

# Newberry County Base Labor Market Analysis



South Carolina  
Department of  
Commerce  
Labor Market Information



November 2008



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## EXECUTIVE SUMMARY

### Population

*Newberry County's population growth has been slower than the state's in recent years.*

Future growth is expected to be slower than the state's.

*Over 60% of Newberry County's workers live within the county.*

### Income

*Per capita income growth has been slower than in the state and nation.*

Newberry County's per capita income has remained below the state and national levels from 1996 to 2006.

Newberry County's average wages are higher than the state's for the protective service occupation group.

### Education

*The number of degrees awarded by area post-secondary institutions has increased.*

The greatest increase has been in the area of healthcare.

### Occupations

*The following occupational groups are expected to have faster growth in Newberry County than in the state:*

Architecture and engineering, healthcare practitioners and technical, personal care and service, and sales and related.

*Requirements for Newberry County's workers are expected to grow in the following levels of education and experience:*

Postsecondary vocational award, bachelor's degree, and master's degree or higher.

### Industry

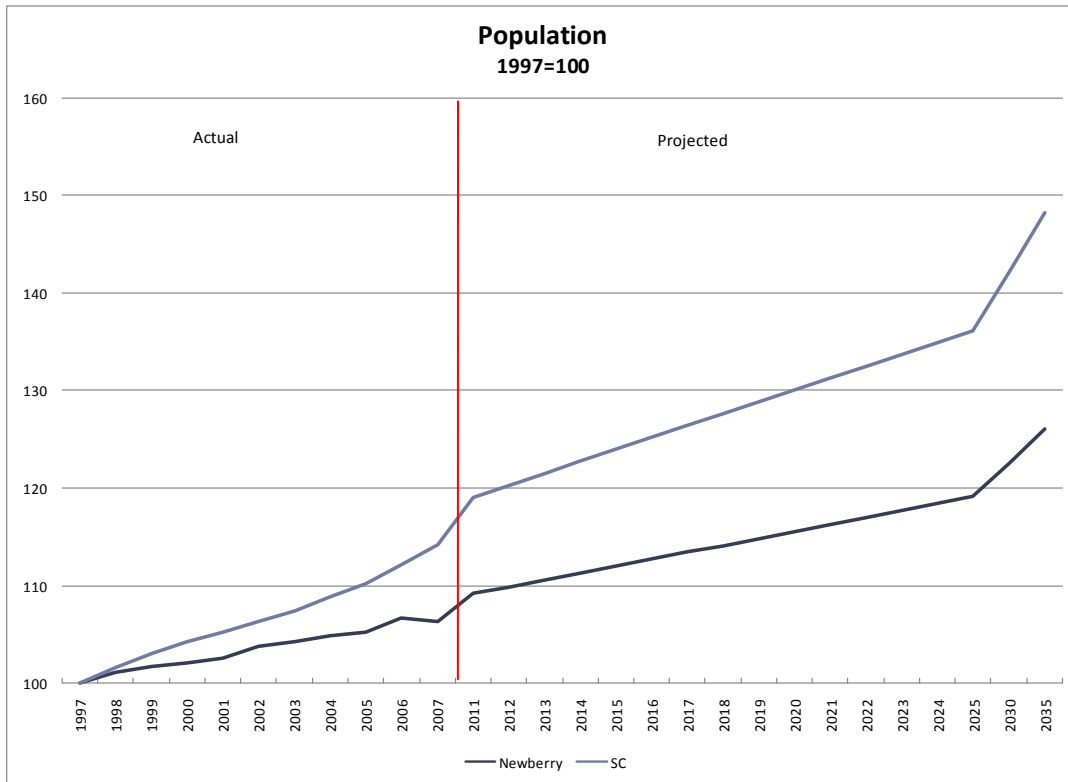
*These sectors are rated as having potential in Newberry County:*

Heavy and civil engineering construction, machinery manufacturing, truck transportation, and wood product manufacturing.

# POPULATION

## Growth

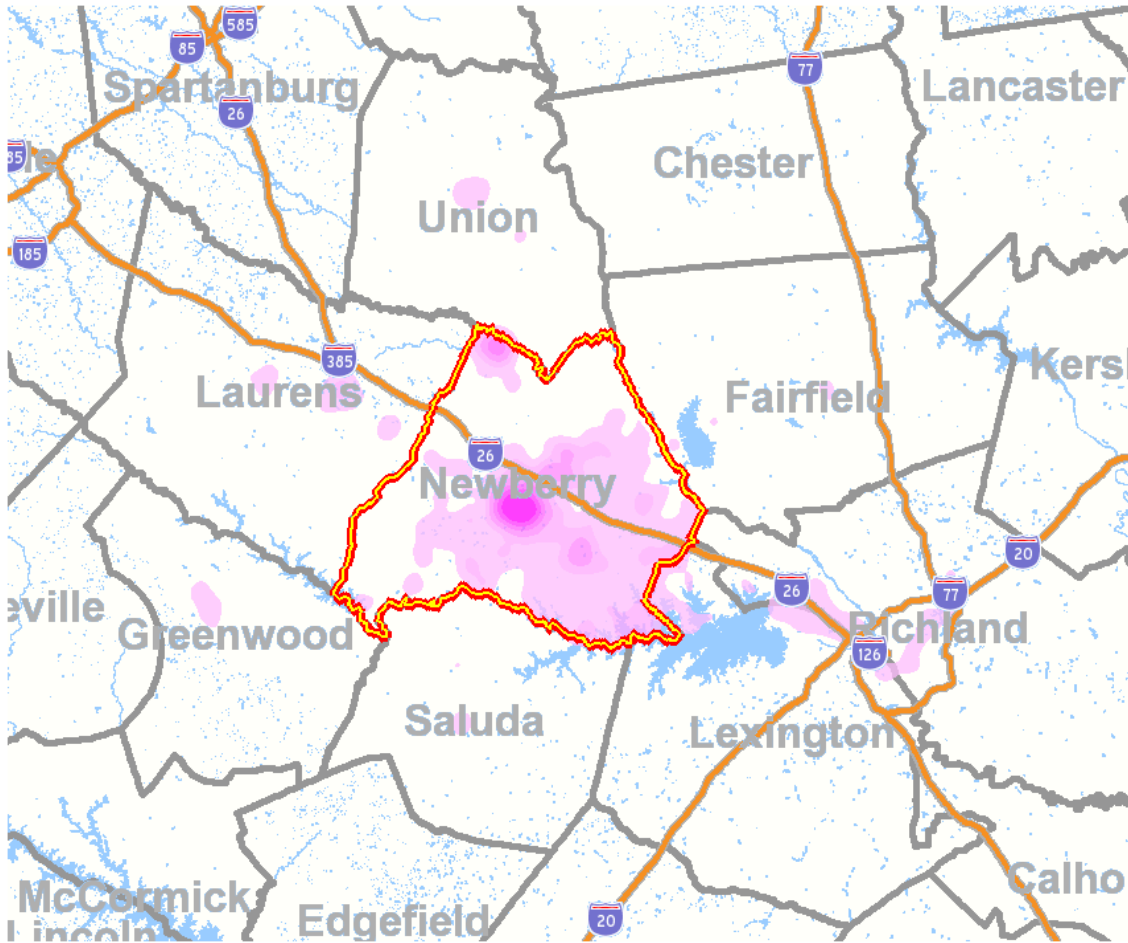
Newberry County's 2007 population was 37,633. The county population has grown by 6.3% since 1997, compared to 14.2% growth for South Carolina. Newberry's future population growth is expected to be slower to the state's.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

## LABORSHED

The map below shows where Newberry County workers come from (in 2006, latest available data). Over 60% of Newberry County workers live within its borders.



Source: U.S. Census Bureau, Local Employment Dynamics.

### Characteristics of Workers

#### Age of Workers:

30 or younger	24.6%
31 to 54	58.2%
55 or older	17.3%

#### Earnings of Workers:

\$1,200 per month or less	24.2%
\$1,201 to \$3,400 per month	55.4%
More than \$3,400 per month	20.4%

**States Where Workers Live:**

South Carolina	98.7%
Georgia	0.7%
All other locations	0.6%

**Counties Where Workers Live:**

Newberry	61.8%
Lexington	5.8%
Richland	5.5%
Laurens	3.9%
Union	2.6%
Saluda	2.1%
Greenville	2.0%
Spartanburg	2.0%
Fairfield	2.0%
Greenwood	1.7%
All Other Locations	10.7%

**Cities Where Workers Live:**

Newberry, South Carolina	19.8%
Whitmire, South Carolina	2.2%
Prosperity, South Carolina	1.6%
Columbia, South Carolina	1.3%
Clinton, South Carolina	0.9%
St. Andrews, South Carolina	0.6%
Greenwood, South Carolina	0.6%
Union, South Carolina	0.5%
Silverstreet, South Carolina	0.5%
Joanna, South Carolina	0.4%
All Other Locations	71.6%

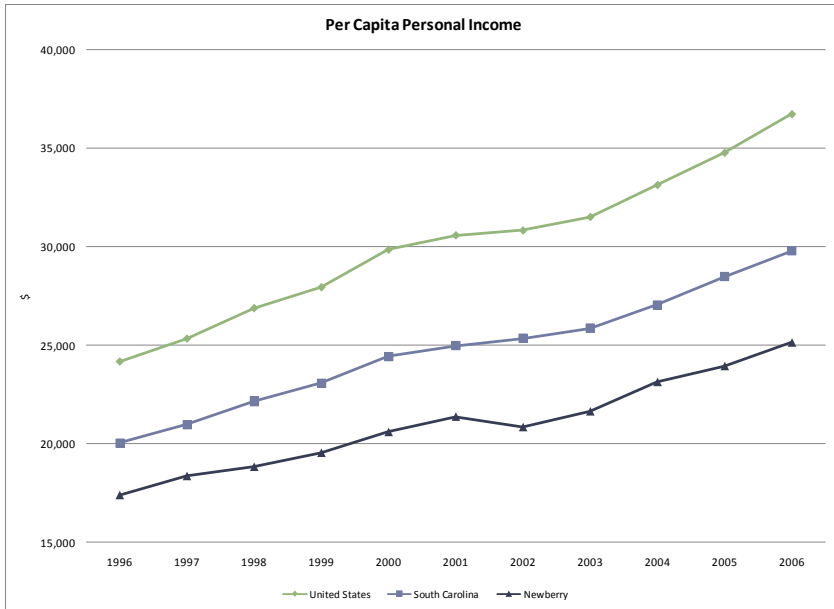
*Source: U.S. Census Bureau, Local Employment Dynamics.*



# INCOME

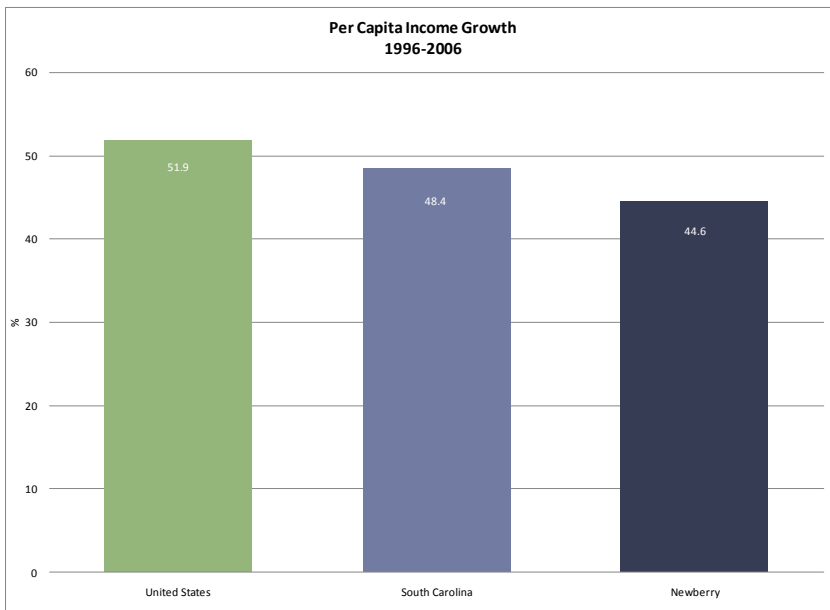
## Per Capita Income

Newberry County's per capita income has remained below state and national levels.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Newberry County's per capita income has grown slower than South Carolina's and the nation's. Personal income growth was below average.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

## Wages by Industry

Newberry County's average wages are well below those of South Carolina (\$562 vs. \$680 in 2007). Average wages were up 14% in Newberry County over the past five years, compared to 18% for the state. Most major sectors had growth.

Industry	NAICS Code	2007 Average Weekly Wage (\$)	2002 Average Weekly Wage (\$)	% Change
Total, Private and Government		562	491	14
Construction	23	619	510	21
Manufacturing	31-33	675	566	19
Retail Trade	44-45	410	342	20
Transportation and Warehousing	48-49	NA	NA	
Information	51	588	577	2
Finance and Insurance	52	609	568	7
Real Estate and Rental and Leasing	53	361	369	-2
Administration & Support & Waste Management & Remediation Services	56	330	NA	
Arts, Entertainment, and Recreation	71	214	241	-11
Accommodation and Food Services	72	205	239	-14
Other Services (Except Public Administration)	81	440	433	2
Federal Government		896	694	29
State Government		586	546	7
Local Government		606	509	19

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

## Wages by Occupation

Average wages in Newberry County are higher than the state average in the protective service occupational group.

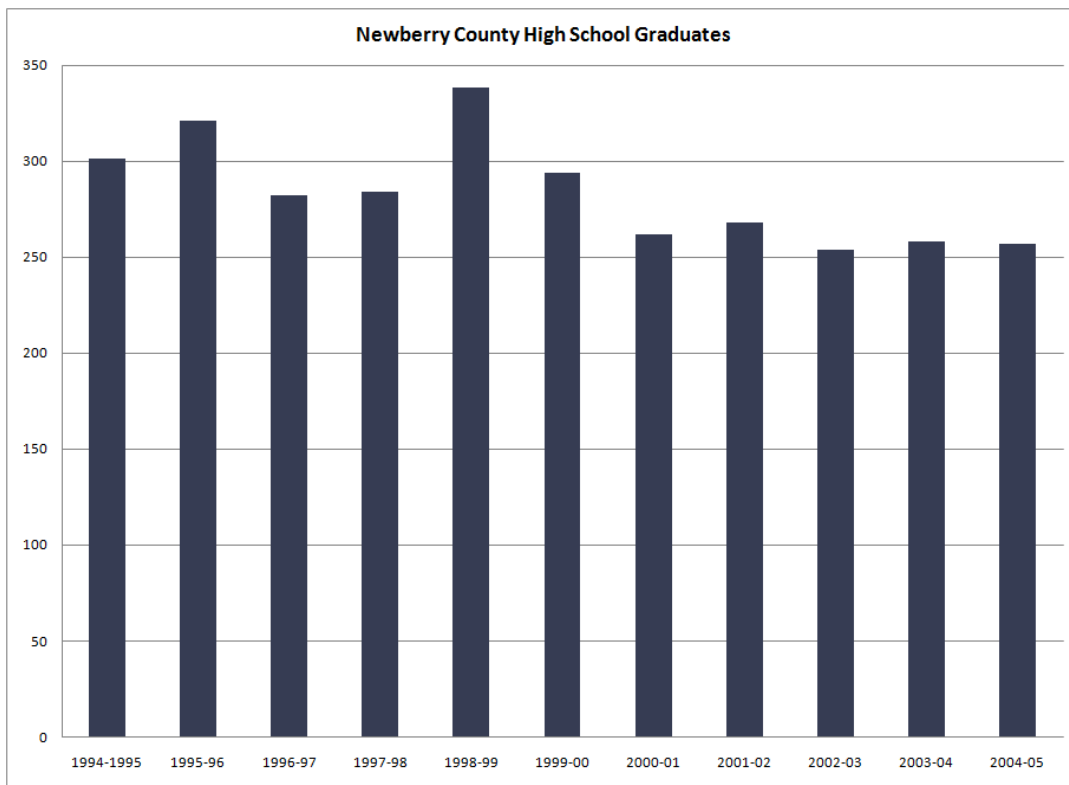
Occupation	2007 Newberry County Median Hourly Wage (\$)	2007 SC Median Hourly Wage (\$)
Management occupations	15.26	28.78
Business and financial operations occupations	16.02	20.28
Computer and mathematical science occupations	14.77	26.20
Architecture and engineering occupations	23.38	30.22
Life, physical and social science occupations	19.67	22.76
Community and social services occupations	11.56	13.18
Legal occupations	17.95	30.68
Education, training and library occupations	21.58	24.42
Arts, design, entertainment, sports and media occupations	10.40	12.66
Healthcare practitioners and technical occupations	19.55	30.64
Healthcare support occupations	8.25	10.55
Protective service occupations	13.88	13.87
Food preparation and serving related occupations	7.14	7.90
Building and grounds cleaning and maintenance occupations	7.47	8.42
Personal care and service occupations	7.09	8.39
Sales and related occupations	9.30	13.48
Office and administrative support occupations	10.44	13.22
Farming, fishing, and forestry occupations	11.41	13.07
Construction and extraction occupations	12.34	16.51
Installation, maintenance and repair occupations	13.81	16.88
Production occupations	12.53	15.21
Transportation and material moving occupations	9.40	12.94

Source: *Economic Modeling Specialists, Inc.*

## EDUCATION

### High School Graduates

From 1995 to 2005 (latest data available), the number of Newberry County students receiving high school diplomas fell by 44 (15%). In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 257 people received high school diplomas in Newberry County in 2005. Newberry County had 26 fewer 12<sup>th</sup> grade students in 2004-05 than in 1994-95. Also, the number of Newberry County students not passing the exit exam who received a certificate of completion instead of a diploma was up by 28 (to 36) over the 1995-2005 period.




Source: National Center for Education Statistics.

## Higher Education Graduates

Over 6,200 more students graduated from higher educational institutions in the Upper Savannah area in 2006 than in 1996, an increase of 34%. The greatest numerical increase was in the healthcare field.

Program	1996	2006	Change	% Change
Agriculture, agriculture operations, and related sciences	27	68	41	152
Area, ethnic, cultural, and gender studies	23	31	8	35
Biological and biomedical sciences	625	601	-24	-4
Business, management, marketing, and related support services	3,136	3,976	840	27
Communication, journalism, and related programs	337	624	287	85
Communications technologies/technicians and support services	10	25	15	150
Computer and information sciences and support services	335	979	644	192
Construction trades	117	125	8	7
Education	2,016	2,363	347	17
Engineering technologies/technicians	297	318	21	7
Engineering	302	323	21	7
English language and literature/letters	408	427	19	5
Family and consumer sciences/human sciences	235	278	43	18
Foreign languages, literatures, and linguistics	149	162	13	9
Health professions and related clinical sciences	3,189	5,194	2,005	63
Legal professions and studies	396	448	52	13
Liberal arts and sciences, general studies and humanities	1,205	1,208	3	0
Library science	185	200	15	8
Mathematics and statistics	120	160	40	33
Mechanic and repair technologies/technicians	730	1,058	328	45
Multi/interdisciplinary studies	155	271	116	75
Natural resources and conservation	--	10		
Parks, recreation, leisure, and fitness studies	155	360	205	132
Personal and culinary services	47	180	133	283
Philosophy and religious studies	66	179	113	171
Physical sciences	242	214	-28	-12
Precision production	357	291	-66	-18
Psychology	539	712	173	32
Public administration and social service professions	347	488	141	41
Science technologies/technicians	6	13	7	117
Security and protective services	514	550	36	7
Social sciences and history	1,037	1,343	306	30
Theology and religious vocations	486	574	88	18
Transportation and materials moving	90	129	39	43
Visual and performing arts	372	592	220	59
<b>TOTAL</b>	<b>18,255</b>	<b>24,474</b>	<b>6,219</b>	<b>34</b>

Source: National Center for Education Statistics (Integrated Post Secondary Education System).



*Data for these schools: Aiken Technical College, Allen University, Anderson University, Augusta Area Dietetic Internship-University Hospital (Georgia), Augusta State University (Georgia), Augusta Technical College (Georgia), Benedict College, Beta Tech, Bob Jones University, Claflin University, Columbia College, Columbia International University, Converse College, Erskine College and Seminary, Forrest Junior College, Furman University, Georgia Military College-Augusta Campus (Georgia), Greenville Technical College, ITT Technical Institute-Greenville, Lander University, Lutheran Theological Southern Seminary, Medical College of Georgia, Midlands Technical College, Newberry College, North Greenville University, Paine College (Augusta), Piedmont Technical College, Presbyterian College, Savannah River College (Georgia), South University, Spartanburg Community College, Spartanburg Methodist College, Tri-County Technical College, University of Phoenix-Columbia Campus, University of South Carolina-Aiken, University of South Carolina-Columbia, University of South Carolina-Upstate, W L Bonner College, and Wofford College.*

## OCCUPATIONS

### Occupational Projections

The following occupational groups are projected to grow faster in Newberry County than in the state:

- Architecture and engineering
- Healthcare practitioners and technical
- Personal care and service
- Sales and related

See **Appendix A** for detailed occupational information.

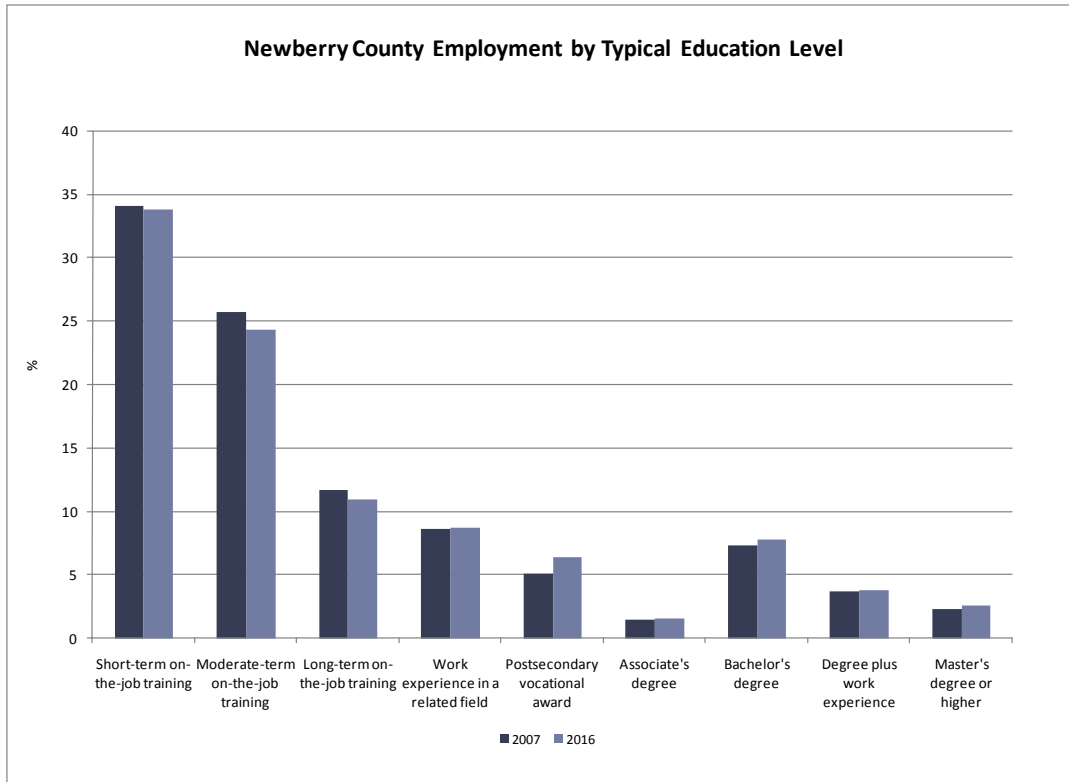
Occupation	2007-2016	
	Newberry County Projected Growth (%)	2007-2016 SC Projected Growth (%)
Management occupations	7	17
Business and financial operations occupations	22	22
Computer and mathematical science occupations	9	23
Architecture and engineering occupations	16	15
Life, physical and social science occupations	8	15
Community and social services occupations	4	15
Legal occupations	18	21
Education, training and library occupations	11	16
Arts, design, entertainment, sports and media occupations	8	17
Healthcare practitioners and technical occupations	39	24
Healthcare support occupations	1	25
Protective service occupations	13	18
Food preparation and serving related occupations	-2	13
Building and grounds cleaning and maintenance occupations	12	23
Personal care and service occupations	14	7
Sales and related occupations	20	19
Office and administrative support occupations	3	13
Farming, fishing and forestry occupations	-7	16
Construction and extraction occupations	9	19
Installation, maintenance and repair occupations	5	17
Production occupations	-6	10
Transportation and material moving occupations	2	11

Source: *Economic Modeling Specialists, Inc.*

## Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. Based on employment projections, Newberry County is expected to see growth in requirements for the following specific levels of education and experience:

- Postsecondary vocational award
- Bachelor's degree
- Master's degree or higher



Source: *Economic Modeling Specialists, Inc*

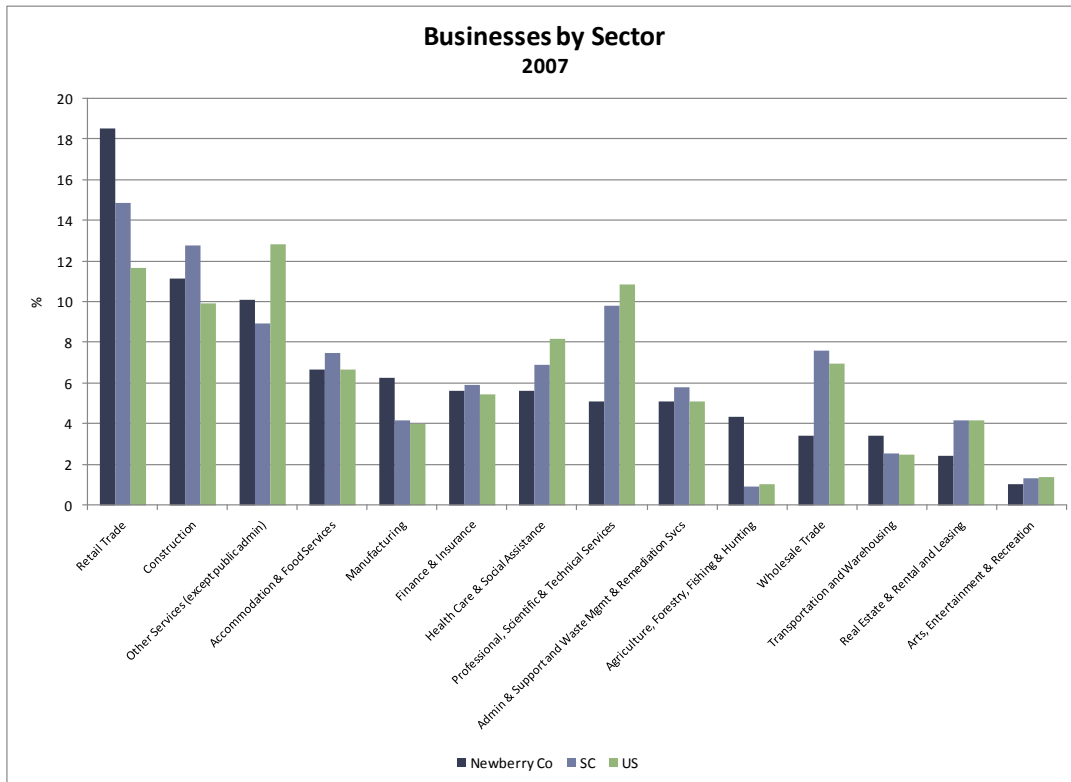


# INDUSTRY

## Businesses by Sector

Newberry County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Manufacturing
- Agriculture and forestry
- Transportation and warehousing



Source: U.S. Department of Labor, Bureau of Labor Statistics.

## Growth in Number of Businesses

The number of private businesses in Newberry County fell by 5% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, based on available data, Newberry County had higher growth in 12 industries compared to South Carolina and the U.S. Below is a list of those 12 industries along with their respective growth rates.

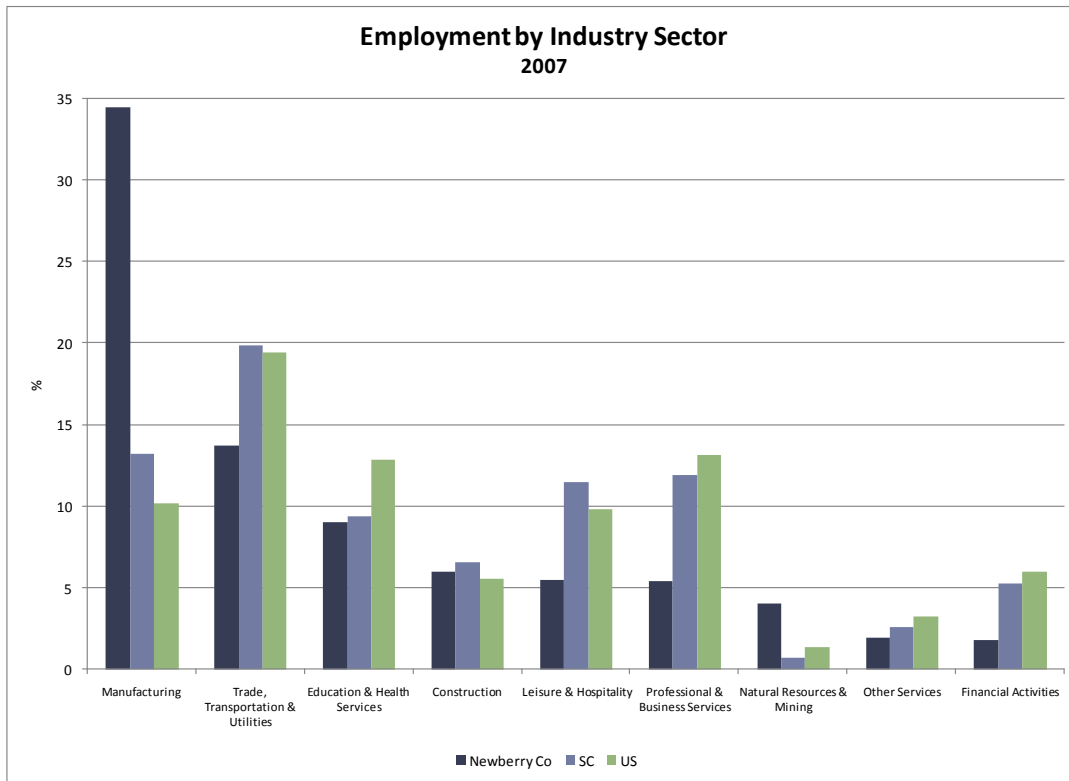
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Newberry Co.	SC	US
Heavy and civil engineering construction	27.3	-2.0	-2.3
Fabricated metal product manufacturing	50.0	-6.1	-3.0
Machinery manufacturing	33.3	-23.7	-11.1
Merchant wholesalers, nondurable goods	25.0	-5.0	-3.5
Building material and garden equipment and supplies dealers	38.5	-8.8	0.9
Health and personal care stores	100.0	9.1	10.2
Gasoline stations	26.3	-2.8	-1.9
General merchandise stores	71.4	17.5	13.3
Truck transportation	23.5	-5.1	5.4
Insurance carriers and related activities	9.1	0.3	6.7
Accommodation	33.3	-3.4	3.5
Religious, grantmaking, civic, professional and similar organizations	40.0	-2.0	3.3

Source: U.S. Department of Labor, Bureau of Labor Statistics.

## Employment by Sector

Newberry County has a larger than average share of its jobs in manufacturing and natural resources and mining.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

# Industry Analysis

## Screening Criteria

Industry sectors were rated on six factors:

- 2002-2007 employment growth
- 2002-2007 employment growth rate
- Location quotient<sup>2</sup>
- Competitive effect<sup>1</sup>
- Average annual wage
- Projected growth

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 50 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 10.1% (overall county job growth) (Did the sector add jobs at an above-average rate?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$29,217 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

## Industries of Note

Based on these criteria and available data, heavy and civil engineering construction is a “six star” sector in Newberry County.

The following are “five star” sectors:

- Machinery manufacturing (with only below-average projected growth)
- Building material and garden equipment and supplies dealers (below-average wages)
- Gasoline stations (below-average wages)
- Truck transportation (employment growth slightly less than 50)
- Educational services (location quotient below 1.25)

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being. Of the sectors above, heavy and civil engineering construction, machinery manufacturing, and truck transportation fit the criteria as base economy sectors.

Another sector which fits this base economy criteria, has above-average wages, has a relatively high concentration in the area (as indicated by the location quotient), and is projected to grow is wood product manufacturing.

**Appendix C** has information on all factors for all sectors for Newberry County.

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<sup>1</sup> *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.*

<sup>2</sup> *Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2007 data.*

## MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Newberry County's labor market. We hope that it will help in advancing the progress of Newberry County's economic development.

### What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

### What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Newberry Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

#### 1. *What is Newberry's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

#### 2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

#### 3. *What other factors are vital to Newberry and its community?*

Over and above pure economic considerations, what is important to the citizens of the Newberry community? How does Newberry want to be perceived? What quality of life issues affect Newberry? These questions may impact the types of industries desired for the area.

## How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

### 1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

### 2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

### 3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

## Appendix A: Occupational Projections for Newberry County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-2022	Sales managers	10	11	1	10	0.29	26.69	Degree plus work experience
11-2022	Sales managers	10	11	1	10	0.29	26.69	Degree plus work experience
11-3011	Administrative services managers	13	15	2	15	0.54	31.01	Degree plus work experience
11-3031	Financial managers	25	30	5	20	0.37	25.80	Degree plus work experience
11-3051	Industrial production managers	34	32	-2	-6	2.18	35.15	Work experience in a related field
11-3071	Transportation, storage, and distribution managers	12	13	1	8	1.12	27.03	Work experience in a related field
11-9011	Farm, ranch, and other agricultural managers	148	162	14	9	2.91	10.21	Degree plus work experience
11-9012	Farmers and ranchers	513	517	4	1	3.02	6.55	Long-term on-the-job training
11-9021	Construction managers	60	70	10	17	0.81	14.28	Bachelor's degree
11-9031	Education administrators, preschool and child care center/program	16	17	1	6	1.21	11.49	Degree plus work experience

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-9032	Education administrators, elementary and secondary school	42	43	1	2	1.42	38.98	Degree plus work experience
11-9033	Education administrators, postsecondary	20	25	5	25	1.10	34.31	Degree plus work experience
11-9051	Food service managers	26	31	5	19	0.59	10.60	Work experience in a related field
11-9111	Medical and health services managers	21	22	1	5	0.69	22.51	Degree plus work experience
11-9141	Property, real estate, and community association managers	50	76	26	52	0.43	7.38	Bachelor's degree
11-9151	Social and community service managers	13	13	0	0	0.88	9.22	Bachelor's degree
11-9199	Managers, all other	87	100	13	15	0.53	7.44	Work experience in a related field
11-1011	Chief executives	79	90	11	14	0.72	20.06	Degree plus work experience
11-1021	General and operations managers	151	148	-3	-2	0.85	32.64	Degree plus work experience
11-1031	Legislators	20	21	1	5	3.37	8.29	Degree plus work experience
13-1023	Purchasing agents, except wholesale, retail, and farm products	26	26	0	0	0.89	22.52	Work experience in a related field
13-1051	Cost estimators	13	15	2	15	0.55	18.88	Work experience in a related field



SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
13-1071	Employment, recruitment, and placement specialists	11	12	1	9	0.55	10.39	Bachelor's degree
13-1111	Management analysts	27	38	11	41	0.28	19.72	Degree plus work experience
13-1199	Business operation specialists, all other	12	15	3	25	0.12	14.96	Bachelor's degree
13-2011	Accountants and auditors	82	97	15	18	0.53	15.90	Bachelor's degree
13-2021	Appraisers and assessors of real estate	24	33	9	38	0.56	8.93	Postsecondary vocational award
13-2052	Personal financial advisors	19	32	13	68	0.27	7.20	Bachelor's degree
13-2072	Loan officers	20	21	1	5	0.53	25.05	Bachelor's degree
15-1021	Computer programmers	14	13	-1	-7	0.29	19.45	Bachelor's degree
15-1041	Computer support specialists	34	34	0	0	0.59	9.84	Associate's degree
15-1051	Computer systems analysts	10	12	2	20	--	--	Bachelor's degree
17-1022	Surveyors	10	13	3	30	1.67	13.81	Bachelor's degree
17-2112	Industrial engineers	29	35	6	21	1.46	32.18	Bachelor's degree
17-3026	Industrial engineering technicians	16	18	2	13	2.19	20.66	Associate's degree
21-1012	Educational, vocational, and school counselors	30	33	3	10	1.14	20.41	Master's degree
21-1015	Rehabilitation counselors	12	11	-1	-8	0.84	7.16	Master's degree
21-1021	Child, family, and school social workers	37	39	2	5	1.26	10.87	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
21-1022	Medical and public health social workers	14	14	0	0	1.05	11.81	Bachelor's degree
21-1023	Mental health and substance abuse social workers	10	10	0	0	0.78	9.65	Master's degree
21-1029	Social workers, all other	26	26	0	0	3.34	12.05	Bachelor's degree
21-1093	Social and human service assistants	17	17	0	0	0.49	7.28	Moderate-term on-the-job training
21-2011	Clergy	24	25	1	4	0.88	7.10	Master's degree
21-2021	Directors, religious activities and education	11	12	1	9	0.91	6.80	Bachelor's degree
23-1011	Lawyers	22	27	5	23	0.26	20.62	First professional degree
25-1099	Postsecondary teachers	137	185	48	35	0.86	36.28	Doctoral degree
25-2011	Preschool teachers, except special education	55	62	7	13	1.06	7.04	Postsecondary vocational award
25-2012	Kindergarten teachers, except special education	41	46	5	12	2.17	23.95	Bachelor's degree
25-2021	Elementary school teachers, except special education	247	271	24	10	1.52	25.21	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	71	77	6	8	1.02	24.42	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	147	151	4	3	1.36	27.30	Bachelor's degree
25-2032	Vocational education teachers, secondary school	23	22	-1	-4	2.06	31.03	Degree plus work experience
25-2041	Special education teachers, preschool, kindergarten, and elementary school	25	28	3	12	1.09	26.43	Bachelor's degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
25-2043	Special education teachers, secondary school	15	16	1	7	1.03	29.25	Bachelor's degree
25-3021	Self-enrichment education teachers	18	20	2	11	0.65	13.57	Work experience in a related field
25-3099	Teachers and instructors, all other	81	88	7	9	1.27	8.56	Bachelor's degree
25-4021	Librarians	18	19	1	6	1.16	20.44	Master's degree
25-4031	Library technicians	25	28	3	12	2.12	7.06	Postsecondary vocational award
25-9031	Instructional coordinators	12	14	2	17	0.85	15.60	Master's degree
25-9041	Teacher assistants	155	164	9	6	1.12	8.65	Short-term on-the-job training
27-2022	Coaches and scouts	13	16	3	23	0.66	22.09	Long-term on-the-job training
27-2042	Musicians and singers	20	25	5	25	0.80	6.82	Long-term on-the-job training
27-3043	Writers and authors	14	18	4	29	0.35	7.33	Bachelor's degree
27-4021	Photographers	29	18	-11	-38	0.39	9.31	Long-term on-the-job training
29-1051	Pharmacists	24	39	15	63	0.94	41.35	First professional degree
29-1069	Physicians and surgeons	55	59	4	7	0.65	42.56	First professional degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
29-1111	Registered nurses	155	183	28	18	0.63	21.59	Associate's degree
29-1122	Occupational therapists	13	15	2	15	1.23	14.25	Master's degree
29-1127	Speech-language pathologists	11	12	1	9	0.85	20.83	Master's degree
29-2011	Medical and clinical laboratory technologists	14	15	1	7	0.88	16.50	Bachelor's degree
29-2021	Dental hygienists	13	14	1	8	0.77	23.36	Associate's degree
29-2041	Emergency medical technicians and paramedics	197	404	207	105	9.96	12.44	Postsecondary vocational award
29-2052	Pharmacy technicians	16	14	-2	-13	0.53	9.05	Moderate-term on-the-job training
29-2061	Licensed practical and licensed vocational nurses	76	76	0	0	1.04	14.22	Postsecondary vocational award
29-2071	Medical records and health information technicians	14	15	1	7	0.84	10.36	Associate's degree
29-9011	Occupational health and safety specialists	11	12	1	9	2.37	17.80	Bachelor's degree
31-1011	Home health aides	94	100	6	6	1.03	6.55	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	109	95	-14	-13	0.74	8.43	Postsecondary vocational award
31-9091	Dental assistants	17	19	2	12	0.60	14.35	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
31-9092	Medical assistants	20	24	4	20	0.46	8.34	Moderate-term on-the-job training
31-9095	Pharmacy aides	10	13	3	30	--	--	Short-term on-the-job training
33-1012	First-line supervisors/managers of police and detectives	15	17	2	13	1.68	18.12	Work experience in a related field
33-2011	Fire fighters	26	29	3	12	0.90	7.36	Long-term on-the-job training
33-3012	Correctional officers and jailers	36	42	6	17	0.89	12.30	Moderate-term on-the-job training
33-3051	Police and sheriff's patrol officers	78	87	9	12	1.33	14.47	Long-term on-the-job training
33-9032	Security guards	20	22	2	10	0.19	15.93	Short-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	60	57	-3	-5	0.69	11.57	Work experience in a related field
35-2011	Cooks, fast food	71	66	-5	-7	1.23	6.55	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	83	73	-10	-12	2.06	6.55	Moderate-term on-the-job training
35-2014	Cooks, restaurant	49	54	5	10	0.55	7.81	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
35-2015	Cooks, short order	26	26	0	0	1.40	6.81	Short-term on-the-job training
35-2021	Food preparation workers	57	53	-4	-7	0.64	6.55	Short-term on-the-job training
35-3011	Bartenders	12	14	2	17	0.22	7.45	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	172	169	-3	-2	0.66	6.89	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	62	58	-4	-6	1.15	6.55	Short-term on-the-job training
35-3031	Waiters and waitresses	96	103	7	7	0.40	6.55	Short-term on-the-job training
35-3041	Food servers, nonrestaurant	14	11	-3	-21	0.77	7.20	Short-term on-the-job training
35-9011	Dining room and cafeteria attendants and bartender helpers	19	20	1	5	0.48	6.55	Short-term on-the-job training
35-9021	Dishwashers	33	34	1	3	0.65	6.55	Short-term on-the-job training
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	18	19	1	6	0.51	6.86	Short-term on-the-job training
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	36	39	3	8	0.96	9.61	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	23	23	0	0	1.54	13.32	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	273	300	27	10	1.21	6.72	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	205	256	51	25	0.97	7.07	Short-term on-the-job training
37-2019	Building cleaning workers, all other	35	41	6	17	0.69	6.55	Short-term on-the-job training
37-3011	Landscaping and groundskeeping workers	111	108	-3	-3	1.07	8.60	Short-term on-the-job training
37-3012	Pesticide handlers, sprayers, and applicators, vegetation	13	15	2	15	1.24	6.86	Moderate-term on-the-job training
37-3013	Tree trimmers and pruners	13	15	2	15	1.19	7.10	Short-term on-the-job training
37-3019	Grounds maintenance workers, all other	12	15	3	25	1.27	6.61	Short-term on-the-job training
39-1021	First-line supervisors/managers of personal service workers	21	21	0	0	0.86	9.70	Work experience in a related field
39-2011	Animal trainers	14	15	1	7	1.47	6.55	Moderate-term on-the-job training
39-2021	Nonfarm animal caretakers	28	26	-2	-7	0.73	6.55	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
39-3091	Amusement and recreation attendants	17	20	3	18	0.69	6.55	Short-term on-the-job training
39-5012	Hairdressers, hairstylists, and cosmetologists	30	24	-6	-20	0.54	6.55	Postsecondary vocational award
39-9011	Child care workers	147	187	40	27	0.80	6.69	Short-term on-the-job training
39-9021	Personal and home care aides	61	71	10	16	0.65	7.22	Short-term on-the-job training
39-9031	Fitness trainers and aerobics instructors	23	28	5	22	0.84	7.96	Postsecondary vocational award
39-9032	Recreation workers	22	23	1	5	0.62	6.55	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	221	251	30	14	0.98	12.68	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	54	64	10	19	0.58	15.27	Work experience in a related field
41-2011	Cashiers, except gaming	465	507	42	9	1.31	7.16	Short-term on-the-job training
41-2021	Counter and rental clerks	43	51	8	19	0.92	9.25	Short-term on-the-job training
41-2022	Parts salespersons	20	24	4	20	0.88	12.85	Moderate-term on-the-job training



SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-2031	Retail salespersons	467	595	128	27	0.94	9.39	Short-term on-the-job training
41-3021	Insurance sales agents	66	83	17	26	0.89	8.07	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	17	26	9	53	0.24	11.41	Bachelor's degree
41-3099	Sales representatives, services, all other	16	19	3	19	0.22	10.12	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	17	21	4	24	0.32	14.88	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	84	91	7	8	0.52	12.29	Moderate-term on-the-job training
41-9021	Real estate brokers	82	125	43	52	0.48	7.28	Work experience in a related field
41-9022	Real estate sales agents	86	129	43	50	0.47	6.96	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	65	62	-3	-5	0.58	6.56	Short-term on-the-job training
41-9099	Sales and related workers, all other	13	13	0	0	0.37	6.66	Moderate-term on-the-job training
43-1011	First-line supervisors/managers of office and administrative support workers	114	112	-2	-2	0.74	15.13	Work experience in a related field
43-3011	Bill and account collectors	22	24	2	9	0.54	9.78	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-3021	Billing and posting clerks and machine operators	32	33	1	3	0.59	9.02	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	162	176	14	9	0.72	9.96	Moderate-term on-the-job training
43-3051	Payroll and timekeeping clerks	22	21	-1	-5	1.05	11.93	Moderate-term on-the-job training
43-3071	Tellers	35	38	3	9	0.56	10.06	Short-term on-the-job training
43-4031	Court, municipal, and license clerks	10	11	1	10	0.92	11.22	Short-term on-the-job training
43-4051	Customer service representatives	148	143	-5	-3	0.66	11.29	Moderate-term on-the-job training
43-4071	File clerks	20	13	-7	-35	0.86	6.55	Short-term on-the-job training
43-4081	Hotel, motel, and resort desk clerks	14	12	-2	-14	0.60	8.63	Short-term on-the-job training
43-4111	Interviewers, except eligibility and loan	11	11	0	0	0.43	9.43	Short-term on-the-job training
43-4161	Human resources assistants, except payroll and timekeeping	39	40	1	3	2.35	11.87	Short-term on-the-job training
43-4171	Receptionists and information clerks	76	81	5	7	0.66	8.36	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-5021	Couriers and messengers	12	17	5	42	0.38	6.67	Short-term on-the-job training
43-5031	Police, fire, and ambulance dispatchers	24	33	9	38	2.44	8.59	Moderate-term on-the-job training
43-5032	Dispatchers, except police, fire, and ambulance	14	15	1	7	0.72	12.86	Moderate-term on-the-job training
43-5041	Meter readers, utilities	10	10	0	0	2.15	10.43	Short-term on-the-job training
43-5052	Postal service mail carriers	50	49	-1	-2	1.49	20.15	Short-term on-the-job training
43-5061	Production, planning, and expediting clerks	34	34	0	0	1.19	13.52	Short-term on-the-job training
43-5071	Shipping, receiving, and traffic clerks	82	84	2	2	1.09	10.58	Short-term on-the-job training
43-5081	Stock clerks and order fillers	136	127	-9	-7	0.75	10.34	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	138	153	15	11	0.81	8.08	Moderate-term on-the-job training
43-6012	Legal secretaries	21	23	2	10	0.58	9.18	Postsecondary vocational award
43-6013	Medical secretaries	42	45	3	7	0.82	9.22	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-6014	Secretaries, except legal, medical, and executive	212	208	-4	-2	1.02	10.13	Moderate-term on-the-job training
43-9022	Word processors and typists	11	11	0	0	0.60	8.62	Moderate-term on-the-job training
43-9041	Insurance claims and policy processing clerks	14	15	1	7	0.57	10.90	Moderate-term on-the-job training
43-9061	Office clerks, general	220	235	15	7	0.70	8.14	Short-term on-the-job training
43-9199	Office and administrative support workers, all other	10	10	0	0	--	--	Short-term on-the-job training
45-1099	Supervisors, farming, fishing, and forestry workers	39	31	-8	-21	6.43	20.63	Work experience in a related field
45-2041	Graders and sorters, agricultural products	30	30	0	0	5.40	9.78	Work experience in a related field
45-2091	Agricultural equipment operators	13	16	3	23	1.94	8.64	Moderate-term on-the-job training
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	131	154	23	18	1.91	6.90	Short-term on-the-job training
45-2093	Farmworkers, farm and ranch animals	29	34	5	17	3.01	11.91	Short-term on-the-job training
45-4021	Fallers	58	35	-23	-40	26.68	10.09	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
45-4022	Logging equipment operators	93	62	-31	-33	22.24	14.45	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	115	126	11	10	1.06	16.62	Work experience in a related field
47-2031	Carpenters	135	144	9	7	0.78	11.63	Long-term on-the-job training
47-2051	Cement masons and concrete finishers	10	11	1	10	--	--	Moderate-term on-the-job training
47-2061	Construction laborers	147	163	16	11	1.01	8.88	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	80	88	8	10	1.83	15.04	Moderate-term on-the-job training
47-2111	Electricians	101	100	-1	-1	1.35	14.20	Long-term on-the-job training
47-2141	Painters, construction and maintenance	26	31	5	19	0.46	11.86	Moderate-term on-the-job training
47-2151	Pipelayers	10	12	2	20	0.90	13.04	Moderate-term on-the-job training
47-2152	Plumbers, pipefitters, and steamfitters	34	39	5	15	0.69	12.39	Long-term on-the-job training
47-2181	Roofers	50	59	9	18	2.69	8.91	Moderate-term on-the-job training

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47-2211	Sheet metal workers	53	59	6	11	2.99	13.99	Long-term on-the-job training
47-2221	Structural iron and steel workers	18	17	-1	-6	2.46	11.76	Long-term on-the-job training
47-3012	Helpers, carpenters	27	27	0	0	2.82	7.60	Short-term on-the-job training
47-3013	Helpers, electricians	33	30	-3	-9	3.15	8.18	Short-term on-the-job training
47-3015	Helpers, pipelayers, plumbers, pipefitters, and steamfitters	17	20	3	18	1.99	11.90	Short-term on-the-job training
47-4051	Highway maintenance workers	16	18	2	13	1.22	11.99	Moderate-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	78	81	3	4	1.71	20.46	Work experience in a related field
49-3021	Automotive body and related repairers	13	12	-1	-8	0.70	17.66	Long-term on-the-job training
49-3023	Automotive service technicians and mechanics	81	91	10	12	0.97	11.97	Postsecondary vocational award
49-3031	Bus and truck mechanics and diesel engine specialists	40	45	5	13	1.47	12.69	Postsecondary vocational award
49-9012	Control and valve installers and repairers, except mechanical door	11	13	2	18	2.44	22.03	Moderate-term on-the-job training

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49-9021	Heating, air conditioning, and refrigeration mechanics and installers	31	35	4	13	0.93	15.10	Long-term on-the-job training
49-9041	Industrial machinery mechanics	209	223	14	7	7.71	12.60	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	329	336	7	2	2.36	12.54	Moderate-term on-the-job training
49-9043	Maintenance workers, machinery	34	31	-3	-9	4.22	12.16	Short-term on-the-job training
49-9044	Millwrights	34	33	-1	-3	7.04	18.97	Long-term on-the-job training
49-9051	Electrical power-line installers and repairers	20	22	2	10	1.85	21.17	Long-term on-the-job training
49-9098	Helpers--Installation, maintenance, and repair workers	21	22	1	5	1.37	7.73	Short-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	232	226	-6	-3	3.35	18.91	Work experience in a related field
51-2022	Electrical and electronic equipment assemblers	20	13	-7	-35	0.95	18.23	Short-term on-the-job training
51-2031	Engine and other machine assemblers	15	18	3	20	3.66	29.19	Short-term on-the-job training
51-2041	Structural metal fabricators and fitters	16	19	3	19	1.47	27.99	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-2091	Fiberglass laminators and fabricators	44	39	-5	-11	10.69	12.83	Moderate-term on-the-job training
51-2092	Team assemblers	651	649	-2	0	5.65	12.69	Moderate-term on-the-job training
51-2099	Assemblers and fabricators, all other	17	15	-2	-12	0.54	8.95	Moderate-term on-the-job training
51-3011	Bakers	40	49	9	23	2.65	6.55	Long-term on-the-job training
51-3021	Butchers and meat cutters	33	33	0	0	2.57	11.33	Long-term on-the-job training
51-3022	Meat, poultry, and fish cutters and trimmers	118	123	5	4	8.23	10.89	Short-term on-the-job training
51-3023	Slaughterers and meat packers	174	181	7	4	16.04	9.41	Moderate-term on-the-job training
51-3092	Food batchmakers	50	59	9	18	5.02	8.01	Short-term on-the-job training
51-3093	Food cooking machine operators and tenders	19	18	-1	-5	4.40	9.11	Short-term on-the-job training
51-4011	Computer-controlled machine tool operators, metal and plastic	26	34	8	31	1.91	21.59	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	62	60	-2	-3	2.50	14.74	Moderate-term on-the-job training



SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-4033	Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	20	25	5	25	2.05	15.67	Moderate-term on-the-job training
51-4041	Machinists	26	30	4	15	0.64	18.75	Long-term on-the-job training
51-4072	Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	18	19	1	6	1.20	11.26	Moderate-term on-the-job training
51-4111	Tool and die makers	11	12	1	9	1.21	20.81	Long-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	48	57	9	19	1.17	24.65	Long-term on-the-job training
51-4122	Welding, soldering, and brazing machine setters, operators, and tenders	14	17	3	21	1.90	21.39	Moderate-term on-the-job training
51-5023	Printing machine operators	17	15	-2	-12	0.81	10.25	Moderate-term on-the-job training
51-6011	Laundry and dry-cleaning workers	18	19	1	6	0.69	7.43	Moderate-term on-the-job training
51-6021	Pressers, textile, garment, and related materials	73	61	-12	-16	10.27	9.10	Short-term on-the-job training
51-6031	Sewing machine operators	122	91	-31	-25	5.50	7.67	Moderate-term on-the-job training
51-6061	Textile bleaching and dyeing machine operators and tenders	19	13	-6	-32	9.28	7.39	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-6062	Textile cutting machine setters, operators, and tenders	16	11	-5	-31	7.02	10.66	Moderate-term on-the-job training
51-6063	Textile knitting and weaving machine setters, operators, and tenders	285	190	-95	-33	80.40	11.24	Long-term on-the-job training
51-7041	Sawing machine setters, operators, and tenders, wood	92	67	-25	-27	14.22	16.26	Moderate-term on-the-job training
51-7042	Woodworking machine setters, operators, and tenders, except sawing	57	49	-8	-14	5.97	15.24	Moderate-term on-the-job training
51-8013	Power plant operators	19	23	4	21	5.21	33.76	Long-term on-the-job training
51-8031	Water and liquid waste treatment plant and system operators	14	16	2	14	1.31	12.39	Long-term on-the-job training
51-9012	Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	11	11	0	0	2.33	7.83	Moderate-term on-the-job training
51-9021	Crushing, grinding, and polishing machine setters, operators, and tenders	15	15	0	0	3.58	10.91	Moderate-term on-the-job training
51-9023	Mixing and blending machine setters, operators, and tenders	21	21	0	0	1.49	6.55	Moderate-term on-the-job training
51-9032	Cutting and slicing machine setters, operators, and tenders	16	15	-1	-6	1.99	9.04	Moderate-term on-the-job training
51-9041	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	13	12	-1	-8	1.47	10.10	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-9051	Furnace, kiln, oven, drier, and kettle operators and tenders	33	28	-5	-15	13.10	8.40	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	119	108	-11	-9	2.52	10.31	Moderate-term on-the-job training
51-9111	Packaging and filling machine operators and tenders	123	114	-9	-7	3.42	7.76	Short-term on-the-job training
51-9121	Coating, painting, and spraying machine setters, operators, and tenders	49	48	-1	-2	4.71	17.39	Moderate-term on-the-job training
51-9122	Painters, transportation equipment	17	16	-1	-6	3.00	16.80	Long-term on-the-job training
51-9191	Cementing and gluing machine operators and tenders	17	14	-3	-18	7.31	6.55	Moderate-term on-the-job training
51-9192	Cleaning, washing, and metal pickling equipment operators and tenders	11	10	-1	-9	5.40	11.10	Moderate-term on-the-job training
51-9196	Paper goods machine setters, operators, and tenders	45	35	-10	-22	4.17	13.79	Moderate-term on-the-job training
51-9198	Helpers--Production workers	134	138	4	3	2.61	7.44	Short-term on-the-job training
51-9199	Production workers, all other	30	32	2	7	1.08	10.61	Moderate-term on-the-job training
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, hand	23	24	1	4	1.23	14.12	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-1031	First-line supervisors/managers of transportation and material-moving machine and vehicle operators	20	23	3	15	0.90	16.61	Work experience in a related field
53-3011	Ambulance drivers and attendants, except emergency medical technicians	16	33	17	106	7.45	11.10	Moderate-term on-the-job training
53-3022	Bus drivers, school	64	63	-1	-2	1.34	7.64	Short-term on-the-job training
53-3031	Driver/sales workers	41	45	4	10	0.66	7.94	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	327	366	39	12	1.71	11.66	Moderate-term on-the-job training
53-3033	Truck drivers, light or delivery services	138	158	20	14	1.19	7.68	Short-term on-the-job training
53-7032	Excavating and loading machine and dragline operators	12	14	2	17	1.66	15.65	Moderate-term on-the-job training
53-7051	Industrial truck and tractor operators	106	96	-10	-9	1.68	11.53	Short-term on-the-job training
53-7061	Cleaners of vehicles and equipment	30	28	-2	-7	0.86	11.30	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	347	327	-20	-6	1.45	7.26	Short-term on-the-job training
53-7063	Machine feeders and offbearers	65	52	-13	-20	4.86	8.17	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-7064	Packers and packagers, hand	156	124	-32	-21	1.96	6.55	Short-term on-the-job training
53-7081	Refuse and recyclable material collectors	34	43	9	26	2.34	6.96	Short-term on-the-job training
		17,505	18,620	1,114	6		12.32	

at least 1.25 greater than \$12.32

Source: EMSI

## Appendix B: Businesses by 3-Digit NAICS Codes

Newberry County								
Industry	NAICS Code	2002	2007	Average Size	Change		SC % change	US % change
					#	%		
Animal Production	112	11	10	25	-1	-9.1	-19.2	5.0
Forestry and Logging	113	26	18	15	-8	-30.8	-26.0	-15.2
Construction of Buildings	236	25	24	6	-1	-4.0	-0.4	15.4
Heavy and Civil Engineering Construction	237	11	14	24	3	27.3	-2.0	-2.3
Specialty Trade Contractors	238	60	48	8	-12	-20.0	-6.4	12.9
Wood Product Manufacturing	321	15	12	54	-3	-20.0	-6.4	-5.7
Printing and Related Support Activities	323	4	3	0	-1	-25.0	-15.0	-12.3
Fabricated Metal Product Manufacturing	332	4	6	21	2	50.0	-6.1	-3.0
Machinery Manufacturing	333	3	4	125	1	33.3	-23.7	-11.1
Merchant Wholesalers, Durable Goods	423	12	9	11	-3	-25.0	0.6	-5.6
Merchant Wholesalers, Nondurable Goods	424	8	10	14	2	25.0	-5.0	-3.5
Wholesale Electronic Markets and Agents and Brokers	425	8	8	5	0	0.0	31.7	38.3
Motor Vehicle and Parts Dealers	441	25	25	7	0	0.0	-11.6	2.2
Furniture and Home Furnishings Stores	442	7	4	10	-3	-42.9	-11.3	3.8
Building Material and Garden Equipment and Supplies Dealers	444	13	18	12	5	38.5	-8.8	0.9
Food and Beverage Stores	445	15	13	14	-2	-13.3	-18.2	-0.5
Health and Personal Care Stores	446	6	12	8	6	100.0	9.1	10.2
Gasoline Stations	447	19	24	8	5	26.3	-2.8	-1.9
Clothing and Clothing Accessories Stores	448	14	9	6	-5	-35.7	-5.3	4.6
Sporting Goods, Hobby, Book, and Music Stores	451	6	6	4	0	0.0	-11.1	-6.5
General Merchandise Stores	452	7	12	31	5	71.4	17.5	13.3
Miscellaneous Store Retailers	453	17	15	3	-2	-11.8	-23.9	-8.6
Truck Transportation	484	17	21	9	4	23.5	-5.1	5.4
Support Activities for Transportation	488	5	4	2	-1	-20.0	-6.0	7.6
Credit Intermediation and Related Activities	522	27	30	5	3	11.1	12.2	23.8
Insurance Carriers and Related Activities	524	11	12	0	1	9.1	0.3	6.7
Real Estate	531	10	9	2	-1	-10.0	18.8	23.8
Rental and Leasing Services	532	10	10	5	0	0.0	-8.3	1.7
Professional, Scientific, and Technical Services	541	45	40	0	-5	-11.1	2.1	14.3
Administrative and Support Services	561	39	37	17	-2	-5.1	2.2	13.0

Newberry County								
Industry	NAICS Code	2002	2007	Average Size	Change		SC % change	US % change
					#	%		
Educational Services	611	5	5	52	0	0.0	14.1	23.7
Ambulatory Health Care Services	621	29	30	0	1	3.4	7.4	13.3
Social Assistance	624	16	11	38	-5	-31.3	-5.0	29.4
Accommodation	721	3	4	13	1	33.3	-3.4	3.5
Food Services and Drinking Places	722	54	48	12	-6	-11.1	-0.2	12.2
Repair and Maintenance	811	45	40	3	-5	-11.1	-18.3	-0.4
Personal and Laundry Services	812	16	13	7	-3	-18.8	-2.4	7.2
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	5	7	4	2	40.0	-2.0	3.3
Private Households	814	26	19	2	-7	-26.9	4.6	24.9

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

### Appendix C: Newberry County Employment by Industry Sector

Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Total		12,771	14,060	1,289	10.1			29,217	6%

<i>6 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Heavy and Civil Engineering Construction	237	259	333	74	29	3.32	56	33,621	AA

<i>5 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Machinery Manufacturing	333	74	498	424	573	4.15	426	47,663	BA
Building Material and Garden Equipment and Supplies Dealers	444	92	219	127	138	1.65	117	28,086	AA
Gasoline Stations	447	127	186	59	46	2.13	64	14,064	AA
Truck Transportation	484	149	192	43	29	1.31	32	34,455	AA
Educational Services	611	206	260	54	26	1.12	19	30,064	AA

<i>4 star sectors</i>									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Merchant Wholesalers, Durable Goods	423	77	100	23	30	0.32	20	46,661	AA
Administrative and Support Services	561	303	624	321	106	0.77	289	17,168	AA
Social Assistance	624	311	416	105	34	1.80	47	11,622	BA



3 star or fewer sectors									
Industry	NAICS code	Employment		2002-2007 Change		Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
		2002	2007	#	%				
Forestry and Logging	113	288	262	-26	-9	39.37	11	33,307	D
Wood Product Manufacturing	321	654	643	-11	-2	12.32	36	37,567	BA
Fabricated Metal Product Manufacturing	332	116	127	11	9	0.81	10	38,026	AA
Motor Vehicle and Parts Dealers	441	166	170	4	2	0.88	1	33,255	AA
Health and Personal Care Stores	446	48	98	50	104	0.97	47	23,437	AA
Real Estate	531	10	16	6	60	0.11	5	18,205	AA
Rental and Leasing Services	532	43	54	11	26	0.84	12	18,929	AA
Religious, Grantmaking, Civic, Professional, and Similar Organizations	813	14	28	14	100	0.21	14	28,260	AA
Miscellaneous Store Retailers	453	37	44	7	19	0.50	11	15,384	BA
Credit Intermediation and Related Activities	522	133	135	2	2	0.46	-8	31,004	AA
Personal and Laundry Services	812	68	90	22	32	0.68	19	14,718	BA
Animal Production	112	267	254	-13	-5	11.24	-35	23,708	
Construction of Buildings	236	157	150	-7	-4	0.84	-27	36,235	BA
Specialty Trade Contractors	238	330	361	31	9	0.74	-17	29,169	AA
Merchant Wholesalers, Nondurable Goods	424	263	137	-126	-48	0.66	-132	32,727	BA
Wholesale Electronic Markets and Agents and Brokers	425	35	42	7	20	0.50	-4	27,185	D
Furniture and Home Furnishings Stores	442	49	41	-8	-16	0.71	-11	32,638	BA
General Merchandise Stores	452	351	371	20	6	1.21	-6	19,624	AA
Support Activities for Transportation	488	9	8	-1	-11	0.14	-2	27,571	AA
Repair and Maintenance	811	137	131	-6	-4	1.03	-7	29,277	BA
Private Households	814	27	29	2	7	0.52	-4	14,175	A
Food and Beverage Stores	445	267	177	-90	-34	0.61	-88	14,726	BA
Clothing and Clothing Accessories Stores	448	63	52	-11	-17	0.34	-20	11,472	BA
Sporting Goods, Hobby, Book, and Music Stores	451	49	22	-27	-55	0.33	-26	8,144	BA
Accommodation	721	55	52	-3	-5	0.28	-6	12,693	BA
Food Services and Drinking Places	722	671	597	-74	-11	0.62	-161	10,486	BA

## Methodology and Sourcing

### Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

**Sectors are rated on 6 factors:** 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

**Stars are based on:** 2002-2007 employment growth of 50 or more, 2002-2007 employment growth rate greater than 10.1% (overall county job growth), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$29,217 (2007 average for all jobs in the county), and average or above average projected growth.

**Location Quotient:** percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2007 data.

**Competitive Effect:** based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

**Source:** Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.





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