

The image features large, stylized numbers '2023-2025'. The '2' is white. The '0' is white with a blue shadow. The '2' is white with a blue shadow. The '3' is white with a blue shadow. The '5' is blue with a red shadow. The text '2023-2025' is written in white, overlapping the '0' and the first '2'.

2023-2025

ARKANSAS-STATEWIDE

Short-Term Industry and Occupational Projections

ARKANSAS SHORT-TERM INDUSTRY AND OCCUPATIONAL PROJECTIONS 2023-2025



Arkansas Division of
Workforce Services

Sarah Huckabee Sanders, Governor
State of Arkansas

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Division of Workforce Services

ARKANSAS SHORT-TERM INDUSTRY AND OCCUPATIONAL PROJECTIONS 2023-2025

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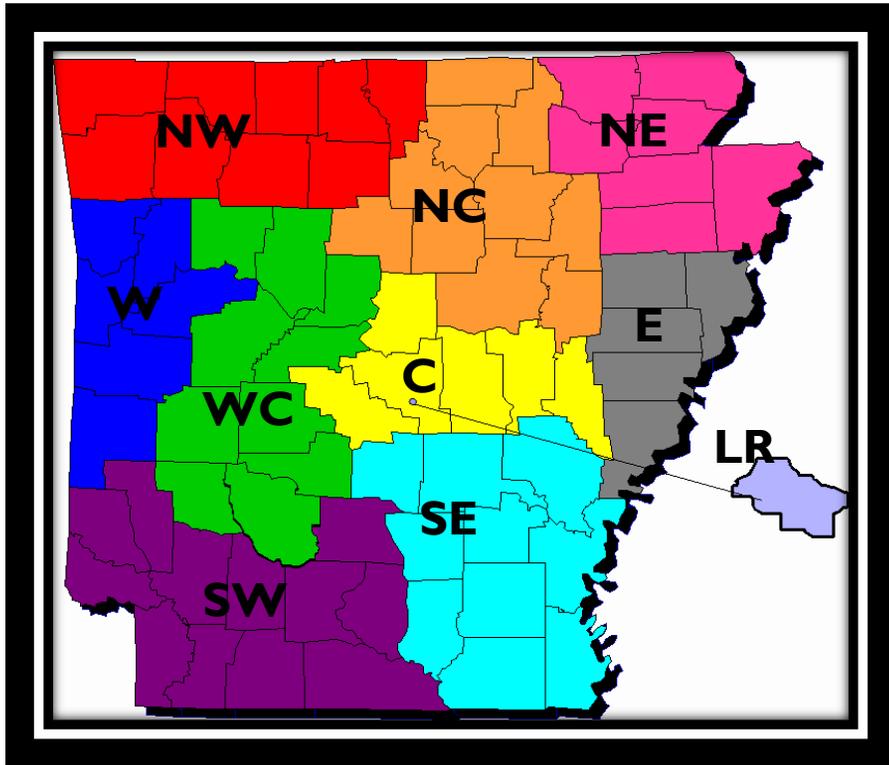
Definitions of Important Terms

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

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Local Workforce Development Areas



Northwest Arkansas Workforce Development Area

Baxter, Benton, Boone, Carroll, Madison, Marion, Newton, Searcy, and Washington counties

North Central Arkansas Workforce Development Area

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

Northeast Arkansas Workforce Development Area

Clay, Craighead, Greene, Lawrence, Mississippi, Poinsett, and Randolph counties

Western Arkansas Workforce Development Area

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

West Central Arkansas Workforce Development Area

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

Southwest Arkansas Workforce Development Area

Calhoun, Columbia, Dallas, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Ouachita, Sevier, and Union counties

Southeast Arkansas Workforce Development Area

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

Central Arkansas Workforce Development Area

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

City of Little Rock Workforce Development Area

Inside the city limits of Little Rock

Eastern Arkansas Workforce Development Area

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

Introduction

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

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

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

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

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

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

Visit <https://public.tableau.com/profile/brian.pulliam#!/> to view tables and graphics related to business, education, and other industry and occupational outlook information.

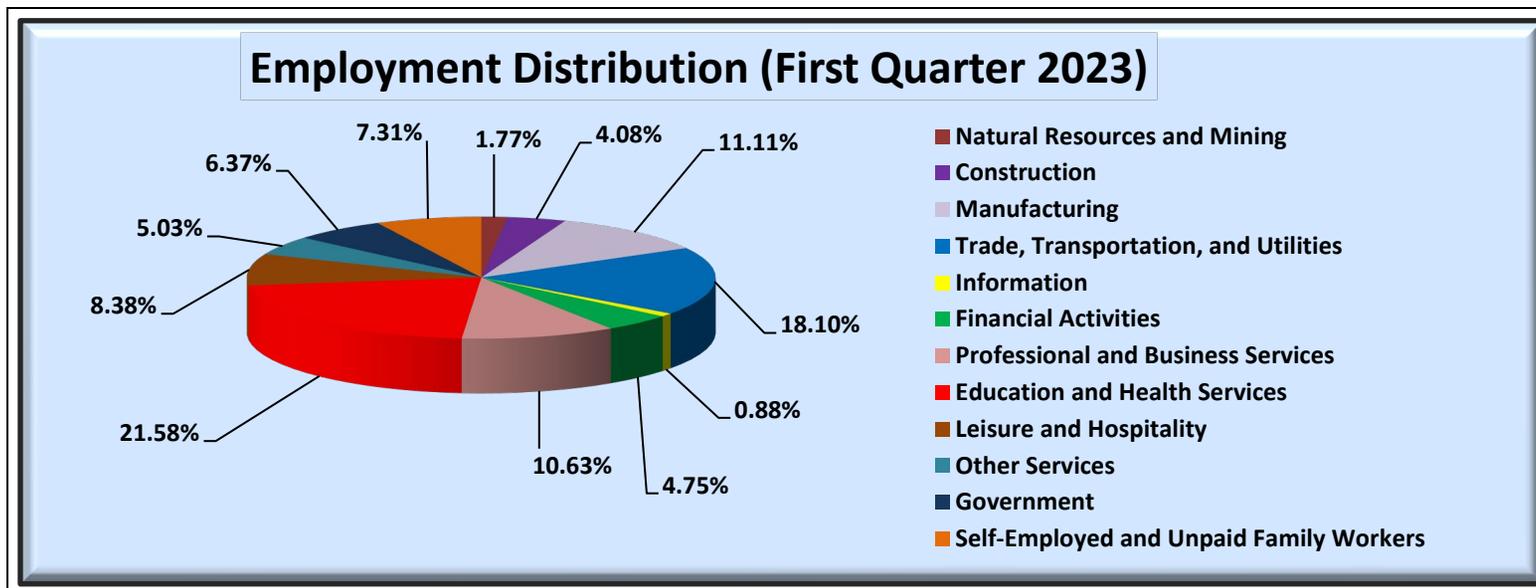
State of Arkansas Profile

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

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

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

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



Source: QCEW and CES-Non-Covered

Methodology

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

Data Development

Data development is accomplished by using the following sources:

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

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

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

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

Industry Projections

A monthly time series is developed at the three- and four-digit NAICS levels from the three sources listed above, with a time frame of January 1990 to March of the base year 2023. The industry projections in this publication were produced using the *Projections Suite* software, authorized by the U.S. Department of Labor, and developed by the Utah Department of Workforce Services. The software has several components that deal with industry projections. First, it allows the analyst to choose from a list of national and state variables to determine a state leading index, which is a list of variables that, when factored together, help predict changes in the state employment figures. National economic variables are also provided. State variables are labor force data, such as civilian labor force and unemployment rate, major industry division (CES) totals, nonfarm employment, building permits, manufacturing hours, natural gas prices, air passenger data, and a composite index.

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

Occupational Projections

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

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

Data Limitations

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

It is important to look at both numeric growth and percent growth when looking at projections. Generally, industries or occupations with small employment will have higher growth rates than those with larger employment, but these industries may only add a few employees over the projection period. When examining occupational projections, it is important to look at all types of job openings, which include growth, exits, and transfers. Even if an occupation is in decline, it still may have openings to replace workers who leave the profession due to changing jobs or due to a person retiring or leaving the workforce for some other reason.

EXPLANATION OF INDUSTRY PROJECTIONS DATA
ARKANSAS-STATEWIDE
2023-2025

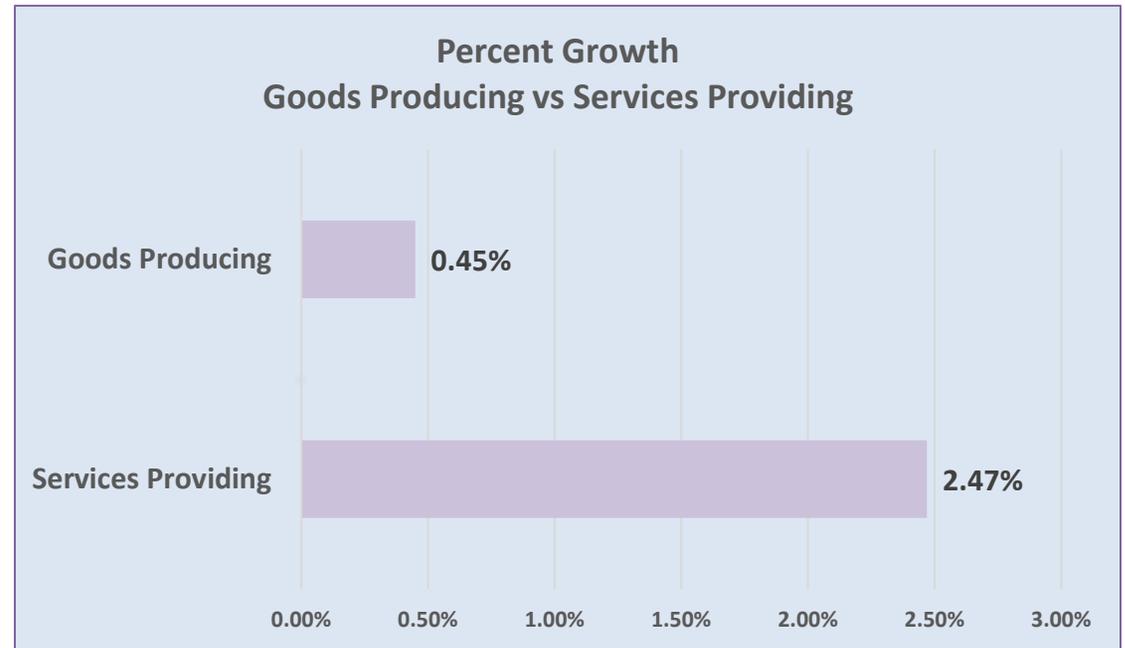
NAICS Code	NAICS Title	2023 Estimated Employment	2025 Projected Employment	Net Growth	Percent Growth
Industry code according to the North American Industry Classification System (NAICS) Title and Coding Structure.	Industry title according to the North American Industry Classification System (NAICS) Title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

2023-2025 Arkansas Statewide Industry Projections by Major Division

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

Industry Outlook

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



Natural Resources and Mining

The **Natural Resources and Mining** supersector was generally not impacted by the pandemic, gaining 321 covered employment jobs between first and second quarter 2020, an increase of 2.08 percent. The industry group increased 0.87 percent over the last year but has lost 531 jobs since the pandemic. **Natural Resources and Mining** is expected to be one of three supersectors to experience a decline in the 2023-2025 timeframe, losing 279 jobs, or 1.07 percent of its workforce. Driving the decline is the **Agriculture, Forestry, Fishing, and Hunting** sector, which is estimated to lose 314 jobs, a 1.39 percent decline. All five industries within this sector could experience losses. *Animal Production* is slated to lose the most with an expected decline of 122 jobs, while *Crop Production* could see a drop of 90. Bureau of Economic Analysis records show a loss of 1,954 farming jobs between 2020 and 2022. The **Mining** sector, however, could see a slight increase in employment, with an increase of 35 jobs, a 1.02 percent increase.

Construction

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

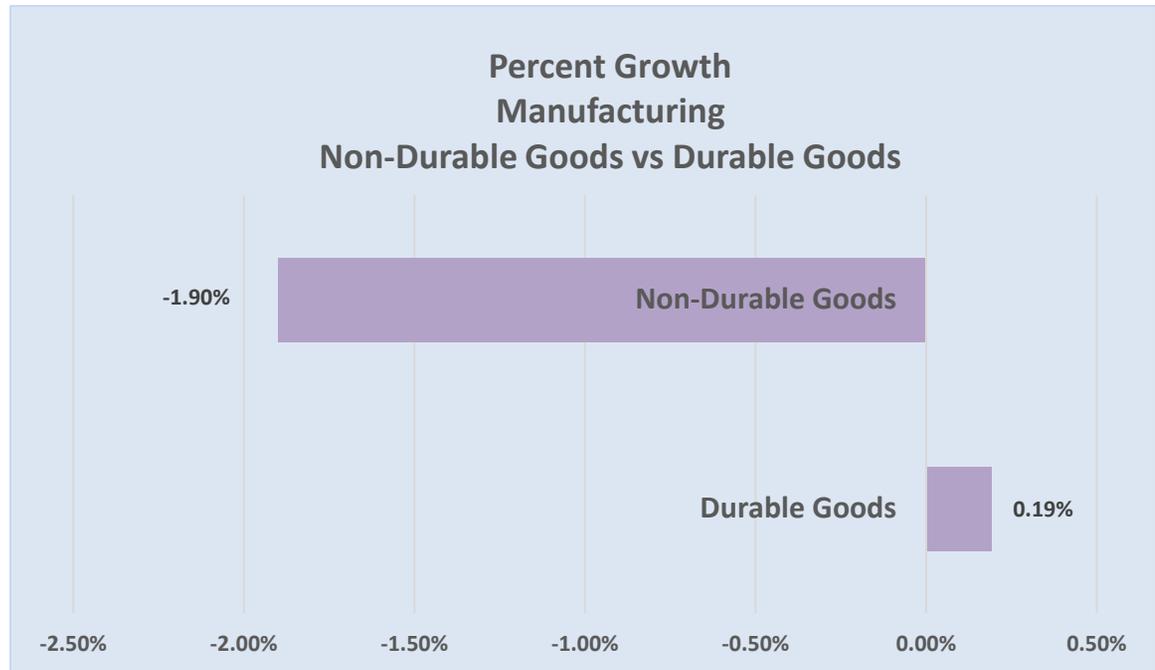
the ten fastest growing industries statewide. On the negative side of the labor market, Nonresidential Building Construction could see a decline of 119, a drop of 1.50 percent of its workforce.

Manufacturing

The **Manufacturing** supersector lost 9,745 jobs during the second quarter of 2020, a 6.06 percent drop. By first quarter of 2023, the supersector has exceeded pre-pandemic levels. Over the last year, **Manufacturing** has increased by 2.06 percent. However, during the 2023-2025 projection period, **Manufacturing** is expected to experience a net loss of 826 jobs, or 0.51 percent of its workforce. **Non-Durable Goods Manufacturing** is estimated to lose 998 jobs, a decrease of 1.19 percent. The group lost 3,954 jobs during the pandemic. *Chemical Manufacturing* could see the brightest outlook, with a gain of 301 jobs, while *Textile Mills* could see a 60.34 percent rise in employment. Fabric Mills is predicted to be the fastest growing industry in Arkansas, raising employment levels by 73.43

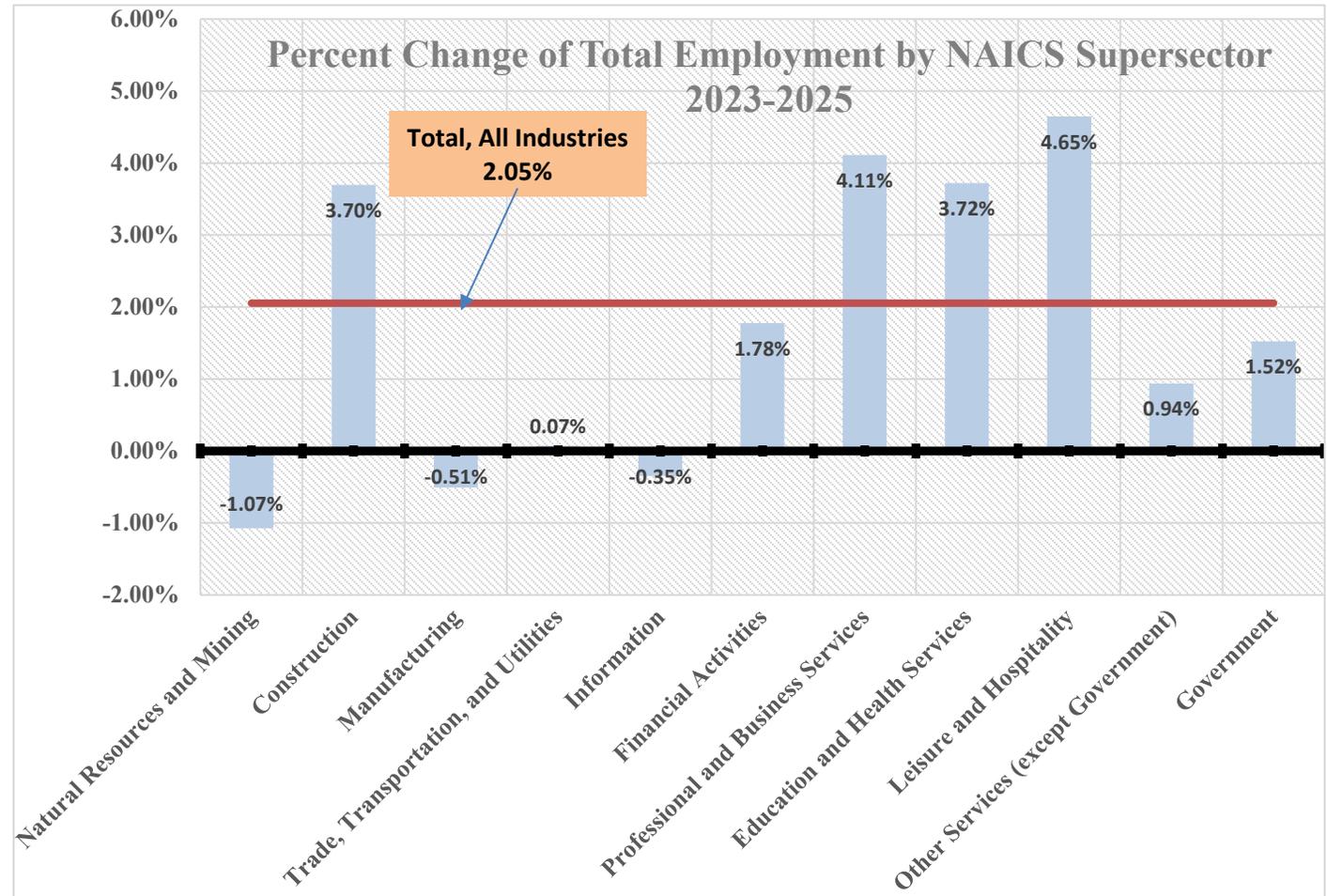
percent. On the negative side of the economy, six sectors within Non-Durable Goods could experience declines. *Food Manufacturing* is slated to experience a net loss of 777 jobs. Driving this decline is Animal Slaughtering and Processing, which could lose 1,079 jobs between first quarter 2023 and first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

Durable Goods Manufacturing is projected to experience a gain of 152 jobs, an increase of 0.19 percent. The industry group lost 5,792 jobs during the pandemic. Outlook in this industry group is mixed with six subsectors set to experience declines and four to experience gains. *Transportation Equipment Manufacturing* is slated to add 800 jobs to the local workforce, while *Machinery Manufacturing* could see a job reduction of 650, placing the industry among the ten highest declining industries. *Furniture and Related Product Manufacturing* is estimated to lose 10.94 percent of its workforce, while Other Miscellaneous Manufacturing could see a 7.63 percent reduction in employment, placing seventh and ninth, respectively on the Top 25 Fastest Declining Industries list.



Trade, Transportation, and Utilities

The **Trade, Transportation, and Utilities** supersector lost 10,580 jobs between first and second quarter 2020. The supersector has exceeded pre-pandemic levels. Over the last year, the industry group gained 2,599 jobs, an increase of almost one percent. **Trade, Transportation, and Utilities** is estimated to experience a net gain of 194 jobs, a 0.07 percent gain. **Wholesale Trade** is forecasted to experience a gain of 947, a 1.82 percent increase. The industry sector lost 1,517 jobs during the pandemic but has since fully recovered. Merchant Wholesalers, Nondurable Goods is slated to be seventh in the state in numeric change, gaining 902 jobs, while Merchant Wholesalers, Durable Goods is slated to add 307 to its own workforce. Wholesale Electronic Markets and Agents and Brokers could see a dip of 262, or 7.04 percent of its workforce between 2023 and 2025, placing among the ten fastest declining industries.



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

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

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

Information

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

Financial Activities

The **Financial Activities** supersector lost 666 jobs between first and second quarter 2020. The supersector has since exceeded pre-pandemic levels. By first quarter 2023, the industry has exceeded pre-pandemic employment levels. **Financial Activities** gained 3.42 percent over the last year and is projected to gain 1,241 jobs between first quarter 2023 and first quarter 2025, a 1.78 percent rise in employment. Most of those jobs come in the **Finance and Insurance** sector, which is slated to grow by 1,159 jobs. Insurance Carriers leads the supersector in numeric growth, projecting to add 863 jobs, an increase of 3.90 percent, placing among the ten highest growing industries in the state. The **Real Estate and Rental and Leasing** sector is predicted to experience a net gain of 82 jobs during the projection period. The sector lost 445 jobs during the pandemic and has since recovered. Real Estate is slated to add 119 jobs, while Rental and Leasing Services could lose 38 jobs, about one percent of its workforce.

Professional and Business Services

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

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

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

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

Education and Health Services

Education and Health Services lost 19,857 jobs between first and second quarter 2020, some of which is due to the seasonal nature of this industry group. This supersector has recovered all but 332 jobs from its pre-pandemic level. **Education and Health Services** is estimated to be the top growing supersector, adding 11,788 new jobs between first quarter 2023 and first quarter 2025, an increase of 3.72 percent. The supersector grew 3.35 percent over the last year. The **Educational Services** sector is estimated to increase employment by 3,055 jobs, a 2.63 percent rise. The sector lost 6,854 jobs during the pandemic but has recovered all but 148 of those jobs. Elementary and Secondary Schools could be fourth in numeric change, growing by 1,695 jobs. Business Schools and Computer and Management Training is slated to increase its employment by 16.36 percent, becoming the third fastest growing industry in the state.

The **Healthcare and Social Assistance** sector lost 13,002 jobs during the pandemic and has recovered all but 184 jobs. The industry group is slated to be the top growing sector, adding 8,733 jobs during the projection period, a 4.35 percent gain. Every subsector within Healthcare and Social Assistance is estimated to see job gains, with *Social Assistance* adding 2,797, an increase of 7.24 percent. Individual and Family Services is anticipated to be the second highest growing industry in the state, gaining 1,974 jobs. *Ambulatory Health Care Services* is forecast to gain 2,652 jobs during the projection period. Offices of Other Health Practitioners is predicted to be eighth in numeric change, adding an estimated 887 jobs. General Medical and Surgical Hospitals and Nursing Care Facilities (Skilled Nursing Facilities) also could experience strong growth with increases of 963 and 881 jobs respectively. In all, eight industries within **Healthcare and Social Assistance** made the Top 25 Growing Industries list. One downside in the labor market is Vocational Rehabilitation Services, which is expected to lose 28 jobs, or 1.09 percent of its workforce.

Leisure and Hospitality

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

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

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

Other Services (Except Government)

The **Other Services (Except Government)** supersector lost 2,394 jobs between first and second quarter 2020. The industry group has now exceeded pre-pandemic employment levels. **Other Services (Except Government)** increased employment 8.69 percent over the last year and is predicted to gain 694 jobs between 2023 and 2025, an increase of 0.94 percent. *Repair and Maintenance* is expected to add 1,008 jobs, an increase of 7.80 percent. Driving this growth is Automotive Repair and Maintenance, which is estimated to grow by 833 jobs. Continued demand for reliable mechanics could outweigh the struggles this industry has had in recent years in obtaining parts. *Religious, Grantmaking, Civic, Professional, and Similar Organizations* is estimated to gain 344 new jobs, an increase of 0.75 percent. The outlook is, however, mixed. Social Advocacy Organizations is expected to gain 371 jobs, while Religious Organizations could see a decline of 211. Two industries within the major group are estimated to increase employment by more than ten percent. Other Personal Services is tied for tenth among the ten fastest growing industries with a 10.29 percent gain. Automotive Repair and Maintenance could also experience strong growth, adding 10.27 percent to its workforce despite ongoing issues within the industry. Private Households could see the toughest outlook, losing an expected 931 jobs, or 13.29 percent of its workforce, placing it third on the Top 25 Declining Industries list and fourth on the Top 25 Fastest Declining Industries list.

Government

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

Top 25 Growing Industries by Numeric Change

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

Top 25 Fastest Growing Industries by Percent Change (Minimum 50 Employment)

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

Top 25 Declining Industries by Numeric Change

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

Top 25 Fastest Declining Industries by Percent Change (Minimum Decline of 5)

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

2023-2025 Arkansas-Statewide Short-Term Industry Projections

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

EXPLANATION OF OCCUPATIONAL PROJECTIONS DATA ARKANSAS-STATEWIDE 2023-2025

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

2023-2025 Arkansas Statewide Occupational Projections by Major Group

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

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

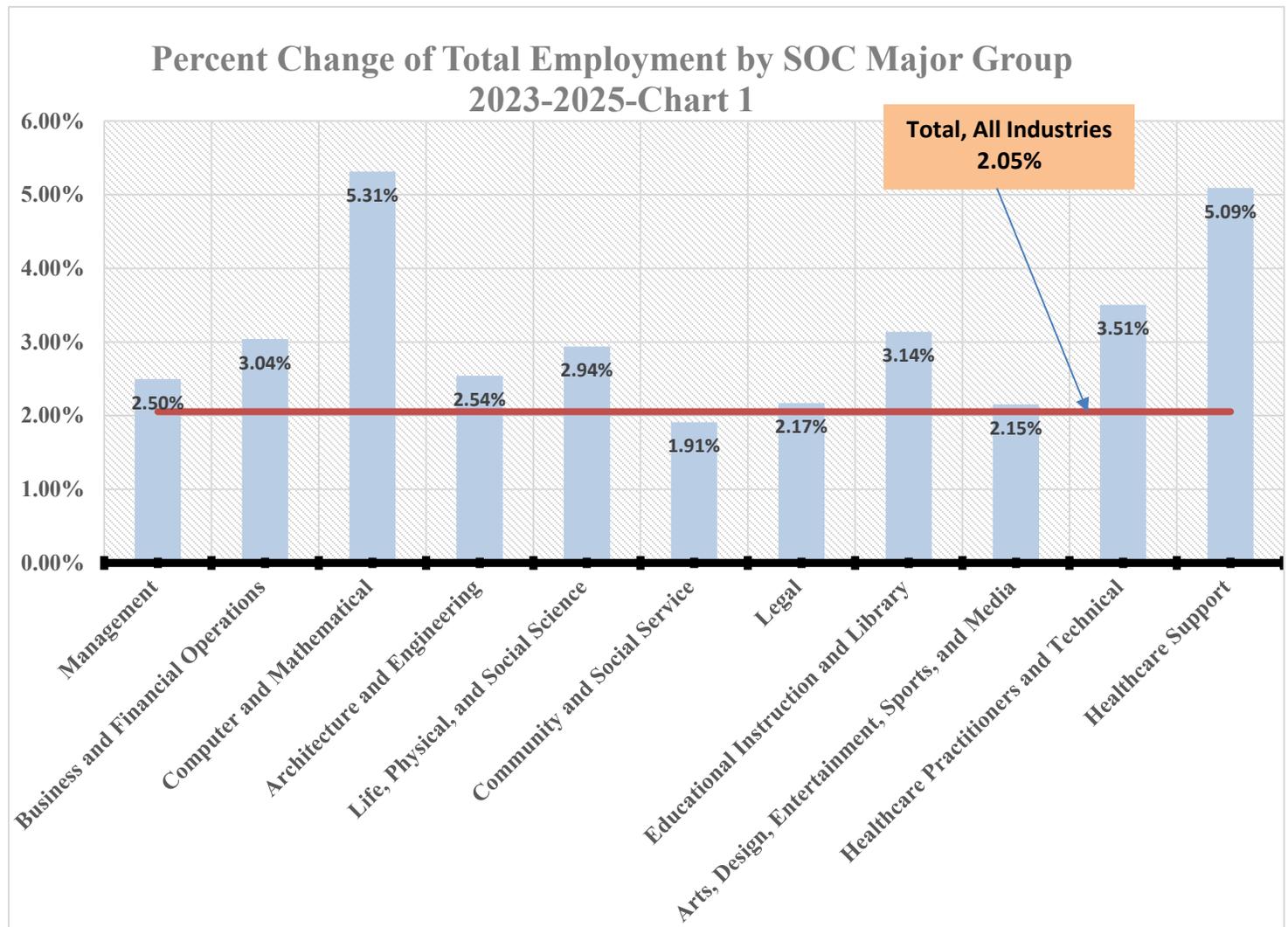
Occupational Outlook

The Arkansas labor market is expected to see a growth of 30,168 jobs over the 2023-2025 projection period, an increase of 2.05 percent. With this, job opportunities for recent graduates and other job seekers are likely available. There is expected to be 177,146 total annual job openings during the projection period, with 72,700 openings available due to employees exiting the workforce. Another 89,362 are estimated to be available due to employees changing jobs, while 15,084 would be available due to growth and expansion in the economy. All but two occupational groups are estimated to see net job gains.

Management Occupations

The Management

Occupations major group is projected to gain 3,738 jobs, an increase of 2.50 percent of its workforce. During the projection period, 14,474 annual job openings are estimated to be available, with 6,054 due to employees leaving the workforce and 6,551 for those changing jobs. Another 1,869 is forecast to be available annually due to growth and expansion. Driving the gain is General and Operations Managers with a gain of 1,056 jobs, placing third on the Top 25 Growing Occupations list. Medical and Health Services Managers is expected to be the tenth highest growing occupation, increasing by 509 jobs and the fastest growing among **Management Occupations**, growing at a rate of 7.47 percent. Farmers, Ranchers, and Other Agricultural Managers is expected to have 4,656 annual job openings, placing fourth in the state.



Business and Financial Operations Occupations

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

Computer and Mathematical Occupations

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

Architecture and Engineering Occupations

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

Life, Physical, and Social Science Occupations

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

Community and Social Service Occupations

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

Legal Occupations

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

Educational Instruction and Library Occupations

The **Educational Instruction and Library Occupations** major group is forecast to gain 2,656 jobs during the 2023-2025 projection cycle. Out of 8,506 annual job openings, 3,652 could come from employees leaving their jobs, while 3,526 could be created from employees changing jobs. Another 1,328 would be for growth and expansion. *Preschool, Primary, Secondary, and Special Education School Teachers* could see a growth of 1,232 jobs. Teaching Assistants, Except Postsecondary leads all occupations within the **Educational Instruction and Library Occupations** major group, gaining 363 jobs. Secondary School Teachers, Except Special and Career/Technical Education and Elementary School Teachers, Except Special Education are estimated to see gains of 314 and 310 jobs respectively. Curators could see a 9.47 percent increase, making it the sixth fastest growing occupation in the state, as several museums are ramping up or on the horizon.

Arts, Design, Entertainment, Sports, and Media Occupations

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

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

Healthcare Practitioners and Technical Occupations

The **Healthcare Practitioners and Technical Occupations** major group is projected to see a net gain of 3,359 jobs. During the projection period, 7,232 annual job openings are anticipated with 3,134 coming from employees leaving the workforce, 2,418 coming from job transfers, and 1,680 from growth and expansion. The *Health Diagnosing and Treating Practitioners* occupational family is estimated to add 1,956 new jobs. Driving this growth is Registered Nurses, slated to add 775 new jobs, becoming the top growing occupation in the **Healthcare Practitioners and Technical Occupations** major group and among the five highest growing in the state. Nurse Practitioners is predicted to be the fastest growing occupation in the state, raising employment levels by 10.77 percent. *Health Technologists and Technicians* is expected to add 865 new jobs to its workforce. Licensed Practical and Licensed Vocational Nurses drives the growth in the occupational family with an anticipated growth of 326 jobs.

Healthcare Support Occupations

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

Protective Service Occupations

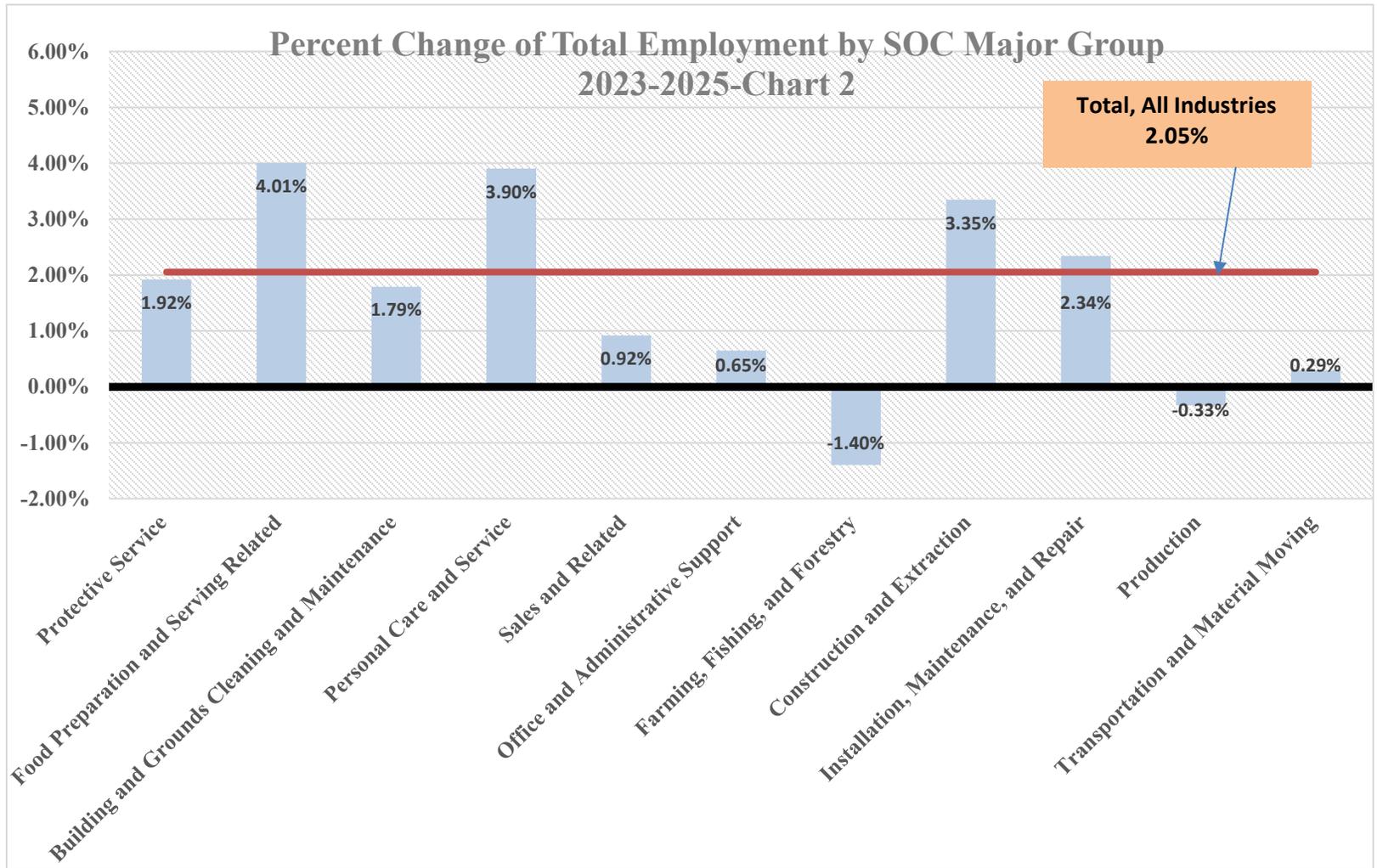
The **Protective Service Occupations** major group is expected to gain 500 new jobs between 2023 and 2025. The occupational group is estimated to have 2,920 annual job openings during the projection period. Of these, 1,186 would come from employees leaving the workforce, while 1,484 from employees changing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

Food Preparation and Serving Related Occupations

Food Preparation and Serving Related Occupations is projected to experience a gain of 4,382 jobs between first quarter 2023 and first quarter 2025, becoming the top growing major group in the state. The occupational group is forecast to have 23,429 annual job openings, of which 9,736 are estimated to be available due to employees leaving the workforce, 11,502 from employees changing jobs, and 2,191 from growth and expansion. *Food and Beverage Serving Workers* leads this major group with 2,076 new jobs. Fast Food and Counter Workers is forecast to be the top growing

occupation in the state, gaining 1,443 new jobs, while Cooks, Restaurant is also slated to be among the ten highest growing occupations, adding 980 new jobs. In all, five occupations in the major group make the Top 25 Growing Occupations list. Cooks, Private Household is slated to be the fastest declining occupation in Arkansas, losing an estimated 6.54 percent.

Building and Grounds Cleaning and Maintenance Occupations



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

Personal Care and Service Occupations

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

Sales and Related Occupations

The **Sales and Related Occupations** major group is projected to experience a gain of 1,171 jobs between first quarter 2023 and first quarter 2025, a 0.92 percent gain. Of the 17,448 jobs expected annually, 7,632 could come from employees leaving the workforce, 9,230 from those changing jobs, and 586 connected to growth and expansion. The *Retail Sales Workers* occupational family is slated to add 491 new jobs, while the *Sales Representatives, Services* family is predicted to raise employment by 372. Retail Salespersons is forecast to be the top growing occupation in **Sales and Related Occupations**, adding 271 new jobs. Securities, Commodities, and Financial Services Sales Agents is projected to be the fastest growing occupation in the major group, increasing employment by 3.57 percent. On the negative side of the labor market, Advertising Sales Agents is slated to lose 53 jobs, or 5.29 percent of its workforce, becoming the fourth fastest declining occupation in the state.

Office and Administrative Support Occupations

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

Farming, Fishing, and Forestry Occupations

Farming, Fishing, and Forestry Occupations is one of two major groups expected to experience a loss of jobs and is forecast to lose 222 jobs, or 1.40 percent of its workforce. Overall, 2,193 annual job openings are expected, with 872 connected to employees leaving the workforce and 1,432

from employees changing jobs. Around 111 annual openings could be lost due to the decline in employment. *Agricultural Workers* are likely to experience most of the decline, cutting 218 jobs from its workforce. Farmworkers and Laborers, Crop, Nursery, and Greenhouse could be among the ten highest declining occupations, losing 88 jobs., while Farmworkers, Farm, Ranch, and Aquacultural Animals could decrease employment by 68. Graders and Sorters, Agricultural Products is slated to be the fastest declining occupation in the major group, losing 3.88 percent of its workforce.

Construction and Extraction Occupations

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

Installation, Maintenance, and Repair Occupations

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

Production Occupations

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

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

Transportation and Material Moving Occupations

The **Transportation and Material Moving Occupations** major group is projected to add 433 new jobs, or 0.29 percent to its workforce. The major group is estimated to have 18,690 annual job openings. Of these, 7,622 is associated with people leaving the workforce, 10,852 connected to job transfer, and 216 related to growth and expansion. The *Motor Vehicle Operators* occupational family is predicted to add an additional 199 new jobs to its workforce. Taxi Drivers is forecast to be the fastest growing occupation in the major group, adding 5.90 percent to its workforce. Cleaners of Vehicles and Equipment is slated to be the top growing occupation in the major group, adding 159 jobs to its workforce. However, there are a few downsides in **Transportation and Material Moving Occupations**. Heavy and Tractor-Trailer Truck Drivers could see a decline of 280 jobs between 2023 and 2025, placing it as the top declining occupation statewide. While the *Material Moving Workers* occupational family is predicted to add a net 193 jobs overall, Industrial Truck and Tractor Operators could see a drop of 215 jobs, or 2.05 percent of its workforce.

Top 25 Growing Occupations by Numeric Change

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

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

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

Top 25 Occupations by Annual Exits

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

Top 25 Occupations by Annual Transfers

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

Top 25 Occupations by Total Annual Openings

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

Top 25 Declining Occupations by Numeric Change

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

Top 25 Fastest Declining Occupations by Percent Change (Numeric Change No Greater than - 5)

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

2023-2025 Arkansas Statewide Occupational Projections

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

For training codes, refer to page 87.

2023-2025 Arkansas Statewide Occupational Projections

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

2023-2025 Arkansas Statewide Occupational Projections

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

For training codes, refer to page 87.

2023-2025 Arkansas Statewide Occupational Projections

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

2023-2025 Arkansas Statewide Occupational Projections

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

For training codes, refer to page 87.

2023-2025 Arkansas Statewide Occupational Projections

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

2023-2025 Arkansas Statewide Occupational Projections

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

For training codes, refer to page 87.

2023-2025 Arkansas Statewide Occupational Projections

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

2023-2025 Arkansas Statewide Occupational Projections

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

For training codes, refer to page 87.

2023-2025 Arkansas Statewide Occupational Projections

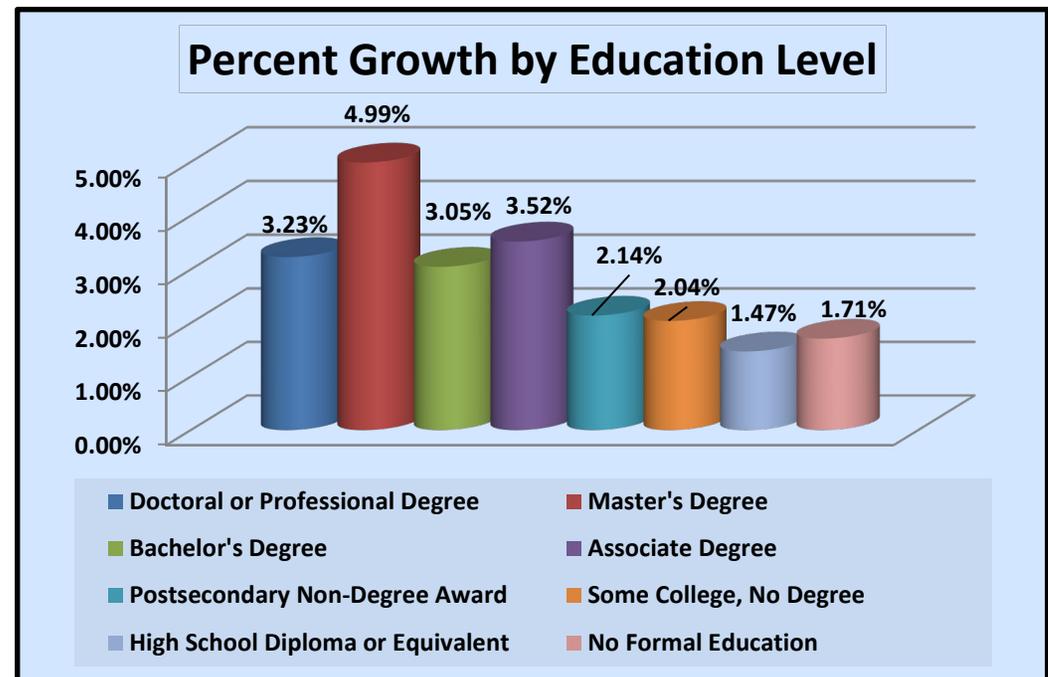
Standard Occupational Classification (SOC)		Employment		Change		Annual Separations		Annual Openings		Education/Training Recommendations		
Code	Title	2023 Estimated	2025 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Education	Work Experience	Job Training
53-3051	Bus Drivers, School	4,543	4,650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

2023-2025 Projections by Education Level

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

Education Outlook

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



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

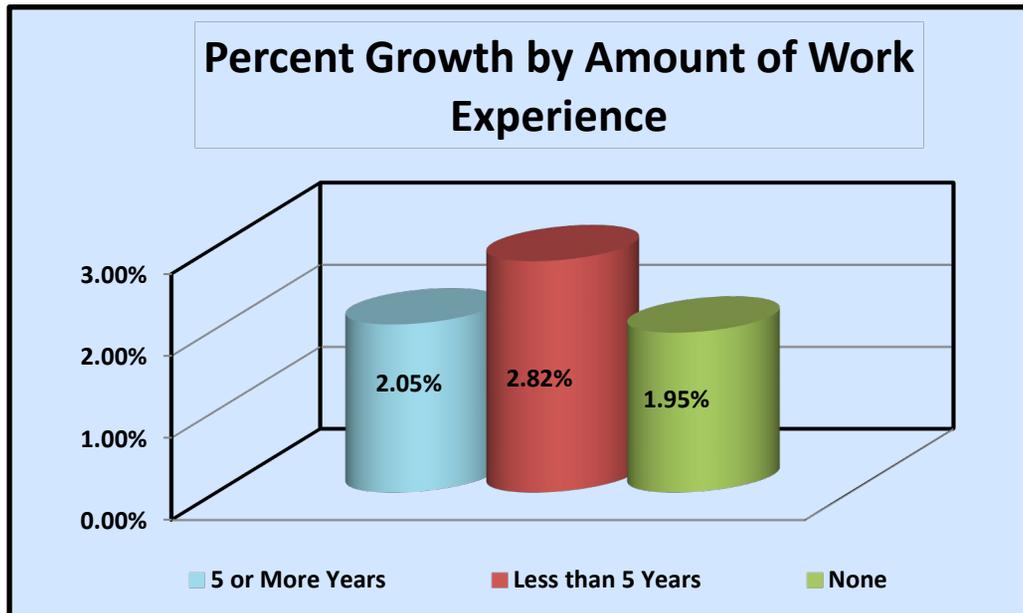
Standard Occupational Classification (SOC)		Employment		Change		Annual Separations		Annual Openings		Education/Training Recommendations	
Code	Title	2023 Estimated	2025 Projected	Numeric	Percent	Exits	Transfers	Change	Total	Work Experience	Job Training
Doctoral or Professional Degree											
25-1071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

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

2023-2025 Projections by Amount of Work Experience

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

Work Experience Outlook

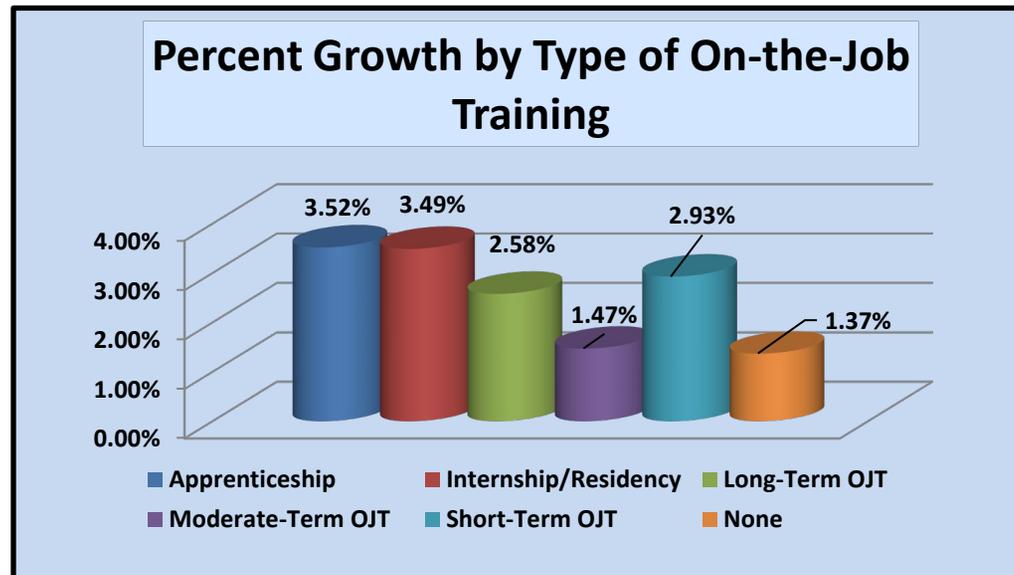


Another factor in determining full competency in an occupation is on-the-job training. Many occupations require additional training beyond formal education. Many jobs in education and in the medical field require internships or residency. Many skills-trade occupations recommend or require apprenticeship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

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

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

Training Outlook



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

2023-2025 Projections by Education Training Path

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

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

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

Appendix: Definition of Education/Training Codes

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

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

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

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