

# California State University, Fullerton

## 2020 Service Region Economy Overview

This report highlights the economic characteristics of counties surrounding California State University, Fullerton (CSUF): Los Angeles County, Orange County, Riverside County, and San Bernardino County. It depicts trends and projections in the counties' growth and change in economy. Examining the surrounding counties supports CSUF's efforts to readily adapt to the changes and needs of the economy and to ensure students are prepared for the workforce. The data used for this report have been compiled by Economic Modeling (EMSI), which utilizes various labor market data from government sources (e.g., US Census Bureau, Department of Labor), as well as real-time labor market data (e.g., job advertisements posted by employers, online profiles and resumes created by job seekers and students).

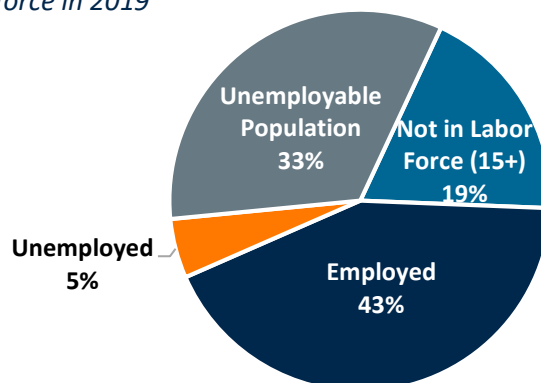
### Labor Force

The labor force includes individuals who are employed as well as those who are seeking jobs. In 2020, less than half of the population reported being in the labor force (43% of the population were employed and 5% were unemployed; see Table 1 and Figure 1). Although over the minimum age to work, 19% of the population were not in the labor force. Almost 34% of the population were unemployable (e.g., under 15, over 64, in the military, or institutionalized).

*Table 1. Distribution of Workforce in 2020*

|                          | Population        | % Population |
|--------------------------|-------------------|--------------|
| Labor Force              | 8,507,896         | 47.8%        |
| Employed                 | 7,612,649         | 42.8%        |
| Unemployed               | 895,247           | 5.0%         |
| Not in Labor Force (15+) | 3,324,257         | 18.7%        |
| Under 15                 | 5,956,121         | 33.5%        |
| <b>Total Population</b>  | <b>17,788,274</b> | <b>100%</b>  |

*Figure 1. Distribution of Workforce in 2019*



### Regional Comparison

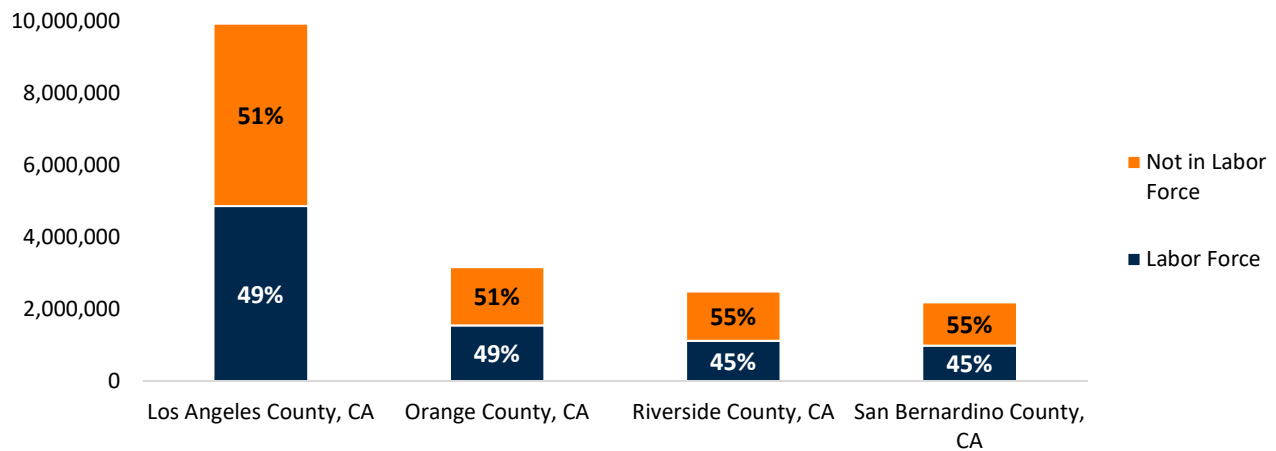
Los Angeles County had the largest population among four regions (9.9 million), followed by Orange County, Riverside County, and San Bernardino County (Table 2).

*Table 2. 2020 Population and Labor Force in Service Region by County*

| Area                      | Population        | Labor Force      | % Labor Force |
|---------------------------|-------------------|------------------|---------------|
| Los Angeles County, CA    | 9,943,046         | 4,867,991        | 49.0%         |
| Orange County, CA         | 3,166,857         | 1,542,493        | 48.7%         |
| Riverside County, CA      | 2,489,188         | 1,116,192        | 44.8%         |
| San Bernardino County, CA | 2,189,183         | 981,220          | 44.8%         |
| <b>Total</b>              | <b>17,788,274</b> | <b>8,507,896</b> | <b>47.8%</b>  |

Figure 2 shows the proportion of the 2020 population in each county that was in the labor force (individuals who are employed or seeking jobs). In all four counties, a greater percentage of their population were not in the labor force (individuals who are unemployed or not seeking employment).

Figure 2. 2020 Labor Force Make Up, By County



## Labor Force Participation Rate and Unemployment

From 2016 to May 2021, the labor force participation rate in the region has remained relatively stable (Figure 3). The greatest decline in participation rate occurred between 2019 and 2020, by 1.8%. However, between February and May 2020, the participation rate decreased slightly by 4.4%. Similarly, unemployment rate had been dropping over the years between 2016 and 2020 (Figure 4). However, the region experienced a significant increase in unemployment rate, by 7%, from 2019 to 2020. This decrease in labor force participation rate and increase in the unemployment rate coincides with the stay-at-home order that was enforced in 2020 as a result of the COVID-19 pandemic.

Figure 3. Labor Force Participation Rate

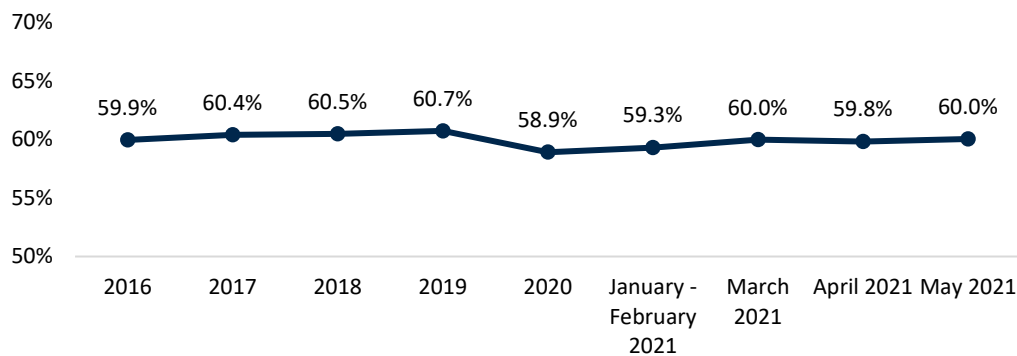
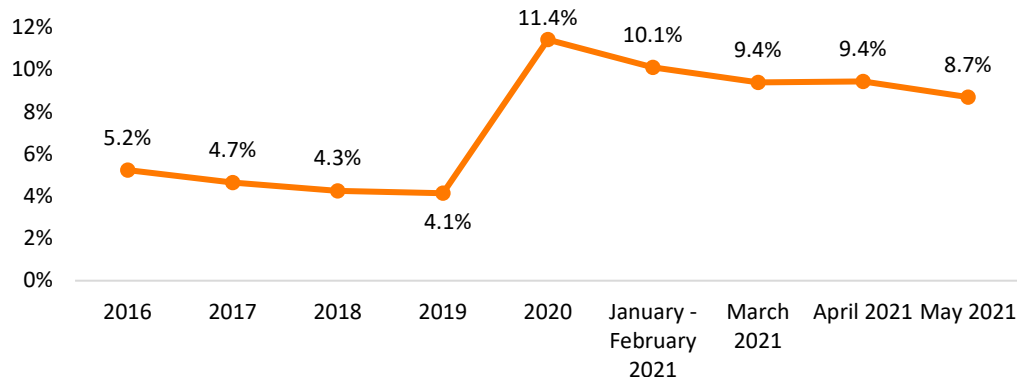


Figure 4. Unemployment Rate



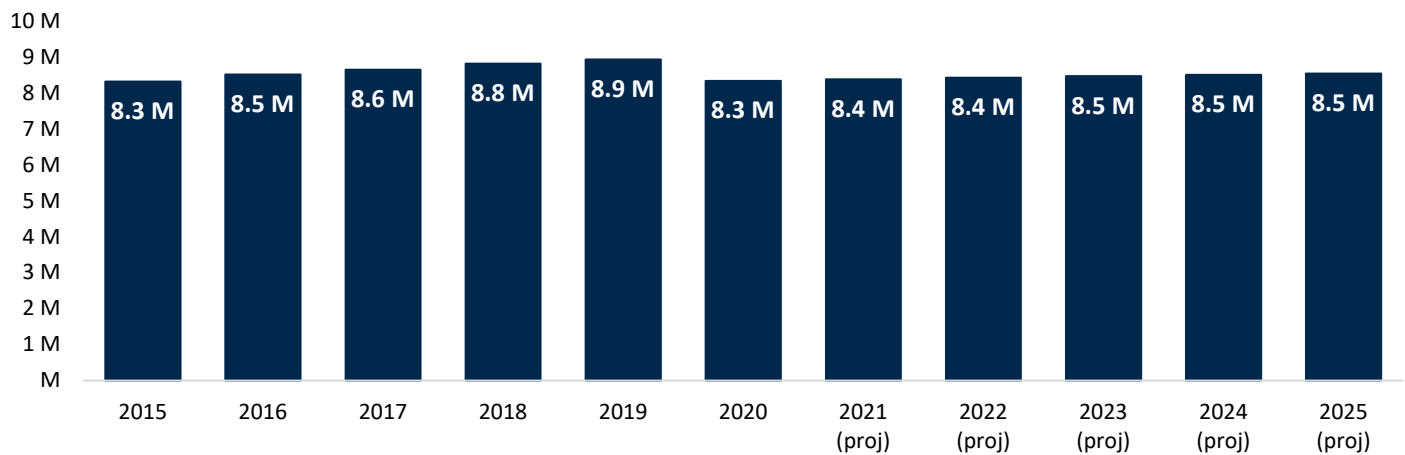
## Job Trend

The number of jobs increased by 7.4% from 2015 to 2019 across the four counties. Job growth continuously increased until 2020 when jobs decreased by 6.7% within one year. Job growth, however, is expected to gradually pick back up.

Table 3. Number of Jobs and Percentages of Changes to Previous Years

| Year             | Jobs      | % Changes to the Previous Year |
|------------------|-----------|--------------------------------|
| 2015             | 8,313,258 | N/A                            |
| 2016             | 8,512,533 | 2.4%                           |
| 2017             | 8,643,986 | 1.5%                           |
| 2018             | 8,815,740 | 2.0%                           |
| 2019             | 8,928,964 | 1.3%                           |
| 2020             | 8,332,513 | -6.7%                          |
| 2021 (projected) | 8,379,119 | 0.6%                           |
| 2022 (projected) | 8,422,783 | 0.5%                           |
| 2023 (projected) | 8,464,321 | 0.5%                           |
| 2024 (projected) | 8,501,480 | 0.4%                           |
| 2025 (projected) | 8,539,788 | 0.5%                           |

Figure 5. Trend and Projection in Job Growth



## Trends in Industry

### Largest Industries

Table 4 lists the five largest industries in 2020<sup>1</sup>. The largest industry across the four counties was Health Care and Social Assistance, followed by Government, and Retail Trade. These industries are predicted to remain the three largest industries in 2025.

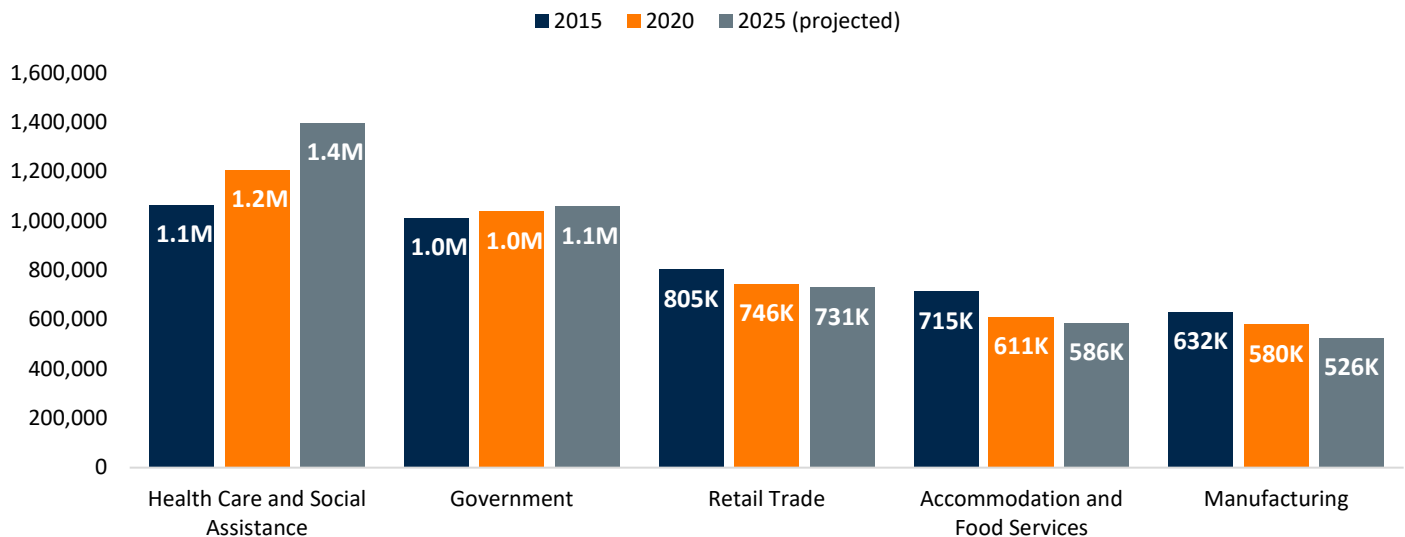
Table 4. Top 5 Largest Industries in Service Region, 2020

| Industry                          | 2015      | 2020      | 2025 (proj.) | % Change (2015-2020) |
|-----------------------------------|-----------|-----------|--------------|----------------------|
| Health Care and Social Assistance | 1,064,383 | 1,206,409 | 1,397,314    | 13.3%                |
| Government                        | 1,013,497 | 1,039,063 | 1,058,467    | 2.5%                 |
| Retail Trade                      | 804,628   | 745,817   | 730,653      | -7.3%                |
| Accommodation and Food Services   | 714,987   | 610,961   | 585,692      | -14.5%               |
| Manufacturing                     | 632,212   | 579,913   | 526,233      | -8.3%                |

Figure 6 shows that jobs in Health Care and Social Services, along with Government, are projected to grow. Meanwhile, the number of jobs in Retail Trade, Accommodation and Food Services, and Manufacturing are predicted to decrease by 2025.

<sup>1</sup> The Appendix section provides expanded lists of trends in Industry and Occupation.

Figure 6. 2015 to 2025 Trend in 2025 Top 5 Largest Industries



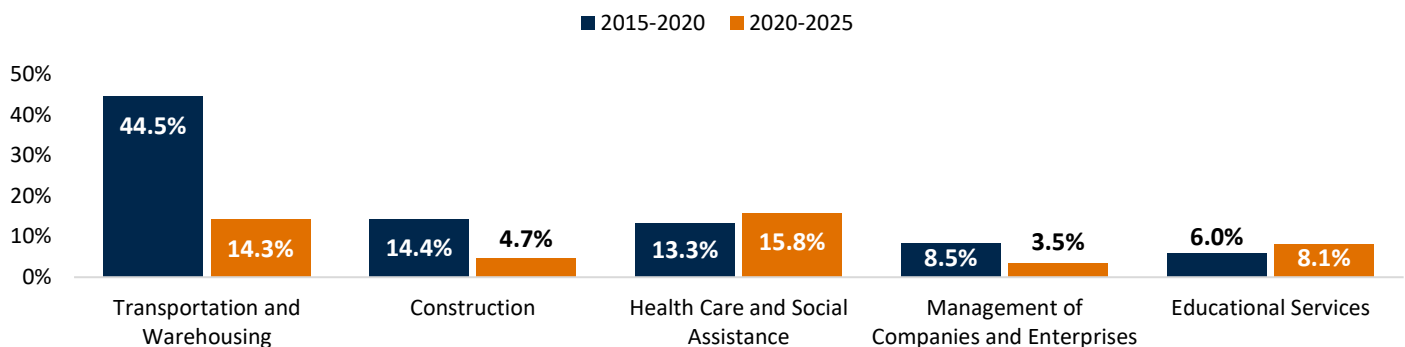
## Fastest-Growing Industries

From 2015 to 2020, Transportation and Warehousing experienced the greatest growth within the region (44.5%), followed by Construction (14.4%) and Health Care and Social Assistance (13.3%). Growth rates across industries, however, are expected to slow down, with the exception of Health Care and Social Assistance, and Educational Services. Between 2020 and 2025, among the five fastest-growing industries, Health Care and Social Assistance is projected to become the fastest-growing industry at 15.8%, followed by Transportation and Warehousing (14.3%), and Educational Services (8.1%). Though not included in the table, Mining, Quarrying, and Oil and Gas Extraction is also expected to experience growth by 2025 (9.6%) while Construction (4.7%) and Management of Companies and Enterprises (3.5%) may experience a slower growth rate (see Appendix).

Table 5. Top 5 Fastest-Growing Industries from 2014 to 2024 (by % Change)

| Industry                                | 2015      | 2020      | 2025 (proj.) | % Change (2015-2020) | % Change (2020-2025) |
|-----------------------------------------|-----------|-----------|--------------|----------------------|----------------------|
| Transportation and Warehousing          | 304,769   | 440,502   | 503,408      | 44.5%                | 14.3%                |
| Construction                            | 417,260   | 477,199   | 499,465      | 14.4%                | 4.7%                 |
| Health Care and Social Assistance       | 1,064,383 | 1,206,409 | 1,397,314    | 13.3%                | 15.8%                |
| Management of Companies and Enterprises | 96,136    | 104,303   | 107,958      | 8.5%                 | 3.5%                 |
| Educational Services                    | 215,834   | 228,777   | 247,341      | 6.0%                 | 8.1%                 |

Figure 7. % Changes in the Top 5 Fastest-Growing Industries Between 2014-2019 and 2019-2024 Timeframes



## Highest Paying Industries

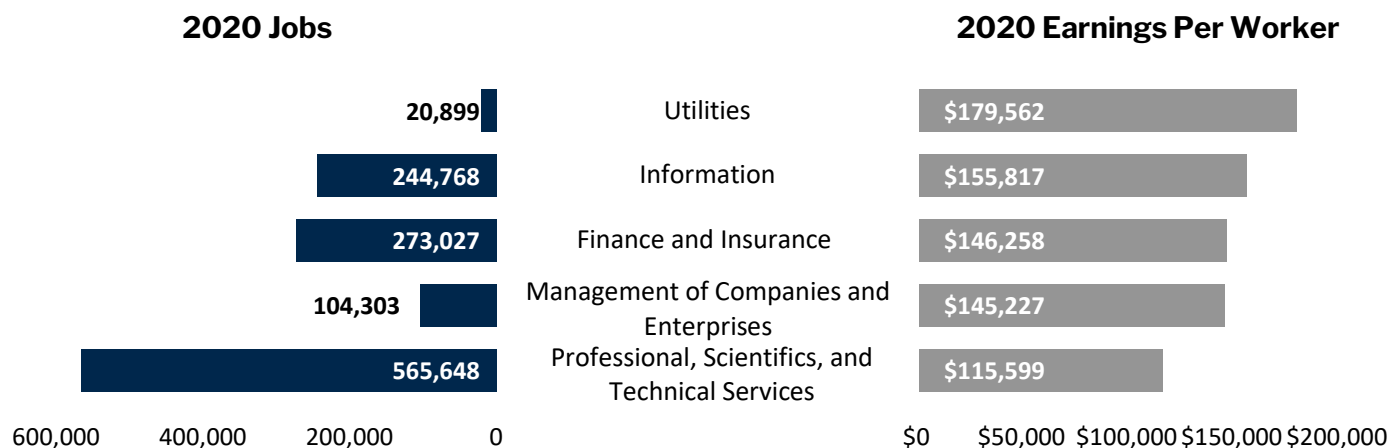
This section reports the highest paying industries. In 2020, Utilities offered the highest annual earning, with an average of \$179,562 per worker. Based on the number of jobs in the industry, Utilities ranked 19<sup>th</sup> in the region's largest industries (see Table 6 and Appendix). Despite being the highest-earning industry, there are few opportunities for

people in this region to obtain a job in this industry. Additionally, the growth of job opportunities in this field has decreased substantially in the past five years.

*Table 6. Top 5 Highest Paying Industries in 2019*

| Industry                                         | 2020 Jobs | 2020 Earnings Per Worker |
|--------------------------------------------------|-----------|--------------------------|
| Utilities                                        | 20,899    | \$179,562                |
| Information                                      | 244,768   | \$155,817                |
| Finance and Insurance                            | 273,027   | \$146,258                |
| Management of Companies and Enterprises          | 104,303   | \$145,227                |
| Professional, Scientific, and Technical Services | 565,648   | \$115,599                |

*Figure 8. Highest Paying Industries by 2019 Number of Jobs and Earnings per Worker*



## Trends in Occupation

### Largest Occupations

In 2020, Office and Administrative Support was the largest occupation in the region with over one million jobs, followed by Transportation and Material Moving, and Sales and Related Occupations, with over 750 thousand jobs. These occupations have remained the largest occupations in the region since 2015 and are predicted to continue this trend through 2025. Projections in the number of jobs indicate that Healthcare Support is expected to surpass Food Preparation and Serving Related Occupations by 2025.

*Table 7. Top 5 Largest Occupations by Number of Jobs in 2020*

| Occupation                           | 2015      | 2020      | 2025 (proj.) | % Change (2015-2020) |
|--------------------------------------|-----------|-----------|--------------|----------------------|
| Office and Administrative Support    | 1,123,595 | 1,000,376 | 982,433      | -11.0%               |
| Transportation and Material Moving   | 710,119   | 764,028   | 808,073      | 7.6%                 |
| Sales and Related                    | 847,716   | 756,930   | 737,761      | -10.7%               |
| Food Preparation and Serving Related | 703,554   | 612,949   | 597,516      | -12.9%               |
| Healthcare Support                   | 369,723   | 526,364   | 637,072      | 42.4%                |

Figure 9. Trend in the Top 5 Largest Occupations from 2015 to 2025 (as of 2020)

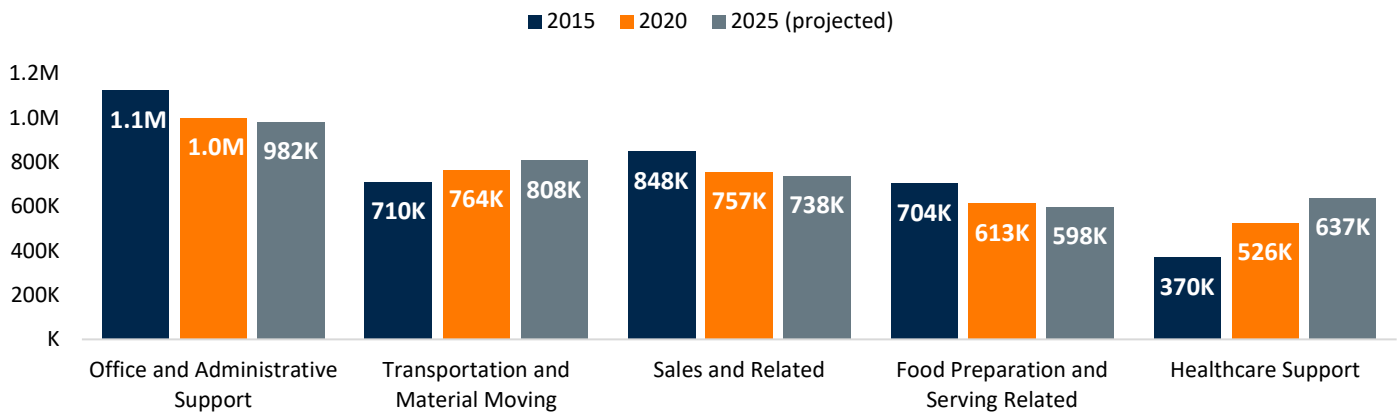
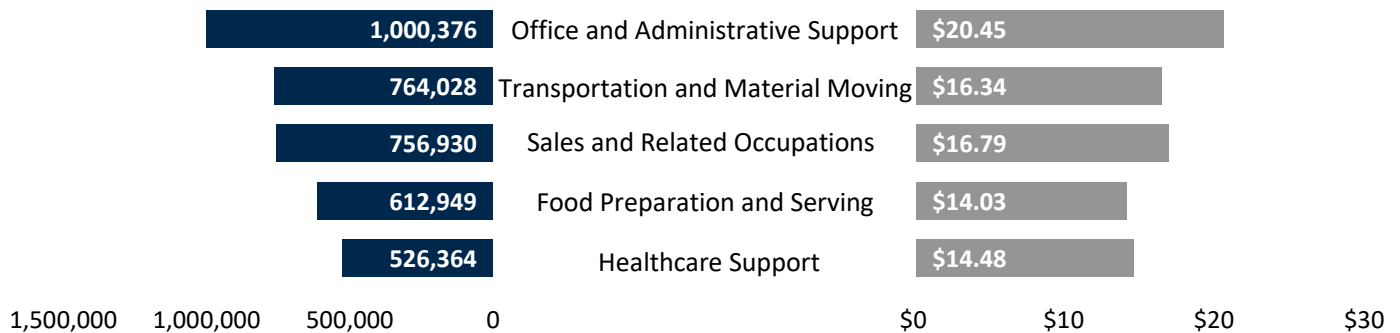


Figure 10. 2020 Top 5 Largest Occupations and their Median Hourly Earnings



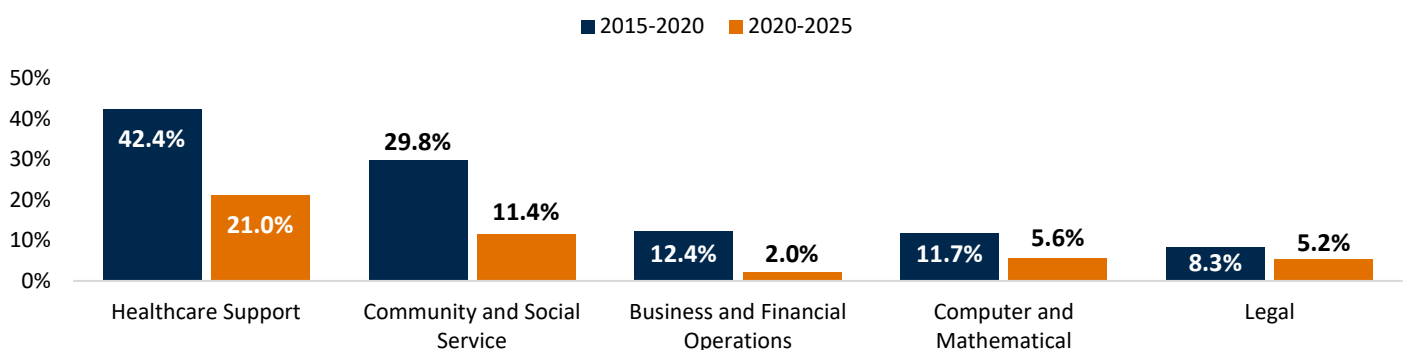
## Fastest-Growing Occupations

Since 2015, Healthcare Support has become the fastest growing occupation, having experienced a 42.4% growth, followed by Community and Social Service Occupations with 29.8% growth, and Business and Financial Operations with 12.4% growth. From 2020 to 2025, while Healthcare Support Occupation is predicted to continue to experience the greatest growth among the five fastest-growing occupations, Community and Social Service will experience the second fastest growth (11.4%), followed by Computer and Mathematical Occupations (5.6%; see Appendix).

Table 8. Top 5 Fastest-Growing Occupations in 2020 (by % Change)

| Occupation                        | 2015    | 2020    | 2025 (proj.) | % Change (2015-2020) | % Change (2020-2025) |
|-----------------------------------|---------|---------|--------------|----------------------|----------------------|
| Healthcare Support                | 369,723 | 526,364 | 637,072      | 42.4%                | 21.0%                |
| Community and Social Service      | 133,546 | 173,320 | 193,146      | 29.8%                | 11.4%                |
| Business and Financial Operations | 434,094 | 487,732 | 497,700      | 12.4%                | 2.0%                 |
| Computer and Mathematical         | 180,210 | 201,229 | 212,524      | 11.7%                | 5.6%                 |
| Legal                             | 77,559  | 84,017  | 88,376       | 8.3%                 | 5.2%                 |

Figure 11. % Changes in the Top 5 Fastest-Growing Occupations Between the 2014-2019 and 2019-2024 Timeframes



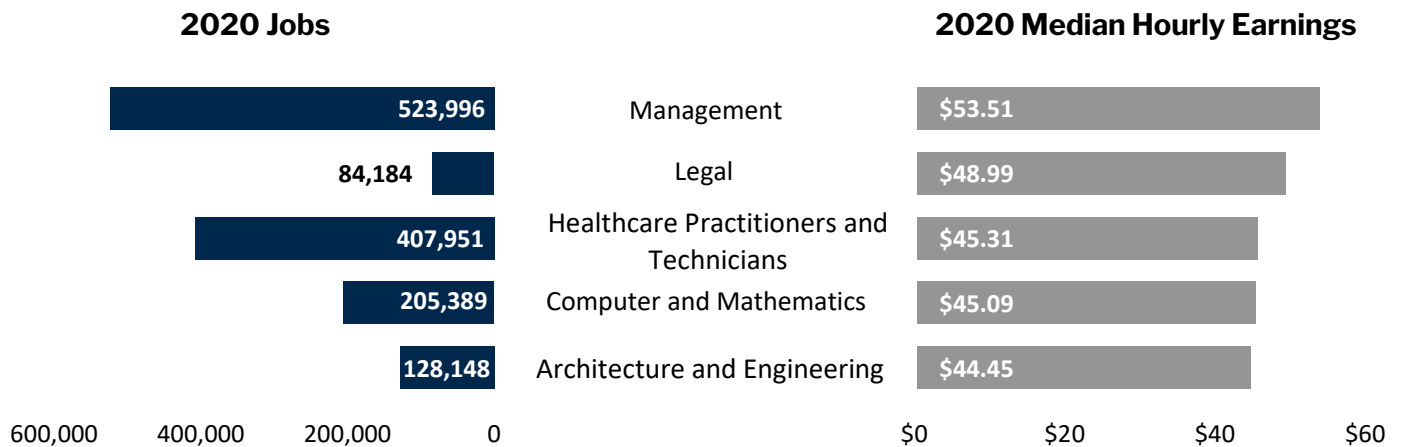
## Highest Paying Occupations

In 2020, Management was the highest paying occupation (\$53.51). Based on the number of jobs in the region, this occupation was the 6<sup>th</sup> largest occupation. Despite being the highest paying occupation, there were limited opportunities for employment in this field. Its growth was also slower than the majority of occupations listed in Table 8.

Table 9. Top 5 Highest Paying Occupations in 2020, by Median Hourly Earnings

| Occupation                             | 2020    | 2020 Median Hourly Earnings |
|----------------------------------------|---------|-----------------------------|
| Management                             | 523,996 | \$53.51                     |
| Legal                                  | 84,184  | \$48.99                     |
| Healthcare Practitioners and Technical | 407,951 | \$45.31                     |
| Computer and Mathematical              | 205,389 | \$45.09                     |
| Architecture and Engineering           | 128,148 | \$44.45                     |

Figure 12. Highest Paying Occupations by Number of Jobs in 2020 and Median Hourly Earnings in 2020



## In-Demand Skills

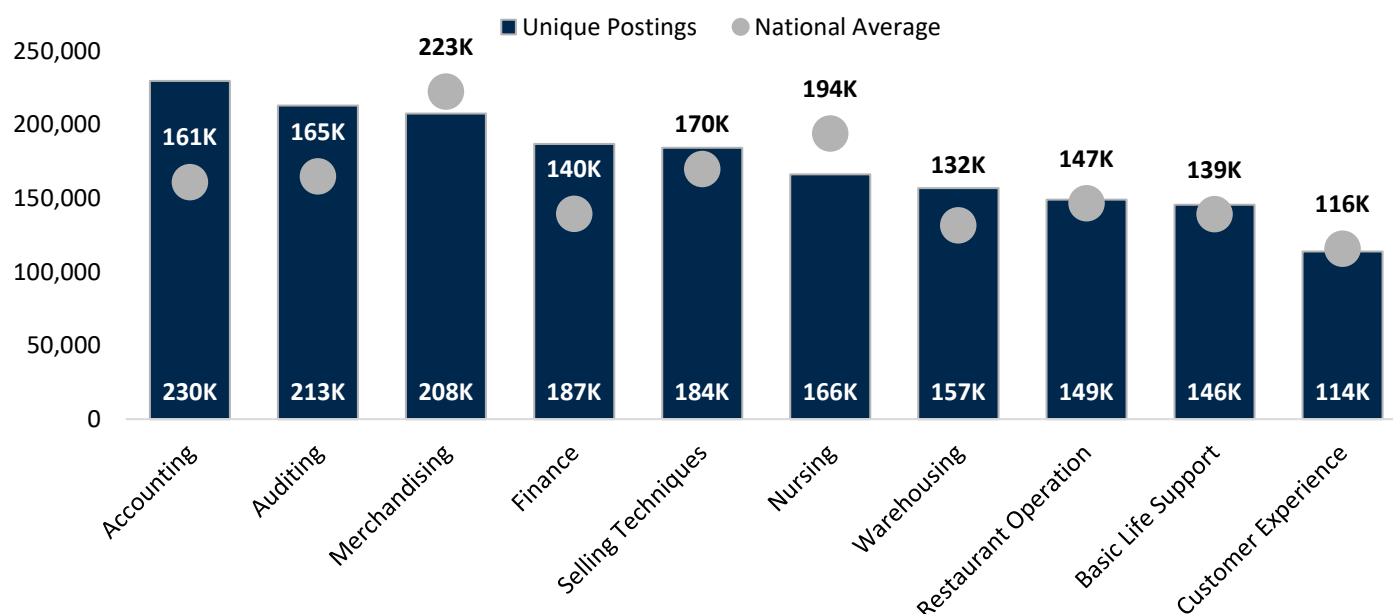
Across all occupations within the region, the top three in-demand skills sought by companies in 2020 based on their job postings were Accounting, Auditing, and Merchandising (Table 10). Accounting and Auditing were in higher demand compared to the national average. For example, the need for accounting skills in the region was 43% higher than the national average. Although Merchandising, Nursing, and Customer Experience were also skills sought by employers in the region, these were lower than the national average.

These skills represent those needed for the largest or fastest-growing occupations in the region. For example, Accounting and Auditing skills align with the Office and Administrative Support occupation, and Nursing and Basic Life Support skills are essential for Healthcare Support.

Table 10. Top 10 In-Demand Skills Listed in Job Postings, Compared to the National Average

| Top Hard Skills      | Unique Postings | National Average | Compared to National Avg. |
|----------------------|-----------------|------------------|---------------------------|
| Accounting           | 229,869         | 161,195          | 42.6%                     |
| Auditing             | 213,160         | 165,027          | 29.2%                     |
| Merchandising        | 207,671         | 222,654          | -6.7%                     |
| Finance              | 187,036         | 139,675          | 33.9%                     |
| Selling Techniques   | 184,327         | 169,997          | 8.4%                      |
| Nursing              | 166,362         | 194,064          | -14.3%                    |
| Warehousing          | 156,891         | 131,755          | 19.1%                     |
| Restaurant Operation | 149,173         | 146,790          | 1.6%                      |
| Basic Life Support   | 145,747         | 139,309          | 4.6%                      |
| Customer Experience  | 113,872         | 115,952          | -1.8%                     |

Figure 13. Comparison of Top In-Demand Skills in the Region to the National Average



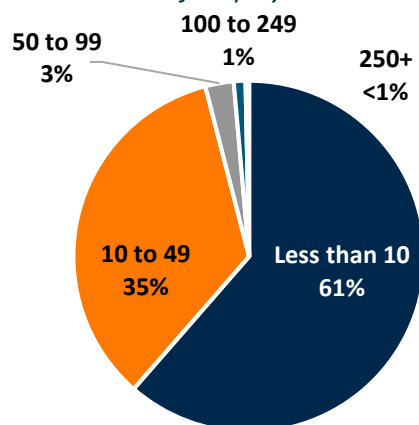
## Business Size

Based on Table 11<sup>2</sup>, companies with less than 10 employees made up the majority of businesses in the region, at 61.4%. As the business size increases, the number of businesses of that size decreases.

Table 11. Number of Businesses by Size

| Size                 | Percentage | Business Count |
|----------------------|------------|----------------|
| 1 to 4 employees     | 33.6%      | 204,688        |
| 5 to 9 employees     | 27.8%      | 169,584        |
| 10 to 19 employees   | 21.8%      | 133,022        |
| 20 to 49 employees   | 12.8%      | 77,722         |
| 50 to 99 employees   | 2.6%       | 15,911         |
| 100 to 249 employees | 1.1%       | 6,553          |
| 250 to 499 employees | 0.2%       | 1,390          |
| 500+ employees       | 0.1%       | 604            |

Table 12. Distribution of Companies by Size in Number of Employees in the Four Counties



<sup>2</sup> Business Data by DatabaseUSA.com is third-party data provided by Emsi to its customers as a convenience, and Emsi does not endorse or warrant its accuracy or consistency with other published Emsi data.

## Top Companies Posting Jobs

Within the last 12 months, Robert Half International Inc. posted the highest number of job openings online, at 17,694 unique job postings<sup>3</sup>, followed by Anthem, Inc. (13,939), and AppleOne (13,688). Table 13 shows 10 companies with the greatest number of unique job postings in the last 12 months.

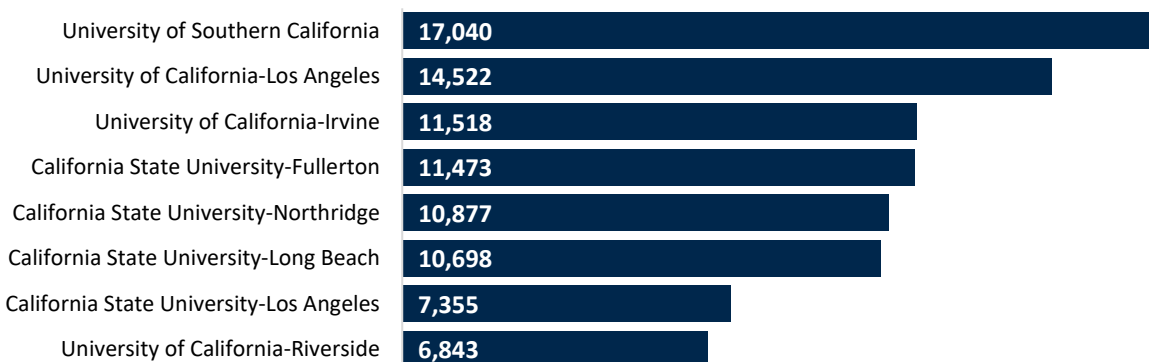
*Table 13. Companies with the Most Job Postings by Unique Posts in 2019*

| Top Companies Posting          | Unique Postings |
|--------------------------------|-----------------|
| Robert Half International Inc. | 17,694          |
| Anthem, Inc.                   | 13,939          |
| AppleOne                       | 13,688          |
| Amazon.com, Inc.               | 13,482          |
| Oracle Corporation             | 12,689          |
| Jobot                          | 12,072          |
| Boeing                         | 11,118          |
| Wal-Mart, Inc.                 | 9,930           |
| Raytheon Technologies          | 9,839           |
| University of California       | 9,798           |

## Educational Pipeline

In 2020, there were 341,632 graduates in the region. This pipeline has grown by 23% over the last five years. Of the four-year universities in the service region, the University of Southern California had the highest number of graduates (17,040), followed by the University of California-Los Angeles (14,522), and University of California-Irvine (11,518).

*Figure 14. Four-Year Universities with the Greatest Number of Completions in 2020*



Exploration of graduation by degree level shows that the University of California-Los Angeles graduated the greatest number of students with Bachelor's degrees (10,006 students), followed by CSUF (9,688) and University of California-Irvine (9,320; see Table 14). As for Master's and Doctoral degrees, the University of Southern California graduated the greatest number of master's and doctoral students (11,593; see Table 15). Although CSUF was ranked fourth in the number of students who received a Master's or Doctoral degree (1,924), it was the top California State University to do so.

<sup>3</sup> Unique job posting: unduplicated job posting. All duplicated postings for the same position advertised across multiple platforms were excluded.

Table 14. Four-Year Universities with the Greatest Number of Students Who Graduated with Bachelor's Degree in 2020

| Description                                    | Bachelor's Degree |
|------------------------------------------------|-------------------|
| University of California-Los Angeles           | 10,006            |
| <b>California State University-Fullerton</b>   | <b>9,688</b>      |
| University of California-Irvine                | 9,320             |
| California State University-Northridge         | 9,262             |
| California State University-Long Beach         | 8,914             |
| California State University-Los Angeles        | 6,045             |
| California State Polytechnic University-Pomona | 5,744             |
| University of California-Riverside             | 5,736             |
| University of Southern California              | 5,447             |
| California State University-San Bernardino     | 5,000             |

Table 15. Four-Year Universities with the Greatest Number of Students Who Graduated with Master's and Doctoral Degree in 2020

| Description                                  | Master's and Doctoral Degree |
|----------------------------------------------|------------------------------|
| University of Southern California            | 11,593                       |
| University of California-Los Angeles         | 4,516                        |
| University of California-Irvine              | 2,198                        |
| <b>California State University-Fullerton</b> | <b>1,785</b>                 |
| California State University-Long Beach       | 1,784                        |
| Pepperdine University                        | 1,720                        |
| California State University-Northridge       | 1,615                        |
| Brandman University                          | 1,602                        |
| Azusa Pacific University                     | 1,330                        |
| California State University-Los Angeles      | 1,310                        |

## Underemployment

Underemployment data below compares the educational attainment of the working-age population (25 years and over) to the number of jobs by typical entry-level education in the four counties served by CSUF. Examining underemployment helps identify those who are underutilizing their skills and knowledge (e.g., those who are over-educated). The blue bars in Figure 14 represent the percentage of jobs that require a specific education level. In contrast, the gray circles represent the percentage of the population that has attained that level of education. The greatest percentage of jobs require a high school diploma or equivalent (41%). The greatest percentage of the population have attained high school diploma or equivalent (22%), followed closely by those who have some college with a non-degree award (21%) and no formal education (21%).

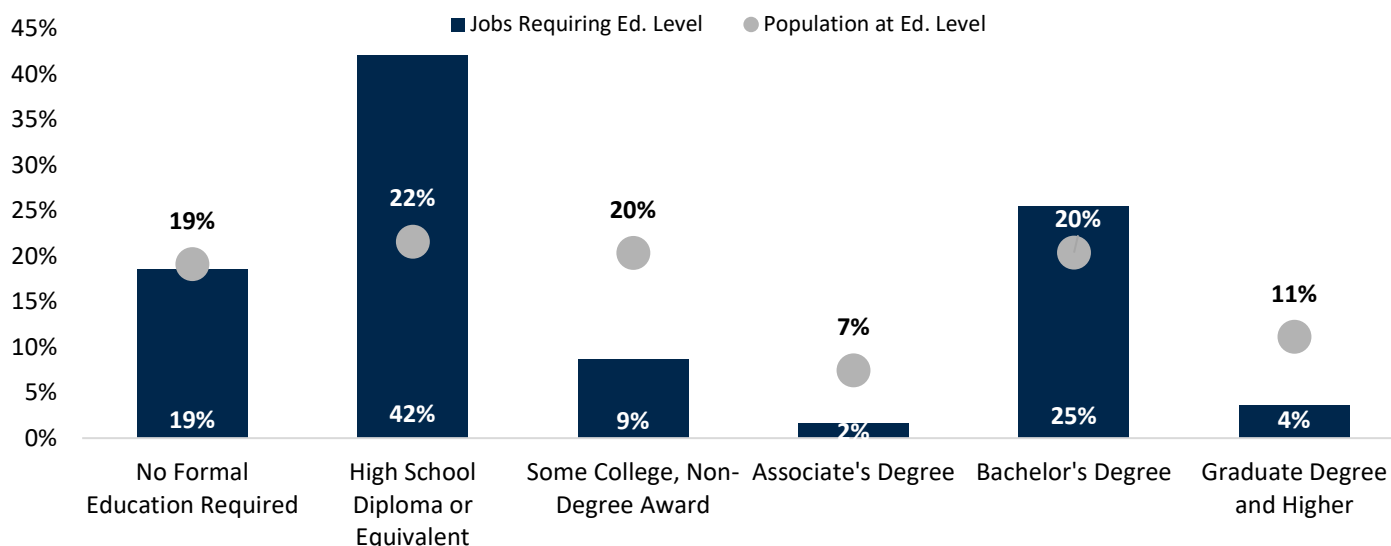
Table 16. Percentage of Jobs by Required Educational Level and Population at Each Educational Level

| Education Level                   | Jobs Requiring Education Level | Population at Education Level | Underemployment Gap <sup>4</sup> |
|-----------------------------------|--------------------------------|-------------------------------|----------------------------------|
| No formal Education Required      | 19%                            | 19%                           | 0%                               |
| High School Diploma or Equivalent | 42%                            | 22%                           | 0%                               |
| Some College, Non-Degree Award    | 9%                             | 20%                           | 20%                              |
| Associate's Degree                | 2%                             | 7%                            | 9%                               |
| Bachelor's Degree                 | 25%                            | 20%                           | 4%                               |
| Graduate Degree and Higher        | 4%                             | 11%                           | 9%                               |

<sup>4</sup> The underemployment gap calculation assumes shortages in supply (population education level) in meeting demand (jobs requiring education level) are being filled by the next higher population education level.

Although a high percentage of jobs required only a high school diploma or equivalent, there were not enough people at this educational level to meet the job demand (20% difference); this indicates that the remaining 20% of the jobs requiring high school diploma or equivalent may be fulfilled by people who may have been over-educated with respect to having a higher degree than necessary for those jobs. There was a greater percentage of the population with Some College, Non-Degree Award, Associate's degree, and Graduate Degree or Higher than the job market demand.

*Figure 14. Comparison of Educational Level Required by Jobs with Population at that Educational Level*



## Summary

In 2020, the greatest percentage of the regional population participated in the labor force. By May 2020, the region had experienced a gradual increase in labor force participation and drop in the unemployment rate since 2020. This is possibly an indication of economic recovery from the COVID-19 pandemic.

The three largest industries in the region were Health Care and Social Assistance, Government, and Retail Trade, which are expected to continue being the top three largest industries through 2024. Despite being the top three largest industries in the region, they are not the fastest-growing industries, with the exception of Health Care and Social Assistance. Transportation and Warehousing, and Construction have been growing rapidly in the past five years. Between 2020 and 2025, Health Care and Social Assistance is expected to replace Transportation and Warehousing as the top fastest growing industry. This change reflects a demand within the population that the health care and social assistance industry will need to address community health as the pandemic continues to impact the area.

In the past five years, Office and Administrative Support Occupations, Transportation and Material Moving, and Sales and Related Occupations were the three largest occupations in the region. They are also predicted to continue being the largest occupations in the region from now through 2025. Since 2015, Healthcare Support Occupations, Community and Social Service Occupations, and Business and Financial Operations were the three fastest-growing occupations. However, by 2025, Healthcare Practitioners and Technical Occupations is predicted to replace Business and Financial Operations as the third-fastest growing occupation. This reflects the changes in the regional industry, which points to the post-pandemic need for the community to receive health care services.

The top three in-demand skills are Accounting, Auditing, and Merchandising. These skills reflect those needed for the largest or fastest-growing occupations in the region. The majority of businesses in the regions were identified as small-scale operations (i.e., less than 50 employees).

In 2020, CSUF had the greatest number of students graduating with a Bachelor's degree, as well as those graduating with Master's and higher degrees compared to other California State University campuses in the service region. The majority of job postings in the region, however, only require a high school diploma. There is a lack of population at this educational level, which may lead to employment of those deemed to be over-educated (e.g., having a higher level of education than what is required for the job). There are fewer job opportunities by education attainment level than educated individuals, signaling competition for jobs within a given level of education might be more competitive.

## Appendix

### Top 20 Largest Industries in the Service Region, 2020

| Industry                                                                 | 2015      | 2020      | 2025<br>(Projected) | % Change<br>(2015-2020) |
|--------------------------------------------------------------------------|-----------|-----------|---------------------|-------------------------|
| Health Care and Social Assistance                                        | 1,064,383 | 1,206,409 | 1,397,314           | 13.3%                   |
| Government                                                               | 1,013,497 | 1,039,063 | 1,058,467           | 2.5%                    |
| Retail Trade                                                             | 804,628   | 745,817   | 730,653             | -7.3%                   |
| Accommodation and Food Services                                          | 714,987   | 610,961   | 585,692             | -14.5%                  |
| Manufacturing                                                            | 632,212   | 579,913   | 526,233             | -8.3%                   |
| Administrative and Support and Waste Management and Remediation Services | 571,655   | 572,242   | 588,791             | 0.1%                    |
| Professional, Scientific, and Technical Services                         | 552,071   | 565,648   | 586,648             | 2.5%                    |
| Other Services (except Public Administration)                            | 529,250   | 499,302   | 489,089             | -5.7%                   |
| Construction                                                             | 417,260   | 477,199   | 499,465             | 14.4%                   |
| Transportation and Warehousing                                           | 304,769   | 440,502   | 503,408             | 44.5%                   |
| Wholesale Trade                                                          | 382,434   | 350,781   | 328,838             | -8.3%                   |
| Finance and Insurance                                                    | 275,799   | 273,027   | 268,432             | -1.0%                   |
| Information                                                              | 269,644   | 244,768   | 242,126             | -9.2%                   |
| Educational Services                                                     | 215,834   | 228,777   | 247,341             | 6.0%                    |
| Real Estate and Rental and Leasing                                       | 178,053   | 184,645   | 184,513             | 3.7%                    |
| Arts, Entertainment, and Recreation                                      | 198,439   | 161,440   | 149,111             | -18.6%                  |
| Management of Companies and Enterprises                                  | 96,136    | 104,303   | 107,958             | 8.5%                    |
| Agriculture, Forestry, Fishing and Hunting                               | 25,018    | 23,234    | 21,380              | -7.1%                   |
| Utilities                                                                | 20,946    | 20,899    | 20,460              | -0.2%                   |
| Mining, Quarrying, and Oil and Gas Extraction                            | 5,928     | 3,530     | 3,869               | -40.5%                  |

### Top 20 Fastest-Growing Industries in the Service Region, 2020

| Industry                                                                 | 2015      | 2020      | 2025      | % Change<br>(2015-2020) | % Change<br>(2020-2025) |
|--------------------------------------------------------------------------|-----------|-----------|-----------|-------------------------|-------------------------|
| Transportation and Warehousing                                           | 304,769   | 440,502   | 503,408   | 44.5%                   | 14.3%                   |
| Construction                                                             | 417,260   | 477,199   | 499,465   | 14.4%                   | 4.7%                    |
| Health Care and Social Assistance                                        | 1,064,383 | 1,206,409 | 1,397,314 | 13.3%                   | 15.8%                   |
| Management of Companies and Enterprises                                  | 96,136    | 104,303   | 107,958   | 8.5%                    | 3.5%                    |
| Educational Services                                                     | 215,834   | 228,777   | 247,341   | 6.0%                    | 8.1%                    |
| Real Estate and Rental and Leasing                                       | 178,053   | 184,645   | 184,513   | 3.7%                    | -0.1%                   |
| Government                                                               | 1,013,497 | 1,039,063 | 1,058,467 | 2.5%                    | 1.9%                    |
| Professional, Scientific, and Technical Services                         | 552,071   | 565,648   | 586,648   | 2.5%                    | 3.7%                    |
| Administrative and Support and Waste Management and Remediation Services | 571,655   | 572,242   | 588,791   | 0.1%                    | 2.9%                    |
| Utilities                                                                | 20,946    | 20,899    | 20,460    | -0.2%                   | -2.1%                   |
| Finance and Insurance                                                    | 275,799   | 273,027   | 268,432   | -1.0%                   | -1.7%                   |
| Other Services (except Public Administration)                            | 529,250   | 499,302   | 489,089   | -5.7%                   | -2.0%                   |
| Agriculture, Forestry, Fishing and Hunting                               | 25,018    | 23,234    | 21,380    | -7.1%                   | -8.0%                   |
| Retail Trade                                                             | 804,628   | 745,817   | 730,653   | -7.3%                   | -2.0%                   |
| Manufacturing                                                            | 632,212   | 579,913   | 526,233   | -8.3%                   | -9.3%                   |
| Wholesale Trade                                                          | 382,434   | 350,781   | 328,838   | -8.3%                   | -6.3%                   |
| Information                                                              | 269,644   | 244,768   | 242,126   | -9.2%                   | -1.1%                   |
| Accommodation and Food Services                                          | 714,987   | 610,961   | 585,692   | -14.5%                  | -4.1%                   |
| Arts, Entertainment, and Recreation                                      | 198,439   | 161,440   | 149,111   | -18.6%                  | -7.6%                   |
| Mining, Quarrying, and Oil and Gas Extraction                            | 5,928     | 3,530     | 3,869     | -40.5%                  | 9.6%                    |

*Top 20 Highest-Paying Industries in the Service Region, 2020*

| Industry                                                                 | 2020 Jobs | 2020 Earnings Per Worker |
|--------------------------------------------------------------------------|-----------|--------------------------|
| Utilities                                                                | 20,899    | \$179,562                |
| Information                                                              | 244,768   | \$155,817                |
| Finance and Insurance                                                    | 273,027   | \$146,258                |
| Management of Companies and Enterprises                                  | 104,303   | \$145,227                |
| Professional, Scientific, and Technical Services                         | 565,648   | \$115,599                |
| Government                                                               | 1,039,063 | \$107,130                |
| Mining, Quarrying, and Oil and Gas Extraction                            | 3,530     | \$106,279                |
| Manufacturing                                                            | 579,913   | \$94,682                 |
| Arts, Entertainment, and Recreation                                      | 161,440   | \$92,776                 |
| Wholesale Trade                                                          | 350,781   | \$87,202                 |
| Real Estate and Rental and Leasing                                       | 184,645   | \$86,953                 |
| Construction                                                             | 477,199   | \$76,275                 |
| Transportation and Warehousing                                           | 440,502   | \$69,470                 |
| Health Care and Social Assistance                                        | 1,206,409 | \$61,981                 |
| Educational Services                                                     | 228,777   | \$54,837                 |
| Administrative and Support and Waste Management and Remediation Services | 572,242   | \$53,153                 |
| Agriculture, Forestry, Fishing and Hunting                               | 23,234    | \$50,473                 |
| Retail Trade                                                             | 745,817   | \$49,273                 |
| Other Services (except Public Administration)                            | 499,302   | \$35,348                 |
| Accommodation and Food Services                                          | 610,961   | \$30,046                 |

*Top 20 Largest Occupations in the Service Region, 2020*

| Occupation                                     | 2015      | 2020      | 2025 (Proj) | % Change (2015-2020) |
|------------------------------------------------|-----------|-----------|-------------|----------------------|
| Office and Administrative Support              | 1,123,595 | 1,000,376 | 982,433     | -11.0%               |
| Transportation and Material Moving             | 710,119   | 764,028   | 808,073     | 7.6%                 |
| Sales and Related                              | 847,716   | 756,930   | 737,761     | -10.7%               |
| Food Preparation and Serving Related           | 703,554   | 612,949   | 597,516     | -12.9%               |
| Healthcare Support                             | 369,723   | 526,364   | 637,072     | 42.4%                |
| Management                                     | 476,919   | 515,420   | 529,512     | 8.1%                 |
| Educational Instruction and Library            | 493,133   | 487,762   | 500,657     | -1.1%                |
| Business and Financial Operations              | 434,094   | 487,732   | 497,700     | 12.4%                |
| Production                                     | 457,858   | 406,647   | 376,851     | -11.2%               |
| Healthcare Practitioners and Technical         | 373,911   | 404,408   | 440,094     | 8.2%                 |
| Construction and Extraction                    | 342,003   | 364,389   | 379,786     | 6.5%                 |
| Building and Grounds Cleaning and Maintenance  | 334,611   | 321,202   | 325,863     | -4.0%                |
| Personal Care and Service                      | 300,045   | 279,453   | 275,107     | -6.9%                |
| Arts, Design, Entertainment, Sports, and Media | 273,960   | 262,952   | 264,498     | -4.0%                |
| Installation, Maintenance, and Repair          | 262,657   | 253,787   | 255,297     | -3.4%                |
| Computer and Mathematical                      | 180,210   | 201,229   | 212,524     | 11.7%                |
| Protective Service                             | 180,676   | 191,577   | 196,810     | 6.0%                 |
| Community and Social Service                   | 133,546   | 173,320   | 193,146     | 29.8%                |
| Architecture and Engineering                   | 126,355   | 127,513   | 128,105     | 0.9%                 |
| Legal                                          | 77,559    | 84,017    | 88,376      | 8.3%                 |

*Top 20 Fastest-Growing Occupations in the Service Region, 2020*

| Occupation                                                 | 2015    | 2020    | 2025<br>(Proj) | % Change<br>(2015-2020) | % Change<br>(2020-2025) |
|------------------------------------------------------------|---------|---------|----------------|-------------------------|-------------------------|
| Healthcare Support Occupations                             | 369,723 | 526,364 | 637,072        | 42.4%                   | 21.0%                   |
| Community and Social Service Occupations                   | 133,546 | 173,320 | 193,146        | 29.8%                   | 11.4%                   |
| Business and Financial Operations Occupations              | 434,094 | 487,732 | 497,700        | 12.4%                   | 2.0%                    |
| Computer and Mathematical Occupations                      | 180,210 | 201,229 | 212,524        | 11.7%                   | 5.6%                    |
| Legal Occupations                                          | 77,559  | 84,017  | 88,376         | 8.3%                    | 5.2%                    |
| Healthcare Practitioners and Technical Occupations         | 373,911 | 404,408 | 440,094        | 8.2%                    | 8.8%                    |
| Management Occupations                                     | 476,919 | 515,420 | 529,512        | 8.1%                    | 2.7%                    |
| Transportation and Material Moving Occupations             | 710,119 | 764,028 | 808,073        | 7.6%                    | 5.8%                    |
| Construction and Extraction Occupations                    | 342,003 | 364,389 | 379,786        | 6.5%                    | 4.2%                    |
| Protective Service Occupations                             | 180,676 | 191,577 | 196,810        | 6.0%                    | 2.7%                    |
| Life, Physical, and Social Science Occupations             | 65,819  | 67,074  | 70,537         | 1.9%                    | 5.2%                    |
| Architecture and Engineering Occupations                   | 126,355 | 127,513 | 128,105        | 0.9%                    | 0.5%                    |
| Educational Instruction and Library Occupations            | 493,133 | 487,762 | 500,657        | -1.1%                   | 2.6%                    |
| Military-only occupations                                  | 23,112  | 22,685  | 22,259         | -1.8%                   | -1.9%                   |
| Installation, Maintenance, and Repair Occupations          | 262,657 | 253,787 | 255,297        | -3.4%                   | 0.6%                    |
| Building and Grounds Cleaning and Maintenance Occupations  | 334,611 | 321,202 | 325,863        | -4.0%                   | 1.5%                    |
| Arts, Design, Entertainment, Sports, and Media Occupations | 273,960 | 262,952 | 264,498        | -4.0%                   | 0.6%                    |
| Farming, Fishing, and Forestry Occupations                 | 22,083  | 20,699  | 19,812         | -6.3%                   | -4.3%                   |
| Personal Care and Service Occupations                      | 300,045 | 279,453 | 275,107        | -6.9%                   | -1.6%                   |
| Sales and Related Occupations                              | 847,716 | 756,930 | 737,761        | -10.7%                  | -2.5%                   |

*Top 20 Highest-Paying Occupations in the Service Region, 2020*

| Occupation                                     | 2020 Jobs | 2020 Median<br>Hourly Earnings |
|------------------------------------------------|-----------|--------------------------------|
| Management                                     | 523,996   | \$53.51                        |
| Legal                                          | 84,184    | \$48.99                        |
| Healthcare Practitioners and Technical         | 407,951   | \$45.31                        |
| Computer and Mathematical                      | 205,389   | \$45.09                        |
| Architecture and Engineering                   | 128,148   | \$44.45                        |
| Life, Physical, and Social Science             | 70,526    | \$39.78                        |
| Business and Financial Operations              | 495,332   | \$35.86                        |
| Arts, Design, Entertainment, Sports, and Media | 268,227   | \$29.03                        |
| Community and Social Service                   | 177,809   | \$26.63                        |
| Educational Instruction and Library            | 410,082   | \$25.71                        |
| Construction and Extraction                    | 365,214   | \$25.18                        |
| Installation, Maintenance, and Repair          | 255,958   | \$24.72                        |
| Office and Administrative Support              | 1,023,247 | \$20.45                        |
| Protective Service                             | 194,389   | \$19.78                        |
| Production                                     | 407,040   | \$16.82                        |
| Sales and Related                              | 757,713   | \$16.79                        |
| Transportation and Material Moving             | 765,293   | \$16.34                        |
| Building and Grounds Cleaning and Maintenance  | 325,422   | \$15.77                        |
| Military-only                                  | 22,685    | \$15.07                        |
| Personal Care and Service                      | 281,522   | \$15.02                        |