	244	BD	None	None
25-9045	Teaching Assistants, Except Postsecondary	10,602	10,494	-108	-1.02%	472	493	-54	911	SC	None	None
25-9099	Education, Training, and Library Workers, All Other	4,278	4,190	-88	-2.06%	208	185	-44	349	BD	None	None
27-0000	ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS	14,982	15,554	572	3.82%	594	962	286	1,842			
27-1000	Art and Design Workers	4,565	4,674	109	2.39%	149	272	54	475			
27-1011	Art Directors	138	142	4	2.90%	7	8	2	17	BD	5+	None
27-1014	Multimedia Artists and Animators	145	149	4	2.76%	7	8	2	17	BD	None	None
27-1019	Artists and Related Workers, All Other	32	32	0	0.00%	2	2	0	4	NFE	None	LTOJT
27-1021	Commercial and Industrial Designers	237	244	7	2.95%	8	14	4	26	BD	None	None
27-1022	Fashion Designers	228	236	8	3.51%	7	14	4	25	BD	None	None
27-1023	Floral Designers	303	296	-7	-2.31%	9	18	-4	23	HS	None	MTOJT
27-1024	Graphic Designers	1,137	1,163	26	2.29%	35	68	13	116	BD	None	None
27-1025	Interior Designers	845	862	17	2.01%	26	51	8	85	BD	None	None
27-1027	Set and Exhibit Designers	73	74	1	1.37%	2	4	0	6	BD	None	None
27-1029	Designers, All Other	47	48	1	2.13%	2	3	0	5	BD	None	None

For training codes, refer to page 81.

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
27-2000	Entertainers and Performers, Sports and Related Workers	5,126	5,440	314	6.13%	280	355	157	792			
27-2011	Actors	714	766	52	7.28%	31	49	26	106	SC	None	LTOJT
27-2012	Producers and Directors	378	379	1	0.26%	8	24	0	32	BD	<5	None
27-2022	Coaches and Scouts	1,437	1,496	59	4.11%	84	118	30	232	BD	None	None
27-2041	Music Directors and Composers	451	488	37	8.20%	28	26	18	72	BD	<5	None
27-2042	Musicians and Singers	1,683	1,816	133	7.90%	103	98	66	267	NFE	None	LTOJT
27-2090	Miscellaneous Entertainers and Performers, Sports and Related Workers	42	44	2	4.76%	2	2	1	5	NFE	None	STOJT
27-3000	Media and Communication Workers	3,951	4,067	116	2.94%	123	250	58	431			
27-3011	Radio and Television Announcers	229	220	-9	-3.93%	8	12	-4	16	BD	None	None
27-3023	News Analysts, Reporters, and Journalists	276	250	-26	-9.42%	8	20	-13	15	BD	None	None
27-3031	Public Relations Specialists	1,832	1,967	135	7.37%	48	124	68	240	BD	None	None
27-3041	Editors	358	331	-27	-7.54%	12	22	-14	20	BD	<5	None
27-3043	Writers and Authors	423	436	13	3.07%	17	24	6	47	BD	None	LTOJT
27-3091	Interpreters and Translators	393	414	21	5.34%	16	22	10	48	BD	None	None
27-3092	Court Reporters and Simultaneous Captioners	245	249	4	1.63%	9	14	2	25	PS	None	STOJT
27-4000	Media and Communication Equipment Workers	1,340	1,373	33	2.46%	42	84	16	142			
27-4011	Audio and Video Equipment Technicians	209	210	1	0.48%	6	16	0	22	PS	None	STOJT
27-4012	Broadcast Technicians	168	163	-5	-2.98%	4	12	-2	14	AD	None	STOJT
27-4021	Photographers	802	831	29	3.62%	28	46	14	88	HS	None	MTOJT
27-4031	Camera Operators, Television, Video, and Motion Picture	62	64	2	3.23%	2	4	1	7	BD	None	None
27-4032	Film and Video Editors	70	73	3	4.29%	2	4	2	8	BD	None	None
29-0000	HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	89,263	91,470	2,207	2.47%	2,344	2,832	1,104	6,280			
29-1000	Health Diagnosing and Treating Practitioners	52,004	53,323	1,319	2.54%	1,248	1,242	660	3,150			
29-1011	Chiropractors	309	316	7	2.27%	4	2	4	10	DD	None	None
29-1021	Dentists, General	920	940	20	2.17%	17	8	10	35	DD	None	None
29-1029	Dentists, All Other Specialists	23	23	0	0.00%	0	0	0	0	DD	None	I/R
29-1031	Dietitians and Nutritionists	600	612	12	2.00%	20	21	6	47	BD	None	I/R
29-1041	Optometrists	411	421	10	2.43%	8	5	5	18	DD	None	None

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
29-1051	Pharmacists	3,091	3,146	55	1.78%	58	60	28	146	DD	None	None
29-1071	Physician Assistants	600	638	38	6.33%	10	24	19	53	MD	None	None
29-1081	Podiatrists	66	67	1	1.52%	2	3	0	5	DD	None	I/R
29-1122	Occupational Therapists	1,261	1,300	39	3.09%	28	42	20	90	MD	None	None
29-1123	Physical Therapists	2,131	2,225	94	4.41%	43	45	47	135	DD	None	None
29-1124	Radiation Therapists	99	100	1	1.01%	2	3	0	5	AD	None	None
29-1125	Recreational Therapists	35	35	0	0.00%	1	2	0	3	BD	None	None
29-1126	Respiratory Therapists	1,498	1,557	59	3.94%	32	38	30	100	AD	None	None
29-1127	Speech-Language Pathologists	2,110	2,223	113	5.36%	50	78	56	184	MD	None	I/R
29-1128	Exercise Physiologists	39	40	1	2.56%	1	2	0	3	BD	None	None
29-1129	Therapists, All Other	239	248	9	3.77%	8	8	4	20	BD	None	None
29-1131	Veterinarians	500	520	20	4.00%	8	8	10	26	DD	None	None
29-1141	Registered Nurses	26,125	26,518	393	1.50%	702	662	196	1,560	BD	None	None
29-1171	Nurse Practitioners	2,851	3,145	294	10.31%	62	94	147	303	MD	None	None
29-1181	Audiologists	146	149	3	2.05%	3	3	2	8	DD	None	None
29-1215	Family Medicine Physicians	1,616	1,655	39	2.41%	26	18	20	64	DD	None	I/R
29-1216	General Internal Medicine Physicians	144	144	0	0.00%	2	2	0	4	DD	None	I/R
29-1218	Obstetricians and Gynecologists	135	134	-1	-0.74%	2	2	0	4	DD	None	I/R
29-1221	Pediatricians, General	86	86	0	0.00%	2	1	0	3	DD	None	I/R
29-1223	Psychiatrists	140	142	2	1.43%	2	2	1	5	DD	None	I/R
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	3,971	4,012	41	1.03%	64	45	20	129	DD	None	I/R
29-1248	Surgeons, Except Ophthalmologists	139	138	-1	-0.72%	2	2	0	4	DD	None	I/R
29-1292	Dental Hygienists	1,692	1,743	51	3.01%	62	43	26	131	AD	None	None
29-1298	Acupuncturists and Healthcare Diagnosing or Treating Practitioners, All Other	316	319	3	0.95%	14	5	2	21	MD	None	None
29-2000	Health Technologists and Technicians	31,723	32,327	604	1.90%	940	1,346	302	2,588			
29-2010	Clinical Laboratory Technologists and Technicians	2,681	2,715	34	1.27%	70	100	17	187	BD	None	None
29-2031	Cardiovascular Technologists and Technicians	496	499	3	0.60%	14	22	2	38	AD	None	None
29-2032	Diagnostic Medical Sonographers	457	473	16	3.50%	12	20	8	40	AD	None	None
29-2033	Nuclear Medicine Technologists	201	203	2	1.00%	6	8	1	15	AD	None	None
29-2034	Radiologic Technologists	2,015	2,042	27	1.34%	56	87	14	157	AD	None	None
29-2035	Magnetic Resonance Imaging Technologists	334	335	1	0.30%	9	14	0	23	AD	<5	None

For training codes, refer to page 81.

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
29-2040	Emergency Medical Technicians and Paramedics	1,838	1,864	26	1.41%	34	86	13	133	PS	None	None
29-2051	Dietetic Technicians	92	93	1	1.09%	2	4	0	6	AD	None	None
29-2052	Pharmacy Technicians	4,669	4,849	180	3.86%	130	204	90	424	HS	None	MTOJT
29-2053	Psychiatric Technicians	794	813	19	2.39%	22	34	10	66	PS	<5	STOJT
29-2055	Surgical Technologists	1,327	1,342	15	1.13%	36	58	8	102	PS	None	None
29-2056	Veterinary Technologists and Technicians	521	539	18	3.45%	14	23	9	46	AD	None	None
29-2057	Ophthalmic Medical Technicians	517	532	15	2.90%	14	22	8	44	PS	None	None
29-2061	Licensed Practical and Licensed Vocational Nurses	11,706	11,858	152	1.30%	398	492	76	966	PS	None	None
29-2081	Opticians, Dispensing	754	776	22	2.92%	32	26	11	69	HS	None	LTOJT
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	3,183	3,251	68	2.14%	88	138	34	260	PS	None	None
29-9000	Other Healthcare Practitioners and Technical Occupations	5,536	5,820	284	5.13%	155	244	142	541			
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, & Healthcare Practitioners, AO	5,348	5,625	277	5.18%	150	236	138	524	PS	None	None
31-0000	HEALTHCARE SUPPORT OCCUPATIONS	57,398	58,144	746	1.30%	3,419	3,560	373	7,352			
31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	39,881	39,927	46	0.12%	2,554	2,259	23	4,836			
31-1120	Home Health and Personal Care Aides	21,600	21,572	-28	-0.13%	1,382	1,222	-14	2,590	HS	None	STOJT
31-1131	Nursing Assistants	17,577	17,646	69	0.39%	1,128	997	34	2,159	PS	None	None
31-2000	Occupational Therapy and Physical Therapist Assistants and Aides	2,131	2,273	142	6.66%	97	165	71	333			
31-2011	Occupational Therapy Assistants	349	375	26	7.45%	18	26	13	57	AD	None	None
31-2021	Physical Therapist Assistants	1,455	1,553	98	6.74%	64	114	49	227	AD	None	None
31-9000	Other Healthcare Support Occupations	15,386	15,944	558	3.63%	768	1,136	279	2,183			
31-9011	Massage Therapists	634	678	44	6.94%	38	34	22	94	PS	None	None
31-9091	Dental Assistants	2,810	2,893	83	2.95%	130	200	42	372	PS	None	None
31-9092	Medical Assistants	3,705	3,836	131	3.54%	154	282	66	502	PS	None	None

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
31-9093	Medical Equipment Preparers	305	309	4	1.31%	17	20	2	39	HS	None	MTOJT
31-9094	Medical Transcriptionists	541	537	-4	-0.74%	28	46	-2	72	PS	None	None
31-9095	Pharmacy Aides	127	128	1	0.79%	6	10	0	16	HS	None	STOJT
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	1,063	1,103	40	3.76%	53	120	20	193	HS	None	STOJT
31-9097	Phlebotomists	814	848	34	4.18%	36	60	17	113	PS	None	None
31-9099	Healthcare Support Workers, All Other	5,387	5,612	225	4.18%	304	362	112	778	HS	None	None
33-0000	PROTECTIVE SERVICE OCCUPATIONS	27,403	27,534	131	0.48%	1,141	1,646	66	2,853			
33-1000	Supervisors of Protective Service Workers	3,994	4,042	48	1.20%	108	180	24	312			
33-1011	First-Line Supervisors of Correctional Officers	550	552	2	0.36%	18	26	1	45	HS	<5	None
33-1012	First-Line Supervisors of Police and Detectives	1,693	1,719	26	1.54%	38	70	13	121	HS	<5	MTOJT
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	991	1,008	17	1.72%	24	40	8	72	PS	<5	MTOJT
33-1090	Miscellaneous First-Line Supervisors, Protective Service Workers	760	763	3	0.39%	28	44	2	74	HS	<5	None
33-2000	Fire Fighting and Prevention Workers	2,429	2,470	41	1.69%	60	126	20	206			
33-2011	Firefighters	2,212	2,243	31	1.40%	49	115	16	180	PS	None	LTOJT
33-2021	Fire Inspectors and Investigators	36	37	1	2.78%	2	2	0	4	PS	5+	MTOJT
33-2022	Forest Fire Inspectors and Prevention Specialists	181	190	9	4.97%	10	9	4	23	HS	<5	MTOJT
33-3000	Law Enforcement Workers	12,715	12,756	41	0.32%	399	664	20	1,083			
33-3011	Bailiffs	41	41	0	0.00%	2	2	0	4	HS	None	MTOJT
33-3012	Correctional Officers and Jailers	5,895	5,848	-47	-0.80%	221	318	-24	515	HS	None	MTOJT
33-3021	Detectives and Criminal Investigators	544	550	6	1.10%	14	26	3	43	HS	<5	MTOJT
33-3041	Parking Enforcement Workers	25	23	-2	-8.00%	1	1	-1	1	HS	None	STOJT
33-3051	Police and Sheriff's Patrol Officers	6,001	6,084	83	1.38%	151	307	42	500	HS	None	MTOJT
33-9000	Other Protective Service Workers	8,265	8,266	1	0.01%	574	676	0	1,250			
33-9011	Animal Control Workers	155	157	2	1.29%	4	8	1	13	HS	None	MTOJT
33-9032	Security Guards	6,076	6,021	-55	-0.91%	320	468	-28	760	HS	None	STOJT
33-9091	Crossing Guards	164	161	-3	-1.83%	24	8	-2	30	NFE	None	STOJT

For training codes, refer to page 81.

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	582	611	29	4.98%	82	66	14	162	NFE	None	STOJT
33-9093	Transportation Security Screeners	171	172	1	0.58%	6	8	0	14	HS	None	STOJT
33-9098	School Bus Monitors and Protective Service Workers, All Other	953	970	17	1.78%	132	106	8	246	HS	None	STOJT
35-0000	FOOD PREPARATION AND SERVING RELATED OCCUPATIONS	101,812	103,751	1,939	1.90%	7,865	10,454	970	19,289			
35-1000	<i>Supervisors of Food Preparation and Serving Workers</i>	11,157	11,380	223	2.00%	496	1,146	112	1,754			
35-1011	Chefs and Head Cooks	490	510	20	4.08%	15	49	10	74	HS	5+	None
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	10,667	10,870	203	1.90%	480	1,098	102	1,680	HS	<5	None
35-2000	<i>Cooks and Food Preparation Workers</i>	26,781	27,479	698	2.61%	1,698	2,355	349	4,402			
35-2011	Cooks, Fast Food	3,747	3,671	-76	-2.03%	218	318	-38	498	NFE	None	STOJT
35-2012	Cooks, Institution and Cafeteria	7,734	7,722	-12	-0.16%	455	662	-6	1,111	NFE	None	STOJT
35-2013	Cooks, Private Household	173	169	-4	-2.31%	10	14	-2	22	PS	<5	None
35-2014	Cooks, Restaurant	9,380	10,014	634	6.76%	570	830	317	1,717	NFE	<5	MTOJT
35-2015	Cooks, Short Order	485	490	5	1.03%	28	42	2	72	NFE	None	STOJT
35-2019	Cooks, All Other	194	199	5	2.58%	12	17	2	31	NFE	None	MTOJT
35-2021	Food Preparation Workers	5,068	5,214	146	2.88%	404	473	73	950	NFE	None	STOJT
35-3000	<i>Food and Beverage Serving Workers</i>	56,939	57,784	845	1.48%	5,040	6,305	422	11,767			
35-3011	Bartenders	1,830	1,893	63	3.44%	84	226	32	342	NFE	None	STOJT
35-3023	Fast Food and Counter Workers	36,957	37,417	460	1.24%	3,606	3,932	230	7,768	NFE	None	STOJT
35-3031	Waiters and Waitresses	17,215	17,519	304	1.77%	1,275	2,074	152	3,501	NFE	None	STOJT
35-3041	Food Servers, Nonrestaurant	937	955	18	1.92%	75	74	9	158	NFE	None	STOJT
35-9000	<i>Other Food Preparation and Serving Related Workers</i>	6,935	7,108	173	2.49%	632	647	86	1,365			
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	1,963	2,032	69	3.52%	172	173	34	379	NFE	None	STOJT
35-9021	Dishwashers	2,992	3,040	48	1.60%	227	252	24	503	NFE	None	STOJT
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,812	1,863	51	2.81%	218	207	26	451	NFE	None	STOJT
35-9099	Food Preparation and Serving Related Workers, All Other	168	173	5	2.98%	14	15	2	31	NFE	None	STOJT

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
37-0000	BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS	42,865	43,816	951	2.22%	2,474	3,140	476	6,090			
37-1000	<i>Supervisors of Building and Grounds Cleaning and Maintenance Workers</i>	3,792	3,856	64	1.69%	141	270	32	443			
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	1,865	1,894	29	1.55%	80	130	14	224	HS	<5	None
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1,927	1,962	35	1.82%	60	140	18	218	HS	<5	None
37-2000	<i>Building Cleaning and Pest Control Workers</i>	31,557	32,228	671	2.13%	2,005	2,217	336	4,558			
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	21,130	21,704	574	2.72%	1,336	1,501	287	3,124	NFE	None	STOJT
37-2012	Maids and Housekeeping Cleaners	9,355	9,405	50	0.53%	637	604	25	1,266	NFE	None	STOJT
37-3000	<i>Grounds Maintenance Workers</i>	7,516	7,732	216	2.87%	328	654	108	1,090			
37-3011	Landscaping and Groundskeeping Workers	6,695	6,887	192	2.87%	292	582	96	970	NFE	None	STOJT
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	248	258	10	4.03%	11	22	5	38	HS	None	MTOJT
37-3013	Tree Trimmers and Pruners	447	457	10	2.24%	20	39	5	64	HS	None	STOJT
37-3019	Grounds Maintenance Workers, All Other	126	130	4	3.17%	6	11	2	19	NFE	None	STOJT
39-0000	PERSONAL CARE AND SERVICE OCCUPATIONS	27,102	28,047	945	3.49%	1,703	2,085	472	4,260			
39-1000	<i>Supervisors of Personal Care and Service Workers</i>	1,375	1,445	70	5.09%	52	98	35	185			
39-2000	<i>Animal Care and Service Workers</i>	4,059	4,280	221	5.44%	242	330	110	682			
39-2011	Animal Trainers	1,428	1,481	53	3.71%	68	105	26	199	HS	None	MTOJT
39-2021	Nonfarm Animal Caretakers	2,631	2,799	168	6.39%	174	226	84	484	HS	None	STOJT
39-3000	<i>Entertainment Attendants and Related Workers</i>	2,002	2,202	200	9.99%	211	225	100	536			
39-3031	Ushers, Lobby Attendants, and Ticket Takers	496	569	73	14.72%	68	54	36	158	NFE	None	STOJT
39-3091	Amusement and Recreation Attendants	1,236	1,302	66	5.34%	124	142	33	299	NFE	None	STOJT
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	55	57	2	3.64%	6	6	1	13	HS	None	STOJT

For training codes, refer to page 81.

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
39-4000	Funeral Service Workers	912	910	-2	-0.22%	47	65	-1	111			
39-4011	Embalmers	110	109	-1	-0.91%	6	8	0	14	AD	None	LTOJT
39-4021	Funeral Attendants	359	357	-2	-0.56%	20	27	-1	46	HS	None	STOJT
39-4031	Morticians, Undertakers, and Funeral Directors	443	444	1	0.23%	21	30	0	51	AD	None	LTOJT
39-5000	Personal Appearance Workers	4,077	4,301	224	5.49%	216	232	112	560			
39-5012	Hairdressers, Hairstylists, and Cosmetologists	3,251	3,419	168	5.17%	176	186	84	446	PS	None	None
39-6000	Baggage Porters, Bellhops, and Concierges	109	116	7	6.42%	6	8	4	18			
39-6011	Baggage Porters and Bellhops	83	89	6	7.23%	4	6	3	13	HS	None	STOJT
39-6012	Concierges	26	27	1	3.85%	2	2	0	4	HS	None	MTOJT
39-7000	Tour and Travel Guides	258	267	9	3.49%	17	24	4	45			
39-7010	Tour and Travel Guides	258	267	9	3.49%	17	24	4	45	HS	None	MTOJT
39-9000	Other Personal Care and Service Workers	14,310	14,526	216	1.51%	912	1,101	108	2,121			
39-9011	Childcare Workers	9,741	9,843	102	1.05%	659	684	51	1,394	HS	None	STOJT
39-9031	Fitness Trainers and Aerobics Instructors	1,562	1,653	91	5.83%	94	152	46	292	HS	None	STOJT
39-9032	Recreation Workers	1,708	1,725	17	1.00%	100	163	8	271	HS	None	STOJT
39-9041	Residential Advisors	1,003	1,001	-2	-0.20%	50	90	-1	139	HS	None	STOJT
39-9098	Crematory Operators and Personal Care and Service Workers, All Other	155	152	-3	-1.94%	8	12	-2	18	HS	None	STOJT
39-9099	Personal Care and Service Workers, All Other	141	152	11	7.80%	0	0	6	6			
41-0000	SALES AND RELATED OCCUPATIONS	132,883	135,972	3,089	2.32%	6,934	10,476	1,544	18,954			
41-1000	Supervisors of Sales Workers	18,653	18,784	131	0.70%	640	1,263	66	1,969			
41-1011	First-Line Supervisors of Retail Sales Workers	15,200	15,336	136	0.89%	540	1,058	68	1,666	HS	<5	None
41-1012	First-Line Supervisors of Non-Retail Sales Workers	3,453	3,448	-5	-0.14%	100	205	-2	303	HS	<5	None
41-2000	Retail Sales Workers	73,800	75,263	1,463	1.98%	4,884	6,435	732	12,051			
41-2011	Cashiers	27,728	28,335	607	2.19%	2,384	2,684	304	5,372	NFE	None	STOJT
41-2021	Counter and Rental Clerks	4,960	5,019	59	1.19%	224	342	30	596	NFE	None	STOJT
41-2031	Retail Salespersons	37,722	38,463	741	1.96%	2,130	3,146	370	5,646	NFE	None	STOJT
41-3000	Sales Representatives, Services	18,342	19,347	1,005	5.48%	565	1,272	502	2,339			

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
41-3011	Advertising Sales Agents	937	890	-47	-5.02%	28	85	-24	89	HS	None	MTOJT
41-3021	Insurance Sales Agents	10,343	11,243	900	8.70%	360	604	450	1,414	HS	None	MTOJT
41-3031	Securities, Commodities, and Financial Services Sales Agents	1,676	1,684	8	0.48%	37	106	4	147	BD	None	MTOJT
41-3041	Travel Agents	149	144	-5	-3.36%	7	10	-2	15	HS	None	MTOJT
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	5,237	5,386	149	2.85%	134	467	74	675	HS	None	MTOJT
41-4000	Sales Representatives, Wholesale and Manufacturing	14,722	15,085	363	2.47%	440	1,007	182	1,629			
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	2,070	2,120	50	2.42%	62	142	25	229	BD	None	MTOJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	12,652	12,965	313	2.47%	378	866	156	1,400	HS	None	MTOJT
41-9000	Other Sales and Related Workers	7,366	7,493	127	1.72%	405	500	64	969			
41-9021	Real Estate Brokers	714	727	13	1.82%	30	32	6	68	HS	<5	None
41-9022	Real Estate Sales Agents	2,289	2,330	41	1.79%	96	102	20	218	HS	None	MTOJT
41-9031	Sales Engineers	130	133	3	2.31%	2	11	2	15	BD	None	MTOJT
41-9041	Telemarketers	1,307	1,319	12	0.92%	60	134	6	200	NFE	None	STOJT
43-0000	OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS	162,078	164,306	2,228	1.37%	7,692	10,050	1,114	18,856			
43-1000	Supervisors of Office and Administrative Support Workers	13,852	14,075	223	1.61%	518	854	112	1,484			
43-1011	First-Line Supervisors of Office and Administrative Support Workers	13,852	14,075	223	1.61%	518	854	112	1,484	HS	<5	None
43-2000	Communications Equipment Operators	500	486	-14	-2.80%	25	29	-7	47			
43-2011	Switchboard Operators, Including Answering Service	472	459	-13	-2.75%	24	27	-6	45	HS	None	STOJT
43-3000	Financial Clerks	25,253	25,269	16	0.06%	1,242	1,445	8	2,695			
43-3011	Bill and Account Collectors	2,263	2,295	32	1.41%	84	162	16	262	HS	None	MTOJT
43-3021	Billing and Posting Clerks	3,315	3,367	52	1.57%	137	205	26	368	HS	None	MTOJT
43-3031	Bookkeeping, Accounting, and Auditing Clerks	12,620	12,710	90	0.71%	742	646	45	1,433	SC	None	MTOJT

For training codes, refer to page 81.

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
43-3051	Payroll and Timekeeping Clerks	993	982	-11	-1.11%	47	54	-6	95	HS	None	MTOJT
43-3061	Procurement Clerks	687	690	3	0.44%	19	44	2	65	HS	None	MTOJT
43-3071	Tellers	5,162	5,001	-161	-3.12%	206	320	-80	446	HS	None	STOJT
43-4000	Information and Record Clerks	44,335	45,186	851	1.92%	2,206	3,222	426	5,854			
43-4011	Brokerage Clerks	183	178	-5	-2.73%	8	12	-2	18	HS	None	MTOJT
43-4031	Court, Municipal, and License Clerks	1,002	1,017	15	1.50%	49	50	8	107	HS	None	LTOJT
43-4051	Customer Service Representatives	17,758	18,345	587	3.31%	848	1,420	294	2,562	HS	None	STOJT
43-4061	Eligibility Interviewers, Government Programs	1,688	1,704	16	0.95%	62	88	8	158	HS	None	MTOJT
43-4071	File Clerks	562	554	-8	-1.42%	30	34	-4	60	HS	None	STOJT
43-4081	Hotel, Motel, and Resort Desk Clerks	1,837	1,928	91	4.95%	109	200	46	355	HS	None	STOJT
43-4111	Interviewers, Except Eligibility and Loan	3,320	3,270	-50	-1.51%	190	213	-25	378	HS	None	STOJT
43-4121	Library Assistants, Clerical	566	559	-7	-1.24%	50	36	-4	82	HS	None	STOJT
43-4131	Loan Interviewers and Clerks	2,219	2,228	9	0.41%	64	130	4	198	HS	None	STOJT
43-4141	New Accounts Clerks	520	504	-16	-3.08%	16	32	-8	40	HS	None	MTOJT
43-4151	Order Clerks	342	341	-1	-0.29%	14	22	0	36	SC	None	STOJT
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	774	790	16	2.07%	30	48	8	86	AD	None	None
43-4171	Receptionists and Information Clerks	11,814	11,994	180	1.52%	664	822	90	1,576	HS	None	STOJT
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	146	151	5	3.42%	6	10	2	18	HS	None	STOJT
43-4199	Information and Record Clerks, All Other	1,456	1,473	17	1.17%	60	96	8	164	HS	None	STOJT
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	18,818	19,042	224	1.19%	700	998	112	1,810			
43-5011	Cargo and Freight Agents	1,003	1,042	39	3.89%	39	60	20	119	HS	None	STOJT
43-5021	Couriers and Messengers	736	728	-8	-1.09%	30	40	-4	66	HS	None	STOJT
43-5031	Police, Fire, and Ambulance Dispatchers	1,062	1,077	15	1.41%	38	60	8	106	HS	None	MTOJT
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1,880	1,907	27	1.44%	66	106	14	186	HS	None	MTOJT
43-5041	Meter Readers, Utilities	607	609	2	0.33%	18	26	1	45	HS	None	STOJT
43-5051	Postal Service Clerks	1,053	1,037	-16	-1.52%	48	37	-8	77	HS	None	STOJT
43-5052	Postal Service Mail Carriers	3,155	3,105	-50	-1.58%	109	112	-25	196	HS	None	STOJT
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	550	537	-13	-2.36%	30	18	-6	42	HS	None	STOJT
43-5061	Production, Planning, and Expediting Clerks	2,756	2,849	93	3.37%	100	182	46	328	HS	None	MTOJT
43-5071	Shipping, Receiving, and Traffic Clerks	5,257	5,351	94	1.79%	194	312	47	553	HS	None	STOJT

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	759	800	41	5.40%	30	44	20	94	HS	None	STOJT
43-6000	Secretaries and Administrative Assistants	19,712	19,677	-35	-0.18%	1,002	1,100	-18	2,084			
43-6011	Executive Secretaries and Executive Administrative Assistants	2,053	2,018	-35	-1.70%	104	114	-18	200	HS	<5	None
43-6012	Legal Secretaries	700	676	-24	-3.43%	35	38	-12	61	HS	None	MTOJT
43-6013	Medical Secretaries	1,837	1,879	42	2.29%	94	104	21	219	HS	None	MTOJT
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	15,122	15,104	-18	-0.12%	769	844	-9	1,604	HS	None	STOJT
43-9000	Other Office and Administrative Support Workers	39,608	40,571	963	2.43%	1,999	2,402	482	4,883			
43-9021	Data Entry Keyers	958	930	-28	-2.92%	42	60	-14	88	HS	None	STOJT
43-9022	Word Processors and Typists	175	170	-5	-2.86%	10	10	-2	18	HS	None	STOJT
43-9031	Desktop Publishers	27	24	-3	-11.11%	1	2	-2	1	AD	None	STOJT
43-9041	Insurance Claims and Policy Processing Clerks	7,112	7,810	698	9.81%	263	438	349	1,050	HS	None	MTOJT
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	359	351	-8	-2.23%	18	22	-4	36	HS	None	STOJT
43-9061	Office Clerks, General	28,125	28,384	259	0.92%	1,542	1,676	130	3,348	HS	None	STOJT
43-9111	Statistical Assistants	38	43	5	13.16%	1	4	2	7	BD	None	None
43-9199	Office and Administrative Support Workers, All Other	2,424	2,474	50	2.06%	101	170	25	296	HS	None	STOJT
45-0000	FARMING, FISHING, AND FORESTRY OCCUPATIONS	20,137	20,837	700	3.48%	844	2,318	350	3,512			
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	939	971	32	3.41%	35	100	16	151			
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	939	971	32	3.41%	35	100	16	151	HS	<5	None
45-2000	Agricultural Workers	16,545	17,213	668	4.04%	710	1,920	334	2,964			
45-2011	Agricultural Inspectors	369	370	1	0.27%	16	42	0	58	BD	None	MTOJT
45-2021	Animal Breeders	211	223	12	5.69%	9	25	6	40	HS	None	STOJT
45-2041	Graders and Sorters, Agricultural Products	1,638	1,618	-20	-1.22%	64	176	-10	230	NFE	None	STOJT
45-2091	Agricultural Equipment Operators	1,080	1,141	61	5.65%	47	127	30	204	NFE	None	MTOJT

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	7,015	7,320	305	4.35%	304	819	152	1,275	NFE	None	STOJT
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	6,015	6,313	298	4.95%	261	704	149	1,114	NFE	None	STOJT
45-2099	Agricultural Workers, All Other	217	228	11	5.07%	10	26	6	42	NFE	None	STOJT
45-3000	Fishing and Hunting Workers	65	65	0	0.00%	4	6	0	10			
45-3031	Fishing and Hunting Workers	65	65	0	0.00%	4	6	0	10	NFE	None	MTOJT
45-4000	Forest, Conservation, and Logging Workers	2,588	2,588	0	0.00%	96	293	0	389			
45-4022	Logging Equipment Operators	1,526	1,520	-6	-0.39%	55	174	-3	226	HS	None	MTOJT
45-4023	Log Graders and Scalers	188	189	1	0.53%	7	22	0	29	HS	None	MTOJT
47-0000	CONSTRUCTION AND EXTRACTION OCCUPATIONS	50,135	50,858	723	1.44%	1,514	3,490	362	5,366			
47-1000	Supervisors of Construction and Extraction Workers	5,538	5,592	54	0.98%	158	360	27	545			
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	5,538	5,592	54	0.98%	158	360	27	545	HS	5+	None
47-2000	Construction Trades Workers	35,508	36,169	661	1.86%	1,040	2,446	330	3,816			
47-2011	Boilermakers	168	165	-3	-1.79%	3	12	-2	13	HS	None	App.
47-2021	Brickmasons and Blockmasons	431	425	-6	-1.39%	14	26	-3	37	HS	None	App.
47-2031	Carpenters	3,997	3,995	-2	-0.05%	116	250	-1	365	HS	None	App.
47-2041	Carpet Installers	71	71	0	0.00%	2	4	0	6	NFE	None	STOJT
47-2043	Floor Sanders and Finishers	289	292	3	1.04%	8	17	2	27	NFE	None	MTOJT
47-2044	Tile and Marble Setters	264	272	8	3.03%	7	16	4	27	NFE	None	LTOJT
47-2051	Cement Masons and Concrete Finishers	1,957	1,958	1	0.05%	48	128	0	176	NFE	None	MTOJT
47-2061	Construction Laborers	7,461	7,596	135	1.81%	222	508	68	798	NFE	None	STOJT
47-2071	Paving, Surfacing, and Tamping Equipment Operators	1,060	1,082	22	2.08%	35	77	11	123	HS	None	MTOJT
47-2073	Operating Engineers and Other Construction Equipment Operators	3,619	3,687	68	1.88%	120	262	34	416	HS	None	MTOJT
47-2081	Drywall and Ceiling Tile Installers	440	448	8	1.82%	11	25	4	40	NFE	None	MTOJT
47-2111	Electricians	6,622	6,874	252	3.81%	196	496	126	818	HS	None	App.
47-2121	Glaziers	431	439	8	1.86%	12	34	4	50	HS	None	App.
47-2131	Insulation Workers, Floor, Ceiling, and Wall	244	248	4	1.64%	6	17	2	25	NFE	None	STOJT
47-2132	Insulation Workers, Mechanical	162	166	4	2.47%	4	11	2	17	HS	None	App.

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
47-2141	Painters, Construction and Maintenance	1,732	1,761	29	1.67%	53	97	14	164	NFE	None	MTOJT
47-2142	Paperhangers	23	24	1	4.35%	0	2	0	2	NFE	None	LTOJT
47-2151	Pipelayers	348	350	2	0.57%	10	25	1	36	NFE	None	STOJT
47-2152	Plumbers, Pipefitters, and Steamfitters	3,621	3,718	97	2.68%	107	264	48	419	HS	None	App.
47-2181	Roofers	854	862	8	0.94%	21	60	4	85	NFE	None	MTOJT
47-2211	Sheet Metal Workers	999	1,020	21	2.10%	28	66	10	104	HS	None	App.
47-2221	Structural Iron and Steel Workers	434	430	-4	-0.92%	11	33	-2	42	HS	None	App.
47-3000	Helpers, Construction Trades	1,858	1,886	28	1.51%	54	164	14	232			
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	192	189	-3	-1.56%	6	16	-2	20	NFE	None	STOJT
47-3012	Helpers--Carpenters	208	211	3	1.44%	6	18	2	26	NFE	None	STOJT
47-3013	Helpers--Electricians	259	266	7	2.70%	8	23	4	35	HS	None	STOJT
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	74	75	1	1.35%	2	6	0	8	NFE	None	STOJT
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	516	532	16	3.10%	16	46	8	70	HS	None	STOJT
47-3016	Helpers--Roofers	59	59	0	0.00%	2	5	0	7	NFE	None	STOJT
47-3019	Helpers, Construction Trades, All Other	550	554	4	0.73%	16	48	2	66	NFE	None	STOJT
47-4000	Other Construction and Related Workers	5,225	5,280	55	1.05%	208	340	28	576			
47-4011	Construction and Building Inspectors	977	973	-4	-0.41%	53	59	-2	110	HS	5+	MTOJT
47-4021	Elevator Installers and Repairers	85	88	3	3.53%	2	6	2	10	HS	None	App.
47-4031	Fence Erectors	148	152	4	2.70%	4	12	2	18	NFE	None	MTOJT
47-4041	Hazardous Materials Removal Workers	199	203	4	2.01%	8	16	2	26	HS	None	MTOJT
47-4051	Highway Maintenance Workers	3,277	3,322	45	1.37%	130	207	22	359	HS	None	MTOJT
47-4061	Rail-Track Laying and Maintenance Equipment Operators	287	283	-4	-1.39%	5	20	-2	23	HS	None	MTOJT
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	66	69	3	4.55%	2	6	2	10	HS	None	MTOJT
47-4090	Miscellaneous Construction and Related Workers	186	190	4	2.15%	6	16	2	24	HS	None	MTOJT
47-5000	Extraction Workers	2,006	1,931	-75	-3.74%	53	178	-38	193			
47-5011	Derrick Operators, Oil and Gas	45	37	-8	-17.78%	1	4	-4	1	NFE	None	STOJT
47-5013	Service Unit Operators, Oil, Gas, and Mining	607	540	-67	-11.04%	12	56	-34	34	NFE	None	MTOJT
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	370	374	4	1.08%	12	32	2	46	HS	<5	MTOJT

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
47-5041	Continuous Mining Machine Operators	189	191	2	1.06%	6	16	1	23	NFE	None	MTOJT
47-5051	Rock Splitters, Quarry	81	83	2	2.47%	2	7	1	10	NFE	None	STOJT
47-5071	Roustabouts, Oil and Gas	200	175	-25	-12.50%	4	18	-12	10	NFE	None	MTOJT
47-5097	Earth Drillers, Except Oil and Gas; and Explosives Workers, Ordnance Handling Experts, and Blasters	451	471	20	4.43%	14	40	10	64	HS	<5	LTOJT
49-0000	INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS	60,456	61,794	1,338	2.21%	1,894	3,878	669	6,441			
49-1000	<i>Supervisors of Installation, Maintenance, and Repair Workers</i>	5,927	6,033	106	1.79%	174	356	53	583			
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,927	6,033	106	1.79%	174	356	53	583	HS	<5	None
49-2000	<i>Electrical and Electronic Equipment Mechanics, Installers, and Repairers</i>	5,088	5,094	6	0.12%	156	356	3	515			
49-2011	Computer, Automated Teller, and Office Machine Repairers	763	765	2	0.26%	23	58	1	82	SC	None	STOJT
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	57	62	5	8.77%	2	4	2	8	AD	None	MTOJT
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	1,853	1,869	16	0.86%	64	142	8	214	PS	None	MTOJT
49-2092	Electric Motor, Power Tool, and Related Repairers	94	93	-1	-1.06%	4	6	0	10	HS	<5	MTOJT
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	413	418	5	1.21%	12	20	2	34	PS	None	LTOJT
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	283	274	-9	-3.18%	8	14	-4	18	PS	<5	MTOJT
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	572	571	-1	-0.17%	18	42	0	60	PS	None	STOJT
49-2098	Security and Fire Alarm Systems Installers	677	678	1	0.15%	16	52	0	68	HS	None	MTOJT
49-3000	<i>Vehicle and Mobile Equipment Mechanics, Installers, and Repairers</i>	17,008	17,275	267	1.57%	522	1,135	134	1,791			
49-3011	Aircraft Mechanics and Service Technicians	942	949	7	0.74%	27	50	4	81	PS	None	None
49-3021	Automotive Body and Related Repairers	1,506	1,540	34	2.26%	48	90	17	155	HS	None	LTOJT
49-3023	Automotive Service Technicians and Mechanics	5,446	5,489	43	0.79%	162	371	22	555	PS	None	STOJT

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	3,892	3,946	54	1.39%	111	244	27	382	HS	None	LTOJT
49-3041	Farm Equipment Mechanics and Service Technicians	1,022	1,068	46	4.50%	31	70	23	124	HS	None	LTOJT
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,416	1,451	35	2.47%	43	97	18	158	HS	None	LTOJT
49-3051	Motorboat Mechanics and Service Technicians	352	372	20	5.68%	16	24	10	50	HS	None	LTOJT
49-3052	Motorcycle Mechanics	184	190	6	3.26%	8	12	3	23	PS	None	STOJT
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	402	417	15	3.73%	18	27	8	53	HS	None	MTOJT
49-3092	Recreational Vehicle Service Technicians	199	208	9	4.52%	6	17	4	27	HS	None	LTOJT
49-3093	Tire Repairers and Changers	1,304	1,305	1	0.08%	40	108	0	148	HS	None	STOJT
49-9000	Other Installation, Maintenance, and Repair Occupations	32,433	33,392	959	2.96%	1,042	2,031	480	3,553			
49-9011	Mechanical Door Repairers	542	579	37	6.83%	12	32	18	62	HS	None	MTOJT
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	484	468	-16	-3.31%	11	27	-8	30	HS	None	MTOJT
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,514	3,627	113	3.22%	92	244	56	392	PS	None	LTOJT
49-9031	Home Appliance Repairers	317	314	-3	-0.95%	12	18	-2	28	HS	None	MTOJT
49-9041	Industrial Machinery Mechanics	7,151	7,556	405	5.66%	226	397	202	825	HS	None	LTOJT
49-9043	Maintenance Workers, Machinery	641	673	32	4.99%	22	36	16	74	HS	None	LTOJT
49-9044	Millwrights	933	948	15	1.61%	27	54	8	89	HS	None	App.
49-9051	Electrical Power-Line Installers and Repairers	1,923	1,922	-1	-0.05%	36	130	0	166	HS	None	LTOJT
49-9052	Telecommunications Line Installers and Repairers	1,371	1,410	39	2.84%	31	118	20	169	HS	None	LTOJT
49-9062	Medical Equipment Repairers	523	530	7	1.34%	23	32	4	59	AD	None	MTOJT
49-9069	Precision Instrument and Equipment Repairers, All Other	142	144	2	1.41%	6	8	1	15	HS	None	LTOJT
49-9071	Maintenance and Repair Workers, General	11,248	11,501	253	2.25%	401	664	126	1,191	HS	None	MTOJT
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	112	115	3	2.68%	5	8	2	15	HS	None	STOJT
49-9094	Locksmiths and Safe Repairers	111	107	-4	-3.60%	4	6	-2	8	HS	None	LTOJT
49-9096	Riggers	41	42	1	2.44%	1	3	0	4	HS	None	MTOJT

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
49-9098	Helpers--Installation, Maintenance, and Repair Workers	1,605	1,642	37	2.31%	70	136	18	224	HS	None	STOJT
49-9099	Installation, Maintenance, and Repair Workers, All Other	1,614	1,654	40	2.48%	58	109	20	187	HS	None	MTOJT
51-0000	PRODUCTION OCCUPATIONS	116,302	118,765	2,463	2.12%	4,382	8,574	1,232	14,188			
51-1000	Supervisors of Production Workers	9,007	9,277	270	3.00%	275	615	135	1,025			
51-1011	First-Line Supervisors of Production and Operating Workers	9,007	9,277	270	3.00%	275	615	135	1,025	HS	<5	None
51-2000	Assemblers and Fabricators	16,936	17,121	185	1.09%	636	1,208	92	1,936			
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	147	148	1	0.68%	6	10	0	16	HS	None	MTOJT
51-2021	Coil Winders, Tapers, and Finishers	345	336	-9	-2.61%	14	22	-4	32	HS	None	MTOJT
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	2,035	2,070	35	1.72%	82	132	18	232	HS	None	MTOJT
51-2031	Engine and Other Machine Assemblers	538	529	-9	-1.67%	18	40	-4	54	HS	None	MTOJT
51-2041	Structural Metal Fabricators and Fitters	1,065	1,074	9	0.85%	24	86	4	114	HS	None	MTOJT
51-2051	Fiberglass Laminators and Fabricators	391	427	36	9.21%	16	29	18	63	HS	None	MTOJT
51-2090	Miscellaneous Assemblers and Fabricators	12,415	12,537	122	0.98%	476	890	61	1,427	HS	None	MTOJT
51-3000	Food Processing Workers	17,677	17,922	245	1.39%	748	1,304	122	2,174			
51-3011	Bakers	1,184	1,222	38	3.21%	67	90	19	176	NFE	None	LTOJT
51-3021	Butchers and Meat Cutters	951	999	48	5.05%	40	72	24	136	NFE	None	LTOJT
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	9,546	9,590	44	0.46%	390	710	22	1,122	NFE	None	STOJT
51-3023	Slaughterers and Meat Packers	792	788	-4	-0.51%	32	58	-2	88	NFE	None	STOJT
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	29	30	1	3.45%	1	2	0	3	NFE	None	MTOJT
51-3092	Food Batchmakers	1,967	2,038	71	3.61%	93	150	36	279	HS	None	MTOJT
51-3093	Food Cooking Machine Operators and Tenders	294	302	8	2.72%	21	30	4	55	HS	None	MTOJT
51-3099	Food Processing Workers, All Other	2,914	2,953	39	1.34%	104	192	20	316	NFE	None	MTOJT
51-4000	Metal Workers and Plastic Workers	20,288	20,967	679	3.35%	642	1,462	340	2,444			

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	1,535	1,563	28	1.82%	54	96	14	164	HS	None	MTOJT
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	774	791	17	2.20%	27	48	8	83	HS	None	MTOJT
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	2,286	2,325	39	1.71%	73	158	20	251	HS	None	MTOJT
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	595	638	43	7.23%	28	42	22	92	HS	None	MTOJT
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	313	322	9	2.88%	10	22	4	36	HS	None	MTOJT
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	117	116	-1	-0.85%	4	8	0	12	HS	None	MTOJT
51-4041	Machinists	2,451	2,534	83	3.39%	84	170	42	296	HS	None	LTOJT
51-4051	Metal-Refining Furnace Operators and Tenders	288	301	13	4.51%	6	20	6	32	HS	None	MTOJT
51-4052	Pourers and Casters, Metal	90	96	6	6.67%	2	6	3	11	HS	None	MTOJT
51-4071	Foundry Mold and Coremakers	102	115	13	12.75%	4	8	6	18	HS	None	MTOJT
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,685	1,743	58	3.44%	56	116	29	201	HS	None	MTOJT
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1,667	1,741	74	4.44%	56	116	37	209	HS	None	MTOJT
51-4111	Tool and Die Makers	583	603	20	3.43%	22	38	10	70	PS	None	LTOJT
51-4121	Welders, Cutters, Solderers, and Brazers	5,567	5,775	208	3.74%	149	448	104	701	HS	None	MTOJT
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1,124	1,180	56	4.98%	30	91	28	149	HS	None	MTOJT
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	187	189	2	1.07%	6	12	1	19	HS	None	MTOJT
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	380	390	10	2.63%	12	26	5	43	HS	None	MTOJT

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
51-4194	Tool Grinders, Filers, and Sharpeners	176	174	-2	-1.14%	6	12	-1	17	HS	None	MTOJT
51-4199	Metal Workers and Plastic Workers, All Other	212	212	0	0.00%	7	14	0	21	HS	None	MTOJT
51-5100	Printing Workers	2,101	2,132	31	1.48%	82	150	16	248			
51-5111	Prepress Technicians and Workers	142	138	-4	-2.82%	6	14	-2	18	PS	None	None
51-5112	Printing Press Operators	1,594	1,622	28	1.76%	58	113	14	185	HS	None	MTOJT
51-5113	Print Binding and Finishing Workers	365	372	7	1.92%	18	23	4	45	HS	None	MTOJT
51-6000	Textile, Apparel, and Furnishings Workers	3,856	3,832	-24	-0.62%	226	241	-12	455			
51-6011	Laundry and Dry-Cleaning Workers	1,656	1,661	5	0.30%	108	112	2	222	NFE	None	STOJT
51-6021	Pressers, Textile, Garment, and Related Materials	221	214	-7	-3.17%	10	13	-4	19	NFE	None	STOJT
51-6031	Sewing Machine Operators	640	657	17	2.66%	39	34	8	81	NFE	None	STOJT
51-6052	Tailors, Dressmakers, and Custom Sewers	90	90	0	0.00%	7	4	0	11	NFE	None	MTOJT
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	63	64	1	1.59%	4	4	0	8	HS	None	MTOJT
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	322	317	-5	-1.55%	17	20	-2	35	HS	None	MTOJT
51-6093	Upholsterers	128	130	2	1.56%	4	7	1	12	HS	None	MTOJT
51-6099	Textile, Apparel, and Furnishings Workers, All Other	35	37	2	5.71%	2	2	1	5	HS	None	STOJT
51-7000	Woodworkers	4,240	4,362	122	2.88%	150	290	61	501			
51-7011	Cabinetmakers and Bench Carpenters	1,335	1,342	7	0.52%	50	74	4	128	HS	None	MTOJT
51-7021	Furniture Finishers	83	83	0	0.00%	5	6	0	11	HS	None	STOJT
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	1,300	1,337	37	2.85%	46	100	18	164	HS	None	MTOJT
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	1,326	1,392	66	4.98%	40	98	33	171	HS	None	MTOJT
51-7099	Woodworkers, All Other	196	208	12	6.12%	8	12	6	26	HS	None	MTOJT
51-8000	Plant and System Operators	3,931	3,911	-20	-0.51%	112	264	-10	366			
51-8012	Power Distributors and Dispatchers	333	322	-11	-3.30%	8	22	-6	24	HS	None	LTOJT
51-8013	Power Plant Operators	274	264	-10	-3.65%	7	18	-5	20	HS	None	LTOJT
51-8021	Stationary Engineers and Boiler Operators	392	395	3	0.77%	19	28	2	49	HS	None	LTOJT
51-8031	Water and Wastewater Treatment Plant and System Operators	1,867	1,866	-1	-0.05%	52	116	0	168	HS	None	LTOJT

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
51-8091	Chemical Plant and System Operators	293	307	14	4.78%	7	23	7	37	HS	None	MTOJT
51-8092	Gas Plant Operators	186	176	-10	-5.38%	4	14	-5	13	HS	None	LTOJT
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	310	311	1	0.32%	8	24	0	32	HS	None	MTOJT
51-9000	Other Production Occupations	38,266	39,241	975	2.55%	1,512	3,041	488	5,041			
51-9011	Chemical Equipment Operators and Tenders	970	1,001	31	3.20%	22	76	16	114	HS	None	MTOJT
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	636	651	15	2.36%	14	50	8	72	HS	None	MTOJT
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	755	779	24	3.18%	26	57	12	95	HS	None	MTOJT
51-9022	Grinding and Polishing Workers, Hand	545	570	25	4.59%	19	42	12	73	NFE	None	MTOJT
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	1,483	1,559	76	5.12%	52	114	38	204	HS	None	MTOJT
51-9031	Cutters and Trimmers, Hand	28	27	-1	-3.57%	1	2	0	3	NFE	None	STOJT
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	831	845	14	1.68%	38	64	7	109	HS	None	MTOJT
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	1,136	1,175	39	3.43%	32	85	20	137	HS	None	MTOJT
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	292	304	12	4.11%	10	18	6	34	HS	None	MTOJT
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	6,169	6,184	15	0.24%	238	490	8	736	HS	None	MTOJT
51-9071	Jewelers and Precious Stone and Metal Workers	165	165	0	0.00%	9	11	0	20	HS	None	LTOJT
51-9081	Dental Laboratory Technicians	349	359	10	2.87%	16	29	5	50	HS	None	MTOJT
51-9082	Medical Appliance Technicians	76	78	2	2.63%	4	6	1	11	HS	None	MTOJT
51-9083	Ophthalmic Laboratory Technicians	245	257	12	4.90%	12	20	6	38	HS	None	MTOJT
51-9111	Packaging and Filling Machine Operators and Tenders	4,172	4,257	85	2.04%	174	280	42	496	HS	None	MTOJT
51-9123	Painting, Coating, and Decorating Workers	61	62	1	1.64%	2	4	0	6	NFE	None	MTOJT
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1,650	1,713	63	3.82%	46	120	32	198	HS	None	MTOJT
51-9161	Computer Numerically Controlled Tool Operators	2,036	2,089	53	2.60%	70	152	26	248	HS	None	MTOJT

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Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
51-9162	Computer Numerically Controlled Tool Programmers	264	290	26	9.85%	10	20	13	43	PS	None	MTOJT
51-9191	Adhesive Bonding Machine Operators and Tenders	357	370	13	3.64%	20	24	6	50	HS	None	MTOJT
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	154	164	10	6.49%	6	12	5	23	HS	None	MTOJT
51-9193	Cooling and Freezing Equipment Operators and Tenders	353	368	15	4.25%	12	26	8	46	HS	None	MTOJT
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	252	262	10	3.97%	9	17	5	31	HS	None	LTOJT
51-9196	Paper Goods Machine Setters, Operators, and Tenders	2,521	2,475	-46	-1.82%	112	166	-23	255	HS	None	MTOJT
51-9198	Helpers--Production Workers	9,382	9,650	268	2.86%	447	896	134	1,477	HS	None	STOJT
51-9199	Production Workers, All Other	2,860	3,032	172	6.01%	101	218	86	405	HS	None	MTOJT
53-0000	TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS	138,542	142,869	4,327	3.12%	6,374	10,829	2,164	19,367			
53-1000	<i>Supervisors of Transportation and Material Moving Workers</i>	5,324	5,472	148	2.78%	197	374	74	645			
53-2000	<i>Air Transportation Workers</i>	627	631	4	0.64%	22	44	2	68			
53-2011	Airline Pilots, Copilots, and Flight Engineers	220	220	0	0.00%	8	16	0	24	BD	<5	MTOJT
53-2012	Commercial Pilots	295	298	3	1.02%	11	21	2	34	HS	None	MTOJT
53-3000	Motor Vehicle Operators	60,219	61,579	1,360	2.26%	2,732	3,962	680	7,374			
53-3031	Driver/Sales Workers	3,275	3,337	62	1.89%	136	224	31	391	HS	None	STOJT
53-3032	Heavy and Tractor-Trailer Truck Drivers	38,517	39,544	1,027	2.67%	1,598	2,646	514	4,758	PS	None	STOJT
53-3033	Light Truck or Delivery Services Drivers	9,138	9,386	248	2.71%	380	628	124	1,132	HS	None	STOJT
53-3052	Bus Drivers, Transit and Intercity	494	491	-3	-0.61%	32	24	-2	54	HS	None	MTOJT
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	8,588	8,612	24	0.28%	566	428	12	1,006	NFE	None	STOJT
53-5011	Sailors and Marine Oilers	55	48	-7	-12.73%	2	4	-4	2	NFE	None	MTOJT
53-5021	Captains, Mates, and Pilots of Water Vessels	23	23	0	0.00%	0	2	0	2	PS	<5	None
53-6000	Other Transportation Workers	2,406	2,448	42	1.75%	114	214	21	349			
53-6011	Bridge and Lock Tenders	69	69	0	0.00%	3	6	0	9	HS	None	STOJT
53-6021	Parking Lot Attendants	302	309	7	2.32%	15	32	4	51	NFE	None	STOJT

2021-2023 Arkansas Statewide Occupational Projections

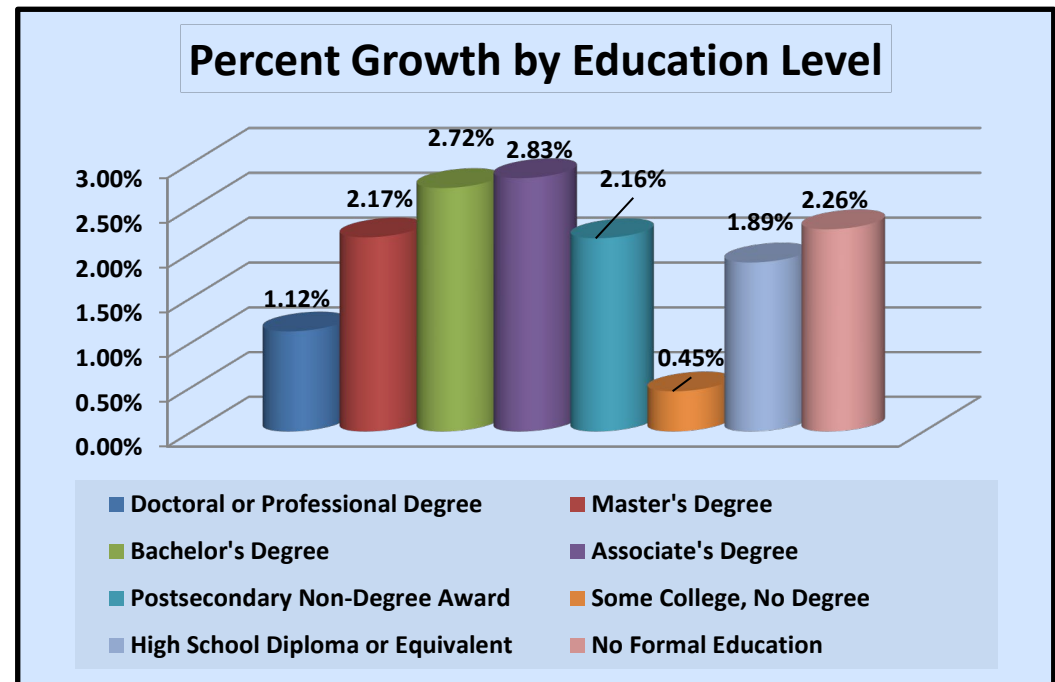
Standard Occupational Classification		Employment		Change		Annual Separations		Annual Openings		Education/Training Categories		
Code	Title	2021 Estimated	2023 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
53-6031	Automotive and Watercraft Service Attendants	1,595	1,635	40	2.51%	74	144	20	238	NFE	None	STOJT
53-6051	Transportation Inspectors	206	200	-6	-2.91%	7	14	-3	18	HS	None	MTOJT
53-6098	Aircraft Service Attendants and Transportation Workers, All Other	107	106	-1	-0.93%	5	10	0	15	HS	None	STOJT
53-7000	Material Moving Workers	67,389	70,263	2,874	4.26%	3,252	6,069	1,437	10,758			
53-7011	Conveyor Operators and Tenders	383	405	22	5.74%	12	34	11	57	NFE	None	STOJT
53-7021	Crane and Tower Operators	735	756	21	2.86%	20	57	10	87	HS	<5	MTOJT
53-7041	Hoist and Winch Operators	109	112	3	2.75%	4	10	2	16	NFE	None	STOJT
53-7051	Industrial Truck and Tractor Operators	9,248	9,913	665	7.19%	288	736	332	1,356	NFE	None	STOJT
53-7061	Cleaners of Vehicles and Equipment	5,766	5,935	169	2.93%	286	521	84	891	NFE	None	STOJT
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	20,903	21,598	695	3.32%	930	1,849	348	3,127	NFE	None	STOJT
53-7063	Machine Feeders and Offbearers	1,450	1,493	43	2.97%	84	108	22	214	NFE	None	STOJT
53-7064	Packers and Packagers, Hand	5,567	5,630	63	1.13%	319	454	32	805	NFE	None	STOJT
53-7065	Stockers and Order Fillers	20,459	21,586	1,127	5.51%	1,196	2,050	564	3,810	HS	None	STOJT
53-7081	Refuse and Recyclable Material Collectors	2,321	2,377	56	2.41%	100	212	28	340	NFE	None	STOJT
53-7121	Tank Car, Truck, and Ship Loaders	116	125	9	7.76%	4	10	4	18	NFE	None	STOJT
53-7199	Material Moving Workers, All Other	159	163	4	2.52%	5	14	2	21	NFE	None	STOJT

2021-2023 Projections by Education Level

Education Level	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
Doctoral or Professional Degree	29,495	29,825	330	1.12%	809	826	168	1,803
Master's Degree	22,233	22,715	482	2.17%	661	1,018	242	1,921
Bachelor's Degree	276,631	284,142	7,511	2.72%	7,826	14,285	3,752	25,863
Associate's Degree	24,157	24,841	684	2.83%	804	1,403	344	2,551
Postsecondary Non-Degree Award	112,439	114,871	2,432	2.16%	4,657	6,788	1,218	12,663
Some College, No Degree	28,973	29,103	130	0.45%	1,356	1,478	66	2,900
High School Diploma or Equivalent	587,179	598,278	11,099	1.89%	25,451	38,873	5,545	69,869
No Formal Educational Credential	316,426	323,569	7,143	2.26%	19,815	27,927	3,564	51,306

Education Outlook

Occupations requiring a high school diploma are estimated to increase by 11,099 jobs between first quarter 2021 and first quarter 2023. Occupations requiring a Bachelor's Degree are estimated to add 7,511 jobs. On the other hand, job opportunities should be plenty for jobs not requiring a college education, with 121,175 annual job openings during the 2021-2023 projection period. At 2.83 percent, occupations requiring an Associate's Degree are growing the fastest. Occupations requiring a college degree are forecast to add 8,997 jobs into the Arkansas job market and have a combined 32,138 annual openings.



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

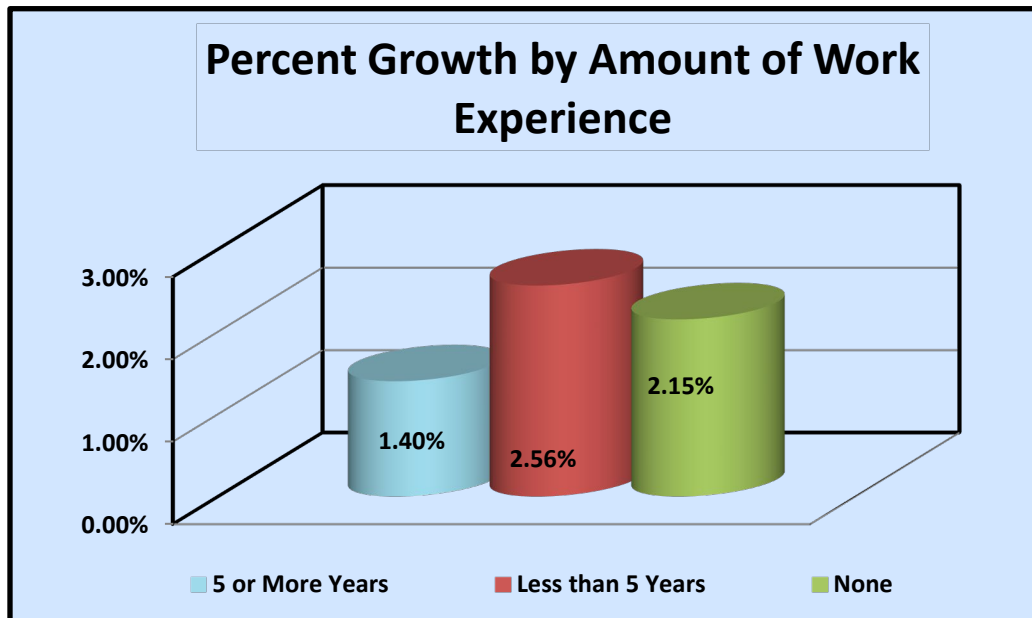
Standard Occupational Classification (SOC)		Employment		Change		Annual Openings				Education/Training Assignments	
Code	Title	2021 Estimated Employment	2023 Projected Employment	Numeric	Percent	Exits	Transfers	Change	Total	Work Experience	Job Training
Doctoral or Professional Degree											
23-1011	Lawyers	3,745	3,846	101	2.70%	82	94	50	226	None	None
25-1042	Biological Science Teachers, Postsecondary	1,690	1,698	8	0.47%	76	79	4	159	None	None
29-1051	Pharmacists	3,091	3,146	55	1.78%	58	60	28	146	None	None
Master's Degree											
29-1171	Nurse Practitioners	2,851	3,145	294	10.31%	62	94	147	303	None	None
21-1012	Educational, Guidance, School, and Vocational Counselors	2,203	2,183	-20	-0.91%	72	130	-10	192	None	None
29-1127	Speech-Language Pathologists	2,110	2,223	113	5.36%	50	78	56	184	None	Internship/Residency
Bachelor's Degree											
11-1021	General and Operations Managers	22,850	23,686	836	3.66%	464	1,442	418	2,324	5 years or more	None
29-1141	Registered Nurses	26,125	26,518	393	1.50%	702	662	196	1,560	None	None
21-2011	Clergy	10,334	11,167	833	8.06%	441	621	416	1,478	None	Moderate-Term OJT
Associate's Degree											
25-2011	Preschool Teachers, Except Special Education	4,011	4,186	175	4.36%	168	239	88	495	None	None
23-2011	Paralegals and Legal Assistants	2,266	2,332	66	2.91%	89	155	33	277	None	None
31-2021	Physical Therapist Assistants	1,455	1,553	98	6.74%	64	114	49	227	None	None
Postsecondary Non-Degree Award/Some College, No Degree											
53-3032	Heavy and Tractor-Trailer Truck Drivers	38,517	39,544	1,027	2.67%	1,598	2,646	514	4,758	None	Short-Term OJT
31-1131	Nursing Assistants	17,577	17,646	69	0.39%	1,128	997	34	2,159	None	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	12,620	12,710	90	0.71%	742	646	45	1,433	None	Moderate-Term OJT
High School Diploma or Equivalent											
11-9013	Farmers, Ranchers, and Other Agricultural Managers	48,507	48,429	-78	-0.16%	2,990	1,684	-39	4,635	5 years or more	None
53-7065	Stockers and Order Fillers	20,459	21,586	1,127	5.51%	1,196	2,050	564	3,810	None	Short-Term OJT
43-9061	Office Clerks, General	28,125	28,384	259	0.92%	1,542	1,676	130	3,348	None	Short-term OJT
No Formal Educational Credential											
35-3023	Fast Food and Counter Workers	36,957	37,417	460	1.24%	3,606	3,932	230	7,768	None	Short-term OJT
41-2031	Retail Salespersons	37,722	38,463	741	1.96%	2,130	3,146	370	5,646	None	Short-term OJT
41-2011	Cashiers	27,728	28,335	607	2.19%	2,384	2,684	304	5,372	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.

2021-2023 Projections by Amount of Work Experience

Amount of Work Experience	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
5 years or more	103,191	104,636	1,445	1.40%	4,262	4,838	725	9,825
Less than 5 years	142,743	146,392	3,649	2.56%	5,049	9,422	1,824	16,295
None	1,151,599	1,176,316	24,717	2.15%	52,068	78,338	12,350	142,756

Work Experience Outlook

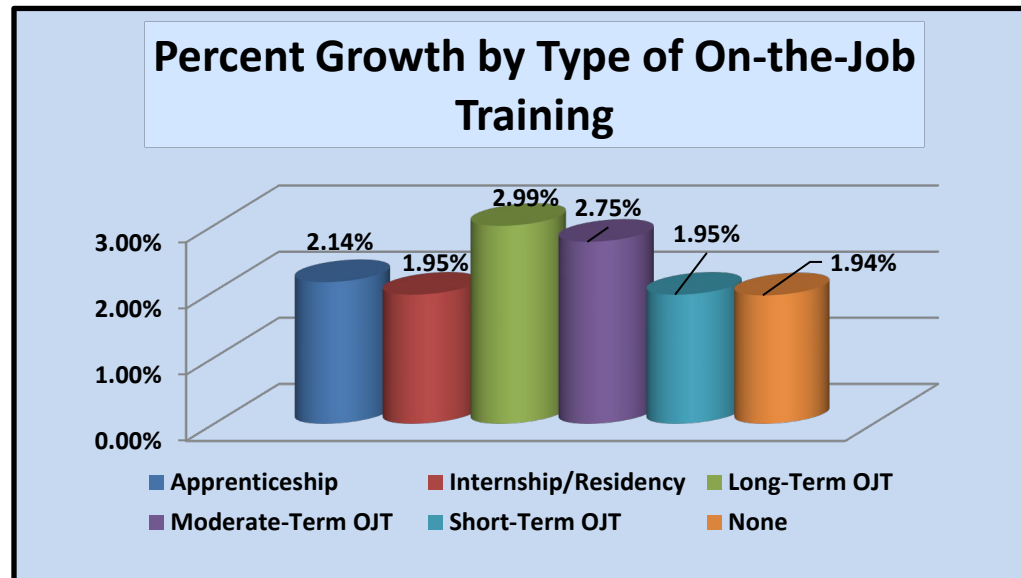


Another factor in determining full competency in an occupation is on-the-job training. Many occupations require additional training beyond formal education. Many jobs in education and in the medical field require internships or residency. Many skills-trade occupations recommend or require Apprenticeship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

2021-2023 Projections by Type of On-the-Job Training

Job Training	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
Apprenticeship	18,124	18,512	388	2.14%	528	1,267	193	1,988
Internship/Residency	14,466	14,748	282	1.95%	323	443	141	907
Long-Term On-the-Job Training	46,548	47,940	1,392	2.99%	1,509	2,880	695	5,084
Moderate-Term On-the-Job Training	261,745	268,934	7,189	2.75%	9,530	17,440	3,586	30,556
Short-Term On-the-Job Training	545,027	555,668	10,641	1.95%	31,348	43,846	5,322	80,516
None	511,623	521,542	9,919	1.94%	18,141	26,722	4,962	49,825

Training Outlook



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.

2021-2023 Projections by Education Training Path

Education	Work Experience	Job Training	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
Doctoral or Professional Degree	5 Years or More	Short-Term On-the-Job Training	494	499	5	1.01%	12	12	3	27
Doctoral or Professional Degree	Less than 5 Years	None	2,041	2,041	0	0.00%	90	95	0	185
Doctoral or Professional Degree	None	Internship/Residency	7,503	7,595	92	1.23%	131	110	46	287
Doctoral or Professional Degree	None	None	19,457	19,690	233	1.20%	576	609	119	1,304
Master's Degree	5 Years or More	None	3,737	3,680	-57	-1.53%	126	169	-28	267
Master's Degree	Less than 5 Years	None	1,367	1,346	-21	-1.54%	34	63	-10	87
Master's Degree	None	Internship/Residency	4,942	5,090	148	2.99%	130	248	74	452
Master's Degree	None	None	12,187	12,599	412	3.38%	371	538	206	1,115
Bachelor's Degree	5 Years or More	None	42,366	43,836	1,470	3.47%	886	2,445	737	4,068
Bachelor's Degree	Less than 5 Years	Moderate-Term On-the-Job Training	3,286	3,312	26	0.79%	74	183	14	271
Bachelor's Degree	Less than 5 Years	None	37,947	39,478	1,531	4.03%	1,105	2,133	763	4,001
Bachelor's Degree	Less than 5 Years	Short-Term On-the-Job Training	132	135	3	2.27%	4	8	2	14
Bachelor's Degree	None	Internship/Residency	2,021	2,063	42	2.08%	62	85	21	168
Bachelor's Degree	None	Long-Term On-the-Job Training	3,167	3,241	74	2.34%	94	150	37	281
Bachelor's Degree	None	Moderate-Term On-the-Job Training	29,431	30,872	1,441	4.90%	955	1,768	720	3,443

Education	Work Experience	Job Training	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
Bachelor's Degree	None	None	157,286	160,200	2,914	1.85%	4,624	7,453	1,453	13,530
Bachelor's Degree	None	Short-Term On-the-Job Training	995	1,005	10	1.01%	22	60	5	87
Associate's Degree	Less than 5 Years	None	419	420	1	0.24%	11	18	0	29
Associate's Degree	None	Long-Term On-the-Job Training	659	660	1	0.15%	30	46	0	76
Associate's Degree	None	Moderate-Term On-the-Job Training	1,727	1,770	43	2.49%	48	148	22	218
Associate's Degree	None	None	21,157	21,804	647	3.06%	710	1,177	326	2,213
Associate's Degree	None	Short-Term On-the-Job Training	195	187	-8	-4.10%	5	14	-4	15
Postsecondary Non-Degree Award	5 Years or More	Moderate-Term On-the-Job Training	36	37	1	2.78%	2	2	0	4
Postsecondary Non-Degree Award	Less than 5 Years	Moderate-Term On-the-Job Training	1,274	1,282	8	0.63%	32	54	4	90
Postsecondary Non-Degree Award	Less than 5 Years	None	200	196	-4	-2.00%	10	16	-2	24
Postsecondary Non-Degree Award	Less than 5 Years	Short-Term On-the-Job Training	794	813	19	2.39%	22	34	10	66
Postsecondary Non-Degree Award	None	Long-Term On-the-Job Training	7,066	7,226	160	2.26%	184	433	79	696
Postsecondary Non-Degree Award	None	Moderate-Term On-the-Job Training	2,128	2,169	41	1.93%	74	162	21	257
Postsecondary Non-Degree Award	None	None	55,747	56,872	1,125	2.02%	2,532	2,984	564	6,080
Postsecondary Non-Degree Award	None	Short-Term On-the-Job Training	45,194	46,276	1,082	2.39%	1,801	3,103	542	5,446
Some College, No Degree	None	Long-Term On-the-Job Training	714	766	52	7.28%	31	49	26	106
Some College, No Degree	None	Moderate-Term On-the-Job Training	12,620	12,710	90	0.71%	742	646	45	1,433
Some College, No Degree	None	None	14,534	14,521	-13	-0.09%	546	703	-6	1,243
Some College, No Degree	None	Short-Term On-the-Job Training	1,105	1,106	1	0.09%	37	80	1	118

Education	Work Experience	Job Training	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
High School Diploma or Equivalent	5 Years or More	Long-Term On-the-Job Training	3	3	0	0.00%	0	0	0	0
High School Diploma or Equivalent	5 Years or More	Moderate-Term On-the-Job Training	977	973	-4	-0.41%	53	59	-2	110
High School Diploma or Equivalent	5 Years or More	None	55,578	55,608	30	0.05%	3,183	2,151	15	5,349
High School Diploma or Equivalent	Less than 5 Years	Long-Term On-the-Job Training	451	471	20	4.43%	14	40	10	64
High School Diploma or Equivalent	Less than 5 Years	Moderate-Term On-the-Job Training	4,914	4,950	36	0.73%	127	280	18	425
High School Diploma or Equivalent	Less than 5 Years	None	80,535	81,931	1,396	1.73%	2,956	5,668	698	9,322
High School Diploma or Equivalent	None	Apprenticeship	18,124	18,512	388	2.14%	528	1,267	193	1,988
High School Diploma or Equivalent	None	Long-Term On-the-Job Training	29,983	30,813	830	2.77%	916	1,851	417	3,184
High School Diploma or Equivalent	None	Moderate-Term On-the-Job Training	181,086	185,830	4,744	2.62%	6,344	12,217	2,366	20,927
High School Diploma or Equivalent	None	None	7,065	7,320	255	3.61%	381	500	127	1,008
High School Diploma or Equivalent	None	Short-Term On-the-Job Training	208,463	211,867	3,404	1.63%	10,949	14,840	1,703	27,492
No Formal Educational Credential	Less than 5 Years	Moderate-Term On-the-Job Training	9,380	10,014	634	6.76%	570	830	317	1,717
No Formal Educational Credential	Less than 5 Years	Short-Term On-the-Job Training	3	3	0	0.00%	0	0	0	0
No Formal Educational Credential	None	Long-Term On-the-Job Training	4,505	4,760	255	5.66%	240	311	126	677

Education	Work Experience	Job Training	2021 Estimated Employment	2023 Projected Employment	Numeric Change	Percent Change	Annual Exits	Annual Transfers	Annual Change	Total Annual Openings
No Formal Educational Credential	None	Moderate-Term On-the-Job Training	14,886	15,015	129	0.87%	509	1,091	61	1,661
No Formal Educational Credential	None	Short-Term On-the-Job Training	287,652	293,777	6,125	2.13%	18,496	25,695	3,060	47,251

Appendix: Definition of Education/Training Codes

Education Code	Type of Education	Definition
DD	Doctoral 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's 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 Education 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+	5 or More Years
<5	Less Than 5 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.
MTOJY	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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