

Balance of State Area Occupational Employment Projections 2020-2030

SOC Code	SOC Title	2020 Employment	2030 Employment	Numeric Change	Percent Change	Average Annual Openings			
						Due to Exits	Due to Transfers	Due to Annual Change	Total Openings
00-0000	Total, All Occupations	244,071	262,194	18,123	7.4%	11,425	16,711	1,812	29,948
11-1011	Chief Executives	787	798	11	1.4%	22	32	1	55
11-1021	General and Operations Managers	1,964	2,177	213	10.9%	41	128	21	190
11-2021	Marketing Managers	35	39	4	11.4%	1	2	0	3
11-2022	Sales Managers	136	153	17	12.5%	3	9	2	14
11-3010	Administrative Services and Facilities Managers	213	235	22	10.3%	6	11	2	19
11-3021	Computer and Information Systems Managers	98	108	10	10.2%	2	6	1	9
11-3031	Financial Managers	299	354	55	18.4%	7	16	6	29
11-3051	Industrial Production Managers	281	312	31	11.0%	6	14	3	23
11-3061	Purchasing Managers	31	36	5	16.1%	1	2	0	3
11-3071	Transportation, Storage, and Distribution Managers	93	100	7	7.5%	2	5	1	8
11-3121	Human Resources Managers	129	143	14	10.9%	3	8	1	12
11-9021	Construction Managers	258	297	39	15.1%	6	14	4	24
11-9031	Education Administrators, Preschool and Childcare Center/Program	75	79	4	5.3%	2	4	0	6
11-9032	Education Administrators, Elementary and Secondary School	376	403	27	7.2%	10	18	3	31
11-9033	Education Administrators, Postsecondary	152	163	11	7.2%	4	7	1	12
11-9039	Education Administrators, All Other	45	45	0	0.0%	1	2	0	3
11-9041	Architectural and Engineering Managers	74	79	5	6.8%	1	4	0	5
11-9051	Food Service Managers	711	799	88	12.4%	23	60	9	92
11-9081	Lodging Managers	168	206	38	22.6%	7	13	4	24
11-9111	Medical and Health Services Managers	349	418	69	19.8%	10	20	7	37
11-9121	Natural Sciences Managers	52	56	4	7.7%	1	3	0	4
11-9131	Postmasters and Mail Superintendents	54	52	-2	-3.7%	1	3	0	4
11-9141	Property, Real Estate, and Community Association Managers	593	634	41	6.9%	23	23	4	50
11-9151	Social and Community Service Managers	152	159	7	4.6%	5	8	1	14
11-9161	Emergency Management Directors	73	75	2	2.7%	3	3	0	6
11-9171	Funeral Home Managers	36	39	3	8.3%	1	2	0	3
11-9198	Personal Service Managers; Entertainment & Recreation Managers, Except Gambling; and Managers, All Other	294	312	18	6.1%	7	15	2	24
13-1020	Buyers and Purchasing Agents	691	687	-4	-0.6%	23	44	0	67
13-1031	Claims Adjusters, Examiners, and Investigators	310	319	9	2.9%	7	16	1	24
13-1041	Compliance Officers	581	609	28	4.8%	14	32	3	49
13-1051	Cost Estimators	374	392	18	4.8%	11	23	2	36
13-1071	Human Resources Specialists	541	593	52	9.6%	15	38	5	58
13-1081	Logisticians	98	123	25	25.5%	2	7	2	11
13-1111	Management Analysts	1,542	1,716	174	11.3%	52	94	17	163
13-1121	Meeting, Convention, and Event Planners	114	132	18	15.8%	4	9	2	15
13-1141	Compensation, Benefits, and Job Analysis Specialists	367	394	27	7.4%	11	22	3	36
13-1151	Training and Development Specialists	253	273	20	7.9%	8	16	2	26
13-1161	Market Research Analysts and Marketing Specialists	452	567	115	25.4%	12	37	12	61
13-1198	Project Management Specialists and Business Operations Specialists, All Other	794	833	39	4.9%	19	40	4	63
13-2011	Accountants and Auditors	2,509	2,752	243	9.7%	73	156	24	253
13-2020	Property Appraisers and Assessors	352	372	20	5.7%	14	13	2	29

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13-2031	Budget Analysts	73	77	4	5.5%	2	4	0	6
13-2041	Credit Analysts	139	143	4	2.9%	2	10	0	12
13-2052	Personal Financial Advisors	128	149	21	16.4%	3	7	2	12
13-2053	Insurance Underwriters	80	79	-1	-1.3%	2	4	0	6
13-2061	Financial Examiners	61	64	3	4.9%	2	3	0	5
13-2072	Loan Officers	738	794	56	7.6%	16	42	6	64
13-2082	Tax Preparers	223	246	23	10.3%	13	13	2	28
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	303	338	35	11.6%	6	18	4	28
15-1211	Computer Systems Analysts	330	363	33	10.0%	7	17	3	27
15-1212	Information Security Analysts	155	213	58	37.4%	3	10	6	19
15-1231	Computer Network Support Specialists	380	409	29	7.6%	7	21	3	31
15-1232	Computer User Support Specialists	628	658	30	4.8%	12	34	3	49
15-1241	Computer Network Architects	163	186	23	14.1%	2	8	2	12
15-1244	Network and Computer Systems Administrators	798	854	56	7.0%	14	39	6	59
15-1245	Database Administrators and Architects	76	81	5	6.6%	2	4	0	6
15-1251	Computer Programmers	145	133	-12	-8.3%	3	6	-1	8
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	958	1,187	229	23.9%	25	53	23	101
15-1257	Web Developers and Digital Interface Designers	134	141	7	5.2%	3	7	1	11
15-1299	Computer Occupations, All Other	147	149	2	1.4%	3	7	0	10
17-1011	Architects, Except Landscape and Naval	50	61	11	22.0%	2	2	1	5
17-1021	Cartographers and Photogrammetrists	79	88	9	11.4%	3	4	1	8
17-1022	Surveyors	58	65	7	12.1%	2	3	1	6
17-2021	Agricultural Engineers	43	46	3	7.0%	1	2	0	3
17-2051	Civil Engineers	614	685	71	11.6%	13	32	7	52
17-2071	Electrical Engineers	112	125	13	11.6%	3	5	1	9
17-2072	Electronics Engineers, Except Computer	61	67	6	9.8%	2	3	1	6
17-2081	Environmental Engineers	50	53	3	6.0%	1	2	0	3
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	40	47	7	17.5%	1	2	1	4
17-2112	Industrial Engineers	392	466	74	18.9%	9	17	7	33
17-2141	Mechanical Engineers	264	303	39	14.8%	5	12	4	21
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	30	34	4	13.3%	1	1	0	2
17-2199	Engineers, All Other	78	82	4	5.1%	2	3	0	5
17-3011	Architectural and Civil Drafters	106	118	12	11.3%	3	7	1	11
17-3013	Mechanical Drafters	112	115	3	2.7%	4	7	0	11
17-3022	Civil Engineering Technicians	225	243	18	8.0%	7	14	2	23
17-3023	Electrical and Electronics Engineering Technicians	69	73	4	5.8%	2	4	0	6
17-3026	Industrial Engineering Technicians	114	125	11	9.7%	4	7	1	12
17-3027	Mechanical Engineering Technicians	85	98	13	15.3%	3	6	1	10
17-3031	Surveying and Mapping Technicians	62	72	10	16.1%	2	6	1	9
19-1011	Animal Scientists	119	139	20	16.8%	3	11	2	16
19-1012	Food Scientists and Technologists	50	59	9	18.0%	1	4	1	6
19-1013	Soil and Plant Scientists	391	456	65	16.6%	9	35	6	50

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19-1022	Microbiologists	38	39	1	2.6%	1	3	0	4
19-1023	Zoologists and Wildlife Biologists	109	113	4	3.7%	2	8	0	10
19-1029	Biological Scientists, All Other	83	85	2	2.4%	1	6	0	7
19-1031	Conservation Scientists	284	295	11	3.9%	6	21	1	28
19-1042	Medical Scientists, Except Epidemiologists	105	129	24	22.9%	2	7	2	11
19-2021	Atmospheric and Space Scientists	47	51	4	8.5%	1	3	0	4
19-2031	Chemists	66	73	7	10.6%	1	5	1	7
19-2041	Environmental Scientists and Specialists, Including Health	148	161	13	8.8%	3	12	1	16
19-2042	Geoscientists, Except Hydrologists and Geographers	42	47	5	11.9%	1	4	0	5
19-3031	Clinical, Counseling, and School Psychologists	135	141	6	4.4%	4	5	1	10
19-3039	Psychologists, All Other	67	70	3	4.5%	2	3	0	5
19-3051	Urban and Regional Planners	138	143	5	3.6%	2	10	0	12
19-3091	Anthropologists and Archeologists	38	40	2	5.3%	1	3	0	4
19-3099	Social Scientists and Related Workers, All Other	50	50	0	0.0%	1	3	0	4
19-4010	Agricultural and Food Science Technicians	422	485	63	14.9%	10	47	6	63
19-4021	Biological Technicians	152	164	12	7.9%	4	16	1	21
19-4031	Chemical Technicians	55	63	8	14.6%	1	5	1	7
19-4042	Environmental Science and Protection Technicians, Including Health	56	61	5	8.9%	2	6	0	8
19-4071	Forest and Conservation Technicians	198	201	3	1.5%	5	19	0	24
19-5011	Occupational Health and Safety Specialists	46	49	3	6.5%	1	2	0	3
21-1012	Educational, Guidance, School, and Vocational Counselors	483	534	51	10.6%	17	30	5	52
21-1013	Marriage and Family Therapists	68	70	2	2.9%	2	4	0	6
21-1015	Rehabilitation Counselors	224	230	6	2.7%	7	13	1	21
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	650	728	78	12.0%	22	41	8	71
21-1021	Child, Family, and School Social Workers	945	987	42	4.4%	27	61	4	92
21-1022	Healthcare Social Workers	272	286	14	5.2%	8	18	1	27
21-1023	Mental Health and Substance Abuse Social Workers	210	222	12	5.7%	6	14	1	21
21-1029	Social Workers, All Other	60	60	0	0.0%	2	4	0	6
21-1091	Health Educators	75	78	3	4.0%	3	5	0	8
21-1093	Social and Human Service Assistants	412	435	23	5.6%	17	32	2	51
21-2011	Clergy	1,221	1,302	81	6.6%	52	73	8	133
21-2021	Directors, Religious Activities and Education	293	313	20	6.8%	12	22	2	36
23-1011	Lawyers	568	633	65	11.4%	13	15	6	34
23-1023	Judges, Magistrate Judges, and Magistrates	56	58	2	3.6%	1	1	0	2
23-2011	Paralegals and Legal Assistants	205	238	33	16.1%	9	15	3	27
23-2093	Title Examiners, Abstractors, and Searchers	63	67	4	6.4%	2	4	0	6
25-1011	Business Teachers, Postsecondary	156	166	10	6.4%	7	8	1	16
25-1021	Computer Science Teachers, Postsecondary	71	78	7	9.9%	3	4	1	8
25-1022	Mathematical Science Teachers, Postsecondary	96	102	6	6.3%	4	5	1	10
25-1042	Biological Science Teachers, Postsecondary	112	126	14	12.5%	5	6	1	12
25-1063	Economics Teachers, Postsecondary	39	42	3	7.7%	2	2	0	4
25-1066	Psychology Teachers, Postsecondary	49	54	5	10.2%	2	2	0	4
25-1067	Sociology Teachers, Postsecondary	33	37	4	12.1%	2	2	0	4

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25-1071	Health Specialties Teachers, Postsecondary	142	175	33	23.2%	7	7	3	17
25-1072	Nursing Instructors and Teachers, Postsecondary	186	232	46	24.7%	9	10	5	24
25-1081	Education Teachers, Postsecondary	134	144	10	7.5%	6	6	1	13
25-1113	Social Work Teachers, Postsecondary	60	65	5	8.3%	3	3	0	6
25-1121	Art, Drama, and Music Teachers, Postsecondary	133	144	11	8.3%	6	6	1	13
25-1122	Communications Teachers, Postsecondary	60	65	5	8.3%	3	3	0	6
25-1123	English Language and Literature Teachers, Postsecondary	108	117	9	8.3%	5	5	1	11
25-1124	Foreign Language and Literature Teachers, Postsecondary	33	35	2	6.1%	2	2	0	4
25-1125	History Teachers, Postsecondary	30	32	2	6.7%	1	1	0	2
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	73	78	5	6.9%	3	4	0	7
25-1194	Vocational Education Teachers, Postsecondary	108	117	9	8.3%	5	5	1	11
25-2011	Preschool Teachers, Except Special Education	607	675	68	11.2%	26	37	7	70
25-2012	Kindergarten Teachers, Except Special Education	383	407	24	6.3%	16	23	2	41
25-2021	Elementary School Teachers, Except Special Education	2,443	2,593	150	6.1%	77	101	15	193
25-2022	Middle School Teachers, Except Special and Career/Technical Education	1,143	1,214	71	6.2%	36	47	7	90
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,844	1,959	115	6.2%	50	77	12	139
25-2032	Career/Technical Education Teachers, Secondary School	174	184	10	5.8%	5	7	1	13
25-2052	Special Education Teachers, Kindergarten and Elementary School	412	437	25	6.1%	14	17	2	33
25-2057	Special Education Teachers, Middle School	159	168	9	5.7%	5	6	1	12
25-2058	Special Education Teachers, Secondary School	265	281	16	6.0%	9	11	2	22
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	183	171	-12	-6.6%	11	10	-1	20
25-3021	Self-Enrichment Education Teachers	106	112	6	5.7%	6	6	1	13
25-3031	Substitute Teachers, Short-Term	706	778	72	10.2%	44	40	7	91
25-3097	Teachers and Instructors, All Other, Except Substitute Teachers	171	181	10	5.9%	10	9	1	20
25-4012	Curators	45	49	4	8.9%	2	3	0	5
25-4022	Librarians and Media Collections Specialists	394	416	22	5.6%	20	18	2	40
25-4031	Library Technicians	390	392	2	0.5%	32	24	0	56
25-9021	Farm and Home Management Advisors	73	75	2	2.7%	4	3	0	7
25-9031	Instructional Coordinators	225	241	16	7.1%	12	10	2	24
25-9044	Teaching Assistants, Postsecondary	406	429	23	5.7%	19	20	2	41
25-9045	Teaching Assistants, Except Postsecondary	2,220	2,354	134	6.0%	102	107	13	222
25-9099	Education, Training, and Library Workers, All Other	58	59	1	1.7%	3	3	0	6
27-1012	Craft Artists	47	51	4	8.5%	2	3	0	5
27-1014	Multimedia Artists and Animators	40	38	-2	-5.0%	2	2	0	4
27-1021	Commercial and Industrial Designers	42	46	4	9.5%	1	3	0	4
27-1023	Floral Designers	185	186	1	0.5%	6	11	0	17
27-1024	Graphic Designers	436	421	-15	-3.4%	13	26	-2	37
27-1025	Interior Designers	148	156	8	5.4%	5	9	1	15
27-1026	Merchandise Displayers and Window Trimmers	220	246	26	11.8%	7	14	3	24
27-2012	Producers and Directors	61	57	-4	-6.6%	1	4	0	5
27-2022	Coaches and Scouts	698	767	69	9.9%	42	59	7	108
27-2032	Choreographers	82	93	11	13.4%	5	9	1	15
27-2090	Miscellaneous Entertainers and Performers, Sports and Related Workers	66	70	4	6.1%	3	4	0	7

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27-3011	Radio and Television Announcers	133	130	-3	-2.3%	5	7	0	12
27-3023	News Analysts, Reporters, and Journalists	120	108	-12	-10.0%	3	9	-1	11
27-3031	Public Relations Specialists	254	274	20	7.9%	7	17	2	26
27-3041	Editors	73	67	-6	-8.2%	2	4	-1	5
27-3042	Technical Writers	56	60	4	7.1%	2	4	0	6
27-3043	Writers and Authors	124	126	2	1.6%	5	7	0	12
27-3091	Interpreters and Translators	161	180	19	11.8%	7	9	2	18
27-4012	Broadcast Technicians	55	56	1	1.8%	1	4	0	5
27-4021	Photographers	181	169	-12	-6.6%	6	10	-1	15
27-4031	Camera Operators, Television, Video, and Motion Picture	32	34	2	6.3%	1	2	0	3
27-4098	Lighting Technicians and Media and Communication Equipment Workers, All Other	30	32	2	6.7%	1	2	0	3
29-1011	Chiropractors	139	157	18	13.0%	2	1	2	5
29-1021	Dentists, General	148	167	19	12.8%	3	1	2	6
29-1031	Dietitians and Nutritionists	108	120	12	11.1%	4	4	1	9
29-1041	Optometrists	90	99	9	10.0%	2	1	1	4
29-1051	Pharmacists	463	473	10	2.2%	9	9	1	19
29-1071	Physician Assistants	194	240	46	23.7%	3	9	5	17
29-1122	Occupational Therapists	158	182	24	15.2%	4	6	2	12
29-1123	Physical Therapists	356	422	66	18.5%	8	8	7	23
29-1126	Respiratory Therapists	97	121	24	24.7%	2	3	2	7
29-1127	Speech-Language Pathologists	197	240	43	21.8%	5	8	4	17
29-1129	Therapists, All Other	30	32	2	6.7%	1	1	0	2
29-1131	Veterinarians	262	274	12	4.6%	4	4	1	9
29-1141	Registered Nurses	4,771	5,148	377	7.9%	132	125	38	295
29-1151	Nurse Anesthetists	113	128	15	13.3%	2	4	2	8
29-1171	Nurse Practitioners	198	301	103	52.0%	5	8	10	23
29-1215	Family Medicine Physicians	127	134	7	5.5%	2	2	1	5
29-1216	General Internal Medicine Physicians	79	78	-1	-1.3%	1	1	0	2
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	177	184	7	4.0%	3	2	1	6
29-1248	Surgeons, Except Ophthalmologists	102	97	-5	-4.9%	2	1	0	3
29-1292	Dental Hygienists	225	255	30	13.3%	9	6	3	18
29-1298	Acupuncturists and Healthcare Diagnosing or Treating Practitioners, All Other	55	57	2	3.6%	2	1	0	3
29-2010	Clinical Laboratory Technologists and Technicians	423	459	36	8.5%	11	16	4	31
29-2031	Cardiovascular Technologists and Technicians	66	76	10	15.2%	2	3	1	6
29-2032	Diagnostic Medical Sonographers	86	102	16	18.6%	3	4	2	9
29-2033	Nuclear Medicine Technologists	43	47	4	9.3%	1	2	0	3
29-2034	Radiologic Technologists	309	339	30	9.7%	9	14	3	26
29-2035	Magnetic Resonance Imaging Technologists	39	41	2	5.1%	1	2	0	3
29-2040	Emergency Medical Technicians and Paramedics	482	531	49	10.2%	9	24	5	38
29-2052	Pharmacy Technicians	493	537	44	8.9%	14	22	4	40
29-2055	Surgical Technologists	243	270	27	11.1%	7	11	3	21
29-2056	Veterinary Technologists and Technicians	124	128	4	3.2%	3	5	0	8
29-2057	Ophthalmic Medical Technicians	59	70	11	18.6%	2	3	1	6

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29-2061	Licensed Practical and Licensed Vocational Nurses	907	939	32	3.5%	31	38	3	72
29-2081	Opticians, Dispensing	227	251	24	10.6%	10	8	2	20
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	446	472	26	5.8%	12	20	3	35
29-9091	Athletic Trainers	68	81	13	19.1%	2	3	1	6
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, & Healthcare Practitioners, AO	70	79	9	12.9%	2	3	1	6
31-1120	Home Health and Personal Care Aides	1,554	1,817	263	16.9%	108	95	26	229
31-1131	Nursing Assistants	2,988	3,108	120	4.0%	195	173	12	380
31-2011	Occupational Therapy Assistants	43	56	13	30.2%	2	4	1	7
31-2021	Physical Therapist Assistants	114	153	39	34.2%	6	10	4	20
31-9011	Massage Therapists	99	116	17	17.2%	6	6	2	14
31-9091	Dental Assistants	371	413	42	11.3%	18	28	4	50
31-9092	Medical Assistants	356	411	55	15.5%	16	29	6	51
31-9093	Medical Equipment Preparers	79	91	12	15.2%	5	6	1	12
31-9094	Medical Transcriptionists	169	140	-29	-17.2%	8	13	-3	18
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	73	77	4	5.5%	4	8	0	12
31-9097	Phlebotomists	134	168	34	25.4%	6	11	3	20
31-9099	Healthcare Support Workers, All Other	68	69	1	1.5%	4	4	0	8
33-1011	First-Line Supervisors of Correctional Officers	35	37	2	5.7%	1	2	0	3
33-1012	First-Line Supervisors of Police and Detectives	114	118	4	3.5%	3	5	0	8
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	68	71	3	4.4%	2	3	0	5
33-1090	Miscellaneous First-Line Supervisors, Protective Service Workers	58	61	3	5.2%	2	4	0	6
33-2011	Firefighters	439	453	14	3.2%	10	23	1	34
33-3012	Correctional Officers and Jailers	1,016	1,054	38	3.7%	39	56	4	99
33-3021	Detectives and Criminal Investigators	154	159	5	3.3%	4	7	0	11
33-3031	Fish and Game Wardens	95	98	3	3.2%	5	5	0	10
33-3051	Police and Sheriff's Patrol Officers	1,343	1,405	62	4.6%	34	70	6	110
33-9011	Animal Control Workers	32	34	2	6.3%	1	2	0	3
33-9031	Gaming Surveillance Officers and Gaming Investigators	42	52	10	23.8%	2	4	1	7
33-9032	Security Guards	524	557	33	6.3%	29	42	3	74
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	353	383	30	8.5%	51	41	3	95
33-9093	Transportation Security Screeners	34	35	1	2.9%	1	2	0	3
35-1011	Chefs and Head Cooks	65	78	13	20.0%	2	7	1	10
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	866	991	125	14.4%	41	95	12	148
35-2011	Cooks, Fast Food	797	749	-48	-6.0%	46	66	-5	107
35-2012	Cooks, Institution and Cafeteria	1,170	1,252	82	7.0%	71	104	8	183
35-2013	Cooks, Private Household	302	335	33	10.9%	19	27	3	49
35-2014	Cooks, Restaurant	619	884	265	42.8%	44	64	26	134
35-2015	Cooks, Short Order	645	694	49	7.6%	39	57	5	101
35-2021	Food Preparation Workers	1,287	1,312	25	1.9%	102	120	2	224
35-3011	Bartenders	1,649	1,941	292	17.7%	81	218	29	328
35-3023	Fast Food and Counter Workers	5,479	6,197	718	13.1%	566	617	72	1,255

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SOC Code	SOC Title	2020 Employment	2030 Employment	Numeric Change	Percent Change	Average Annual Openings			
						Due to Exits	Due to Transfers	Due to Annual Change	Total Openings
35-3031	Waiters and Waitresses	2,570	2,945	375	14.6%	202	329	38	569
35-3041	Food Servers, Nonrestaurant	49	55	6	12.2%	4	4	1	9
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	1,299	1,443	144	11.1%	118	119	14	251
35-9021	Dishwashers	717	819	102	14.2%	58	64	10	132
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	275	329	54	19.6%	36	34	5	75
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	393	431	38	9.7%	18	28	4	50
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	170	186	16	9.4%	6	13	2	21
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,371	4,757	386	8.8%	285	320	39	644
37-2012	Maids and Housekeeping Cleaners	2,535	2,868	333	13.1%	184	174	33	391
37-2021	Pest Control Workers	40	48	8	20.0%	1	5	1	7
37-3011	Landscaping and Groundskeeping Workers	1,704	1,892	188	11.0%	77	154	19	250
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	501	550	49	9.8%	23	45	5	73
39-1013	First-Line Supervisors of Gambling Services Workers	36	45	9	25.0%	2	3	1	6
39-1098	First-Line Supervisors of Personal Service & Entertainment and Recreation Workers, Exc Gambling Services	190	202	12	6.3%	7	14	1	22
39-2021	Nonfarm Animal Caretakers	487	542	55	11.3%	33	43	6	82
39-3011	Gaming Dealers	73	93	20	27.4%	4	8	2	14
39-3012	Gaming and Sports Book Writers and Runners	49	63	14	28.6%	3	5	1	9
39-3031	Ushers, Lobby Attendants, and Ticket Takers	173	189	16	9.3%	23	18	2	43
39-3091	Amusement and Recreation Attendants	837	905	68	8.1%	85	98	7	190
39-4021	Funeral Attendants	117	128	11	9.4%	7	9	1	17
39-4031	Morticians, Undertakers, and Funeral Directors	72	80	8	11.1%	4	5	1	10
39-5012	Hairdressers, Hairstylists, and Cosmetologists	545	577	32	5.9%	30	31	3	64
39-7010	Tour and Travel Guides	173	205	32	18.5%	12	18	3	33
39-9011	Childcare Workers	1,917	2,021	104	5.4%	132	138	10	280
39-9031	Fitness Trainers and Aerobics Instructors	638	751	113	17.7%	41	66	11	118
39-9032	Recreation Workers	401	418	17	4.2%	24	39	2	65
39-9041	Residential Advisors	1,063	1,095	32	3.0%	54	97	3	154
41-1011	First-Line Supervisors of Retail Sales Workers	2,105	2,244	139	6.6%	77	151	14	242
41-1012	First-Line Supervisors of Non-Retail Sales Workers	426	456	30	7.0%	13	26	3	42
41-2011	Cashiers	5,956	6,102	146	2.5%	513	577	15	1,105
41-2012	Gaming Change Persons and Booth Cashiers	74	89	15	20.3%	7	8	2	17
41-2021	Counter and Rental Clerks	219	229	10	4.6%	10	15	1	26
41-2022	Parts Salespersons	710	778	68	9.6%	31	57	7	95
41-2031	Retail Salespersons	5,287	5,625	338	6.4%	305	451	34	790
41-3011	Advertising Sales Agents	207	197	-10	-4.8%	6	19	-1	24
41-3021	Insurance Sales Agents	995	1,114	119	12.0%	35	59	12	106
41-3031	Securities, Commodities, and Financial Services Sales Agents	217	241	24	11.1%	5	14	2	21
41-3041	Travel Agents	48	43	-5	-10.4%	2	3	0	5
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	220	232	12	5.5%	6	20	1	27
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	741	832	91	12.3%	23	53	9	85

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SOC Code	SOC Title	2020 Employment	2030 Employment	Numeric Change	Percent Change	Average Annual Openings			
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41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,410	2,668	258	10.7%	75	172	26	273
41-9022	Real Estate Sales Agents	307	331	24	7.8%	13	14	2	29
41-9041	Telemarketers	64	50	-14	-21.9%	3	6	-1	8
41-9099	Sales and Related Workers, All Other	128	137	9	7.0%	6	11	1	18
43-1011	First-Line Supervisors of Office and Administrative Support Workers	722	729	7	1.0%	27	44	1	72
43-3011	Bill and Account Collectors	539	488	-51	-9.5%	19	36	-5	50
43-3021	Billing and Posting Clerks	240	250	10	4.2%	10	15	1	26
43-3031	Bookkeeping, Accounting, and Auditing Clerks	5,383	5,430	47	0.9%	317	276	5	598
43-3041	Gaming Cage Workers	57	72	15	26.3%	2	5	2	9
43-3051	Payroll and Timekeeping Clerks	149	137	-12	-8.1%	7	8	-1	14
43-3061	Procurement Clerks	62	63	1	1.6%	2	4	0	6
43-3071	Tellers	667	609	-58	-8.7%	26	40	-6	60
43-4011	Brokerage Clerks	88	85	-3	-3.4%	4	6	0	10
43-4021	Correspondence Clerks	52	54	2	3.9%	2	3	0	5
43-4031	Court, Municipal, and License Clerks	630	654	24	3.8%	31	32	2	65
43-4041	Credit Authorizers, Checkers, and Clerks	51	52	1	2.0%	2	3	0	5
43-4051	Customer Service Representatives	3,280	3,337	57	1.7%	156	260	6	422
43-4061	Eligibility Interviewers, Government Programs	380	389	9	2.4%	14	20	1	35
43-4081	Hotel, Motel, and Resort Desk Clerks	924	1,115	191	20.7%	59	108	19	186
43-4111	Interviewers, Except Eligibility and Loan	182	175	-7	-3.9%	10	12	-1	21
43-4131	Loan Interviewers and Clerks	627	649	22	3.5%	18	38	2	58
43-4151	Order Clerks	126	113	-13	-10.3%	5	8	-1	12
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	94	93	-1	-1.1%	4	6	0	10
43-4171	Receptionists and Information Clerks	2,574	2,638	64	2.5%	145	180	6	331
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	38	43	5	13.2%	2	3	0	5
43-4199	Information and Record Clerks, All Other	196	199	3	1.5%	8	13	0	21
43-5011	Cargo and Freight Agents	65	69	4	6.2%	3	4	0	7
43-5021	Couriers and Messengers	79	83	4	5.1%	3	4	0	7
43-5031	Police, Fire, and Ambulance Dispatchers	293	308	15	5.1%	11	17	2	30
43-5032	Dispatchers, Except Police, Fire, and Ambulance	212	219	7	3.3%	8	12	1	21
43-5051	Postal Service Clerks	216	211	-5	-2.3%	10	8	0	18
43-5052	Postal Service Mail Carriers	479	467	-12	-2.5%	16	17	-1	32
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	135	125	-10	-7.4%	7	4	-1	10
43-5061	Production, Planning, and Expediting Clerks	323	349	26	8.1%	12	22	3	37
43-5071	Shipping, Receiving, and Traffic Clerks	1,037	1,035	-2	-0.2%	38	61	0	99
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	213	238	25	11.7%	8	13	2	23
43-6011	Executive Secretaries and Executive Administrative Assistants	1,388	1,216	-172	-12.4%	66	73	-17	122
43-6012	Legal Secretaries	359	317	-42	-11.7%	17	19	-4	32
43-6013	Medical Secretaries	40	41	1	2.5%	2	2	0	4
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,092	2,936	-156	-5.1%	153	168	-16	305
43-9041	Insurance Claims and Policy Processing Clerks	272	279	7	2.6%	10	16	1	27
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	107	100	-7	-6.5%	5	6	-1	10

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43-9061	Office Clerks, General	1,759	1,731	-28	-1.6%	95	104	-3	196
43-9071	Office Machine Operators, Except Computer	49	42	-7	-14.3%	2	3	-1	4
43-9199	Office and Administrative Support Workers, All Other	54	58	4	7.4%	2	4	0	6
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	486	539	53	10.9%	19	53	5	77
45-2011	Agricultural Inspectors	122	127	5	4.1%	6	14	0	20
45-2041	Graders and Sorters, Agricultural Products	332	328	-4	-1.2%	13	36	0	49
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,592	1,715	123	7.7%	70	189	12	271
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	2,936	2,687	-249	-8.5%	119	321	-25	415
45-4011	Forest and Conservation Workers	571	598	27	4.7%	26	63	3	92
45-4022	Logging Equipment Operators	100	108	8	8.0%	4	12	1	17
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	891	975	84	9.4%	26	60	8	94
47-2011	Boilermakers	36	37	1	2.8%	1	3	0	4
47-2021	Brickmasons and Blockmasons	89	88	-1	-1.1%	3	5	0	8
47-2031	Carpenters	2,754	2,945	191	6.9%	83	178	19	280
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	52	60	8	15.4%	2	3	1	6
47-2044	Tile and Marble Setters	292	339	47	16.1%	8	18	5	31
47-2051	Cement Masons and Concrete Finishers	709	748	39	5.5%	18	48	4	70
47-2061	Construction Laborers	950	1,048	98	10.3%	30	68	10	108
47-2071	Paving, Surfacing, and Tamping Equipment Operators	93	99	6	6.5%	3	7	1	11
47-2073	Operating Engineers and Other Construction Equipment Operators	1,024	1,118	94	9.2%	35	77	9	121
47-2081	Drywall and Ceiling Tile Installers	121	128	7	5.8%	3	7	1	11
47-2111	Electricians	1,066	1,195	129	12.1%	33	83	13	129
47-2121	Glaziers	72	80	8	11.1%	2	6	1	9
47-2141	Painters, Construction and Maintenance	335	356	21	6.3%	10	19	2	31
47-2151	Pipelayers	100	101	1	1.0%	3	7	0	10
47-2152	Plumbers, Pipefitters, and Steamfitters	699	759	60	8.6%	21	52	6	79
47-2161	Plasterers and Stucco Masons	37	41	4	10.8%	1	2	0	3
47-2181	Roofers	228	256	28	12.3%	6	17	3	26
47-2211	Sheet Metal Workers	75	79	4	5.3%	2	5	0	7
47-2221	Structural Iron and Steel Workers	435	492	57	13.1%	12	36	6	54
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	41	41	0	0.0%	1	4	0	5
47-3012	Helpers--Carpenters	83	89	6	7.2%	2	8	1	11
47-3013	Helpers--Electricians	78	82	4	5.1%	2	7	0	9
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	64	71	7	10.9%	2	6	1	9
47-4011	Construction and Building Inspectors	150	159	9	6.0%	8	9	1	18
47-4051	Highway Maintenance Workers	1,306	1,362	56	4.3%	52	84	6	142
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	40	43	3	7.5%	1	3	0	4
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	310	324	14	4.5%	10	27	1	38
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	520	557	37	7.1%	16	32	4	52
49-2011	Computer, Automated Teller, and Office Machine Repairers	91	93	2	2.2%	3	7	0	10
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	132	152	20	15.2%	5	11	2	18
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	195	201	6	3.1%	6	10	1	17
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	45	44	-1	-2.2%	2	3	0	5

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49-2098	Security and Fire Alarm Systems Installers	70	75	5	7.1%	2	6	0	8
49-3011	Aircraft Mechanics and Service Technicians	77	82	5	6.5%	2	4	0	6
49-3021	Automotive Body and Related Repairers	385	410	25	6.5%	13	24	2	39
49-3023	Automotive Service Technicians and Mechanics	1,079	1,130	51	4.7%	33	75	5	113
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	463	493	30	6.5%	14	30	3	47
49-3041	Farm Equipment Mechanics and Service Technicians	756	867	111	14.7%	24	55	11	90
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	339	399	60	17.7%	11	25	6	42
49-3052	Motorcycle Mechanics	75	82	7	9.3%	3	5	1	9
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	45	50	5	11.1%	2	3	0	5
49-3092	Recreational Vehicle Service Technicians	42	50	8	19.1%	1	4	1	6
49-3093	Tire Repairers and Changers	229	252	23	10.0%	7	20	2	29
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	144	153	9	6.3%	3	8	1	12
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	486	526	40	8.2%	13	34	4	51
49-9031	Home Appliance Repairers	36	38	2	5.6%	1	2	0	3
49-9041	Industrial Machinery Mechanics	728	952	224	30.8%	26	45	22	93
49-9043	Maintenance Workers, Machinery	33	39	6	18.2%	1	2	1	4
49-9044	Millwrights	40	45	5	12.5%	1	2	0	3
49-9051	Electrical Power-Line Installers and Repairers	449	471	22	4.9%	9	31	2	42
49-9052	Telecommunications Line Installers and Repairers	135	159	24	17.8%	3	12	2	17
49-9062	Medical Equipment Repairers	130	144	14	10.8%	6	8	1	15
49-9071	Maintenance and Repair Workers, General	1,640	1,802	162	9.9%	61	100	16	177
49-9081	Wind Turbine Service Technicians	164	286	122	74.4%	8	15	12	35
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	83	87	4	4.8%	4	6	0	10
49-9099	Installation, Maintenance, and Repair Workers, All Other	97	102	5	5.2%	4	7	0	11
51-1011	First-Line Supervisors of Production and Operating Workers	862	965	103	12.0%	28	61	10	99
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	1,059	1,136	77	7.3%	44	70	8	122
51-2031	Engine and Other Machine Assemblers	347	328	-19	-5.5%	12	25	-2	35
51-2041	Structural Metal Fabricators and Fitters	110	104	-6	-5.5%	2	8	-1	9
51-2051	Fiberglass Laminators and Fabricators	354	387	33	9.3%	14	26	3	43
51-2090	Miscellaneous Assemblers and Fabricators	2,718	2,568	-150	-5.5%	101	189	-15	275
51-3011	Bakers	187	195	8	4.3%	11	14	1	26
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,129	1,284	155	13.7%	49	90	16	155
51-3023	Slaughterers and Meat Packers	404	466	62	15.4%	18	32	6	56
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	68	78	10	14.7%	3	5	1	9
51-3092	Food Batchmakers	365	400	35	9.6%	18	28	4	50
51-3093	Food Cooking Machine Operators and Tenders	117	130	13	11.1%	9	12	1	22
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	100	104	4	4.0%	4	6	0	10
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	38	37	-1	-2.6%	1	2	0	3
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	88	89	1	1.1%	3	6	0	9
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	505	530	25	5.0%	16	36	2	54

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51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	154	155	1	0.7%	7	11	0	18
51-4041	Machinists	544	622	78	14.3%	20	40	8	68
51-4051	Metal-Refining Furnace Operators and Tenders	40	40	0	0.0%	1	3	0	4
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	312	328	16	5.1%	10	22	2	34
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	127	146	19	15.0%	4	9	2	15
51-4111	Tool and Die Makers	73	81	8	11.0%	3	5	1	9
51-4121	Welders, Cutters, Solderers, and Brazers	1,727	2,016	289	16.7%	49	148	29	226
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	284	306	22	7.8%	8	23	2	33
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	34	34	0	0.0%	1	2	0	3
51-5112	Printing Press Operators	202	197	-5	-2.5%	7	14	0	21
51-5113	Print Binding and Finishing Workers	49	45	-4	-8.2%	2	3	0	5
51-6011	Laundry and Dry-Cleaning Workers	367	398	31	8.5%	25	26	3	54
51-6031	Sewing Machine Operators	238	256	18	7.6%	15	13	2	30
51-7011	Cabinetmakers and Bench Carpenters	260	287	27	10.4%	10	15	3	28
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	76	84	8	10.5%	3	6	1	10
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	280	308	28	10.0%	9	21	3	33
51-8013	Power Plant Operators	42	36	-6	-14.3%	1	3	-1	3
51-8021	Stationary Engineers and Boiler Operators	60	64	4	6.7%	3	4	0	7
51-8031	Water and Wastewater Treatment Plant and System Operators	570	598	28	4.9%	16	36	3	55
51-8091	Chemical Plant and System Operators	38	42	4	10.5%	1	3	0	4
51-9011	Chemical Equipment Operators and Tenders	327	344	17	5.2%	7	26	2	35
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	275	297	22	8.0%	6	22	2	30
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	114	121	7	6.1%	4	9	1	14
51-9022	Grinding and Polishing Workers, Hand	43	37	-6	-14.0%	1	3	-1	3
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	281	316	35	12.5%	10	22	4	36
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	522	548	26	5.0%	24	41	3	68
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	293	322	29	9.9%	8	23	3	34
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	483	466	-17	-3.5%	18	38	-2	54
51-9071	Jewelers and Precious Stone and Metal Workers	44	43	-1	-2.3%	2	3	0	5
51-9081	Dental Laboratory Technicians	84	98	14	16.7%	4	7	1	12
51-9082	Medical Appliance Technicians	37	44	7	18.9%	2	3	1	6
51-9111	Packaging and Filling Machine Operators and Tenders	807	882	75	9.3%	35	56	8	99
51-9123	Painting, Coating, and Decorating Workers	87	95	8	9.2%	2	6	1	9
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	1,000	1,149	149	14.9%	30	77	15	122
51-9161	Computer Numerically Controlled Tool Operators	432	451	19	4.4%	15	33	2	50
51-9162	Computer Numerically Controlled Tool Programmers	83	109	26	31.3%	3	7	3	13
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	59	66	7	11.9%	2	5	1	8
51-9196	Paper Goods Machine Setters, Operators, and Tenders	122	123	1	0.8%	6	8	0	14

Balance of State Area Occupational Employment Projections 2020-2030

SOC Code	SOC Title	2020 Employment	2030 Employment	Numeric Change	Percent Change	Average Annual Openings			
						Due to Exits	Due to Transfers	Due to Annual Change	Total Openings
53-1047	FirstLine Supervisors of Transportation & Material Moving Workers, Exc Aircraft Cargo Handling Supervisor	561	615	54	9.6%	22	41	5	68
53-2012	Commercial Pilots	126	153	27	21.4%	5	10	3	18
53-3031	Driver/Sales Workers	634	732	98	15.5%	28	46	10	84
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,795	4,159	364	9.6%	163	270	36	469
53-3033	Light Truck or Delivery Services Drivers	1,369	1,539	170	12.4%	60	99	17	176
53-3052	Bus Drivers, Transit and Intercity	199	216	17	8.5%	14	10	2	26
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	985	1,030	45	4.6%	66	50	4	120
53-3099	Motor Vehicle Operators, All Other	38	38	0	0.0%	4	2	0	6
53-4011	Locomotive Engineers	116	116	0	0.0%	3	8	0	11
53-4031	Railroad Conductors and Yardmasters	78	81	3	3.9%	2	5	0	7
53-6021	Parking Lot Attendants	59	63	4	6.8%	3	6	0	9
53-6031	Automotive and Watercraft Service Attendants	231	251	20	8.7%	11	21	2	34
53-6051	Transportation Inspectors	46	46	0	0.0%	2	3	0	5
53-7011	Conveyor Operators and Tenders	412	452	40	9.7%	13	37	4	54
53-7051	Industrial Truck and Tractor Operators	925	1,036	111	12.0%	30	75	11	116
53-7061	Cleaners of Vehicles and Equipment	489	537	48	9.8%	25	46	5	76
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,798	3,115	317	11.3%	129	257	32	418
53-7063	Machine Feeders and Offbearers	200	220	20	10.0%	12	15	2	29
53-7064	Packers and Packagers, Hand	862	852	-10	-1.2%	49	69	-1	117
53-7065	Stockers and Order Fillers	3,435	3,883	448	13.0%	208	357	45	610
53-7081	Refuse and Recyclable Material Collectors	224	243	19	8.5%	10	21	2	33

Notes: SOC - Standard Occupational Classification System

[Click here for descriptions of SOC occupations by code.](#)

The South Dakota Balance of State Area includes the South Dakota counties of Aurora, Beadle, Bennett, Bon Homme, Brookings, Brown, Brule, Buffalo, Butte, Campbell, Charles Mix, Clark, Clay, Codington, Corson, Davison, Day, Deuel, Dewey, Douglas, Edmunds, Fall River, Faulk, Grant, Gregory, Haakon, Hamlin, Hand, Hanson, Harding, Hughes, Hutchinson, Hyde, Jackson, Jerauld, Jones, Kingsbury, Lake, Lawrence, Lyman, Marshall, McPherson, Mellette, Miner, Moody, Oglala Lakota, Perkins, Potter, Roberts, Sanborn, Spink, Stanley, Sully, Todd, Tripp, Union, Walworth, Yankton and Ziebach.

Data is preliminary and subject to revision.

Data for occupations with fewer than 30 workers in 2020 not included.

Data presented for occupations will not sum to totals due to rounding and non-publishable data for additional occupations included in totals. Demand data is the summation of job openings estimated due to projected employment growth and job openings projected to be created due to the separation of current workers. Separation of workers is estimated by multiplying occupational employment estimates by national separation rates supplied by the U.S. Bureau of Labor Statistics (BLS). These rates estimate the number of job openings, by occupation, which will be attributed to workers exiting, transferring and changing occupations all together. Average annual demand data are calculated by dividing by ten, the number of years in the projection period.

For more information, see https://dlr.sd.gov/lmic/projections_technical_notes.aspx

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