



SOUTH DAKOTA
DEPT. OF **LABOR**
& **REGULATION**

Labor Market Information Center

South Dakota Workforce Report

2022

South Dakota Workforce Dashboard



2022 Population
909,800

including 8% growth
in last 10 years



Unemployment Rate
2022 Annual Average



**Labor Force
Participation Rate**
68.2%

39,359
in 2022



Establishments

368,532
in 2022



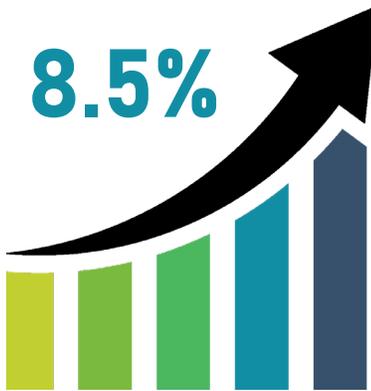
Employment

\$1,053
in 2022



**Average Weekly
Wage**

8.5%



**Projected
Employment Growth**
to 2030



69

Hot Careers
with
high projected demand
and high wages

22,000+



Job Openings
advertised online



FOREWORD

by Cabinet Secretary Marcia Hultman

South Dakota's labor economics landscape has never looked brighter.

Our population continues growing gradually. Our labor force participation at 68.2% remains well above the nation as a whole. Unemployment in the state is lower than it has ever been. Combined, these statistics show the strong work ethic and dedication of South Dakotans.

Nonfarm payroll employment in South Dakota has steadily grown, reaching a record high of 471,100 in June. We've seen a marked uptick in new businesses in the state, with nearly 2,500 new establishments becoming liable for unemployment insurance tax during 2022. Many of these small new establishments are in Professional and Business Services, which is also one of the state's highest paying industry sectors. In average terms across all industries, South Dakota's annual wage grew by 5.5% during 2022.

The job growth, low unemployment and wage increases we are seeing in the state are especially noteworthy after a quick look in the rearview mirror. The stats reiterate not only how we came together to bounce back from the COVID pandemic, but how we have thrived since.

After hitting an unprecedented high in April 2020 when the COVID-19 pandemic first impacted workforce indicators, unemployment in South Dakota recovered quickly compared to most areas of the nation. The labor force has been on an overall growth trend since, while unemployment has trended downward.

After significant pandemic-related declines in the earlier part of 2020, nonfarm payroll employment had strong gains in 2021, recovering by July 2021 to the pre-pandemic level. The overall trendline since shows continued growth.

Employment projections indicate the growth will continue. South Dakota has nearly 70 high demand/high wage career options offering youth and other career decision-makers opportunities in fields ranging from healthcare and IT to social work and skilled trades. Current opportunities abound too, with 22,000+ jobs advertised.

Our rapidly expanding apprenticeship program is opening doors to exciting new career opportunities for many while providing the state's employers with a pipeline of skilled workers ready to hit the ground running in high demand fields. With the phenomenal response we're seeing to the Freedom Works Here workforce recruitment campaign, we are hopeful healthy workforce growth can continue.

I encourage individuals making career decisions and employers making business decisions to utilize the workforce data and resources available from our Labor Market Information Center. Educated and informed decisions are the wisest and most prosperous decisions. Together, we are making South Dakota an even greater place to work and live.



Table of Contents



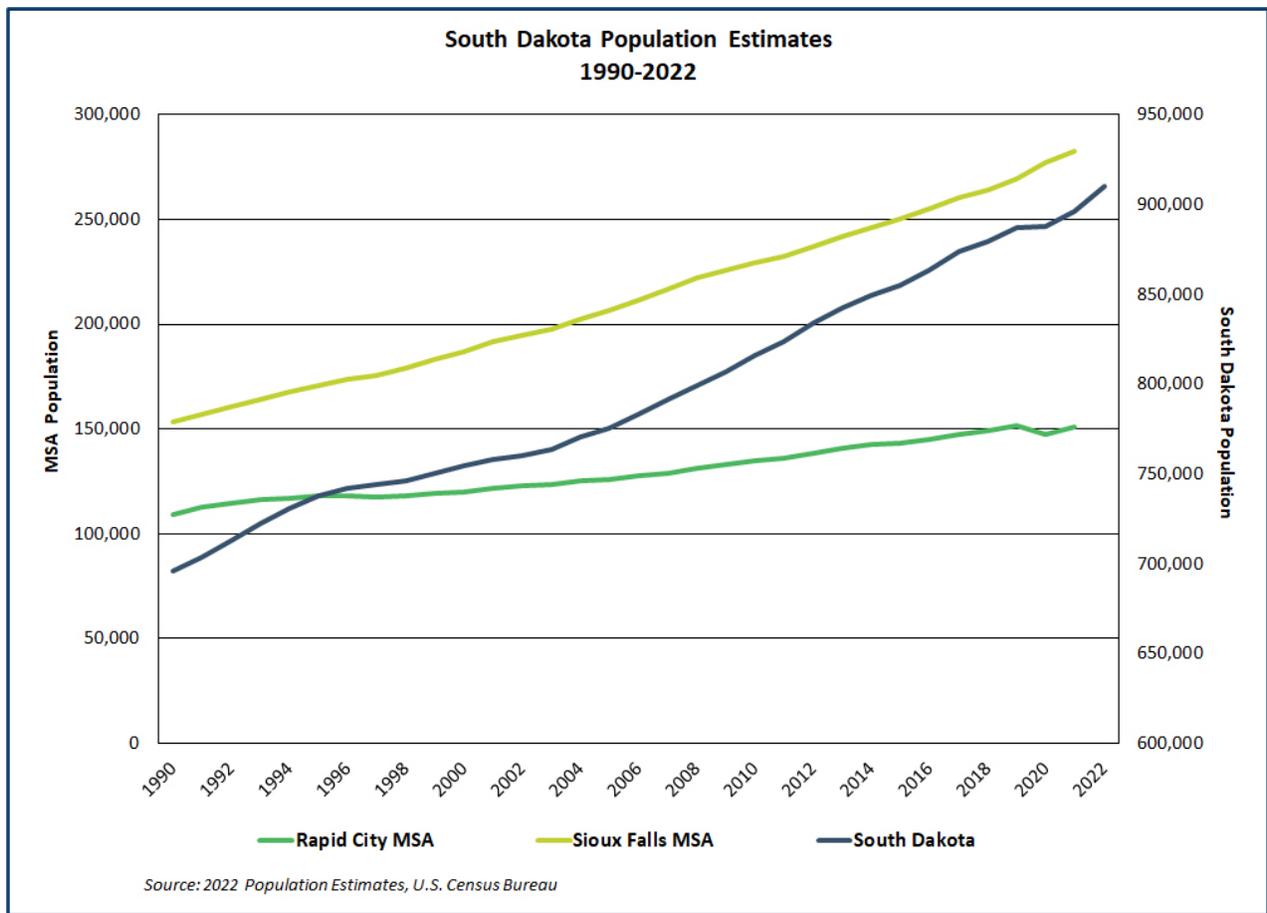
Population/Workforce Demographics	Page 1
Gross Domestic Product.	Page 5
Labor Force	Page 7
Labor Force Participation Rate	Page 7
Labor Force	Page 9
2023 Update	Page 10
Unemployment and Educational Levels	Page 12
Total Employment	Page 13
Self Employment	Page 15
Multiple Job Holding	Page 16
Worker Commuting	Page 19
Advertised Job Openings	Page 21
Nonfarm Wage and Salaried Workers	Page 23
2022 Industry Trends	Page 23
2023 Update	Page 29
Quarterly Census of Employment and Wages	Page 31
Number of Covered Workers	Page 31
Annual Pay of Workers.	Page 32
Noteworthy Industry Trends	Page 33
Establishment Size	Page 45
2023 Update	Page 48
Income and Poverty	Page 49
Employment and Demand Projections	Page 55
Industry Employment Projections.	Page 55
Occupational Employment Projections.	Page 65
Occupational Demand Projections	Page 72
Occupational Projections by Educational Level	Page 80
Hot Careers (High Demand-High Wage Occupations).	Page 83
Top 30 Careers	Page 85
Hot Career and Top Career Resources.	Page 88

Population and Workforce Demographics



South Dakota’s 2022 estimated population of 909,800 has been steadily increasing since 1990, growing by nearly 214,000 (30.7%) between 1990 and 2022. According to estimates published by the U.S. Census

Bureau, our population increased by 76,000 or 9.1% between 2012 and 2022, which exceeded the U.S. population increase of 6.2% over the same time period.

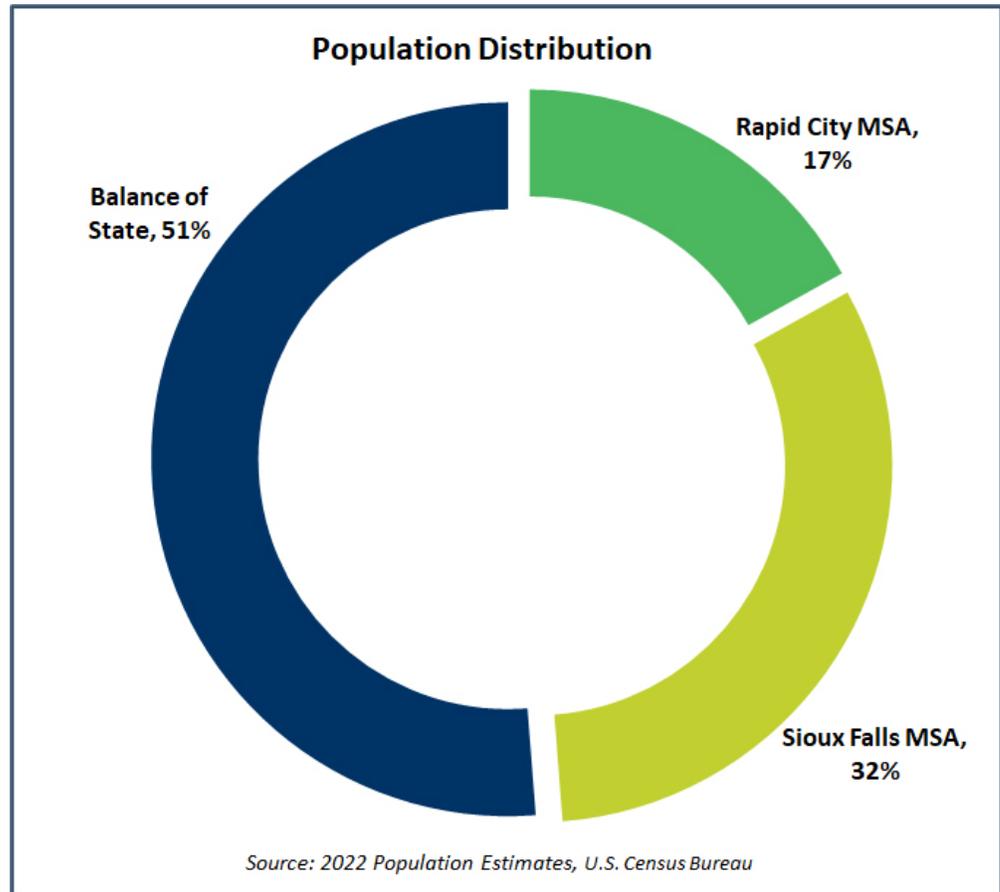


The largest growth has taken place in our two Metropolitan Statistical Areas (MSAs), Rapid City and Sioux Falls. Population in those two metro areas increased by 11.3% and 22.1%, respectively, over the last 10 years.

	2021	2022
South Dakota	896,200	909,800
Rapid City MSA	150,800	154,200
Sioux Falls MSA	282,300	289,600

Source: 2022 population estimates, U.S. Census Bureau

Nearly half of South Dakota’s population 443,800 (49.0%) resides in either the Sioux Falls or Rapid City MSAs. The Sioux Falls MSA has had the largest and fastest growth of the MSAs, increasing by 88.7% or 136,100 since 1990.



Population by Race

The 2022 American Community Survey (ACS) data produced by the U.S. Census Bureau shows the largest percent of the state population by race is comprised of

White residents (86.7%), followed by American Indian and Alaskan (10.4%). Regarding ethnicity, 4.7% of South Dakota’s population is Hispanic or Latino.

South Dakota Population by Race and Ethnicity		
	Number	Percent
Total population	909,824	100.0%
White	788,992	86.7%
Black or African American	31,480	3.5%
American Indian and Alaska Native	94,520	10.4%
Asian	20,571	2.3%
Native Hawaiian and Other Pacific Islander	1,571	0.2%
Some other race	34,562	3.8%
Hispanic or Latino (of any race)	42,430	4.7%

Source: 2022 American Community Survey, U.S. Census Bureau

Language Spoken

Data available from the 2022 American Community Survey (ACS) on the linguistics of our state population show a large majority of state residents (92.6%) speak only English. Of those residents who have the

ability to speak in other languages (62,860), some struggle with language barriers; an estimated 6,197 (0.7%) speak English 'not well' or 'not well at all'.

Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over					
Language Spoken	5 to 17 Years	18 to 64 Years	65+ Years	Total	Percent of Total
Total	161,735	524,934	165,909	852,578	100.0%
Speak only English	149,487	481,542	158,689	789,718	92.6%
Speak Spanish:	4,367	15,029	1,387	20,783	2.4%
Speak English "very well"	3,769	7,664	900	12,333	1.4%
Speak English "well"	517	4,152	135	4,804	0.6%
Speak English "not well"	81	2,487	313	2,881	0.3%
Speak English "not at all"	0	726	39	765	0.1%
Speak other Indo-European languages:	3,223	12,608	3,428	19,259	2.3%
Speak English "very well"	2,215	10,684	2,925	15,824	1.9%
Speak English "well"	1,008	1,441	198	2,647	0.3%
Speak English "not well"	0	483	235	718	0.1%
Speak English "not at all"	0	0	70	70	0.0%
Speak Asian and Pacific Island languages:	1,032	4,295	683	6,010	0.7%
Speak English "very well"	536	1,715	119	2,370	0.3%
Speak English "well"	496	1,897	91	2,484	0.3%
Speak English "not well"	0	523	179	702	0.1%
Speak English "not at all"	0	160	294	454	0.1%
Speak other languages:	3,626	11,460	1,722	16,808	2.0%
Speak English "very well"	3,626	8,842	1,546	14,014	1.6%
Speak English "well"	0	2,096	91	2,187	0.3%
Speak English "not well"	0	522	85	607	0.1%
Speak English "not at all"	0	0	0	0	0.0%

Source: 2022 American Community Survey, U.S. Census Bureau

Gross Domestic Product



Gross Domestic Product (GDP) by state is the market value of goods and services produced by the labor and property located in the state. It is the state counterpart of the nation's GDP, which is the Bureau of Economic Analysis' most comprehensive measure of U.S. economic activity. Analysis of the change in South Dakota's GDP data from 2021 to 2022 reflects an overall growth (all industry total) of 9.5%, which is slightly less than the previous year's growth of 10.8%.

All 14 industry sectors showed GDP growth between 2021 and 2022 for the second year in a row. The three industry sectors with the most growth were:

- Agriculture, Forestry, Fishing and Hunting (34.8%)
- Mining, Quarrying and Oil and Gas Extraction (21.1%)
- Professional and Business Services (19.3%).

The three industry sectors with the slowest growing GDP were:

- Government (4.2%)
- Educational Services, Health Care and Social Assistance (5.5%)
- Information (6.5%).



Total GDP has increased by 21.4% since 2020 with the largest increases belonging to the Agriculture, Forestry, Fishing and Hunting (88.9%), Mining Quarrying and Oil and Gas Extraction (66.1%) and Arts, Entertainment, Recreation, Accommodation and Food Services (43.3%) industry sectors.

South Dakota Gross Domestic Product (GDP) by Industry Sector
(Millions of Dollars)

Industry	2020 GDP	2021 GDP	2022 GDP	Change from 2020- 2021	Change from 2021- 2022
All Industry Total	55,681	61,685	67,571	10.8%	9.5%
Private Industries	49,322	55,159	60,773	11.8%	10.2%
Agriculture, Forestry, Fishing and Hunting	3,613	5,063	6,825	40.1%	34.8%
Mining, Quarrying and Oil and Gas Extraction	167	228	277	37.1%	21.1%
Utilities	928	1,060	1,216	14.2%	14.7%
Construction	2,153	2,286	2,489	6.2%	8.9%
Manufacturing	4,538	4,963	5,349	9.4%	7.8%
Wholesale Trade	3,606	4,144	4,739	14.9%	14.3%
Retail Trade	3,683	4,195	4,541	13.9%	8.3%
Transportation and Warehousing	1,166	1,291	1,428	10.7%	10.6%
Information	1,351	1,395	1,486	3.2%	6.5%
Finance, Insurance, Real Estate, Rental and Leasing	15,783	16,991	17,321	7.7%	1.9%
Professional and Business Services	3,526	3,917	4,672	11.1%	19.3%
Educational Services, Health Care and Social Assistance	6,047	6,412	6,764	6.0%	5.5%
Arts, Entertainment, Recreation, Accommodation and Food Services	1,595	1,971	2,286	23.6%	16.0%
Other services, except Government	1,167	1,244	1,381	6.6%	11.1%
Government	6,359	6,526	6,797	2.6%	4.2%

Note: NAICS Industry detail is based on the 2012 North American Industry Classification System (NAICS).
Last updated March 31, 2023, reflecting Census Bureau midyear population estimates available as of December 2022.

Source: U.S. Bureau of Economic Analysis

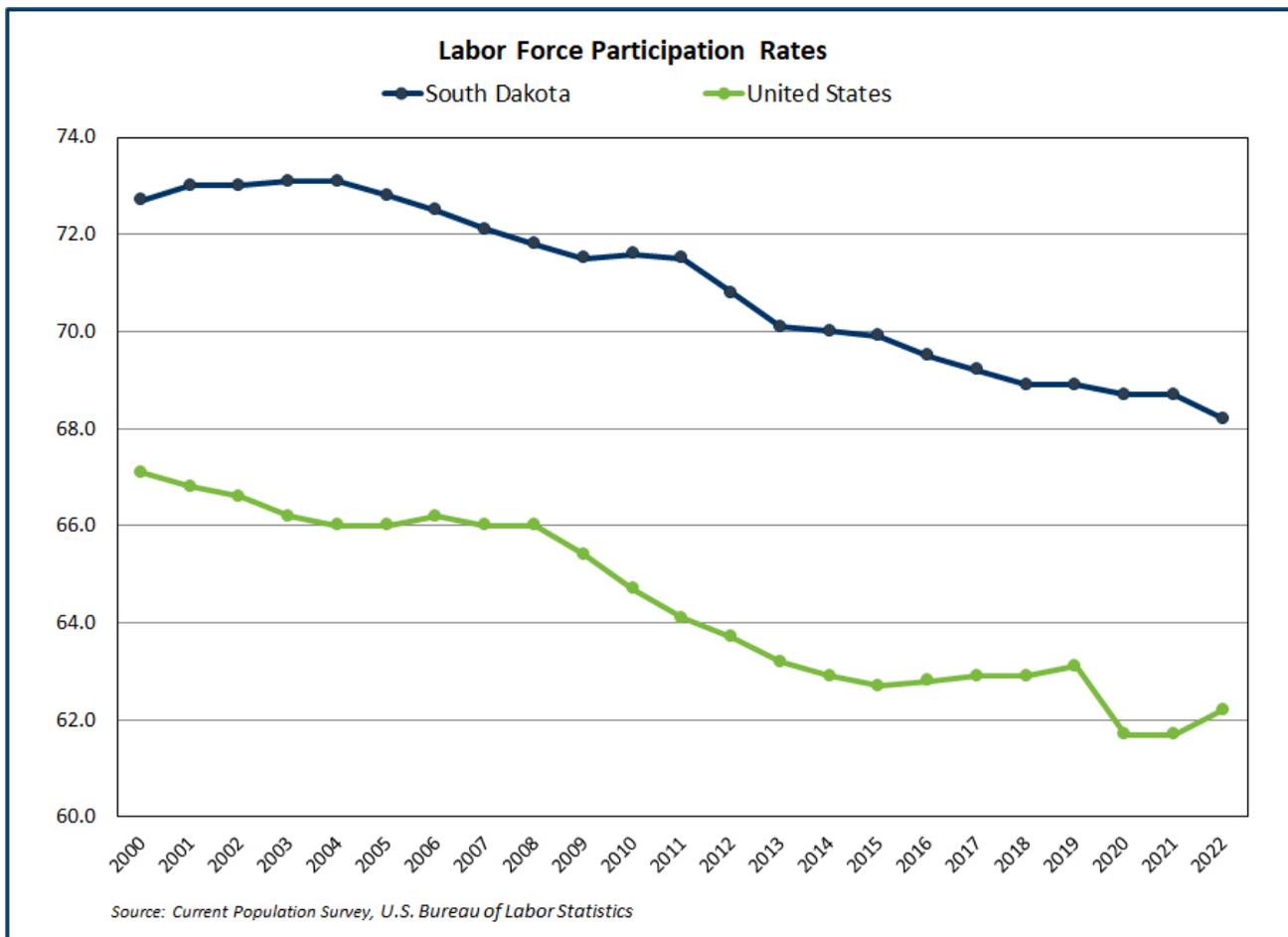
Labor Force



Labor Force Participation Rate

Current Population Survey (CPS) figures from the Bureau of Labor Statistics show South Dakota's labor force participation rate was 68.2% in 2022. In other words, nearly 70% of all (non-institutionalized) residents age 16 years and older were in the labor force, either working or looking for work. This compares to a 2022 national average of 62.2%. Historically, South Dakota consistently has higher rates of labor force participation than the nation as a whole.

South Dakota's participation rate of 68.2% was the third-highest rate of all states and the District of Columbia. Nebraska and the District of Columbia tied for first with the highest rate of 70.1%.



2022 Annual Average Labor Force Participation Rates by Age							
	Total	16-24	25-34	35-44	45-54	55-64	65+
United States	62.2%	55.6%	83.3%	83.0%	81.1%	65.2%	19.2%
South Dakota	68.2%	68.4%	88.9%	88.4%	90.5%	77.4%	25.2%

Source: Current Population Survey, U.S Bureau of Labor Statistics

Youth in South Dakota were also very active labor force participants. In 2022 68.4% of the state’s young population (age 16-24 years) were in the labor force, compared to the national rate of 55.6%. At the other end of the age spectrum, South Dakota’s labor force participation rate of 65 and over is 25.2% compared to the national average of 19.2%.

A closer look at some of the demographic groups shows South Dakota’s percentage of residents in the labor force ranks near the top nationally in both the male and female categories. With a female labor force participation rate of 63.6% South Dakota ranks as the fifth highest behind the District of Columbia at 66.5%, Nebraska at 65.5%,

Minnesota at 63.9% and North Dakota at 63.8%. The national labor force participation rate for women in 2022 was 56.8%. The states male labor force participation rate ranked second at 75.8% only surpassed by Utah at 76.8%. The national labor force participation rate for men was 68.0% in 2022.

There can be several reasons why South Dakota civilians are not in the labor force. Approximately 95% of South Dakotans who are not in the labor force do not want a job at this time. Other reasons include specific barriers to employment such as discouragement and poor job prospects as detailed in the following table.

South Dakota Civilians Not in the Labor Force by Age and Sex						
	Total	Age			Sex	
		16 to 24	25 to 54	55 years	Men	Women
Total not in the labor force	209,700	30,700	35,200	143,800	84,200	125,600
Do not want a job now	199,000	27,300	30,700	141,000	78,300	120,700
Want a job	10,800	3,400	4,500	2,800	5,900	4,900
Did not search for work in previous year	6,900	2,000	2,700	2,200	3,600	3,200
Searched for work in previous year	3,900	1,500	1,900	600	2,200	1,700
Not available to work now	1,500	500	900	100	800	700
Available to work now	2,400	900	1,000	500	1,400	1,000
Reason not currently looking:						
Discouragement over job prospects	400	200	200	-	400	100
Reasons other than discouragement	2,000	700	800	500	1,100	900

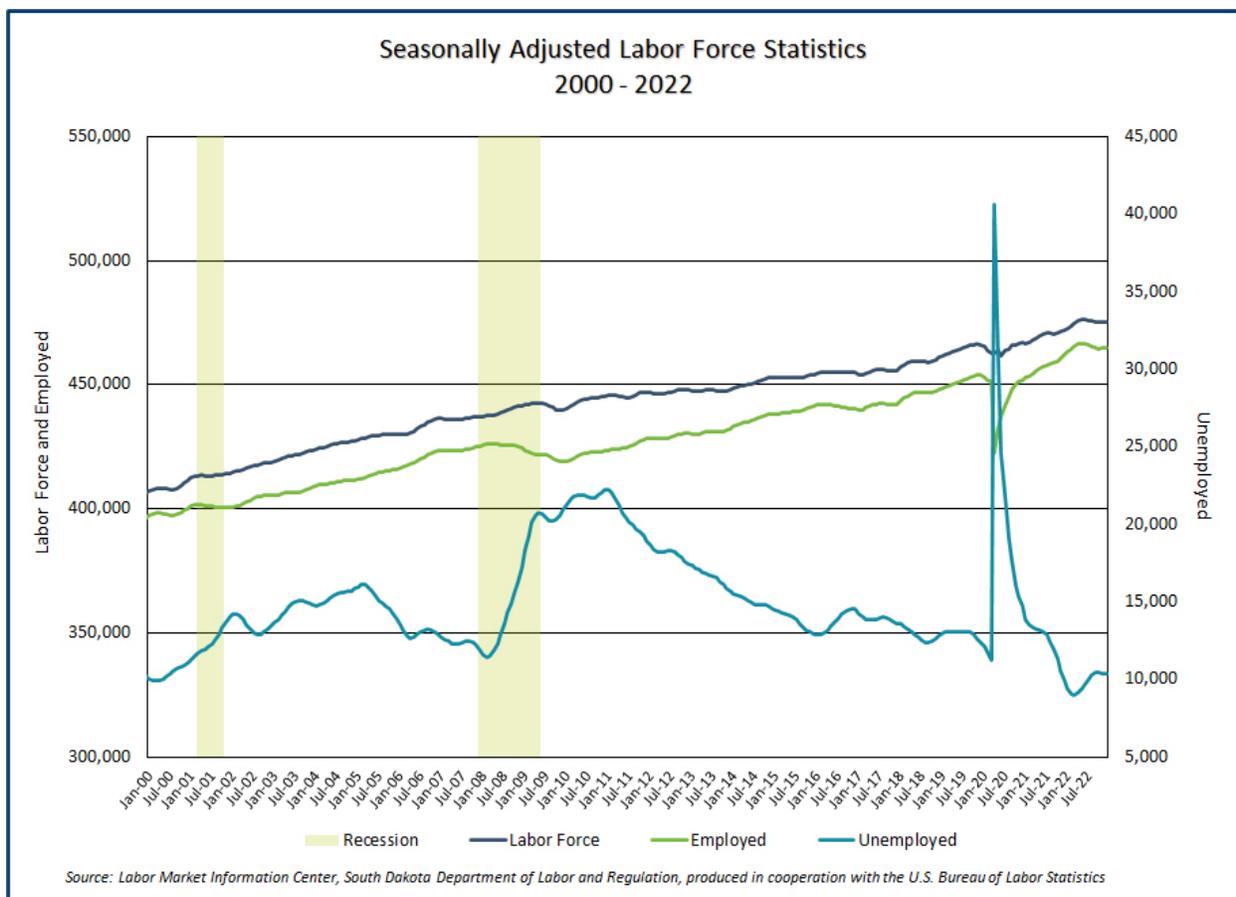
Note: Subject to high rates of variability; January 2022 - December 2022 reference period.
Source: Special tabulations of unpublished Current Population Survey (CPS), U.S. Bureau of Labor Statistics

Labor Force

South Dakota's labor force, which consists of the employed and unemployed series, continues to grow—indicating a healthy labor market. The number of unemployed began to increase in March 2016 and continued this movement until October 2017 when it began to decrease for the next eleven months. Another upward trend began in November 2018, which continued until September 2019. In 2020 unemployment had stabilized until the COVID pandemic hit South Dakota's economy in April sending the number of unemployed to unprecedented levels. South Dakota was quick to recover after the initial shock of COVID and by the end of 2020 the number of unemployed was close to pre-pandemic levels. Unemployment levels have continued to remain low since 2020 which has made it difficult for employers to fill open positions.



The unemployed series consists of more than those people who have lost a job. It includes those who have quit their jobs to look for other employment, workers whose temporary jobs have ended, individuals looking for their first job, and experienced workers looking for jobs after an absence



from the labor force (for example, stay-at-home parents who return to the labor force after their children have entered school). The level of employed also took a big hit in April 2020 when the pandemic began but by the end of 2020 the number of employed South Dakotans exceeded 2019 levels and continued increasing throughout 2021. Employed persons decreased slightly from May 2022 to September 2022 but has since recovered and continued to increase through the end of the year.

The 2022 annual unemployment rate was 2.1% in South Dakota, compared to the national rate of 3.6%. South Dakota's unemployment rate peaked at of 5.0% in 2010 following the 2008-2009 recession and remained low through March 2020. After the unemployment rate spiked to 8.8% in April 2020 due to the COVID pandemic, it declined rapidly and was back to 3.5% in December 2020. By the end of 2021 the unemployment rate was 2.1% the rate remained steady throughout 2022.



Labor Force

2023 to Date

As mentioned, South Dakota's labor force rebounded quickly after the COVID-19 pandemic and has continued to expand throughout 2023.

In fact, according to the most current labor force estimates available (preliminary August 2023), South Dakota's total labor force has grown far beyond pre-pandemic levels. After a brief plateau in 2022, South Dakota's seasonally adjusted labor force began another steady climb in January 2023 and has continued to increase. The preliminary August 2023 estimate of 483,100 is 1.7% greater than the December 2022 estimate of 475,100.

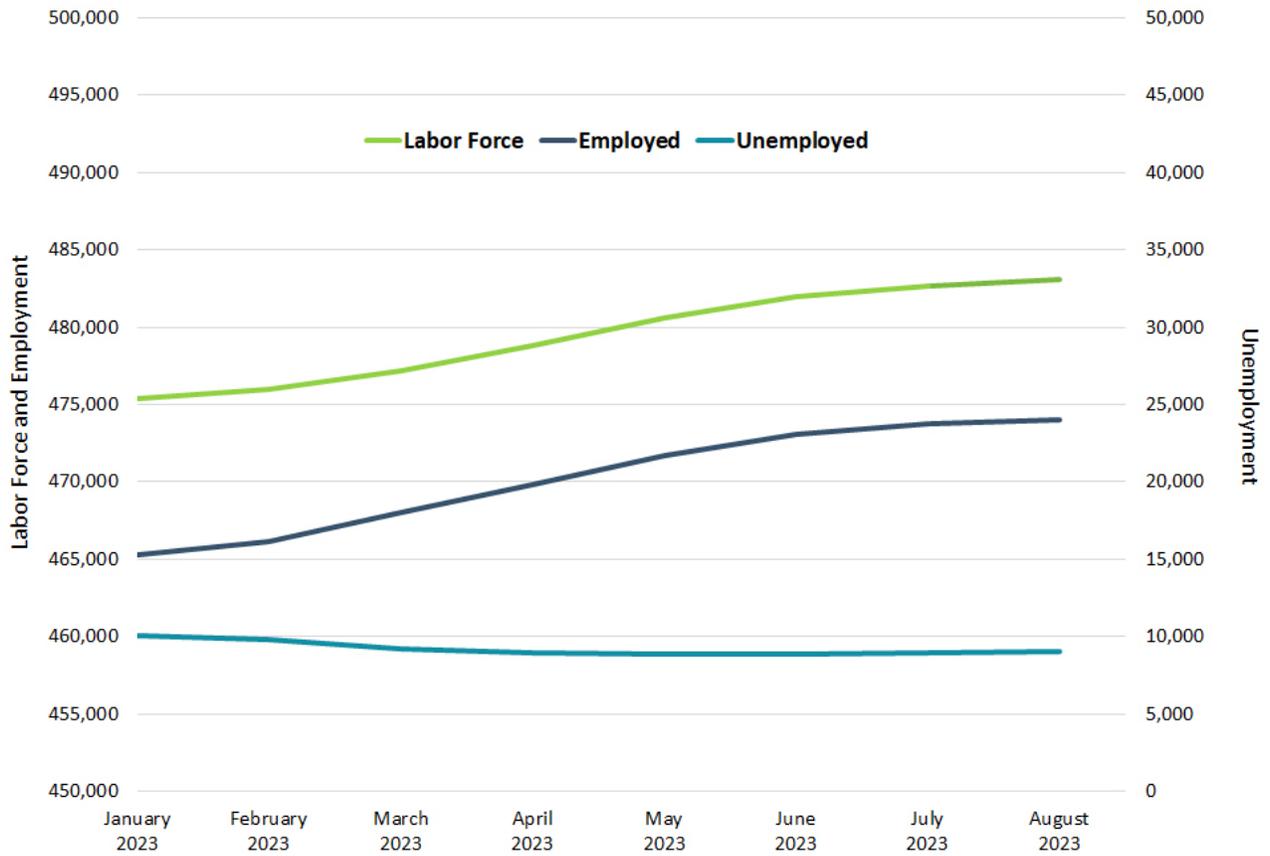
Although employers continue to be challenged to fill open jobs, employment in South Dakota continues to increase. Since January 2023 the number of employed has

increased by 1.9% to 474,000, while the U.S. increased by only 0.7%. South Dakota continues to prioritize helping employers fill open positions through workforce recruitment initiatives like Freedom Works Here and workforce development and training programs like apprenticeships.

The number of unemployed has continued to decline since the pandemic. Unemployment is well below pre-pandemic levels with the August 2023 estimate of 9,000, which is 1,200 less than a year ago, and 3,400 lower than the August 2021 level of 12,500.

The August 2023 unemployment rate was 1.9%, lower than the rate of 2.2% recorded in August 2022. The unemployment rate in South Dakota has been historically low so far in 2023. The June 2023 rate of 1.8% is the lowest rate South Dakota has ever recorded.

South Dakota Seasonally Adjusted Labor Force 2023



Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with the U.S. Bureau of Labor



DEEPER DATA DIVE

For the most current labor force data available at any point in time, please see our menu page for a link to the virtual data system and instructions:

dlr.sd.gov/lmic/menu_labor_force.aspx

Contact us as needed for assistance.

Unemployment & Educational Levels

Unemployment rates by educational attainment level indicate the highest unemployment rates in South Dakota correlate with residents who have an educational attainment level of 'less than a high school diploma' (8.4%). In contrast,

the lowest unemployment rates are for those residents who have an educational attainment level of 'Bachelor's degree and higher' (0.5 %). Higher levels of educational attainment also correlate with higher earnings levels.

South Dakota Employment Status of the Civilian Population 25 Years and Over by Educational Attainment							
	Population*	Civilian Labor Force		Employment		Unemployment	
		Total	Rate	Total	Rate	Total	Rate
Less than a High school diploma	25,300	14,500	57.5%	13,300	52.6%	1,200	8.4%
High school graduates, no college ¹	173,700	111,400	64.2%	109,300	62.9%	2,100	1.9%
Some college or associate degree	193,000	136,500	70.7%	134,500	69.7%	1,900	1.4%
Bachelor's degree and higher ²	204,200	154,700	75.8%	153,900	75.4%	900	0.5%

¹Includes persons with a high school diploma or equivalent
²Includes person with bachelor's, master's, professional and doctoral degrees
 *Non-institutionalized population.
 Note: Subject to high rates of variability; January 2022 - December 2022 reference period.
 Source: Special tabulations of unpublished Current Population Survey (CPS), U.S. Bureau of Labor Statistics

Total Employment



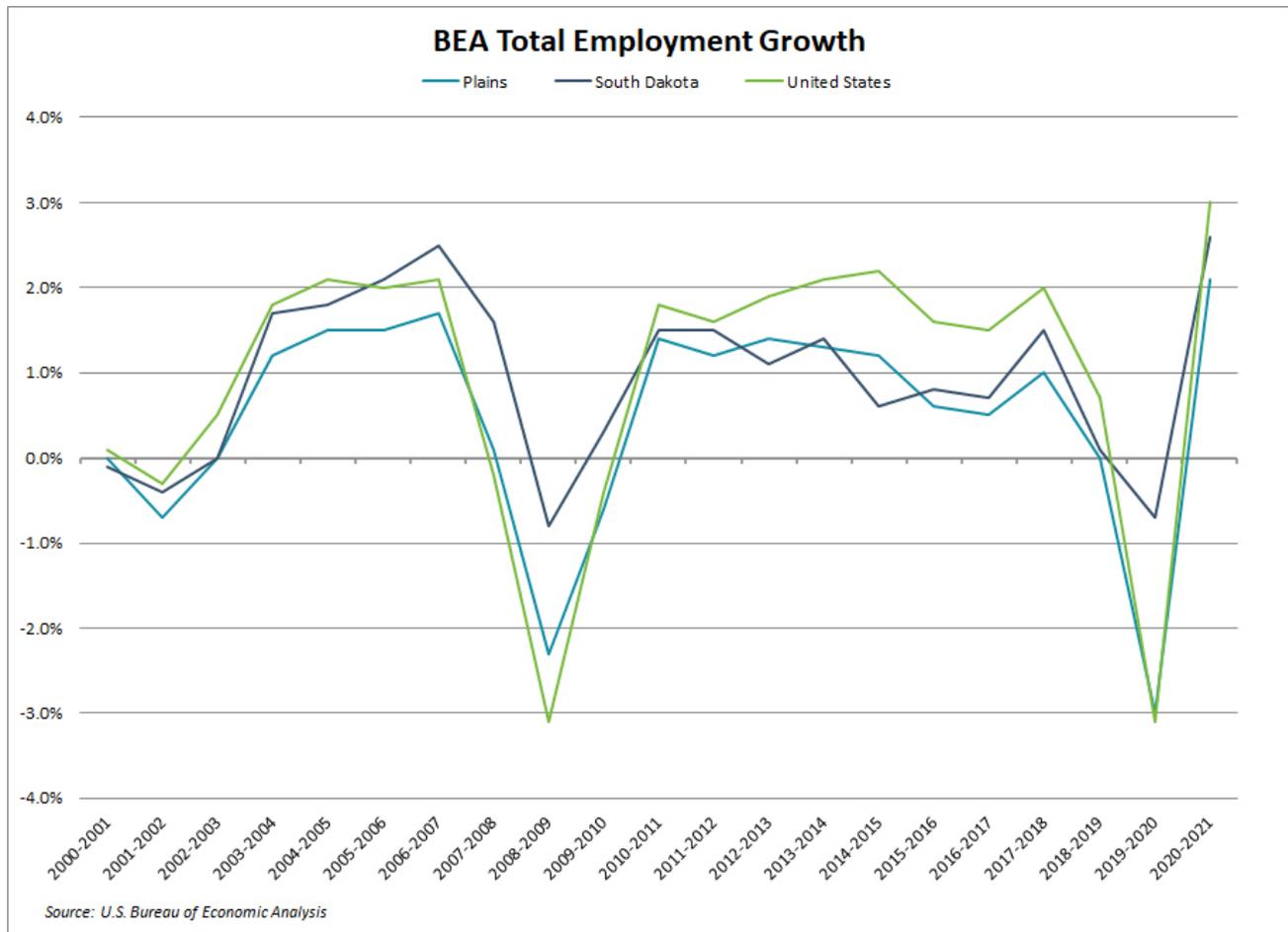
The U.S. Bureau of Economic Analysis (BEA) also publishes employment data for state and local areas, which includes an estimate of the total number of jobs, including detail by full-time or part-time status (full-time and part-time jobs are counted at equal weight) and by place of work. Employees, sole proprietors and active partners are all included, but unpaid family workers and volunteers are not. Proprietors are those workers who own and operate their own businesses and are reported as either farm or nonfarm workers.

The number of workers covered by unemployment insurance is a key component of the employment data published by the

BEA and in information compiled by the U.S. Bureau of Labor Statistics. Information on covered workers in South Dakota is covered in detail later in this report.

The chart below shows annual employment change during the 2000-2021 period, using the BEA data. Comparative data is included for the United States, South Dakota and the Plains Region (Iowa, Kansas, Missouri, Nebraska, North Dakota and South Dakota).

Total employment for all three regions had losses over the 2019-2020 period during the worst of the COVID pandemic. This is the first time since the 2008-2009 period, which reflected the impact of 'The Great Recession'



which occurred from December 2007 – June 2009. In 2021 South Dakota had a total employment gain of 2.6%, compared to a gain of 2.1% for the Plains Region and 3.0% for the nation. In the years between the recession and COVID South Dakota’s total employment grew annually, often outpacing the Plains region, but at a slower rate than the nation.

The two employment sectors which comprise total employment include proprietor employment and wage and salary employment. All Employment sectors for the Plains Region, South Dakota and the United States had positive growth between 2020-2021. The largest percent employment gains came from wage and salary; however, proprietor employment also had positive growth.

In South Dakota, total employment increased 2.6% from 2020-2021, which is slightly less than the



United States gain of 3.0% and slightly more than the Plains Region increase of 2.1%. Wage and salary employment increased by 2.7% between 2020-2021 in South Dakota, which was enough to cancel out the previous year’s decrease of 2.6%. Proprietor employment grew for the second year in a row in all areas. South Dakota and the Plains Region grew by 2.1% and 2.4% respectively, while the United States proprietor employment growth outpaced them both with a gain of 2.6%.

Growth by Employment Sector					
Total Employment	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
South Dakota	0.7%	1.5%	0.1%	-0.7%	2.6%
Plains Region	0.5%	1.0%	0.0%	-3.0%	2.1%
United States	1.5%	2.0%	0.7%	-3.1%	3.0%
Proprietor Employment	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
South Dakota	0.7%	2.5%	-2.0%	5.3%	2.1%
Plains Region	0.2%	1.7%	-2.7%	5.2%	2.4%
United States	2.3%	3.3%	-1.8%	6.6%	2.6%
Wage and Salary Employment	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
South Dakota	0.7%	1.2%	0.8%	-2.6%	2.7%
Plains Region	0.6%	0.8%	0.8%	-5.1%	2.0%
United States	1.3%	1.6%	1.4%	-5.9%	3.1%

Source: U.S. Bureau of Economic Analysis

Self Employment

The Bureau of Labor Statistics (BLS) also publishes national estimates of the self-employed, for both the agriculture (and related industries) and the nonfarm industry sectors, from the Current Population Survey (CPS) data. Total self-employed workers decreased by 83,000 or 0.8% in 2022, following an increase of 7.6% in 2021. Total

self-employed workers are comprised of two components the agriculture, forestry, fishing and hunting industries and nonagricultural industries. The agricultural, forestry, fishing and hunting industries increased by 18,000 (2.5%) while the nonagricultural industries decreased by 101,000 (1.1%).

United States Self-Employed Workers			
Year	Total	Agriculture, Forestry, Fishing and Hunting	Nonagricultural Industries
2018	9,707,000	766,000	8,941,000
2019	9,540,000	741,000	8,799,000
2020	9,253,000	742,000	8,511,000
2021	9,957,000	727,000	9,230,000
2022	9,874,000	745,000	9,129,000
Net Change 2018-2022	167,000	-21,000	188,000
Percent Change	1.7%	-2.7%	2.1%
<i>Source: Current Population Survey, U.S. Bureau of Labor Statistics</i>			

Multiple Job Holding

Data on workers who hold more than one job provides another important perspective on the labor market and health of the economy. Multiple job holding data is available from the Current Population Survey (CPS), a household survey conducted monthly by the U.S. Census Bureau for the Bureau of Labor Statistics. Multiple jobholders are those who report, during the reference week of the survey, they are:

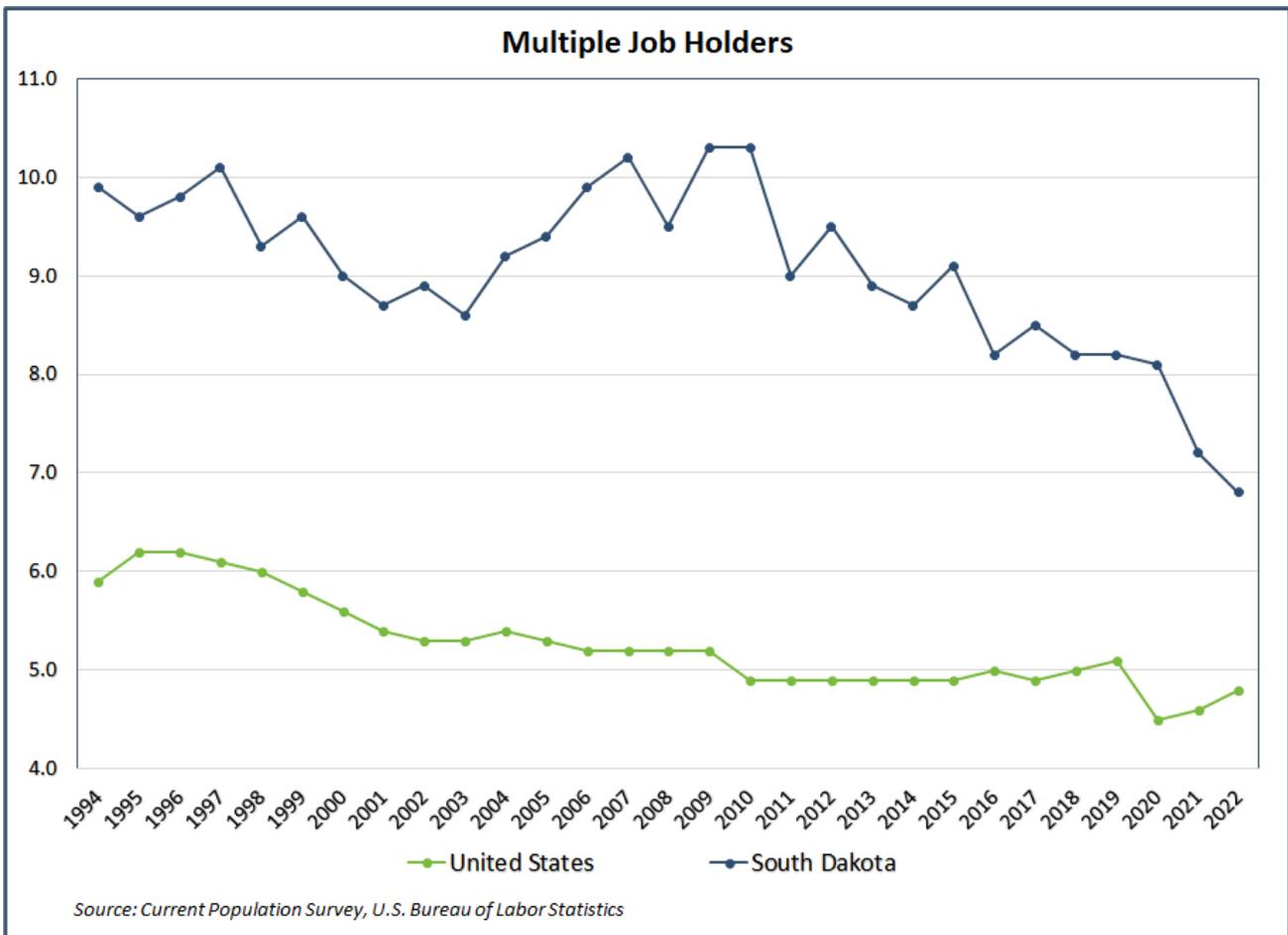
- Wage or salary workers who hold two or more jobs
- Self-employed workers who also hold a wage or salary job, or
- Unpaid family workers who also hold a wage or salary job.

As shown in the graph below, South

6.8% Multiple Job-holders

Dakota has traditionally had a much higher rate of multiple job holding than the nation. In 2022, of the state's 475,000 employed, 32,000 (6.8%) held more than one job. Nationally, the rate was 4.8%.

A drop in multiple job holding during the COVID-19 pandemic was not too surprising, given the "sheltering at home" practice and temporary changes in the availability of unemployment benefits. (Because of federal programs aimed to help citizens and businesses weather the pandemic's



States with Highest Multiple Jobholding Rate 2022				
Area	Total Employed (thousands)	Multiple Jobholders (thousands)	Multiple Jobholding Rate	Rank
United States	158,291	7,588	4.8	
Maine	649	52	8.1	1
Montana	561	43	7.7	2
Nebraska	1,038	77	7.4	3
Iowa	1,680	115	6.8	4
South Dakota	475	32	6.8	4
Wyoming	279	19	6.7	6
Connecticut	1,843	119	6.5	7
Kansas	1,464	95	6.5	7
Minnesota	3,000	194	6.5	7
Colorado	3,110	195	6.3	10
Idaho	943	58	6.1	11
Vermont	334	21	6.1	11
Alaska	339	20	6.0	13
New Hampshire	747	45	6.0	13
Ohio	5,507	318	5.8	15
Wisconsin	2,955	171	5.8	15

Source: Current Population Survey, U.S. Bureau of Labor Statistics

economic impact, guidelines to qualify for benefits were much more liberal, and the amount of payments was also much higher than usual for many).

South Dakota’s multiple job holding rate continued its downward trend, dropping slightly from 2019 to 2020 (from 8.2% to 8.1%). The rate dropped more substantially to the 2021 rate of 7.2%.

With many South Dakota employers facing increasing difficulty in hiring workers, some have conjectured multiple job holding changed during the pandemic, creating a longer-term shift in secondary job holding. They wondered if people who possibly couldn’t work second jobs (such as in service industries) during the pandemic learned to live without the additional income source and adjusted budgets accordingly. They perhaps also enjoyed the less busy lifestyles of not holding another job, and opted not

to return to those secondary jobs when the opportunity was there again. But as the line graph at the left shows, those post-pandemic year-to-year declines were not markedly sharper than had been the case in other recent years. The overall trend-line for multiple job holding has been downward both in South Dakota and nationally, although nationally the multiple job holder rate has increased the past two years.

Multiple job holding data shows the strong work ethic is still alive and well not only here but in surrounding states as well. South Dakota’s 6.8% rate in 2022 tied with Iowa for 4th in the nation for highest multiple job-holding, ranking behind Maine (8.1%) and our neighbors Montana (7.7%) and Nebraska (7.4%). All surrounding states, except North Dakota at 5.2%, ranked within the top 16 slots with the highest multiple job holding rates.

Worker Commuting



Inflow and Outflow of Workers

At the beginning of the second quarter of 2020 (most current data available), 380,277 people were employed in South Dakota. Of this total, 355,840 (93.6%) lived and worked in the state while 24,437 (6.4%) worked in the state but lived outside its borders.

During the same period, 374,052 individuals with jobs lived in the state, but not all of them were employed in South Dakota. Of this total, 355,840 (95.1%) called South Dakota home. The remaining 18,212 (4.9%) of workers lived in South Dakota but commuted to another state for work.

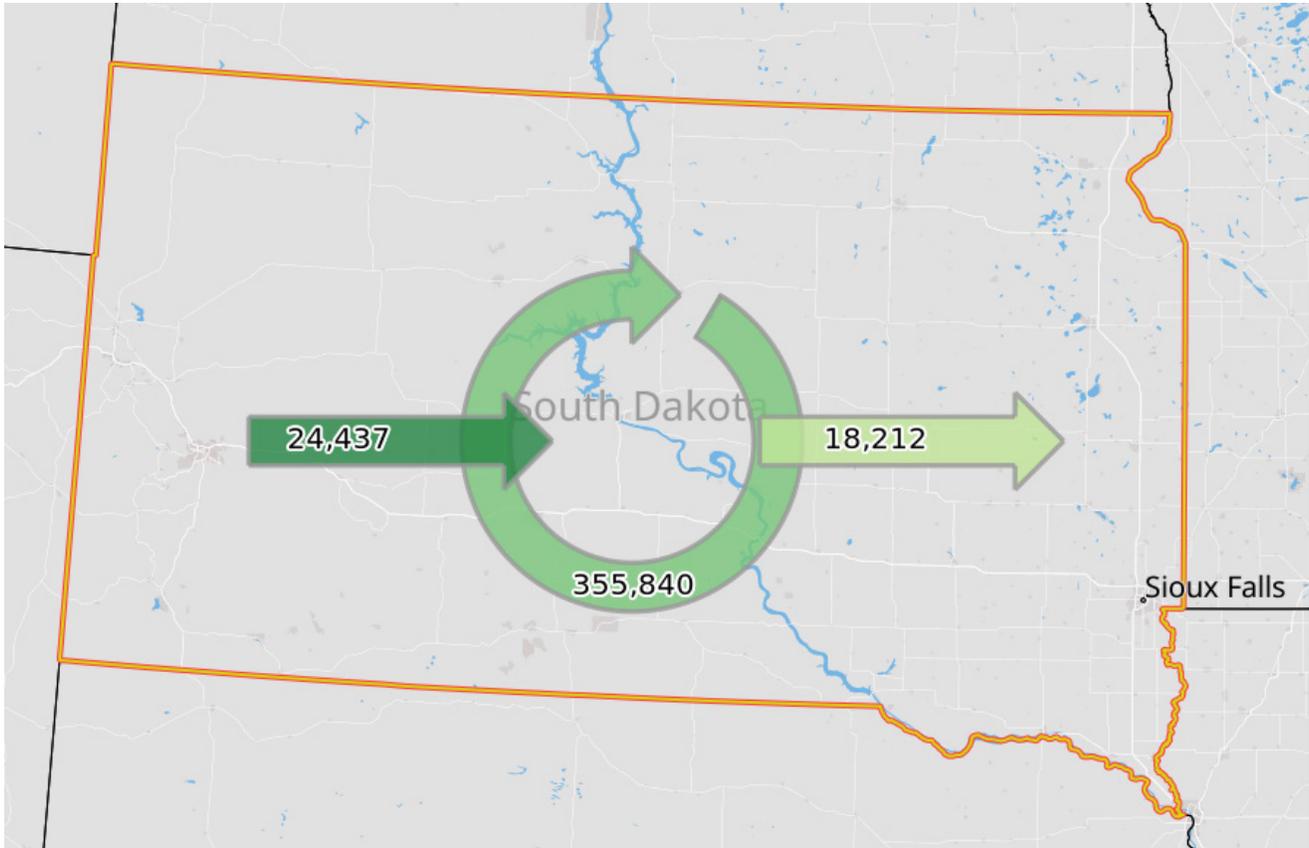
6.4% of South Dakota workers live elsewhere

These figures count only primary jobs. Primary jobs are public and private-sector jobs, one job per worker. A primary job is the highest paying job for an individual worker. Workers who have more than one job in the selected area are counted only once.

Home Destination Report Home Location of Workers Employed in South Dakota Job Counts by State Second Quarter 2020			Work Destination Report Work Location of Workers living in South Dakota Job Counts by State Second Quarter 2020		
States	Count	Share	States	Count	Share
South Dakota	355,840	93.6%	South Dakota	355,840	95.1%
Iowa	6,798	1.8%	Iowa	4,711	1.3%
Minnesota	6,459	1.7%	Minnesota	3,962	1.1%
Nebraska	4,361	1.1%	North Dakota	3,004	0.8%
North Dakota	1,551	0.4%	Nebraska	2,725	0.7%
Wyoming	1,207	0.3%	Wyoming	1,509	0.4%
Colorado	426	0.1%	Colorado	445	0.1%
California	360	0.1%	Montana	218	0.1%
Texas	261	0.1%	California	208	0.1%
Illinois	255	0.1%	Kansas	137	0.0%
All Other Locations	2,759	0.7%	All Other Locations	1,293	0.3%
Total Primary Jobs	380,277	100.0%	Total Primary Jobs	374,052	100.0%

Notes: Numbers may not sum due to rounding.
 Primary Jobs: Public and private-sector jobs, one job per worker. A primary job is the highest paying job for an individual worker. This data does not include Federal Employment.
 Source: OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter of 2002-2020), U.S. Census Bureau

South Dakota Worker Commuting Flows



Map Legend

-  Selection Area
-  Employed in Selection Area, Live Outside
-  Employed and Live in Selection Area
-  Live in Selection Area, Employed Outside

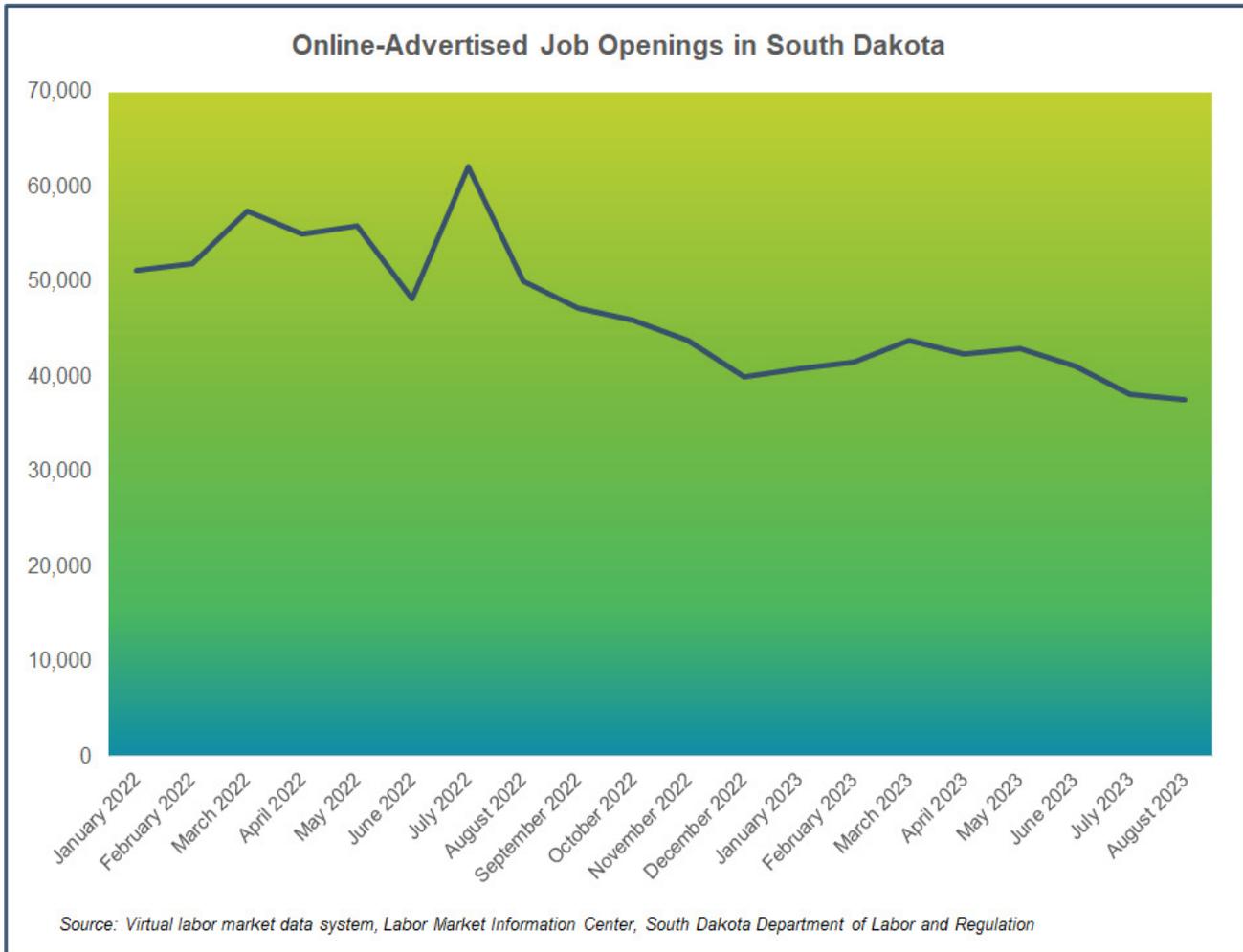
Note: Arrows do not indicate directionality of worker flow between home and employment locations.



DEEPER DATA DIVE

Commuting to work data is possible through a partnership between the U.S. Census Bureau and LMIC on the Longitudinal Employer-Household Dynamics program. Call the Labor Market Information Center at 605.626.2314 if you are interested in similar data for your specific area of the state.

Advertised Job Openings



Although a rather erratic measure, data on the number of job openings advertised online (available in the virtual labor market data system) provides an indicator of more recent activity in the labor market than the more traditional workforce data sets allow. The data is developed by Geographic Solutions, Inc., the vendor of the virtual system. It is derived from a sophisticated and standardized job spidering process. The job openings data is an aggregation of more than 20,000 online sites for job listings, including employer websites, major privately hosted job boards and SDWORKS, the state's jobs database.

There were 253,188 South Dakota jobs advertised online during calendar year 2022. As the line graph above shows, the highest peak in advertised job openings since January 2022 was in July 2022, at 62,088.

Job opening numbers dropped to the lowest point in December, not surprising considering South Dakota weather and the predominance of industries impacted by cold temperatures. The overall trendline of job openings during and since 2022 has been downward.

The most sought-after job skills mentioned in online-advertised job openings since January 2022 have been:

- Customer service
- Welding
- Preventative maintenance
- Food preparation
- Inventory control

The tools and technology most frequently advertised as being needed in job openings were:

- Microsoft (MS) Office
- Forklift
- Personal protective equipment
- Motor vehicles
- Microsoft PowerPoint

The certifications in greatest demand based on the online-advertised job openings data were:

- Registered Nurse (RN)
- Commercial Drivers License (CDL)
- Licensed Practical Nurse (LPN)
- Certified Nursing Assistant (CNA)
- Basic Life Support (BLS) Certification

Not surprisingly, the Health Care and Social Assistance industry had more job openings than any other industry and accounted for more than a quarter of all openings advertised. In fact, this industry had nearly three times the openings the next highest-ranking industries (Retail Trade and Manufacturing) had.

Industries with the Most South Dakota Online-Advertised Job Openings January 2022 through August 2023		
Industry	Job Openings	Percent of Total
Health Care and Social Assistance	67,904	28.2%
Retail Trade	22,988	9.5%
Manufacturing	22,624	9.4%
Administrative and Support and Waste Management and Remediation Services	18,440	7.6%
Educational Services	14,716	6.1%
Wholesale Trade	13,924	5.8%
Professional, Scientific and Technical Services	12,645	5.2%
Public Administration	12,318	5.1%

Source: Virtual labor market data system, Labor Market Information Center, South Dakota Department of Labor and Regulation



DEEPER DATA DIVE

Historical and current (prior day) data on job openings are available in the virtual system by specific area (statewide, metro areas and county), industry, occupation and educational level required. From the left-hand menu of [LMIC's website](#), see the "Virtual Labor Market Data System" options.

Nonfarm Wage and Salaried Workers



The Nonfarm Wage and Salaried Workers data series is a leading economic indicator nationwide. This means it is the first indicator of current economic trends each month, and together with the unemployment rate, is a key input to many gauges of the economy.

Data are collected monthly from employers through the Current Employment Statistics (CES) program and reflect nonfarm employment for all employees in both private and government sectors. The survey is conducted by the U.S. Bureau of Labor Statistics with review and input provided by cooperating state agencies like the Labor Market Information Center in South Dakota. Besides the timely nature of data, another strength of the Nonfarm Wage and Salaried Workers data set (often referred to as payroll employment nationally) is the industry detail available. Establishments are classified in an industry on the basis of their principal products or activities in accordance with the most recent North American Industry Classification System (NAICS) Manual. ([Learn more about NAICS.](#))

As the title implies, agricultural industry workers are not included, nor are self-employed and unpaid workers. Nonfarm worker data refer to persons on establishment payrolls who receive pay for any part of the pay period which includes the 12th of the month. Persons are counted at their places of work rather than at their places of residence; those appearing on more than one payroll are counted on each payroll.

Nonfarm worker trends in 2022



While 2020 was the year of worker loss due to COVID, and 2021 was the year of recouping workforce lost

during COVID, 2022 was the year of substantial growth for South Dakota.

South Dakota's nonfarm worker levels had significant gains during 2022, adding 12,100 workers (2.7%). The 2022 annual average number of workers was 452,500. Increases were spread throughout many of the industries in the state.

Nonfarm worker data can be divided into two major components:

- Goods Producing
- Service Providing industries

Goods producing industries (Mining, Logging and Construction sector and the Manufacturing sector), increased by 2,200 workers (3.1%) from 2021 to 2022. Service Providing industries (all other sectors listed in the table on the following page) gained 9,900 workers (2.7%). In both cases, 2022 growth was noteworthy compared to average over-the-year gains the last decade. Annual worker growth in Goods Producing industries had averaged just 1,000 since 2012 until this year brought double that growth.

Meanwhile, growth in **service-producing** industries had averaged 2,900 a year, further underlining the significance of the 2022 growth.

Mining, Logging and Construction

Mining, Logging and Construction added 900 workers (3.4%), reaching a 2022 annual

South Dakota Nonfarm Wage & Salaried Workers by Industry (Not Seasonally Adjusted)				
Industry	2021 Annual Average	2022 Annual Average	Actual Change	Percent Change
Total Nonfarm	440,400	452,500	12,100	2.7%
Total Private	361,600	372,800	11,200	3.1%
Goods Producing	70,100	72,300	2,200	3.1%
Service Providing	370,400	380,300	9,900	2.7%
Mining, Logging & Construction	26,200	27,100	900	3.4%
Manufacturing	43,900	45,100	1,200	2.7%
Wholesale Trade	21,400	22,000	600	2.8%
Retail Trade	51,600	53,000	1,400	2.7%
Transportation, Warehousing & Utilities	13,900	14,300	400	2.9%
Information	5,100	5,300	200	3.9%
Financial Activities	28,200	28,000	-200	-0.7%
Professional & Business Services	34,600	36,700	2,100	6.1%
Private Education & Health Services	74,200	75,300	1,100	1.5%
Leisure & Hospitality	45,600	48,300	2,700	5.9%
Other Services (except Public Administration)	17,000	17,700	700	4.1%
Government	78,900	79,700	800	1.0%
Note: Numbers may not add due to rounding. Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with U.S. Bureau of Labor Statistics				

average of 27,100 workers. The growth was concentrated in Construction, which added 900 workers (3.6%) throughout the state.

Specialty Trade Contractors accounted for most of the growth in Construction with the addition of 700 workers (4.8%). Specialty Trade Contractors account for just under 60% of the workforce in Construction with an annual average of 15,400 workers in 2022. Specialty Trade Contractors perform a specific activity, such as site preparation, pouring concrete, plumbing, painting or doing electrical work.

Construction of Buildings also had growth on a smaller scale, adding 200 workers (3.3%). Heavy and Civil Engineering had a modest loss of 100 workers (2.3%).

The demand for workers in Construction increased in 2022, with many new commercial and residential projects underway. Apartment complexes, strip malls, home renovations and road improvements are just a few examples of the updates you will see throughout the state.

According to the City of Sioux Falls, the construction valuation totaled \$1.9 billion in 2022, which is a significant increase from the 2021 valuation of \$1.1 billion.

Mining and Logging added 100 workers (9.1%) from 2021 to 2022, reaching 1,200 workers. Over the last ten years, Mining and Logging has been very stable with modest changes from year to year.

Manufacturing

Manufacturing increased 2.7% with the addition of 1,200 workers. This sector went from 43,900 workers in 2021 to 45,100 workers in 2022. In 2022, Manufacturing recouped the workforce lost during the pandemic and surpassed the 2019 annual average of 45,000 workers. Most of the growth (75%) took place outside of the Sioux Falls and Rapid City metro areas.

Durable Goods Manufacturing accounted for most of the growth within Manufacturing, adding 1,100 workers (4.0%). With a 2022 annual average of 28,400 workers, Durable Goods accounts for just over 60% of the workforce in Manufacturing. Durable Goods produced in South Dakota, such as trailers, furniture and electronic equipment, are not immediately consumed and can be kept for a longer time.

Non-Durable Goods Manufacturing added 100 workers (0.6%) from 2021 to 2022. Non-durable goods are immediately consumed in one use or have a lifespan of less than three years. Examples of non-durable goods produced or processed in

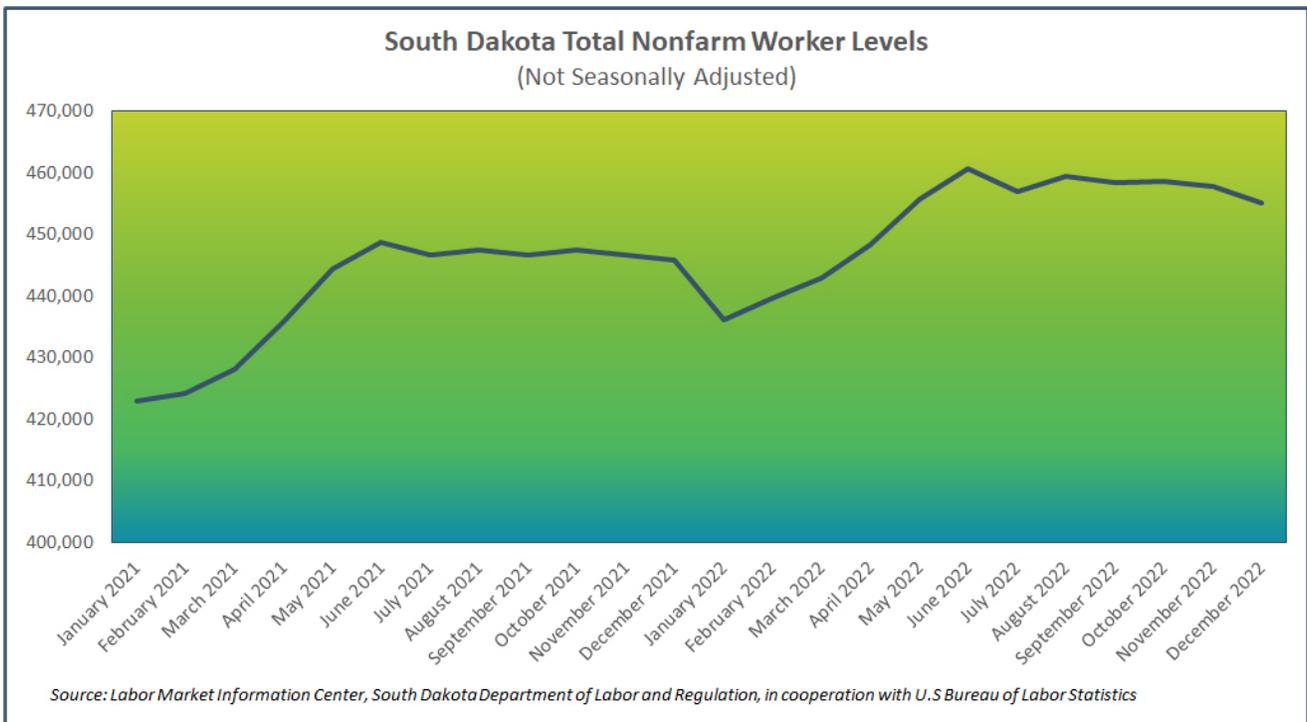
South Dakota include food and beverage products, paper products and fuel. Product demand drives the growth within Manufacturing.

As demand increases, establishments in Manufacturing build up their workforce to meet that demand. Growth was spread throughout many of the establishments in the sector.

Wholesale Trade

Wholesale Trade gained 600 workers (2.8%), reaching a 2022 annual average of 22,000 workers. The Wholesale Trade sector consists of establishments engaged in wholesaling merchandise and rendering services incidental to merchandise. The wholesaling process is an intermediate step in product distribution. Wholesalers sell merchandise received from manufacturers to other establishments and normally operate from a warehouse or office.

The growth of Wholesale Trade correlates with the growth of Manufacturing. The more product there is to sell, the greater need there is for wholesalers.



2022 Nonfarm Industry Trends, continued

Retail Trade

Retail Trade continued an upward climb, adding 1,400 workers (2.7%) in 2022. With a 2022 annual average of 53,000 workers in the state, this sector employs 11.7% of the nonfarm workforce.

Establishments in Retail Trade employ many part-time workers, many juggling work schedules around school or another job. Clothing boutiques, home furnishing stores, department stores, hardware stores, supermarkets, gasoline stations, antique shops and souvenir stores are examples of establishments in this sector.

The retail landscape has evolved over the last 10 years. Establishments continue to expand the shopping experience whether the consumer is shopping in the store, online or using a phone app. From game nights, bucket sales or sales drops at certain times, establishments aim to increase consumer traffic by organizing events both online and in the store.

Options for shopping have continued to expand as consumers are able to use multiple avenues for purchasing and receiving products. In some cases, consumers have continued to rely on the convenience of options initiated during the COVID-19 pandemic for public health reasons, with ongoing and growing demand for those services. One noteworthy example is discount stores and large grocery stores having staff who “pick” orders for customers, then offering curbside or parking lot pick-up. As consumer demand for these various practices continues to grow, so does the need for additional staff.

Transportation, Warehousing and Utilities

Transportation, Warehousing and Utilities worker levels increased 400 workers (2.9%), jumping to 14,300 workers

in 2022. Examples of establishments in this industry include tow truck services, natural gas distribution, taxicab services, local and long-distance trucking, scheduled air passenger transportation and general warehousing.

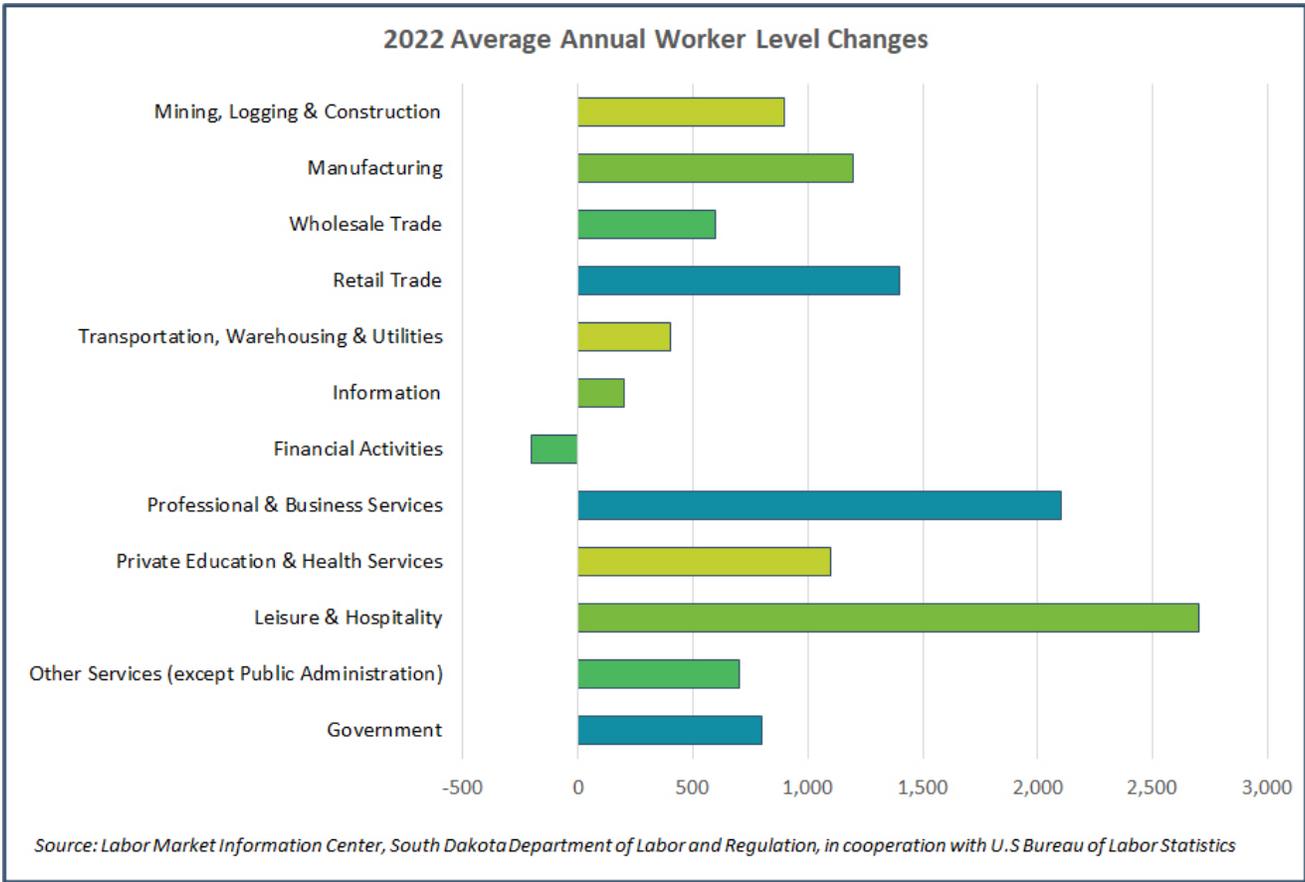
A person does not have to look far before seeing a semi-truck transporting goods to an establishment or a courier delivering packages to the neighborhood. Many establishments rely on transportation and warehousing companies to move products from the manufacturer to the consumer. Growth in Transportation, Warehousing and Utilities is due to increases in demand, which also increases the need for workers.

Information

Information added 200 workers (3.9%), reaching a 2022 annual average of 5,300 workers. This is the first year of growth after worker levels trended downward over the last 10 years. Growth in this sector took place outside of the Sioux Falls and Rapid City metro areas.

The Information sector is comprised of establishments engaged in publishing, internet publishing, motion picture and sound recording, broadcasting, movie theaters, internet service providers, data processing and all other information services. Increases are related to establishments’ continued efforts to regain some of the workforce lost during the pandemic.

Establishments in this sector have recouped 96.3% of the worker levels they averaged in 2019 (5,500 workers). Through the Quarterly Census of Employment and Wages (QCEW) program which provides more detailed data than the monthly establishment survey, we’ve noticed an uptick of employment in the motion picture and sound recording industries and in the data, processing, hosting and related



services subsector beginning with the first quarter of 2021.

Financial Activities

Financial Activities had a loss of 200 workers (0.7%), dropping to a 2022 annual average of 28,000 workers in South Dakota. Over half of the workers in the Financial Activities supersector are in the Sioux Falls metro area (15,200 workers). The Financial Activities supersector consists of the Finance and Insurance sector and the Real Estate and Rental and Leasing sector. Credit card banks, saving institutions, portfolio fund managing, insurance claims adjusting, real estate agencies, residential property management and home health equipment rental are examples of establishments in this supersector.

Establishments in Financial Activities have continued to evolve with advances in technology and increased automation. While the need for activities in this supersector remains strong, worker levels had a modest

loss due to technology advancements. Consumers are able to complete most transactions without setting foot in an establishment. Whether you are researching houses on the market, viewing apartment complexes or filling out an application, there are many options to do so online. The demand for online banking has also grown as consumers transition away from traditional banking methods. Many services have been simplified, resulting in time-saving processes that have kept worker level changes small.

Professional and Business Services

Professional and Business Services increased 6.1% over the year with the addition of 2,100 workers in 2022. The Professional and Business Services supersector is broken down into the following sectors: Professional, Scientific and Technical Services; Management of Companies and Enterprises; and

2022 Nonfarm Industry Trends, continued

Administrative and Support and Waste Management and Remediation Services.

Computer hardware consulting services, payroll processing services, landscaping services, tax preparation services, corporate offices primarily engaged in overseeing a company and security guard services are examples of establishments in this supersector. This type of growth indicates other businesses are growing at a rate where additional professional services are required. Data from the QCEW program indicate gains are spread throughout many establishments in this supersector, with many new establishments added in 2022.

Private Education and Health Services

Private Education and Health Services added 1,100 workers (1.5%) in 2022. This growth took place primarily in the Sioux Falls metro area (900 workers). Health Care and Social Assistance accounted for most of the growth in Private Education and Health Services, adding 800 workers (1.2%). Establishments in Health Care and Social Assistance include dentist offices, chiropractors, childcare centers, assisted living facilities and vocational rehabilitation agencies. Hospitals added 400 workers (1.5%) from 2021 to 2022, reaching 27,900 workers. Health Care and Social Assistance worker levels have had consistent growth over the years. This growth is related to increases in population and medical advancements, both increasing the need for workers.

The U.S. Census Bureau estimated South Dakota's population at 909,824 in July 2022 compared to 896,164 in July 2021. Continued growth in Health Care and Social Assistance is essential to keep up with the demand of an aging population.

Private Educational Services gained 300 workers (4.3%), reaching an annual average of 7,200 workers in 2022. This number includes private educational services; public educational services are included in government worker levels. The Educational Services sector is made up of establishments that provide instruction and training in a wide variety of subjects.



Leisure and Hospitality showed the most actual worker growth during 2022

Leisure and Hospitality

Leisure and Hospitality had significant growth from 2021 to 2022, adding 2,700 workers (5.9%). Leisure and Hospitality remained strong in 2022 despite rising costs. South Dakota is a great destination for out-of-state travelers or for those looking for a staycation. According to the South Dakota Department of Tourism, 14.4 million visitors traveled to South Dakota in 2022 compared to 14.3 million visitors in 2021. As visitor levels increase so does the need for additional workforce. Establishments included in this supersector include performing arts, fitness centers, museums, parks, hotels and restaurants.

Other Services

Other Services (except Public Administration) gained 700 workers (4.1%), going from an annual average of 17,000 workers in 2021 to 17,700 workers in 2022. Examples of establishments in this sector include beauty salons, car washes, wedding planning services, civic and social organizations, general automotive repair shops and pet boarding services. Increased population growth drives the demand for services provided in this sector.

Government

Government gained 800 workers (1.0%), reaching a 2022 annual average of 79,700 workers. Local Government accounted for most of the growth in Government, adding 1,000 workers (2.0%). Tribal, city and county governments, along with public and tribal school districts, are included in Local Government. Local Government Educational Services added 700 (2.7%). Gains in Local

Government can be tied to increases in population. As the population rises, city programs and services also expand to meet the needs of the community.

State Government remained unchanged from 2021 to 2022 with an annual average of 17,600 workers. Federal Government had a loss of 300 workers (2.6%), dropping to a 2022 annual average of 11,200.



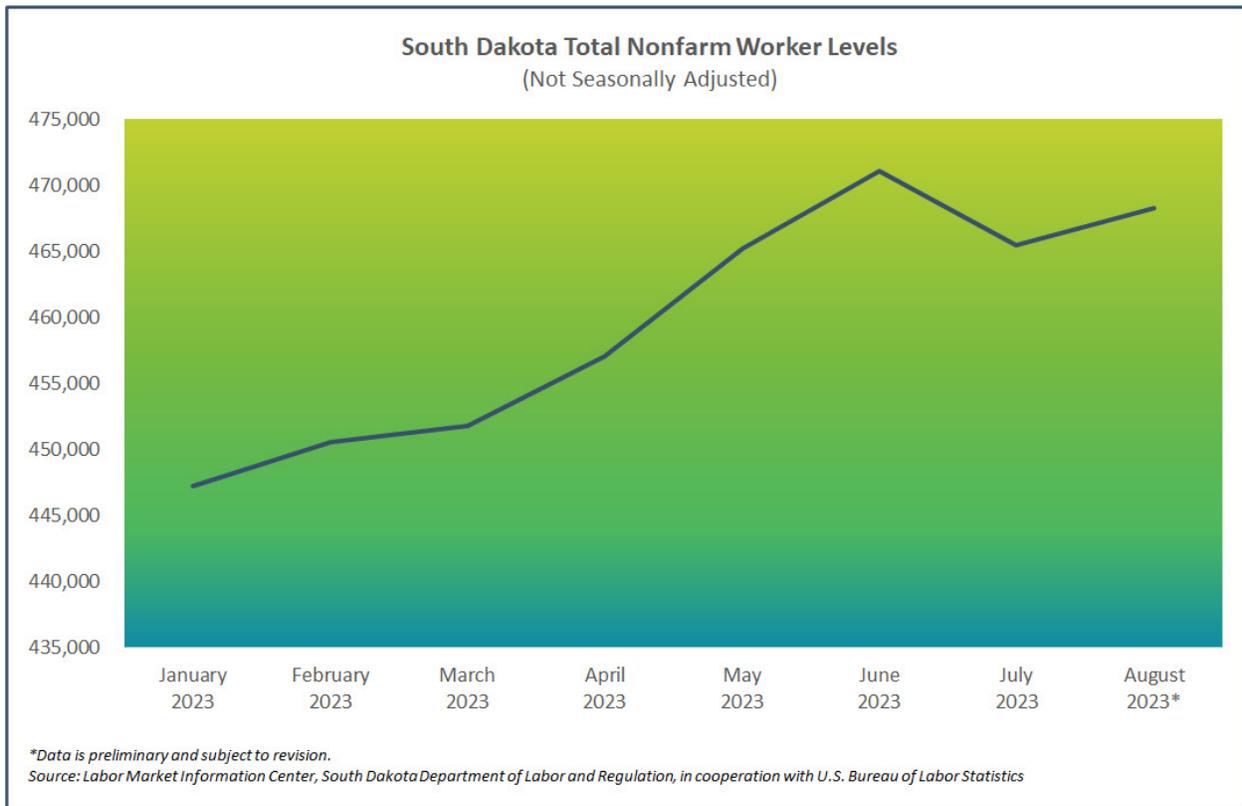
Nonfarm Industry Employment

2023 to Date

South Dakota total nonfarm worker levels have continued to trend upward so far in 2023. The number of workers increased 21,100 from January to August 2023, going from 447,200 workers in January 2023 to 468,300 in August 2023. This is even greater than average January to August

growth; over the last 10 years, worker levels have had an average gain of 18,100 workers from January to August.

Let's take a stroll through 2023 to see what is driving this trend. The South Dakota nonfarm worker levels increased 3,400 from



January 2023 to February 2023. Government accounted for most of this growth, adding 2,200 workers in February 2023. This growth was primarily in Local and State Government Educational Services and was expected as establishments typically add staff back onto payrolls after winter break.

Worker levels continued to climb from March to June, reaching 471,100 workers. While growth was spread throughout many of the industries, seasonal hiring in Construction and Leisure and Hospitality led the way with the most additions.

Worker levels dipped in July 2023, dropping to 465,500. This drop was primarily due to

declines in Government. Specifically, Local Government Educational Services had a drop of 5,700 workers with schools on summer break.

South Dakota total nonfarm worker levels bounced back in August 2023, climbing to 468,300. Professional and Business Services added the largest number of workers in August 2023 (1,100 workers). This growth was spread throughout many of the establishments, a sign that other establishments are expanding at a rate where additional help from professional and business services is needed.



DEEPER DATA DIVE

For historical or the most current Nonfarm Wage & Salaried Worker data available at any point in time, please see our menu page for a link to the virtual data system and instructions:

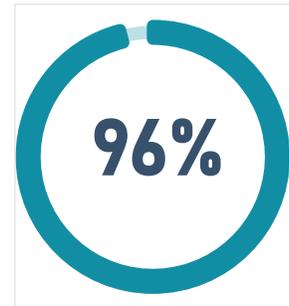
dlr.sd.gov/lmic/menu_nonfarm_workers.aspx

Contact us as needed for assistance.

Quarterly Census of Employment & Wages (QCEW)



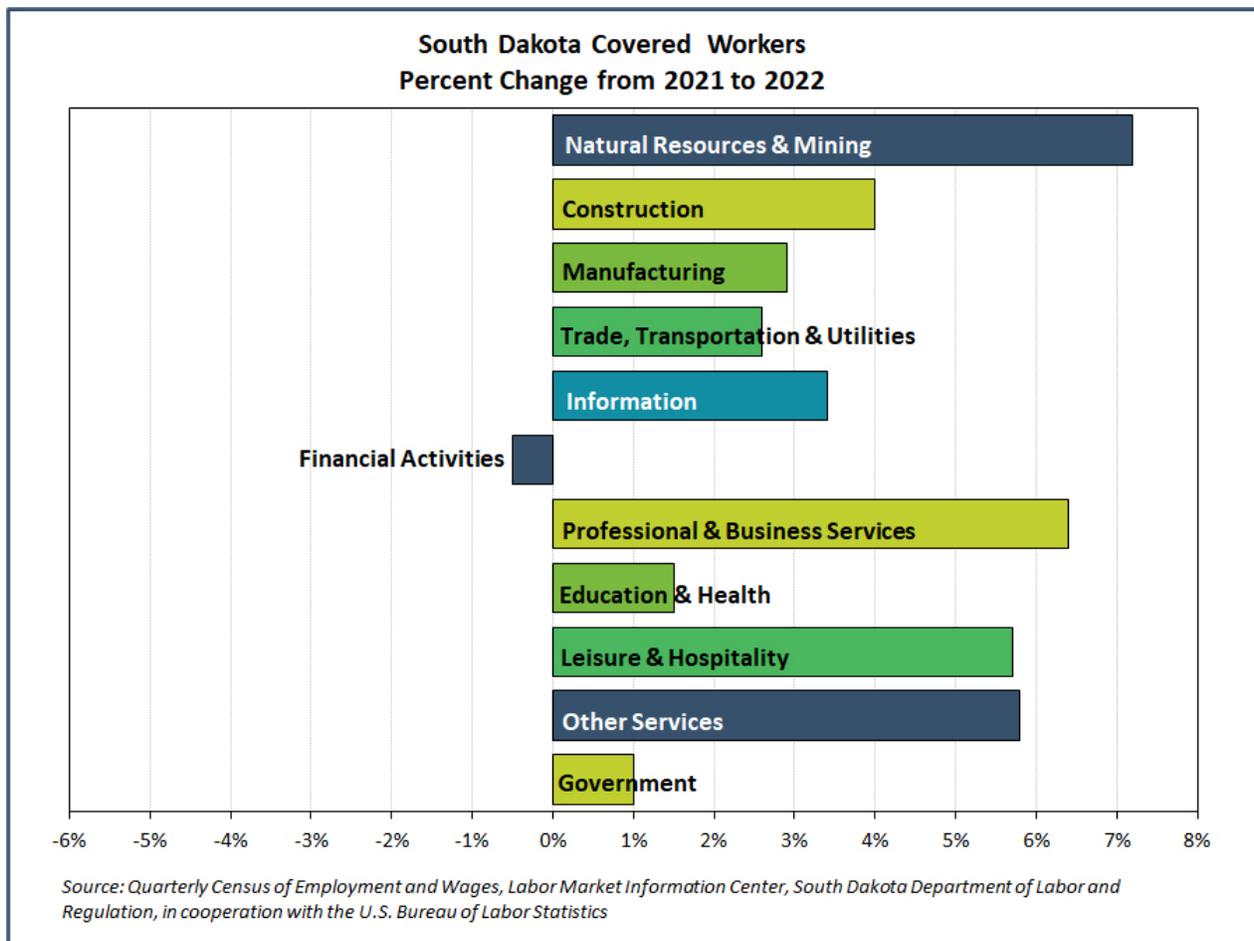
The Quarterly Census of Employment and Wages program provides information about workers covered by South Dakota unemployment insurance law and the Unemployment Compensation for Federal Employees (UCFE) program. In 2022, these “covered workers” accounted for 96% of South Dakota’s wage and salaried workers. Covered workers are counted at their place of work. A person who works for more than one covered employer is counted at each job.



Number of Covered Workers

South Dakota had 443,194 covered workers in 2022, an increase of 2.9% from 2021. As the bar graph below shows, 10 industry

supersectors showed worker gains during 2022 while just one supersector lost workers.



South Dakota Average Number of Covered Workers by Ownership and Supersector			
	2021	2022	Percent Change 2021-2022
Private Ownership			
Natural Resources and Mining	7,342	7,869	7.2%
Construction	25,128	26,143	4.0%
Manufacturing	43,812	45,101	2.9%
Trade, Transportation and Utilities	86,076	88,353	2.6%
Information	5,060	5,233	3.4%
Financial Activities	27,686	27,536	-0.5%
Professional and Business Services	34,604	36,807	6.4%
Education and Health Services	69,978	71,045	1.5%
Leisure and Hospitality	45,633	48,216	5.7%
Other Services	11,557	12,228	5.8%
Total Private Ownership	356,876	368,532	3.3%
Public Administration			
Federal Government	11,455	11,205	-2.2%
State Government	14,372	14,331	-0.3%
Local Government	48,109	49,125	2.1%
Total Government	73,936	74,661	1.0%
Statewide Total	430,812	443,194	2.9%
Data subject to revision.			
Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with U.S. Bureau of Labor Statistics			

Annual Pay of Covered Workers

Annual pay reflects total compensation paid to covered workers in the form of wages, salaries, bonuses, commission and overtime pay during the year. Annual pay is calculated by dividing total payroll by the average number of workers. The statewide annual pay for workers covered by unemployment insurance for 2022 was \$54,053. This represents an increase of 5.5% from 2021.

Annual pay is affected by the number of hours worked and the rate of pay. Full-time workers normally have higher annual pay than part-time workers do. Many of the industries with the lowest annual pay

\$54,053

have a sizable percentage of part-time jobs.

Industry specific annual pay is determined by the mix of full-time and part-time workers and high-paying and low-paying jobs. The Leisure and Hospitality supersector has the lowest industry annual pay of \$21,763, because these types of businesses typically hire many part-time workers. Federal government workers had the highest annual pay in 2022 at \$76,642.

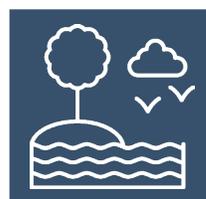
South Dakota Annual Pay of Covered Workers by Ownership and Supersector			
	2021	2022	Percent Change 2021-2022
Private Ownership			
Natural Resources and Mining	\$49,061	\$52,839	7.7%
Construction	\$55,866	\$58,955	5.5%
Manufacturing	\$56,072	\$59,036	5.3%
Trade, Transportation and Utilities	\$46,686	\$49,518	6.1%
Information	\$60,837	\$64,244	5.6%
Financial Activities	\$73,408	\$77,445	5.5%
Professional and Business Services	\$69,037	\$75,636	9.6%
Education and Health Services	\$58,852	\$61,521	4.5%
Leisure and Hospitality	\$20,633	\$21,763	5.5%
Other Services	\$39,236	\$41,695	6.3%
Total Private Ownership	\$51,788	\$54,750	5.7%
Public Administration			
Federal Government	\$72,641	\$76,642	5.5%
State Government	\$54,640	\$58,390	6.9%
Local Government	\$41,195	\$42,409	2.9%
Total Government	\$48,680	\$50,614	4.0%
Statewide Total	\$51,254	\$54,053	5.5%
<i>Data subject to revision.</i>			
<i>Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with U.S. Bureau of Labor Statistics</i>			

Noteworthy Industry Trends

The four industry supersectors listed below are being featured on the following pages because of significant trends in 2022.

The supersectors are identified by North American Industry Classification System (NAICS) codes. [Learn more about NAICS.](#)

- Natural Resources and Mining
- Professional and Business Services
- Leisure and Hospitality Services
- Other Services



Natural Resources & Mining Supersector

Leading all supersectors in percentage employment growth during 2022 was the Natural Resources and Mining supersector at 7.2%. Employment grew by 527 to a new average of 7,869. Businesses in this supersector grow crops, raise livestock or extract natural mineral solids at a mine site.

1 in percent employment growth

Natural Resources &

Mining also had the second largest increase in annual pay during 2022, increasing 7.7% to a new average of \$52,839.

This supersector is made up of the following sectors:

- Agriculture, Forestry, Fishing and Hunting
- Mining, Quarrying, and Oil and Gas Extraction

Agriculture, Forestry, Fishing and Hunting

NAICS Sector 11

The **Agriculture, Forestry, Fishing and Hunting** sector added 448 workers in 2022, an increase of 7.1% from 2021 to the new average of 6,787 in 2022. Annual pay also increased, by 6.9% for a new 2022 level of \$46,940. Three subsectors under Agriculture reported gains in workers between 2021 and 2022.

Businesses in **Support Activities for Agriculture and Forestry** (NAICS 115) had a 28.2% employment gain, followed by

Crop Production (NAICS 111) with 8.1% growth, and **Animal Production** (NAICS 112) gained 3.7%. **Forestry and Logging** (NAICS 113) had no change in employment numbers, while **Fishing, Hunting and Trapping** (NAICS 114) had a slight decrease.

In 2022 all the subsectors showed an annual wage increase. Fishing, Hunting and Trapping had the largest percent increase of 82.5%; however, there are only four workers in that subsector, and it can be highly volatile. Crop Production (NAICS 111) showed a respectable increase of \$2,965 or 7.3%. Animal Production (NAICS 112) increased \$3,139 or 7.1%, followed by Forestry and Logging (NAICS 113) increasing \$1,498 or 3.2%, and lastly Support Activities for Agriculture and Forestry (NAICS 115) increased \$1,605 or 3%.

Worker levels in the Agriculture, Forestry, Fishing and Hunting sector have been decreasing over the years due to consolidations and better technology that make generating higher output easier and more efficient. Technology advancements in

South Dakota Covered Workers and Pay in the Natural Resources & Mining Supersector 2022			
Supersector, Sector and Subsector	Number of Establishments	Average Number of Workers	Annual Pay
Natural Resources and Mining	1,259	7,869	\$52,839
Agriculture, Forestry, Fishing and Hunting	1,178	6,787	\$46,940
Crop Production	517	1,967	\$43,350
Animal Production and Aquaculture	462	3,997	\$47,305
Forestry and Logging	26	100	\$48,903
Fishing, Hunting and Trapping	3	4	\$56,495
Support Activities for Agriculture and Forestry	170	719	\$54,403
Mining, Quarrying, and Oil and Gas Extraction	81	1,083	\$89,760
Oil and Gas Extraction	2	24	\$108,767
Mining, except Oil and Gas	52	855	\$74,148
Support Activities for Mining	27	204	\$152,955

Data subject to revision.
Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with U.S. Bureau of Labor Statistics

equipment and chemicals has had a negative impact on the demand for workers due to less demand for hours worked in the field despite increased production.

Mining, Quarrying, and Oil and Gas Extraction

NAICS Sector 21

The **Mining, Quarrying, and Oil and Gas Extraction** sector increased by 76 workers (7.5%) between 2021 and 2022. This gain brought the total for the sector to 1,083 workers. All three subsectors within this sector gained workers during 2022. The average annual pay for the overall sector increased by \$8,311 (10.2%), bringing the average annual pay to \$89,760 in 2022. This sector ranked third among the highest paying industries.

The **Oil and Gas Extraction** (NAICS 211) subsector's establishment numbers remained unchanged, and the number of workers showed a slight increase. Employment increased by two workers or 9.1%, and the number of establishments held steady at two. This industry is comprised of establishments primarily engaged in operating and/or developing oil and gas field properties, and establishments primarily engaged in recovering liquid hydrocarbons from oil and gas field gases. This subsector presented an increase of 27.8% or \$23,636 in annual pay over the last year. This industry is very small, so a small increase has a bigger impact on percentages. This subsector also has many jobs that are temporary.

The **Mining (Except Oil & Gas)** subsector (NAICS 212) added eight workers (0.9%). This subsector includes activities such as engaging in mine site development and preparation, and mining metallic minerals and nonmetallic minerals, including coal. The employment level and number of establishments increased slightly from 2021 to 2022. The annual pay for 2022 was \$74,148, a \$3,994 or a 5.7% increase compared to 2021.

Support Activities for Mining (NAICS 213) gained 66 workers (47.8%). The increase brought the total worker level in this subsector to 204 workers in 2022. This subsector provides support services, on a contract or fee basis, required for mining and quarrying of minerals and for the extraction of oil and gas. Establishments performing exploration (except geophysical surveying and mapping) for minerals on a contract or fee basis are included in this subsector. Exploration includes traditional prospecting methods, such as taking core samples and making geological observations at prospective sites.

Annual pay also showed an increase of \$2,772 or 1.8% over the previous year. Workforce data in a small subsector such as this can be highly volatile, sometimes changing drastically from season to season. Two of the subsector's employment levels are under 205 workers, so a gain or a loss of just one establishment can have a large effect on percentage changes in annual pay and employment.



Professional and Business Services Supersector

Leading South Dakota's industry supersectors in pay increases during 2022 was Professional and Business Services, with a 9.6% pay increase. Annual pay in this supersector now averages \$75,636. The supersector also had notable employment growth (6.4%) during 2022, claiming the second place spot behind Natural Resources & Mining in percentage growth.

1 in rate of pay increase

Businesses within this supersector perform professional services, hold securities of companies or perform routine support activities for the day-to-day operations of other businesses.

The Professional and Business Services supersector is comprised of the following sectors:

- Professional, Scientific and Technical Services
- Management of Companies
- Administrative and Support and Waste Management and Remediation Services

Professional, Scientific and Technical Services

NAICS Sector 54

The **Professional, Scientific and Technical Services** sector's annual average employment in 2022 was 17,215, an increase of 7.3%. The average annual wage increased 9.6% to \$80,677.

The Professional, Scientific and Technical Services sector is one of few sectors that contains only one subsector. But, within the Professional, Scientific and Technical Services (NAICS 541) subsector are many industry groups. The distinguishing feature of the subsector is the fact most of the industries grouped in it have production procedures that are almost solely dependent on worker skills. In most of these industries, equipment and materials are not of major importance, unlike health care, for example, where "high tech" machines and materials are important collaborating inputs to labor skills. Thus, the establishments classified in this subsector sell expertise. Much of the expertise requires degrees, though not in every case.

Seven out of nine industry groups within the subsector experienced worker increases from 2021 to 2022:

- Legal Services (NAICS 5411)
- Accounting, Tax Preparation, Bookkeeping and Payroll Services (NAICS 5412)
- Architectural, Engineering and Related Services (NAICS 5413)

- Specialized Design Services (NAICS 5414)
- Computer Systems Design and Related Services (NAICS 5415)
- Management, Scientific and Technical Consulting Services (NAICS 5416)
- Other Professional, Scientific and Technical Services (NAICS 5419)

Each industry group listed had significant employment growth in 2022, but the main drivers of growth were the **Architectural, Engineering and Related Services, Computer Systems Design and Related Services, and Management, Scientific and Technical Consulting Services** industry groups.

South Dakota has continued to see a sharp increase in the number of establishments in these specific industries since the COVID-19 pandemic. With the switch to teleworking and technology driven workplaces, there has been an increase in demand for performing duties as either engineers, architects, custom computer programmers, software developers, management consultants or marketing consultants. Most of these companies are small-scale, hiring only one or a few workers.

Business management and consulting continue to increase, largely due to the changes in business operations. Business problems can be complex, and consultants are professional experts who provide solutions and strategies to improve the financial and operational health of an organization. Recommendations by these professionals are backed by large amounts of research and data.

The two remaining industry groups within the subsector experienced very small worker decreases from 2021 to 2022:

- Scientific Research and Development Services (NAICS 5417)
- Advertising, Public Relations and Related Services (NAICS 5418)

South Dakota Covered Workers and Pay in the Professional and Business Services Supersector 2022			
Supersector, Sector and Subsector	Number of Establishments	Average Number of Workers	Annual Pay
Professional and Business Services	8,805	36,807	\$75,636
Professional, Scientific and Technical Services	5,915	17,215	\$80,677
Professional, Scientific and Technical Services	5,915	17,215	\$80,677
Management of Companies and Enterprises	241	5,465	\$125,763
Management of Companies and Enterprises	241	5,465	\$125,763
Administrative and Support and Waste Management and Remediation Services	2,649	14,127	\$50,102
Administrative and Support Services	2,502	13,165	\$49,936
Waste Management and Remediation Services	147	962	\$52,368

Data subject to revision.
Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with U.S. Bureau of Labor Statistics

Management of Companies and Enterprises

NAICS Sector 55

The **Management of Companies and Enterprises** sector is comprised of establishments which either hold the securities of companies and enterprises for the purpose of owning a controlling interest or administer, or manage establishments of the company. Primary duties of employees in this industry are influencing management decisions and undertaking the strategic or organizational planning and decision-making within the company. Essential activities of these establishments are often performed in house. By consolidating the performance of these activities at one establishment, economies of scale are achieved.

The number of workers in 2022 was 5,465, an increase of 6.9% from 2021.

Average annual pay rose by \$6,712 to \$125,763, an increase of 5.3%. Annual pay for this sector tends to be markedly higher than other sectors due to its highly skilled occupations. In fact, the sector’s annual average wage ranks as the highest out of all sectors in South Dakota because most

1 in pay

workers are in high-level management positions.

Professionals in the Management of Companies and Enterprises industry are typically responsible for major decision making and are privy to confidential information and data. In some cases, actions taken by key members on staff can directly impact the financial well-being of both companies being managed and their shareholders. As a result, there can be a significant risk of liability lawsuits in this industry. Therefore, risk management is a priority, and individuals are compensated accordingly for the degree of stress involved.

The bulk of this industry is comprised of managing offices. These offices are part of a company and administer, oversee and manage establishments of that company. They normally undertake the strategic planning and decision-making role of the company. Typically, corporate offices, centralized administrative offices and district or regional offices fall within this industry.

Administrative and Support and Waste Management and Remediation Services

NAICS Sector 56

The **Administrative and Support and Waste Management and Remediation Services** sector's annual employment in 2022 was 14,127, an increase of 4.9%. The average annual pay for this sector increased \$5,476 (12.3%) to \$50,102. This sector has continued to recover from worker loss in 2020 due to the COVID-19 pandemic and has now surpassed its employment peak of 14,100 in 2007.

Just over 93% of employment in this industry belongs to the **Administration and Support Services** (NAICS 561) subsector. The average annual employment for this subsector was 13,165 with an average annual wage of \$49,936. Four out of eight industry groups in this subsector showed positive employment growth while the other half fell slightly.

Industry groups with worker gain:

- Employment Services (NAICS 5613)
- Travel Arrangement and Reservations Services (NAICS 5615)
- Services to Buildings and Dwellings (NAICS 5617)
- Other Support Services (NAICS 5619)

Industry groups with worker loss:

- Office Administrative Services (NAICS 5611)
- Facilities Support Services (NAICS 5612)
- Business Support Services (NAICS 5614)
- Investigation and Security Services (NAICS 5616)

Employment Services was responsible for most of the employment growth in the sector due to an increased number of employment placement agencies and temporary help services in South Dakota.

To help build their employment rosters, establishments are increasingly relying on staffing agencies for recruiting workers, sorting through applicants and identifying the best possible candidates.

The **Waste Management and Remediation Services** (NAICS 562) subsector employs only 962 workers in the sector. Employment growth was higher in 2022 compared to previous years (4.9% growth over the year). The average annual pay was \$52,368. Establishments in this subsector collect, treat and dispose of waste materials. This can include local hauling of waste materials; sorting recyclable materials from the trash stream; providing for the cleanup of contaminated buildings, mine sites, soil or ground water; and providing septic pumping and other miscellaneous waste management services. Employment gain occurred in the Waste Collection and Remediation and Other Waste Services industry groups.



Leisure and Hospitality Services Supersector

Making a strong showing in both employment and annual pay growth in 2022 was the Leisure and Hospitality Services supersector. Because of the nature of business in much of this supersector (involving extensive face-to-face contact), the COVID-19 pandemic could have had devastating long-term impacts. Instead, the supersector's story of recovery has had an especially happy ending. The supersector not only returned to pre-pandemic levels but has greatly exceeded them.

During 2022, employment in Leisure and Hospitality Services grew by 5.7% (the fourth fastest growth rate among all subsectors) while annual pay increased by 5.5% (the fifth fastest increase).

The Leisure and Hospitality Services supersector is comprised of the Arts, Entertainment and Recreation sector, and the Accommodation and Food Services sector.

Businesses within this supersector provide cultural, recreational or entertainment services or provides customers with lodging and/or food for immediate consumption.

Arts, Entertainment and Recreation

NAICS Sector 71

The **Arts, Entertainment and Recreation** sector's employment increased in 2022 for the second year in a row since the COVID-19 pandemic caused a large drop in 2020. The number of workers increased 4.9% to a new annual average of 7,272. The average annual wage increased 5.8% to \$22,625.

The Arts, Entertainment, and Recreation sector includes a wide range of establishments that operate facilities or provide services to meet varied cultural, entertainment and recreational interests of their patrons. The following three subsectors make up the sector:

- Performing Arts, Spectator Sports and Related Industries (NAICS 711)
- Museums, Historical Sites and Similar Institutions (NAICS 712)
- Amusement, Gambling and Recreation Industries (NAICS 713)

The **Performing Arts, Spectator Sports and Related Industries** subsector contains establishments which produce or organize and promote live presentations involving the performances of actors and actresses, singers, dancers, musical groups and artists, athletes and other entertainers, including independent (i.e., freelance) entertainers and the establishments that manage their careers. The subsector's employment level increased 10.2% to 1,240 in 2022. The average annual wage grew 8.9% to \$26,405. Significant employment gain was seen in the Spectator Sports and Promoters of Performing Arts, Sports and Similar Events industry groups. Event happenings in South Dakota have continued to increase, leading to a higher demand for workers.

Establishments in the **Museums, Historical Sites and Similar Institutions** subsector

engage in the preservation and exhibition of objects, sites and natural wonders of historical, cultural and/or educational value. Also included in the subsector are zoos, botanical gardens and nature parks. This subsector saw an increase of 20 workers (3.4%). Wages increased \$1,593 (5.4%) to an annual average of \$31,368.

The Amusement, Gambling and Recreation Industries subsector's employment level in 2022 was 5,421, an increase of 3.9%. The average annual wage for the year was \$20,775. Establishments in this subsector operate facilities where patrons can primarily engage in sports, recreation, amusement or gambling activities. Establishments also provide other amusement and recreation services, such as supplying and servicing amusement devices in places of business operated by others; operating sports teams, clubs or leagues engaged in playing games for recreational purposes; and guiding tours without using transportation equipment. Operations of golf courses, skiing facilities, fitness centers and bowling alleys also fall within this subsector. Employment in these facilities saw sharp increases in 2021 after surviving the pandemic in 2020. The rate of growth slowed in 2022 but did continue.

Accommodation and Food Services

NAICS Sector 72

The **Accommodation and Food Service** sector gained 2,239 workers (5.8%) in 2022 for an annual average of 40,944. The sector has fully recovered from the COVID-19 pandemic with worker levels reaching a high previously set in 2019. The average annual wage was \$21,610, increasing by \$1,112 (5.4%). Establishments included in this sector offer a variety of services to patrons. The range of activities in this industry can vary from providing lodging facilities to preparing meals, snacks and beverages to patrons for immediate consumption. Since both types of service are often found in the same establishment, they are included in the same sector.

The **Accommodation** (NAICS 721) subsector's employment level in 2022 was

South Dakota Covered Workers and Pay in the Leisure and Hospitality Services Supersector 2022			
Supersector, Sector and Subsector	Number of Establishments	Average Number of Workers	Annual Pay
Leisure and Hospitality	3,530	48,216	\$21,763
Arts, Entertainment and Recreation	801	7,272	\$22,625
Performing Arts, Spectator Sports and Related Industries	215	1,240	\$26,405
Museums, Historical Sites and Similar Institutions	54	611	\$31,368
Amusements, Gambling and Recreation Industries	532	5,421	\$20,775
Accommodation and Food Services	2,729	40,944	\$21,610
Accommodation	652	8,096	\$26,140
Food Services and Drinking Places	2,077	32,848	\$20,493
<i>Data subject to revision.</i>			
<i>Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with U.S. Bureau of Labor Statistics</i>			

8,096. The average annual wage increased 5.7% to \$26,140. Establishments within this subsector provide lodging or short-term accommodations for travelers, vacationers and others. Traveler accommodation, RV parks and recreational camps and rooming and boarding houses, dormitories and worker’s camps are the three industry groups within this subsector.

The largest of the three industry groups by a wide margin, Traveler Accommodation, includes hotels, motels, casinos offering lodging, bed-and-breakfast inns and other traveler accommodations such as housekeeping cabins. Employment levels are increasing in this industry but has not reached pre-pandemic levels. Establishments, such as the ones listed above, still find it difficult to hire workers for positions of need.

The RV Parks and Recreational Camps industry group saw an increase in employment. Rooming and Boarding Homes, the last industry group in this subsector, has a very small number of establishments and sees no significant changes to employment year over year.

The **Food Services and Drinking Places** (NAICS 722) subsector’s employment level in 2022 was 32,848, an increase of

6.6%. The average annual wage increased 5.5% to \$20,493. Special Food Services (food service contractors, caterers, mobile food services), Drinking Places (alcoholic beverages) and Restaurants and Other Eating Places are the three industry groups within this subsector. Establishments prepare meals, snacks and beverages to customer order for immediate on/off premises consumption. Some provide food and drink only, while others provide various combinations of seating space, waiter/waitress services and incidental amenities, such as limited entertainment.

Much of the employment increase came from Restaurants and Other Eating Places. Full service restaurants continue to expand and open requiring additional workers on a yearly basis. Limited service restaurants are edging forward as well. Consumers relish stores that offer specialized sandwiches, bagels, coffees and ice creams for eating pleasure. Special Food Services and Drinking Places also had positive employment change in 2022.

Consumers’ busy lifestyles continue to contribute to growth in this subsector, as they take advantage of the convenience of having others prepare and in some cases serve their meals, snacks and beverages. Tourism is also a significant element of this

subsector's growth, with staffing ramp-ups to accommodate patrons, especially during the summer months.

Other Services

We might say Other Services was South Dakota's 'double threes' supersector in 2022, since it ranked third in growth percentage-wise for both employment and pay.

The supersector's employment increased 5.8% during 2022 to 12,228; meanwhile, average pay increased by 6.3% to \$41,695 in 2022.

The Other Services supersector contains one sector, Other Services. Businesses within this supersector provide services not elsewhere specified, including repairs and personal care.



Other Services (except Public Administration)

NAICS Sector 81

Employment gains of 671 generated new levels for

the industry, with an annual average of 12,228 in 2022. The establishments in this sector are businesses which typically have small-scale employment. The annual pay for this sector increased \$2,459 for a new average of \$41,695 in 2022.

The Other Services industry includes a collection of establishments which offer an assortment of services and amenities. Four subsectors are a part of the Other Services sector:

- Repair and Maintenance (NAICS 811)
- Personal and Laundry Services (NAICS 812)
- Religious, Grantmaking, Civic, Professional and Similar Organizations (NAICS 813)
- Private Households (NAICS 814)

The **Religious, Grantmaking, Civic, Professional and Similar Organizations**

3 in % increases in both pay & employment

subsector had positive employment growth during 2022. This subsector has had two consecutive years of increases, rebounding from 2020 low points during the COVID-19 pandemic. This subsector had the sharpest employment growth for this sector. The number of workers increased by 289 to arrive at the new total of 3,842, an 8.1% growth rate. Back in 2020, an accumulation of worker losses amounted to 264. Average annual wages also flourished during 2022 at a pace of 7.6%, reaching \$40,633.

These establishments coordinate and promote religious activities; support various causes through grantmaking; advocate various social and political causes; and promote and defend the interests of their members. The establishments within this subsector may publish newsletters, books and periodicals for distribution to their membership.

Community action groups and environmental advocacy organizations are social advocacy organizations promoting a particular cause or working for the realization of a specific social or political goal to benefit a broad constituency. Memberships and contributions are active, supporting the interests of people working in these professions so they can minister in serving the public.

New businesses opened during 2022, adding to the payrolls and current businesses expanded enhancing the employment levels.

The **Personal and Laundry Services** subsectors average number of workers in 2022 was 3,253, an increase of 248 workers over the year, a solid 8.3% rate of growth. The annual average wage improved to \$32,623 from \$31,327 in 2021.

This subsector includes establishments providing personal and laundry services to individuals, households and businesses. Personal services can come in an assortment

of forms, but all include the performance of action instead of a supply of goods. Services performed include personal care services such as hair, nails and skin; death care services; laundry and dry-cleaning services; and a wide range of other personal services, such as pet care (except veterinary) services, photofinishing services, temporary parking services and dating services.

Day spas, massage parlors, saunas and other personal service establishments were noticeable contributors adding to worker rosters. Consumers were treating themselves more often, as COVID-19 situations may have prevented them from doing the previous two years. Many other subsectors provide services to people and are classified under different sectors.

There were 136 workers added to the employment figures from the **Repair and Maintenance** subsector. The number of workers settled at 4,947, a 2.8% growth rate. The average annual wage also grew. The yearly wage per worker increased \$3,246 (7.1%) to \$49,196. The establishments in this subsector recondition and refurbish commercial and industrial machinery, equipment and other products to operational order. These establishments also typically provide general or routine maintenance (i.e., servicing) on such products to ensure they work efficiently and provide cost effective measures to prevent breakdown and unnecessary repairs so that life expectancy can be extended.

Many establishments serve both businesses and personal households, safeguarding

a nice complementary customer base. General automotive and maintenance repair establishments showed optimistic worker growth during 2022. Car repair, diesel engine repair and truck repair workshops opened new businesses in 2022, adding to the worker levels as well as other automotive repair shops such as tire repair and specialty diagnostic centers. Vehicle components are computerized and becoming increasingly complex, requiring the repair services of professionals in these businesses.

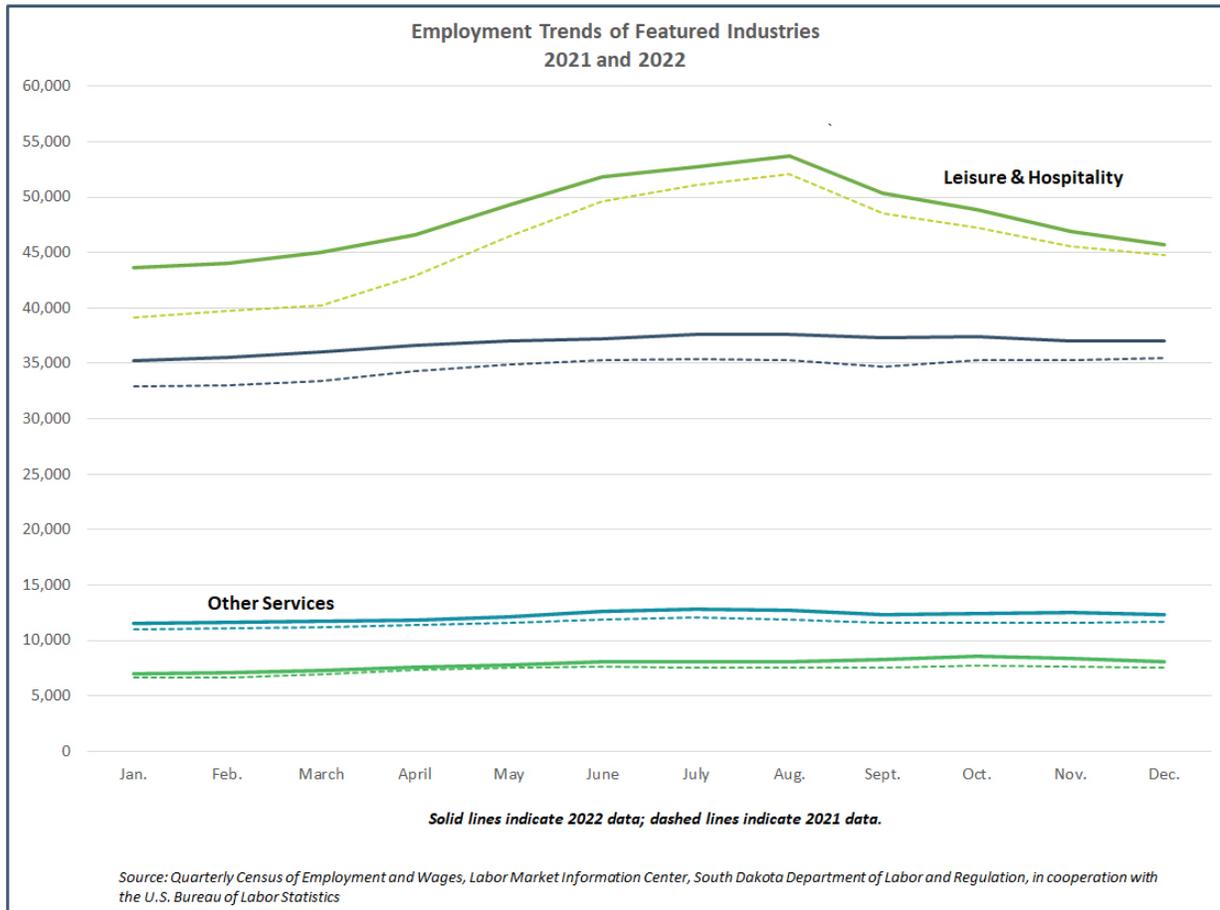
Private Households saw a slight decrease in employment. The subsector felt a loss of three workers, decreasing to a total of 186 workers. Average annual wages strengthened by 5.5% to \$22,833. Establishments in the subsector are private households that involve employing domestic personnel on or about the premises in activities primarily concerned with the operation of the household. These private households may employ individuals, such as cooks, maids, nannies, butlers, cleaning people, private nurses and outside workers, such as gardeners, caretakers, and other maintenance workers. This industry tends to have a steady small workforce overall. Childcare personnel or nannies employ majority of the workers for this industry grouping. Employed parents and families with busy schedules need the services offered by childcare providers. These workers are paid hourly, salaried or on a per job basis.

**South Dakota Covered Workers and Pay
in the Other Services Supersector
2022**

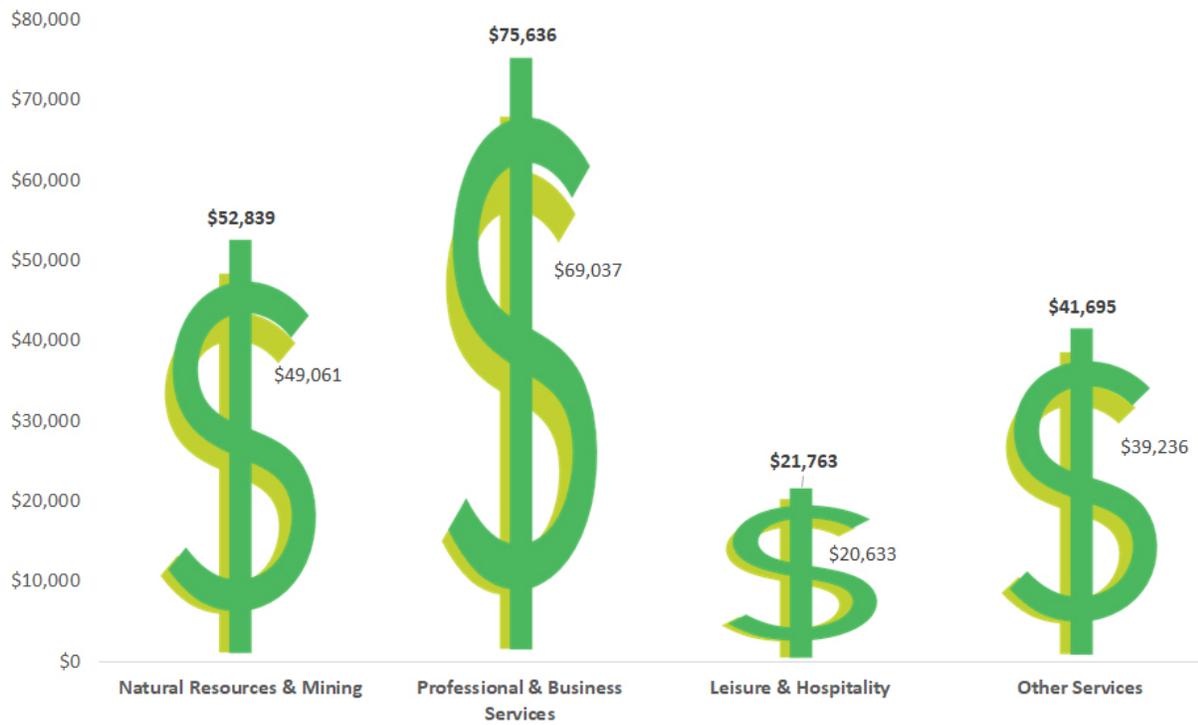
Supersector, Sector and Subsector	Number of Establishments	Average Number of Workers	Annual Pay
Other Services	2,672	12,228	\$41,695
Other Services, except Public Administration	2,672	12,228	\$41,695
Repair and Maintenance	1,206	4,947	\$49,196
Personal and Laundry Services	609	3,253	\$32,623
Religious, Grantmaking, Civic, Professional and Similar Organizations	632	3,842	\$40,633
Private Households	225	186	\$22,833

Data subject to revision.

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with U.S. Bureau of Labor Statistics



Annual Pay in Featured Industries 2021 and 2022



Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with U.S. Bureau of Labor Statistics

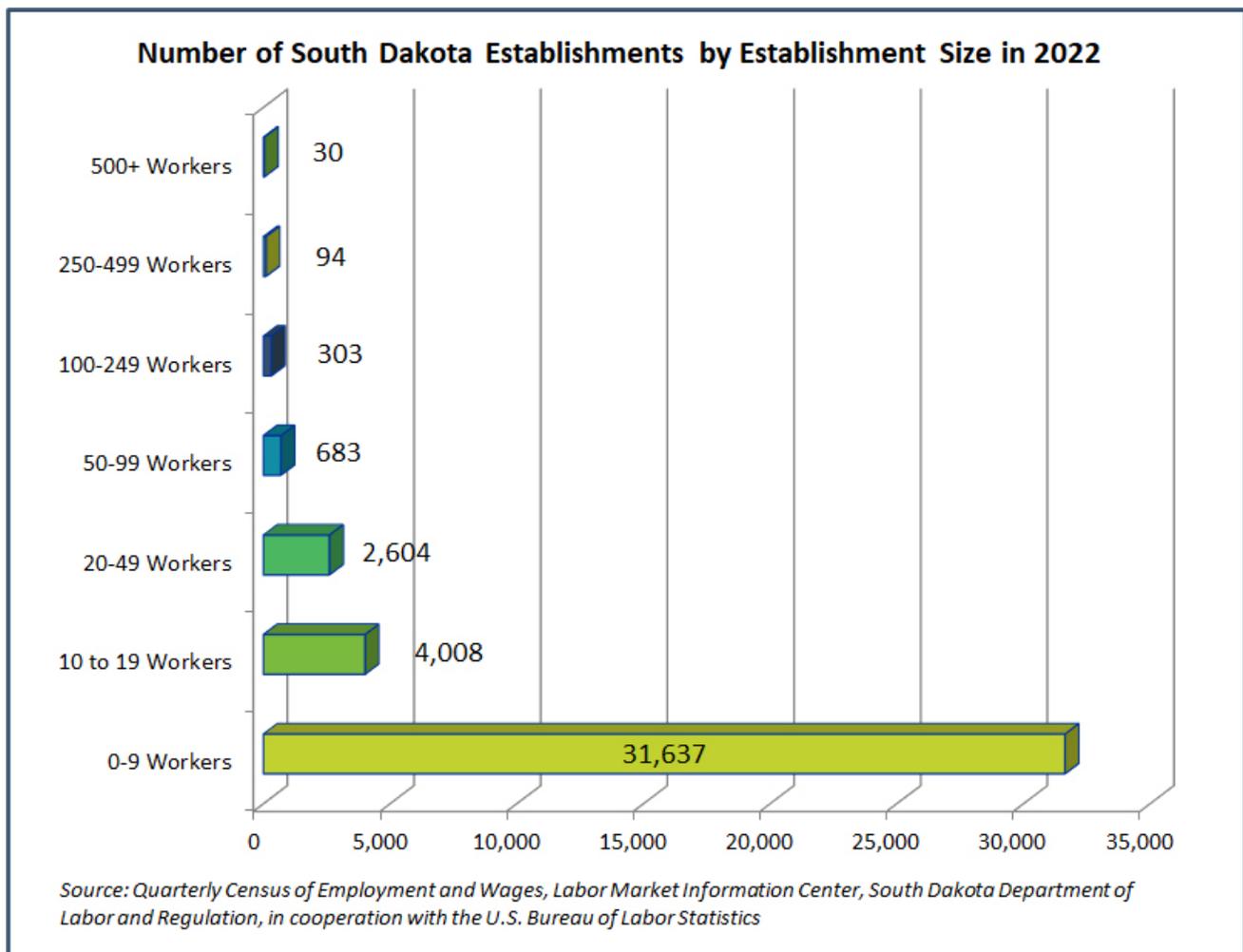
Establishment Size

Establishment size data provides a comparison of the number of small and large businesses in South Dakota. The average number of workers at the worksite location determines establishment size. A worksite is generally defined as a single physical location at which predominantly one type of economic activity is conducted.

The graph below displays the number of South Dakota establishments by establishment size. This chart shows small businesses are predominate in South Dakota. During 2022 the 0-9 workers size class had the largest number of

establishments, accounting for 80.4% of all establishments.

The distribution of employees by establishment size shows a different picture than the distribution of establishments. Smaller businesses have a much smaller slice of the pie. The pie chart on the following page indicates that smaller businesses (fewer than 10 workers) employed only 20.1% of the covered workers in South Dakota in 2022. The number of workers is evenly dispersed among the establishment size groups.

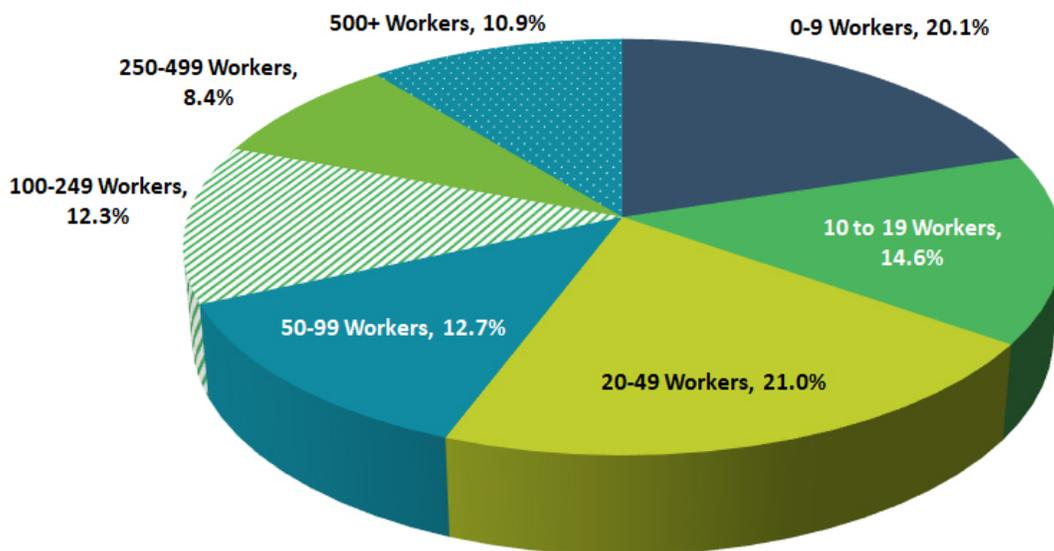


**Number of Establishments, Workers and Pay
by Establishment Size and by Supersector
2022**

Supersector	0-9	10-19	20-49	50-99	100-249	250-499	500+
Natural Resources and Mining							
Establishments	1,082	103	54	16	4	0	0
Workers	3,223	1,447	1,539	1,020	640	0	0
Annual Pay	\$44,651	\$49,411	\$55,570	\$54,409	\$92,758	\$0	\$0
Construction							
Establishments	3,863	358	205	45	20	0	0
Workers	9,366	4,837	6,042	3,180	2,718	0	0
Annual Pay	\$47,422	\$58,234	\$66,468	\$70,905	\$69,299	\$0	\$0
Manufacturing							
Establishments	599	158	167	86	54	29	10
Workers	1,973	2,125	5,464	6,046	8,903	9,852	10,737
Annual Pay	\$43,471	\$56,683	\$56,633	\$57,480	\$60,055	\$60,671	\$62,119
Trade, Transportation and Utilities							
Establishments	6,727	1,284	703	170	70	24	2
Workers	18,872	17,288	20,806	11,551	10,476	8,310	1,049
Annual Pay	\$52,919	\$46,637	\$53,394	\$54,437	\$48,608	\$34,899	\$29,692
Information							
Establishments	782	63	45	9	3	1	1
Workers	1,154	830	1,339	612	383	*	*
Annual Pay	\$72,635	\$61,589	\$53,821	\$57,109	\$69,166	*	*

Table continued on next page

Distribution of Employees by Establishment Size in 2022



Source: Quarterly Census of Employment and Wages, Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with the U.S. Bureau of Labor Statistics

**Number of Establishments, Workers and Pay
By Establishment Size and By Supersector
2022**

Supersector	0-9	10-19	20-49	50-99	100-249	250-499	500+
Financial Activities							
Establishments	3,741	270	138	39	21	8	4
Workers	8,112	3,587	4,072	2,704	3,303	2,504	3,255
Annual Pay	\$67,713	\$82,619	\$86,052	\$85,559	\$86,434	\$70,339	\$74,808
Professional and Business Services							
Establishments	8,071	392	257	47	28	8	2
Workers	12,371	5,161	7,544	3,262	4,115	2,576	1,778
Annual Pay	\$78,585	\$62,634	\$66,718	\$73,752	\$73,142		
Education and Health Services							
Establishments	2,362	458	343	131	68	21	11
Workers	6,072	6,146	10,463	8,961	10,229	6,623	22,550
Annual Pay	\$46,975	\$45,462	\$49,670	\$48,136	\$57,536	\$61,555	\$82,432
Leisure and Hospitality							
Establishments	2,023	708	640	128	30	1	0
Workers	7,003	9,806	18,596	8,537	3,949	*	0
Annual Pay	\$19,953	\$19,651	\$21,155	\$23,620	\$29,268	*	\$0
Other Services							
Establishments	2,387	214	52	12	5	2	0
Workers	5,859	2,755	1,499	819	701	596	0
Annual Pay	\$40,854	\$43,522	\$42,881	\$36,633	\$21,295	69,427	\$0
Total Private Ownership							
Establishments	31,637	4,008	2,604	683	303	94	30
Workers	74,004	53,981	77,365	46,692	45,418	31,065	40,007
Annual Pay	\$53,269	\$47,102	\$49,255	\$51,983	\$57,766	\$58,109	\$75,634

* Data was suppressed to prevent disclosure of confidential information.

Data subject to revision.

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, in cooperation with U.S. Bureau of Labor Statistics



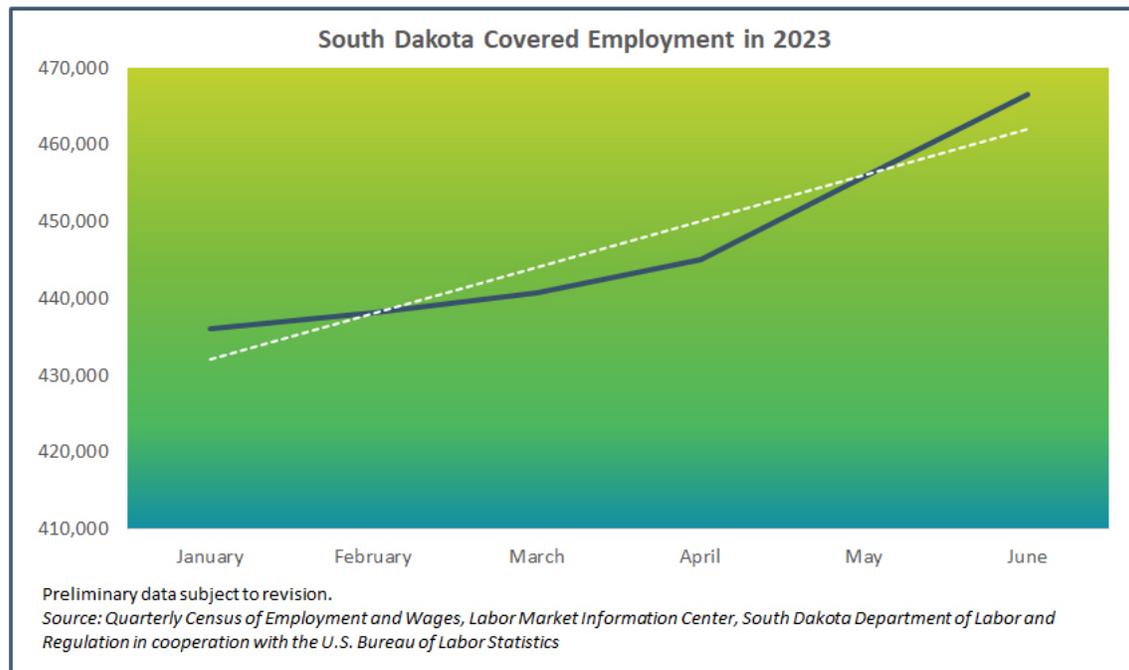
Quarterly Census of Employment & Wages

2023 to Date

One of the greatest strengths of the QCEW program is the “census” concept; it is considered the most accurate and complete source of wage and salaried employment data. One of the downsides of that powerful data set is the inherent time lag involved with data availability.

Because of the various processes and procedures to ensure QCEW data is accurate and appropriately reflects the recent labor market, it generally takes a minimum of five months after the close of a quarterly reporting cycle until the new QCEW data can be published. For example, first quarter 2023 (January, February and March) data became available at a summary level in July 2023; more detailed data by industry became available in mid-August 2023.

Prerelease data for second quarter 2023, which became available days before publication of this report, shows growth of covered employment is continuing in 2023. In fact, employment reached 466,643 in June 2023, a historical high. The dark line in the graph below plots 2023 monthly employment levels, while the white dashed line shows the overall trend—one of growth.



DEEPER DATA DIVE

For historical or the most current QCEW data available at any point in time, please see our QCEW menu page for a link to the virtual data system and instructions: dlr.sd.gov/lmic/menu_nonfarm_workers.aspx

Contact us as needed for assistance.

Income & Poverty



Personal Income

The Bureau of Economic Analysis (BEA) releases personal income data. The personal income of an area is the income received by, or on behalf of, all the individuals who live in a specific geographic area. The total payroll of workers covered by reemployment assistance is a component of wage and salary disbursements included in this statistic.

Dividing the total personal income of an area by the residents of that given area produces a widely used economic indicator called per capita personal income. South Dakota's per capita personal income has trended upward since 2000 except for a small setback in 2009 following the recession. Between 2021 and 2022, South Dakota's per capita personal income increased \$1,401 (2.2%).

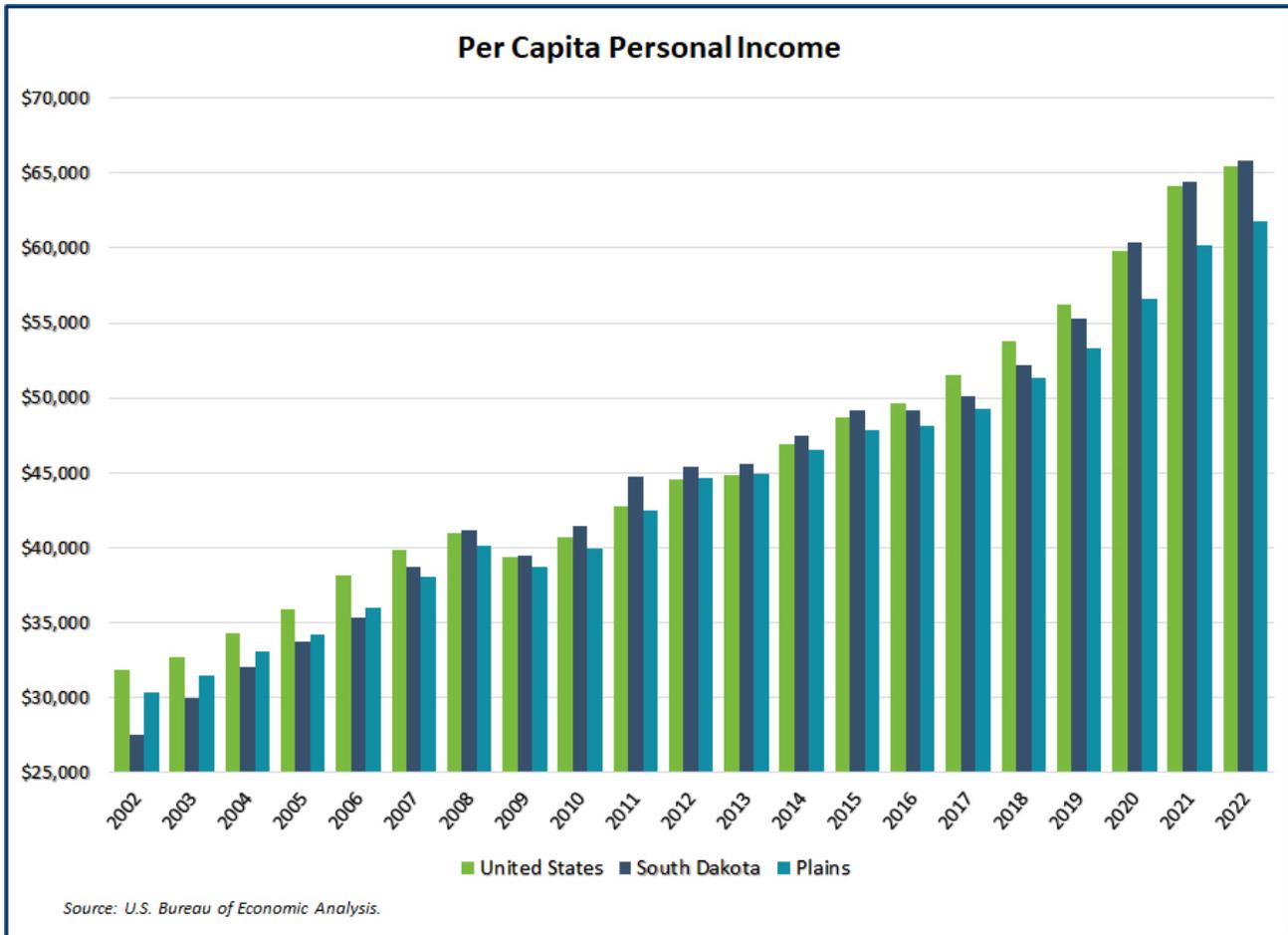
During that same time frame, the United States grew at slightly slower rate of 2.0%, while the Plains region grew a bit faster at 2.6%. South Dakota ranked 17th out of the 50 states and the District of Columbia with a per capita personal income of \$65,806 in 2022.

Looking further back, South Dakota's personal income grew steadily for several

years prior to the recession. In fact, South Dakota's growth in personal income for the 2000-2009 period surpassed the rate for the Plains Region (Iowa, Kansas, Missouri, Nebraska, North Dakota and South Dakota) and the nation. South Dakota's personal income grew by 47.3% from 2000 to 2009, compared to a rate of 33.2% for the Plains Region and 28.3% for the nation.

Since the recession and during the economic recovery phase (2010 to 2022), South Dakota's personal income growth has outpaced the Plains Region by 4.2%. The rate of growth for South Dakota is slightly behind the United States as a whole; however, South Dakota's personal income level remains higher than the United States.

\$65,806



Earnings by Educational Level

As the table on the following page shows, there is a strong correlation between the level of earnings and educational level. Median earnings of South Dakotans increase along with the level of education received.

It clearly pays to stay in school, with earnings increasing by \$8,146 or 26.7% a year for having a high school diploma or equivalency. The value of completing high school is even greater for females, with

median earnings nearly 40% more for those who graduated high school or completed an equivalency than those who did not.

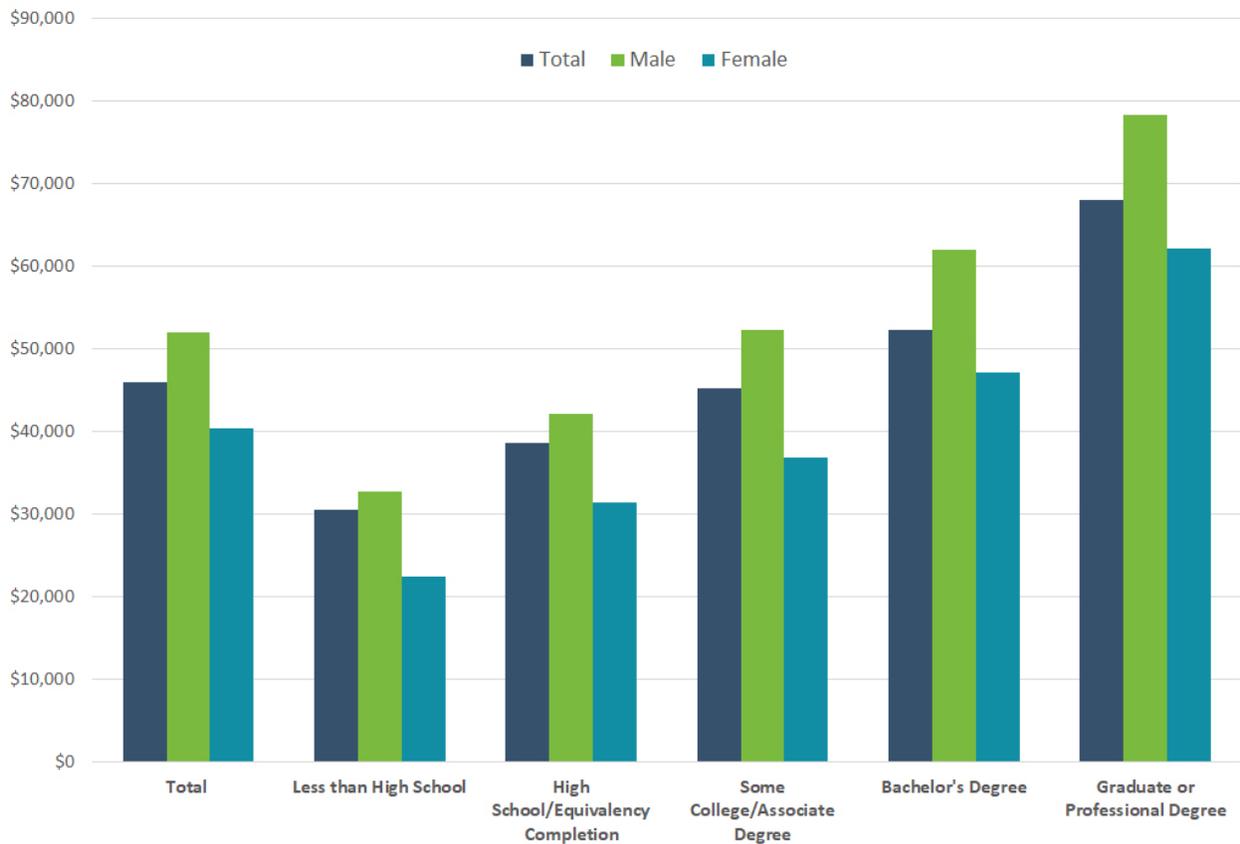
Percentage-wise, the bump in earnings is especially noteworthy at the graduate or professional degree level, with earnings being nearly 30% higher than earnings of those with a bachelor's degree. The jump is even greater for females, at 31.8%.

South Dakota Median Earnings by Educational Level
(of population 25 years and older in the past 12 months, in 2022 inflation-adjusted dollars)

	Total	Percent Increase Over Prior Level	Male	Percent Increase Over Prior Level	Female	Percent Increase Over Prior Level
Total population 25 years and over with earnings	\$45,902		\$51,980		\$40,443	
Less than high school graduate	\$30,523		\$32,728		\$22,462	
High school graduate (includes equivalency)	\$38,669	26.7%	\$42,193	28.9%	\$31,409	39.8%
Some college or associate's degree	\$45,237	17.0%	\$52,366	24.1%	\$36,809	17.2%
Bachelor's degree	\$52,325	15.7%	\$62,017	18.4%	\$47,123	28.0%
Graduate or professional degree	\$67,981	29.9%	\$78,289	26.2%	\$62,107	31.8%

Source: American Community Survey one-year estimates for 2022, U.S. Census Bureau

South Dakota Median Earnings by Educational Level



Source: Median earnings of population 25 years and older in past 12 months in 2022 inflation-adjusted dollars, American Community Survey one-year estimates for 2022, U.S. Census Bureau

Poverty

Poverty status is determined by comparing annual income to a set of dollar values called thresholds that vary by family size, number of children and the age of the householder. If a family's before-tax money income is less than the dollar value of their threshold, then that family and every individual in it is considered to be in poverty. For people not living in families, poverty status is determined by comparing the individual's income to his or her threshold. The poverty thresholds are updated annually to allow for changes in the cost of living using the Consumer Price Index (CPI-U). The thresholds do not vary geographically.

The percent of **families** in South Dakota with incomes below the poverty level decreased slightly by 0.2% from 2021 to

2022. This is according to the 2022 American Community Survey (ACS). The percentage of South Dakota families in poverty is consistently below the percentage of families living in poverty at the national level. Nationally the percent of all families in poverty also decreased 0.2% to 8.9% in 2022, which is 1.2 percentage points higher than South Dakota at 7.7%.

12.5%

The number of **people** living below the poverty level in South Dakota for the population in which poverty status was measured was approximately 109,889 or 12.5% in 2022. The percent of 'all people' in the United States with incomes below the poverty threshold was 12.6%.

South Dakota and U.S. Comparative Poverty Estimates							
Percentage of Families and People Whose Income in the Past 12 Months Is Below the Poverty Level							
All Families	2016	2017	2018	2019	2020	2021	2022
United States	10.0%	9.5%	9.3%	8.6%	N/A	9.1%	8.9%
South Dakota	8.2%	8.4%	8.0%	7.3%	N/A	7.9%	7.7%
All People	2016	2017	2018	2019	2020	2021	2022
United States	14.0%	13.4%	13.1%	12.3%	N/A	12.8%	12.6%
South Dakota	13.3%	13.0%	13.1%	11.9%	N/A	12.3%	12.5%
Notes: 2020 American Community Survey data is not available due to the impact of the pandemic on data quality. N/A - Data not available.							
Source: American Community Survey, U.S. Census Bureau							

Poverty by Age & Race

The races with the highest percentage of their population living below the poverty level are American Indian and Alaska Natives at 43.8% and Black or African Americans at 22.7%. Females in South Dakota are slightly more likely to be living below the poverty level at 13.9% versus 11.1% of the male



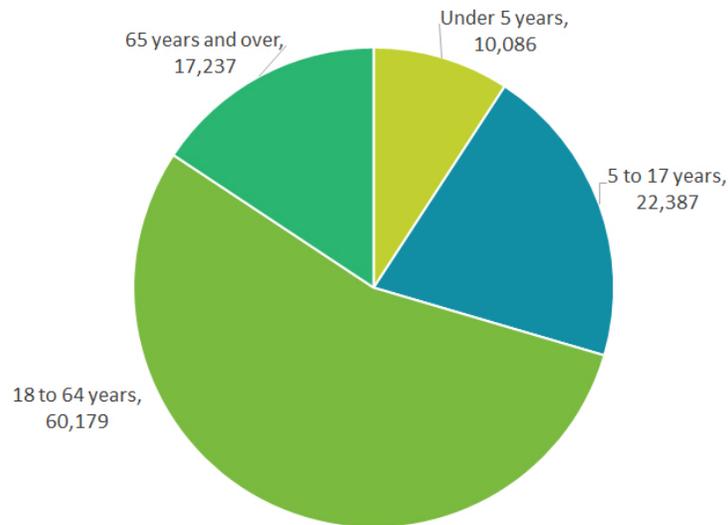
17.8% of children under five in South Dakota live in poverty

population. Children under the age of five are the most likely age demographic to be living below the poverty level. Below is a table of poverty status by age demographic.

South Dakota Population for Whom Poverty Status is Determined			
	Population	Population Below Poverty Level	Percent of Population Below Poverty Level
Total	879,804	109,889	12.5%
Under 5 years	56,692	10,086	17.8%
5 to 17 years	157,332	22,387	14.2%
18 to 64 years	507,519	60,179	11.9%
65 years and over	158,261	17,237	10.9%

Source: 2022 American Community Survey, U.S. Census Bureau

South Dakota Population Below Poverty Level by Age Group



Source: American Community Survey, U.S. Census Bureau



DEEPER DATA DIVE

Because of the close interrelationship between population demographics and workforce data, Labor Market Information Center staff are well versed in demographic information available from the U.S. Census Bureau. They are also proficient using the Census Bureau's website and other online tools. Contact LMIC at 605.626.2314 when you need demographic data.

Employment & Demand Projections



Industry Employment Projections

Industry employment projections for 2020 to 2030 were completed and published by the Labor Market Information Center (LMIC) in July 2022. Long-term projections (for a 10-year period) are completed every other year and published on even-numbered years.

Employment levels were projected utilizing various statistical models incorporating historical employment data sets along with state and national economic trends. The projections are not intended to be precise point estimates of employment for each industry or occupation. It is unlikely the projections data will precisely predict actual employment developments due to unforeseen state, national and international trends and policies. However, the basic trends should prove accurate and aid in successful decision making. Users should view the projected worker estimates as indicators of relative magnitude and direction rather than estimates of absolute values and use the data as a starting point when studying expected occupational employment levels.

As part of the nationally used projections methodology, a general assumption is made that no major catastrophic events, national disasters, or pandemics which would significantly affect economic activities of industries will occur during the projections period. The COVID-19 pandemic did affect employment levels of a few industry sectors in the base year, for which 2020 annual averages were used. Some industries had a large employment downturn for a short period in 2020 due to shutdowns. The succeeding employment increases in those sectors were the result of economic recovery rather than actual growth or new jobs.

An analysis of which industries are rising or recovering, and which ones are decreasing or slightly growing, provides helpful insights as to the overall health of an economy. Many industries had an unprecedented shutdown for the second quarter of 2020, therefore recording unusually low employment levels which have since returned to more normal levels. Overall, South Dakota showed a healthy and fairly rapid recovery from the pandemic, with growth projected over the next decade. Several factors contributed to the fast recovery and expected prosperity in the future, including consumer demand, population growth, the needs of an aging population and technological advances.

South Dakota's growth rate is projected to slightly outpace the nation. The total number of workers in South Dakota is projected to increase by 41,121 or 8.5% (0.85% annually) from 2020 to 2030, reaching 525,014 by 2030. On the national level, according to the U.S. Bureau of Labor Statistics (BLS), the total employment level is expected to reach about 165.4 million (0.7% growth annually) over the 2020-2030 decade.

Nationally, the projected 0.7% annual growth in the next 10 years is less optimistic than the 0.8% growth rate experienced from 2010 to 2020. By 2030, all baby boomers will be at least 65 years old. The increasing share of people 65 and older contributes to a projected labor force growth rate slower than much of recent history. Likewise, the labor force participation rate is expected to continue declining, because older people (at traditional retirement ages) have lower participation rates compared with younger age groups.

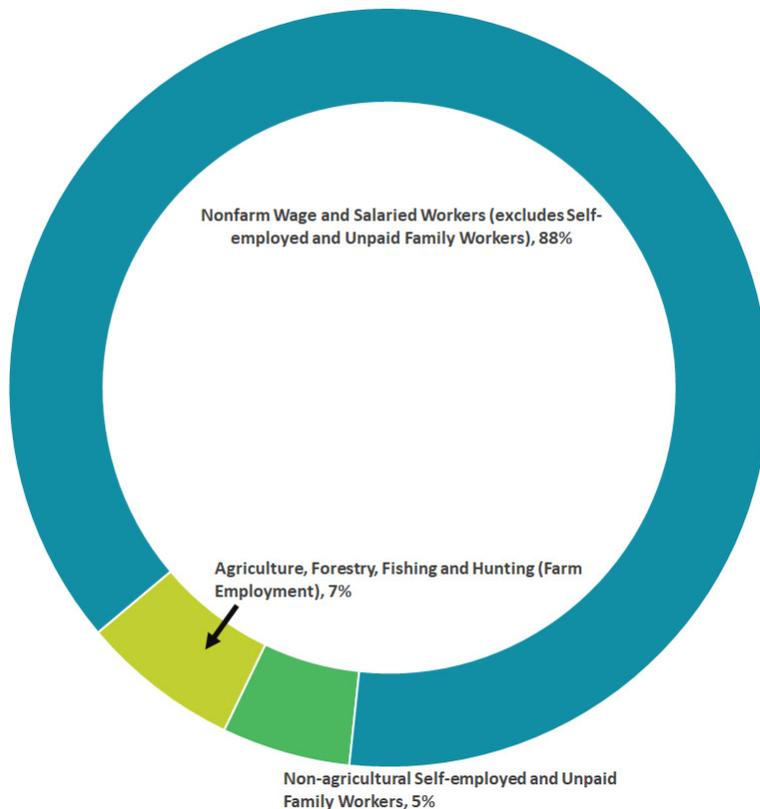
The South Dakota projections include three categories of workers, as listed at the right.

- Non-agricultural self-employed and unpaid family workers
- Agriculture and related workers (farm employment)
- Nonfarm wage and salaried workers

South Dakota Wage and Salaried Workers by Employment Category				
Industry Title	2020 Workers	2030 Workers	Actual Change	Percent Growth
Total, All Employment Categories	483,893	525,014	41,121	8.5%
Non-agricultural Self-employed and Unpaid Family Workers	26,458	28,013	1,555	5.9%
Agriculture, Forestry, Fishing and Hunting (Farm Employment)	32,529	34,424	1,895	5.8%
Nonfarm Wage and Salaried Workers (excludes Self-employed and Unpaid Family Workers)	424,906	462,577	37,671	8.9%

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, September 2023

Distribution of South Dakota Nonfarm Wage and Salaried Workforce by Employment Category



Source: Labor Market Information Center, South Dakota Department of Labor and Regulation

Categories of Employment

Nonfarm Wage and Salaried Workers

The nonfarm wage and salaried workers category consists of only those wage and salaried workers who are covered under the South Dakota Reemployment Assistance program (unemployment insurance) and those who work for non-profit organizations, such as private colleges and religious organizations. Nonfarm wage and salaried workers compose the major element (87.8%) of South Dakota's labor force. This group is also projected to have the highest growth rate to 2030, at 8.9%.

Farm Employment

Another important element of South Dakota's labor force is agriculture and related workers (farm employment). This category is expected to grow slightly from 32,529 to 34,424 (5.8%) by 2030. In the past, according to the U.S. Bureau of Economic Analysis (BEA), farm employment in South Dakota decreased by 5,688 workers (15%) from 2000 to 2010. More recently, decreases in farm employment have tapered off, and the need for workers is increasing. Farm employment from 2010 to 2020 increased by 186 workers (0.6%). Nationally, employment in agriculture, forestry, fishing and hunting is expected to increase slightly, by 55,000 jobs (2.5%) through 2030. Nationally, the sluggish growth can be attributed to expected employment declines in the animal production and forestry subsectors.

Non-agricultural Self-employed and Unpaid Family Workers

The final component of the labor force in South Dakota is the non-agricultural self-employed and unpaid family workers category. According to BLS (Current Population Survey and American Time Use Survey), self-employed persons are individuals who work for profit or fees in their own business, profession, trade or farm. This smallest portion (5.5%) of South Dakota's labor force is expected to have a

growth rate of 5.9% (0.59% annually) in the coming decade. On a national level, this category is expected to have annual growth of 0.8%.

Classification of Industries

Industries are categorized at several different levels of detail using the North American Industry Classification System (NAICS) coding structure. Each digit level represents a greater level of detail in how business activities are categorized. NAICS categorizes businesses into one of 20 sectors at a two-digit code level. For example, the two-digit code 72 represents the Accommodation and Food Services sector. Businesses are then classified into more specific categories within a sector, represented by codes of up to six digits. The more digits a code has, the more specific the business activity.

At the very broadest level, industry supersectors are categorized into one of two groups: as being either goods-producing or service-providing. The goods-producing category includes the following supersectors: Natural Resources and Mining; Construction; and Manufacturing. The service-providing category is comprised of Trade, Transportation and Utilities; Information; Financial Activities; Professional and Business Services; Education and Health Services; Leisure and Hospitality; Other Services; and Public Administration.

In 2020, the service-providing industries accounted for 73.7% of total employment in South Dakota. The service-providing industries are anticipated to employ an additional 31,645 workers by 2030, or 8.9% increase in employment. Meanwhile, the goods-producing industries are expected to increase by 7,921 workers (7.8%). BLS is expecting a national increase of 11.3 million in service-producing industries, reaching over 134.1 million jobs by 2030.

Looking at national trends projected at the two-digit NAICS level, we learn the Leisure and Hospitality sector is projected to increase employment the fastest, driven largely by economic recovery from the

pandemic. Healthcare and Social Assistance, Mining, and Educational Services are also projected to grow faster than average nationally.

In South Dakota, the fastest growing two-digit sectors are projected to be:

- Professional and Technical Services (18.5%)
- Arts, Entertainment and Recreation (17.8%)
- Accommodation and Food Services (16.4%)
- Administrative and Waste Services (12.9%)
- Management of Companies and Enterprises (11.8%).

These fastest growing sectors in South Dakota also contain four of the top 10 industries at the more detailed, three-digit NAICS level projected to grow the fastest to 2030.

Let's look at Construction for an example of how a two-digit NAICS industry sector is broken down into more detailed three- and four-digit industry levels.

The two-digit Construction supersector NAICS 23 is broken down into more detailed three-digit subsectors:

- Construction of Buildings (NAICS 236)
- Heavy and Civil Engineering Construction (NAICS 237)
- Specialty Trade Contractors (NAICS 238)

Using Construction of Buildings (NAICS 236) from above, we'll illustrate the further breakdown of businesses at the four-digit NAICS level:

- Residential Building Construction (NAICS 2361)
- Nonresidential Building Construction (NAICS 2362)

We ranked South Dakota's industries at the three-digit NAICS level to see which are projected to grow the most from 2020 to 2030. The next section of this article will focus on those 10 industries for which the greatest growth (absolute change) is projected to 2030. Only those industry subsectors with a minimum of 500 workers in 2020 were included.

South Dakota's Fastest Growing Industries to 2030

1. Food Services and Drinking Places

The **Food Services and Drinking Places** subsector is projected to add the most workers (4,069) in South Dakota to 2030 (14.7% growth). Businesses in this subsector prepare meals, snacks and beverages to customer order for immediate on-premises or off-premises consumption. There is a wide range of establishment types in this subsector.

This subsector's employment projection is reflecting more recovery from the pandemic than actual growth. The base year (2020) data reflects lower employment levels due to the shutdowns which occurred in the

second quarter of 2020 when the COVID-19 pandemic's effects hit South Dakota the hardest. The pandemic hit the food service industry harder than most due to the fact it relies on human-to-human interactions, which came nearly to a stop for a period of time in South Dakota. This is also reflected in the national data.

2. Hospitals

The **Hospitals** subsector is projected to increase by 3,958 workers (14.0%) over the next 10 years in South Dakota. This subsector is comprised of establishments providing medical, diagnostic and treatment services and other specialized accommodations by inpatients. Hospitals

South Dakota Industry Employment Projections 2020-2030 Top Ten in Industry Growth					
NAICS Code	Industry Title	2020 Workers	2030 Workers	Actual Change	Percent Growth
722	Food Services and Drinking Places	27,751	31,820	4,069	14.7%
622	Hospitals	28,255	32,213	3,958	14.0%
541	Professional, Scientific and Technical Services	14,868	17,623	2,755	18.5%
621	Ambulatory Health Care Services	17,901	20,478	2,577	14.4%
611	Educational Services	37,346	39,415	2,069	5.5%
721	Accommodation, including Hotels and Motels	7,080	8,726	1,646	23.2%
561	Administrative and Support Services	11,848	13,389	1,541	13.0%
238	Specialty Trade Contractors	13,989	15,239	1,250	8.9%
311	Food Manufacturing	10,821	12,033	1,212	11.2%
903	Local Government, excluding Education and Hospitals	21,920	23,117	1,197	5.5%

Notes:
 Data is preliminary and subject to revision.
 Data for industries with 2020 employment less than 500 not included in the calculations. The calculations are based on actual change. Data presented for industries will not sum to totals due to non-publishable data for additional industries being included in totals.
 Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, September 2023

may also provide outpatient services as a secondary activity.

Several factors are contributing to a continued uptrend in Hospitals. The population in South Dakota continues to age, which drives the demand for healthcare services. According to five-year estimates from the U.S. Census Bureau, South Dakota’s population 65 and older increased 16.9% from 2015 to 2020. A rise in the number of citizens with chronic illnesses will also contribute to an increased demand for workers in this industry.

3. Professional, Scientific, and Technical Services

South Dakota’s **Professional, Scientific and Technical Services** subsector is projected to add 2,755 workers (18.5%) over the next decade. This subsector is comprised of establishments making available the knowledge and skills of their employees, often on an assignment basis,

where an individual or team is responsible for the delivery of services to the client. The individual industries of this subsector are defined by the particular expertise and training of the service provider.

Technological advancements continue to help businesses gain a competitive edge and reduce costs through automation, therefore driving demand in this subsector. The demand for consultants and experts in this subsector with unique, highly advanced knowledge and skill sets will remain high. As just one example, large retail stores are replacing cashiers with automation, many contracting with companies in this subsector for the technical expertise needed to navigate the transition.

4. Ambulatory Health Care Services

The number of workers in South Dakota’s Ambulatory Health Care Services subsector is projected to increase by 2,577 workers (14.4%) over the next 10 years. This

subsector is comprised of entities providing health care services directly or indirectly to ambulatory patients. Inpatient services are not usually included. Five of the seven more detailed, four-digit industries in this sector are expected to have double digit employment gains over the next 10 years.

The demands of an aging population will continue to raise the number of workers needed. According to the U.S. Census Bureau, South Dakota had 125,613 people who were 65 or older in 2015, compared to 146,831 in the age group by 2020. With an aging population typically comes an increase in chronic illness and other age-related problems such as diabetes, cardiovascular disease and dementia. According to the American Heart Association, as many as half of all people over 65 in the United States have pre-diabetes, and many people with Type 1 and Type 2 diabetes are unaware of their condition.

5. Educational Services

The Educational Services subsector is projected to add 2,069 workers (5.5%) in South Dakota to 2030. Industries in this subsector provide instruction and training in a wide variety of subjects. Included are schools, colleges, universities and training centers. Employment in Educational Services has remained relatively steady; however, there was an anomaly in the second quarter 2020 data due to the COVID-19 shutdowns. Comparing the last three years of annual data for this industry from the Quarterly Census of Employment and Wages program shows about 36,180 workers in 2019, 34,600 workers in 2020, and 35,460 workers in 2021. The pandemic forced schools to provide education virtually with about the same level of educator employment; however, workers providing support activities such as food service, transportation and extracurricular activities associated with in-session school were temporarily dropped from payrolls in many cases.

TOP 10

in % projected growth

6. Accommodation, including Hotels and Motels

In South Dakota, the number of workers employed in the Accommodation, including Hotels and Motels subsector is projected to increase by 1,646 workers (23.2%) from 2020 to 2030. Businesses in this subsector provide lodging or short-term accommodations for travelers, vacationers and others. Some provide lodging only, while others also provide meals, laundry services and recreational facilities.

The projections for this subsector are essentially showing continued recovery rather than true growth. Like many service-related industries, the shutdowns caused by the pandemic negatively impacted the number of workers temporarily in South Dakota during 2020. Hotels not only in South Dakota but nationwide faced hard times after the pandemic struck in 2020, with travel nearly grinding to a halt to curb the spread of COVID-19. In South Dakota, the shutdowns were more isolated to the second quarter of the year. By 2021, this subsector was getting back to normal in South Dakota and thrived as travel resumed.

According to the South Dakota Department of Tourism's 2020 Annual Report, the 2020 visitor and visitor spending results were significantly impacted by the pandemic. Both the limitations and restrictions to mobility and economic disruption of the pandemic hit travel-reliant businesses hard. But they rebounded strongly in 2021. According to the 2021 Tourism annual report, key metrics like room revenues hit peaks in the summer months, registering 30% higher than what had ever been reported in the state previously. Sales tax collections in tourism-influenced industries like restaurants and gasoline stations affirmed the explosion of visitor activity the state saw in 2021.

7. Administrative and Support Services

The number of workers employed in South Dakota’s Administrative and Support Services subsector is projected to increase by 1,541 workers (13%) to 2030. Businesses included in this subsector are engaged in activities supporting the day-to-day operations of other organizations. The processes provided by this sector are often integral parts of the activities of establishments found in all sectors of the economy. At the four-digit level, Office Administrative Services, Facilities Support Services, Employment Services, and Services to Buildings and Dwellings are all expected to have double digit growth over the next 10 years. As the economy recovers to previous levels and workers are welcomed back to their offices, the demand for administrative and support services will continue to increase. Businesses which shut down and reopened have a greater awareness of cleanliness and a greater need to employ support staff to take on the additional responsibilities. In many cases, those businesses contract with establishments in this subsector for those services.

8. Specialty Trade Contractors

The Specialty Trade Contractors subsector is projected to add 1,250 workers (8.9%) in South Dakota over the next decade. Businesses in this subsector perform specific activities (such as site preparation, concrete pouring, plumbing, painting and electrical work) involved in building construction or other similar activities for all types of construction but are not responsible for an entire construction project. The work performed by specialty trade contractors is usually subcontracted from a general contractor type or for-sale builder. But specialty trade contractors may also work directly for the owner of the property; this is especially true in the case of repair work and minor remodeling projects.

The demand for home improvements has risen substantially the past few years, in part due to the transition for many to working from home. The pandemic intensified this trend, often out of necessity. Housed under this subsector are Building Foundation and Exterior Contractors, Building Equipment Contractors, Building Finishing Contractors, and Other Specialty Trade Contractors. According to the City of Sioux Falls as referenced in their 2021 annual report, although impacting overall spending in the prior year, COVID-19 did not dampen building activity and investment within the city. Building upon 2020’s momentum, 2021 was another record-setting year, with the valuation of building permits eclipsing the 1 billion mark (1.1 billion) for the first time in the city’s history.

9. Food Manufacturing

The Food Manufacturing subsector is projected to add 1,212 workers (11.2%) over the next 10 years in South Dakota. This subsector consists of entities which transform livestock and agricultural products into products for intermediate or final consumption. The industry groups are distinguished by the raw materials (generally of animal or vegetable origin) processed into food products. Entities included in this subsector transform livestock and agricultural products into products for intermediate or final consumption. The industry groups are distinguished by the raw materials (generally of animal or vegetable origin) processed into food products. The driving force behind this subsector is consumer demand. South Dakota’s population has been increasing, and the “open for business” mentality during and following the pandemic attracted many to South Dakota for a lower cost of living and policies geared toward fiscal responsibility. According to five-year estimates from the U.S. Census Bureau, South Dakota’s population was 843,190 in 2015; by 2020, it grew to 879,336, reflecting growth of 4.3% or 36,146 residents. Within this subsector, Other Food Manufacturing, Animal Slaughtering and Processing,

Dairy Product Manufacturing, and Animal Food Manufacturing are expected to have respectable growth, driving the subsector's overall growth.

10. Local Government, excluding Education and Hospitals

The number of workers employed in Local Government, excluding Education and Hospitals is projected to increase by 1,197

(5.5%) to 2030. Employees who work in government-operated schools and hospitals are not included, but are instead included in their respective industry classifications. Local government is the public management of districts, counties or cities to satisfy the public service needs of citizens in the area. Local government worker levels are driven by population, funding and public service needs. Employment and population trends are closely correlated.

South Dakota's Declining Industries to 2030

Several factors can contribute to the declining or slow growth of an industry not only in South Dakota but also nationally. Nationally the largest declines are expected to be in the Utilities, Retail and Federal Government sectors by 2030.

In South Dakota the only sector expected to decline overall is the Information sector. Three of the eight three-digit NAICS industries expected to decline are in the Information sector. Since many South Dakota industries are considered small, even a small employment loss over the projections period can substantially impact a subsector. Consumer demand, consumer preferences, the rise of electronic content and other technology changes have all impacted these declining industries.

↓ Publishing Industries (except Internet)

The Publishing Industries (except Internet) subsector is projected to decrease by 171 workers (17.7%) through 2030 in South Dakota. Establishments in this sector publish works such as newspapers, magazines, directories, mailing lists and software. This subsector is extremely reliant on consumer preference. Consumers over the past decade have adopted technology, and most prefer the ease of viewing content online rather than in print. According to the U.S. Census Bureau, 90.2% of households in South Dakota have a computer, and 83.2% have

a broadband internet subscription. Another important factor is the availability of news, sports and other content consumers are enjoying with smartphones or electronic tablets.

↓ Electronics and Appliance Stores

South Dakota's Electronics and Appliance Stores subsector is projected to decline 95 workers (7.5%) by 2030. Industries in this subsector sell new electronics and appliances from point-of sale locations. Establishments in this subsector often operate from locations with special provisions for floor displays, requiring special electrical capacity to accommodate the proper demonstration of the products. The use and availability of items for purchase on the internet has had a negative effect on consumer demand in this subsector. According to the U.S. Census Bureau, from 1998 to 2018, total U.S. retail trade sales grew from \$2,581.8 billion to \$5,269.5 billion, and the share of e-commerce soared from \$5.0 billion to \$519.6 billion. Retail sales are increasing, but the bulk of growth is in e-commerce.

↓ Printing and Related Support Activities

The number of workers employed in the Printing and Related Support Activities subsector in South Dakota is expected to

decrease by 75 (6.0%). Establishments in this subsector print products such as newspapers, labels, business cards, stationery and business forms, and perform support activities like data imaging, plate-making and bookbinding. This subsector has a direct relationship with and depends on the Publishing Industries (except Internet) subsector. As consumer preferences continue to shift toward online resources, this subsector's decline is expected to continue.

↓ **Miscellaneous Store Retailers**

South Dakota's Miscellaneous Store Retailers subsector is projected to decrease by 57 workers (2.4%) by 2030. This retail trade subsector is a catch-all for retailers who sell specific products not otherwise categorized. Included are florists, used merchandise stores, and pet and pet supply stores. These normally smaller, unique retailers have struggled to compete with larger retail stores offering the same or similar goods at lower prices due to less overhead. As inflation rises, consumers become increasingly conscious of prices, saving money when and where they can by shopping at larger chain or discount stores.

↓ **Motion Picture and Sound Recording Industries**

The number of South Dakotans employed in the Motion Picture and Sound Recording Industries is projected to decline by 17 (4.2%) by 2030. While producers and distributors of motion pictures and sound recordings issue works for sale as traditional publishers do, the processes are sufficiently different to warrant placing establishments engaged in these activities in a separate subsector. At the four-digit NAICS level there are two small categories: Motion Picture and Video Industries, and Sound Recording Industries. The industries are very small, so even a projected loss of a few workers can dramatically affect the percent change. For example, when a movie is filmed in South Dakota, this industry shows a dramatic

rise in employment levels; once the movie is concluded, there is a dramatic drop in employment. In 2020, this subsector took a hit due to shutdowns in the filming industry. The decline is expected to continue over the next decade.

↓ **Broadcasting (except Internet)**

Worker levels in the Broadcasting (except Internet) subsector are projected to decrease slightly, by 14 workers (1.6%) in South Dakota over the projections period. This subsector includes establishments that create content or acquire the right to distribute content and subsequently broadcast the content. In South Dakota, this is largely radio and television broadcasting companies and those providing cable television service on a subscription basis.

Consolidation of radio and TV stations and implementation of technology have decreased the number of workers needed in this industry. Increased consumer subscriptions to internet- and satellite-based streaming services for news and entertainment purposes have impacted this subsector as well.

↓ **Nonstore Retailers**

South Dakota's Nonstore Retailers subsector is projected to decrease slightly by seven workers (0.6%) over the next decade. Establishments included in this subsector retail merchandise using methods such as broadcasting infomercials, publishing direct-response advertising, publishing paper and electronic catalogs, doing door-to-door solicitation, providing in-home demonstrations, selling from portable stalls and distributing through vending machines. Consumer preferences in the last decade trended away from these types of sales. The convenience and product variety available with shopping online has had an adverse impact on employment levels among nonstore retailers

DECLINING INDUSTRIES

Paper Manufacturing

Worker levels in the Paper Manufacturing subsector are projected to decrease by two workers (0.3%) in the state. Included are manufacturers of pulp, paper or converted paper products. The manufacturing of pulp involves separating the cellulose fibers from other impurities in wood or used paper. The manufacturing of paper involves matting these fibers into a sheet. Converted paper

products are made from paper and other materials by various cutting and shaping techniques. Several factors can be pointed to for the relative slow decrease, but the main factors are consumer demand and technology. The availability of information on the internet has had a negative impact on paper manufacturing. There is simply less demand for information in print form. Technology and increased automation in these manufacturing processes has also lowered the demand for workers.

Please note: Population data referenced above is from the U.S. Census Bureau’s American Community Survey. Data are from the five-year estimates, using the 2011-2015 estimates for 2015 and the 2016-2020 estimates for the 2020 data.

South Dakota Industry Employment Projections 2020-2030 Declining Industries					
NAICS Code	Industry Title	2020 Workers	2030 Workers	Actual Change	Percent Growth
511	Publishing Industries (except Internet)	964	793	-171	-17.7%
443	Electronics and Appliance Stores	1,273	1,178	-95	-7.5%
323	Printing and Related Support Activities	1,260	1,185	-75	-6.0%
453	Miscellaneous Store Retailers	2,354	2,297	-57	-2.4%
512	Motion Picture and Sound Recording Industries	404	387	-17	-4.2%
515	Broadcasting (except Internet)	863	849	-14	-1.6%
454	Nonstore Retailers	1,094	1,087	-7	-0.6%
322	Paper Manufacturing	710	708	-2	-0.3%

Notes:
 Data is preliminary and subject to revision.
 Data for industries with 2020 employment less than 500 not included in the calculations. The calculations are based on actual change. Data presented for industries will not sum to totals due to non-publishable data for additional industries being included in totals.
 Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, July 2022



DEEPER DATA DIVE

Employment projections data for 2020 to 2030 is available for all three-digit NAICS industries in the virtual labor market data system and on our website in Adobe PDF and Microsoft Excel format. For the latest options and data available at any point in time, please visit our Industry Employment Projections menu page:

https://dlr.sd.gov/lmic/menu_projections.aspx#industry

Occupational Employment Projections

South Dakota and United States Employment Snapshot for 2020-2030

U.S. occupational employment is projected to increase 7.7% from 2020-2030, from 153.5 million jobs in 2020 to 165.4 million in 2030. According to the U.S. Bureau of Labor Statistics (BLS), employment at the national level is projected to increase or remain the same in 626 detailed occupations and decline in 164 detailed occupations.

Comparatively, South Dakota's occupational growth is projected to be faster than the nation for the 2020-2030 decade at 8.5%. The Labor Market Information Center (LMIC) released projections for 521 detailed occupations. Employment for 467 occupations is projected to increase or remain the same, while 54 occupations are projected to decline.

LMIC completed the 2020-2030 statewide projections using the nationally adopted projections methodology, which allows for comparability of this data across states, as well as to the nation. This methodology incorporates historical time-series employment data as well as state and national economic trends and utilizes a variety of statistical models.

It is important to note: a general assumption is made no major catastrophic event or natural disaster will significantly affect the economic activities of the occupations during the projections period. An example of a catastrophic event would be the COVID-19 pandemic, which rocked the United States and the world in 2020. Even though past projections would not and could not account for the ramification of this pandemic, and there was no way to predict for it, this round of employment projections was and continues to be impacted by the pandemic. Though most of the occupational growth we will be looking at for South Dakota

was not necessarily directly an impact of the pandemic, some of it was. For those occupations impacted by the pandemic, we will examine the reasons they were either directly or indirectly impacted.

It is important to keep in mind most businesses in South Dakota did not shut down due to the pandemic. Many who did shut down were closed for a short while to assess and address safety issues and concerns and develop a different business approach which would allow them to remain open while keeping employees and customers as safe as possible. While many states' and the nation's occupational projections look very different this round, South Dakota's projections, like the state, weathered the pandemic well. While there were a few speed bumps we will analyze, for the most part, we continue to find our projections moving at about the same trajectory we were headed before the pandemic.

Early in the pandemic, we stated whether or not it would significantly impact future rounds of projections would depend on how long the economic downturn lasted and how well state and national labor markets recovered from its effects. That still remains true. From here on, we will analyze where we believe South Dakota occupations are headed in the future.

At a macro level, two factors affect employment change in an occupation:

1. Changes in industry employment. This is easy to understand. If an industry's employment grows or contracts, occupations within the industry will do the same.
2. Changes in the mix of occupations (commonly known as a staffing pattern) in an industry. This factor is more complicated and requires more research and analysis. Research includes examining historical staffing pattern

data and analyzing factors which may affect the mix of occupations within the given industry.

Some examples of micro level factors include but are not limited to demographics, technology, replacement of one product or service for another, outsourcing and organizational/work restructuring. Many of the occupations on South Dakota's top 10 fastest growing list are growing due to one or more of these micro-factors.

Demographics. Demographic data refers to data which is statistically socio-economic in nature, such as age of the population, race, income, educational attainment and employment. The data vary by geographic location and often over time. South Dakota's demographics play a definitive role in the state's economic landscape.

Technology. Changes in technology, such as new machines or software, can affect the growth of an occupation. Technology can increase productivity, which usually leads to the need for fewer workers, or in some cases even eliminates the need for workers all together. However, on the flip side, technology can bring with it the advent of new or emerging occupations, which creates new jobs. Very often, technology can cause a decrease in one occupation while creating a demand for a different occupation within the same industry. An industry may expand or contract, or it may remain at the same employment level; but because of technological changes in the industry, the occupational composition can change significantly.

Replacement of one service or product for another. Changes in the need or preference for different services and/or products by consumers can also affect the growth of an occupation.

Organizational/work restructuring. A change in job duties can result in the same output but increases/decreases the utilization of some occupations relative to others within the same industry. These changes cause occupations to grow at different rates. Many

times, organizational/work restructuring results in the consolidation of job duties.

South Dakota's Major Occupational Groups

There are 22 major occupational groups, all of which are expected to add jobs in South Dakota over the projected decade. Fourteen of these groups are projected to show growth as fast or faster than the state average.

South Dakota's computer and mathematical occupations (16%), food preparation and serving related occupations (13%) and health care practitioners and technical occupations (12%) are projected to be among the fastest growing groups during the 2020-2030 projections decade. When combined these three major groups account for most of the top 10 fastest growing occupations in South Dakota.

Factors such as the increased need by individuals and businesses for information security, technology, an aging population, longer life expectancies and growing rates of chronic conditions will continue to be driving forces in the demand for computer technology and health related occupations. Another reason health care services in South Dakota will continue to see fast occupational growth is the influx of population. Each year United Van Lines conducts a national migration study which reveals where and why Americans move. In the 44th study (which occurred in 2020) South Dakota ranked 4th in the nation for inbound migration. In the 2021 study, South Dakota jumped from fourth to second (68%) for inbound migration.

Strong inbound migration is not a new phenomenon for South Dakota. Inbound migration has been on the uptick for the past few years, even though neighboring states have experienced either balanced in-to-out migration or moderate out-migration rates. What is new is the brisk pace at which it has picked up. In 2018 South Dakota was tied with North Carolina for 8th and 9th place in inbound migration according to the United

Van Lines study. In 2020, South Dakota moved into fourth place, and in 2021 it was second only to Vermont.

“For 45 years now, our annual United Van Lines study, with its data-driven insights, has allowed us to explore a deeper understanding of Americans’ overall migration patterns,” Eily Cummings, director of corporate communications at United Van Lines said. “As the pandemic continues to impact our day-to-day, we’re seeing that lifestyle changes – including the increased ability to work from home – and wanting to be closer to family are key factors in why Americans are moving today.”

When polled by United Van Lines for this study, the statistics indicate 52% of those who responded said they were looking to live closer to family and/or because of the

lifestyle offered to them in South Dakota. Thirty-three percent said they moved because they were looking for or had a job, 20% said they wanted to retire here and 11% cited cost of living. Four percent indicated health was their primary reason for moving to South Dakota in 2021. These statistics may not total 100% due to respondents having the ability to opt out of answering survey questions and/or to select more than one survey response per question.

With South Dakota’s population growth, occupations in health services will continue to grow to meet the demand for these services. And this growth is evident as health care related occupations dominate the top 10 fastest growing occupations through 2030 list.

South Dakota’s 10 Fastest Growing Occupations to 2030

Occupational employment is expected to increase by 8.5% in South Dakota between 2020 and 2030. The table below features the 10 occupations projected to grow the fastest. The narrative following the table explores the reasons for the predicted growth.

We defined fastest growing occupations as those with employment of at least 100 workers during the base year, which is 2020 this projections cycle, and the highest percent change of employment between 2020 and 2030. Keep in mind, fastest growing does not necessarily mean many new jobs. However, because of the role fastest growing occupations play in the occupational and economic landscape, whether many or a few, occupations all are important and noteworthy.

1. Wind Turbine Service Technicians

South Dakota’s fastest growing occupation is a relatively new occupation to a relatively new industry. In 2003 South Dakota’s first wind farm was established. As more wind

turbines have dotted South Dakota’s horizon, Wind Turbine Service Technicians have been added to South Dakota occupational ranks at a high velocity as well. Windtechs, as they are commonly referred to, install, maintain and repair wind turbines. These workers work on wind turbines which are large mechanical devices which convert wind energy into electricity. The turbine is made up of three major components: a tower, three blades and a nacelle, which is composed of an outer case, generator, gearbox and brakes. Wind turbine service technicians install and repair the components of these structures.

Windtechs are projected to see a whirlwind of growth from 2020 to 2030, increasing by 77% in South Dakota. This occupation is growing at a slightly faster pace in South Dakota than nationally. However, nationwide this industry is slated to see a tornado of activity as well, with projected growth of 68%.

2. Nurse Practitioners

Coming in at number two on South Dakota's fastest growing list to 2030 is the Nurse Practitioner occupation, boasting a 55% change in employment. This occupation has been seeing fast growth for the last few years, and this round of projections is not showing any sign of it slowing down. Some may question whether the growth in this occupation is related to the COVID-19 pandemic. Perhaps a small portion of the growth on a short-term basis might be contributed to the pandemic, but it is doubtful it will continue to see growth directly because of the pandemic.

As during past periods of substantial growth, South Dakota's demographics will likely account for the lion's share of growth. As our population increases and ages, the need for Nurse Practitioners will continue to grow.

While demographics certainly plays a part in the growth of this occupation in South Dakota, just as important is the state's cultural structure. South Dakota, though growing at a significant clip, still remains a small, rural state with unique growing pains. While many of the state's small to mid-sized cities are seeing significant and diverse population growth, they are still not in a position to become a healthcare hub. In order to meet the healthcare needs of their citizens, these communities provide rural health care facilities manned by Nurse Practitioners. These practitioners work with doctors throughout the state's larger health care systems (as well as specialists across the nation/world) to provide their clients with the best and most affordable health care possible. Virtual visits and conference calls became the norm during the pandemic and are fast becoming the preferred way to stave off everyday ailments and handle follow-up appointments. Many patients who used to travel great distances for medical treatment can now do most their doctoring, even for serious illnesses, right in their hometown thanks, in part, to Nurse Practitioners. Some in this profession are traveling Nurse Practitioners, taking their

services right to patients like the elderly, shut-ins and those recovering from serious illnesses, injuries or operations.

South Dakota is not the only state enjoying the luxury of health care right at home. Nationally, this versatile occupation is projected to see a growth rate of 45%.

3. Restaurant Cooks

Coming in as the third fastest growing occupation in South Dakota is Restaurant Cooks. Much of the fast growth this occupation will see over the next decade is most likely due to changes which occurred in this industry during the COVID-19 pandemic. Though most businesses in South Dakota did not shut down due to the pandemic, some did, and eating and drinking establishments were among those who voluntarily shut their doors, at least for a time, during the worst part of the pandemic. As soon as employers had safety protocols in place so they could keep staff and customers safe, they were up and running again. But some business practices changed dramatically. Some businesses began to cater meals and provide delivery options. Others provided limited menus and added outdoor eating areas. Some restaurants regulated the number of patrons in their establishment. For those restaurants where drive through service was a viable option, they often shut eating areas and limited lobby use.

But as people have either reached natural immunity or been vaccinated, South Dakota restaurants eagerly opened their doors again to long-time and new customers alike. After sheltering in place most people were hungry for the comfort, comradery and sense of return to normal only their favorite eating places could fulfill. As business returned, employers once again expanded their menus and added new services while returning to their more traditional ways of doing business. In addition, restaurants have found a new niche as the influx of more people with diverse tastes and ethnic backgrounds has led to an explosion of demand for new and tasty eating options throughout South Dakota. Many of the state's mid-sized and

South Dakota Occupations Projected to Growth the Fastest 2020 to 2030					
Rank	Occupation	2020 Workers	2030 Workers	Actual Change	Percent Growth
	Total, All Occupations	483,893	525,014	41,121	8.5%
1	Wind Turbine Service Technicians	273	483	210	76.9%
2	Nurse Practitioners	604	936	332	55.0%
3	Cooks, Restaurant	1,440	2,058	618	42.9%
4	Information Security Analysts	431	613	182	42.2%
5	Physical Therapist Assistants	273	364	91	33.3%
6	Occupational Therapy Assistants	104	138	34	32.7%
7	Respiratory Therapists	342	447	105	30.7%
8	Physician Assistants	523	681	158	30.2%
9	Software Developers and Software Quality Assurance Analysts and Testers	2,649	3,440	791	29.9%
10	Industrial Machinery Mechanics	1,119	1,452	333	29.8%

Notes:
 Data is preliminary and subject to revision.
 Fastest growing occupations are defined as those occupations with employment of 100 or more workers in the base year (2020 Workers) and the highest percent change in employment from 2020 to 2030.
 Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, July 2022

small towns are beginning to see more than just their normal restaurants and cafés, chain fast-food drive-in and pizza joints; new niche and ethnic eating establishments are opening their doors as well.

While much of the 43% growth of Restaurant Cooks will likely occur early on in this projections cycle as establishments navigate to their new normal following the pandemic, South Dakota will continue to see good growth in this occupation throughout the projection period.

4. Information Security Analysts

Information Security Analysts work in a variety of industries to plan and carry out security measures to protect an organization’s computer networks and systems. Their responsibilities are continually expanding as the number and types of cyber attacks and skills of hackers continue to increase.

These analysts take the number four spot in South Dakota’s fastest growing occupations list. This projected growth is outpacing the nation’s projected growth for this occupation. South Dakota is projecting growth of 42%, and nationally Information Security Analysts are projected to grow by 33%.

It is expected demand for this occupation will be very high through 2030. As cyber attacks have grown in frequency, the demand for managed security has increased. These analysts will be depended upon for innovative solutions to prevent hackers from stealing critical information or creating problems for networks.

5. Physical Therapist Assistants

Physical Therapist Assistants, sometimes called PTAs, work under the direction and supervision of physical therapists. They help patients recovering from injuries and illnesses to regain movement and manage

pain. These assistants treat patients through exercise, massage, gait and balance training and other therapeutic interventions. They record patients' progress and report the results of each treatment to the physical therapist.

According to the U.S. Census Bureau's South Dakota profile, the median age in South Dakota was 37.2 in the 2020 American Community Survey, compared to the nation's median age of 38.2. According to the same survey, 16.7% of South Dakotans were 65 years of age compared to 16.0% at the national level. Both at the national and statewide level our population is continuing to grow older.

As our population ages and continues to increase in size, demand for physical therapy is expected to increase along with health care needs. Physical Therapist Assistants are projected to round out the top five occupations, with a growth rate of 33% in South Dakota through 2030.

6. Occupational Therapy Assistants

Coming in at number six on the top 10 list of the fastest growing occupations in South Dakota from 2020-2030 are Occupational Therapy Assistants. These assistants work with patients and help them develop, recover, improve and maintain the skills needed for daily living after the patient has suffered a traumatic event. Events can include, but are not limited to, an accident, disease such as a stroke or heart attack, or surgery such as hip replacement, etc.

Like the fast-paced growth of Physical Therapist Assistants, most of the growth in this occupation (33%) will be in order to keep up with the demand of South Dakota's aging population as well as the influx of people migrating into the state. Regardless of age, a larger population equates to more health care needs. In addition to an older and larger population, some of the growth in this occupation is because of the availability of these workers to patients. As more insurance companies cover the expense of this therapy, the demand for

these workers has increased. Not too many years ago a broken hip would likely have resulted in a move to a nursing home. However, with medical advancements and treatments, today after a successful surgery many people can return to their everyday lives with the help of these assistants to rehabilitate.

And, finally, some of the growth for Occupational Therapist Assistants will be economic in nature. Healthcare providers, especially those specializing in long-term care, will continue to employ these assistants to reduce the cost of occupational therapy services. After the therapist has evaluated a patient and designed a treatment plan, the Occupational Therapy Assistant provides many aspects of the treatment the therapist prescribed.

7. Respiratory Therapists

Health related occupations take up several of the top 10 fastest growing occupational slots in South Dakota. Coming in at number seven are Respiratory Therapists. These therapists are expected to grow at nearly four times the state rate for all occupations at 31% from 2020 to 2030. Respiratory therapists care for patients who have trouble breathing for a variety of reasons, ranging from acute COVID-19 health related issues to chronic respiratory diseases such as, asthma or emphysema. Other types of patients range from premature infants with under-developed lungs to those suffering from heart attack, drowning or shock.

South Dakota is following the national trend of much faster than the average growth in this occupation. Continued growth of the middle-aged and elderly population is anticipated to lead to increased incidence of respiratory conditions such as chronic obstructive pulmonary disease (COPD) and pneumonia, which are lifelong disorders and permanently damage lungs and restrict lung function.

And finally, growth in this occupation is occurring because these therapists are increasingly found in more types of

TOP 10

in % projected growth

establishments. Just a few years ago most Respiratory Therapists worked in hospitals; today it is becoming common to find these workers in nursing homes, doctors' offices and clinics. Not only is it more convenient for residents and patients, but it cuts down on hospital readmissions, which lowers medical expenses for treatment.

8. Physician Assistants

Physician Assistants provide health care services typically performed by a physician, under the supervision of a physician or a surgeon. They conduct complete physicals, provide treatment and counsel patients. They may, in some cases, prescribe medication. These workers must graduate from an accredited educational program for Physician Assistants. The training they receive is the primary difference between Physician Assistants and Nurse Practitioners. Like Nurse Practitioners, Physician Assistants fill gaps in medical services physicians and/or surgeons are either too busy to complete, or the demand for services is higher than the supply of physicians and surgeons. Physician Assistants' employment is projected to grow fast, increasing by 30% from 2020 to 2030. The reasons for the fast growth in employment are mirroring that of Nurse Practitioners in South Dakota.

9. Software Developers and Software Quality Assurance Analysts and Testers

Applications Developers and Software Quality Assurance Analysts and Testers are projected to grow at nearly 30% to 2030 in South Dakota. This occupation is expected to grow even faster in South Dakota than the nation's fast-paced rate of 22%. Unlike most of the previous occupations discussed, these developers, analysts and testers work in a wide variety of industries. So the quick clip

at which this occupation is growing is caused by many different reasons.

First and foremost, this occupation is growing due to technological changes occurring in nearly every industry and aspect of our lives. Whether it is a virtual gaming system, smart watch, or home security service, to a refrigerator which makes a grocery list for you and sends it to your smart phone when you walk into your favorite grocery, they all run off software applications.

In South Dakota, many government and private employers hire these workers to develop software relevant to their business. The health and medical insurance and reinsurance carriers' industry needs innovative software to manage new healthcare policy enrollments and administer existing policies digitally. Some developers work on a contract basis and may enjoy living in South Dakota while programming for a client halfway around the world.

Ongoing concerns about computer security could result in more investment in security software to protect networks and infrastructures. Because this occupation can be found in so many industries (including workers who are self-employed and work on a contract basis) and virtually in any location, this occupation is projected to see strong growth nationally and in South Dakota for a long time to come.

10. Industrial Machinery Mechanics

Industrial Machinery Mechanics maintain and repair factory equipment and other industrial machinery, such as conveying systems, production machinery and packaging equipment. They keep machines in working order by detecting and correcting issues and errors before the machine or products it produces is damaged.

This occupation is projected to see swift growth through 2030 in South Dakota at nearly 30%. This is much faster than the overall statewide projected growth rate

of 8.5% and also outpaces the national projected growth of 19% to 2030.

The continuing adoption of automated manufacturing machinery will require more Industrial Machinery Mechanics to keep machines in good working order over the next decade. The use of automated conveyors to move products and materials

in factories is an area of high demand for these workers because the conveyor belts, motors and rollers need regular care and maintenance. As production equipment is designed to perform more tasks and continue to be more automated, the skills these workers possess will remain in high demand.

South Dakota' Occupational Demand Projections to 2030

The previous section of this report covered occupational employment growth projected through 2030 and focused on those occupations projected to grow the fastest. However, growth is only one portion of the demand for workers in each occupation. In fact, when considering future workforce needs, employment growth is a relatively minor factor in the number of workers who will be needed. The second component of demand is created when workers leave one occupation for a job in another occupation (known as transfer) or leave the workforce entirely (called exit). The separation component of occupational demand combines both transfers and exits. In this article we will examine total annual demand for workers (expressed in terms of projected average annual openings) including the separation components.

The table at the right shows the occupations projected to have the greatest demand for workers in South Dakota each year, on average, through 2030. As you can see, annual demand (for workers) due to employment growth accounts for a relatively small portion of the total annual demand for workers.

The methodology used for employment projections at the national level and by all state agencies like South Dakota's is developed by the U.S. Bureau of Labor Statistics (BLS). Use of the BLS methodology ensures not only statistically sound, reliable data, but also allows for comparability of the data among geographic areas.

National employment projections for 2020 to 2030 based on the new methodology were released in September 2021; state projections were rolled out in June 2022.

The methodology used is known as separations methodology and was designed by BLS to better understand and project what will happen within the dynamic economy in which workers will likely have multiple occupations in a lifetime. This methodology incorporates past data, patterns and trends to general employment projections and captures two types of separations:

1. Workers who leave the labor force entirely (shown in the table above as "Annual Demand Due to Labor Force Exits").
2. Workers who leave one major occupational group for another one (shown in the table above as "Annual Demand Due to Occupational Transfers").

Every person's career journey varies, but certain trends are common.

- Transfers between major occupational groups are more common at younger ages, as workers explore possible careers.
- Transfers between occupations also tend to be more common in occupations often considered "entry level," where working conditions such as work schedules and the offering of employee benefits are less desirable.

Top 10 Occupations With the Highest Annual Projected Demand in South Dakota 2020-2030

Rank	Occupational Title	Average Annual Openings			
		Due to Employment Growth	Due to Labor Force Exits	Due to Occupational Transfers	Total Openings
	Total, All Occupations	4,112	22,423	33,345	59,880
1	Fast Food and Counter Workers	153	1,238	1,350	2,741
2	Retail Salespersons	93	773	1,143	2,009
3	Cashiers	16	936	1,053	2,005
4	Janitors and Cleaners, except Maids and Housekeeping Cleaners	100	597	671	1,368
5	Stockers and Order Fillers	98	465	797	1,360
6	Waiters and Waitresses	84	451	734	1,269
7	Bookkeeping, Accounting and Auditing Clerks	15	642	559	1,216
8	Customer Service Representatives	21	414	693	1,128
9	Heavy and Tractor-Trailer Truck Drivers	69	330	546	945
10	Registered Nurses	161	380	358	899

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2022

- Movements out of the labor force, known as exits, happen at any age, but are more common at older ages, when workers retire.

How occupational transfers and exits impact South Dakota's projected occupational outlook

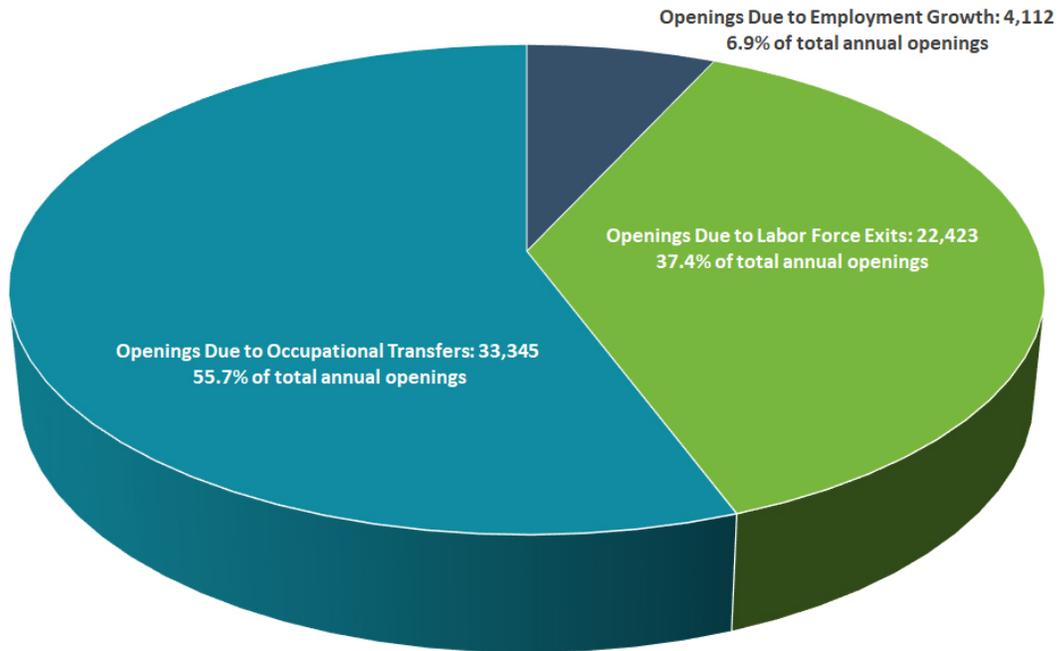
As the pie graph on the following page illustrates, nearly all of South Dakota's annual demand for workers during the 2020-2030 projections decade will be due to separations, which include occupational transfers and labor force exits: 56% and 37%, respectively. About 7% of the state's annual openings are projected to be new growth. South Dakota's percentage breakout of annual demand virtually mirrors that of the nation for the 2020-2030 projections period. Nationally, transfers (57%) and exits (37%) will make up the lion's share of the nation's annual demand for occupations, with 6% being caused by growth.

Exits

In 2020, 49.2% of South Dakota's civilian non-institutionalized population age 55 and over were in the state's labor force. In 2018, 48.6% of South Dakota's civilian non-institutionalized population age 55 and over were in the state's labor force. This is a slight increase in the labor force participation rate for this age cohort from 2018 to 2020. This indicates workers exited the labor force at about the same pace in 2020 as they did in 2018. It is anticipated as this population continues to age over the 10-year projection period, workers will continue to retire, thereby exiting the labor force.

Retirement is only one reason workers cite for exiting the labor force. Many workers are in the labor force on a temporary basis. People enter the labor force temporarily for a variety of reasons and once those reasons have been met, they will exit the labor force, causing a demand for the opening they have left behind.

South Dakota Annual Openings by Category to 2030



Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2022

Reasons vary for entering an occupation for a limited amount of time. For some, it might be a necessity because family events bring a lifestyle change. Events such as a family member losing a job or becoming unable to work, a divorce or perhaps the death of a loved one sometimes create the need for a temporary cash flow. Therefore, people not normally involved in the labor force will enter it for a while and then exit again once the situation is resolved.

There are also workers who have always been in the labor force but either leave out of necessity or because they choose to for a variety of reasons. During the first part of the 2020-2030 projections decade, some workers chose to exit the labor force because of the pandemic. Whether it was to remain home to care for ill relatives, fear of getting COVID-19 or spreading the disease to family members at high risk, or to stay home to attend to children who were schooling at home during the pandemic, workers who had previously been in the labor force chose to step out of the labor force for a time. Many employees may have initially not worked for a short time while

their employer formulated a plan of return to work that kept them safe. While most returned to work, others reevaluated what was most important to them. This evaluation may have led some workers to retire earlier than they had planned, while others chose to remain out of the labor force in order to continue to care for aged or ill relatives. Others chose to remain out of the labor force to continue home schooling students.

Regardless of the reasons, there were some workers who had been in the labor force when the pandemic hit who are currently no longer participating in the labor force. Eventually, they may return but some will remain out for the projection decade we are discussing. Others may never return to the labor force.

It is important to remember, not everyone who decided to exit the labor force during this projection-decade based their decision on the pandemic. In fact, for many South Dakotans the pandemic likely had little to no impact on their decision to leave the labor force. Some may just have wanted to be home while their children are little or chose to do home schooling; for others, perhaps

taking care of an aging or chronically ill relative was a priority.

Another reason workers exit the labor force, which creates job openings, is the pursuit of education. The types of occupations experiencing the highest exit rates in South Dakota are a perfect fit for these labor force hoppers. Many will work while school is not in session and then drop out when they start their educational pursuit again.

As is evident by the labor force exit table, job opportunities in many of these occupations are readily available because not only are they found in some of the state's largest industries, but they are also labor-intensive occupations. Food services, retail sales and health care industries account for the bulk of occupations on this list. Other reasons the occupations in the table below are popular with those workers jumping in and out of the labor force are that many don't require any special skills, and jobs are readily available. In addition, workers easily find hours that work well with their lifestyle. Part-time, evening, overnight

or weekend workers are highly sought for many of these occupations and work well for many temporary labor force participants.

Registered nurses and nursing assistants are among the occupations with some of the highest annual demand due to exits. Many times, workers involved in the care for others are not just working in a career they chose but are working in a career that chose them. They do it because it is who they are. They are nurturers and caregivers. The value of their employment runs deep for these workers and is the very essence of who they are as human beings. They are invested in carrying for and helping others and will generally work in these occupations most of their working lives.

However, the pandemic was hard on these workers. Long hours, being away from family during a difficult and scary time and watching many patients die without their loved ones near took a tremendous toll on them. Some, who would have remained in the labor force for a while longer, chose to retire or exit the labor force sooner than

Top 10 South Dakota Occupations with the Highest Projected Annual Demand Due to Labor Force Exits 2020-2030		
Rank	Occupational Title	Annual Labor Force Exits
	Total, All Occupations	22,423
1	Fast Food and Counter Workers	1,238
2	Cashiers	936
3	Retail Salespersons	773
4	Bookkeeping, Accounting and Auditing Clerks	642
5	Janitors and Cleaners, except Maids and Housekeeping Cleaners	597
6	Stockers and Order Fillers	465
7	Waiters and Waitresses	451
8	Nursing Assistants	415
9	Customer Service Representatives	414
10	Registered Nurses	380

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2022

they had planned. Some exited or retired because they were burned out, some left to care for family members in need, and others simply left for personal reasons.

Annual Occupational Transfers

With the new projections methodology that went into effect in 2016, another portion of the demand for workers in occupations comes from occupational transfers. This important separation component of occupational demand hinges on a worker's attachment to, or perhaps a better way to put it is a lack thereof, to an occupation. Not too many years ago, when a worker entered the labor force they worked in their vocation until they retired. But in recent years, workers are more likely than ever before to move from one major occupational group to another. In the following narrative we will take a closer look at those South Dakota occupations with high transfer rates and explore reasons for these high transfer rates, which in turn create many openings.

The South Dakota occupations with the highest projected demand due to occupational transfers are all large occupations with many workers. Simple logic tells us a large occupation with many workers will also have more openings when compared to an occupation with less employment. However, the occupations in the table on the next page have something more in common than just a lot of openings. What they have in common is many openings because many workers have transferred out of them to pursue employment in other occupations.

Many of the occupations with high occupational transfers also lean toward either part-time, seasonal and/or flexible scheduling, which makes them the perfect job for workers more loosely tied to the labor force (i.e. young workers who are likely obtaining additional education and older workers who are easing into retirement and/or those working part time). Many of these occupations also tend to require

a minimal amount of training and less extensive skills than other occupations.

With a few exceptions, most of the occupations with the greatest demand due to occupational transfers are transitory in nature. By transitory, we mean these occupations tend to work well as a steppingstone for employees who plan to be in the occupation for a brief time, want or need part-time work, or simply need basic work experience before accepting employment in another occupation in a different major occupational group.

Young or new labor force entrants create many openings when they transfer from one occupation to another occupation in a different vocation. These workers tend to accept employment in many of the occupations in the table above to gain work experience and begin creating a resume. Most employers who hire these workers know it is unlikely they will retain these workers, but they are also aware they are helping grow the labor force. When a special worker comes along, if possible, they make room in their business to retain their skills. However, most of the time, if this happens, even if they are working for the same employer, they advance in the ranks and move into a different occupation with the same employer. If this occurs, it is still an opening created by an occupational transfer.

For example, Olivia is attending a university to become an information security analyst. To help supplement her income while attending classes, she takes a job as a customer service representative at a local cable, internet and cell phone service company. She works full time between attending in-person and online classes. Olivia demonstrates great people skills and is gifted with the temperament and patience needed to walk people through technical difficulties they experience while trying to utilize the company's cable equipment and including modems, Wi-Fi service and other computer equipment. She often goes the extra mile to ensure customer issues have been satisfied. The company's customers love her, as do her teammates who often

turn to her for advice when they aren't sure how to help a customer. Her employer is very impressed with Olivia. She fits into the company well and shares the company's vision for the future. Her computer knowledge, skills and ability to communicate well are just what the company needs.

While Olivia was busy working as a customer service representative and getting her bachelor's degree in information security networking, the company had been growing its security department. Her mentor at the company was promoted and went from a computer network architect to information technology manager.

About the same time her mentor was promoted, Olivia had obtained her degree as an information security analyst. Her mentor's position was changed up a little to include more security responsibilities, and Olivia was encouraged to apply for the new position. She applied and was hired as a security information analyst. Olivia has just filled an opening which was created by her mentor when she accepted

more responsibility and transferred into a completely different position as a manager. Olivia's position as a customer service representative was opened when she transferred to a completely different position as an information systems analyst.

Because the company decided to open a new division, there were two different transfers within the company to two completely different occupations. Olivia's mentor moved from a computer network architect to an information technology manager. And Olivia left her position as a customer service technician to become the company's new information security analyst.

Finally, in the example above, a third opening was created when the company decided to grow their customer service department and opened not only the customer service position Olivia had left but also advertised an additional customer service representative position. So, in total, the company filled a new manager position (which was a transfer by one of the current employees into a promotional

Top 10 South Dakota Occupations with the Highest Projected Annual Demand Due to Occupational Transfers 2020-2030		
Rank	Occupational Title	Annual Occupational Transfers
	Total, All Occupations	33,345
1	Fast Food and Counter Workers	1,350
2	Retail Salespersons	1,143
3	Cashiers	1,053
4	Stockers and Order Fillers	797
5	Waiters and Waitresses	734
6	Customer Service Representatives	693
7	Janitors and Cleaners, except Maids and Housekeeping Cleaners	671
8	Bookkeeping, Accounting, and Auditing Clerks	559
9	Heavy and Tractor-Trailer Truck Drivers	546
10	Laborers and Freight, Stock and Material Movers, Hand	498

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2022

position), the transfer Olivia took to become an information security analyst, and two customer service openings (one of which was new to the company and thus, became a growth opening for the company).

Most of the occupations on the top 10 transfer list fit well with transferability reasoning already discussed in this article. Occupations such as fast food and counter workers, retail salespersons, cashiers, and waiters and waitresses are all occupations with many employees, and they work well for first-time workers because the skills and knowledge needed are easily learned on the job. These positions also work well for those who are not new to the labor force but instead are seeking part-time or flexible work schedules, evening shifts or weekend shifts. Many of these occupations are also popular with those who are slowly phasing out of the labor force but are not ready to completely retire.

Other occupations on the list which are popular with those looking to partially retire are stockers and order fillers and janitors and cleaners. These occupations work well for those semi-retirees who don't mind working very early mornings or late nights and/or weekends. These workers tend to prefer being a little more independent while they work.

There are a couple of occupations with projected high demand due to occupational transfers which, for one reason or another, don't seem to fit the mold we've mentioned so far. Customer service representatives is one.

Customer service representatives provide information in response to customer inquiries about products and services, and handle and resolve their complaints. This occupation pays well, and health and profit-sharing packages are good, which leads many people to remain employed in these types of occupations for many years. However, these workers must be available when customers need assistance, therefore, many work nights, weekends and holidays. These hours can be a double-edged sword for this occupation. On one hand, like Olivia

in the example above, the non-traditional work hours offer flexibility allowing workers to meet other obligations, like attending classes on and offline. But over time these same hours often lead current workers to find other occupations which offer holidays, nights and/or weekends off. In addition, workers in these occupations tend to advance to higher positions—often within the same company. And, finally, people who work as customer service representatives experience “burn out” because dealing with unhappy customers can be stressful.

Bookkeeping, accounting and auditing clerks may also seem like an unlikely occupation to wind up on the top 10 list of occupations with the highest annual demand due to occupational transfers. But, perhaps after further investigation and analysis this is really not too surprising.

First, this occupation is found in many industries, so it is a large occupation. And, although the training time for this occupation is longer and does require a specific set of skills compared to many other occupations on the top 10 list, there are some reasons for it to make the list. It is a good part-time or first real career. There are many openings, and candidates are often able to work a flexible schedule. Some of these workers may also work from home. Many workers start out in this occupation and work part-time while pursuing additional education. This education, in addition to the work experience, however, often opens the door for these workers to move into other major occupational groups where they continue their career path as accountants and/or auditors or as a manager in a wide variety of management positions. And, like other occupations on the transfer list, this is an occupation those involved in other careers may transition to as they start looking at retirement.

The other unique occupation on the top 10 occupational transfers list is heavy and tractor-trailer truck drivers. While it is a large occupation, the other reasons for this occupation having a high level of occupational transfers are different

than most of the other occupations we've discussed. First, this occupation does not necessarily accommodate workers who are in the more transient portion of the workforce (the young, the older or part-time workers). In addition, this occupation requires a commercial driver's license, which does involve training and a cost to obtain.

So, why does this occupation have such a high degree of worker transfer? Perhaps the foremost reason is the work schedule. Truck drivers travel great distances, often being gone several days on end, including weekends and holidays. This occupation is also stressful. Not only do truckers travel unfamiliar roads in sometimes heavy traffic and adverse weather conditions, but they also are required to maintain travel logs, ensure weight of their vehicles comply with state and federal regulations, and ensure their product is delivered on schedule. Occupational "burn-out" for heavy tractor-trailer truck drivers is high, which leads many workers to move on to other occupations.

This is also one occupation impacted by the pandemic. Initially, much trucking was shut down due to out of state travel restrictions and lack of goods to transport. Once the

restrictions were lifted, this was one of the occupations workers tended to transfer out of. Often these workers had to find different employment during the pandemic. Reasons for this job hop varied, but some of the businesses they were employed with, or owned, failed during the pandemic. Others were simply tired of waiting for work to pick back up when travel restrictions were lifted.

Others decided to retire a little earlier than they had initially planned. Although heavy truck drivers didn't make the top 10 list for exits, this occupation did make the top 10 list for annual occupational openings, with exits accounting for 330 of those openings, 546 transfers and 69 openings due to employment growth.

More Information on South Dakota's projected occupational demand

Projected occupational demand data for 2020 to 2030 like that discussed above is available for 521 detailed occupations. See the link below to find options for getting the data, plus tips on finding the data in the virtual labor market data system, and links to occupational descriptions and technical notes about the projections data.



DEEPER DATA DIVE

Employment and demand projections for 2020 to 2030 are available for more than 500 detailed occupations in the virtual labor market data system and on our website in Adobe PDF and Microsoft Excel format. Visit our Occupational Employment Projections menu page:

https://dlr.sd.gov/lmic/menu_projections.aspx#occupation

Occupational Projections by Educational Level

For another perspective on future employment and demand for workers in South Dakota, we summed the occupational employment and demand projections data by level of education recommended.

The U.S. Bureau of Labor Statistics determines the level of education recommended for each occupation. In some cases and for a variety of reasons, we believe the level of education preferred by South Dakota employers when hiring workers in occupations is slightly different than nationally. So we determine a South Dakota-specific level of education recommended for each occupation, using the categories listed at the right.

- Less than high school
- High school diploma or equivalent
- Some postsecondary education
- Associate degree
- Bachelor’s degree
- Master’s degree
- Doctoral or professional degree

The table below and the pie graph on the following page show the summed data.

This look at projected demand for workers in South Dakota may surprise many, who might expect demand to be greater in the postsecondary education categories. Something to keep in mind are the many

South Dakota Educational Category	Number of Workers in 2020	2020 Workers in Category as a Percent of Total Workers	Number of Workers in 2030	2030 Workers in Category as a Percent of Total Workers	Annual Openings 2020 to 2030	Annual Openings in Category as a Percent of Total Workers
Total, all occupations	483,893	100.0%	525,014	100.0%	59,880	100.0%
Less than high school	113,118	23.4%	123,712	23.6%	19,200	32.1%
High school diploma or equivalent	192,255	39.7%	203,846	38.8%	23,084	38.6%
Sum of high school or less	305,373	63.1%	327,558	62.4%	42,284	70.6%
Some postsecondary education	60,671	12.5%	66,484	12.7%	6,806	11.4%
Associate degree	15,500	3.2%	17,444	3.3%	1,565	2.6%
Bachelor’s degree	85,863	17.7%	94,976	18.1%	7,918	13.3%
Master’s degree	6,846	1.4%	7,909	1.5%	649	1.1%
Doctoral or professional degree	9,640	2.0%	10,643	2.0%	618	1.1%
Sum of bachelor’s degree or higher	102,349	21.2%	113,528	21.6%	9,185	15.4%
Sum of education beyond high school	178,520	36.9%	197,456	37.6%	17,556	29.4%

Source: South Dakota 2020 to 2030 occupational employment and demand projections, with data for detailed occupations summed by level of education recommended, Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2022

huge occupations (employment-wise) for which a high school diploma is sufficient, and in many cases not required. Just a few examples are customer service representatives; stockers and order fillers; miscellaneous assemblers and fabricators; childcare workers; office clerks; and waiters and waitresses. These types of occupations, combined, employ thousands of South Dakotans and account for a large portion of projected demand for workers.

In many cases, positions in these categories are entry level with less than desirable working conditions—and therefore have high turnover. As discussed in the previous section of this report, high turnover often correlates with high projected demand due to occupational transfer and even labor force exits in some cases.

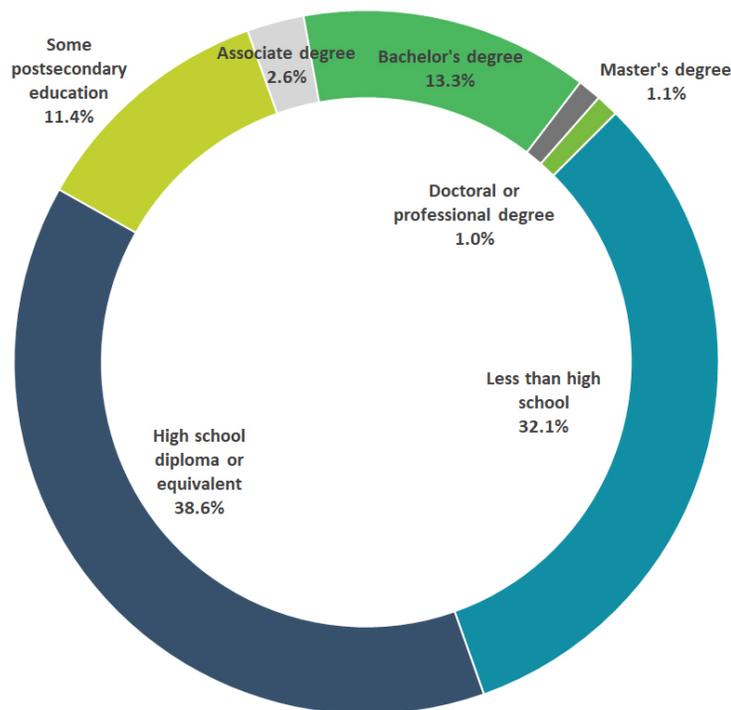
Some people may argue the data above is a disincentive to those considering postsecondary education or careers requiring postsecondary education. We encourage consideration of the characteristics inherent

in many of the occupations in the “less than high school” and “high school diploma or equivalent” categories. Many of those occupations have less than desirable working conditions (ranging from highly repetitive or even unpleasant tasks and lack of autonomy to the work schedules involved), lower pay, lack of employee benefits and limited opportunity for advancement compared to opportunities occupations for which postsecondary education is recommended.

The characteristics of many of the high demand yet less-desired occupations are exactly why (especially when making long-term career decisions) it is important to plan and prepare for more desirable occupations in other educational categories—so as not to have to accept employment in those occupations with more plentiful, but less desirable opportunities.

We also encourage career decision-makers to consider opportunities in the high school/less than high school occupational categories from a career ladder perspective.

**South Dakota Projected Occupational Demand to 2030
Summed by Level of Education Recommended in South Dakota**



Source: South Dakota 2020 to 2030 occupational employment and demand projections, with data for detailed occupations summed by level of education recommended, Labor Market Information Center, South Dakota Department of Labor, July 2022

In many cases, a job in one of the entry-level occupations in those categories provides invaluable work experience and instills basic employment traits valued by employers—like responsibility, accountability, good communication and customer service. The work experience gained in that initial occupation, combined with postsecondary education, can serve the worker as a great stepping stone to more desirable, longer-term career opportunities in the other educational categories.

The nursing field provides a great example. Although it does require job-specific training (normally provided by the employer), the occupation of nursing assistant does not require formal postsecondary training. (In fact, some high school students work part-time as nursing assistants.) Although a vital part of attentive direct patient care, many of the tasks performed by nurse assistants are unpleasant, highly repetitive and menial. Pay is considerably lower than in other nursing occupations; work schedules and benefits are often less desirable as well.

These factors are generally better for licensed practical nurses (an occupation for which some postsecondary education is required), and better yet for registered nurses (for which a bachelor's degree is recommended). Working as a nursing assistant provides invaluable experience and a great stepping stone for someone studying to be a licensed practical nurse. Similarly, work experience in either of those occupations is a great career ladder for registered nursing.

The bottom line from a broader labor market perspective is, the thousands of workers in occupations which do not require education beyond high school play a vital role in South Dakota's economy. Without their important contributions, the state's businesses and agencies would not be able to produce the output they do, and as a society we would be lost without the many services and conveniences these workers help provide.

Hot Careers

When decision-makers are analyzing labor market data to make determinations of occupational training or educational programs to fund or provide assistance with, the Department of Labor and Regulation encourages the use of both occupational demand and wage estimates. This helps ensure an adequate return on investment—with a greater likelihood of a trainee or graduate finding employment in an occupation related to the program and also being able to improve his or her earning potential.

To that end, and also to help individual career planners and job seekers identify occupations with the most favorable job outlook from a labor market perspective, the Labor Market Information Center identifies high demand-high wage occupations, or “Hot Careers.”

The current Hot Careers were identified in fall 2022 using the latest employment projections (2020-2030) and wage data (2021) available at the time. To be on the Hot Careers list, an occupation has to meet each of the three following criteria:

- Be projected to show employment growth to 2030.
- Have projected annual openings (a measure of demand for workers) greater than the average across all occupations (83) for 2020-2030.
- Have an average/mean wage greater than the median wage across all occupations in 2021 (\$37,708).

The 69 South Dakota occupations meeting the Hot Careers criteria are listed below and on the following pages.

South Dakota Hot Careers

Accountants and Auditors	Coaches and Scouts
Automotive Body and Related Repairers	Coating, Painting and Spraying Machine Setters, Operators and Tenders
Automotive Service Technicians and Mechanics	Compliance Officers
Bus and Truck Mechanics and Diesel Engine Specialists	Computer User Support Specialists
Carpenters	Correctional Officers and Jailers
Cement Masons and Concrete Finishers	Cutting and Slicing Machine Setters, Operators and Tenders
Chief Executives	Dental Assistants
Child, Family and School Social Workers	Electricians
Civil Engineers	Elementary School Teachers, except Special Education
Clergy	Farm Equipment Mechanics and Service Technicians
Clinical Laboratory Technologists and Technicians	

69

Hot Careers

First-Line Supervisors of Construction Trades and Extraction Workers

First-Line Supervisors of Farming, Fishing and Forestry Workers

First-Line Supervisors of Housekeeping and Janitorial Workers

First-Line Supervisors of Mechanics, Installers and Repairers

First-Line Supervisors of Non-Retail Sales Workers

First-Line Supervisors of Office and Administrative Support Workers

First-Line Supervisors of Production and Operating Workers

First-Line Supervisors of Retail Sales Workers

First-Line Supervisors of Transportation & Material Moving Workers, except Aircraft Cargo Handling Supervisor

Food Service Managers

General and Operations Managers

Heating, Air Conditioning and Refrigeration Mechanics and Installers

Heavy and Tractor-Trailer Truck Drivers

Highway Maintenance Workers

Human Resources Specialists

Industrial Machinery Mechanics

Industrial Truck and Tractor Operators

Insurance Sales Agents

Licensed Practical and Licensed Vocational Nurses

Light Truck or Delivery Services Drivers

Loan Interviewers and Clerks

Loan Officers

Machinists

Maintenance and Repair Workers, General

Management Analysts

Market Research Analysts and Marketing Specialists

Medical and Health Services Managers

Medical Dosimetrists, Medical Records Specialists and Health Technologists and Technicians, All Other

Middle School Teachers, except Special and Career/Technical Education

Network and Computer Systems Administrators

Operating Engineers and Other Construction Equipment Operators

Painters, Construction and Maintenance

Parts Salespersons

Pesticide Handlers, Sprayers and Applicators, Vegetation

Plumbers, Pipefitters and Steamfitters

Police and Sheriff's Patrol Officers

Project Management Specialists and Business Operations Specialists, All Other

Property, Real Estate, and Community Association Managers

Radiologic Technologists

Registered Nurses

Sales Representatives, Wholesale and Manufacturing, except Technical and Scientific Products

South Dakota Hot Careers, continued

Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products

Secondary School Teachers, except Special and Career/Technical Education

Software Developers and Software Quality Assurance Analysts and Testers

Soil and Plant Scientists

Structural Iron and Steel Workers

Substance Abuse, Behavioral Disorder and Mental Health Counselors

Welders, Cutters, Solderers and Brazers

Top 30 Careers

Additionally, the Top 30 occupations were identified. In addition to meeting the criteria for the Hot Careers, South Dakota's Top 30 Careers are those which additionally meet this criteria:

- Rank in the top 30 for projected annual openings (a measure of demand for workers).

For each of the Top 30 careers, the table on the following pages shows the 2020-2030 projected employment and outlook information and the current wage data. Please note: while the original Hot Careers were identified in fall 2022 using 2021 wage data, 2022 wage data has since become available so is displayed in the table. The list of Hot Careers did not change; all 69 Hot Careers still meet the wage criteria of having an average/mean wage greater than the median wage across all occupations (which is \$39,870 for 2022).

Also on the following pages is a legend explaining the row colors used in the table.

South Dakota Top 30 Hot Careers
2020 to 2030 Employment and Demand Projections and 2022 Wage Estimates

Rank	Occupational Title	Annual Openings	2020 Employment	2030 Employment	Percent Change 2020 - 2030	Average Wage 2022
1	Heavy and Tractor-Trailer Truck Drivers	945	7,700	8,392	9.0%	\$52,070
2	Registered Nurses	899	13,436	15,046	12.0%	\$64,500
3	Sales Representatives, Wholesale & Manufacturing, except Technical and Scientific Products	604	5,309	5,903	11.2%	\$74,070
4	Carpenters	586	5,652	6,126	8.4%	\$42,060
5	Accountants and Auditors	538	5,228	5,801	11.0%	\$72,990
6	First-Line Supervisors of Retail Sales Workers	468	4,065	4,343	6.8%	\$55,180
7	Light Truck or Delivery Services Drivers	429	3,425	3,789	10.6%	\$42,440
8	General and Operations Managers	387	3,940	4,399	11.7%	\$139,030
9	Management Analysts	360	3,289	3,739	13.7%	\$86,120
10	Maintenance and Repair Workers, General	358	3,267	3,624	10.9%	\$42,420
11	Welders, Cutters, Solderers and Brazers	336	2,612	3,016	15.5%	\$44,350
12	Elementary School Teachers, except Special Education	333	4,184	4,454	6.5%	\$48,390
13	Electricians	307	2,495	2,835	13.6%	\$54,170
14	Software Developers and Software Quality Assurance Analysts and Testers	299	2,649	3,440	29.9%	See below.
	Software Developers					\$85,080
	Software Quality Assurance Analysts and Testers					\$61,630
15	Insurance Sales Agents	287	2,694	3,014	11.9%	\$72,670
16	Clergy	257	2,308	2,500	8.3%	\$47,780
17	Operating Engineers and Other Construction Equipment Operators	251	2,123	2,314	9.0%	\$50,810

Continued on next page

Color Coding Key for Level of Education Recommended in South Dakota
High school diploma or equivalent
Some postsecondary education
Associate degree
Bachelor's degree

South Dakota Top 30 Hot Careers, continued
2020 to 2030 Employment and Demand Projections and 2022 Wage Estimates

Rank	Occupational Title	Average Annual Openings	2020 Employment	2030 Employment	Percent Change 2020 - 2030	Average Wage 2022
18	Automotive Service Technicians and Mechanics	251	2,343	2,493	6.4%	\$47,440
19	Secondary School Teachers, except Special and Career/Technical Education	239	3,147	3,353	6.6%	\$49,190
20	Industrial Truck and Tractor Operators	234	1,864	2,088	12.0%	\$41,740
21	Parts Salespersons	215	1,599	1,759	10.0%	\$42,270
22	Highway Maintenance Workers	204	1,870	1,961	4.9%	\$42,040
23	Plumbers, Pipefitters and Steamfitters	203	1,754	1,924	9.7%	\$51,890
24	First-Line Supervisors of Construction Trades and Extraction Workers	198	1,817	2,013	10.8%	\$70,270
25	Food Service Managers	194	1,471	1,675	13.9%	\$58,730
26	Coating, Painting, and Spraying Machine Setters, Operators and Tenders	191	1,596	1,815	13.7%	\$44,380
27	Coaches and Scouts	183	1,175	1,308	11.3%	\$45,790
28	Loan Interviewers and Clerks	181	1,955	2,026	3.6%	\$41,520
29	Loan Officers	180	2,069	2,241	8.3%	\$78,580
30	Child, Family and School Social Workers	176	1,772	1,877	5.9%	\$46,710

Notes:

For more information on average annual openings and other employment projections data used in the table above (2020 employment, 2030 employment, percent change 2020-2030), see our [Employment Projections Technical Notes](#) web page.

For more information on average annual wages, please see our [Occupational Wages Technical Notes](#) web page.

Employment projections for additional occupations are available on our website; please see our [Occupational Projections menu](#).

Wage data is also available for additional occupations on our website; please see our [Occupational Wages menu](#).

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, September 2023

Color Coding Key for Level of Education Recommended in South Dakota
High school diploma or equivalent
Some postsecondary education
Associate degree
Bachelor's degree



DEEPER DATA DIVE

A number of resources on the Hot Careers and Top 30 Careers are available, as listed below. To learn more, visit our Hot Careers web page:

https://dlr.sd.gov/lmic/menu_hot_careers.aspx

Or call the Labor Market Information Center at 605.626.2314 for assistance.

Hot Career and Top 30 Career Resources

[Current Job Openings in Hot Careers](#)

[Top 30 Hot Careers flier](#) (Adobe PDF format; also available in print upon request.)

[Learn even more about each Hot Career in the virtual labor market data system](#)

[Occupational Profiles](#)

The Top 30 Careers and many of the 69 Hot Careers are also featured in the career awareness and exploration materials LMIC develops for K-12 students. The materials are available in PDF format for downloading from the website, and are also available in print upon request.

[Career Peeks](#) (activity packet for students in kindergarten through second grade)

[Career Aware](#) (activity booklet for students in grades three through five)

[Career Cluster Poster Series](#)

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