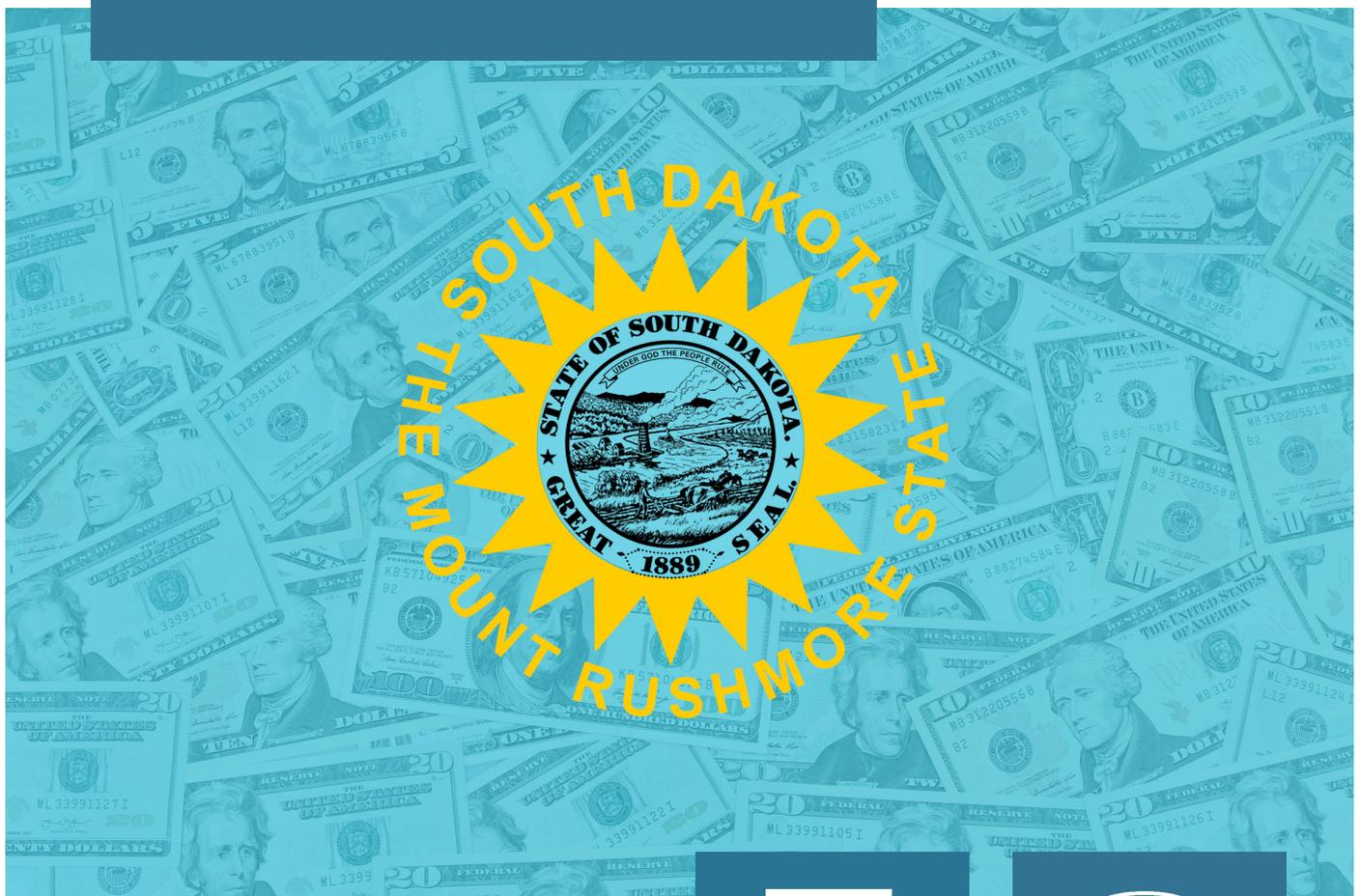


SOUTH DAKOTA WORKFORCE REPORT

2023



SOUTH DAKOTA
DEPT. OF **LABOR**
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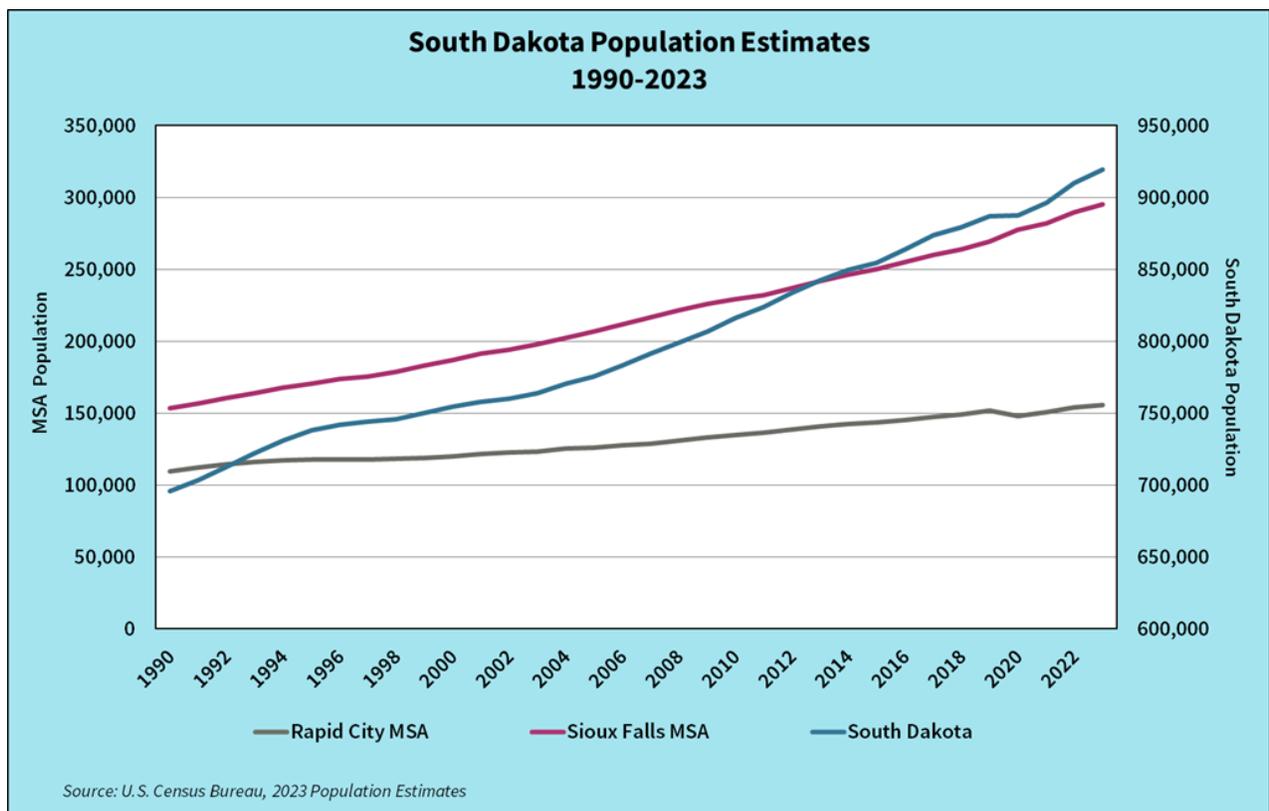
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POPULATION AND WORKFORCE DEMOGRAPHICS

South Dakota's population has been steadily increasing since 1990, growing by more than 223,000 (32.1%) between 1990 and 2023. According to estimates published by the U.S. Census Bureau, our population of 919,300 in 2023

was an increase of 76,600 or 9.1% over the last decade between 2013 and 2023 which exceeded the U.S. population increase of 6.0% over the same time period.



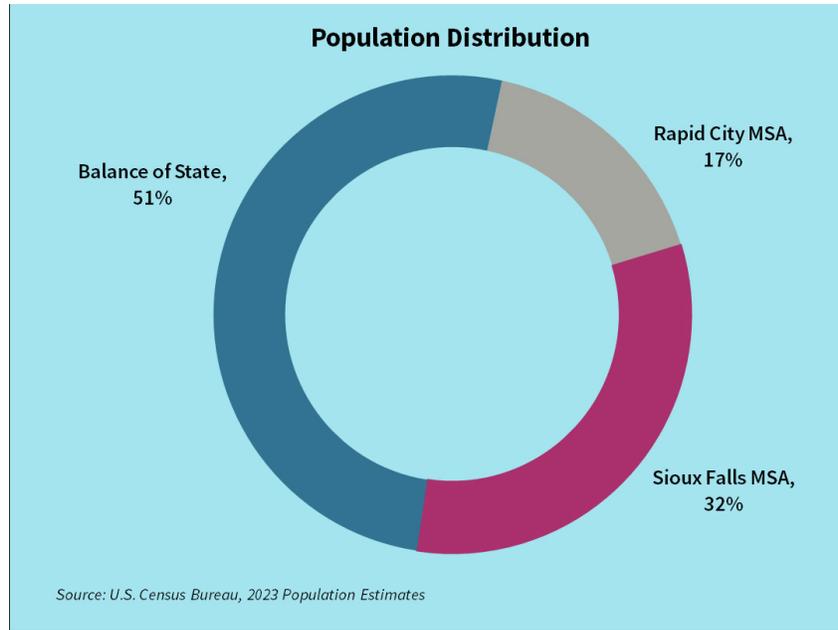
The largest growth has taken place in our two Metropolitan Statistical Areas (MSAs), Rapid City and Sioux Falls. Population in those two metro areas increased by 10.8% and 22.0%, respectively, over the last 10 years. The Sioux Falls MSA has had the largest and fastest growth of the MSAs, increasing by 92.2% or 141,500 since 1990.

Nearly half of South Dakota's population 451,000 (49.0%) resides in either the Sioux Falls or Rapid City MSA.

South Dakota Population Estimates (as of July 1 each year)

	2022	2023
South Dakota	909,900	919,300
Rapid City MSA	154,000	156,000
Sioux Falls MSA	289,500	295,000

Source: 2023 population estimates, U.S. Census Bureau



POPULATION BY RACE

The 2023 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 (86.2%), followed by

American Indian, and Alaskan (10.4%). Regarding ethnicity, 5.1% of South Dakota's population is Hispanic or Latino, an increase from 4.7% in 2022.

South Dakota Population by Race and Ethnicity 2023		
	Number	Percent
Total population	919,318	100.0%
White	792,716	86.2%
Black or African American	30,894	3.4%
American Indian and Alaska Native	95,261	10.4%
Asian	20,244	2.2%
Native Hawaiian and Other Pacific Islander	1,316	0.1%
Some other race	38,468	4.2%
Hispanic or Latino (of any race)	46,519	5.1%

Source: 2023 American Community Survey, U.S. Census Bureau

LANGUAGE SPOKEN

Data available from the 2023 American Community Survey (ACS) for the linguistics of our state population show a large majority of state residents (93.0%) speak only English. Approximately 60,800 residents of have the

ability to speak another language with Spanish being the most widely used after English at 2.9%. Nearly 10,600 (1.2%) struggle with language barriers speaking English ‘not well’ or ‘not well at all’.

Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over 2023					
Language Spoken	5 to 17 Years	18 to 64 Years	65+ Years	Total	Percent of Total
Total	5 to 17 years	18 to 64 years	65+ years	Total	Percent of total
Speak only English	163,921	530,925	169,586	864,432	100.0%
Speak Spanish:	152,303	488,994	162,293	803,590	93.0%
Speak English “very well”	4,950	18,244	2,186	25,380	2.9%
Speak English “well”	3,652	9,287	1,331	14,270	1.7%
Speak English “not well”	1,057	3,959	148	5,164	0.6%
Speak English “not at all”	241	3,344	612	4,197	0.5%
Speak other Indo-European languages:	0	1,654	95	1,749	0.2%
Speak English “very well”	945	7,577	2,610	11,132	1.3%
Speak English “well”	839	5,665	1,864	8,368	1.0%
Speak English “not well”	106	673	609	1,388	0.2%
Speak English “not at all”	0	1,164	108	1,272	0.1%
Speak Asian and Pacific Island languages:	0	75	29	104	0.0%
Speak English “very well”	1,913	5,213	428	7,554	0.9%
Speak English “well”	1,612	2,539	269	4,420	0.5%
Speak English “not well”	205	1,461	101	1,767	0.2%
Speak English “not at all”	96	915	0	1,011	0.1%
Speak other languages:	0	298	58	356	0.0%
Speak English “very well”	3,810	10,897	2,069	16,776	1.9%
Speak English “well”	2,910	8,262	1,600	12,772	1.5%
Speak English “not well”	254	1,396	415	2,065	0.2%
Speak English “not at all”	646	1,088	54	1,788	0.2%

Source: 2023 American Community Survey, U.S. Census Bureau

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.

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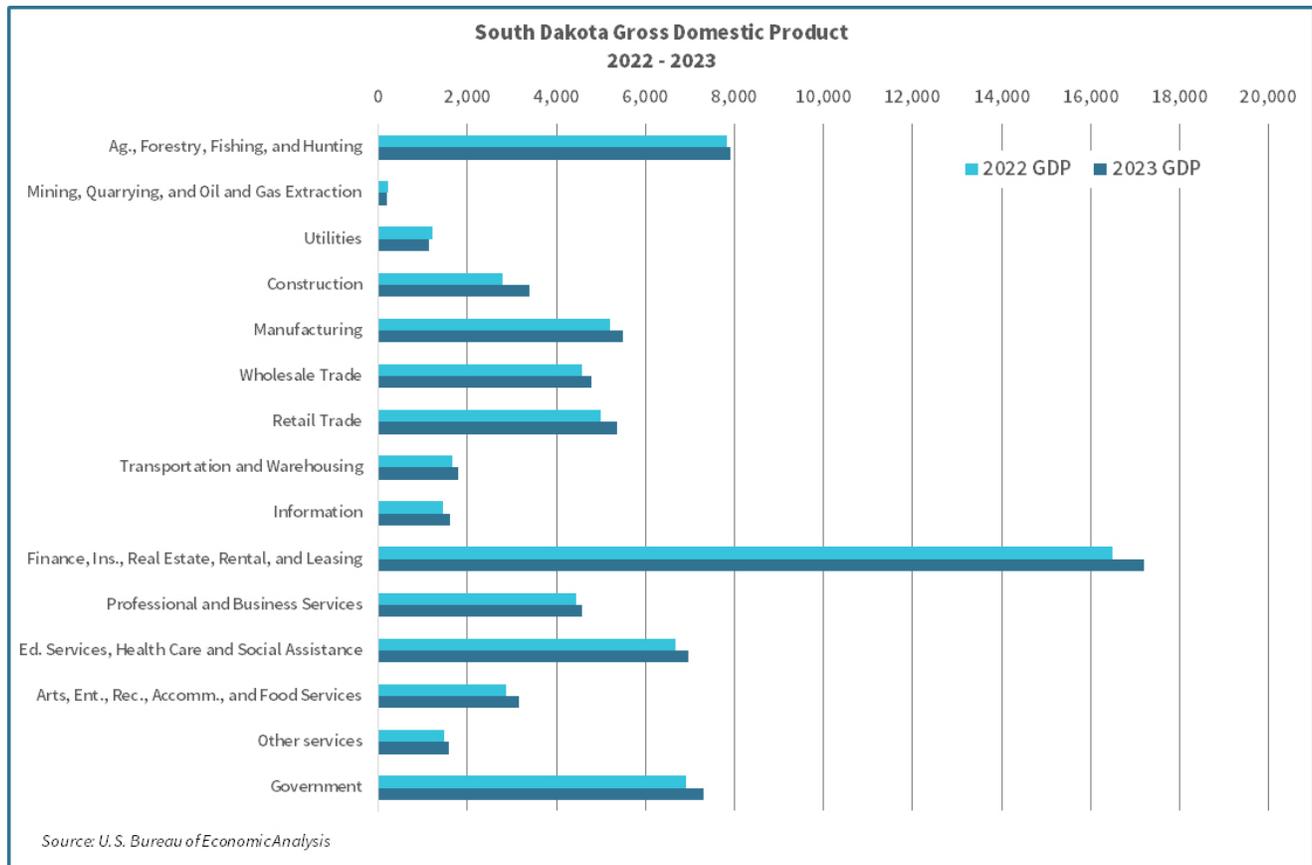
GROSS DOMESTIC PRODUCT

Analysis of the change in South Dakota GDP data from 2022 to 2023 reflects an overall growth (all industry total) of 5.3%, which is lower than the previous year's growth of 9.9%.

All but two of the 14 industry sectors showed GDP growth between 2022 and 2023. The two industry sectors with declines in GDP were Mining, Quarrying, and Oil and Gas Extraction (-20.4%), and Utilities (-6.7%).

The three industry sectors where the most growth occurred were Construction (22.0%), Information

(11.3%), and Arts, Entertainment, Recreation, Accommodation, and Food Services (10.3%). Total GDP has increased by 15.7% since 2021 with the largest increases in the Agriculture, Forestry, Fishing, and Hunting (40.4%), Construction (31.5%), and Arts, Entertainment, Recreation, Accommodation, and Food Services (40.7%) industry sectors.



South Dakota Gross Domestic Product (GDP) by Industry Sector

(Millions of Dollars)

Industry	2021 GDP	2022 GDP	2023 GDP	Change from 2021- 2022	Change from 2022- 2023
All Industry Total	62,607	68,782	72,421	9.9%	5.3%
Private Industries	56,026	61,883	65,118	10.5%	5.2%
Agriculture, Forestry, Fishing and Hunting	5,642	7,841	7,920	39.0%	1.0%
Mining, Quarrying and Oil and Gas Extraction	197	229	182	16.0%	-20.4%
Utilities	1,111	1,216	1,134	9.4%	-6.7%
Construction	2,580	2,781	3,392	7.8%	22.0%
Manufacturing	4,808	5,193	5,483	8.0%	5.6%
Wholesale Trade	4,215	4,567	4,787	8.4%	4.8%
Retail Trade	4,689	4,996	5,361	6.5%	7.3%
Transportation and Warehousing	1,481	1,665	1,795	12.4%	7.8%
Information	1,393	1,456	1,620	4.5%	11.3%
Finance, Insurance, Real Estate, Rental and Leasing	15,967	16,494	17,186	3.3%	4.2%
Professional and Business Services	3,915	4,457	4,572	13.8%	2.6%
Educational Services, Health Care and Social Assistance	6,463	6,666	6,953	3.1%	4.3%
Arts, Entertainment, Recreation, Accommodation and Food Services	2,240	2,857	3,152	27.5%	10.3%
Other services, except Government	1,327	1,467	1,581	10.6%	7.8%
Government	6,582	6,899	7,303	4.8%	5.8%

Note: NAICS Industry detail is based on the 2012 North American Industry Classification System (NAICS).

Last updated March 23, 2024, reflecting Census Bureau midyear population estimates available as of December 2023.

Source: U.S. Bureau of Economic Analysis

The labor force participation rate is an indicator of an economy's active workforce. It represents the number of people in the labor force as a percentage of the civilian noninstitutional population 16 and older (or the total potential workforce). In other words, the participation rate is the percentage of the population that is either working or actively looking for work.

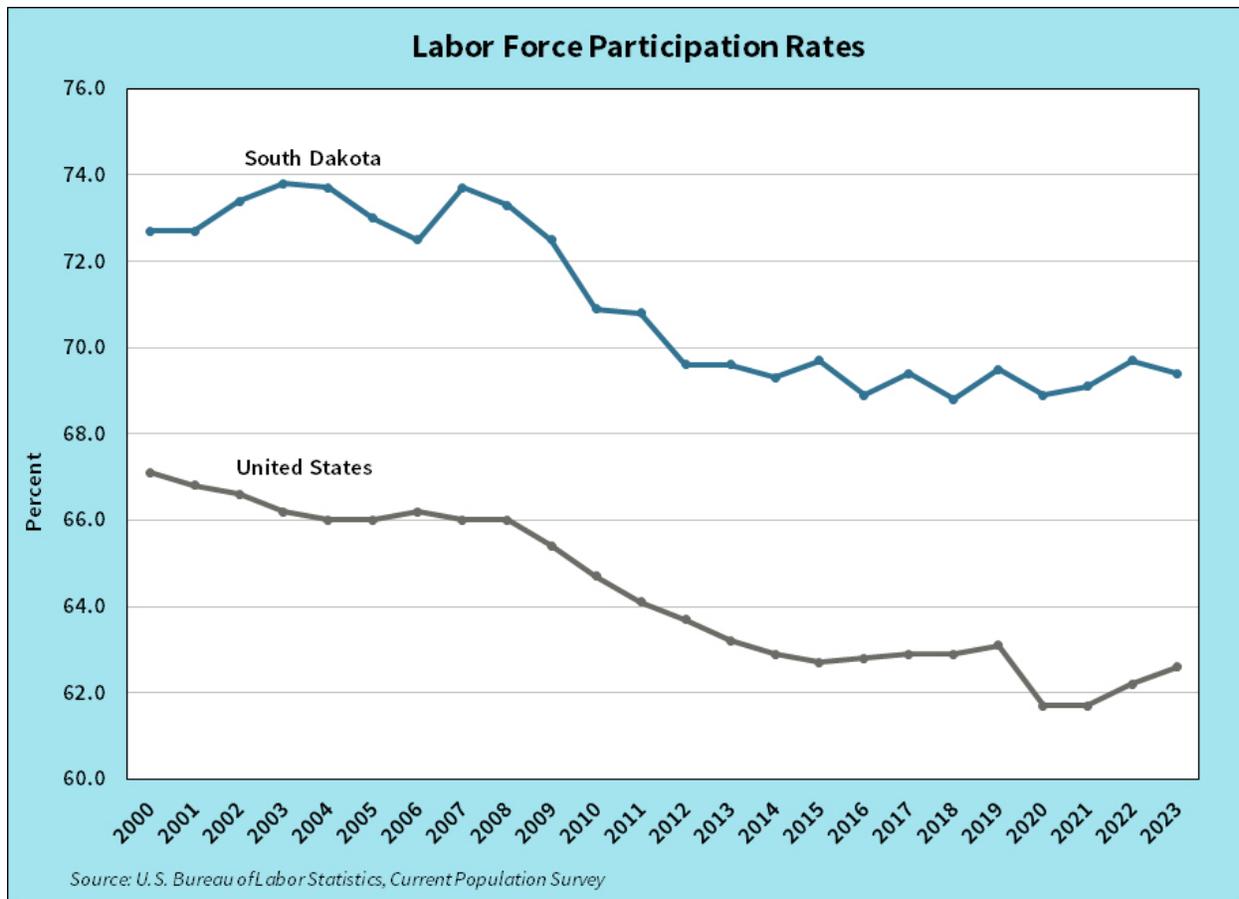
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LABOR FORCE

LABOR FORCE PARTICIPATION RATE

Current Population Survey (CPS) figures from the Bureau of Labor Statistics show South Dakota's labor force participation rate was 69.4% in 2023. 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 2023 national average of 62.6%. Historically, South Dakota consistently has higher rates of labor force

participation than the nation as a whole. South Dakota's participation rate of 69.4% was the third-highest of all states and the District of Columbia. The District of Columbia had the highest rate at 71.0% followed by Utah at 69.6%.



Youth in South Dakota were also very active labor force participants. In 2023 67.1% of the state's young population (age 16-24 years) were in the labor force, compared to the national rate

of 56.3%. At the other end of the age spectrum, South Dakota's labor force participation rate of 65 and over is 28.5% compared to the national average of 19.2%.

2023 Annual Average Labor Force Participation Rates by Age							
	Total	16-24	25-34	35-44	45-54	55-64	65+
United States	62.6%	56.3%	83.8%	83.8%	82.1%	65.8%	19.2%
South Dakota	69.4%	67.1%	90.9%	89.5%	86.8%	73.9%	28.5%

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

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 64.8% South Dakota ranks as the fourth highest behind the District of Columbia at 67.4%, Minnesota at

65.2%, and Nebraska at 65.2%. The national labor force participation rate for women in 2023 was 57.3%. The states male labor force participation rate also ranked fourth at 73.9% behind Utah at 76.9%, District of Columbia at 75.2%, and North Dakota at 74.8%. The national labor force participation rate for men was 68.1% in 2023.

THOSE NOT IN THE LABOR FORCE

There can be several reasons why South Dakota civilians are not in the labor force. Approximately 96% 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						
		Age			Sex	
	Total	16 to 24	25 to 54	55 years	Men	Women
Total not in the labor force	217,700	33,200	35,600	148,800	93,900	123,800
Do not want a job now	208,700	30,300	31,800	146,600	89,700	119,000
Want a job	9,000	2,900	3,900	2,200	4,200	4,700
Did not search for work in previous year	5,000	1,600	1,900	1,500	2,300	2,600
Searched for work in previous year	4,000	1,300	2,000	700	1,900	2,100
Not available to work now	1,800	600	1,000	200	700	1,000
Available to work now	2,200	700	1,000	600	1,200	1,100
Reason not currently looking:						
Discouragement over job prospects	200	100	100	100	200	100
Reasons other than discouragement	2,000	600	900	500	1,000	1,000

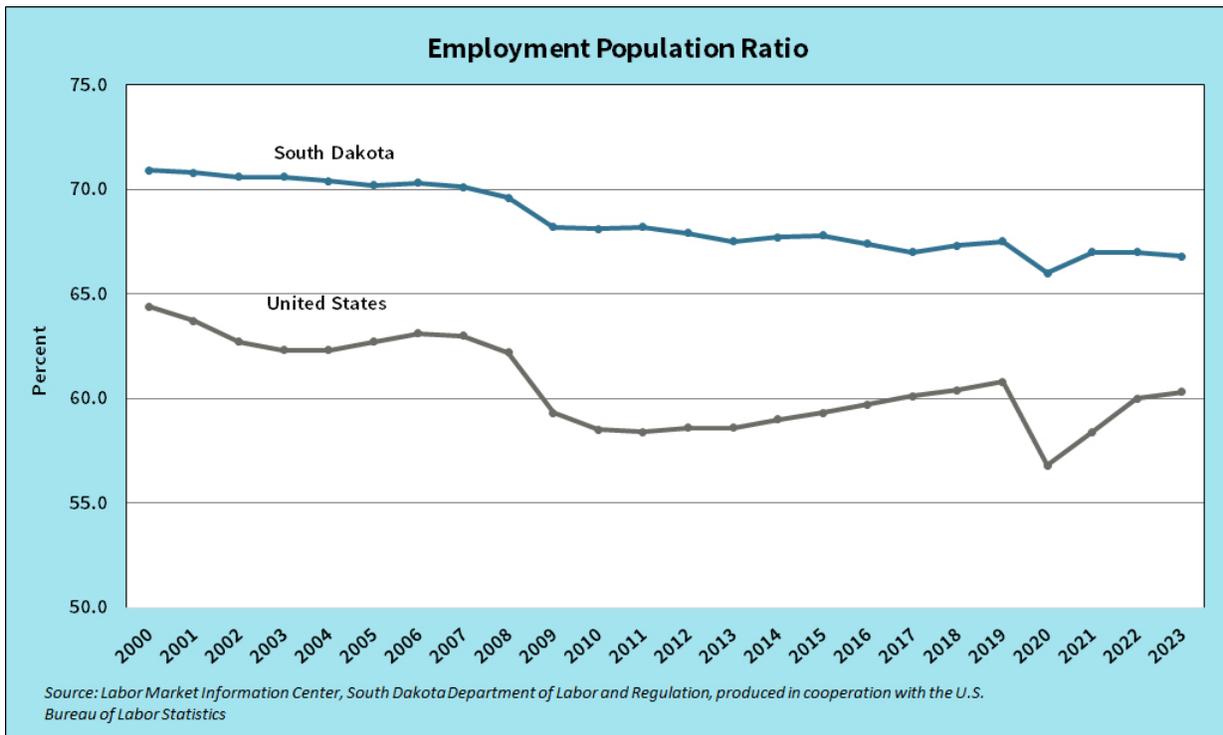
Note: Subject to high rates of variability; January 2023 - December 2023 reference period.
Source: Special tabulations of unpublished Current Population Survey (CPS), U.S. Bureau of Labor Statistics

EMPLOYMENT/POPULATION RATIO

The employment to population ratio is another broad metric used to measure the number of people employed against the total working-age population. It is calculated by dividing the labor force employed by the total civilian population 16 and over. One advantage of this metric is that it includes unemployed people who are not looking for jobs, whereas the unemployment rate only

includes those who are actively looking for work. South Dakota's employment-population ratio was 66.8% in 2023, which is higher than the United States at 60.3%.

66.8%
South Dakota's
employment to
population ratio



LABOR FORCE

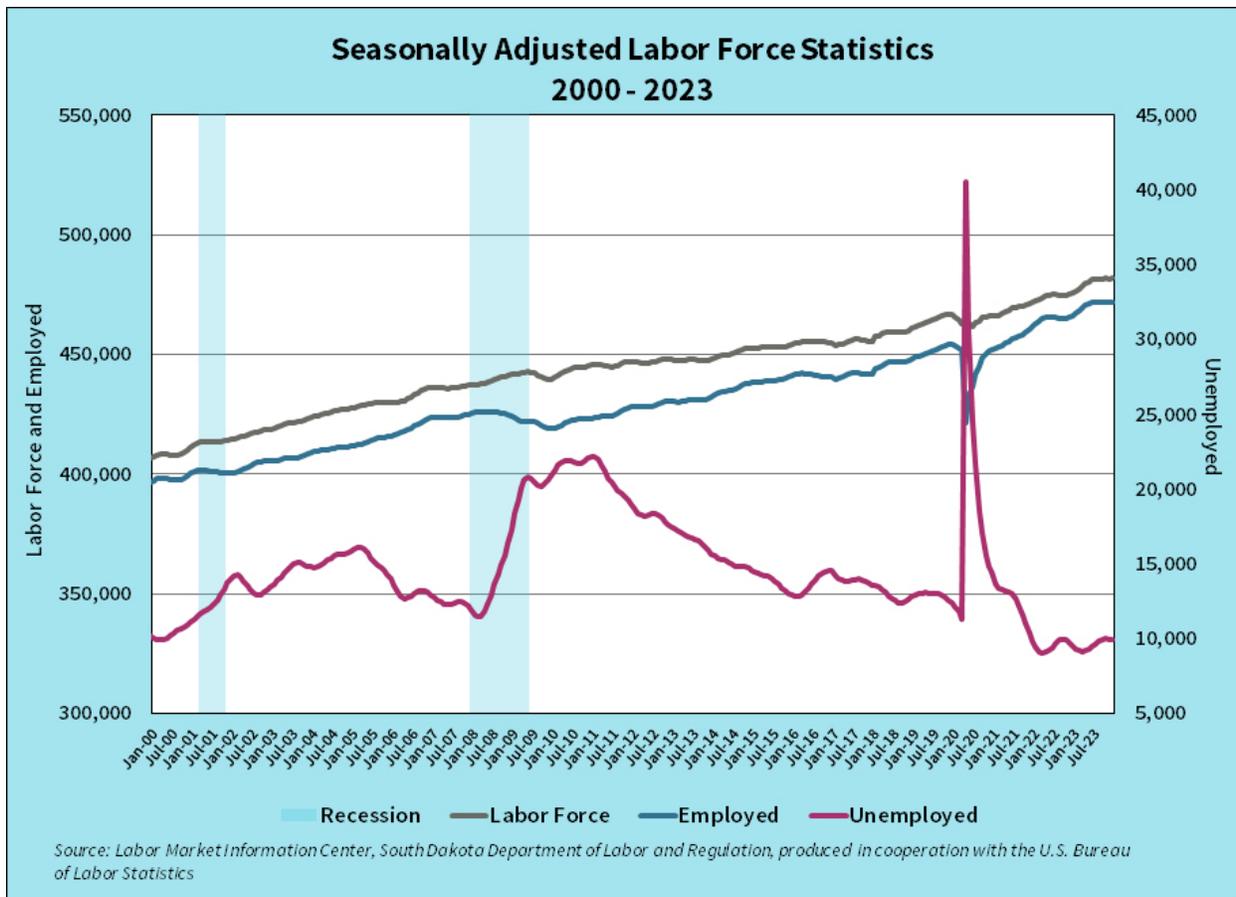
South Dakota’s labor force, which consists of the employed and unemployed series, continues to grow, indicating a healthy labor market. The number of unemployed began to increase in March 2016 and continued this movement until October of 2017 when it began to decrease for the next 11 months. Another upward trend began in November of 2018, which continued until September 2019. In 2020 unemployment had stabilized until the COVID-19 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-19, 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 throughout 2023. The number of employed



increased by 5,700 between December 2022 and December 2023.

The 2023 annual unemployment rate was 2.0% 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 steadily declined until it spiked to 8.8% in April 2020 due to the COVID-19 pandemic. After the unemployment rate spiked in April 2020 it declined rapidly and was back to 3.1% in December 2020. By the end of 2021 the unemployment rate was 2.1% and remained at that level or below throughout 2022 and 2023.

LABOR FORCE

TO DATE IN 2024

South Dakota's labor force has grown at or above 1.0% since 2021. Growth has continued into 2024 but has slowed slightly since January. This is to be expected due to sluggish growth nationally.

As the line graph on the following page shows, South Dakota's total labor force was stagnant during the first half of 2024, but picked up steam in July and August. The preliminary August 2024 labor force estimate of 483,200 is 0.3% greater than in August 2023.

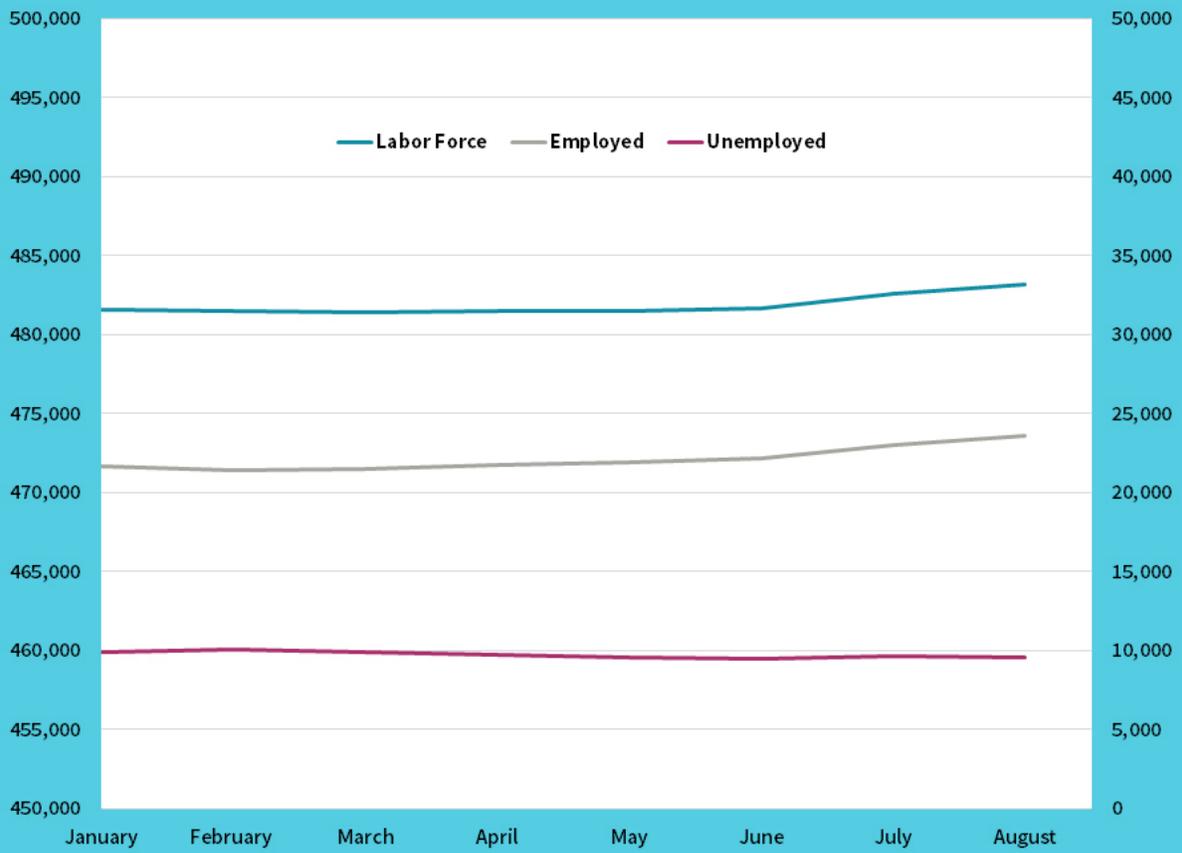
As employers continue struggling to fill open jobs, employment in South Dakota continues to increase. Since January 2024 the number of employed has increased by 0.4% to 473,600, while the U.S. increased by only 0.2%.

South Dakota continues to prioritize helping employers fill open positions through workforce recruitment and development efforts.

The number of unemployed has continued to decline into 2024. The preliminary August 2024 unemployment of 9,600 is 3.2% lower than in January 2024. The preliminary August 2024 unemployment rate of 2.0% slightly lower than the January 2024 rate of 2.1%.

The unemployment rate in South Dakota has been historically low since recovery from the COVID-19 pandemic and has not been above 2.1% since November 2021.

South Dakota Seasonally Adjusted Labor Force 2024



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

EDUCATIONAL ATTAINMENT OF THE WORKFORCE

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’ (4.4%). In contrast, the lowest unemployment rates are for those

residents who have an educational attainment level of ‘Bachelor’s degree and higher’ (1.2%). Higher levels of educational attainment also correlate with higher earnings levels, which is addressed in the Income and Poverty section of this report.

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	28,000	13,700	48.8%	13,100	46.6%	600	4.4%
High school graduates, no college ¹	182,500	117,800	64.6%	115,400	63.3%	2,400	2.0%
Some college or associate degree	187,300	130,400	69.6%	128,300	68.5%	2,100	1.6%
Bachelor’s degree and higher ²	212,100	163,600	77.1%	161,600	76.2%	2,000	1.2%

Notes:
¹Includes persons with a high school diploma or equivalent
²Includes person with bachelor’s, master’s, professional and doctoral degrees
 *Non-institutionalized population.
 Subject to high rates of variability; January 2023 - December 2023 reference period.
 Source: Special tabulations of unpublished Current Population Survey (CPS), U.S. Bureau of Labor Statistics



WANT TO KNOW MORE?

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

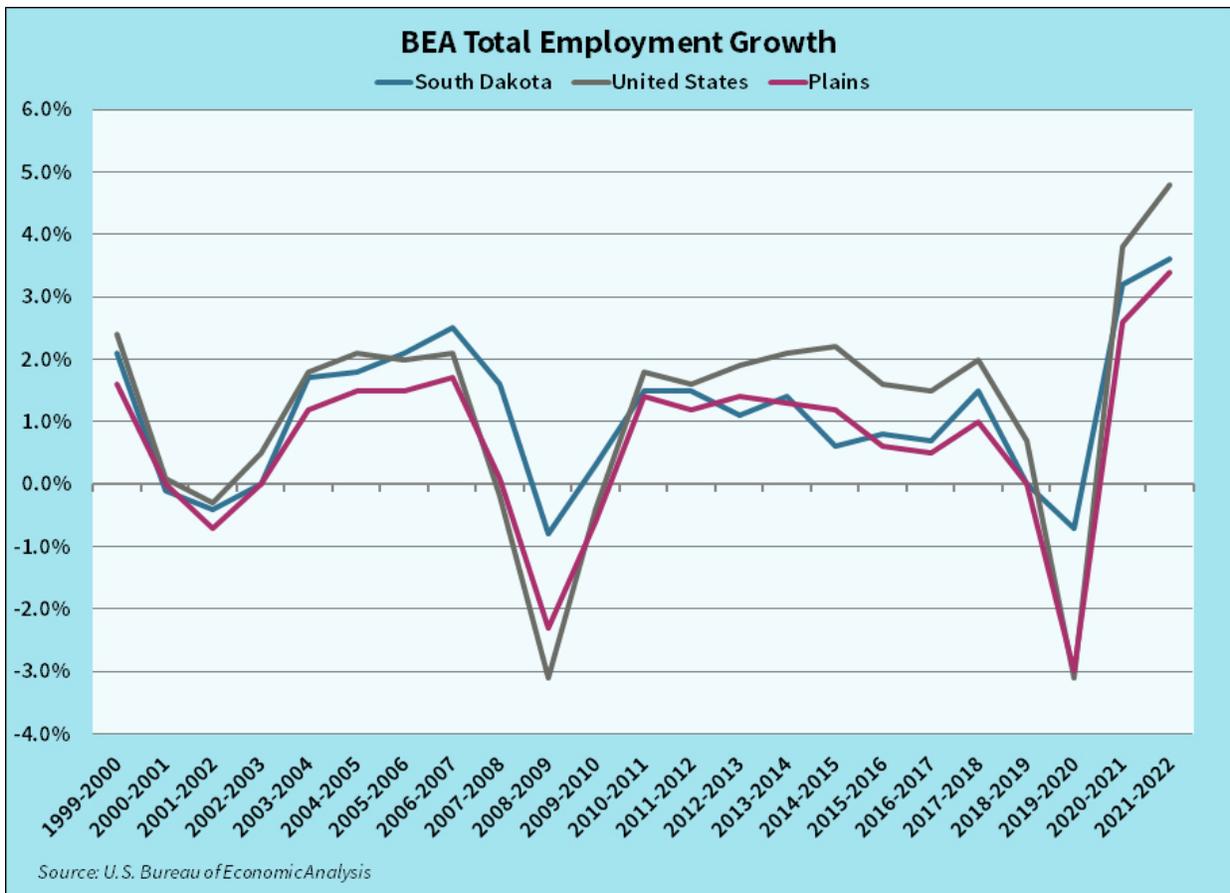
Contact us as needed for assistance.

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.

TOTAL EMPLOYMENT

The graph below, using BEA data, shows annual employment change during the 2000-2022 period. 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-19 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 2022 South Dakota had a total employment gain of 3.6%, compared to a gain of 3.4% for the Plains Region and 4.8% for the nation. In the years since COVID-19 South Dakota’s total employment has grown annually, often outpacing the Plains region, but at a slightly 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 2021-2022. Proprietor

employment has grown at a faster rate than wage and salary employment since the COVID-19 pandemic.

In South Dakota, total employment increased 3.6% from 2021-2022, which is only slightly more than the Plains region which grew at 3.4%. Wage and salary employment increase by 2.7% between 2021-2022 in South Dakota, which equals the previous year’s growth. Proprietor employment grew for the third year in a row in all areas. South Dakota and the Plains Region grew by 6.2% and 6.4% respectively, while the United States proprietor employment growth outpaced them both with a gain of 6.8%.

Growth by Employment Sector					
Total Employment	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
South Dakota	1.5%	0.0%	-0.7%	3.2%	3.6%
Plains Region	1.0%	0.0%	-3.0%	2.6%	3.4%
United States	2.0%	0.7%	-3.1%	3.8%	4.8%
Proprietor Employment	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
South Dakota	2.5%	-2.4%	5.4%	4.5%	6.2%
Plains Region	1.7%	-2.9%	5.2%	4.3%	6.4%
United States	3.3%	-1.8%	6.6%	6.1%	6.8%
Wage and Salary Employment	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
South Dakota	1.2%	0.8%	-2.6%	2.7%	2.7%
Plains Region	0.8%	0.8%	-5.1%	2.1%	2.5%
United States	1.6%	1.4%	-5.9%	3.1%	4.1%

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 146,000 or 1.5% in 2023, following a decrease of 0.8% in 2022. 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 decreased by 47,000 (6.3%) while the nonagricultural industries decreased by 99,000 (1.1%).



United States Self-Employed Workers			
Year	Total	Agriculture, Forestry, Fishing and Hunting	Nonagricultural Industries
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
2023	9,728,000	698,000	9,030,000
Net Change 2019-2023	188,000	-43,000	231,000
Percent Change	2.0%	-5.8%	2.6%

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

MULTIPLE JOB HOLDING

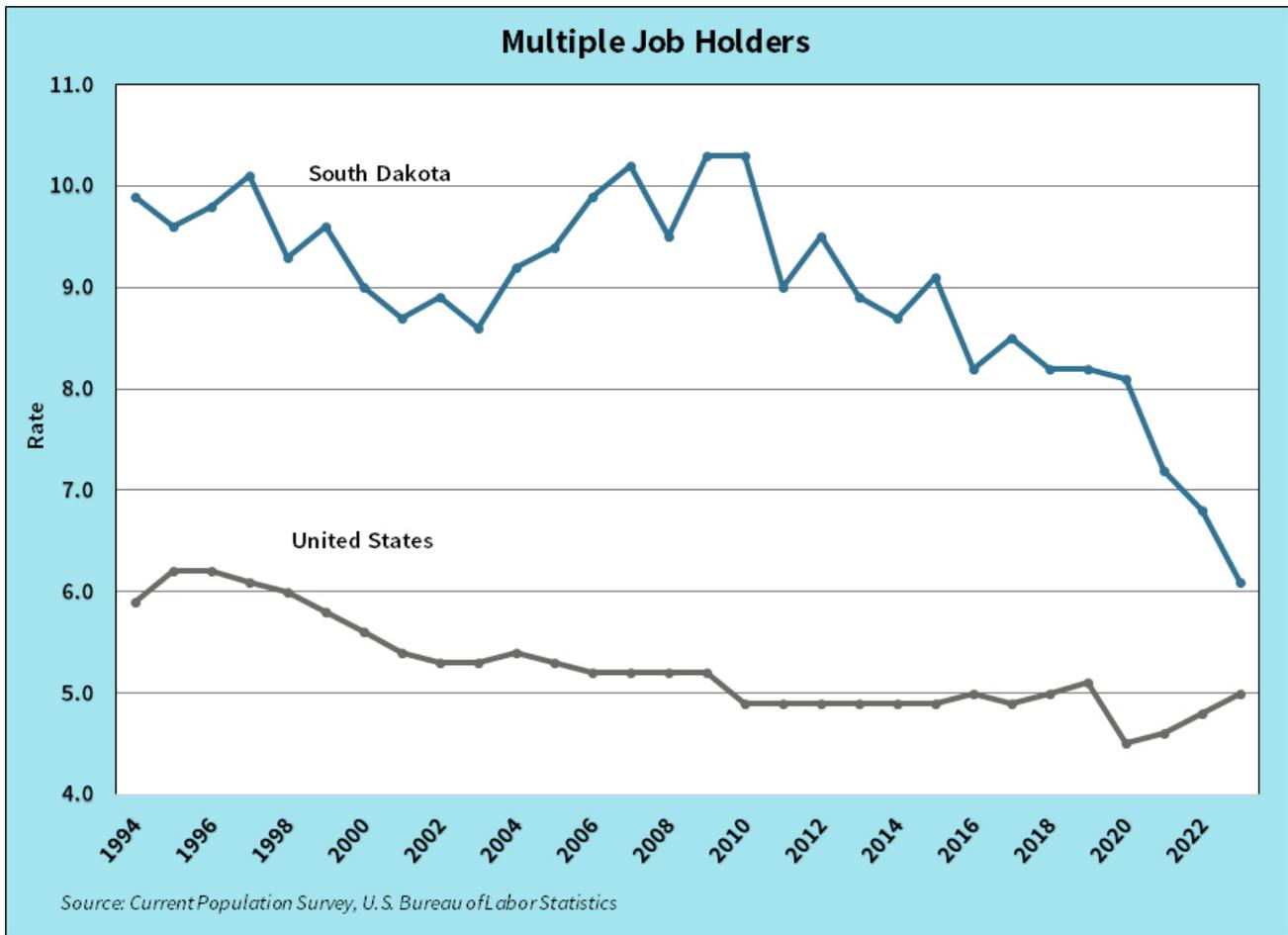
Data on workers who hold more than one job provides another important perspective on the labor market and health of the economy. Multiple job holding data is available from the Current Population Survey (CPS), a household survey conducted monthly by the U.S. Census Bureau for the Bureau of Labor Statistics. 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 Dakota has traditionally had a much higher rate of multiple job holding than the nation. In 2023, of the state's 484,000 employed, 30,000 (6.1%) held more than one job. Nationally, the rate was 5.0%.

6.1%
of South Dakotans
have more than
one job

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 economic impact, guidelines to qualify for benefits were much more liberal, and



States with Highest Multiple Jobholding Rate 2023				
Area	Total Employed (thousands)	Multiple Jobholders (thousands)	Multiple Jobholding Rate	Rank
United States	161,037	8,087	5.0	
Montana	571	45	7.9	1
Maine	673	52	7.7	2
Nebraska	1,033	80	7.7	2
Alaska	338	26	7.6	4
Hawaii	654	47	7.2	5
Iowa	1,662	116	7.0	6
Kansas	1,485	104	7.0	6
Wyoming	290	20	7.0	6
Minnesota	3,011	209	6.9	9
Connecticut	1,818	123	6.8	10
Wisconsin	3,049	206	6.8	10
Ohio	5,598	365	6.5	12
Colorado	3,122	197	6.3	13
North Dakota	409	26	6.3	13
Vermont	347	22	6.3	13
New Hampshire	736	45	6.2	16
Massachusetts	3,627	222	6.1	17
Rhode Island	559	34	6.1	17
South Dakota	484	30	6.1	17

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

the amount of payments was also much higher than usual for many).

South Dakota’s multiple job holding rate has continued its downward trend since the pandemic. While South Dakota’s rate has been trending downward since 2010, the rate dropped substantially from 8.1% in 2020 to 6.1% in 2023,

while the national rate has continued to slowly increase. Although South Dakota’s rate has fallen, we are still in the top third of all states. Multiple job holding data shows the strong work ethic is still alive and well not only here but in surrounding states, as all of them made the top of the list.

Data available from the Longitudinal Employer-Household Dynamics (LEHD) program includes valuable data on commuting-to-work data. The LEHD program is a federal-state cooperative program between the U.S. Census Bureau and state agencies like the Labor Market Information Center. States share employer-based employment and wage data (collected for unemployment insurance tax purposes) with the Census Bureau. They then combine the data with household-based data from their censuses and surveys. The result is statistics on employment, earnings, and job flows at detailed levels of geography and industry.

WORKER COMMUTING

At the beginning of the second quarter of 2021 (most current data available), 388,485 people were employed in South Dakota. Of this total, 363,029 (93.4%) lived and worked in the state

while 25,456 (6.6%) worked in the state but lived outside its borders.

During the same period, 381,627 individuals with jobs lived in the state, but not all of them

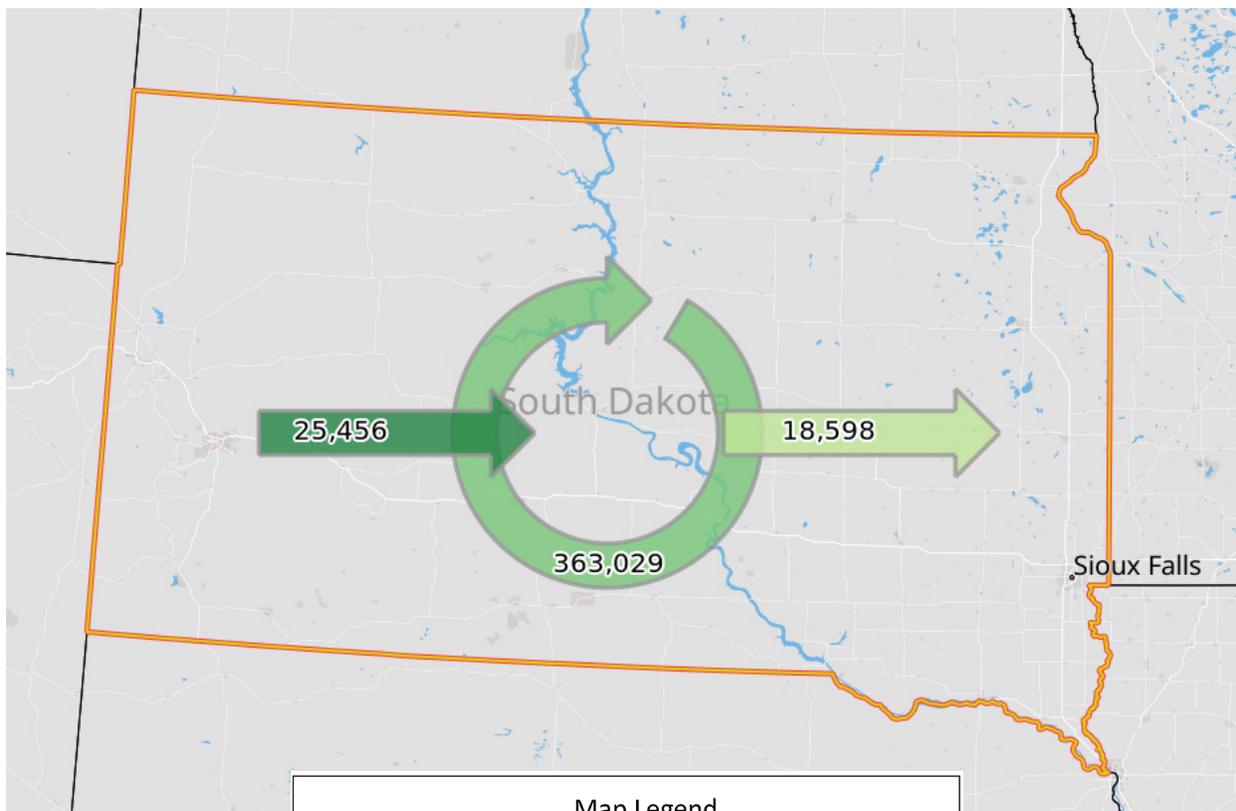
Home Destination Report Home Location of Workers Employed in South Dakota Job Counts by State Second Quarter 2021			Work Destination Report Work Location of Workers living in South Dakota Job Counts by State Second Quarter 2021		
States	Count	Share	States	Count	Share
South Dakota	363,029	93.4%	South Dakota	363,029	95.1%
Iowa	7,050	1.8%	Iowa	5,043	1.3%
Minnesota	6,645	1.7%	Minnesota	4,034	1.1%
Nebraska	4,701	1.2%	Nebraska	2,794	0.7%
North Dakota	1,497	0.4%	North Dakota	2,712	0.7%
Wyoming	1,306	0.3%	Wyoming	1,410	0.4%
Colorado	471	0.1%	Colorado	527	0.1%
Texas	379	0.1%	California	271	0.1%
California	331	0.1%	Montana	211	0.1%
Illinois	260	0.1%	Texas	159	0.0%
All Other Locations	2,816	0.7%	All Other Locations	1,437	0.4%
Total Primary Jobs	388,485	100.0%	Total Primary Jobs	381,627	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 2002-2021)

were employed in South Dakota. Of this total, 363,029 (95.1%) called South Dakota home. The remaining 18,598 (4.9%) of workers lived in South Dakota but commuted to another state for work.

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.



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.



WANT TO KNOW MORE?

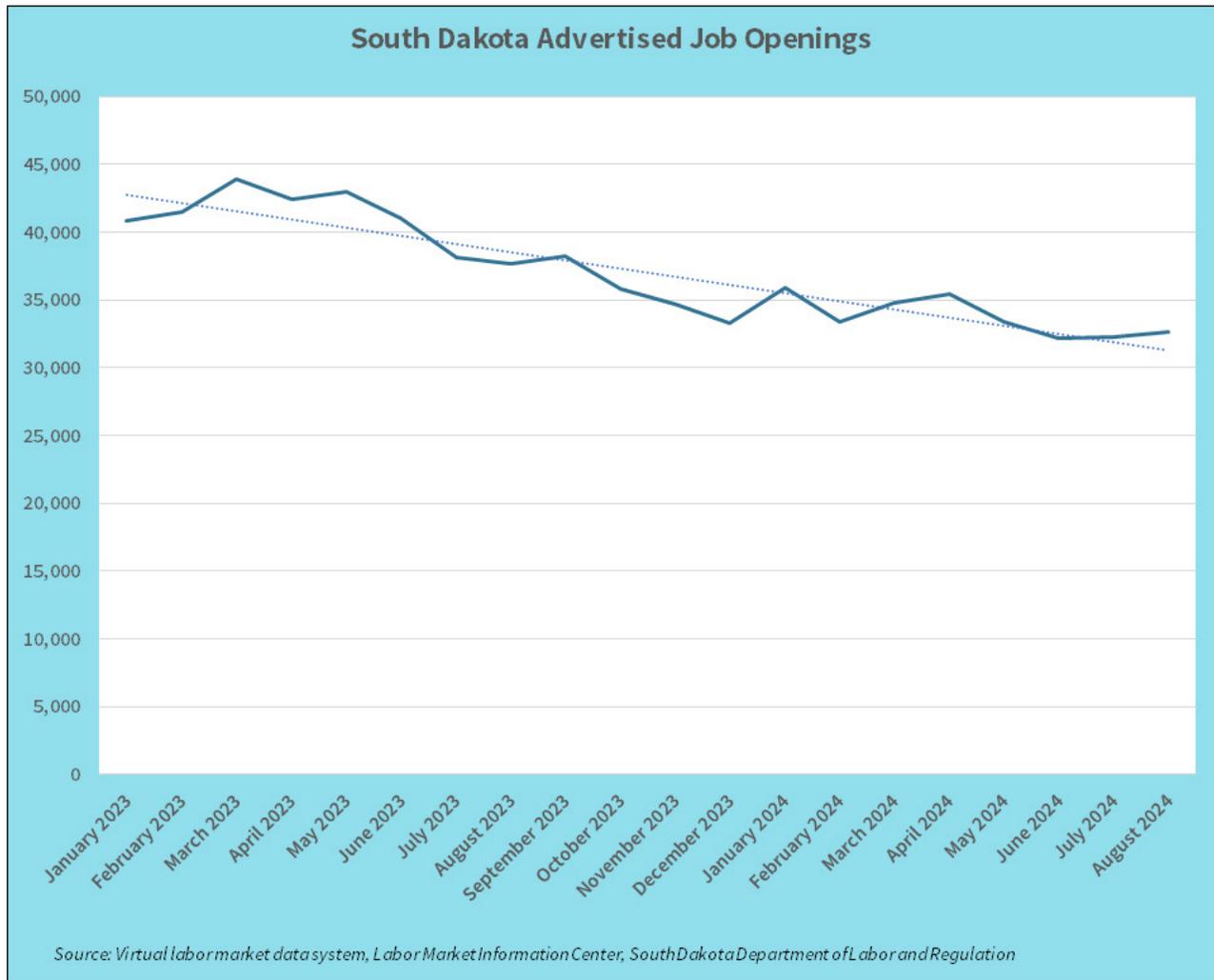
Call the Labor Market Information Center at 605.626.2314 if you are interested in similar data for your specific area of the state.

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. Derived from a job spidering process, it 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.

ADVERTISED JOB OPENINGS

There were 187,794 South Dakota jobs advertised online during calendar year 2023. As mentioned above, a strength of the virtual job openings data is timeliness. The line graph below includes

monthly data from January 2023 through the most current available, August 2024. The highest peak in advertised job openings since January 2023 was in March at 43,880.



Job opening numbers dropped to the lowest point in June 2024. The overall trendline of job openings since January 2023 (and in fact, since South Dakota recovered from the COVID-19 pandemic) has been downward.

The most sought-after job skills entioned in online-advertised job openings since January 2023 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
- Cash register
- Motor vehicles

37,038
 Number of monthly SD job openings, on average, since January 2023

Industries with the Most South Dakota Online-Advertised Job Openings		
January 2023 through August 2024		
Industry	Job Openings	Percent of Total
Health Care and Social Assistance	52,465	29.7%
Retail Trade	17,544	9.9%
Manufacturing	14,652	8.3%
Public Administration	12,862	7.3%
Administrative and Support, and Waste Management and Remediation Services	12,441	7.0%
Educational Services	12,021	6.8%
Wholesale Trade	9,162	5.2%
Transportation and Warehousing	8,024	4.5%
Professional, Scientific, and Technical Services	7,789	4.4%
Accommodation and Food Services	6,481	3.7%
Finance and Insurance	6,466	3.7%

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



WANT TO KNOW MORE?

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. Contact us as needed for assistance.

The Nonfarm Wage and Salaried Workers data series is a leading economic indicator nationwide and one of the key inputs 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.

NONFARM WAGE & SALARIED WORKERS

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 2023

South Dakota's nonfarm worker levels had strong gains during 2023, adding 9,700 workers (2.1%). The average number of workers in 2023 was 462,300. Growth was spread throughout many of the industries in the state. The Sioux Falls Metropolitan Statistical Area (MSA) nonfarm worker level increased 4,500 workers (2.7%) for a 2023 annual average of 172,000 workers. The Rapid City MSA also had growth from 2022 to 2023, adding 1,600 workers (2.2%). While the metro area growth is not surprising but still good news, the even better news is the remaining growth of 3,600 in the balance of the state during 2023.

The total nonfarm worker levels mentioned above can be divided into two major components:

- Goods Producing
- Service Providing

Goods Producing industries (Mining, Logging, and Construction sector and the Manufacturing sector) increased by 2,500 workers (3.5%) from 2022 to 2023. Service Providing industries (all other sectors listed in the table on the following page) gained 7,100 workers (1.9%).



Mining, Logging, and Construction

Mining, Logging, and Construction increased 2,300 (8.4%) from 2022 to 2023. This was by far the largest growth of any of the supersector industries during 2023. The Sioux Falls MSA added 1,000 workers, while the Rapid City MSA increased by 400. **Construction** led the pack, adding 2,300 workers (8.8%) statewide. This sector went from an average of 26,100 workers in 2022 to 28,400 average workers in 2023.

South Dakota Nonfarm Wage & Salaried Workers by Industry (Not Seasonally Adjusted)				
Industry	2022 Annual Average	2023 Annual Average	Actual Change	Percent Change
Total Nonfarm	452,600	462,300	9,700	2.1%
Total Private	372,900	381,200	8,300	2.2%
Goods Producing	72,400	74,900	2,500	3.5%
Service Providing	380,200	387,300	7,100	1.9%
Mining, Logging, and Construction	27,300	29,600	2,300	8.4%
Manufacturing	45,100	45,300	200	0.4%
Wholesale Trade	21,900	22,300	400	1.8%
Retail Trade	53,000	53,700	700	1.3%
Transportation, Warehousing, and Utilities	14,300	15,600	1,300	9.1%
Information	5,200	5,100	-100	-1.9%
Financial Activities	28,000	27,900	-100	-0.4%
Professional and Business Services	36,800	37,300	500	1.4%
Private Education and Health Services	75,300	76,700	1,400	1.9%
Leisure and Hospitality	48,300	49,400	1,100	2.3%
Other Services (except Public Administration)	17,700	18,300	600	3.4%
Government	79,700	81,000	1,300	1.6%
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				

+2,300

Construction leads
worker growth

Specialty Trade Contractors accounted for most of the growth in Construction with the addition of 1,200 workers (7.7%).

Specialty Trade

Contractors account for just under 60% of the workforce in Construction with a 2023 annual average of 16,700 workers. Specialty Trade Contractors perform a specific activity, such as site preparation, pouring concrete, plumbing, painting, or doing electrical work.

Construction of Buildings and Heavy and Civil Engineering Construction also had gains, adding 600 workers (9.4%) and 400 workers (9.5%), respectively. According to the City of Sioux Falls, the construction valuation totaled \$1.1 billion in

2023 (second largest building year). While this is below the 2022 construction value of 1.9 billion, it was still a solid year considering rising costs. The Construction sector has remained strong as cities continue to expand their footprint to keep up with population growth. Mining and Logging remained unchanged from 2022 to 2023 with 1,200 workers. Over the last 10 years, Mining and Logging has been very stable with only modest changes from year to year.

Manufacturing

Manufacturing worker levels trended up for the third consecutive year. Manufacturing gained 200 workers (0.4%) in 2023. Durable Goods Manufacturing increased 100 workers (0.4%) from 2022 to 2023. With an annual average of 28,400 workers in 2023, Durable Goods accounts

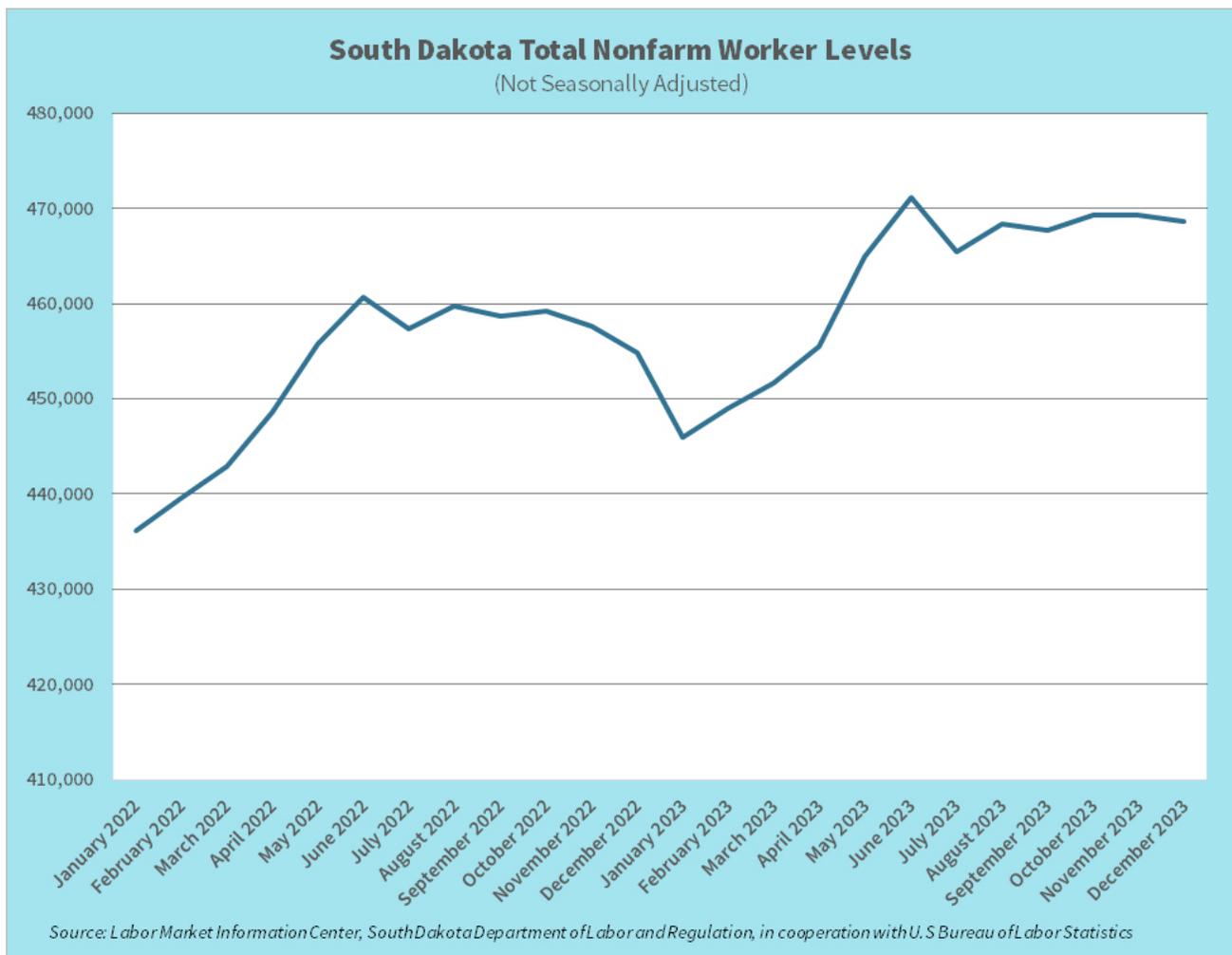


for just over 60% of the workforce in Manufacturing. Durable Goods produced in South Dakota, such as trailers, furniture, and electronic equipment, are not immediately consumed

and can be kept for a longer time. Non-Durable Goods Manufacturing added 100 workers (0.6%). 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. Demand is the driving force behind growth in Manufacturing. As demand increases, establishments need to build their workforce to increase their output.

Wholesale Trade

Wholesale Trade worker levels increased 400 (1.8%), reaching a 2023 annual average of 22,300 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 merchandise in this sector consists of the outputs of agriculture, mining, and manufacturing. Gains in Wholesale Trade are linked to growth in Manufacturing and Retail Trade. As supply and demand grow, additional workers are needed to coordinate the sale of product.



2023 NONFARM INDUSTRY TRENDS, CONTINUED

Retail Trade

Retail Trade added 700 workers (1.3%), jumping to an annual average of 53,700 workers in 2023.

The Sioux Falls MSA added 300 workers, while the Rapid City MSA added 200. 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. Establishments in Retail Trade have expanded their services by giving customers more flexibility with ordering and fulfillment options. From shopping in-store to one-hour delivery, there is an option for everyone.



Transportation, Warehousing, and Utilities

Transportation, Warehousing, and Utilities had significant growth from 2022 to 2023, adding 1,300 workers (9.1%). This growth took place in the Sioux Falls MSA (1,400 workers). 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. 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 workers in the warehousing and storage subsector from the first quarter of 2022 to the third quarter of 2023.

Information

Information declined from 2022 to 2023 with a loss of 100 workers (1.9%). 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. Advancements in technology have played a role in this modest loss. Technology has simplified the process of sharing information and made it possible to get information instantly. As more people use technology to share information, traditional options such as printed newspapers and paper invitations have declined.

Financial Activities

Financial Activities had a loss of 100 workers (0.4%), dropping to an annual average of 27,900 in 2023.

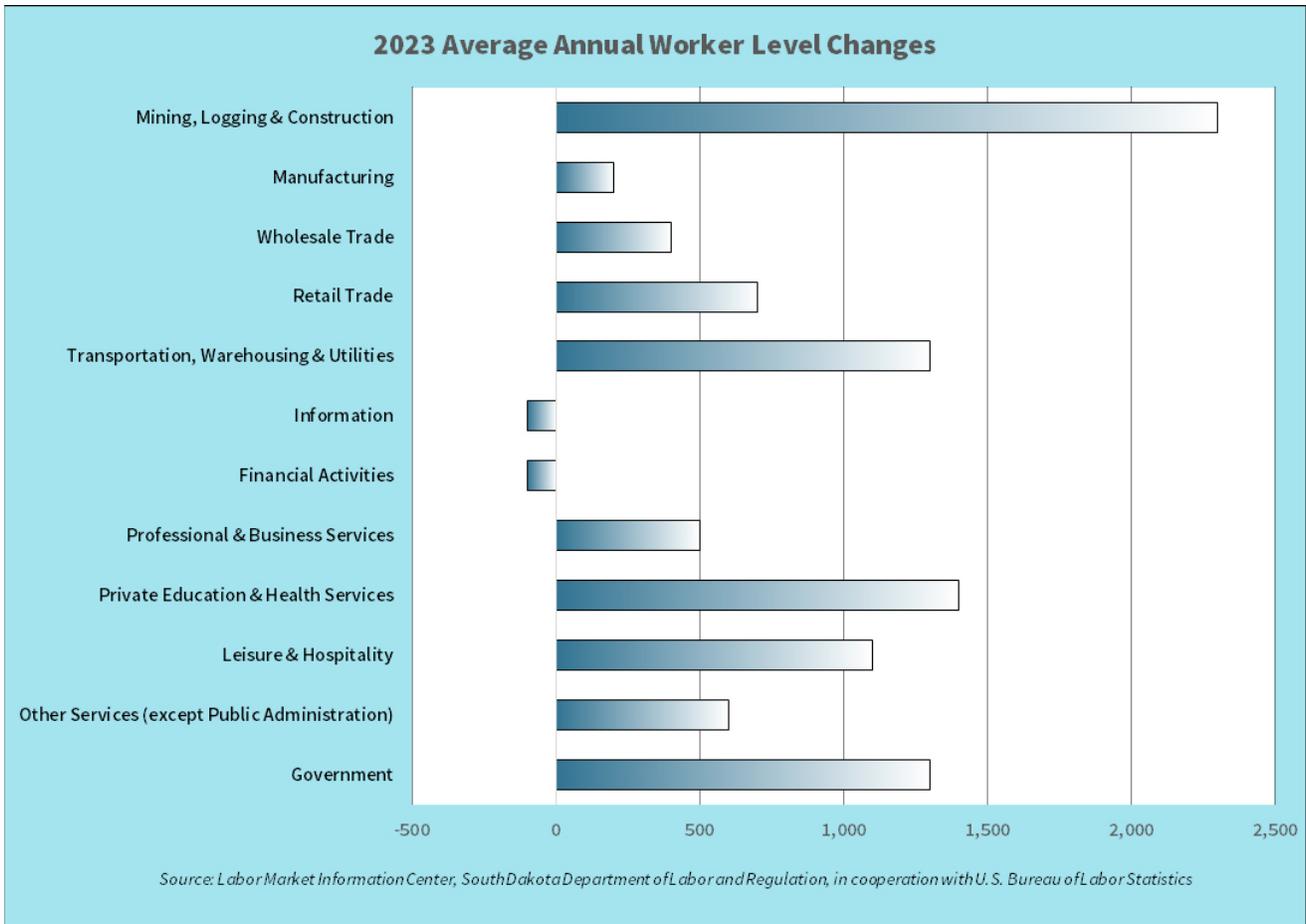
This loss took place in the Sioux Falls MSA (400 workers). Over half of the workers in the Financial Activities supersector are in the Sioux Falls MSA (14,800 workers). The Financial Activities supersector consists of the Finance and Insurance sector, and the Real Estate and Rental and Leasing sector, with the losses concentrated in Finance and Insurance. Credit card banks, saving institutions, portfolio fund managing, and insurance claims adjusting are examples of establishments.

From filling out an application to signing important documents, consumers have many options to complete transactions at their leisure. Advances in technology and increased automation have simplified many services, resulting in time-saving processes that have kept worker level changes small.

Professional and Business Services

Professional and Business Services worker levels jumped 500 (1.4%) over the year, reaching an average of 37,300 workers in 2023. The Rapid City MSA added 300 workers, while the Sioux Falls MSA remained unchanged with 17,300





workers. This supersector is broken down into the following sectors: Professional, Scientific, and Technical Services; Management of Companies and Enterprises; and Administrative and Support and Waste Management and Remediation Services.

This industry provides a wide range of services usually obtained by other businesses, sometimes provided to households. Data from the QCEW program indicate growth was spread throughout the Professional, Scientific, and Technical Services sector. Legal services, tax preparation services, engineering services, graphic design, computer systems design services, environmental consulting services, marketing, and veterinary services are examples of establishments included in the Professional, Scientific, and Technical Services sector.

Private Education and Health Services

Private Education and Health Services increased by 1,400 workers (1.9%). This growth took place primarily in the Sioux Falls MSA (900 workers).

Statewide, Health Care and Social Assistance accounted for most of the growth in Private Education and Health Services, adding 1,100 workers (1.6%). Establishments in Health Care and Social Assistance include dentist offices, chiropractors, childcare centers, assisted living facilities, and vocational rehabilitation agencies. Hospitals increased by 300 workers (1.1%), reaching 28,100 workers. Health Care and



2023 NONFARM INDUSTRY TRENDS, CONTINUED

Social Assistance has been on an upward trend for 20 years. This trend has continued for several reasons, including population growth, advances in technology and scientific research, and increases in specialized medical procedures.

The U.S. Census Bureau estimated South Dakota's population at 919,318 in July 2023 compared to 909,869 in July 2022. Private Educational Services added 300 workers (4.2%), climbing to an annual average of 7,500 workers in 2023. 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

Leisure and Hospitality worker levels rose 2.3%, adding 1,100 workers during 2023. Establishments included in this supersector include performing arts, fitness centers, museums, arcades, amusement parks, hotels, and restaurants. Tourism plays a huge role in the growth of this supersector, and South Dakota offers many different events throughout the year to draw visitors to the state. According to the South Dakota Department of Tourism's Tourism Economics, 14.7 million visitors traveled to South Dakota in 2023 compared to 14.4 million visitors in 2022. Growth is related to establishments building their workforce to keep up with a rise in visitors.



Other Services (except Public Administration)

Other Services (except Public Administration) increased by 3.4% with the addition of 600 workers over the year. This sector went from an average of 17,700 workers in 2022 to an average of 18,300 workers in 2023. The Sioux Falls and Rapid City MSAs each added 200 workers from 2022 to 2023. As the population in South Dakota continues to grow, so does the demand for workers who provide the wide variety of services included in this sector. Examples of establishments in this sector include hair salons, nail salons, car washes, wedding planning services, civic and social organizations, general automotive repair shops, and pet boarding services.

Government

Government added 1,300 workers (1.6%), reaching a 2023 annual average of 81,000 workers. Local Government increased 600 (1.2%) over the year. Tribal, city, and county governments, along with public and tribal school districts, are included in Local Government. Local Government Educational Services added 300 (1.1%). Growth in Local Government can be attributed to population increases, as city programs and services expand to meet the needs of the communities. State Government worker levels rose 2.3%, adding 400 in 2023. State Government Educational Services increased by 200 (2.3%). Federal Government had a gain of 300 workers (2.7%), rising to an annual average of 11,500 in 2023.



WANT TO KNOW MORE?

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.

NONFARM INDUSTRY EMPLOYMENT

TO DATE IN 2024

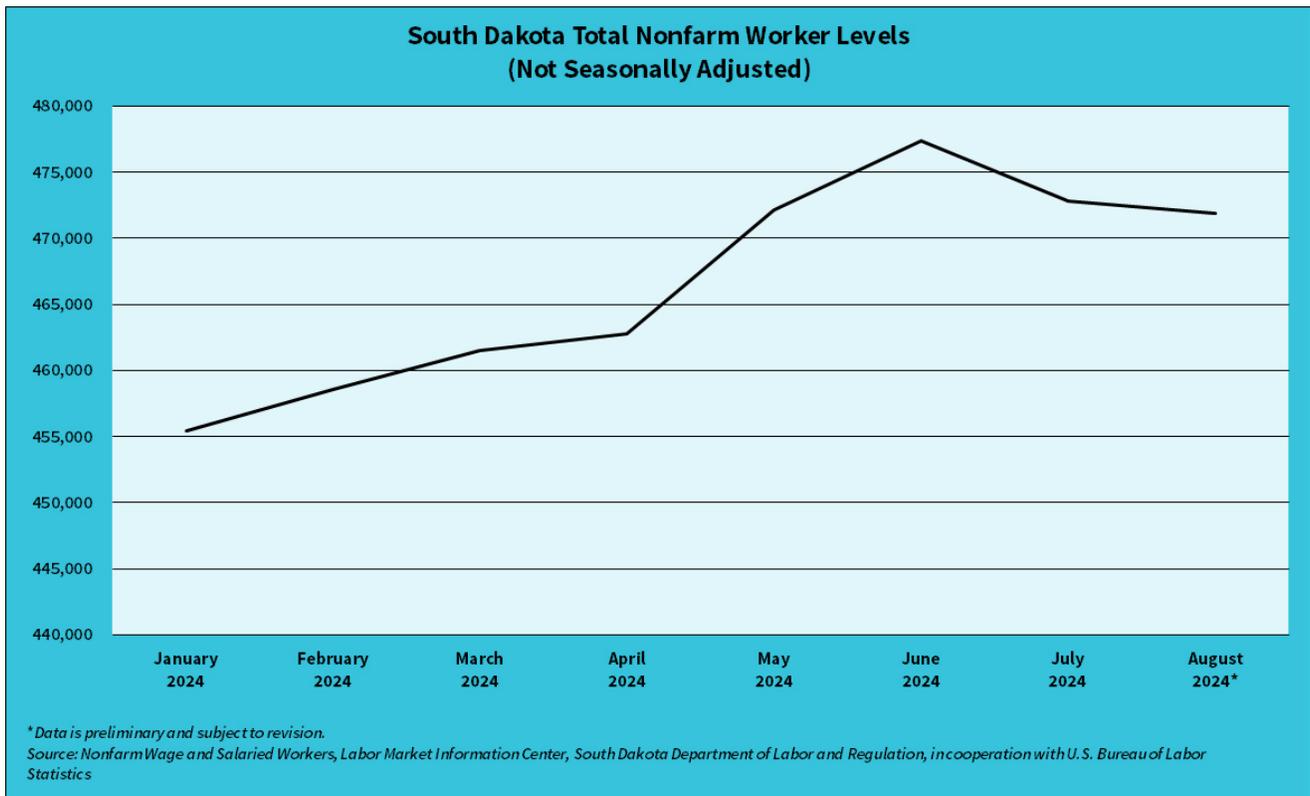
South Dakota nonfarm worker levels have continued an overall growth trendline in 2024 as of the publication of this report. Levels increased from January to June, followed by small dips in July and August.

The South Dakota nonfarm worker level started 2024 at 455,400 in January, and the August 2024 level was 471,900. This 16,500 gain is a bit lower than typical January to August growth (which has averaged 18,000 workers over the last 10 years).

Let's dive into 2024 and take a closer look at the data. From January to February 2024, the South Dakota nonfarm worker level increased 3,200,

reaching 458,600 workers in February 2024. This growth was related to gains in Government (1,600 workers) and Private Education and Health Services (1,200 workers), specifically establishments in educational services. Historically, worker levels in both private and public educational services increase in February after taking a quick dip due to winter break.

Worker levels continued to trend up through June 2024, reaching 477,400 workers. Seasonal gains in Leisure and Hospitality and Construction paved the way to this growth. Gains are typical this time of year for both Leisure and Hospitality and



Construction as many establishments build their workforce to keep up with increases in demand.

South Dakota nonfarm worker levels declined in July 2024, dropping to 472,800 workers. Losses are common this time of year and are primarily

related to a drop of educational workers with most schools not in session during the summer.

Preliminary August 2024 estimates indicate worker levels continued to dip, falling to 471,900 workers. The estimates show declines in Leisure and Hospitality, Manufacturing, and Construction.

The Quarterly Census of Employment and Wages (QCEW) program provides information about workers covered by South Dakota unemployment insurance law and the Unemployment Compensation for Federal Employees (UCFE) program. Covered workers are counted at their place of work. A person who works for more than one covered employer is counted at each job.

08

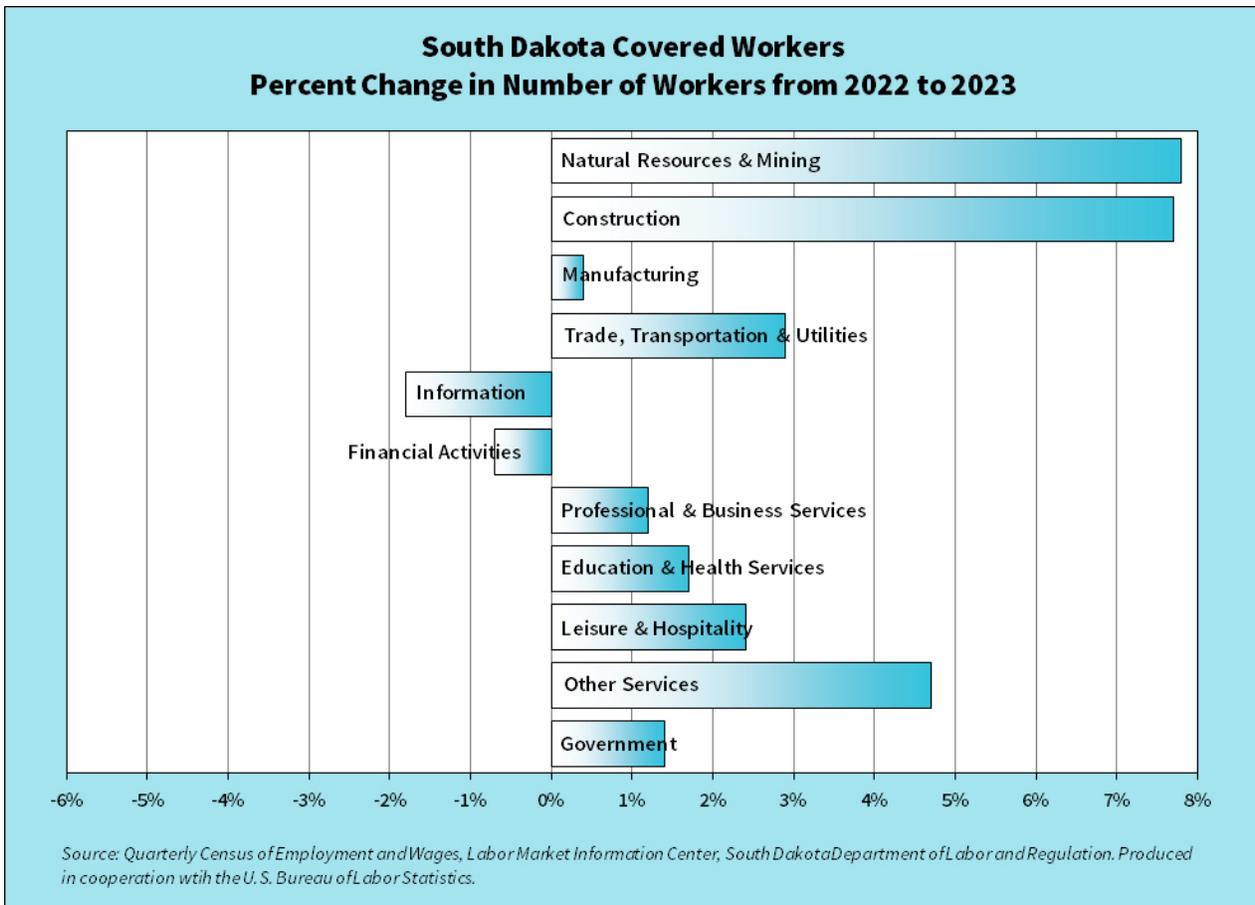
QUARTERLY CENSUS OF EMPLOYMENT & WAGES

NUMBER OF COVERED WORKERS

The number of employees covered by unemployment insurance in 2023 was 452,693 workers, growth of 2.1% from 2022. The chart below indicates nine supersectors showed

worker gains while two supersectors decreased during 2023.

96%
of South Dakota's wage & salaried workers are "covered"



South Dakota Average Number of Covered Workers by Ownership and Supersector			
	2022	2023	Percent Change 2022-2023
Private Ownership			
Natural Resources and Mining	7,869	8,481	7.8%
Construction	26,143	28,154	7.7%
Manufacturing	45,101	45,303	0.4%
Trade, Transportation and Utilities	88,353	90,936	2.9%
Information	5,233	5,139	-1.8%
Financial Activities	27,536	27,350	-0.7%
Professional and Business Services	36,807	37,238	1.2%
Education and Health Services	71,045	72,218	1.7%
Leisure and Hospitality	48,216	49,363	2.4%
Other Services	12,228	12,798	4.7%
Total Private Ownership	368,532	376,980	2.3%
Public Administration			
Federal Government	11,205	11,512	2.7%
State Government	14,331	14,479	1.0%
Local Government	49,125	49,721	1.2%
Total Government	74,661	75,712	1.4%
Statewide Total	443,194	452,693	2.1%
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, commissions, 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 2023 was \$56,067. This represents an increase of 3.7% from 2022.

\$56,067

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 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 had the lowest industry annual pay of \$22,805 in 2023, where businesses typically hire many part-time workers. Federal government workers had the highest annual pay at \$81,594.



South Dakota Annual Pay of Covered Workers by Ownership and Supersector			
	2022	2023	Percent Change 2022-2023
Private Ownership			
Natural Resources and Mining	\$52,839	\$55,282	4.6%
Construction	\$58,955	\$63,962	8.5%
Manufacturing	\$59,036	\$61,351	3.9%
Trade, Transportation and Utilities	\$49,518	\$51,095	3.2%
Information	\$64,244	\$68,104	6.0%
Financial Activities	\$77,445	\$80,562	4.0%
Professional and Business Services	\$75,636	\$75,555	-0.1%
Education and Health Services	\$61,521	\$63,171	2.7%
Leisure and Hospitality	\$21,763	\$22,805	4.8%
Other Services	\$41,695	\$44,637	7.1%
Total Private Ownership	\$54,750	\$56,558	3.3%
Public Administration			
Federal Government	\$76,642	\$81,594	6.5%
State Government	\$58,390	\$63,325	8.5%
Local Government	\$42,409	\$44,322	4.5%
Total Government	\$50,614	\$53,624	5.9%
Statewide Total	\$54,053	\$56,067	3.7%
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			

NOTEWORTHY INDUSTRY TRENDS

The four industry supersectors listed below are being featured on the following pages because of significant trends in 2023.

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

- Construction
- Educational and Health Services
- Other Services

Construction Supersector

The **Construction** supersector has just one sector by the same name, Construction (NAICS 23). The Construction sector is then divided into three subsectors. The **Construction of Buildings** (NAICS 236) subsector is made up of establishments performing new work, additions, alterations, maintenance, and repairs. Establishments in the **Heavy and Civil Engineering Construction** (NAICS 237) subsector are responsible for entire engineering and construction projects such as roads, bridges,





water, and sewer lines, and gas and oil pipelines. **Specialty Trade Contractors** (NAICS 238) are those which perform specific activities involved in one aspect of building construction, such as pouring concrete, preparing sites, installing drywall, plumbing, and painting.

Over the year, the Construction sector had an increase of 2,011 workers or 7.7%. All three subsectors under the construction sector increased worker levels from 2022. The Specialty Trade Contractors added the most workers with an additional 1,125 workers or 7.2%, and Construction of Buildings followed, increasing 597 workers or 9.4%. Lastly, the Heavy and Civil Engineering Construction subsector increased 289 workers or 6.8%

The number of establishments increased by 126, bringing the total to 4,617 establishments in 2023. In fact, at the sector level, Construction had the second largest number of establishments

#2
sector in number of establishments

in the state in 2023. The only sector with more South Dakota establishments was Professional, Scientific, and Technical Services--which has seen an incredible number of very small businesses popping up over the last few years.

The number of establishments increased in two of the three subsectors over the past year. The Specialty Trade Contractors subsector added the most establishments with 72, followed by the Construction of Buildings subsector, which added 62 new businesses.

Average annual pay in the Construction sector increased by \$5,007 to \$63,962 in 2023. The 8.5% average pay increase for Construction workers during 2023 was considerably more than the 3.7% increase across the board for all covered workers in the state.

Annual pay increased in all three Construction subsectors:

- ☑ Construction of Buildings increased by \$4,353 or 7.8%
- ☑ Heavy and Civil Engineering increased by \$7,919 or 10.5%
- ☑ Specialty Trade Contractors increased by \$4,531 or 8.1%

South Dakota Covered Workers and Pay in the Construction Supersector 2023			
Supersector, Sector, and Subsector	Number of Establishments	Average Number of Workers	Annual Pay
Construction	4,617	28,154	\$63,962
Construction	4,617	28,154	\$63,962
Construction of Buildings	1,495	6,969	\$60,268
Heavy and Civil Engineering Construction	445	4,524	\$83,097
Specialty Trade Contractors	2,677	16,661	\$60,311
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			

Education and Health Services Supersector



Education Services

The **Education and Health Services** supersector is comprised of the **Education Services** sector (NAICS 61) and the **Health Services and**

Social Assistance sector (NAICS 62). Businesses within this supersector provide instruction and training or provide health care and social assistance to individuals.

In 2023, the private Educational Services sector gained 158 workers (4.1%). The employment level was 3,966. The annual wage increased \$1,256 (3.8%) from 2022 to 2023 to a new average of \$34,597.

Establishments in the Educational Services sector provide instruction and training in a wide variety of subjects. Included are as schools, colleges, universities, and training centers. Instruction is imparted in diverse settings, such as educational institutions, the workplace, or the home and through diverse means including the internet and other electronic and distance learning methods.

The training provided may include the use of simulators and simulation methods and can be adapted to the needs of the students. For example, sign language can replace verbal language for teaching students with hearing impairments. All industries in the sector share this commonality of process, namely, labor inputs of instructors with the requisite subject matter expertise and teaching ability. These establishments may also offer food and accommodation services to their students.

Educational Services is comprised of only one subsector. Within the subsector are the following industry groups:

- Elementary and Secondary Schools (NAICS 6111)
- Junior Colleges (NAICS 6112)

- Colleges and Universities (NAICS 6113)
- Business, Computer, and Management Training (NAICS 6114)
- Technical and Trade Schools (NAICS 6115)
- Other Schools and Instruction (NAICS 6116)
- Educational Support Services (NAICS 6117)

The largest employment gains occurred in Other Schools and Instruction, Educational Support Services, and Elementary and Secondary Schools. The remaining industry groups saw no significant change in employment levels during 2023.

Other Schools and Instruction establishments primarily provide instruction in diverse settings ranging from schools to workplaces. The most common settings in South Dakota are listed below:

- Fine Arts Schools
- Sports and Recreation Instruction
- Language Schools
- Exam Preparation
- Automobile Driving Schools

The Educational Services sector is widely considered counter-cyclical. Typically, when the economy is doing well and unemployment is very low, more working adults decide to go to work. More career and job prospects available for working adults, in turn, leads to lower enrollment, decreased profit, and a lower need for teachers/instructors at schools.

Establishments in this sector are privately owned and operated for profit or not for profit. Publicly owned establishments, usually owned and operated by state and local governments, are not included here. Those types of establishments are instead included under the Public Administration supersector. Roughly 12% of the employment in Education Services falls in privately owned establishments, with the rest being in publicly owned establishments.



Health Care and Social Assistance

The Health Care and Social Assistance sector (NAICS 62) grew once again in 2023. Both employment

and wages increased from 2022. Compared to other sectors, this sector has the highest level of employment and largest amount of total wages paid out in South Dakota.

The number of workers reached 68,253, growing 1.5% from 2022. Average annual wages increased \$1,713 (2.7%) to \$64,830. This sector includes both health care and social assistance, because sometimes it is difficult to distinguish between the boundaries of these two activities. The Health Care and Social Assistance sector is made up of four subsectors.

- ✓ Ambulatory Health Care Services (NAICS 621)
- ✓ Hospitals (NAICS 622)
- ✓ Nursing and Residential Care Facilities (NAICS 623)
- ✓ Social Assistance (NAICS 624)

The **Ambulatory Health Care Services** subsector's employment grew 1.5% to 19,572 in 2023. The annual average wage was \$86,095, which is the highest of all four subsectors. Establishments provide health care services directly or indirectly to ambulatory patients and do not usually provide inpatient services. Employment gains were distributed evenly through most of the industry groups. The largest employment gains, percentage-wise, were in Outpatient Care Centers and Home Health Care Services.

The **Hospitals** subsector is comprised of establishments providing medical, diagnostic, and treatment services that include physician, nursing, and other health services to inpatients, and the specialized accommodation services required by inpatients (such as facilities and equipment needed for treatment). Any outpatient services provided are simply a secondary activity.

#1

sector in employment and total wages paid

Some of the largest establishments in South Dakota belong to the Hospitals subsector. The number of workers in 2023 increased by

0.5% to 28,046. This subsector's average annual wage increased \$1,652 (2.4%) to \$71,218.

The **Nursing and Residential Care Facilities** subsector broke its trend and saw employment increase for the first time since 2019. Worker levels grew 0.7% to 11,827. The annual average wage grew 5.2% to \$38,641. This subsector's establishments provide residential care combined with either nursing, supervisory, or other types of care as required by the residents. Examples of facilities included in this subsector are nursing homes which have a permanent core staff of nurses along with other staff to provide nursing and continuous personal care services.

Assisted and unassisted continuing care retirement community facilities are also part of this industry. Some of the residents need some nursing and personal care while others need limited services because they do not desire to live independently, so nursing care is not as vital. Care typically includes room, board, supervision, and assistance in daily living, such as housekeeping services. Although the demand for this type of care is high in South Dakota, establishments struggle to find and keep workers.

The **Social Assistance** subsector's employment level increased by 501 workers (6.0%) to 8,808. Establishments provide a wide variety of social assistance services directly to clients. Child Care Services belong to this subsector. Establishments are primarily engaged in providing care and early learning opportunities for infants and children from birth through school age. After a slight decrease in 2022, Child Care Services saw employment grow in 2023. Individual and Family Services also saw significant employment growth. These services include nonresidential social assistance to children and youth, the elderly, persons with disabilities, and all other individuals and families.

South Dakota Covered Workers and Pay in the Health Care and Social Assistance Supersector 2023			
Supersector, Sector, and Subsector	Number of Establishments	Average Number of Workers	Annual Pay
Education and Health Services	3,552	72,218	\$63,171
Educational Services	539	3,966	\$34,597
Educational Services	539	3,966	\$34,597
Health Care and Social Assistance	3,013	68,253	\$64,830
Ambulatory Health Care Services	1,832	19,572	\$86,095
Hospitals	67	28,046	\$71,218
Nursing and Residential Care Facilities	347	11,827	\$38,641
Social Assistance	767	8,808	\$32,403

*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*

Other Services



The **Other Services** supersector contains one sector, Other Services (NAICS 81). Businesses within this supersector provide services not elsewhere specified, including repairs and personal care.

The average number of workers in the Other Services sector increased 4.7% from 2022 to 2023, the third greatest percentage growth among all supersectors in 2023. Employment gains of 570 generated new levels for the industry, with an annual average of 12,798 in 2023. Most establishments in this sector have small-scale employment levels. The annual pay for this sector increased \$2,942 (7.0%) for a new average of \$44,637 in 2023.

The Other Services industry sector 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** subsector had positive employment change during 2023. This

#3

in percent
employment growth
2022 to 2023

subsector has had three consecutive years of increases, rebounding from 2020. This subsector had the sharpest employment growth for this sector. The number of workers increased by 233 to the new total of 4,075, a 6.1% growth rate. Average annual wages also flourished at a pace of 8.8% during 2023, reaching \$44,212. These establishments coordinate and promote religious activities; support numerous causes through grantmaking; advocate various social and political causes; and promote and defend the interests of their members.

The **Personal and Laundry Services** subsector's average number of workers in 2023 was 3,440, an increase of 187 workers for a solid 5.7% rate of growth. The annual average wage improved

to \$34,589 from \$32,622 in 2022. This subsector includes establishments providing personal and laundry services to individuals, households, and businesses. Services performed can be personal in nature, such as hair, nail, and skin care; death care services; laundry and dry-cleaning services; and a wide range of other personal services ranging from pet care (except veterinary) to dating assistance. Day spas, massage parlors, saunas, and other personal service establishments were noticeable contributors adding to worker rosters in 2023. Consumers treated themselves more often to these types of personal luxuries.

There were 145 workers added to the employment figures in the **Repair and Maintenance** subsector. The number of workers settled at 5,092 in 2023, a 2.9% growth rate from 2022. The yearly wage per worker increased \$3,242 (6.6%) to \$52,438. Employment and wage figures have increased each year for the past 10 years in this subsector. The establishments in this subsector recondition and refurbish commercial and industrial machinery, equipment, and other products to their operational order. These establishments also provide general or routine maintenance (i.e., servicing) on such products to ensure they work efficiently, avoid breakdowns and extend life expectancy.

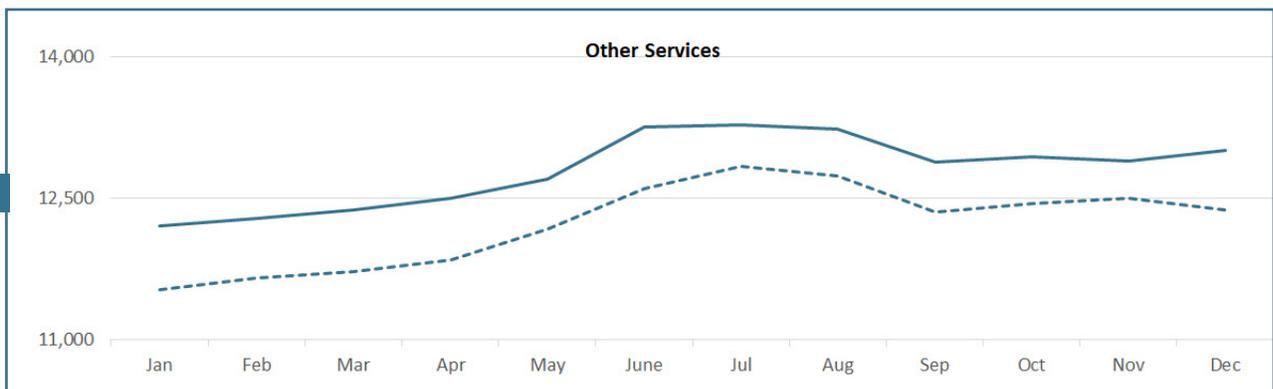
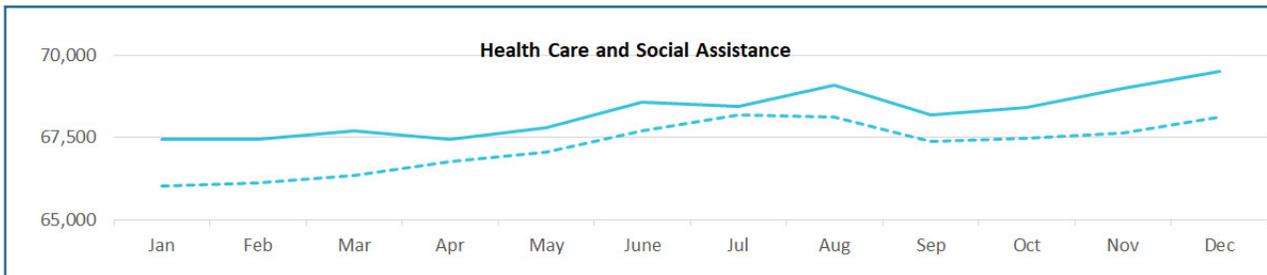
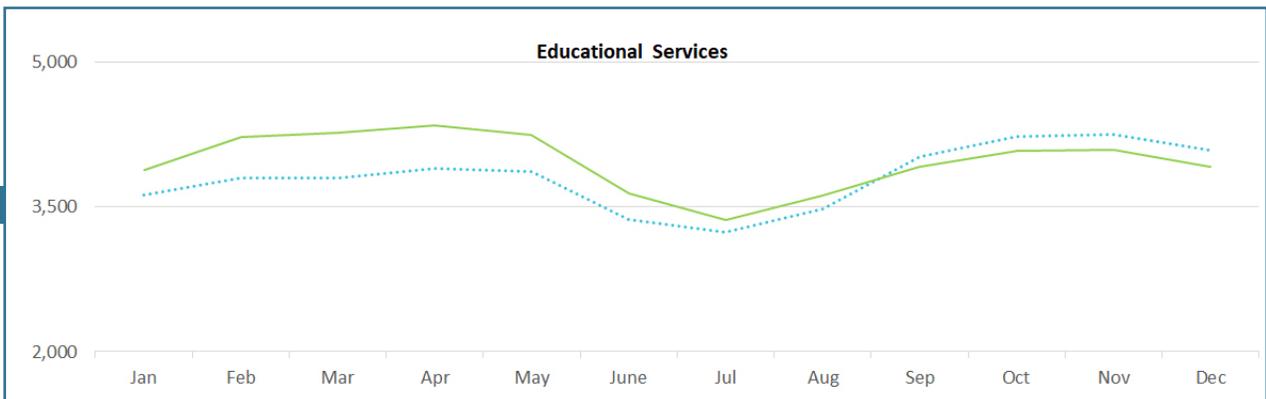
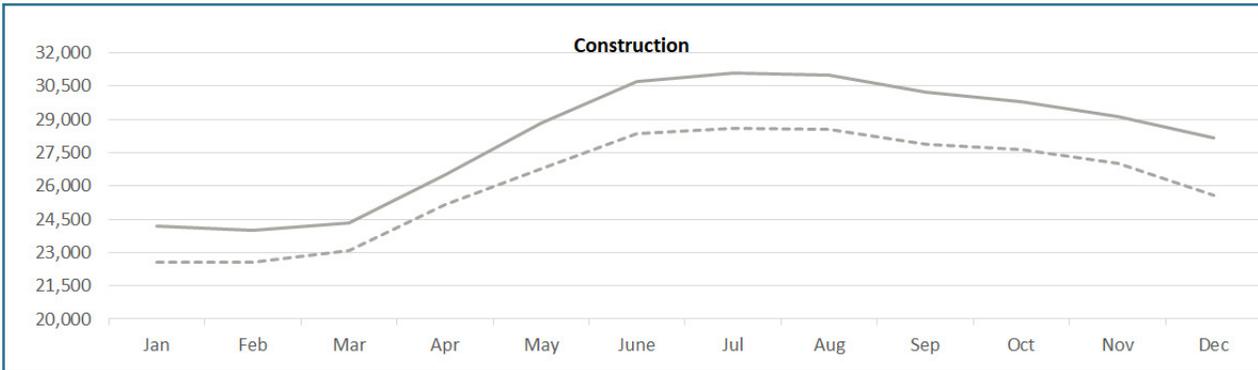
Many establishments serve both businesses and personal households, safeguarding a nice complementary customer base. General automotive and maintenance repair establishments showed keen worker growth during 2023. Car repair, diesel engine repair, and truck repair workshops opened new businesses in 2023, 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 more complex, requiring specific repair service.

Private Households saw a slight increase of five workers in 2023, reaching 191. Average annual wages strengthened to \$26,714. These are private households that employ domestic personnel on or about the premises for activities primarily concerned with the operation of the household. The workers employed include cooks, maids, nannies, butlers, cleaning people, private nurses, and outdoor workers such as gardeners and other maintenance workers. These workers may be paid hourly, salaried, or on a per job basis. This industry tends to have a steady, small workforce overall. Childcare personnel or nannies constitute the majority of the workers for this industry grouping.

South Dakota Covered Workers and Pay in the Other Services Supersector 2023			
Supersector, Sector, and Subsector	Number of Establishments	Average Number of Workers	Annual Pay
Other Services	2,690	12,798	\$44,637
Other Services, except Public Administration	2,690	12,798	\$44,637
Repair and Maintenance	1,218	5,092	\$52,438
Personal and Laundry Services	610	3,440	\$34,589
Religious, Grantmaking, Civic, Professional, and Similar Organizations	635	4,075	\$44,212
Private Households	227	191	\$26,714
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			

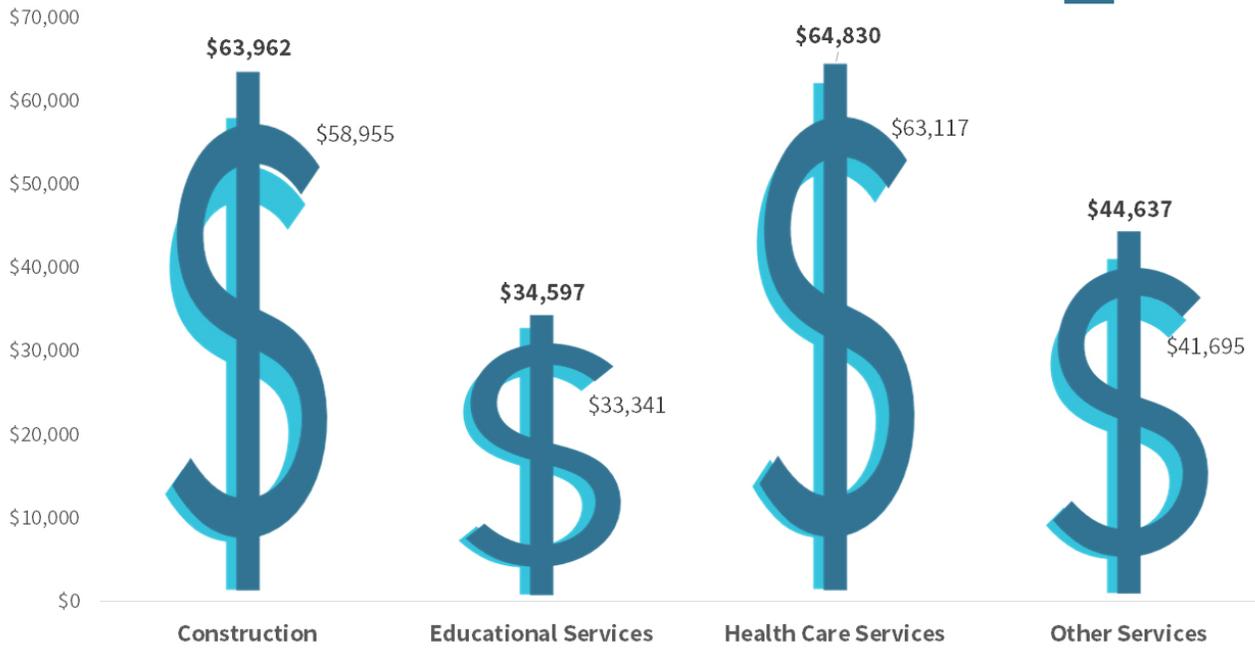
Employment Trends in Featured Industry

Solid lines represent 2023 data; broken lines represent 2022 data.



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

Annual Pay in Featured Industries 2022 and 2023



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

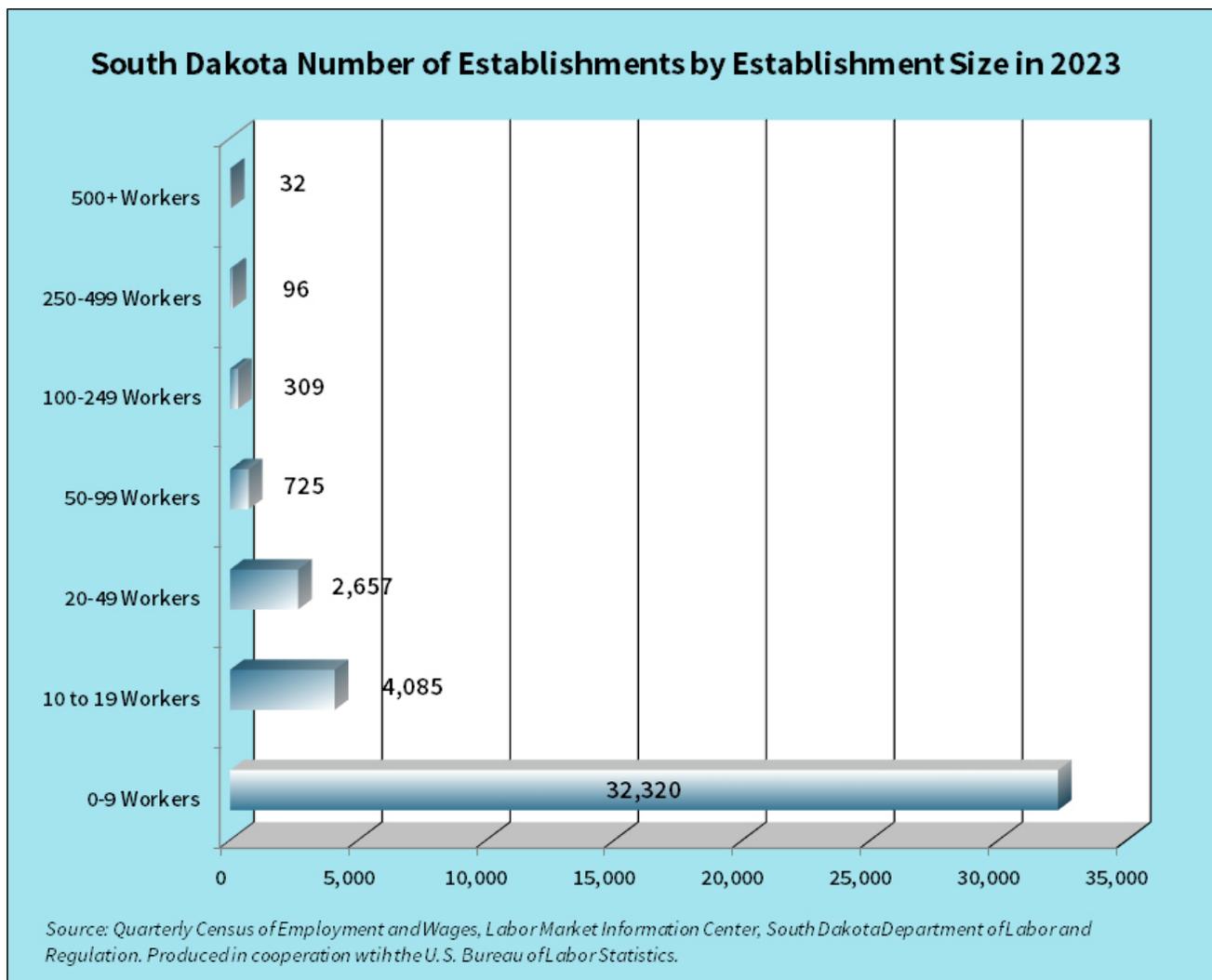
ESTABLISHMENT SIZE

Establishment size data provides a comparison of the number of small and large businesses in South Dakota. The average number of workers at a 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. As has historically been the case, the 0-9 workers size class had the largest number of establishments in 2023,

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 graph on the following page indicates smaller businesses (fewer than 10 workers) employed only 19.9% of the covered workers in South Dakota in 2023. The number of workers was evenly dispersed among the establishment size groups.

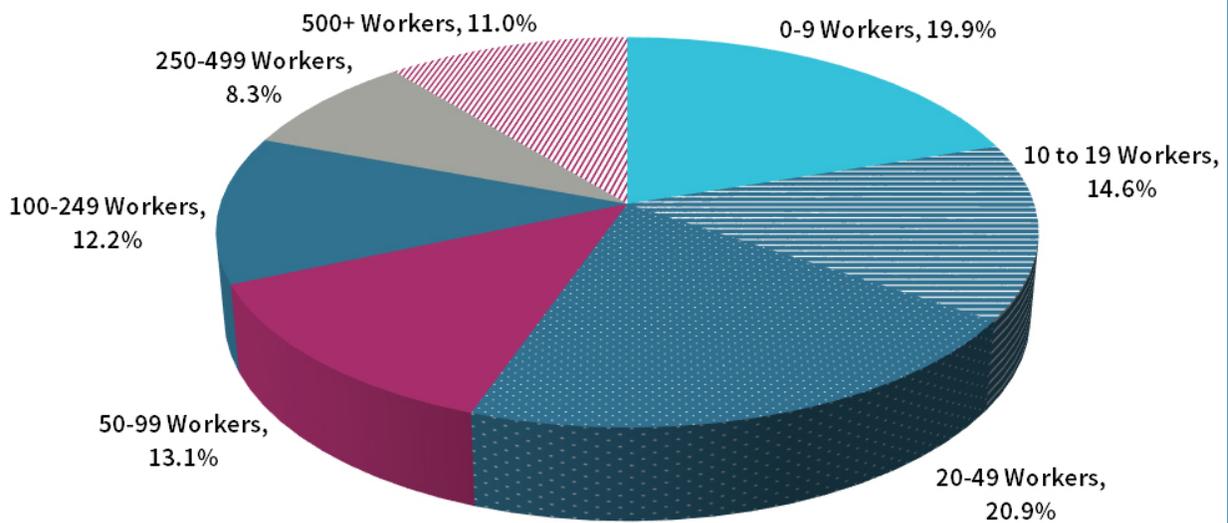


**Number of Establishments, Workers, and Pay
by Establishment Size and by Supersector
2023**

Supersector	0-9	10-19	20-49	50-99	100-249	250-499	500+
Natural Resources and Mining							
Establishments	1,138	101	62	15	5	0	0
Workers	3,458	1,417	1,797	989	820	0	0
Annual Pay	\$47,199	\$51,486	\$56,660	\$60,099	\$87,099	\$0	\$0
Construction							
Establishments	3,960	350	228	51	28	0	0
Workers	9,563	4,689	6,650	3,435	3,818	0	0
Annual Pay	\$50,083	\$61,960	\$72,440	\$76,953	\$74,712	\$0	\$0
Manufacturing							
Establishments	579	159	174	83	57	29	12
Workers	1,917	2,188	5,695	5,754	9,229	9,402	11,118
Annual Pay	\$44,549	\$58,892	\$61,214	\$60,058	\$62,202	\$64,957	\$61,718
Trade, Transportation and Utilities							
Establishments	6,660	1,336	719	191	59	26	2
Workers	18,526	17,847	21,256	13,238	8,716	9,014	2,340
Annual Pay	\$55,419	\$47,469	\$55,684	\$55,710	\$49,979	\$35,594	\$40,555

Table continued on next page

Distribution of Employees by Establishment Size in 2023



**Number of Establishments, Workers, and Pay
By Establishment Size and By Supersector
2023**

Supersector	0-9	10-19	20-49	50-99	100-249	250-499	500+
Information							
Establishments	847	56	43	9	3	1	1
Workers	1,225	756	1,268	609	382	*	*
Annual Pay	\$78,261	\$72,779	\$50,736	\$60,693	\$71,167	*	*
Financial Activities							
Establishments	3,817	260	145	30	26	6	4
Workers	8,304	3,489	4,193	2,128	4,172	1,943	3,120
Annual Pay	\$69,453	\$75,234	\$90,578	\$89,155	\$92,064	\$76,484	\$83,954
Professional and Business Services							
Establishments	8,418	396	259	54	27	7	2
Workers	12,857	5,226	7,645	3,712	3,944	2,057	1,797
Annual Pay	\$79,045	\$62,392	\$68,545	\$70,132	\$73,087	\$105,389	\$101,156
Education and Health Services							
Establishments	2,499	463	353	137	64	25	11
Workers	6,178	6,273	10,638	9,314	9,357	7,993	22,466
Annual Pay	\$49,327	\$48,508	\$51,751	\$48,755	\$59,299	\$62,225	\$84,402
Leisure and Hospitality							
Establishments	2,016	742	615	140	33	1	0
Workers	7,046	10,259	17,836	9,258	4,637	*	0
Annual Pay	\$21,199	\$20,032	\$22,574	\$24,369	\$29,249	*	\$0
Other Services							
Establishments	2,386	222	59	15	7	*	0
Workers	5,957	2,900	1,667	1,011	956	*	0
Annual Pay	\$43,513	\$46,140	\$46,496	\$32,409	\$47,281	*	\$0
Total Private Ownership							
Establishments	32,320	4,085	2,657	725	309	96	32
Workers	75,031	55,045	78,643	49,447	46,029	31,336	41,450
Annual Pay	\$55,397	\$47,719	\$52,320	\$52,709	\$60,865	\$58,986	\$76,412

*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

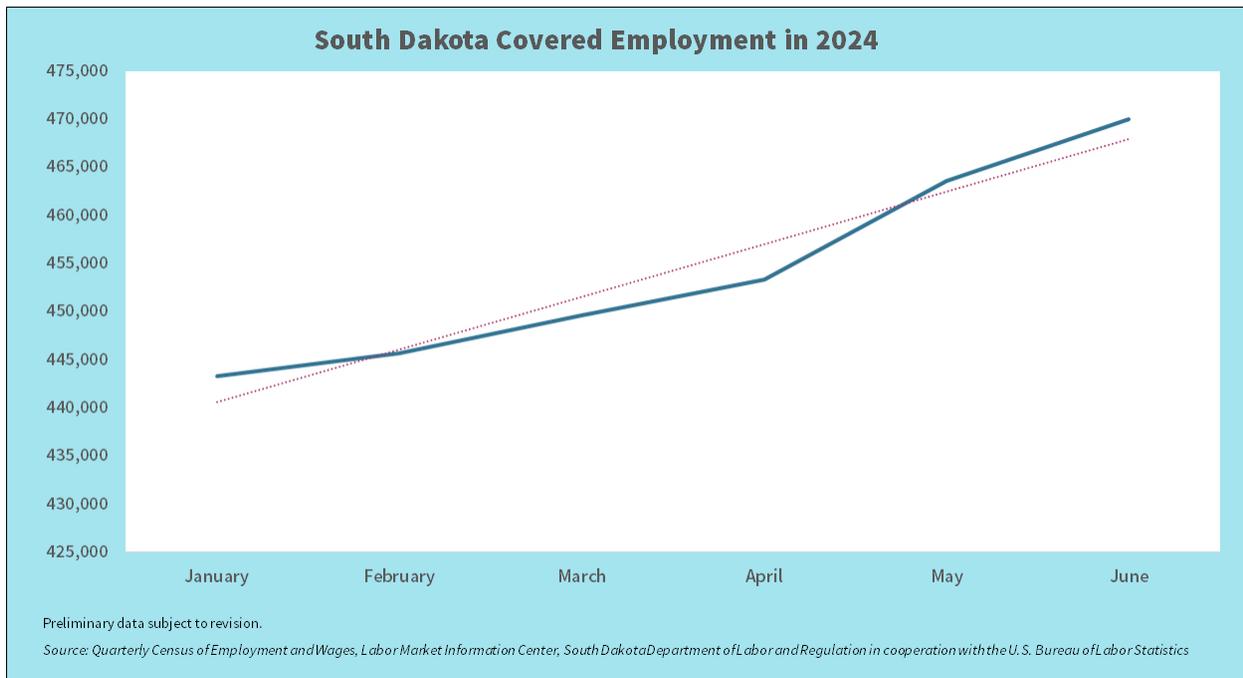
TO DATE IN

2024

A downside of the powerful QCEW 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, second quarter 2024 data (April, May, and June),

became available in mid-September 2024, just in time for this report.

That preliminary data shows growth of covered employment is continuing in 2024. In fact, employment reached 470,011 in June 2024, a historical high. The dark line in the graph below plots 2024 monthly employment levels, while the dashed line shows the overall trend—one of growth.



WANT TO KNOW MORE?

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_covered_workers.aspx

Contact us as needed for assistance.

In addition to the data available on the pay of South Dakota workers through employer surveys, it is important to look at the income of the state's citizens at a broader level. Personal income data from the U.S. Bureau of Economic Analysis fits the bill. In this annual summary of the state of South Dakota's workforce, it's also important to delve into topics closely related to income, including educational levels and poverty.

09

INCOME AND 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 2022 and 2023, South Dakota's per capita personal income increased \$2,180 (3.2%).

During that same time frame, the United States and the Plains region growth outpaced South

Dakota at 4.7% and 4.9 % respectively. South Dakota had a higher per capita personal income than both the United States and the Plains region ranking 17th out of the 50 states and the District of Columbia with a per capita personal income of \$70,353 in 2023.

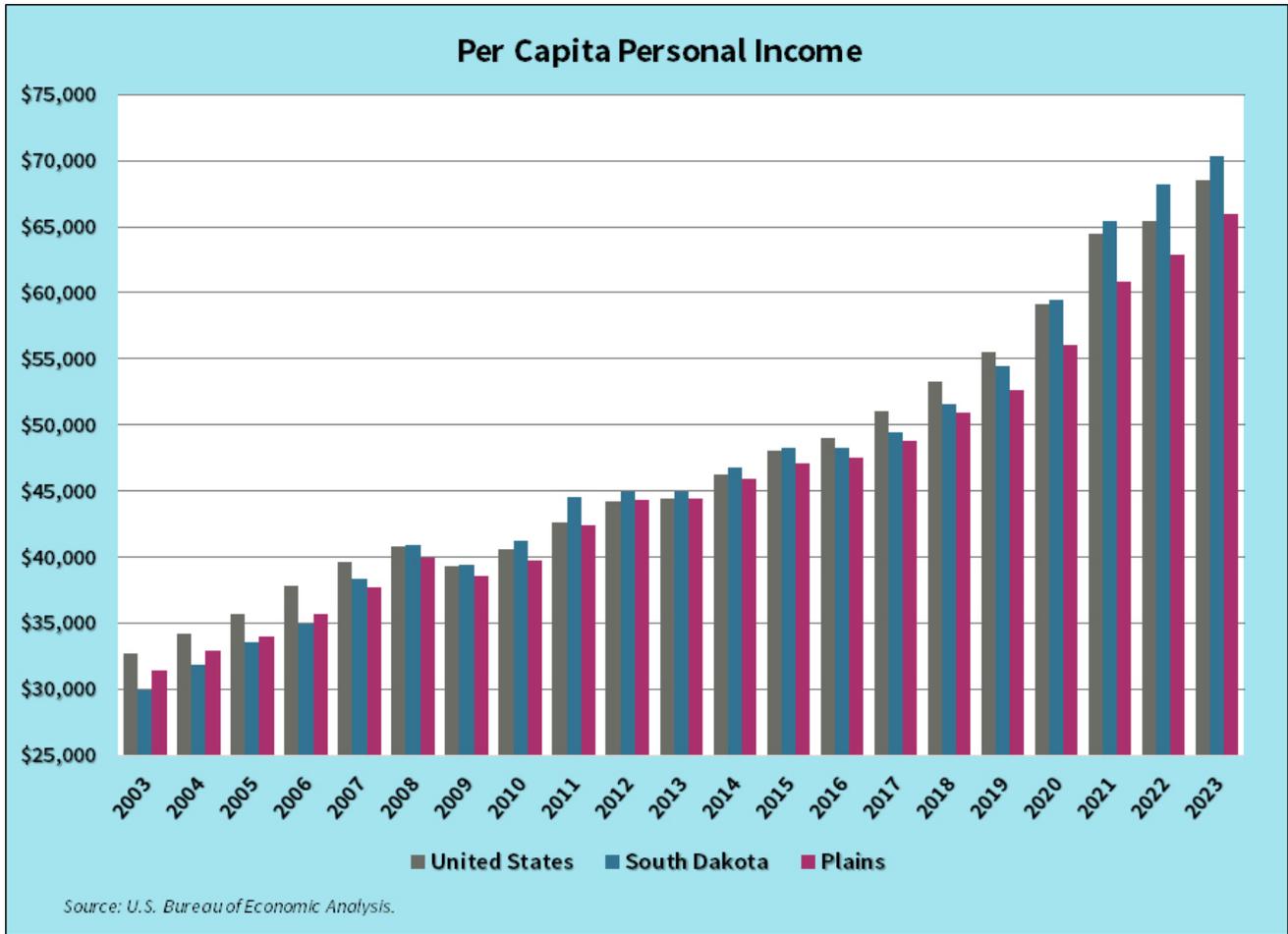
Looking further back South Dakota's personal income has increased by 70.5% since 2010, only slightly more than the nation as a whole at 69.0%. The Plains region has lagged slightly behind both by increasing 65.9% over the same period.

\$70,353

South Dakota's Per Capita Personal Income in 2023

Per Capita Personal Income				
	2022	2023	Actual Change 2022 to 2023	Percent Change 2022 to 2023
United States	\$65,473	\$68,531	\$3,058	4.7%
South Dakota	\$68,173	\$70,353	\$2,180	3.2%
Plains Region	\$62,916	\$65,977	\$3,061	4.9%

Source: U.S. Bureau of Economic Analysis



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 Dakota increase along with the level of education received.

It clearly pays to stay in school, with 2023 earnings increasing by \$10,463 or 35.7% a year for having a high school diploma or equivalency. The value of completing high school is even greater for females, with median earnings 64.2% more for

those who graduated high school or completed an equivalency than those who did not.

Percentagewise, the bump in earnings is especially noteworthy between some college or associate's degree and Bachelor's degree, with earnings being nearly 24% higher for those with a bachelor's degree. The jump is even greater for females, at 31.0%.

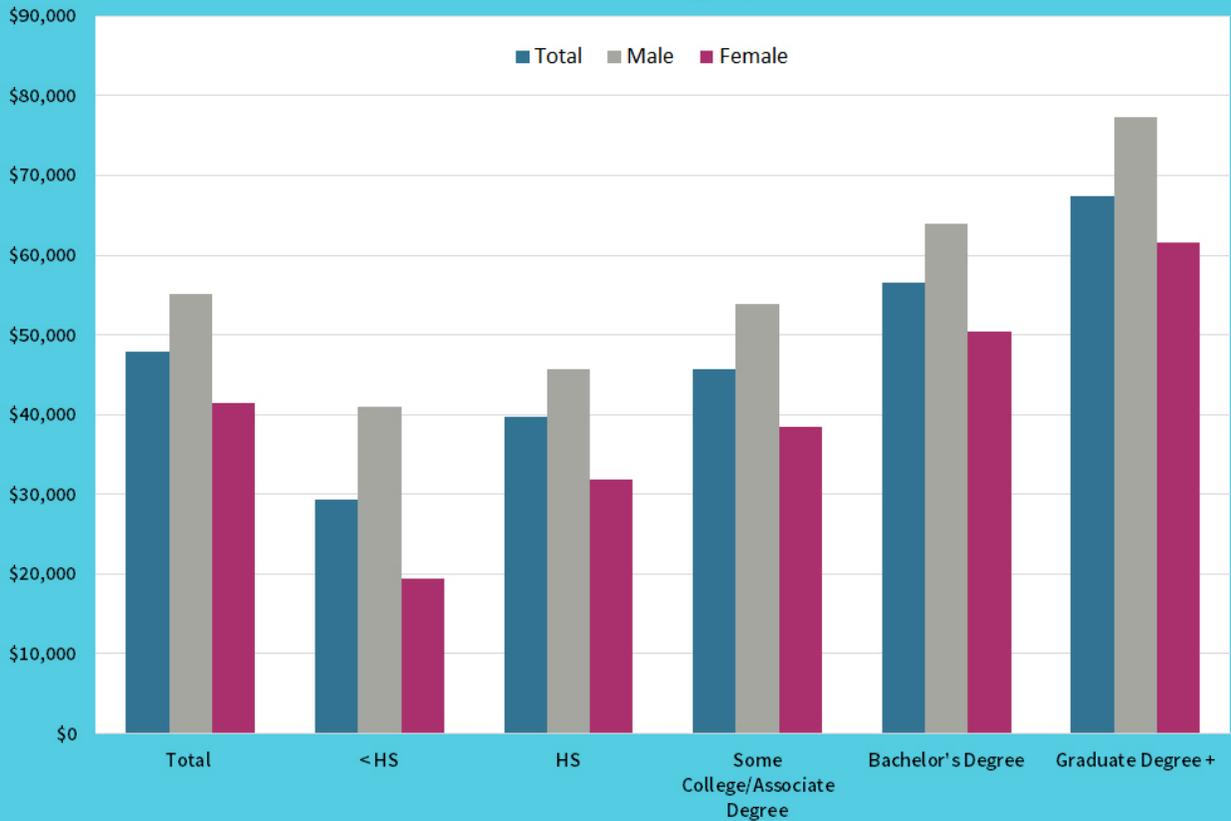
South Dakota Median Earnings by Educational Level

(of population 25 years and older in the past 12 months, in 2023 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	\$47,960		\$55,191		\$41,467	
Less than high school graduate	\$29,330		\$41,048		\$19,393	
High school graduate (includes equivalency)	\$39,793	35.7%	\$45,644	11.2%	\$31,848	64.2%
Some college or associate's degree	\$45,724	14.9%	\$53,914	18.1%	\$38,482	20.8%
Bachelor's degree	\$56,517	23.6%	\$63,884	18.5%	\$50,405	31.0%
Graduate or professional degree	\$67,405	19.3%	\$77,289	21.0%	\$61,552	22.1%

Source: 2023 American Community Survey, 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 2023 inflation-adjusted dollars, American Community Survey one-year estimates for 2023, 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 0.1% from 2022 to 2023. The percentage of South Dakota families in poverty is consistently below the number of families living in poverty at the national level.



Nationally the percent of all families in poverty in 2023 also decreased 0.1% to 8.8%, which is 1.2 percentage points higher than South Dakota at 7.6%. The percent of ‘all people’ in the U.S. and South Dakota with incomes below the poverty threshold was 12.5% and 11.8%, respectively, in 2023.

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	2017	2018	2019	2020	2021	2022	2023
United States	9.5%	9.3%	8.6%	NA	9.1%	8.9%	8.8%
South Dakota	8.4%	8.0%	7.3%	NA	7.9%	7.7%	7.6%
All People	2017	2018	2019	2020	2021	2022	2023
United States	13.4%	13.1%	12.3%	NA	12.8%	12.6%	12.5%
South Dakota	13.0%	13.1%	11.9%	NA	12.3%	12.5%	11.8%

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 number of people living below the poverty level in South Dakota for the population in which poverty status was measured is approximately 104,700 or 11.8%. This is according to the 2023 American Community Survey (ACS).

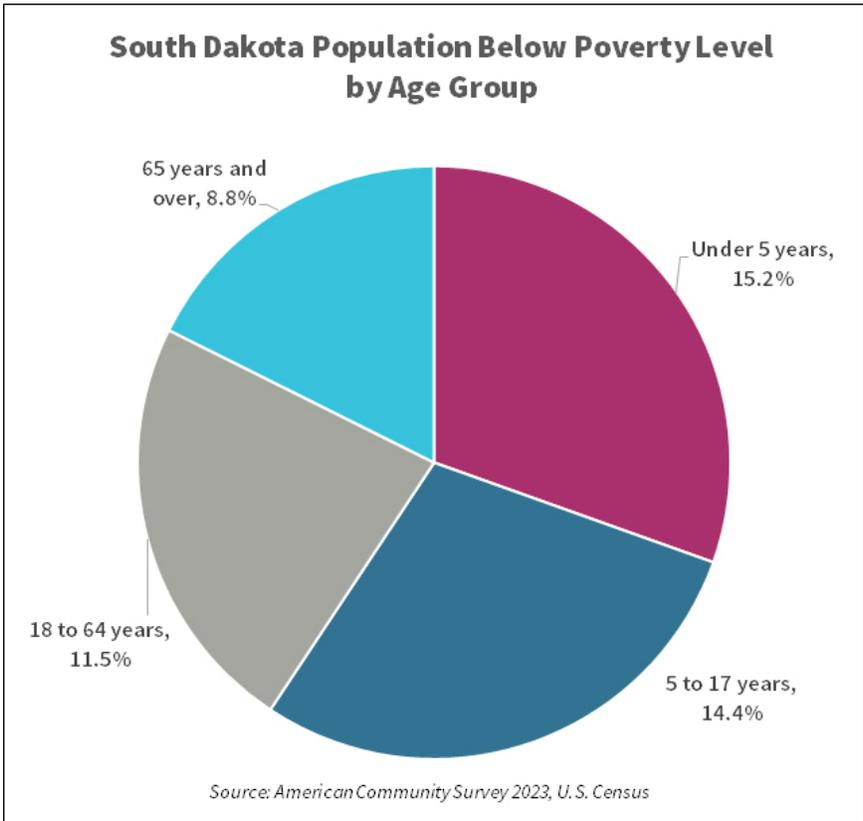
The races with the highest percentage of their population living below the poverty level are American Indian and Alaska Natives at 41.9% and Black or African Americans at 30.2%.

Females in South Dakota are slightly more likely to be living below the poverty level with 12.8% versus 10.7% of the male population.

Children under the age of five are the most likely age demographic to be living below the poverty level. The table on the next page shows poverty status by age demographic.

South Dakota Population for Whom Poverty Status is Determined 2023			
	Population	Population Below Poverty Level	Percent of Population Below Poverty Level
Total	890,853	104,684	11.8%
Under 5 years	54,199	8,240	15.2%
5 to 17 years	161,376	23,237	14.4%
18 to 64 years	513,238	58,924	11.5%
65 years and over	162,040	14,283	8.8%

Source: 2023 American Community Survey, U.S. Census Bureau



WANT TO KNOW MORE?

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 us when you need demographic data.

Employment levels are projected for South Dakota by industry and occupation following a methodology approved by the U.S. Bureau of Labor Statistics. The methodology utilizes various statistical models and incorporates historical employment data sets along with state and national economic trends. 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 employment levels.

EMPLOYMENT & DEMAND PROJECTIONS

SOUTH DAKOTA INDUSTRY EMPLOYMENT PROJECTIONS TO 2032

South Dakota's rate of employment growth (7.7%) from 2022 to 2032 is projected to outpace the nation (2.8%).

As part of the nationally used projections methodology, a general assumption is made no major catastrophic events, national disasters, or pandemics that would significantly affect the economic activities of industries will occur during the projections period.

The COVID-19 pandemic's impact on employment levels registered in historical employment data sets so are important to mention here since historical trends play a big part in the projections process. Many industries had unprecedented shutdowns during the second quarter of 2020, recording unusually low employment levels. But for the most part, those blips in historical employment data series were brief. In fact, recovery in most sectors and industries had already concluded by 2022, with businesses fully staffed and operational.

The South Dakota projections include three categories of workers:

- Non-agricultural Self-employed and Unpaid Family Workers

- Agriculture, Forestry, Fishing, and Hunting Workers (Farm 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 (88.3%) of South Dakota's workforce. This group is also projected to have the highest growth rate to 2032 at 8.0%.

Another important element of South Dakota's labor force is **Agriculture, Forestry, Fishing, and Hunting (Farm Employment)**. This category is expected to grow slightly from 33,331 to 34,941 (4.8%) by 2032. It is projected to grow at 0.48% annually in the next decade. In the past, according to the U.S. Bureau of Economic Analysis (BEA), South Dakota's farm employment had been declining since the late 1990s and into the late 2000s; however, more recently South Dakota's Farm Employment levels have steadied and are trending toward an uptick in workers.

South Dakota Wage and Salaried Employment by Industry Division 2022-2032

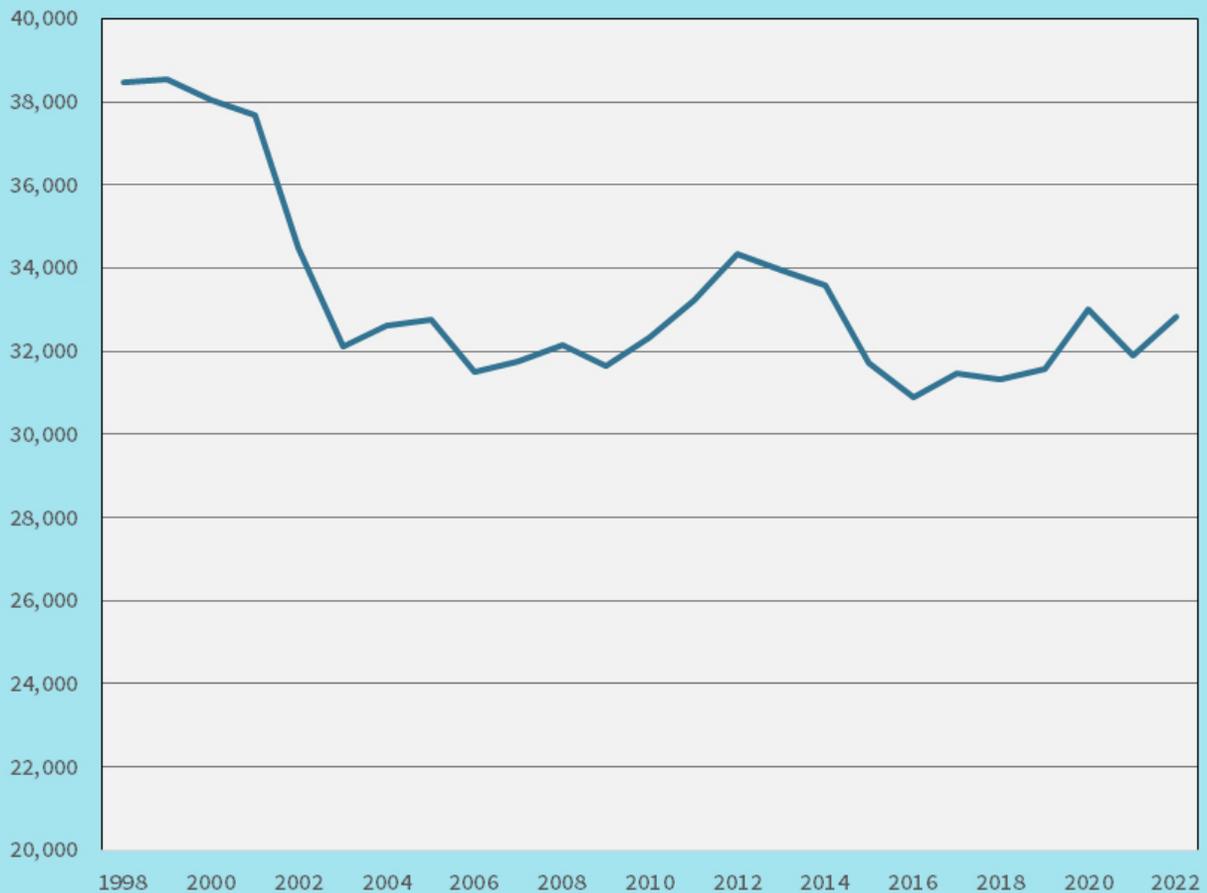
Industry Division	2022 Employment	2032 Employment	Actual Change	Percent Growth
Total of All Industries	511,117	550,566	39,449	7.7%
Non-agricultural Self-employed and Unpaid Family Workers	26,484	28,229	1,745	6.6%
Agriculture, Forestry, Fishing and Hunting (Farm Employment)	33,331	34,941	1,610	4.8%
Nonfarm Wage and Salaried Workers (excludes Self-employed and Unpaid Family Workers)	451,302	487,396	36,094	8.0%

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, July 2024.

Over the past five years, the BEA-estimated Farm Employment went from 31,475 workers in 2017 to 32,848 workers in 2022, an increase of

1,373 workers. Nationally, employment in Farm Employment is expected to decrease slightly, by 57,500 jobs (0.3% annually) through 2032.

South Dakota Farm Employment 1998-2022



Source: U.S. Bureau of Economic Analysis.

The final component of the workforce in South Dakota is the **Non-agricultural Self-employed and Unpaid Family Workers** category. According to BLS (based on the Current Population Survey and the 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 (5.2%) of South Dakota's workforce is expected to have a growth rate of 6.6% (0.66% annually) in the coming decade. On a national level, this category is expected to have annual growth of 0.1%.

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 supersectors at a two-digit 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:

1. Goods-producing, including the following supersectors:
 - Natural Resources and Mining
 - Construction
 - Manufacturing
2. Service-providing, including the following supersectors:
 - Trade, Transportation, and Utilities
 - Information
 - Financial Activities
 - Professional and Business Services
 - Education and Health Services
 - Leisure and Hospitality
 - Other Services
 - Public Administration

In 2022, the service-providing industries accounted for 74.1% of total employment in South Dakota. The service-providing industries are anticipated to employ 30,212 more workers by 2032, or an 8.0% increase in employment. Meanwhile, the goods-producing industries are expected to increase by 7,492 workers (7.1%). On the national level, BLS is expecting an increase of 4.6 million in service-producing industries, reaching over 136.7 million jobs by 2032.

Looking at national trends projected at the two-digit NAICS level, we learn employment in the Professional and Technical Services sector is projected to increase the fastest due to the demand for a range of services including accounting, engineering, and various computer services.

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

- Professional and Technical Services (15.2%)
- Health Care and Social Assistance (12.0%)
- Transportation and Warehousing (11.8%)
- Construction (11.5%)
- Arts, Entertainment, and Recreation (10.5%)

These fastest-growing sectors in South Dakota also contain seven of the top 10 industries at the more detailed, three-digit NAICS level which are projected to grow the fastest to 2032.

As an example of how two-digit NAICS industry sectors are broken down into more detailed three-digit industry levels, we'll use Construction (two-digit supersector NAICS 23) as an example:

- 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).

South Dakota Industry Subsectors Projected to Grow the Fastest to 2032

We ranked South Dakota's industries at the three-digit NAICS level (subsectors) to see which are projected to grow the fastest from 2022 to 2032. The next section of this article will focus on those 10 industries. Only those industry subsectors with a minimum of 1,000 workers in 2022 were included.

Warehousing and Storage

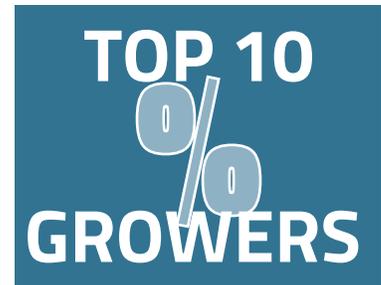
The number of workers in South Dakota's Warehousing and Storage subsector is projected to increase by nearly a quarter 24.8% (304 workers) over the next 10 years. Businesses in this subsector are primarily engaged in operating warehousing and storage facilities for general merchandise, refrigerated goods, and other warehouse products. These fulfillment centers provide facilities to store goods and prepare for their shipment to consumers. A major factor in this projected growth is the continued demand for e-commerce goods. Consumer preferences have been trending more toward online shopping (spurred by the pandemic). As this demand continues, the need for more workers in this subsector will follow.

Couriers and Messengers

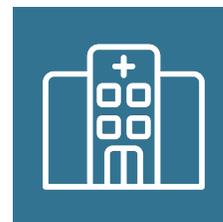
The Couriers and Messengers subsector is expected to increase by 17.1% (396 workers) by 2032. Businesses in this subsector provide intercity, local, and/or international delivery of parcels and documents. Consumer preferences push demand within this subsector as well. Consumers purchasing items online rather than in a brick-and-mortar store is an example. This subsector, along with Warehousing and Storage,

has a direct relationship and will continue to see substantial growth in the years to come. Nationally, according to the BLS, growth in

e-commerce is expected to drive employment growth in the Transportation and Warehousing sector. The BLS projects this sector to grow 0.8% annually from 2022-2032, adding close to 570,000 jobs. The Couriers and Messengers subsector together with the Warehousing and Storage subsector account for 80% of employment in the Transportation and Warehousing sector.



Hospitals



The Hospitals subsector is projected to increase by 16.1% (4,709 workers) 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 may also provide outpatient services as a secondary activity. The demand for workers in hospitals is an ever-increasing need with a continued aging and increasing population. According to American Community Survey (ACS) one-year estimates from the U.S. Census Bureau, South Dakota's population 65 years and older increased by 16.9% from 2017 to 2022. Not only is the population increasing in terms of age, but it is also growing in numbers. Within the past five years (2017-2022), the U.S. Census Bureau

South Dakota Industry Employment Projections 2022-2032 Top Ten in Industry Growth

NAICS Code	Industry Title	2022 Employment	2032 Employment	Actual Change	Percent Growth
493	Warehousing and Storage	1,224	1,528	304	24.8%
492	Couriers and Messengers	2,310	2,706	396	17.1%
622	Hospitals	29,195	33,904	4,709	16.1%
541	Professional, Scientific, and Technical Services	17,217	19,834	2,617	15.2%
621	Ambulatory Health Care Services	19,257	22,032	2,775	14.4%
336	Transportation Equipment Manufacturing	3,777	4,304	527	14.0%
488	Support Activities for Transportation	1,089	1,224	135	12.4%
326	Plastics and Rubber Products Manufacturing	1,617	1,813	196	12.1%
238	Specialty Trade Contractors	15,537	17,368	1,831	11.8%
423	Merchant Wholesalers, Durable Goods	11,077	12,365	1,288	11.6%

Notes:

Data is preliminary and subject to revision.

Data for industries with 2022 employment less than 1,000 not included in the calculations. The calculations are based on percent change. Data presented for industries will not sum to totals due to non-publishable data for additional industries being included in totals.

Industry Codes and Industry Titles are based largely on the North American Industry Classification System (NAICS). Click here for descriptions of NAICS codes.

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, July 2024.

estimated an increase of 4.6% (40,158 people) in South Dakota. The rising number of citizens will continue to drive demand for hospital workers.

Professional, Scientific, and Technical Services

South Dakota's Professional, Scientific, and Technical Services subsector is projected to add 15.2% (2,617 workers) 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 a particular expertise and training of the service provider. Six of the nine more detailed, four-digit industries in this sector are expected to have double-digit percentage employment gains over the next 10 years. The largest increases are expected in Computer Systems Designs

and Related Services along with Management, Scientific, and Technical Consulting Services, each projected to increase employment by more than 20%. Several factors are contributing to the need for workers within this subsector, including automation, technological advances, and the need for expertise and consulting. Retailers and fast-food chains are reducing labor costs through automation, like using self-checkouts and options to order online, through a phone app, or at a kiosk in the establishment.

Ambulatory Health Care Services

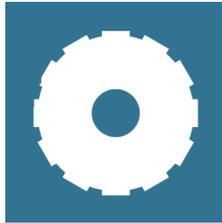
The number of workers in South Dakota's Ambulatory Health Care Services subsector is projected to increase by 14.4% (2,775 workers) over the next 10 years. This subsector is comprised of entities providing health care services directly or indirectly to ambulatory patients. Inpatient services are not usually

Fastest Growing Industry Subsectors to 2032, continued

included. This subsector and hospitals are directly related, and employment growth is primarily driven by the same factors such as an aging population and population growth. At the four-digit industry level, Home Health Care Services, Outpatient Care Services, and Offices of Other Health Practitioners stand out above the rest in terms of projected growth, all contributing to this subsector's position within the list of fastest-growing industries.

Transportation Equipment Manufacturing

Employment in the Transportation Equipment Manufacturing subsector is expected to increase by 14.0% (527 workers) by 2032. Establishments in the Transportation Equipment Manufacturing subsector produce equipment for transporting people and goods. These businesses use production processes similar to those of other machinery manufacturing establishments such as bending, forming, welding, machining, and assembling metal or plastic parts into components and finished products. Motor Vehicle Body and Trailer Manufacturing and Motor Vehicle Parts Manufacturing are the industries underneath Transportation Equipment Manufacturing are the driving forces behind the expected growth. Consumer demand in the past couple of years (2020-2022) drove increased production. According to the South Dakota Department of Revenue's Sales and Use Tax Report, the annual gross sales for Transportation Equipment in South Dakota rose 64.4% from 2020 to 2022. As businesses and consumers continue to purchase products from establishments in this subsector (aerospace parts, motor vehicle parts and accessories, trailers, motorcycles, and boats), more workers are needed to increase production and meet the demand.



Support Activities for Transportation

South Dakota's Support Activities for Transportation subsector is projected to add 12.4% (135 workers) over the next decade. Businesses within the Support Activities for Transportation subsector provide a wide array of transportation-related services, including air traffic control, marine cargo handling, and motor vehicle towing. Underneath this subsector, three out of four industries are projected to have double-digit percentage growth in the next decade. Support Activities for Transportation has a direct correlation with Transportation Equipment Manufacturing. As the need for higher production output continues, there will also be a need to ramp up staffing in these businesses providing related activities as well.



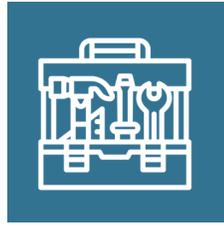
Plastics and Rubber Products Manufacturing

The number of workers in South Dakota's Plastics and Rubber Products Manufacturing subsector is projected to increase by 12.1% (196 workers) over the next 10 years. Businesses in the Plastics and Rubber Products Manufacturing subsector make goods by processing plastic materials and raw rubber. Plastics and rubber are combined in the same sector because plastics are increasingly being used as a substitute for rubber; however, the subsector is generally restricted to the production of products made of just one material, either solely plastics or rubber.

Gross sales have risen in the past couple of years in the Rubber and Miscellaneous Plastic Products major group, according to the Department of Revenue's Sales and Use Tax Report. From 2020 to 2022 gross sales were up 37.9%. Manufacturing facilities within this subsector are continuing to increase production to keep up with increasing demand for products such as foam insulation, plastic bags, plastic pipes, plastic bottles, rubber tires, rubber hoses, and rubber belts.

Specialty Trade Contractors

The Specialty Trade Contractors subsector is projected to increase employment by 11.8% (1,831 workers) in South Dakota over the next decade. Businesses in this subsector perform a specific activity (such as preparing the site, pouring concrete, plumbing, painting, or performing electrical work) involved in building or other 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 or for-sale builder. 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.



Three of the four industries housed under Specialty Trade Contractors are expected to have growth rates exceeding 10% in the next 10 years. Building Equipment Contractors are expected to lead the four-digit industries in growth. They install or service equipment that forms part of a building's mechanical system such as electricity,

water, heating, or cooling. The pandemic accelerated growth within this subsector as people spent more time at home (some working from home) and put greater emphasis on improvements and new construction.

Merchant Wholesalers, Durable Goods

The Merchant Wholesalers, Durable Goods subsector is projected to increase employment by 11.6% (1,288 workers) over the next decade. Businesses in this group sell capital or durable goods to other businesses. Durable goods are new or used items generally with a normal life expectancy of three years or more. The number of establishments in South Dakota's Merchant Wholesalers, Durable Goods subsector doubled from 2012 to 2022. Consumer demand plays a large role in the continued and expected growth. This wholesale subsector encompasses a very broad range of durable goods, ranging from motor vehicles and machinery to furniture and construction materials. So as end consumers continue to need and want these greatly varied durable goods, driving the demand among the middle-level retailers who sell to those consumers, there will continue to be demand for workers in wholesale establishments.

South Dakota Industry Subsectors Projected to Decline through 2032

Although not as pleasant to think about as projected growth in industries, projected declines also reflect trends driven by technological advancements, consolidation of companies, economic impacts, and changes in consumer preference. While the previous section delved into South Dakota's industries projected to grow the fastest through 2032, here we'll focus on the industries projected to decline.

Nationally the largest declines at the sector level are projected to be in Utilities, Mining, and Retail Trade over the next 10 years. The mix of declining industries is considerably different in South Dakota. It's important to remember

many industries in South Dakota have relatively small employment levels, so even a small loss of workers over the projections period can substantially impact a subsector's percent change.

As the table on the top of the following page shows, just six South Dakota industries at the three-digit North American Industry Classification System (NAICS) level are projected to show noteworthy (more than 1.0%) employment declines by 2032. Three of the six are in the Information industry sector and have close inter-relationships. If demand and business activity suffer in one of the subsectors, the other

South Dakota Industries Projected to Decline 2022-2032

NAICS Code	Industry Title	2022 Employment	2032 Employment	Actual Change	Percent Growth
513	Publishing Industries	892	756	-136	-15.2%
323	Printing and Related Support Activities	1,354	1,290	-64	-4.7%
322	Paper Manufacturing	679	659	-20	-2.9%
517	Telecommunications	2,510	2,438	-72	-2.9%
516	Broadcasting and Content Providers	831	812	-19	-2.3%
425	Wholesale Trade Agents, and Brokers	467	460	-7	-1.5%

Notes:

Data is preliminary and subject to revision.

Data for private industries with 2022 employment less than 200 not included in the calculations. Government NAICS excluded in the calculations. The calculations are based on percent 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

subsectors feel the pinch as well. In fact, two more of the industries on this short list are being impacted by the same transition--to electronic processing and presentation of information, away from more traditional methods used in the past.

Publishing Industries (except Internet)

The Publishing Industries (except Internet) subsector is projected to decrease by 15.2% (136 workers) through 2032 in South Dakota. Establishments in this sector publish newspapers, magazines, periodicals, books, directories, mailing lists, and software. This subsector is extremely reliant on consumer preference. The driving force behind the decline is the availability of news, sports, and other content on smart devices such as TVs, smartphones, tablets, and laptop computers. Consumer preferences continue to shift toward consuming content from the internet rather than a physical paper product. According to the U.S. Census Bureau, in 2021 (most recent data available) smartphones were the most common computing device, with 90% of households having at least one. Desktop or laptop computers came in second at 81%, followed by tablets, with 64% of households owning at least one. The same Census source

showed 88% of South Dakota households had a broadband internet subscription. These figures have increased, and the COVID-19 pandemic further intensified our reliance on the internet.

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 4.7% (64 workers). This subsector includes establishments that print products such as newspapers, books, labels, business cards, stationery, business forms, and other materials, and perform support activities like data imaging, platemaking, and bookbinding. It stands to reason as reliance on electronic transmission of data continues to increase, the need for printed materials continues to fall.

Paper Manufacturing

Not surprisingly, worker levels in the Paper Manufacturing subsector are projected to decrease by 2.9% (just 20 workers) in the state. This subsector includes manufacturers of pulp, paper, or converted paper products. In addition to the transition to electronic information rather than printed materials,

automation has also decreased the demand for workers in this manufacturing subsector. Paper product manufacturers continue to implement innovations which lower overhead and labor costs.

Telecommunications

The Telecommunications subsector is projected to decrease by 2.9% (72 workers) through 2032 in South Dakota. This subsector is comprised of entities that engage in operating and/or providing access to facilities for the transmission of voice, data, text, sound, and video content. Establishments provide telecommunication and related services such as telephone, cable, satellite television distribution, and internet access. According to the Quarterly Census of Employment and Wages (QCEW) program, South Dakota's Telecommunications subsector lost three establishments from 2017 to 2022. With the continued popularity of streaming services and the availability of entertainment on the internet, continued declines are expected among providers of more traditional services that bring us news and entertainment.

Broadcasting and Content Providers

The number of workers employed in the Broadcasting and Content Providers subsector in South Dakota is expected to slightly decrease by 2.3% (19 workers). Establishments within this subsector create content or acquire the right to distribute content and subsequently broadcast or distribute that content. In addition to the impact of electronic communications and entertainment discussed above, this subsector has and will continue to be impacted by the consolidation

of companies. Several radio and news outlets are consolidating to cut costs. Over the last several years, local broadcasting and content providers are being bought out by national providers. According to a Keloland news article, "Taking away the 'local' from SD radio stations," a national company that owns several South Dakota radio stations is making cuts, leaving communities without their longtime radio personalities. Instances like the above example happen over time with consolidations in small markets.



Wholesale Trade Agents, and Brokers

The final subsector on the list of South Dakota industries projected to experience employment declines through 2032 is the Wholesale Trade Agents and Brokers subsector. It is projected to decrease by 1.5% (just seven workers). Establishments in this subsector arrange for the sale of goods owned by others, generally on a fee or commission basis. Businesses that act on behalf of the buyers and sellers of goods to facilitate a wholesale trade are included here. Although recent revisions in the NAICS impacted this subsector and made it more difficult to precisely identify employment trends, businesses within this subsector are continually utilizing automation to make operations more efficient and contain labor costs.



WANT TO KNOW MORE?

Employment projections data for 2022 to 2032 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: dlr.sd.gov/lmic/menu_projections.aspx#industry

OCCUPATIONAL EMPLOYMENT PROJECTIONS TO 2032

South Dakota and U.S. Employment Snapshot 2022-2032

U.S. occupational employment is projected to increase by 2.8% from 2022-2032, from 164.5 million jobs in 2022 to 169.1 million by 2032.

South Dakota's occupational growth is projected to be much faster than the nation's 2.8% for the 2022-2032 decade at 7.7%. The Labor Market Information Center (LMIC) released projections for 577 detailed occupations. Employment for 515 occupations is projected to increase or remain the same, while 62 occupations are projected to decline.

LMIC completed the 2022-2032 statewide projections using the nationally adopted projections methodology, which allows for comparability of this data across states, as well as 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.

Let's look at the expected changes in occupational employment levels over the 2022-2032 decade and the trends expected to drive those changes. Many of these occupations have a high concentration of employment in specific industries. Therefore, the trends expected to affect employment in those industries largely drive the employment changes projected across these occupations. However, the employment outlook of occupations can also be influenced by factors specific to an occupation or by trends affecting other industries in which the workers in the occupation are employed.

Projections methodologies are heavily based on historical relationships in the data. Nevertheless, LMIC also researches factors expected to affect employment, particularly those that may not be reflected in historical data, such as new technologies and legislation. The analysis below

reflects the research used when developing and validating these projections.

Occupational projections start at a macro level. There are two factors which affect the employment change of an occupation:

1. Changes in industry employment. This is easy to understand. If an industry's employment grows or contracts, the number of workers within the industry will increase or decrease.
2. Changes in the mix of occupations (commonly referred to as staffing patterns) in an industry. This factor is a bit more complicated and requires more research and analysis. This often includes examining historical staffing pattern data and analyzing factors that may have affected the mix of occupations within the given industry.

There are also micro-level factors which are also weighted and included when developing occupational projections. Some of the more common micro-level considerations are demographics, technology, replacement of one product or service for another, outsourcing and organizational restructuring, and legislative and political reconstruction. Many of the occupations on South Dakota's top 10 fastest-growing list are growing due to one or more of these micro-factors.

South Dakota's Top 10 Fastest-Growing Occupations to 2032

The table at the right features the 10 occupations projected to grow the fastest by 2032. The narrative following the table explores some reasons for the growth.

We defined the fastest-growing occupations as those with employment of at least 100 workers during the base year (2022) and the highest percent change of employment during the

South Dakota Occupational Employment Projections 2022-2032 Top Ten Fastest Growing Occupations

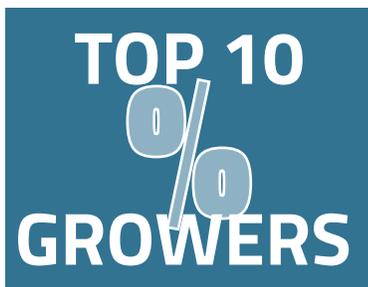
Rank	SOC Title	2022 Employment	2032 Employment	Numeric Change	Percent Change
	Total, All Occupations	511,117	550,566	39,449	7.7%
1	Wind Turbine Service Technicians	155	243	88	56.8%
2	Nurse Practitioners	821	1,284	463	56.4%
3	Data Scientists	116	163	47	40.5%
4	Information Security Analysts	709	977	268	37.8%
5	Physician Assistants	589	791	202	34.3%
6	Cooks, Restaurant	1,585	2,085	500	31.6%
7	Physical Therapist Assistants	344	447	103	29.9%
8	Medical and Health Services Managers	1,004	1,278	274	27.3%
9	Nurse Anesthetists	360	458	98	27.2%
10	Industrial Machinery Mechanics	1,250	1,590	340	27.2%

Notes:

Data is preliminary and subject to revision.

Fastest growing occupations are defined as those occupations with employment of 100 or more workers in 2022 and the highest percent change in employment from 2022 to 2032.

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, July 2024.



2022-2032 projections period. Please keep in mind fastest growing does not necessarily equate to many new jobs.

However, because of the role fastest-growing occupations play in the occupational and economic landscape, whether many or few, all occupations are important and noteworthy.

First Glance Impressions

As mentioned above, employment trends in industries are a major driving force in occupational trends as well. You may notice this coming into play in the top 10 fastest-growing occupations list above. Energy, health care, computer, and science-related industry growth is playing a role in the occupational growth we are projecting.

This is the case not just in South Dakota but nationally as well, especially within the top three fastest-growing occupations.

Wind Turbine Service Technicians

This occupation was the number one fastest-growing occupation during the 2020-2030 round of projections in South Dakota, and it still holds the number one spot during the 2032 projection period. South Dakota is following the national trend because this occupation also held the fastest-growing spot on the national list. It has been over 20 years since the first wind turbines began dotting the South Dakota horizon and “wind techs,” as they are often called, not only install those big fans but also maintain and repair them as needed. As this natural renewable energy source continues to grow in popularity, the need for these workers is also projected to continue at a whirlwind pace.



Nurse Practitioners

Nurse practitioners once again took the number two spot in the fastest-growing list in South Dakota (56.4%) as well as the national ranking (45%). This occupation almost took over the number one spot in South Dakota, missing by tenths of a percent a tie with wind techs.

It is expected this occupation will continue to see strong growth for many years to come. It's no secret South Dakota's population has experienced growth in the number of people flocking here in search of gainful employment, pride in owning their own piece of paradise, and the freedom to enjoy South Dakota's common-sense approach to life. In addition, like the nation, South Dakota has been and will continue to experience the graying of its population. So, it stands to reason a growing and aging population will require medical care.

Those are only two of the reasons the nurse practitioner occupation is expected to show continued growth in our state. The state's medical hubs have and will continue to see phenomenal growth as we work to ensure excellence in our health industry. The state's mid-sized cities are also experiencing strong growth in the health industry as they become micro-hub medical centers. Even most rural towns across South Dakota have clinics and satellite offices to care for their population. It is not bragging to say South Dakota stands as a beacon of what the rural tapestry of health care can look like.

In a state where her residents work and play hard, accidents and illness happen. In the past, geographical distance inherent in our rural state impeded timely emergency treatment and health care. Our pioneering spirit and forward thinking fueled more infrastructure and technology to improve South Dakota's health care for all citizens, regardless of where they live. We found a way for our small hospitals, clinics, and satellite offices across the state to treat patients for serious, and sometimes life-threatening accidents, conditions, and diseases, right where they live.



Today, a patient in Faith, South Dakota can meet with a nurse practitioner who is a part of a much bigger network of doctors, surgeons, and specialists available for

virtual consultation or a follow-up in-person appointment as needed. Some of the health care professionals on the team are several states away or even in a different country. While technology makes this “virtual medical team” approach to diagnosis and treatment possible, patients are often able to remain in their own home or community health facility, remaining near family and in familiar surroundings. Nurse practitioners in local communities make this possible.

Whether it is setting a broken bone or helping someone dealing with a terminal illness, nurse practitioners are the ones in the trenches administering the care and support their patients need, when and where they need it. Because of the vital role this occupation plays in South Dakota's health care industry, it is likely we will see this occupation grace the top 10 list for many years to come.

Data Scientists

Coming in at number three are data scientists. New to the fastest grower list, data scientists are expected to analyze, graph, and project their way into the third fastest occupational growth rate for the 2022 to 2032 projections cycle, increasing at almost 41%. This is a good example of a relatively small occupation that will see significant growth and notoriety over the next 10 years. As the amount of data and the need to analyze that data continues to increase, this emerging occupation will become more commonplace in South Dakota. This occupation is also number three on the nation's fastest-growing list (expected to see a 35% increase) during the same period.

These workers develop and implement a set of techniques or analytics applications to transform raw data into meaningful information. They use data-oriented programming languages and visualization software to apply data mining and

modeling to extract and analyze information for large structured and unstructured datasets. They provide users with a visual report of data findings through the dynamic data reports they create.

Information Security Analysts

In the number four position on the fastest-growing list for the 2032 projections period is information security analysts, which are expected to see a 38% employment increase in South Dakota.

This is a slightly faster increase than nationally (32%).

Like its third-place counterpart data scientists though, these workers have been around—but their occupation is just beginning to emerge as a separate, unique occupation. Information security analysts plan, implement, upgrade, and/or monitor security measures for the protection of computer networks and information. They assess system vulnerabilities for security risks and propose and implement risk mitigation strategies. They ensure appropriate security controls are in place to safeguard digital files and vital electronic infrastructure. They also respond to computer security breaches and viruses. They go by many different job titles such as information security officers, information security specialists, information systems security analysts, and network security analysts to name just a few.

As cyber attacks and data breaches continue (and hackers get increasingly sharper and more devious), these workers will work behind the scenes to keep our state and the nation moving forward and functioning safely.

Physician Assistants

Rounding off the top five fastest-growing occupations is physician assistants which is expected to increase by 34%. This occupation is projected to grow faster in South Dakota than nationally, where its 27% growth ranks it the eighth fastest-growing.



Physician Assistants provide health care services typically performed by a physician. They conduct complete physicals, provide treatment, and counsel patients. They also may prescribe medication. Like nurse practitioners, physician assistants fill gaps in medical services for physicians and/or surgeons. Many of the reasons for the projected growth in this occupation are the same as those for nurse practitioners because they perform the same medical services, and their skill sets and role in the bigger healthcare picture are very similar.

Restaurant Cooks

Restaurant cooks took the sixth spot on South Dakota's fastest-growing list at 32%. This occupation is also the largest occupation on the list, projected to account for a sizable 500 worker increase.



Who doesn't like to eat out? Is it really a surprise restaurant cooks are on the top 10 fastest-growing occupations list? Not in South Dakota it isn't.

However, some states are seeing restaurants shut their doors because of hostile business climates and the inability to make ends meet in the razor-thin business margin environment of the eating and drinking industry. But South Dakota's eating and drinking establishments have been able to buck the system. Our eateries are not just surviving but thriving. The recipe for success for these South Dakota businesses is simple: hard-working, talented restaurant cooks and support staff in a state with a robust business climate and tax-friendly environment.

Whether you're hungry for a meal at a classic sit-down restaurant, a quick burger and fries, something to tantalize your tastebuds at a new niche or ethnic restaurant, it is South Dakota cooks who have you covered. Likewise, whether you're looking for dining-out options in a small or mid-sized town or one of South Dakota's metro areas, restaurant cooks are a staple ingredient of your opportunities.

Physical Therapists Assistants

Physical therapists assistants are projected to increase slightly faster in South Dakota than nationally. In seventh place with a 30% increase, this occupation is projected to continue to see strong growth in South Dakota. These assistants took the ninth-place spot nationally, with a projected increase of 27% over the 2032 projections round.



These health workers are also sometimes referred to as PTAs. They work under the direction and supervision of physical therapists. They help patients recovering from injuries and illnesses regain movement and manage pain. They work directly with patients through exercise, massage, gait, and balance training, and other therapeutic interventions. They record patients' progress and report the results to the physical therapist who adjusts treatment plans.

The reasons for the expected continued growth in this occupation mirror the other health-related occupations on this top 10 list. A growing and aging population is fueling the need for this occupation and will continue to do so.

Medical and Health Services Managers

Given the continued growth projected for South Dakota's health services industry (second fastest), it is not surprising our number eight spot on the fastest-growing occupations list is held by the medical and health services managers occupation. This is a large occupation and is projected to see fast growth at 27% for the 2032 projections forecast in South Dakota. This rate will closely mirror the nation at 28%.

The health care industry is seeing an uptick in new and/or expanding facilities in a variety of areas across the state. These services are needed to specialize in a specific branch of medicine or health care or to assist in the care of specific segments of our society, such as specialized care facilities for the aging, or those with chronic, debilitating, or terminal medical conditions.

Nurse Anesthetists

Coming in at number nine on the list are nurse anesthetists. This occupation is the last of the health care related occupations to make the list, at 27% projected growth. These workers are an integral part of the health care team. They administer anesthesia, monitor patients' vital signs, and oversee patients' recovery from anesthesia. They may assist anesthesiologists, surgeons, physicians, or dentists. They must be registered nurses who have specialized graduate education. These workers are found in more than just hospitals or surgical centers, and as people live longer and have access to more types of insurance (such as dental insurance and broader medical insurance coverage), more procedures are being performed under general or local anesthesia every year. More demand for procedures increases the demand for nurse anesthetists.

Industrial Machinery Mechanics

Industrial machinery mechanics finish off the top 10 fastest-growing list in South Dakota, with projected growth of 27%. These workers 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 they become a problem or the machine and/or product it produces is damaged.



The continuing adoption of automated manufacturing will require more industrial machinery mechanics to keep machines in good working order. The use of automated conveyors to move products and materials through warehouses and factories is an area of high demand for skilled machinery mechanics, and as production and warehousing equipment is designed to perform more tasks and become more computerized and automated, the skills these workers must possess will remain in high demand.

SOUTH DAKOTA OCCUPATIONAL DEMAND PROJECTIONS TO 2032

Employment growth is only one portion of the demand for workers in an occupation. When calculating future workforce needs for a specific occupation, employment growth is a relatively minor factor in the number of workers needed. There are two components to occupational demand: the growth of an occupation and the need for additional workers due to separation. The separation component of occupational demand combines both the transfer of workers and workers permanently exiting the workforce. The transfer of workers is defined as workers who leave employment in one occupation for

employment in a different occupation. A separation caused by an exit is when a worker leaves the workforce entirely.



The table below shows the top 10 occupations projected to have the greatest demand for workers in South Dakota each year, on average, through 2032.

Top 10 Occupations with the Highest Annual Projected Demand in South Dakota 2022-2032					
Rank	Occupational Title	Average Annual Openings			
		Due to Employment Growth	Due to Labor Force Exits	Due to Occupational Transfers	Total Openings
	Total, All Occupations	3,945	26,934	32,556	63,435
1	Fast Food and Counter Workers	160	1,697	1,811	3,668
2	Cashiers	43	1,193	1,202	2,438
3	Farmers, Ranchers, and Other Agricultural Managers	140	1,541	734	2,415
4	Retail Salespersons	109	952	1,148	2,209
5	Stockers and Order Fillers	119	609	958	1,686
6	Janitors and Cleaners, except Maids and Housekeeping Cleaners	90	696	695	1,481
7	Waiters and Waitresses	41	563	790	1,394
8	Bookkeeping, Accounting, and Auditing Clerks	9	749	589	1,347
9	Customer Service Representatives	-5	441	618	1,054
10	Registered Nurses	192	516	320	1,028

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2024

The methodology used for employment projections at the national level and by all state agencies like South Dakota is developed by the U.S. Bureau of Labor Statistics (BLS). The

use of the BLS methodology ensures not only statistically sound and reliable data is produced but also allows for comparability of data among similar geographic areas.

National employment projections for 2022 to 2032 were released in September 2023; state projections followed in July 2024.



The methodology used by both BLS and its state partners to develop occupational demand projections includes what is referred to as separation. This methodology was

designed by BLS to better understand and project what is likely to happen with a dynamic economy in which workers generally hold many jobs throughout their work lives. This methodology incorporates past data, patterns, and trends to general employment projections and captures two types of separations briefly mentioned above:

1. Workers who leave the labor force entirely. (In the table above, this is the Annual Openings due to Labor Force Exits column.)
2. Workers who leave one major occupational group for another. (In the table above, this is the Annual Openings due to Occupational Transfers column.)

The separation methodology for projections is based on the premise every person's career journey will vary, but certain trends are inherent:

- ☑ Transfers between major occupation groups are more common when workers are young, as they explore career possibilities.
- ☑ Transfers between occupations tend to be more common in occupations considered "entry level."
- ☑ Transfers are also more common in occupations where working conditions such as undesirable schedules, poor benefits, high stress, and physically demanding work are the norm.
- ☑ And finally, movement out of the labor force, known as the exit component, can happen at any age, but is more common as workers age and retire.

How the methodology's separations component impacts projected demand

The pie graph at the right illustrates nearly all of South Dakota's annual demand for workers during the 2022-2032 projections decade will be due to



separations, which includes occupational transfers and labor force exits at 51.3% and 42.5%, respectively. About 6.2% of the state's annual openings are due to projected new employment growth. South Dakota's percentage breakout of annual demand is similar to that of the nation for the 2022-2032 projections period. Nationally, transfers made up 54.3% and exits 43.2% of the annual demand for occupations, with 2.5% being caused by growth. South Dakota is predicted to see more new job growth over the 2022-2032 projections period than the nation.

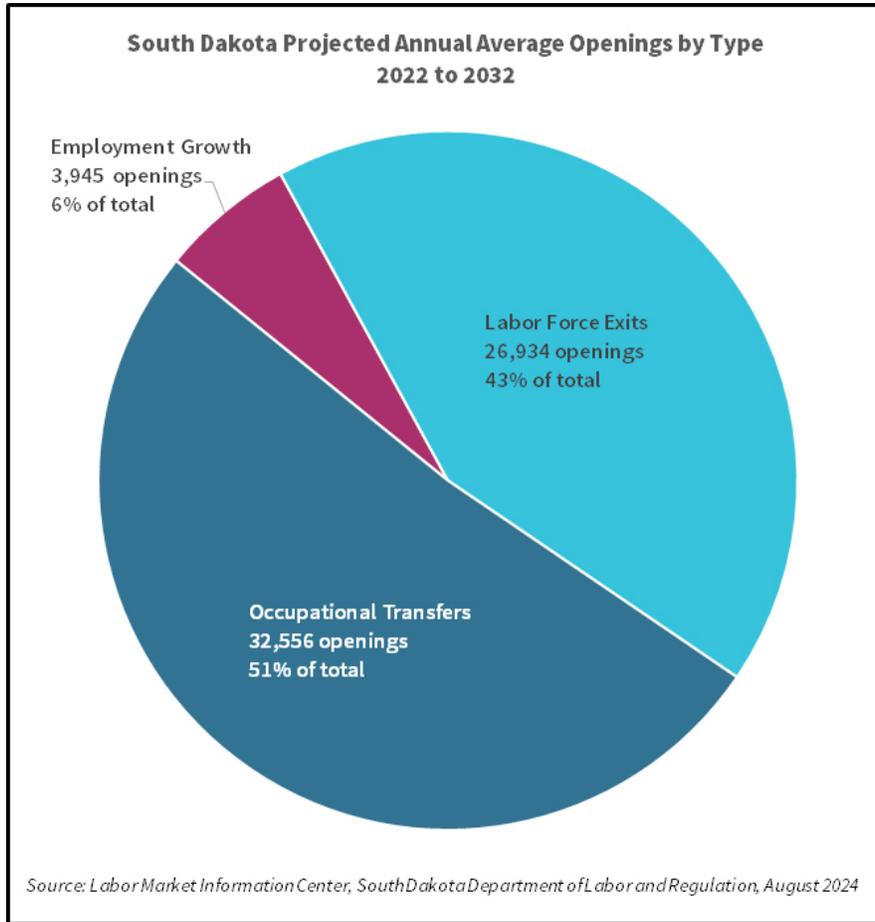
Labor Force Exits



In 2022, 46.8% of South Dakota's civilian non-institutionalized population age 55 and over were in the state's labor force according to the Current Population Survey conducted by the

U.S. Census Bureau for BLS. In 2020, 49.2% of South Dakota's civilian non-institutionalized population age 55 and over were in the state's labor force. This is a decrease of 2.4% in the labor force participation rate of this particular age cohort from 2020 to 2022, even though the number of people in that age cohort increased. According to the CPS, the number of South Dakotans age 55+ was 264,000 in 2020, increasing by 7,000 people to 271,000 in 2022. This indicates workers likely exited the labor force at a quicker clip in 2022 than 2020.

This is not surprising as more baby boomers are reaching retirement age. It is anticipated as this population continues to age over the 10-year



projections period, workers will continue to retire, thereby exiting the labor force.

Retirement is not the only reason workers exit the labor force. Many workers are in the labor force only temporarily for a variety of reasons. Some of these reasons are easy to understand and make sense. Students are one subset of the population who tend to be labor force hoppers. When between sessions in their schooling, they enter the labor force, sometimes even becoming dual job holders. While some of these workers remain in the labor force while school is in session, some exit to put all their effort toward their scholastic and extracurricular activities.

For others, a family event may bring a lifestyle change that causes them to hop into or exit the labor force temporarily. Examples include another family member losing a job, a divorce, or the death of a family member.

Other reasons workers often cite for exiting the labor force are related to family obligations such as caring for an aging or ill family member, caring for young children, or home-schooling family members. Regardless of the reason, when a worker leaves the labor force, the exit creates an occupational opening.



Looking at the table of occupations with the highest demand due to labor force exits (on the next page), a few interesting observations can be made. First, all the occupations in the exits

table require many workers and are either found in South Dakota's biggest industries or are found across many industries. Secondly, most of these occupations are labor-intensive jobs, requiring many workers and a relatively minimal amount of training. This makes for great opportunities for more mobile labor force participants. Jobs in

Top 10 South Dakota Occupations with the Highest Projected Annual Demand Due to Labor Force Exits 2022-2032

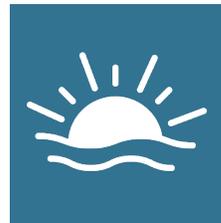
Rank	Occupational Title	Annual Labor Force Exits
	Total, All Occupations	26,934
1	Fast Food and Counter Workers	1,697
2	Farmers, Ranchers, and Other Agricultural Managers	1,541
3	Cashiers	1,193
4	Retail Salespersons	952
5	Bookkeeping, Accounting, and Auditing Clerks	749
6	Janitors and Cleaners, except Maids and Housekeeping Cleaners	696
7	Stockers and Order Fillers	609
8	Waiters and Waitresses	563
9	Registered Nurses	516
10	Customer Service Representatives	441

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2024

these types of occupations are more likely to be available not only in larger cities but in smaller towns as well. Examples of occupations are fast food and counter workers, cashiers, retail salespersons, janitors and cleaners, and stockers and order fillers.

These types of occupations also offer flexibility. Whether it is the number of hours worked, the days or shifts worked, they fit those wanting or needing part-time work schedules or having dual work schedules. Because job opportunities are plentiful, the occupations also offer flexibility so a worker can walk away for a period of time and then return to the job they had, or a similar job with a different employer. These occupations have a lot going for them, which makes them a popular choice with the more mobile portion of the labor force, those looking for a first job, those needing or wanting a second job, or someone looking to work for a limited amount of time to increase cash flow.

Many jobs in the occupations with high exit rates are held by the ‘sunset’ portion of the labor force, the semi-retired--those who are preparing



to leave the labor force permanently but may not be ready to call it quits yet. Maybe they wanted to leave the hustle, bustle, and stress of the career they chose as their life’s work but

weren’t ready to leave the workforce entirely. The schedule flexibility of these occupations appeals to them. They may like to work early mornings or late nights, whatever fits their internal clock. They may also enjoy working at a time when not a lot of workers and customers are present. On the flip side, other ‘sunsetters’ may work for the social aspects, to keep interaction with other people. Whatever their preferences, these high-exit occupations offer them job opportunities, and many employers are happy to hire these seasoned workers. But, because they are semi-retired and not looking to remain in the labor force for an extended time, these workers also tend to increase the number of permanent exits in these occupations.

It would be remiss to assume all workers employed in occupations like fast food and

SD OCCUPATIONAL DEMAND PROJECTIONS TO 2032, CONT.

counter servers, cashiers, retail salespersons, janitors and cleaners, stockers, and order fillers are employed only on a temporary or part-time basis. Many workers make these occupations their life's work and provide a good living for themselves and their families for the tenure of their time in the labor force.

Two occupations at first glance may seem out of place on the high occupational exits table: farmers, ranchers and other agricultural managers, and registered nurses. Workers in both of these occupations generally remain in the same occupation for the lion's share of their careers. Both of these occupations are very large occupations, so it stands to reason they also have many exits. And many of these exits are because workers retire. Ask any farmer or rancher why they do what they do for a living; the answer will likely be along the lines of "I love what I do, and I can't imagine doing anything else." It's more than a career; it's who they are as a person and their whole way of life.



This holds true for those called to nursing as well. Caring for and about others who cannot care for themselves is at the core of those who seek this profession. Though

farming/ranching and nursing are very different occupations, both professions are normally held by workers who were called to the occupation and heavily invested in it. Both occupations require a great deal of training, skills, and knowledge, and in the case of farmers/ranchers, extensive capital outlay as well. Considering the investment made in these careers, most workers remain in their vocations until they exit the labor force.

There are two other occupations on the high demand due to the exits list which are a bit different than some of the occupations we have looked at: bookkeeping and accounting clerks, and customer service representatives. We may

not think of these occupations as being held by the more transient portions of the labor force. Yet a deeper look reveals some similar characteristics with occupations discussed above.

Both of these occupations have many workers and can be found in a variety of industries. So, based on size, these occupations naturally have many openings, some of which are due to workers exiting the labor force. Some workers may exit these occupations to retire. Some may exit the labor force after working in these occupations for a finite amount of time for financial reasons, or because their jobs offered schedules which worked well with other obligations and family responsibilities at the time. Another draw to these occupations in some cases is the option to work from home. In other cases, workers in these occupations may have chosen to downgrade from a more stressful career to a pre-retirement career with fewer demands and/or fewer hours. These occupations make excellent transition jobs for those who need shorter-term employment.

Occupational Transfers

Occupational transfer measures worker attachment to a particular occupation. This component of occupational demand has become more important in more recent years than in the past, when it was more commonplace for individuals to remain in the same occupation throughout their working years.



Both occupational exit and transfer occupations tend to be held by similar demographic pools in the labor force. Generally, both exit and transfer openings are created by the younger and older members of the labor force. Women tend to make up a larger portion of these openings than men, and most of those who take these occupations seem to favor part-time or seasonal work, or work for a limited time in a particular

Top 10 South Dakota Occupations with the Highest Projected Annual Demand Due to Occupational Transfers 2022-2032		
Rank	Occupational Title	Annual Occupational Transfers
Total, All Occupations		32,556
1	Fast Food and Counter Workers	1,811
2	Cashiers	1,202
3	Retail Salespersons	1,148
4	Stockers and Order Fillers	958
5	Waiters and Waitresses	790
6	Farmers, Ranchers, and Other Agricultural Managers	734
7	Janitors and Cleaners, except Maids and Housekeeping Cleaners	695
8	Customer Service Representatives	618
9	Bookkeeping, Accounting, and Auditing Clerks	589
10	Nursing Assistants	489

Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2024

occupation. Some of these workers hold more than one job at a time and some prefer to work alternate work schedules, which consist of either swing, graveyard, early morning, or weekend and holiday work. Transfer workers generally prefer the irregular work schedule more often than the exit portion of the labor market.

Occupations with high demand due to workers transferring out of them tend to be labor-intensive positions with many job openings. For the most part, these occupations are quickly learned and can be found in both cities and more rural areas. Workers can either find part-time or full-time positions as well as a variety of work schedules to fit their needs. To fill positions, most employers are flexible and willing to work around employee scheduling needs. Most employees who take these positions are not interested in making it their life's work and are employed for a finite amount of time.

Many of the occupations found on the highest occupational transfers list (table above) are the same as those on the high exits list: fast food and counter workers, cashiers, retail salespersons,

stockers and order fillers, waitresses and waiters, and janitors and cleaners. Again, they are large occupations with high employment levels, so proportionately, it makes sense they also have a large number of openings due to occupational transfer. In other cases (such as with customer service representatives), not only is there extensive employment, but the occupations are found throughout a wide variety of industries.



Like workers who exit the labor force, workers who transfer out of many of the occupations on the high transfer list often take them for a finite amount of time.

But, unlike those who exit the labor force altogether, these workers create openings when they accept employment in a completely different occupation. It's not just changing from one position within a company to another position within the same occupation, or even transferring from one company to another in the same occupation. An opening caused by an occupational transfer is created when a worker becomes employed in a completely different

occupation. An example would be someone working as a retail salesperson in a department store taking courses in a computer-related program who, upon completion of the program, applies for and accepts a position as a network security specialist. The position left open, the retail salesperson job, would be an occupational opening due to a transfer. And it doesn't matter if the new position accepted was with the same employer or a different one.

In some cases, occupations on the high occupational transfer list (like bookkeeping, accounting, and auditing clerks and nursing assistants) are stepping stone occupations. The entry requirements and work schedules may be a good fit for workers over the short term. Over the longer term, workers may seek additional education and advance their career into higher-level occupations such as accountants or nurses. With more education and/or work experience, customer service representatives may be promoted to administrative or mid-level management positions.

In other cases, working conditions and responsibility demands which are not a good fit for the worker's personality cause higher burn-out and cause workers to seek opportunities in other occupations. For example, a customer service representative position where "cold calls" are required may not be a good fit for someone more timid. Likewise, one who doesn't like conflict would probably not be employed long-term as a customer service representative constantly fielding customer complaints.

One occupation that seems a bit out of place on the occupational openings due to the transfer



list is farmers, ranchers, and other agricultural managers. This is a large occupation in South Dakota (the largest, in fact, with an estimated 2022 employment of more than 21,000), so proportionately, high demand is not surprising.

But perhaps what is surprising is the number of farmers, ranchers, and other agricultural managers we are predicting will be needed because of occupational transfers. One reason it is surprising is because there is a lot involved in becoming a farmer or rancher. It is not an occupation you just fall into. Or is it? Farming and ranching are both known as businesses passed from one generation to another, thus the term "family farm" or "family ranch." But what might be a "dream job" to one person isn't necessarily a dream to another person, even if they share the same genes. Or there may be multiple family members who love farming/ranching, but it doesn't mean they will work well together. In other cases, the family business may not be able to financially support more than one family.

In still other cases, the workload, amount of responsibility, and stress cause burnout and lead to pursuing another occupation. And finally, there is the very real financial side to this business; some are forced into other occupations for financial reasons alone. An individual moving on in search of a different occupation in any of these situations creates an occupational opening due to a transfer.



WANT TO KNOW MORE?

Employment and demand projections for 2022 to 2032 are available for more than 575 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:

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.

South Dakota Occupational Employment and Demand Projections 2022-2032 Summed by Level of Education Recommended						
South Dakota Educational Category	Number of Workers in 2022	2022 Workers in Category as a Percent of Total Workers	Number of Workers in 2032	2032 Workers in Category as a Percent of Total Workers	Annual Openings to 2032*	Annual Openings in Category as a Percent of Total Workers*
Total, all occupations	511,117	100.0%	550,566	100.0%	63,435	100.0%
Less than high school	116,686	22.8%	125,259	22.8%	20,863	32.9%
High school diploma or equivalent	204,955	40.1%	216,206	39.3%	24,831	39.1%
Sum of high school or less	321,641	62.9%	341,465	62.0%	45,694	72.0%
Some postsecondary education	64,375	12.6%	70,539	12.8%	7,046	11.1%
Associate degree	17,562	3.4%	19,410	3.5%	1,719	2.7%
Bachelor's degree	90,443	17.7%	99,763	18.1%	7,704	12.1%
Master's degree	7,453	1.5%	8,692	1.6%	651	1.0%
Doctoral or professional degree	9,643	1.9%	10,697	1.9%	572	0.9%
Sum of bachelor's degree or higher	107,539	21.0%	119,152	21.6%	8,927	14.1%
Sum of education beyond high school	189,476	37.1%	209,101	38.0%	17,692	27.9%

*Annual openings data by educational category may not sum to 'Total, all occupations' data because of the way annual openings data is calculated.

Source: South Dakota 2022 to 2032 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 2024

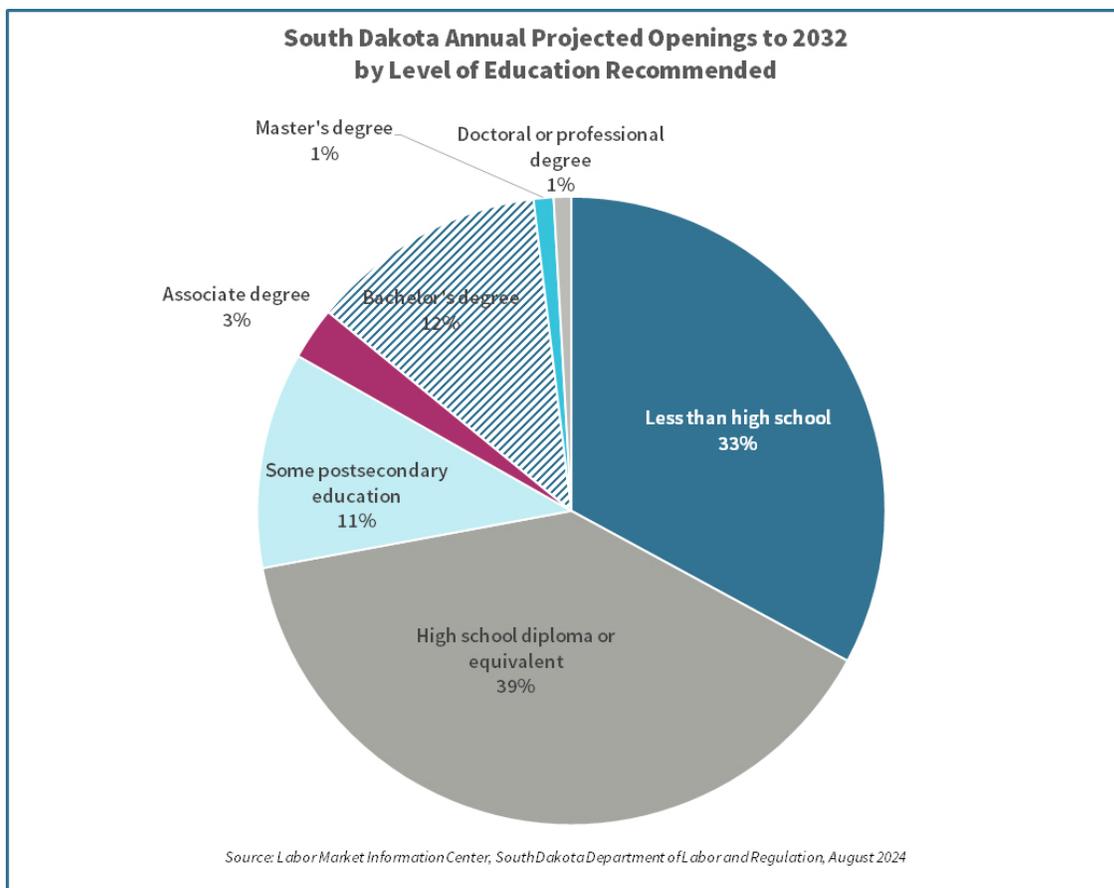
This look at projected demand for workers in South Dakota may surprise many, who might expect demand to be greater in the postsecondary education categories. Something to keep in mind are the many huge occupations (employment-wise) for which a high school diploma is sufficient, and in many cases not required. Just a few examples are fast food and counter workers, retail salespersons, cashiers, janitors and cleaners, etc. 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 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. 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.

SOUTH DAKOTA HOT CAREERS

When decision-makers are analyzing labor market data to make determinations about occupational training or educational programs, we encourage 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.

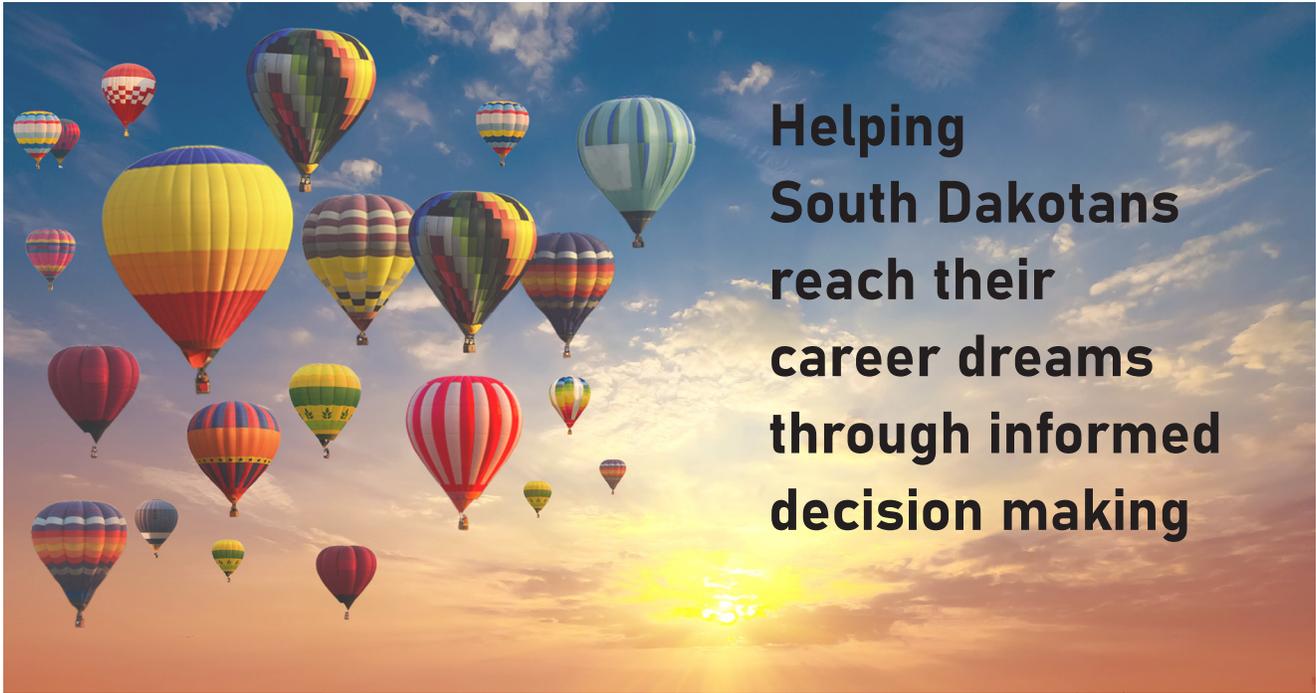
To that end, and also to help individual career planners and job seekers identify occupations with the most favorable job outlook from a labor market perspective, the Labor Market Information Center identifies high-demand high-wage occupations, or “Hot Careers.”

The current Hot Careers were identified in the summer of 2024 using the latest employment projections (2022-2032) and wage data (2023)

available at the time. To be on the Hot Careers list, an occupation has to meet each of the three following criteria:



1. Have positive projected percent change in employment 2022-2032.
2. Have projected annual openings (a measure of demand for workers) greater than the average across all occupations (82) for 2022-2032.
3. Have an average/mean wage greater than the median wage across all occupations. The median wage in 2023 was \$43,680.



Helping South Dakotans reach their career dreams through informed decision making

South Dakota Hot Careers

- Accountants and Auditors
- Agricultural Equipment Operators
- Automotive Service Technicians and Mechanics
- Bus and Truck Mechanics and Diesel Engine Specialists
- Business Operations Specialists, All Other
- Buyers and Purchasing Agents
- Carpenters
- Child, Family and School Social Workers
- Civil Engineers
- Clergy
- Clinical Laboratory Technologists and Technicians
- Coaches and Scouts
- Coating, Painting, and Spraying Machine Setters, Operators and Tenders
- Compliance Officers
- Computer User Support Specialists
- Correctional Officers and Jailers
- Dental Assistants
- Electricians
- Elementary School Teachers, except Special Education
- Farm Equipment Mechanics and Service Technicians
- Farmers, Ranchers, and Other Agricultural Managers
- First-Line Supervisors of Construction Trades and Extraction Workers
- First-Line Supervisors of Housekeeping and Janitorial Workers
- First-Line Supervisors of Mechanics, Installers, and Repairers

South Dakota Hot Careers, continued

First-Line Supervisors of Non-Retail Sales Workers	Middle School Teachers, except Special and Career/Technical Education
First-Line Supervisors of Production and Operating Workers	Network and Computer Systems Administrators
First-Line Supervisors of Retail Sales Workers	Nurse Practitioners
First-Line Supervisors of Transportation & Material Moving Workers, except Aircraft Cargo Handling Supervisor	Operating Engineers and Other Construction Equipment Operators
Food Service Managers	Painters, Construction and Maintenance
General and Operations Managers	Parts Salespersons
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Pesticide Handlers, Sprayers and Applicators, Vegetation
Heavy and Tractor-Trailer Truck Drivers	Plumbers, Pipefitters, and Steamfitters
Highway Maintenance Workers	Police and Sheriff's Patrol Officers
Human Resources Specialists	Property, Real Estate, and Community Association Managers
Industrial Machinery Mechanics	Registered Nurses
Industrial Truck and Tractor Operators	Sales Representatives, Wholesale and Manufacturing, except Technical and Scientific Products
Inspectors, Testers, Sorters, Samplers, and Weighers	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
Insurance Sales Agents	Secondary School Teachers, except Special and Career/Technical Education
Licensed Practical and Licensed Vocational Nurses	Software Developers
Light Truck or Delivery Services Drivers	Structural Iron and Steel Workers
Loan Officers	Substance Abuse, Behavioral Disorder, and Mental Health Counselors
Machinists	Water and Wastewater Treatment Plant and System Operators
Maintenance and Repair Workers, General	Welders, Cutters, Solderers, and Brazers
Management Analysts	
Market Research Analysts and Marketing Specialists	
Medical and Health Services Managers	
Medical Records Specialists	

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 below and on the following page shows the 2022-2032 projected employment and outlook information and the current wage data.

South Dakota Top 30 Hot Careers					
2022 to 2032 Employment and Demand Projections and 2023 Wage Estimates					
Occupational Title	Annual Openings	2022 Employment	2032 Employment	Percent Change 2022 - 2032	Average Annual Wage 2023
Accountants and Auditors	560	6,179	6,831	10.6%	\$77,840
Agricultural Equipment Operators	238	1,404	1,579	12.5%	\$45,300
Automotive Service Technicians and Mechanics	234	2,338	2,596	11.0%	\$50,810
Carpenters	595	6,116	6,784	10.9%	\$44,550
Clergy	183	2,026	2,155	6.4%	\$51,840
Coaches and Scouts	198	1,387	1,546	11.5%	\$44,250
Electricians	279	2,523	2,935	16.3%	\$56,790
Elementary School Teachers, except Special Education	333	4,495	4,758	5.9%	\$50,290
Farmers, Ranchers, and Other Agricultural Managers	2,415	21,349	22,751	6.6%	\$99,990
First-Line Supervisors of Construction Trades and Extraction Workers	228	2,437	2,697	10.7%	\$72,030
First-Line Supervisors of Production and Operating Workers	187	1,769	1,927	8.9%	\$69,460
First-Line Supervisors of Retail Sales Workers	479	4,365	4,707	7.8%	\$59,110
Food Service Managers	224	1,746	1,951	11.7%	\$59,050
General and Operations Managers	386	4,192	4,598	9.7%	\$144,880
Heavy and Tractor-Trailer Truck Drivers	897	7,560	8,298	9.8%	\$56,710
Highway Maintenance Workers	199	2,130	2,192	2.9%	\$45,600
Industrial Truck and Tractor Operators	188	1,676	1,854	10.6%	\$44,770
Insurance Sales Agents	259	2,736	3,042	11.2%	\$75,660
Licensed Practical and Licensed Vocational Nurses	186	2,150	2,319	7.9%	\$49,580

Table continued on next page.

South Dakota Top 30 Hot Careers
2022 to 2032 Employment and Demand Projections and 2023 Wage Estimates

Occupational Title	Annual Openings	2022 Employment	2032 Employment	Percent Change 2022 - 2032	Average Annual Wage 2023
Light Truck Drivers	465	3,744	4,246	13.4%	\$43,830
Maintenance and Repair Workers, General	344	3,348	3,644	8.8%	\$45,240
Management Analysts	323	3,272	3,702	13.1%	\$87,200
Operating Engineers and Other Construction Equipment Operators	195	1,979	2,188	10.6%	\$54,240
Parts Salespersons	247	1,850	2,051	10.9%	\$44,700
Plumbers, Pipefitters, and Steamfitters	193	1,882	2,114	12.3%	\$54,740
Registered Nurses	1,028	14,586	16,506	13.2%	\$69,030
Sales Representatives, Wholesale and Manufacturing, except Technical and Scientific Products	573	5,535	6,130	10.8%	\$78,120
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	189	1,794	2,018	12.5%	\$127,110
Secondary School Teachers, except Special and Career/Technical Education	243	3,501	3,716	6.1%	\$51,650
Welders, Cutters, Solderers, and Brazers	387	3,412	3,802	11.4%	\$46,700

Notes:
 For more information on average annual openings and other employment projections data used in the table above (2022 workers, 2032 workers, percent change 2022-2032), see our Employment Projections Technical Notes page at https://dlr.sd.gov/lmic/projections_technical_notes.aspx.
 For more information on average annual wages, please see our Occupational Wages Technical Notes page at https://dlr.sd.gov/lmic/occupational_wages_technical_notes.aspx.
 Source: Labor Market Information Center, South Dakota Department of Labor and Regulation, August 2024

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

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 66 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](#)



WANT TO KNOW MORE?

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

dlr.sd.gov/lmic/menu_hot_careers.aspx

Contact us for assistance as needed.

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